Menominee Indian Tribe of Wisconsin

Annual Report 2008

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Annual General Council Meeting Agenda

Saturday, January 17, 2009 at 9:00 a.m., at the Menominee Casino Complex
(TRIBAL ATTENDANCE IS ENCOURAGED)

1. **Call to Order – Roll Call**
2. **Menominee Veterans Color Guard and Flag Song**
3. **Menominee Prayer**
4. **Appointment of Sergeant-at-Arms**
5. **Appointment of Tellers**
6. **Election of Chairman for the Meeting**
7. **State of the Menominee Nation –Chairperson**
8. **Actions Taken per Motions of Annual General Council of January 19, 2008**
9. **Legislative Committee Reports:**
   - Budget and Finance
     - Financial Reports
     - Indirect Cost Report
     - Investments
   - Community Development
   - Enforcement and Resource Protection
   - Forestry
   - Governmental Affairs
   - Health and Family Services
   - Housing
   - Labor, Education and Training
10. **Other Business**
11. **Retire the Color Guard**
12. **Adjournment**

*****Note: Lunch will be served at noon***

*** Important Dates to Remember ***

Tribe's Annual Events		
Annual Events		***Important Dates & Timelines***
Annual General Council Meeting		Saturday, January 17, 2009
Annual Swearing-In Ceremony		Monday, February 9, 2009
Menominee Indian High School Graduation		Friday, May 22, 2009
Menominee Veterans Pow-wow		Third Weekend in May
Memorial Day Parade		Monday, May 25, 2009
Menominee Nation Contest Pow-wow		First Weekend in August
Primary Tribal Elections	Neopit	Wednesday, November 11, 2009
	Keshena	Thursday, November 12, 2009
Main Tribal Elections	Neopit	Wednesday, January 13, 2009
	Keshena	Thursday, January 14, 2009

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day	Monday Dec. 22, 2008	Native American Day	Wednesday May 13, 2009
Christmas Eve	Wednesday Dec. 24, 2008	Memorial Day	Monday May 25, 2009
Christmas Day	Thursday Dec. 25, 2008	Independence Day	Friday July 3, 2009
New Year's Eve	Wednesday Dec. 31, 2008	** Observed*	
New Year's Day	Thursday Jan. 1, 2009	Labor Day	Monday Sept. 7, 2009
Martin Luther King Jr.	Monday Jan. 19, 2009	Veterans Day	Wednesday Nov. 11, 2009
Presidents Day	Monday Feb. 16, 1009	Thanksgiving Day	Thursday Nov. 26, 2009
Good Friday	Friday April 10, 2009	Day After Thanksgiving	Friday November 27, 2009

MENOMINEE INDIAN TRIBE OF WISCONSIN

P.O. Box 910
Keshena, WI 54135-0910

November 3, 2008

Posoh Fellow Tribal Members:

It is hard to believe that 2008 has drawn to a close. From a Legislative perspective, we had a very busy and productive year. The bulk of the legislative work is done by the standing committees, ad hocs, boards, taskforces and quarterly community meetings. Additionally, the governing body holds regular meetings twice a month, and occasional special or emergency meetings. The Legislators must often forgo family events to do the Tribe's work. Tribal employees and tribal members who commit their time to work side by side with the Legislators must also be recognized.

The Tribe faces many issues during this difficult economic time. We have seen flat funding with the Tribe's federal and state contracts; this is forcing the Tribe to make many decisions based on the current funding levels. Another challenge is the continuing resolutions by Congress, which forces our administration to project and forecast as they work on budgeting.

Enclosed, you will find an overview of programs and services that fall under the Tribe's umbrella. Pay close attention to the report, as it is filled with nuggets of information, data, staffing, budgets, services offered, committee members, and yes, even the telephone numbers of Tribal Legislators.

As this administrative year comes to a close, I would like to thank the Menominee people for allowing me and my fellow Legislators to serve our Tribe.

Lisa S. Waukau, Tribal Chairman
Menominee Indian Tribe of Wisconsin

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Tribal Legislature Directory

Lisa Waukau ***Chairman*** P.O. Box 542 Keshena, WI 54135	(Term 2010)	(715) 799-5114 – Work (715) 799-3989 – Home
Laurie Boivin ***Vice-Chairman*** N2840 State HWY 55 Keshena, WI 54135	(Term 2009)	(715) 799-5490 – Work (715) 799-4106 – Home
Eugene Caldwell ***Secretary*** P.O. Box 196 Neopit, WI 54150	(Term 2010)	(715) 756-2311 – Work (715) 756-2340 – Home
Rebecca D. Alegria P.O. Box 355 Keshena, WI 54135	(Term 2010)	(715) 799-5258 – Work (715) 799-3733 – Home
Kenneth A. Fish P.O. Box 173 Keshena, WI 54135	(Term 2011)	(715) 853-5855 – Cell
Lynette Miller N 1659 STH 47 Neopit, WI 54150	(Term 2011)	(715) 799-5677 – Work (715) 799-3574 – Home
Myrna Warrington P.O. Box 244 Keshena, WI 54135	(Term 2011)	(715) 799-5600 – Home (715) 851-0607 – Home
Regina Washinawatok P.O. Box 67 Keshena, WI 54135	(Term 2009)	(715) 799-3873 – Home

Committees of the Legislature

Budget & Finance:
- Eugene Caldwell, Chairman
- Laurie Boivin, Vice Chairman
- Regina Washinawatok, Secretary
- Gregory Askenette, Community Member
- Kathy Kaquatosh, Finance
- Keith Tourtillott, Casino
- Jeremy Weso, Administration
- Betty Jo Wozniak, Housing

Labor, Education & Training:
- Regina Washinawatok, Chairman
- Lynette Miller, Vice Chairman
- Anthony Waupochick, Secretary
- Shannon Chapman, Tribal School
- Carol Dodge, East/West University
- Dr. Verna Fowler, College of Menominee Nation
- Virginia Nuske, Education
- Mike Skenadore, Head Start
- Karen Washinawatok, Language & Culture Commission
- Wendell Waukau, Menominee Indian School District

Governmental Affairs:
- Laurie Boivin, Chairman
- Regina Washinawatok, Vice Chairman
- Jeremy Weso, Secretary
- Sabrina Hemken, Information Technology
- Ben Kaquatosh, Human Resources
- Kathy Kaquatosh, Finance
- Susan Waukau, Community Member

Health & Family Services:
- Lynette Miller, Chairman
- Rebecca Alegria, Vice Chairman
- Eva Robinson, Secretary
- Darwin Dick, Youth Development & Outreach
- Mary Husby, Social Services
- Duane Waukau, Recreation
- Jerry Waukau, Clinic
- Shannon Wilber, Maehnowesekiyah Wellness Center

Forestry:
- Kenneth Fish, Chairman
- Tony Waupochick, Vice Chairman
- Alfred Pyatskowit, Secretary
- Myrna Warrington, Legislator
- Barbara Caldwell, Community Development
- Walter Cox, Conservation
- David Grignon, Historic Preservation
- Jeremy Pyatskowit, Environmental Services
- Susan Waukau, Community Member

Housing:
- Rebecca Alegria, Chairman
- Kenneth Fish, Vice Chairman
- Kim Komanekin, Secretary
- Dave Corn, Utilities
- Gerald Dick Jr., Community Member
- Mary Husby, Social Services

Enforcement & Resource Protection:
- Kenneth Fish, Chairman
- Lisa Waukau, Vice Chairman
- Mark Waukau, Secretary
- Gregory Askenette, Community Member
- Toni Caldwell, Prosecutor
- Walter Cox, Conservation
- Lynette Miller, Gaming Commission
- Barbara Nelson, Menominee County Health & Human Services
- Jonathan Pyatskowit, Environmental Services
- Robert Summers, Menominee County Sheriff

Community Development:
- Myrna Warrington, Chairman
- Eugene Caldwell, Vice Chairman
- Rick Warrington, Secretary
- Dave Corn, Utilities
- Gerald Dick Jr., Community Member
- David Grignon, Historic Preservation
- Greg Smith, Finance
- Betty Jo Wozniak, Housing

Ad Hoc, Task Force, and Community Committees

Constitution Ad Hoc:
- Kenneth Fish, Chairman
- Rebecca Alegria, Legislator
- Myrna Warrington, Legislator

Gaming Negotiations Ad Hoc:
- Lisa Waukau, Chairman
- Laurie Boivin, Legislator

Taxation:
- Laurie Boivin
- Eugene Caldwell
- Lisa Waukau (Alternate)

Gaming Business Board:
- Eugene Caldwell, Chairman
- Richard Dodge
- Petronell Martin
- Myrna Warrington
- Betty Jo Wozniak

Wolf River Development:
- Rebecca Alegria, Chairman
- Lynette Miller, Legislator
- Sharon Giese
- Betty Jo Wozniak

MTL/County Task Force:
- Eugene Caldwell, Chairman
- Rebecca Alegria, Legislator
- Elizabeth Moses
- Patricia Roberts
- Anthony Waupochick

MTL/MISD Task Force:
- Myrna Warrington, Chairman
- Lynette Miller, Legislator
- Regina Washinawatok, Legislator
- Shannon Chapman, MISD
- Nanette Corn, MISD
- David (Jonsey) Miller, MISD

Economic Development:
- Lynette Miller, Chairman
- Eugene Caldwell, Legislator
- Kenneth Fish, Legislator

Kenosha Gaming Authority:
- Laurie Boivin, Chairman
- Rebecca Alegria, Legislator
- Myrna Warrington, Legislator

Administrative Review Committee:
- Laurie Boivin, Chairman
- Gail Bowman
- Kathy Kaquatosh
- Shawn Klemens
- Marlin Waupoose
- Regina Washinawatok (Alternate)

Emergency Government:
- Myrna Warrington, Chairman

Get Out the Vote:
- Lynette Miller, Chairman

Tribal/State Relations:
- Kenneth Fish, Chairman

Pow-wow Committee:
- Eugene Caldwell, Chairman
- Dugan Beauprey
- Jamie Perez
- Margaret Snow
- Mary Wayka
- Sue White

Chicago Community:
- Lisa Waukau, Chairman
- Laurie Boivin, Legislator

Keshena Community:
- Regina Washinawatok, Chairman
- Rebecca Alegria, Legislator
- Kenneth Fish, Legislator

Middle Village Community:
- Rebecca Alegria, Chairman
- Kenneth Fish, Legislator
- Lynette Miller, Legislator

Neopit Community:
- Lynette Miller, Chairman
- Eugene Caldwell, Legislator

South Branch Community:
- Myrna Warrington, Chairman
- Laurie Boivin, Legislator
- Lisa Waukau, Tribal Chairman

Zoar Community:
- Eugene Caldwell, Chairman
- Myrna Warrington, Legislator
- Regina Washinawatok, Legislator

Administration

Jeremy C. Weso, Administrative Manager

I. General Overview

The Administrative Manager and staff provide administrative services to support Tribal programs in the areas of grant writing, grant management, financial management, budget development, project development, contract negotiation, planning, and to a lesser extent, human resource management. In addition, the department is responsible for implementing, enforcing, and monitoring many of the policies and initiatives of the legislative body, and for completing a variety of special projects that the legislative body may call upon Administration to perform. The department also provides staff level supervision to twenty-eight of the Tribe's forty-one departments, and technical assistance to the Legislative and Judicial branches of government.

II. Staffing

Administration has the following ten dedicated professionals working in the following four sections:

- Operations
  - Jeremy C. Weso, Administrative Manager
  - Jennifer Gauthier, Administrative Services Officer
  - Annette Westphal, Administrative Services Officer
  - Gary Pyawasay, Administrative Services Officer
- Support
  - Devin Wynos, Budget Specialist
  - Renee Duquain, Secretary
- Grant Writing
  - Sigrid Congos, Senior Grants Writer
  - Neva Vogt, Grants Writer
  - Shane Dixon, Grants Writer Aide
- Special Projects
  - Vacant, Community Resources Planner
  - Marci Hawpetoss, Program Assistant

III. Services and Activities

Administration's primary responsibilities focus on the following:

- Contract monitoring on over 300 contracts/grants
- Developing, reviewing, and/or approving:
  - grants, including the drafting of program narratives, detailed budgets, and forms associated therewith;
  - requests for changes to grant scopes of work, periods of performance, and award amounts;
  - in-house budget modifications;
  - employee contracts and amendments, and lease, construction, service and consultant contracts/agreements;
  - memorandums of agreement/understanding;
  - bid reviews and solicitation notices;
  - expense recodes, purchase requisitions, routine and emergency check requests, after-the-fact purchases, and tax exemption certificates; and
  - certain employee requisitions, change of status forms, leave requests, mileage reports, travel authorizations, and travel vouchers.
- Providing technical assistance to 41 departments in areas such as:
  - negotiating with federal, state, and local agencies;
  - developing policies and procedures;
  - budget development and monitoring,
  - developing presentations;
  - preparing reports;
  - compiling statistics; and
  - conducting training sessions;
- Strategic planning, including the coordination of monthly and/or bi-monthly workgroup meetings associated with the Strategic Plan's implementation;
- Providing direct supervision to 28 departments;
- Developing the annual Tribal budget, Restricted use Budget, and Indirect Cost Budgets;
- Developing the Annual Report;
- Developing 22 Indian Self-Determination contracts and/or Annual Funding Agreements;
- Conducting DPI Food Application and Program Reviews;
- Preparing the Family Services Plan and Budget;
- Developing interlocal agreements between the Tribe and County/Town, including the Act 161 Agreement, 51/54/55 Agreement, Consolidated Services Agreement, Public Health Agreement,
- Developing annual grants with non-tribally operated programs;
- Receipting, distributing, electronic archiving, and repositing of all grant related documents;
- Facilitating monthly and special directors meetings;
- Monitoring General Services Administration (GSA) billings and preventive maintenance checks and services for vehicles leased through GSA; and
- Developing annual funding agreements with MTE and Menominee County Highway Department.

IV. Committee/Workgroup Assignments

Administration serves on the following committees, workgroups, and teams:

- Governmental Affairs Committee
- Budget and Finance Committee
- Management Team
- Investment Committee
- Local Emergency Planning Commission
- Menominee County/Town Planning Commission
- Roads Workgroup
- Collaborative Council
- Compliance Team
- Direct Contract Support Costs Workgroup
- Wolf River Development Corporation

V. Examples of Our Work

Examples of Administration's work appear throughout the organization and include the following notable documents:

- Government Plan
- Budget Appropriations Policy
- Net Use Revenue Plan
- Plan for the Use of Judgment Funds
- Use of Great Seal Policy
- Sections of the Personnel Policies & Procedures
- Sections of the Accounting Procedures Manual
- Policy on Overspending
- Rules of the Legislature
- Facts & Figures Handbook
- Budget Proposal Forms

VI. Highlights

Among some of the highlights this past year that Administration would like to share with the public includes the following:

- Leasing, Title Processing, and Fee-To-Trust. Administration worked closely with the Community Development Department to help expedite the processing of leases, title records, and fee-to-trust applications through the Bureau of Indian Affairs' (BIA) Midwest Regional Office and the BIA's Land Titles and Records Office. Though Administration is normally not involved in such transactions, the problems many tribal members were experiencing in terms of delays and other red-tape necessitated Administration's involvement. We were successfully able to get the BIA to define a process and timeline for processing applications and leases, identify each party's roles and responsibilities, and show the Menominee Nation's commitment to helping Tribal members take advantage of homeownership opportunities available to them.

- Kenosha Casino. Administration worked closely with the Kenosha Gaming Authority on developing supplement information for the Assistant Secretary of Indian Affairs and Secretary of the Interior to consider while reviewing the Tribe's lengthy application for off-reservation gaming. Administration's work including developing a supplemental demographic update to the Tribe's Facts & Figures Handbook, which the Department of Administration produced and distributed in 2004. Administration also compiled financial information concerning the Tribe's overall revenues and expenditures for the fiscal year ending 2007, which was used by the LaFollette Institute in its report on unmet needs.

- Long-Term Care. A representative from Administration and the Aging Division met with members of other Tribal Aging Units and the Wisconsin Department of Health & Human Services regarding the Wisconsin long-term care redesign initiative. This initiative entails the establishment of Managed Care Organizations (MCO) and Aging and Disability Resource Centers (ADRC). In response to the redesign initiative, representative of the Tribe have met with representatives from Menominee County, Shawano County and the Stockbridge-Munsee Tribe on the possible development of a cooperative Aging and Disability Resource Center (ADRC). An ADRC would provide the elderly and disabled individuals with options for their long-term care to include self-directing their own care package. An ADRC would also provide services to individuals that currently may not necessarily be covered by the Indian Health Service (IHS), Medicaid, and/or Medicare. These services may include services such as personal care, chore services, and transportation services to those individuals who are functionally and financially eligible for the program. Administration will continue to explore this redesign initiative in the hopes of adding and/or enhancing services to the Tribe's elder population.

- Keshena Casino Expansion. Administration worked closely with the Menominee Indian Gaming Authority in explaining to potential lenders: (a) the overall operation of the Tribe; (b) the overall composition of the Tribe's revenues and expenditures; (c) the importance gaming revenues plays in the discretionary spending decisions of the Tribe; and (d) the consequences reductions in gaming revenues or other sources of revenue would have on the Tribe. Though Administration is not normally involved in Casino matters, the credit crisis that hit the Nation's economy caused investors throughout the Nation to ratchet up the level of scrutiny it applies to

potential borrowers. As a result, many lending institutions are asking more questions about the Tribe's governmental activities.

- Codification. Bylaw II, Sec. 2, par. h. of the Menominee Constitution and Bylaws requires the Legislature to codify its laws. As one of the goals of the Strategic Plan (Judicial, Goal 2, Objective 3), the Tribe set out to fulfill this constitutional requirement. Administration, in coordination with the Judicial Workgroup and the Legal Service Department, sought and obtained funding through the U.S. Department of Justice to achieve this goal in FY2006. Administration is pleased to announce that work on completion of this particular objective is nearly competed. A draft of the code is expected by the end of November, 2008. Once the draft code is delivered by the contractor, the code will be delivered to the Legal Services Department for it to complete an initial review. The final review will be given to the Strategic Plan's Judicial Workgroup and the Enforcement and Resource Protection for both bodies to advance a recommendation on its adoption to the Legislature. Final adoption may occur as early as the spring of 2009.

- Congressional Earmark Requests. In FY2007, Administration developed and submitted five project requests totaling approximately $10 million to Representative Steve Kagen's office to be considered for federal earmarks. Projects included a health and wellness center, an addition to the tribal jail, an electronic health record system to be implemented at the Tribal Clinic, a Conservation/Environmental Services building, and a lake sturgeon restoration project. Administration received notification in FY2008 that its Wellness Center Project was considered for reduced funding. In total, the Tribe received $375,000 to help it renovate the Tribe's Recreation Center. The proposed renovations include the addition of office space, expansion of male and female locker rooms, expansion of the fitness area to include a women's work out room, and improvements to the craft/activity room. Through these changes, more fitness and wellness services will be made available to the public. Renovation work on the center is slated for completion in CY2009.

- Budgeting. Administration assisted the Budget and Finance Committee on the development of the Tribal Budget and Restricted Use Budget for the Tribe. Administration's work on the Tribal Budget and the Restricted Use Budget consumes the better part of eight months of Administration's time. That work includes developing the budget application, distributing the application, working with departments on the development of their budgets, identifying revenue streams and amounts, working with the committee on establishing funding priorities, and presenting the budget to the Legislature. Because the Tribal budget helps fund hundreds of programs and employment positions, in whole or in part, you can imagine how difficult a task this must be. Administration also spends a considerable amount of its time working with Finance to help monitor and provide technical assistance to departments on their budgets. The following is a brief comparison of the Fiscal Year 2009 Tribal and Restricted Use Budgets to the FY2008 Tribal and Restricted Use Budgets.

COMPARISON OF FY2009 PROJECTED EXPENDITURES TO FY2008

Description	FY2008 Budget (Oct. 1, 2007 - Sep. 30, 2008)			FY2009 Budget (Oct. 1, 2008 - Sep. 30, 2009)		
	Tribal [1]	**Restricted-Use** [2]	**Total Budget**	**Tribal** [1]	**Restricted-Use** [2]	**Total Budget**
Total Expenses	**$11,314,953**	**$890,752**	**$12,205,705**	**$12,227,171**	**$700,206**	**$12,927,377**
Diff. 2009-2008				$912,218	-$190,546	$721,672
% Diff. (Change/Base)				8.06%	-21.39%	5.91%

Notes:

[1] Tribal funds used to pay for anticipated expenditures include funds provided by the Casino, Tax Commissioner, License & Permits Department, Fines and Fees, and other lesser revenue streams. The Casino provides 85.06% of all Tribal revenues.

[2] Restricted Use Funds used to pay for anticipated restricted-use expenditures include funds that have statutory, regulatory, or locally imposed restrictions on their use. These funds include interest income made available by the Healthcare Endowment (judgment funds), Education Endowment (judgment funds), Burial Endowment (judgment funds), Gaming Compact credits, and other smaller funds.

- State/Tribal Relations. The Tribe, through the Legislature, Chairman's Office, and the Department of Administration, furthered its relationship with the State through active participation in consultation meetings with a number of state agencies including, but not limited to, the Wisconsin Department of Administration, Wisconsin Department of Health Services, and Wisconsin Department of Natural Resources, to name a few. The consultation sessions were an opportunity for the Tribe to express concerns about programming, funding, and a whole gamut of concerns, while at the same time expressing what aspects of state government are working well. The consultation meetings are a start for improving state/tribal relations and important partnerships that will benefit the Tribe have been developed.

- Employee Departures. In FY2008, the Tribe and the Department of Administration said goodbye to the following directors and notable employees this past year:
  - Rose Wayka, former Director of the Language & Culture Commission, who left the Language & Culture Commission on November 14, 2007.
  - AnnMarie Johnson, former Community Resources Director, who left the Community Resources Department on November 27, 2007.
  - Carmella Peters, former Grant Writer, who left the Department of Administration on October 30, 2007.
  - Barbara Tourtillott, former Program Assistant, who retired from her position in the Department of Administration on December 31, 2007.
  - Joyce Kotschi, former Aging Director, who left the Aging Division on February 29, 2008.
  - Brenda L. Tomow, former Community Resources Planner, who left the Department of Administration on March 28, 2008.
  - Ammie Munoz, former Grant Writer Aide, who left the Department of Administration on April 21, 2008.

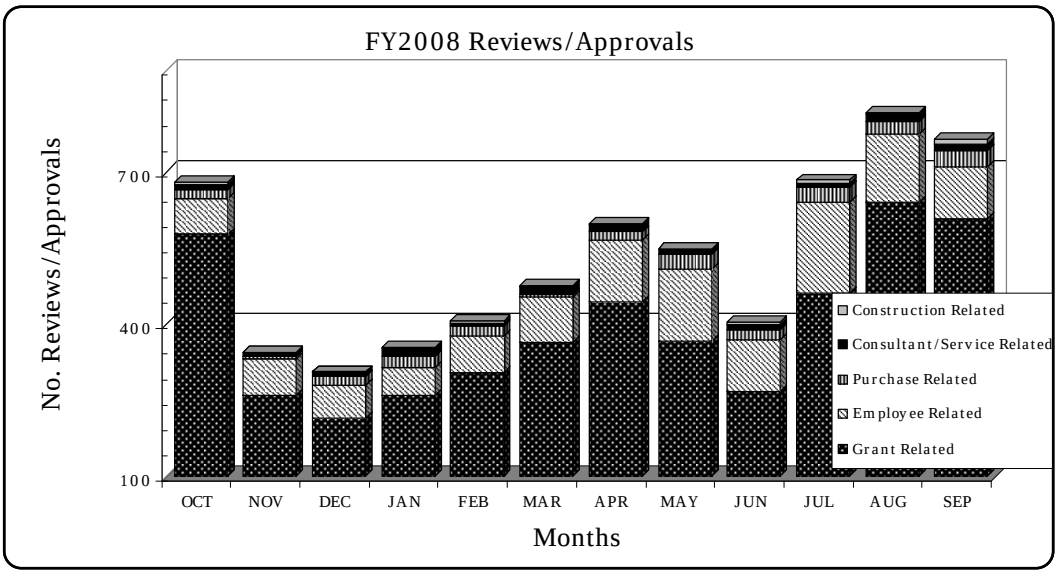
- Employee Additions. In FY2008, we welcomed the following directors and employees, and we wish them well in their new positions:
  - Shannon Wilber, Director of Maehnowesekiyah Wellness Center, who assumed her new position on October 22, 2007. Shannon previously served as the Director of Youth Development and Outreach.
  - Darwin Dick, Youth Development and Outreach Director, who assumed his new position on October 31, 2007. Darwin previously served as the Youth At-Risk Coordinator with the Youth Development and Outreach Department.
  - Karen Washinawatok, Director of the Language & Culture Commission, who assumed her position on January 2, 2008.
  - Susan Blodgett, Community Resources Director, who assumed her new position on February 11, 2008. Susan previously served as the Education/Disabilities Manager at the Head Start Department.
  - Neva Vogt, Grant Writer, who assumed her new position with the Department of Administration on February 19, 2008.
  - Shane Dixon, Grant Writer Aide, who assumed his new position with the Department of Administration on June 2, 2008.
  - Denise Pommer, Aging Director, who assumed her position with the Aging Division on August 11, 2008.

- Special Thanks. Administration would especially like to thank the following for serving as Acting Directors while the Tribe recruited and hired new directors:
  - LuAnn Warrington, Program Assistant, Community Resources Center, who served as the Acting Director for the Community Resources Center.
  - Gail Hanseter, Registered Nurse, Aging Division, for serving as the Acting Director for the Menominee Aging Division.

VII. Statistical Summary

Administration conducted 6,386 reviews in FY2008 versus 4,178 reviews in FY2007, representing an increase of 2,208 (or 52.84%). Refer to the tabular summary and graph below for more details.

DESCRIPTION	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	TOTAL	FY2007	DIFF.
Grant Related															
Budget Modifications	406	152	148	149	195	243	300	256	195	325	435	482	**3,286**	1,918	1,368
Contracts-Modification/Amendment	7	15	9	3	-	3	-	2	1	7	2	6	**55**	131	N/A
Expense Recodes	153	85	51	86	101	108	132	89	68	121	190	117	**1,301**	829	472
Grant Application Reviews	1	1	-	-	-	1	-	1	-	1	1	-	**6**	17	(11)
Grant Awards	3	1	2	-	-	-	1	7	-	1	1	1	**17**	26	(9)
Grant Extension Requests	-	-	-	-	-	-	-	-	1	-	1	2	**4**	6	(2)
Grant Modification	3	1	-	6	4	4	3	9	1	-	8	1	**40**	16	24
Grantee Invoices	-	2	-	1	-	-	-	-	-	-	-	-	**3**	6	(3)
Program Modification	1	-	3	-	-	4	1	2	-	-	-	-	**11**	49	
Reports to Funding Agencies	3	3	2	14	4	1	7	1	1	6	2	-	**44**	0	44
Totals	**577**	**260**	**215**	**259**	**304**	**364**	**444**	**367**	**267**	**461**	**640**	**609**	**4,767**	2,998	1,769
Employee Related															-
Totals	**70**	**71**	**64**	**55**	**73**	**90**	**121**	**141**	**102**	**179**	**134**	**101**	**1,201**	798	403
Purchase Related															-
Totals	**19**	**5**	**18**	**23**	**19**	**6**	**17**	**30**	**21**	**30**	**26**	**33**	**247**	210	37
Consultant/Service Related															-
Totals	**10**	**8**	**8**	**16**	**6**	**13**	**14**	**10**	**9**	**7**	**15**	**12**	**128**	113	15
Construction Related															-
Totals	**4**	**1**	**1**	**1**	**5**	**3**	**3**	**1**	**5**	**7**	**3**	**9**	**43**	59	(16)
GRAND TOTALS:	**680**	**345**	**306**	**354**	**407**	**476**	**599**	**549**	**404**	**684**	**818**	**764**	**6,386**	4,178	2,208



VIII. Grant Writing Summary

The Grant Writer staff submitted 57 grants this past year compared to 68 in FY07. From this effort, we received $5,676,640 in new or continuation funding of grant programs. The following table lists the grants submitted by department; it further notes whether the Grant Writers wrote the grant (W) - which includes varying degrees of effort from program directors and staff - or simply reviewed and submitted (R).

Grants Submitted in FY 2008						
#	W/R	Name of Grant	Dep't./Prog.	Funded	Pending	Denied
1	W	ICDBG	Housing	-	$600,000	-
2	W	Shakopee Request	Courts	-	201,020	-
3	R	Drug Free Communities	YDO	-	85,000	-
4	R	Title IV-b	YDO	-	84,774	-
5	W	Juv. Accountability Discretion'y	YDO	-	-	300,000
6	W	Tribal Youth Program	YDO	400,000	-	-
7	W	AAIA Summer Camp	Historic Pres.	2,370	-	-

Grants Submitted in FY 2008 (continued...)						
#	W/R	Name of Grant	Dep't./Prog.	Funded	Pending	Denied
8	W	Native Youth & Culture	Historic Pres.	6,513	-	-
9	W	COP Lead Agency	Aging	-	33,048	-
10	W	Title VI Part A	Aging	41,020	-	-
11	W	Title VI Part C	Aging	42,450	-	-
12	R	Clean Air Section 103	Env. Services	-	-	-
13	R	Child Safety Seat	Env. Services	1,800	-	-
14	R	Hazardous Materials	Env. Services	20,158	-	-
15	R	Clean Water Act Section 106	Env. Services	-	372,633	-
16	R	Special Injury Prevention	Env. Services	6,500	-	00
17	W	EMS Funding	Clinic	4,397	-	-
18	R	Diabetes Prevention	Clinic	324,300	-	-
19	W	Women's Health Demonstration	Clinic	-	-	150,000
20	W	Sam Harris Dental Health	Clinic	-	5,000	-
21	W	Dental Health Access	Clinic	-	491,812	-
22	W	Diabetes Community Directed	Clinic	571,980	-	-
23	W	ANA SEDS	Administration	-	-	307,648
24	W	HRSA Family Wellness Center	Administration	379,355	-	-
25	W	Health Promotion	Insurance	100,000	-	-
26	W	Archives-Basic Processing	Lang. & Culture	-	64,351	-
27	W	Click-It-Or-Ticket	LEC	10,000	-	-
28	W	Sexual Assault Victim Services	LEC	-	19,481	-
29	W	Jail Planning	LEC	146,745	-	-
30	W	County/Tribal Law Enf.	LEC	30,464	-	-
31	W	Tribal Law Enforcement	LEC	38,301	-	-
32	W	Gang Resistance	LEC	-	-	12,906
33	W	Indian Highway Safety	LEC	178,744	-	-
34	W	Tribal Victim Assistance	LEC	90,277	-	-
35	W	Victims of Crime	LEC	34,360	-	-
36	W	COPS Tribal Resources	LEC	-	-	184,501
37	R	Head Start	Head Start	1,661,150	-	-
38	R	USDA Special Nutrition Service	Food Dist.	-	365,587	-
39	R	Title VII Indian Education	Tribal School	47,027	-	-
40	R	Cross Country	Tribal School	-	2,640	-
41	W	Nat'l Science Foundation	Tribal School	200,000	-	-
42	R	Adult Drug Court	Maehn Wellness	-	-	192,004
43	R	Family Violence Prevention	Maehn Wellness	59,817	-	-
44	W	Rural DV	Maehn Wellness	192,004	-	-
45	W	Treatment Drug Court	Maehn Wellness	-	-	299,914
46	W	Recovery Alternative School	Maehn Wellness	-	-	249,950
47	R	5311 Capital Assistance	Transportation	844,500	-	-
48	W	5311c Tribal Transit	Transportation	150,000	-	-
49	R	Specialized Trans Assistance	Transportation	-	63,195	-
50	W	STRAP	Transportation	-	572,633	-
51	R	5311 Operating Assistance	Transportation	-	521,874	-
52	W	Grants to Encourage Arrest Policies	Prosecutor	-	-	333,926
53	R	Tribal Wildlife Grant	Conservation	-	199,992	-
54	R	Museum/Library Services	Library	5,000	-	-
55	R	State Shelter Subsidy	Tribal Housing	52,408	-	-
56	W	Emergency Shelter	Tribal Housing	-	-	22,000
57	R	WHEDA	Tribal Housing	35,000	-	-
			FY08 TOTALS	**$5,676,640**	**$3,683,040**	**$2,052,849**

W = written by Grant Writer staff, including varying degrees of effort from program directors and staff.
R= reviewed, edited and submitted by Grant Writer staff.

Grants Submitted in FY 2008 (continued...)						
The following grants were reported as "Pending" in last year's report and have since been funded:						
1	W	EMS	Clinic	$4,833	-	-
2	W	Chronic Wasting Disease	Conservation	20,000	-	-
3	R	Child Welfare	Social Services	50,518	-	-
4	W	Brownfields	Env. Service	129,000	-	-
5	R	General Assistance Program	Env. Service	55,000	-	-
6	W	Injury Prevention	Env. Service	5,000	-	-
7	R	Ride Safe	Env. Service	6,589	-	-
8	W	Adam Walsh Act	LEC	124,508	-	-
9	W	Indian Highway Safety	LEC	150,000	-	-
10	R	Historic Preservation Fund	Historic Preserv.	23,874	-	-
11	R	State Supplement	Head Start	113,300	-	-
			Sub Total	**$682,622**	**-**	**-**

	FUNDED	PENDING	DENIED
Total Written	$3,052,321	$1,987,345	$2,052,849
Total Reviewed	3,306,941	1,695,695	-
GRAND TOTAL	**$6,359,262**	**$3,683,040**	**$2,052,849**

W = written by Grant Writer staff, including varying degrees of effort from program directors and staff.
R= reviewed, edited and submitted by Grant Writer staff.

IX. Strategic Planning

Fiscal year 2008 represents the strategic plan's first year of implementation. Since its adoption by the Legislature, Administration has focused on conducting an organizational-wide gap analysis. The gap analysis includes an inventory of the tribe's current services and resources, and identifies services the Tribe would like to provide. This process resulted in a management tool that maps the tribe's current services, resources and needs. Each of the seven workgroups are currently using this management tool to review their respective SWOT Analyses (strengths, weaknesses, opportunities and threats), workgroup composition, and goals and objectives.

The following workgroups are comprised of professionals and community members, and have been assembled to evaluate the 2005 community survey results, identify and address problems and their underlying causes, identify programs that directly address this concern area, and design strategies aimed at enhancing the tribe's response this area:

- Culture – Comprised of 14 professionals and community members.
- Economic – Comprised of 19 professionals and community members.
- Education – Comprised of 14 professionals and community members.
- Health – Comprised of 14 professionals and community members.
- Justice – Comprised of 17 professionals and community members.
- Natural Resources – Comprised of 16 professionals and community members.
- Social – Comprised of 14 professionals and community members.

In addition, workgroup members are also required to report the work their respective departments are doing to support the strategic plan. The following tabular summary shows the current goal status for each workgroup:

#	Goal/Objective	Status ◇=No Action ◈=Commencing ◈=Near Completion ◆=Completed
	CULTURE	
1	**Goal 1: Gap Analysis**	◈
	Obj. 1: Gap analysis	◈
	Obj. 2: Consolidate, catalog and unify organizational resources	◇
	Obj. 3: Consolidate, catalog and unify educational materials	◇
	Obj. 4: Increase present levels of Menominee language fluency and knowledge of culture	◈

#	Goal/Objective (continued...)	Status ◇=No Action ◈=Commencing ◈=Near Completion ◆=Completed
2	**Goal 2: Establish a Standardized Menominee Language Curriculum Pre K-16**	◈
	Obj. 1: Define what Menominee culture means	◇
	Obj. 2: Create a uniform language and culture curriculum to be approved and published by the language and culture commission	◈
	Obj. 3: Implement curriculum in educational institutions on the Reservation	◇
	Obj. 4: Increase the level of language and culture education	◈
	Obj. 5: Create course work curriculum leading to an Associate's Degree in Menominee language and culture	◇
	Obj. 6: Infuse language into all activities	◈
3	**Goal 3: Construct a Menominee Tribal Cultural Center**	◈
	Obj. 1: Coordinate efforts and resources for expansion of Cultural Center	◈
	Obj. 2: Fund and construct facility	◈
	Obj. 3: Create immersion opportunities	◇
4	**Goal 4: Increase and Improve Culture and Educational Awareness**	◈
	Obj. 1: Obtain elder involvement in cultural programming	◈
	Obj. 2: Provide information to public programs regarding policies and initiatives	◇
	Obj. 3: Increase awareness and knowledge of Menominee history and culture in outside communities	◈
	Obj. 4: Update the present levels of Menominee language fluency and knowledge of culture	◈
	Obj. 5: Integration of Menominee language and culture into school, work, family, and community environment	◈
	ECONOMIC	
5	**Goal 1: Gap Analysis: Legal, Financial and Physical**	◈
	Obj. 1: Gap analysis of legal resources	◈
	Obj. 2: Gap analysis of financial resources	◈
	Obj. 3: Gap analysis of physical resources	◈
6	**Goal 2: Develop Resources to Promote and Enhance Economic Development**	◈
	Obj. 1: Establish resource network for entrepreneurs	◈
	Obj. 2: Develop loans and grants to promote business	◈
	Obj. 3: Develop legal structure needed to encourage business development	◈
	Obj. 4: Public Relations: marketing and advertisement	◇
	EDUCATION	
7	**Goal 1: Enhance the Quality of Education through the Adoption of Best Practices**	◈
	Obj. 1: Gap Analysis (Assessment of unmet needs regarding current educational best practices from birth to post-secondary)	◈
	Obj. 2: Implement best practices and policies (educational practices with proven track record over time)	◈
	Obj. 3: Assure legislative support in education through leadership and capacity building	◇
	Obj. 4: Review and revise education-related ordinances	◇
	Obj. 5: Develop consensus among stakeholders	◇
8	**Goal 2: Form Partnerships with Community Educational Institutions**	◈
	Obj. 1: Develop complementary visions for education	◈
	Obj. 2: Increase school, family and community involvement through encouragement and support	◈
	Obj. 3: Develop summer jobs/internships to support higher education students	◈
	Obj. 4: Develop a comprehensive plan for drug and alcohol prevention programs	◈
9	**Goal 3: Assure Technology on Reservation to Support Education**	◈
	Obj. 1: Gap analysis – Unmet needs assessment (what we have compared to what we need)	◈
	Obj. 2: Acquire funding	◇
	Obj. 3: Provide training for tribal members	◈
	Obj. 4: Provide technology tools to tribal members	◈

#	Goal/Objective (continued...)	Status ◇=No Action ◈=Commencing ◈=Near Completion ◆=Completed
	HEALTH	
10	**Goal 1: Expand Health Services**	◈
	Obj. 1: Conduct gap analysis	◈
	Obj. 2: Develop, implement, monitor and evaluate strategies to address findings of gap analysis	◈
11	**Goal 2: Promote and Ensure Community and Individual Responsibility Toward Healthy Lifestyles**	◈
	Obj. 1: Provide staff training to build an alliance between community and community agencies (Ex: Bridges Out of Poverty)	◈
	Obj. 2: Enhance community outreach	◈
	Obj. 3: Provide additional prevention services	◈
12	**Goal 3: Reduce the Affects of Substance Abuse for the Well-being of the Community**	◈
	Obj. 1: Identify everyone's role	◈
	Obj. 2: Increase prevention and treatment	◈
	JUSTICE	
13	**Goal 1: Gap Analysis**	◈
	Obj. 1: Identify current resources, barriers and needs for Law Enforcement and Court System	◆
	Obj. 2: Gap analysis of current crime reduction strategies	◈
	Obj. 3: Perform human resource audit on all Justice System personnel	◇
14	**Goal 2: Strengthen the Infrastructure Necessary to Support an Efficient and Effective Justice System**	◈
	Obj. 1: Establish a mechanism by which the Judiciary and MTL exchange information on needs, common goals and objectives	◇
	Obj. 2: Ensure all areas of the Justice System are fully funded	◈
	Obj. 3: Development of a codified system of laws	◈
	Obj. 4: Decrease crime by increasing collaboration	◈
	Obj. 5: Preservation of the doctrine of the separation of powers within the tribal structure	◇
	Obj. 6: Create strategic alliances with surrounding communities to share training costs	◈
	Obj. 7: Full Seat of Supreme Court	◇
	Obj. 8: Enhance legal representation for anyone subject to Menominee Tribal Court jurisdiction	◇
15	**Goal 3: Maintain and Expand Tribe's Inherent Jurisdiction and Sovereignty**	◇
	Obj. 1: Compile all relevant and historical documents that define Tribe's jurisdiction and sovereignty	◇
	Obj. 2: Develop and adopt a Treatise on Tribe's jurisdiction and sovereignty	◇
	Obj. 3: Apply and enforce Treatise	◇
	NATURAL RESOURCES	
16	**Goal 1: Forest Management – Improve Environmental/Cultural Protection**	◈
	Obj. 1: Develop standard Best Management Practices (BMP) ordinance	◈
	Obj. 2: Improve procedure for prescription approval through a multi-disciplinary approach	◆
	Obj. 3: Identify sources of natural threats and develop invasive species management plan	◈
	Obj. 4: Assess pesticide potential effects on traditional plant harvesting	◈
	Obj. 5: Seek additional funding to create lobbying plan	◇
17	**Goal 2: Forest Management – Improve Planning**	◈
	Obj. 1: Develop a more current and comprehensive Forest Management Plan	◈
	Obj. 2: Improve procedure for prescription approval through a multi-disciplinary approach	◆
	Obj. 3: Identify a holistic approach in Forest Management	◈
	Obj. 4: Develop a more current and comprehensive Fire Management Plan	◈
18	**Goal 3: Forest Management – Develop Economic Opportunities**	◈
	Obj. 1: Perform gap analysis	◈
	Obj. 2: Create Tribal Marketing Plan	◇
	Obj. 3: Increase funding sources to provide training and employment	◈

#	Goal/Objective (continued...)	Status ◇=No Action ◈=Commencing ◈=Near Completion ◆=Completed
19	**Goal 4: Forest Management – Improve Communication**	◈
	Obj. 1: Perform gap analysis of existing communication	◈
	Obj. 2: Develop communication plan	◈
20	**Goal 5: Forest Management – Increase Environmental Education for the Menominee Community**	◈
	Obj. 1: Review existing curriculum and revise or create new	◈
	Obj. 2: Increase internship opportunities	◈
	Obj. 3: Increase use of media to inform and educate public	◈
21	**Goal 6: Forest Management – Amendment of the Menominee Constitution**	◈
	Obj. 1: Gap analysis of forest operations and operational structure	◈
	Obj. 2: Define stumpage and identify payment options	◈
22	**Goal 7: Land Use – Increase Effectiveness of Ordinances and Regulations**	◈
	Obj. 1: Assure strict adherence to zoning ordinances and regulations	◈
	Obj. 2: Educate community and Tribal leaders on zoning procedures and regulations	◈
	Obj. 3: Implement building codes	◈
	Obj. 4: Revision of Land Use Plan	◈
	Obj. 5: Create Land Acquisition Plan	◈
23	**Goal 8: Land Use - Address Sustain Yield Lands**	◈
	Obj. 1: Define sustained yield lands	◈
	Obj. 2: Improve/develop procedure for removal and addition of sustained yield lands	◈
	Obj. 3: Educate community and tribal leaders on sustained yield	◈
24	**Goal 9: Land Use - Maintain and Improve Infrastructure**	◈
	Obj. 1: Perform gap analysis of sanitation district	◇
	Obj. 2: Improve and enforce existing ordinance and regulations	◈
	Obj. 3: Develop community public relations on solid waste issues	◈
	Obj. 4: Perform gap analysis on roads maintenance	◈
25	**Goal 10: Land Use – Increase Housing Opportunities**	◈
	Obj. 1: Perform gap analysis	◇
	Obj. 2: Identify additional housing locations	◈
	Obj. 3: Continue to address housing/ tenant policy	◈
	Obj. 4: Develop inter-department communication procedure	◈
26	**Goal 11: Land Use –Expand and Enhance Resource Protection/Use**	◇
	Obj. 1: Perform gap analysis	◇
	Obj. 2: Develop inter-department communication procedure	◇
	Obj. 3: Develop tourism feasibility study	◇
	Obj. 4: Utilize community service programs for recreation and residential improvement	◇
	Obj. 5: Evaluate potential use of unused green space	◇
27	**Goal 12: Land Use – Improve Communication**	◈
	Obj. 1: Educate community and tribal departments on benefits of planning	◈
	Obj. 2: Utilize tribal leaders lobbying to improve government to government communications regarding land use issues	◈
28	**Goal 13: Water Use – Maintain/Improve Water Quality and Quantity Use**	◈
	Obj. 1: Address cultural and spiritual use	◇
	Obj. 2: Address issues regarding water use	◈
	Obj. 3: Educate community and tribal leaders on water use	◇
29	**Goal 14: Water Use - Maintain/Improve Water Quality and Quantity Standard**	◈
	Obj. 1: Enforcement of water quality standards	◈
	Obj. 2: Enforcement of ground water standards	◈
	Obj. 3: Assure protection of wetlands	◈

#	Goal/Objective (continued…)	Status ◇=No Action ◈=Commencing ◈=Near Completion ◆=Completed
30	**Goal 15: Water Use – Restoration of Impaired Surface Waters**	◇
	Obj. 1: Identify and evaluate Impeded free flowing waters	◇
	Obj. 2: Create restoration plan that identifies, evaluates and restores impaired waters	◇
31	**Goal 16: Water Use – Reduce Non-point Source Impacts**	◇
	Obj. 1: Review existing zoning ordinance to determine protection of water quality from non-point source impacts	◇
	Obj. 2: Review existing sanitary codes to determine protection of water quality from private onsite waste treatment systems	◇
32	**Goal 17: Water Use –Control/Eradicate Invasive Species from Water Resources**	◈
	Obj. 1: Gap analysis on existing data	◈
	Obj. 2: Develop a plan to control/remove invasive species	◈
33	**Goal 18: Water Use – Develop Partnerships with Surrounding Entities to Address Outside Impacts**	◇
	Obj. 1: Identify all resource groups with common interests	◇
34	**Goal 19: Fish and Wildlife – Maintain and Enhance Diversity of Native Species for Cultural Wellbeing**	◈
	Obj. 1: Manage for the enhancement of subsistence and culturally important native species	◈
	Obj. 2: Educate community on importance of subsistence/cultural values and practices	◈
	Obj. 3: Assure protection of all native species	◈
35	**Goal 20: Fish and Wildlife – Improve Management Options for Terrestrial and Aquatic Habitat**	◈
	Obj. 1: Identify, analyze and inventory habitat for terrestrial species	◈
	Obj. 2: Identify, analyze and inventory habitat for aquatic species	◈
36	**Goal 21: Fish and Wildlife – Maintain and Enhance Fish and Wildlife Populations**	◈
	Obj. 1: Improve Fish and Wildlife Management	◈
37	**Goal 22: Fish and Wildlife – Improve Fish and Wildlife Protection through Regulation**	◈
	Obj. 1: Review existing codes and ordinances	◈
	SOCIAL	
38	**Goal 1: Prioritize Funding to Support, Strengthen and Encourage Families to Provide a Safe, Nurturing and Stable Environment**	◈
	Obj. 1: Gap analysis	◈
39	**Goal 2: Promote Interdependence (Defined as "people who are 'healthy' enough to care for themselves and others)**	◈
	Obj. 1: Increase coping/life skills training for economic stability	◈
	Obj. 2: Develop an organizational-wide volunteer process	◇
	Obj. 3: Increase collaboration with agencies and systems to improve access to services	◈
40	**Goal 3: Assumption of All Human Service Programs For Menominee County and Reservation**	◈
	Obj. 1: Develop a comprehensive culturally sensitive human services program for all Tribal members	◈
	Obj. 2: Define service area parameters	◈
	Obj. 3: Amend organizational structure to accommodate the assumption of programs	◇
	Obj. 4: Fund Tribal Human Service entity	◈

The strategic plan is a living document that will often be revisited to assure its alignment with the Tribe's current environment. In 2009, the workgroups will develop a new community needs survey to provide the community with a greater opportunity for input, and to provide the Tribe with greater insight into the community's needs.

Special recognition must be given to the community and workgroup members for their active participation and input into the strategic planning efforts.

X. Closing

Over the last twelve months Administration's staff has shrunk from 12 full-time positions to 10 full-time positions, yet our workload has increased substantially. As a result, all department personnel have had to work harder, work smarter, and work longer hours. Through it all, my staff has performed exceptionally well. It's unfortunate that the job never gets any easier and that reaching the state of completion grows farther out of reach, but I consider myself and the department to be blessed with the smartest, hardest working, strategically-minded individuals the Tribe has to offer. Once again, I thank my staff for giving the Tribe their very best, and I thank the Tribe for giving me the opportunity to present this report.—Jeremy C. Weso, Administrative Manager

Aging Division

Denise Pommer, Director

Mission Statement

Our mission is to respect and honor the traditions of our elders by providing services that promote independent living and enhance quality of life.

The Menominee Aging Division is the Tribal/County Aging Unit and provides services and programs to tribal members as well as Menominee County residents.

The Menominee Aging Division employs and houses the County/Tribal Benefits Specialist. This is a federal and state mandated advocacy program designed to provide older adults with assistance on various legal issues. Assistance can range from information about eligibility criteria and help in applying for an entitlement, to assistance in receiving benefits, covered services or appealing denials and terminations. The Benefits Specialists also works with the residents and families of the CBRF on Medicare Part D issues, to secure Wolf River CBRF as the resident's representative payee for their Social Security benefits, and on other benefit issues that arise for the residents. This program is supported with funds from the state of Wisconsin and the federal Older Americans Act. This free service is available to anyone 55 years or older. In FY08, the Benefits Specialist assisted 252 natives and 17 non-natives. There will be no change in the services provided in FY09. In moving toward the Aging & Disability Resource Center (ADRC) model, our Benefits Specialist will continue to focus on disability related educational opportunities. The Benefits Specialist can be contacted through the Aging Division.

The Community Caregiver Program, which is funded in part through the Older Americans Act, assists caregivers of Native American elders who are chronically ill or have disabilities. The Aging Division receives Title VI and Title III grant money to provide such services as: information and assistance, case management, outreach, health promotion and wellness, transportation, chore services, in-home services, and other supportive services which contribute to the welfare of older Native Americans. The Aging Division employs a full-time Caregiver Coordinator, two full-time caregivers and one part-time caregiver. In FY08 the Caregiver Support Program provided services to 64 elders. The services to be provided in FY09 will remain the same. The Caregiver Coordinator can be contacted through the Aging Division.

Another Older Americans Act program that is offered through the Aging Division and supported with Title VI and Title III grant money is Nutrition Services. The goal of this program is to provide homebound elders a nutritious lunch Monday through Friday and to provide community elders a nutritious lunch Monday through Friday in a social setting. Elders 55 and over are eligible for congregate meals. Home-delivered meals are delivered to homebound persons with disabilities or 55 years of age or older. There are three congregate meal sites- Keshena Senior Center, Neopit Senior Center and South Branch Community Center. The Neopit and Keshena Senior Centers also do the cooking and packaging of the home-delivered meals. In FY2008, 20,309 congregate meals and 15,611 home delivered meals were served. This is 3,919 meals more than last year. The centers also provide activity programs such as bingo, puzzles and card games. Throughout the year guest speakers visit each of the centers to provide informational material on various topics. The eligibility requirements will not change for FY2009 nor will the services provided. Information on the nutrition services can be obtained through the Aging Division.

The Aging Division's Maintenance Department, consisting of two full-time employees, provides a number of services to community elders including snowplowing/sanding (over 120 elders in FY08), air conditioner installation and removal (33 in FY08), wood delivery (53 elders in FY08, most of them received 2 loads), and the delivery of durable medical equipment from the Aging Division's Loan Closet. All of these services are available to elders 55 and over and disabled tribal members through an application process. They also provided minor

maintenance/repair for, on average, three elders per month. These same services will be provided in FY09. Applications are available for all of these services at the Aging Division office.

The Menominee Tribal Elderly Assistance Program addresses the needs of the low income elderly. The service needs addressed by the program are: Health Related Services, Health and Weather Related Emergency Services, Food Supplements and Specialized Food Products, Rent and Security Deposits, Utility and Heating Problems, and clothing. In FY08, there were four sources of funding for this program: Community Services Block Grant (CSBG), FEMA grant, Found Money, and Direct Assistance. In FY08, six elders were assisted through the FEMA grant with a total of $804.00. Nineteen elders received Goodwill Vouchers in the amount of $25. 21 elders were provided almost $11,000 in assistance through Found Money. Another 86 elders were provided almost $25,000 in assistance through CSBG money. And, 70 elders were provided just over $20,000 in assistance with Direct Assistance money. There are poverty guidelines for both CSBG and Direct Assistance, so not all low income elders qualified for that assistance. They may have, however, qualified for Found Money assistance because the strict poverty guidelines did not apply. The result being that the Aging Division was able to help more needy elders. The Found Money helped with big purchases such as furnace replacements as well as furnace system maintenance and repair, electricity, plumbing, durable medical equipment and fuel. Applications for assistance can be obtained from the Aging Division Office.

Our elders participated in several outings and events in FY08 such as: Elder's Christmas Party, 4 Nation's Picnic, Lumberjack breakfast, strawberry picking, Great Lakes Native American Elders Association meetings, Senior Companion/Foster Grandparent in-services, Sturgeon Feast, Thanksgiving Dinner at St. Michael's, Stockbridge-Munsee shindig, Hunting Moon Pow-wow in West Allis, and Saturday shopping trips.

Wolf River Community Based Residential Facility (CBRF)

Mission Statement: To provide a safe, secure, and comfortable home-like atmosphere for our elderly residents...To Maintain and encourage the highest possible level of independence consistent with each resident's ability...To provide that level of assistance with activities of daily living that will optimize each resident's physical and mental well being.

Wolf River CBRF is licensed through the State of Wisconsin. The regulations of the Wisconsin Administrative Code-HFS 83, guide our practices, policies and procedures. The CBRF is licensed as a 15 bed, class CNA facility. A class C Non-ambulatory CBRF may serve residents who are ambulatory, semi-ambulatory or non-ambulatory. Admission is partially based on an assessment performed by the nurse to identify the needs of the potential resident. The facility is surveyed by the State no less than every two years. The CBRF was surveyed in May, 2008.

The CBRF is staffed with one full-time Registered Nurse, three full-time Certified Nursing Assistants, three part-time Certified Nursing Assistants, one full-time cook, two maintenance workers who are shared with the Aging Division, and one Administrative Assistant who is shared with the Aging Division.

In accordance with HFS 83, there is much staff training required. An on-call nurse for the CBRF completed this training with our staff.

The CBRF residents attended a number of outings and went for several bus rides. Among the outings were: parades, the NEW Zoo, powwows, the 4 Nation's Picnic, the Elder's Christmas party, and shopping trips to Shawano.

The Menominee Aging Division worked closely with the Department of Health and Family Services to become a Waiver Agency effective January 1st, 2008. This allows us to provide and bill for home and community based services that have traditionally been administered through the counties. The long-term care services are intended to provide for a community based living arrangement as a choice to long-term care in an institution. The Waiver will serve a limited population who are as frail as those individuals who are functionally eligible for care in a nursing home.

In order to acquire the contract with the state, we needed to provide evidence that we can perform the functions of a waiver agency. We needed to have electronic connections established with the state. We needed to contract with Shawano County to do the financial eligibility or economic support portion of the program and to do the financial reporting through the Human Services Reporting System (HSRS).

We needed to have an employed, trained professional to assist the elder with developing the combination of community based services necessary for successful community living. Gail Hanseter met the care manager requirements and has been certified to administer functional screens to applicants. The functional screen

determines functional eligibility for the program. Applicants must be functionally and financially eligible for waiver services.

There are currently ten elders residing at the CBRF, six of which are on the waiver program through the Aging Division.

Business Center*

Carrie Grignon, Office Manager

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

The Business Center has a total of nine rental office spaces; five are currently available for rent. The current tenants of the Business Center are Grignon Vending, Wilmer Peters Jr. - Business Specialist with Northwood Niijii Enterprise Community, Inc., and John Smith - Director of NiiJii Capital Partners, Inc. The Business Center also realizes small business owners may not need a dedicated office suite but do need the Business Center's services. So, for a monthly fixed rate businesses can be what we call "non-anchor" tenants. They are affiliated with the Center and can utilize all our services during the normal business hours. This option has been a favorite for business owners that need telephone messaging service and mail services. The Business Center has three non-anchor tenants. They are Hard Rock Sawing and Drilling Specialist Company, Menominee Chamber of Commerce, Inc., and New Promotions & Apparel, LLC.

Volunteer Income Tax Assistance

The Business Center Manager participated in the planning of the 2007 tax season project. The preliminary report from the IRS is that the Menominee Business Center staff transmitted 291returns for 2007 totaling$348,250 in refunds. Of these refunds, $109,429 was for Earned Income Credit, $75,485 in Child Tax Credit, and $3,300 in Education Credit. Each year more people are filing and receiving refunds to help the local economy.

The Money Conference

The third annual Money Conference was held in March 2008 at the Menominee Indian High School with 91 people in attendance, which is a slight decease since from 2007. The money conference is designed to provide quality unbiased financial education for the entire family. The conference is intended to increase financial awareness and empower people to make smart financial choices. It is conducted by Asset Builders of America Inc., a nonprofit organization not part of any financial institution. Some of the past topics were on credit reporting, home ownership, entrepreneurship, retirement planning and included youth sessions on savings, paying for college, etc. For more information on the Money Conference, go to www.assetbuilders.org.

PRIVATE SECTOR INITIATIVE (PSI), Renee Mahkimetas, Research Specialist

The mission is to "provide a locally designed program utilizing all available resources including counseling, education, and hands on technical assistance for the growth of individually owned business enterprises. The growth of small business development will support endeavors to maximize the Menominee Nation economy"

PSI is a service of the Menominee Business Center (Incubator) and both has tried it's utmost to fit into the Tribe's Strategic Plan by looking at the reservation's base of what it already has, and strengthening it by offering education on asset building and financial literacy so aspiring entrepreneurs know that by saving for the future, they may one day own and operate their own business. For those already in businesses, motivation and strengthening may be their need so they can become more successful and thrive in the poorest county in Wisconsin.

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

PSI has worked with 26 new clients, finished four (4) business plans, started one (1) new business with a loan for $50,000 through a Shawano Bank, and assisted in helping (2) entrepreneurs expand their current business with loans totaling $110,000 through the Menominee Revolving Loan Fund.

During the 17 years of the PSI program, there have been 593 intakes, 134 business plans written, $1,328,438.00 of funding approved for business start-ups or expansions through the Menominee Revolving Loan Fund, $24,000 approved through the NiiJii Capital Partners, Inc., and $1,653,946 of funding approved through other financial institutions such as banks, BIA, or private investors.

GLITC-Small Business Training Program

The Research Specialist has continued to be the Menominee Site Representative for the teaching of "The Spirit Inside –First Steps Workbook" developed by the Great Lakes Inter Tribal Council (GLITC). Two sessions were held as a pre-trial training session to become part of the Business Center's monthly scheduled training as part of an RBEG Grant for 2009. The goal for this grant is to improve business practices of local entrepreneurs.

Financial Literacy

The staff of the Business Center has formed a partnership with NiiJii, GLITC, and other Tribal programs to offer Financial Literacy workshops as part of their small business education. The prevalence of predatory lending in Native American communities is significant and results in capital or financial services that are unreasonably priced and are unsuitable to the needs and financial position of the borrower. The most common reason for this is Native Americans' lack of experience with and information about banking, personal finance, credit, and discrimination. The National Community Reinvestment Coalition found that nationally, Native Americans fall victim to predatory lenders more often than the general population and were 2.5 to 3 times more likely to receive "sub-prime" loans than other races in 2000.

Offering Financial Literacy workshops to entrepreneurs on asset building helps provide the 20% needed for their loans to start or expand their businesses. The office of Private Sector Initiative continues to assist Tribal members with their business loans mainly with the Tribe's Revolving Loan Fund and the NiiJii Capital Partners, Inc.

*** NOTE: The Business Center is not a department; it is a program operated by the Community Development Department.**

Child Support*

Rosemund Hoffman, Manager

This report covers the fiscal year beginning October 1, 2007 through September 30, 2008.

The Menominee Tribal Child Support Agency operates under Federal and Tribal laws and ordinances. Funding for the Child Support Agency is provided under Title IV-D of the Social Security Act. The agency is subject to the regulations set forth in the Section 309 of the Federal Final Rule and Menominee Tribal Ordinance 85-22. These standards provide the agency with its jurisdictional and enforcement powers. The agency contracts with the State of Wisconsin for access and use of the state computerized data system and for the allocations and distribution of child support payment obligations.

There are currently six Specialists employed by the agency, in addition to a Child Support Attorney who provides legal consultation and represents the Child Support Agency in cases before the Menominee Tribal Court. Three Administrative staff are also employed by the agency. Two positions are vacant at the current time and are expected to be hired shortly. The agency is primarily responsible for paternity/child support establishment and financial and medical child support. The services provided by the agency includes Intake, Locate, Paternity Establishment, Support Establishment, Income Withholding, Review and Adjustment, Inter-jurisdictional enforcement, Financial Management and Case Closure.

Referral/Intake

There were a total of 565 referrals made to the Child Support Agency in FY 2008 and an additional 107 referred for Paternity Establishment. Of these, 113 cases were cases already open for Child Support Services. Seventeen (17) referrals had open cases in another jurisdiction and were referred to the appropriate jurisdictions for services bringing the number of new referrals for Child Support and/or Paternity Establishment to 542. In review of the status of the cases referred, the statistics indicate that a large percent, (96% of the families we serve), are on some

type of assistance program. Medical Assistance ranks the highest at 43%. Sixty-nine (15%) of the families served by our agency are on the food stamp program and sixty-seven of the custodial parents are participating in a work-related program (TANF or W-2). Seventy-one cases are open where the children are in placement, either with an extended family member or in substitute care.

Paternity Establishment

At the beginning of this fiscal year, there were 67 cases pending for which paternity had yet to be established. These cases were pending awaiting the birth of the child or the results of DNA testing or the court date for establishment. There were a total of 107 new referrals received during the year, bringing the total number of open paternity cases to 174. Fifty-three of these cases are pending at September 30, 2008. Paternity was established for 80 cases during the fiscal year. In fifty-one of the cases, paternity was established by Judgment of the Tribal Court, Fourteen were established through a Stipulation Agreement between Mom and Dad and fifteen were established by voluntary acknowledgement of the father.

With respect to age groups, 36 of the Moms were age 17 or younger. There were 56 Moms who were age 18 to age 21. These age groups Represented 47% of the caseload. The oldest Mom was age 42 with the remainder in the 22 – 39 age group. In all the cases, with the exception of one, paternity is an issue, i.e., the parents are not married at the time of conception or birth.

Support Establishment

There were a total of 1,678 cases open and being provided child support enforcement services as of September 30, 2008. This is about the average number of cases maintained by the agency per fiscal year. Support has been established in 84% of the cases being enforced by the Child support Agency. There were a total of 822 hearings held before the Menominee Tribal Court during the fiscal year. The Child Support agency, through the efforts of direct service staff, have increased collections by 20% over FY2007 and collected $1,400,990.00 in support during FY2008. This increase in the collections for child and health support is a direct result of hard work and dedication on the part of the Child Support staff. Of the total collections, 83% was distributed directly to the families we serve. The remaining 17% was collected for other jurisdictions and/or distributed to the state of Wisconsin to settle state-owed debt.

The fact that a high number of custodial parents did not have health insurance was of concern to the agency based on statistical data accumulated at the close of FY2007. The data demonstrated that 255 cases open for child support services did not have a provision in the court order for health insurance coverage. A special effort to address this issue was initiated at the beginning of this fiscal year and 93% of these cases (236 cases) now contain a provision for health insurance coverage. In spite of the fact that medical support is ordered in almost every child support case, it is apparent that health care insurance is still not available to many of the children served by the agency based on data analysis at the end of this fiscal year. Tribal Ordinance 85-22 (308) and federal regulations allow the Tribal Court to order health care coverage if it is available to the parent(s). In reality, health insurance is not available at a reasonable cost for many of the non-custodial parents. There are several factors present which include unemployment or incarceration of the non-custodial parent, ineligibility for health care benefits because the non-custodial parent is a part-time employee or the employer does not offer health care coverage. One indicator is the high number of cases referred because the family has applied for coverage under the Medical Assistance program. Adequate health care for children is an issue that needs to be addressed at all levels of government and by health care providers. Child support cannot enforce an order that is unenforceable.

A positive happening during the fiscal year was related to birth costs. The State of Wisconsin agreed to expunge arrearages for birth cost debts incurred by enrolled members of our Tribe based on recognition of the Tribe's claim that the federal government has the responsibility to provide health services to American Indians. As a result, a total of 416 enrolled Menominee cases from across the state of Wisconsin will be considered for expungement of birth costs paid for by Medicaid. The total amount for all the cases submitted is $806,143.00. An amount of $116,496.00 has been expunged for cases opened with the Menominee Tribal Child Support Agency as of the date of this report.

Work has been completed on the revision and updating of the Child Support Policies and Procedures to ensure compliance with the Federal Final Rule under which the Child Support Agency operates. This was a major undertaking and a great accomplishment by the agency. Thanks to all the staff who contributed to this effort. The Policy and Procedure manual has been reviewed by the Health and Family Services Committee and submitted to the Menominee Tribal Legislature for approval. The Menominee Tribal Legislature approved the manual on August 7, 2008 and it has now been submitted to the Federal Office of Child Support Enforcement for their review.

During FY2008, the federal Office of Child Support conducted an on-site review of the Child Support Agency. The review was conducted to determine compliance with the final rule. Five federal officials conducted the review including the Director of mandatory grants, Joe Lonergan, two OCSE Fiscal Specialists, and two Program Specialists. Several suggestions and recommendations were made which included: (1) Policy change to clarify that the agency routinely makes referrals to other jurisdictions. (2) Development to archive closed hard copy files. However, the Federal Team acknowledged that electronic records are archived. (3) Corrections to the netting out of the federal portion of program income on the 269A report completed by the Finance Department and reporting of indirect cost on a cumulative basis. Finance agreed to submit revised report to the Office of Child Support Enforcement. (4) That the Child Support Agency continues to work with the governing body to gain administrative authority because of time involved in obtaining judicial orders which interferes with the timely movement of payments to children. (5) Lack of space as it relates to closed records and inability to fill vacant positions. (6) While it was acknowledged that cases in "protected status" are flagged on the computerized system, it was recommended that hard copy case files be flagged as well. (7) The federal review team incorrectly assumed that we did not have a fee notice posted in the agency and that the agency did not have mechanisms in place to alert authorities of potential security risks. However, the agency did have the required notice posted and does have panic buttons in the offices of staff that are connected to law enforcement. This was acknowledged by the Federal Team in telephone conversations following receipt of the federal on-site review report. Overall, the on-site review was favorable and no citations were issued.

Our major project for FY2009 will be to implement an Intervention/Prevention Program. It is apparent based on data gathered that we need to expand our thinking beyond the traditional enforcement activities and address barriers that are present that prevent adequate support to children. We need to look at the economic, social, and family indicators and above all, resources that are available to remove barriers we have identified. Some of these barriers lie in the areas related to employment skills, employability, educational skills, parenting skills, and first and foremost, participation by non-custodial parents in the lives of their children. We look forward to the coming year when we anticipate that we will be able to hire staff and implement our Family Resource Program plan.

*** NOTE: The Child Support Agency is not a department; it is a program operated by the Social Services Department.**

College of Menominee Nation

S. Verna Fowler, Ph.D., President

Message from the President

Dear Friends and Colleagues,

In June 2008, the College of Menominee Nation awarded 45 associate degrees to men and women from our own and neighboring communities. Some of these graduates are already seeking a four-year baccalaureate degree. Some have found new work in their chosen fields. Others continue in jobs they held while in college, but with greater ability to contribute at work and with an important new credential to support their chance for advancement.

More than 500 students were enrolled in CMN courses during the year. Along with those in associate degree courses, dozens of other Menominee men and women came to our Keshena campus for technical education.

The higher education and continuing education programs of CMN open opportunities for Menominee people that otherwise would not be possible. Our Keshena and Green Bay campuses assure access to those who are place-bound. Our approach to learning is responsive to the customs and values of our people. Our goal is preparing College of Menominee Nation alumni for better personal lives, but also for addressing the challenges facing our sovereign nation and the world.

College of the Menominee Nation is a valuable asset dedicated to serving our people. I invite you to visit CMN campuses and see the excellent educational resources available for our students. I encourage you to talk with CMN faculty and staff and hear their enthusiasm for what we do. Most of all, I hope that you will celebrate the accomplishments of CMN graduates and students, for their success is the success of the Menominee Nation.

Respectfully,
S. Verna Fowler, Ph.D.
President

Message from the Chairperson

Dear Friends and Colleagues,

It is a privilege to serve on the Board of Directors of the College of Menominee Nation and to bring this report to you on the College's accomplishments in the 2007-2008 fiscal year. The Board meets frequently during the year with President Fowler and other CMN leaders. Our discussions concern all aspects of the College's operations, both current and future. The report that follows is a fair and accurate reflection of the year's work.

We are pleased with the progress CMN has made in serving our students and community during the year. The quality of academic and enrichment programs continues to be high. New programs being added address specific needs of the Menominee people in areas including nursing, education, sustainable development and trades. The operations of the College are well monitored, efficient and effective. The physical plant's growth remains a source of pride and excitement, and in the past year included the dedication of the new Trades and Maintenance buildings and the new Library. Work also began during the year on expansion of the Cultural Resource Center, which will be ready for occupancy in 2009. The College continues developing its strategic plan with measurable goals that will help guide future growth and development.

I hope that you enjoy reading the Annual Report and that you share your observations and ideas about College of Menominee Nation with us. Your interest is always welcome.

Sincerely,
Bernard Kaquatosh
Chairperson

BOARD OF DIRECTORS

- Ben Kaquatosh – Chairman
- Virginia Nuske – Vice Chairman
- Elaine Peters – Secretary
- Michael Chapman
- Georgianna Ignace
- Lori Latender
- Lorene Pocan

COLLEGE OF MENOMINEE NATION (CMN): College of Menominee Nation is completing its fifteenth year of operation with much to celebrate, great hope for the future, and the promise of continued service to the Menominee people.

CMN is a Tribal College, chartered by the Menominee Indian Tribe of Wisconsin and governed by a Board of Directors selected from the tribe. Since its inception, the College has made the teachings of the Menominee people the essence of its educational philosophy, values and practices. CMN programs draw upon traditions for which the Menominee Nation has long been recognized. The College seeks to perpetuate and spread knowledge of these traditions, which include Menominee cultural, social and ethical practices in sustaining natural resources for future generation, and tribal commitment to fostering mutual respect, tolerance and values throughout the community.

The College recorded more than 1,600 registrations in academic credit courses and trades courses during the period of this Annual Report. More than 1,000 other registrations by adults and youth were made in workshops, conferences and non-credit training offered through the Education Outreach Extension program. One hundred and thirty-five employees provided instruction, student services, administrative leadership and operational support.

MISSION: The College of Menominee Nation's mission is to provide opportunities in Higher Education for its students. As an institution of higher education, chartered by the Menominee people, the College infuses this education with American Indian culture, preparing students for careers and advanced studies in a multi-cultural world. As a Land Grant institution, the College is committed to research, promoting, perpetuating and nurturing American Indian culture, and providing outreach workshops and community service.

VISION: Our vision is to serve as a center for lifelong learning, providing exemplary academic preparation and research.

INNOVATIVE OFFICES AND PROGRAMS:

- Academic Success Center
- Apple Authorized Training Center
- Assessment Program
- Center for Cultural Research
- Cultural Institute
- Education Outreach Training Office
- Institutional Research Office
- Learn and Earn Program
- Menominee Media Center
- Planning and Management Office
- STEM Leadership Program
- STEM Scholars Program
- Sponsored Programs Office
- Student Support Services Program
- Sustainable Development Institute

FACULTY MEMBER OF THE YEAR: Alphia Creapeau is the American Indian College Fund's 2008 Faculty Member of the Year for CMN. She is an enrolled Stockbridge-Munsee member and a Menominee descendent. Creapeau is program director of the STEM Scholars cohort, a highly successful and motivational program for students entering the fields of science, technology, engineering and math. She is pursuing a Ph.D.

FACULTY/STAFF ACCOMPLISHMENTS

- CMN was selected to receive the 2008 Campus Sustainability Leadership Award of the Association for the Advancement of Sustainability in Higher Education.
- Education faculty member Sharon Fredericks completed her doctoral studies.
- S. Verna Fowler, President of CMN, received an honorary Doctor of Laws degree from UW-Green Bay.
- Nathan Fregien of the Sustainable Development Institute completed a Master of Business Administration degree.
- Donna Powless, Vice President, Academic Affairs, completed the Summer 2008 Harvard Institute for Higher Education at Harvard University.
- Linda Taylor, Dean of Nursing, was named a 2008 Robert Wood Johnson Foundation Executive Nurse Fellow.
- Tammy Waubanascum, Career/Placement Coordinator, received a Master's Degree in Counseling.
- Chad Waukechon, Dean of Community Programs, completed the Master's Degree in Education.
- Work on podcasting technology by Bill Van Lopik, Ryan Winn, John Oschner, Maria Escalante and Nathan Freigien was recognized with the Innovation of the Year award of the League for Innovation in Community Colleges.

STUDENT OF THE YEAR: CMN's American Indian College Fund Student of the Year is Dan Hawk, leader of the CMN Rocket Club at the Green Bay/Oneida campus. Hawk's activities include membership in the American Indian Science and Engineering Society.

STUDENT RECOGNITION:

- Jennifer Hargrove and Michael Wescott Jr. were student speakers for the June 2008 commencement ceremony.
- Devona Lidbury, Meleah Peters, Shane Dixon, Guy Reiter and Lisa Mushall were student delegates at the National Model United Nations Conference in April in New York City. They attended the international forum with their adviser, CMN Dean Deanna Bisley.
- Wisconsin Space Grant Consortium awarded a first place in the non-engineering category to CMN Rocket Club members Christine Skenandore, Lisa Annamitta and Francis Skenandore for their "Hummerbird 3" rocket that reached 386 feet in 5.5 seconds in competition.
- Marcus Grignon was student speaker at a Chicago-area event of the American Indian College Fund. Leon Fowler and Kristin Waukau of CMN and several Menominee Tribal School students presented drum and dance demonstrations at the event.
- Chosen by faculty for "Profiles in Success" recognition on the CMN website were these CMN honor roll students: Kari Hopfensperger, Shane Skenandore, Kenneth Miller Jr., Devona Lidbury, Jennifer Hargrove, Marcus Denny and Luis Ortiz.
- Menomin Hawpetoss received an Indigenous Environmental Network Fellowship to create a database on greenhouse gas emissions.

NEW FACILITIES:

- Academic Library – The College took occupancy of its new Academic Library at the start of fall semester 2008. The main floor of the three-level, 18,600-square-foot facility is now fully furnished and in use. Funding has been secured for completion of a third-floor mezzanine and lower-level. The building and landscape designs incorporate green concepts for energy efficiency and protection of the environment. Materials chosen for the project, including white pine paneling from the Menominee Forest, blend well with the natural setting of CMN's campus. Department of Education Title III, HUD, and USDA/Rural Development grants totaling $2.6 million

funded construction. A five-year Title III grant of $2.375 million will support developments of systems, services and programming.

- Cultural Resource Center – Expansion began in summer 2008 and occupancy is expected in spring 2009. The work is funded by a $900,000 DOE Title III grant.
- Trades and Maintenance Center – CMN's existing carpentry building was expanded and a new maintenance and mechanical building constructed during the year with a $350,000 USDA/Rural Development grant. The project doubled the size of the existing building to approximately 4,400 SF. The facility houses classrooms and offices for trades programming. The grant also constructed CMN's first facility for maintenance services and shops and vehicle storage.
- Science Laboratory/Classroom Expansion – The Green Bay/Oneida campus gained academic programming space with an expansion project completed in late 2007 with National Science Foundation funding totaling $50,000. Leased space used by the campus increased from 12,000 to 14,500 SF with the addition of the fully-outfitted classroom, science laboratory and science prep room. The space enables the Green Bay/Oneida site to offer biology and chemistry classes.

NEW IN ACADEMICS:

- Associate Degree in Nursing – The Nursing program began in the Fall 2008 with 16 students. ADN is the first program at CMN that is not open admission; students seeking enrollment must meet application standards before being admitted. The two-year intensive program prepares students for the Registered Nurses Board Exam. CMN must maintain an 85% pass rate on the Board Exam to keep the program
- Associate Degree in Sustainable Forestry – The CMN Sustainable Development Institute is developing courses and articulation and recruitment plans for the Sustainable Forestry major.
- Higher Learning Commission review of proposed Bachelor of Science in Early Childhood/Elementary Education – Program planners received Wisconsin Department of Public Instruction approval for the BS program in Education during the year and are at present awaiting approval from the Higher Learning Commission.
- Planning grant for Bachelor's Degree Program in Public Administration – CMN received a grant from the American Indian College Fund-Lilly Foundation "Woksape Oyate" Project to develop a baccalaureate program in Public Administration. Two new faculty members have been hired to develop the program, which will focus on the needs of tribal governments.

- **NEW IN TECHNICAL EDUCATION:**
- Electricity Program – This two-semester program offers preparation for utility, maintenance and support positions, and possible apprenticeships.
- NTC/CMN Skills Lab – The Lab provides basic education for community adults.
- Office Technician Program – Participants gain extensive education in software programs and office strategies. Certiport certification is included.
- Welding Program – The program, in development for 2009 enrollment, will prepare students for employment as welders.
- 120-Hour Pre-Apprenticeship Core Curriculum – The pre-apprenticeship program introduces students to trades and prepares them for apprentice positions.

SPECIAL PROGRAMMING AT CMN:

- Center for Cultural Research – The Center began its second year conducting archive and literature research in support of several Tribal projects and activities. During the summer and fall, Center staff members have been busy conducting field research and training for employees of the Menominee Tribe and of outside agency. The Center also continues its work with the Menominee Tribal Historic Preservation Officer to develop research strategies that lead to culturally responsible management of cultural resources.
- Center for First Americans Forestlands – U.S. Forest Service staff supporting this project at CMN provided expert advice and conference leadership at meetings across Wisconsin and elsewhere. This included participation at the June 2008 Intertribal Timber Council symposium at White Mountain, Arizona, and a presentation in August for the U.S. Peace Corps in Bolivia, S.A. The program in Bolivia focused on CMN's Sustainable Development Institute model and incorporating indigenous views into sustainable development projects. The Center also worked on linking Native American students with Forest Service and related employment.
- SEEDS Chapter (Strategies for Environmental Education, Development and Sustainability) – The SEEDS group continues to increase in membership as more students become interested in addressing environmental and social issues. The group continues to sell its fair trade coffee through various venues. They look forward to opening a "coffee stand" in the new Library building in the coming year.
- STEM Leadership Program – In Fall 2007, and again this year, CMN was awarded a merit-based leadership grant for high-ability incoming Native students. Participants in the NRC President's STEM Leadership Program

need high math test scores, demonstrated leadership attributes, and a record of participation in the College's STEM Scholars Program, or in any of CMN's science, technology, engineering, or math majors. They are expected to continue in one of these fields after graduation from CMN. The program engages students in academic mentoring, developing leadership skills, and networking with area STEM professionals. Experience may also include participation in-state and out-of-state professional conferences, visiting STEM businesses and organizations, tutoring other students in STEM areas, and doing summer internships cutting-edge research centers and universities elsewhere in the country.

- STEM Scholars Program – The STEM Scholar Program, which was piloted at CMN in fall 2006, continues to be popular with students and have very successful outcomes. The program serves students who have an interest in pursuing careers in science, technology, engineering or mathematics. STEM participants complete a year-long, rigorous compliment of linked courses, team building concepts, and guided study groups. The program better prepares them to complete college-level coursework in the related degree programs. In the period of this Annual Report, 15 or the 17 student participants were enrolled members or Menominee descendents. Menominee students traditionally account for well over 80% of STEM Scholars.
- Sustainable Development Institute (SDI) – SDI's activities continue to focus on a number of issues and involve a wide variety of partners. The Forest Carbon Sequestration project is evaluating the feasibility and appropriateness of carbon credit. Participants during the year included UW-Stevens Point's Global Environmental Management Education Center and the Yatuni community of Oaxaca, Mexico. CMN's Menominee Media Center expanded the borders of learning by providing classroom materials to students via podcasting techniques. An iTunes U website implemented during the year has enabled CMN to streamline the distribution of digital classroom content. Along with serving the campus, the Center provided video and photography support in the community, as well, for MTE's 100 year celebration, the LumberJack breakfast, and the publication, Tribal College Journal. SDI was host to candidate forums in December 2007 for candidates for MTE and Tribal Legislature posts, and made recordings of the forums available online for Menominee living away from Keshena. The institute is coordinating efforts with several agencies aimed at creating a Sustainable Demonstration House and is developing programming to encourage greater use of indigenous permaculture techniques.
- Sustainability Commitments – CMN became a signatory to the American College and University Presidents Climate Commitment and committed the campus to action as a Clinton Global Initiative University participant. Related work has included "vision" workshops on campus to assess future directions for sustainability at CMN and a Greenhouse Gas Emissions Inventory, both led by SDI. CMN engaged in energy benchmarking analyses of Shirley Daly Hall and Glenn Miller Hall, with both receiving excellent Energy Star ratings of 90 according to EPA standards. About 180 campus community members signed a Sustainable Living Pledge to pursue more sustainable options when making personal decisions. Sustainability advisory groups organized at CMN for various constituencies provided platforms for discussions and recommendations. CMN shared its interest and expertise in sustainability with visitors including Noble Peace Prize winner Kenneth Skogg of the U.S. Forest Service, and indigenous educators and community leaders from countries including East Timor, Peru, El Salvador, Mexico and New Zealand.

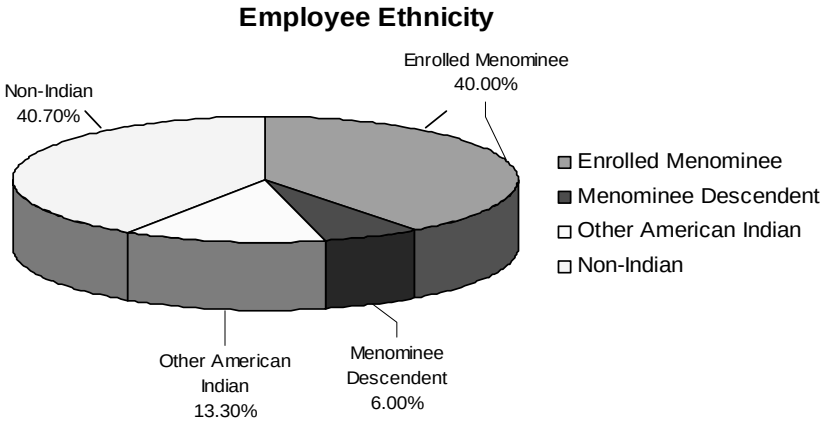
YOUTH PROGRAMMING SERVICES AT CMN:

- High School Programs: Learn and Earn and Youth Options – A total of 104 high school students completed 142 college classes in CMN's Learn and Earn Program at the Green Bay/Oneida and Keshena campuses. Thirty-one MIHS students in the Youth Options program enrolled in 94 courses at CMN Keshena during Fall 2007 and Spring 2008 semesters. Several of these students graduated from MIHS with more than 15 credits that were applicable towards their college degree. Many subsequently enrolled at CMN for fall term. With approval from the MISD School Board, the credits a pre-college student can earn at CMN has increased from 18 to 30.
- Youth Empowerment Program (YEP) – The Youth Empowerment After-School Program began 13-week sessions in November 2007 and March 2008. The programs offered a comprehensive strategy to help children ages 11-13 make wise choices. Topics included resistance to drug and alcohol use, sexual involvement, and gangs. Students participated in activities to enhance their reading, math and science levels. They also engaged in community service projects, cultural enrichment, wellness activities and field trips focused on career development. Both the Spring session and four-week summer program had capacity enrollments of 25 and waiting lists.
- Summer Transportation Institute – This 4-week experience for middle school students continues to be popular with Reservation youth and celebrated its 9th year with 21 student participants. The day camp exposes students to careers associated with transportation, building bridges and roads, and maintaining transportation systems. The emphasis on improving academic skills has proven worthwhile. A majority of students who attended the Summer Transportation Institute attend college after high school.

COLLEGE OF MENOMINEE NATION PROFILES:

FALL 2007 ENROLLMENT:
Student Enrollment.....505
Full Time.....232
Part Time.....273
Average Age.....<29
Female Students.....354
Male Students.....151

TOP 3 AREAS OF STUDY:
1. Business
2. Liberal Studies
3. Early Childhood/Elementary Education



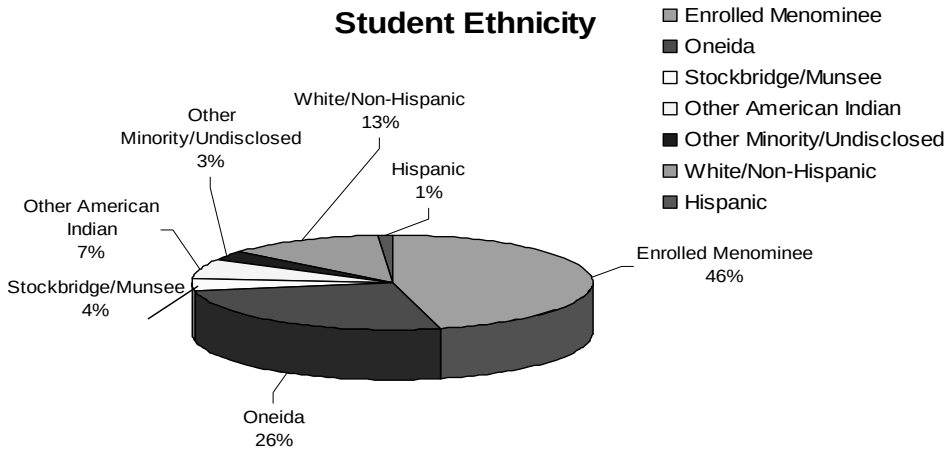
FINANCIAL AID:	**2007**	**2008**
Federal – Title IV Total	$ 873,587	$ 921,786.61
Other Grants/Funding Total	$ 211,423	$ 242,118
Scholarships Total	$ 192,820	$ 131,000
State of Wisconsin Total	$ 544,643	$ 534,454.46
Tribal/BIA Funding Total	$1,216,419	$1,169,817.38
Total:	$3,038,892	$2,999,176

EMPLOYEE PROFILE:

Full Time Staff:	90
Part Time Staff:	22
Full Time Faculty:	21
Part Time Faculty:	2
Total Employees:	135

STUDENT WORKERS: 6

Work-Study students:	9
Total:	15



EDUCATIONAL ATTAINMENT OF EMPLOYEES:

Ph.D.	15
JD	2
Masters	39
Bachelors	35
Associate	15

STRATEGIC PLANNING: College leadership continued to focus on strategic planning throughout the year. Activities designed to strengthen the connections between CMN's planning and budgeting processes, and to more effectively align the work of various committees, were implemented and evaluated during the year. Institutional goals were reviewed and amended to reflect evolving needs. Consultants from Idaho State University and Lake Region Community College of North Dakota conferred with President Fowler and CMN unit leaders on refining plans and setting measurable objectives. Their report called strategic plans living documents "to be read, updated, and altered as needed to meet changing needs and expectations." Outcomes set for 2009-11 include further development and activation of working plans in support of CMN's strategic goals.

GOALS:
Goal 1 – Ensure Institutional Stability and Sustainability
Goal 2 – Provide a Learning Environment and Support Services which Prepare Students for Success
Goal 3 – Develop and Strengthen Program Content and Delivery
Goal 4 – Continue to Foster Partnership/Collaborations with Internal and External Stakeholders

ENSURING INSTITUTIONAL STABILITY AND SUSTAINABILITY: The College of Menominee Nation manages over $10 million each year. Approximately half of CMN's operating funds are generated from State and Federal grants. The other half is primarily generated through BIA funds (ISC) and from student tuition, training

dollars, small fees and donations. The success and stability of CMN's financial history can be attributed to stewardship that promotes no debt financing for facilities and sound fiscal practices that require staff to manage and adjust budgets based on actual income. CMN ensures that the budget process, the sources and uses of funds, and the financial status of CMN are "transparent" to the staff, the Board of Directors, and the community.

FINANCIAL HIGHLIGHTS:	**SFY 2007**	**FY 2008**
Non-Restricted Funds	$4,328,117	$4,692,137
Federal Awards	$3,846,242	$4,955,358
State Awards	$2,600,549	$504,050
Local/Private Awards	$72,227	$ 140,000
MITW Contributions	$252,092	$189,069
Endowment	$1,269,307	$1,281,490

WORKING TOGETHER TO ENSURE OUR FUTURE: College of Menominee Nation welcomes strategic partnerships that will enable our students, faculty, staff and tribal community to address the mission of CMN and deliver quality educational opportunities to benefit many. The College has a tradition of finding and engaging individuals, organizations and agencies that share a commitment and dedication to helping CMN students succeed, to proclaiming the Menominee Nation's presence, and to ensuring the future. Among those who make possible the individual and organizational success stories that we report each year from CMN campuses are the partners listed below.

COMMUNITY PARTNERS:

- Bay Area Workforce Development
- Co-Vantage Credit Union
- Enterprise Community Partners, Inc.
- Fox Valley U.A., Local 400 Plumbers and Steamfitters
- Fulcrum Publishing. Denver
- General Teamsters Union Local 662
- Great Lakes Organizing Committee Wisconsin Laborers
- International Brotherhood of Boilermakers, Iron Ship builders, AFL-CIO
- International Brotherhood of Electrical Workers - IBEW
- Menominee Indian Tribes of Wisconsin (MITW)
- Maehneweskiyah Wellness Center
- Menominee Casino Bingo/Hotel
- MITW Administration
- MITW Business Center
- MITW Clinic
- MITW Community Development
- MITW Community Resource Center
- MITW Conservation
- MITW Daycare Center
- MITW Education
- MITW Environmental Services
- MITW Head Start
- MITW Historic Preservation
- MITW Housing
- MITW Johnson O'Malley
- MITW Language and Culture Commission
- MITW Law Enforcement Center
- MITW Strategic Planning
- MITW Transportation
- MITW Trust Resources
- MITW Youth Development and Outreach
- Menominee Indian School District
- Menominee Tribal Legislature
- Menominee Tribal Courts
- Menominee Tribal Enterprise
- Menominee Tribal School
- Menominee Veterans
- National Labor College, Washington D.C.
- Northeast Wisconsin Building and Trades Council
- Oneida Tribe of Wisconsin
- Painters and Allied Trades District Council No. 7 AFL-CIO
- Shawano Medical Center
- Shawano Job Center-Workforce Development
- University of Wisconsin-Eau Claire Gear Up Program
- Wisconsin Department of Vocational Rehabilitation
- Wal-Mart
- Woodlands Boys and Girls Club

FOUNDATION PARTNERS:

- American Indian Higher Education Consortium
- American Indian College Fund
- Christian A. Johnson Endeavor Foundation
- First Nations Development Institute
- Indian Land Tenure Foundation
- Johnson Scholarship Foundation
- Lily Endowment
- National Science Foundation
- Robert J. Peot Foundation
- Spirit of Sovereignty Foundation
- The Ford Foundation
- Tommy Hilfiger Foundation
- U.S. Oil-Schmidt Family Foundation

GOVERNMENTAL AGENCY PARTNERS:

- HUD
- NASA
- USDA-CREES
- USDA-Forest Service
- USDA-Rural Development
- US Department of Labor
- US Department of Health and Human Services
- US Department of Defense
- US Environmental Protection Agency
- Wisconsin Department of Public Instruction
- Wisconsin Housing and Economic Development Authority
- Wisconsin Technical College Administration

COLLEGE AND UNIVERSITY PARTNERS:

- Bellin College of Nursing
- Fox Valley Technical College
- Galen University – Belize
- Iowa State University Northcentral Regional Center/Rural Development
- Lac Courte Oreilles Ojibwe Community College
- Northeast Wisconsin Technical College
- Northcentral Technical College
- Penn State University
- Salish-Kootenai Community College
- Silver Lake College – Manitowoc
- University of Minnesota
- University of Wisconsin Green Bay
- University of Wisconsin-Oshkosh
- University of Wisconsin-Madison
- University of Wisconsin-Stevens Point

ASSOCIATION/ORGANIZATION PARTNERS:

- Association for the Advancement of Sustainability in Higher Education
- Indigenous Environmental Network
- ISO, Inc. (Innovation for Sustainable Organizations, Northeast Wisconsin)
- Instituto MesoAmericano de Permacultura, Latin America
- Open Space Institute, New York

Community Development

Todd Every, Director

The Community Development Department is responsible for wide variety of programs for the Menominee Indian Tribe. A list of services the department provides includes:

1. Short and long term planning projects related to land use, transportation, utilities, and economic development.
2. All mapping functions.
3. Construction administration/management for road, building, and utility projects.
4. Processing and managing all Tribal Land Leases and land records.
5. Coordination of the solid waste/recycling program for the Tribe.
6. Oversight of the Menominee Business Center.

Road and Bridge Construction

The Tribe and Menominee County partnered to reconstruct CTH V V from the intersection STH 47/55 to the east county line. Construction started in May and was completed in July. Construction included minor reconstruction for vision clearance, shoulder widening, pulverizing the existing pavement, and the installation of a new asphalt surface. The total cost of the project was approximately $1.42 million. The Tribe's share of the project was $329,000.

Upper Bass Lake Road was reconstructed from Ponfil Road to just south of Spears Road, approximately six miles. Construction started in May and was complete in July. Reconstruction included widening of the existing road, new culverts, and new gravel base. The total cost of the project was approximately $678,000.

Three new bridges were constructed this year. Bridges were constructed at Upper Bass Lake, Stacey Dam Road, and Spears Road. Construction activities started in May and were complete in August. Total costs for the three bridges were approximately $610,000.

Road and Bridge Designs

Designs have been started for the reconstruction of Purple Dress Road. Designs were prepared to reconstruct the intersection of Purple Dress Road and CTH M. Archaeological and environmental clearance will be coordinated in early 2009. This project is scheduled for construction in 2009.

Designs have been started for Spears Road (Pat "Sonny" Grignon Road). This new route will provide access from Spears Road east to Camp 21 Road. Several routes have been investigated. A final route decision is expected in early 2009. Engineering survey will be completed along with archaeological and environmental clearance during the winter. This project is scheduled for construction in 2009.

Designs are complete for the construction of a walking lane along Fairgrounds Road from STH 47/55 to the entrance of the Woodland Bowl. The plans also will provide a walking trail and parking area in Veterans Park. Also, the Veterans Memorial located at the Law Enforcement Center will be re-located to the park. This project is scheduled for construction in 2009

The department continues to complete designs for the reconstruction of the parking area between the Tribal Office building and the FIC Building, parking area at the Zoar Ceremonial Building, South Branch Community Center Parking, and Phase II of Upper Bass Lake Road reconstruction (STH 47 to Ackley Road). These projects are scheduled for construction in 2009.

Transportation Planning

The Community Development Department is responsible for the completion of an annual update of the Indian Reservation Road (IRR) Inventory. This update is a chance for the Menominee Indian Tribe to update its road inventory in order to reflect changes which have taken place on the reservation in the last year. Roads are checked to verify its length and condition of the roads, shoulders, and drainage systems. The information is collected by departmental staff and then transferred to the BIA for verification and approval.

The road inventory is then used to provide information to the Bureau of Indian Affairs (BIA) to calculate the amount of funding the Menominee Indian Tribe will receive for road construction and reconstruction activities. In FY 2006, IRR construction funding was approximately $2.3 million. In FY 2007, IRR funding increased to $2.4 million. In FY 2008, IRR funding was approximately $2.0 million. This funding is used for obligated to road and bridge construction and reconstruction, road maintenance, transportation planning, and transit programs.

Road Maintenance

The Community Development Department is responsible for the oversight of the BIA Road Maintenance contract. The Tribe enters into two subcontracts, one with Menominee Tribal Enterprises and the other with the Menominee County Highway Department. The Community Development Department staff also completes some maintenance activities including brushing, sidewalk snow removal, and sign maintenance. Approximately $700,000 was spent on road maintenance activities.

Land Use

The Land Use office processes all land leases to Tribal members. The table below represents the lease activity in Legislative Year 2008 to date:

Type of lease request	Number	Type of lease cancellation	Number
Residential	19	Residential	6
Recreational	11	Recreational	9
Agricultural	1	Agricultural	0
Commercial	0	Commercial	0
Other (Seasonal Rafting)	6	Other	0
Lease request totals	37	Lease cancellation totals	15

The department also assists with the purchase of properties for the Tribe, assists Tribal members with mortgage information, processes land into trust applications, and lot boundary identification. The BIA approved five applications for transfer to Trust in 2008.

Solid Waste/Recycling Program

As in years past, the department has worked in collaboration with Menominee County in receiving the Wisconsin Recycling Grant. The grant, along with funds from the Tribe, allow for operations of the Keshena Transfer Site. Garbage and recycling are collected at the Keshena Transfer site from Tribal Members living on the Reservation, non-tribal members who live in Menominee County and contractors based in the Reservation/County.

The Community Development Department is also responsible for the coordination and payment of curbside pickup and commercial pick up of garbage and recycling for Tribal members living on the Reservation.

In June of 2008, the existing contract for garbage and recycling collection ended. The Tribe and the Town of Menominee cooperatively requested bids for garbage and recycling collection. A new vendor was approved and services are now being provided by Wittenberg Disposal Services, Inc.

The Department coordinated a reservation wide clean-up associated with Earth Week. Garbage and recycling were picked up at the curbside. The department recycled the materials and items which were recyclable and Waste Management collected the remainder of the garbage.

Keshena Water System Improvement Project

The Community Development Department has coordinated the planning, design, and construction for improvements to the Keshena Water System since 2004. Funding for this project is being provided from several sources including Indian Health Service (IHS), Environmental Protection Agency (EPA), United States Department of Agriculture – Rural Development Agency, and the Menominee Indian Tribe.

Several construction activities were completed this year. A new 250,000 gallon water tower was constructed on the College of the Menominee Nation campus. The existing 200,000 gallon water tower was refurbished, upgraded, and painted. Due to available funding, water main replacement in the Pine Ridge, Our Children's Road, Old south Branch Road, and STH 47/55 areas were installed and replaced.

When completed in late 2008, the total estimated cost of these improvements is approximately $3 million.

Neopit Water and Wastewater System Improvements

The department continues to coordinate this project for improvements to the Neopit water and wastewater systems. Estimated costs of the project are $4.23 million. The department and the Tribal Utility Department, in cooperation with IHS, EPA, and USDA - Rural Development have began project planning and preparation of engineering plans and specifications in FY 2007. Anticipated water system improvements include drilling of new community wells, construction of a new pump house, and replacement of deteriorated water mains.

Wastewater system improvements include modifications to the existing lagoons and treatment facility, replacement of deteriorated sewer mains, and lift station replacement.

Construction activities were expected to begin in FY 2008. However, issues with interim financing have caused a delay in starting construction. Construction activities are now expected to begin in FY 2009.

Zoar Community Well Project

The department has coordinated the upgrade of the community wells and water main into Zoar. Funding for these improvements is being provided by the Tribe, Indian Health Service, and EPA. Estimated cost of the project is approximate $800,000.

Construction of the new pump house and installation of the new water main was completed in early 2008.

Geographic Information System (GIS) Mapping

In FY 2008, the GIS staff concentrated on switching from utilizing AutoCAD software for data creation and mapping to using ESRI's ArcGIS software. The primary focus has been the creation and maintenance of many GIS datasets. Datasets being created include road centerlines, parcels, building outlines, subdivisions, and utilities (water, wastewater, electrical).

Anticipated work on FY 2009 includes the editing of the datasets developed in 2008, development of Tribal Land records datasets, and coordination of new aerial photography for the Reservation.

Technical Assistance

The department also provides technical assistance to other departments. The following is a list of projects the department assisted:

1. Development of the Tribe's Strategic Planning project.
2. Surveying and mapping for Menominee Casino and Bingo Expansion Project.
3. Coordination of the Traffic Impact Analysis (TIA) for the casino expansion project.
4. Project planning and coordination for improvements to the Menominee Tribal School.
5. Project planning and coordination for the design of the new Cultural Museum.
6. Project assistance for the renovation of the Transportation Department building.
7. Project assistance for the Housing Department Tax Credit projects.
8. Tribal beach clean up and maintenance.
9. Census 2010 coordination with the Census Bureau.
10. Representation and coordination of Northwoods NiiJii Enterprise Community Inc. activities on the Menominee Reservation.

Conservation/Rights Protection

Walter Cox, Director

Staffing includes Director, four Conservation Wardens, one Administrative Secretary, one Fish and Wildlife Manager, and one temporary/full-time Fish and Wildlife Technician.

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, and issuance of citations, in-service training, conducting annual fish and game surveys, and stocking of fish and prescribed wildlife management methods.

Outputs:	**F.Y. 2007**	**F.Y. 2008**
Reportable Incidents	756	702
Citations Issued	76	39
Warnings Issued	9	18
Complaints Received	146	145
Interagency Assists	44	63
In-service Hours	493	696
Permit/ID checks	41	56
Investigations	92	112
Court Appearances	28	13
Meetings Attended	135	142
Other	182	114

Financial Data:	**Budgeted:**	**Current:**	**Projected:**	**Balance:**
BIA Funds (Rights Protection)	$293,334.00	$293,334.00	$293,334.00	$00.00
Tribal funds	$420,166.00	$391,166.00	$420,166.00	$29,000.00

In addition to the BIA and Tribal funds, the department operates on six other grants. Additional grants include US Fish & Wildlife Service (USFWS) Tribal Wildlife Grant, Bureau of Indian Affairs (BIA) Fish Hatcheries, BIA Circle of Flight, BIA Gray Wolf and Black Bear Monitoring, BIA Endangered Species and APHIS Chronic Wasting Disease.

Administrative:
The Conservation Fish and Wildlife Department is located at the Menominee Forestry Center Complex. The office address is N1035 State Highway 47, Keshena, Wisconsin.

Administratively, the Conservation Department provides service to the public by issuing game tags to approximately 1000 enrolled members, descendants and spouses. Registration records indicate approximately 480 deer, 28 bear, and 28 turkeys were harvested during the 2006-07 hunting seasons.

During the past year, the Conservation staff was involved in:

- Sturgeon Management meetings with USFWS and Wisconsin Department of Natural Resources.
- The 2008 State-Tribal Consultation Meeting
- Wisconsin Conservation Congress Delegations
- Hunter Education Course
- Host sturgeon awareness festival at Legend Lake

Enforcement:
Enforcement duties include patrol of approximately 235,000-forested acres of sustained yield land, including an estimated 80 named lakes, and roughly 300 miles of trout streams. The primary focus is on the protection and management of Tribal natural resources. Wardens especially enforce the protection of resources from outside encroachment. Officers also assist the Menominee Tribal Police and Menominee County Sheriffs Department when necessary.

Conservation Wardens:

- Tribal Court appearances.
- Semi-annual firearms qualifications.
- 40 hour annual in-service training.
- Assist Menominee Tribal Police.
- Search and rescue efforts.
- Education and public outreach.
- Timber trespass investigation and training.
- Wild land fire investigations and training.
- Public outreach in schools.

Fish and Wildlife:
Tribal fish and Wildlife Grants allowed for the hire of one, temporary full-time employee to assist the Tribal Fish and Wildlife Manager with the management and data collection pertaining to Lake Sturgeon, Timber Wolves, and Black Bear. 2008 spring game surveys indicate Reservation whitetail deer population at 11.7 deer per square mile.

FY'08 management goals and objectives include:

- Stock fish from USFWS into local lakes.
- Work collaboratively with other related Tribal departments.
- Education and public outreach.
- Conduct fish and wildlife surveys.
- Assess fish and wildlife population numbers.
- Raise 3000 walleye in rearing ponds and stock in Reservation lakes.

Environmental Quality:
Efforts are ongoing to protect the Tribe's pristine lakes and streams. We are beginning to recognize the need to provide more attention to environmental enforcement and protection of our natural resources. Some efforts this year include:

- Working with the Menominee Conservation Commission to develop stronger codes and ordinances.
- Investigate and enforce surface water ordinance violations.
- Investigate and enforce numerous solid waste violations (ordinance # 92-11).
- Education and public outreach

Community Resource Center

Sue Blodgett, Director

The mission of the Community Resource Center (CRC) is to provide high quality job training, employment, labor market information, and income maintenance services. In FY08 the Community Resource Center operated the Tribal Temporary Assistance for Needy Families (TANF) and Public Law 102-477 programs. Staff consisted of eleven (11) employees. These positions included: Community Resource Director, Community Resource Program Assistant, two (2) Job Counselors, three (3) TANF Caseworkers, Recruitment and Placement Specialist, Administrative Assistant, and two (2) Youth Supervisors.

TANF: CRC administers a Tribal TANF program which is designed to assist recipients to become self-sufficient. This process includes overcoming barriers to employment, gaining job readiness skills, job training and work placements. The TANF program has five main goals they strive to achieve through the operation of the program:

1.) To reduce the overall costs of public assistance by promoting work as a means of family support;
2.) To promote individual employability of TANF recipients through close collaboration and coordination between the TANF Program, Job Training, Education Department, and other Tribal programs;

3.) To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individual, their children and the community;
4.) To decrease specific barriers to employment such as drug and alcohol dependency by establishing drug testing as one of the necessary eligibility requirements for TANF benefits, and
5.) Promote self-esteem, independence and self sufficiency.

The TANF program service area is limited to the geographical boundaries of the Menominee Reservation and Menominee County including Middle Village. Eligibility for TANF benefits are based on the Department of Health and Human Service Poverty Guidelines.

A component of the TANF program includes a voucher system of a monthly payment to the client in exchange for completing weekly training, education, job search, and/or job placement hours. Caseworkers also work one-on-one with clients to overcome barriers to employment which include but are not limited to: drug and alcohol dependency, reliable housing, driver's license, and mental health issues. The Caseworkers work closely with Tribal and County Departments to assist the clients with their needs.

The TANF program served 107 families in FY08. The 107 families consisted of: 95 One Parent Families, 10 Two Parent Families, and 2 Child Only Cases. The Tribal TANF Summer Youth Program served 19 youth between the ages of 14 and 18.

TANF Program Activities Completed			
Unsubsidized Employment	35	Job Skills Education	44
Subsidized Private Sector Employment	28	Adult Education GED	16
Subsidized Public Sector Employment	8	Attending High School	22
Work Experience Contracts	74	Client Child Care	4
On-The-Job Training	55	Adult High School Graduates	2
Job Search/Job Readiness	169	Vocational Education	15
Community Service	14	Vocational Graduates	1
Other Approved Activities	387	Tribal Pardons Completed	

TANF Families Data	**Oct 07**	**Nov 07**	**Dec 07**	**Jan 08**	**Feb 08**	**Mar 08**	**April 08**	**May 08**	**June 08**	**July 08**	**Aug 08**	**Sept 08**
Total Caseload	47	42	42	33	44	51	54	54	54	53	58	59
One Parent	43	40	37	30	40	45	47	47	48	48	52	53
Two Parent	2	0	3	2	3	5	6	6	5	4	5	5
Child Only	2	2	2	1	1	1	1	1	1	1	1	1
Total People Served	145	126	133	105	134	155	166	166	165	160	175	177
Total Children Served	100	86	92	72	90	103	109	107	107	105	115	115
Work Participation Rate %	57.1	58.3	60	48.3	59.5	64.6	65.9	61	66.7	66.7	65.2	68.2

Public Law 102-477

The Menominee Indian Tribe's 477 (JTP) Plan includes: Workforce Investment Act (WIA), Adult and Youth Comprehensive and Native Employment Works (NEW) funding. Services are designated for youth and adults, including individuals that have been recently placed on lay-off.

Laid-off workers are generally individuals who have been terminated from their last employment position and are unlikely to return to their previous industry or occupation. Displaced homemakers and self-employed individuals may also qualify for these services. Some of the services offered to these individuals are provided in conjunction with the local Job Center through an established partnership with the Community Resource Center. The age of eligibility for these services is 18 or older.

Eligibility for Public Law 102-477 services requires the individual to be "Native American" or "American Indian". The Menominee Indian Tribe has established a uniform definition of these to be anyone who is: (1) an enrolled member of the Menominee Indian Tribe (2) an enrolled member of a federally-recognized Indian Tribe or (3) ¼ or more of Indian, Alaska Native or Native Hawaiian descent; or (4) a direct descendant of an enrolled Menominee member or an enrolled member of any other Federally recognized Tribe. Additional eligibility requirements include that the participant must also be: (1) economically disadvantaged; or (2) unemployed; or (3) under-employed. Adult applicants must be age 18 or older, while youth applicants can be between the ages of 14-21 years.

Adults (18 years and older)

Public Law 102-477 offers a variety of employment and training opportunities to eligible adult applicants that could include the following:

Core Services: Job search and placement assistance (including career counseling), labor market information (to determine job vacancies, needed skill levels, as well as local, regional and national employment trends), job readiness skills, resume and cover letter construction, supportive services (clothing, tools, transportation) and follow up services to assist participants with job retention after employment is gained.

Intensive Services: Education and employability plans, individual counseling, case management, assistance with overcoming barriers to employment, individual and group training, and assistance with further education.

WisCareers: This program is offered to clients free of charge through the Carl Perkins grant from the Department of Workforce Development. The program is set in modules that walk the participant through the steps to becoming employable. Through lecture and hands on computer application the participants are able to look at who they are what direction they would like to go in and be able to create a resume and cover letter to have for application in their field of choice. When these aspects are completed they are able to do online job search and apply from our computer lab. Our site has 327 participants that are registered with the service, 180 of these have registered in the past year. WisCareers is a tool that they can come back to and make changes as their goals and outlooks evolve.

Post Secondary Education: The Community Resource Center works in collaboration with the College of Menominee Nation and the Department of Education to refer and assist clients with high school graduation and post secondary education. This past year 16 clients have benefited from this type of assistance: 3 – GED, 5 – CNA certificates, 3 – Associate Degree completion, 4 – Pre-Apprenticeship graduates, and 1 – Personal Care Worker certificate.

Work Experience and Job Placement: In the course of this past fiscal year our department has assisted 30 clients with either a work experience contract or in gaining successful job placement. Two clients were placed at a work site in a paid placement to gain needed job skills and training. These services are essential to assisting a client with the core skills needed to obtain and sustain employment. Twenty eight clients successfully gained employment through the use of the computer lab for job search, resume creation, training and direct case management.

Youth: 14 to 21 years of age

Public Law 102-477 Youth Services are available to youth between the ages of 14 to 21 who are "Native American" or "American Indian" and economically disadvantaged. Services to youth include: paid work experiences, educational trainings, educational tours (local businesses, medical facilities and secondary schools), assistance with resume creation, and leadership development.

This past summer the Community Resource Center in conjunction with the Johnson O'Malley program hired 100 youth to participate in a 6 week Summer Youth Program. Two Youth Supervisors were hired on a temporary basis to provide supervision to the youth. The youth ranged in age from 14-21 and were placed within local departments to gain work experience and job readiness skills. The youth participated at their work sites for 16 hours each week and also completed 4 hours of training each week. Trainings included: Your Record and How It Follows You, Interview Skills and Resume Writing, Financial Literacy and Health and Wellness. During the final week of the program groups of youth participated in educational field trips where they were able to visit the following locations: College of Menominee Nation, North Central Technical College, UW Green Bay, Twigs Beverage, Theda Care Medical

Center, Shawano Medical Center, Timber Pro and the Menominee Forestry Department. These tours gave the youth an opportunity to think beyond high school and the direction they would like to take, as well as what is required for them to take those steps. The Youth program also provided community service by cutting and trimming elders' lawns and refurbishing the "Land of the Menominee" sign by the pavilion park.

Early Childcare Services

Penny Escalante, Director

Program History

The Department of Early Child Care Services, formerly known as the Menominee Tribal Day Care Center, has been serving children and families of the Menominee Indian Tribe of Wisconsin since October of 1988. The facility is open year round and is licensed for 156 children age six weeks through twelve years of age.

Program Philosophy

Children learn through play and positive role modeling, thus it is the adult's responsibility to provide appropriate learning materials and social environment to enhance the learning process.

Program Vision

The center will strive to provide a safe, stable environment where children can learn, explore, create and play with the supervision of qualified teaching staff. Developmentally appropriate learning materials and activities will provide opportunities for intellectual, physical, social-emotional and cultural growth. The social environment will encourage respect for the child as an individual, promote self esteem, and provide a nurturing atmosphere and experiences that will enrich the child and family.

Personnel

- 3 Administrative Staff
- 1 Full-time Cook
- 1 Part-time Housekeeper
- 10 Full-time Teachers
- 2 Full-time teacher aides
- 1 On-Call Teacher

Other Personnel

4 – NICOA (National Indian Council on Aging) Workers
2-Kitchen Helpers
1-Classroom Aide
1 Maintenance
2 – GLITC (Great Lake Inter-Tribal Council) Workers
2 Classroom Aides

Children Services Provided

- Educational Daycare Services to 137 children ages 6 weeks through 12 years of age
- Individualized Education Plans for each child
- Menominee Language & Culture included in classrooms and activities
- Healthy/Nutritious Meals offered (Child Care Food Program)

Community Services Provided

- Summer Safety Carnival: games for children and informational booths on keeping safe in the summer. Topics included heat stroke, staying hydrated, and fireworks safety.
- Honoring Our Families Pow-wow – Healthy/ Nutritious Meal included
- Back to School Carnival- staff raised money to buy school supplies and donated 52 back packs to be given away as raffles prizes.
- Hosted the Tiny Tot Contest at August 2008 Pow-wow
- Domestic Violence – Menominee People Living Healthy Lifestyles and DV ordinance with the Tribe

Community Collaborations

- Tribal Social Services has funded childcare services for children in need of respite care
- Tribal Social Services and Maehnowesekiyah funded childcare services for clients who needed respite care
- Tribal Social Services, Maehnowesekiyah, Tribal Police, Menominee County for trainings about Domestic Violence Issues
- Tribal Clinic and Head Start to ensure that healthy/nutritious meals are served
- Veterans of Menominee Nation for Pow-wows
- College of Menominee Nation for education of staff and Tiny Tot Contest
- Head Start and Menominee County for Birth – Five Screenings
- JOM, Food Distribution for donations for carnivals held at center
- Menominee High School- Child Care Services for Teen Parents

East-West University*

Beverly Moeser, Dean

PHILOSOPHY

East-West University represents a unique development in the annals of higher education institutions in the city of Chicago and its suburbs. The University is established primarily to preserve, extend and to integrate and transmit knowledge of human beings concerning themselves, the universe and their Creator. It strives to develop in its graduates the wisdom derived from human heritage, the spirit of inquiry that leads to discovery, and the sense of dedication which spends itself in the service of humankind. It inspires the students to pursue natural and supernatural truths and imbibe the urge to live a fuller and more fruitful life.

MISSION

East-West University is dedicated to the pursuit of excellence by all through relevant, effective and convenient education, and service to humankind with a global, multi-cultural and future-oriented perspective. It is both comprehensive and pluralistic in terms of clientele, academic programs, educational delivery systems, research and publication projects, and sources of financial support.

BACKGROUND

The University received approval and operating authority from the Illinois Board of Higher Education in May, 1980 and degree granting authority for various degrees in later years. Classes began on September 15, 1980. East-West University has been accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools since December 1983. East-West University Keshena Campus is a satellite campus of EWU's main campus, located in Chicago, Illinois. The Keshena Campus of EWU was established in 2005 to provide and promote a higher education program leading to a Bachelor of Arts Degree in Behavioral and Social Sciences, with a minor in Native American Studies.

ACADEMIC PROGRAMS

The overall objectives of the University's academic programs are:

- To encourage the acquisition and improvement of knowledge, attitudes, values and marketable skills required for intellectual excellence and job efficiency.
- To develop and strengthen open, accepting and understanding human relationships.
- To develop an appreciation of and interaction with the social experiences of all cultures.

The Bachelor of Arts degree program in Behavioral and Social Sciences guides the student through an interdisciplinary group of courses in Criminal Justice, Economics, History, Political Science, Psychology and Sociology.

The program also helps provide students with the skills to succeed in graduate study of history, psychology, sociology, political science, urban planning, law, government and similar fields, and in such professions as human service professions, counseling, research and evaluation, government and non-government/intertribal service and public relations.

This past academic year, 3 students successfully completed the requirements required for their Bachelor of Arts in Behavioral and Social Sciences.

New staff members have joined the East-West University Keshena Campus; Beverly Moeser, Director and Terry Peters Assistant Director.

- **NOTE: The East-West University is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Education

Virginia Nuske, Director

HIGHER EDUCATION

This program provides BIA/Tribal grants, based on financial need to eligible Menominee students seeking bachelor's degrees at colleges or universities. Students must apply for financial aid and be accepted into degree-seeking programs. The following services are provided:

1. Financial Aid Application assistance on the Internet and help with admission forms
2. Education counseling
3. Financial aid information and workshops
4. Advocacy regarding student budgets and academic follow-up to assure eligibility for continued funding, according to Tribal policies.

Academic Year 2007 – 2008 Ending May 2008

A. Number of new students 41
B. Number of active students 222
C. Number of graduates 10

FY 2008 Budget:	$229,881.65
Expended	226,131.67
Balance	*$ 3,628.71

HIGHER EDUCATION SUMMARY:

There was a 20% increase in the number of active students this academic year. Funding is always an issue because tuition and fees increase approximately 5 – 8% each year while financial aid does not increase proportionately to meet the needs of students. Students are encouraged to seek scholarships in addition to financial aid.

ADULT VOCATIONAL TRAINING:

This program provides BIA/Tribal grants to eligible Menominee students attending a 1 - 2 –year vocational/technical Associate degree, diploma or certificate programs. The grants are also based on financial need. Students must apply for financial aid. Services provided to these students are the same as provided to students in the higher education program.

Academic Year 2007 – 2008 Ending May 2008

A. Number of new applicants 22
B. Number of Active Students 63
C. Number of Completions 5

FY 2007 BUDGET:	$195,879.52
Expended	191,579.02
Balance	*$ 4,179.22

AVT SUMMARY:

This year showed a 20 % decrease in students in technical programs.

EDUCATION SUPPLEMENT:

FY 2007 BUDGET:	$260,149.00
Expended	243,365.36
Balance	*$ 16,783.64

All supplemental funds are used for scholarships and grants for undergraduate and graduate students in colleges, universities and technical colleges.

ADULT EDUCATION

This program provides full-time GED/HSED instruction. Limited funding allows for short term training, courses or workshops that are job related and Tribal employees are a priority.

Services provided are:

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

ACADEMIC YEAR 2007 – 2008

A.	Total Number of GED/HSED Completions	43
B.	Total Number of Adult Education Completions	6

FY 2008 BUDGET:	$46,547.09
Expended	36,752.42
Difference	*$ 8,725.52

AE SUMMARY

The GED Instructor works cooperatively with other programs. Referrals are made to our program and students who need additional services are referred to programs that can provide assistance. GED completions have increased 26% since last year. Incarcerated students receive GED services on a weekly basis.

EDUCATION CONTRACT HIGHLIGHTS (CTF58T440H4) & HIGHER EDUCATION & A.V.T.

The Tribal Education Director arranged for 7th grade students from Tribal and MISD to participate in a Carnival of Learning event in Wausau that was sponsored by the Wisconsin Association of Financial Aid Administrators. The students learned real-life situations that involved paying for living and family expenses as well as how education can impact getting better wages based on career choices.

The Director and Education Counselor provided financial aid informational sessions for MISD and Shawano High School seniors in the fall and spring semesters of this past year.
The Director also provided financial aid informational workshops in cooperation with the TANF program.

Merit-based Scholarships were awarded to 6 Menominee students in continuing education programs at Colleges and Universities. These scholarships are based on GPA's and written essays.

The Director coordinated a Wisconsin Indian Education Association Legislative Breakfast held in Madison in February. State Legislators respond favorably to these annual events that inform them of the issues and concerns regarding Indian students from Pre-K to post-secondary education in Wisconsin.

Election Commission

Davey Jean Peters

The date for the Primary Tribal Legislature Election was November X–X, 2007. The following are Tribal Members certified as "On Reservation" Candidates for this election:

Llewellyn "Lew" Boyd
Douglas G. Cox Sr.
Kenneth "Bum Bum" Fish
Annmarie Johnson
Lynette Miller
Norman "Hoss" Shawanokasic
Karen Washinawatok
Myrna "Tudy" Warrington

Off Reservation Candidate(s):
Randal Chevalier

On Reservation Write-In Candidate(s):
Mary L. Menore

Voting results at the polls and absentee on November X-X, 2007:

Keshena-Gordon Dickie Center	446	Absentee Received	168
Neopit Fire Station	225	Total	839

The following are the top three candidates that were seated in this election:

Myrna "Tudy" Warrington	323	Kenneth "Bum Bum" Fish	291
Lynette Miller	292		

The remaining candidate's votes went as follows:

Douglas G. Cox, Sr.	290	Randal Chevalier	227
Karen Washinawatok	278	Llewellyn "Lew" Boyd	182
Norman "Hoss" Shawanokasic	243	Annmarie Johnson	121

Write-in Candidate:

Mary L. Menore 8

There was a request by Douglas G. Cox, Sr. for a recount, which was held on January 18, 2008. Two candidates each lost one vote in the recount. The new totals for each candidate are as follows:
Douglas G. Cox, Sr. ..... 289 Karen Washinawatok 277

On September 10, 2008 Legislator Joan Delebreau resigned from the Tribal Legislature.

The Tribal Election Commission budget for FY2007-08 - $71,721.00

Enrollment

Yvette Ducane, Director

Mission

The Enrollment Department's primary responsibility is to maintain current and accurate files on genealogical and historical information for the preservation of the Menominee Indian Tribe's heritage.

Guiding Principles

Consistent with the Mission, the Enrollment Departments responsibilities are administered through the Constitution and Bylaws of the Menominee Indian Tribe of Wisconsin. Membership in the Menominee Indian Tribe shall consist of the following persons: those persons that possess ¼ degree Menominee Indian Blood, and those who are descendants of persons enrolled on the tribal membership.

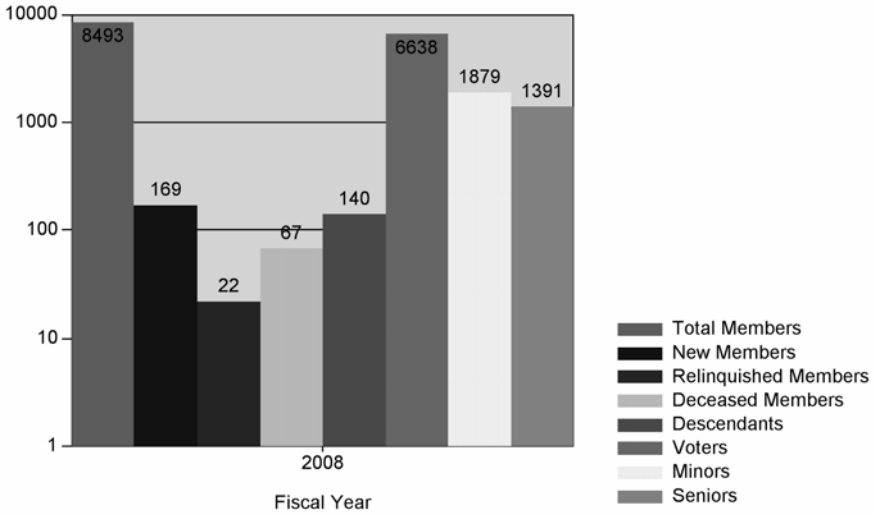
Statistical information

The Enrollment department gathers all the statistical information when individuals come to the office; the department also makes efforts to reach all Menominee through the tribe's website and advertisements in Menominee Nation News. Information Update Forms can be obtained by visiting the office, reading Menominee Nation News, or by downloading forms from the tribe's website: menominee-nsn.gov. Forms can be sent in via mail, e-mail: yducane@mitw.org, yshawano@mitw.org, or lpamon@mitw.org, or fax: 715-799-6068.

The following report will contain information and data compiled within our department for the months of October 2007 through September 2008.

Activity:

- Living Enrolled Members - 8493
- Approved 169 applicant's for Tribal membership
- Approved 140 applicant's for Descendant (ancillary rolls)
- 67 of our Tribal member's passed on
- 22 Tribal members relinquished 2008
- 6638 of our Tribal member's eligible voters
- 1879 are minor enrolled member
- 1391 members are over the age of 55



Enrollment Office Staff

The Director of the Enrollment Department is Yvette M. Ducane who is responsible for the day to day operations, to assure all areas of enrollment responsibilities are functioning correctly. Enrollment interacts with all departments in determining membership and completing verification of ¼ blood possession for the Menominee Indian Tribe. The tribe is exercising, perhaps, the most important part of its sovereign power! The membership of the Tribe usually feels stronger ties to the Tribe, such ties are common language, experiences and cultural traditions.

The Research Technician of the Enrollment Department is Yolanda Shawanokasic who is responsible for blood quantum changes or corrections, family trees, lineage history, and any other duties as assigned by supervisor.

The Office Clerk of the Enrollment Department is Leah Pamonicutt who is responsible for processing of all applications, assisting the public, answering the telephone, daily monitoring of mail, and any other duties as assigned by supervisor.

Enrollment Commission consists of five members: Kimberly Oshkeshequoam, Chairperson, Connie Chevalier Vice-Chairperson, Gail Bowman Secretary, Karla Kitson Member, Glenda Dodge Tahmakura.

Enrollment meetings are every third Wednesday of the Month; the commission reviews all applications, amendment(s) of ordinance, abstract updates, complaints, blood quantum corrections, blood quantum changes, and other business. *Deadline date for Enrollment committee agenda is the second Tuesday of each month.*

Archiving Documents

The new museum is still in the planning stages however, it has been discussed with the Historic Preservation Director that we will turn in our original documents for the museum to preserve; the records will be kept in a temperature controlled environment for preservation. The procedure of scanning all old documents is a continuous process; we are also currently utilizing the original copies for historical information.

File Organization/Reorganization

All documents such as Birth certificate and Social Security cards are being scanned for the computer database as well as manual files. Total 8,493 enrolled Menominee's and continually increasing membership, it is a constant uphill battle to achieve our organization goals, yet we will strive on an everyday bases to make files complete and more accurate.

Enrollment has unified the department by updating the database, website, brochure, applications, and abstracts for better and more efficiency to the public.

Strategic Planning

We have just completed our fourth year in Strategic Planning, and all Directors were required to submit an annual report. As a director, I have noticed from the four years working in Strategic Planning Workgroups that every department is more aware of other department's responsibilities and duties. We function more as a whole organization and everyone is on the same page, we are not segregated. We, as a Tribe, are one and should operate as a whole. We are beginning the new fiscal year by reviewing strengths, weaknesses, opportunities, and threats (SWOT) information that was established in the year of 2005. This has been quite extensive with updating these areas. We will continue to update the strategic plan so it reflects the tribe's current environment.

Outlook for FY 2009

- According to the Constitution the elected Enrollment Commission has another year before election will begin. All Enrollment Committee members have been elected for 3 year terms.
- Amending Enrollment Ordinance 79-15 has been a continuous effort with the Enrollment Committee making changes. I expect the ordinance to be sent to Governmental Affairs in the new year of 2009.
- Re-organization of the entire Enrollment Office for better efficiency, organization, confidentiality and professional appearance will be the goal for FY 2009.
- Internal Audit has been requested by the Enrollment Director for review of the Enrollment department for compliance with Tribal Ordinances and Bureau of Indian Affairs 93-638 Contract.
- Enrollment would like to focus on having a Menominee Language instructor come into the Enrollment Department and review our 1800 records and translate the family names to English terms.

Environmental Services

Gary Schuettpelz, Director

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.

PROGRAM SPECIFICS (with some important accomplishments)

1) Environmental Management – conduct administrative oversight of the environmental program including applying for grants, developing ordinances and working with Federal, State, Tribal, and local government.

- Submitted grant proposal to continue air monitoring program.
- Completed GAP analysis for environmental program in both Health and Justice Workgroup areas.
- Coordinated work to demolish old Keshena Water Tower.
- Staff participating in development of the Forest Management Plan.
- Worked with Legend Lake Property owners, WI DNR, and Menominee County in gaining approval for treatment of Eurasian Milfoil.
- Submitted and received 2009 Hazardous Materials Emergency Preparedness Grant to DOT.
- Continuing to meet with Conservation Department to develop a better working relationship.
- Continue as Technical Representative for the Fox River NRDA.
- Complete environmental compliance (NEPA) requests for Indian Health Service, BIA, HUD, and Department of Transportation.

2) Clean/Safe Water - conduct lake and stream studies for fisheries and other planning, monitor water quality to maintain in optimum condition, enforce Surface Water Ordinance including issuance of permits for activities on lakes and streams. Habitat restoration including wild rice, trout streams, and sturgeon. Conduct sampling and analysis of private wells.

- Thermal monitoring and discharge measurements were done on Little West Branch and West Branch of the Wolf River.
- Participated in sturgeon netting assessments on Legend Lake with Conservation Department.
- Quality Assurance Project Plan completed for Priority Waters Project.
- Quality Assurance Project Plan completed for Cold Water Fish Community and Habitat assessments.
- Worked with Legend Lake Property Owners, Moshawquit Lake Property owners, and DNR in conducting Eurasian milfoil control on both those lakes.
- Lake profiles and sampling done on Upper Bass, Lower Bass, Hazel, Crowell, and Legend Lakes under monitoring of priority waters.
- Submitted IRMP to Tribal Legislature, but was not approved at this time.
- Work with Tribal Utility in addressing a problem with Keshena Water Supply. Because of possible water main break issues a BOIL/BOTTLE Water advisory on March 12. Samples were also collected to determine possible contamination. Provided notification to all parties including public facilities who did comply with issue. After samples were received negative BOIL/BOTTLE water advisory lifted on March 13. Determined an electrical problem may have been the underlying cause.
- Completed Source Water Assessment for new Keshena and Zoar well fields.
- Provided assistance to Conservation Department in laying water line for Walleye ponds.
- Coordinated construction of new boat landings at Hazel and Crowell Lakes.
- Constructed and deployed an enclosure for wild rice on Pine Lake. Will be used to test if muskrat and ducks are responsible for eating all the rice plants.
- Zebra mussels found in Moshawquit Lake.
- Water samples collected and sent into DNR lab to look for zebra mussel veligers and for water fleas. We have not at this time heard back from DNR about those results.
- Physically looked for adult zebra mussels around shorelines and boat docks.
- Maps have been produced for the following lakes: Sand, Little Sand, LaMotte, Keshena, SE Bass, Fredenberg, LaBelle, Pine 9, Vejo, Round, Weso, St Joseph, Hazel, Crowell, Upper and Lower Bass, Burney and Elma.
- Work underway on fish Index of Biological Integrity study on streams on Reservation.
- Work underway to assess habitat on Reservation Streams.
- Working with Forestry in reviewing prescription for environmental impacts.

3) Clean Air – monitor possible air pollution and work with local industry in correcting situations that may create hazards. Provide technical assistance to Tribal Members to remediate indoor air problems.

- Review completed of DNR/MTE smoke management plan for prescribed burning to assure compliance with air regulations
- Provided technical assistance to Clinic in radon mitigation in ambulance garage. System installed and tested and is functioning properly.
- Conducted several meetings/conference calls between Menominee Tribe, MTE, and EPA regarding addressing issues with smoke from the mill in Neopit.
- Regular air monitoring continuing at Middle Village Air site.

4) Brownfields – Evaluate existing contaminated sites to determine if they are eligible for remediation then remediate sites that have become contaminated by leaking tanks and other spill sources.

- Profile forms submitted to EPA for following sites for approval: Menominee Tribal Enterprises-Sawmill, Law Enforcement Shooting Range, Neopit County M Landfill, Zoar Landfill, Keshena landfill, Legend Lake – Moshawquit Lake landfill, South Branch County M landfill, South Branch St Josephs Church road landfill sites. All sites were approved by EPA.
- Quality Assurance Sampling Plans and Site Safety Plans completed for above.

5) Emergency Management - Work with Menominee County in Emergency Response Planning. Work with regional planning agency in addressing bioterrorism issues and disease outbreaks.

- Participated in functional exercise on pandemic influenza and containment.
- Coordinated and managed an Emergency Exercise for DOT-HMEP grant that included hazardous materials spill and tornado emergency.
- Coordinated Isolation and Quarantine exercise at Tribal Clinic.
- Continue to participate in regional planning for bioterrorism and pandemic influenza.
- Participating member of Wisconsin Tribal Emergency Alliance, and Wisconsin Emergency Management Association.

6) Solid and Hazardous waste and materials - work for the proper disposal and cleanup of hazardous waste, including annual Household Hazardous Waste Collection. Monitor transportation of hazardous materials and work with facilities in complying with hazardous materials regulations and use.

- Coordinated annual fluorescent lamp recycling and collection program for facilities on Reservation with 1361 fluorescent tubes removed.
- Coordinated annual hazardous waste collection and disposal project for programs and individuals on Reservation with 3780 pounds of hazardous waste removed.
- Provided technical assistance and coordination with IHS regarding repainting of Keshena Water Tower and disposal of hazardous paint waste.
- Coordinated removal of underground storage tanks at Ponfils Grocery.

7) Environmental Health - Perform surveys of public food service facilities and other public facilities to assure safe and sanitary conditions.

- Developed a Healthy Homes project in conjunction with University of Wisconsin and Wisconsin State. Project will inspect 50 homes the first year looking for unhealthful living conditions.
- Updated Pandemic Influenza Management Plan for Tribe and County.
- Participated in Expert Panel with State in formulating Antiviral Distribution Plan.
- In conjunction with Animal Control Officer, developed a rabies policy that includes rabies investigation flowchart. Also, policy indicates that before dog or cat is released to owner they must provide proof of rabies vaccination or bring in to ESD for vaccination.

8) Injury Prevention - Gather data on injury trends and develop and implement strategies to address specific injury problems.

- Submitted and received grant to IHS for Special Injury funds for Fall Prevention in Elderly in conjunction with Community Health Nursing Services and the Menominee Aging Program.
- Child Car Seat Checkpoint was conducted in May 2008 with 75% of the children properly restrained. Adult seat belt usage was also noted with 90% restrained.
- 127 Child Car Seats provided to parents.
- Sleep Safe Program (2008) with 161 homes with young children receiving smoke detectors.
- Conducted a Child Passenger Safety Seat event in July. Twenty one convertible and 4 boosters given out with education to parents on installation.

- Participating in the Healthy Homes Outreach and Intervention Initiative through the State, total of 50 home visits have been made by CHNS staff.
- Received grants for Sleep Safe and Ride Safe Programs for 2009.

9) Wastewater Management - Monitor and evaluate on-site waste water treatment systems.
- 146 private sewage systems pumped and inspected this year for a total of 465 since program started.
- Developed a priority list from failing systems for repair or replacement. Currently waiting for NEPA clearance then will do some system repair.

SOME PROPOSED PROJECTS and PROGRAMS FOR 2009
- Complete Treatment as a State application to EPA for Water Quality Standards.
- Evaluate contamination levels in wild rice on West Branch below Boivin site and make determination of health consequences. Also, conduct further sampling next year.
- Monitor situation with Boivin site and seek appropriate enforcement actions if necessary.
- Develop invasive species management plan.
- Conduct assessment of streams to determine stream status and trends for fish community and habitat.
- Work with MTE Forestry in development of Forest Management Plan
- Continue the three year Private Wastewater Management Planning project.
- Evaluate stream, river, and wetland road crossings for negative environmental impacts (sedimentation, ponding, barriers to movement for fish and other aquatic organisms).

Food Distribution

Patricia Roberts, Director

Program goal is to distribute commodity food items to all eligible families/persons living on or near the Reservation/County who desire them. We provide nutrition information on program food items and recipes to clientele.

Our program distributes food items from USDA and TEFAP Pantry food from USDA and Wisconsin. For our pantry we purchase (Cost of storage) food items from Second Harvest in Omro, Wisconsin with funds received from TEFAP and FEMA and donations from the Casino and sometimes other places. SAFPARC of Shawano has also donated food items.

We continue to work with USDA in Washington, DC, because we are not always able to order all the items on our food list. Most times we must put orders in daily, every other day and towards the end of the ordering period twice a day just to try and get items we need, because USDA does not get the food into USDA's warehouse in time for the orders to be placed. We order our food through an internet program of USDA'S and the order goes to Americold Logistics out of Carthage, Missouri. We should be able to order seven days before our delivery day, but because all food items are not available we begin ordering at the first of each month.

We again applied for and received nutrition education funds to hire a nutrition aide. The nutrition aide with the help of the Tribal Clinic Dietitian/WIC Director and his staff and UWEX staff held classes for participants, summer youth workers and community members. A recipe contest for youths was held. The nutrition aide held Diabetes Bingo and put on a Commod Fest with taste testing and a cooking/recipe contest with three categories for prizes and several games of Diabetes Bingo everyone enjoyed their day with us.

This fund year we received enough funds to hire four part-time personnel; which will place two more workers in the warehouse, an office aide and a nutrition aide. We were also able to resurface the warehouse floor, replace carpeting in the office area, purchase a new walk-in freezer and cooler, two door freezer, two door cooler, generator, four new computers, a color printer, a digital duplicator, more shelving for the warehouse, three new hand trucks for the warehouse, new forks for our lift truck, new toilets, and other building repairs.

Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota and Wisconsin and the United States Department of Agriculture (USDA) offices in Chicago, Illinois, and Duluth, Minnesota. There are 23 Tribes with Food Distribution Programs in the Midwest Region, 6 from Michigan, 7 from Minnesota and 10 from Wisconsin. The program directors usually meet twice a year with USDA Officials. We meet with our Midwest Region Annual Meeting and with the National Association of Food Distribution Programs on Indian Reservations

(NAFDPIR) Annual Conference. Both groups are working with USDA to try to correct the problems we have with ordering.

Gaming Commission

Lynnette Miller, Executive Director

The Menominee Tribal Gaming Commission (Commission) is an arm of the Tribal government established for the exclusive purpose of monitoring the gaming activity on behalf of the Menominee Tribe. The Commission consists of a five member board of Commissioners and three departments.

The Commissioners are:	**Term expires:**
Susan Waukau – Chairman	August 2010
Duane Waukau – Vice Chairperson	August 2011
Randal Chevalier – Secretary	August 2010
David Waupoose - Commissioner	August 2009
Yolanda Shawanokasic - Commissioner	August 2009

The Commission departments are; Administration, Audit, and Background Investigations and they consist of an Executive Director, Internal Auditor, Staff Auditor, Compliance Officer, Senior Background Investigator, Background Investigator Specialist and a Background Investigator.

The job of the gaming commissioners and staff is to instill public trust and confidence in the gaming environment by ensuring that gaming is conducted honestly, competitively and free from criminal and corruptive elements. The main services that the Commission provides to ensure this will happen are background investigations and internal audits.

Background investigations are performed by the Background Investigation Department. The Background Investigation Department consists of a Senior Background Investigator, a Background Investigator Specialist and a Background Investigator. The main function of the background investigation department is to ensure that licensing and background investigations are completed on all employees. The background investigation on primary management officials and key employees is a more intense background check than a non key background check. Primary management officials are those that have the authority to set policy and hire and fire, key employees are those that have access to money handling areas within the casino, non-key employees are those that work in the non-gaming areas of the casino.

The licensing process begins when documentation is sent from the Casino Human Resource Department to the Background Department of individuals whom they have hired contingent upon their background investigation. The background staff will complete a name check with the Crime Information Bureau (CIB) and also with the Wisconsin Circuit Court Access System (CCAP) for any disqualifying information. Disqualifying information includes felonies, theft, gambling related offenses, fraud, misrepresentation and habits and associations. If there is no disqualifying information found then the applicant is approved to start the licensing process. The employee then fills out an information sheet, signs releases, completes a gaming license application, is fingerprinted and receives their gaming license. After individuals are hired, the background department has 60 days to complete the background investigation report and to obtain an approval/disapproval from the Executive Director. If the background investigative report is approved, notification résumé's are sent to the National Indian Gaming Commission's field office informing them who was approved. Individual gaming licenses are renewed every 2 years. Also, part of the licensing process includes stipulations like a random urinalysis and obtaining a waiver if an individual has fraud or a felony in the last ten years. If the background investigation is not approved the individual will be given instructions on how to request a hearing before the gaming commission.

The Gaming Commission has a waiver procedure in place for enrolled Menominee's that are hired by the Casino and have a felony within the last 10 years, and a gambling related offense or fraud. These individual's require the Menominee Tribal Legislature to waive the restriction. The process begins with the applicant completing a waiver application. If the application is approved to proceed, the applicant will then meet with the waiver committee, made up of gaming commission staff. If the waiver committee decides to allow the applicant to proceed then a fact sheet is prepared and presented to the Menominee Tribal Gaming Commission. If the Gaming Commissioners decide to approve the waiver then the prepared fact sheet is sent to the Menominee Tribal Legislature for final approval. At any time during this process the individual may be found ineligible to proceed with the waiver process.

Statistics from October 2007 to September 2008

Completed Regular Background Investigations..... 88
Completed Renewal/Reissue Investigations.....147
License/application's issued..... 438
Ineligibilities..... 9
Revoked..... 11
Fingerprinted 137
Interviewed..... 380
Approved Waivers.....3
Hearings 9

Audits is the second main service performed. This service is performed by the Audit Department and consists of an Internal Auditor, Staff Auditor and Compliance Officer. The focus of the department is to complete the mandatory National Indian Gaming Commission (NIGC) audits and any risk assessment of casino money transactions. An average audit takes anywhere from 180-200 hours to conduct and finalize. The Internal Audit Department performs audits of all class II and class III gaming areas of the gaming operation. The following are reviewed at least annually: Table games, Gaming machines, Bingo, Complimentary service or item, Cage and credit, Title 31, Information technology functions, Pull tabs, Card games. Any other internal audits as required by the Menominee Tribal Gaming Commission (MTGC).

In addition to the observation and examination performed for the above, follow-up observations and examinations are performed to verify that corrective action has been taken regarding all instances of noncompliance cited by the MTGC Audit Department. The verification is performed within six months.

The Internal Audit Department also conducts all other audits required by the Tribe, the MTGC or any other entity as designated by the MTGC. These audits are not scheduled as most are conducted due to unforeseen circumstances. When these occur it takes away from the dedicated time line scheduled for each class II or class III gaming audit.

The following audits have been completed for this year; bingo, IT, and the following are in working progress yet: complimentary, poker, craps and roulette, cage and vault, tables and slots.

The following follow-up audits have been completed; Bingo 2007, Complimentary 2007, Title 31-2007, and the Facilities License 2007.

There have been a total of 115 slot machine Erasable Programmable Read Only Memory chips (EPROM's) randomly tested, one facility license checklist completed and twelve revenue verification report reviews completed that were requested by the State of Wisconsin Office of Indian Gaming.

There has been a total of thirty barring requests submitted to the Executive Director for action. The following is a break down of each category: one for prostitution, ten for drugs, eight for theft and eleven for altercations.

There have been twenty medical necessary apparatus approvals granted for MCBH personnel.

There were seven reportable condition reports issued: two on the table games department, one on marketing, one on maintenance, one on food & beverage, and two on administration. A follow-up on the seven non-compliance violations above were also completed.

There were forty-eight monthly meetings held with the Menominee Casino Bingo Hotel (MCBH) departments: 12 with finance, 12 with slots, 12 with table games and 12 combined with the security, surveillance, shift managers and investigation departments.

The following is a breakdown of the annual reports reviewed 2144 Surveillance Activity reports, 1292 Security incident reports, 307 Shift Manager Reports, and 17 Investigations.

There were a combined total of 212 compliance audits performed on departmental positions for all three shifts. The Surveillance equipment was inspected once. The following has been completed weekly; the leveling of the Roulette Wheel, verification of weekly cash-flow information and the weekly transfers to the Tribe. In addition, 36 MCBH monthly departmental personnel over-short reports were reviewed. Other review's, destructions or verification processes completed were; 510 decks of cards were inspected, cancelled out, and then sent back to the MCBH to be sold. The following items were destroyed 71 decks of cards, 7 dice sets, 1280 bingo balls, 10 slot machine serial

plates, 290 EPROM's/Flash Cards/CD's, along with 17 table game felt tops. Thirty-nine GLI EPROM notifications were reviewed, 125 approval verifications for EPROM's from GLI were completed.

The three outside regulatory entities National Indian Gaming Commission (NIGC), WIPFLI, and the State of Wisconsin were on site to complete their annual audit reviews. There were four investigations performed on customer complaints. The audit staff also attended four different audit trainings throughout the year.

In closing I would like to thank the Gaming Commissioners and the Gaming Commission staff for all their dedication into providing a well regulated gaming operation for the Menominee Tribe.

Head Start/Menominee Nation Early Childhood

Michael Skenadore, Director

Menominee Nation Early Childhood concluded its 38th year of providing Head Start services to the Menominee community in 2008. The year was marked by improvements in enrollment levels, staff qualifications, parent and community activities, child safety and budget monitoring. One of the most significant events of the last year was the passage of the new Head Start in December. This new legislation poses many challenges for both our program and the federal Office of Head Start as we move forward. Our goal remains the same: To provide the highest quality early childhood education services for the Menominee community.

Program enrollment continued its upward trend in 2008. During the 2008 program year Head Start provided services to 228 children even though our centers were never filled to capacity. Our enrollment efforts have focused on identifying families in need of our services who are living with relatives or friends. This population remains under-identified and under-served. We also continued to provide transportation services for Menominee families living in Shawano. This continues to be a significant source of enrollment as we had 27 children attending our program who live in Shawano. The biggest obstacles to achieving full enrollment continues to be families that are technically homeless as these families tend to move frequently and do not have consistent contact information. This makes recruitment efforts difficult and contact at times impossible.

Staff qualifications have been emphasized by the new Head Start re-authorization and MNEC has responded by placing a teacher with and Associate's Degree in Early Childhood Education in every classroom. This move was made possible by our close relationship with College of Menominee Nation which provides training, technical assistance and degree opportunities for our program and staff. As we move forward the challenge we face is to provide our teachers the opportunity to achieve their Bachelor's Degrees. We believe our program is well positioned to meet this challenge.

Menominee Nation Early Childhood saw significant improvements in our parent and community offerings. We continued to offer our parents the opportunity to participate in the 21st Century parenting program with two certified trainers on staff. We also enhanced the ability of our staff to support parents by providing training in the Love and Logic parenting program. This training will allow our Family Service Team to provide support to both parents and staff regarding issues of managing children. Our Family Literacy and Movie Nights continued to be successful events that bring parents and children together to read books and watch appropriate movies for our age groups. MNEC also hosted family events sponsored by the Healthy Children, Strong Families program that promotes healthy activities and healthy eating. These events were well attended and put on in cooperation with Great Lakes Inter-Tribal Council and the University of Wisconsin at Madison.

To improve transportation safety new child restraints were purchased for all of our busses. The new restraint systems are more secure, easier for adults to use than the previous restraint system and more comfortable for the children. This is a significant upgrade for us in our efforts to provide the safest environment for our children. We also developed a new playground safety checklist for teachers to use before the children use the playground area. This list is a simplified version of our monthly checklist but still involves the majority of the major safety checks required. It has allowed us to identify maintenance issues earlier and correct them before an injury occurs.

To more closely monitor our budgets Head Start developed internal monitoring controls to ensure that budget monitoring took place at regular intervals. The extra effort paid off by controlling expenditures to very closely match our funding. The largest cost centers that the program has continue to be employee salary and fringe benefits. This makes it very difficult to control costs without cutting back staff which we had to do in December of this year. Fortunately our budget monitoring efforts showed the shortfall while there was still time to take corrective action.

Budget breakdowns for the 2008 program year are as follows:

Salary	$1,103,158
Fringe	$ 678,714
Indirect Cost	$ 285,425
Transportation	$ 152,268
Supplies	$ 148,669
Admin Salary	$ 42,641
Utilities	$ 35,378
Admin Fringe	$ 4,837
Training	$ 29,340

As Menominee Nation Early Childhood faces the future we are preparing to accept the challenges posed by the new Head Start Act. While the Office of Head Start is still formulating rules and changes in Washington, we are working to be proactive on the local front and prepare our staff for the coming challenges. We continue to be very active in communicating with our technical assistance network and other local programs to coordinate resources so we are not duplicating work that someone else has already done.

Among the challenges we will be facing in the coming years staff education will be among the most significant as we push to get our classroom teachers to the Bachelor's Degree level. Our efforts to meet this challenge are going to focus on providing educational opportunities for our staff, the development of a fair and equitable salary schedule, and appropriate duties and responsibilities that reflect higher levels of education.
Another challenge for our program will be increased monitoring and reporting requirements found in the new Head Start act. These requirements will call for more contact with our program specialist. MNEC is very fortunate to have a very active program specialist who responds to our needs and questions promptly. This will make the monitoring and reporting requirements easier to adapt to.

Menominee Nation Early Childhood program and staff are extremely proud of the work we do preparing our children to enter the larger world of school. We look forward to many years of service to our community.

Historic Preservation/ Logging Museum

David J. Grignon (Nahwahquaw), Tribal Historic Preservation Officer

Staff Members: Rebecca Alegria, Researcher/Cultural Planner & Jean Cox, Tour Guide/Groundskeeper

Posoh Nec Omaeqnomenawak (Hello My Fellow Menominees)
Eh Yom Kenah Acemwan (This is our report)

Mission Statement

The Menominee Tribal Historic Preservation Office mission is to protect and preserve the rich cultural heritage of the Menominee people and this includes Menominee language, culture and traditions. First and foremost, we will revitalize and preserve our sacred Menominee language which is the mainstay of our identity for future generations of the Menominee Tribe. We will protect and preserve our valuable cultural resources that have been left by our Menominee ancestors, and we will give opportunities to Menominee tribal members to experience Menominee culture and history in our museum.

REPATRIATION

In accordance with the Native American Graves Protection and Repatriation Act this office has been working with different museums regarding the repatriation of our Menominee ancestor's human remains and artifacts. The department is working with the New London Public Museum for the return of Menominee ancestor's remains. The THPO did a museum "consultation" visit to the New London museum to discuss and view our ancestor's remains. A decision will be made by the museum board of directors for the return of the remains to the Menominee Tribe. The remains came from an area near the Wolf River where New London is located and was the area where Chief Tomah's people lived in the 1700 and 1800's.

MENOMINEE CULTURAL MUSEUM

The department is continuing to forge ahead with the plans to build the cultural museum. We have the museum design, the land to build the museum, however we need additional funding to complete the project. We have presented the museum plan to the Tribal Legislature twice and both times the item was tabled because more information was needed. At the last meeting the Tribal Legislature motioned that a "business plan" had to be developed for the museum. This department is gathering information for the plan and is being helped by Tribal Administration to complete the business plan. Once the business plan is completed it will be presented to the Tribal

Legislature with a request of funding to complete the project. The department will also continue fundraising for the museum.

MENOMINEE LANGUAGE REVITILIZATION

The Menominee language has always been a priority for this department. The Menominee language is near extinction and the tribe needs to take a close look of what can be done to save our sacred language. We are working collaboratively with the College of Menominee Nation in regard to their ANA language preservation grant. We have attended their training sessions and gave input on certain aspects of the language. The department implements Menominee language into all of the projects we do especially with cultural projects that we are involved in and we provide Menominee language translations for many reasons for tribal members. The department will be looking for funding to train more Menominee language and culture teachers. The department had much success in the training of tribal members to become Menominee language and culture teachers. To fulfill our responsibilities with the Creator we had the first Ghost Supper for our former Menominee language mentor and elder Lillian Nelson. Lillian will always be remembered for the help she give to the Menominee people who sought her knowledge of the Menominee language.

TRIBAL HISTORIC PRESERVATION OFFICE

The THPO continues to function under a special designation granted to the tribe the National Park Service. In accordance with Section 101 d 2 of National Historic Preservation Act the Menominee tribe took over the responsibilities the State Historic Preservation Office had on the Menominee reservation in regard to the protection of our cultural resources. We do receive an annual grant from the National Park Service to help pay for the operational costs of the office. The Menominee THPO is an active member of the National Association of Tribal Historic Preservation Officers, Wisconsin Intertribal Repatriation Committee, and Tribal Liaison Committee to the Wisconsin Department of Transportation/Federal Highway Administration.

SECTION 106 OF NHPA COMPLIANCE AND MONITORING

The THPO continues to monitor Section 106 of the National Historic Preservation Act compliance issues for the Menominee Tribe. Section 106 mandates that a “federal undertaking” or ground disturbing activity occurring on federal trust land is funded by federal dollars or in need of a federal permit must comply with Section 106. Compliance with Section 106 means “consultation” shall take place with the THPO regarding the assessment of historic properties in the area of potential effect of a project. For example, the THPO must sign off on MTE forestry prescriptions before any cutting of timber begins. This is to insure that no historic properties (burial mounds, burial sites, archaeological sites, historic homesteads, traditional cultural properties) will be damaged during forest management activities. The THPO monitors compliance issues under Section 106 with the following regulatory agencies; Federal Highway Administration/Wisconsin Department of Transportation, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Communications Commission, Bureau of Indian Affairs, and Indian Health Service. Consultation under Section 106 is conducted with a site review, project meeting, or letter of correspondence. The THPO also coordinates all archaeological surveys here on the Menominee reservation with archaeologist Dr. David Overstreet of the College of Menominee Nation. Dr. Overstreet has been conducting archaeological surveys for the Menominee Tribe for thirty years and knows and honors the cultural and spiritual sensitivity the Menominee people have regarding archaeological sites, burial grounds, and historic sites.

MENOMINEE YOUTH CULTURE CAMP

The annual Menominee Youth Culture Camp was held on July 21-25, 2008 at Wayka Falls. Thirty-two Menominee youth ages 12-16 attended the five day camp. The culture camp was made possible by grants from the First Nations Institute and the Association on American Indian Affairs and donations from the Tribal Youth Development and Outreach and the Wellness Department of the Menominee Tribal Clinic. Activities at the camp included traditional arts and crafts of beadwork, wooden spears, clay pots, fly tying techniques, traditional drumming-singing-dancing, storytelling, fishing, swimming, and other cultural and fun activities. An archaeologist from the College of Menominee spoke to the youth about archaeology and took them on a field trip to a multi-component archaeological site that included burial mounds, numerous prehistoric storage pit features and garden beds. There was drumming and singing in the evenings along with storytelling by tribal elders. The youth heard the traditional Menominee legend of lacrosse and played the traditional lacrosse game at the Menominee Indian High School. The youth also listened to an AODA prevention presentation from Mary Webster of Maehnowesakiyah. Parents of the youth participated in the “Parent’s Night” at the camp and were treated to a traditional meal and mini pow-wow.

STURGEON FEAST AND CELEBRATION POW-WOW

The Sturgeon Feast and Celebration Pow-wow was held on April 19, 2008 at the Menominee Indian High School. Fifteen sturgeons were provided for the ceremonial feast by the Wisconsin DNR. This year we honored the athletes of the 2008 North American Indigenous Games that were held in Duncan, British Columbia Canada. A certificate was given to each athlete in their honor that was signed by tribal elder Joe Beaver Gomeyosh who was a star athlete in his day. A special recognition was given to Duane "Buckle" Waukau for his years of commitment to Menominee youth and his involvement and dedication to the Indigenous Games. Once again we had the Sacred Water Walk that was organized by Mary Webster. The walk began with a Menominee prayer and ceremonial offering of tobacco at Keshena Falls where the walk started and ended at Menominee High School. We had several dancers and drums who participated in the pow-wow and we fed several hundred people at the sturgeon feast. This year our head male dancer was Kenny Dodge and head female dancer was Marcie Hawpetoss both well known traditional dancers.

TRADITIONAL WILD RICE HARVEST

This year the THPO took some of the students of the Menominee Indian Middle School to the "rice beds" below Neopit on the West Branch of the Wolf River to harvest wild rice. Before the students began harvesting rice the THPO spoke of the history of the tribe and its involvement with the wild rice and a Menominee prayer was said and tobacco was offered to the river asking for a good harvest and thanking the Creator that we still have wild rice to harvest. The THPO also helped the students of the Menominee Indian High School process wild rice in the traditional way which involved parching the rice over an open fire in a huge kettle, dancing on the rice after is was parched with moccasins to loosen the chaff, and than the students winnowed the danced rice in a birch bark winnowing basket. Several eagles soared above the processing of the rice giving their approval of an ancient tradition being handed down to the youth of the tribe.

TECHNICAL ASSISTANCE

The department continues to provide technical assistance to all departments, tribal members and other reservation entities. Students and teachers from the Menominee Tribal School, Menominee Indian School District, College of Menominee Nation and community members utilize our historical photographs, historic documents, and other historical and cultural resources and reference material that we have in our department. The THPO gave several history and culture presentations on and off the reservation. The department also creates the tribal calendar filled with historical information and photographs. The department also sponsored a fundraising Lumberjack Breakfast for the Menominee youth athletes who attended the North American Indigenous Games. This year's calendar was dedicated to the one-hundred year anniversary of the Menominee Tribal Sawmill. Happy Birthday Tribal Mill!

MENOMINEE LOGGING MUSEUM

The department continues to manage the Menominee Logging Museum. The museum is open for tours from May 1st through October 15th. The one hour guided tour takes you through seven log buildings that are replicas of an 1800's Menominee Logging Camp. We have had visitors from around the world come to the museum as well as school groups and civic organizations from the region. The Menominee Logging Museum has the world's largest collection of historic logging artifacts and is an important component to Menominee logging history. On October 4, 2008, we had our annual Lumberjack Breakfast and Menominee Woodland Heritage Day. The Woodland Heritage Day included the following workshops: Menominee Language, Growing Indian Tobacco, Traditional Wild Rice Processing, Traditional Ceramic/Pottery making, Finger Yarn Weaving, Fly Tying for Fishing, Black Ash Baskets, and the Bitter Sweet Winds Exhibit.

Housing

Betty Jo Wozniak, Director

The Housing Department's mission is to provide safe, clean and affordable housing for those who are eligible, living primarily on the Menominee Reservation. We have small component that provides rental assistance for those that qualify and may live off the reservation. A secondary goal is to help tenants achieve a level of self-sufficiency that allows them to become home owners. Achieving that status is not limited to having adequate income alone but includes understanding the responsibilities associated with home ownership: good home maintenance, good fiscal management, and learning to be good neighbors. We provide temporary emergency shelter and transitional housing for those who are in need of such services.

Eagle's Nest – Emergency Shelter - Kristin LaTender, Manager

Between October 1,2007 and September 30, 2008, we served 185 individuals: 94 children and 69 adults and 22 single individuals. Residents are provided with transportation to medical, social services or job application appointments. They are assisted in finding more permanent housing, securing food services and each case is managed by a case manager. This case manager helps to determine what they needs are and how they may be met. They and others in the community may access the clothing donated by others. 9 families were assisted with an Emergency Services grant that provided the resources to cover the costs of utilities, security deposits and rent so that they may avoid eviction. We provide a small amount of funds to cover the temporary laundry needs of those without resources. Families without resources are also assisted in applying for subsistence assistance such as TANF. There are limited resources to make small loans to those who need to cover the costs of supplying birth certificates or criminal background checks in order to apply for Housing. Those we help are grateful and readily repay these small loans. In the rare event that residents cannot find more permanent housing within the 30 day time limits of their stay, they may apply for an extension or, if available, have the use of the transitional unit. As tenants in this unit they are required to pay the utility costs and pay rent. The maximum length of stay is one year but all are required to actively seek a more permanent housing situation.
Residents are assisted with transportation to their appointments and seeking housing with the provision of bus tickets unless there is some specific reason why using public transportation isn't feasible or unavailable. We were awarded a state grant to retrofit the Eagle's Nest with a fire sprinkler system and this project was near completion at the close of the fiscal year. This new system will provide an extra measure of protection in the event of a fire and is an important addition to our ability to provide the best service possible to our residents and clients. All Eagle's Nest policies were reviewed and revised as needed to keep up with he needs of clients and our ability to serve them.

Resident Services – Wendy Warrington, Joel Whitehouse, Franny Denny, Robin Perez, Louise Summers, Georgia Frechette

Low Rent- 66 apartments, 224 Single family homes, and 46 rental assistance vouchers. Tenants must meet eligibility requirements in order to qualify for this program. The first consideration is income and family size. Second, they must be able to pass the criminal background checks. In certain circumstances, criminal history will disqualify applicants for periods of time that range from 2 years to 10 years to life, depending upon the nature of their convictions. If accepted, while tenants they must adhere to lease requirements. Failure to comply can result in lease terminations. Leases may be terminated for a variety of reasons including non-payment of rent or utilities, criminal activity, and failure to maintain the home in a safe and sanitary condition. Tenants are also expected to be "good neighbors." Our responsibility is to all of the tenants and the community at large. We are expected to minimize the risk to others that undesirable tenants of Housing may present.

"202" and "515" apartments. Eligibility requirements are different for each.
202 Elderly Program: All tenants must:

1. Head of Household (or Co-head or Spouse) must be at least 62 years old.
2. Be at the "Low Income" benchmark or lower.
3. Pass Criminal Background Check.
4. No outstanding debts with local utility companies, Housing or the Tribe (can be on payback agreement to be in compliance).
5. Provide Social Security Card and Birth Certificate.
6. Must be able to legally sign lease agreement.

When we have hard to fill vacancies we can request waivers to fill units

a) admitting individuals between 50 and 61 years of age; or
b) admitting individuals under 50 years of age that are disabled; or
c) admitting individuals age 62 and over that are over the "Low Income" benchmark.

515 Program: All tenants must:

1. Be at the "Low Income" benchmark or lower (preference is given to those at the "Very Low Income" benchmark or lower).
2. Pass Criminal Background Check.
3. No outstanding debts with local utility companies, Housing or the Tribe (can be on payback agreement to be in compliance).
4. Provide Social Security Card and Birth Certificate.
5. Must be able to legally sign lease agreement and receive services from utility providers
6. Tenants must meet minimum income requirements (at this time annual income must meet or exceed the Utility Allowance x12 months or $1,632 for this year).

We have three wheel chair accessible units. Applicants that can prove they need such modifications can get preference above other applicants for those three units.

Home Ownership – 19 Mutual Help homes and 19 Tax credit homes. In FY 2008, Tribal Housing conveyed 1 home to tenants who successfully completed their tenancy agreements. Tax credit homes built in Tax Credit project 1 are in the early stages of being conveyed to the potential home owners. It is expected that these homes will belong them soon after the required 15 year period during which time the investor has access to the tax credit that accrue to each unit.

Tax Credit Project 2 - These are 24 rental homes rehabilitated with funds provided by our investor, Raymond James Corporation. Because NAHASDA funds do NOT provide sufficient funds to rehabilitate or modernize our current housing stock, we have accessed an IRS-governed investment opportunity that provides us with the money needed to modernize our houses, upgrading them to meet today's demand for energy efficiency.

Tax Credit Projects 3 & 4 – In April 2007, the Housing Department, operating under the auspices of the Wolf River Development Company (WRDC), was awarded tax credits to completely rehabilitate another 43 homes. These homes will be retained as rental units. 19 units in Keshena and 24 in Neopit will be under construction during the next 18 month period beginning after October 1, 2007. These tax credit projects are the only practical source of funds to do rehabilitation of this magnitude. The process involves the sale of "tax credits" to major investors that they use to offset their incomes. The funds we receive from the sale of these tax credits is what we use for the construction. Because this is a program that involves this kind of business arrangement with investors who must answer to the IRS, certain requirements must be met. The projects are strictly monitored by WHEDA (a private non-profit State agency.) These units may be leased again to those who occupy them currently but during the renovation phase, they must be temporarily relocated. Tenants must meet income requirements at the time of moving in AFTER the renovations are completed. There are several levels of low income guidelines that apply because the intent of the program is to provide safe, modern, housing to those with limited incomes. (The same guidelines applied to Tax Credit Projects 1 & 2.) In the rare event that current tenants no longer qualify to return their renovated home, they will be offered other low income housing that is rehabilitated with Housing Department resources. We expect that there will be few who will not be able to return to their former homes.
Work on these homes began in May, with 6 homes in Commot Lane. These happy families moved into their "new" homes in late July. As these homes were being completed, work crews began on 6 more homes in Neopit, 3 of which are handicapped accessible. Tenants will begin moving back into these homes in October and November. The entire project should be completed in the next 12 to 15 months.
As we begin FY 09, we are preparing to apply for 2 more rehab projects, 5 & 6, that, if funded, will mean 48 more remodeled homes in Zoar, Neopit, So. Branch and Keshena.
I want to note that we are using our own work force for these projects. We have 3 lead carpenters and 5 laborers, all Menominee. These projects not only provide us with newly remodeled homes, but 8 families benefit from the employment opportunities.

Applications and Admissions – Revisions have been made to the Admissions policy to bring it up to date and clarify it for applicants to better understand how to be eligible for Housing assistance. We are enforcing the requirement to do federal background checks as needed. While this was always required it was rarely enforced. We have established a working relationship with the Tribal Police Department and the FBI that gets us the information that we need with an average turnaround time of 3 – 4 weeks. We make no exceptions to doing the federal background checks; if the initial screening indicates that there may be something in the applicant's background to require a federal inquiry, we do it. Applicants are required to pay an additional fee of $34 for this request. Housing does not keep any of these funds; this is the cost required by the FBI.

Collections – one area that not many in the general public are aware is this function. In 2008, 33 accounts were added to the Tribe's debtors' list in the amount of $22,722; this is 261% less than what was added to the 2007 accounts receivable. These funds are owed by former tenants who cannot or will not pay what they owe as agreed, for either back rent or maintenance charges. We were fortunate to be able to have collected $16,780 but there is still currently a total of $320,786 due to Housing. (Last year's amounts were understated by $150,000.) Housing staff will continue to be aggressive in their recovery of these funds. We will continue to add those who owe Housing past due amounts to the Tribe's Bad Debtor's list. This will allow us to intercept Tribal payments, like per capitas, made to them. All payments intercepted will be applied to outstanding bills. If you have questions about or think you may have outstanding bills with Housing, please contact us to make payment arrangements.

Maintenance – Melody Page, Manager

This department is responsible for maintaining all housing units. Repairs needed as a result of ordinary wear and tear are fixed as requests as received. Work that is done because of deliberate tenant damage is completed and billed back to the tenant. In the event that damage is caused outside the control of the tenant and a police report verifies that, the tenant is not charged. In addition to this duty, maintenance personnel are responsible to prepare vacant units for new tenants. Unfortunately, outgoing tenants often leave these homes with extensive damage. Broken windows, damaged, missing or destroyed appliances, holes in the walls, damaged cabinets, ruined floors, and irreparable plumbing and electrical fixtures must be replaced or fixed before someone else can occupy the house. Not only does this contribute to the length of time others must wait for housing, it also consumes an enormous amount of funding that could be used in other ways, like modernizing houses and upgrading appliances or providing playgrounds for tenants' children. We cannot pave driveways or provide landscaping because renovations funds are spent simply keeping up with repairing deliberate tenant damage. In 2008, maintenance personnel completed 2,788 work orders. In addition, they conducted 112 move in/move out inspections and 282 annual inspections. This department has 15 staff; a manager, 2 housekeepers, 1 inspector and 12 maintenance workers. One significant accomplishment for this department is that we were able to hire a new inspector that holds a state building inspector certification. Mike Zordan's experience and credentials will increase the credibility and status of this department.

HIP, Elderly & Disabled Assistance, WHEDA, I H S Sanitation Services- Jerry Nunway, Manager

Tribal funds for FY-08 totaled $50,000. This was split into two categories, ELDERLY and DISABLED. The Elderly Program received $21,941 for EMERGENCY repairs only. With these funds we completed 17 jobs at an average cost of $1,471. Repairs included but were not limited to the following: furnace repairs/replacements, roof repairs including re-roofing, electrical repairs, and plumbing repairs. We also constructed ramps. Under the DISABLED program, the repairs were the same as the elderly program. The average cost of these repairs was $1,562 each for the 16 applicants. The rest of the funds were indirect costs of $6,118.

The tribal housing program gave us an additional $50,000 which also served the elderly and the disabled. These funds were also used for EMERGENCY repairs only. The work was the same as the tribal funded programs. Under the HSG UNRESTRICED ELDERLY program, we served 12 applicants, at an average cost of $2,063.34. Under the HSG UNRESTRICTED DISABLED program, we served14 applicants at an average cost of $1,923.

Under the Indian Health Service program, the total funding was $196,630. The regulations require Archeological clearances and U.S. Fish and Wildlife Environmental Reviews on each site. These funds helped us to supply septic tanks, drain fields, wells, complete water system hookup to the homes and also community water and sewer connections. To date we have drilled and hooked up a total of 7 wells and water systems, also 12 septic systems and 3 community sewer and water hookups. We have two more jobs to complete under this project. Under the BIA HIP we were funded for 1 new home ($82,338) and a category "b" rehab project ($35,000).

WHEDA – a state, private-non-profit agency provided us with a $25,000 grant to assist income eligible families with Emergency repairs costs. We provided 24 families with assistance to buy materials for mobile home skirting, plumbing, chimney replacements, and furnace repairs, as an example. This is the last year we are eligible for this grant until 2010.

Inventory – Olga Peters, Manager

In order to respond as quickly as possible to the repair needs, Housing maintains an inventory of commonly used supplies. At year end, the inventory was valued at $158,536. A new system has been implemented to track major appliances. This department also manages a tenant "tool closet" that provides tenants with lawn mowers and weed eaters for a small refundable fee. Items must be returned in good condition in order to get the fee refunded. Tenants may also get other supplies, such as paint, at no cost, to keep their homes in good condition.

Administration

My first full year as the Housing Director has been challenging. There have been many years of a "just getting by" attitude here. My goal is to change that so that this Housing Department is recognized for the good service and fine homes we provide. Staff here is willing to take on this challenge with me and only needed someone to let them know that is the standard we will meet. We are a ways from perfect at this point, but making headway.

Future Plans

As a new administration learns more about the housing needs and the potential for addressing those needs, change at Housing should become more apparent to the general public. For instance, Tax Credit projects # 3 & 4 construction phase are underway; we are submitting new applications. The days of readily available federal Housing funds are gone along with many other types of programs that previously funded the social, heath and welfare needs of those in need.

We are expanding our efforts to provide more tenant training geared at helping them to improve their personal situations. Resident services staff has been charged with the task of generating greater tenant involvement and has begun that effort by working with a tenant advisory board (TAB). Our vision for the TAB is to be able to rely on them to help their neighbors to take a new interest in their neighborhoods by establishing neighborhood watch programs, participating in neighbor hood events to bring them closer together and forge better relationships, and assist Housing staff in understanding how we can help improve the quality of life in our community. Watch for the Housing newsletter published monthly for news about how you can participate and what's going on at Housing.

I have a personal interest in assuring that Housing responds to the needs of community and other providers. To that end, I will continue and expect Housing staff, to participate in local collaborative efforts that include the participation of MISD, the Tribal Clinic, the Tribal Police Department, Menominee County, Maehnowesekiyah and many others whose job it is work in and for this community. I look forward to the day when Housing staff is routinely congratulated by the Menominee Public for the work they do. There have been many improvements, some visible, some not, but we are making progress towards being the best providers of Housing assistance in Indian Country that we can be.

Human Resources

Ben Kaquatosh, Manager

Mission

The mission of the Human Resources Department is to partner with all departments in the recruitment, selection and retention of quality employees. Our goal is to provide employees with every resource and opportunity available to them to achieve success in their position.

Human Resources Staff

The department consists of consists of six employees, Ben Kaquatosh, Stacie Holstrom, Lynette Wychesit, Annette Peters, Mary Isham and Verdene Schlichting, all of whom are enrolled Menominee's.

Menominee Tribal Labor Work Force Statistics

This following displays our labor force at the end of the 2008 Fiscal Year, which is at 720 employees and an increase over last years figure of 710 employees. This graph will show the diversity in the labor force.

2008 Diversity Statistics				
Females		483		
Males		237		
Descendants				24
Enrolled Menominee's				481
Other Tribal Members				18
Spouses				16
All others				181
Total No. of Employees		720		720

The following display depicts the gross annual payroll for FY 2008 and four other previous years. It shows the growth in employee count as well as a growth in our payroll base.

	FY 2008	FY 2007	FY 2006	FY 2005	FY 2004
Payroll	23,571,966.	23.430;472.	21,960,305	20,815,740	19,563,091
Employees	720	710	719	727	758

Effective with the new policies being passed on February 2007, the Menominee Indian Tribe became a zero tolerance employer. In effect this means that we will no longer tolerate illegal drugs in the work place. In the next graph, HR is showing you the results of our overall drug testing process for the Fiscal year 2008 and showing you the results of our Fiscal year 2007. These figures comprise employee random testing, reasonable suspicion testing, and pre-employment testing. I am only showing the results of two primary drugs of use as these drugs were the most prevalent. We do however test for other drugs such as opiates, phencyclidine, and amphetamines to include methamphetamine.

Drug Tests Positive	FY 2008	FY 2007
Cocaine	19	8
Marijuana	10	13
Total	29	21

This next graph shows a comparison between the current FY 2008 against last year's fiscal year of FY 2007. As you can see, there was a slight increase over the figures from last year.

Jobs Posted	FY 2008	FY 2007
Job openings	205	185
Applicants	2,284	1,717
Interviews	1099	985
Separations	FY 2008	FY 2007
Resignations	50	48
Discharges	106	71
Layoffs	57	78

This graph shows that we had 15 fewer conflict disputes this year over last year. Additionally we had fewer administrative referrals and self referrals this year as opposed to last year. The graph reflects the total number of background checks performed at the local, state, and federal level.

Conflict Disputes	FY 2008	FY 2007
Step 2 Hearings	14	35
Employee Assistance	FY 2008	FY 2007
Administrative referrals	15	18
Self-Referrals	06	10
Background Checks	FY 2008	FY 2007
Local	269	324
State	377	421
Federal	124	145
Motor Vehicle Reports	219	239

Notable Achievements

Ordinance 82-10. This Ordinance was discussed thoroughly by the Governmental Affairs Committee along with support from the Legal Department. The committee moved to have this document sent to the Legislature for review and ultimate passing of the Ordinance. Committee members were actively involved in the process of review and modification of this important Ordinance.

Training Process. The department initiated a training process by Stephen Covey that was designed for Supervisors. This training process was completed along with other agencies participating. It was the intent of this department to have more training of this caliber for our entry level supervisor and managers and to include some of the Directors of the organization. Unfortunately, our budget was cut considerably to the point where we could not adequately get the training completed with the dollar amount allocated. We also had some training initiated with the College of the Menominee Nation that was geared for Supervisors. This supervisory training has been carried over into the New Year and we will continue working with CMN on this project throughout the year.

Data Base Development. Work was completed via our IT Department on some projects in database development that will enhance our overall processing systems. At the start of the year, we looked at having some outside firms come in and give us presentations on HR packages that would comport with the overall financial system package that the Tribe has with their new system. After reviewing some of the other firms and what they could offer, we concluded that we essentially were getting the same type of system development through our data base development with our own IT Department.

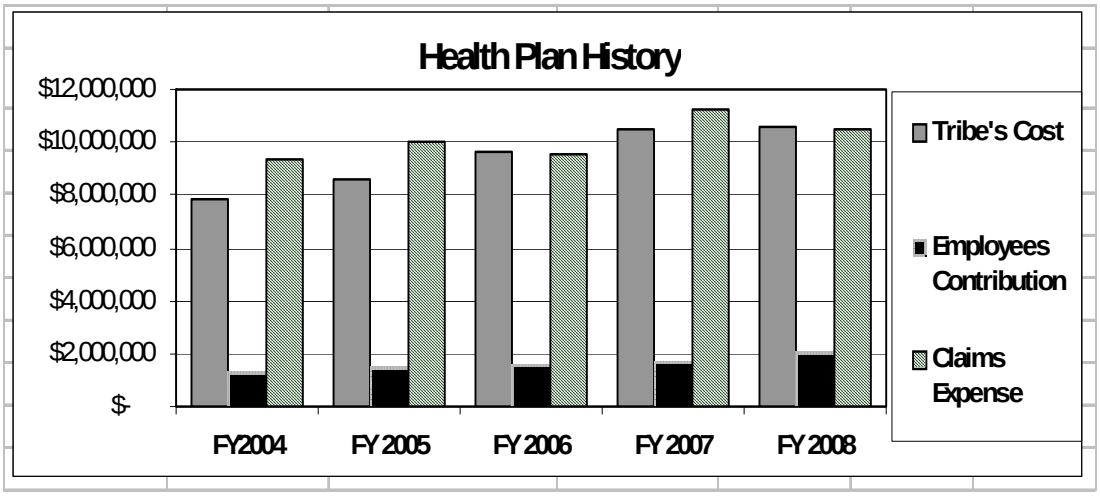
Federal Background Checks. In the last quarter of year, we started to explore the possibility of a fingerprint processing system called Live Scan Processing. This is an automated and electronic system whereby you can get immediate results on a federal background check. We currently do well in excess of 125 federal background checks annually and we will require a systems that can give us immediate results. Current law and rules and regulations regarding the Caregiver Act and Crimes against Children mandate that we have background checks completed before we place them on the job, these are jobs that would require a federal background check. Given this requirement we will need a system that can give us immediate results. Prior to this law being enacted, employers were allowed to provisionally place a person into a job that required a federal background check for up to thirty days.

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, Courts, Law Enforcement, and various other Tribal Programs. Employee benefits includes: medical including prescription drug plan, dental insurance, workers compensation, short term disability, life insurance, voluntary life, and 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. Two newly created positions operated through the Insurance Department are the Employee Occupational Wellness Program and the Employee Advocate/Recognition positions.

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.



The plan continues to improve operating results. The plan year ended with a surplus of $1,822,109. Total expenditures for the plan last year were $11,440,523, this includes claims, administrative expenses and reinsurance. Fiserv Health/UMR continues as the Third Party Administrator because of their excellent Disease Management and Wellness Programs. We switched Pharmacy Benefit Managers during the year which helped reduce our prescription drug costs. 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, College, and Casino paid $10,594,573 and the employees contributed $2,100,302 into the health fund which is approximately 15% of the overall cost. Once again the plan had an inordinate amount of Large Claims (Claims in excess of $25,000) during FY 08. During the year we had 83 large claims down slightly from the prior year in which we had 93.These claims accounted for $5,190,377 in claims expense or49.7% of the total medical claim expense.

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 $242,306 paid to the third party administrator, currently Fiserv HealthUMR located in Wausau, Wisconsin. The claims are paid out of the Self Funded Account funds.

During the period covering 10/01/07 – 09/30/08 the Menominee Indian Tribe had an average total of 786 employees covered under the health plan. The total paid for claims from the Self Funded Account for this period

was $10,494,469. The average paid claims for each employee and/or including family members per month was $1,113. This compares with the prior year in which total employees averaged 822, and the average paid claims per member per month were $1,212.

Innoviant was our prescription drug vendor for FY08. During the period of 10/01/07 – 09/30/08 the total paid for prescription was $1,961,980 compared to $1,441,580 last year. It should be noted that Innoviant has indicated we have a high utilization of generic drugs (over 60%) which holds drug costs below the averages fro a group our size. The total for administration fees was $229.

The Tribe once again utilized WPPN now called Health EOS as its preferred provider organization. The Tribe pays an access fee to WPPN each year. This year the access fee paid to Health EOS was $37,508 for the plan period 10/01/07 - 9/30/08. This provided the Tribe with a managed care savings of $2,290,624.

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 09/01/06 our group insurance carrier has been Unimerica Life Insurance Company. Our rates remained the same on 09/01/07 at .22 per $1000. From the period of 10/01/07 - 09/30/08 the total cost for life insurance coverage for all Tribal, College and Casino employees was $68,616. Employee's can also purchase additional life insurance, spousal life, dependent life, and long term disability on a voluntary basis paid by the employee.

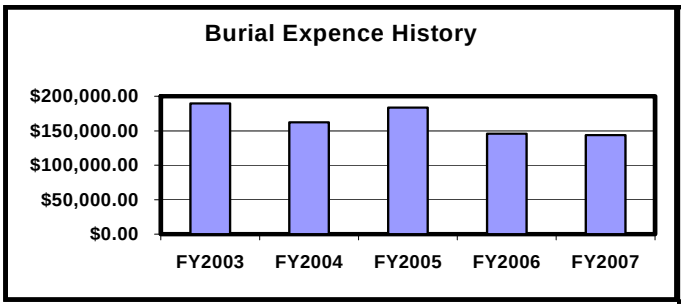
MRBG Medical Plan: The Tribe receives money from the State of Wisconsin for a Medical Relief Block Grant. For 10/01/07 – 09/30/08 the plan covered 225 participants throughout the year an average of 27 per month. The amount paid in claims was $202,607. Administration cost of $9,300 was paid to Fiserv.

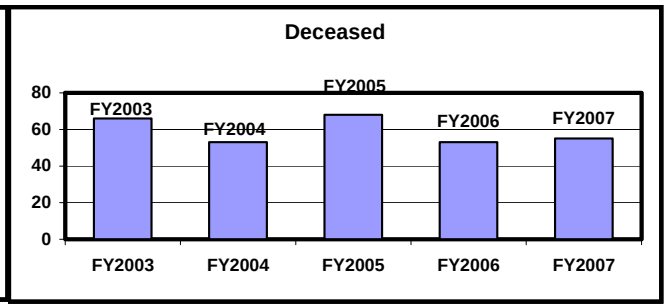
401K Retirement Plan: The asset manager of the Menominee Indian Tribe's retirement plan was Interactive Retirement Systems with Nicolet National Bank becoming the Plan Trustee. These changes were approved by the Legislature to hold down cost and improve plan performance. Through Nicolet the plan can access more than 5,000 mutual funds. By moving to Nicolet, we were able to improve the plan investments offered to participants. The entities in the Tribes 401k retirement fund include all Tribal employees and Casino employees. The College has a separate account. There are currently 1084 participants in the 401k plan, compared to 1,057 last year. As of 9/30/07 our plan assets totaled $18,101,857 compared to a plan balance of $15,471,077 at 9/30/06. This is a 17% increase in plan assets.

Interactive Retirement mails the quarterly statements directly to the employees. The participants continue to have twenty-four hour access to accounts through the Internet at www.interactiveretirement.com or through the Voice Response System at 1-800-506-4305 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 $96,298, indemnity paid $25,494and expenses paid $453. Reserve account (what we expect to pay) was $117,550. Total cost was $239,794.

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 67 families providing $215,276 of burial and wake assistance. In previous years the budget allocation was based on the average costs of the past five years, this year the allocation was a fixed amount with the excess coming from the earnings on the Burial Endowment.





Property Insurance Coverage: Tribal First was the insurance broker/agent for all Tribal property. The property was insured through Affiliated Factory Mutual. The casualty insurance including the Tribal government, Casino, and College was placed with Lexington Insurance in their Sovereign Nation Insurance Program.

Tribe: For the period 10/01/07 to 9/30/08 the annual premium was $334,236. Coverage included property, general liability, automobile, inland marine, law enforcement liability, employee benefits liability, public official's liability, medical malpractice, and commercial crime. During this period losses were minimal.

Casino: For the period 10/01/07 to 09/30/08 for the Menominee Casino is also insured with Affiliated Factory Mutual and Hudson Insurance. Coverage includes property, general liability, inland marine, automobile, umbrella, boiler & machinery and commercial crime. The annual premium for the policy term was $210,460.

Housing: For the period 10/01/06 to 9/30/07 the Housing Authority's premium for the fiscal year was $115,078. 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. Boiler Coverage is now included in the Amerind Program. Coverage was also secured for the 515 Units under the Amerind Community Shield Program for a premium of $2,883. Coverage was also obtained for the Tax Credit Units of which there are 86 units for a premium of $43,399.

Employee Advocate Program: The goal of the Employee Advocate Program is to help employees and managers achieve a win-win outcome and enhance their working relationship. Our perspective is neutral and our role is to make sure both parties state their issues in a way that is clear and complete. Here are some things that the program can offer:

- Clarify relevant rules and guidelines
- Provide coaching and guidance in how to approach issues positively.

Conflict/Resolution: Provides a responsive, informal, confidential, effective, and inexpensive means of resolving conflict as an alternative to formal proceedings. This would be a first step in resolving conflict between employees through positive discussion, mediation, conflict/resolution, or other appropriate methods in a timely manner.

The Employee Advocate resigned mid year and the decision was made by the Management Team to not replace the position. The Insurance Department specifically Colette White is handling the Employee Recognition Program and the Conflict Dispute Process is temporarily being handled by the Insurance Director and Human Resources.

Other Services Offered: The Employee Advocate Program will also be offering different programs that include the following Incentive Program: Designed to motivate desired behaviors among the people who impact our businesses throughout the Tribe. A few examples include:

Employee Recognition: Reward Years of Service— Throughout this past year, 110 employees received employee recognition gifts. Most received jackets or sweat suits or Chamber Bucks. Employees also received a certificate and a recognition letter from the Chair.

- Recognize Achievement
- Attendance Recognition
- Teamwork Recognition/Leadership
- Customer Service Recognition
- Employee of the Month—currently working on this and trying to figure out how I am going to structure it.

Christmas Door Decorating Contest: Employees were enthusiastic about this contest this past year. There were two categories and two departments that won a free pizza party. We're am already getting suggestions for this years' door decorating contest from employees. This helps build some morale within the department and also emphasizes team work on their part.

Employee Morale Program: Designed to enhance Employee Relationships, Company Communication, Employee Input, Personal & Professional Growth, Fulfillment and Employee Spirit.

- Events: Examples: Creating Spirit Teams, Team Building, Departmental Communication.

Insurance conducted an Employee Morale Assessment to all departments. This assessment gave the department a better idea of where each department needs assistance in building Employee Morale. One challenge we faced is

receiving completed assessments back from departments. We did give results back to some departments where everyone completed the assessment.

Occupational Wellness Program: In September of 2005, the Occupational Wellness Division of the Insurance Department started the Path to Health Wellness program. The purpose of the program is to promote and educate the employees of the Tribe, College, and Casino about healthy living, disease awareness, and injury prevention.

The Occupational Wellness Program focuses on educating, motivating, and supporting the employees as they maintain or change to a healthy lifestyle. The program provides the necessary interventions for decreasing risk factors that can lead to disease. The program promotes a variety of wellness options such as, community programs, onsite programs, virtual programs and telephone based services.

The Goals of the Path to Health program are:

1. Assess the health risk factors of the insured employee/spouse population annually.
2. Encourage all employees and spouse to get an annual physical exam.
3. Decrease the number of risk factors in high risk individuals and provide programs that will help employees change high risk behaviors.
4. Provide services to help manage diseased employees/spouse.
5. Motivate healthy low risk employees to maintain their health status.
6. Increase physical activity in the employee population.
7. Increase awareness of major health issues, disease prevention, and injury prevention.
8. Decrease health care spending on unnecessary medical visits and preventable diseases.
9. Provide healthy food options for all employees.
10. Develop an incentive program to motivate employees to participate in wellness efforts.

In September of 2006 the Occupational Wellness Program received a 3 year Indian Health Services grant. This grant funds an additional wellness employee and supplies for the programs offered. In February of 2007 an Occupational Wellness Educator was hired to assist the Occupational Wellness Manager.

The Path to Health program provides monthly activities and events to encourage all employees to live healthy. A monetary incentive is provided to Insured employees to participate. The additional services offered to insured employees is geared at helping reduce health care spending by encouraging employees maintain good health.

This year the following incentive was offered:

2006/2007 Incentive	
Health Risk Assessment-	$25
Physical Exam/ Preventative tests	$25
Wellness Activities-	$50
Paid out in Dec. 2007	

The 2nd Annual Health Risk Assessment (HRA) was offered to insured employees/spouse in October 2006. A $25 incentive was offered. This year we did not offer diagnostic testing. Employees were asked to self report test results taken at their physical exam. 379 insured members participated. The purpose of the HRA is to educate employees about their health. They will learn if they have risk factors that can lead to disease. Also, the HRA can help employees with a disease learn how to change their lifestyle. The HRA data is used by the Insurance Department and the Occupational Wellness Program. This data helps predict future health trends and changes in lifestyle. Also, the data from the HRA is used to report statistics to grants for compliancy.

Disease Management: The Disease Management portion of our program focuses on helping Insured employees and family members manage their condition through education and support. This program is done over the phone with a nurse health coach.

Total Management: Participation Counts

Condition	Current 3rd quarter
Congestive Heart Failure	9
Coronary Artery Disease	37
Diabetes	140
Chronic Obstructive Pulmonary disease	17
Asthma	37
Hypertension	146
Depression	12
Total Managed Members	398

18.8%

Percent of members having one or more managed conditions in the 3rd quarter

Telephone Intervention Programs- Disease Prevention and Management: Fiserv Health provides our telephone based intervention programs. Telephone based health coaching was offered in the areas of Health/wellness, Disease management, and Maternity management. Members that filled out the Health Risk Assessment were contacted by mail and phone about their eligibility for the programs. Individuals with risk factors were assigned a health coach for risk reduction. This process includes scheduling of intervention phone calls, goal setting, and an exit survey after the last intervention phone call. All members identified with risk factors or diseases are mailed quarterly health information updates.

Fiserv's Program	# qualified	# participated
Health and Wellness	174	88
Disease Management	398	69
Maternity Management		21 (Since Oct 2005)

Health Promotion: In an effort to educate the employees on various heath topics, a quarterly newsletter was mailed to all insured households. Throughout the year, we focused on few important national health observances. For example, in Nov., we celebrated "Great American Smokeout" with a luncheon and prize raffle. 41 employees participated. In December, "Don't Spread Germs "campaign was promoted through emails, flyers, and posters. During Diabetes Awareness month, emails were sent out with Diabetes prevention tips and information about the American Diabetes Association. As part of Nutrition education, Holiday eating tips were sent by email and posted in departments. Also, during the summer months, emails and flyers about extreme heat safety was posted.

All employees are welcome to participate in Occupational Wellness on-site activities and programs. Group classes were held for 10-12 weeks. After, follow-up support groups were held along with weekly motivational emails and phone calls. Many programs offer fun prizes upon completion. This year the following was offered:

Smoking Cessation- Smokeless	Quarterly Blood Pressure Measurements	Alcohol Awareness Promotion
Healthylife Weigh- 12 week program	Private weigh ins and consulting	Men's Health Education
March Madness Nutrition	Sept- More Matters Nutrition Campaign	Employee Health and Fitness Picnic
America on the Move-pedometer program	Women's Health Lunch and Learn	Breast Cancer Awareness Education
Group Exercise Classes	Private Fitness Consulting	Ergonomic Office Evaluations
Stress Management Lunch and Learn	Feel Like a Million Stress Program	Self Care Education

The Second year of the Path to Health program was very successful. We added several new services and had good turnouts in our onsite and telephone based programs. There is a strong interest in wellness and we plan continue to develop programs that work for our employee population. A wellness committee is in the planning for 2007/2008 program year.

Presentations

December 2006- Ann Marie Berg presented the Occupational Wellness Program with Fiserv/Avidyn Health at the 2006 Disease Management Association of America (DMAA) Conference in Denver Co. Our program was selected to be part of an Employer Tool kit on Wellness and Disease Management. This took kit was designed to help employers navigate the many choices for wellness and disease management in the work place. This took kit went out to DMAA and NAM (National Association of Manufacturers) members.

August 2007- Ann Marie Berg and Leslie Hahn presented the Occupational Wellness Smoking interventions at the quarterly meeting for the University of Wisconsin Center for Tobacco Research.

Evaluation

In conclusion, each year a needs assessment is planned to look at data from three main areas: Insurance Claims, Interest Surveys, and from our Annual Screening and Health Risk Assessment. This data will be used to determine the success of the services offered and what direction we need to take in the next year.

Summary And Goals: The Insurance Department has gone through numerous changes in this past fiscal year. The Insurance Department consists of Dan Maine, Insurance Director who reports to the Tribal Chairperson. The staff consists off seven individuals: Sue Blaha, Deb Reiter, Edey Escalante, Colette White, Ann Marie Berg, and Leslie Hahn. Ann Marie is the Occupational Wellness Manager and Supervises Leslie Hahn under an Indian Health Services grant. They both work to improve the overall wellness of employees. Bridget Frechette was the Employee Advocate, however during the year she resigned from the position and a decision was made by the Management Team not to fill the position. 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, 2007, the following health plan changes were made: We expanded the Prescription Drug benefit to include Smoking Cessation products, and also included a Healthy Activity benefit of $300 per year for families and $150 for singles to participate in Wellness activities.

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: Holding the Annual Benefits Fair in which over 525 employees participated, and getting the Health Plan on a sound financial footing generating a surplus in excess of $1,800,000.

We made great progress in getting the Health Plan on a sound financial basis going from a break even basis to a surplus. We still need to work on getting down the large number of high dollar claims over $25,000. The Wellness Program began this year to improve the health of employees. We are still experiencing large claims in excess of $25,000 which account for over 51% of the health plan budget. In FY08 the Health Plan had 83 claims in excess of $25,000. In FY07 there were 93 claims in excess of $25,000.

During 2008 the Insurance department accomplished a number of its goals. We implemented enhancements to our Wausau Benefits Wellness and Disease Management programs. We took the necessary steps to get us in compliance with the HIPPA regulations. We improved the asset base of the 401K plan. On a go forward basis our goals will be to improve on-line capabilities to better serve the needs of the employees, and implementing reimbursement of in-hospital charges at Medicare-like Rates for Contract Health eligible employees. This should improve on the surplus position of the Health Plan.

Internal Audit

Judi Hegewald, Acting Director

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

Staff

Acting Director: Judi Hegewald
Staff Auditor: Regina Prey

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 following are the general types of audits conducted by Internal Audit:

- Financial Audit:The review and testing of the reliability and integrity of financial information and the systems which deliver this information.
- Operational Audit: The review of the economy, efficiency, and effectiveness of administrative operations.
- Compliance Audit: The review and testing of the organization's compliance with statutory, regulatory, and internal policy requirements.
- Management Information Systems Audit: The review and testing of computer systems which process financial and non-financial information to assure the integrity of that information.
- Investigative Audit: The review of activities targeting irregularities, their magnitude and rate of occurrence. This includes reports of improper activities.
- Internal Consulting: One-time assignments and special assignments given to the IA.
- Training: Individual or group instruction on internal audit issues such as proper controls, risk management, policy development, and generally accepted accounting procedures.

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.

Fiscal year 2008 Activities

During Fiscal Year 2008, Internal Audit completed the following:

- Two complete Program Audits
- Three Cash Receipts Audits
- Five Investigative Audits
- Two program/process reviews
- Two software reviews for Tribal departments
- Training with all 29 departments of the Tribe that receipt money on proper cash handling procedures and review of the policies for each department.
- Group training on fiscal year end close-out procedures
- Updating of the filing and record retention procedures for Internal Audit with scanning of many of the previous audits to improve security, organization, and access to critical information.

As the facilitator of the external audit process, Internal Audit, with permission from the Menominee Tribal Legislature, put out a request for proposals for a new audit firm for Fiscal Year 2007. McGladrey & Pullen, LLP was contracted with and the Fiscal Year 2007 Single Audit was submitted on July 15, 2008. Internal Audit continues its involvement with the external audit process by following up on resolution of all audit findings, communications with funding agencies regarding those resolutions, and consultation with departments to help prevent future findings.

Fiscal Year 2009 Goals

During Fiscal Year 2009, Internal Audit will strive to complete departmental audits and to work with departments to create policies and procedures that will protect the assets of the Tribe.

The goals of Internal Audit for 2009 include completion of:

- Three Program Audits
- Three Cash Receipts Audits
- Continued training sessions
- Follow-up on previous audits and management responses and resolutions to findings

The emphasis of Internal Audit during FY2009 will be prevention through training and policy and procedure development. As policies and procedures are strengthened and enforced, the need for Investigative Audits should decrease. More importantly, Tribal assets will be more protected through efficient use of personnel and property and awareness of risks and controls to mitigate those risks.

Information Technology

J.D. Shatswell, Director

Our Mission:
"To increase the productivity of employees utilizing information technology within the Tribal structure, we are dedicated to providing personalized solutions, assistance, and consultation to all Tribal employees in the areas of training, programming, and technical services."

The Information Technology Department is an internal services department within the Menominee Tribal structure that is 100% funded by the Indirect Cost Pool. The department is staffed by a team of 14 professionals. The department consists of four operational areas: Applications Development, Network Systems, Technical Services, and Technology Training.

Fiscal Year 2008 resulted in continued growth in the Tribal technology infrastructure. The Tribe continues to realize the value of administrative and functional automation, information sharing and leveraging the use of information technology to enhance virtually every service provided to the people of the Menominee Tribe. Our goal is to have all Tribal remote sites connected directly to the core network infrastructure. This is expected to be completed later this year.

The Menominee Indian Tribe of Wisconsin continues to be one of the leaders of information technology among Native American tribal organizations, and we are very proud of our technological advances over the past several years. Our focus is to continue to meet the Tribe's current needs as well as looking into the future to prepare for the technology demands, challenges, and strategies of the next century.

Area Summaries

Applications Development – Managed by Dennis Sheldon

Over the course of the last year the Applications Development area strives to stay current with technology and to that end has implemented several new technologies for applications and web site development. The development environment for desktop applications has transitioned to the most recent version of Microsoft's Visual Studio which provides even greater flexibility and reliability over previous versions. We have incorporated a controls toolset into our development toolbox with which we have been able to greatly reduce the amount of time required to develop cutting edge applications for departments.

The Tribal web/intranet sites continue to be an important tool in providing current information to Tribal employees, members, and internet visitors desiring to learn more about the Menominee Indian Tribe. The www.menominee-nsn.gov site is ranked as Netcraft's top 1% of the more than 150 million websites worldwide. Web/Intranet site applications development has also improved greatly with a new tool from Adobe called Flex. With this technology, an application can be developed once and run on any platform such as Windows, Linux, and Mac as either a desktop or web application. The first application developed using this technology was for posting open employment positions to our web site and has been a great success. There are other applications currently being developed under the Flex umbrella and we anticipate more in the near future.

Many of the older desktop applications have been, or are currently being redeveloped using these new technologies in an effort to improve reliability of the application for users and to incorporate newer controls that streamline the data entry and retrieval processes. Most recently these included the Loan Fund and Procurement systems. Many business processes for Tribal departments continue to be greatly improved allowing staff more time to be allocated to other projects.

There has also been a push in the area of development for centralizing data and eliminating duplication of records. There are currently centralized databases for employee information as well as Tribal Member information which are being accessed by more applications all the time. Centralizing the data in this manner ensures data integrity and

eliminates unnecessary use of resources as well as time spent maintaining the data. We are also able to better secure access to sensitive information and centralize rights management.

Overall, the Applications Development area has grown by leaps and bounds in regards to the services that we can provide Tribal members and employees. We experienced a year of great growth and look forward to another year of the same.

Network Systems – Engineered by Andrew Westphal and Administered by Briggs Barggren

Supports three domains comprised of 23 sites, 58 servers and over 500 workstations providing the backbone and infrastructure on which the computing environment of servers, PCs, printers, other devices. The network system is monitored 24/7 with alerts being sent via email and text messages when problems arise. The Tribal remote and Tribal Offices are linked together through a wide area network (WAN) of fiber cable, Ethernet over copper (EoC), T1 circuits; DSL based virtual networks, wireless access points, routers, firewalls, and switches. Increased bandwidth strategies are being implemented along with infrastructure hardware upgrades at five of the largest sites (CRC, LEC, Transportation, Housing, and Maehnowesekiyah) which will provide a high-speed link to Tribal Offices. Network equipment at remote sites is being upgraded to provide increased LAN (local area network) connection speeds to gigabit per second. This will foster the goal of a single domain to be realized in the next fiscal year and all sites being connected together by no less than a 1.54 Mbps link. The Tribal internet connection has been upgraded to a high-speed, 10 Mbps connection with a redundant firewall system to improve the connectivity of email and VPN (virtual private networks) which allows staff to work from home or on the road, just as if they were at the office. These network upgrades will also make VOIP telephone services a viable option for most sites.

Network reliability and recovery has been improved by the implementation of a virtual server/SAN (storage area network) environment at Tribal Offices, LEC, and Transportation which should yield increased up time and availability with failover in case of hardware problems. This virtual environment replaces a single physical server to software configuration. In a virtual server environment, many copies of server software can run on one physical server. The virtual servers themselves are just a file in storage much like a Word or Excel file. If for any reason the physical server has a problem the software can move the virtual servers (files) to make use of another physical server and will continue to function with no loss of service. This in turn requires fewer physical servers, decreases operating costs, and improves the efficiencies and maximizes the processing power of the physical server's resources.

Other network improvements this year included the installation of a new camera server at Transportation for use with their security monitoring system; the Domain Consolidation of LEC and Housing under the Tribe domain to reduce the overhead of the equipment at remote sites as well as improved manageability of services and software licensing; automatic deployment of software upgrades and patches that improves the efficiencies of tech staff and allowing the upgrades and patches to be applied with little or no down-time for the user. We have a new option to provide REMOTE assistance to users that are having computer problems. This option granted by the user, will allow the technician to work together with the user to troubleshoot their computer problem or issue just as if they were standing right there beside them.

Increasing service and the availability of network services and being able to plan and implement large scale projects to successful conclusions is the pride and passion of Network Systems.

Technical Services – Managed by Sabrina Hemken

The Tribe as a whole this year has spent a lot of time and effort in upgrading their current equipment used. Several departments/programs have purchased much needed upgrades of their pc's and peripheral devices that are very important in the life-cycling of technology equipment. Technical Services has works collaboratively in providing assistance as needed with the technology upgrades to maintain the technology standards and efficiencies of the Tribe. We have developed a standardized listing of technology equipment to provide more continuity with the items that departments/programs purchase. Our PC's are standardized with Dell units with GSA pricing and our standardized printer manufacturer is HP. We have worked with these vendors to come up with what we feel works the best with various departments based on their different needs.

There was also a lot of new software purchased by various departments throughout the Tribe that will help each department/program continue to expand their progression towards digitizing documents and improving process flow. Tribal Courts purchased a software package, JustWare that accomplishes the ability of the Tribal Courts to be able to enter their case work and to track files digitally avoiding large paper trails. Tribal School has new iStation software that is a comprehensive internet based reading and intervention program that helps ensure students reach

their reading potential through continuous progress monitoring and layered instruction and intervention. Those are just a few prime examples of ways we are working towards being progressive in our approach to utilizing the personal computer for far more originally imagined by users.

The Technical Services area has also worked in conjunction with other areas in our department on large scale projects such as domain consolidation and efforts to improve our data connectivity with the upgrades at various sites to higher speed bandwidth along with many rewiring projects throughout the entire organization.
Here is a summary of some of our accomplishments for fiscal year 2008:

- Passpoint Plus – This software is currently being used at the Community Resource Center in conjunction with A&A Security to create pass keys to allow entrance to the building. We took this program and moved it onto a server that we could remote onto to make changes to the building security without having to attach a laptop to the actual machine. This allows the CRC administration to make changes quickly and easily.
- Computer Imaging – Menominee Tribal School purchased imaging software to streamline the process of reformatting computers over and over each year to predefined specifications including specialized software to be used in the computer lab and library. They are currently implementing this into their system and their IT staff will use this to create and change images throughout the year to alleviate the stress of a lengthy reformatting process from scratch. This process continues to grow this year with the Tribal School adding even more of their machines to be able to use this process. This has worked quite well for us this year to speed up the imaging process that must be completed before the beginning of each new school year.
- LEC Polycom Unit - The LEC Courts purchased Polycom units that allow the judges to use video conferencing with inmates and their council while in the holding cell area within the jail complex. This system is currently being implemented and will provide added layer of security to the people of the Tribal Law Enforcement Center as well as the Tribal Courts. This system is currently being expanded to allow the Tribal Courts to be able to conduct teleconferencing with other courts without the prisoner ever having to be transported. This is currently being tested with other counties throughout the state.
- Transportation Camera Server – Our networking area converted an old file server used at Transportation into what is now the camera server used for recording movement at the Transportation building and the Menominee Fuel Station. We installed and administered the most current version of Axis Camera Station and configured all 21 cameras being used. We also setup an interface for the users to be able to view the various Axis cameras from a client install. This allows users to be able to view the cameras from any location as long as the Axis client is installed on the machine.

Technology Training/Multimedia – Coordinated by Wayne Waupoose

Training offers 28 core training courses from beginning Microsoft Office courses to advanced training courses. During fiscal year 2008, there were 45 Training sessions scheduled. Training is offered two to three times a week and all of the courses can be taken on a one on one basis as well as in a classroom type setting. During the past year we have trained over 130 Tribal employees in a variety of technology subjects. Computer testing of new employee candidates in cooperation with the HR department is performed in the IT Department. More than 220 tests were administered for HR this past year. The training area consults with the many Tribal Departments/Programs to assist with various advance document functions including spreadsheets and PowerPoint presentations.

Most recently, the IT Department has established a working relationship with the Community Resource Center to assist in the Training of employees. The CRC Computer Lab will be used to conduct scheduled technology training sessions. Updated training curriculum is in the being developed and will include the use of recently updated training materials for use with Microsoft Office 2007 software in preparation for the deployment to the Tribe.

Looking Ahead

The coming year brings new challenges and opportunities as we strive to better serve the Menominee Indian Tribe of Wisconsin technology needs. Personal computers, printers and other devices continue to evolve to be smaller, faster, and more efficient. The MITW computer users are having a better grasp on using their PC's to help them be more efficient and effective in their jobs.

Here's a summary of some of our department goals for next year:

- Work collectively with Casino, Clinic, CMN, MTE, and MTS to establish an enterprise wide Technology Plan that compliments the MITW Strategic Plan
- Improve the cross-training strategies of IT staff
- Disaster recovery and business continuity planning
- Merge remote sites into Tribes domain for improved manageability

- Upgrade Tribal remote sites for improved connection speed and functionality
- Update Tribe's network infrastructure hardware taking advantage of virtualized technologies
- Train Tribe's computer users in Office 2007 to prepare for software upgrade
- Upgrade Tribe's PC's to Office 2007
- Redesign the Tribe's intranet and web sites taking advantage of current technologies.
- Rewrite Tribe's custom software/databases to be accessible via a web interface
- Explore and embrace emerging technologies to better serve the Tribe

Johnson O'Malley

Patricia 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. 09 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.

MISSION
To provide a comprehensive program that encumbers academic education, cultural awareness and community involvement according to the guidelines of the federal regulations governing the JOM programs and to enhance the quality of Education through the adoption of best practices, to form partnerships with Community Educational Institutions, and to assure technology to support Education.

The Menominee Johnson O'Malley program has been in existence for over 30 years and is designed as defined by P.L. 93-638 (mentioned above). In the past years the JOM programs have received substantial cuts in federal funding and have been struggling with constant threats of elimination. As federal funding fluctuates from year to year and the unknowing of what and when we will receive funding, a Tribal Budget for F.Y 2008 was submitted to the Tribe for consideration.

In FY 2008 the Menominee Johnson O'Malley program provided 8,571 cumulative services to our youth in parental costs or financial assistance and supplemental services programs. We did not meet our projection of service units of 10,380 we are 1,809 below our projection, due to the fluctuating budget.

Parental Cost: A total of 106 services to youth were provided in F.Y. 08. The JOM program provides financial 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 students. Services we provided are: school supplies, student ACT testing fees, Senior Cap & gown fees, and other extra-curricular activity needs. Students were able to attend various academic/athletic camps, reimbursements on athletic shoes.

Career Exploration: The main objective is to expose Indian High School Students to opportunities and expectations in the world of careers and work program. During the academic school year in collaboration with College of Menominee Nation, Menominee Indian School District and Johnson O'Malley a college career day was provided for 125 MISD Freshman and sophomores. A campus tour of CMN was provided along with recruiters from area Universities and Technical colleges, U.S. Marine Corp were on hand for Students interested in higher educational opportunities. In March a College Career Day was held for the MISD Juniors and seniors, students were offered FAFSA applications, a tour of CMN and lunch was provided to them.

The 31st Annual Senior Recognition Banquet was held at the Menominee Casino/Bingo and Hotel for all graduating Menominee Students, the banquet was well attended with 360 in attendance and 78 students were recognized for their academic and athletic achievements. A six week Summer Youth Work Program was held, students went through Interview Technique Training, Interviews, Orientation, resume writing, 120 hours of work in the various departments within the Tribal departments and schools. The programs were targeted to youth on how to get a job,

how to keep a job, work rules and dress code. JOM was able hire 20 youth, 19 youth successfully completed the program.

The JOM program also provided supportive services to Community Resource department, Jobs Training Program and TANF youth where 80 youth were hired for six weeks, for a total of 100 youth. All youth went on tours to local Universities, Technical Colleges, Shawano Community Medical Center and Twigs Soda facility. Training sessions were also held they are as follows: Your Record & How it Follows, Financial Literacy and Culture Camp. The six week work program was very educational and was a great learning experience for all our youth.

Positive Youth Development: Services are provided to pre-school –grade 12. Our objectives can be met by providing 4800 services through the continuation and operation of Community Coordination programming and assisting the Children at Risk programs. The Community Coordination will provide programs jointly, that will provide counseling, presentations and workshops, work cooperatively with all agencies that work with school age children in reallocating resources to coordinate preventative type programs in the Menominee Community. Some of the programs we have held in F.Y. 2008 are:

- Again, the Menominee Tribal Enterprise invited us to have a "Coat for Kids" coat drive with them and a total of 361 youth were provided with coats in 2008. Toy distribution for 2007 total was 954, Breakfast with Santa in all communities was 626.
- Simple Family Sewing instructions was again offered this year in Middle Village and South Branch, youth along with an adult family member made PJ's, throws, and PJ bags. This was the 4th Annual Sewing get together for communities, the sewing instructions were well attended a total of 183 projects were made.
- Other positive activities were: Community Easter Egg Hunt, Youth Fishing Derby in Neopit, 11th Annual 3 on 3 Basketball Tournament, Teen Night, Basketball Camp was offered this year, Youth Olympics (all participants received school supplies) and Back To School Carnival.

We feel positive role models and safe environment will foster a better self image in our students. Our program will continue to operate in this fashion for community & family events. Truancy is a problem that will need addressing again in the new fiscal year.

Community Resource Centers: The center provides a safe place where students can participate in activities or get homework completed and offers youth a place to go in the evening hours. The South Branch Center was opened in February 2008 for after school programming. The attendance recorded at the South Branch Center shows the need in the Community for after school programs and community activities. A total of 2,460 services were provided in F.Y. 2008. The JOM program will continue the South Branch Resource Center in F.Y. 2009.

The JOM Program collaborates with Netaenawemakanok (All My Relatives) Tribal Police, All school districts we are contracted to, College of Menominee Nation, Higher Education, JTP, and TANF. In collaborating with all other youth organizations we are able to provide more activities and costs are shared.

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

Law Enforcement

Mark Waukau, Tribal Chief of Police

Throughout the 2008 year the Menominee Tribal Police Department has worked diligently for the purpose of providing not only law enforcement services by enforcing Tribal, Federal and State laws, but working hand in hand with the many of the Tribes service providers that share the responsibility of providing resources to all members of our communities.

The officers of the department share a philosophy, that if we can go out and be proactive in our communities, by doing community activities and partnering with other agencies we will be more successful in reaching out to our elders and our youth. By doing this the people will get a better understanding of what we are there for, which is to "Serve and Protect".

Our primary funding sources are the Bureau of Indian Affairs and the Menominee Indian Tribe of Wisconsin. The program budget was a total of $2,872,268.80 of which $837,852.96 was for the detention facility.

Additional funding sources that became available to the department through grant awards consisted of:

WI DOT Click it or Ticket grant	$10,000.00
WI DOJ County-Tribal Law Enforcement grant	$30,464.00
WI DOJ Tribal Law Enforcement grant	$41,020.00
WI DOJ Victims of Crime grant	$34,360.00
BIA Indian Highway Safety grant	$150,000.00
BIA Traffic Records Demonstration	$13,000.00
US DOJ Planning Correctional Facilities grant	$146,314.00
US DOJ Adam Walsh grant	$124,805.00
US DOJ COPS Tribal Resources grant	$94,721.00

We have established an Honor Guard comprised of our officers who have participated in the opening of various sports events or ceremonies at our schools, to marching in parades, as well as honoring former officers or tribal dignitaries who have left us and journeyed on to the sprit world. This has brought respect and dignity to the police department. We also have participated in many cultural activities throughout the year thru the Historic Preservation Program, and most recently with the Mawa-Ceseneyah Youth Program with officers seated on their Board of Directors.

With the array of problems that has been occurring in our communities, it is of the utmost importance that we continue to partner with other agencies to develop ways to strengthen our youth and bring them to a good path by teaching them and educating them thru awareness to the dangers of drugs and alcohol. The Strategic Plan that took time and effort by all of the Tribal Programs to develop is only the beginning of what needs to be done. We are currently in the process of establishing Neighborhood Watch Programs in all of our communities. By doing this the communities can partner with law enforcement and become more involved in helping make them safe, it also allows for building new relationships and strengthening existing relationships.

Because of the concerns of the community in Neopit, our department came up with a plan on approaching the Legislature, to be introduced to all Program Director's to explore the possibility of establishing satellite services at the former Head Start Building, including law enforcement services. A motion was passed by the Legislature to have all programs study and approach this; hopefully this will become a reality in the very near future.

One of the key projects that law enforcement was successful in securing funding for this year was the Adam Walsh Act which is federal law that gave tribes an option to establish a Sexual Offender Notification Program on their reservations or have the States establish one for them. Our Tribal Legislature passed a resolution stating that we will exercise our sovereignty and establish our own, but would need funds to do so. With the grant award received we hired a person to do the registration of the offenders and also a data technician to track information on them.

Because of the efforts of the Tribal Police Department, thru the Indian Highway Safety Program, we received additional grant funds to increase patrol on all roadways within the exterior boundaries of the reservation. This includes hiring a data technician, paying for overtime for officers to enforce all traffic laws, seatbelt programs and OWI. Because of this we have increased the statistics for OWI and other citations issued. We continue to do the checkpoints which are designed to deter people from driving while under the influence of alcohol or drugs.

Thru the office of our Crime Victim's Program, throughout the year we continue to work with victims on cases that have been referred to Tribal and Federal Court. By having two full time staff, we are able to continuously provide information on referrals, criminal justice proceedings and sentencing recommendations. The majority of services provided include follow up meetings and criminal justice support at legal hearings. The officers are compassionate about providing support to all victims of crime and to their families as well.

We have met with the Commission on Aging, to insure the committee that we are available to provide services during the winter months to assist their program with snow plowing, sharing a list of elders who need these services with their maintenance personnel. We have been approached by some of our elders to visit their homes and check on them to ensure their safety and well being. The police department continues to sponsor annually a Thanksgiving Dinner as well as assisting with the Summer Picnic and Annual Elder's Christmas Party.

Meetings continue to take place with the Menominee Tribal Judiciary over concerns in several areas effecting the day to day operations of law enforcement services and the Courts. With the timelines of adult dispositional orders hindering the operations of the detention facility, along with the constant issue of overcrowding, we have been meeting on a continual basis with the Judges and Court staff, under the direction of the Chief Justice, who has implemented a plan to undergo several changes from doing initial appearances thru TV monitors from the jail. With the hiring of an Office Manager by the Courts, the primary responsibility is to upgrade their case management system which will allow law enforcement services and the Prosecutor's Office to streamline cases in a more efficient

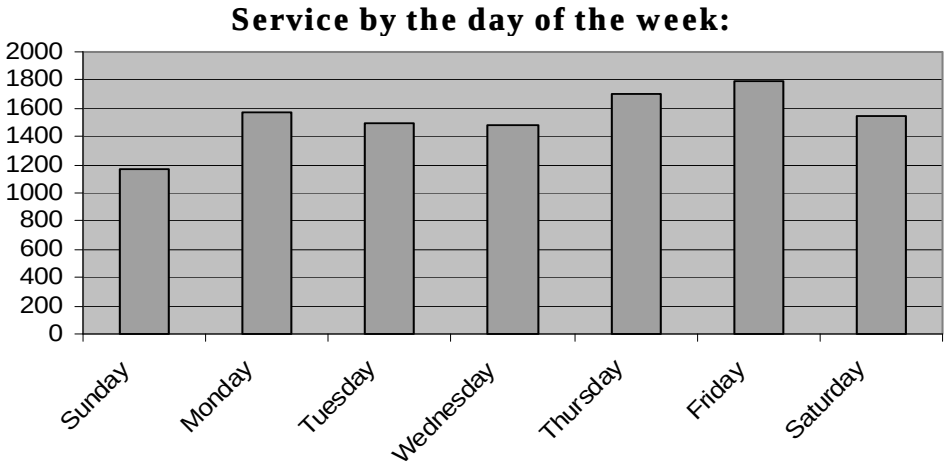
manner. Thru an agreement with the Chief Justice and the Police Chief we were able to secure a sworn officer for the position of Bailiff. This was done in order to enhance security and professionalism in the courtroom.

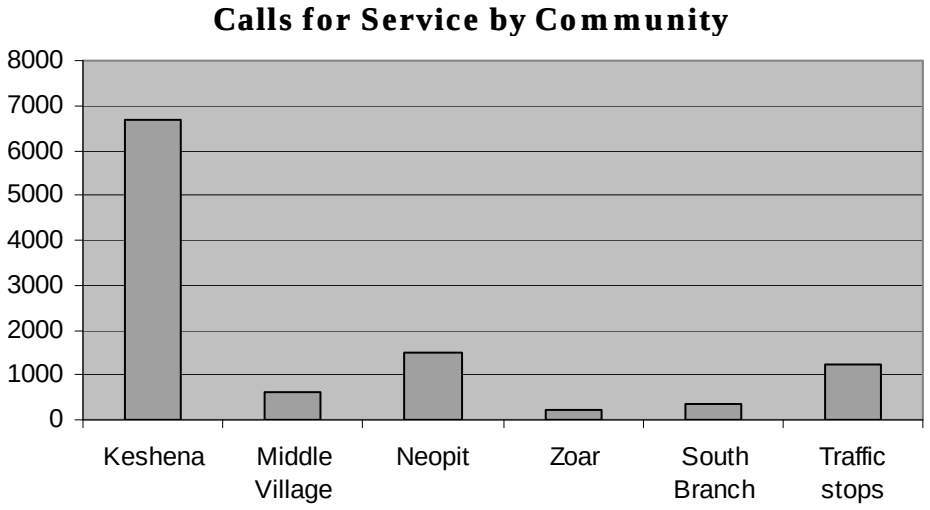
With the on-sight visit from the District 1 Supervisory Specialist from the Bureau of Indian Affairs, despite of the overcrowding, the Tribal Jail Administrator received commendation for how well our facility is being operated. A grant award was also secured which will allow for a study to research plans for additions to the current facility or to build a new one.

The Tribal Police Department is in the process of obtaining Special Law Enforcement Commission credentials for all sworn police officers thru the Bureau of Indian Affairs. This will allow the officers to go off the reservation and work cases that have originated here within our jurisdiction. This is an important process as this would greatly enhance our ability to work drug cases thru the NADGI Task Force. These credentials can be issued thru agreements with any Tribal, State, or Federal law enforcement agency for the purpose of aiding the enforcement or carrying out of Federal laws in Indian Country with an authorizing resolution from the affected tribe.

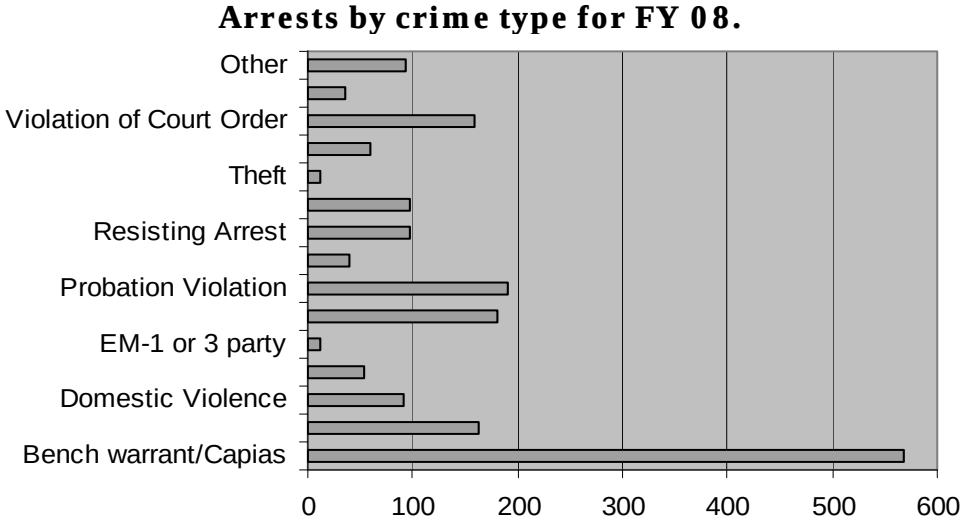
We continue to work cooperatively with other law enforcement agencies throughout Wisconsin, be it with state, federal or local agencies, and also with the many other programs that share the responsibility of doing things for the tribe. In the constant struggle to secure funds to operate and maintain our law enforcement program, we also continue to seek grant dollars and other resources to serve and protect our Menominee people. In order to accomplish this, we must continue to educate and train and our police officers, keep them healthy with strong hearts and minds and provide them with the necessary tools to keep people safe in their communities.

The following graphs represent the number of calls for service by community and service calls for:

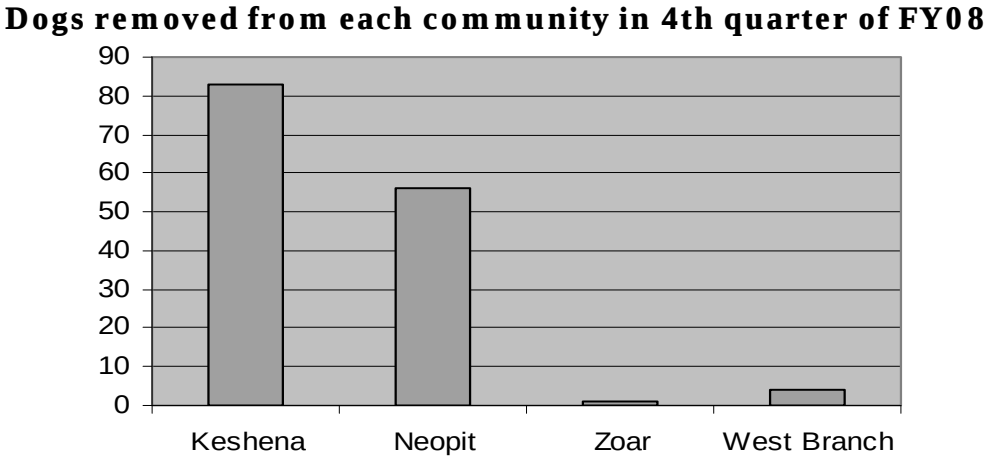




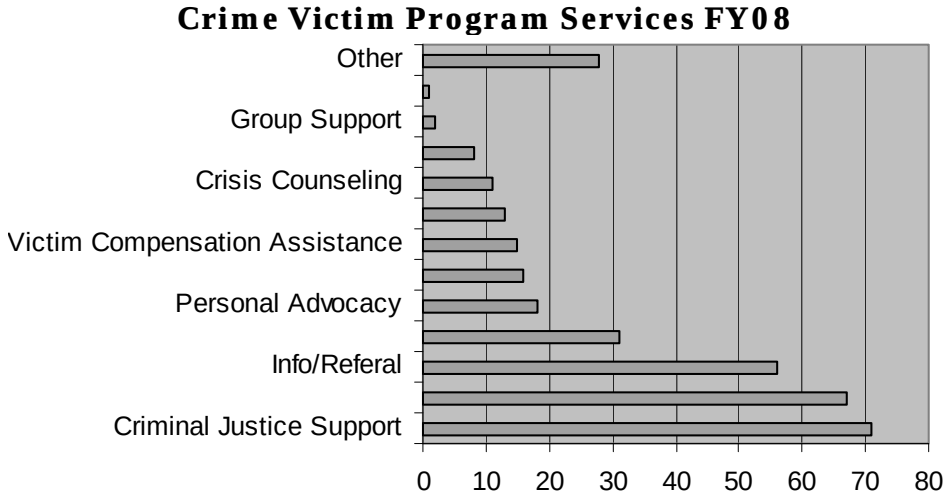
The following graph represents the number of arrests by crime type:



The following graph represents the number of dogs our Community Service Employee removed from each community during July, August and September 2008.



The following graph represents the services provided by our Crime Victims Advocates during FY 08.



Legal Services

William F. Kussel Jr., Director

Description of the Department

The Legal Service Department is comprised of following staff: Wm. F. Kussel Jr., Director of Legal Services/Tribal Attorney; Rebecca Loudbear, Assistant Tribal Attorney; Lindzey Grall, Assistant Tribal Attorney; Guy Keshena, Legal Assistant; and John Wilhelmi who acts as a part-time Assistant Tribal Attorney.

The Legal Services Department provides legal assistance to the Tribal Government and Tribal Programs funded by tribal, state and federal dollars. These legal services include attending and advising the Tribal Legislature and Tribal Committees in their regular and special meetings. The Legal Services Department drafts ordinances, resolutions, memorandum of agreements, contracts, and other legal documents for the Tribal Government and Tribal Legislative Committees. The Legal Services Department represents the Tribal Government and the Tribal Programs in litigation in tribal, state and federal courts. Tribal programs are provided legal assistance with their various programmatic legal needs.

Description of services provided in FY 2008

During FY 2008, the Legal Service Department was involved in a period of lively legislative activity where many ordinances were drafted, amended and enacted. During FY 2008 the Legal Services Department witnessed active Legislative Committee involvement in the Legislative process and provided services to the Committees in the form of legal advice, drafting ordinances and attending meetings.

The Legal Services Department provided legal services to the Tribal Government in the form of attending all regular and special meetings of the Tribal Legislature and attended meetings of the various Legislative Committees. In addition to providing legal advice to the Tribal Government at meetings, the Legal Services Department drafted ordinances, resolutions, agreements, and provided both formal and informal written legal opinions for the Tribal Government.

The Legal Services Department spent considerable time handling legal work for the various Tribal programs where they provided legal services in the form of legal advice, litigation, contract assistance and other legal work.

The Legal Services Department represented and defended the Menominee Tribe in several lawsuits filed in state and tribal courts, and represented the Tribe in an administrative appeal before the Unemployment Compensation Commission. The Legal Service Department represented the Menominee Indian Tribe of Wisconsin in Federal District Court as a Movant; this included filing motions, briefs and making oral arguments.

Description of services to be provided in FY 2009

The Legal Services Department intends to continue to provide legal services to the Tribal Government and the Tribal Programs. The Department will continue work towards implementing new procedures, technologies and methods to increase the efficiency, speed and accuracy of all documents produced by the Department. It is the Director's vision to rely upon increased technology to reduce the amount of paper that is used within the office and the amount of paper materials relied for research. This will be done through increased reliance upon computer technology and the use of on-line materials and research services such as Westlaw. Decreased usage of paper and photocopying reduces the amount of paper wasted, chemical toners used, and waste disposal relied upon. This saves the Tribe money and helps the environment by reducing the waste of natural resources and the energy needed to produce the materials; this in turn reduces the amount of greenhouse gases produced.

Licensing and Permits

Diana Taubel, Director

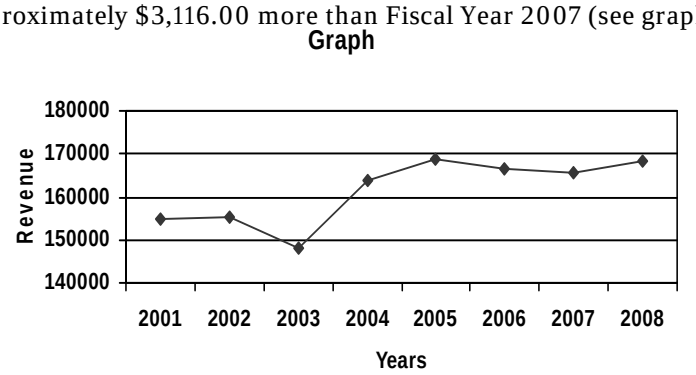
Mission: The Menominee Indian Tribe of Wisconsin's Licensing and Permit Department provides service to Menominee and other residents of the Menominee Indian Reservation. Our primary goal is to ensure that residents and businesses comply with licenses and permits as specified through Tribal Ordinances. The department also keeps them abreast of all new adopted ordinances established by Menominee Tribal Legislature that is applicable to the Licensing and Permit department.

Guiding Principles: Consistent with the Mission, the Licensing and Permit Department is primarily responsible for conducting business by providing the public with permits and licenses to accommodate the needs that are required within each specific ordinance.

The Licensing and Permit department is funded with 100% Tribal funds.

Administrative Tasks: The department is staffed with a full-time director and one full-time Administrative Assistant. The department continues to participate in the Strategic Planning process, specifically with the Justice and Economic workgroups. Also, as most of you may know the department was moved to the main floor of the Tribal Office building this year.

Revenue generated by the department in Fiscal Year 2008 is approximately $168,596.00. Revenue for this year is approximately $3,116.00 more than Fiscal Year 2007 (see graph below for revenue detail since 2001).



FY2008 $168,596	FY2007 $165,480
FY2006 $166,721	FY2005 $168,582
FY2004 $163,876	FY2003 $148,120
FY2002 $155,177	FY2001 $154,624

The amount budgeted for Licensing and Permit Department was $119,919.00 which is $6,193.00 more than Fiscal Year 2007. Expenditures for 2008 totaled approximately $120,186.00 which was approximately $267.00 over projection.

One major accomplishment for the year was the high number of dogs licensed. Although Ordinance 81-16 "Dogs" has been in effect since 1981, most residents have not had their dogs licensed. This year, dog licenses totaled $473.00 or 173 dogs licensed.

Loan Fund

Thomas E. Litzow, Director

The staff of the Menominee Loan Department manages four lending programs: the Menominee Loan Fund, the HUD/CDBG 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 am to 4:30 pm Monday through Friday.

Menominee Loan Fund – This program provides a means for eligible members to obtain financing for personal items and purposes. As of the end of the 2008 fiscal year (September 30, 2008) 1265 new loans were approved and processed through this fund to eligible members for a total amount of $1,172,853.00. As of the end of the fiscal year there were 1601 loans outstanding with a total principal balance of $1,265,642.81.

HUD/CDBG Revolving Loan Fund – This program provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 25 new loans were approved and processed through this fund during the fiscal year 2008 for a total of $122,000.00. As of the close of the fiscal year there were 123 loans outstanding under this program for a total amount of $345,448.40.

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 fiscal year, there were 3 new loan packages approved and processed through this fund for a total credit of $121,085.89. As of the close of the fiscal year there were 36 business loans outstanding in the aggregate amount of $567,667.84.

Housing Down Payment Loan Program – This program provides a means for eligible members to obtain financing for the down payment required by a lender for the purpose of purchasing a single family residence. During the fiscal year ending on September 30, 2008, there was 1 new loan approved and processed through this fund for a total amount of $5,000.00. As of the close of the fiscal year there were 17 loans outstanding for a total amount of $38,645.33.

Maehnowesekiyah Wellness Center

Shannon Wilber, Director

Maehnowesekiyah Wellness Center focuses on three major social health issues affecting members of the Menominee Tribe of WI: Treatment, Domestic/Interpersonal Violence and Prevention. Recipients of these major focuses are adult men, women, adolescents and children.

All of the services provided by Maehnowesekiyah Wellness Center (MWC) are conducted and provided with our Tribe's Native American Culture in mind. Staff continues to be provided educational opportunities provided by Native American sources. Many of the resources utilized in counseling and group sessions were developed specifically for Native Americans by Native Americans. Our ongoing goal is to continue incorporating the teachings of cultural values and concepts rather than to concentrate on specific practices at the grassroots level. As the work of MWC continues, there is a greater need to look at new and different approaches to assist in the recovery and wellness of tribal members. This requires staff to be more assertive and seek new and diverse alliances with other tribal service providers. Substance abuse and domestic/interpersonal violence is not a solitary trouble; these troubles affect the family, the community and the Tribe as a whole.

DEMOGRAPHICS AND STATISTICAL INFORMATION

- 259- Total number of unduplicated AODA clients
- 207- Total number of unduplicated adult AODA clients
- 52- Total number of unduplicated adolescent AODA clients
- 1,561- Total number of individual counseling sessions
- 1,133- Total number of groups given
- 56% male clients
- 44% female clients

Total Number of Assessments in FY 2008- 225

- Adult AODA: .....182 assessments
- Adolescent AODA: .....43 assessment

Drug Testing for the following Tribal Contracts (*for agency use only)

- Menominee Casino- 620 employee drug screens
- MITW – 480 employee drug screens
- MTE – 114 employee drug screens
- TANF – 114 client drug screens
- CMN – 69 employee and nursing student drug screens
  *Breathalyzer tests given-99

Number of Clients Served in various treatment services

- ADOA Education Groups..... 13 clients
- AODA Aftercare .....44 clients
- AODA Primary Day Tx .....50 clients
- Co-ed Residential .....95 clients

Tribal Enrollment:

- 87% Menominee
- 3% Non-Native (White)
- 2% Ho Chunk
- 2% Oneida
- 2% Other Native American
- 2% Native American Descendent

Annual Reported Income Level:

- No Reported Income Level: of clients 37%
- Less than $10,000: of clients 21%
- $10,001 to $20,000: of clients 18%
- 20,001 to $30,000: of clients 15%
- Over $30,000: of clients 9%

Educational Level reported to have:

- Reported associates/ bachelors degree ... 2%
- Reported having some college 10%
- Reported HS diploma, HSED, or GED .. 55%
- Reported having some high school or middle school only 33%

Employment:

- 44% of clients identified themselves as employed
- 35% of clients identified themselves as unemployed
- 21% of clients identified themselves as students

Domestic/Interpersonal Violence:

- 12 ongoing families

Number of Client's serviced (Unduplicated): 84 Individuals

- Safety Plan's completed: 31
- Waiver's of No Contact: 17
- Outreach/Follow Up: 50 Individuals
- Educational Presentations: 64 (Ages 0-17)
- Legal Advocacy: 38 Individuals
- Transit Tickets: 161 @ $0.75 & 74 @ $1.25
- Crisis Counseling/ 1/1 Counseling: 39 Individuals received a total of 127.25 hours

Number of referrals made to Safe Haven: 12 Families; (12 Adults, 16 Children)

Number of individual sessions provided at Safe haven: 9 clients received a total of 27.05 hours of one on one counseling. (This is only the number of hours recorded as strictly one on one's and does not reflect the total amount of time offered to clients during this time period.)

Legal Advocacy: 7 Families received a form of legal advocacy which includes any of the following: restraining order assistance, divorce assistance, Judicare assistance, and/or accompaniment to court dates.

Funding continues to be a large issue. Rising costs and shrinking resources force MWC to be more creative in our approach to providing services. Such is the FY 2008 closing of the Shelter for an undetermined amount of time; this resulted in a number of issues related to decrease staffing, lack of culturally competent services to our membership when referrals are made to the outside of the community, Advocacy/Outreach and transportation. Applications for future Domestic Violence funding have been submitted and hopes to re-open the Domestic Violence Shelter and re-instate services are positive.

In FY 2008, with the continued support of Local, State and Federal dollars we were able to step up our prevention efforts and continued to focus on a variety of school-based, community based activities, coalition involvement, and community collaboration. We have established a comprehensive AODA related prevention program that reaches Menominee youth from Head Start to High School.

At the Head Start level, we initiated, provided support and administrative monitoring of "Al Pals: Kids Making Healthy Choices, an early childhood prevention program. At the primary grade school level, we have facilitated the AODA prevention program, "Protecting You/Protecting Me" for Grades 1-5 at the Keshena Primary School:

- Protecting You/Protecting Me- 275 unduplicated primary grade students; 190 total groups.
- Al's Pals Head Start participants- 228 unduplicated children

We also became more involved with the Tribal School and provided some school- based prevention programming for them as well, which will be increased in FY 2009. For the middle school level, "Project Alert," another AODA school based prevention program, was provided to 7th and 8th Grade students at the Neopit Middle School.

- Project Alert- 72 unduplicated middle school students participated; 54 classroom presentations.

Primary Grade and Middle School students also were able to participate in after school prevention activities through TRAILS groups, Club 21, and our facilitation with College of Menominee Nation's "Youth Empowerment Program" (YEP) groups:

- TRAILS, Club 21,YEP- 146 unduplicated youth participated; 68 total groups.

At the Menominee Indian High School level, we initiated and helped to found a SADD (Students Against Destructive Decisions) chapter organization. The Students Against Destructive Decisions (SADD) chapter was among the winners of the 2008 National Youth Safety Month Award for the "Martha's Final Hour" presentation.

Other prevention activities and opportunities offered to the community included: Maehnowesekiyah Open House, Winter Round House activities, Sober 49, Alcohol Awareness Month-Alcohol Free Week-End, Teaching Lodge,

AODA Free Teen Dance, community bike rides, community climbs on the Ropes Challenge Course, and a Recovery Walk.

- Winter Round House-7 events; 140 average attendance
- Teaching Lodge-8 events; 40 average attendance

Through collaborations we were involved with a variety of projects such as the Winter Fun Fest, Kiddie Krime Stoppers, Sobriety Pow-wow, Sturgeon Feast, Native Aspirations Project, Summer Youth Olympics, 2008 Youth Awareness Day, 3rd Annual Youth Suicide Prevention and Leadership Conference, Recovery Bike Rally, Community ROPES Climb and the 3rd Annual Menominee Idol:

- Ropes Challenge Course and related activites-266 youth participants; 60 adult participants.
- Menominee Idol Contest- 13 different acts; 100 community members attending

We maintained active participation in the various coalitions such as Netaenawemakanok (All my relatives), Wisconsin Native American Prevention Counsel (WNAPC), and School-Community AODA Cadre. The WNAPC received the award for the "Outstanding Prevention Coalition" at this year's 2008 State of Wisconsin Prevention Conference. Maehnowesekiyah represents the Menominee Tribe of WI on this coalition.

Other highlight of our year include efforts at promoting: Anti-smoking events such as "Great American Smoke-Out" and "Kick Butt Day", an "Alcohol-Free Weekend" to celebrate AODA Awareness Month, successful "Recovery Month" activities included a "recovery walk" from Maehnowesekiyah to the Keshena Pavilion; additional family bike rides, AODA free dances and increased access for the use of the ROPES course for groups and community members.

Menominee Community Center of Chicago*

Barbara Jersey, Coordinator

Posoh Fellow Menominee,

Formal Tribal recognition of it's Chicago Menominee citizens as an off-reservation community help found MCCC as a Center to reconnect urban Menominee through social, political, cultural and educational involvement. The City of Chicago has hundreds of Menominee citizens living in the greater metropolitan area, some of whom regularly return to their homeland, some of whom have never seen their homeland. MCCC is uniquely challenged as a center because many urban citizens are transient, yet stands steadfast because of a loyal core group of residents who are consistent in their relationship with the Tribe.

MCCC does not operate out of a physical center, but rather leases on an event-needs basis. There is no utility, maintenance, nor general overhead expense and no indirect costs are incurred since MCCC is a volunteer effort. There is, however, a corporate structure and officers are selected based on meritocracy and understanding of its own mission and relationship to the Menominee Indian Tribe of Wisconsin.

MCCC activities include annual representation at the MITW General Council Meetings, N'Mao Spring Feast & Powwow and MCCC has been represented at the mid-summer powwow for a decade. Officers from the Center take their role seriously as representatives of the Menominee Nation when making appearances at public functions, such as head dancers, and in collaboration with other organizations.

Collaborations with other Tribal organizations include the American Indian Center of Chicago, the Trickster Gallery, the Chicago Public Schools and other coalitions of Chicago Indian agencies. Specific sponsored events and community outreach include coordinating bi-annual community meetings with MITW Legislators and making arrangements for Menominee participation in the American Indian Center's annual Chicago powwow. Special project outreach and issues spearheaded by the Tribe, such as the recently completed strategic planning project or MTE proceedings, are events the MCCC regularly arranges and makes preparation. Outreach to the community is done by mass mailings, public posting and website.

Operating Revenues	2008
Menominee Tribe of Wisconsin funding:	$8,000

Operating Expenses

Program (licenses, fees and general expenses)	$3210
Honorariums (cultural and community outreach)	3100
Volunteer reimbursement	1290
Facilities use fees	400

*** NOTE: The Menominee Community Center of Chicago is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Menominee Language & Culture Commission

Karen Washinawatok, M.A., Director

The Menominee Language & Culture Commission (MLCC) was created via Tribal Ordinance No. 96-22. The program offices are located in the Menominee Youth Center or Keshena Recreation Center. In addition to the nine-member Commission (Chair, Warren Wilber, Sr., Vice-Chair, Margaret Snow, Secretary – Cheryl LaChapelle, Lavina Shawano, Marie Floring, Lorene Pocan, Davey Jean Reiter, Joey Awonohopay, Dr. Verna Fowler) the offices are staffed by one full-time position. The Code mandates the activities of the MLCC – focusing on Menominee Language classroom teacher preparation, licensure and support.

In addition to licensure renewal of current classroom teachers, the MLCC sponsored a Substitute Teacher Training Program during the summer of 2008. Four trainees enrolled in this pilot project which was administered by a Training Coordinator. With the beginning of the 2008-09 school year the trainees became available as on-call substitute teachers at both the Menominee Indian School District (MISD) and the Menominee Tribal School (MTS). One trainee gained full-time employment as a Menominee Language teacher.

The MLCC is reviewing and updating Tribal Ordinance 96-22 with assistance from the Legal Department. Public Hearing and MTL amendments will finalize the changes.

The MLCC provided the Menominee Tribal Daycare with booklets, Five Clan silhouettes for classrooms, room labels and an audio language CD with vocabulary for each staff and preschoolers. This project was completed with the assistance of the Summer Youth Workers.

Elder sessions began in September at the MLCC. The sessions are held twice a month and are open to the public. Language resources include seasonal phrases, prayers and topics determined by the elders themselves. This is a wonderful opportunity for elders to “relearn” their language.

In collaboration with the Menominee Indian School District Curriculum Coordinator, a draft of the Standardized Curricula for Menominee Language & Culture will be presented to the full MLCC. This project has developed with the input of tribal members and community educators and reflects the traditions and history of the Menominee People in addition to the language.

Also during 2008, a grant was funded by the National Science Foundation through Northwestern University to study out of school learning with a focus on language and ecological knowledge inherent in our environmental resources. This grant will employ community members to assist with the research and enable the MLCC to establish a stronger relationship with Northwestern University (Evanston, IL), Menominee Tribal School and the American Indian Center as partners in the grant activities.

The MLCC has ongoing partnerships with all community programs although we’ve worked closely with the following the College of Menominee Nation – ANA Language Program, Mawaw-Ceseniyah, MISD, MTS, Tribal Daycare, Enrollment, Library, etc. Although the focus is training the frontline language warriors or the regular classroom teachers, the MLCC is available for any tribal or community member requesting language, history or culture related materials. Any inquiries may be directed to 715-799-4849, Monday through Friday from 8:30 AM to 4:30 PM.

Menominee Nation News

Devan Erdmann, Director

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.

BACKGROUND INFORMATION

The news department was established in 1976 and was known as Menominee Tribal News. It began as a monthly publication. In January, 1989 we went from a monthly publication to a bi-monthly publication. Twenty-four issues are published a year. This affords us the opportunity to make the news more current to our readers and better serve our community members. In 1997, the newspapers' name was changed to Menominee Nation News. In September of 1997, the department modernized the layout process by way of computer. Prior to this, the newspaper was produced via paste-up.

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. It has also been the goal of the Menominee Nation News to service Tribal Government by assisting in publishing all relevant public information. The reporters at Menominee Nation News are always available for news coverage at request for community related events. If for any reason coverage cannot be provided, 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

This year's annual budget for Menominee Nation News was set at $281,658. According to the Budget report dated October 20, 2008, the departments' actual expenses for fiscal year 2008 amounted to $236,999.60. This is total savings of $44,658.40 for the year.

REVENUE

The annual income goal for FY 2008 was set at $45,062. As per an income statement dated October 20, 2008 a total of $57,838.44 was generated. This is $12,776.44 over the projected revenue. The three (3) main areas where revenue is generated include subscriptions, sales, and advertising. We also have one (1) miscellaneous or other line where we generate a much smaller amount of revenue via NSF checks, postage and reproduction of photos. Our program receives $5.00 for each check returned NSF and we charge a small fee to customers who request reprints/digital files of photos published in the Menominee Nation News.

SUBSCRIPTION: The subscription income projection was set at $8,640.00. As of October 20, 2008 a total of $9,190.00 was received. The subscription income was above the projected revenue by $550.00. The annual subscription rate is $28.00 3rd class rate and $38.00 for 1st class rate. To accommodate customers who cannot meet the expense of the yearly rates, we have developed quarterly rates for each class also. After long debate and many letters from inmates (who had 3rd class) who were not receiving their papers, it was decided that in the best interest of the Menominee Nation News Department and the inmates, 1st class would be required. This is the fourth year of this requirement and we have not received any letters where inmates were not receiving their paper. This requirement was essentially put in place to ensure that inmates do receive their subscription.

SALES: The sales income projection was set at $10,692.00. As per an income statement dated October 20, 2008 a total of $10,662.82 was received. The sales revenue received was under the projected revenue by $29.18. As of October 2008 we have thirty-two (32) distribution sites. This includes thirteen (13) sites in Keshena with two (2) being complimentary sites for the Elders, five (5) sites in Neopit/Middle Village with two (2) being complimentary sites for the Elders, three (3) sites in Gresham, three (3) sites in Bowler, and eight (8) sites in Shawano.

ADVERTISING: The advertising income projection was set at $25,664.00. As per the statement dated October 20, 2008 a total of $37,923.37 was received. The income was above the projected revenue by $12,259.37. 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. We also offer discounts to customers who advertise in four (4) or more consecutive issues. The discount offers apply to specific ad sizes and does not include 1/4 page or

larger sizes due to the fact that a discount (approximately 25%) is already incorporated with the larger ad sizes. The majority of our customers prefer to be billed on a monthly basis. This was the tenth 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 ninth 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 offer customers the opportunity to purchase photo reprints or digital files of the photos published in the paper, taken by Menominee Nation News. We also receive money for NSF checks that are returned. Revenue generated through postage costs, photos and NSF checks amounted to $62.25 as per the income statement dated October 20, 2008. The revenue projection set for this listing was $65.00.

DEPARTMENTAL STAFF CHANGES

There have been some staff changes since the last report. During fiscal year 2008 Menominee Nation News employed five (5) employees: One (1) Director/Editor, two (2) Reporters (1 Full-Time, 1 Part-Time), one (1) Layout/Design Technician and one (1) Part-Time Secretary position. The lengths of employment for employees who were employed in FY'08 are as follows: Devan Erdmann, Director/Editor, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-present); Christopher Anderson, Full-Time Reporter, (8/13/07-present); Menomin Hawpetoss, Reporter, Emergency Hire (07/18/07-10/5/07), Regular Part-Time Hire (10/8/07-10/17/07); Margo Reiter, Part-Time Reporter, (01/15/08-04/07/08); Racquel Boyd, Part-Time Reporter, (06/02/08-08/04/08); Monnaleah Long, Secretary, Temporary Part-Time Hire (06/25/07-10/05/07), Regular Part-Time Hire (10/08/08-03/03/08); Jane Mahkimetas, Part-Time Secretary, (04/14/08-present).

PRINTING

Menominee Nation News has been a bi-monthly publication since January 1, 1989, publishing 24 issues a year.

•In November 2007 a special edition was developed to include the Annual General Council Agenda as well as the Candidate profiles. This year, we included candidate profiles for Menominee Tribal Legislature and by MTL motion, we also included MTE Board of Directors. One copy was mailed to all Tribal members households. By providing this information in a separate issue, and mailing only one copy per household, it saves on the cost of printing and mailing and also does not have an impact on the revenue. The department has been handling the special edition this way since FY2003. Prior to that, one copy was mailed to every enrolled Tribal member of voting age.

•Up until the first part of January 2002, the Menominee Nation News was being published by the Shawano Leader (Triangle Press) in Shawano, WI. There was a need to change publishers because of the price and the product being produced. In the later part of January 2002, Menominee Nation News start being printed by Waupaca Publishing Company in Waupaca, WI. Waupaca Publishing Company offered more services 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. Towards the end of Fiscal Year 2006, the Shawano Leader approached the department with an offer to print the newspaper with the same services as offered at Waupaca Publishing, but at a lower rate. It was agreed to start publishing at the Shawano Leader as of October 1, 2006-present.

The Menominee Nation News has been distributed on schedule since January 2002.

Menominee Tribal/County Library

Mike Wilber, Director

The Menominee Tribal/County Library provided library services to the general public of the Menominee community for the fiscal year 07-08.

This year we added more software and online database access for our public computers. We also added wireless internet access for owners of laptop computers, with the help of the Outagamie-Waupaca Library System and a grant from LSTA. Thus, our online capability has grown to suit the needs of our community and the constantly expanding realm of technology. These tools are in constant use, with over 10,000 log-ins this past year, not including wireless users.

The Summer Reading Program for 7 & 8 year-olds kept young bookworms reading through the summer. This year's theme was "Catch the Reading Bug," which highlighted insect stories and the study of insects. Kids enjoyed reading, writing, and doing projects about their favorite creepy-crawlies.

Much of our time is spent answering reference questions. We field many such questions every week. Resources typically include Chilton's auto manuals, Rand McNally atlases, World Book encyclopedias, as well as our general collection. On-line resources used include the usual search engines (Google, Yahoo, MSN, Dogpile), Google Books, Encarta encyclopedia, Wikipedia, Google Earth, among many others.

We remain in good standing as a member of the Nicolet Federated Library System. The benefit of this includes being a part of a resource-sharing system. This means any patron in good standing can borrow an item from a member library if we don't have the item on our shelves in Keshena, and have it delivered here. The library system also provides the high-speed internet access and technical support.

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 assistance for those that are unfamiliar with internet. 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 open computer and internet access to the public. We currently have eight computers for public use, as well as wireless access. We also supply two computers with internet access for the South Branch Study Center. These are in constant use, especially during the school year. The main library had 10,468 computer log-ins from October 1, 2007 to September 30, 2008. The public-access computers have been a great tool for education and intellectual exploration, and fit perfectly with our public library mission.

This year we added 211 items to our collection. As of October 1, 2008, the library owns 10,320 items covering various media (books, audio books, video, etc.). From January 1, 2008 to Sept. 30, 2008 -- 1,442 items were checked out. We have 1,044 library card holders.

Neopit Community Center*

Fr. David Kiefer

The Menominee Community Center-Neopit (MCC-N) continues to serve the community by providing a place for many activities. It is used jointly for Tribal programs, St. Anthony parish programs and community social needs.

It was used as a Meeting Place for community meetings by:

- Menominee Tribal Legislature
- Menominee Tribal Enterprises
- Menominee Recreation
- Menominee Tribal Clinic
- Menominee Tribal Police Department
- College of the Menominee Nation
- NiiJii Planning
- Toys for Tots
- Tribal Housing
- Headstart Program
- NICOA

Community members used it for:

- Funeral wakes
- Funeral dinners
- A funeral service
- Weddings
- Wedding dinners
- Wedding anniversary dinners
- Bridal showers
- Baby showers
- Spirit/Ghost Suppers
- Family celebrations
- Fund-raisers
- Bake sales
- Cooking for funeral dinners
- Christmas parties for community organizations
- Birthday parties
- Rummage & craft sales
- Fund-raisers for youth projects
- Baptism dinners
- Graduation dinners
- Gardening Program
- Private parties to sell home products

St. Anthony Parish used it for its educational, social, religious, fund-raising, youth, and other purposes.

*** NOTE: The Neopit Community Center is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Operation of Tribal Government

Lisa S. Waukau, Tribal Chairman

The Chairman's Office is the face of Tribal Government; it is where people come if they need information, motions, ordinances, resolutions, submit complaints, research data, or want to vent about recent actions by the Tribal Legislature or our Legislative Committee's.

It is our job to work with the Tribal Legislature, to help with the formulation of every meeting that is under the auspices of the Tribe whether it be the annual general council, or joint task forces with jurisdictional matters.

The Chairman's Executive Secretary receives all information for the Legislator's, completes the Legislative Agenda, and the support staff collates the materials for the Legislator's meeting packets. The support staff mails out information on a daily basis, and the Executive Secretary and Recording Clerks transcribe minutes after the meetings, completes motions for signatures, and sends to the appropriate departments, Legal Services, or any other agencies that requires this vital information. This staff handles the myriad of everyday issues that come to the Chairman's Office, and the staff needs to be able to speak to tribal members or members of the media or members of Congress in a professional and collegial manner. The Chairman's staff needs to be capable of multitasking and be experts in the operation of all aspects of our Government.

The Chairman's staff consists of Debra Bowman who is the Chairman's Executive Secretary who handles all legislative travel and legislative time on task, legislative credit card invoices, writes reports for the Chairman, handles all scheduling and conference calls for the Chairman, records and transcribes all Legislative meetings, works with the IT Department in the development of the Chairman's databases, inputs motions into the Motions database, processes all contracts and letters for departments/offices, plus she is the key person for the development of all Legislative agendas. Linda Welch is the head of the Chairman's support staff and Legislative Services including all Legislative Committee work, and the budgetary aspects of the Chairman's Office, and writes all the Chairman's and Committee Chairman's speeches for public speaking engagements. Linda Peters is the Recording Clerk who handles eight of the Legislative Committees. Georgiana Delabrue is also a Recording Clerk who handles all of the Task Forces and Ad-Hocs, and is the promotional ordering specialist. Mary Helsinger is responsible for setting up all meetings, ensure meeting agendas are posted, ensuring departments receives motions, resolutions, and ordinances, ensure resolution and ordinance books are compiled correctly, stocking and ordering all office supplies, inventory clerk, and assist the Executive Secretary with other duties. Natasha Miller is the receptionist/clerical assistant for the Office who handles all incoming calls, directs them to the appropriate personnel, archivist for all daily mail, and assists wherever else she can assist. Each of these women are experts in Robert's Rule of Procedure and diplomats to the rest of the Tribal Operation.

The Chairman's staff is critical to the daily operation of Tribal Government. Chairpersons may change every year, but this staff is what keeps every transition seamless year after year.

Property Management and Acquisition

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department is staffed by Brett Hoffman – Director of PMA, Melissa Pitzl – Procurement/Inventory Officer and Stephen Robinson – Procurement/Inventory Officer.

The PMA Department, operating under the Indirect Cost Pool, provides for the review and approval of purchases of the Tribe, equipment inventories, transfers and disposals of equipment, contract processing, 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, travel assistance, competitive bid evaluation coordination, purchasing assistance, maintains six area photocopy machines, internal billing system for supplies, photocopies, postage, telephone and propane gas, and obtains Federal Excess Property for qualified programs. The purchase approval and

inventory control responsibilities are federal funding requirements. The internal services are cost-saving and program support operations.

Competitive Bidding was performed on the following projects in Fiscal Year 2008: Keshena Sidewalk, Police Mobile Video Systems, County VV Construction, Three Bridges (Stacy Dam, Upper Bass Lake and Spears), Upper Bass Lake Road Construction, Tribal School Renovation, Solid Waste and Recycling Collection, Clinic Electronic Health Records, Reconstruction of Fire Damaged Unit, and the Cigarette and Tobacco Provision Projects.

The PMA Department obtained equipment under the Federal Excess Property Program with an original value of $281,580. Included were four trucks, a large snow plow dump truck, forklift, numerous tools and various other beneficial equipment items.

The PMA Department recorded transfers of 312 pieces of equipment between departments of the Tribe which totaled (potentially saved) an estimated purchase value of $536,840.

The PMA Department also generated $13,081.66 in the sale of old equipment during this fiscal year.

The Fiscal Year 2008 Indirect Cost budget for the department was established at $176,447. Although final FY08 figures are not available at the time of this report, the preliminary expense figures show at $169,243.

For Fiscal Year 2009, the PMA Department is striving to upgrade asset inventory software, automate the central supply ordering process, and upgrade the central copiers to allow for a reduced copy rate for programs.

Probation/Parole

William Beauprey, Director

Description:
Pursuant to Menominee Tribal Ordinance 94-01 “Probation/Parole regulations” and Tribal Ordinance 95-04 “Tribal Government Plan” our duties and guidelines are outlined in each ordinance. The Department has three individual probation/parole officers who handled their own unique clientele specializing in their own area of law and age category. The Program Director, Domestic Violence Probation Officer, and Wellness Court/Youthful Offender Probation Officer are assigned to various community committees and teams established to enhance alcohol, drug, and crime awareness within our community such as Drug Wellness Court, Teen Court, Ordinance Court, Pathways, Community Coordinated Response Team for the Menominee and Stockbridge Reservation, Sexual Offender Registration Notification Ordinance Program, Probation Domestic Violence Review, AODA Cadre/Spirituality /Religion Subcommittee and the Post Traumatic Stress Disorder Committee. We have one Administrative Assistant whose main objective is to maintain our departmental budget, client files and office functions.

Services:
We supervise all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. We average around 250 clients per month. We meet with our entire caseload twice a month to monitor their progress for each of the probation conditions. We direct our clients to local and neighboring community resources like Maehnowesekiyah, Menominee County Health and Human Services Department, Menominee Tribal Clinic Mental Health Department and Menominee Indian School District, Menominee Tribal Education Department, Community Resource Center, Native American Veteran Outreach, Veterans of Menominee Nation and Great Lakes Inter-Tribal Council Vocational Rehabilitation for Native Americans for the following counseling/work/education services: Domestic Violence Counseling, AODA education, Day Treatment, Residential Treatment, Anger Management, Sexual Abuse counseling, Parenting classes, Post-Traumatic Stress Disorder, GED/HSED courses, and work search/job training. Wellness Court and Ordinance Court are channeled through the same facilities. Stockbridge Health Center, Oneida AODA, Libertas of Shawano, Synergy Counseling, and Amerindian Center of Green Bay provide the same services to clients who live off the reservation.

Achievements and Challenges:
In March, June and September of this year we did a 45 minute to an hour presentation to the TANF clients at the Community Resource Center. This was done on Power Point. We covered: “Probation/Parole Process” explaining in detail the five steps of signing up for probation, “What probation is all about?”, “What is Probation?”, “The Probation Officer Specialties (Domestic Violence and Wellness Court)”. “Community Treatment Resources”, “Community Service”, “Revocation Process”, “What is Parole?”, and “The Ten Greatest Excuses I Heard In My 17 Years As A Probation Officer”.

The Wellness Court Team will be doing a Power Point Presentation at the Multi-Jurisdictional Training Conference in Green Bay on November 12th through the 14th.

Amendments to 94-01 Probation and Parole Policy and Procedures were adopted by the Tribe on March 7th of 2008. A few of the challenges presented this year include the revision of our Voluntary Extension of Probation Supervision Agreement, due to the Amendment of 94-01 Probation & Parole Policy Procedures.

Periodically over the past few years there has been an issue of overcrowding at our Tribal Jail Due to this problem we have had to be innovative with our ATR's (Alternatives to Revocation) by adding additional Community Service hours, AODA Treatment Agreements, Intense/Maximum Supervision, and Stayed Revocation order for immediate and long term solutions.

We hired a Data Entry Clerk from the TANF/JTP Program on September 2nd; this position is for the JustWare Program, which was implemented at the Law Enforcement Center. Following our trouble shooting the new system, we are now ready to begin entering our caseloads.

Future Services:
For 2008-2009 we intend to maintain status quo and provide direction to community resources for rehabilitation and community safety to our clientele, victims and general population. Continue active participation with the various committees, teams and programs each officer is a member of.

Statistics –

Number of Probationers	2,778	Number of Parolees	4
Male Clients	2,190	Female Clients	589
New Clients	48	Absconders	1,130
Probation Releases	205	Parole Releases	0
Released Incomplete	54	Released Complete	40
Extended Release	4	Revocations	69
Extensions granted	25	Court Appearances	502
PSI's Ordered	18	PSI's Delivered	19
Wellness Court Clients	184	Jail Visits	87

Statistics: Conditions of Probation /Parole –

AODA	2,302	Restitution	2,435
Domestic Violence	1,583	Court Cost	4,323
Fines	1,461	Fines or Community Service	2,271
Anger Management	399	Community Service	347
Apology Letters	187	GED/HSED Attendance	72
Sex Offender	20	Inpatient	15
Parenting	20	Jury Fees	0

Statistics: Client per charge –

Disorderly conduct	1,393	Assault & Battery	1,885
Malicious Mischief	616	Resisting/Obstructing	731
Controlled Substance	454	Harassment	155
Theft	11	Fraud, Embezzlement	308
Breaking & Entering	96	Battery Special Circum.	36
Children Abuse	45	Forgery	72
Sexual Assault	20	Disobedience Lawful Order	12
Unlawful Use of Telephone	57	Firearms	14
O.W.I. Refusal	64	Receiving Stolen Property	89

***Note: The rest are single digit numbers for crimes committed**

It should be mentioned we work closely with federal and state authorities sharing information on criminal history, past pre-sentence investigations and current cases when ever the need exists. There is a free exchange when we deal with mutual clients in both systems. The majority of our investigative work with recommendations remains within the tribal system. Again, we have daily interaction with all the departments housed in the Law Enforcement Center almost weekly contact with the community resource facilities and maintain our bi-monthly contacts with our entire clientele.

Prosecutor's Office

Toni Caldwell. Prosecutor

Duties and Responsibilities

The primary objective of the Prosecutor's Office is to provide judicial services in a fair, just and effective manner to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal Law, pursuant to Menominee Tribal Ordinance 79-14, the Interim Law and Order Code. Prosecutorial responsibilities to the residents of the Menominee Reservation, to the Tribe and to the victims, include:

- Processing an estimated 1500 cases on adult and juvenile criminal and civil matters through the tribal court system;
- Complying with due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs.1301-1302);
- Maintaining both civil and criminal files to final disposition;
- Representing the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeal process;
- Attend necessary trainings; and
- Assist Menominee Tribal Police Department with training and 24 hour consultation.

Staffing

Current staff is: Toni Caldwell, Tribal Prosecutor, Mercedes Swimmer, Assistant Tribal Prosecutor, Colleen Fenn, Domestic Violence Prosecutor, Josephine Lyons, Legal Secretary, Jerilyn Soto, Legal Secretary and temporary Data Entry Clerk, Carmella Waupoose.

Accomplishments

We continue to focus on ways to improve the effectiveness and efficiency of the prosecutorial services to the tribe. This past year we accomplished this by:

- Cleaning up programmatic records according to Tribal retention requirements, thus freeing up valuable file space.
- Continuing to work cooperatively with the Tribal Courts and Probation and Parole in the implementation of the case management/calendaring software called Justware.
- Moving forward in implementing Justware by bringing on Carmella Waupoose as a temporary Data Entry Clerk funded 100% through a grant to analyze and input data into Justware.
- Beginning to draft Standardized Internal Policies and Procedures.
- Provided three training sessions to the Menominee Tribal Police Department to enhance investigation on cases.
- Provided 12 cameras with accessories to Menominee Tribal Police Officers in order to obtain quality evidence which was funded 100% by a grant.
- Stabilized our workforce.
- Caught up on accumulated back log of uncharged police reports.
- Increased legal resources by providing access to electronic legal research database and updating our legal library.
- Educating secretarial staff.
- Continuing to provide on-going legal training of all attorneys.

Challenges

Each of our staff has a strenuous workload. Because special projects must be done with current staff, goals compete with regular work for prioritization and it is often difficult and frustratingly slow to make meaningful progress towards goals.

We continue to find challenges in not having a comprehensive criminal code and will strive to address these areas of concern through the Enforcement and Protection Committee.

Goals

We will continue to focus on maintaining the current work load by streamlining current processes and then in turn Implementing Standardized Internal Policies and Procedures to lessen the effects of unanticipated staff changes/declines in the future.

Develop protocols to collect data so accurate reporting of work accomplished can be quantified.

Dedicate staff to development of applications to take advantage of grant opportunities.

Parks and Recreation

Duane Waukau, Director

The mission statement of the Menominee Tribal Recreation Department will be 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 a variety of recreational programs and special events.

Personnel:

- Duane Waukau, Park & Recreation Director
- Edwardine Sanapaw Youth Center/Activity Leader
- Matilda Peters, Sunday Warrington, Revena FowlerP.T
- Alfred Waupoose Seasonal Park Maintenance/Recreation Aide

Total youth served for Fiscal Year 2008 was 9566
Total adults served for Fiscal Year 2008 was 1852

Budget Allocation for F.Y. 2008
Youth Center $167,298.00
Park Maintenance ..... $ 74,072.00
Indigenous Games .....$ 83,728.00
Total Youth Budget $325,098.00

The Youth Center is open from 6 a.m.-9 p.m. Monday thru Friday and Saturday and Sunday 12-5 pm

Youth Center Activities include:

Air Hockey, Juke Box, Pool Table, Foosball, Darts, Pow-Wows, Dances, Movie nights, Car wash & Bake Sales. (New TV"S for Fitness Room and Women's Area DVD For Women's Area Stage Bumper Pool, Pool Table, Dart Machine, Ping Pong Table, Xbox 360, Upgrade to Fitness Room(Occupational Wellness Program) .

Program Activities include:

Community Halloween Party, Fright Fest Great America Nightly Open Gym at the Menominee High School, Collaborative Christmas Breakfast in Keshena/Neopit/South Branch Centers, Valentines Dance, 3 on 3 Basketball Tournament, Easter Egg Hunt, Family Fun Day, President of T.C.J. Baseball Programs for ages 14-16 years old, sponsored American Legion Baseball Program for ages 16-18 years old, Youth Olympics, President of WIAA Intertribal League., Provided Grounds Preparation for Neopit /Keshena Little League, Wisconsin Dells (Noahs Ark Milwaukee Brewers Game.

Significant Accomplishments:
1). The Menominee Indian Tribe Occupational Wellness Program Provided New Equipment for The Fitness Room And New Women's Area. 2.) Upgraded Four New HD TVS to Fitness Areas 3.).Installed DISH Network for all TVs in the Youth 4).Youth Collaborative efforts with Menominee Indian School District Johnson O'Malley Youth Development Boys and Girls Club Menominee Tribal Clinic Healthy Heart Wellness Diabetes Prevention Programs and Menominee Tribe Occupational Wellness Department.

The Menominee American Legion Baseball team. did well in league play. They placed third in the League to go to State. They were coached by Brandon Frechette The Menominee TCJ Baseball Program was under the guidance of First manager Stuart White. The played well and disciplined for being a young team this year. They were well coached and demonstrated great sportsmanship.

For the Wisconsin Inter-Tribal League Menominee High School Boys and Intermediate Girls were League and playoff Champions. Fourth year in a row for the High School Boys Team. Coed Volley ball we placed Second and Third in the junior high programs.

The Menominee Park Department provides upkeep and maintenance for twelve (12) sites on the Reservation, they are the following: 1.) Little League Field-Neopit 2.)Park Pavilion-Neopit 3.)Middle School Athletic Field 4.)Dog Town Park-Zoar 5.)Downtown Ball Field 6.) Nacotee Addition Park area 7.)Keshena Pavilion 8.)Recreation Baseball Field 9.)Recreation Ball Field 10.)Fairgrounds 11.)Blacksmith Park 12.)Fairgrounds-Baseball.

#	Department/ Program/ Activity	Est. Activity Cost	Grant/KT Funded	Tribal Funded	In Kind	Target Group	Dates	Location	Funding Source	Partner(s)
1	Youth Center: Activity Room	$ 8,000	No	Yes	No	Grades K-6	M-F3:00-9:00; S&S 12:00-6:00	Recreation Center	Tribal	None
2	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
3	Monthly Dances	$ 500	No	Yes	No	Grades K-6	Holidays/ Fridays 6:00-11:00	Recreation	Tribal	None
4	Monthly Dances-Holidays	$ 1,000	No	Yes	No	Grades 7-12	Holidays/ Fridays 6:00-11:00	Recreation	Tribal	None
5	Fitness Center	$ 5,000	No	Yes	No	Ages 12-18	Various times	Recreation	Tribal	None
6	Halloween	$ 500	No	Yes	No	Ages 12-18	October	Recreation	Tribal	None
7	Family Fun Day	$ 100	No	Yes	Yes	Ages 2-18	May	KPS	Tribal	All youth Organizations
8	3 on 3 Tournament	$ 300	No	Yes	Yes	Ages 4 to 12	March	Communities	Tribal	All youth Organizations
9	Youth Olympics	$ 500	No	Yes	Yes	All Youth	August	Communities	Tribal	JTPA & JOM
10	Santa Visit	$ 500	No	Yes	Yes	Commu nity	December	Communities	Tribal	JOM & Housing
11	Easter Egg Hunt	$ 500	No	Yes	No	All Youth	April	Fairgrounds	Tribal	JOM
12	TCJ Baseball	$ 1,000	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	None
13	Legion	$ 2,000	No	Yes	No	Ages 16-18	June-July	Recreation	Tribal	None
14	Little League	$ 1,000	No	Yes	No	Ages 9 to 12	May, June & July	Varies	Tribal	Neopit & Keshena
15	Fright Night	$ 500	No	Yes	Yes	Open	July	Appleton	Tribal	None
16	WIAA	$ 2,000	No	Yes	No	Ages 12 to 18	September-Nov.	Middle/ High Schools	Tribal	Community
								Neopit	Wood -land	Woodland B&G Club
								NA	Tribal	Youth Center

The following athletes participated in the **Cowichan Indigenous Games** (August 2 – 10, 2008):

The North American Indigenous 2008 Games were held August 2 thru 10 2008 in Cowichan British Columbia. Menominee Participants were 49 Youth Athletes and 8 Coaches and Chaperons. Through out the past year various fundraisers and Community support made it possible for our Youth to attend the games. Special thanks goes out to Menominee Indian Tribe Of Wisconsin. Menominee Tribal Enterprises, Menominee Casino and Bingo and Hotel and Master Key.

The Youth and Staff boarded a bus from Keshena to Milwaukee Airport with Air Travel to Seattle International Airport; we took another bus ride to the Victoria Clipper Ferry for a trip across the Pacific Ocean to Victoria B.C. and Bus to Duncan British Columbia. The Youth stayed in two Public Schools and were well taken care of by Chaperons,

Coaches, Mission and Host Society Staff. Menominee Athletes won .33 of 49 medals that were awarded to Team Wisconsin All administrative, registration, budgeting, tryouts, travel, meetings were the responsibility of the Recreation Department and Director including Chef de Mission for Team Wisconsin.

The following is a table that lists Menominee athletes, events and results:

Athlete	Event	Results	Athlete	Event	Results
Kristin Boivin	Juvenile Softball	Quarterfinals	Gunner Peters	Midget Baseball	Gold Medal
Shanice Brown	Bantam Volleyball	Bronze Medal	Lariah Peters	Midget Volleyball	Bronze Medal
Brookie Caldwell	Midget Volleyball	Bronze Medal	Shanice Peters	Juvenile Volleyball	4th Place
Lowell Chevalier	Bantam Archery 3D	4th Place	Aric Quinney	Juvenile Baseball	Silver Medal
Josanna Cornelius	Midget Basketball	Bronze Medal	Wade Reiter	Midget Baseball	Gold Medal
William Cox	Bantam Basketball	Bronze Medal	Kortney Roberts	Juvenile Softball	Quarterfinals
Carol Dodge	Bantam Basketball	Silver Medal	Dave Shawano	Juvenile Baseball	Silver Medal
Denise Dodge	Midget Basketball	Bronze Medal	Josh Shawanokasic	Juvenile Basketball	Gold Medal
Justin Fisher	Juvenile Basketball	Silver Medal	Alexis Smith	Bantam Basketball	Silver Medal
Ryan Fish	Juvenile Basketball	Gold Medal	Natasha Tomow	Juvenile Volleyball	4th Place
Kaycee Frechette	Bantam Volleyball	Bronze Medal	Desirae Warrington	Juvenile Softball	Quarter Finals
Mequon Frechette	Midget Baseball	Gold Medal	Monea Waupoose	Juvenile Softball	Quarterfinals
Cheron Frechette	Juvenile Softball	Quarterfinals	Aaron Waukau	Juvenile Basketball	Gold Medal
Dallas Gast	Midget Baseball	Gold Medal	Marcus Waupoose	Juvenile Basketball	Gold Medal
Joshua Gauthier	Midget Basketball	202 Pool Play	Eleanor Wayka	Bantam Basketball	Silver Medal
Appolonia Gomez	Midget Volleyball	Bronze Medal	Logan Webster	Bantam Athletic	4,5,6,7, 9th place
Darwin Grignon	Midget Baseball	Gold Medal	Amanda Welk	Bantam Volleyball	Bronze Medal
Kesekokiw Grignon	Juvenile Swimming	Bronze Medal 50m B.S.	Raymond White	Midget Baseball	Quarterfinals
Jordon Johnson	Juvenile Baseball	Silver Medal	Kristen Wilke	Juvenile Softball	Quarterfinals
Delsy Kakwitch	Juvenile Volleyball	4th Place	Alexander Wynos	Bantam Athletics	Cross Country
Kenny Latender	Midget Baseball	Gold Medal	Brandon Frechette	Coach: Juvenile Basketball	Silver Medal
Richard Leaman	Juvenile Baseball	Silver Medal	Pamela Frechette	Coach: Bantam Volleyball	Bronze Medal
Dionne Madosh	Juvenile Softball	Quarterfinals	Stuart White	Coach: Bantam Volleyball	Gold Medal

Athlete	Event	Results
Emmeretta Madosh	Juvenile Softball	Quarterfinals
Kyle Mahkimetas	Bantam Athletics Shot Put	Bronze Medal
Tara Ninham	Midget Basketball	Bronze Medal
Kyle Okimosh	Juvenile Baseball	Silver Medal
James Oshkeshequoam	Midget Basketball	2-2 Pool Play
Amber Penass	Bantam Volleyball	Bronze Medal

Chaperons:		
Mary Fish	Rebecca Smith	Alecia Wilke
David Grignon	Perching Frechette	

Medals Summary:		
33 of 49 Athletes Won Medals		
11 Gold	09 Silver	13 Bronze

Social Services

Mary Husby, Director

Staff of Menominee Tribal Social Services consists of the Director, Child Welfare Assistant and three Social Workers. They are funded with BIA funds and Tribal funds. A fourth social worker for Kinship Care is funded by the Wisconsin Department of Health and Family Services along with Tribal funds.

In our Child Support unit, we have a Child Support Manager, five Child Support Specialists, a Child Support Clerk, and Account Clerk, a receptionist, a Child Support Trainer and an Attorney who does child support work and Indian Child Welfare Act legal work. A Computer Programmer was also funded for part of the year under Child Support and assigned to the Information Technology Department. However, this position was eliminated after the programmer resigned. Child Support is funded from the Federal Child Support Enforcement Office in Washington, DC. Tribal funds are used to meet the 20% cash match requirements.

Some grants and contracts administered by Menominee Tribal Social Services are the BIA Administrative funds and BIA Child Welfare Assistance funds. Funds from the Wisconsin Department of Children and Families are also administered by the department for the Kinship Care Program. We also receive Child Welfare Funding from the Federal Department of Health and Human Services, Administration for Children and Families. Child Support funding from the Federal Child Support Office is managed by this department along with Tribal funding.

Narrative and Statistical Section: In our 638 contract with the BIA for Social Services, Indian Child Welfare Act funds are included as part of the Tribal Priority Allocation to the Tribe since these funds are no longer competitive funds. $53,536 was identified for use in our Indian Child Welfare Act program.

These funds, along with tribal funds, allowed 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. The Social Services Attorney, funded with Tribal Funds, provided legal services to this department in contested Indian Child Welfare Act cases.

Program Accomplishments:
A. Social Services: During fiscal year 2008 Tribal Social Services provided services to 169 new cases which is thirty-five more cases than in FY-07. This total did not reflect the 83 cases which were carried over from FY-07 into the new contract period. Considering these cases, Tribal Social Services actually provided services to 252 cases in FY-08, which were forty-four cases more than the previous year.

The new case referrals for the year represented the following types of cases: 165 new Indian Child Welfare Act cases, one service only case and three Child Welfare Assistance cases (foster care and day care). There were 5 unduplicated cases for legal services which were provided by the attorney funded by our program. These services were provided to Indian Child Welfare Act cases and involved court appearances. The legal services were provided with Tribal Funds. We assisted ten individuals in obtaining the necessary documents for enrollment. These cases involved individuals who had been adopted in the past and required assistance in securing information from closed adoption records. The cases also included children in foster care. 8 cases were enrolled. One case was eligible for the Ancillary Roll and one application was denied as paternity was established by a default judgment. Case closure for the year totaled 159. We will carry ninety-three cases into the New Year.

Part of the work plan for FY-07 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 include: An Adoption Agreement with the State of Wisconsin, Department of Children and Families, 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. In the situation with Menominee County, the Tribe is contributing $150,000 per year to Menominee County for the out-of-home placements. Another agreement, which was negotiated, concerned a Service Agreement with the Wisconsin Department of Workforce Development to allow us access to the State's KIDS System. The cost for this service was $928 in FY-08.

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 $253,986 and $25,454 for assessment costs in FY-08. This represented a decrease in funding for benefits in the amount of $50,332 from the previous year. This program is being reduced further in FY-09. The Tribe supplemented the program for administrative costs above the $27,423. Kinship Care services were provided to 77 unduplicated families in FY-08. This represented services to 132 unduplicated children. This was a slight reduction from FY-07 in which services were provided to 88 unduplicated families and 146 unduplicated children. Because of the reduction in funding, we had to establish a waiting list in February, 2008. Even with this step taken, we still had a deficit of $12,555. The State was able to re-obligate unspent funds from other Tribes to us.

Another component in our work plan for the year was to provide family preservation and support services which would result in permanency outcomes for ten cases. During the year, there were nine adoptions. We also facilitated the reunification of ten children with their parent(s) or relatives. Thus, permanency outcomes were achieved for 19 children.

Another project specified for Tribal Social Services included maintaining the Tribe's Respite Day Care Project. The department, in conjunction with the Day Care Center, operated this program funded with State Child Day Care funds, Child Welfare funds and BIA Child Welfare Assistance Funds. Six children were served in this program during the year representing 919 days of day care services which was an increase from last year. Because of a decrease in BIA funding, we had to reduce the number of children served from eight to five. In addition, children have to be enrolled in a federally recognized Indian Tribe or eligible for membership to be eligible for this program. They also have to reside on the Reservation.

In FY-08, Social Services submitted an application for funding for Child Welfare Services to the Department of Health and Human Services, Administration for Children and Families under provisions IV-B(1) of the Social Security Act. We received a grant of $34,915 which was used to provide respite day care services to families affected by Domestic Abuse. Services were coordinated with Maehnowesekiyah's DV Shelter and the Tribe's Day Care Center. The project serviced ten children from 10/01/07 through 9/30/08 and will continue to be a resource for victims and their children in FY-09. We attribute the reduction in numbers served as being a direct result of the DV Shelter's closing and staff turn over.

Another aspect to this program was to provide training and educational awareness regarding the dynamics of Domestic Violence, and its effects on children. A joint effort among Maehnowesekiyah, Tribal Day Care and Tribal Social Services resulted in staff attending a training event which was offered in May, 2008 in Oshkosh. The title of the training was "Children Damaged by Violence."

Another training event occurred at the Tribe's Day Care Center. It was planned and offered by our Social Work intern under the Supervision of the social worker supervising her placement. The last training took place on 9/30/08 and was a collaboration among all the involved parties. The focus was Domestic Violence and the Tribe's Revised DV Ordinance. D. J. Vanas, a Tribal Motivational speaker, was one of the featured speakers. A total of 56 people attended the event with an additional twenty-six people, primarily UW-Stevens Point students, who came to hear Mr. Vanas' uplifting messages.

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. 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. Federal involvement by the FBI and US Attorney has been limited to those more serious cases which will be prosecuted in the Federal Courts.

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 for minor and legal incompetents, and developing a distribution plan for a client's use of these funds. Appropriate documents are forwarded to the BIA and the Office of Trust Funds Management for their approval of the release of funds as described in the distribution plan. During the year, no applications were approved. There was one denial for a minor. Assistance was provided to one minor account holder who was turning 18. At year's end, there were sixty active cases in this program which require on-going monitoring and planning.

This Department was also given the responsibility for taking applications and rendering decisions regarding minor's and legal incompetent's per capita/stumpage payments placed in trust. The department approved six applications for minors and an additional one for probate. There was one application for a minor which was denied. Nine applications for the release of legal incompetents' trust money were approved and an additional one for probate. There were no denials for this population group.

Briefly, some other accomplishments achieved over the last year should be mentioned. This department along with assistance from the Social Service Directors from the other ten Tribes, along with staff from the Wisconsin Department of Children and Families, formed a workgroup to codify the Indian Child Welfare Act into WI Statutes, Chapters 48 and 938. Clarifying language was drafted to address issues such as "active efforts and expert witnesses". The legislation was introduced and sponsored by Senator Jauch. It was the second to the last bill introduced in the Legislative Session for the year and never had time for a hearing. Efforts and strategizing on educating stakeholders and State Representatives and Senators on the Legislation continued over the summer. The Bill is set to be re-introduced in the Senate in January, 2009.

The other major project and one which will carry-over into FY-09 is the State/Tribal Alternative Funding Workgroup. This workgroup is made up of key DCF Administrative Staff, along with DCF attorneys, Tribal attorneys and Tribal Social Service Directors. The Workgroup is examining four major options for direct funding from DHFS to tribes. The most complex of those plans would involve funding for all of Child Welfare Services. The group, in FY-08, revised language in a state memorandum relating to Act 161 and funding by counties for Tribal Court ordered placements. This revised memo was distributed to all counties during the year.

In addition, this group was also successful in getting DCF to appropriate $500,000 for a High Cost Pool which would enable tribes to access this pot of money if they had a high number of out of home placements and/or very costly placements.

B. Indian Child Welfare; The Menominee Tribe designated $53,536 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 123 of the 165 cases referred to the Tribe. In 40 cases, contact only occurred with the agencies involved as in most of those cases they were ineligible for services as they were descendants or not members of this Tribe. In one other case, there was no agency of family contact as the case clearly belonged to some other Tribe. We met our objective for the year in this category. In one of the other objectives under our Indian Child Welfare Plan, we were to participate in 100 court proceedings during the year. In FY-08 we participated in 155 court hearings, greatly surpassing our objective for the year.

In terms of trends, we had noted an increase in ICWA cases over the last several years. In FY-04 we received 124 case referrals and in FY-05 there were 140 referrals. However, in FY-06 the cases dropped to 119. In FY-07 cases climbed back to 124 and now in FY-08 that number has greatly increased to 165. It is anticipated that this number will continue to rise.

Social Services/Emergency Catastrophic: Menominee Tribal Social Services administers the Emergency/Catastrophic Program. This program is totally supported with Tribal Funds. Eligible recipients are enrolled Menominee Tribal members, spouses of enrolled tribal members or 1st generation Menominee Tribal descendants. $15,930.61 was allocated for this program in FY-08. 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 last year, because of funding limitations, we prioritized

services for medical related emergencies and those related to such catastrophes such as fires, etc. We had anticipated processing 176 applications for the year. A total of 125 applications for assistance were accepted. Sixteen applications were denied and 109 applications were approved. All funds were depleted. In FY-09, because of funding limitations, we will have to prioritize funding for medical related.

Conclusion: Although a lot has been accomplished this year, there remains ever so much more to do. However, what I have experienced this past year, along with departmental staff, indicates that all things are possible. Working with others in a truly unselfish mode makes the journey worthwhile and the end achievable. I await the challenges and the opportunities that the New Year will bring and thank a very dedicated and committed staff for the work they do.

South Branch Community Center*

Tony Warrington, President

Our Mission: The purpose of the organization shall be to ensure that all members of the South Branch Community have a forum to enable them to take responsibility for and control of their own environment; to share concerns; strive to solve problems through intergovernmental relating; and to develop services and programs to secure the protection of opportunities for their elders, their youth, their families and generations to come.
The governing board of the South Branch Community Center consists of four appointed members along with three alternate members, a president (Tony Warrington) a vice president, (August Corn), a Treasurer (Clare Corn) a secretary (Patricia James) and alternates Valerie D'Anna, June Corn, and Barb Wescott. We are all striving to fulfill our mission by providing AODA free activities and events.

The center offers a large central room with kitchen to community members who would like to have family gatherings. Baby showers, Christmas gatherings, and family reunions are just some of the socializing that took place this past year. The Aging Division provides a senior meal site to ensure that our elders receive a healthy nutritious meal five days a week, along with great socialization, referral services and important information are also distributed weekly. Two senior workers employed through the Aging Division provide maintenance and general light cleaning at the center thirty hours a week as part of their employment obligations. The Menominee Transit provides weekly shopping trips to our elders who might not have transportation otherwise. The Center also has a weight room that is utilized by community members and youth over the age of thirteen, a membership is charged to help cover the cost of equipment maintenance. These types of services come with a facility rental agreement.

Although our budget was limited and used for building maintenance we still encouraged and collaborated with other departments to come in and offer AODA free activities and events to our community. Youth Development and Outreach in collaboration with the Gear-up and the JOM Program have coordinated together to provide youth with an eight week after school summer program that offered cultural, educational and fun activities. The TANF program as well as two JTP summer youth workers were placed at the center to help provide supervision, instruction and grounds keeping services. During this eight week program the youth who were accompanied by an adult, learned to make black ash baskets, practiced on their Menominee language and worked on puzzles as well as having computer access to the internet. Johnson O'Malley has also cosponsor a six week Sewing class which offered instruction by local elders on basic sewing skills. A local elder employed by JOM provides supervision at the center during an after-school program to youth who choose to utilize the library and to those who need computer access to complete their school work.

Winter Camp, a weekend camp was held during the early part of March. Thirteen students from throughout the reservation participated. The camp offered a wide variety of activities, presentations on animals, and a snow shoe hike to an eagles nest. Menominee conservation department, Tribal School, and the Gear-up Program cosponsored this event which has been held at the center for the past four years.

This type of collaboration from other departments adds up to be effective and much needed programming which provides the connection between elders, families and youth.

*** NOTE: The South Branch Community Center is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Tax Commissioner's Office

Wayne Wilber, Tax Commissioner

Description:
The Tax Commissioner's department is responsible for the enforcement of the tribal regulatory permits, ordinances, licenses and for collection on payments of Tribal taxes. Also, the department is responsible for monitoring the weekly ordering and distribution of cigarettes and tobacco products by all retail outlets on the Reservation and collection of the Tribal tax on these products. In addition, the office is responsible for applying for refunds from the State of Wisconsin on cigarettes/tobacco purchases and the Internal Revenue Service for gasoline usage by Tribal fleet vehicles. The collection of refunds and applicable taxes are considered income generating activities for the Tribe and contribute to providing services to Tribal members.

Personnel:
The personnel for the department consist of a full-time Tax Commissioner and a part-time Administrative Assistant position. The department is funded with 100% Tribal Funds and the budget for fiscal year 2008 was set at $88,744 by the Legislature.

Services Provided:
The Tax Commission provides services to our Tribal membership by providing assistance to the retail outlets on Reservation for cigarette/tobacco purchases, contractors seeking permits and payment of applicable taxes on the Reservation. The main objective for the Tax Commission is to generate income for the Tribe through collection of taxes and applying for refunds. The Tax Commission collects applicable payments and regulates the following

Menominee Tribal Ordinances:

Ordinance Number 79-04	Cigarette and Tobacco Products
Ordinance Number 80-13	Rafting
Ordinance Number 82-19	Use Tax on Construction Materials
Ordinance Number 82-22	Construction Materials Purchased from MTE
Ordinance Number 83-03	Fireworks
Ordinance Number 94-15	Hotel Room Tax

There are no general limitations to our services, as they apply to any Tribal/Reservation action.

Future Services:
Continue to provide existing services and look for other avenues of taxation or refunds in order to generate income for the Tribe, which assists in providing services to Tribal membership.

Statistics:
Revenue Totals from Tax Commission Office- Fiscal Years 2001-2008:

Year	Total
2001	$324,155
2002	$347,829
2003	$451,135
2004	$373,672
2005	$367,265
2006	$363,098
2007	$306,754
2008	$661,159*

*Increased revenues due to amendment of Ordinance # 79-04-"Cigarettes and Tobacco Products"
-Increased Tribal Tax rate on cigarettes.

Town of Menominee Fire Department*

Patrick Roberts, Keshena Fire Chief

The Town Fire Department provides first response to all structural, wild land fires, vehicle accidents and any hazardous material incidents, assists in search, rescue and cold/swift water incidents. It also provides building inspections to all Town/County and Tribal buildings, training for all firefighters that are required by Wisconsin Fire Administration Code, Department of Commerce, Fire Department Safety and Health and Comm 30, and mutual aid to other communities when requested. The Tribal budget does not provide any match for any grants. The Town match either comes from the Fire Departments line items or it is taken from the Fire Trust Fund.

The Town of Menominee currently has thirty seven fire fighters who have responded to 181 calls throughout the Menominee Reservation. All Fire Fighters are required and will continue to update their training and knowledge of fire fighting operations. The advancement in technology and the lack of funding have made the fire departments unable to properly service the community. All Fire Departments are in need of newer updated equipment. The Fire Fighters will continue to provide the best services within the allowable budget.

Town of Menominee Fire Department, P.O. Box 279, Keshena, WI 54135 (715) 799-3024.

*** NOTE: The Town of Menominee Fire Department is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Transit Services

Shawn Klemens, Director

Menominee Department of Transit Services (DOTS) manages and provides direct services for Menominee Regional Public Transit, Menominee Tribal Clinic, Menominee Aging Division, Menominee Tribal School, Menominee Indian Headstart, and Menominee County Human Services. In addition DOTS continues to assist Tribal departments not only with transportation needs / services but also with maintenance of their vehicles, and occasionally provide secure parking for Tribal vehicles as space permits.

Department of Transit Services Mission Statement:
The Department of Transit Services strives to encourage the improvement, efficiency and use of the Department of Transit Services within the Reservation and County in order to enhance access of employment, health care, recreation, education and public services for the Menominee People.

Staff:
DOTS has a staff of 49 employees which consists of a full-time Director of Transit Services, full-time Regional Mobility Manager, full-time Mobility Manager, full-time Programmer/Systems Analyst II, full-time Administrative Assistant, full-time Receptionist/Clerical Assistant, 3 full-time Dispatchers, 12 full-time Drivers, 15 part-time Drivers, 6 On-Call Drivers, 2 full-time Transit Aides, 2 full-time Mechanics, 1 full-time Mechanic assistant, 1 part-time Housekeeper, 1 part-time Maintenance.

Services:
In Fiscal Year 2008 DOTS continued to serve the Menominee Tribal Clinic, and expanded services to Menominee Aging Division and Menominee County Health & Human Services. These partnerships have allowed DOTS to expand services not only to our partner programs but also the entire community.

During FY2008 DOTS has added additional routes to South Branch, Neopit, Shawano, and Green Bay. A Saturday Shawano Shopping trip was also added. These additional routes have been made possible through partnerships and additional grant dollars received.

Department of Transit Services one way trip data FY2005 through FY2008

Dept. of Transit Services:

	FY2005	FY2006	FY2007	FY2008
Passenger Trips	59,149	50,818	53,570	69,257
Mileage	212,658	225,153	265,563	549,579
Service Hours	11,912	13,048	15,416	27,065

Elderly One Way Trips:	FY2005	FY2006*	FY2007	FY2008
Elderly/Ambulatory	24,555	12,422	12,156	14,527
Elderly/Non-ambulatory	227	252	608	1,094
Nonelderly Handicapped/Ambulatory	52	11	4	187
Nonelderly Handicapped/Non-ambulatory	4	35	31	91

*Decrease in trip for FY2006 was due to Menominee Regional Public Transit no longer counting meal deliveries as one way trips.

Department of Transit Services – One-Way Trip Data - FY2008

Fixed Routes	
One-Way Trips by City	Total
Antigo	62
Appleton	541
Clintonville	6
Gillett	1,161
Green Bay	1,862
Keshena	20,151
Madison	90
Marshfield	45
Menasha	46
Milwaukee	281
Neenah	187
Neopit	13,076
New London	20
Shawano	27,242
South Branch	986
VV	2,037
Wausau	114

Other Special Trips	
One-Way Trips by City	Total
Carter	12
Chicago	2
Crandon	28
Eau Claire	1
Edgar	24
Fond Du Lac	24
Gresham	42
Hartford	2
Iron Mountain	2
Lac Du Flambeau	5
Marinette	8
Minneapolis	6
Minocqua	3

Other Special Trips	
One-Way Trips by City	Total
New Lisbon	4
Oconto	2
Oconto Falls	2
Oneida	2
Oshkosh	11
Other *	1,082
Rochester	21
Rhinelander	2
Stevens Point	7
Stockbridge	3
Suring	3
Turtle Lake	32
Weston	20

Fixed Route Trips – FY2008	67,907
Other Special Trips – FY2008	1,350
Total Trips – FY2008	69,257

*Other includes all trips from the old system where routes were not tracked by location.

For each of our partners we track data on every ride provided by Menominee Regional Public Transit, listed below are trip, mileage, and service hour totals for our partners.

Menominee Tribal Clinic:	FY2005	FY2006	FY2007	FY2008
Passenger Trips	N/A	N/A	701	14,643
Mileage	N/A	N/A	N/A	301,530*
Service Hours	N/A	N/A	N/A	13,395*

Menominee Aging Division:	FY2005	FY2006	FY2007	FY2008
Passenger Trips	19,534	5,767	5,274	4,646
Mileage	N/A	N/A	N/A	63,226*
Service Hours	N/A	N/A	N/A	2,972*

Menominee Childcare Services:	FY2005	FY2006	FY2007	FY2008
Passenger Trips	2,619	2,369	1,067	1,656
Mileage	N/A	N/A	N/A	8,137*
Service Hours	N/A	N/A	N/A	574*

Menominee County Health & Human Services:	FY2005	FY2006	FY2007	FY2008
Passenger Trips	N/A	N/A	41	3,014
Mileage	N/A	N/A	N/A	71,242*
Service Hours	N/A	N/A	N/A	3,365*

*01/01/2008 – 09/30/2008 – Mileage and Service Hour tracking by customer began on 01/01/2008. The totals for next year will be for a full fiscal year.

Other partnerships that transportation services are provided to include; the Menominee Tribal School, Menominee Indian Head Start, College of Menominee Nation, Menominee Indian School District, and Veterans of Menominee Nation.

Dispatching:
We handle dispatching for Menominee Regional Public Transit, Tribal School, and Head Start, a total of 35 vehicles. For the month of September 2008 dispatching handled 5,586 calls, an average 266 calls per day. We have added call accounting software that helps manage and track calls to identify times of the day that may need attention. Dispatch hours of operation are from 5:00 AM until 6:30 PM.

Vehicle Maintenance:
We currently repair cars, light and medium sized trucks, transit buses, and school buses. We maintain our own fleet of 7 vans, 13 transit buses, and 15 school buses for the Department of Transit Services. We service vehicles for Community Development, DV Shelter, Environmental Services, Tribal Utilities, Eagles Nest, Maehnowesekiyah, Historic Preservation, IT Department, Recreation, Clinic, and The Chairman's Office. Vehicle maintenance completed a total of 826 completed work orders during FY2008, 735 work orders for the Department of Transit Services and 91 work orders for other departments.

In FY08 we purchased 2 new pieces of shop equipment. An air-conditioning recovery unit was purchased which replaced an older unit and allows us to continue to repair air conditioners in vehicles and buses. A band saw was also purchased which allows us to fabricate body parts for vehicles and buses that in the past we had to order from vendors; now we have the capability to do some fabricating of parts in house saving costs on parts.

Vehicle maintenance hours of operation are from 6:00 AM until 6:30 PM.

Equipment and Facility:
We purchased three new buses for Menominee Regional Public Transit under a contract through WisDOT, each bus cost $59,359.00 for a total purchase amount of $178,077.00, Wisconsin Department of Transportation covered 80% and the BIA covered 20%.

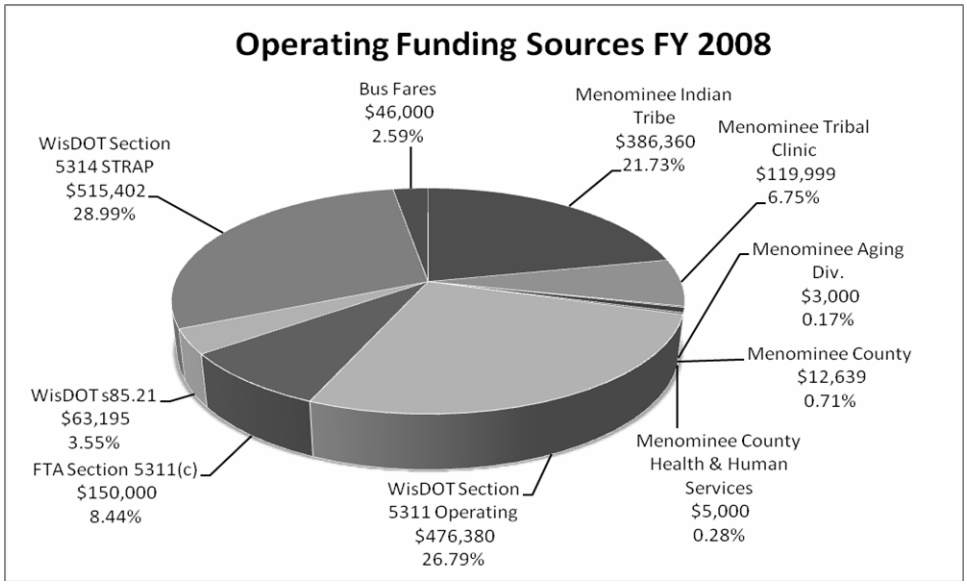
This past year we upgraded several pieces of equipment including servers, workstations, switches, and phones to improve our infrastructure for our customers. The addition of more Voice Over IP phones has helped to cut telephone costs and allow us to route calls in a faster and more efficient manner. New custom software was also developed and implemented on 1/1/2008 to assist with dispatching, routing, reporting and ridership tracking. These upgrades will help us to improve services by keeping our computers and peripherals up and running with minimal interruption to transit services.

We have completed our design phase of our new facility which will be located on the corner of Our Children's road and Go Around Road. We have received construction approval from the Federal Transit Administration, and are awaiting approval from Wisconsin Department of Transportation and the Tribe. We are hoping to have all approvals in place to be able to break ground in April of 2009, and were fortunate to be able to find funding to pay for the construction of a new facility which will not include any Tribal dollars. Funding was applied for and will be received over a three year period; we have received funding through FY2008 and are anticipating receiving the final construction dollars in the summer of 2009. Construction dollar amounts and sources are as follows:

	FY2007	FY2008	FY2009
Wisconsin Department of Transportation	400,000	1,600,000	600,000
BIA	100,000	400,000	150,000

Total new facility construction budget $3,250,000

FY2008 Funding:
DOTS applied for four operating grants totaling $1,204,977.



*Dollar amounts are estimates, actual numbers not available at the time this report was completed.

Upcoming projects for FY 2009:
In FY2009 we will review and look at getting GSA Certified so that we can service GSA leased vehicles which would not only qualify us to work on our newly acquired GSA Leased buses but would also give us the opportunity to work on other GSA vehicles for the Tribe and other agencies in our area.

Work with legal on establishment of the Menominee Transit Commission which will allow us to access state funding, once we establish the Menominee Transit Commission we estimate that this will allow us to access an estimated $150,000 to $250,000 in State funding every year starting in FY2012. This will involve coordination of services with our neighboring Counties and Tribes, which Menominee Tribal members are currently traveling to or from. We will apply for grants to assist with the planning and feasibility of coordination with future partners.

Continued improvements will be added to the new in-house software for dispatching, routing, reporting, and ridership tracking. Also technology will play a key role in the new facility being built next year which will include a card activated door access system, wireless access points, Cat6 wiring, and a new training room to better facilitate continued employee training. The construction process will use all of the latest technology to better serve the Tribe's transportation needs now and well into the future.

Start construction of our new estimated 32,000 square foot facility in the spring of 2009 with an estimated construction time of six to nine months, to be completed by January 2010

Tribal Clinic

Jerry Waukau, Clinic Administrator

The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health services in the area of medical, dental, and community health services. We serve approximately 4,000 eligible Indians and have active users of 8,870 for the services offered at the clinic.

In Fiscal Year 2008 we spent approximately $15,989,333 compared to $16,814,623 in 2007.

The Clinic employs 125 full time and 18 part time employees.

2008 Financial Summary Report: Total Expenditures

	Ledger Number	Contract Title	Total Funds Expended
1	1143	Tribal Deferred Care Services	$ 127,042

2008 Financial Summary Report: Total Expenditures (continued)

	Ledger Number	Contract Title	Total Funds Expended
2	1405	2008 Third Party	$ 6,242,533
3	1406	2008 Third Party Reserve	$ 400,000
4	1501	NOFA - Health Care Grants	$ 100,332
5	3001	2008 Honoring The Gift of Heart Health	$ 14,625
6	3012	2008 Indian Health Service Contract	$ 7,900,000
7	3015	2008 IHS Special Diabetes for Indians	$ 480,200
8	3017	2008 IHS Primary Prevention - Diabetes	$ 266,000
9	4202	WIC	$ 105,907
10	4203	Maternal Child Health - State of WI	$ 37,105
11	4204	WIC Farmer's Market	$ 1,045
12	4211	IAP-LHD Immunization	$ 12,138
13	4212	Reproductive Health EIDP	$ 3,892
14	4213	Coop Amer Indian Health Program	$ 10,000
15	4216	WI Well Women's Program	$ 12,594
16	4221	MCH Perinatal Health	$ 6,171
17	4224	Medicaid Eligibility Outreach	$ 40,475
18	4227	Child Lead Poisoning	$ 1,078
19	4228	Preventive Health & Health Service Block Grant	$ 3,687
20	4229	Fluoride Mouth Rinsing Program	$ 2,031
21	4231	WI Well Women's Program - Consolidated Contract	$ 7,785
22	4233	Asthma Services	$ 8,450
23	4239	Pandemic Influenza Preparedness	$ 6,427
24	4240	Family Planning Minority Staff	$ 12,200
25	4243	WIC Breastfeeding Peer Counseling	$ 5,290
26	4246	SBIRT	$ 82,000
27	4247	SBIRT Treatment Funding	$ 36,120
28	4248	Health Homes Grant	$ 11,520
29	6101	Rural Infant Health Program	$ 9,050
30	6103	GLITC Tobacco Prevention Education Program	$ 3,500
31	6106	GLITC Health Children Strong Families	$ 10,136
32	6107	Maternal/Child Oral Health Project	$ 30,000
		TOTAL	$ 15,989,333

Indian Health Service only funds us at 40% of our level of need. We are forced to operate on priority level of care for our Contract Health Program, which has resulted in a waiting list of over $533,000.

The Tribal Legislature has obligated Tribal funds in the amount of $227,374.00 to fund patients for Deferred Care, leaving us an unmet need of $306,066.00.

The health status of our people remains poor, as we rank 72nd healthiest out of 72 counties. High rates of smoking (44%), overweight (50%), and binge drinking (45%) contributes to our poor health outcomes.

Transportation Services have been enhanced with the MOU with Menominee Transit Service. In Fiscal Year 2008 we have served approximately 12,137 patients either going to the Clinic or to a medical center referred by the Menominee Tribal Clinic.

The Clinic needs to work in collaboration with the Tribal Legislature and community in determining the level of services we can continue to provide to our people in the future.

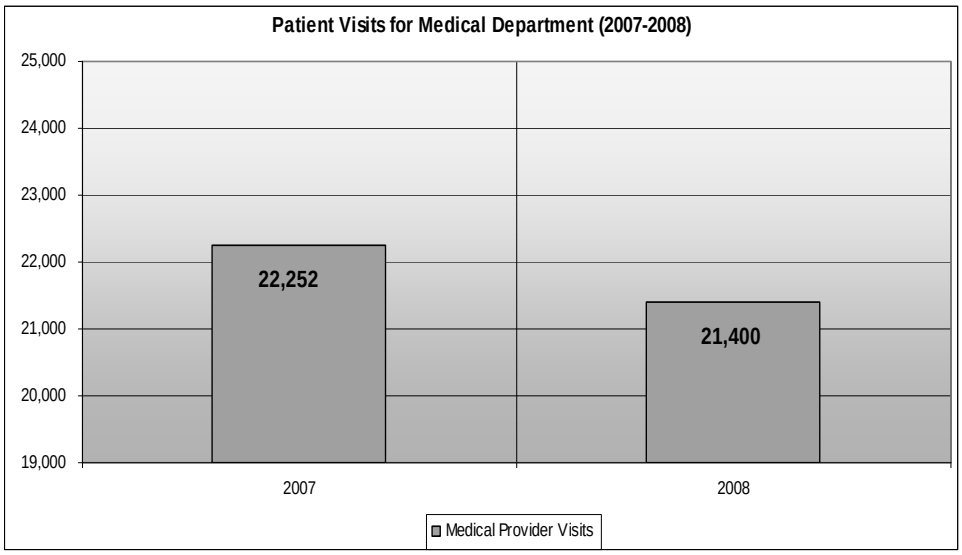
The Menominee Tribal Clinic will transition to an electronic medical record (EMR) software system over the next 2-3 years. The clinic purchased the EMR software from eMDs in Austin Texas in September 2008. eMDs is an

integrated program that combines electronic clinical record keeping and charting with patient scheduling and billing. The electronic medical record system will be used in all major patient care areas including medical outpatient services, dental, optical, mental health, audiology, and the diabetes programs. Ancillary support services such as laboratory, x-ray, pharmacy, and the patient billing areas will be integrated into the software as well.

The new technology will greatly benefit the Menominee Tribal Clinic's patients. It will increase patient safety by reducing prescription errors, avoiding fraudulent prescriptions, create patient audit trails to meet HIPPA mandates, provide reminders for improving health maintenance of patients such as pap exam reminders, immunizations, diabetes screenings, cholesterol checks, and physicals. It will enhance faster patient billing of third party carriers that will result in quicker revenue generation. Patient satisfaction will increase through reduced wait times for lab test results, faster turn around times for specialist consult reports, and it will ultimately reduce response times for providers to report results back to their patients. Overall, the individual patient medical record will become more organized and allow the physicians and other providers to access critical patient history and data quicker to allow for improved patient care.

MEDICAL SERVICES

The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment to the Menominee Tribe. The department consists of seven (7) Family Practice Medical providers, (1) Internist/Pediatrician, and two (2) Nurse Practitioners. Each medical Provider has a Registered Nurse or Licensed Practical Nurse to assist him/her. The department provides service Monday through Friday 8:00 AM to 4:30PM.

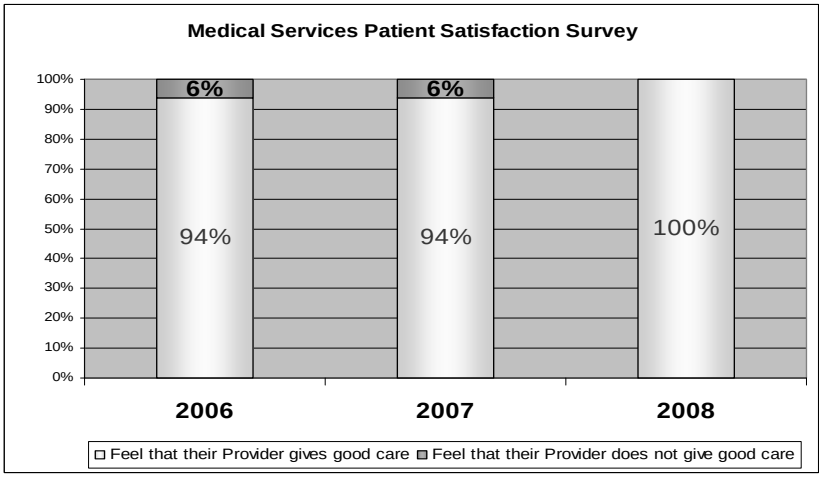


The providers this year had 21, 400 patient visits. This represents 4 % less patient visits than 2007. The Physicians delivered 143 babies this year (a 9% increase over 2007). An average of 656 walk-in patients are seen monthly through the walk-in system, compared to 557 percent (17%) from 2007.

The Physical Therapy department continues to operate four (4) days per week. The No-Show rate is 22%. The Therapists see an average of 129 patients per month. This represents a negligible increase from 2007.

The department continues to utilize the services of a Cardiologist (Dr. Fletcher), one half day per month. This continues to assist Tribal patients to avoid travel to Appleton to access these services.

Dr. Larsen, podiatrist, sees patients monthly. He is able to see an average of 14 diabetic patients per month.



The Wisconsin Initiative to Promote Healthy Lifestyles or WIPHL is a new five (5) year grant which began in June 2007. This new state program was implemented in 20 clinics statewide. WIPHL is an evidence-based, cost effective program offering Screening, Brief Intervention, and Referral to Treatment (SBIRT) services to help patients make the positive change to eliminate or reduce alcohol and/or drugs from their lives. The program is funded through a grant from the Substance Abuse and Mental Health Service Administration and is coordinated by the University Of Wisconsin Department of Family Medicine. In the past year 2,441 patients were screened with 893 patients identified as meeting the criteria for the program. Twenty (20) patients were referred to treatment. The WIPHL program paid $38,000.00 in treatment for alcohol and drug addiction.

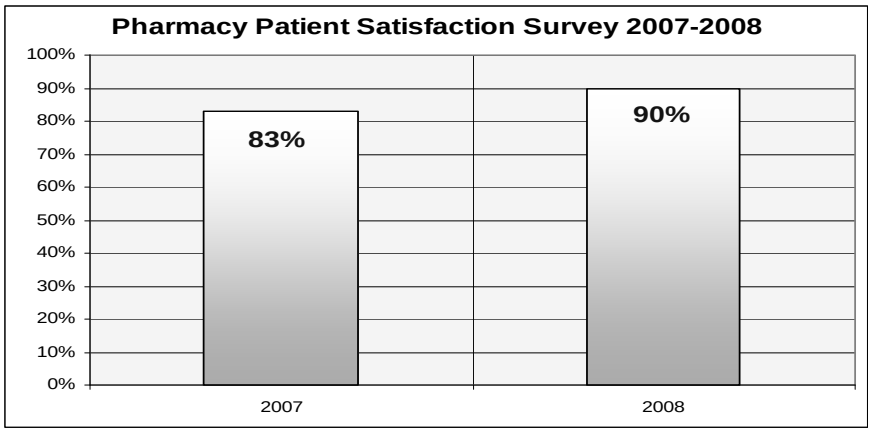
The eight (8) Physicians rotate "On-Call" and hospital rounds. They continue to provide support and continuity of care to area Nursing Home residents. The current census is 23 patient residents in local health care facilities.

Dr. Culhane serves as the Medical Director. He chairs the Electronic Health Record Committee and oversees the Laboratory, X-ray and Woman's Personal Health Department. Dr. Guenther serves on the Tribal Child Protection Committee. Dr. Slagle is the Medical Director of the Community Based Residential Facility (CBRF), and also serves as the Medical Advisor to the Infection Control Committee. Dr. Keenan serves as the Medical Advisor to the EMS (Emergency Medical Services) Department. Dr. Kennard serves as Medical Advisor for the Diabetic Program and serves as Preceptor for Medical Students and Residents.

PHARMACY

The Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy staff has had eight (8) staff members since 2000.

The Pharmacy & Therapeutics Committee continued its effort to add medications that our community needed and that would decrease the MTC payments to outside pharmacies. This year, we added 69 new drug entities or strengths and deleted 21 medications from the formulary.



The Patient Satisfaction Survey results were good with an overall rating of nine (9) out of (10) ten.

The Pharmacy will dispense approximately 113,000 prescriptions this year. This is down from last year by about 10 prescriptions per day. The busiest month was January when we filled 10,074 prescriptions. We will have approximately 57,000 patient contacts for 2008 (number of patients served).

We had three (3) UW Madison pharmacy students, Casey Stodall, Megan Hagedorn, and Laura Sylla, complete their clinical rotations with us.

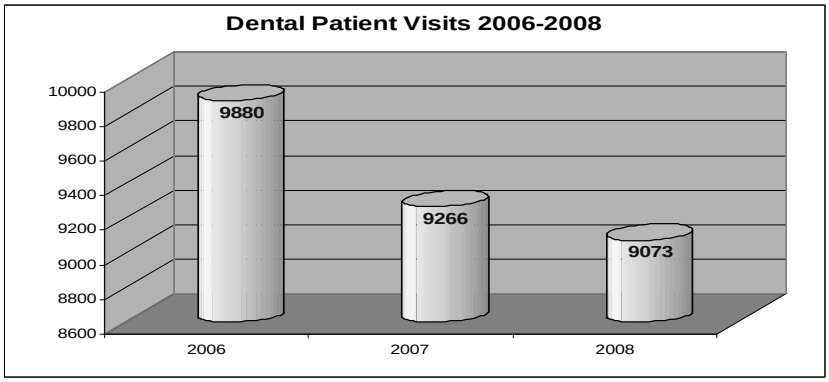
In 2008 we spent $1.2 million on medications and supplies, which was less than predicted in part due to a decrease in prescription volume. For 2009 we will spend $1.32 million.

	Total $ spent	% Increase	# Prescriptions Filled/Year	Cost/Rx
2007	$952,700	-25%	115,474	$8.25
2008	$1,200,000	26%	113,172	$10.60
2009	$1,320,000	10%	124,400	$10.61
		10%	Avg. % Increase/year	

DENTAL

The dental clinic is a part of the Menominee Tribal Clinic. There are four (4) full time dentists, a receptionist, a dental lab technician, three (3) hygienists, and seven (7) assistants.

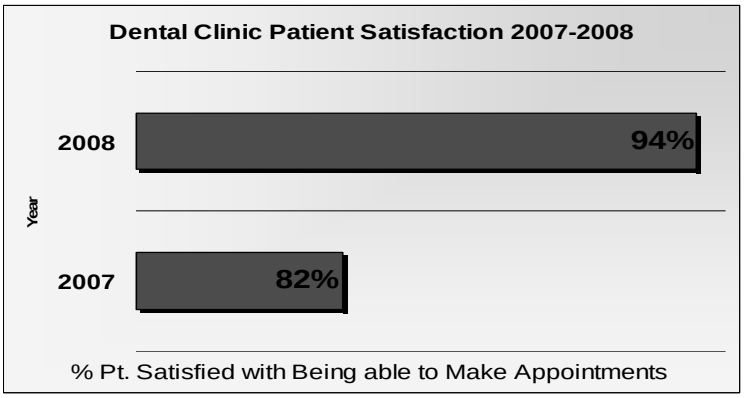
We offer a full range of dental services including: cleaning, fillings, crowns, bridges, dentures, and implants. This wide range of services is beyond those offered in any other Indian Health Service dental clinic. We are the only clinic in the Bemidji area that has its own full service dental laboratory. We are now able to offer hospital care for our youngest patients with severe dental problems at the Shawano Medical Center. In the past fiscal year we were able to treat 29 patients at the SMC. This is in addition to the 61 patients seen in Green Bay by the pediatric dentist.



We also administered fluoride and sealant programs for children. Each year we examine about 200 Head Start children. This is followed by fluoride varnish treatments at the school four (4) times a year. The WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. We also offer fluoride rinses once a week for about 700 children in the school district grades K-8. The xylitol program continues to see pregnant mothers and infants every three (3) months. New expectant mothers are enrolled at cleaning appointments.

We work with the diabetic program in the medical department to offer oral health education to diabetics on the 2nd and 4th Thursday of every month. If needed, an appointment is made with the dental department.

Oral health education is provided to various programs throughout the community, including schools, head start staff, parents and children, Annual Diabetic Conference, and the Shawano/Menominee County Transition Fair are some of the groups addressed.

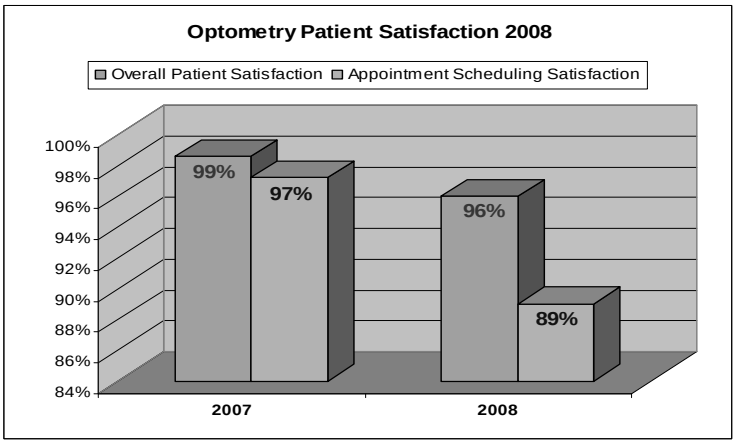


Our goals for 2009 include staying technologically current to offer the most up-to-date care we can and continue to increase the production of the clinic. We also plan to continue our prevention programs and try to further reduce childhood caries.

OPTOMETRY

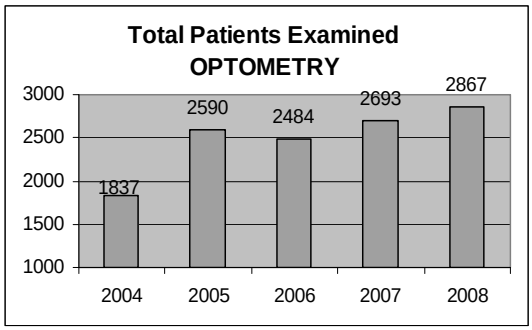
The Optometry Clinic is open Monday through Friday from 8:00 AM to 4:30 PM. Services provided include comprehensive eye examinations, chronic eye disease care, acute/ emergency care, contact lens services, low vision services, pre and postoperative surgical eye care, walk-in clinic, eye glass dispensing and eye glass repair.

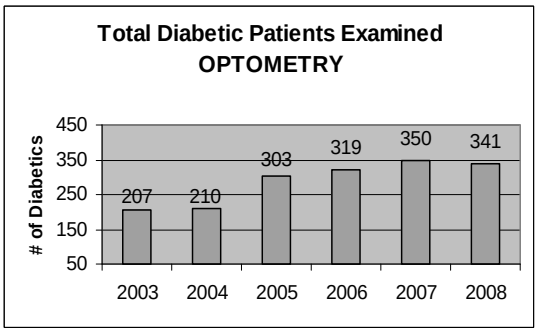
Controlling pathology associated with diabetes remains a top priority in the department as Native Americans have proven vulnerable. Diabetes can cause profound impairment to vision.



In our clinic all diabetic patients are given priority for scheduling, as many of the complications associated with diabetic retinopathy it can be diagnosed and treated before substantial vision loss occurs. The Optometry department works with the patient, Medical providers and the Diabetes department to encourage annual dilated eye examinations. We are able to objectively monitor advancement of the disease using a posterior segment digital camera. Sight threatening diabetic eye conditions such as diabetic retinopathy, cataracts and glaucoma are monitored and referred to specialists in Green

Bay, Appleton or Wausau.





The preceding graphs show the large number of patients that are seen in the Optometry department. From 2007 to 2008 there was an increase of over 6% in the total number of patients seen in the clinic. A total of 2,867 patients were seen in 2008 for comprehensive eye exams and urgent eye care exams performed by the two optometrists. This number does not reflect the nearly 6,000 patient encounters with the three (3) optometry technicians. For the fourth straight year we have examined over 300 diabetic patients.

The diabetic no-show rate continues to be a concern; this year it is up 18% to 32.4% compared to the previous year of 27.4%. The no-show rate for diabetics continues to outpace the no-show rate department wide (24.5%). All diabetics are thoroughly educated at each visit and informed why it is important to follow-up for their next scheduled appointment.

Other chronic ocular conditions monitored and treated in the Optometry department include Glaucoma, Cataracts, Macular Degeneration, Hypertensive Retinopathy, inflammatory conditions and many more debilitating diseases.

The walk-in clinic has proven to be a great convenience to the community. As a result of positive patient feedback, we have continued with two opportunities for patients to take advantage of immediate non-emergent care. Patients are encouraged to present at patient registration at 8:00 AM on Tuesday or Thursday mornings. Then, they are to proceed to the Optometry department where the first five (5) registered patients are given a comprehensive exam. Patients have enjoyed the convenience of not having to schedule.

Drs. Chelberg and Keszo continued to participate in many pediatric eye screenings this year, including Menominee Early Childhood centers in Keshena and Middle Village, Keshena Primary School, Menominee Indian Middle School and the Menominee Tribal School in Neopit. Those children who failed the screening were followed up with either by a community health nurse or the school nurse. Parents were then encouraged to bring the child in for a comprehensive eye examination.

Once again, the department was involved with the diabetes/eye health screening at Menominee Tribal Enterprises. Dr. Chelberg screened about 60 workers and was able to photo document the retina thanks to our portable camera. Workers were allowed to set up eye exams if needed. Also, the department participated in presentations at the senior centers in Keshena, Neopit and South Branch.

BILLING

The Billing department is responsible for billing all patient services and posting payments for all billable departments within the Menominee Tribal Clinic by utilizing a computerized billing/accounts receivable software system. The department also serves as the central cashier by collecting and receipting personal payments on patient accounts, date of service fees, eyewear and contact payments, and selling Over the Counter (OTC) medications. The staffing plan of the department includes the business manager, systems coordinator, network administrator, IT support specialist, six (6) billing specialists, and two (2) coding specialists.

Department Accomplishments

The biggest accomplishment of the year was catching up on the backlog of work that caused the Accounts Receivable number to be inflated for most of the year. The staff worked very diligently to catch up the work that had piled up as a result of staff turnover from 2007, a total of three (3) staff vacated Billing Specialists positions in 2007 and we ran into difficulty filling the positions. The department was not fully staffed until January, 2008 as a result.

Accounts Receivable

For the reporting period October 2007 through September 2008, the Billing department processed $12,143,899.00 in services. Of this amount, $3,250,928.00 is considered to be non-billable or non-revenue producing, leaving a billable amount of $8,892,971.00. The amount adjusted off patient accounts after insurance payments, payment

rejections, and other adjustments was $4,418,344.00. Payments received and posted from insurance and patient payments for the period was $5,065,769.00. The beginning accounts receivable was $2,439,027.00 with a period ending balance of $1,848,006.00. The following table summarizes this data.

Accounts Receivable - Services/Payments/Non-billable Adjustments & Write-Offs 10/1/07 – 9/30/08

DESCRIPTION	FY 08	Increase/(Decrease) from FY 07
Accounts Receivable		
10/01/07 Beginning Balance	$ 2,439,027.00	
9/30/08 Ending Balance	$ 1,848,006.00	$ (591,021.00)
Total Services Posted in System	$12,143,899.00	$ 607,657.00
Total Payments Posted in System	$ 5,065,769.00	$ 989,528.00
* Total Non-Billable Services	$ 3,250,928.00	$ 141,096.00
Total Adjustments	$ 4,418,344.00	$1,179,777.00

*non billable services are services provided to tribal members who have no insurance source to bill and are automatically written off.

Cash Receipts

For the reporting period a total of $4,645,766.00 in cash receipts for services was received and represents a decrease of $1,451,870.00 as compared to the previous fiscal year and is directly related to the FQHC payment that was received in June, 2007. The FQHC audit was not conducted until September, 2008, thus the payment will not be received until the 4th quarter of 2008. The following table summarizes this data and the categories used for tracking purposes as well as the percentage each category represents compared to the total. The following table represents Cash Receipts Received 10/1/07– 9/30/08:

DESCRIPTION	% of Total	FY 08	Increase/(Decrease) from FY 07
Medicare	11%	$ 521,805.00 **Increased from 6% to 11% from the previous FY as a % of total revenue.	$ 113,769.00
Medicaid	29%	$1,301,939.00 Decreased from 44% to 29% from previous FY due to the FQHC payment received during this time period last year.	$(1,352,633.00) **FQHC of $1,476,505.17 was received in 2007.
General Insurance	57%	$2,666,661.00 Increased from 47% to 57% from the previous FY as a % of total revenue.	$(200,016.00)
Personal & Other	3%	$ 155,361.00 No change in % from previous FY.	$ (12,990.00)
Totals	100%	$4,645,766.00	$(1,451.870.00)

The following table summarizes department specific training/seminars attended by various staff in addition to the mandatory clinic in-service training held throughout the year.

Billing Department Specific Training 10/1/06 – 9/30/07

MONTH	# OF STAFF ATTENDED	TRAINING/SEMINAR TOPIC
February, 2008	1	Cash Receipts
June, 2008	2	Accounts Receivable Collections Workshop
July, 2008	2	Medicare – Beyond the Basics
September, 2008	2	9th Annual Coding and Practice Management Symposium
Totals	7	4

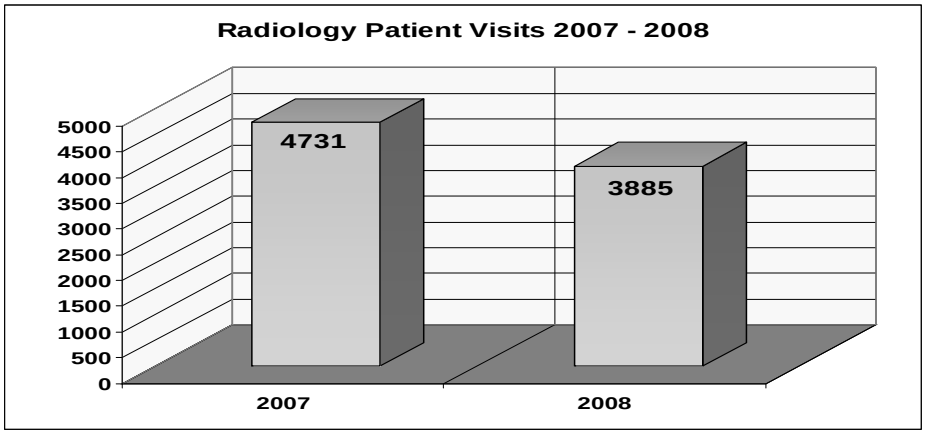
SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic continues to provide a wide variety of services to the Menominee Community. These services are offered to all tribal members, their families, and tribal employees. The program's focus is not just on people with diabetes and their families but also diabetes prevention and youth. There is a team that works closely providing the services. This team consists of a Diabetes Nurse Educator, a Registered Dietitian, a program assistant, the Community Health Nursing Director, a physical fitness instructor, a medical doctor, optometrists, nurses, a dental hygienist, a lab technician as well as representation from Administration, and the Diabetes Prevention Program. Three (3) of these team members are Certified Diabetes Educators. Numerous events, both educational and physical activity events are provided. These include two (2) educational conferences each year, a Spring, Summer, and Fall Walking Program, the Diabetes Relay, Tour de Rez exercise program, circuit training exercise program, after school physical activity programs and the Arthritis Foundation exercise sessions at the Neopit and South Branch Senior Centers. The Diabetes Program staff also assists with the Heart of Menominee Poker Walk/Run and the Triathlon.

Health Screenings are done through out the year at most of the worksites, schools and community events. These screenings include blood glucose, blood pressure, cholesterol, HDL, lung volume, body fat composition, carbon monoxide, skin fold, height, weight, strength and waist circumference. People with abnormal results are referred to their physicians for additional follow-up. Through the grant, a podiatrist is contracted to come to the clinic every month to see Diabetic patients, he sees an average of 14 per month. There are currently 683 Diabetics on the registry with six (6) of those being under the age of 18. The Diabetic Educator had 469 patient contacts in the last year and the Registered Dietitian had 211. Chart audits are done annually and the results are used to identify areas that need to be improved.

The Diabetes Program will continue efforts on physical activity and nutrition programs. The Diabetes Program will be working in collaboration with the Wellness Program, the Gift of Heart Health Cardiovascular Program, the Tribal Insurance Department, the Diabetes Prevention Program and the schools.

RADIOLOGY



EMS

MISSION STATEMENT - The Menominee Tribal Clinic will provide emergency medical services to the residents of the Menominee Indian Reservation/County. Services include emergency response and transport capabilities 24 hours a day, 7 days a week. The EMS department is responsible for administering the program. Emergency care will be at the EMT Intermediate Technician Level. The emergency care will be carried out without prior inquiry of the patient to pay. Emergency response and transport capabilities will be provided using a state approved ambulance and a specially equipped first responder vehicle. Patient transports are made to Shawano Medical Center, Shawano, WI; Langlade Memorial Hospital, Antigo, WI, or to the Menominee Tribal Clinic, Keshena, WI. In cases of diversion to another hospital per state trauma plan, we will first try to call another ambulance service. Usually Shawano Ambulance Service or a helicopter service will be called to intercept with our service and take over transport and care. If no intercept is available we will then transport to the hospital designated by the medical control doctor. Emergency Medical Technicians will provide emergency care and are licensed in accordance with the State of Wisconsin licensure requirements.

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. Basic services include doing a patient survey/exam, gathering medical history information, administration of oxygen, glucose, application of bandaging and splints, immobilizing of injured patients using various types of equipment, and transport to a medical facility when needed. The service deals with a wide variety of illnesses and injuries. These injuries occur by motor vehicle accidents, four wheeler, bicycle, boating, rafting, falls or other accidents at home, work, school, the casino and other public places, and by 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.

EMS provides first aid services as time permits for area events such as school sports, Pow-Wows, and fitness events.

We currently have 21 EMTS, three (3) are full time and 18 are part time "on – call". Four (4) are EMT-Basic and 17 are EMT Basic IV-Technicians. Our goal is to have all Basic EMT's be at the IV-Technician level within two (2) years of employment.

All of our EMT's are using the following skills and medications as well as all basic skills approved by the State of Wisconsin for use at the EMT-Basic level.
(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.

In addition to the above skills and medications, the EMT-Basic-IV-Technician can supplement the above skills with the following skills per current protocol.
(1) Start intravenous fluid administration.
(2) Administer narcan for suspected narcotic overdose.
(3) Administer dextrose for diabetic patients with low blood sugar.
(4) Administer nitoglycerin for chest pain of a suspected cardiac origin.

For the reporting period, Menominee Tribal Rescue Service has responded to 937 calls. Five hundred eighty-two (582) patients were transported to a medical facility for definitive care. The remaining calls were not ambulance transports for a variety of reasons including an injury or illness not requiring ambulance transport or the patient refusing medical care or transport. In some cases there were no patients.

Outside ambulance services were called upon 109 times (up 23 from last year) for ambulance calls while our service was busy or for advanced life support services including, 69 ambulance calls while our ambulance was busy, (up 15 from last year) 32 ALS ground ambulance intercepts (up 5 from last year) and eight (8) medical helicopter requests, (up 3 from last year).

There has been a trend indicating increase in all types of calls since this type of statistic has been monitored. See below by reporting year.

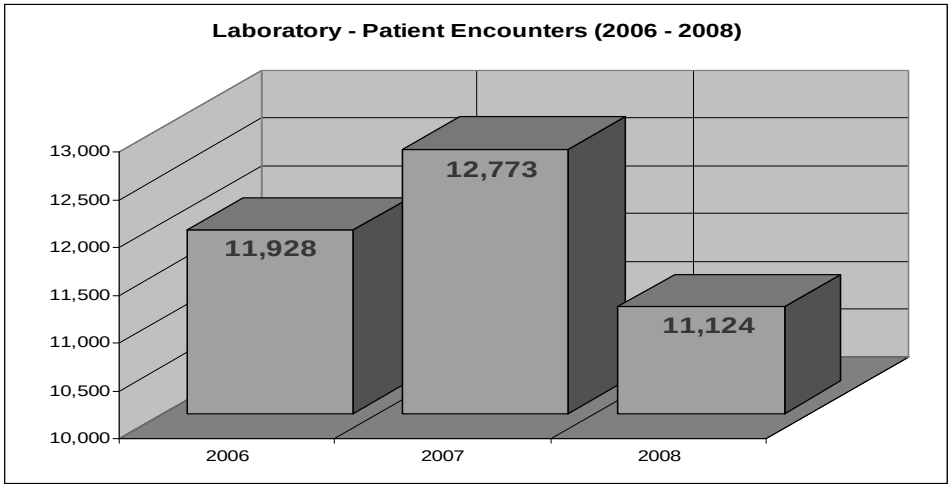
Calls Responded to		Transports	ALS Intercepts	Med Flights	Other Services While Busy	Total Other
2005	886	571	20	6	93	119
2006	885	554	21	12	34	67
2007	890	565	27	5	54	86
2008	937	582	32	8	69	109

LABORATORY

The Menominee Tribal Clinic Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis and treatment of disease. The Menominee Tribal Clinic Laboratory provides testing in the areas of Bacteriology, Virology, General Immunology, Routine Chemistry, Urinalysis, Endocrinology, and Hematology. Laboratory staff also processes specimens for referral to outside laboratories for tests not performed in-house.

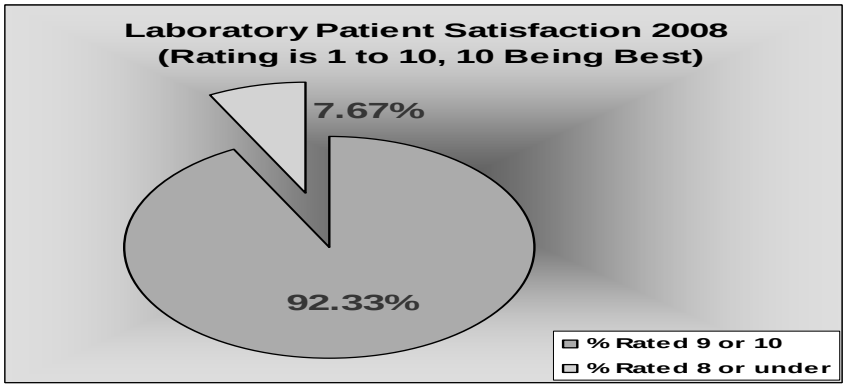
	2007	2008
Patient Encounters	12,733	11,124
Tests Performed In-House	50,991	55,476
Tests Referred	8,876	8,591
Drug Screen Clients	214	193

The Laboratory had 11,124 patient encounters this year, compared to 12, 733 in 2007.



Total number of tests performed in house was 55,476.

The transition from JCAHO to COLA for laboratory inspections was rather uneventful. COLA performed an inspection on March 10, 2008. Corrective actions for their findings were performed to their satisfaction, therefore, received our Certificate of Accreditation which is valid for two (2) years.



CONTRACT HEALTH SERVICES

The Mission of the Menominee Tribal Clinic is to "provide quality, accessible and comprehensive health services." The Contract Health Services (CHS) program supports this mission by assisting eligible patients in obtaining necessary emergency, diagnostic, or specialty care not available at the Tribal Clinic.

Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. CHS is a payer of last resort as defined under 42 CFR 36.61 and is used when there are no other resources available. The CHS program is not an insurance program, nor should it be used in place of one. The Menominee Indian Tribe requires individuals to participate in employee health insurance if insurance is available. By not taking insurance from work, patients make themselves and their families ineligible for Contract Health Services.

Contract Health Staff consists of the CHS Coordinator, CHS Assistant, and two (2) Benefit Specialists.

The Contract Health Program has 2,079 active patients, a decrease of 9% from 2007 (2,297). Twenty-nine percent (29%) of Contract Health users are uninsured; 12% have Medicare and 59% are covered by private health insurance. The age group 19 – 29 has the highest percentage (71%) of uninsured population. The lowest is children 0 – 18 which is less than 1%. Contract Health expenditures were the highest for the age group of 55 – 64. The age group 19 – 29 came in second.

Each year, the availability of funding for the Contract Health Program, determines the level of medical and dental care that can be provided. Payment is approved only when the care is medically necessary, falls within the

established Medical Priority and the individual meets all other eligibility requirements. The Medical Priority is determined by clinical information such as condition of patient, rate of deterioration, potential morbidity of the patient, and expected outcome from treatment. Priority Levels are:

CONTRACT HEALTH PRIORITY LEVELS

PRIORITY I: EMERGENT; LIFE THREATENING: Treatment required to prevent immediate death. Treatment of conditions, if left untreated, would result in grave outcome. Examples: Heart Attack, Asthma Attack, Kidney Failure, Cancer

PRIORITY II: SERIOUS AND PREVENTION SERVICES: Treatment/ diagnosis of serious conditions which have a high potential, if left untreated, to become life-threatening. Preventative services which would improve the consequences of a condition/illness. Examples: Breast Biopsy, Cardiac Stress Test, Medications not available at Clinic

PRIORITY III: PRIMARY AND SECONDARY CARE: Treatment of non-emergent conditions that would have a significant impact on morbidity and mortality. Examples: Cataracts, Gall Bladder Removal, Knee/Back Pain, Screening Colonoscopy

PRIORITY IV: CHRONIC TERTIARY CARE SERVICES: Treatment of chronic conditions that have a less impact on morbidity and mortality. Treatment is elective and high cost. Examples: Hip and Knee replacements, Bariatric, Nursing Home Care

PRIORITY V: EXCLUDED SERVICES: Services that are considered cosmetic, experimental, or have no proven medical benefit.
Examples: Services not covered by Medicare/Medicaid, Orthodontist, Lasik

In order to stay within our limited program budget for this year, Contract Health Services only funded Priority I services (Emergent, Life Threatening). Patients who meet the eligibility criteria, but the referral is not within the current CHS Medical Priority, could have referral placed on Deferred Care Waiting List or elect to proceed and assume responsibility for payment.

Total 2008 Expenditures for Contract Health Services were $2,085,103. Cancer, Injuries and Major Surgeries were the major expenses for Contract Health this year.

Referrals: A total of 2,661 referrals were sent out for specialty care and diagnostic procedures; CHS approved 531 referrals, 1,980 were self pay referrals (which includes patient self pay, workers comp, medical assistance, etc.). One hundred fifty-three (153) referrals were approved for payment under FY2008 Deferred Care Services.

Deferred Care: In October, 2007, Contract Health received a $100,322 allocation from Tribal Judgment Funds and $127,042 Tribal Budget Allocation for FY2008 Deferred Care Services. Deferred Care is those services which have been requested by referral from a physician but Contract Health is unable to fund payment because it is not within Medical Priority or considered "Priority I, Life Threatening."

Patients with these referrals have been unable to proceed with the referral because they do not have health coverage or they are unable to afford the insurance deductibles/co-payments. These referrals are then placed on the "Deferred Care Waiting List" for when funding is available. *In order to be eligible for Deferred Care funding from the Menominee Tribe, you must be a member of the Tribe.

Medicare Like Rates: The Medicare Modernization Act of 2003 included a provision (Section 506) requiring hospitals that participate in Medicare to accept Medicare Like Rates as payment in full when providing services to individuals under Contract Health Services Programs. We are able to use Medicare Like Rates on all Hospital Claims. This first year, we saved $743,050 on 504 claims.

CHEF (Catastrophic Health Emergency Fund): This past year, the CHS Program had 21 catastrophic cases totaling $985,741. The highest category was Injuries with eight (8) cases totaling $284,209; next was four (4) cases of Cancer totaling $251,400; four (4) high cost surgeries totaling $246,782; two (2) cases of Lung problems totaling $77,953; one (1) Kidney Disease at $56,023; one (1) Heart Disease at $35,691; one (1) Diabetic Eye Condition at $33,683.

IHS has CHEF funds that assists all Contract Health programs with high cost cases over a certain dollar amount every year. Once CHS programs have paid the initial amount, IHS can reimburse from 50-100% if funding is available. This year the CHEF amount is $25,000. Cases that begin after October 1, go over $25,000 and include a hospitalization all in a three month period are typically eligible for reimbursement of costs above the CHEF amount. This year, none of our cases qualified.

Benefit Specialist: Two (2) Benefit Specialists continue to be a big part of the CHS program. The Benefit Specialists assist patients with finding alternate resources of payment for medical bills. Four hundred sixteen (416) referrals were made to Medical Assistance Programs including AFDC related, BadgerCare, HealthyStart, Family Planning, Wisconsin Well Women's, and QMB. Two hundred forty-nine (249) applications were filled out on site. Eighty-six (86) backdates were requested. Twenty (20) referrals were unsuccessful or denied.

The Wisconsin SeniorCare Prescription Program has been extended to December, 2009. The Benefit Specialist assisted 141 elders with filling out the SeniorCare applications. Contract Health paid the $30 annual application fee for all enrollees.

The Benefit Specialists assisted 13 patients with filling out applications for Patient Assistance Drug Program for medications not available through our pharmacy. Nine (9) referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part D issues. Thirty-five (35) referrals were made to Social Security Disability, so far eight (8) were approved, 27 applications are pending.

Insurance Programs and Contract Health: We also refer Employees to their employee sponsored Insurance programs. Some employees elect to drop insurance or not participate because of the cost. Their perception is that the Tribal Clinic will take care of all their medical bills, oblivious to the fact that by not taking the insurance, they will be ineligible for Contract Health Services. Benefit Specialists assist with Insurance questionnaires so medical bills can be paid. Contract Health will not pay medical bills if insurance denied payment because a questionnaire was supposed to be filled out.

Protect Your Credit! We have had an increased amount of phone calls regarding medical bills that have affected the credit rating of a person who is trying to buy a house, car or other large purchase. Please make sure you follow up on all medical bills or insurance questionnaires that come in your name.

PATIENT REGISTRATION

The Patient Registration Department of the Menominee Tribal Clinic is comprised of three (3) Patient Registration Clerks. The Clerks are responsible for registering all new and existing patients accessing clinic services. The clerks enter patient information such as address, phone number and health insurance coverage at each visit. This information is important as all clinic staff depends on information in one form or another.

Patient Registration determines eligibility for direct care services according to IHS guidelines on all new patients. In order to be eligible for Services within the Tribal Clinic (Direct Care), a person must provide proof of membership in a Federally Recognized Tribe upon registration.

A Non Native Woman, who is pregnant with an eligible member's child, is also eligible for OB related services and will remain eligible until six (6) weeks after delivery. Contract Health Eligibility is determined in the CHS office.

Patient Registration supports the third party collection efforts by directing patients to the Billing Department when there are insurance related issues on their accounts. They also coordinate with the Benefit Specialists in Contract Health by referring patients for SeniorCare, Medical Assistance, Medicare and Insurance.

When a patient is seen at the clinic, we are able to bill the cost of those services to the patient's health insurance, Medical Assistance, Medicare, etc. The payment received from the insurance is put back into the clinic budget which is to provide clinic services such as medications from the pharmacy, doctor visits, x-rays and so forth.

The Patient Registration department had 88,437 encounters this year which was an average of 350 patients per day. We registered 502 new patients this year.

MEDICAL RECORDS

The Medical Records Department is responsible for the safety, maintenance, and upkeep of 6,500 active patient records and the secure storage of thousands of inactive, retired, and deceased patient records from 30 years of clinic operation. The staff is comprised of nine (9) employees. Five (5) members are transcription clerks whose major duties include transcription of voice dictated patient information and proper disclosure of patient information. There are three (3) file clerks who ensure patient records are complete and accurate, and prepared for the next visit.

While Medical Records Department staff is entrusted with the protection of the patient medical files it is the responsibility of the entire clinic staff to maintain confidential patient health information.

Dictated patient information is transcribed within two (2) days of receiving the information in the department. Patient information/materials are filed within two (2) days of receiving the information in the department. Written requests are processed within 10 days in the order they are received. Requests for information received by telephone are normally processed the same day and those showing an urgent need for records are processed immediately.

MR staff completed job related competency exercises to demonstrate skills and ability to perform duties/tasks. MR staff continues to attend related training to enhance their skills and knowledge in the health information management area. The recently hired transcription clerk is attending a medical terminology course through NWTC at Shawano.

Regular meetings of the Health Information Management Committee were held to perform necessary functions involving performance improvement and patient health records.

Staff members actively participate in monthly staff meetings discussing various problems/issues and solutions.

New clinic staff members are oriented to the services and responsibilities of the Medical Records Department by the Medical Records Supervisor.

Total number of patient encounters by the *Medical Services Department for 2008 per the Ambulatory Patient Care Encounter Report – 24,877.
(* Physician, Nurse Practitioner, Nurse, Podiatrist, Physical Therapist, Respiratory therapist, Resident, Medical Student, Laboratory technician, and Radiology technician as primary provider of service.)

WELLNESS

- Awarded Menominee Smoking Cessation Clinical Trial funded by Medical Research and Education Committee (MERC) of the Wisconsin Partnership Program. Received a three (3) year, $500,000 project to improve smoking cessation rates in Menominee. An enhanced treatment condition consisting of standard treatment plus culturally appropriate treatment. Will be hiring a full time A.I. counselor by January 2009. Hope the study will find successful ways to treat commercial tobacco abuse in Menominee.
- Provided 14 years of wellness classes to the 6th grade students at Neopit Public and Tribal School.
- Coordinated the Poker Walk, Triathlon and Pow-wow Walk/ Run for 2008.
- Provided health and fitness screenings at various worksites and many presentations with clinic diabetic and fitness team.
- Smoking Cessation Clients: 326

MENTAL HEALTH SERVICES

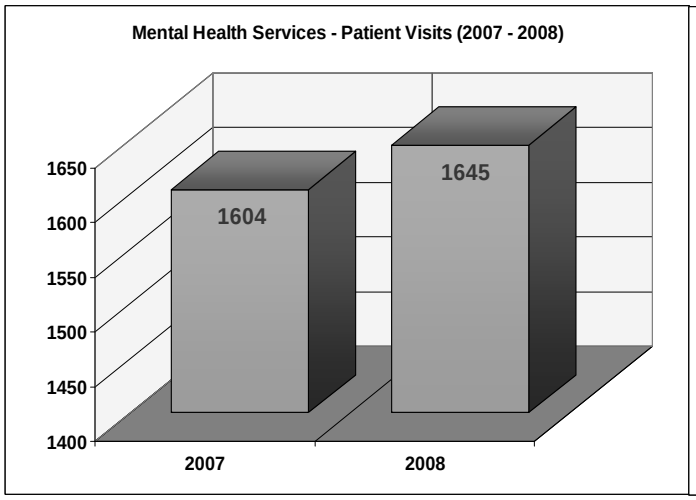
Mental Health Services continue to offer outpatient services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy, or group therapy depending 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 and alcohol education to list some examples of the presenting problems.

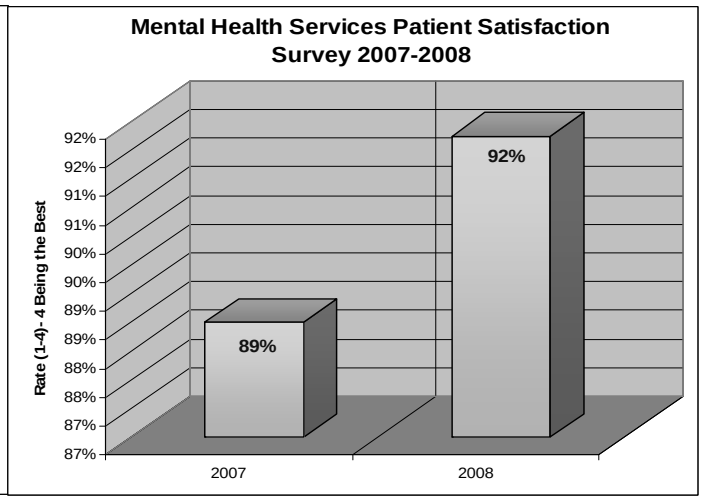
Mental Health Services continue to be a certified outpatient mental health program with certification being provided by the State of Wisconsin. The present staffing pattern consists of a full-time receptionist/secretary, two (2) Master Level Psychotherapists with Masters Degree in Psychology, one (1) Ph.D., Clinical Psychologist position, and a Consulting Psychiatrist who provides psychiatric evaluations, consultations, medications, in addition to providing clinical supervision to the mental health staff. All full-time providers are certified by the Department of Regulation and Licensing of State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.

The total contacts remain consistent over this past year. The patient satisfaction survey, which is conducted annually, indicates that the services received at Mental Health Services were satisfactory, helpful, received in a timely manner and provided by knowledgeable and competent individuals. The overall no-show rate continues to be unacceptable. The no-show rate (25.3%) results in a loss of services provided and a loss of income to the Tribal Clinic. It is worthwhile to note that the longevity of Mental Health Services' staff affords a stabilizing influence to

the providing of services to community members. Including all five (5) staff members, the average years of service is fifteen (15) years.

Mental Health Services continues to work with other Tribal Clinic departments, Community agencies, Tribal organizations, local schools, and other agencies in the immediate geographical area.



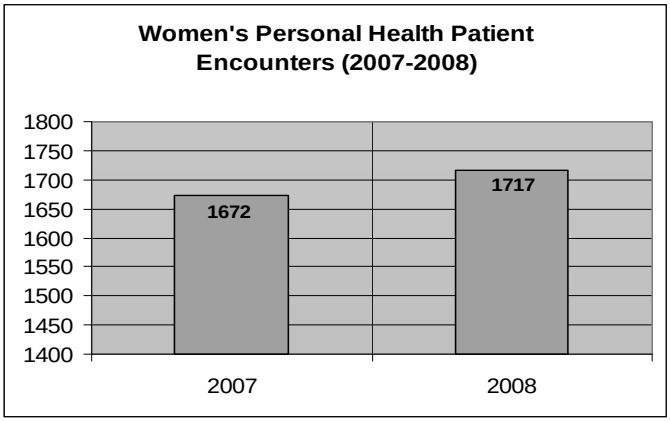


WOMENS PERSONAL HEALTH

The Women's Personal Health Department at the Menominee Tribal Clinic is responsible for providing a number of reproductive health care services for women of all ages. The Women's' Personal Health Department is committed to providing accessible contraceptive services and education, pregnancy testing, initial prenatal assessments, prenatal education, and also referrals for mammograms and health care screenings. The WPH staff respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

The WPH program provided 1,717 client visits this grant year; 26 school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration this year. The majority of the client encounters 1,550 were provided in the clinic for pregnancy testing, contraceptive counseling and initiation, HIV counseling, STD education, administration of contraceptives, initial prenatal assessment and education.

The WPH program provided a Teen Clinic at the High School for sexual health education. Funding comes from the State of Wisconsin MCH Reproductive Health Grant, the Reproductive Health EIDP Grant, and Family Planning Minority Staff Grant.



The WPH program provided service to 179 new OB patients this grant year. The total number of teen pregnancies was 46. This includes 15 19 year olds, 14 18 year olds, nine (9) 17 year olds, six (6) 16 year olds, and two (2) 15 year olds. Thirty-three (33) of the OBs were high-risk and qualified for Prenatal Care Coordination provided by the Prenatal Nurse staffed in the WPH program. Gift incentives are available to new mothers when they attend their prenatal medical appointments. Prepared childbirth classes are held every three (3) months, one (1) night a week for four (4) weeks. The average number of moms and partners are 5-7. Funds are from Family Planning Minority Staff Grant and MCH Perinatal Health Grant. The Healthy Baby Initiative Program provides assistance and incentives to mothers who need to stop using alcohol and drugs during their pregnancies. The number of participants in the HBI Program was 10. The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was 28. The number of mothers that quit smoking was 14, six (6) mothers reduced smoking to half the amount, and one (1) dropped out of participation.

Another service provided is the Wisconsin Women's Wellness Program. The Women's Health Worker in the WPH Department has been managing this program. This is a referral program for women with no insurance or other means of health care payment to be referred for mammograms and health screenings free of charge. This year 55 women were referred for mammogram screenings through this program. October is Breast Cancer Awareness month. A Women's Health Fair was held at the Casino with information given on breast/cervical cancer, menopause, diabetes, osteoporosis, and other health concerns. Funds are from the WI Well Women Program Consolidated Contract and WI Well Women Program.

COMMUNITY HEALTH NURSING SERVICES

The Community Health Nursing Service is committed to providing high quality healthcare for the improvement of the physical, mental, and social conditions in the community. The staff of the department collaborates and coordinates services and activities with other clinic departments. They also work with outside agencies and program staff to provide holistic Healthcare.

The Department staff is responsible for Communicable Disease Surveillance and follow-up, implementation of the Immunization Program, coordination of the HIV/AIDS educational and prevention services, skilled nursing services within the department and in the home, well child checks on three (3) year old to 18 year old children, rural infant healthcare, car seat distribution and jail health.

The numbers of health services provided in these areas over past years are as follows;

- 4362 Home visits made for skilled nursing
- 398 Patient contacts made at the Tribal Jail
- 212 Patient contacts for well child health checks
- 59 Rural Infant Health home visits
- 69 Car seat and 46 booster seats provided
- 1627 Patient contacts for Immunizations were tracked (given throughout the clinic)
- 233 Patient contacts for TB tests.
- 1950 Influenza vaccines were given throughout the clinic.

Medication management for 6 patients with chronic mental illness is provided in Collaboration with Menominee County Health & Human Services throughout the year.

The Rural Infant Health worker continues to do home visits on every newborn on the reservation. Parents of newborn receive information on safe sleep, smoke alarms, well baby visits, immunizations, back to sleep positions, and Healthy home assessment. This staff member also provides Healthy Home Assessments for the elderly and provides safety devices as needed:

59 Newborns were visited this past year
15 back to sleep surveys were done
150 smoke alarms were installed
40 Healthy Home visits were done
40 booster seats
69 car seats

The HIV/AIDS program displayed the wall of Moccasins at the Pow-wow in August, at the Women's Health Fair in October, in the MTC medical waiting room the week of World AIDS Day and on Native American HIV/AIDS Awareness Day in March. Eight (8) educational sessions were held at Maehnowesekiyah.

NUTRITION SERVICES / DIABETES PREVENTION

Narrative Section

The clinic is in the fourth year of a five (5) year grant award aimed at decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes and congress has approved the program for one(1) additional year. The tribe was one of only 36 tribes to receive this grant. The Diabetes Prevention Program has graduated its sixth class of participants. Studies show if we can keep these participants meeting their nutrition and activity goals, they will substantially decrease their risk of ever developing diabetes. We continue to spend 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 therefore earlier, more successful treatment of the disease.

Highlighting this year's activities was the 8th Annual Relay for Diabetes held in August. A record 531 participants logged in 1,739 miles. The new track at the high school was dedicated at the relay and the American Diabetes Association sent a film crew to film footage of the event which will be used in their Native American Initiatives Program. Teams of family and friends exercised around the high school track and there were several activities for the kids this year. All of the Wellness Series events in the past year have shown dramatic increases in participation levels; new events include the Heart Health Walk, Frostbite Walk, Halloween Walk, Walk to School Day at KPS, and the fall walking series is being offered at the High School track. The tribe has started working with several national organizations and IHS to bringing cardiovascular health resources to the reservation. The Honoring the Gift of the Heart grant is the first of its kind and planning for future funding and programming is occurring. Collaboration with various local agencies has provided walking programs, fruit and vegetable access to the community at community events, bike rides, and quality worksite screenings. Collaboration for the community gardening projects and tiller program produced significant increases in area gardens. Food Safety workshops were provided to the food service personnel using the Serve Safe curriculum. Wellness Screenings were offered throughout the community in collaboration with the Diabetes and Wellness departments. The Nutrition Director continues to sit on the national review board of food packages for Food Distribution Program on Indian Reservations. This board met over the past year to further address the availability of healthy foods to the Menominee and other Indian Reservations. The overall eating and cooking habits of the community were addressed in the past year. "Veggie Bucks" vouchers were provide to WIC families and members of the pre-diabetes program to assist them in obtaining fresh fruits and vegetables at a Farmers' Market. Nutrition Department assisted MISD in obtaining the DPI's Fresh Fruits and Vegetables Program for the current school year at KPS (one of only 56 schools in the state).

Our main concern continues to be having adequate space for our staff. We currently have two employees in office space downstairs. This continues to make it difficult for seeing patients for the pre-diabetes program since this area is usually an "employee-only" area. We anticipate the clinic's much needed expansion and/or remodeling so that we can effectively serve the Menominee People and their Nutrition and Diabetes Prevention needs.

Statistical Information (YTD)

- Individual Client Visits: 298
- Diabetes 211
- Obesity 149
- Agency Contacts 2965

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 three (3) full-time dietitians, it is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished.

WIC DEPARTMENT

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

This is the third year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Duration rates improved over the year which was the local goal of the program. With the help of our Peer Counselor our WIC Program planned events during World Breastfeeding Week this summer. The 2nd Annual Cutest Breastfed Baby Contest 2008; besides the photo of the baby, the moms wrote a paragraph stating: "Why breastfeeding was the right choice". The Winner's photograph is displayed on a billboard in Keshena. World Walk for Breastfeeding held August 7, 2008; We had 87 walkers plus babies in strollers. A luncheon was provided where we announced the winner of the Cutest Breastfed Baby contest. Rock N Rest Tent: This was a large Tent set up at the August Pow-Wow. Along with the help of Menominee Indian Head Start Program and the Diabetes Prevention Program the tent held chairs, rockers, diaper changing stations, infant and toddler snacks and bottled water. Families were able to rest, Breastfeed their infants and change diapers. We had information about Breastfeeding and Head Start enrollment. The tribe continues to be a leader in the state regarding breastfeeding rates. The lactation consultant continues to successfully maintain a breast pump loan program with all 18 pumps being routinely checked out each month.

Previous additional staffing has produced statistical health improvements including the ever increasing breastfeeding rates, and the continued decline in smoking reported during pregnancy. Staff attended leadership

training as well as several counseling trainings. As the caseload statistics below reveal, the WIC population continues to increase at a dramatic rate.

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.

Our present concern continues to be having adequate space for our staff. We continue to have one employee in half of our conference room due to the clinic's expansion of personnel. This has left the other half of the conference room unusable for large groups. Our Peer counselor is sharing office space for the time she is here. We anticipate the clinic's much needed expansion and/or remodeling so that we can effectively serve the Menominee People and their Nutrition and WIC needs.

Another concern continues to be adequate Vendors (WIC approved stores) in the Keshena area. Currently there are none in Keshena, although Neopit has two vendors. The WIC check redemption rates had been slightly above the state average, but with increased transportation issues, this may become an increased concern for the tribe to find a suitable WIC approved store in Keshena.

- Caseload FY03 513
- Caseload FY05 540
- Approved Caseload FY08 555
- August record month 587 (record)
- Breastfeeding Incidence 66%

Government reports still showed that for every dollar spent on the WIC program, $2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 1.7 FTE paid through the State WIC funding, though, so we have stretched the dollars that we receive to its furthest level. We have decreased one position due to budget constraints, and the additional local funding for the remaining 1.9 FTE 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.

HOUSEKEEPING

Housekeeping purchased a new speed buffer, replacing an old unit that was pretty old.
We have also purchased a cell phone for the department in case of an emergency after clinic hours. We continue to work with the TANF program and are developing a contract with them so eventually we may be able to hire one of the TANF workers that we utilize.

Housekeeping has been doing a good job on keeping the clinic nice and clean, and has received a lot of compliments.

Tribal Judiciary

Robert Kittecon, Acting Chief Justice

We are pleased to present this fiscal year 2008 annual report of the Menominee Tribal Judiciary to the tribal membership. We are truly proud of the judiciary system and thank you for the opportunity to share this past year's successes. The report describes the organizational structure and provides noteworthy accomplishments of the judiciary during fiscal year 2008.

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

The Court staff include: Chief Justice, (2) Trial Court Judges, (1) Associate Justices for the Supreme Court, (1) Clerk of Court, (3) Deputy Clerks, (1) Bailiffs (1 FT and 1 On Call), and (1) Office Manager.

In November 2007, Chief Justice Rita Keshena was appointed. Upon appointment, Chief Justice Keshena made every effort to observe and assess the present Tribal Judiciary system and identify areas that needed improvement. This resulted in the creation of a Court Improvement Plan. The Court Improvement Plan was developed as a result of the Tribal Justice Assistance Grant obtained by the Bureau of Justice Assistance in June 2006. The grant was written to obtain the Justware software, codification and to assist with the revision of the courts rules of procedures.

The grant has allowed the Court to utilize modern technology, security, practices as well as procedures. The Justware software was procured to coordinate case management from prosecution to probation and parole. Current historic case and financial files are currently being entered.

During this time, Judge Keshena hired and implemented a JustWare Project Team to assist with the implementation of the JustWare software. The JustWare software was purchased to coordinate case flow between Law Enforcement, Prosecutor, Tribal Judiciary, Probation and Parole. Three temporary staff were hired consisting of (1) JustWare Coordinator (2) PT Data Entry Technicians.

In June 2008, Judge Keshena hosted the Wisconsin Tribal Judges Association and the Clerks completed certification classes, which will enhance services.

In August 2008, Judge Keshena passed to the spirit world. Chief Justice Keshena was only the Fourth Chief Justice to be appointed since the formation of the Tribal Judiciary in 1978. She is sadly missed by all tribal staff.

In late September 2008, Wisconsin Chief Justice Abrahamson visited Menominee County and requested a visit of the Tribal Court. Chief Justice Abrahamson's visit was to enhance cooperation between the State Courts and Tribal Court.

In September 2008, Judge Robert Kittecon was appointed as an Associate Justice for the Supreme Court. Judge Kittecon is the Acting Chief Justice until an appointment for the Chief Justice in December 2008.

The Tribal Judiciary has seen many changes this past year:

- Began automating active case files/fines
- Worked with Dennis Sheldon, Applications Development Manager, IT to design and implement automated juror database and timecard system.
- Worked with Andy Allord, Web Architect on a shared Court Docket. Andy is also in the process of further developing the Tribal Judiciary's web page. This is projected to be complete by September 2009.
- Worked with IT to get a Closed Circuit Television (Polycom) System in working order. This system allows the Tribal Judiciary to hold hearings via web cams from the tribal jail. IT is diligently working on obtaining the ability to hold hearings with outside jurisdictions within state as well as has the potential for other state correctional facilities.
- Began review for possible update of the Court Civil, Criminal and Appellate Rules of Procedure.
- The Tribal Judiciary has moved the payment of court fines and fees to the central cashier located in the lower level of the Tribal Office Building. Visitors currently are requested to pick up a payment form and make payment directly to the central cashier. This will eventually be upgraded to going directly to the central cashier as the Tribal Judiciary becomes automated.
- Associate Justice for the Supreme Court hired September, 2008.
- Requested technical assistance from the Bureau of Justice Assistance for a Records Assessment.

The Tribal Judiciary continues to hold Night Court every Tuesday night for truancy and underage drinking citations. Youth Development and Outreach has coordinated for the past years in offering alternative programming for first time juvenile offenders.

Case Types	Filed	Actions
Motor Vehicle	1361	1361
Curfew and Underage Drinking	314	314
Conservation/Adult Ordinances	92	92
Truancy	66	66
Restraining Orders	39	37
Adult Criminal	414	2265
Civil**	367	353

Case Types (continued...)	Filed	Actions
Juvenile/JIPS	42	197
Custody	8	46
Adoptions/TPR's	1	6
Child Support/Paternity	116	1028
Wellness	10	171
Extraditions	92	54
TOTALS	2922	5990

FINANCIAL

The Tribal Judiciary receives federal funding from the Bureau of Indian Affairs through an established Public Law 93-638 contract. The FY08 allocation was $377,182. The Tribal Judiciary also received a FY08 tribal supplement of $305,451.

Funding Source	2008
BIA Allocation	$377,182
Tribal Allocation	$305,451

Communication continues with local, state and federal agencies through open discussions, meetings, seminars, and conferences. Menominee Tribal Judiciary has initiated contact with the State of Wisconsin – Department of Juvenile Corrections to communicate in the development of support services to Menominee youth upon their return to the community from state institutions.

GENERAL STATEMENT
The Tribal Judiciary has fulfilled requirements within the Indian Civil Rights Act and Menominee Tribal Constitution & By-laws.

Tribal School

Mr. Robert E. Tucker Jr., Administrator

The Menominee Tribal School continues to serve community children in grades Kindergarten thru 8th that encourages academic, athletic, and spiritual excellence. The total number of students the Bureau of Indian Education gave Menominee Tribal School credit for serving during the 2007-2008 School Year was 206. The mission of the school is to develop individuals who are aware of their gifts as Native Americans, have respect and pride in their family and community, have begun the process of integrating culture and knowledge, value a quality education, are motivated to set high, attainable goals, and who recognize their responsibility to our Native American Nations and beyond. The school incorporates research-based materials and programs such as the Houghton-Mifflin Reading Series, and has incorporated a new math program for the K-8 grade called the Saxon Math Series. Menominee Tribal School students continue to excel in Reading and the school is known as a "Reading First" school. Students excel in other subjects such as Language Arts, Math, Science, Social Studies, and Menominee Language and Culture. The school was informed by the Bureau of Indian Education on 9/24/08 that it had made Adequate Yearly Progress (AYP) for the third year in a row and has made AYP every year except for the 2004-2005 School Year. Because Menominee Tribal School does not have more than 50 students per grade level, the school has to use what is called "Uniform Average" The Uniform average for the subjects of Language Arts and Math are as follows for the last three years:

Language Arts

Year	% Proficient & # of Advanced	# Of students Proficient & # of Advanced	# Of Students
2005-2006	41%	23	56
2006-2007	63%	26	41
2007-2008	58%	22	38
3 Year Average	54%	Total =24	Total =135

Math

Year	% Proficient & # of Advanced	# Students Proficient & # of Advanced	# Of Students
2005-2006	32%	18	56
2006-2007	53%	21	41
2007-2008	69%	60	105
3 Year Average	51%	Total =33	Total = 202

Reading

Year	% Proficient & # of Advanced	# Students Proficient & # of Advanced	# Of Students
2005-2006	59.03%	33	56
2006-2007	72.46%	30	41
2007-2008	87.31%	83	105
3 Year Average	72.93%	Total=49	Total=192

Menominee Tribal School is a school that has parents that are excited to volunteer. In the last school year, Menominee Tribal School parent population accumulated over 2,800 hours of volunteer services. Parents were also sent to trainings with the State of Wisconsin and the BIA. The school listens to the input of parents and tries to make accommodations for their needs. After-school tutoring is a direct result of this. Menominee Tribal School will continue to support and listen to the concerns of the parents, and make modifications for the benefit of the child.

Menominee Tribal School has to report other important information to the Bureau of Indian Education (BIE) in regards to daily attendance, yearly enrollment, parental involvement, substance abuse incidents, and violent incidents. This information will be representative from the 2003-2004 school year forward.

Summary of BIA Annual Reports For The Menominee Tribal School

	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Daily Attendance	90.6%	86.5%	89.6%	94.91%	91.04%
Yearly Enrollment	239	221	197	206	206
Parent Involvement	3,200	3,000	2,400	2,750	2,800
Substance Abuse	0	0	0	0	0
Violent Incidents	26	15	43	11	16

Menominee Tribal School was also informed in July of 2008 that it has been accredited through the North Central Association (NCA) for five years through the 2013 School Year.

Menominee Tribal School's goals for the 2008-2009 School Year are as follows:

1. To continue to have more meaningful training and opportunities for parents to learn a variety of strategies to better prepare their children for the future
2. To improve the number of parent volunteer hours at the school
3. To continue to update the current curriculum for all grades and all subject matter and core areas so it is user friendly for staff and is aligned with the Wisconsin State Standards.
4. To maintain daily attendance for students during the school year at 90% or above.
5. To continue to improve in the academic areas of math, reading, writing, social studies, and science as per the Wisconsin Knowledge and Concepts Examinations (WKCE's)
6. To continue to improve overall student behavior and promote our school as being an anti-bullying school.
7. To continue to improve the overall quality of instruction provided by a staff that is nearly 100% highly qualified to teach in their specific subject matters.
8. To communicate what is happening here at Menominee Tribal School better both internally and externally.
9. To run the school within an efficient school-wide budget and research for grant opportunities to supplement our current budget.

Trust Resources

Chris Caldwell, Director

DEPARTMENT OVERVIEW

The Department of Trust Resources is responsible for assisting the Menominee Tribal Legislature in making informed decisions on forest management and forest development issues. Other services performed by the Department include administration of the Tribe's Public Law 93-638 contracts for forest management and forest development, as well as the accompanying sub-contracts with the Tribe's business entity.

The Department mission states it will, "...serve the Tribe by; monitoring the forest management and forest development practices of the Menominee Indian Tribe of Wisconsin, addressing communication issues regarding forest management and forest development practices, and promoting involvement of tribal members in the management of the Tribe's natural resources".

Trust Resources is staffed by a Director/ Compliance & Enforcement Officer (Chris Caldwell) and an Office Assistant (Rochelle Tourtillott). The office is currently located at the Hilary J. Waukau Sr. Forestry and Environmental Resources Center in Keshena, WI (Pictured below). The projected Department budget for FY2008 was $105,000 but final year totals show it being approximately $99,545. The next section details our development as a department, how we worked to fulfill our mission and what we did to achieve our goals for FY2008.

FISCAL YEAR 2008 GOALS & HIGHLIGHTS

The Department developed six (6) goals for FY2008. The goals are listed below along with specific activities that summarize and highlight the Department's year.

- GOAL 1: IMPLEMENT GOALS AND OBJECTIVES IN INTEGRATED RESOURCE MANAGEMENT PLAN:
  - Assisted in IRMP presentation to the MTE Board of Director's.
  - The IRMP has not been approved The Department re-focused its efforts on meeting the requirements of the Tribal Strategic Plan-Natural Resources section.
  - Under the Tribal Strategic Plan-Natural Resources section, the Department is charged with primary responsibility for coordinating workgroup activities under 10 objectives and serves as support under 7 other objectives.

- GOAL 2: HAVE A REVISED FOREST MANAGEMENT PLAN IN PLACE:
  - The Department coordinated seventeen workgroup meetings during the fiscal year.
  - The Department provided status reports on the FMP revision process at two Joint Meetings between the MTL and MTE Board.
  - Various issues related to the FMP have kept the workgroup from achieving a FY2008 goal for completion. At the end of FY2008 the workgroup did have a nearly completed first draft for public comment. The completion date for a final version of the FMP has been adjusted to a FY2009 goal.

- GOAL 3: ADMINISTER FOREST MANAGEMENT AND FOREST DEVELOPMENT CONTRACTS:
  - The Department oversees various grants and contracts that relate to forest management and forest development on the Menominee reservation. The major contracts that are administered by the Department are the Public Law 93-638 contracts for Forest Management and Forest Development that the Tribe has entered into with the U.S. Bureau of Indian Affairs. These contracts are sub-contracted to

MTE for forest management and forest development activities on the Menominee reservation. Most of these funds are provided directly to MTE for this work, with two of the projects (CFI Analysis and the Historic Fire Regime study) being performed by outside contractors for the benefit of MTE forest management activities.

VENDOR		FY08 PAID	FUNDING SOURCE
MENOMINEE TRIBAL ENTERPRISES			
Forest Management			
General Services	$	1,309,155.00	P.L. 93-638 CONTRACT
Forest Inventory	$	27,099.00	P.L. 93-638 CONTRACT
CFI Plots	$	12,974.00	P.L. 93-638 CONTRACT
Field Updates/ Stand Exam	$	13,583.00	P.L. 93-638 CONTRACT
Field Updates/ Stand Exam	$	1,000.00	P.L. 93-638 CONTRACT
Forest Development			
General Services	$	385,446.00	P.L. 93-638 CONTRACT
NRCS Project	$	29,750.00	USDA NRCS grant
Fire Management			
Preparedness	$	314,420.00	P.L. 93-638 CONTRACT
Fuels Program	$	121,174.00	BIA REIMBURSEMENT
Suppression	$	163,033.00	BIA REIMBRUSEMENT
Forest Service project	$	8,725.00	USDA FOREST SERVICE grant
	$	2,386,359.00	
FREE STATE DRIVERS			
CFI Analysis	$	17,274.00	P.L. 93-638 CONTRACT
	$	17,274.00	
PENN STATE			
Historic Fire Regime Study	$	52,022.00	BIA REIMBURSEMENT
	$	52,022.00	

- GOAL 4: DEVELOP GAP ANALYSIS TO SHIFT FIRE MANAGEMENT PROGRAM UNDER DEPARTMENT OF TRUST RESOURCES:
  - This goal was pursued right after the start of FY2008. A proposal was brought before the MTL Tribal Forestry Committee and approved to be taken to the MTE Forestry Committee. MTE did not reply to this proposal. No further efforts were carried out towards this goal.

- GOAL 5: REVIEW AND ASSIST WITH FORESTRY PROJECTS NOT COVERED UNDER EXISTING DOCUMENTS:
  - Middle Village harvest was carried out between October 2007 and January 2008. An article was submitted to the Menominee Nation News describing the project. The project generated $29,648 from 1,296.72 cords of aspen, 58.73 cords of mixed hardwoods and 8.64 cords of pine (red & white) being harvested from the property.
  - Assisted Community Development in projects that required removal of timber. The majority of the projects called for the timber to be provided to MTE as in the case of the Casino expansion project, the Bass Lakes road expansion, and for the proposed Neopit Lagoon expansion project.

- GOAL 6: MONITOR, INFORM AND PROVIDE RECOMMENDATIONS FOR POLICY, ALL IN REGARDS TO FOREST MANAGEMETN AND FOREST DEVELOPMENT PRACTICES ON THE RESERVATION:
  - Worked with MTL Tribal Forestry Committee at various meetings to provide background information, set up field tours, and present issues at the meetings. This included the review and recommendation of approval for the logging year 2009 silvicultural prescriptions that cover approximately 8,337 acres of planned harvest areas.

  - Led the workgroup charged with developing amendments to Tribal Ordinance 05-22 “Tribal Logging Practice Limitations”. Carried proposed amendments through the Legislative process to obtain approval (approval came on October 3, 2008).

  - Served as resource for the Tribal Ordinance 02-22 “Stumpage Assessment on Tribal Forest” workgroup. Coordinated meetings between representatives and took direction from the workgroup to create the process for assessing the 2007 stumpage bill.

- Worked with MTE to review proposed BIA Forest Development policies.

- Worked with Tribal Chairman to submit letter of support for proposed amendments to the 2009 USDA Farm Bill to allow for more funding opportunities in tribal forest management programs.

- Worked with WI-DNR, MTE, and BIA Wildland Fire staff to develop, submit and obtain approval for amendments to the Cooperative Wildland Fire Agreement that would allow for greater consideration of cultural site protection during wildland fire suppression operations.

- Served as coordinator with the BIA Midwest Regional staff to host 2008 Annual Midwest Regional Forestry & Fire meeting on College of Menominee Nation campus. The three day event brought together Tribal and BIA forestry/ fire representatives to discuss FY08 activities, FY09 projects and issues affecting Indian Forestry & Fire programs in the Midwest region. There were over 200 attendees, speakers and presenters. Special thanks go to CMN Sustainable Development Institute staff and to the local speakers who helped welcome our guests to the Menominee Nation.

FY2009 GOALS AND OBJECTIVES:

The following goals have been established by the Department for FY2009. They have been classified in terms of organization specific and tribal strategic plan specific.

- ORGANIZATION/ UNIT GOALS:
  - GOAL 1-DEPARTMENTAL STRATEGIC PLAN: This goal was established to prompt the development of longer range planning in terms of department development. This includes development of a mentoring program for tribal members interested in the natural resources profession.

  - GOAL 2-DEPARTMENTAL OPERATIONS PLAN: This goal is aimed at meeting the need for clearly established policies and procedures that will assist in maintaining consistent work productivity.

  - GOAL 3-IMPROVE FOREST ACTIVITY MONITORING AND REPORTING: This goal is designed to improve the reports that are provided to the Tribal Government, Tribal Business Entity, and Tribal Members for better informed decision making.

- TRIBAL STRATEGIC PLAN – NATURAL RESOURCES SECTION GOALS:
  - N.R. GOAL 1: FOREST MANAGEMENT–IMPROVE ENVIRONMENTAL/ CULTURAL PROTECTION: Objective 1: Develop standard Best Management Practices (BMP) ordinance.

  - N.R. Goal 01: FOREST MANAGEMENT–IMPROVE ENVIRONMENTAL/ CULTURAL PROTECTION: Objective 3: Identify sources of natural threats and develop invasive species management plan.

- N.R. GOAL 02: FOREST MANAGEMENT – IMPROVE PLANNING: Objective 1: Develop a more current and comprehensive Forest Management Plan.

Utilities

David Corn, Director

The Menominee Tribal Utility Department provides water and wastewater to people who live in Neopit, Middle Village and Keshena. We provide water only to Zoar, Trailer Court and Redwing. We also provide septic service to all people residing within the reservation boundaries. Electrical service is provided to the Middle Village area only.

Mission Statement:
The Menominee Tribal Utility Department shall manage, operate and maintain all utility systems of the Menominee Indian Tribe of Wisconsin, defined by Tribal Ordinance #96-28. The department shall abide by the policies and procedures and operate within the limits of the department budget. The department shall also perform other duties as assigned by the Menominee Tribal Legislature, Chairperson, Administrator and the Menominee Community Development Committee.

The number of customers we service are as follows:

Middle Village		Keshena	
Residential sewer, water, electric	= 72	Residential sewer and water	= 315
Commercial sewer, water, electric	= 7	Commercial sewer and water	= 61
Commercial electric	= 9		

Trailer Court		Redwing	
Residential	= 17	Residential	= 21

Neopit		Zoar	
Residential	= 210	Residential	= 23
Commercial	= 19	Commercial	= 3

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

Utility Improvements:
Keshena:
a) Water main loops have been completed.
b) Water mains two phase, completion 11/30/08.
c) Keshena well house and new water tower completed.
d) School View water tower has been overhauled and painted.

Zoar:
a) Well house and water main completed.

Future Improvements:
Neopit, water and wastewater project to start in 2009. This will be a three year project.

University of Wisconsin Cooperative Extension*

Donna Hora-Schwobe

The University of Wisconsin Extension (UWEX) overall mission is to help people apply research, knowledge, and resources to meet their educational needs wherever they live and work. Needs and subsequent programming are based on what the local communities identify. UWEX and local partners (Menominee County and Menominee Indian Tribe of Wisconsin) work together to provide education to Menominee residents (non-credit courses) that meet their needs and addresses community issues relevant to the citizens of Menominee and also link the local community with the University campus specialists. UWEX Programs include: Family Living Programs (Donna),

Wisconsin Nutrition Education Program (Alice Kessen), and Community Resource Development/Youth (Karen Vermillion).

The UWEX office served approximately 850 Menominee residents last year. Approximately 711 of these residents were tribal members and 139 Caucasian.
Community Natural Resources/Youth Programs:

- Community Natural Resource/Youth Educator was hired and began on August 1, 2008. The majority of her time has been spent acquainting herself with the community and making contact with key stakeholders.
- Worked with Legend Lake Association and did a Learn-While-You-Wait display on invasive species effecting the waters in Menominee.
- Have attended the following meetings: Community Advisory Board (CAB), Guiding Coalition for community change.
- Traveled to surrounding counties to visit with other Community Resource Educators to learn more about their programming, various specialist and support systems.

Family Living Programs:

- The Wisconsin Nutrition Education Program (WNEP) made 688 contacts this last year with 685 of these being Native American. The major audience provided with prevention education in the areas of nutrition, and physical activity were youth ages 6- 11 years old. Focus of educational programs was choosing health food, hand washing, some basic cooking skills and the importance of physical activity. This prevention is based upon the need to decrease the rate of diabetes of youth in the future. The majority of teachers use WNEP concepts throughout the year in other subjects to provide a consistent message that is reinforced and repetitive. A second major audience is parents with children. These educational programs are collaborated with the Women Infant and Children Program (WIC), Food Distribution, TANF and Families and Schools Together (FAST). Educational topics were based upon the expressed needs of the parents, using commodities and WIC products to their fullest, resource management, using whole grains to improve diets, food safety, farmers market, families' diet in the food groups. Major outcomes evaluated showed that their was an increase in purchases at farmers markets, parents learned how to budget money for food as costs are rising, students were able to identify and were willing to try more fruits and vegetables. Children learned new games that were low cost to increase their physical activity.
- Through the Families and Schools Together Program (FAST) high risk families were identified with early truancy issues. These families attended an eight week session at Keshena Primary School. A team was formed consisting of school personnel and agency personnel to assist families in learning about community services, support group for parents and learning about issues relevant to them. The program focuses on helping families spend quality time together, decreasing the fear of the school, learning healthy family communication and having fun together. Evaluation showed that parents called the school more often when their child was going to be absent, visited the school more often and that children had less disruptive behaviors in the classroom.
- The Getting Ahead in a Just Getting By World started it's second year. The Family Living Educator served as the chair of the steering committee that is overseeing the program. Through a grant from the Department of Public Instruction and the Menominee Indian School District money was available to conduct this program. Last year approximately 20 people participated in a 20 session program guiding them through a process of investigation of their lives, what it is like today and what they want their future story to look like. Five hours were also spent talking about oppression and the effects that has on poverty and how this affects their lives today. The Family Living Educator and two Getting Ahead Graduates facilitated the two groups, one held in the fall and one in the spring. At the end of the 20 sessions investigators had three written goals in which they will use to help them move out of the everyday crisis of poverty. The group meets on a regular basis to support each other and also work on community issues. Initial evaluations indicated a high rate of satisfaction with the program. People said they felt respected, that their viewpoints were important, no one was telling them what to do and they were able to work through a process that helped make their own decisions. Continued work is being done to have more groups, secure more funding and establish a "Circle of Support" for the investigators after the program is done. This will be a continuing program in 2009 with more work done on support systems, presentations in the community to local governments.

*** NOTE: The University of Wisconsin Cooperative Extension is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Veterans Center, Menominee County/Tribal*

Louis W. Kakwitch, Veterans Service Officer

The Menominee Tribal / County Veterans' Center provides a wide range of services to veterans who reside in the area, both Indian and non-Indian.
Services include:

- Assistance with military benefits – including compensation and pension:
  This service includes helping veterans apply for all the benefits they are eligible for – including assisting individuals with appeals when some assistance or services were initially denied.
- Medical transportation assistance:
  Provide medical transportation assistance – this includes provide some assistance with transportation costs, and in some instance with actual transportation. (Total for FY 2008 -$7500)
- Military funeral rites:
  Provide veterans in the area who have passed on with formal military rites, which all veterans are entitled to in recognition and honor of their service. Includes assistance with burial benefits and application for widow/er pension. (Total for FY 2008 – 14 funerals)
- Arrange counseling services:
  Counseling services are available twice a month by a professional who travels from Milwaukee for such things as alcohol and drug abuse and Post Traumatic Stress Disorder (Total for FY 2008 – 10 Vets seen)
- Veteran home loan assistance:
  Provide application assistance to veterans who are seeking housing assistance, including processing applications for the Native American Trustland loan program. (Total for FY 2008 - 4)
- Veteran educational benefit assistance:
  Assist veterans with getting educational benefits that they are eligible for in recognition of their service.
- Assist with Power of Attorney services:
  Periodically, provide Power of Attorney service to individuals who are in need of this intervention or assistance.
- Veteran Plate Certification:
  Work in tandem with the Menominee Tribal Licensing Department in certifying that veterans are eligible for Vets or Combat Vets license plates.
- Liaison with the Veterans of the Menominee Nation and the American Legion:
  Work in tandem with these organizations to ensure that all services and initiatives are coordinate and there is no overlap.
- Annual Veterans' Pow wow:
  Assist the Veterans of the Menominee Nation with the coordination of the Annual Gathering of Warriors Pow wow each May.
- Community Fund Raising:
  Work with other veterans and community supporters to raise money for various efforts – including raising money to offset transportation assistance and the Veteran's pow wow. (Total for FY 2008 5 events)
- Community Events:
  Participate in a wide range of events, including tribal events, school district events, outlining pow wows, and various parades.

Staffing and Budget:
The Menominee Tribal /County Veterans' Center is staffed by two individuals and is supported by both Menominee County and the Menominee Indian Tribe, and that support is supplemented by community fund raising. The total operating budget for 2008 was around $70,000.00.

Honor and Distinction:
It should be noted that we hosted two reporters from the St. Louis Dispatch Newspaper during the Gathering of Warriors Pow wow and it resulted in a significant article that found Menominee County/Reservation had more volunteers into the U.S. Army per capita than any other county in the Nation. Currently we have 80 personnel from the county/reservation enlisted and approximately 20 personnel serving in Iraq and Afghanistan from all branches in the military. We are proud of this recognition and distinction.

We look forward to working with our veterans in 2009 – we're humbled by their military service and want to ensure they get all the benefits they are entitled to.

*** NOTE: The Tribal/County Veterans Center is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Woodland Boys & Girls Club*

Ron Bowan, Director

The Woodland Boys & Girls Club (WBGC) is a non-profit organization and a member of the Boys & Girls Club of America. Our mission is to enable all young people, especially those who need us most, to reach their full potential as productive, caring and responsible citizens.

Boys & Girls Clubs nurture young people's self-esteem by instilling in them a sense of belonging, usefulness, influence and competence. We do this daily by providing young people with one-on-one relationships with caring adult professionals and fun, age appropriate, well-rounded programming. These programs help us in our efforts to fulfill our Movement's Youth Development Strategy.

We know how crucial it is for our Club to offer the best programs available. We can choose from more than 40 national programs and gear them to help meet the interests and needs of our Club members ages 6-18 and achieve positive outcomes for them, their families and our community.

This past year WBGC offered programs such as Power Hour -an after-school homework help, and Project Learn - a program where staff use all the areas and programs in the Club to create opportunities for high-yield learning activities, which include leisure reading, writing activities, discussions with knowledgeable adults, helping others, homework help and tutoring, games like Scrabble that develop young people's cognitive skills, and we offer incentives to reward Club members for positive academic participation. Besides programs, we offered movies, arts & crafts, table games, weekly trips to the Recreation Center in Shawano for swimming in the colder months and use of the weight room for youth 16 and older. We also sponsor the Neopit Little League.

In 2008, we did not stress the importance of registered membership with our youth. Membership is for one year. In calendar year 2009, we will put the emphasis back on membership with the Club. We will encourage youth to become members, to give them a sense of belonging, and to give them a sense of ownership in their Club. Membership also entitles the youth first chance to take part in wide range of services, programs, and activities conducted under the leadership of Club staff and volunteers.

Another way WBGC provides services – both on- and off-site is through community outreach. We partner with the other Youth Service Providers of the community to provide community activities. In the past year we assisted with School Supplies Distribution, New Year's Eve Sobriety Pow-wow, Menominee Youth Fishing Derby, National TV Turnoff Week, Teen Night in the Park, Culture Camp, Soap Box Derby, Emergency Personnel Day Picnic, Kiwanis Club Highway Clean-up and Porky Pancake Breakfast.

On two occasions in FY 2008 we experienced funding shortages. Due to the shortages we were open on a limited time basis or had closed our doors for a couple of weeks. The Club was open for a total of 171 days out of 269 regular working days. In FY 2009 we will have two (2) scheduled club closures for the year. Each closure will be for two (2) weeks for the purpose of staff training, general club maintenance & main clean up. Otherwise, the Club will be open Monday through Friday, 3:00pm to 8:45pm during the regular school term, summer hours to be determined. In the coming year it is our main goal to have the Club open on a regular basis, Monday through Fridays (except for holidays), along with adequate staffing in order to offer more quality programming.

Each time a youth visits the Club, they must register/sign in. During the past year we had a total of 2,555 registered visits at the Club. Our roster has a total of 480 children who are between the ages of 6 to 18 years old and are currently in school.

The Woodland Boys & Girls Club looks forward to working with other youth service providers, family members and community to provide good quality programs for the youth of our community.

*** NOTE: The Woodland Boys and Girls Club is not a governmental or business unit of the Tribe. It receives a small grant from the Tribe and is entitled to submit an annual report.**

Youth Development & Outreach

Darwin Dick, Director

The Youth Development & Outreach (YD&O) Department serves community youth (ages 4-17) and families with culturally appropriate resources in order to meet the unique needs of community families and youth. During FY2008, YD&O was comprised of a Director, Youth Advocate, Juvenile Court Counselor, Adolescent Health Educator, Drug Free Communities Coordinator, Restorative Justice Coordinator, and early intervention programs which challenged, educated, empowered, and inspired our community. YD&O continually collaborated with various Youth Service Providers (YSP) community agencies and departments in regards to meetings, sponsorships, and partnerships for numerous alcohol and drug free events/activities aimed at promoting a safe and stable community (youth and families). YD&O also continued to advocate, maintain communication, and establish a rapport with local, state, and federal government officials/agencies to ensure the success of departmental goals/objectives/programs. In addition, YD&O served a total of 4,664 youth and families directly and in collaboration with other youth service providers during FY 2008 through successful internal/external collaborative activities/efforts that promote safe and stable lifestyles.

In order to promote safe and stable family lifestyles, YD&O collaborated to provide services such as: Teen Court, Restorative Justice, Advocacy (Reunification, Support, Self-Esteem, Self-Identity, Self-Confidence, etc.), Alternative Routes—Alcohol Education, Truancy Reduction Program—My Decisions, Mentoring Services, Parenting Services, Adolescent Parent Self-Sufficiency, Adolescent Pregnancy Prevention, CHOICES, etc. YD&O continues to implement these programs and many more which are aimed at benefiting our community as a whole.

YD&O worked and included the Menominee Indian Tribe of WI. (MITW) Strategic Plan within it's programming for FY08. Through the mission statements of both YD&O and MITW, it is strived that YD&O promote and protect the well being of MITW residents by focusing on youth ages 4-17 years (primary) and their families (secondary).

Next, it is through this mission work that the vision statements and guiding vision principles for MITW and YD&O will be achieved so that the Menominee's have strong and healthy community members, families, and youth who embrace their culture, have positive relationships with all relatives on Mother Earth and preserve and sustain themselves through Indigenous sovereignty rights. Therefore, the mission and vision of YD&O are carried out through the following three program areas by the YD&O staff and their respective projects:

YD&O Program Areas

(1): Promote Healthy Lifestyles
(2): Strengthen Families
(3): Community Outreach & Partnerships

YD&O Department Staff and Contact Information

Youth Development & Outreach
P.O. Box 910
Keshena, WI 54135
Telephone: (715) 799-5137

Darwin Dick, YD&O Director
Pattie James, Drug Free Communities Coordinator
Dyan Nickey, Youth Advocate
Ronnann Guzman, Juvenile Court Counselor
Nina White, Adolescent Health Educator

FY 2008 Funding Sources

TYP (OJJDP)—October 2002 to December 2008
PSSF (ACF) – 1998 began (reapplication due every 5 years)
JADG (OJJDP) – October 2004 to September 2008
DFC (SAMSHA) – October 2002 to September 2009
DHFS (WI) – October 1998 to September 2008
MITW – began 1998 to September 2008

FY 2009 Expected Funding Sources

- TYP (OJJDP)—October 2008 to December 2013
- PSSF (ACF) – 1998 began (reapplication due every 5 years)
- DFC (SAMSHA) – October 2002 to September 2009
- DHFS (WI) – October 1998 to September 2009
- MITW – began 1998 to September 2009
- NA (SAMSHA)—October 2008 to September 2009

FY 2008 YD&O Programs/Projects that Fulfilled the 3 YD&O Programming Areas

Mentoring (Youth/Adult Matches)-Included Interest Inventories, Family Long & Short Term Goals, Reunification Plans (2 components), School/Home Relationships, Mentor/Youth Outings, Mentor Trainings, Mentor/Parent Monthly Meetings, Recruitment, Case Management, etc.

Balanced & Restorative Justice

- Teen court-was held biweekly and received referrals from Tribal Courts.
- Training-youth received an initial training and then follow up in-services at least quarterly
- Participant Incentives-were for youth participants as a result of their commitment to the project, i.e., pizza, movie, bowling, etc.

Alcohol Education (Alternate Routes)-Educational sessions were held monthly for five days. Youth who completed and did not re-offend were eligible for Incentives after 6mo. & 1 yr. This was followed up by case management to further support youth who needed to complete community service and anniversary dates for incentives.

Juvenile Community Service – Community Service was done at various community wide events/activities, etc.

Truancy Education (My Decisions) - Utilized an internet based program that allowed youth to look into what they can potentially achieve if they focus on education. This project was followed up with the Menominee Ropes and Challenge Course (MRCC), Incentives for successful completion, Case Management, etc.

Alliance for Wisconsin Youth Group-Met at least weekly to coordinate community service projects within the community or to support other organizations with activities that promoted drug and alcohol free events/activities.

Youth Advocacy/Reunification Services

- Reunification—Included development of Short/Long Term goals, transportation to youth/parents whom were not in the home for those families in need, case management, skill building; communication, self esteem, conflict management, etc.
- Youth & Family Resources—provided to families who had children at risk of being removed from the home or who had already been removed from the home.
- Parent/Teen Encounter—utilized a positive communication tool that offered parents and youth an opportunity to talk about what their hopes and dreams for one another.
- Crisis Intervention—was provided for youth who were a runaway, homeless, or having issues w/school and family, etc.
- Case Management—Developed short/long term goals for youth and their families who were experiencing difficulties as a result of alcohol use, drug use, abuse, truancy, communication, self esteem, delinquency, etc...

Parenting

- Menominee Parenting (Birth -5)—Utilized a 10 week curriculum offered for all parents, grandparents and/or caregivers of Menominee youth ages 0-5 where Menominee Language, Culture and traditions were emphasized.
- Parents of Teens—provided a 4 session class offered for Parents of youth ages 11-17 who were experiencing difficulty with school, home and community. These sessions provided parents with tools to become re-connected with their teen. (Often this is a time when youth attain independence but are not sure how to make positive choices and by the time the parent realizes this, they are out of touch from their youth.)

Adolescent Health—Incorporates health education for youth to make informed decisions regarding pregnancy prevention, basic life skills necessary for youth support and care, educational/career goals, etc. Included Adolescent Parent Self-Sufficiency, Adolescent Pregnancy Prevention, and CHOICES components.

Prevention/Intervention-These activities occurred during/after school and/or during the Summer Months and in collaboration with various Youth Service Providers. These ATODA Free Events/Activities were assisted with, sponsored, and/or Co-Sponsored by YD&O through collaborative efforts.

- Continued Community Coalition Building-Gaining community involvement and volunteerism, while striving to improve coordination and collaboration of activities and projects that target Alcohol, Tobacco and other Drug Abuse (ATODA) prevention.
- Halloween Dance(s)-150 youth and their families made efforts at increasing community involvement by participating in dances in coordination with Youth Service Providers.
- Toys for Tots-Provides toys for needy families during Christmas; a total estimate of 954 youth were served.
- Breakfast with Santa-Was held throughout the community and also increased community involvement; a total of 626 youth were served.
- Discovery Dating- a personal discovery tool was utilized with youth, in collaboration with Youth Service Providers, if there were youth having relationship issues. This provided youth with the tools to understand relationships.
- Winter Round House-an effort used to increase community involvement and instill culture, tradition, storytelling, etc. during the winter months. This was done in coordination with Youth Service Providers.
- Career Day-An Event which, through collaborative efforts, promoted education/careers among community youth.
- Winter Fun Fest-an Event which was held to promote safe and stable families. There were a total of 127 participants (including 20 volunteers).
- Sewing Classes-an ATODA free after school event/activity for youth and families.
- Winter Camp-an ATODA free event/activity in which the curriculum encompassed snowshoeing to Eagles Nest, a Pelts Presentation from the Conservation Department, "How to Make Snares" (from Conservation Department), Storytelling Sessions, Basket Weaving Sessions, etc. all over a three day period. Youth learned a lot from these activities/events and enjoyed them as well.
- Family Fun Day-Youth and Families made efforts at increasing community involvement at this ATODA free event/activity. There were 100 whom participated.
- Awareness Day Conference-Educational sessions on topics surrounding youth alcohol consumption in collaboration with various Youth Service Providers. There were 241 participants (41 were volunteers as well).
- Beading Classes-an ATODA free after school event/activity for youth and families.
- 3 on 3 Basketball Tourney-an ATODA free event/activity for youth and families aimed at promoting safe, stable, and healthy lifestyles in our community.
- Clean Up the Rez Day-an ATODA free family oriented event/activity aimed at cleaning up the community in recognition of Earth Week/Day/Month. There were 56 participants.
- Youth Suicide Prevention/Leadership Conference-96 youth participated in this conference and increased community involvement, reduced the risk of ATODA Use, increased self-esteem, etc. This Event was in collaboration with various community and non-community Youth Service Providers.
- Various After School Programming-ATODA free event/activities aimed at promoting safe and stable families/lifestyles.
- Summer Youth Olympics-ATODA free event/activity which increased community involvement while also enhancing positive family relationships.
- Culture Camp-is held one week during the summer as an immersion into the Menominee Language Culture and Traditions in collaboration with Historic Preservation for youth ages 11-15.
- Take Back Your Park Clean Up Event-an ATODA free event/activity aimed at cleaning up the park(s) in the community to promote safe and stable lifestyles.
- Native Aspirations GONA Event-267 Youth/families participated and/or volunteered (in collaboration with MISD, Maehnowesekiyah Wellness Center, etc.) for an event which looked at Intergenerational and Historical Trauma and how it relates to Youth Suicide Prevention, Bullying Prevention, and Violence Prevention.
- Pathways Project for youth to: reintegrate within the community setting; re-enter education, promote healthy choices, tribal courts, Menominee County Health & Human Services, Youth Service Provider Collaborations, Youth/Family Resources, Teen Court, MRCC, Referral To other programs for services, Community Service for Youth, etc.
- Collaboration For Kids Project-used to enhance collaboration among Youth Service Providers for the benefit of our community youth and families in regards to education and healthy lifestyles, etc.

In conclusion, for fiscal year 2008, the programs/projects listed above (in which YD&O engaged in) have produced the following measurable results for the MITW community:

- $502,556 total dollars for services
- 4,663 total youth/family participants throughout the year
- At least 1,000 total families served (Toys for Tots 954+ families)
- 31+ total events/activities/projects/programs with existing partners (via Youth Service Providers)

Goals of the coming fiscal year to strengthen projects and services to MITW youth and families:

1. To strengthen YD&O program area #2 (strengthening families)
2. To strengthen YD&O program area #3 (community outreach and partnerships) and help projects from program area #1 (promoting healthy lifestyles) be more efficient, several objectives will be completed:
    a. Continuance of YD&O program and department alignment to YSP & MITW Strategic Plan;
    b. Securing additional funding of projects that are limited by their current funds and for program areas that need new projects which build YD&O departmental capacity.
    c. Alcohol Education
        1) Maintain a coordinated referral and service delivery system inclusive of inter-governmental relationships among county, school, and the tribe's judicial services and law enforcement for early intervention in problem behaviors utilizing culturally based services and sanctions in order to reduce truancy and create a safer community.
    d. Truancy Education
        1) Offer opportunities for youth to gain knowledge surrounding the issues for which they are referred to the Program;
        2) Offer youth choices and education to them on the importance;
    e. Drug Free Communities
        1) Reduce abuse among youth by addressing community factors that increase risk and promoting factors that reduce risk through experiential learning.
        2) Strengthen the collaboration to support proposed efforts of coalitions to prevent and reduce substance abuse among youth
    f. Mentoring
        1) Increase the number of Menominee High school graduates by supporting youth to achieve their full potential;
        2) Reduce the recidivism in the Menominee Tribal Courts;
        3) Support reunification efforts of parents with their children.
    g. Reunification/Youth Advocacy
        1) Build healthy individual and families within the Menominee Community by increasing their opportunity to attend and participate in the Parent Education Classes by thirty percent (30%), through collaboration referral efforts of Menominee Tribal Social Services, Menominee County Health and Human Services, Menominee Tribal Courts et al.
        2) To increase the number of young men's and women's knowledge base regarding taking responsibility for themselves, their families and their communities which will reduce the number of out of home placements for juveniles by 25 % by the year 2009
    h. Adolescent Health
        1) Continue and enhance health education for youth to make informed decisions regarding pregnancy prevention, basic life skills necessary for youth support and care, educational/career goals, etc. Included Adolescent Parent Self-Sufficiency, Adolescent Pregnancy Prevention, and CHOICES components.
    i. Native Aspirations
        1) Continue and enhance prevention/intervention tactics aimed at dealing with Historical and Intergenerational Trauma as it pertains to healing and Youth Suicide Prevention, Bullying Prevention, and Violence Prevention.
    j. Parenting
        1) Continue and enhance the Parenting Curriculum to include an all Native American Traditional Parenting Curriculum ("Positive Indian Parenting") as it pertains specifically to our community as well as work with others trained in the field for continued successful outcomes.
    k. Gain new strategic partners to coordinate with our provision of services that will emphasize the needs of our youth/families.

Appendix A

Financial Report

Kathy Kaquatosh, Financial Manager

FY 2008 TRIBAL FUNDS

MENOMINEE INDIAN TRIBE OF WISCONSIN GENERAL FUNDS	
Balance Sheet September 30, 2008	
ASSETS	
Cash and Investments	12,527,194
Accounts Receivable	2,595,382
TOTAL ASSETS	**15,122,576**
LIABILITIES AND FUND EQUITY	
Liabilities:	
Accounts Payable	16,184
TOTAL LIABILITIES	**16,184**
FUND BALANCE:	
Unreserved	15,106,392
TOTAL FUND BALANCE	**15,122,576**
Detail Balance Sheet September 30, 2008	
CASH AND INVESTMENTS	
General Checking	579,659
Investments:	
Reserve - Operations	10,527,246
Trani Estate	1,100,789
Key Lime	319,500
TOTAL	**12,527,194**
ACCOUNTS RECEIVABLE	
Tribal Department	311,119
Individuals	95,382
Menominee Casino/Bingo/Hotel	2,500,000
TOTAL	**2,595,382**
ACCOUNTS PAYABLE	
Tribal Programs	**16,184**

MENOMINEE INDIAN TRIBE OF WISCONSIN FY 2008 TRIBAL BUDGET ORDINANCE #07-26 EXPENSE			
PERIOD COVERED: October 2007 - September 2008 General Council Report	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**
Act 161	50,000	150,000	(100,000)
Adolescent Health	16,385	16,385	-
Aging - Elder Services (Non-CBRF)	481,573	431,372	50,201
Burial Assistance Insurance	106,795	121,920	(15,125)
Business Center	116,328	103,579	12,749
CBRF (Comm.Based Resident. Fac).	587,486	501,883	85,603
Chicago Community Center	8,000	8,000	-
Child Support	181,565	149,940	31,625
Clinic - Deferred Care Services	127,042	127,042	-
College of Menominee Nation	252,092	252,092	-
Community Development	493,428	428,629	64,799
Community Funding Requests	16,385	15,105	1,280
Conservation Supplement	420,166	390,146	30,020
Contingency	40,000	40,000	-
Courthouse Maintenance	102,464	88,618	13,846
Courts Supplement	305,642	264,401	41,241
Courts Professional Fees	59,259	42,991	16,268
Early Childcare Services (Day Care)	456,357	293,462	162,895
East-West University	29,223	29,223	-
Election Commission	72,721	50,620	22,101
Enrollment Supplement	97,948	89,665	8,283
Environmental Services Supplement	158,536	110,284	48,252
Fire Protection	71,250	71,250	-
Food Distribution	92,234	92,234	-
Gaming Commission	580,191	533,850	46,341
Grant Match Funds	80,000	26,482	53,518
Head Start Supplement	548,006	488,134	59,872
Historic Preservation	160,342	157,250	3,092
Housing Improvement Program	50,000	45,364	4,636
Insurance/MRBG/Property Deductible	44,444	10,598	33,846
Johnson O'Malley	50,000	44	49,956
Language & Culture Commission	102,012	102,012	-
Law Enforcement	1,640,356	1,639,811	545
Legal Services	264,702	146,573	118,129
Library	153,728	137,956	15,772
License & Permits	119,919	120,186	(267)
Maehnowesekiyah	452,859	452,361	498
Menominee Nation News	281,658	237,213	44,445
Neopit Boxing Club	11,230	11,230	-
Neopit Community Center	8,000	8,000	-

MENOMINEE INDIAN TRIBE OF WISCONSIN FY 2008 TRIBAL BUDGET ORDINANCE #07-26 EXPENSE			
PERIOD COVERED: October 2007 – September 2008 General Council Report	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**
Operation Tribal Government	726,240	535,793	190,447
Pow Wow - Menominee Nation Annual	2,000	2,000	-
Probation Supplement	159,504	142,458	17,046
Prosecutor Supplement	214,479	167,564	46,915
Recreation - Center Activities	167,298	157,855	9,443
Recreation - Indigenous Games	30,000	21,319	8,681
Recreation - Park Maintenance	74,072	70,990	3,082
Social Services	291,553	284,758	6,795
South Branch Community Center	8,000	8,000	-
Tax commissioner	88,744	89,191	(447)
Transportation	386,360	383,336	3,024
Trust Resources	24,741	24,436	305
U. W. Extension	11,400	11,400	-
Utilities	56,980	56,980	-
Veterans of Menominee Pow Wow	4,000	4,000	-
Veterans Service Officer	28,995	28,995	-
Woodland Youth Boys & Girls Club	44,200	44,200	-
Youth Development & Outreach	98,061	65,549	32,512
Zoar Ceremonial	8,000	5,984	2,016
TOTAL EXPENSES	**11,314,953**	**10,090,713**	**1,224,240**
PROFIT/(LOSS)		**1,245,112**	

MITW Tribal Budget Expenses By Activity September 30, 2008	Act 161	Adolescent Health	Aging Division	Boxing Club	Burial Assistance Fund	Business Center	CBRF	Chicago Community Center
Salaries		2,469	101,962			67,712	291,594	
Fringe Benefits		589	37,131			9,341	85,293	
Cash Match/Supplement			101,091					
Cell Phone & Telephone			8,444				2,381	
Contractual			8,745			3,531	4,791	
Direct Assistance			32,190		121,920			
Equipment			2,000				4,100	
Fees (Jury, Membership, Witness)								
Grants	150,000			11,230				8,000
Indirect Cost		2,007	40,214			11,408	50,573	
Insurance			2,629			365	4,206	
Legislature/Committee Meetings								
Maintenance			9,483			1,820	11,108	
Miscellaneous			1,109				1,692	
Program Activities			17,351				2,279	
Renovation								
Rent/Lease (space, equipment, vehicle)			600					
Supplies (Ofc/Prog/Postage/Copies/Other)		9,802	36,745			2,139	29,658	
Travel (mileage, meetings and training)		1,518	9,316			1,609	833	
Utilities (Electricity, sewer/water, phones)			13,955			5,654	10,863	
Vehicle								
Vehicle Cost			8,407				2,512	
TOTAL	**150,000**	**16,385**	**431,372**	**11,230**	**121,920**	**103,579**	**501,883**	**8,000**

MITW Tribal Budget Expenses By Activity September 30, 2008	Child Support	Clinic – Deferred Care	College of Menominee Nation	Community Development Supplement	Community Funding Requests	Conservation Supplement
Salaries				122,017		168,104
Fringe Benefits				36,465		66,999
Cash Match/Supplement	149,940					
Cell Phone & Telephone				1,927		3,117
Contractual				219,239		12,682
Direct Assistance					12,055	
Equipment						16,249
Fees (Jury, Membership, Witness)						
Grants		112,425	252,092			
Indirect Cost		14,617		25,937	1,850	40,989
Insurance				2,308		93
Legislature/Committee Meetings						
Maintenance				2,641		
Miscellaneous				2,130		261
Program Activities						10,295
Renovation						
Rent/Lease (space, equipment, vehicle)				4,765		22,642
Supplies (Ofc/Prog/Postage/Copies/Other)				4,579		22,283
Travel (mileage, meetings and training)				1,076	1,200	12,538
Utilities (Electricity, sewer/water, phones)				2,036		5,607
Vehicle						
Vehicle Cost				3,509		8,287
TOTAL	**149,940**	**127,042**	**252,092**	**428,629**	**15,105**	**390,146**

MITW Tribal Budget Expenses By Activity September 30, 2008	Contingency	Courts Supplement	Courts Professional Fees	Early Childcare Services (Day Care)	East/West University	Election Commission
Salaries	535	127,337		132,776		28,959
Fringe Benefits		39,615		70,642		3,888
Cash Match/Supplement				43,001		
Cell Phone & Telephone		2,844		962		457
Contractual		22,997	37,725	2,628		2,318
Direct Assistance						
Equipment						
Fees (Jury, Membership, Witness)	1,500	13,030				
Grants	7,305				29,223	
Indirect Cost		32,388	5,266	27,704		6,201
Insurance		2		1,366		
Legislature/Committee Meetings						
Maintenance				2,158		
Miscellaneous	3,201	1,331		615		
Program Activities	26,482			432		
Renovation						
Rent/Lease (space, equipment, vehicle)		915				
Supplies (Ofc/Prog/Postage/Copies/Other)	525	21,158		4,405		7,880
Travel (mileage, meetings and training)	452	2,784		285		917
Utilities (Electricity, sewer/water, phones)				6,488		
Vehicle						
Vehicle Cost						
TOTAL	**40,000**	**264,401**	**42,991**	**293,462**	**29,223**	**50,620**

MITW Tribal Budget Expenses By Activity September 30, 2008	Enrollment Supplement	Environmental Services Supplement	Fire Protection	Food Distribution	Gaming Commission	Grant Match Funds
Salaries	44,776	45,781		33,638	298,841	
Fringe Benefits	4,635	18,335		15,627	115,399	
Cash Match/Supplement		14,843				26,482
Cell Phone & Telephone	1,383	3,555		495	4,186	
Contractual	35			217		
Direct Assistance						
Equipment				20,826		
Fees (Jury, Membership, Witness)				0		
Grants			71,250	0		
Indirect Cost	10,984	13,681		8,740	65,396	
Insurance		1,834		340	255	
Legislature/Committee Meetings						
Maintenance				3,130		
Miscellaneous	123			37	8,816	
Program Activities		2,224		49		
Renovation						
Rent/Lease (space, equipment, vehicle)	4,246	6,583			1,404	
Supplies (Ofc/Prog/Postage/Copies/Other)	20,869	2,430		5,161	21,392	
Travel (mileage, meetings and training)	2,614	215		828	18,161	
Utilities (Electricity, sewer/water, phones)				2,447		
Vehicle						
Vehicle Cost		783		699		
TOTAL	**89,665**	**110,284**	**71,250**	**92,234**	**533,850**	**26,482**

MITW Tribal Budget Expenses By Activity September 30, 2008	Head Start Supplement	Historic Preservation	Housing Supplement	Johnson O'Malley	MRBG/ Property Insurance	Language & Culture Commission
Salaries	164,932	81,045				46,401
Fringe Benefits	132,498	40,533				6,915
Cash Match/Supplement	67,888					
Cell Phone & Telephone	2,972	2,734				988
Contractual	2,409					2,914
Direct Assistance			39,807	44		
Equipment						
Fees (Jury, Membership, Witness)						
Grants						
Indirect Cost	53,064	19,369	5,557		1,298	12,452
Insurance	666	479			9,300	11
Legislature/Committee Meetings						
Maintenance	6,929	3,716				
Miscellaneous		756				
Program Activities	134	150				3,017
Renovation						
Rent/Lease (space, equipment, vehicle)	5,200	2,153				9,379
Supplies (Ofc/Prog/Postage/Copies/Other)	14,586	1,439				6,141
Travel (mileage, meetings and training)	8,290	193				13,794
Utilities (Electricity, sewer/water, phones)	6,966	2,215				
Vehicle						
Vehicle Cost	21,600	2,468				
TOTAL	**488,134**	**157,250**	**45,364**	**44**	**10,598**	**102,012**

MITW Tribal Budget Expenses By Activity September 30, 2008	Law Enforcement Supplement	LEC Courthouse Maintenance	Legal Services	Library & South Branch Study	License & Permits	Maehno-wesekiyah
Salaries	811,013	18,626	98,750	48,938	61,819	221,544
Fringe Benefits	250,306	1,976	29,180	20,708	29,240	103,576
Cash Match/Supplement	9,242					24,538
Cell Phone & Telephone	8,186	770	1,863	2,767	1,032	6,365
Contractual	207,030	315	1,815	3,125		
Direct Assistance						
Equipment						
Fees (Jury, Membership, Witness)			690			
Grants						
Indirect Cost	213,339	10,813	2,579	17,636	14,690	55,095
Insurance	3,700	5,101				
Legislature/Committee Meetings						
Maintenance	14,411	7,125	52		214	
Miscellaneous	4,760	747	26		26	357
Program Activities	5,240					
Renovation						
Rent/Lease (space, equipment, vehicle)	1,916		6,188	40,989	4,260	17,234
Supplies (Ofc/Prog/Postage/Copies/Other)	97,623	1,991	2,903	3,793	8,598	20,953
Travel (mileage, meetings and training)	9,256		2,527		307	2,699
Utilities (Electricity, sewer/water, phones)		41,154				
Vehicle						
Vehicle Cost	3,789					
TOTAL	**1,639,811**	**88,618**	**146,573**	**137,956**	**120,186**	**452,361**

MITW Tribal Budget Expenses By Activity September 30, 2008	Menominee Nation News	Neopit Community Center	Operation of Tribal Gov't (Chairman)	Pow-wow	Probation Supplement	Prosecutor Supplement	Recreation Center
Salaries	124,450		154,724		77,316	88,481	46,318
Fringe Benefits	37,940		49,173		41,660	32,186	15,191
Cash Match/Supplement							
Cell Phone & Telephone	405		6,435		899	2,271	315
Contractual	16,152		79,374		2,319		
Direct Assistance			8,236				
Equipment							
Fees (Jury, Membership, Witness)			27,085			1,590	
Grants		8,000					
Indirect Cost	29,058		65,612	786	17,451	20,501	19,337
Insurance							
Legislature/Committee Meetings			39,575				
Maintenance			1,817				
Miscellaneous			4,708	92			
Program Activities							16,865
Renovation							
Rent/Lease (space, equipment, vehicle)	9,359		18,320				40,166
Supplies (Ofc/Prog/Postage/Copies/Other)	17,969		37,038	524	1,966	18,244	13,380
Travel (mileage, meetings and training)	1,880		38,020	598	847	4,291	2,532
Utilities (Electricity, sewer/water, phones)			3,080				3,751
Vehicle							
Vehicle Cost			2,596				
TOTAL	**237,213**	**8,000**	**535,793**	**2,000**	**142,458**	**167,564**	**157,855**

MITW Tribal Budget Expenses By Activity September 30, 2008	Recreation Indigenous Games	Recreation Park Maintenance	Social Services	South Branch Community Center	Tax Commissioner	Transportation
Salaries	3,850	34,839	134,103		59,574	
Fringe Benefits		16,394	47,073		11,619	
Cash Match/Supplement			9,403			383,336
Cell Phone & Telephone	92	759	1,500		938	
Contractual	1,590	845	20,375			
Direct Assistance			15,931			
Equipment						
Fees (Jury, Membership, Witness)			646			
Grants				8,000		
Indirect Cost		8,696	33,731		9,966	
Insurance		477				
Legislature/Committee Meetings						
Maintenance						
Miscellaneous						
Program Activities	3,495					
Renovation						
Rent/Lease (space, equipment, vehicle)			10,240		1,852	
Supplies (Ofc/Prog/Postage/Copies/Other)	3,545	1,911	3,214		2,190	
Travel (mileage, meetings and training)	8,747		8,542		3,052	
Utilities (Electricity, sewer/water, phones)		241				
Vehicle						
Vehicle Cost		6,828				
TOTAL	**21,319**	**70,990**	**284,758**	**8,000**	**89,191**	**383,336**

MITW Tribal Budget Expenses By Activity September 30, 2008	Tribal Utilities	Trust Resources	UW Extension	Veterans Pow-wow	Veterans Service Officer	Woodland Boys & Girls Club
Salaries	22,595					
Fringe Benefits	20,929	10,106				
Cash Match/Supplement		2,478				
Cell Phone & Telephone						
Contractual						
Direct Assistance						
Equipment						
Fees (Jury, Membership, Witness)						
Grants			11,400	4,000	28,995	44,200
Indirect Cost	6,552	2,993				
Insurance						
Legislature/Committee Meetings						
Maintenance						
Miscellaneous		8,802				
Program Activities						
Renovation						
Rent/Lease (space, equipment, vehicle)						
Supplies (Ofc/Prog/Postage/Copies/Other)	6,904					
Travel (mileage, meetings and training)						
Utilities (Electricity, sewer/water, phones)						
Vehicle						
Vehicle Cost		57				
TOTAL	**56,980**	**24,436**	**11,400**	**4,000**	**28,995**	**44,200**

MITW Tribal Budget Expenses By Activity September 30, 2008	Youth Development & Outreach	Zoar Ceremonial Building	TOTAL
Salaries			**3,775,952**
Fringe Benefits			**1,393,534**
Cash Match/Supplement	65,549		**895,313**
Cell Phone & Telephone			
Contractual			**653,171**
Direct Assistance			**230,183**
Equipment			**43,175**
Fees (Jury, Membership, Witness)			**44,541**
Grants			**746,120**
Indirect Cost		733	**979,263**
Insurance		513	**33,645**
Legislature/Committee Meetings			**39,575**
Maintenance		866	**65,470**
Miscellaneous			**39,589**
Program Activities			**88,033**
Renovation			**0**
Rent/Lease (space, equipment, vehicle)			**208,411**
Supplies (Ofc/Prog/Postage/Copies/Other)		604	**454,542**
Travel (mileage, meetings and training)			**159,921**
Utilities (Electricity, sewer/water, phones)		3,268	**107,725**
Vehicle			**0**
Vehicle Cost			**61,535**
TOTAL	**65,549**	**5,984**	**10,090,713**

MENOMINEE INDIAN TRIBE OF WISCONSIN TRIBAL FUNDS - BUDGET HISTORY			
FISCAL YEAR	**REVENUE**	**EXPENSES**	**PROFIT (LOSS)**
2008	**11,335,825**	**10,090,713**	**1,245,112**
2007	12,729,182	9,240,351	3,488,831
2006	10,968,906	8,813,080	2,155,826
2005	11,035,741	8,294,766	2,740,975
2004	9,820,103	7,908,265	1,911,838
2003	8,762,288	7,125,921	1,636,367
2002	9,359,462	9,977,427	(617,965)
2001	9,535,552	11,053,114	(1,517,562)
2000	9,502,099	12,329,544	(2,827,445)
1999	11,180,155	13,428,430	(2,248,275)
1998	12,430,874	12,347,440	83,434
1997	10,244,130	10,610,474	(366,344)
1996	9,978,515	9,421,198	557,317
1995	9,782,977	10,163,071	(380,094)
1994	7,507,457	10,182,939	(2,675,482)
1993	8,139,433	7,270,051	869,382
1992	8,756,138	7,439,171	1,316,967
1991	9,707,907	4,489,471	5,218,436
TOTAL	**169,440,919**	**160,094,713**	**9,346,206**

MENOMINEE INDIAN TRIBE OF WISCONSIN
FY 2008 RESTRICTED USE BUDGET - ORDINANCE #07-27

REVENUE

PERIOD COVERED: October 2007 - September 2008 General Council Report	APPROVED BUDGET	YEAR TO-DATE REVENUE	BUDGET BALANCE Over (Under)
Judgment Funds:			
Education	200,649	194,628	(6,021)
Burial	96,481	96,481	-
Healthcare	100,332	100,332	-
Utility Capital Improvement	46,012	31,672	(14,340)
Compact Credits:			-
Tribal School	100,000	100,000	-
County Agreement (Act 161)	100,000	100,000	-
Derksen College Fund	59,500	59,500	-
Trani Estate Funds	28,500	2,770	(25,730)
Sub-Total	731,474	685,383	(46,091)
Carry-over Revenues:			
FY 2007 Casino Found Monies	22,992	22,992	-
FY 2007 Tribal School	100,000	100,000	-
FY 2006 Forest Trespass Funds	14,286	14,286	-
FY 2007 Tribal Budget	22,000	22,000	-
Sub-Total	159,278	159,278	-
TOTAL REVENUE	890,752	844,661	(46,091)

EXPENSE

PERIOD COVERED: October 2007 - September 2008 General Council Report	APPROVED BUDGET	YEAR TO-DATE EXPENSES	BUDGET BALANCE (Over) Under
Act 161	100,000	100,000	-
Aging - Elder Services (non-CBRF)	11,496	11,496	-
Burial Assistance Insurance	96,481	96,481	-
Clinic - Deferred Care Services	100,332	100,332	-
Community Development	14,340	-	14,340
Education (Judgment)	200,649	194,628	6,021
Education (Derksen)	59,500	59,500	-
Fire Protection	22,000	22,000	-
Land Acquisition	28,500	2,770	25,730
Tribal School	200,000	200,000	-
Tribal Utilities	31,672	31,672	-
Trust Resources(Forest Mgmt.Plan'g)	14,286	9,700	4,586
Youth Service Providers	11,496	5,287	6,209
TOTAL EXPENSES	890,752	833,866	56,886
PROFIT/(LOSS)		10,795	

Community Development Committee

FY 2008 TOTAL EXPENSE BY FUNDING AND SERVICE PROVIDED					
	Federal	**Wisconsin**	**Tribal Ordinance**	**Other**	**Total**
Business Center	10,201.65	-	103,579.32	10,093.81	**123,874.78**
Community Development	6,057,245.08	75,043.80	431,399.00	326,848.69	**6,890,536.57**
Fire Protection	14,227.00	-	93,250.00	-	**107,477.00**
Loan Fund	57,713.00	-	-	197,737.48	**255,450.48**
Pow-Wow	-	-	28,481.92	102,668.95	**131,150.87**
Transportation	358,287.47	1,282,843.76	383,336.00	819,667.85	**2,844,135.08**
Utilities			88,652.00	581,426.10	**670,078.10**
Total	**6,497,674.20**	**1,357,887.56**	**1,128,698.24**	**2,038,442.88**	**11,022,702.88**
By Percent	**58.95%**	**12.32%**	**10.24%**	**18.49%**	

Enforcement & Resource Protection Committee

FY 2008 TOTAL EXPENSE BY FUNDING AND SERVICE PROVIDED					
	Federal	**Wisconsin**	**Tribal Ordinance**	**Other**	**Total**
Conservation	380,988.97	-	390,144.55	4,815.00	**775,948.52**
Election	-	-	50,620.42	-	**50,620.42**
Environmental Services	464,704.72	26,030.08	110,283.73	20,797.28	**621,815.81**
Gaming Commission	-	-	533,850.42	-	**533,850.42**
Judiciary	412,325.36	-	307,392.63	-	**719,717.99**
Law Enforcement	1,570,862.42	32,850.67	1,639,810.60	41,849.21	**3,285,372.90**
License & Permits	-	-	120,185.61	-	**120,185.61**
Probation	87,041.00	-	142,458.03	-	**229,499.03**
Prosecutor	226,284.99	-	167,563.54	-	**393,848.53**
Tax Commissioner	-	-	89,191.35	-	**89,191.35**
Total	**3,142,207.46**	**58,880.75**	**3,551,500.88**	**67,461.49**	**6,820,050.58**
By Percent	**46.07%**	**0.86%**	**52.07%**	**0.99%**	

Governmental Affairs Committee

FY 2008 TOTAL EXPENSE BY FUNDING AND SERVICE PROVIDED					
	Federal	**Wisconsin**	**Tribal Ordinance**	**Other**	**Total**
Chairperson	20,000.00	-	803,311.00	632,233.40	**1,455,544.40**
Enrollment	51,108.00	-	89,664.48	823,614.17	**964,386.65**
Finance	-	-	-	1,296,862.44	**1,296,862.44**
Insurance	111,140.43	202,607.00	228,999.28	12,229,610.65	**12,772,357.36**
Internal Audit	-	-	-	270,013.59	**270,013.59**
Maintenance	215,268.69	-	88,618.00	789,092.61	**1,092,979.30**
(IT) Information Technology	-	-	-	1,153,038.11	**1,153,038.11**
Property Mgmt	-	-		239,968.86	**239,968.86**
Tribal Administration	541,640.29	-	26,482.00	701,927.65	**1,270,049.94**
Tribal Attorney	-	-	146,573.00	161,514.00	**308,087.00**
Total	**939,157.41**	**202,607.00**	**1,383,647.76**	**18,297,875.48**	**20,823,287.65**
By Percent	**4.51%**	**0.97%**	**6.64%**	**87.87%**	

Housing Committee

FY 2008 TOTAL EXPENSE BY FUNDING AND SERVICE PROVIDED					
	Federal	**Wisconsin**	**Tribal Ordinance**	**Other**	**Total**
Home Improvement Program	264,505.83	28,506.77	45,363.57	-	**338,376.17**
Tribal Housing	2,658,768.01	21,257.16	-	1,350,169.25	**4,030,194.42**
Wolf River Development	40,988.00	-	-	8,766.32	**49,754.32**
Total	**2,964,261.84**	**49,763.93**	**45,363.57**	**1,358,935.57**	**4,418,324.91**
By Percent	**67.09%**	**1.13%**	**1.03%**	**30.76%**	

FY 2008 TOTAL EXPENSE BY FUNDING AND SERVICE PROVIDED					
	Federal	**Wisconsin**	**Tribal Ordinance**	**Other**	**Total**
Aging Division	164,139.80	183,850.00	944,751.00	136,634.65	**1,429,375.45**
Chicago Community Ctr	-	-	8,000.00	-	**8,000.00**
Clinic	8,882,467.57	375,295.74	242,479.00	5,253,057.24	**14,753,299.55**
Family Preservation	254,909.59	111,548.71	81,934.46	53,361.74	**501,754.50**
Food Distribution	381,624.06	1,664.00	92,234.00	27,028.02	**502,550.08**
Maehnowesekiyah	681,646.65	473,621.11	452,361.40	683,852.21	**2,291,481.37**
Neopit Community Ctr	-	-	8,000.00	-	**8,000.00**
Recreation	-	-	250,164.00	58,887.88	**309,051.88**
So Branch Commty Ctr	-	-	8,000.00	-	**8,000.00**
Social Services	321,046.08	291,995.00	284,758.45	727.06	**898,526.59**
Veterans Service Officer	-	-	28,995.00	-	**28,995.00**
Woodland Youth	-	-	59,866.00	-	**59,866.00**
Zoar Ceremonial	-	-	5,983.62	-	**5,983.62**
Total	**10,685,833.75**	**1,437,974.56**	**2,467,526.93**	**6,213,548.80**	**20,804,884.04**
By Percent	**51.36%**	**6.91%**	**11.86%**	**29.87%**	

FY 2008 TOTAL EXPENSE BY FUNDING AND SERVICE PROVIDED					
	Federal	**Wisconsin**	**Tribal Ordinance**	**Other**	**Total**
College Men Nation	-	-	252,943.28	-	**252,943.28**
Child Support	615,375.56	-	149,940.12	20,127.41	**785,443.09**
Early Childhood Daycare	237,076.20	82,982.02	293,462.00	438,676.03	**1,052,196.25**
Education	458,552.02	-	254,128.00	1,991.00	**714,671.02**
Head Start	1,718,778.10	164,401.55	488,134.00	434,722.97	**2,806,036.62**
Historic Preservation	180,659.03	-	157,250.00	34,785.45	**372,694.48**
Human Resources	-	-	-	450,481.42	**450,481.42**
Johnson O'Malley	110,609.05	-	43.72	-	**110,652.77**
Job Training	1,134,024.51	-		-	**1,134,024.51**
Language & Culture	-	-	102,012.00	-	**102,012.00**
Library	5,000.00	-	137,955.55	29,881.47	**172,837.02**
East - West University	-	-	29,223.00	-	**29,223.00**
Tribal News	-	-	237,213.47	-	**237,213.47**
Trust Resource	2,915,635.93	-	34,136.48	4,468.84	**2,954,241.25**
Tribal School	3,221,219.74	70,157.78	200,000.00	91,008.27	**3,582,385.79**
U W Extension	-	-	11,400.00	-	**11,400.00**
Total	**10,596,930.14**	**317,541.35**	**2,347,841.62**	**1,506,142.86**	**14,768,455.97**
By Percent	**71.75%**	**2.15%**	**15.90%**	**10.20%**	

FY 2008 TOTAL EXPENSE BY FUNDING AND SERVICE PROVIDED					
	Federal	**Wisconsin**	**Tribal Ordinance**	**Other**	**Total**
Community Develop	6,497,674.20	1,357,887.56	1,128,698.24	2,038,442.88	11,022,702.88
Enforce Rights Prot	3,142,207.46	58,880.75	3,551,500.88	67,461.49	6,820,050.58
Governmentl Affairs	939,157.41	202,607.00	1,383,647.76	18,297,875.48	20,823,287.65
Health & Family	10,685,833.75	1,437,974.56	2,467,526.93	6,213,548.80	20,804,884.04
Housing	2,964,261.84	49,763.93	45,363.57	1,358,935.57	4,418,324.91
Labor, Educ & Traing	10,596,930.14	317,541.35	2,347,841.62	1,506,142.86	14,768,455.97
Grand Total	34,826,064.80	3,424,655.15	10,924,579.00	29,482,407.08	78,657,706.03
Bi-Weekly	1,339,464.03	131,717.51	420,176.12	1,133,938.73	3,025,296.39
Monthly	2,902,172.07	285,387.93	910,381.58	2,456,867.26	6,554,808.84
By Percent	**44.28%**	**4.35%**	**13.89%**	**37.48%**	

FY 2008 INDIRECT COST

Indirect Costs **–** Costs incurred for a common or joint purpose that benefits more than one contract objective.

Indirect Costs Departments are support services for each contract/grant and Tribal budget. Departments in IDC include Accounting, Administration, Human Resources, Insurance, Internal Audit, Legal, Maintenance, Management Information Services, Property Management & Acquisition, and Tribal Government (50% Chairman's Budget and 50% Legislative Staff).

The Tribe is required to have these support services in order to obtain contracts/grants from the federal and state governments.

MENOMINEE INDIAN TRIBE OF WISCONSIN INDIRECT COST FY 2008 CONSOLIDATED BUDGET REPORT			
DEPARTMENT	APPROVED BUDGET	ACTUAL EXPENSES	BUDGET BALANCE (OVER)/Under
Administration	1,035,539	863,443	172,096
Finance	1,342,225	1,296,863	45,362
Human Resource	552,604	450,481	102,123
(IT) Information Technology	1,196,025	1,153,038	42,987
Insurance	457,815	395,984	61,831
Internal Audit	299,243	315,139	(15,896)
Maintenance	476,779	431,743	45,036
Procurement	176,447	168,680	7,767
Tribal Government	374,505	269,420	105,085
TOTAL	5,911,182	5,344,791	566,391

	Administration	Finance	Human Resource	Information Technology	Insurance
Salaries	457,288	815,509	251,728	581,202	198,858
Fringe Benefits	155,838	358,707	103,388	240,380	74,919
Advertising	184		1,267		
Building Maintenance					
Cell Phones/Pagers				290	
Computer Upgrading				78,741	
Contractual Services	161,514	24,207	38,119		457
Dues & Membership			1,527		
Employee Recognition					9,432
Equipment Lease		2,666		61,173	
Equipment Maintenance	456			3,996	
Insurance				1,381	74,894
License And Permits					
Meeting & Related	4,967			4,034	4,712
Mileage	525		251	710	1,007
Minor Equipment					
Office Supplies	18,610	26,396	5,422	5,759	6,016
Photocopies	9,942	18	4,516	109	3,471
Postage	1,258	3,906	2,095	96	354
Program Supplies	486		4,864	901	1,456
Space Rent	34,430	56,199	23,056	31,495	14,029
Telephone	4,380	6,702	3,582	128,755	3,237
Training & Related	13,565	2,553	10,666	11,855	3,142
Utilities					
Vehicle Cost				1,163	
Vehicle Fuel				998	
Vehicle Lease					
Vehicles					
Total Expenses	863,443	1,296,863	450,481	1,153,038	395,984

	Internal Audit	Maintenance	Property Management & Acquisition	Tribal Government	Total
Salaries	91,110	232,066	113,778	130,690	**2,872,229**
Fringe Benefits	45,690	126,132	29,806	47,093	**1,181,953**
Advertising			187		**1,638**
Building Maintenance		7,418			**7,418**
Cell Phones/Pagers		2,010		1,566	**3,866**
Computer Upgrading		343	4,000		**83,084**
Contractual Services	161,340	190			**385,827**
Dues & Membership	130				**1,657**
Employee Recognition					**9,432**
Equipment Lease			660	1,444	**65,943**
Equipment Maintenance			1,141	1,817	**7,410**
Insurance		6,466	739		**83,480**
License And Permits		84	100		**184**
Meeting & Related	21			39,557	**53,291**
Mileage	347	604	48	2,784	**6,276**
Minor Equipment		555			**555**
Office Supplies	754	1,347	2,509	22,005	**88,818**
Photocopies	13	49	146	87	**18,351**
Postage	275	48	40	856	**8,928**
Program Supplies		2,827	481		**11,015**
Space Rent	4,177	10,884	11,743	16,876	**202,889**
Telephone	1,913	3,503	1,610	4,645	**158,327**
Training & Related	9,369	3,168	239		**54,557**
Utilities		9,129	132		**9,261**
Vehicle Cost		1,458			**2,621**
Vehicle Fuel		3,253	1,189		**5,440**
Vehicle Lease		8,234			**8,234**
Vehicles		11,975	132		**12,107**
Total Expenses	**315,139**	**431,743**	**168,680**	**269,420**	**5,344,791**

INDIRECT COST POOL POSITIONS

ADMINISTRATION

1	Administrative Manager
3	Administrative Officer
1	Budget Specialist
1	Community Resource Planner
1	Grant Writer
1	Grant Writer Aide
1	Program Assistant
1	Secretary
1	Senior Grant Writer
11	TOTAL

FINANCE

1	A/R Coordinator
1	A/R Tech/Central Cashier
2	A/R Technician
2	Accounting Clerk A/P
1	Accounting Supervisor/Monitor
3	Accounting Technician
2	Accounting Technicians, Sr
1	Accounts Payable Coor
1	Finance Manager
1	Fiscal Monitor
1	Payroll Coordinator
1	Payroll Specialist
1	Receptionist Clerk
1	System Support Specialist/Acct
1	System Support Tech/Accountant
20	TOTAL

HUMAN RESOURCE

1	Data Technician
1	Employee Relations Technician
1	Employee Relations/Training Coord
1	Human Resource Manager
1	Office Manager
1	Secretary/Receptionist
1	Training/Compensation Manager
7	TOTAL

INFORMATION TECHNOLOGY

1	Administrative Assistant
1	Help Desk Support Specialist
1	IT Director
1	Network Engineer
3	Pc Technician
2	Programmer/System Analyst
1	Programming/Database Manager
1	Service Support Manager
1	Sr Desktop/Network Administrator
1	Technology Trainer/Multi Media Coor
1	Web Developer
14	TOTAL

INSURANCE

1	Benefits Coordinator
1	Benefits Technician
1	Employee Advocate
1	Insurance Manager
1	Wellness Coordinator
5	TOTAL

INTERNAL AUDIT

2	Staff Auditor
2	TOTAL

MAINTENANCE

1	Heating/Cooling Service Tech
1	Inventory Clerk
1	Maintenance Manager
1	Maintenance Worker
1	Maintenance/Groundskeeper
1	Office Manager
1	Receptionist
7	TOTAL

PROCUREMENT

1	Procurement Inventory Specialist
1	Procurement/Inventory Officer
1	Procurement/Property Management Dir
3	TOTAL

TRIBAL GOVERNMENT

1	Chairman
1	Chief Financial Officer
1	Legislative Services Coordinator
1	Receptionist
2	Recording Clerk
1	Secretary - Assistant
1	Secretary – Chairman's
1	Vice Chairman
9	TOTAL

MENOMINEE INDIAN TRIBE OF WSICONSIN INDIRECT COST RATES						
FY	Base	I/C Pool Budget	Carry-Over	Adjusted I/C Budget	Proposed Rate	Approved Rates
2008	44,705,400	5,918,621	(127,863)	5,790,758	12.95%	12.95%
2007	40,182,868	5,645,546	(34,721)	5,610,825	13.96%	13.96%
2006	39,237,530	5,362,995	(127,349)	5,235,646	13.34%	13.34%
2005	39,967,175	4,871,658	(13,796)	4,857,862	12.15%	12.15%
2004	36,940,055	4,179,722	(15,823)	4,163,899	11.29%	11.27%
					BIA Rate	11.32%
2003	34,680,534	3,700,825	(3,470)	3,697,355	10.66%	10.66%
					BIA Rate	10.87%
2002	37,113,734	3,499,974	(32,437)	3,532,411	9.5%	9.5%
2001	36,043,562	3,722,754	114,427	3,608,327	10.0%	10%
2000	35,559,451	3,939,064	69,221	3,869,843	10.88%	10.88%
1999	32,920,074	3,308,403	82,503	3,225,900	9.80%	9.80%
1998	26,934,182	2,827,484	226,463	2,601,021	9.66%	9.66%
1997	18,805,146	2,697,710	76,509	2,621,201	13.94%	13.94%
1996	16,371,442	2,627,870	184,904	2,442,966	14.92%	14.99%
1995	15,891,519	2,533,932	337,732	2,196,200	13.82%	13.80%
1994	14,303,335	2,083,276	262,926	1,820,350	12.73%	12.73%
1993	14,393,882	1,909,400	236,206	1,673,194	11.62%	11.62%
1992	16,287,954	1,599,408	175,174	1,424,234	8.74%	8.75%
1991	11,482,721	1,218,532	67,224	1,151,308	10.03%	10.00%
1990	8,205,491	958,545	-	958,545	11.68%	11.70%
1989	8,197,550	900,319	-	900,319	10.98%	11.00%
1988	6,241,457	636,609	32,136	604,473	9.68%	9.70%
1987	5,007,832	549,048	64,971	484,077	9.67%	9.70%
1986	4,474,291	570,289	57,577	512,712	11.46%	11.50%
1985	3,593,275	544,334	69,138	475,196	13.22%	13.20%
1984	3,821,159	494,498	85,757	408,741	10.70%	10.70%
1983	2,912,186	409,903	45,808	364,095	12.50%	12.50%
1982	2,597,754	358,919	74,799	284,120	10.94%	10.90%
1981	3,245,919	413,050	30,000	383,050	11.80%	11.80%
1980	3,296,018	354,398	-	354,398	10.75%	10.80%

Appendix B

Investments

Robert J. Terrian, Associated Bank Administrative Officer

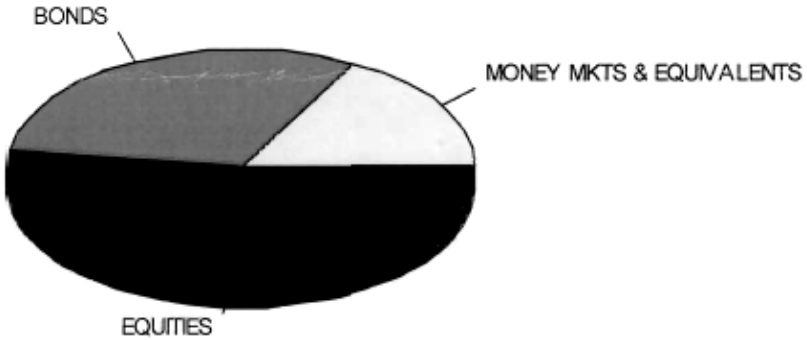
Our investment approach in managing the Menominee Indian accounts has been to create diversified portfolios with an asset mix consistent with the investment objectives of each individual account. The broad based strategies include investment parameters that are appropriate for accounts with various objectives that may be Short-Term (0-3 years), Intermediate-Term (4-8 years) and Long-Term (8 years or more) in nature. All accounts, regardless of their time-frame, are invested in a diversified manner in order to provide consistent returns over a long time frame and to also produce returns that meet or exceed established benchmarks.

In order to gain broad diversification within the equity segment of your accounts, eleven different stock mutual funds are utilized. This enables the accounts to have excellent diversification among the various asset classes (large-cap, mid-cap, small-cap, and foreign stocks) as well as proper diversification within each asset class. We also make small, tactical asset allocation changes in the accounts based on our outlook for the economy and the capital markets. Over the past year, the exposure to large-cap stocks has been increased. Large-cap stocks generally have better developed business plans and more consistent revenue streams. As a result, this asset class tends to perform better when the economy slows, which is what we are currently witnessing. The investment accounts' equity exposure has been on the lower end of the stated equity ranges, as outlined in the investment policy statement, throughout most 2008. This has helped minimize losses this past year as the overall stock market declined in value. For the fixed-income segment of your portfolios, we have invested in mutual funds that invest in high quality bonds. The Vanguard Total Bond Market Index Bond Fund, an intermediate-term bond fund used in many accounts, invests only in investment grade (high quality) U.S. bonds. Many of the accounts also hold individual U.S. Treasury Bonds, rated AAA, the highest possible credit rating.

Currently, the majority of the accounts have a large percentage of their funds invested in the Goldman Sachs Money Market Fund. This money market fund is meant to preserve capital while providing interest on the invested funds. The value of the money market fund stays constant over time, and therefore is an ideal place to invest funds during volatile periods in the stock and bond markets. Although the stock market decline has caused the value of the accounts to decline during the past year, our overweight position to money market funds has helped to stabilize the returns for the account as a whole due to the money markets positive returns year-to-date. Overall, this investment strategy outlined above has generated solid, long-tern returns relative to the accounts' respective benchmarks.

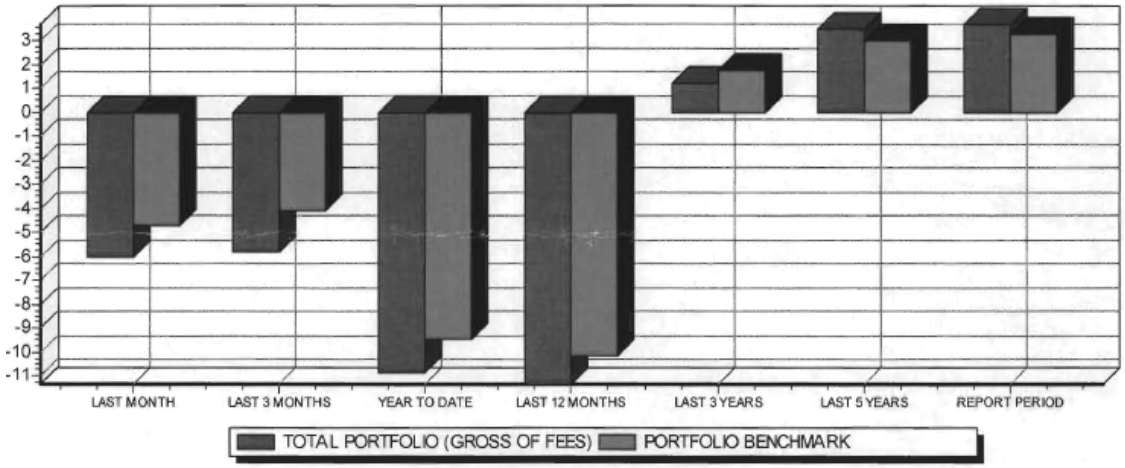
The following charts illustrate the Tribe's market value diversification and total portfolio (gross of fees) for the following: Burial Fund, Education, Health, Reserve and Trani Estate.

Burial Fund: Market Value Diversification



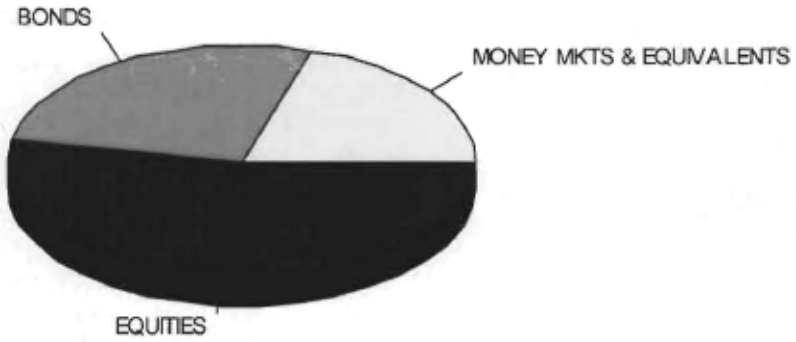
Category	% of MV	Market Value
Cash	0.00%	$0.00
Money markets & equivalents	17.11%	$357,308.00
Bonds	30.73%	$641,561.00
Equities	52.16%	$1,089,096.00
Total Portfolio (Gross of Fees)		$2,087,965.00

Burial Fund: Total Portfolio (Gross of Fees)



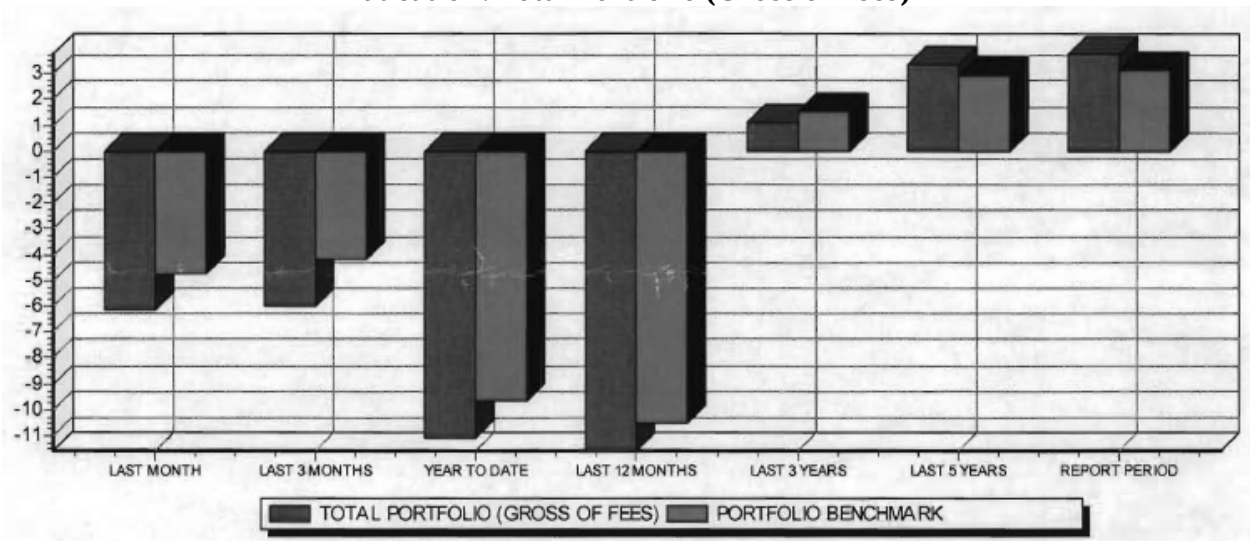
Category/Index	Last Month	Last 3 Months	Year to Date	Last 12 Months	Last 3 Years	Last 5 Years	Report Period
Cash	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Not applicable	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Money MKTS & Equivalents	0.20	0.60	2.17	3.46	4.51	3.43	3.05
Lipper Money Market Index	0.18	0.53	1.97	3.12	4.03	2.95	2.58
Bonds	-0.75	-0.22	1.20	3.11	4.09	3.41	3.15
Lehman Bros 1-3 Govt. Index	0.58	1.39	3.52	5.91	5.14	3.52	3.40
Equities	-10.69	-10.69	-20.62	-22.61	-0.09	6.01	N/A
Standard & Poor's 00 Stock Index	-8.90	-8.36	-19.27	-21.96	0.22	5.17	N/A
Total Portfolio: Gross of Fees	**-6.04**	**-5.83**	**-10.82**	**-11.32**	**1.21**	**3.47**	**3.70**
Portfolio Benchmarks	-4.68	-4.09	-9.43	-10.17	1.76	3.04	3.28

Education: Market Value Diversification



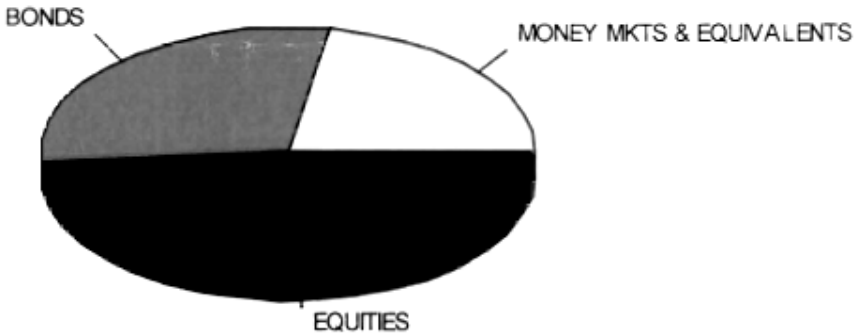
Category	% of MV	Market Value
Cash	0.00%	$0.00
Money markets & equivalents	20.20%	$858,452.00
Bonds	26.83%	$1,140,061.00
Equities	52.97%	$2,250,482.00
Total Portfolio (Gross of Fees)		$4,248,995.00

Education: Total Portfolio (Gross of Fees)



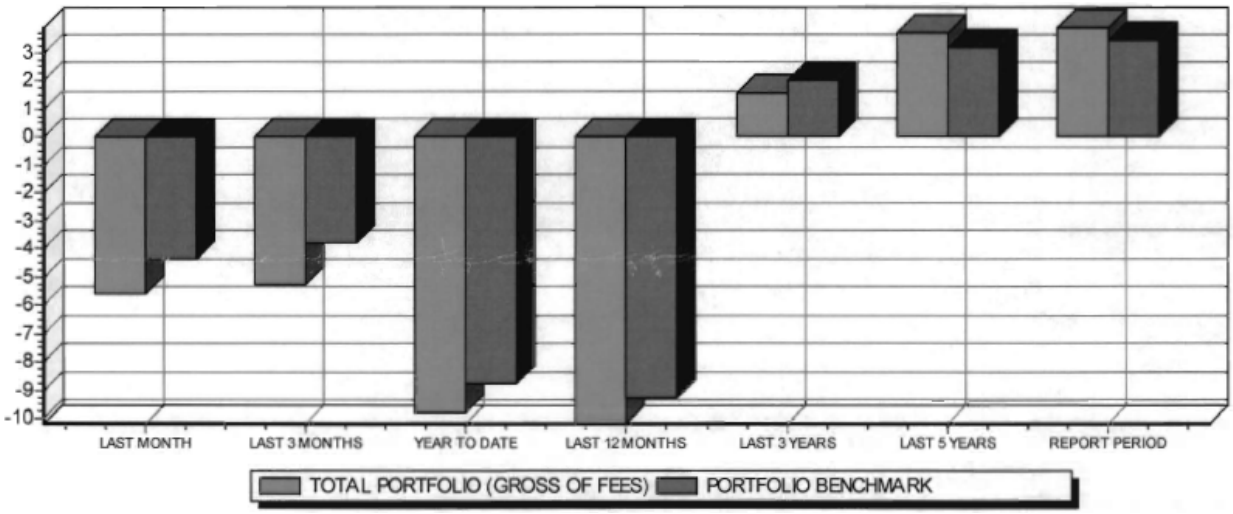
Category/Index	Last Month	Last 3 Months	Year to Date	Last 12 Months	Last 3 Years	Last 5 Years	Report Period
Cash	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Not applicable	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Money MKTS & Equivalents	0.20	0.60	2.18	3.46	4.39	3.35	2.99
Lipper Money Market Index	0.18	0.53	1.97	3.12	4.03	2.95	2.58
Bonds	-1.04	-0.54	0.80	2.74	3.97	3.33	3.37
Lehman Bros 1-3 Govt. Index	0.58	1.39	3.52	5.91	5.14	3.52	3.40
Equities	-10.70	-10.75	-20.66	-22.54	-0.01	6.06	N/A
Standard & Poor's 500 Stock Index	-8.90	-8.36	-19.27	-21.96	0.22	5.17	N/A
Total Portfolio: Gross of Fees	**-6.15**	**-5.98**	**-11.09**	**-11.57**	**1.08**	**3.39**	**3.79**
Portfolio Benchmarks	-4.75	-4.18	-9.67	-10.49	1.57	2.93	3.19

Health: Market Value Diversification



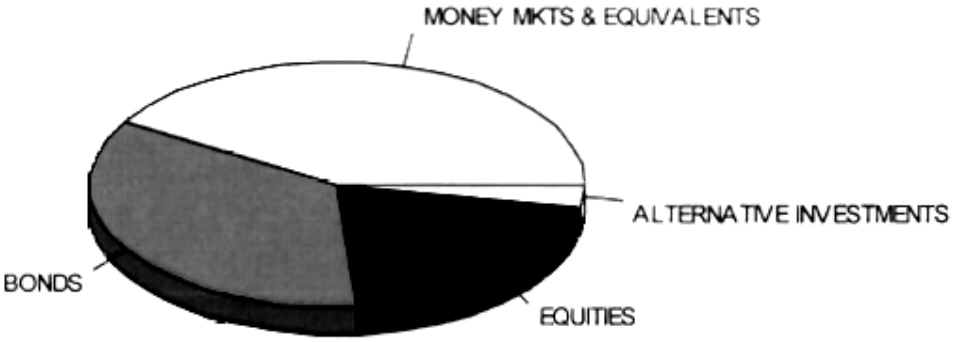
Category	% of MV	Market Value
Cash	0.00%	$0.00
Money markets & equivalents	22.33%	$493,315.00
Bonds	29.05%	$641,561.00
Equities	48.62%	$1,073,963.00
Total Portfolio (Gross of Fees)		$2,208,839.00

Health: Total Portfolio (Gross of Fees)



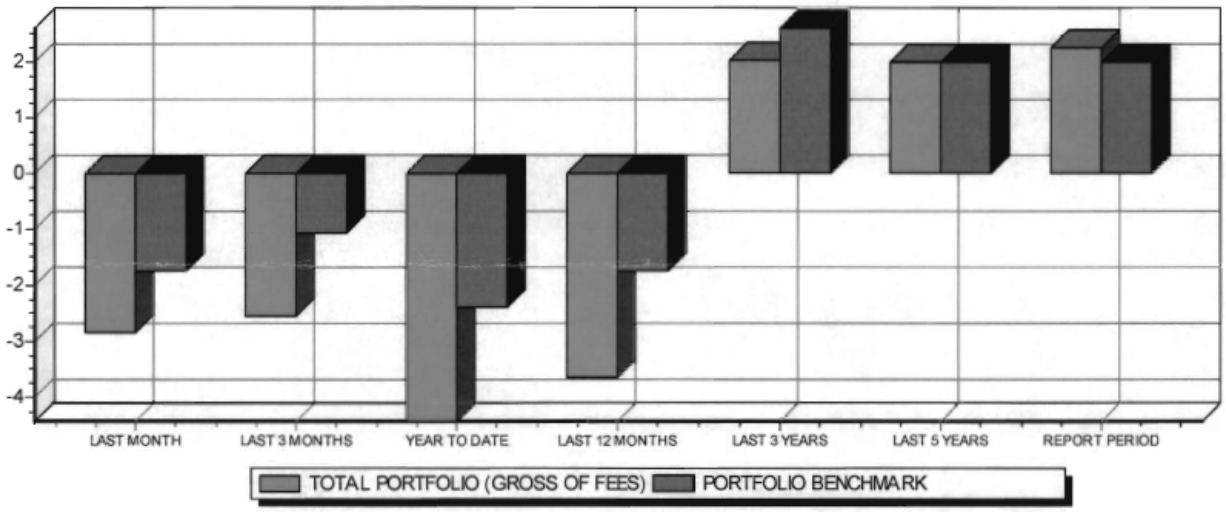
Category/Index	Last Month	Last 3 Months	Year to Date	Last 12 Months	Last 3 Years	Last 5 Years	Report Period
Cash	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Not applicable	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Money MKTS & Equivalents	0.20	0.60	2.18	3.46	4.54	3.44	3.06
Lipper Money Market Index	0.18	0.53	1.97	3.12	4.03	2.95	2.58
Bonds	-0.75	-0.22	1.20	3.11	4.09	3.41	3.15
Lehman Bros 1-3 Govt. Index	0.58	1.39	3.52	5.91	5.14	3.52	3.40
Equities	-10.60	-10.46	-20.23	-22.35	0.04	6.08	N/A
Standard & Poor's 500 Stock Index	-8.90	-8.36	-19.27	-21.96	0.22	5.17	N/A
Total Portfolio: Gross of Fees	**-5.61**	**-5.31**	**-9.81**	**-10.18**	**1.58**	**3.68**	**3.88**
Portfolio Benchmarks	-4.37	-3.79	-8.73	-9.27	2.01	3.18	3.40

Reserve: Market Value Diversification



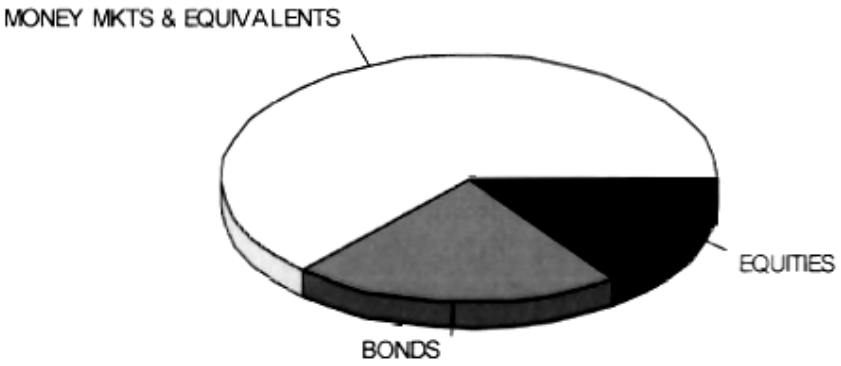
Category	% of MV	Market Value
Cash	0.00%	$0.00
Money markets & equivalents	41.52%	$858,452.00
Bonds	34.77%	$1,140,061.00
Equities	20.57%	$2,250,482.00
Alterative Investments	3.14%	$330,420
Cash	0.00%	$1.00
Total Portfolio (Gross of Fees)		$10,527,246

Reserve: Total Portfolio (Gross of Fees)



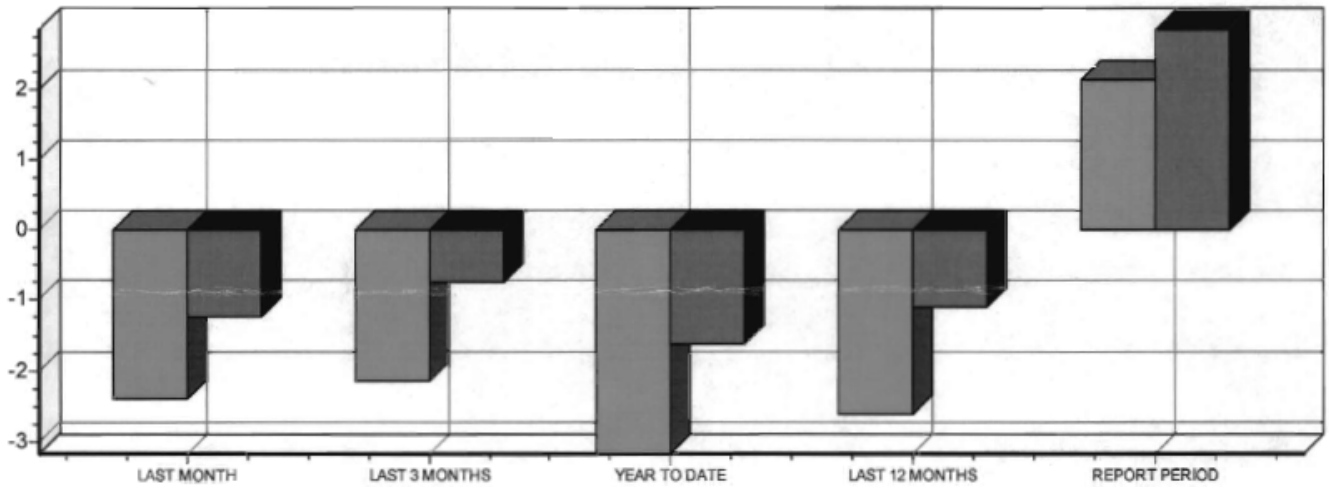
Category/Index	Last Month	Last 3 Months	Year to Date	Last 12 Months	Last 3 Years	Last 5 Years	Report Period
Cash	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Not applicable	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Money MKTS & Equivalents	0.20	0.60	2.18	3.46	4.63	3.49	3.08
Lipper Money Market Index	0.18	0.53	1.97	3.12	4.03	2.95	2.56
Bonds	-1.50	-1.09	0.25	2.27	3.84	3.13	N/A
Lehman Bros 1-3 Govt. Index	0.58	1.39	3.52	5.91	5.14	3.52	N/A
Equities	-10.74	-10.84	-21.08	-22.65	N/A	N/A	N/A
Standard & Poor's 500 Stock Index	-8.90	-8.36	-19.27	-21.96	N/A	N/A	N/A
Alternative Investments	-0.32	0.00	-6.07	N/A	N/A	N/A	N/A
CPI X 2	-0.27	3.50	8.07	N/A	N/A	N/A	N/A
Total Portfolio: Gross of Fees	**-2.85**	**-2.56**	**-4.43**	**-3.65**	**2.03**	**2.02**	**2.27**
Portfolio Benchmarks	-1.73	-1.08	-2.38	-1.74	2.62	2.01	2.01

Trani Estate: Market Value Diversification



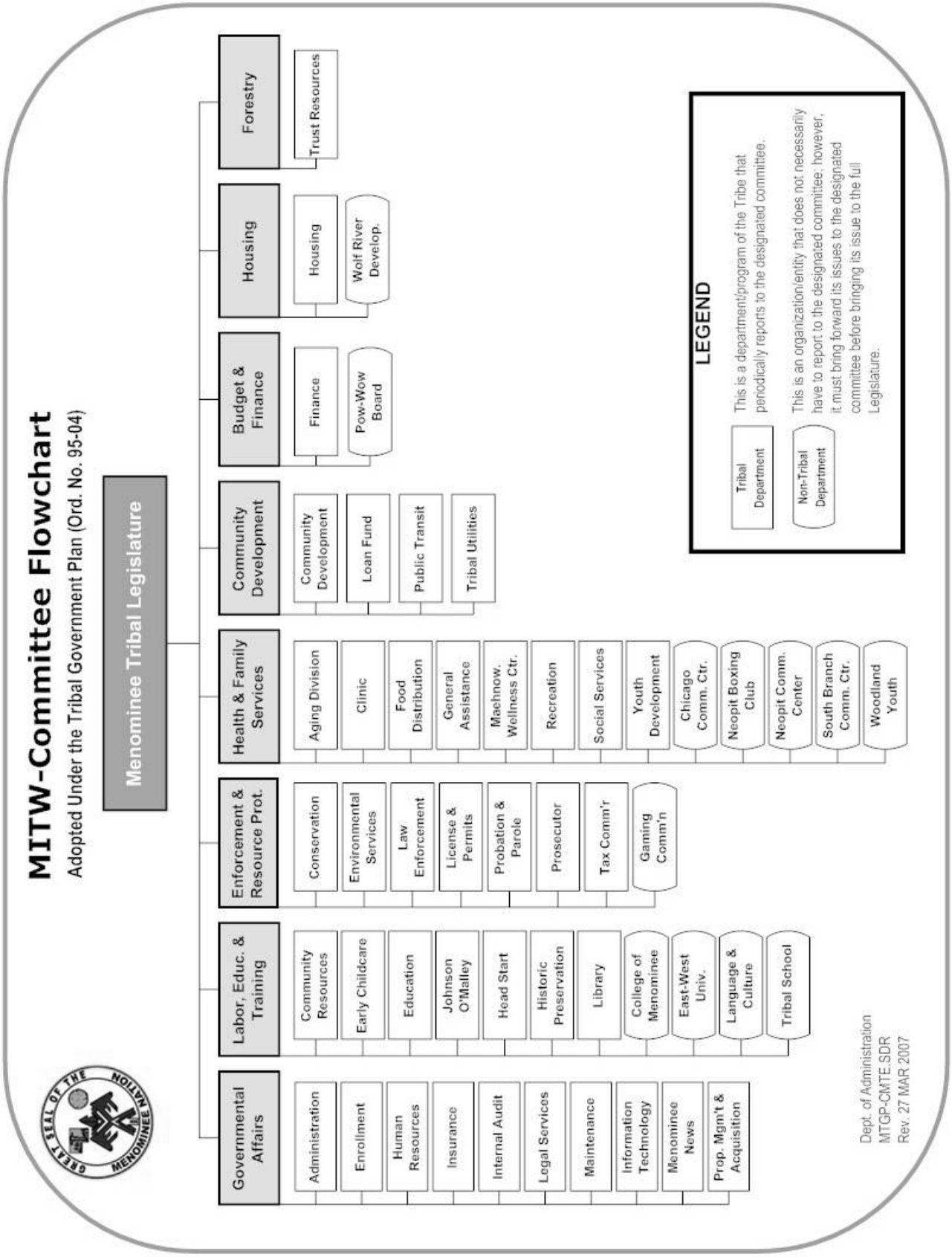
Category	% of MV	Market Value
Cash	0.00%	$0.00
Money markets & equivalents	63.28%	$696,539.00
Bonds	26.83%	$237,516.00
Equities	52.97%	$166,745.00
Cash	0.00%	$-1.00
Total Portfolio (Gross of Fees)		$1,100,789.00

Trani Estate: Total Portfolio (Gross of Fees)

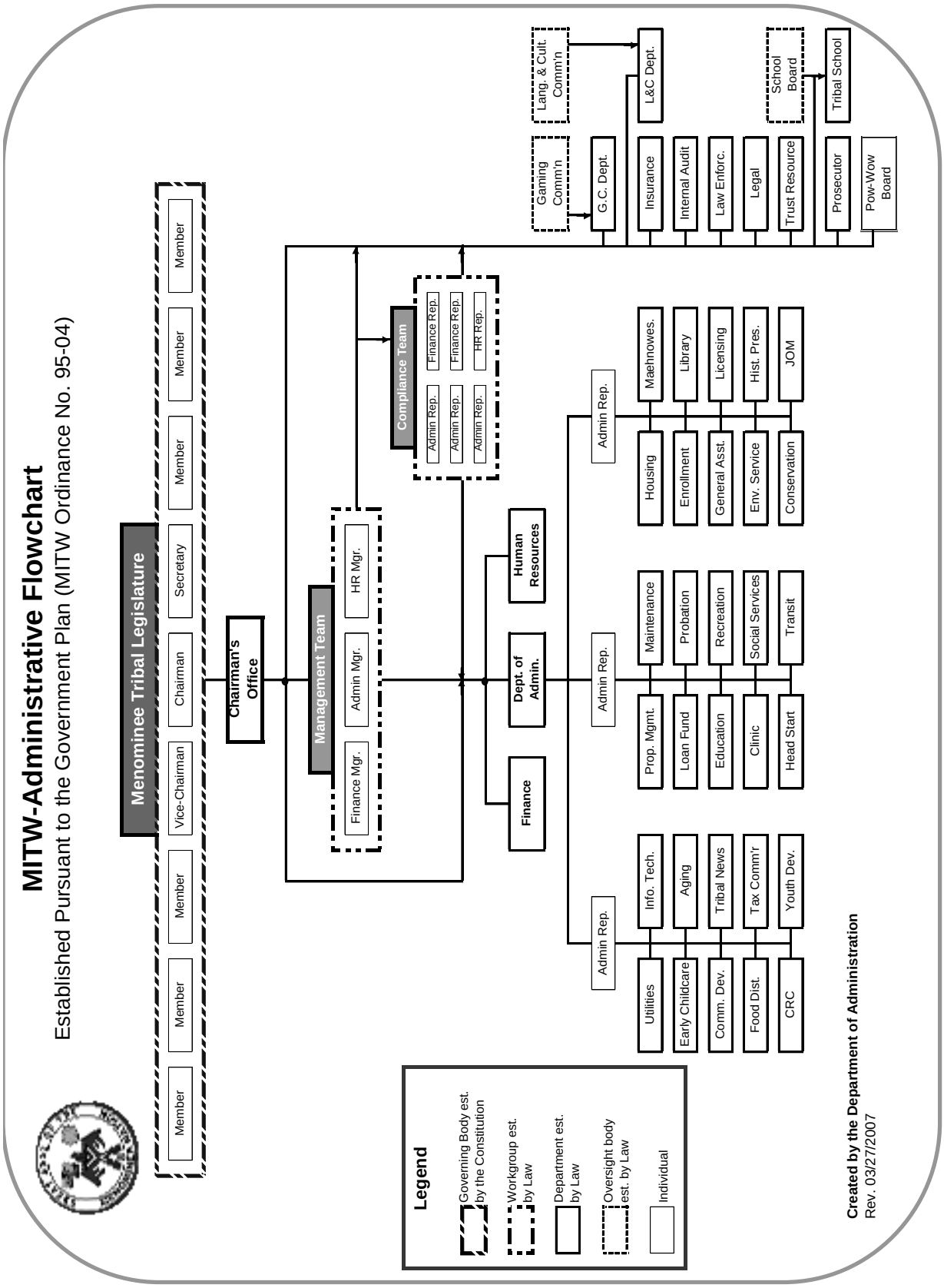


Category/Index	Last Month	Last 3 Months	Year to Date	Last 12 Months	Last 3 Years	Last 5 Years	Report Period
Cash	0.00	0.00	0.00	0.00	N/A	N/A	0.00
Not applicable	0.00	0.00	0.00	0.00	N/A	N/A	0.00
Money MKTS & Equivalents	0.18	0.54	1.98	3.20	N/A	N/A	4.07
Lipper Money Market Index	0.18	0.53	1.97	3.12	N/A	N/A	4.07
Bonds	-3.44	-3.40	-2.50	-0.84	N/A	N/A	N/A
Lehman Bros 1-3 Govt. Index	0.58	1.39	3.52	5.91	N/A	N/A	N/A
Equities	-10.69	-10.50	-20.76	-22.75	N/A	N/A	N/A
Standard & Poor's 500 Stock Index	-8.90	-8.36	-19.27	-21.96	N/A	N/A	N/A
Total Portfolio: Gross of Fees	**-2.41**	**-2.15**	**-3.17**	**-2.62**	**N/A**	**N/A**	**2.12**
Portfolio Benchmarks	-1.24	-0.75	-1.63	-1.11	N/A	N/A	2.85

Appendix C: Committee Flowchart



Appendix D: Administrative Flowchart



Omaeqnomenewak

Mission

The mission of the Omaeqnomenewak (People of the Wild Rice) is to promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.

Vision

We envision the Omaeqnomenewak (People of the Wild Rice) as a strong, healthy, and proud nation living in accordance with its culture and beliefs, and possessing the resources necessary to be successful in achieving our goals.

Value

As Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture

People of the Wild Rice