Menominee Indian Tribe of Wisconsin

Annual Report 2011

Inside This Year's Annual Report

- General Council Meeting Agenda
- Important Dates To Remember
- Message From the Tribal Chairwoman
- Legislative Directory
- Legislative Committees
- Taskforces, Boards & Community Committees
- Departments, Programs and Grantee Reports
- Committee Flowchart
- Administrative Flowchart
- Financial Report
- Investment Report
- Mission, Vision, and Value Statements

"Revised" Annual General Council Meeting Agenda

Saturday, January 14, 2012 at 9:00 a.m., at the Menominee Casino Complex

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. Honoring our Elders – Proclamations.
8. State of the Menominee Nation/Kenosha update - Chairman.
9. Actions Taken per Motions of Annual General Council of January 22, 2011.
10. Legislative Committee Reports:
    - Budget & Finance
        - Financial Report
        - Indirect Cost Report
        - Investments
    - Community Development
    - Enforcement & Resource Protection
    - Forestry
    - Governmental Affairs
    - Health & Family
    - Housing
    - Labor, Education & Training
11. Other Business.
12. Election of Enrollment Committee – If a quorum of 150 eligible tribal voters are present, IN PERSON, in accordance with Bylaw III, Section 4, of the Menominee Constitution & Bylaws. If there is not a quorum of 150 voters present, IN PERSON, the Tribal Legislature shall appoint the Enrollment committee from the original applications that were submitted to the Chairman's Office within two (2) months.
13. Retire the Color Guard.
14. 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 14, 2012
Annual Swearing-In Ceremony		Thursday, February 9, 2012
Menominee Indian High School Graduation		Friday, May 25, 2012
Menominee Veterans Pow-wow		Third Weekend in May
Memorial Day Parade		Monday, May 28, 2012
Menominee Nation Contest Pow-wow		First Weekend in August
Primary Tribal Elections	Neopit	Wednesday, November 14, 2012
	Keshena	Thursday, November 15, 2012
Main Tribal Elections	Neopit	Wednesday, January 16, 2012
	Keshena	Thursday, January 17, 2012

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day	Thursday Dec. 22, 2011	Native American Day	Monday May 14, 2012
Christmas Eve (obs.)	Friday Dec. 23, 2011	Memorial Day	Monday May 28, 2012
Christmas Day (obs.)	Monday Dec. 26, 2011	Independence Day	Wednesday July 4, 2012
New Year's Eve	Friday Dec. 30, 2011		
New Year's Day	Monday Jan. 2, 2011	Labor Day	Monday Sept. 3, 2012
Martin Luther King Jr.	Monday Jan. 16, 2012	Veterans Day (obs.)	Monday Nov. 12, 2012
Presidents Day	Monday Feb. 20, 1012	Thanksgiving Day	Thursday Nov. 22, 2012
Good Friday	Friday April 6, 2012	Day After Thanksgiving	Friday November 23, 2012

MENOMINEE INDIAN TRIBE OF WISCONSIN

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

Posoh Netaenawemakanak,

(Greetngs, All my relatives), It is my great honor and privilege to provide you an introduction to the 2011 Annual Report. I want to first say that serving as your Chairman for the past year has been one of the greatest experiences of my lifetime.

This past year has brought many challenges as well as many opportunities for the nation. As we continue to work through a down economy, we continue to watch every dime and cut back and save where we can. I think one of things that we can be grateful for is that we have not had to lay off employees. We continue to scale back hours and benefits where we can so that our employees can stay employed. The Budget and Finance committee had the daunting task of cutting back expenses to come in line with revenues. This is very difficult to do and in the end the Tribe scaled back what we could and supplemented the budget with reserve funds.

I want to take this opportunity to, commend our employees for again doing more with less. As you read each report, remember that all departments, except those that may be 100% federally funded, continued to provide services with a reduction in funding from last year. I commend them for the great work that they do and I am honored to work among some of the most professional and progressive people I have ever met.

I want to encourage each of you to come to the Annual General Council meeting and meet the staff and ask questions that will allow you and your family to take full advantage of programs and services that are currently offered.

In closing, I want to also say that we continue to need your help with coming up with new ways to improve our community and to better serve our members. The Maec-Awaehtok (Great Spirit) has provided for us the most beautiful place that I have ever seen in the world to live and work and I look forward to seeing us as a community grow and prosper.

Thank you for your time and I look forward to seeing you at the Annual General Council.

With greatest respect,

Randal Chevalier, Chairman
Menominee Indian Tribe of Wisconsin

Table of Contents

Tribal Legislature Directory 6
Committees of the Legislature 7
Task Forces and Community Committees 8
Administration 9
Aging and Long-Term Care 13
Business Center 16
Child Support 19
Clinic 20
College of Menominee Nation 35
Community Development 41
Conservation 43
Community Resources 45
Early Childcare Services 48
East-West University 49
Education 50
Election Commission 51
Enrollment 52
Environmental Services 53
Food Distribution 56
Gaming Commission 57
Head Start/Menominee Nation Early Childhood 58
Historic Preservation/ Logging Museum 62
Housing 64
Human Resources 69
Insurance 70
Internal Audit 72
Information Technology 74
Johnson O'Malley 76
Judiciary 77
Law Enforcement 79
Legal Services 83
Licensing and Permits 84

Loan Fund 85
Maehnowesekiyah Wellness Center 86
Maintenance 89
Menominee Community Center of Chicago 93
Menominee Language & Culture Commission 94
Menominee Nation News 95
Menominee Tribal/County Library 97
Neopit Community Center 98
Operation of Tribal Government 98
Property Management and Acquisition 100
Probation/Parole 101
Prosecutor's Office 104
Parks and Recreation 105
Social Services 108
Tax Commissioner's Office 111
Town of Menominee Fire Department 113
Transit Services 113
Tribal School 116
Trust Resources 117
Utilities 120
University of Wisconsin Cooperative Extension 121
Veterans Center, Menominee County/Tribal 124
Woodland Boys & Girls Club 125
Youth Development & Outreach 126
Appendix A: Financial Report 131
Appendix B: Investments 142
Appendix C: Committee Flowchart 146
Appendix D: Administrative Flowchart 147

Tribal Legislature Directory

Randal Chevalier ***Chairman*** N1509 State HWY 55 PO Box 484 Keshena, WI 54135	(Term 2012)	(715) 799-5114 – Work (715) 853-7484 – Home
Myrna Warrington ***Vice-Chairman*** PO Box 244 Keshena, WI 54135	(Term 2014)	(715) 799-5600 – Work (715) 851-0607 – Home
Rebecca D. Alegria ***Secretary*** PO Box 355 Keshena, WI 54135	(Term 2013)	(715) 799-5258 – Work (715) 799-3733 – Home
Laurie Boivin N2840 State HWY 55 Keshena, WI 54135	(Term 2012)	(715) 799-5490 – Work (715) 799-4106 – Home
Craig Corn P.O. Box 15 Neopit, WI 54150	(Term 2014)	(715) 756-2588 – Work (715) 851-0760 – Cell
David "Jonsey" Miller W2874 Tribal Office Loop Road Keshena, WI 54135	(Term 2012)	(715) 799-3108 – Home
Bruce Pecore 1158 Corpinus Drive Green Bay, WI 54313	(Term 2013)	(920) 434-4562 – Home (920) 619-6145 – Cell
Lisa Waukau PO Box 542 Keshena, WI 54135	(Term 2013)	(715) 799-3846 – Work (715) 799-3989 – Home
Orman "Chief" Waukau W6715 Shawaopokasic St. Neopit, WI 54150	(Term 2014)	(715) 756-2487 – Home

Committees of the Legislature

Budget & Finance:
- Bruce Pecore, Chairman
- Jeremy C. Weso, Vice Chairman
- Sean Harte, Secretary/Community Rep.
- Laurie Boivin, Legislature
- Kathy Kaquatosh, Finance
- Lisa Waukau, Legislator
- Brandon Waupekenay, Insurance

Labor, Education & Training:
- David A. Miller, Chairman
- Lisa S. Waukau, Vice Chairman
- Regina Washinawatok, Secretary
- Shannon Chapman, Tribal School
- Dr. Verna Fowler, College of Menominee Nation
- John Teller, Community Member
- Virginia Nuske, Education
- Karen Washinawatok, Language & Culture Commission

Governmental Affairs:
- Laurie Boivin, Chairman
- Ben Kaquatosh, Vice Chairman
- Kathy Kaquatosh, Secretary
- Debra Bowman, Community Rep.
- Orman Waukau Jr., Legislature
- Gordon Waupekenay, Information Technology
- Jeremy C. Weso, Administration

Health & Family Services:
- Myrna Warrington, Chairman
- Duane Waukau, Vice Chairman
- Rebecca Alegria, Secretary
- Crystal Chevalier, Community Rep.
- Darwin Dick, Youth Development and Outreach
- Mary Husby, Social Services
- Jerry Waukau, Clinic
- Shannon Wilber, Maehnowesekiyah Wellness Center

Community Development:
- Orman Waukau, Chairman
- David A. Miller, Vice Chairman
- David Grignon, Secretary
- Margaret Otradovec-Lyons, Community Member
- Eva Robinson, Finance
- Marlin Waupoose, Utilities
- Betty Jo Wozniak, Housing and Community Development

Housing:
- Lisa S. Waukau, Chairman
- Rebecca Alegria, Vice Chairman
- Mary Husby, Secretary
- Dorian LaTender-Lyons, Community Rep.
- Lloyd Pecore, Community Rep.
- Kim Komanekin, Land Use
- Marlin Waupoose, Utilities

Enforcement & Resource Protection:
- Craig Corn, Chairman
- Mary Wayka, Vice Chairman
- Mark Waukau, Secretary
- Walter Cox, Conservation
- Nolan Mahkimetas, Menominee County Sherriff's Department
- Joseph Martin, Prosecutor
- Lynette Miller, Gaming Commission
- Bruce Pecore, Legislator
- Jonathan Pyatskowit, Environmental Services

Forestry:
- Craig Corn, Chairman
- Myrna Warrington, Vice Chairman
- Walter Cox, Conservation
- David Grignon, Historic Preservation
- George Korn, Community Member
- Jeremy Pyatskowit, Environmental Services
- Louis Washinawatok, Community Member
- Susan Waukau, Community Member

Task Forces and Community Committees

Kenosha Gaming Authority:
- Laurie Boivin, Chairman
- Bruce Pecore
- Myrna Warrington

MTL/MISD:
- Orman Waukau, Chairman
- David A. Miller
- Rebecca Alegria

Wolf River Development:
- Lisa Waukau, Chairman
- Rebecca Alegria

MTL/County Task Force:
- Laurie Boivin, Chairman
- Lisa S. Waukau
- David A. Miller

Menominee Indian Economic Development Authority:
- Bruce Pecore, Chairman
- Orman Waukau

Menominee Indian Gaming Authority:
- Myrna Warrington, Chairman
- Lisa S. Waukau

82-10 Appeals Board:
- Laurie Boivin, Chairman

Forest Management Plan Taskforce:
- Myrna Warrington, Chairman
- Craig Corn
- Bruce Pecore

Emergency Government:
- Myrna Warrington

Tribal/State Relations:
- Kenneth A Fish

Human Services Planning:
- Laurie Boivin

Tribal/State Relations:
- Randal Chevalier

Pow-wow Committee:
- Orman Waukau Jr., Chairman
- Craig Corn
- David A. Miller
- Monty "Dugan" Beauprey
- Dorian "Dory" LaTender-Lyons
- Mary L. Waupoose
- Margaret Snow
- Mary Wayka
- Briana Ninham, Recorder

Chicago Community:
- Randal Chevalier, Chairman
- Rebecca Alegria
- Myrna Warrington

Keshena Community:
- Bruce Pecore, Chairman
- Laurie Boivin
- Lisa S. Waukau

Middle Village Community:
- Craig Corn, Chairman
- Orman Waukau Jr.
- David A. Miller

Neopit Community:
- Orman Waukau Jr., Chairman
- David A. Miller
- Craig Corn

South Branch Community:
- Laurie Boivin, Chairman
- Bruce Pecore
- Rebecca Alegria

Zoar Community:
- Randal Chevalier, Chairman
- Myrna Warrington
- Lisa S. Waukau

Administration

Jeremy C. Weso, Administrative Manager

I. General Overview

Administration provides a variety of support services to departments and 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. Administration also provides staff level supervision to twenty-nine 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
  - Natasha Miller, Grants Writer Aide
- Special Projects
  - Marci Hawpetoss, Special Projects Coordinator

III. Services and Activities

Administration's primary responsibilities focus on the following:

- Contract monitoring on over 400 contracts and 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;
  - leases;
  - construction, service and consultant contracts/agreements;
  - memorandums of agreement/understanding;
  - ordinances and resolutions;
  - bid reviews and solicitation notices;
  - expense recodes, purchase requisitions, routing 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 in areas such as:
  - negotiating with federal, state, and local agencies;
  - developing policies and procedures;
  - budget development and monitoring;
  - developing presentations;
  - preparing reports;
  - conducting surveys and 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 department directors;
- Developing the annual Tribal budget, restricted-use budget, and indirect cost budgets;
- Developing the Annual Report;
- Developing over 22 Indian Self-Determination and Education Assistance Act contracts and/or annual funding agreements;
- Developing DPI food applications and conducting food reviews;
- Preparing the Family Services Plan and budget;
- Developing intergovernmental agreements between the Tribe, County and Town of Menominee, including the Act 161 Agreement, 51/54/55 Agreement, Consolidated Services Agreement, Public Health Agreement, and others;
- Developing annual grants with non-tribally operated programs (e.g. Woodland Youth, South Branch Community);
- Developing ordinances, including budget ordinances and ordinances governing organizational matters;
- Developing resolutions, including resolutions respecting policy and funding matters;
- Receipting, distributing, electronic archiving, and repositing 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;
- Developing annual funding agreements with MTE and Menominee County Highway Department.

IV. Committee/Workgroup Assignments

Administration personnel serve on the following committees, workgroups and teams:

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

V. Highlights

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

- American Reinvestment and Recovery Act ("ARRA" or "Stimulus") Projects. Administration continued to monitor the projects awarded the Tribe under ARRA. A total of over $21 million was awarded to the Tribe through ARRA that helped provide employment to over 69 individuals. Refer to the 2010 Annual Report for more details.

- Development of the Tribal Budget. Administration assisted the Budget and Finance Committee on the development of the FY2012 Tribal and Restricted Use budgets for the Tribe. Administration's work included developing the annual budget schedule and budget applications, gathering the applications and preparing consolidated budget summary sheets, and developing corresponding budget appropriation ordinances. In a normal year, Administration develops only one budget scenario, but this year Administration had to create five different budget scenarios utilizing different work schedules. In the end, Administration developed a budget that ensured that all employees were able to work without any layoffs while utilizing a schedule that guarantees full-time employees a 38-hour workweek. Administration's work on these two budgets consumed eight months of Administration's time, while Administration's work on the FY2011 Indirect Cost budget consumed another three months; this left only one month out of the year where Administration was not busy developing a budget for the Tribe and the organization. I want to thank Jennifer, Annette, Gary, Renee and Devin for all their hard work and long hours making this year's budget so successful. You all are all a wonderful team to work with.

- Telecommunication Infrastructure. The Charter Communication project neared completion this year with final construction taking place in Middle Village. Most of the Tribe's departments have switched from Frontier Communications to Charter Communications and improvements in both service and costs have been dramatic. Other entities within the organization continue to develop business relationships with Charter including the Menominee Casino Resort, College of Menominee Nation, and Menominee Tribal Enterprises. The Tribe is now on par with neighboring communities as it relates to technology and this expands opportunities for growth in education and changes the manner in which daily business is conducted. Administration was instrumental in developing the Tribe's business relationship with Charter Communications and will set its sights on expanding telecommunications infrastructure to other areas of the Reservation in the coming years.

- Let's Move In Indian Country. The Tribe was the leading candidate among tribes throughout the country to kick off the Let's Move in Indian Country event, which was an initiative developed by the First Lady, Michelle Obama. Administration, the Chairman's Office, and White House staff helped to plan the event and tour of the reservation. The Tribe showcased existing programming by developing fitness events throughout the day and by educating participants on how healthy eating and exercise habits have been integrated into programming. The event was a shining moment for the Tribe with positive press coverage from local, regional and national news media.

- Woodland Bowl Renovations. Administration coordinated local efforts to renovate the Woodland Bowl in advance of the Let's Move in Indian Country event and the annual Veteran's Pow-Wow. In the span of two weeks, community organizations were able to remove the old benches and install new ones, add three picnic benches donated by MTE, and replace all of the flag poles. Working together, the community managed to accomplish it all in under $40,000, versus the $125,000 contractors said it would cost and couldn't promise they could accomplish. This was a monumental achievement for the community, for the renovations should last ten years or more. Administration would like to thank: the Tribe's Maintenance Department and Marlin "Manzie" Waupoose for his crew's steadfast determination and support; the Menominee County Highway Department and Ben Warrington for his crew's can-do attitude and earth moving manpower; the Community Resource Center and Sue Blodget for her crew's muscle and food; the Information Technology Department and Andy Westphal for his crew's nerdy, techno-support; the Housing Department and Betty Jo Wozniak for her crew's "let's gitter done" mentality; the Head Start Center and Ed Reiter's one-man wrecking-crew; the Aging Division and Matt

White's handiness and might; and the Menominee Tribal Legislature, Menominee County Board, Menominee Tribal Enterprises Board of Directors, County Coordinator's Office and Tribal Chairman's Office's many logistical and financial contributions. There were many people too numerous to mention from many agencies and departments that contributed to the endeavor. To those whom I have failed to specifically mention, my apologies. Thank you!!!

Woodland Bowl Workers - 2011

Pictured above: (front row, left to right) Gary Pyawasay, Matt White, Paul Marroquin, Marlin Waupoose, Jeremy Weso, Ben Warrington, William Brown, and Jeff Lyons; (second Row) Mason Miller, Marcus Waupoose, Alan Tomow, Allen Washinawatok, Josh Yazzie, Stuart White, Greg Waupekenay, Lee Corn, Rick Wilber, Leon Nahwahquaw, Leonard Latender; (third row) Kevin Marquette, Forest O'Kimosh, and Steve Wilke.

- 638 Contracts. Administration developed 22 new contract proposals for FY2012; 20 were awarded and two were rescinded pending further appropriations. Of the 22 new contract proposals, forest management was one of them. The BIA had threatened to cut or eliminate the forest management contract in previous contract years because of its belief that the Secretary of Interior had a limited trust responsibility over the Tribe's forest. Administration's arguments and knowledge of 638 contracting law, however, negated the BIA's arguments and resulted in a successful, three-year term contract.

- Energy Report. Administration developed a report for the Legislature on how renewable energy, energy conservation and green energies can be implemented within the organization and throughout the Reservation. Administration will pursue grant opportunities to develop a comprehensive policy or plan for the Reservation in the next fiscal year. Such policy or plan will include a focus on hydroelectric energy, solar energy, wind energy, and bio-energy.

- Food Distribution Renovations. Administration assisted the Food Distribution Department in securing a $250,000 grant to renovate and add more space to its cramped facility. The grant funds helped construct an addition where all of the freezers and refrigerators could be co-located thereby decreasing energy costs, helped renovate the offices and loading dock, and helped create a receiving area for patrons. In the end, Food Distribution will better meet community needs through increased storage while at the same time save on energy costs.

- Road Improvements. Administration has assisted Community Development with the planning and monitoring of many road improvements projects this past year, and is currently working with Community Development on: (1) identifying needed improvements as a result of the Road Safety Audit and Existing Conditions Report for Hwy 47 and Hwy 55; (2) the design and reconstruction of Hwy 47/55 at the south boundary of the Reservation to Duquain road, which will aid in alleviating congestion and traffic flow around the Casino; and (3) designing improvements to the Hwy 47 & County G intersection.

- Town/County of Menominee Plan Commission. This year Administration continued to participate as a Tribal representative on the Town/County of Menominee Plan Commission. The commission completed a review of County departments' progress on those goals and recommendations in the 30 Year Comprehensive Plan that had a designation of ongoing or were to be completed in one to two years of adoption of the plan. This review of the implementation section which focused on the seven areas (Economic Development, Housing, Transportation, Utilities and Community Facilities, Agriculture, Culture and Natural Resources, Land Use, and Intergovernmental Cooperation) of the plan continue to show that most of the goals and recommendations have been initiated or completed by the county or through a collaboration with the Tribe. County commission

representatives have remarked several times throughout this year's seven meetings that collaboration between the Tribe and Menominee County has greatly improved as compared to the past ten or so years. The commission is also charged with hearing zoning change requests and acted on three such requests in the past year.

- Grants. The Grant Writer staff submitted 75 grants this past year compared to 82 the year before. From this effort, the Tribe received $8,334,989 in new or continuation funding for tribal programs, including $235,600 in Recovery Act funding. As for grants reported as "pending" in the previous annual report, 12 were funded totaling $3,688,660. These three dedicated staff do a tremendous job keeping Menominee people employed and services flowing. They are the Tribe's unsung heroes, and we owe them a lot of credit. Thank you, Sigrid, Neva and Natasha...Marci too!

- Strategic Planning. Administration met with all seven workgroup (i.e., culture, education, economic, health, justice, natural resources, and social) in August 2011. Workgroup members were required to report on their status in advancing their respective strategic planning goals and objectives. During these meetings, workgroup members had an opportunity to listen to their peers, ask and answer questions regarding each department's activities, and identify activities where collaboration is possible. Collaboration and creativity have become increasingly important due to the current economic situation and the Tribe's cost containment efforts. Thank you workgroup members for your time and commitment to advancing the strategic plan.

- Constitutional Amendment. Administration was tasked by the Governmental Affairs Committee to develop an amendment to the Menominee Constitution requiring the election of Legislature officers by the general membership. Administration developed two different amendments; the first was rejected by the Governmental Affairs Committee. The second version of the amendment will go to the Governmental Affairs Committee early in FY2012.

- Staffing Changes
  - Rick Warrington, Community Development Director, left his position with the department on February 4, 2011. Betty Jo Wozniak has assumed the Acting Community Development Director position until the position is filled.
  - Michael Skenadore, former Head Start Director, who left the Head Start program on September 1, 2011.
  - Dave Corn, Utilities Director, retired after 18 years with the Tribe on August 18, 2011. Marlin "Manzie" Waupoose accepted the Utilities Director position on September 22, 2011.
  - Shane "the Bruiser" Dixon left Administration as its Grant Writer Aide on August 9, 2010. His position was replaced by Natasha Miller on January 24, 2011. Welcome aboard, Natasha, and good luck, Shane, on your job at Housing.

VI. Closing

Administration commends the directors, program managers, and employees for their tireless efforts to bring the best possible services to the public within the limitations of their funding, and for their cooperation throughout our budgeting cycle. Together, we saved the Tribe over $1.6 million this past year! Working together along with the Legislature, we will continue our long-standing reputation of providing excellent service to the Tribe at a cost that's without equal. It has been a tough year, but we're no strangers to that. I encourage you all to hang in there a little longer, for our best years are yet to come.

In closing, I would like to dedicate this report to Administration's dear friend and colleague, Renee (Caldwell) Duquain, on her courageous fight against cancer. Renee, Tony and Erin are among the toughest souls on earth, and among the most deserving of the Tribe's thoughts, prayers and well wishes. Get well soon, Renee!—Love, Jeremy, Jennifer, Annette, Gary, Sigrid, Devin, Neva, Marci and Natasha.

Aging and Long-Term Care

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.

Aging and Long-Term Care

The Department of Aging continues to serve as the Tribal/County Aging Unit designed to administer funds and provision of aging related program services utilizing Tribal, State, and Federal appropriations. Tribal funded services and programming are available to Menominee tribal members age 55 and over and other funding supports services to non-Native county residents age 60 and over. The Director, under the direct supervision of Tribal Administration, oversees a vast array of programs and services and reports to the Health and Family Services Committee. The Director also works closely with the Commission on Aging whose members serve to represent the views, interests, and concerns of the elder population and with the Nutrition Committee, a separate body that makes recommendations on matters related to the delivery of nutrition and nutrition supportive services.

Elderly Benefit Specialist

The Tribal/County Elderly Benefit Specialist provides information, advice, referral and assistance to older individuals regarding eligibility and issues related to public benefits and services, health care financing, insurance, housing and other financial and consumer concerns. Referrals are made for individuals in need of legal representation to the private bar or Wisconsin Judicare. The Benefit Specialist works with the families and residents of the Wolf River Community Based Residential Facility (CBRF) on issues related to Medicare and other benefit issues, and to secure the CBRF as the residents' representative payee for Social Security benefits.

The Director provides supervision of the Benefit Specialist on all issues regarding compliance with tribal policy and procedures, staff efficiency, and task management. Wisconsin Judicare serves as the legal backup provider, accepting referrals from the Benefit Specialist when legal representation is necessary. During FY 2011 the Benefit Specialist provided program services to an unduplicated number of 171 individuals, all of whom were Native American. The Elderly Benefit Specialist is a member of the Wisconsin Association of Benefit Specialists and attends ongoing training to remain current with updates in public benefits.

In FY 2011 she attended the overview and changes in Medicare Part D for 2012, SAMS Continuous Improvement Training, and the Wisconsin AIRS conference and coordinated a Judicare Workshop held on the reservation where 26 people took advantage of completing their Wills and Advance Directives at no cost to the participant. The elder population is encouraged to contact our Elderly Benefit Specialist, Lynnette Wychesit, for assistance or inquiry regarding public benefits. Legal assistance to complete a Living Will/Last Will and Testament is available by Judicare and for your convenience the Judicare attorney travels to the reservation; simply contact Lynnette to arrange an appointment.

Native American Caregiver Program

The Native American Community Caregiver Program serves person's age 55 and older and is staffed by the full time Community Caregiver Coordinator and two full time Community Caregivers, all of whom are Certified Nursing Assistants. The caregiver program primarily assists the family caregiver of elders who are chronically ill or have disabilities providing services that include information and assistance, providing current information on opportunities and available resources, case management, outreach, health and wellness promotion, transportation, chore services, in-home services such as personal care assisting with activities of daily living, and other supportive services that contribute to the welfare of the elders. During FY 2011 staff completed 918 home visits providing a variety of services and 225 blood pressure and health screenings were conducted in the community. The Coordinator also serves as liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent programs. The individuals who serve in these programs are considered volunteers who spend time with elders and in the schools, Heads Start, and Daycare settings. A National awareness topic is provided to these individuals at monthly in-service trainings.

Senior Nutrition Program

The nutrition program provides hot, nutritious meals to homebound elders and in the congregate setting at the senior centers serving meals Monday through Friday 10:30am until 12:30pm with the exception of Holidays and weekends. Funded by Tribal, State, and Federal funds, our meals are designed to help elders stay healthy; the menus are created with input from the cooks and clinic dietician and are approved by the local nutrition committee. Each center is staffed with a full time Head Cook and part time Assistant Cook, and by individuals through the JTPA

program, NICOA, and volunteers when they are available. Our centers serve to provide much more than a meal. Elders can use the centers as an opportunity to socialize and do activities such as playing cards, bingo, working puzzles, or visiting and enjoying the company of others. Informational materials on nutrition and other topics of interest and community events can be found posted in the centers. During FY 2011 the total number of meals served was 31,524 of which 14,287 were served in the congregate setting and 17,237 were home delivered. The nutrition program is regulated by the Wisconsin Aging Network Manual of Policies and Procedures and by tribal law. Persons eligible for congregate meals must be age 55 or older, any spouse who attends the dining center with their spouse who is age 55 or older, and disabled individuals who reside at home with an eligible elder participating in the program. Persons eligible for home delivered meals must be age 55 and older, frail and essentially homebound. Flexibility is allowed for medical appointments and only occasional personal reasons such as hair care or other services that are important to the persons' quality of life. Other criteria includes that the individual must be unable to participate in the congregate meal program, that there is no spouse or other adult living in the home who is willing to prepare meals, that any special dietary needs can be met, that the individual is able to feed themselves or have someone available to assist with dining, the individual is unable, physically and emotionally to obtain food and prepare adequate meals, and that the person agrees to be home when the meals are delivered. Each person applying for home delivered meals will receive an assessment in their home to determine the individuals' level of need for this service. Reassessment of the continued need for home delivered meals will be done in the home of the participant every six to twelve months.

Maintenance

The maintenance department is staffed by the supervisor and general maintenance worker both who work full time to provide routine and preventative maintenance on the department vehicles and facilities including the CBRF in accordance with DHS regulations. Additionally, they provide snowplowing, air conditioner installation, firewood delivery, delivery of durable medical equipment, and minor home repairs. During FY 2011 four semi-loads of wood was received from MTE, cut, split and delivered to tribal elders, 131 homes received snowplowing services, and 32 items such as hospital beds, wheelchairs, walkers, etc., were delivered to elders from the loan closet. To receive these services an individual must be an enrolled Menominee age 55 or older and living within the county. Applications for these services can be obtained at the aging office. The Maintenance Supervisor is actively involved in the Local Emergency Planning Committee attending meetings and serves in emergency response efforts.

Emergency Assistance

Emergency assistance is provided utilizing tribal funds and the Community Services Block Grant (CSBG) to address the needs of low income elders with utility assistance to avoid disconnection, with heating problems particularly in weather related emergencies, to avoid eviction from their homes, and other emergency situations that jeopardize the elders' health, safety and welfare. Applications are available at the aging office.

Good Neighbor Certificates

This is a program sponsored by Goodwill to provide community organizations with a limited number of certificates valued at $25.00 for distribution to elders in need. Certificates may be used to select $25.00 worth of merchandise at any Goodwill store. Elder's may inquire about this program by calling the aging office.

Lifeline Medical Alert

Assistance is provided for elder's to obtain the Lifeline Medical Alert, a secure personal medical alert emergency response service designed to help seniors live with greater independence. For financial assistance you must be at income at or below 100% of the Federal Poverty Level, have a medical problem or physical disability, have a prescription from your physician, have a land line telephone, and have 3 relatives, friends, or neighbors who live within 15 minutes of your home, who have access to a key for your house, and who will come to assist you if needed.

FY2011 In-services and Other Trainings

Staff and the Commission on Aging participated in a number of in-service and other trainings during the year that included ServSafe Certification for several of our cooks, an in-service for all cooks provided by the clinic dietician addressing portion control, fats, sugars, and sodium, and all cooks received training on the use of the Automated External Defibrillator (AED) units and CPR at the College of Menominee Nation. Two staff members in the community caregiver program received certification as instructors for the Powerful Tools for Caregivers program and another two were in attendance at the National Family Caregiver Support Program training. Commission on Aging (COA) members and other community members attended the Elder Law Conference, a two day event held in Wausau and four COA members attended the three day Senior Statesman Program held in Madison, Wisconsin where they learned about the Wisconsin legislative process and how to best serve as advocates for programs that assist the older population. Commission on Aging members attended a presentation held at the county HHS conducted by Wisconsin Judicare Attorney Dave Armstrong on Estate Recovery in Indian County and Wendell Holt provided to the COA an orientation/training on the roles and responsibilities of Commission on Aging members.

Activities
FY 2011 activities supported by the Tribe and hosted by the aging unit included the annual Elders Christmas party held at the Menominee convention center and attended by over 300 elders, the Elder's Summer picnic and Medicare Fair attended by approximately 130 elders, and the December 2010 annual Great Lakes Native American Elders Association held at the convention center and attended by 140 elders from various tribes. Other events that our elder's participated in were the 4 Nations Picnic held in Oneida and a trip to Door County that included a scenic trolley tour, picnic, and winery tour.

Of significance, in 2011 the Menominee Tribal Legislature approved the amendment of Ordinance No. 95-04 that effected a department name change for the aging unit to the Department of Aging and Long-Term Care and provides that the department shall act as the tribal waiver agency in the coordination and integration of long-term care, home and community based waiver services for eligible waiver clients. The Ordinance change occurred to allow a Long-Term Care Services Contract between the Tribe and Menominee County Department of Human Services to transfer Medicaid waiver eligible participants, over the age of 55 and physically and developmentally disabled persons regardless of age, from the county waiver program into the tribal waiver program. The benefits are to ensure the timely delivery of waiver services, elimination of the wait list for waiver services, and because the tribe receives 100% Federal reimbursement for waiver services the county is able to realize a cost savings that will be applied to provide funding for the additional services of home repairs for waiver clients and home modifications and supportive home care services for individuals who are not eligible under the waiver programs. Applications are available at the aging unit and at Menominee County Health and Human Services. For clarification, the name change and inclusion of long-term care and waiver language does not in any way change the services and programs funded exclusively for the elderly.

Our staff serves to provide efficient services to the elders of the community and we welcome your input on any current or proposed services that you feel would be important for our elder population. Please feel free to contact us with any questions or requests for service at the contact information provided below.

Contact Information

Department of Aging and Long-Term Care	715-799-5240	
Fax	715-799-5278	
Keshena Senior Center	715-799-3964	
Neopit Senior Center	715-756-2290	
Denise Pommer, Director	715-799-5271	dpommer@mitw.org
Colleen Waukechon, Administrative Assistant	715-799-5272	cwaukechon@mitw.org
Lynnette Wychesit, Elderly Benefit Specialist	715-799-5688	lmwychesit@mitw.org
Tanaes Washinawatok, Family Caregiver Coordinator	715-799-5929	twashinawatok@mitw.org
Matthew White, Maintenance Supervisor	715-799-3224	mwhite@mitw.org
Gail Hanseter, CBRF Nursing Supervisor	715-799-5275	ghanseter@mitw.org

Wolf River Community Based Residential Facility (CBRF)
Gail Hanseter, RN, Nursing Services Supervisor

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-DHS 83, guide our practices, policies and procedures. The CBRF is licensed as a 15 bed, class CNA (C Non-ambulatory) facility. A class CNA CBRF may serve residents who are ambulatory, semi-ambulatory or non-ambulatory (wheelchair or bedbound). The client groups we serve under our licensure are elderly (60 years of age or older) and Alzheimer's or other irreversible dementia. Admission is based on an assessment performed by the nurse to identify the needs of the potential resident to ensure that those needs can be met at the CBRF. Our annual pharmacy review was done in November with no citations issued. The CBRF is funded by the Tribe, resident contribution, and Federal Medicaid reimbursement for those residents who qualify for the Community Options Waiver Program. Residents must be both financially and functionally eligible to participate in the waiver program.

The CBRF is staffed with one full-time Registered Nurse, three full-time Certified Nursing Assistants, four part-time Certified Nursing Assistants, and two on-call Certified Nursing Assistants. The CBRF shares the following positions with the Aging Division: two maintenance workers, one Administrative Assistant, and the Aging and Long-Term Care Director.

FY2011 in-services and other trainings included Automated External Defibrillator (AED) units and CPR received at CMN, the Nursing Supervisor attended an Abuse, Investigating and Reporting Seminar, and staff received in-service trainings on the mental health issues, resident rights refresher, medication administration refresher, infection control refresher, fire safety refresher, point of rescue policy and living with Parkinson's disease.

The staff at the CBRF assists the residents with Activities of Daily Living and Instrumental Activities of Daily Living. The Activities of Daily Living are ambulating, transferring, dressing, eating, personal hygiene and toileting. Instrumental Activities of Daily Living include such activities as managing medication, managing finances, housework, shopping, preparing meals and using the telephone. The staff encourages resident participation in activities such as crafts, games and bingo. Other activities in 2011 include a visit from the High School Senior class who visited and played bingo with the residents, visits from the Headstart children who trick or treated and at Christmas time sang carols, a trip to the Farmers' Market, live entertainment, Christmas luncheon with the resident's families and live entertainment, and a trip to the Oneida Buffalo Farm including lunch at the Oneida Senior Center and bingo.

At the end of the fiscal year and to date, the CBRF is home for twelve elders. Our average census for the year was eleven. Throughout the year we also provided respite services to a number of elders. Elders who come to the CBRF for respite can stay anywhere from one day to twenty-eight days. Additionally, we provided Adult Day Services to one elder.

The CBRF offers fee-for-service Adult Day Services to community elders. The services provided are a cost-effective, dignified alternative for elderly loved ones who would otherwise have to stay home alone or be prematurely placed in a nursing home or assisted living facility. At the same time, this service provides family caregivers the ability to carry on with their own daily activities while their loved one is safely cared for during the day. Adult Day Services are available to community elders 60 years or older who are still relatively independent, who will benefit from an enriched social or health-supportive experience, or who may need assistance with activities of daily living, or supervision for a period of time but not for 24 consecutive hours. The Nursing Services Supervisor completes a screening assessment to determine if Adult Day Services will meet the needs of the elder.

The CBRF continues to provide respite services to community elders. The goal of Respite Care is to provide temporary placement for no more than 28 consecutive days for care, treatment, or services so that the primary caregiver can have a period of respite. Unlike Adult Day Services, elders participating in Respite Care remain at the CBRF around the clock during their stay. Respite services are available to elders 60 years or older. The rate for the service is based on the elder's income. The Nursing Services Supervisor completes a screening assessment to determine if Respite Care will meet the needs of the elder.

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.

Features - By leasing space at the Menominee Business Center, you have a greater potential for success. The Business Center is designed to transform and present a business environment into a partnership support system and improves the Menominee Nation economy by creating and retaining jobs. The Center offers, office space to growing businesses at low market rates, flexible terms, shared business administrative services including receptionist, photocopying/faxing, trash disposal, security, on-site parking, maintenance, mail service, and furniture rental

Benefits - By leasing space at the Menominee Business Center and using the services, a small business can increase their profits and gain an advantage over their competitors, reduce initial startup costs, conserve cash for advertising and inventory uses, lease only the space needed for business operations, improve business efficiency and effectiveness with management assistance services, strengthen business skills by working in a supportive environment with other businesses

Personnel - The Business Center is staffed by a full time Manager, Carrie Grignon and a Research Specialist, Renee Mahkimetas.

The Business Center also has one part-time secretary, Charlene Olson, working through the National Indian Council on Aging (NICOA). NICOA's purpose is to provide paid job training and placement assistance for people with limited financial resources who are age 55 or older, provide employers with trained, motivated workers, and assist participants to find employment (full or part time).

Office Space -The Business Center has nine rental office spaces; all are rented out except for one office. The current tenants of the Business Center are:

Wilmer Peters Jr., Business Specialist, Northwood Niijii Enterprise Community, Inc. Wilmer is an asset to the Business Center and its tenants. He brings with him 20 + years of experience in the banking/lending industry and has also provided technical assistance to Tribal business clients, advisor to the Menominee Chamber of Commerce, and board member of the Menominee Business Center. He also provides financial literacy training in the area and is a guest speaker for many local workshops and business writing sessions the Menominee Business Center provides.

John Smith, Director of NiiJii Capital Partners, Inc. is a separate charted entity that provides technical assistance and financial products to entrepreneurs and businesses on the Menominee, Mole Lake and Lac du Flambeau Reservations. They are a certified Community Development Financial institution and rent two offices within the Business Center. Pamela Boivin is the Client Service Coordinator. NiiCap's website is www.NiiCap.org.

The Menominee Chamber of Commerce, Inc is an economic development non-profit advocate for local businesses and is committed to helping members compete regionally by providing them with outstanding programs, benefits, and services. Incorporated in 2005, membership in the Chamber is open to all businesses, professional and economic organizations that support the purposes of the association. The Chamber has its own website at www.menomineechamberofcommerce.org. The MCC currently has 48 members including four corporate sponsors, The Menominee Indian Tribe of WI, The Menominee Casino Resort, The Mohican North Star Casino & Bingo, and Ardent Engineering. Secretary for the Chamber for fours years on site is Ms. Kala Wilber who is also a VISTA worker (Volunteers In Service to America).

The National Indian Council on Aging (NICOA) is a senior community service employment program. Aleta Fish, Employment Specialist is in charge of the Menominee, Shawano, Oneida area and a Minnesota office. The participant eligibility is must be 55 years or older, must meet Federal low-income guideline, must be a resident of the state in which applying, and must be employed.

Non-Anchor Tenants

The Business Center also realizes that 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:

Mary & Larry Dvoratchek, Hard Rock Sawing and Drilling Specialist Company - The Dvoratchek's own and operate a construction company that specializes in concrete cutting. Mary has earned herself many awards and reorganizations as a successful women small business owner.

Susan Sorenson, New Promotions & Apparel, LLC. Susan's business is located out of Bear Creek WI and has opened a satellite office here in Keshena. Her business offers excellent customer service and can meet all your printing, promotional products, and apparel needs.

Sean P. Harte, Owner of Keshena Group provides a service of private asset management and has been a member of the Menominee Chamber of Commerce since 2009.

Volunteer Income Tax Assistance

The Business Center, Carrie Grignon and Renee Mahkimetas, and also Ray Fish of the Menominee Tribal Enterprises participated in the 2010 tax season with 275 federal returns and 168 state returns accepted. The federal return refunds were $544,411 with an estimated cost savings of $61,875. The state refunds totaled $60,770.

The Menominee Business Center will again participate for the 2011 tax season. Participants who would like to become a part of this free service can begin to make an appointment starting sometime in January after all preparers have been recertified with the Internal Revenue Service. The Menominee Business Center has been providing this service since the 2005 tax season.

The Money Conference

The 2011 Sixth Annual Shawano/Menominee County Financial Wellness Conference was again held at the Keshena Menominee High School. Attendance this year was very low with an estimation of 35 people in attendance. Last years attendance was estimated at 125. The Money Conference provides free unbiased financial literacy education to the community.

Opportunities and Management Tools for Contractors, Suppliers and Professional Business Owners

This free event was sponsored by the Menominee Business Center and Menominee Chamber of Commerce and held at the Menominee Convention Center. The training was presented by the American Indian Chamber of Commerce , Gary Mejchar, Assistant Director; Jeff Bowman, President; and Bill Beson, First American Capital Corporation Program Manager. The other two presenters were Nicole Bowman, Bowman Performance Consulting President, and, Aina Vilumsons, Executive Director Wisconsin Procurement Institute.

The training gave an overview of the many services available to area contractors and steps to help complete government 'minority/disadvantaged' business enterprise applications and resources available. This event had twenty participants.

Rural Business Enterprise Grant (RBEG)

The Menominee Business Center ended their funding with this grant by providing the following workshop trainings:

QuickBooks – The training, Managing Your Business Finances like a Pro, A guide to the Essentials of QuickBooks Pro was held at the Menominee Casino Resort's new Conference Center, with sixteen people attending the training. The trainer was Mary E. Hokenstad, Senior Accountant for Kerber, Rose & Associates, S.C., Certified Public Accountant of Shawano.

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"

Personnel - The (PSI) department 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.

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

Business plan development has varied from marketing research, and financing, to on-going financial analysis and consultation. Confidentiality is strictly observed and adhered to on a case by case basis. Each prospective entrepreneur is guided through a standard process in order to compile and organize all the types of information required by financial institutions.

Accomplishments – A total of fifteen business intakes were made during the year and three business plans written. This is down from previous years but considering the recent economy, it stands to reason why entrepreneurs would take time to consider starting a small business. Of these three completed business plans, two loans totaling $61,514 was granted to two business owners to start their business. Based on the last eleven years,

there has been an average per year of 32 intakes, six business plans, loan approvals of $43,957 through the Tribes Revolving Loan Fund Program, $89,632 loan approvals through other financial institutions, and three new start up businesses per year through the office of Private Sector Initiative.

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

Child Support*

Rosemund Hoffman, Manager

The primary function of the Menominee Tribal Child Support Agency is to establish Paternity and to establish and enforce child support. The Child Support agency operates as a component of Menominee Tribal Social Services. There are currently eleven staff members employed at the agency in addition to a part-time Child Support Attorney. The majority of staff have been employed at the Tribal Child Support Agency for three years or more. This year, we had one resignation. One of our experienced Child Support Specialists left to take a position with the Oneida Child Support Program as a result of cost containment restrictions in our Tribe.

Funding for the Menominee Tribal Child Support program is provided by the Administration for Children and Families and by the Tribe. Services required to be provided are defined by federal regulations. The Child Support Agency has no administrative authority and all actions involved in paternity and child support establishment and child support enforcement require a judgment by the Menominee Tribal Court.

At the close of the fiscal year on September 30, 2011, the Child Support Agency had 1,647 open, active child support cases. The agency continues to meet federal performance standards with respect to paternity and support establishment. Federal paternity measures are 80% for child support establishment and 90% for paternity establishment. The Child Support Agency rates are 92% and 105% respectively.

There were a total of 531 referrals for child support services during 2011, the majority of the referrals being made by economic support agencies at the county and Tribal level. Other referrals were by direct contact or applications by custodial parents. The agency works closely with Menominee County HSD, CRC/TANF, Tribal programs and other states/tribes in accepting and making referrals.

Collections for fiscal year 2011 were at $1,615,056.00, a slight increase over that collected in fiscal year 2010. Child Support collections are processed through the Wisconsin Support Collections Trust Fund and are distributed to Menominee children and families, unless the custodial parent has assigned their support to an economic support agency. The percentage of fathers who were contributing to the support of their children increased in 2011 by 20%. These collection rates are noteworthy given the high unemployment rates and economic conditions on our reservation.

Under federal regulations, the Menominee Tribal Child Support Agency is required to extend services to other states and tribes who request services from us. Other states and tribes are required to enforce services for our Child Support Agency upon request as well. At the close of fiscal year 2011, there were a total of 106 open, active inter-jurisdictional cases. Eighty-six (86) of our Tribal cases are being enforced by other states/tribes and we are enforcing (20) cases for other states/tribes in addition to 88 cases which are enforced through employer income withholding.

Delinquencies remain a serious problem with 27% of non-custodial parents failing to provide financial support for their children. This is a result of a combination of factors including high unemployment, incarceration of the non-custodial parent, lack of education and employment skills, and transportation issues. Like any other child support agency, our agency has our share of non-custodial parents who simply refuse to contribute. Much of the increase seen in the percentage of non-custodial parents who are now supporting their children is related to the agency-wide implementation of referral and intervention services, which are not required services typically provided by child support agencies.

An on-site review of the Menominee Tribal Child Support Agency by representatives of the Internal Revenue Service, the Office of Child Support Enforcement and the State of Wisconsin was conducted. Following the review, the Tribal Child Support Agency submitted a required Safeguard Activity Report to IRS for a determination by them that the Agency was in compliance with IRS regulations relating to the safeguarding of confidential information and

privacy requirements. The Tribal Child Support Agency received notice from IRS in September of 2011 that we are certified that the safeguarding requirements are met and Federal Tax information is protected.

The Child Support Manager was fortunate with travel restrictions and cost containment to participate in a meeting with Vicki Turetsky who is the Commissioner of the Office of Child Support Enforcement under the Administration of Children and Families. A number of topics were addressed, including medical support and inter-jurisdictional services. We were particularly interested in discussions pertaining to Tribal location codes which, if implemented across the states, would benefit Tribes greatly and improve our ability to carry out mandated services in this area. The Manager was also asked to take the lead in conference calls relating to these topics. Many of the Tribes across the nation are first implementing Tribal Child Support programs and we have been fortunate to be able to provide input and suggestions. Two Tribes sent representatives to visit our agency upon the recommendation of the Office of Child Support Enforcement.

We currently use Wisconsin standards and requirements for setting child support obligations. We hope to be able to complete our own Tribal Income Standards during 2012. We are also working on revising the Child Support Ordinance during this fiscal year. It is expected that this will take a couple of years to complete.

We look forward to the new fiscal year. It is our hope that we are able to continue our part of bringing financial stability to Menominee children and families by collecting and distributing child support and establishing paternity for Menominee children. Our children deserve no less than the best that we are able to give.

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

Clinic

Jerry Waukau, Administrator

The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health care in the area of medical, dental, and community health services. We serve approximately 4,000 eligible Native American beneficiaries and have an active user population of 7,650 patients.

In Fiscal Year 2011 we spent approximately $19,463,277 compared to $20,885,378 in 2010.

2011 FINANCIAL EXPENDITURES REPORT

	Ledger Number	Contract Title	Total Funds Expended
1	1405	2011 Third Party	$ 4,625,000
2	2124	2011 ARRA Community Facility Grant EMS Pr	379,020
3	3008	2011 Indian Health Service Contract	12,775,000
4	3006	2011 IHS Primary Prevention Diabetes	313,944
5	3016	Prior Yr2010 IHS Primary Prevention-Diabetes	52,169
6	3044	2011 IHS Special Diabetes for Indians	565,000
7	3074	ARRA: Clinic M & I Projects	118,799
8	4202	WIC	150,609
9	4203	Maternal Child Health – State of WI	37,561
10	4204	WIC Farmer's Market	1,306
11	4211	IAP-LHD Immunization	12,138
12	4212	Reproductive Health EIDP	3,600
13	4213	Coop American Indian Health Program	9,875
14	4216	WI Well Women's Program	12,594
15	4221	MCH Perinatal Health	6,262
16	4224	Medicaid Eligibility Outreach	40,475
17	4227	Child Lead Poisoning	1,118
18	4228	Preventive Hlth & Hlth Service Block Grant	3,613
19	4229	Fluoride Mouth Rinsing Program	2,031
20	4230	Asthma Services	10,000

	Ledger Number	Contract Title	Total Funds Expended
21	4231	WI Well Women's Prog – Consolid Contract	7,785
22	4235	HIV Prevention	7,500
23	4237	EMS Funding Assistance Program	2,483
24	4240	Family Planning Minority Staff	31,128
25	4243	WIC Breastfeeding Peer Counseling	14,496
26	4244	SBIRT	55,254
27	4245	SBIRT Treatment Funding	31,185
28	4256	Diabetes Prevention & Control PRS2011	2,050
29	4258	ARRA: Immunization for Children & Adults	4,567
30	4259	ARRA: WI Immunization	590
31	4303	Homeland Security/Mutual Aide Radios	17,701
32	6101	Rural Infant Health Program	10,000
33	6113	GLITC Tobacco Prevention/Education	6,500
34	6114	ARRA: Putting Community Prev to Work	52,883
35	6504	MERC Funded Community Research	88,541
36	6506	GLITC Healthy Children Strong Families	7,500
37	6507	American Indian Tobacco Use/Research	3,000
		TOTAL	**$19,463,277**

The Clinic employs 125 full-time and 28 part-time and on-call employees.

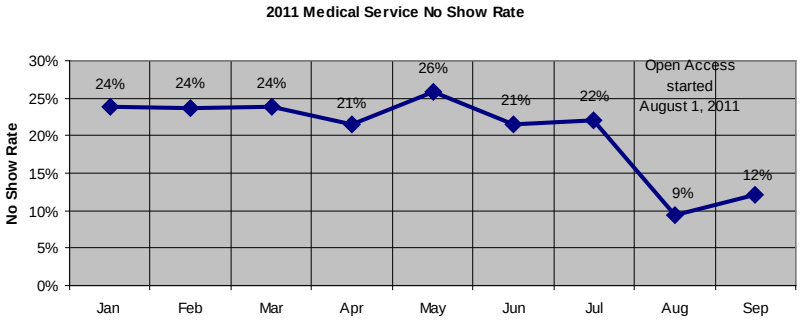
Menominee remains in the poorest health according to the 2011 County Health Rankings. We are using the County Health Rankings to engage the Menominee Indian Tribe, Menominee Indian School District, College of the Menominee Nation, Menominee County, and other partners to align plans for improving health in the community. Addictive behaviors, obesity and smoking are priority areas. We must engage individuals, families, and the community and hold people accountable for their behaviors.

A community engagement workgroup has been established that includes representatives from the County, Tribe and Schools. A community engagement grid has been developed that lists the programs and services available. Efforts are being made to get better data that we can measure and evaluate effectiveness of our programming. We are working with the Great Lakes Epi Center and an intern from the U.W. School of Medicine and Public Health.

The Clinic has revised the Bridges Out of Poverty Mental Model. We have added a Fourth Mental Model – "The Circle Surrounds and Supports". This model depicts the journey to wellness. Choosing healthy behaviors and becoming responsible for your own health is a part of the journey. Resources are available to the community to assist with living life in a good way. These resources are being used to take the steps necessary for healing. An individual should be responsible for their own health, but also need help from family and community. If a person is not in a state of wellness; family and community can pull together to assist the individual on their journey.

The health care environment is changing. We need better quality metrics, increased transparency, and greater patient engagement.

In December 2010 the Menominee Tribal Clinic was selected to participate in the Improving Patient Care (IPC) Program which is sponsored by the Indian Health Service (IHS).The goal of the program is to engage more than 100 facilities in a collaborative effort to improve the quality of and access to care by 2013. The IPC program strives to promote wide spread adoption of best practices and assists in developing a vibrant health care workforce, thus ensuring quality health care for future generations. Some of the changes IPC has brought to the clinic include Open Access. The core principle of open access is that patients calling to schedule a physician visit are offered an appointment the same day or the following day that the clinic is open. The goal of the open access is to build a system in which patients have the opportunity to see their own providers when they choose. Choosing a Primary Care Provider is another area of improvement with IPC. Choosing a primary care provider is one step closer to good health and patient satisfaction. This is important because when a patient sees different providers without having one primary care provider to



manage their care, the patient may not receive the kind of quality health care they want and deserve. It is important to establish a trusting relationship with one provider who the patient is able to get to know. The provider can better manage all of the patient's health care needs, including preventative care as well as managing any acute or chronic conditions. Another integral part of the IPC changes at the clinic is that the medical department developed care teams, which consist of the medical provider and clinical support staff such as an RN, LPNs, MA, dietician, diabetic educator and community health nurses. These are the "go to" people or resource in a patient-centered care environment and patient driven model. This care team approach-with the patient having a designated primary care physician allows the providers the ability to develop a trusting, supportive relationship with their patients while giving patients and families the opportunity to take a more active role in managing their health care. This model of care subsequently reduces ER visits and promotes cost effective, efficient clinic visits.

Open Access has shown success by eliminating the need for Walk-in appointments and decreasing the No Show rate from an average of 25% down to 12% in September 2011.

The Clinic needs to work in collaboration with the Tribal Legislature, Tribal Administration and the community in determining the level of services we can continue to provide to our people in the future. We need to maintain the financial stability of the Clinic and deal with the budget constraints at the Federal, State, and Tribal levels.

The Clinic continues to contract with the Menominee Public Transit for transportation services. We pay approximately $146,362.00 for this service. Total visits for the fiscal year were 18,147, which is an increase of 2,339 from 2010. We have a no-show rate of 4.9%.

One of the goals for the Tribal Legislature was to host a Health Summit. The Health Summit was held on November 4, 2011. The theme of the Health Summit was "The Circle Surrounds and Supports". The keynote speaker was Dr. Eduardo Duran. Included was a panel on Chronic Diseases: Diabetes, Heart Disease, Obesity – Child and Adult and Oral Health. Mental/Behavioral Health: Depression, Substance Abuse, Domestic Abuse.

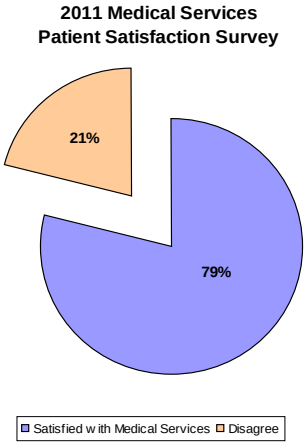
The First Lady, Michelle Obama's "Let's Move! In Indian Country" initiative kicked off at the Woodland Bowl in Keshena, WI. On Wednesday, May 25, 2011. The initiative is aimed at improving the health of American Indian and Alaska Native Children to end the epidemic of childhood obesity in Indian Country.

Let's Move! In Indian Country is an effort where everyone has a role to play in creating a healthy future for our children. Federal agencies, tribal governments, schools, private companies, non-profits, community leaders, and families can lead by example and make commitments to ensure that Native children get 60 minutes of physical activity a day and access to healthy, nutritional meals.

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 six (6) Family Practice Medical providers, one (1) Internist/Pediatrician, and two (2) Nurse Practitioners. The Medical Director continues to actively recruit another full time MD. 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 4:30 PM. A physician is also on call after clinic hours.

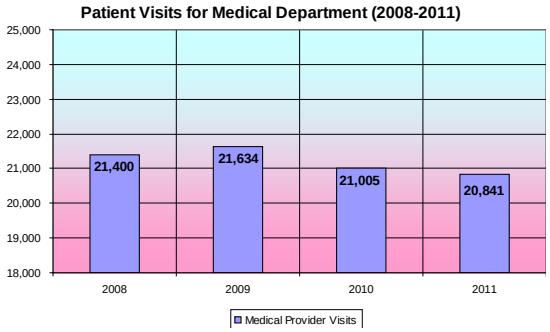
The medical department also has an asthma educator thru a Center for Disease Control (CDC) grant. Menominee County has the second highest rate of asthmatic ER visits in the state. Lilly Caskey, RT is at the clinic twice a month to see patients with asthma. In the past year she has seen 116 patients. She is able to educate patients in all aspects of asthma care including cleaning of the environment they are in. She has also educated teachers and EMS workers.



The providers had 20,841 patient visits in 2011. This represents a very minimal decrease in the number of patient visits. The physicians delivered 110 babies in 2011.

The medical department has been on electronic medical records since April 13, 2009. Other departments have also been involved in the transfer including Physical Therapy, Optical, WIC and Healthy Heart. The Physical Therapy Department continues to operate four (4) days per week.

Medical continues to utilize the services of a Cardiologist, one (1) day per month. This continues to assist Tribal patients avoiding travel to Appleton to access cardiac services. A Podiatrist sees patients twice a month for an average of 25 diabetic patients per month.



The medical department screens each patient 12 years of age and older for tobacco, alcohol and/or drug use, and depression. Additionally, every female patient is screened for domestic violence. The medical department has a full time health educator to follow up with patients that screen positive for any of these behaviors. Patients that desire help with tobacco cessation are referred to our clinic's wellness department. Patients that brief screen positive for alcohol or drug use are further screened using the ASSIST screening tool. We refer patients to Maehnowesekiyah Wellness Center that appear to have a dependency. Our clinic continued to participate in the Wisconsin Initiative to Promote Healthy Lifestyles (WIPHL) program until the grant concluded 5-15-11. This year this program allowed us to refer 26 patients to AODA treatment and paid $31,185 in treatment expenses. Patients that screen positive for depression are followed up using the PHQ9 and are offered appointments in our behavioral health department. Finally patients that screen positive for domestic violence are offered a direct referral to a domestic violence advocate and are given a list of resources that can help them design a safety plan.

The seven (7) 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 18 patients in local health care facilities. This number represents a decrease from 25 patients in previous years.

Dr. Culhane serves as Medical Director. He chairs the Electronic Medical Record Committee and oversees the laboratory, x-ray department and Woman's Personal Health. 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. Marienfeld serves as the Preceptor for medical students and residents.

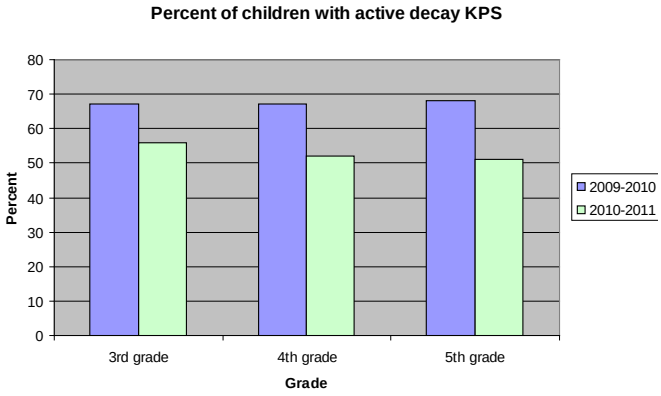
DENTAL

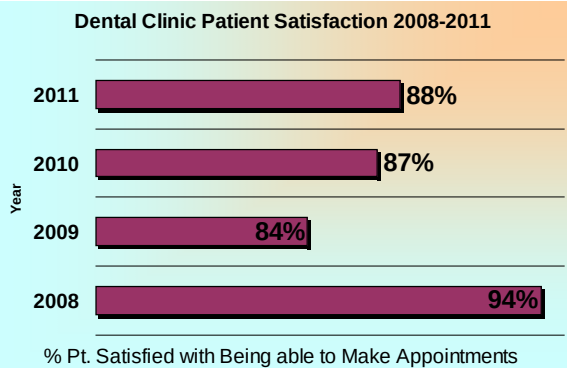
The dental clinic has four (4) full time dentists and one (1) part time dentist, a receptionist, a dental lab technician, four (4) hygienists, and seven (7) assistants.

We offer a full range of dental services including: cleaning, fillings, crowns, bridges, dentures, and implants. We are the only clinic in the Bemidji area that has its own full service dental laboratory. We offer both scheduled appointments and emergency walk-ins each day in the morning and after lunch. In FY2011 we had 2,884 emergency walk-ins

In June of 2011 we switched to an electronic dental record called "Dentrix". This transition has gone fairly smoothly. We also switched to a digital radiograph system called "Dexis". This has also worked out well.

In 2009 we started a dental program at the Keshena Primary School (KPS). We added Menominee Tribal School in 2010 and Menominee Middle school in 2011. We have one equipped dental operatory in each school with a hygienist and dental assistant to provide preventive dental care. We have been tracking decay rates of the children seen at the school. Already, as illustrated in the following graph, we are seeing a reduction in active tooth decay with the children. KPS is the only school we have 2 years of data for at this point, but it looks promising.

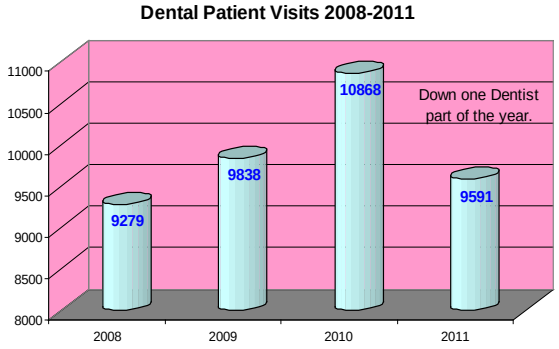




We also administer fluoride and sealant programs for children. Each year we examine about 200 Head Start children. This is followed by fluoride varnish treatments at the school three (3) times a year. The WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. We also offer

fluoride rinses once a week for about 700 children in the school district grades K-8. We have also been offering a fluoride program for day care children.

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. Schools, Head Start staff, parents and children, Annual Diabetic Conference, Shawano/Menominee County Transition Fair are some of the groups addressed.



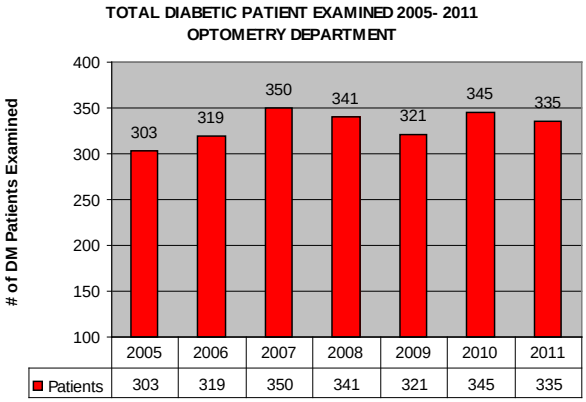
OPTICAL

The Optometry Department consists of two (2) full-time Optometrists and three (3) optometry assistants. The clinic is open Monday - Friday 8:00 a.m. to 4:30 p.m. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, walk-in clinic, eye glass dispensing and eye glass repair.

In October 2011, the Optometry department celebrated two (2) years using electronic medical records (EMR). EMR has improved the efficiency and accuracy of documenting patient encounters. For example, data regarding diabetic encounters and follow-ups has been tracked easily using charts provided by the computer program. This improved tracking and reporting has aided in presenting data for Performance Improvement projects, thus leading to improvements in patient care.

Detecting and monitoring pathology associated with diabetes remains a top priority. CDC, Indian Health Service and other studies have shown Native Americans are at higher risk of developing diabetic retinopathy, cataracts and glaucoma; all of which can significantly impair vision.

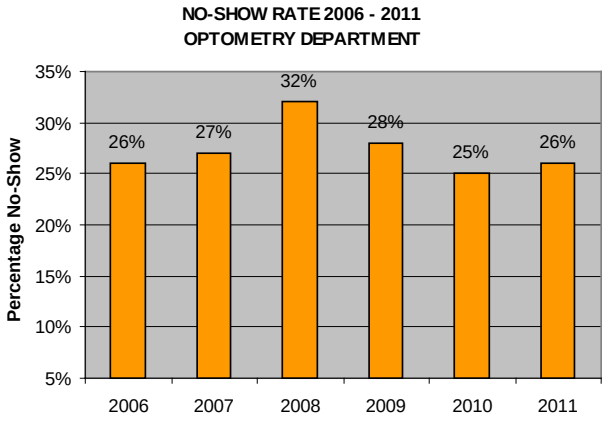
In our clinic, all diabetic patients are given scheduling priority, as many of the complications of diabetic retinopathy can be diagnosed and treated before substantial vision loss occurs. The Optometry department works with the patient, medical providers and the Diabetes Prevention Program to encourage annual dilated eye examinations. Once dilated, the Optometrist is able to directly observe the retina, monitoring the ocular structures closely for signs of pathology. When direct observation is complete, the patient will undergo photo documentation using the latest digital imaging technology. All significant diabetic eye conditions are monitored extensively and can be referred to specialists in Green Bay, Appleton or Wausau when necessary.



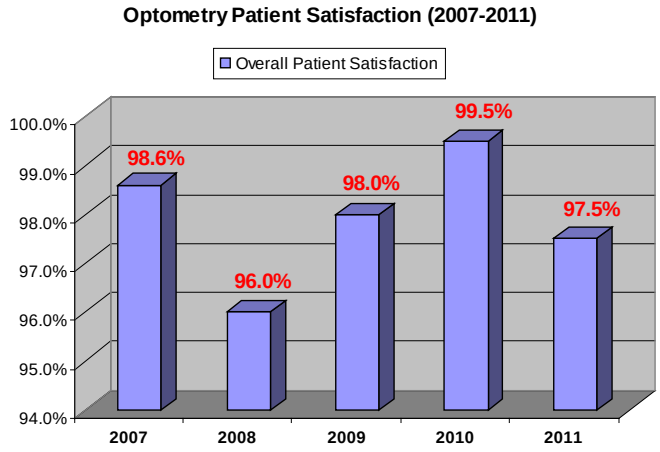
The preceding graph shows the number of diabetic patients seen annually since 2005. For the seventh straight year, the department has seen more than 300 diabetic patients. All diabetics are thoroughly educated at each visit and informed as to why it is important to have annual dilated eye examinations.

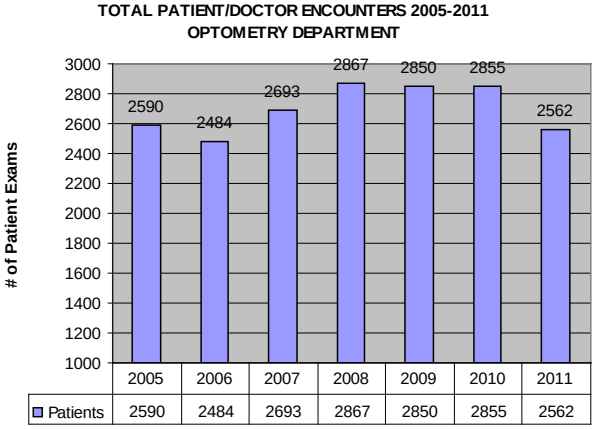
This graph shows the number of patients that are seen in the Optometry department annually since 2005. The 2,562 patients seen in 2010 are the total number of comprehensive eye exams and urgent eye care exams performed by the Optometrists. This number does not reflect the nearly 6,500 patient encounters (eyeglass repairs, orders, etc.) with the optometric assistants.

Quality vision care and access to vision services are important to our patients as demonstrated through the Indian Health Service IPC Initiative. One way that our department will address both access to care and quality is moving to an Open Access scheduling system as instituted in the Medical Department in August 2011. Optometry Open Access will begin on November 1st, 2011. Patients will be able to call the morning they need an



appointment and will be seen that day or within 3 days of their call. We are excited about this change and look forward to reporting its success in the coming year. **Through Open Access we hope to significantly lower our No-Show rate by 15% or more.**



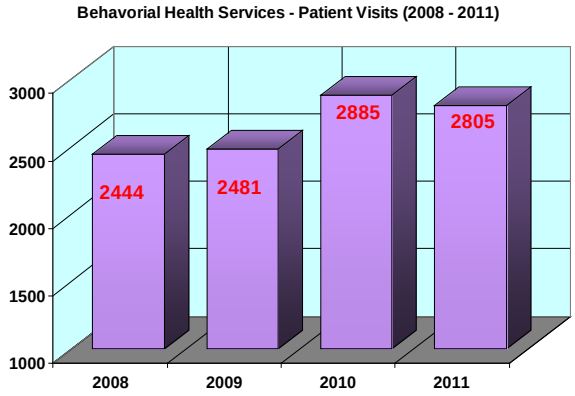


Drs. Chelberg and Keszo continued to participate in many pediatric eye screenings this year, including Menominee Early Childhood centers in Keshena and Middle Village, Keshena Primary School, Menominee Indian Middle School and the Menominee Tribal School in Neopit. Those children who failed the screening were followed up either by a community health nurse or the school nurse. Parents were then encouraged to bring the child in for a comprehensive eye examination.

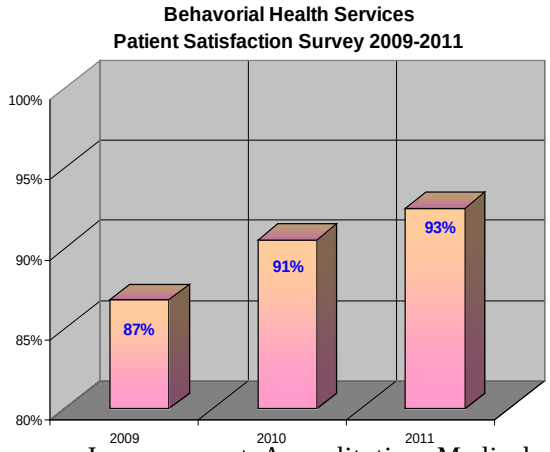
Dr. Chelberg has spoken in several classrooms in the Education Department at the College of Menominee Nation. Discussions revolved around vision and learning and the teacher's role in ensuring children have appropriate vision screenings and eye exams if learning deficits exist.

BEHAVIORAL HEALTH

Behavioral 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, Behavioral 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.



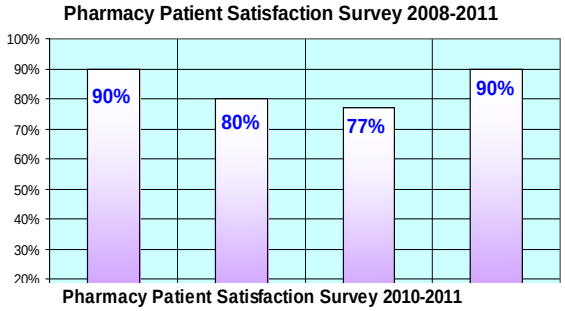
Behavioral Health Services continue to be a certified outpatient mental health program with certification being provided by the State of Wisconsin. The present staffing pattern consists of a full-time receptionist/secretary, two (2) Master Level Psychotherapists with Master's Degree in Psychology, one (1) Ph.D., Clinical Psychologist position, and a Consulting Psychiatrist who provides psychiatric evaluations, consultations, medications, in addition to providing clinical supervision to the behavioral health staff. The Consulting Psychiatrist has increased his time at Behavioral Health Services over this year to address increasing needs of our clients. This increase of time has allowed more timely service to be provided by the psychiatrist. All full-time providers are certified by the Department of Regulation and Licensing of the State of Wisconsin for providing mental health services. All providers are certified for third party billing purposes.



Staff is involved in multiple clinic committee work in the area of Performance Improvement, Accreditation, Medical Staff, Management Team, AIDS Task Force, Bridges Out Of Poverty, Credentialing and Privileging, and Safety and Housekeeping. Staff is also involved in outside contacts and meetings including Collaboration for Kids, Maehnow

Pematesen, Veteran's P.T.S.D. Workgroup, Multi-Disciplinary Team, Tribe/County meetings, and providing additional presentations and training for agencies and schools. It is worthwhile to note that the longevity of Behavioral Health Services Staff affords a stabilizing influence in providing services to the Community and Community's Services.

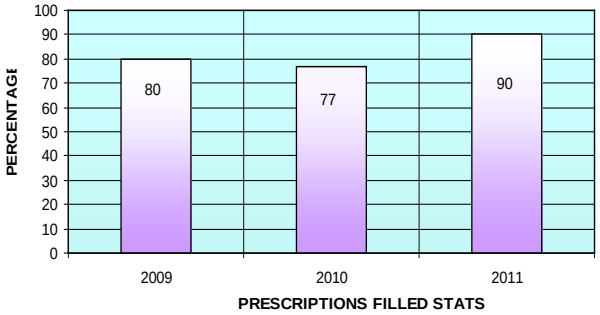
The overall no-show rate continues to be unacceptable at a rate of 30%. The no-show rate results in a loss of services provided and a loss of third party income to the Tribal Clinic. Multiple efforts have been made over the years to reduce the no-show rate but with minimal effect.



PHARMACY

The Menominee Tribal Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy has a staff of four (4) pharmacists, three (3) pharmacy technicians and one (1) pharmacy aide.

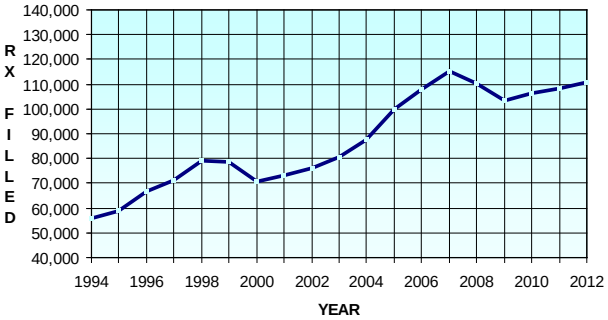
The Pharmacy & Therapeutics Committee continued its effort to add medications that our community needed and that would decrease the MTC payments to outside pharmacies. Since January 2011 we have added more than 13 new drug entities or strengths and deleted nine (9) medications from the formulary.



Pharmacy has dispensed approximately 108,500 prescriptions for 2011. This is up from last year by about eight (8) prescriptions per day. March was the busiest month with us filling 9,496 prescriptions. The busiest day was Jan. 3, 2011 when we filled 725 prescriptions. In 2010 we had approximately 56,000 patient contacts. This year we served about 58,000 patients

In the spring we had two (2) Pharmacy Technician students from Lakeshore Technical Institute assisting us.

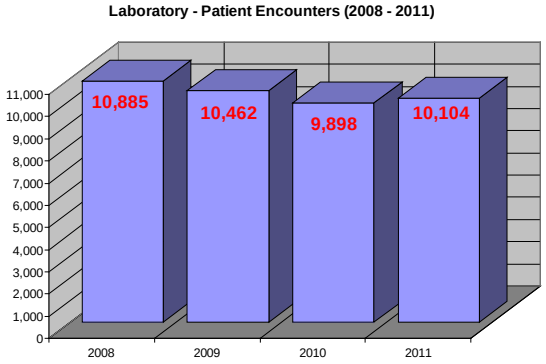
In 2011 we spent nearly $1.25 million on medications and supplies, which was less than predicted in part due to a decrease in prescription volume, therapeutic category changes and tablet splitting of expensive medications.



Number of Prescriptions Filled per Year				
	TOTAL $ SPENT		***INCREASE***	***COST/RX***
2001	$733,607	13%	73,366	$10.00
2002	$714,285	-3%	76,291	$9.36
2003	$839,311	18%	80,686	$10.40
2004	$1,000,000	19%	87,518	$11.43
2005	$1,200,000	20%	99,853	$12.02
2006	$1,261,862	5%	107,749	$11.71
2007	$952,700	-25%	115,474	$8.25
2008	$1,201,000	26%	110,313	$10.89
2009	$1,233,911	3%	103,234	$11.95
2010	$1,139,017	-8%	106,101	$10.74
2011	$1,250,000	10%	108,522	$11.52

LABORATORY

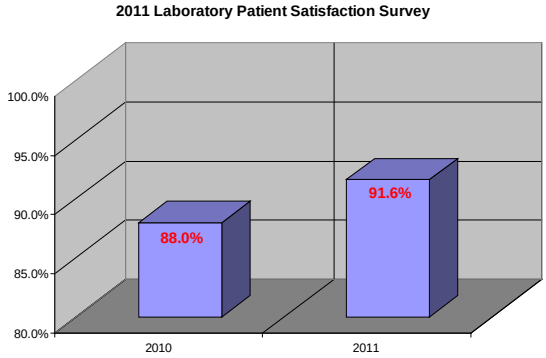
The Menominee Tribal Clinic Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis and treatment of disease. The Menominee Tribal Clinic Laboratory provides 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.



The laboratory is staffed by a Laboratory Department Manager, a Staff Medical Technologist, and a Laboratory Aide.

	2010	2011
PATIENT ENCOUNTERS	9,898	10,104
TESTS PERFORMED IN-HOUSE	52,599	53,844
TESTS REFERRED	6,371	7,176
DRUG SCREEN CLIENTS	197	219

In 2011, the laboratory was granted approval to replace our current chemistry analyzer which has been in operation for over nine (9) years. In September, 2011 a Siemens Dimension ExL 200 Analyzer was placed in service.



Lipase was added to the in-house test menu in 2011. The addition was coordinated with the installation of the new chemistry analyzer. Test volumes for Lipase have steadily increased over the past few years. The method was added to the ExL test menu for a minimal cost per test.

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 computerized billing/accounts receivable software systems. 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 patient registration component of the department is responsible for registering all new and existing patients accessing clinic services by verifying tribal enrollment and updating any changes to address, phone numbers, and health insurance coverage each time a patient utilizes the clinic. The staffing plan of the department includes the business manager, systems coordinator, seven (7) billing specialists, two (2) coding specialists, and three (3) patient registration clerks.

In June 2011 the Dental Department implemented a new electronic health record software package, named Dentrix, which included new billing software. Staff that handle dental billing received training in June and July on the billing side of the new system. With the implementation of this system, we now have three (3) practice management/billing systems that the Billing department has learned and keeps up to date for Clinic accounts receivables.

The accounts receivable ending balance at 9/30/11 was $965,600.00 and represents a decrease of $31,135.00 from the prior year ending balance of $996,735.00.

For the reporting period a total of $6,756,023.00 in cash receipts for services was received and represents a slight increase of $22,981.00 from the previous fiscal year.

For the reporting period a total of 95,253 patients were registered with an average of 355 patients per day; this is an increase from last year by 5,269 patients with 562 new patients being registered this year.

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.

Current Staff consists of a Contract Health Coordinator, a CHS Assistant, two (2) Benefit Specialists and a Contract Health Services Clerk.

Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. Effective October 1, 2008, Contract Health now requires paperwork, such as enrollment verification and proof of residency within the Contract Health Service Delivery Area, to be on file before eligibility can be established or payments can be authorized. 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.

The Contract Health Program has 2,397 active patients. Contract Health acted as a supplement for 203 Insured patients, 72 Medical Assistance patients and 143 Medicare patients. There are 153 uninsured patients where Contract Health is single payer source. 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.

Every year, the availability of funds and amount of need, determines the level of medical and dental care that can be provided. Contract Health Services has been able to provide Payment for Emergent, Life Threatening Care and some Priority II and III levels of care.

CONTRACT HEALTH PRIORITY LEVELS

PRIORITY I: EMERGENT; LIFE THREATENING: Treatment required preventing immediate Death. Treatment of conditions, if left untreated, would result in grave outcomes. **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 Gladder 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 Surgery, Nursing Home Care

PRIORITY V: EXCLUDED SERVICES: Services that are considered cosmetic, experimental, or have no proven medical benefits. **Examples:** Services not covered by Medicare/Medicaid, Orthodontist, Lasik surgery.

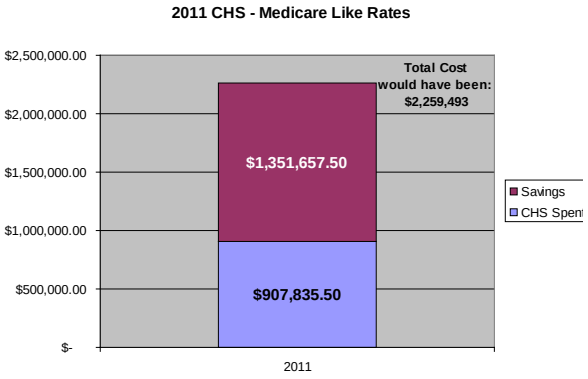
Patients who meet the eligibility criteria, but the Medical/Dental Care is not within the current CHS Medical Priority, may have referral placed on Deferred Care Waiting List or proceed with referral and assume responsibility for payment.

Expenditures: Total expenditures for Contract Health last year was $2,345,785.55. CHS had a number of High Cost cases (claims in excess of $25,000) during the past year. We had 13 cases which are up from 11 cases from the prior year. These cases amounted to $538,954.70 or 13.55% of the total CHS budget.

Referrals: A total of 3,446 referrals were sent out for specialty care and diagnostic procedures. CHS approved 936 medical and 310 dental referrals. 1,777 were self pay referrals (which includes patient self pay, workers comp, medical assistance, etc). Two hundred thirty-six (236) referrals were approved for payment under Deferred Care Services.

Deferred Care: Contract Health received $320,000 for Deferred Care. 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.

Benefit Specialist: The Benefit Specialists assist patients with finding alternate resources of payment for medical bills. Four hundred thirty-two (432) referrals were made to Medical Assistance Programs including AFDC related, BadgerCare, HealthyStart, Family Planning, Wisconsin Well Women's, and QMB. Ninety-seven (97) applications were filled out on site, 128 backdates were requested, 24 referrals were unsuccessful or denied.

The Benefit Specialist assisted 107 elders with filling out the SeniorCare applications. Contract Health paid the $30 annual application fee for all enrollees.

The Benefit Specialists assisted nine (9) patients with filling out applications for Patient Assistance Drug Program for medications not available through our pharmacy. Ten (10) referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part D issues. Sixteen (16) referrals were made to Social Security Disability, so far five (5) have been approved, 11 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, not realizing 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 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.

MEDICAL RECORDS

The Medical Records Department is staffed by five (5) full-time employees and one (1) part-time employee. Services performed in the department include preparing and scanning documents into the electronic medical record system and filing scanned document images and document images received through the fax server in the proper location in the individual patient electronic health records. Record audits are performed daily to ensure document images are labeled and filed correctly and duplicate images are deleted. Staff performs patient health information disclosure duties per federal and state patient privacy law and properly documents disclosure activity in the patient electronic medical records. Staff transcribes radiology interpretation reports for Menominee Tribal Clinic x-rays read by Radiology Associates of Appleton.

Medical Records Department Technicians spend the first two hours of the work day at the nurses' stations in the Medical Services Department where they assist with appointment scheduling, perform clerical duties for the providers, and help the nurses with various tasks. Scanning clerks help out at Pharmacy, Medical Appointment desk, Patient Registration, and the Community Health reception desk.

Staff attended the 2011 Law in Health Care Seminar for the Record: Best Practices for the Employer, Employee and Clinic presented by the Wisconsin Medical Society in May 2011. The staff attended clinic employee in-service/training and webinars and other training regarding the electronic medical record.

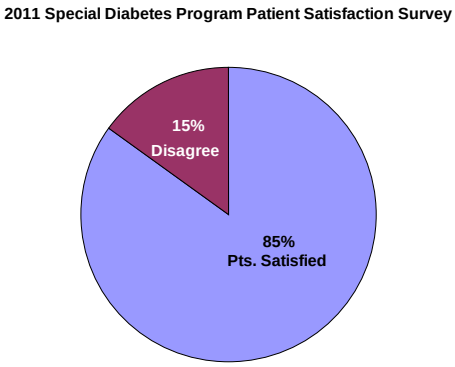
Quarterly Health Information Management committee meetings were held over the year.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic continues to provide a variety of services to the Menominee Community. These services are offered to all tribal members, their families and tribal employees. The services include health screenings, physical activity events, educational conferences, nutrition counseling, podiatry services, one on one and family appointments as well as group education.

The Diabetes Program at Menominee Tribal Clinic through the Special Diabetes Program for Indians Grant provides testing supplies to community members, podiatry services and optical and dental supplies to assist with patient care in these departments. The program is also able to assist the pharmacy in purchasing two (2) of the newer medications to help lower blood sugar in this population. Numerous educational and physical activity events are also sponsored.

The Diabetes Team at the clinic reviews chart audit data and identifies areas that need improvement in the care of the diabetes patients. The team members consist of a Diabetes Nurse Educator, a Registered Dietitian, a program assistant, the Community Health Nursing Director, a physical fitness instructor, a medical doctor, optometrists, a dental hygienist, a lab technician as well as representation from the Diabetes Prevention Program. Three (3) of the team members are Certified Diabetes Educators. There are currently 706 people on the Diabetes Registry with six (6) of those patients being under the age of 18. The Diabetes Educator has had 482 patient contacts in the last year. The contracted podiatrist that comes to the clinic two (2) days per month sees on average about 25 patients per month.



The Diabetes Program will continue efforts on physical activity and nutrition programs. The Diabetes Program will be working in collaboration with the Wellness Program and the Diabetes Prevention Program in assisting the Tribal Insurance Department with Health screenings for the insured members to improve health outcomes for this group. There is two (2) staff members located at the Recreation Center to provide community members with assistance with their exercise questions and needs.

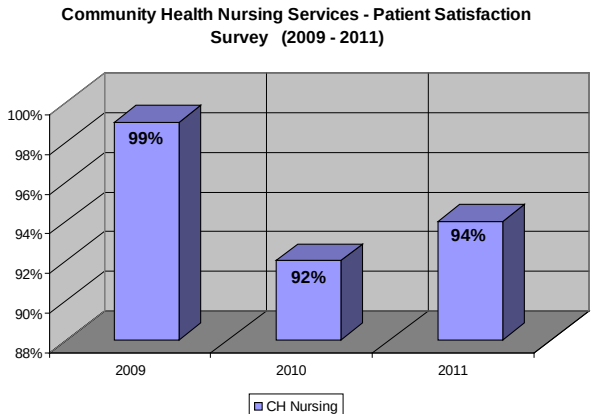
INFORMATION TECHNOLOGY DEPARTMENT

The Information Technology department which was newly formed in 2010 consists of an Information Technology Director, a Network Administrator and an IT Support Specialist. Construction began in late 2010 and in 2011 the department moved from the billing office where it was previously located to the basement in what was part of the medical records department. With the advent of Electronic Health Records, (EHR) the need for paper charts had diminished greatly, created additional space which was used for the new department.

The new IT Department office was designed for staff space, storage space and a new climate controlled server room with redundant power, Air and security components. 2011 was spent finishing all the infrastructure upgrades for the core infrastructure. All new servers were purchased and installed to expand the Virtualization capacity of the server network. The clinic uses VMware to virtualize the servers that are needed reducing the need and cost for multiple servers. Currently the organization has 15 virtual servers residing the three (3) physical servers. The number of virtual servers continues to grow and we have plenty of room for growth!

The Storage network has also been upgraded this past year with the installation of a new HP SAN. The new SAN has a capacity of 4 Terabytes with the ability to double that for future growth.

The facility has an all new switching core based on HP 5406 ZL Power over Ethernet switches. Core switches have been placed on each end of the building in locked cabinets for security and one in the new data center to facilitate the installation of category 6 cabling throughout the entire facility. Work continues on rewiring the entire facility to support an upcoming IP Phone project in the coming fiscal year.



The past year was focused on updating all hardware and improving the core infrastructure for stability and growth. The focus for the upcoming year will be on updating and standardizing Policies and Procedures and full documentation of all hardware and software components.

COMMUNITY HEALTH NURSING

The Community Health Nursing Service continues to provide a variety of services within the clinic and out in the community. The department is staffed with four (4) homecare RN's, an RN for Rural Infant Health, a Program Assistant and a Receptionist.

Community Health Nurses provide nursing services in patient's homes. Referrals for these services come from MTC doctors and outside hospitals and clinics. Requests also come from patients and family and are assessed for what is needed. Collaboration with other agencies and programs are utilized when needs indicate.

The Immunization Program oversees vaccine use within the clinic. Vaccine used to immunize children comes from the state of Wisconsin's Vaccine for Children's Program. Adult Vaccine is purchased by the Clinic. Vaccines given are documented in the patient's health record and onto the Wisconsin Immunization Registry. Walk-in services for immunizations are available through the Community Health Department at all times.

Health checks are available to children 3-18 years old.

Medication management for patients with Chronic Mental Illness is provided in Collaboration with Menominee County Health and Human Services.

Skilled nursing services are provided to the Tribal Jail once a week. Inmate's needs are evaluated and appointments made when indicated.

Influenza vaccines are available during flu season through the Medical Department and Community Health Department. Influenza vaccines are also given at the worksites in the community.

Community Health nurses are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic Physicians and in Menominee County.

The HIV/AIDS program holds the Annual World AIDS Day walk in December. A noon walk is held at the clinic and an evening walk in Neopit with dinner and a power point presentation. Every few months there are meetings held in Lac Du Flambeau at the Great Lakes Intertribal Council (GLITC) to catch up with other tribal coordinators. Melissa sets up a number of HIV/AIDS/STD presentations at the School, College, Maehnowesekiyah and other community sites.

Rural Infant Health worker attempts to visit every newborn on the Reservation. Information is presented on baby safety, car seats, and immunizations; well baby visits, and feeding habits. Weight checks are done. High Risk infants are discussed with the doctors and RN's and is referred to the Birth to Three programs at MCHHS. If respite care is needed they are referred to MCHHS. Post natal questionnaires are performed on mothers and those with issues are referred to Behavioral Health Department. WIC, WPH and CHNS staff meets monthly to discuss current issues and managing patient needs.

NUTRITION / DIABETES PREVENTION

The clinic's Diabetes Prevention Program is focused on decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes. Studies show if we can keep these participants meeting their nutrition and activity goals, they will substantially decrease their risk of ever developing diabetes.
A recent coordinated effort with the tribe's insurance department was able to screen 706 employees for diabetes; 100 (14%) were in a pre-diabetes range, 50 (7%) were in the diabetes range or were previously diagnosed.

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.

The Diabetes Prevention Program's Wellness Specialist continues to provide exercise classes to the community. There was an annual participation rate of 2,719 for the noon and afternoon fitness classes. She is housed at the Recreation Center in an effort to better serve the community.

Highlighting this year's activities was the 11th Annual Relay for Diabetes Walk held in August. Over 450 people walked a total of 1,450 miles at the event. In addition to the relay, seasonal walks, nutrition challenges, TV Turnoff

week, and Walk to School Day events were held in collaboration with the Diabetes and Wellness Program and tribal agencies.

The department continues to be a vital part of the Community Action Board. Gardening projects and tiller program produced significant increases in area gardens. The department assisted the UW-extension, Food Distribution, and others by providing seeds and starter plant distribution to the community.

In October, the Diabetes Prevention Coordinator was appointed to the Dietitians Affiliated Credentialing Board for Wisconsin. He also continues to sit on the Wisconsin Diabetes Advisory Board which focuses on diabetes treatment and prevention efforts across the state. Wellness Screenings were offered throughout the community in collaboration with the Diabetes and Wellness departments. The state Senior Farmers' Market Program was offered for the third year to the Menominee Reservation.

WOMEN, INFANT, CHILDREN (WIC)

The Women, Infants, and Children Program provides 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 on the Menominee Nation.

Notable highlights from this year include: This is the sixth 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. This has made it essential to hire the Peer Counselor at full-time. This past year two (2) WIC employees completed the certified Lactation Specialist training. With the help of our Peer Counselor our WIC Program planned events during World Breastfeeding Week this summer. The Fifth Annual Cutest Breastfed Baby Contest was held over the summer; 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 August 11th: luncheon was provided where the winner of the Cutest Breastfed Baby contest was announced. Rock N Rest Tent: This was a large Tent set up at the August annual 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.

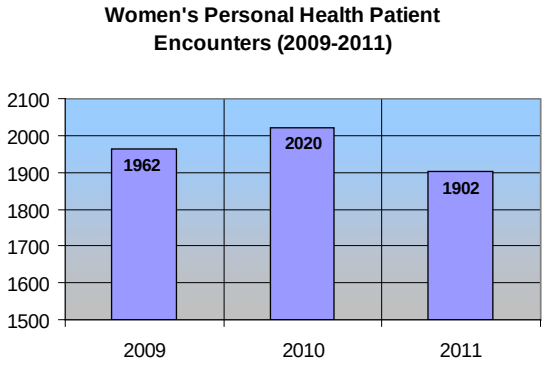
Another success was the anticipation of the new tribal grocery store becoming a WIC approved vendor. All paperwork has been submitted and the store should be WIC approved the first day of service to the community.

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 pumps being routinely checked out each month. 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.

- **Approved Caseload FY11** **554**
- **Breastfeeding Incidence** **70%**

WOMENS PERSONAL HEALTH

The Women's Personal Health (WPH) Department at the Menominee Tribal Clinic provides a number of reproductive health care services for women of all ages. The WPH Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, HIV counseling and testing. Referrals for mammograms and for women's health care screenings are also offered. The WPH staff respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

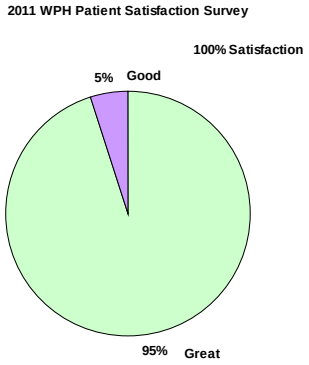


The WPH program provided 1,902 client encounters this grant year. This is a decrease from 2,020 last year. Ninety-six (96) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration this year. The WPH program provided a Teen Clinic one (1) hour a week at the Menominee High School offering sexual health education and contraceptive counseling to any students looking for information or

considering contraception. The funding comes from the MCH Reproductive Health Grant, the Reproductive Health EIDP Grant, and Family Planning Minority Staff Grant.

The WPH program provided service to 143 new OB patients this grant year. The total number of teen pregnancies was 29, decreased from 49 in 2010. Fourteen (14) 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 other month, one (1) night a week for four (4) weeks. The average numbers of mothers and partners attending are 2-5. 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 six (6). The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was 20.

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 45 women were referred for mammogram screenings through this program. This is an increase from 41 last year. 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 female health concerns. Funds are from the WI Well Women Program Consolidated Contract and WI Well Women Program.



The Prenatal Nurse-RN and the Women's Health Worker positions were eliminated in the Women's Personal Health Department due to a loss of funding from the MCH Reproductive Health Grant, the Reproductive Health EIDP Grant, and Family Planning Minority Staff Grant. The WPH Department will continue to provide the same services with the assistance of Community Health Nursing Services.

RADIOLOGY

The Radiology department of the Menominee Tribal Clinic is staffed by one (1) full-time registered technologists and one (1) that is on-call. The department services by helping to diagnose ailments involving respiratory, abdominal and skeletal problems.

The department is limited to straight radiography. All special studies are referred. All x-rays from our radiology department are sent to a radiologist at Shawano Medical Center for interpretation.

The past year has been fairly steady with the equipment. The Hologic X-ray unit has held to a standard performance. The processor has been maintained in excellent performing ability by our field engineer. The department was given approval for purchase of a new processor and other smaller equipment. Processors are not being made any more and all that is offered are rebuilds, which is what we have. SMC Radiology Dept. has given us some of their old cassettes as they have no further need of them.

EMERGENCY MEDICAL SERVICES

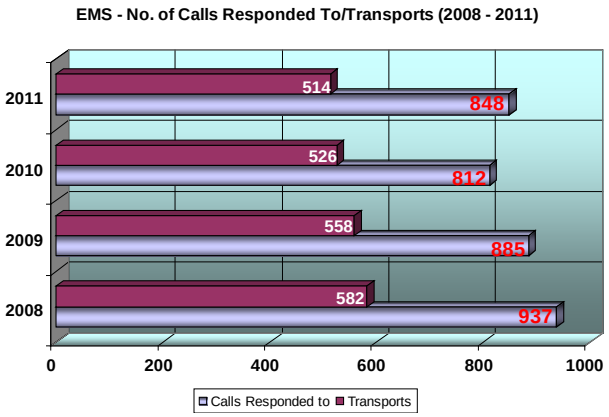
The Menominee Tribal Rescue Service provides Basic Life Support Services and Advance Life Support (ALS) Level 1 (Intermediate Technician) Services.

Nineteen (19) EMTs staff the service. Three (3) are full time and sixteen (16) are part time on-call. Seventeen (17) EMTs are licensed at the Intermediate Technicial level and two EMTs are licensed at the basic level. All Emergency Medical Technicians (EMT's) on the Menominee Tribal Rescue Service are licensed by the State of Wisconsin and provide service in accordance with State Laws, Rules, Standards and Procedures, and Scope of Practice. Dr. Peter Keenan from the Menominee Tribal Clinic provides medical oversight for the ambulance service and staff.

The Basic and Intermediate Technicians provide assessment and care of the critically ill or injured patient. Basic EMTs administer aspirin, albuterol, oxygen, epinephrine, glucogon, and activated charcoal. The Intermediate Technician provides advanced care including initiation of IV (intravenous) lines, and administration of additional medications beyond those the EMT Basic is permitted to administer. The additional medications include nitroglycerine, 50% dextrose, 25% dextrose, narcan, and nebulized albuterol/atrovent.

The EMS service upgraded its field protocols during 2011. An advance skill using a (CPAP) Continuous Positive Airway Pressure airway management device has been added to the EMT skill set. This procedure can be of great benefit primarily to patients with (CHF) Congestive Heart Failure, Asthma and (COPD) Chronic Obstructive Pulmonary Disease.

The EMS/maintenance garage building was renovated with funding received from USDA. Total project cost was $379,020. New offices, a meeting room/lounge, kitchen, restroom, shower room, and 2 private EMT rooms were added. The project was completed in July 2011.



A grant through the Office of Justice Assistance provided $10,800 along with a clinic match of $6,901 to fund this project. Mobile radios were upgraded in two ambulances and the first responder vehicles to meet new Federal Regulations for operating on narrow band frequencies. This will make it easier for to communicate with other outlying agencies during emergencies. .

Menominee Tribal Rescue Service responded to 848 calls, 514 patients were transported to a medical facility for definitive care. The remaining calls were not transported for a variety of reasons including an injury or illness not requiring ambulance transport or the patient refused medical care or transport. In some cases there were no patients.

Outside ambulance services were called upon 76 times. 52 of these were back up calls while our ambulance was busy, 19 calls were for ALS Level Two ground ambulance intercepts and 5 were for medical helicopter requests.

Graph for the reporting period October 1, 2010 through September 30, 2011.

WELLNESS

The Wellness department works as a team with the clinic diabetic, nutrition and fitness staff and offers a wide variety of activities in schools, work sites, and the community at large. Our number one priority remains tobacco abuse which involves prevention, smoke free work sites (including casinos), smoke free homes and vehicles, and smoking cessation.

We had a total of 439 smoking cessation visits this year. Many Menominee have been able to quit smoking and many are continuing to try to quit. Quitting is a process and not an event. Clinic smoking cessation satisfaction survey results show that 95% of client responses were excellent or good.

This is the last year of the three (3) year Stop Tobacco Abuse Renew Tradition (S.T.A.R.T.) Project. Partners include Dr. Stevens Smith, UW-Madison, Center for Tobacco Research and Intervention, and Spirit of Eagles. One hundred eight (108) clients enrolled in the project to test the effectiveness of a smoking cessation counseling treatment specially designed for Menominees to quit smoking compared to a standard smoking cessation counseling treatment. The program was designed to help Menominees quit smoking and benefit others in the future by helping us learn more about how to effectively help people quit smoking. Data findings comparing the Menominee project were culturally tailored to the standard cessation counseling didn't seem to make any difference in quit rates. What we did find is that family members and couples quitting together and people that attended more counseling sessions increased quit rates. Funding was awarded for a two (2) year National Institute of Health grant, called the Pilot Project "Qualitative Analysis of American Indian Tobacco Use and Research Participation." Partners include Dr. Leah Arndt, UW Milwaukee, Spirit of Eagles and Mayo Clinic. It will allow us to continue to do qualitative analysis on the START project interviews about what really worked to help people quit smoking. The START program formed a Menominee Community Tobacco Advisory Board to be the eyes and ears of the community to help guide us in making our decisions about what the data means.

Jodi Fossum is the Coordinator of the S.T.A.R.T. and Pilot project. She attended the Society for Research and Nicotine and Tobacco Conference in Toronto, Canada and presented a poster titled "Qualitative Analysis of a Culturally-Tailored Tobacco Cessation Intervention Among the Menominee." She will continue to work half time on the Pilot Project and do health behavior counseling as part of the clinic wellness and medical team addressing areas of stress management, smoking, drug abuse, and weight loss.

Under the Communities Putting Prevention to Work Tobacco Abuse Program.

The Clinic partnered with the College of Menominee Nation. CMN Campus is planning on going Smoke Free on January 1, 2012. Smoking cessation is being offered to staff and students before policy goes into effect.

In Fall of 2010 presentations on ("Smoke Free Air for Everyone") tobacco abuse, smoke free homes/vehicles which were held at k4-8th grades at K.P.S., Neopit Middle School, Tribal School, and Menominee High School (705 students participated).

In Summer 2011 "Smoker Free Air for Everyone" presentations for Menominee Parents (65 attended), Menominee Elders (25 attended), College of Menominee Nation staff and students (48 attended), and Head Start staff (51 attended).

Partnered with Menominee Historical Preservation and made "Menominee Sacred Tobacco Garden". Seeds were obtained from Indian seed banks and planted in three (3) beds. Plants grew very well. A drying shed was built to hang and process tobacco. Signs made for the beds and written in Menominee language. This increased the availability of traditional tobacco for Menominee people for use in ceremonies, prayer, offerings, and funerals.

Historical Preservation made a permanent travel educational display about traditional tobacco use, to be used as a curriculum in Menominee schools. It includes digital story telling featuring Menominee Elders and health care providers. Coordinated 2010/2011 Menominee High School Youth Risk Behavior Survey. Analysis and results were presented to Menominee School Board and Menominee students. Report was given to agencies that work with Menominee youth. Menominee High School tobacco abuse of cigarettes continues to decrease; age of first cigarette is increasing, current smoking in last 30 days is decreasing, daily smoking is decreasing, number of cigarettes is decreasing, current smoking in last 30 days is decreasing, the use of little cigars and chew in males is increasing. There are some new or other tobacco projects o.t.p. including snus and dissolvable, Menominee Indian School District made a policy to ban use of all o.t.c. in the schools.

This is the seventeenth year of 6th grade wellness classes. Topics include leadership and team building, earth wellness, connection, anger and stress management, 44 assets, forgiveness, learned optimism, unwritten rules, values, commercial tobacco abuse, importance of keeping active and safety issues with skate boarding, humor and health, anatomy and physiology of reproductive system, relationships, what are the odds teenage pregnancy, and STD's.

Coordinated the following Community events: Seventeenth annual Menominee Poker Walk (98 participants), Menominee Triathlon was changed to the Menominee Biathlon (dropped the swimming) and moved it up to Neopit this year for safety reasons (29 participated); 19th Pow-wow walk/run (195 participants), Neopit Soap Box Derby, and Strongest Menominee. New events this year included Menominee Skate Jam. Continued with grooming the high school x-country ski and snow shoe trails.

College of Menominee Nation*

S. Verna Fowler, Ph.D., President

GREETINGS from the President and Chairman of the Board

Dear Friends,

The past year has been an exceptional one for the College of Menominee Nation. Close to home, we began work on a $3.35 million Community Technology Center that will open on the Keshena campus in 2012, awarded our first baccalaureate degrees, and gained full accreditation for our model Associate Degree program in Nursing.

We were engaged on the national scene as well. Student teams were selected for conferences and individual young scholars for internships across the country. And from a national benchmark survey of community colleges, we learned that CMN compares very favorably with peer institutions in collaborative learning, student effort, academic challenge and other measures of student engagement.

The following report includes information on the achievements of several Menominee students attending CMN. Three prime examples of CMN's high-level student engagement from across the student population are Clinton Isham, Ben White and Elyssa Hawk. Clinton, who studies at our Green Bay/Oneida campus, capped the year with work at a biological research station in Costa Rica. Ben, a continuing student at the Keshena campus, and Elyssa, a June graduate, were chosen for a study-abroad program in China. These international experiences herald a new focus for CMN, as we seek more opportunities and encourage more students to study abroad, share American Indian culture with the global community and bring home expanded world views.

I hope you will enjoy this report on the past year and find ways to personally engage with the College of Menominee Nation in the coming year.

Sincerely,
S. Verna Fowler, Ph.D.
President, College of Menominee Nation

Dear Friends,

Our 2010-2011 Annual Report provides an overview of initiatives and accomplishments of the College of Menominee Nation.

Those who serve on the CMN Board of Directors advise on planning, approve and monitor budgets, and carefully follow the stories behind the statistics and summaries printed here. We know the high level of individual and team effort required annually to deliver 400 course sections for enrolled students and dozens of service, outreach and research programs for community members. We applaud the College's ability to meet these challenges while remaining focused on its mission, transparent in its finances, and debt-free.

Along with coursework for degree-seeking students, the College directly benefited many hundreds of area residents in 2010-2011 with activities such as these:

- The College was host to free or low-cost technical training in job-related fields, vocational rehabilitation services, financial literacy workshops, CPR/AED instruction, and Menominee language and cultural programs.
- CMN summit conferences on business development, sustainability practices and other topics served Menominee Reservation residents and drew participants from other tribes, national organizations and agencies, and international indigenous communities.
- Archaeological research and consulting services were provided throughout the year by the College and Menominee faculty and staff shared specialized knowledge and countless hours of leadership on tribal boards and committees.

The College of Menominee Nation is an economic, social and cultural asset that increases in value each year. We welcome your ideas and invite you to participate in its programs.

Respectfully,

Bernard (Ben) Kaquatosh
Chairman, Board of Directors, College of Menominee Nation

Board of Directors, College of Menominee Nation

- Bernard (Ben) Kaquatosh, Chairperson, University of Wisconsin-Green Bay and UW-Milwaukee
- Virginia Nuske, Vice Chairperson, Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines
- Lori Latender, Secretary, St. Norbert College (B.S.) and Marian College (M.S.)
- Sarah Harkey (term starting July 2011), College of Menominee Nation (A.A.) and Bellin College of Nursing (B.S.N.)
- Georgianna Ignace, Marquette University (B.S.)
- Kathleen Kaquatosh (term completed May 2011), Northcentral Technical College
- Lynette Miller (term starting July 2011), UW-Green Bay (B.S.) and Silver Lake (M.S.)
- Elaine Peters, UW Oshkosh (B.S.)
- Lorene Pocan (term completed January 2011), UW Oshkosh
- Ada Deer (honorary member), UW-Madison (B.A.) and Columbia University (M.S.W.)

Note: The College's Annual Report is dedicated to Lorene Pocan, an honored Elder who served on the Board of Directors for 14 years before retiring in early 2011.

PROGRAMS OF THE COLLEGE

The College provides the Menominee community with study opportunities leading to four-year and two-year academic degrees. Students may also prepare for a Certificate of Mastery in several fields and earn diplomas in technical and trades programs. An array of noncredit classes, workshops and conferences are presented each year for adult participants through the College's Continuing Education and Technical Education divisions, the Sustainable Development Institute, and other CMN units. Select educational programs are also available for children and high school students.

The faculty and teaching staff of CMN are well qualified with advanced degrees in appropriate fields of study and/or with certification or substantial professional experience. During the academic year the College's instructors led more than 400 sections of credit courses in the program listed below:

Bachelor of Science Degree

- Early Childhood/Elementary Education (for professional work with children birth through grade 5)

Associate Degrees

- Accounting
- AODA Counselor (Applied Science)
- Biological and Physical Sciences
- Business Administration
- Computer Science
- Early Childhood
- Liberal Studies
- Mathematics
- Natural Resources
- Nursing (Applied Science)
- Public Administration
- Sustainable Development

Certificates of Mastery

- Criminal Justice
- Entrepreneurship
- Microcomputer Specialist

Technical Diplomas

- Electricity
- Office Technology
- Practical Nurse
- Sustainable Residential Building Systems
- Welding

Among the dozens of continuing and one-time training and enrichment programs available to the community were the following:

- Menominee Language programming at beginner, intermediate and advanced levels
- American Indian arts, crafts and culture classes, lectures and workshops
- Financial Literacy programs for students and community adults
- Economic Summit in partnership with Northwoods NiiJii for tribal entrepreneurs, business owners and government people
- Broadband Skills Training sessions on campus and at Reservation sites for community members on topics including basic computer use, software and Internet
- Suicide prevention programming for students, staff and community residents
- Skill Building and GED/HSED preparation in on-campus labs and assistance available year round from staff aides
- Transportation Alliance for New Solutions (TrANS) offering entry-level training for road construction jobs
- Science, Technology, Engineering and Mathematics (STEM) Teachers of Excellence Education Project
- "What About Our Grandchildren: Menominee Community Gathering on Climate Change" program supported by the American Indian Alaskan Native Climate Change Working Group
- CPR/AED Certification Training
- U.S. Department of Education Native American Vocational Rehabilitation and Career and Technical Education, and Menominee Vocational Rehabilitation Program services for the community on campus funded by the Great Lakes Inter-Tribal Council
- Tribal Tree Nursery Workshop in cooperation with the U.S. Forest Service
- Landscapes of Health in Wisconsin Workshop in cooperation with the UW-Madison Nelson Institute for Environmental Studies.

PERSONNEL OF THE COLLEGE

Employee Profile for Academic Year 2010-2011 (unduplicated numbers)

Total CMN Employees: 165 (2010 comparable 145)

Faculty - Full Time	28
Faculty – Part-Time or Adjunct	24
Staff – All other categories	113

Ethnicity of CMN Employees for Academic Year 2010-2011 (as of June 2010)

Menominee – Enrolled/Descendant	72
Other American Indian Tribe	17
Other (Asian, Black, Hispanic, White)	76

Educational Attainment of Employees

Seventy-six percent of those employed across all categories at the College hold an academic degree and nearly 40 per cent hold a graduate degree (Master's or higher).

Ph.D., J.D., or other terminal degree	13
Master's Degree	52
Bachelor's Degree	43
Associate Degree	18
Technical/Trades credentials	8

Officers of the College (through FY 2010-11)

- S. Verna Fowler, President – Milwaukee Institute of Technology (A.A.S); Silver Lake College (B.S.) and University of North Dakota (M.Ed. and Ph.D.). Enrolled – Menominee Tribe
- Gary Besaw, Vice President, Student Services – UW-Stout (B.S.) and UW-Madison (M.S.). Enrolled – Menominee Tribe
- Norbert Hill Jr., Vice President, Green Bay Campus – UW Oshkosh (B.A. and M.S.). Enrolled – Oneida Tribe
- Donna Powless, Vice President, Academic Affairs – UW-Madison (B.S., M.S. and Ph.D.). Enrolled – Oneida Tribe
- Laurie Reiter, Vice President, Finance – University of Wisconsin-Green Bay (B.S.). Enrolled – Menominee Tribe

SERVICES PROVIDED BY THE COLLEGE

The College is driven by its Mission and Charter. By meeting educational and administrative standards it has achieved accreditation at the institutional and program level, and maintains full affiliation in several important organizations.

Mission of the College

The College of Menominee Nation's mission is to provide opportunities in higher education to 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 leadership, careers and advanced studies in a multicultural 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.

Charter

On March 4, 1993, the Menominee Tribal Legislature chartered the College by Ordinance 93-2 and made provision for a Board of Directors which would have responsibility of overseeing College operations. In the Fall of 1996, pursuant to Article VIII, Section 4, of the Menominee Constitution and Bylaws, the Menominee People initiated a revised charter that reinforced and secured CMN's existence. The charter was unanimously approved by the Tribal Legislature on October 3, 1996.

Accreditations and Affiliations

The College is accredited by the Higher Learning Commission (www.ncahlc.org). The Associate of Applied Science degree program in Nursing is accredited by National League for Nursing Accrediting Commission (www.nlnac.org). Among its many affiliations, the College is a member of the American Indian Higher Education Consortium (AIHEC) and the North Central Association of Colleges and Universities (NCA), and a partner institution with the American Indian College Fund.

Congressional authorization in 1994 made CMN one of only three institutions of higher learning in Wisconsin to have Land Grant status. The College is designated by the Bureau of Indian Affairs as a Tribally Controlled College under the Tribally Controlled Community College Assistance Act (P.L.95-471).

The College maintains articulation agreements with other public and private colleges and universities. These agreements benefit students who wish to transfer credits they have earned at CMN to another institution. It is a member of the University of Wisconsin-Madison's Connections, which offers students the possibility of dual admission.

National and International Reach

As a recognized and accredited tribal college, the College of Menominee Nation is sought out for research, cooperative projects and cultural exchanges by groups from across the U.S. and abroad. These include other tribes, institutions of higher learning, State and Federal agencies, non-governmental organizations, foundations and international indigenous communities. This broad reach aids the area economy by bringing visitors to the Menominee Reservation and it helps to broadcast widely knowledge of the Menominee People, their history and culture.

Numbers Served

Fall Semester degree, certificate and diploma program participation

699 – Total unduplicated student enrollment at both Keshena and Green Bay campuses

- 48% - full time
- 52% - part-time

Fall semester enrollment served by ethnicity

455 (65%) –Total Native

- 41% – Menominee Tribe
- 24%– Other American Indian Tribe

244 (35%) – Other (Asian, Black, Hispanic, White)

Degrees and diplomas earned

- 119 – Total graduating in June 2011
- 659 – Total graduating since the founding of the College in 1993

Alumni Ethnicity

• Menominee graduates	279	42%
• Other American Indian graduates	196	30%
• Other ethnicities	184	28%

Annual Menominee Language program participation

56 – Average monthly number of individuals participating in community language table sessions

3,000 – Number of hours of language practice/instruction provided annually at no cost to participants

MAJOR ACCOMPLISHMENTS

Community Technology Center – Ground was blessed and construction began in September on the $3.35 million center located on the Keshena campus. When open in late Spring 2012, the center will provide free public access seven days a week to computer technology and training on use of the internet.

Award of First Bachelor's Degrees – Six CMN students were awarded Bachelor of Science Degrees in Early Childhood/Elementary Education during June 2011 graduation ceremonies. Three of the six – Marcus Denny, Cameo Self and Leona Dixon – reside in Keshena.

High Scores for CMN in National Community College Comparison – A national survey of more than 700 community colleges gives high marks to CMN in a number of comparisons with a cohort of similar institutions and with colleges that are identified as "top performing." CMN ranks in the top 90th percentile in all five benchmarks of effective practice. The benchmarks are Active and Collaborative Learning, Student Effort, Academic Challenge, Student-Faculty Interaction and Support for Learners. In a separate analysis, CMN scored between 12 and 22 percentage points higher than cohort colleges on the frequency of class presentations made by students, assigned books/book-length readings, written assignments, class preparation activities, and use of computer lab facilities.

Goal of New Degree Program Is More American Indians in Engineering – With the start of Fall Semester 2011, the College began offering a new Associate Degree in Material Science and Pre-Engineering. The program is a collaborative effort of CMN, UW-Platteville and UW-Madison and is supported by a National Science Foundation

grant. Students successfully completing the two-year Associate Degree at CMN will be eligible to continue bachelor's studies in the engineering field of their choice at either of the partner schools.

Career Ladder Program in Nursing Education – A Health Professions Opportunity grant enabled the College to begin a five-year program to develop its Certified Nursing Assistant program and also provide support for Practical Nurse and Associate Degree in Nursing students.
Glen Miller Hall Renovation – Work on utility upgrades and the final phase of space renovation in Glen Miller Hall was completed in 2011.

Student Recognition – Menominee students at CMN took leadership roles during the year. Among the many who were actively involved on campus during 2011 was Ben White, one of two CMN students chosen for summer study in China. Melinda Cook, Melissa Wilber and Terri Zhuckkahosee participated in leadership training as participants in the Embry Foundation/American Indian College Fund's women scholars program. Cherie Thunder was named CMN Student of the Year and Dee Cobb was chosen as the 2011 American Indian Higher Education Consortium's Ms. AIHEC. Marcus Denny was selected as a student speaker at the June graduation ceremonies.

College Sets Record Enrollment – Enrollment reached an all-time high in August 2011 when 699 students registered for fall term classes. The number is a 14% increased over enrollment for Fall 2010.

Benefit Golf Outing – The College sponsored its first annual Benefit Golf Outing on June 10 with more than 110 players signing up for competition at Thornberry Creek golf club. The event drew six major sponsorships and four dozen corporate, organizational and individual sponsorships, along with many donations and gifts in kind. Net proceeds of nearly $18,000 were directed at helping to sustain quality educational resources and learning environments for students attending CMN. The second annual event will be June 8, 2012.

SERVICES TO BE PROVIDED IN 2012

The College will continue its full array of credit and non-credit programming, community service and outreach functions in 2012.

The Higher Learning Commission will be reviewing the College's request for two new baccalaureate degree programs – a Bachelor of Arts in Public Administration and a Bachelor of Science in Business Administration.

By summer 2012, the College's Community Technology Center is expected be open to the public 12 hours a day seven days a week.

Projects will be established in the Research Center facility on the newly acquired South Campus land.

Students will have more hands-on learning opportunities as the College expands partnerships with other institutions of higher learning, including the University of Minnesota.

CMN will be working with a variety of outside business groups to host another Tribal Economic Summit to help local tribal business owners.

CONTACT INFORMATION

Web site: www.menominee.edu

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Keshena WI 54135
Phone: 715 799-5600 or 800 567-2344

College of Menominee Nation,
Green Bay/Oneida Campus
2733 S. Ridge Road
Green Bay WI 54304
Phone: 920 965-0070 or 800 567-2344

NOTABLE STATISTICS AND OTHER DATA

CMN Expenses 2011

Instruction	$ 5,444,021	38.9%
Student Support Services	$ 2,626,344	18.8%
Administration	$ 1,651,759	11.8%
Institutional Support	$ 1,205,472	8.6%
Construction	$ 1,014,095	7.3%
Operations & Maintenance	$ 915,181	6.5%
Institutes	$ 870,924	6.2%
Auxiliary	$ 254,881	1.8%
Total	**$ 13,982,676**	**100.0%**

CMN Revenue 2011

Federal Grants	$ 6,474,422	46.3%
General Fund	$ 4,664,739	33.4%
BIA /ISC	$ 1,831,260	13.1%
State Grants	$ 623,668	4.5%
MITW	$ 236,778	1.7%
Other Grants	$ 151,809	1.1%
Total	**$ 13,982,676**	**100.0%**

CMN Scholarships and Student Aid

BIA Grant	$ 1,212,473
CMN Grant	$ 6,480
Student Grants	$ 615,917
Program Grants	$ 950,588
Pell Grants	$ 1,843,888
Private Grants	$ 255,970
CMN Total	**$ 4,885,316**

*** NOTE: The College of Menominee Nation 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.**

Community Development

Betty Jo Wozniak, Acting Director

Betty Jo Wozniak, Acting Director, Ken Klemens, Project Manager, and Paul Cegelski, GIS Coordinator

The Community Development Department oversees a wide variety of programs, contracts and grants for the Tribe. There is 11 staff providing services: the director, 2 project managers, 1 secretary, 1 GIS technician, 2 engineering technicians, 1 solid waste coordinator and a transfer site operator. Our primary duties are to help develop community infrastructure (roads, bridges, etc.); manage the solid waste (garbage) disposal needs of the entire community, managing land use issues including transferring land into trust and leasing land for use by tribal members.

The department assists other departments with technical services such as project management for construction related activities. Some of the services the department provides include the following:

- Developing maps for the Indian Reservation Roads (IRR) Program, Land Use related issues, and individual member request.
- Assisting the Menominee Business Center with Entrepreneur networking (Wisconsin Department of Transportation).

MITW Community Development Roads/Construction report of FY2011

FY 2011 Activities:

- Renovation and completion of the new Community Development offices
- Community Development departmental relocation to new building.
- Tribal Office Loop Road and Parking lot construction
- ARRA Construction contract
- ARRA Road Maintenance contract
- Assist Food Distribution with the new addition to their facility
- Assist LEC with the renovation to their current lower level
- On going Right of Way appraisals by Active Appraisal firm for future planned road projects
    - Fairgrounds Walking Trail and Veterans Park
    - Purple Dress Road
    - Sonny Pat Road
    - Standing Pines Road
    - County B Road
    - Menominee Nation Cemetery located in Middle Village

- Zoar Ceremonial parking lot construction
- Neopit Water and Sewer project
- Keshena I&I Analysis
- Utilities Policies and Procedures Manual development
- Prepare (Survey & Design) for possible FY2012 construction project:
    - Fairgrounds Walking Trail and Veterans Park
    - Ponfil Road
    - Bear Trap Falls Road
    - West Branch Road
    - County Road B
    - Upper Bass Lake Road Phase III
    - Sonny Par Road
    - Purple Dress Road
    - Business Center Parking Lot
    - Menominee Nation Cemetery located in Middle Village
- Continue to assist the Conservation Department with the planning of their new future facility
- Planning and scheduling for the new Transfer Site building
- Assist with the Neopit Cellcom Tower upgrades (Permit, & Construction Easements)
- Assist with the Alliant Energy new proposed and relocated Neopit sub-station
- Assist the BIA and MCHD with the mandatory 2 year FHWA Bridge Inspections

Land Use

The Land Use Department processes all land leases for Tribal members. The lists of activities are listed below:

Type of Lease	Number	Type of lease canceled	Number
Residential	24	Residential	10
Recreational	23	Recreational	10
Agricultural	0	Agricultural	0
Program	12	Program	1

The land use office also assist with the staking of lots for Tribal members, assists with Tribal members with mortgage information, processes land into trust applications. The Bureau has not processed any land into trust applications due primarily to the need to adhere to a new requirement to include environmental surveys with each application.

Solid Waste & Recycling Program

The Tribe continues to work in partnership with Menominee County for the Wisconsin Recycling Grant. The grant covers the operation of the Transfer site in Keshena. All resident are strongly encouraged to utilize the weekly curbside garbage pickup.

Neopit Sewer and Water Project

The department has been assisting with the improvement of the Neopit sewer and water project. This project has been ongoing and was part of the $4.0 plus million dollar project that is nearing completion.

Technical Assistance

The department assisted with other departments with technical assistance on the following projects:
- Food Distribution remodeling/expansion
- Locating a proper site in Neopit to replace the substation under an agreement with Alliant Energy.

Geographic Information System (GIS)

Worked with Tribal Administration and Charter Communications to bring that service to the reservation. Updated our ability to properly map tribal lands and confirm ownership and trust status by implementing the use of Cartegraph Asset Management software. Worked on sign inventory. Worked on incorporating IRR data into other software to streamline data management. Combined the previously separate activities of land use and GIS into one function in order to better coordinate and manage land records.

FY 2011 Successes:

- Finalized construction of the new Community Development offices
- Relocation of all Community Development personnel to the new offices
- Completion of the Tribal Office Loop Road & Parking Lot construction
- Completion of Sidewalk 3 and 4 projects along Hwy 47/55
- Finalize and close out of ARRA Road Maintenance contract with the following roads
    - Matoon Road (Shape, Regravel, & Signage)
    - Askinette Road (Shape, Regravel, & Signage)
    - Noseum Road (Shape, Regravel, & Signage)
    - Lukes Road (Shape, Regravel, & Signage)
    - Ackley Road 1.4 mile (Shape, Regravel, & Signage)
    - Clearing and Grubbing along several roads throughout this 2 year contract
- Completion of the new EMS addition at the Tribal Clinic
- Neopit Water and Sewer project construction and completion
- Completion of Upper Bass Lake Road Phase II construction
- Implementation of CarteGraph Asset Management program software for use within Community Development Department and Roads
- Beginning a process to modernize and restore accuracy to land use records
- Securing funding to renovate Keshena transfer site to better serve the community's solid waste disposal and recycling needs

FY2011 Challenges:

- Completion of the Cultural Museum project
- Length of time to get Right of Ways approved through the BIA and recorded prior to the start of construction
- Getting all parties (MTL, MTE, & Alliant Energy) to agree as to the location along with any land issues based on the newly proposed Neopit sub-station

As the Acting Director, I have been privileged to work with the fine staff of this department. They struggle through having to address extremely complicated and sticky legal issues, historical land records that many times are inaccurate and the need to always "do it now." They are to be congratulated for their efforts in keeping the department functioning and their desire to see improvements in the technical resources and staff training to be able to continue to accurately document the Tribe's resources, plan for and management the development of necessary infrastructure, and protect the tribe's most precious physical asset – the Land. Thank you.

Conservation

Walter Cox, Director

Staffing includes Director, four Conservation Wardens, one Administrative Secretary, one Fish and Wildlife Manager, and one Fishery Biologist.

GOAL:

This program will achieve the objectives the following objectives: 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.

Conservation Law Enforcement Statistics	F.Y. 2010	F.Y. 2011
Reportable Incidents	1030	960
Citations Issued	53	25
Warnings Issued	38	28
Complaints Received	215	147
Interagency Assists	69	53
In-service Hours	366	246
Permit/ID checks	262	275
Investigations	137	118
Court Appearances	15	8
Meetings Attended	147	153
Other	95	145

Administrative:

Administratively, the Conservation Department provides service to the public by issuing game tags to over 1500 enrolled members, descendants and spouses. Registration records indicate approximately 397 deer, 20 bear, 7 turkeys, 9 fisher and 1 bobcat were harvested during the 2010-11 hunting seasons.

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

- Sturgeon Management meetings with USFWS and Wisconsin Department of Natural Resources.
- Lake Winnebago-Sturgeon Advisory Committee
- Meeting with WDNR Secretary Kathy Step regarding Menominee Tribal Issues
- Native American Fish & Wildlife Society Regional Conference
- Assist with development of Invasive Species Management Plan
- Hunter Education Course
- ATV/Instructor Training and Qualification
- Local Emergency Planning Committee
- Enforcement & Resource Protection Committee
- Tribal Forestry Committee
- Legislative Community Meeting
- Public outreach events/presentations
    - Hunter Education
    - S.E. Bass Lake Outreach
    - Aquatic Invasive Species
    - Teaching Lodge
    - Menominee Indian High School
    - Keshena Primary School
    - Menominee Tribal School
    - Menominee Indian Headstart
    - Night out Against Crime

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.

The Conservation Warden duties include the following:

- Tribal Court appearances
- Semi-annual firearms qualifications
- Assist Menominee Tribal Police
- Education and public outreach
- Timber trespass investigations
- Public outreach in schools
- 40 hour annual in-service training
    - Officer Safety
    - Patrol Procedures Probable Cause/Reasonable Suspicion
    - Professional Communications
    - Defensive Driving
    - Emergency Dam Removal
    - Vehicle Stops
    - Weather Spotting
    - Cultural Resource Training
    - Wildland Fire Refresher
    - Invasive Species
    - SIMS-Active Shooter
    - Illegal Marijuana Grows
    - Low Light Shooting

Fish and Wildlife:
Tribal fish and wildlife grants allowed for the hire one full-time Fishery Biologist employee to assume the lead in the management and data collection pertaining to Fishery Management. 2011 spring game surveys indicate reservation whitetail deer population at 11.0 deer per square mile.

Five summer youth, and two college intern workers were employed with the department during the year. Interns and summer youth assisted with fish & wildlife and administrative duties.

FY'11 fish and wild life goals and objectives include:

- Work collaboratively with other related Tribal departments
- Provide outreach on Invasive species
- Sampled and tested for VHS (Legend Lake, LaMotte Lake, & Moshawquit)
- Raised 21,546 walleye in rearing ponds and stocked in Reservation lakes
- Stocked 100,000 walleye fingerling and fry in lakes from US Fish & Wildlife Service
- Stocked 12,100 lake sturgeon in Legend Lake
- Conduct fish and wildlife surveys
- Assess fish and wildlife population numbers
- Tested 96 white-tailed deer samples for CWD (all negative)
- Manage beaver populations and remove excess nuisance beaver
- Stocked 42,000 Large Mouth Bass in Legend Lake

Environmental Quality:
Efforts are ongoing to protect our Tribal forest, 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:

- Issue citations for ordinance violations
- Investigate and enforce surface water ordinance violations
- Investigate and enforce numerous solid waste violations
- Provide education and public outreach
- Work with the Menominee Conservation Commission & Enforcement & Resource Protection Committee to develop stronger codes and ordinances

Community Resources

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 FY11 the Community Resource Center operated the Tribal Temporary Assistance for Needy Families (TANF) and Public Law 102-477 programs. Staff consisted of eighteen (18) employees. These positions included: Community Resource Director, Community Resource Program Assistant, three (3) Job Counselors, four (4) TANF Caseworkers, Recruitment and Training Coordinator, Family Services Coordinator, Administrative Assistant, Supportive Services Clerk, Receptionist, Maintenance/Housekeeper and three (3) Youth Supervisors.

TANF: CRC administers a Tribal TANF program which is designed to assist low income families working towards self-sufficiency. This process includes overcoming barriers to employment, gaining job readiness skills, job training and in some cases work experience 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, PL 102-477 Program, 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 individuals, 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 referrals to AODA evaluation and treatment, 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 and are available to Native and Non-Native individuals.

One 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 strive for goals and to overcome barriers to employment which include, but are not limited to: drug and alcohol dependency, reliable housing, driver's license, domestic violence, mental health issues and past legal issues. The Caseworkers work closely with Tribal and County Departments to assist the clients with their needs. Once clients obtain employment and exceed their TANF benefit they are allowed to remain a Transitional client for the following twelve months to provide support and encouragement in their new place of employment. Our program served an average of 52 clients monthly via the benefit check.

An additional component of the TANF program is what is known as Diversionary Cases. This assistance is for people who have a source of income that exceeds the monthly TANF benefit but whose income still falls below the 185% of Poverty Guidelines set by the program. This fund allows individuals to gain assistance for a period of three months to assist with supportive services to encourage people to keep working in order to not need TANF on an ongoing basis. This service has been utilized frequently this fiscal year during a time of recession. We have assisted an average of 17 families per month with these services during the past fiscal year.

A total of 76 families were assisted with TANF funds during FY11. The TANF program had 37 families open a case with our program between the dates of October 1, 2010 through September 30, 2011. A total of 106 families closed their TANF case, within the same time frame. Cases closed due to many reasons including: client request, failure to comply with program guidelines, employment, moved from service area, end of Diversionary service period or received additional income that exceeds benefit amount (Social Security, per cap). The Tribal TANF Summer Youth Program served 20 youth between the ages of 14 and 18 by providing summer jobs to add valuable work experience.

Direct Assistance in the form of monthly vouchers was paid out to families at a total amount of $264,053.00 and an additional $158,783.00 was provided in supportive services. These supportive services include but are not limited to: transportation tickets, gas cards, car repairs, utility expenses, fuel assistance, clothing vouchers, eye glasses, driver's licenses, housing, and food vouchers. Also included in the supportive services were those services provided to the Divisionary clients. Monthly incentives were provided for all those clients meeting all guidelines each month. Accomplishment incentives were given to all clients achieving a furthering education goal, which could be their GED, Certificate Program, Trades Program or an Associates Degree. Youth were also awarded for good grades and attendance.

The chart below shows the monthly client contact as well as our Work Participation Rate. This rate is set through our funding agency and is not to go below 26%. As the numbers show we have far exceeded this number on a monthly basis.

TANF Families Data	Oct 2010	Nov 2010	Dec 2010	Jan 2011	Feb 2011	Mar 2011	April 2011	May 2011	June 2011	July 2011	Aug 2011	Sept 2011
Total Caseload	58	57	65	58	49	51	54	46	46	47	45	46
One Parent	34	28	31	32	31	35	35	29	27	29	28	26
Two Parent	4	8	6	3	5	6	5	5	4	5	2	3
Diversionary Cases	20	21	28	23	13	10	14	12	15	13	15	17
Total People Served	125	117	119	133	134	235	120	123	149	145	109	140
Total Children Served	83	73	76	95	93	94	75	88	103	89	84	87
Work Participation Rate %	65.63	65.52	80	68.97	54.84	65.71	70.59	51.61	57.70	70.97	70.83	54.55

Public Law 102-477:
The Menominee Indian Tribe's Public Law 102-477 Plan includes the 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.

Eligibility for Public Law 102-477 services requires the individual to be "Native American" or "American Indian". The 477 Program has established a definition of this 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. All eligible applicants must have resided within the service area of on or near the Menominee Indian Reservation.

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 computer web based 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 what their interest areas are and what direction they would like to pursue a career in, as well as 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 make application directly from our computer lab. WisCareers is a tool that they can come back to and make changes as their goals and outlooks evolve. Clients have individual log in accounts which makes it possible for them to log into WisCareers on any internet connection, making it available to them even when they cannot get to the CRC.

Post Secondary Education: The Community Resource Center works in collaboration with the College of Menominee Nation and the Education Department to refer and assist clients with high school graduation and post secondary education. Twelve (12) clients attained a degree or certificate, while an additional twenty-three (23) clients meet their educational objective which was a part of their employability plan.

Work Experience and Job Placement: In the course of this past fiscal year our department has assisted 26 clients with a work experience contract. These 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. A typical job placement lasts for approximately 16 weeks with the client working 20-30 hours per week. Participants are paid minimum wage through our program but the opportunity stands for the department accepting the client to supplement their wage to a higher level. Through the use of our Interdepartmental Agreement and independent job search 19 clients secured employment throughout this fiscal year.

Youth: 14 to 24 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, campus visits, educational trainings, assistance with resume creation, and leadership development.

This past summer the Community Resource Center secured job placements for 80 youth to participate in a 6 week Summer Youth Program, and an additional 10 College Interns who completed an 8 week program. A total of 74 youth completed the entire program. Three 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.

The summer event was completed with a picnic to honor all the hard work and skill gained by the youth in their placements. All site supervisors were invited to attend our picnic and share in the success of the program year. The day consisted of food, games, and prizes. Youth and adults took part in healthy competition by participating in tug of war, dunk tanks, and an obstacle course.

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.

Personnel

- 3 Administrative Staff
- 1 Fulltime Cook
- 1 Fulltime Maintenance/Housekeeper
- 11 Full time Teachers
- 4 On-call Teachers

Other Personnel

2- Voc Rehab kitchen aide
4- Summer Youth Workers
1- Grandmother from GLITC program

Children Services Provided for 2011

- Daycare services for 155 children
- 92 families total
- High Reach Learning Curriculum that promotes overall development
- DPI Nutritional Food Program for children who utilize daycare services

Community Services Provided

- Community Wide Safe Halloween Party – games and prizes for the children, door prizes
- Honoring Our Families Pow-wow – Healthy/ Nutritious Meal included
- Hosted the Tiny Tot Contest at August 2011 Pow-wow
- 3rd Annual Easter Egg Hunt in Neopit – 155 people served

Community Collaborations

- Tribal Social Services / Maehnowesekiyah funded childcare services for children in need of respite care
- Veterans of Menominee Nation for Pow-wows held at the center
- College of Menominee Nation for staff education
- Head Start and Menominee County for Birth – Five Screenings
- Head Start Classroom offered in the daycare center
- Menominee High School- Child Care Services for Teen Parents
- Neopit Community, St. Anthony's Church, Tribal Enterprise, Miller's Store, Ponfil's Store for 3rd Annual Easter Egg Hunt
- End of Summer Blast CRC, YD&O, JOM, and daycare provided 168 backpacks filled with school supplies to children in attendance
- NWTC leadership reading, art, and hands on activities

Challenges:

Monies to run program according to Young Star Quality Rating system will always be a challenge. We do receive funding from Tribe, State, and Federal Government. Without the funding we would have to charge each parent $443.00 a week per child for a full week of services to operate the center as is now.

Currently each parent receives child care subsidies where parents only have a co-pay and the rest is subsidized by Tribal Allocation, Menominee County, Shawano County, or Child Care Development Grant. We do have two parents who pay full price for after school services of $78.50 weekly.

The Lowest co-pay currently charged is: $5.75
The Highest co-pay currently charged is: $85.64
Average co-pay is: $12.92

East-West University*

Terry Peters, Director

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, 5 students have successfully completed the requirements required for their Bachelor of Arts in Behavioral and Social Sciences Degree. Additionally for the 2011-2012 academic year 10 students are on track to complete course work at East-West University Keshena Campus with the Bachelor of Arts Degree. East-West University Keshena Campus provides a unique educational experience; the students get an individualized education with more opportunities for leadership.

*** 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 2010– 2011 Ending May 2011

A.	Number of new students	131
B.	Number of active students	224
C.	Number of graduates	13

FY 2011 Budget:	$229,557.00
Expended	225,383.50
Balance	*$ 4,173.50*

HIGHER EDUCATION SUMMARY:

There was a 52% increase in the number of new 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 increasing costs. 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 2010 – 2011 Ending May 2011

A.	Number of new applicants	113
B.	Number of Active Students	119
C.	Number of Completions	6

FY 2010 BUDGET:	$197,585.00
Expended	192,269.31
Balance	*$ 5,315.69*

AVT SUMMARY:

The addition of 1 year certificate programs has been beneficial for many students. Some students who successfully complete technical programs decide to continue for additional training or bachelor degree programs.

EDUCATION SUPPLEMENT:

FY 2009 BUDGET:	$218,249.00
Expended	217,702.00
Balance	$ 547.00

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 GED/HSED instruction. Limited funding allows for short term training, courses or workshops that are job related and do not qualify for financial aid. Tribal employees are a priority.
Services provided are:

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

Academic Year 2010 – 2011

A.	Total Number of GED/HSED Completions	39
B.	Total Number of Number of Students Served	332
C.	Total Number of Tests	482

FY 2011 BUDGET:	$41,676.00
Expended	38,498.78
Difference	*$ 3,177.22*

AE SUMMARY
Approximately 30% of these students go on to continuing education at CMN. The GED Instructor works cooperatively with other programs through referrals that are made to our program. Students who need additional services are referred to programs that can provide assistance. Locally incarcerated students receive GED services on a weekly basis.

EDUCATION CONTRACT HIGHLIGHTS (CTF58T440N0)
HIGHER EDUCATION & A.V.T.

The Director continues to coordinate scholarships for the Wisconsin Indian Education Association (WIEA). Since 1997-98, 60 - $1,000 merit-based scholarships have been awarded to tribally enrolled students in Wisconsin schools. The Scholarship Committee scores the applications on written essays and academic achievements. Recipients are recognized at WIEA's Annual Conferences held yearly throughout the State. Twenty-three (23) of these students were Menominee.

The Annual WIEA Legislative Breakfast was held in Madison on February 16th; however the State Gubernatorial election affected the attendance of legislators. Legislators who indicated they would be attending instead were out-of-state in protest to the newly elected Governor's mandates. A staff person from one of these Legislator's offices met with WIEA members to explain the situation.

The State-wide WIEA Conference was held on April 28 – 30, 2011 at the new Menominee Casino/Resort Conference Center. The Director coordinated the conference that had over 200 adults and youth participants. The Planning Committee included representatives from CMN, MISD, Tribal School, UWSP, Oneida Higher Education, Stockbridge/Munsee Higher Education and CREATE. Literacy was the theme. Positive evaluations were received from both the adult and youth participants.

*Note: Budgetary figures are not final. Contract close-out balances will be applied toward student grants.

Election Commission

Davey Jean Peters

Seven candidates were certified by the Menominee Tribal Election Commission. Since there were only seven candidates there was not a Primary Election. The Main Election for Tribal Legislature was January 12-13, 2011. The following were certified as "On Reservation" Candidates:

- Craig Corn
- Mary L. Menore
- Lynette Miller
- Roseanna M. Schanandore
- Myrna "Tudy" Warrington
- Orman "Chief" Waukau
- Mary C. Wayka

Voting results at the polls and absentee on January 12-13, 2011

- Neopit Fire Station 314
- Tribal Courts Complex 942
- Absentee Received 248
- Total 1,504

The top three candidates that won were:

- Craig Corn 765
- Orman "Chief" Waukau 572
- Myrna "Tudy" Warrington 693

The remaining votes went as follows:

- Lynette Miller 568
- Mary L. Menore 215
- Mary C. Wayka 439
- Roseanna Schanandore 175
- Kenneth Fish (Write-in) 144
- Keith Tourtillott (Write-in) 104
- James Horton (Write-in) 107

A recount was requested by Lynnette Miller. A recount was done on Lynnette Miller and Orman "Chief" Waukau and the results were:

- Orman "Chief" Waukau 575
- Lynnette Miller 573

In January 2011, Mr. Bruce Pecore brought suit against the Election Commission and a newly elected legislator. A Ho-Chunk Judge was brought in to hear the case (Judge Matha) and ultimately dismissed the complaint. However, the Election Commission came to the understanding that a formal federal record check must be done when dealing with candidate certification

There was a Constitutional Question: Do you vote to approve Ordinance No. 10-29 "Non –Member Hunting, Fishing, Trapping and Gathering Privileges, Which Would Extend Hunting, Fishing, Trapping and Gathering Privileges to Spouses of Enrolled Tribal Members and Descendants of Enrolled Tribal Members Who Possess 1/16 Degree Menominee Blood and Who Appear on the Menominee Tribe's Descendant Register?

- YES. Hunting, Fishing, Trapping and Gathering Privileges Should be Extended to Spouses of Enrolled Members and Descendants of Enrolled Tribal Members as Authorized by Menominee Tribal Ordinance 10-29
- NO. Hunting, Fishing, Trapping and Gathering Rights Should be Limited to Only Enrolled Tribal Members.

The vote went as follows:

- NO 769
- YES 670

Total eligible voters: 6,941

The Tribal Election Commission budget for 2010/11 was 70,188.00.

Enrollment

Yvette Ducane, Director

Mission

The Enrollment departments' primary responsibility is to maintain a current and accurate official tribal membership roll 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 who are descendants of persons enrolled on the tribal membership.

Department Information

Yvette M. Ducane, Enrollment Director (Fulltime)
Jody R. Boivin, Research Technician 30 hours weekly
The Enrollment budget is funded with 75% Tribal and 25% BIA Funds.

Elected Enrollment Committee

Kimberly Oshkeshequoam-Chairperson, Norman Shawanokasic-Vice Chair, Karen Washinawatok-Secretary, Gail Bowman-Member, Leah Pamonicutt-member.

Enrollment Committee Voting Policies

August 2011 Governmental Affairs approved internal Voting Policies for Enrollment, which will be used for the next voting at the General Council Meeting 2012.

Administrative Tasks
Menominee Indian Tribe distributed on December 2010 gift cards in the amount of $75.00 to every Adult Tribal Member.

Sent out flyers on the 3.4 Billion Indian Trust Settlement lawsuit with Cobell v. Salazar to be posted; for Tribal members to call or e-mail and get general information.

Enrollment posted in the Menominee Nation News and Website the list of tribal members unknown whereabouts and deceased members with money in account to start the probate papers.

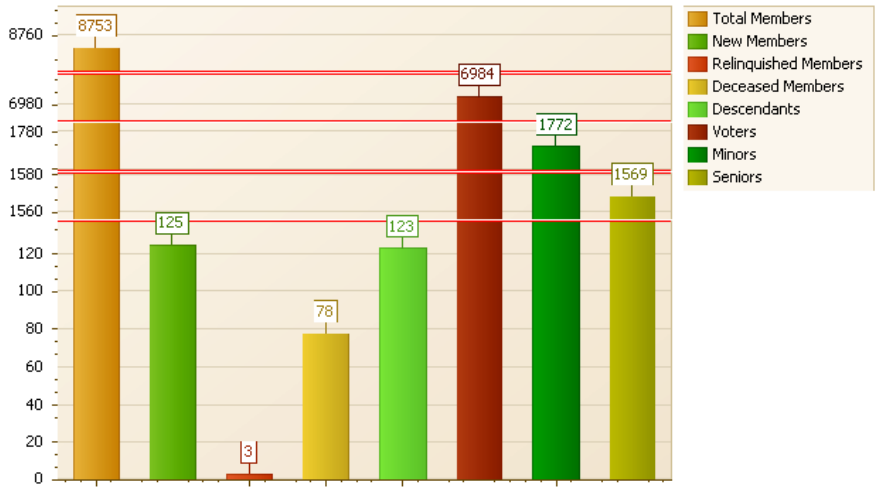
Submitted to Bureau of Indian Affairs a list of names of Tribal Members that relinquished /terminated and had money within their account to be transferred back to the Tribes General Account.

Court Order for unpaid restitution from trust account has been honored and submitted to the Tribal Courts. Distribution of $50.00 check in 2009, a list of names was placed in Menominee Nation News according to Monetary Distribution Policy. As of 08/30/2011 the funds have been transferred back to the Tribes General Account.

As of August 2011 a Blood Quantum Increase has been approved for the Pamonicutt family.

Living enrolled members – 8753

Activity: Approved 125 applicant(s) for Tribal Membership
3 Tribal Members relinquished
78 of our Tribal Members passed on
Approved 123 applicant(s) for Descendancy Roll
6984 of our Tribal Members are eligible voters
1772 are enrolled members under the age of 18
1569 members are over the age of 55



Environmental Services

Gary Schuettpelz, Director

The Environmental Services Department (ESD) is a scientific and regulatory department that provides direction, technical assistance, and research for the Menominee Tribe. ESD provides assistance in areas such as sturgeon reintroduction; wild rice reintroduction; hazardous waste and material; emergency management; water issues including streams, wetlands, lakes, groundwater; resource management planning; invasive species control; air management; Brownfields; Healthy Homes; Injury Prevention; environmental health; and public health emergency planning. We are located in the Menominee Forestry Center just west of Keshena. Our current staff consists of a

Director/Environmental Health Specialist, Environmental Scientist, Environmental Specialist, Haz-Mat and Emergency Management Coordinator, Water Resource Specialist, Water Resource Technician, Healthy Homes Coordinator, and Injury Prevention Coordinator. We also work closely with Federal, Tribal, State, and local agencies in a variety of environmental and health programs.

The Environmental Services Department will 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.

ELIGIBILITY
The ESD provides services to any person or agency on the Menominee Reservation. In certain situations we can provide technical services to tribal members located near the Reservation who request our assistance.

PROGRAM SPECIFICS (with some important accomplishments)

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

- Submitted and received grants: Emergency Management Planning Grant from State, Injury Prevention Cooperative Agreement Year 2 from IHS, Public Health Emergency Planning Grant from State, Brownfields Grant from EPA, and Healthy Homes Production Grant from State.
- Reviewed online data regarding nuclear waste and could find no further information on possible waste depository in Wolf River Batholith.
- ESD blog site still in use – some of the highlighted articles were on safety issues, emergency management, and water resource related articles.
- Participate on the enforcement and resource protection committee - in the past year the committee has spent a lot of time reviewing ordinances and bringing them up to date and recommending the changes to the legislature; the committee also reviews and recommends for approval the Eurasian Water Milfoil permits for Legend and Moshawquit Lakes
- ESD continues to participate on the Fox Rivers Natural Resources Damage Assessment case as the technical representative for the Trustee council – the technical team recommends funding of proposals that are submitted to the council provided the meet the goals and objectives of the Consent Decree

2) **Integrated Resource Management - Continuing** – Improve the efficiency of the management of the Tribes Natural Resources.

- Invasive Species Management Plan completed in conjunction with other Tribal Departments and Menominee County.
- Worked with Tribal Administration to address the process for evaluation of fee into trust land. Currently required to use ECM 10-2. Commented on the difficulty of using this process to BIA through Chairs office.
- Participate in Forestry prescription review process to make recommendations on potential impacts to water resources such as waterways and wetlands.
- Chair the Wisconsin Tribal Conservation Advisory Council (WTCAC) – coordinates with Trust Resources, MTE, and ESD to access WTCAC tribal set-aside funds through the application process; continues to bring forward tribal concerns that are forwarded to the state conservationist on issues ranging from technical standards revisions to raising tribal concerns about proper consultation; is helping WTCAC coordinate with the college on the USDA Technical Service Provider grant to provide opportunities that the tribe may be able to take advantage of; sits on the board of the Indian Nations Conservation Alliance which allows the tribe to bring Eastern tribes perspectives on working with USDA programs;

3) **Clean/Safe Water - Continuing** - 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 work done including wild rice, trout streams, and sturgeon. Conduct sampling and analysis of private wells.

- Fish samples collected for mercury analysis.
- Zebra mussel sampling on SE Bass, Sand, Round, LaMotte lakes and Wolf River.
- Monitored Eurasian milfoil treatment on Legend, Moshawquit, and Berry Lakes. Treatment appears to be suppressing milfoil populations.
- Developed QAPP for West Branch Restoration project.
- Worked with MTE on fixing the boat landings at Hazel and Crowell lakes.
- Received funding to construct boat landing on Lake Elma and to repair ATV/horse crossings in Middle Village.

- Performed a site visit to Upper Bass lake regarding a potential fish kill, it was determined to be a bacterial outbreak. Concerned parties informed.
- Provided review and technical assistance on installation of culverts by MTE and Menominee County

4) **Emergency Management - Continuing** - Work with Menominee County in Emergency Response Planning. Work with regional planning agency in addressing Public Health Emergency Planning issues and disease outbreaks.

- Monitored situation with Neopit dam during and after extreme heavy rain event. Flows were controlled to prevent dam overtopping.
- Emergency exercise held with local partners on the Neopit dam.
- Participated in meeting with Tribe and County regarding emergency response after a long term power outage.
- Reviewed several drafts of Neopit dam Emergency Action Plan developed by BIA and provided comments.
- Responded to flooding event in downtown Keshena on the Wolf River. Coordinated with other departments about plans to monitor and possibly sandbag the Martin residence and Wolf River Express.
- Participating member of Wisconsin Tribal Emergency Alliance, and Wisconsin Emergency Management Association.

6**) Solid and Hazardous waste and materials - Continuing** - 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.

- Continue working with Bristol Environmental in monitoring the remediation of Boivin oil spill. Latest round of sampling shows contamination being reduced.
- Collected and disposed or recycled 1672 fluorescent lamps, 17 HID lamps, and 10 pounds of batteries.
- Provided assistance to Housing on concerns with propane tank inspections and discarded chemicals found in housing units.

7) **Environmental Health - Continuing** –. Assess risk to public health on the Menominee Reservation from environmental issues that may develop during the year.

- Annual review completed of Source Water Protection program.
- Susceptibility Determination completed for the new Neopit water system.
- Rabies vaccination program has been discontinued by this department. We will be assisting Keshena Animal and Rescue Service by providing rabies vaccine to be used at their clinics.
- Worked with IHS to address a private well with excess levels of arsenic. Were able to get a treatment system for the home to address the problem.
- During the extended power outage from the wind storm, worked with public facilities to assure disposal of food that was not maintained at proper temperatures.

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

- 115 Child Passenger Seats given out under Injury Prevention Activities.
- Revised seat belt ordinance with regards to minors, children and infants submitted for approval.
- Numerous trainings and events related to injury prevention either sponsored or participated in by department.

9**) Wastewater Management - 2011** - Monitor and evaluate on-site waste water treatment systems.

- Seven failing private sewage systems replaced under this program.
- This project is completed.

10) **Radon Monitoring – 2010 and 2011** – Develop a baseline radon level in homes on the Reservation.

- 401 homes tested using short term charcoal canisters
- 58% tested 4 pCi/l or greater
- 29% tested 5 pCi/L or greater
- 21% tested 6 pCi/l or greater
- 15% tested 7 pCi/l or greater
- 11% tested 8 pCi/l or greater
- 6% tested 10 pCi/l or greater
- Five homes tested 19 pCi/L or over
- The highest reading was 31.4 pCi/L
- Of the 163 homes 4 pCi/L and over 98 were tested for three months using alpha track testers
- 57 or 58% of those homes were 4 pCi/L and over
- This project is now over; however, we will continue to provide technical assistance on radon mitigation.

11) **Healthy Homes – 2010 and 2011 –** Decrease environmental risk factors by assessing homes for health and safety hazards and completing interventions to abate those hazards.

- Total of 204 homes assessed under this program.
- Interventions completed in homes include installation of smoke detectors, non-slip bath mats, night lights, carbon monoxide detectors, fire extinguishers, green cleaning products, non-slip rugs, HEPA vacuums, dehumidifiers, bath rails, toilet rails, outlet covers, stair railings, etc.
- This initial project is completed but a Healthy Homes Production grant is now in place. Funding from this grant will be used to address environmental health hazards in homes with children with asthma.

12) **Brownfields – New** – Protect and maintain the environmental integrity of the resources of the Menominee Reservation.

13) **Public Health Emergency Planning – New** – Upgrading, integrating and evaluating preparedness for and response to public health emergencies.

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 USDA, TEFAP Pantry and Feeding America food items. USDA purchases all food items for Food Distribution and TEFAP. Wisconsin Dept of Public Instruction administers the TEFAP Program for USDA. For the TEFAP Pantry we purchase (Cost of storage) food items from Feeding America in Omro with funds received from donations. We also pick up food for Feeding America from Antigo and Shawano Wal-Mart and we use these foods for our pantry. We tally up the pounds and report them to Feeding America and then are able to distribute to our food pantry participants. We collaborate with St. Michael's and take turns running for the food and share the pantry foods with them. SAFPARC of Shawano has also donated food items.

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 the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct any problems associated with ordering and delivery of food items. USDA is in the process of implementing a new Pilot Project for ordering direct from a local vendor. We did have a Pilot Project about 10 years ago but USDA ended it after two years because it cost more to operate.

We applied for and received a nutrition education grant to be used for nutrition education classes, building raised beds and helping with old or establishing new gardens for eligible clients. This year we served 61 clients and installed a total of 32 raised beds. The gardens promote the use of more fresh vegetables and fruits to participants as well as some exercise. The nutrition aide with the help of the Tribal Clinic Dietitian/WIC Director, his staff and UWEX staff held classes for participants, summer youth workers and community members. The nutrition aide and Food Distribution staff held the Annual Family Fun Day (formerly The Commod Fest) with taste testing and a recipe contest with two separate categories for the adults and youth, prizes and several games; which is done to promote healthy eating and physical fitness. Everyone enjoyed their day with us. We were also able to hold four canning classes. The four classes included Pressure canning of beans, hot water bath of tomatoes, making jams and jellies and preserving/canning venison.

This fund year we received a grant, thanks to Tribal Administration and Tribal Grant Writers and were able to add on around 4,176 square feet of space to our facility; which will allow us more space for the TEFAP Pantry, complete plans to begin a stores concept distribution, will provide us with a 4 station nutrition education kitchen and a large pantry to store equipment for use in the kitchen. We are applying for another Nutrition Education grant for 2012 to continue our efforts of getting more families involved with gardening, preserving food, classes on various nutrition

topics of interest and cooking classes for individuals and family meal planners to change their recipes to reduce fat, sugar and sodium for a healthier diet.

We will receive new items to distribute for 2012; broccoli, canned cream of chicken and cream of mushroom soups. This year we received chicken breasts, romaine lettuce, brussel sprouts, nectarines, plums, asparagus, avocadoes, grapes, honeydew melon, cherries, cauliflower, and radishes.

We distributed 14,209 cases of food to the participants of Food Distribution, and 29,241 pounds of TEFAP and 124,536 pounds of donated food to TEFAP Pantry participants. Feeding America provides more food items for our pantry; which allowed us to serve more families. We served 5,727 participants with Food Distribution and 11,313 participants with TEFAP Pantry food items.

Gaming Commission

Lynnette Miller, Executive Director

Tribal governments are recognized as having the right to engage in gaming. This authority is confirmed through the Indian Gaming Regulatory Act (IGRA). Under the IGRA and the regulations of the National Indian Gaming Commission (NIGC), tribal governments are responsible for the regulation of gaming conducted on Indian lands. Tribes must establish a governmental regulatory framework under which gaming is conducted. Most importantly, comprehensive regulation is a necessary component in the system of checks and balances needed to ensure the integrity of the games and to protect the interest of the Tribe.

Effective regulatory oversight, according to NIGC, requires that there be a separation between the regulation and operation of tribal gaming activities. Thus the Menominee Tribal Gaming Commission (MTGC) is under the Tribal structure not the gaming operation structure. The authority to establish a regulatory structure or tribal gaming commission comes from the sovereign powers of tribal governments. The Menominee Tribal Gaming Commission (Commission) is established through Ordinance 93-30 – Gaming Code (Gaming Code).

Commissioners:
The Gaming Code states that, the Menominee Tribal Gaming Commission (Commission) shall consist of five (5) members appointed by the Menominee Tribal Legislature (MTL). The MTL shall make appropriate appointments to the Commission for three (3) year terms (staggered)." The Menominee Tribal Gaming Commissioners are:

	Term expires:
Duane Waukau, Chairperson	August, 2014
Leah Pamonicutt, Vice-Chairperson	August, 2013
Kathy Kaquatosh, Secretary	August, 2012
Susan Waukau, Commissioner	August, 2012
Michelle Reed, Commissioner	August, 2013

The eligibility requirements for Commissioners according to the Gaming Code are as follows:

1. Be an enrolled Menominee member;
2. Submit to a background investigation of the type required of a primary management official pursuant to the Gaming Code and Ordinance 97-39, Authorization of Gaming;
3. Not have been convicted of a felony;
4. Not have been convicted of any gambling-related offense or any offense involving fraud or misrepresentation;
5. Not currently engaged in or have any prior activities concerning reputation, habits or associations that pose a threat to the public interest and effective regulation of gaming, as determined by the Tribal Legislature;
6. Submit to random and reasonable suspicion drug tests;
7. Not be a member of the Tribal Legislature or Tribal Gaming Management Board or employed by any gaming operation;
8. Shall not be engaged in any business that is subject to the provisions of the Gaming Code;
9. Be at least 21 years of age; and
10. Shall not be the immediate family member of any member of the Tribal Gaming Management Board.

The Commissioners met every other month this year or on an as needed basis because of cost containment. The purpose of the meetings is to establish policy, approve the Director's monthly report, promulgate regulations, hold licensing and barring hearings and to deal with any other regulatory issues.

The main function of the commission 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. These functions are completed through the due diligence of the background investigations department, and completing all mandatory audits by the audit department. The Gaming Commission has three departments within it that include administration, background investigations and audit. The employees of these departments also have full background investigations conducted on them.

Administration:
To oversee the day to day functions of the gaming commission there is an Executive Director (Director) and according to the Gaming Code this position is supervised by the Gaming Commission. The duties of the Director, subject to the approval of the Commission are to perform all duties, exercise all powers, assume and discharge all responsibilities, and carry out and affect all purposes of the Gaming Code relating to the regulation of all gaming activity. In all decisions, the Director shall act to promote and ensure integrity, security, honesty and fairness of the operation and administration of all gaming activity. For any other information regarding the Gaming Commissioners or staff you can contact Lynnette Miller, Executive Director, 715-799-5677 or you can come to our offices which are located by the bingo hall.

Background Investigation:
The background investigation department consists of a Senior Background Investigator, Background Investigator Specialist and a Background Investigator. The main purpose of the background investigation department is to ensure that licensing and background investigations are completed on all employees. To be eligible to proceed with the gaming license process one must fill out a comprehensive background investigation packet and have their fingerprints taken. The eligibility determination for a gaming license according to the Gaming Code involves the Commission reviewing a person's prior activities, criminal record, if any, and reputation, habits and association and all relevant background information to make a finding concerning the eligibility of a key employee or primary management official for employment in the gaming operation.

Audit:
The audit department consists of an Internal Auditor, Staff Auditor, and a Compliance Officer. The main purpose of the audit department is to complete the mandatory audits required by the National Indian Gaming Commission and any risk assessment of the gaming money transactions. The mandatory audits include; table games, craps and roulette, class III gaming machines, bingo, complimentary service audits, cage and vault, information technology functions and card games. In addition to the mandatory audits we are also mandated to complete an audit of the class II games and complete the gaming facility license certification.

Some of the major achievements the gaming commission had this year were; all the audit reports conducted by the NIGC, Wipfli (external auditors) and the Office of Indian Gaming and Regulatory Compliance did not have any major non-compliance findings, there were no major gaming related crimes this year, all necessary enforcement was completed of the high risk issues and all background investigations were completed within the 60 day time frame established by 25 CFR §558.3 and tribal ordinance 93-30.

To conclude this report I would like to personally thank the staff of the gaming commission for a job well done this past year.

Head Start/Menominee Nation Early Childhood

Jennifer Gauthier, Acting Director

The Menominee Indian Head Start/Early Head Start program continues to provide early education services and a whole host of other services to the communities' children and families. The program is in a continual stage of improvement as we strive to provide the best possible services and resources to our youngest community members. Head Start/Early Head Start does not provide these services solely and relies on community partnerships with many different agencies in efforts to give children a head start in their education.

In fiscal year 2011, department staff spent considerable time developing basic systems and monitoring procedures to assist in providing quality programming. Efforts were also made to formalize partnerships with other service providers like the Menominee Tribal Clinic, Community Resources Center, and Maehnowesekiyah. Other important activities included developing the program governance structure which includes the Policy Council and Parent Committees. It is hoped that this work will give the department a solid foundation for programming in the Fiscal Year 2012.

As per the Head Start Act (as amended December 12, 2007), the following is being reported for Fiscal Year 2011:

1. **Total amount of public and private funds received and the amount from each source as well as what was expended for the life of the grant/budget.**
   - Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. Awarded: $2,182,254; Expended $2,160,535.53
   - Bureau of Indian Affairs Part B. Awarded: $144,110; Expended $143,801.49
   - Bureau of Indian Affairs Part C. Awarded: $13,710; Expended $13,365.80
   - Wisconsin Department of Public Instruction Head Start Grant. Awarded: $109,725; Expended $109,725
   - Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: $204,422; Expended $200,921.60
   - Menominee Indian Tribe of Wisconsin. Awarded: $432,860; Expended $95,160.82

2. **An explanation of budgetary expenditures and proposed budget for the fiscal year**
   - Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. This is the main source of funding and is spent according to an approved budget. The budget is approved by the Policy Council and includes expenses for personnel, fringe benefits, supplies, direct costs, and indirect costs. These categories are further subdivided into individual line items that help to support program functions. This funding runs out by the end of May each program year at which point, supplemental funding from the Tribe assists with maintaining the program.
   - Bureau of Indian Affairs Part B. This funding is for age groups 3-5 years and is to provide free and appropriate public instruction for children with disabilities. Expenses include personnel and fringe.
   - Bureau of Indian Affairs Part C. This funding is for age groups birth to 3 years for the early identification of infants and toddlers who are at risk of developmental delay if early intervention services are not provided. Expenses include personnel and fringe.
   - Wisconsin Department of Public Instruction Head Start Grant. This supplemental grant provided experience to preschool children who would otherwise be on waiting lists to receive the federal Head Start program. Expenses include personnel and fringe.
   - Wisconsin Department of Public Instruction Child and Adult Care Food Program. This funding provides reimbursement for breakfast, lunch, and a snack for all children enrolled in the program. Expenses include personnel, fringe, administrative, supplies, and indirect cost.
   - Menominee Indian Tribe of Wisconsin. This is supplemental funding to assist the program in service delivery. Expenses include personnel, fringe, indirect costs, supplies, and contractual.

3. **The total number of children and families services, the average monthly enrollment (as a percentage of funded enrollment), and the percentage of eligible children served.** In the Head Start program, there were 217 children in the program last year and 217 families. Of these, supportive services were provided to 41 families through a Family Service Manager though other services were provided directly to children through day to day programming. The average monthly enrollment for the year was 93% and the percent of eligible children served was 84% or 178 of 217 children were below the federal poverty line.

   In the Early Head Start program, there were 52 children in the program throughout the year and a total of 35 families. Of these, supportive services were provided to 6 families through a Family Service Manager though other services were provided directly to children through day to day programming. The average monthly enrollment for the year was 83%, and the percent of eligible children served was 86%, or 39 of 45 children and pregnant moms were below the federal poverty line.

4. **The results of the most recent review by the Secretary and the financial audit**
   - DHHS Review. The most recent correspondence shows that the program has cleared all deficiencies related to the last three-year review. The deficiencies were related to on-going monitoring and the development of parent committees. The Head Start/Early Head Start program was able to provide

evidence that on-going monitoring of the program is taking place and that parent committees have been established and are meeting regularly.

- Financial Audit Findings are as follows: During our review of 60 student files, we noted two instances where the "File Format Form," which is a checklist to identify the documents that should be included in the file, was not complete in the participant's file and other instances where documentation of eligibility procedures performed was not retained in the file.

  The U.S. Department of Health and Human Services has established certain requirements relating to recipient eligibility that must be followed and documentation that must be maintained by the Tribe to ensure services are provided to eligible recipients. The single audit found that the Tribe did not have an appropriate process in place to ensure adequate documentation was reviewed and retained by the Tribe. The program developed corrective actions to correct this to include, reviewing and revising the "File Format" to state clearly what documentation is required to establish and maintain eligibility, quarterly monitoring of a sample of child files (10%) will take place and be documented under the supervision of the MNEC program director, Internal Audit will review the checklist and documentation of periodic checks and submitting a summary of any file discrepancies to the Head Start Director for correction of deficiencies.

5. The percentage of enrolled children that received medical and dental exams

100% of children enrolled in the program received medical exams.
100% of children enrolled in the program received preventative dental care.

6. Information about parent involvement activities

Parent involvement included participation in over 66 parent committee meetings, involvement in policy council meetings, and involvement in planning promotion ceremonies for all four year olds moving to kindergarten.
Other program activities where parents participated include the Kiddie Krime March, Grandparents Day Breakfast, Father's Day Breakfast, Trick or Treating, field trips, Christmas caroling, snow shoeing, school visits, music instruction, and family fun day. In addition to this, parents, high school students, and community members volunteered in classroom and at the center throughout the year.

7. The agency's efforts to prepare children for kindergarten

During the 2010 program year, Menominee Nation Early Childhood continued to use the Creative Curriculum as a its curriculum and framework in planning daily classroom activities. With Creative Curriculum as its guide, teachers work on not only the academic basics of color, shape, and letter recognition but also focus on building the individual child's personal/ social responsibilities such as line basic, dressing and caring for self, participating in whole group lessons, and working in small groups. Teachers worked collaboratively with the families to work on what is needed for the move to kindergarten through home visits, parent teacher conferences, and individual child goals. Our special education team held transition meeting in early spring with families and the school of their choosing to talk about the child and create future plans. MNEC started to work closer with area kindergartens and planned visits for the Head Start students where they were able to meet the teachers, tour the school and room, and ride the kindergarten bus.

Other program highlights include the following:

Disabilities

The Menominee Nation Early Childhood Program is unique in its abilities/efforts to provide children with disabilities, aged 6 weeks to 5 years the special educational supports and services they require based on their individual needs. Each child who found eligible to receive special educational services has an individualized plan developed that documents their strengths, needs, goals, therapies, adaptive materials and supports to help them succeed and grow along with their peers in the regular classroom setting to the maximum extent possible.

Teacher Qualifications

The Menominee Nation Early Childhood Program has made large gains in the qualifications and degrees of it teachers during the past program year. Head Start Federal mandates state that 50% of Head Start teachers must have a least a Bachelors in Early Childhood/Elementary Education and 100% of Head Start teachers must have at least an Associates in Early Childhood Education by 2013.

By working with the College of the Menominee Nation, the program saw 29 classroom teachers back in school by means of the Head Start Grant which is a yearly grant awarded to individuals who currently work for a Head Start/Early Head Start program. This year we congratulate 10 of our staff in completing all years for their Child Development Associate, 1 staff for completing their AA, and 2 staff for completing their bachelor degrees.

Child Development and Curriculum

The MNEC program uses Creative Curriculum to serve as its framework to structure the daily classroom set up and activities of the room and uses additional supplements to reinforce other areas of development. Creative Curriculum is a play based curriculum which allows teachers to plan learning experiences through interests of the child. These are needed skills but also work on major developmental areas such as language, cognition, physical, and social emotional development proving that through play children learn in an age appropriate manner.

MNEC uses Al's Pals Social Emotional Curriculum to provide another secure building block to the child's social emotional development. Through lessons centered on feelings and manners presented by song and three puppet friends, our children have shown improvement in behavior and understanding of right and wrong. Each MNEC Head Start classroom has trained Al's Pals teachers conducting lessons weekly and the benefits are very visible in the classroom. Each curriculum has proven to support and improve the other which of course went to improve the child and their Head Start experience.

Health

All health screens are to be completed within the first 45-days of their start date which needs to be documented. All follow-up treatment has to be completed by the start of the next program year by the parents and documented. This is a Head Start/Early Head Start requirement through the Head Start Performance Standards. All failed screening results are mailed home. All available health screening results are shared at the parent teacher conference in the fall and spring.

Height/Weights. The Menominee Tribal Clinic provides height/weights for all children at each center. The Nutritionist completes an individual assessment including the BMI, Hemoglobin/Hematocrit and the Anthropometric screening along with the WIC dietary assessment. The height/weight is measured by age and sex against the national average. In the spring of 2011 data showed that the overall trend shows a favorable decrease in the overweight category, and the Middle Village Center had a dramatic decrease in both categories.

Visions. All vision screenings are done here at the centers by the Menominee Tribal Clinic Optical department. More parents are bringing their children for appointments and are using the walk-in procedures. Children at this age 3-5 years of age need a re-exam every six months.

Hearings. We have to thank the Menominee Tribal Clinic medical department, community health and the Menominee Tribal Clinic Audiologist for the successful referrals to the specialist in the past for children to get tubes put in. The Head Start program Health/Nutrition/Safety Manager preformed on site hearing tests. The Menominee Tribal Clinic provided follow-up by checking children as well.

Dental. All Head Start/Early Head Children receive an oral exam at the centers or an exam at the Menominee Tribal Clinic. They also receive preventative care services like a cleaning, fluoride, and x-ray's. The Head Start program, along with the dental department, sends referral letters notifying parent/guardians if their child needs further services. This year the children screened/examined had 43% active decay, with 40% being the average over the past 8 years.

Physicals. All children are required to have a physical on file within the first 45-days. Through Coordinated efforts the HS/EHS program and the MTC Health Advisory Committee organized the health screenings mentioned in efforts to "Leave No Child Behind". The Health/Nutrition/Safety Manager reviews all screening from the one's provided at the centers, MTC and the child's physical in hopes to meet the health screening requirements. If a child is found to have missed any screenings Head Start works to obtain all health screenings throughout the program year. This year we hit a record high of 97% and some months we were at 100%.

Immunizations. All children are required to have an immunization record on file. All our pre-kindergarten children have the option of receiving their required vaccinations here at the centers by the MTC's Community Health Nurse's. We were at 100% this program year.

Mental Health

Head Start/ Early Head Start use the ASQ: SE Ages and Stages Social Emotional screening tool. All parent/guardians fill out an appropriate questionnaire for their child within the first 45-days, usually in the fall. We score and staff each child's questionnaire with our Mental Health Consultant. All children that score above the cut-off are screened and monitored quarterly. All children are re-screened in the spring which allows for measuring the trends and outcomes. When a parent/guardian has expressed any concerns regarding their child's development we hold a face to face meeting to discuss any further recommendations on how to proceed.

Partners for health and mental health include the following: Menominee Tribal Clinic Departments-Dental, Community Health, WIC/Nutrition, MISD Nutrition/Wellness Committee, Human Resources, Optical, Medical, Medical Records, Billing and Registration, Diabetes, Wellness Diabetes Prevention program, Fitness Health, Rural Infant Health, Pharmacy, Menominee Tribal Clinic's Human Resources Dept., Maehnowesekiyah Wellness Center, Menominee County Health and Human Services, Domestic Violence Services/ Shelter, and the Eagles Nest Homeless Shelter

Transportation
The Menominee Nation Early Childhood Program has met the following requirements to stay in compliance with the Head Start Federal Performance Standards; we conducted three annual scheduled bus evacuations throughout our calendar year and pedestrian safety training.

All our transportation needs are coordinated with the Menominee Department of Transit Services. They provide transportation for our field trips, transporting children to and from school and our very supportive when doing our bus evacuations. This past year we have recently contracted for two new buses for the Head Start program which is helping us to keep our costs down on repairs with our new buses. The department of Transit Services provided transportation for 35 trips throughout the school year to places like MTC for Dentals, Visions and Hearings, Pumpkin Patch, Trick-or-Treating, Sledding, Wittenberg Aquatic Center, Bay Beach, Shawano Library, Shawano County Park and the New Zoo. On an average we had a total of 170 kids riding the buses in the AM Routes and 190 kids on the PM Routes.

Historic Preservation/ Logging Museum

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

David J. Grignon (Nahwahquaw), THPO and Director
Staff Members Rebecca Alegria, Researcher/Cultural Planner
Jean Cox, Administrative Assistant/Tour Guide

Posoh Nec Omaeqnomenawak (Hello My Fellow Menominee's) Eh Yom Kenah Acemwan (This is our Report)

Mission Statement:
The Menominee Tribal Historic Preservation Office's mission is to protect the rich cultural heritage of the Menominee people and this includes Menominee language, culture, and history. 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 in our museum.

REPATRIATION
The THPO, on behalf of the Menominee Tribe, will be "bringing home" our Menominee ancestors remains and funerary objects from two museums. The department is in consultation under the provisions of the Native American Graves Protection and Repatriation Act with the University of Michigan at Ann Arbor. The consultation included a "letter of intent" to repatriate our ancestor's human remains and funerary objects from the Menominee River area near where the tribe's Creation Story took place. There are also Menominee human remains at the Peabody Museum at Harvard University in Cambridge, Massachusetts and the THPO is consulting with the museum for their disposition.

MENOMINEE CULTURAL MUSUEM
The Menominee Cultural Museum will have its grand opening on November 17, 2011. The Menominee Tribe entered into a "partnership agreement" with the Wisconsin State Historical Society Museum for a loan of Menominee artifacts that will be displayed in the museum in conjunction with the grand opening. The loan of artifacts includes some interesting items that our ancestors made in the late 1800's and early 1900's. Among the items is a King George the III, British peace medal that was given to Chief Oshkosh's grandfather Tshekatshakemau "the Old King" in Montreal in 1798 and the certificate that accompanies the medal reads "To Chawanon Grand Chief of the Folles Avoines" or wild oats. Some of the other notable items are bandolier bags, woven bags, beautifully beaded objects, clothing, moccasins, war clubs/axes, racing sticks and quillwork. The loan of the artifacts is for one

year and renewable after that time. The department is also happy to report that we have the huge Ancestral Bear that was carved by James Frechette, Jr. in the cultural museum. We also have the five clan figures that Mr. Frechette carved and are on loan to us from the Menominee High School that will be on display in the museum.

MENOMINEE LANGUAGE REVITILIZATION

The department is continuing its efforts to preserve and revitalize the Menominee language. We have been hosting the Menominee language table on Tuesday nights here at the Cultural Museum in collaboration with College of Menominee Nation's ANA language preservation grant. The department continues to give translations in the Menominee language to tribal members and departments. The Menominee language is also implemented in all of the activities the department is involved in especially in the Annual Menominee Youth Culture Camp, Repatriation of our Ancestor's, Annual Community Ghost Supper, and Sturgeon Feast and Celebration Pow-wow.

TRIBAL HISTORIC PRESERVATION OFFICE

The Menominee THPO continues to function under a special designation granted to the tribe by the National Park Service. In accordance with Section 101 d 2 of the National Historic Preservation Act (NHPA), the Menominee tribe took over the responsibilities the State Historic Preservation Officer (SHPO) previously had on the Menominee Reservation in regard to the protection of cultural resources, and receives an annual grant from NPS to help defray the operational costs of the department. The THPO continues to monitor the Highway 41 Butte Des Morts road construction project through a "Project Agreement" with the State of Wisconsin and Department of Transportation which assures cultural resources will be protected from road construction ground disturbing activity. The THPO is a member of the National Association of Tribal Historic Preservation Officers, Wisconsin Intertribal Repatriation Committee, and the Tribal Liaison Committee of the Wisconsin Department of Transportation.

SECTION 106 OF THE NHPA COMPLIANCE AND MONITORING

The THPO continues to monitor Section 106 of the National Historic Preservation Act (NHPA) compliance issues for the Menominee Tribe and coordinates all archaeological surveys on the reservation. Section 106 of the NHPA 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. A component of Section 106 is that federal agencies and other entities must "consult with tribes" in regard to assessing historic properties within the "area of potential affect" of the proposed project that may include burial grounds, traditional cemeteries, individual burials, mounds, historic homesteads, abandoned settlements, and traditional cultural properties. The assessment documents whether the historic properties are eligible to be placed on the National or Tribal Register of Historic Places. For example, the THPO must sign off on all Menominee Tribal Enterprises Forestry prescriptions before any type of forestry management activities can begin and this is to insure that no damage will occur to historic properties that be affected by the proposed forestry management activities. The THPO monitors compliance matters under Section 106 with the following federal regulatory agencies: Federal Highway Administration/Wisconsin Department of Transportation, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Communications Commission, Department of Agriculture, and Department of Interior/Bureau of Indian Affairs, Indian Health Service.

MENOMINEE YOUTH CULTURE CAMP

This year's Menominee Youth Culture Camp was a real success. We had 35 Menominee youth participants at the camp that was held at Wayka Falls on July 22-27. Once again the main focus of the camp is to give Menominee youth the opportunity to learn Menominee language, culture and traditions at the six day overnight camp. Some of the activities of the camp were the traditional games of lacrosse and cha ha, traditional arts and crafts (hand drum making, beading, dream catchers, clay molding). The camp participants had an opportunity to visit the Raptor Rehabilitation Center in Phlox and Five Islands Mound Group here on the reservation. The youth also heard presentations in reference to AODA prevention, and anti-gang prevention. A parent's night was held and several parents, family and friends attended. Parent's night included a traditional feast, presentations from the youth, and a mini pow-wow. The department is sad to say that one of our camp counselor's, Brenda Boyd, recently passed away. Brenda will be remembered for her dedication to the youth and to the preservation of the tribe's language, culture and traditions. Three year's ago when we did not have funding to have Culture Camp Brenda volunteered her time to be a counselor and her and others made it possible for the youth to have a camp that year. We will miss you Brenda!

STURGEON FEAST AND CELEBRATION POW-WOW

The annual Sturgeon and Feast Celebration Pow-wow was held on April 16th of this year at the Menominee Indian High School. Fifteen sturgeons were provided for the ceremonies and feast by the Wisconsin Department of Natural Resources. This year we honored posthumously Marine Corporal Brad Lee Wilber for his service to his country and his involvement and volunteering in the activities the department. This year's head dancers for the pow-wow were Chairman Randy Chevalier and Nayaeyowapahmeh Yvette (Snow) Ducane and both did an outstanding job leading

the dancers. The host drum for this year's pow-wow was the Smokeytown drum from Zoar. The feast was excellent and the Veterans of the Menominee Nation brought in the flags and took the spirit plate to the Wolf River for the offering. Over two hundred dances and several drum groups participated in the event. In a related matter, the department is a part of the tribe's Sturgeon Management Team and the Sturgeon Restoration Project. The team has been making good progress working collaboratively with the State Department of Natural Resources to bring adult sturgeon to the Reservation. An agreement has been developed with the DNR to bring 100 adult sturgeons to the reservation and release them in the Wolf River.

MENOMINEE LOGGING MUSEUM/LUMBERJACK BREAKFAST

The department continues to manage the Menominee Logging Museum. The museum is open for tours May 1st to October 15th, five days a week and weekend tours are given by appointment. The tour of the seven log building filled with the world's largest collection of logging artifacts from the 1880's takes about one hour. This year's Lumberjack Breakfast was held on October 8th and we had several people attend the breakfast on a beautiful, warm and sunny fall day. We had one presenter Ben Grignon who demonstrated how to process wild rice in the traditional way. This is an annual fundraising event for the department.

TRADITIONAL MENOMINEE CRAFT WORKSHOPS

The department provided opportunities for tribal members to participant in traditional Menominee craft workshops that focused on making Black Ash Baskets, Adult and Baby Moccasins and deer hide tanning. The workshops were open to tribal members and the public and several people attended. The department will have additional workshops in the future.

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 a 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 them. Emergency assistance may also be provided to eligible elderly and handicapped to replace furnaces make plumbing or electrical repairs, build needed ramps and provide for other NON-cosmetic home repairs that will allow them to continue to live as independently as possible in their own homes. As director, my job is to see that we are providing safe and clean housing to tenants meeting the eligibility guidelines; assure that tenants who are offered housing are abiding by their lease requirements to be responsible tenants, identify housing issues and seek funding to address those issues. My personal goal before I retire (again) is to secure enough funding to rehab every single family housing unit. We will be near that goal with the completion of tax credit projects 7 & 8. Upon completion, we will have only 78 units out of 244 left to rehab.

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

Between October 1, 20010 and September 30, 20011, we served 185 individuals: 81 children and 88 adults. This number is an increase of 20 families. 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 the EN house manager with assistance from program assistants. Residents' needs are determined and a plan is written to address them. Many donations are made to the EN throughout the year that are distributed to residents and other community members when needed. We were working with NEWCAP, Inc. in providing the services of a counselor once a week to assist residents and other community members with the resources of NEWCAP to assist them in securing permanent housing. Unfortunately this program currently does not have the HPRP funds that allow them to continue to assist our residents. We now work with Rural Housing, Inc. to provide the security deposit and rental assistance NEWCAP previously provided. We participate in a program offered by Goodwill Industries that can help provide job training on a part time basis to qualified individuals although because of a lack interest and transportation this endeavor has not seen much success. As a result of this lack of resident participation we will discontinue our participation with them in favor of concentrating more in helping them find permanent jobs. We've begun a program called Money Smart, a computer-based program that teaches participants how to better manage their money. 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 help those who need it to cover the costs of supplying birth certificates or criminal background checks in order to apply for Housing. In the rare event that residents cannot find more permanent housing within the 45 day time limits of their stay, they may apply for an extension of 30 additional days or, if available, have the use of the transitional unit. As tenants in this unit they are required to pay the utility costs and rent. The maximum length of stay has been reduced from one year to six months due to the high demand and 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. Residents meet with staff weekly to assure that they are accomplishing the goals they've established for themselves to become self-sufficient. All Eagles' Nest policies are reviewed and revised as needed to keep up with the needs of clients and our ability to serve them.

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

Information below describes each of the various programs managed by the Housing Department. In general, resident staff is expected to conduct annual re-exams, perform housekeeping inspections and meet with tenants for the purposes of adjusting rents, approving payback agreements and wage assignments, monitoring lease violations, handling complaints by and about tenants and making attempts to help tenants maintain safe and secure housing.

We are expanding the activities that we participate in so that we can work better meeting tenants needs. Staff has begun working with a Tenant Advisory Board designed to provide us with information about improving our service and the neighborhoods. We sponsored animal clinics twice annually working with the License and Permit Department to help control the pet population. Resident counselors are meeting with Maehnowesekiyah staff about the issue of domestic violence and MISD in regard to an effort called Collaboration For Kids, both for the purpose of increasing our awareness about the issues our tenants face. Staff has participated in "Night Out Against Crime" sponsored by the MTPD.

Staff, resident, security, planning and maintenance, holdsregular staff meetings to address issues in common, suggest policy changes, and help each other resolve problems. They are actively involved in policy development and implementation.

Emergency Loan Program – we provided loans to 14 homeowners totaling $43,145. This is a revolving loan fund that provides assistance to homeowners needing emergency repair work, no cosmetic work is funded.

Low Rent- 8 elderly and 26 mixed use apartments, 148 single family homes, and 46 rental assistance vouchers (for 7 tenants.) 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 (20 apartments): 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

1. Admitting individuals between 50 and 61 years of age; or
2. Admitting individuals under 50 years of age that are disabled; or
3. Admitting individuals age 62 and over that are over the "Low Income" benchmark.

515 Program (12 apartments): 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 x 12 months or $1,704 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.
Our on-site program audit/reviews were completed with excellent results.

Home Ownership – 8 remaining Mutual Help homes and 19 Tax credit homes. In FY 2011, Tribal Housing conveyed 5 home to tenants who successfully completed their tenancy agreements. Tax credit homes built in Tax Credit project 1 are about 5 years from 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. Payments made by the tenants over the 15 year mandatory rental period are credited towards the final selling price. At the end of the rental period, a small balance remaining on the price will require the tenant to secure a mortgage in order to pay off the balance and become a true home owner.

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 were rehabbed beginning after October 1, 2007, with completion of all units by December 2009. 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 are used for the construction. Because this is a program that involves this kind of business arrangement with investors who must answer to the IRS, as we do, 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.
In FY 11, we started 2 more rehab projects, 5 & 6, consisting of 45 more remodeled homes in Zoar, Neopit, South Branch and Keshena. We have also received awards for tax credit projects 7 & 8 which will begin in fall 2011 to rehab 48 more housing units, all located in Keshena.

I want to note that we are using our own work force for these projects. We have a total of 20 carpenters of varying skill levels employed, all Menominee and/or spouses.

Rental Assistance – new guidelines have been adopted in FY 2011 expand the number of households helped by this program but will limits the amount of time that assistance will be provided. New utility allowances have also been calculated and are effective in FY 2011. New tenants on this program will be able to get assistance for a prescribed amount of time.

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.
And due to the increased cost of local background checks, our fee has increased from $10 to $12. None of these funds are retained by Housing. All fees collected are paid out to the vendors supplying the background checks.

Collections – one area that not many in the general public are aware is this function. 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 Debtor's list. This will allow us to intercept Tribal payments, like per capita payments, made to them. Old unpaid debts owed to Housing will prevent applicants from being eligible for Housing services unless arrangements are made to pay those debts. Payment plans are allowable. 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.

Occupancy - We maintain waiting lists for each housing program and currently the lists are as follows: 51 low rent applicants, 56 rental assistance applicants, 22 515 apartment applicants, 20 home ownership applicants, 9 applicants for low rent elderly apartments and 5 applicants for our 202 apartments for elders. In order to be added to the waiting list, applicants must have completed the application process, provide the required documents and verifications.

Maintenance – Melody Page, Manager

This department is responsible for maintaining all housing units. Repairs needed as a result of ordinary wear and tear are addressed as requests are received and are at no cost to the tenant. 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 renovation funds are spent simply keeping up with repairing deliberate tenant damage. In 2011, maintenance personnel completed 2,392 work orders. In addition, they conducted 136 move in/move out inspections and 247 annual inspections. This department has 16 staff: a manager, 2 housekeepers, 1 inspector, I groundskeeper and 12 maintenance workers. As we rehab more and more houses with tax credit funds, our need to provide major renovations to our units becomes less. As we save dollars from those maintenance needs we can begin to provide other kinds of upgrades to our units; for instance, if we have funds available we may be able to provide better landscaping, pave more driveways and provide storage sheds.

The availability of significant extra funding made possible under ARRA (stimulus) grant ($3,000,000) has allowed for improvements to all low rent single family units as needed. New steel roofs were installed and are indistinguishable from traditional shingled roofs and have the advantage of promoting energy efficiency and come with 50 YEAR warranties. We continue to struggle with teaching tenants in homes with new wood burners how to properly use those new units. In addition to hands-on training, each home is provided with a CD that tells them how to properly operate their wood burner. To help prevent accidental fires, all homes were supplied with new ash cans – the first one free; tenants are charged for replacements – in order to assure that we do NOT see tenants storing ashes in cardboard boxes or other flammable containers. Wood burners NOT properly operated can cause carbon monoxide to build up in homes creating life threatening situations. This absolutely avoidable by simply doing two things – burning seasoned (dry) wood and learning how to use the new wood burners properly by taking advantage of the training available in many formats to teach them. This year we hired a person specifically to handle yard work at our elders housing units. Maintenance staff provided space for and assisted with two animal clinics staffed with volunteers who come from all over the state to donate their services to our community to help our pets by providing spaying/neutering services, vaccinations, microchip tagging and when needed, emergency care. This effort is coordinated with the Keshena Animal Rescue Services and their volunteer efforts are rewarded by Housing staff's magnificent Indian Tacos, prepared gratefully by them during the event. The Tribal License and Permit Office also participates by being on-site to register dogs in accordance with Tribal ordinances. We continue to slowly but surely, work our way through making improvements and repairs long overdue. We can continue to do these things in the future with savings realized by reduced maintenance costs due to the large scale rehab projects that give us what are essentially brand new homes, energy efficient, attractive and better constructed.

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

Funds provided by HUD under our NAHASDA grant replaced the funding previously provided by the Tribe in FY-10 and totaled $100,000. This was split into two categories, ELDERLY and DISABLED. With these funds we completed 30 jobs at an average cost of $1,666. 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 $2,1741 each for the 23 applicants. Because this program in now funded with federal dollars, certain eligibility requirements must be met. These include income guidelines, must own their own home (no renters), over 55 and/or permanent disabled, and living within the boundaries of the Menominee Reservation/County.

Under the Indian Health Service program. 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. This year we have drilled and hooked up a total of 5 wells and water systems and 10 septic systems. Under the BIA HIP we were funded for 1 new home $85,000. Eligibility for this program is strict and funding extremely limited. Applicants from all Tribes are submitted to the BIA and only those ranking the highest can be served. Since we have no guaranteed annual amount we cannot predict how many we will be able to serve each year.

The most significant addition to the work at Housing in recent years was the funding of tax credit rehab projects that provided funding for the total rehabilitation of an additional 45 single family units. The average cost of each rehab was $100,000. Homes were completed remodeled and all were equipped with new energy efficient kitchen appliances; ranges, refrigerators, washers, dryers, microwaves and to address the issue of a lack of storage space for equipment and tools storage sheds were built on concrete slabs in the back yards of each unit. Extensive issues with mold have been addressed by contracting with a company that specializes in mold remediation. We have installed air-to-air exchangers and bathroom fans that run continuously on a low speed to help prevent future mold problems. Energy efficient windows have been installed, new porches, concrete driveways and trim that helps these units look less like housing in a project and more like those in any nice neighborhood. Several units in each project have been completely remodeled to accommodate the needs of those who may be handicapped; ramps, widened doorways, laundry room facilities located on the first floor and counters and appliances that are accessible have been included.

Inventory – Olga Peters

In order to respond as quickly as possible to the repair needs, Housing maintains an inventory of commonly used supplies. The tool loan closet has been revised to allow tenants use of common tools without having to provide a security deposit up front. The "tool closet" that provides tenants with lawn mowers and weed eaters. Items must be returned in good condition in order to continue to be able use these tools without charge. We experienced only one major loss with a lawn mower that was damaged beyond repair. Our new policy allowed us to recover replacement costs from the tenant responsible. The success of this new policy increased demand and additional lawn mowers have been purchased. The result of this new more user friendly policy is that we see yards that are better maintained and communities looking better. Tenants may also get other supplies, such as paint, at no cost, to keep their homes in good condition

Administration

It takes a long time to change the bad habits ingrained in a system over the last few decades, but we are making progress. Staff involvement in the community and collaborating with other departments and agencies has increased significantly. Tenants are beginning to recognize that we can have a better community with nicer housing that we are proud of with just a little acceptance of the responsibility that is theirs and ours. We are forging new relationships between the tenants and staff; staff and agencies/departments that will lend to an atmosphere of cooperation and trust.

Grantwriting/Planning –5 grant applications were submitted, one was funded to assist with expenses at the Eagles' Nest. Drafted Statements of Work (SOWs) for all new construction work and rehab work funded with ARRA and tax credit dollars. Housing policies were drafted or revised.

Compliance Officer –A compliance officer hired to assist in assuring lease compliance and helping to bridge the communications gap between housing staff and tenants continues to prove to be a valuable asset to our staff. Our goal is safer, healthier neighborhoods and protection of Tribal resources. Staff works together to develop and implement a number of activities designed to create awareness of Housing's resources; they have participated in "Night Out Against Crime" activities, encouraged tenants to provide better yard maintenance by sponsoring the annual lawn contest, and helped to raise awareness by participating in a Child Abuse Awareness Walk. Despite efforts to assist tenants in a Keshena Neighborhood Watch program, there is still little interest by the tenants to get involved. Notices are delivered to units for such violations as unpaid rent, maintenance and utility bills, disruptive or too many pets, junk vehicles, yards needing maintenance and neighbor complaints. All residents of Tribal Housing are entitled to the "peaceful enjoyment" while living in these units. One of the compliance officer's responsibilities is to help insure that improved quality of life objectives are met.

Future Plans
Last year we completed the renovation of 27 houses with Tax credit projects 5 & 6; the remaining 18 homes will be completed and occupied by December 2011. Soon we will begin the renovation of 48 more houses in Tax Credit projects 7 & 8. We completed projects to do mold assessments on our remaining houses, began mold abatement where needed and to install 124 steel roofs with 50 year guarantees. As unfortunate as the recession has been, for us it has provided an opportunity to make much needed improvements in our housing stock.

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

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

The Human Resources consists of six employees, which include Verdene Schlichting, Mer Johnson, Annette Peters, Stacie Holstrom and Antoine Chevalier, who is a temporary full time employee, and Ben Kaquatosh.

The following graph depicts the gross annual salary for Fiscal Year 2011 through FY 2004, which shall give you an estimate how the gross payroll has grown and/or stabilized throughout the last eight years. It also reflects the total employee count as of the end of each fiscal year, which would be the end of September of each year.

Fiscal Yr.	**FY11**	**FY10**	**FY09**	**FY08**
Payroll	26,943,534	26,379,148	25,239,881	23,571,966
Employees	764	704	763	720

Fiscal Yr.	**FY07**	**FY06**	**FY05**	**FY04**
Payroll	23,430,472	21,960,305	20,815,305	19,563,907
Employees	710	719	727	758

In the next graph, we are showing you the results of our drug testing for the current fiscal year of 2011 along with test results for the previous four years. Our department uses three different testing sites for our urinalysis tests for illegal drugs. These sites are the Menominee Clinic, Maehnowesekiyah and Medtox, a large firm that confirms the testing process which is a requirement of the law. We also would use Marshfield clinic for any hair follicle testing. Our testing process is for drugs such as opiates, phencyclidine, amphetamines as well cocaine and marijuana.

Positives	**FY11**	**FY10**	**FY09**	**FY08**	**FY07**
Cocaine	03	02	03	19	08
Marijuana	01	08	11	10	13
Total	04	10	14	29	21

The next graph represents a comparison of the current year of FY2011 through the year of FY2007 regarding job openings, interviews, resignations, discharges, and layoffs. Please note the total resignations are 49, of which 37 are external and 12 internal.

	FY11	FY10	FY09	FY08	FY07
Job Openings	138	155	139	205	185
Applicants	1327	1652	1700	2,284	1,717
Interviews	634	639	804	1,099	985
Resignations	49	43	39	50	48
Discharges	77	81	73	106	71
Layoffs	52	77	48	57	78

The Menominee Indian Tribe has a conflict dispute resolution process that incorporates two levels of mediation, one is at the first level where a mediator attempts to mediate the process and the second level is where a three person hearing panel hears the case when it reaches that stage in the process. The following represents the level 2 hearings we have conducted over the last five years.

Conflict Disputes	**FY11**	**FY10**	**FY09**	**FY08**	**FY07**
Step 2 Hearings	13	15	13	14	35

This following graph represents our Employee Assistance Referrals for the past four years. There are two ways to get into the employee Assistance Program; one is by self-referral and the other is by mandated referral by the immediate supervisor.

Employee Assistance	**FY11**	**FY10**	**FY09**	**FY08**	**FY07**
Mandated referral	11	13	13	15	18
Self-Referral	04	03	05	06	10
Total Referrals	15	16	18	21	28

The following graph represents the total number of background checks we generate through the local Law Enforcement Center and the State of Wisconsin. In addition we generate fingerprint checks that are ultimately run by the Federal Bureau of Investigation. We also have motor vehicle backgrounds that we get through the State.

Background Checks	**FY11**	**FY10**	**FY09**	**FY08**	**FY07**
Local	417	432	259	269	324
State	511	622	391	377	421
Federal	171	105	105	124	145
Motor Vehicle	74	197	374	219	239
Sexual Offender 301	n/a	n/a	n/a	n/a	

SUMMARY

In addition to the statistical data presented, our department tracked the training process for our law enforcement division as well as the conservation department. The reasoning for this is to avoid an audit review by the Bureau of Indian Affairs that occurred well over five years ago in the LEC department.

The following is a short summary of the composition of our employees within the tribe. We have an employee count of 764 employees composed of 494 females and 274 males. We also have 502 enrolled members working for us along with 37 descendants.

Insurance

Rosemary Simon-Kazic, Director

General Overview

The Insurance Department administers and manages employee benefits for Menominee Tribal Government, Menominee Resort & Casino and College of Menominee Nation. Employee benefits provided include health, dental, vision and prescription drug coverage; short and long term disability; workers compensation including the Return to Work Program; life insurance including voluntary life; and the 401k retirement plan. The Insurance Department handles the Medical Relief Block Grant which provides healthcare benefits for Tribal members without health insurance; the burial benefit program providing burial assistance for enrolled Tribal members; the property and casualty insurance programs for Tribal entities; the Employee Advocate Program and the Employee Morale Program. It also oversees the Tribal Approved Drivers List. In partnership with Menominee Tribal Clinic Wellness

Team, the Insurance Department provides wellness education, information and opportunities to employees. All benefit plans are subject to the Employee Retirement Income Security Act (ERISA) and are audited annually.

Staffing

The Insurance Department consists of five staff members: Insurance Director (Rosemary Simon Kazik), three Benefit Specialists (Sue Blaha, Brandon Waupekenay and Colette White) and a Property and Casualty Specialist (Deborah Reiter).

Location

Insurance Department offices are located on the first floor of the Gordon Dickie Family Investment Center in Keshena, Wisconsin directly across from Tribal Offices Headquarters Building.

Healthcare Plan

Menominee Indian Tribe of Wisconsin provides a self-funded health care plan to employees. A self-funded plan allows the Tribe to design its own plan and benefits, better control costs, supervise collection of premiums and payment of claims and allocate surplus funds for future medical costs. In FY2011, the Tribe's healthcare plan covered 814 employees with a total of 2014 lives. Annual premiums collected totaled $12,484,076.00 while medical and prescription drug claim payments equaled $11,871,964.36

Life Insurance

Life insurance and Accidental Death and Dismemberment coverage is provided by the Tribe at no cost to all full-time employees at one times their annual salary. Employee spouse coverage is $2,000 and dependent children coverage is $1000 per child. FY2011 cost of this benefit was $184,492.48. Employees have the option of purchasing up to an additional $100,000 in life insurance for themselves, spousal coverage of $25,000 and dependent children coverage of $5000 per child. Tribal life insurance benefits are administered by The Hartford.

Disability

Short term disability is provided to Tribal employees at no cost. The benefit pays 67% of an employee's wages for a maximum of 26 weeks. In addition, employees may purchase long term disability coverage up to 60% of their income with a maximum of $6000 per month. On average 17 employees per month received short term disability benefits in FY 2011

Dental

Employees are provided dental insurance from Delta Dental with an annual maximum of $1200 and no deductible. FY2011 paid dental claims amounted to $482,187.63.

Medical Relief Block Grant (MRBG)

MITW receives from the State of Wisconsin a Medical Relief Block Grant which helps provide health insurance to Tribal members without health insurance. In FY2011, the plan covered 25 participants at a cost of $201,419.60.

401k Retirement Plan

MITW maintains a 401k retirement plan for employees with Interactive Retirement Systems providing plan administration services and Nicolet Bank acting as plan trustee. Plan assets as of 9-30-2011 were $20,334,891.00 representing 714 accounts, 80 of which were new accounts for FY2011. The plan covers Tribal and Casino employees however CMN employees are covered by their own retirement plan. The Tribal Investment Committee works together with Nicolet Bank to monitor investment performance throughout the year and to evaluate funds offered. Interactive Retirement mails quarterly participant statements directly to employees and information can be accessed through Interactive Retirement's secure website or through meetings with Nicolet Bank. Investment meetings providing information and education are held on-site during the plan year. The Insurance Department coordinates the enrollment, distribution and loan processes for the 401k plan.

Workers Compensation Plan

MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2011, 144 workers compensation claims were reported with $154,167.60 being paid for medical, $25,241.87 paid for indemnity and $1849.40 paid for expenses. Claims reserves for medical are $94,466.59; indemnity $15,272.29; and expense $793.93. The Insurance Department strengthened the Return to Work Program which helps make the process of returning to work after a workers compensation loss as smooth and efficient as possible. This program is designed to work as part of rehabilitation and ease employee's transition back into full time duty.

Burial Benefit
The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a $3000 burial assistance benefit and $125 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2011, 80 burial assistance payments totaling $232,031.30 were distributed. Funds for the burial benefit and wake assistance benefit are provided through Tribal appropriations including the Burial Assistance endowment fund.

Property & Liability Insurance Coverage
Tribal First provides property and liability insurance coverage for the Tribe, Casino and CMN. In FY2011, the property coverage premium was $328,477.00 and provides $250,792,500.00 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of $294,800.00. Housing provides coverage for 337 units through Amerind Insurance at an annual cost of $78,437.00

Approved Drivers List
The Insurance Department maintains the Approved Drivers List (ADL) for all Tribal entities and departments. Employees whose job requirements include driving a Tribal vehicle or their own vehicle on Tribal business must be listed on the Approved Drivers List. In FY2011, 570 inquiries were received for review for possible addition to the ADL.

Employee Advocate Program
The Employee Advocate Program provides a responsive, informal, confidential, effective and inexpensive means of resolving conflicts between employees and supervisors. The Conflict Dispute Resolution (CDR) process is the first step, using positive discussion, mediation and conflict resolution, to help employees work towards a mutually agreeable solution. In FY2012, the Insurance Department handled 38 CDRs and trained 10 new employee advocates.

Employee Morale Program
The Insurance Department administers an employee morale program which benefits employees and departments throughout the organization. The program recognizes employees for years of service and for achieving certain accomplishments (attendance, customer service, etc). It sponsors activities such as Halloween costume contests cookouts and door decorating contests throughout the year. In FY2011, the program provided 75 individual recognitions and shirts for the Tribal softball team.

Employee Wellness Benefits
In partnership with the Menominee Tribal Clinic Wellness Team, the Insurance Department
provides wellness information, education and opportunities to employees. Free smoking cessation programs are offered. A Healthy Lifestyle Benefit pays 50% up to $150 per person or $300 per family for approved healthy lifestyle activities which are supervised by a licensed professional. This can include health club memberships, dance classes or Weight Watchers among other activities. At the FY2011 Wellness and Benefits Fair, Tribal Clinic administered over 450 flu shots and performed wellness screenings on over 650 employees. The Menominee Wellness Challenge was initiated for employees encouraging them to improve BMI, blood pressure, carbon monoxide readings, glucose levels and cholesterol levels.

Internal Audit

Judi Hegewald, 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

Director:	Judi Hegewald, CIA, CFE
Staff Auditor:	Regina Prey

Mission Statement

The mission of the Internal Audit Department is to provide independent, objective assurance and consulting services designed to add value and improve the operations of the Menominee Indian Tribe of Wisconsin. It helps the Tribe accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.

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

- **Financial Audits** evaluate the accounting for and reporting of financial activities, such as revenue and expenditures.
- **Operational Audits** involve a thorough review of effectiveness and efficiency of processes and procedures in achieving objectives and goals.
- **Compliance Audits** measure adherence to applicable laws, regulations, policies, procedures, agreement terms and conditions, and other requirements.
- **Information Systems Audits** provide a technical review of the planning, design and implementation of a computing function to ensure that appropriate controls exist in the data center operations, access security, major applications, network/communications, and end-user computing.
- **Investigative Audits** identify the facts and circumstances of possible improper activities, such as fraud or misappropriation of MITW assets.
- **Follow-up Audits** monitor action taken by management in response to a prior audit.

In addition to conducting audits, Internal Audit also provides the following services:

- **Internal Consulting:** Counsel, advice, facilitation, and training on various topics and in many settings. Consulting services are intended to identify opportunities to improve processes and reduce exposure to risk in achieving MITW objectives.
- **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 2011 Activities

During Fiscal Year 2011, Internal Audit completed the following:

- Two Program Audits (Operational, Compliance, and Financial)
- Four Financial Audits
- Five consulting engagements
- Three reviews of policy revisions
- Four follow up audits to determine progress towards resolution of findings on previous audits
- Investigative Audits and Processing of Improper Activity Reports
- Compliance testing and substantial involvement in the Head Start program to assist in program monitoring tool development, technical assistance team project, and compliance reviews by the federal agency
- Consultation with PMA and Finance on capital asset recording and reporting
- Group and individual training sessions on fiscal year end close-out procedures
- Consulting with Pow Wow Committee on the revision of cash handling forms and policies and procedures as well as training for supervisory staff and gate workers
- Quarterly Menominee Tribal Legislature Credit Card Use Reviews
- Internal Audit Risk Assessment for all programs of the Tribe
- Control Risk Assessments for 42 Type B Tribal programs
- Completion of 25 Understanding of Internal Control Assessments regarding processes and programs of the Tribe
- Assistance with Q&A worksheet for payroll policies and procedures
- Continued standardization of audit plans, procedures, and worksheets

Single Audit FY2010

As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's External Audit Firm, McGladrey & Pullen, LLP, on the completion of the Fiscal Year 2010 Single Audit and the Management Discussion and Analysis. Highlights of the 2010 single audit included an early submission with no material weaknesses, issuance of an unqualified opinion, and the obtaining of a low risk auditee status for the Tribe. The number of audit findings has continued to decrease each year. All of those reflect very well on the Tribe's ability to effectively and efficiently manage grant funding. 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 resolve current findings and also to prevent future findings.

Fiscal Year 2012 Goals

During Fiscal Year 2012, 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 2012 include completion of:

- Three Program Audits
- Three Cash Receipts Audits
- Continued training sessions
- Timely submission of the FY11 Single Audit
- Follow-up on previous audits and management responses and resolutions to findings

In FY2012, Internal Audit's focus will continue to be on prevention and continuing the progress that has been made in the past few years. IA will work side by side with departments to provide training and consulting in areas such as policies and procedures and any other areas necessary. As policies and procedures continually improve and enforcement is supported, the Tribe will continue to experience the benefits through increase in efficiency and effectiveness for the benefit of the Menominee people.

Information Technology

Andrew Westphal, Director

Our Mission:
"Using technology to enable the organization we serve to succeed."

The Information Technology (IT) Department is an internal services department within the Menominee Tribal structure that is 100% funded by the Indirect Cost Pool. Staffed by a team of 12 full time professionals, the department consists of 2 logical areas Technical Service and Application Development/Software Support. Technical Services is comprised of 4 Technicians, a Network Administrator who supervises the technicians and a Network Engineer. Application Development/Software Support has 3 Developers and 1 Software Support Specialist. The department is rounded off with a Director and Administrative Support Specialist.

Fiscal Year 2011 brought perhaps the most wide ranging technology change to the organization and community since we started using PCs. MITW and Charter have partnered to bring cable, telephone and high speed internet access to the reservation. Initial builds in the Keshena, Middle Village, Neopit, and Legend Lake areas could eventually reach everyone and is offering long needed competition to the current provider Frontier. The Wide Area Network which links all the various sites together has also benefited from new high speed links which will result in individual departments no longer needing to purchase expensive servers and equipment to store and maintain their data.

Additionally IT has streamlined from 4 areas to 2 to provide better communication and collaboration on problem solving. The new high speed links have made it possible to begin to roll out a disaster recovery plan for the organization. We also continue to bring more departments onto the Voice over IP technology allowing them in many cases to see costs savings in as little as six months.

Area Summaries

Technical Services

Technical Services is staffed by 4 full time Technicians (Brent Pitt, Kirk Menore, Gordon Waupekenay, and Derek Drake), Network Administrator and Technician supervisor Bryan Rank and Network Engineer Jeff Klemens. They are responsible for maintaining the hardware and software of the networks, servers, and PCs.

Fiscal year 2011 was a year of change for the Technical service area which had previously been artificially split between the desktop and network areas. Now combined and with all personnel in a single office the ability to function as a team has been enhanced. There was a continuation of the upgrades and replacement of equipment to run the Windows 7 and Office 2010 applications.

In addition to answering service call requests a semi-annual pc and peripheral inspection and maintenance routine has been established. The upgrade to Windows 2008R2 at the server level is well underway and Exchange 2010 is being rolled out. The State of Wisconsin renewed its buying contract with HP so we are continuing to take advantage of decreased PC costs while pushing the useful life of those desktops to as much as 5 years.

Applications Development /Software Support

Applications Development, staffed by 1 Programmer/Systems Analyst (Amanda Thorson), 1 Web Architect (Sara Dixon) and 1 Web Application Developer (Renee Cornelius), has been charged with designing and maintaining 50 custom built applications, several off the shelf applications, and 5 distinct web sites.

The last year saw the Applications Development area finally at full strength again and they were able create or upgrade 7 custom applications to enable departments to track and report on data captured through their programs. The Tribal web site at menominee-nsn.gov is rewritten and has a new updated look and is easier to navigate. We have begun to look at automating more of the manual processes the organization uses such as the Contract Routing process which is now computerized and is able to decrease the time it takes to qualify and sign needed contracts.

The former trainer position has been changed into a Software Support Specialist (Vicki Tourtillott). She has updated the curriculum and is now offering customized training routines. In addition Vicki now works closely with the applications we develop so she can help the developers test the products and train staff to use them. One of the big goals is to offer classes that allow staff to transition from Office 2003 to Office 2010. A major interface (look and feel) change between the products can make using Office 2010 challenging.

Administrative Assistant

Administrative Assistant Michelle Sanapaw takes care of not only the clerical duties but also the quoting and ordering of technology items as well as the inventory. This past year she has been able to digitize the purchasing and inventory records which IT keeps eliminating 6 filing cabinets of paper and allowing us a greener approach to record keeping.

Looking Ahead

IT moved into different (new to us) offices in the Tribal Office building. We consider it a renewal that will allow us to concentrate more on the customer service goals that we have. The coming year will bring new challenges and opportunities as we work to better serve the Menominee Indian Tribe of Wisconsin technology needs. We will be looking to complete the basic disaster recovery needs for this organization and then begin to fine tune the process. The strategic IT plans for the organization need to be updated. We began a process in FY2011 to give each department an assessment of their technology prior to budget time to give them room to plan and we will continue to do this.

It is our goal to keep our mission of serving the departments we support so that they can serve their customers better foremost in our minds during the coming year.

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. 2012 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.

In FY 2011 the Menominee Johnson O'Malley program provided 30,138 cumulative services to our youth in financial assistance and supplemental service programs. We surpassed our projection of service units of 10,380 and are 22,657 over projection.

Parental Cost: A total of 141 services to youth were provided in f.y. 2011. 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 provided were: school supplies, student ACT testing fees, senior cap & gown fees, athletic shoe reimbursements, academic/athletic camps and other extra-curricular activity needs.

Career Exploration: A total of 1,058 service units were provided in f.y. 2011. We surpassed our projection of service units of 600 and are over projection of 458 over projection. 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, Shawano, Gresham, and Bowler school districts two college career days were provided in October and March. Students were able to visit booths from area colleges and technical schools. Students also visited a Mac Lab, Financial Aid/ Admissions applications, presentation on education, AAS, BS, Criminal Justice, the Nursing program at the College of Menominee Nation and a campus tour. The 34th Annual Senior Recognition Banquet was held at the Menominee Casino Resort for all graduating Menominee students, a total of 121 students were recognized. The JOM program assisted in the Wisconsin Indian Education Association Conference held at the Menominee Casino Resort. A six week summer youth work program was provided, here the bar was raised for all student applicants where resumes are mandatory, interview technique training was optional, and actual interviews were held followed by orientation. These practices have played an important part in the JOM work program so students get familiar to the real work experience.

Community Resource Centers: In f.y. 2011 a total of 1,482 service units were provided, we did not meet our projection of 4,800 and are under projection of 3,318. The afterschool resource centers provides a safe place where students of all ages can participate in activities and get homework complete. The South Branch and Keshena centers were opened for short periods of time in f.y. 2011 due to budget constraints. The attendance recorded at the two centers in f.y. 2011 was1,482. While open the centers provided evening family sewing, Language tables at the South Branch Center, study hour, crafts, table games, access to computers at both centers. The JOM program also assisted the Woodland Boys & Girls Club in activities and Girls Night Out presentation.

Positive Youth Development: In f.y. 2011 a total of 27,457 services were provided we surpassed our projected services of 4,800 by 20,240 service units. Our goal is to decrease dropout/truancy rates, implement positive education programs in the Menominee Community on teenage social casualties by providing comprehensive program prevention. Objectives can be met by through the continuation and operation of community coordination programs and assisting the youth at risk programs. The programs/activities we were able to provide include: Incentives and the Middle school for behavior and attendance, snacks for the Keshena Primary School Menominee

Language class for attendance and behavior, music lessons at the schools, 5th Annual Coats for Kids campaign, assisted with youth dance, fund raiser with proceeds to go to toys for tots and can goods for local food pantry in a haunted hay ride, Breakfast with Santa in all communities, assisted in the Winter Fun Fest, Youth Fishing Derby, 3 on 3 basketball tournament, Easter Egg Hunt in all communities, prom lock in, community clean ups, Lets Move in Indian Country, youth activity books were submitted throughout the communities, youth Olympics-all participants received backpacks filled with school supplies, Family Fun Day, Awareness Day for all schools and assisted in the Woodland Boys & Girls Club activities.

By collaborating with other departments we are able to provide more services to our youth and community.

The Menominee Johnson O'Malley Committee participates fully in the planning, development, implementation and evaluations of the JOM program.

A total of $28,098.97 was spent with Tribal Dollars and $112,566 was spent with BIA funds.

Judiciary

Stephan Grochowski, Chief Justice

The Menominee Tribal Judiciary is set up to include two (2) lower courts and a supreme court. The Lower Courts decide cases and the Supreme Court reviews their decisions if an appeal is filed. Court personnel consists of the following: a Chief Justice, an Associate Justice, two (2) lower court Judges, a Clerk of Court, three (3) Deputy Clerks of Court, a Data Entry Clerk, a Bailiff, a Wellness Court Coordinator and an Office Manager. The Supreme Court is still lacking a third justice. The Court also employs a JustWare Coordinator who works with our case management system. The JustWare Coordinator also works with the Tribal Prosecutor's office and Probation and Parole.

The Menominee Tribal Courts operate under the authority of Articles III and V of the Constitution & Bylaws of the Menominee Indian Tribe of Wisconsin as a separate and equal branch of the Tribal Government. The primary role of the courts is to resolve controversies between persons. The courts also decide whether individuals are guilty as charged and sentence those individuals who are found guilty. Courts also interpret laws and other documents which are brought before them.

FISCAL YEAR 2011 IN REVIEW

Pursuant to Article VI, section 5 of the Menominee Tribal Constitution and Bylaws, the Election Commission is supervised by the Tribal Judiciary. In January 2011, a lawsuit was filed against the Election Commission and a newly elected legislator. An outside judge was assigned to hear the case. Although the judge dismissed the complaint, it was discovered that candidates for office had never been subject to a federal records check. This has since been remedied. Currently, the Election Commission has been working on writing policies and procedures. It is a work in progress.

In 2009, the Tribal Court published a list of names of people who had outstanding fines and fees. If there was a question as to the validity of the debt, people were advised to contact the court. The article also advised the individuals to contact the court to make arrangements to pay their fines and fees. The next step in collecting overdue fines and fees was to utilize Menominee Tribal Ordinance No. 3-17, Debt Collection. All enrolled members with overdue fines and fees have been added or will be added to the debt collection database. Effective the first week of September 2011, the database was fully functional. Besides issuing bench warrants, the Tribal Court now has another tool to use in order to get people to pay their fines.

The Menominee Indian Tribe is not obligated under the Indian Civil Rights Act to provide public defender services for its members who are charged in tribal court. Fortunately, this year through the largesse of Wisconsin Judicare, Wisconsin Judicare began holding a criminal law clinic on Tuesdays commencing February 9, 2011. Attorney David Armstrong of Wisconsin Judicare was also available for one-on-one questions on Tuesday afternoons. Wisconsin Judicare further helped out our Wellness Court by donating the services of their summer law intern to work on the Wellness Court's policies and procedures.

The Wellness Court is a diversionary program for those individuals who are charged with possession of controlled substances. This program has been in operation since 2003 primarily due to the dedication of the Wellness Court

Team. In 2009, Maehnowesekiyah was awarded a discretionary grant for the Wellness Court Program. In October 2010, two consultants with the Tribal law & Policy Institute did a site visit. One of their recommendations was to obtain funding for a Wellness Court Coordinator. Thus, by using funds from this grant, the Court was able to hire a Wellness Court Coordinator. This person is responsible for coordinating the Wellness Court by bringing together data and stakeholders, providing ongoing support and case management for the Wellness Court Team members, performing budgetary functions, financial analysis and grant management. Currently, the coordinator is in the process of developing and setting up the framework for this program.

In September 2010, the BIA solicited various tribal courts and law enforcement programs inquiring whether these offices had any unmet needs. Thus the Tribal Judiciary received a one-time funding bequest in the amount of $88,000.00 to use for security, renovation and technology. We enhanced security in the courthouse by purchasing additional cameras and another key swipe access system for the outside door. Currently, we are in the process of expanding the court office and renovating the basement. As for technology, a Radio Frequency Identification (RFID) software system and hardware were purchased to monitor and track our paper files. JustWare Business Intelligence (BI) hours were also procured through New Dawn Technologies to assist with the document automation process and customized report creation which will allow for greater efficiency at the courts.

CASES FY 2011	Filed	Hearings
Motor Vehicle	669	1722
Curfew, Underage Drinking and Truancy	429	2642
Conservation, Dog and other Adult Ordinances	41	45
Appeals	7	n/a
Restraining Orders	52	41
Adult Criminal	410	1863
Civil**	245	205
Juvenile/JIPS	62	208
Custody	42	150
Adoptions/TPR's	9	9
Child Support/Paternity	98	754
Wellness	25	273
Extraditions	80	41
TOTALS	**2169**	**7953**

*Civil cases include Small Claims, Civil, Divorce, Probate, Relinquishments, Name Changes, Guardianships and Commitments.
**Includes Order to Show Cause (OTSC), Motions, Capias, Bench Warrants, Reviews, Status Hearings, Temporary Physical Custody (TPC), Sanctions, Initial Appearances, Trials, etc.

As of September 30, 2011, there were more than 7,244 cases open in the Menominee Tribal Courts.

FINANCIAL

	Revenue	Tribal Allocations	
FY2010	$156,393	$409,979	Courts Supplement
		$ 63,407	Professional Fees
FY2011	$159,399	$344,322	Courts Supplement
		$ 58,896	Professional Fees

GENERAL STATEMENT

The Tribal Judiciary has fulfilled its requirements pursuant to the Indian Civil Rights Act and Menominee Tribal Constitution and By-Laws.

Law Enforcement

Mark Waukau, Tribal Chief of Police

The Menominee Tribal Police Department continues to work diligently to protect and serve as well as being proactive in each community throughout the Menominee Indian Reservation. We also continued to become stronger in our communities with the support of many programs that have a responsibility to provide a service to our membership. Our staff has remained focused on instilling a positive image of our law enforcement department by being present at various community functions that the department has hosted in conjunction with other agencies from the area. We remain committed to listening to people who may have concerns about their safety and wellbeing and we treat every interaction as a priority to maintain safety within each community. We expect to take a proactive approach in our communities and are confident that we are changing the way the people view our officers, thereby promoting the concept of Community Policing that is based on partnerships and problem solving techniques. With this type of response we are addressing issues that give rise to public safety wherein it enhances our ability to better serve and protect our communities with the hopes that this maintains a level of trust that should be common practice for our citizens.

The Law Enforcement Services Program, through existing grants that were awarded in the previous year, were again able to continue to provide services to members of the community. However, we are in the process of final implementation of many grants at the end of Fiscal Year 2012. It is fortunate that these grants have allowed the LES Program to become less dependent on utilizing tribal dollars that were able to be used elsewhere. As these economic hardships continue, we were able to be creative with two grants in particular to be able to do what is called a GAN (Grant Adjustment Notice) which resulted in the ability to absorb some positions that are normally funded by tribal dollars. The reallocation of funding for these grants allowed the LES to not eliminate any staff positions in FY 2011. I have set out to improve our law enforcement programs over the last year and maintain our qualified staff; this is a priority that benefits the community in terms of consistency and quality of service. I will continue to seek new funding sources in FY 2012 to maintain current staffing levels so that they may continue to provide the quality services and offer the best protection to the people in our communities.

In FY2011, we obtained several grants, including: The Coordinated Tribal Assistance Solicitation (CTAS)—COPS hiring grant in the amount of $455, 723.00. This grant allowed the LES to improve our dispatching capabilities, in conjunction with the Menominee Emergency Communications Center. This has improved our response time and fast tracked service delivery through an enhanced 911 system improving caller ID and caller location, as well as upgrades to all equipment for transmitting the necessary calls. Additionally, we were able to obtain a Youth Services grant for the crime victims program in the amount of $300,000. This grant focuses on implementing a youth focused response to stalking, teen dating violence, and teen sexual assault. This grant has a three year window for implementation and has helped maintain our youth victim specialist in the Crime Victims Program.

Law Enforcement Activities

During Fiscal Year 2011, it was again a priority for the Menominee Tribal Police Department to actively develop and participate in many community activities. Most notably was the Annual National Night Out Against Crime, in which law enforcement agencies from throughout the country go into their respective communities to promote safety, respect, and unity against crime efforts. This year's event consisted of a Pow Wow, with the theme for the event entitled "Restoring Our Communities by Instilling our Traditions and Culture". It is our philosophy and belief that if we can instill in our communities the value of proactive policing, we will see our people, especially our youth, less inclined to committing crimes or going down a path that leads to negative results. The annual presentation of an award to a Menominee veteran who has contributed his/her own time and effort to do things for our elders and youth was again recognized this year. This event was a collaborative effort with other Tribal departments having informational booths, family based games, refreshments, and an awareness walk to the Keshena Primary School. The highlight of the evening was everyone witnessing me, the Chief of Police, being Tasered in order to raise funds for the Annual Shop with a Cop Program where twenty of our children are selected to go shopping for themselves or for their families during the holiday season. Through the Cal Ripken Sr. Foundation this year, we had nearly forty youth during the summer participate, including attending a Milwaukee Brewer game, Appleton scrimmage games, and a Wisconsin Timber Rattler game. We were also able have a fellow CRF program from Milwaukee come tour our Reservation, scrimmage our team, camp overnight, and be part of the historic placement of sturgeon fingerlings into the Wolf River.

The annual Culture Camp held at Wayka Falls this year is an event, sponsored by the Historic Preservation Department, which we always contribute to. This year, the Tribal Police Department was again able to provide monetary support from our Crime Victims Program. We were also able to provide two officers who served as

counselors throughout the week who camped alongside the youth and provided mentoring as well. Some officers were on hand to provide fly tying techniques in their spare time away from their respective patrol duties. In regards to our elders, we were able to assist the Menominee Tribal Aging Division throughout the year on several projects by contributing funds and assisting with the Annual Christmas Party held at the Menominee Bingo Hall. The police department was also able to provide snow plowing during the winter months, a function that we will continue to perform in FY2012.

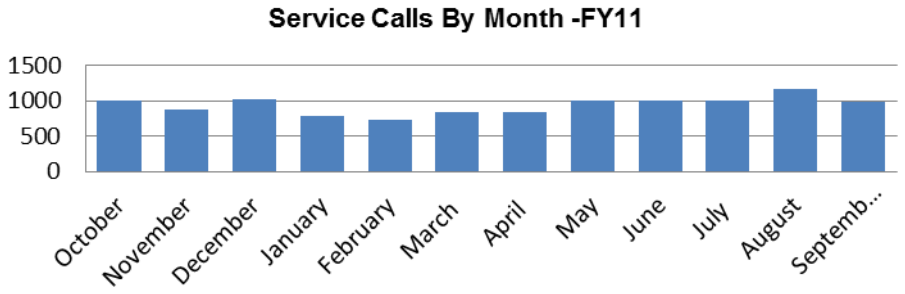
In our continued struggle against the drug problem in our communities, we remain committed to gaining momentum in our efforts through the NADGI Task Force. We have located and arrested several individuals who were distributing drugs. Also, we took the lead in the eradication of several marijuana grows that have surfaced not only on our reservation but throughout northern Wisconsin. The Tribal Police Department has worked diligently with local service providers to develop and implement the new Drug Endangered Children (DEC) Program on our Reservation, similar to other Tribes throughout Wisconsin. I am a current member of the DEC Alliance team that was established in Wisconsin and have tried to have Menominee be the leading Tribal jurisdiction in drug cases involving children.

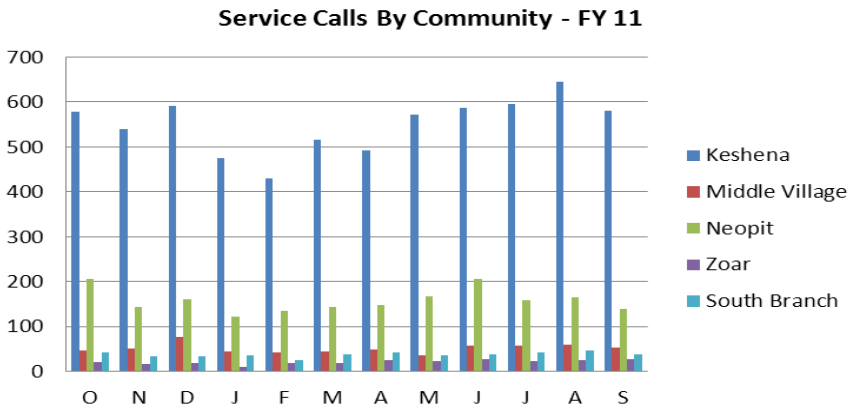
As reported last year, the Tribe has entered into a Lease Agreement with Menominee County for the establishment of a police precinct at the Fire Station in Neopit. Over the last year, we have installed a computer system link to the police department for people to report calls or complaints, allowing for an increase in law enforcement services in that community. However, it is important that I mention the high rate of calls for service in the Keshena area compared to other communities on the Reservation. I have attended meetings to specifically discuss the need for Neighborhood Watch Programs and have answered any and all questions of concerns about each different community's safety.

The Menominee Tribal Police Department consists of several different programs working together to enforce laws, ensure safety, and provide resources to members of the community. We have worked hard to secure funding for many of the programs that we work closely with. Due to the limited funding distributed to our law enforcement services, I made it a priority to seek out additional funding to ensure long term sustainability for several programs. These programs have been successful in combating the crime we know exists on the Reservation. Each program is a valuable and proactive component to our department and the reduction of crime that we are seeing is a direct result of their hard work. In the following paragraphs, I would like to share a description of the individual programs within our department and highlight some of the services/achievements each has accomplished, including the reduction in crimes we are beginning to witness here. These programs, and the grants that fund them, are clear indications that have been proven to be reliable assets for our Police Department, both in the past year and in the upcoming future.

A. Tribal Police Department

The Tribal Police Department consists of nearly 30 employees, the majority of which are certified patrol officers and detectives. During the fiscal year 2011, the number of incident reports that were generated by the Menominee Tribal Police Department totaled 11,286, a small decrease from the previous fiscal year. There were 1,699 cases referred to the Tribal Prosecutor and Tribal Courts, with the total number of arrests being 1,080. The following two graphs illustrate the calls for service responded to by Tribal Officers. The first graph (listed below) breaks down the number of calls for service by each month of FY2011.





The second graph (listed above) illustrates the calls for service in each community. This graph organizes the calls for service by each month of the fiscal year.

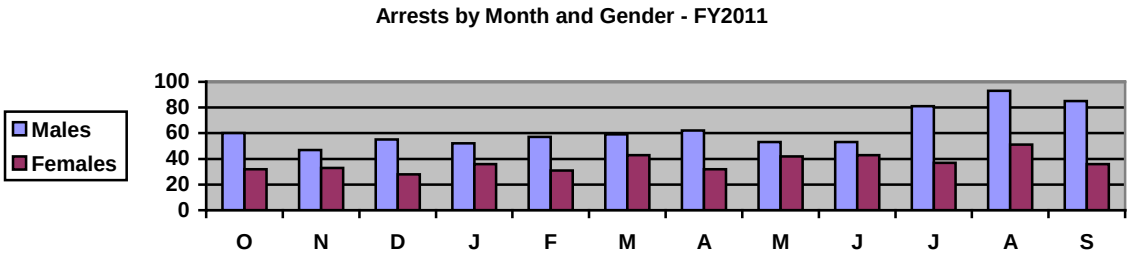
The Menominee Tribal Police Department, specifically the three full time detectives, also made case referrals to the United States Attorney's Office. In 2011, twenty-six (26) cases were presented to the U.S. Attorneys for federal prosecution, mainly for violent crimes and drug related cases.

B. Tribal Jail

The Menominee Tribal Detention Facility is a 45 bed Jail that was opened in 1984. The Jail currently employs a staff of fifteen including Administrative staff, Shift Supervisors, Correctional Officers and Kitchen staff. We provide many services for the offenders that include education, religious programming, and substance abuse and violent offender counseling. Although we try to maintain a professional standard at the facility, we also to preserve native culture to our incarcerated members of the community. As our Jail population grows, new issues arise and we must change to meet them.

This past year our average daily population was 51. Over the course of the year we received additional funding from the Bureau of Indian Affairs that allowed us to replace all the cameras in the Jail, bunks in one of our largest dormitory-type cells, and the replacement of our door control system. We also started working with a new Community Health nurse who replaced our previous nurse after her retirement.

The following graph illustrates the total number of arrests for each month of fiscal year 2011:



Note: This graph organizes each arrest by gender to help show apparent differences

The Tribal Jail's primary funding sources are the Bureau of Indian Affairs and the Menominee Indian Tribe. The BIA program budget was a total of $1,649,526.00, of which $619,350 was for the Detention Facility. Additional funding sources that became available to the department through grant awards in FY2011 consisted of:

- Indian Highway Safety grant in the amount of $265,000.
- Tribal Law Enforcement grant in the amount of $69,216.
- Victims of Crime Act grant in the amount of $36,797
- County/Tribal Law Enforcement grant in the amount of $37,796.50
- Homeland Security grant in the amount of $3,400
- Health Choices Cal Ripken Sr. Foundation in the amount of $5,254.01.

The Police Department constantly strives to obtain new funding sources that will allow us to improve operations and provide better law enforcement coverage to the Menominee Indian Reservation.

C. Highway Safety Program

The Menominee Tribal Police Department participated in a Police Traffic Services grant in conjunction with the BIA Indian Highway Safety Program. The project goal was to reduce the number of motor vehicle crash injuries and fatalities attributed to OWI (operating while under the influence) and moving violations on the Menominee Reservation.

There was a significant increase in the anticipated number of alcohol related traffic crashes during FY11. While efforts to combat the intoxicated drivers taking to the roadways were attempted, we were unable to prevent twenty eight (28) alcohol related traffic crashes. However the number was a significantly decrease from FY10 number of forty six (46). We are extremely confident that our efforts prevented some crashes as one hundred fifty (150) impaired drivers were removed from the Reservation roadways.

The Menominee Tribal Police Department participated in three (3) National Mobilizations during FY11 which included Don't Shatter the Dream, Click it or Ticket, and Drive Sober or Get Pulled Over. We were able to conduct one hundred thirty three (133) high visibility saturation patrols and eight (8) sobriety/seatbelt checkpoints. With increased enforcement during the mobilizations and during public events that bring high volumes of traffic we were able to cite a total of 1,367 traffic citations for FY11.

The Menominee Tribal Police, in conjunction with several tribal departments, was able to provide a Mock Crash event. There were approximately two hundred (200) students and community members in attendance. The entire event was recorded by staff from the College of Menominee Nation and the video will be distributed throughout the community as well as in Indian Country when it becomes available.

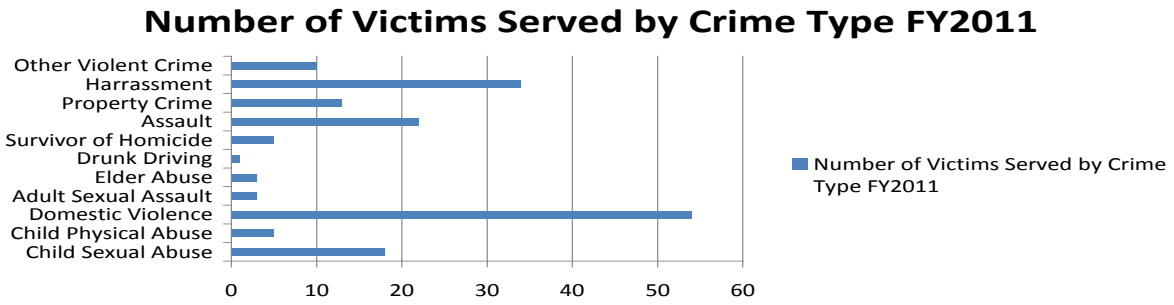
D. Community Service Employee

The Community Service Employee (CSO) received 282 calls for animal nuisance for the fiscal year 2011 along with a number of transports for injured animals where he collaborated with a group called Keshena Animal Help and Rescue. Our CSO had 1,203 calls for informational postings that needed to be disseminated around the Menominee Indian Reservation at known community centers and gathering areas. Additionally, he had 281 calls for summons to locate and deliver paper services from the Menominee Tribal Court to the listed parties, assisted the Menominee Ambulance Service in emergency calls, conducted welfare checks on citizens, helped prepare for events like the Night Out Against Crime and has conducted trainings on Neighborhood watch.

E. Crime Victims Program

The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. Their staff can be reached around the clock to provide assistance to all victims of crime including, but not limited to, property crime, DUI fatalities, assaults, domestic violence, sexual assaults and survivors of homicide. The program assisted one hundred sixty eight (168) new clients during fiscal year 2011. Their staff provided four hundred two (402) new services to all clientele, including the majority of service provision to domestic violence, sexual assault, harassment and simple assault victims. The majority of services we provided include information gathering, notifications, transportations, and criminal justice support.

This program has shown excellence in the field of victim services over the last year. First, the program has been asked to remain on the board of directors for both the Wisconsin Coalition Against Sexual Assault and the Unified Solutions Training Assistance program. We feel honored to remain involved with these important departments. Also, program staff have been able to implement several policies and procedures through both the tribal legislature and state committees. We had our program policies, the procedures that guide our office, approved by the Menominee Legislature during the last year. Furthermore, we were honored by our commitments to the Drug Endangered Children Program this past summer. Finally, our program has developed new relationships with many partners within regional community who can assist victims of crime, including Willow Tree CAC, domestic violence shelters, and counseling agencies.



The aforementioned graph illustrates the number of clients receiving assistance organized by specific crime type during fiscal year 2011.

F. Sex Offender Registry and Notification

The goal of the sex offender registry and notification program (SORN) is to provide registration to those individuals who have been found guilty of a sexual crime while providing community information and education about sex related crimes. The major program accomplishments for the last fiscal year included completion of the "Substantial Implementation" of the Adam Walsh Act by the July 24th deadline. Our office received the approval of the Policy and Procedure Manual from the Menominee Tribal Legislature and on May 25, 2011 the entire "Substantial Implementation" package was submitted to the Department of Justice, Office of Sex Offender Sentencing, Monitoring, and Registering and Tracking (SMART Office). Continued Funding for 18 months for the Sex Offender Registry Coordinator and Research Coordinator has been received. The positions are now funded through March 31rst, 2013.

For fiscal year 2011 over 120 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 26 each month. Since 2008, the SORN staff has worked with the Tribal Prosecutors Office to charge over 20 offenders, with State Officials to charge 5 Offenders and with the U.S. Attorney to charge 2 Offenders with violations of Tribal, State and Federal Sex Offender Registry rules.

Legal Services

Lindzey Spice, Director

Description of the Department

The Department of Legal Services ("DLS" or "Department") is currently comprised of following staff: Lindzey Spice, Interim Director of Legal Services/Tribal Attorney; Joshua Rees, Assistant Tribal Attorney; and Guy Keshena, Legal Assistant.

DLS 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 Department also drafts ordinances, resolutions, memorandum of agreements, contracts, and other legal documents for the Tribal Government and Tribal Legislative Committees. The Department represents the Tribal Government and the Tribal Programs in litigation in tribal, state and federal courts. Tribal programs are provided legal assistance for their various programmatic legal needs.

Description of services provided in FY 2011

During FY 2011, the DLS worked closely with the Tribal Legislative Committees to draft and amend a variety of ordinances that were later considered by the Tribal Legislature for adoption. The vast majority of ordinances that were drafted or amended became Tribal law upon passage by the Tribal Legislature through the ordinance process.

The Department worked closely with Tribal Administration to review, comment and edit a codified code of the Menominee Tribal Laws complied by General Code Service pursuant to a government grant. The final copy of the Code has been completed and will become Menominee Tribal Law upon passage by the Menominee Tribal Legislature. The codification of Menominee Tribal Laws, has been a long and difficult process, however final enactment and publication of these laws will be of great value to the public and public officials who rely upon these laws. Codification is an ongoing process; new laws and amendments to the old laws will be added to the Code and republished on a regular basis similar to other jurisdictions.

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

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

The DLS represented and/or defended the Menominee Tribe in several civil lawsuits filed in Menominee Tribal and other courts. Representation in civil lawsuits includes filing legal documents necessary to commence a lawsuit, as well as filing answers and motions necessary to defend a lawsuit. Legal work differs depending whether the Menominee Tribe is the plaintiff or defendant; however in both cases, legal work may include writing legal briefs, and conducting discovery in anticipation of trial. While a civil trial is always anticipated, most civil matters are concluded during motion practice or by settlement.

Description of services to be provided in FY 2012
The DLS intends to continue to provide a wide variety of 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 has been and remains the Department'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 on for research. This has been 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 the Menominee people 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 newly adopted ordinances established by Menominee Tribal Legislature that re applicable to the Licensing and Permit Department.

Guiding Principles: Consistent with the Mission, the Licensing and Permit Department is responsible for conducting business by providing the public with permits and licenses to accommodate the needs that are required within each specific ordinance. Licenses and permits issued by the department include: hunting and fishing licenses (issued only from October 2010 – January 2011); dog licenses; rafting licenses; fireworks licenses; cigarette and tobacco licenses; bait dealers licenses; food handling permits, sanitation permits and construction permits.

The department issues various ID cards, such as Tribal, Descendant and Department IDs such as the police department, conservation, etc. Tribal Ordinance 11-16 "Access to Tribal Lands" was passed this year stating spouses and descendants of Tribal members must purchase an ID identifying them as a descendant or spouse.

The department registers and renews vehicles for those who live within the exterior boundaries of the Reservation. The department also registers All-Terrain Vehicles (ATVs).

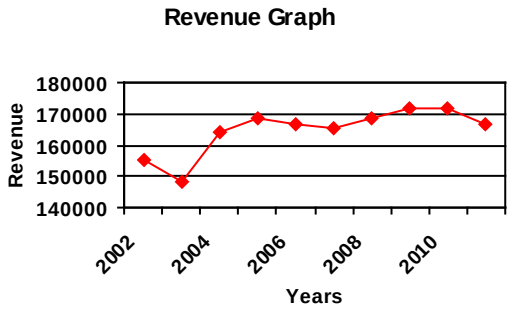
The department issues Boat Landing stickers to members of the LaMotte Lake Property Owners Association per the agreement between the Tribe and the Association for use of the formerly owned George Pamonicutt boat landing.

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

Administrative Tasks: The department is staffed with a full-time director and a full-time Administrative Assistant who is shared with the Tax Commissioner. The department continues to participate in the Strategic Planning process, specifically with the Justice and Economic workgroups.

Revenue generated by the department in Fiscal Year 2011 is approximately $166,356.00. The department was approximately $6,407.00 under our projected revenue (see graph below for revenue detail since 2002).

Ordinance 10-29 was not approved by Tribal membership during the January 2011 election; therefore, descendants, spouses and resident clergy could no longer hunt or fish on the Reservation. In FY 2010, hunting and fishing licenses brought in $4,002.00 in revenue and only $1,441.00 in FY11 which is a loss of approximately $2,562.00 in revenue.



FY2011 $166,356		
FY2010 $171,527	**FY2009** $171,652	**FY2008** $168,596
FY2007 $165,480	**FY2006** $166,721	**FY2005** $168,582
FY2004 $163,876	**FY2003** $148,120	**FY2002** $155,177

The budget amount allocated for Licensing and Permit Department was $125,650.00. Expenditures for FY11 totaled approximately $120,538.00 which is $5,112.00 under our expense projection. The cost containment measures approved March 13, 2009 remained in effect the entire fiscal year.

Like most Tribal Departments, the Licensing and Permit Department was required to reduce hours of operation from 40 hours per week to 36 hours per week effective May 22, 2011 until September 24, 2011.

The department worked at the Keshena Animal Help and Rescue dog clinics held at Public Transportation this Spring and Fall. We registered 110 dogs during the two clinics. The license period is from January 1 to December 31 and must be renewed each year.

Loan Fund

Thomas E. Litzow, Director

The staff of the Menominee Loan Fund Department manages five lending programs: the Menominee Loan Fund, the HUD/CDBG Revolving Loan Fund, the Menominee Revolving Loan Fund, Housing Down Payment Loan Fund and the Emergency Fuel 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 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. During the 2011 fiscal year ending September 30, 2011, 1,338 new loans were approved and processed for eligible members totaling $1,279,081.00. As of the end of the fiscal year there were 1,334 loans outstanding with a total principal balance of $1,035,907.00.

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. 20 new loans were approved and processed through this fund during the fiscal year 2011 for a total of $96,777.00. As of the close of the fiscal year there were 114 loans outstanding under this program for a total amount of $302,402.00.

Menominee Revolving Loan Fund- This program provides a means for eligible members to obtain financing for the business purpose. 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 loans package approved and processed for the total credit of $133,948.00. As of the close of the fiscal year there were 14 business loans outstanding in the aggregate amount of $317,836.00.

Housing Down Payment Loan Fund- This program provides a means for eligible members to obtain financing for the down payment required by the lender for the purpose of purchasing a single family residence. During the fiscal year ending on September 30th, 2011, there were no new loans processed through this fund. As of the close of the fiscal year there were 6 outstanding for a total amount of $15,396.00.

Emergency Fuel Fund- This program provides a means for eligible members to obtain financing for heating fuel during the cold winter months. Applications for these are processed on a weekly basis and are paid directly to the applicant's fuel supplier. During the fiscal year, there were 66 new loans processed through this fund for a total credit of $32,700.00. As of the close of the fiscal year there were 48 loans outstanding for a total amount of $5,042.00.

Maehnowesekiyah Wellness Center

Shannon Wilber, Director

The mission of Maehnowesekiyah Wellness Center is to provide culturally sensitive client-centered services and treatment in the areas of alcohol and other drug abuse, prevention and domestic violence services; responsive to community needs to develop and maintain healthy lifestyles for our community.

We have made continuous efforts to achieve our mission through our vision of serving as a resource for our community by providing services that encourage a healthy family lifestyle; respect and preserve tribal values, and instill hope for the future, thereby eliminating violence, ending alcohol and drug related deaths and problems through the services we provide.

All of the services provided by Maehnowesekiyah Wellness Center are conducted and provided with the 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. There are times however, when for funding or specific recovery issues that the use on non-native acceptable counseling practices are warranted and needed.

As the work of Maehnowesekiyah 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 are not solitary issues. These issues affect the family, the community, and the Tribe.

Domestic/Interpersonal Violence

Maehnowesekiyah Wellness Center Batterers' program provides services to individuals who find themselves in conflict with another human being where physical, sexual, and mental or a combination of abuse has occurred. A total of 88 assessments were completed for offenders (25 women and 63 men) where services were offered. An additional estimated 3 assessments were completed where the candidate did not meet domestic violence treatment criteria and were referred elsewhere for services. There are five ongoing, 24 session groups (four at Maehnowesekiyah and one in the Menominee Tribal Jail). Groups average 10 persons per group for the men's group and 6 participants in the women's group. Free aftercare is offered to each successful completing group member.

Maehnowesekiyah Wellness Center Domestic Violence Program provided 24 hour coverage, seven days a week for victims of domestic/interpersonal violence and their children. Assistance provided ranged from informational only issues to referrals for other services, to short to long term shelter assistance based on victim need.

The Shelter continued to work toward partnerships in our community and with neighboring Tribes for resource sharing. Our continued working relationships with TANF and Tribal Social Services and Day Care allowed greater services to those individuals who sought help. The Shelter Program continues working in collaboration with Family Services Green Bay Sexual Assault Center and St. Vincent Hospital to meet the needs of sexual assault victims. Our partnerships and collaboration with Lac Du Flambeau, Stockbridge-Munsee, Oneida, and Potawatomi Tribes continues to be successful.

The increases are alarming, Tribal Police reports show that the Menominee Tribe of WI experiences 10 times the national average in terms of domestic/interpersonal violence and there is reason to suspect that every incident involves alcohol and or other drugs. Incorporating a dual recovery process is an opportunity for victims and batterers to receive AODA recovery services and is a key component to community wellness. Partnerships and collaboration with others that are involved with DV victims and their families are addressed through ongoing meetings of the Coordinated Crisis Response (CCR) Team.

The Domestic Violence program with additional funding resources was able to provide 24 hours crisis/shelter coverage for domestic violence and sexual assault program by providing funding for 1 Program Manager, a Domestic Violence Counselor, a Sexual Assault Counselor, 2 Family Violence Advocates, and 5 shelter support staff. With the additional funding the domestic violence program was able to provide more educational presentations in the schools and at the community resource center, as well as offer additional services to domestic violence and sexual assault victims through our transitional housing program.

DV Statistics:
16 ongoing families
Number of Client's serviced (Unduplicated): **213 unduplicated**
Persons receiving shelter: **38 women, 59 children; 2443 bed nights**
Safety Plan's completed: **139**
Crisis calls: **680**
Informational/referral calls: **1507**
Educational Presentations: **DV Awareness booths at CMN (4 days) 50+ attending, MIHS Awareness presentations (5 days) 45 participants, TANF presentation 8 participants, CMN Home Health Aide class 15 participating, MIHS Teen Dating Violence Booth, April Sexual Assault Awareness (11 presentations) 128 participating, Child care Provider Presentation 36 participating, Unity through Understanding Training for Law Enforcement, Judges, Prosecutors and Service personal (2days) 104 particpants.**
Legal Advocacy: **64 individuals**
Waivers of no contact: **63**
Transportation assistance:
Crisis Counseling/ 1/1 Counseling: **688 @ 869.25 hours**
Group Counseling: **43 groups with 86 hours**

Transitional Housing Program Statistics:
On going Transitional clients: **39**
Transitional Housing Assistance: **11**
Counseling: **25 clients received counseling 153 sessions = 152.5 hours**
Supportive Services: **35**
Extended Shelter stay: **11**

Number of referrals made to Safe Haven: 0

The Domestic Violence program looks forward to continuing to seek additional opportunities to enhance services for victims of domestic violence and sexual assault by providing shelter and transitional housing. With the recent approval of the CTAS grant, the Domestic Violence program will be able to offer an extended Transitional housing program for a longer period of time to victims of Domestic Violence and Sexual Assault.

The ARRA Menominee DV/SA Transitional Housing project is almost complete with funding ending in July 2010; we have surpassed the projected amount of domestic violence/sexual assault victims to be served. This project proposed servicing 12 victims with Transitional Housing assistance and enhancing supportive services to 17 victims of sexual assault. We were able to provide housing assistance to 21 victims of sexual assault and we able to enhance supportive services to an overall number of 49 victims with this project in the form of housing assistance, shelter, supportive services and counseling.

In addition to this housing assistance objective, we have met the objective to provide community education to 500 community members. We surveyed community perceptions about domestic violence, sexual assault & knowledge of response and services. We held various community education booths, events, and meeting to provide awareness and education regarding sexual assault to 505 community members.

Wellness Court
This program began with a grant from the Department of Justice, proving that an approach of this nature is beneficial to first time offenders by offering a chance to become free of substance abuse and clear their criminal records of the initial criminal charge that brought them to the program. Another benefit of Wellness Court is the eventual savings to the Community in terms of Policing, Legal/Court, and Jail costs associated with an incarcerated individual.

Maehnowesekiyah Wellness Center's commitment along with our partners, the Tribal PD, Tribal Court, Tribal Probation, and Tribal Prosecutor to continue to offer this program is based simply this: Wellness Court works. Of the thirty five graduates from this program, only two individuals have returned back to the criminal justice arena and the charges were non drug related! This program has continued without interruption in services and mission since 2003. Maehnowesekiyah continues to take the lead providing continued UA's, counseling services, along with staff representation at weekly Wellness Court staffing and court sessions. The Tribal PD, Prosecution, Probation provide support and guidance through funding from their respective departments.

On October 1, 2010 we started with 6 clients in the Wellness Court Program, throughout the year we reached a high of 10 and finished the year with 9. We had two clients successfully complete the Wellness Court Program during this time period. Through a Technical Assistance Grant, the entire Wellness Court Team attended a Tribal Healing to Wellness Training at Fort McDowell, AZ on the Yavapai Reservation. We were able to send the entire team to the national drug court meeting in Washington, DC. Wellness Court Team from Ho-Chunk visited our Wellness Court in action as they received a grant from DOJ to start their own Wellness Court.

Treatment

In FY 10/11 Maehnowesekiyah Wellness Center provided recovery services to 244 individuals in either residential, intensive outpatient, or outpatient recovery. Prior to an individual entering one of the recovery areas, an assessment is completed to determine the chronicity of illness and for appropriate services. In FY 10/11 the staff at Maehnowesekiyah completed 259 Adult AODA assessments and 88 DV assessments. Drug testing for tribal programs, Casino, MITW, MTE, TANF and CMN continue. In addition to the standardized test Breathalyzer tests were completed as reasonable suspicion referrals come in.

FY 10/11 Statistical Information for Treatment:

	Cumulative Total (unduplicated total)
# of clients in AODA Education:	27
# of client in AODA Aftercare:	41
# of clients in AODA PDT:	39
# of AODA assessments:	259
# of clients in co-ed program	54
# of individual sessions:	1329 (duplicated)
Total # of active adults:	244
Total # of active adolescents:	36

"active" = clients that have received treatment services.

Prevention Services

For FY 2011, we provided school-based prevention programming at the Menominee Tribal School, Keshena Primary School, and at the Menominee Indian Middle School. This type of prevention work involves classroom education on alcohol, drugs, inhalants, and commercial tobacco, appropriately presented for each grade level. The prevention programs we have used have been *Protecting You/Protecting Me* and *Project Alert*, with both program being recognized as effective programs and listed on the *National Registry of Evidence-based Programs and Practices.*

This past year, we provided *Protecting You/Protecting Me* at the Menominee Tribal School for the first time. We have grown in our expertise with these programs and are growing in our ability to evaluate the programs as well. We have continued to provide *TRAILS* afterschool prevention programs as well as TRAILS prevention programming in the summer months.

In addition to these substance abuse prevention programs, we have provided relationship skill building for middle school students through use of the *Discovery Dating* program. This program assists youth to make good decisions regarding relationships and develop skills to recognize what is unhealthy and abusive. We hope to expand this program in the coming year.

On a quarterly basis, we have offered *Positive Indian Parenting* to assist community members with their parenting skills and to promote more healthy families. We have collaborated with the Youth Development and Outreach Department in facilitating this cultural based parenting program.

Culture is very much seen as strength and protective factor for our youth and we have continued to provide cultural activities to the community through our seasonal *Teaching Lodge* and *Winter Round House* events. We have also strongly supported the *Menominee Culture Camp* and the ongoing work of the Menominee Historic Preservation Department.

We have continued to work closely with our local coalitions to promote a variety of prevention activities, AODA awareness information, and the slow and very challenging work of establishing an alcohol tax on the reservation.

Other events that we have collaborated on with other community agencies in the past year include the Sober 49, New Year's Eve Sobriety Feast, National Night out against Crime, Summer Youth Olympics, Youth Awareness Day Family Fun Day, Winter Fun Fest, and the Menominee Youth Conference.

We offer the Menominee ROPES and Challenge course for use with students, clients, families, and other special groups. This form of experiential education is very useful for developing teamwork, problem-solving, and also can be used for personal growth and challenge.

FY 2010 Statistical Information:

- TRAILS- 12 groups; 34 unduplicated students
- Summer TRAILS- 16 groups; 34 unduplicated students
- Protecting You/Protecting Me- 218 classroom presentation; 520 unduplicated students
- Project Alert- 87 classroom presentations; 185 unduplicated students
- Positive Indian Parenting- 8 sessions; 29 unduplicated participants
- ROPES Challenge Course-65 participants
- Menominee Idol- 54 participants
- Winter Round House- 8 Winter Round House evenings with an average of 144 community members participating; 284 unduplicated participants.
- Teaching Lodge- 7 events with an average of 46 community members attending; 186 unduplicated participants.
- Culture Camp- 34 youth participants.

Accomplishments:

- Maehnowesekiyah Wellness Center was chosen to participate in the 2011 SAMHSA Native American Service to Science Academy. This academy is to help locally-developed and innovative prevention programs to better demonstrate their effectiveness.
- Lori Besaw has become the first Menominee certified by the Wisconsin Department of Regulation and Licensing as a Prevention Specialist.

In closing, I wish to thank the staff at Maehnowesekiyah Wellness Center for their dedication. The work that is done requires all staff to work with the most intimate aspects of a person's life and is the most demanding and stressful of any type. The work staff performs requires the unique ability to be sensitive to individual needs while challenging a person to make significant changes in their lives. The staff at Maehnowesekiyah Wellness Center work long and hard with individuals to bring about change. Often times staff become discouraged to the fact that not every troubled person acknowledges change the first time around. As a result, staff sometimes sees the same client four or five times; the remarkable trait of Maehnowesekiyah Wellness Center Staff is the fact that they never give up and they never allow the person to give up on themselves.

Maintenance

Marlin 'Manzie' Waupoose, Director

The Menominee Tribal Maintenance Department provides professional, technical, and non-technical support and maintenance services to all tribal programs to create and maintain comfortable, safe, and functional environments. The Maintenance Department maintains/manages the Menominee Indian Tribe's physical plant and assets through efficient utilization of available resources to ensure that the Menominee Indian Tribe can fulfill its mission.

Department Overview

The Maintenance Department is responsible for the operation and maintenance of several tribal buildings that include: Tribal Office, FIC, Legal Services, LEC, Courts, Neopit Head Start, Library, and Recreation Center. Maintenance and Housekeeping staff is under the Maintenance Department for each facility (exclusive of the Recreation Center). Maintenance staffing includes: director, office manager, receptionist, inventory clerk, heating/cooling technician, general maintenance workers (3), lead housekeeper (2) and housekeepers (5).

To complete one of the basic functions of the department, the continued efficient operation of the facilities the department utilizes software programs to monitor and schedule work requests and material inventory. Another database system is used to track facility routine and preventative maintenance work. In 2011 the Menominee Tribal Maintenance staff completed a total of 5,562 work orders for all Tribal facilities and departments.

Funding of maintenance operations budgets are obtained through three methods, Federal, Tribal and space rent. The police/jail section of the LEC is funded through the BIA and the Courts section through tribal appropriation. All other facilities are funded through space rental collections. The Maintenance Department keeps expenditures as minimal as possible.

Listed below are the goals and initiatives that the Maintenance Department completed this year at each respective facility;

Headquarters: The following facility offices were renovated/painted, Tax Commissioner, Community Development six offices and two closets.

The following facility equipment received annual routine/preventive maintenance, the heating plant (Steam Boiler) and two boiler condensate tanks, boardroom rooftop HVAC unit, permanent air conditioners, portable air conditioners, boardroom refrigerator and ice machine, break room refrigerator, fire detection system, security system, portable fire extinguishers, emergency and exit lighting, elevator, emergency generator, water heaters, and water softener. The annual facility fire inspection was completed. The boiler passed the annual inspection from the National Board of Boiler Inspectors. The boiler back flow preventer was tested and passed inspection. The steam boiler water is tested daily. The steam boiler water was treated on an as needed basis. The steam boiler was blown down daily. AMA Heating and Cooling replaced the check valves on the new boilers. The steam boiler low water cutoffs and safety valve were tested daily. All steam traps were replaced. Three steam valve inserts were replaced. The steam trap survey was completed. Seven radiator thermostats (actuators) were replaced. The condensate tank float switches were adjusted. The air filters on the HVAC roof top units were replaced on a monthly basis. All digital thermostats were recalibrated. The LP gas lines and safety switch was tested. The LP storage tanks were tested for leaks. Four low pressure sodium light bulbs in the security HID light bulbs were replaced. One emergency/exit lighting unit was replaced. Eight electronic lighting ballasts were replaced. The toilet seat in the second floor women's bathroom was replaced. The second floor women's bathroom sink was unplugged and repaired. The same bathroom sink was repaired on another occasion. A leaking toilet valve in the second floor women's restroom was repaired. New door sweeps were installed on the Internal Audit Department. A poster board was installed near the Tax Commissioner's door. Installed and rekeyed 3 new locks in the new IT server room. Installed wiring for a new a/c unit in the new server room. Installed wiring for the new boardroom refrigerator new location. The AC condensing unit in the new IT server room was replaced. New chairs were installed in the boardroom. A new table was assembled for the Enrollment Department. The automatic garage door opener on the chairman's garage door was repaired. A new florescent light cover was installed in Enrollment. The light fixture in the Tribal Administration hallway was repaired. Office furniture for the Intergovernmental Liaison Department was assembled. A drawer on the board room table was repaired. The tax commissioner office was moved to the former JOM offices. The IT department was moved to the former Community Development offices. The payroll office was moved into another office in Finance. The legislative office furniture was re-arranged in their current offices. No smoking signage was posted at the southeastern entry. The maintenance garage door lock was repaired. All restroom exhaust fans were cleaned. New energy efficient windows were installed by a contractor. Indoor air quality was tested by an outside contractor. The board room roof top air conditioning unit was repaired. The a/c unit from old IT server room was relocated to the Charter telephone room. A backup AC unit for the new file server room was installed. A broken stair tread in front vestibule was replaced. A tripped circuit breaker in Finance was reset on numerous occasions. Seven door closures were installed on the new IT offices and hallway closet. Paint finish application of the new windows continues. A new Valcom tuner was installed for paging ability. Several chairs were shampooed. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. TV signal convertor boxes were re-calibrated monthly. The second floor water heater heating element was replaced. Drinking fountain filters were replaced semi-annually. The interior carpeting in the hallways was shampooed. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Gordon Dickie Center (FIC): The following facility offices were renovated/painted, three Insurance offices, one human resource office, and two social services offices

The following facility equipment received annual routine/preventive maintenance, six LP gas furnaces and six electronic air-cleaners, six permanent exterior air conditioner units, fire detection system and portable fire extinguishers, emergency and exit lighting, elevator, water heater, water softener, and break-room refrigerator. The annual facility fire inspection was completed. The HVAC economizer is adjusted seasonally. All digital thermostats were recalibrated. The LP storage tanks were tested for leaks. The LP gas lines passed their pressure tests. Nine electronic lighting ballasts were replaced. The east side entry door sweep was repaired. The second floor women's sink was unplugged. The faucet in the second floor men's restroom was adjusted. Panic alarm wiring in a child support office was moved. The #1 and #3 east side furnaces were repaired. The #1 west side blower motor unit and circuit board control were replaced. The south entry door closure was adjusted. The exterior lighting timer was adjusted. The electric heater timers were adjusted. Entry light bulbs at all entrances were replaced. The thermostat in the child support area was recalibrated. A new water bubbler was installed on the second floor. A desk in the insurance department was repaired. The telephone line for the security system was repaired. Indoor air quality testing was completed by an outside contractor. The concrete parking stall curbs were replaced. The #2 west side furnace blower was replaced. A metering faucet in the second floor men's bathroom was repaired. The furniture in a child support specialist's office was re-arranged. An exit light on the basement level was repaired. Two water damaged ceiling tiles in the housekeeping room were replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. TV signal convertor boxes were recalibrated monthly. The drinking fountain filters were replaced semi annually. The interior carpeting was shampooed. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Legal Services Building: The following facility equipment received annual routine/preventive maintenance, the LP gas furnace, air conditioner, security system, fire detection system and portable fire extinguishers, emergency and exit lighting, water heater, and water softener. The annual facility fire inspection was completed. The air filters on the furnace were replaced on a monthly basis. The digital thermostat was recalibrated. An electronic lighting ballast was replaced. Four florescent tubes were replaced. The basement water faucet was adjusted to prevent the main water line from freezing. The exhaust fan blower mechanism was cleaned and services. The sprinkler system upgrade to accommodate new storage in basement area was completed. The sprinkler head move for the court expansion project was completed. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Law Enforcement Center (LEC): Renovation combined the armory, dark and evidence rooms into one large evidence room.

The following facility equipment received annual routine/preventive maintenance, two hot water boiler(s) and two hot water circulators, cold water chiller and two cold water circulators, one garage modine heating unit, nine air handling units, fourteen exhaust fans, two smoke relief exhaust fans, kitchen rooftop make-up air HVAC unit, two commercial kitchen ranges and ovens, commercial kitchen refrigerators and freezers, ice machine, commercial dishwasher, security system, fire detection system, portable fire extinguishers, fire hoses, fire sprinkler system, Ansul fire suppression systems, emergency and exit lighting, emergency generator, automatic ADA front entry doors, water heaters and water softener. The annual facility fire inspection was completed. The LP gas vaporizer was serviced. The LP gas lines passed their pressure tests. The fire extinguisher installed at the LP bulk storage tank site passed inspection. The underground fuel oil storage tank was tested and passed inspection as per NFPA and environmental regulations. The heating plant (Hot Water Boilers) passed inspection from the National Board of Boiler Inspectors. The hot water boiler water is tested daily. The hot water boiler water was treated on an as needed basis. The hot water boiler was blown down daily. The hot water boiler low water cutoffs and safety valve were tested daily. The hot water boiler back flow preventer was tested and passed inspection. The oil pump coupling on #1 boiler was replaced. One roof top exhaust fan over the kitchen was replaced. The nine air handler's filters were changed on a monthly basis. The kitchen grease trap received semi-annual maintenance. One kitchen sink faucet was replaced. Two new hot water valves were installed on the coffee urn in the kitchen. Six electronic lighting ballasts were replaced. Two new heating tapes were replaced in the roof drains. Three street light fixtures were repaired by a contractor. A plumbing access door frame in cell D19 was welded back to the structure. Metal table bracket were welded back to the wall in cell D9. Eight new metal bed frames were welded to the walls. Six broken bunk beds were welded in the jail. The leak in the kitchen utility room was repaired. A new back flow preventer was installed in the kitchen utility room along with four shut off valves above the room. A new bubbler was installed in the main lobby. The dryer disconnect switch and the dryer wiring were replaced. New wiring for the new receptacles and lighting in the new evidence room was installed. The lock mechanism at the southwest entry door was adjusted. The roof top unit condensate lines were cleaned. The curb stop sewer drain was cleaned out. The belts on air handlers #4 & 6 were replaced. The grease trap in kitchen was cleaned out. A tripped circuit breaker for ice machine was reset. The police department female shower faucet upgrade was completed. The wall

repair for the faucet installation was completed. No suggestions offered. Maintenance will provide kitchen staff with orange drain cleaner and will establish a method to dispense degreaser for the trap. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Daily checks were performed in the jail and deficiencies repaired as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

LEC Courts: The following facility equipment received annual routine/preventive maintenance, two roof top HVAC units w/economizers, basement modine heating unit, humidifier, break room refrigerator, fire detection system, portable fire extinguishers, elevator, emergency and exit lighting, emergency generator, security system, automatic ADA front entry doors, sewer ejector pumps and controls, electric water heater and water softener. The annual facility fire inspection was completed. The LP gas vaporizer was serviced. The LP gas lines passed their pressure tests. Air filters replaced monthly in the roof top HVAC units. All digital thermostats were recalibrated. An electronic lighting ballast was replaced. Three storage rooms were constructed in the basement. Wiring for lighting for the new storage rooms was installed. Four exterior metal halide light bulbs were replaced. The electric heater in the judge's section was repaired and adjusted. The front lobby entry door panic bar was repaired by a locksmith. The sump pumps were cleaned and serviced. A receptacle for the new cameras at the rear entry was installed. Staff attended a planning meeting for the Courts conference room. A new door was installed at the juror's entryway. Used fluorescent tubes and ballasts were disposed as per environmental guideline. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Library: The following facility equipment received annual routine/preventive maintenance, two LP furnaces and two permanent exterior air conditioner units, security system, fire detection system, portable fire extinguishers, emergency and exit lighting, and water heaters. The annual facility fire inspection was completed. The environmental control software was upgraded. The LP storage tanks were tested for leaks. The LP gas lines passed their pressure tests. The air filters on the furnaces were replaced on a monthly basis. Graffiti was removed or stained over as it occurred. Security cameras were adjusted. Fifteen electronic lighting ballasts were replaced. The front hallway sliding glass window lock was repaired. The men's restroom towel dispenser was replaced. A fuse on the #2 furnace was replaced. The chain link fence surrounding the a/c units was repaired. The entry door closure was adjusted on two separate occasions. The HVAC monitoring unit was repaired. The faucet was repaired on the snack room sink. A new bar faucet was installed in the snack room sink. The circuit breaker on #2 west AC unit was reset. A blown out circuit board on the delta controls system (HVAC) was replaced. The flooring replacement contract was completed. The furniture move for the flooring replacement was completed. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Vandalized shingles were repaired as needed. The chain link fence by the LP gas tank was repaired. The interior carpeting was shampooed. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Recreation Center (Menikemakat Wikamek): The following facility equipment received annual routine/preventive maintenance, four LP gas furnaces, one air handler w/economizer, three permanent exterior air conditioner units, kitchen refrigerator, kitchen range, fire detection system, portable fire extinguishers, emergency and exit lighting, security system, water heater, and water softener. The annual facility fire inspection was completed. All digital thermostats were recalibrated. The LP storage tanks were tested for leaks. The LP gas lines passed their pressure tests. The air filters on the furnaces and air handler were replaced on a monthly basis. The humidistat motors were serviced. Two lighting ballasts were replaced. A toilet in the men's restroom was replaced. The housing on the rear southwestern door contact was repaired on two occasions. The water bubbler in the main lobby was replaced. The v-belt was repaired on the inside air handler. The 9 volt battery in the rec room was replaced. A metal guard (screen) was replaced on the outside air handler. The hoses were issued to the Recreation Director. New volleyball court lighting and wiring were installed. A new handicapped parking sign was installed. The main lobby women's restroom was cleared. A blown #2 a/c unit control board fuse was replaced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The kitchen grease trap received semi-annual maintenance. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Neopit Headstart: The following facility equipment received annual routine/preventive maintenance fire extinguishers, exit/emergency lighting, and security system. The boiler feed water back flow preventer was tested and passed inspection. A boiler burner control on the #1 boiler was installed. The #1 boiler was repaired. Reset the

1 and 2 boilers. One emergency light was repaired. The make-up air vent was repaired. One radiator fan was repaired. The circulator pump was repaired. Two batteries on the door contact for the security system was replaced. A board the covers an exit in a rear classroom was refastened.

The Maintenance Department continually provides maintenance services upon request to other tribal departments including, Historic Preservation, Tribal School, Maehnowesekiyah, Aging, Senior Centers, Headstarts, Early Childcare, Gaming Commission, Housing, Conservation, Environmental Services, Community Resource Center, Youth Development & Outreach, Language & Culture (Mawaceseniyah), Food Distribution, Public Transportation Center, Trust Resources, South Branch Community Center, Woodland Youth Center, and the Zoar Ceremonial Hall. The Tribal Maintenance Department provides the following services; technical assistance, minor carpentry, grounds keeping, snow removal, and maintenance of HVAC, plumbing and electrical systems.

The Tribal Maintenance Department will continue to provide maintenance services to all eligible entities in 2012. Work orders can be requested via telephone or email to Mary Isham (799-5176) or Mary Smith (799-5100).

Menominee Community Center of Chicago*

Barbara Jersey, Coordinator

The Menominee Community Center of Chicago (MCCC) reaches out to off-reservation citizens living in the greater Chicago area. It's mission is to establish supportive kinship, share knowledge and build positive networks with tribal leadership, to serve as a bridge between the urban and reservation communities, and to collectively promote and advocate interests and opportunities of the Menominee Nation toward the common good of its citizens.

The Menominee Community Center of Chicago has operated on a volunteer basis for nearly 15 years and has worked with seven tribal administrations. Its organizational structure includes Barbara Jersey, Mavis Neconish, and Mackey Pamonicutt, all original members of the founding charter. It does not operate out of a stand-alone leased or rented office. Facilities are shared, rented, or leased from other Native organizational partners, philanthropic institutional partners, or benevolent partners on a collaborative basis when needed. The volunteerism and collaboration reduces operating costs associated with utilities, maintenance, insurances, salaries, and lease contracts, allowing MCCC to commit more Tribal grant support community outreach, while also increasing urban camaraderie and awareness.

MCCC officers and a core group of citizens take civic responsibility seriously and annually attend the January General Council Meeting. Other reservation events such as, the Nama'o Spring Fest, the annual summer powwow, and the MTE Tribal Enterprises annual meeting provide a balanced mix among cultural, educational, social and political endeavors.

One such long-standing urban collaboration is the American Indian Center of Chicago's Annual powwow held every November. The Menominee Nation consistently holds a major presence at this City of Chicago weekend event, especially the historical formation and sponsorship of 6-8 dedicated Menominee veterans who appear annually. The Menominee Community Center of Chicago is proud to help contribute toward this success.

2011 citizenship advocacy included two Tribal legislative-community hearings on referendums for descendant-spouse hunting, fishing, gathering and trapping privileges.

Community advocacy included a "back to school" supplies drive for Native children, an initiative of Youth Programs, affiliate of the American Indian Center.

The Menominee Community Center of Chicago collaborated with The Kateri Center, an American Indian Ministry of the Archdiocese of Chicago, to sponsor a two-day Menominee moccasin making session with Gerald Hawpetoss as invited cultural instructor. The cultural and educational outreach was attended by 20 community citizens and has already been requested to be an annual event.

Other collaborative partnerships continue to include The Trickster Gallery in Schaumburg, The Chicago Public Schools, The Mitchell Museum of the American Indian in Evanston, American Indian Health Services, Northwestern University youth outreach programs, including the National Science Foundation, the After School

Positive Paths Program, and Urban Ecology - Mayor of Chicago award recipient for its ecological renewal efforts in beautifying the city of Chicago.

The Menominee Community Center of Chicago looks forward to building positive initiatives between reservation leadership, urban citizens and urban Native efforts in the upcoming year and thank you for this opportunity to share our 2011 successes.

*** 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 Code Commission (MLCCC) was created by Tribal Ordinance 96-22, known as the Menominee Language & Culture Code. In 1996, the Tribal leadership enacted 96-22 "to reaffirm our Nation's commitment to the promotion, protection, preservation and enhancement of our Menominee language, culture and tradition." This law established the Language & Culture Commission as the official language entity of the Tribe. The office is located at W2266 East Co Highway VV, LaMotte Lake (former Pamonicutt Bait Shop & Campground. This spectacular location reflects the beauty of our language, land and people. The staff includes the Director and two research assistants who work for National Science Foundation grants that relate culture and relationships to our traditional way of life. The programs hours are the same as those of most tribal operations – Monday through Fridays with variations for summer and holidays. The office number is 715-799-4849 and the fax number is 715-799-4835. The mailing address is either PO Box 910 or PO Box 83, Keshena, WI 54135.

During the past year the Commission has met monthly to monitor program activities and provide support and direction for staff. The program's services are available for all tribal and community members. Partnerships and collaboration with area programs are vital to maintaining communication and accessing optimum resources for language and cultural activities. The Language and Culture hosts weekly Menominee Language Tables on Thursday evenings. Members of the Commission also assist with Language Tables in other Reservation communities. Last summer, the MLCC site hosted the first week-long Language Immersion Camp in conjunction with the CMN-Administration of Native Americans Grant.

The Director also provides support for Menominee Language Tables in the Milwaukee area. More recently, educational personnel from Green Bay area schools have contacted the MLCC for assistance. We are in the process of establishing programmatic resources for Menominee youth in these area schools. The only limitation to providing support and assistance is funding and a staffing of one individual for all language activities. Reservation educational institutions with language teachers also contact the staff for curriculum +/or lesson planning vocabulary. In the past year, the MLCC sponsored weekly language sessions for Keckiwak (elders). Since most programs focus on youth, the elder group supports the re-learning of our beautiful language for many who were denied the freedom to speak our language at boarding schools. These sessions serve as an opportunity for social and historical sharing of family, neighborhood, and tribal stories.

Major achievements of the Commission include the award of two National Science Foundation grants totaling more than $100,000. These grants will explore the learning of science in early childhood and youth through incorporating cultural knowledge and examining options for Menominee +/or Native American curriculum development. The grants enable Menominee to work as research assistants to accomplish the goals and objectives of the project. Please visit us at our website, http://www.menomineescienceproject.webs.com. The MLCC also partnered with the Menominee Indian School District on a WI-Department of Instruction Language Revitalization Grant which was awarded at $52,000. The grant will hire a Coordinator to provide professional development opportunities for Reservation language teachers and support language activities for our community which is related to the Tribal Strategic Plan.

As mentioned earlier, the elder group has met weekly or biweekly for about three years and most of them are to the point of fluency which enables them to pray and speak conversationally in simple phrases and tell stories related to the weather, environment, seasons, etc. They have accomplished their goal with continued diligence, sincere enthusiasm and determination. Our Menominee youth are fortunate to receive language through Reservation educational institutions. The Commission serves the youth indirectly by supporting the classroom teachers with

tribal teaching licenses and resources as needed. Reservation-wide training workshops are offered during the summer for all language educators, including the fluent elders who work with the teachers.

The Commission will continue to revitalize our beautiful language through community, regional and national participation at language activities including workshops and conferences. We currently have Beginners Menominee Language Dictionaries available for $17.00 and anticipate the publication of an Intermediate Dictionary this winter. The Beginners book may be purchased at the office building on LaMotte Lake. Maehnow-pematesenon!

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 it 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 $244,320.00. According to the Budget report dated October 12, 2011, the departments' actual expenses for fiscal year 2011 amounted to $234,638.97. This is a total savings of $9,681.03 for the year. The savings can be attributed to the cost containment measures that were implemented during the fiscal year.

REVENUE

The annual income goal for FY 2011 was set at $45,772.00. As per an income statement dated October 12, 2011, a total of $51,604.21 was received. This is $5,832.21 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 photos. Our program receives $5.00 for each check returned NSF and we charge a small fee to customers who request digital files of photos published in the Menominee Nation News.

SUBSCRIPTION: The subscription income projection was set at $8,830.00. As of October 12, 2011, a total of $8,331.00 was received. The subscription income was below the projected revenue by $499.00. 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 seventh 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 $10,776.00. As per an income statement dated October 12, 2011, a total of $11,634.76 was received. The sales revenue received was over the projected revenue by $858.76. As of October 2011 we have twenty-six (26) distribution sites. This includes ten (10) sites in Keshena with one (1) being a

complimentary site for the Elders, five (5) sites in Neopit/Middle Village with two (2) being complimentary sites for the Elders, one (1) site in Gresham, two (2) sites in Bowler, and eight (8) sites in Shawano.

ADVERTISING: The advertising income projection was set at $26,135.00. As per the statement dated October 12, 2011, a total of $31,415.45 was received. The income was above the projected revenue by $5,280.45. This is can be attributed to the unusual amount of color advertisements and full pages advertisements we received this year. 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 ad sizes and does not include color. The majority of our customers prefer to be billed on a monthly basis. This was the twelfth 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 twelfth 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 also offer customers the opportunity to purchase 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 $223.00 as per the income statement dated October 12, 2011, indicating a positive response to this service.

DEPARTMENTAL STAFF

During fiscal year 2011 Menominee Nation News employed five (5) employees: One (1) Director/Editor, one (1) Layout/Design Technician, two (2) Reporters (1 Full-Time, 1 Part-Time), and one (1) Part-Time Secretary position. The lengths of employment for employees who were employed in FY'11 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); Sara Wescott, Part-Time Reporter (10/13/08-3/1/11); Bridget Frechette, Part-Time Reporter (4/18/11-present); 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 2010 a special edition was developed to include the Annual General Council Agenda as well as the Candidate profiles for Menominee Tribal Legislature and the Menominee Tribal Enterprise 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 began printing with Waupaca Publishing Company in Waupaca, WI. Waupaca Publishing Company offered more services at a lower rate. Since that time, Menominee Nation News was 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. In July 2009, the department was approached by Metro Printing in Kaukauna, WI with an offer to print at an even lower late. It was agreed to start publishing at Metro Printing with the August 24, 2009 issue. Unfortunately, Metro Printing went out of business on October 15, 2009, as a result of the struggling economy. Menominee Nation News then went back to the Shawano Leader. In June 2010, the department received another print offer from Christenson Printing & Publishing in Shawano, WI. The offer was considerably lower than all other offers and it was agreed to begin publishing with CPP with the June 21, 2010 issue-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 2010-2011.

We continue to offer the latest hardware, software, and online databases with our public computers, as well as wireless internet access. Our technological capability continues to keep pace with the times with the addition of one new laptop computer and the installation of the latest Microsoft Office 2010 software on all nine of our public computers. These new PCs, purchased through the courtesy of a Gates Foundation public library grant, run the latest Windows 7 operating system and suit the needs of our community well. These tech tools are in constant use, with over 10,000 log-ins this year.

The Summer Reading Program for 7 & 8 year-olds kept young bookworms reading through the summer. This year's theme was "One World, Many Stories," which explored the folklore and wisdom of storytellers throughout the world. Kids enjoyed reading, writing, and doing projects about all that they found within our planet's many cultures.

Much of our time is spent answering various questions. We field many per week, employing an array of resources in helping people find basic information, helping with research, or even helping plan car trips. We've also put people on the right track with job searches, online applications, and resume and cover letter writing. In times of economic downturn, a public library is especially needed for services such as these, in addition to free access to books, movies, magazines, newspapers, and reference material. Our people stay connected and informed, all while sharing a great resource that is our public library.

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 excellent 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.

The library had 10,353 computer log-ins from October 1, 2010 to September 30, 2011. Wireless usage has seen an uptick this year, averaging 30 unique users and 227 sessions per month, with an average session lasting approximately 67 minutes. The public-access computers are a great tool for education and intellectual exploration, and fit perfectly with our public library mission.

This year we added 108 items to our collection (materials added minus materials deleted). As of October 1, 2011, the library owns 10,763 items covering various media (books, audio books, video, etc.). From October 1, 2010 to Sept. 30, 2011 – 2,216 items were checked out. We have 1,036 library card holders.

Neopit Community Center*

Charlotte Ann Wagner, Coordinator

The Menominee Community Center-Neopit (commonly called the Neopit Community Center) is a joint effort of the Menominee Tribe and St. Anthony Parish. This common effort has been born of a long interaction between St. Anthony Parish and the people of Neopit beginning in 1909. The community center, formerly the St. Anthony Convent, was reconstructed, dedicated and opened to the local community on November 9, 2000.

The Community Center has a large dining hall (with a seating capacity for 250 people), a great kitchen facility, four small classrooms on the west side, and a large comfortable gathering room. The center's policies and fees are set by an advisory board, and these policies and fees are posted on the bulletin board in the entrance of the building. The center is maintained by a part-time coordinator and maintenance man.

In the past year the center was used by the following Tribal agencies and community programs: the Menominee Legislature (for community meetings), the Menominee Tribal Police, Menominee Tribal Clinic (for wellness programs), Menominee Tribal School, College of Menominee Nation (for broadband training classes) and Menominee Language tables. Community events such as Easter Egg Hunts, sales connected with sturgeon feast, Breakfast with Santa, cooking for pow-wows, Neighborhood Watch meetings, and the Aids Awareness walk and gardening programs have also taken place through the center.

Community members have rented the facility for birthday parties, baby showers, graduations, weddings, wedding dinners, anniversary dinners, family reunions, wakes, funeral dinners, ghost suppers, and small business meetings. Occasionally the kitchen was used to prepare foods for events happening elsewhere.

St. Anthony Church used the center for religion programs, social gatherings, Porky-Pancake Breakfasts, Lenten Fish Fries, food sales, youth parties, committee meetings, and outreach programs.

St. Anthony Church will continue to serve the community by promoting and providing its center for programs and activities in the FY2012.

*** 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

Randal Chevalier, Tribal Chairman

The Chairman's office is the entry point to tribal government. Our Mission is to serve the Tribal governing body as effectively and efficiently as possible. Our office provides direct support services to the Tribal Chairman as well as to the other elected officials within the tribe.

One of the goals that we worked on this past year was a Going Green Project. The goal was to move from a huge paper meeting packet that resulted in a large consumption of paper to an electronic packet that could be accessible via a jump drive or the web. We initially tried all-in-one computers at each legislators work station but then opted rather for Ipad's, they are not so cumbersome and can easily download and retrieve a large meeting packet file. We continue to refine the process and get all the legislators comfortable and functional with the Ipads. Our next step will be to have all the committee meetings go to a paperless packet as well.

Along with this project the legislature wanted as much information as possible to be shared on the tribal website so that the community and members off the reservation could be notified of meetings and access meeting packets. We continue to provide meeting notices, meeting packet information and other critical information available on the tribal website that provides a much needed link for tribal members to access critical information.

Also going hand in hand with this project, we are looking at developing a Facebook page for the Tribe. This would provide an avenue for the Tribe to inform the community of relevant information on a timelier basis. The page would be a one-directional forum in which information is put out there but no responses could be returned.

Another project that the office did was transferring utility and tax bills that it had been paying for properties acquired to the Community Development Department as this was a more appropriate place for these expenses and it also will help to manage these property acquisitions more effectively.

The Chairman's Office had been providing temporary administrative services to commissions and boards that are not part of the official government structure these included the Conservation Commission, Powwow Board, Language and Culture Commission, MIEDA (Menominee Indian Economic Development Board). The decision was made jointly to hire on a permanent basis Brianna Ninham for the position.

The Chairman's Office continues to fully integrate and develop the Intergovernmental Affairs Specialist (IGAS) position. The IGAS was a new addition in 2011 to the Chairman's Office that is responsible for developing and managing the Tribe's public relations and lobbying strategy.

It is the responsibility of the IGAS to work in cooperation with Tribal Administration to serve as the communication hub between the Legislature and Tribal Departments to identify the needs that may be addressed by Legislative intervention at the local, State, and Federal levels of government.

In 2011, the Menominee Tribe engaged in lobbying efforts to local, State, and Federal Officials to promote and advance the Kenosha Project. In this effort, the Tribe continues to lobby and receive support at local, State, and Federal levels of government.

Federally, the Tribe has also engaged in lobbying on the following issues,

- Opposed House Resolution 2584, relating to proposed decrease in federal funding that afforded protections of tribal lands & sovereignty.
- Protection of natural resources by advocating at the Federal level for Golden & Bald Eagle protections
- Federal Budget allocations for housing, Indian Health Services & preventative services, fish & wildlife
- Violence in Indian Country Reauthorization Act
- Opposition of changes to the Native 8(a) Program

At the State level, the Tribe participates as a member of the Great Lakes Inter-Tribal Council, State-Tribal Relations Committee, and has recently accepted invitation to become the newest member of the Sturgeon Advisory Committee, which serves in an advisory capacity to the WI DNR.

The Tribe has also actively participated in Tribal consultation with Departments of the State of Wisconsin to address issues of concern for the Menominee Nation. As a highlight of this government-to-government relationship with the State of Wisconsin, the Tribe and State Department of Natural Resources entered into a Memorandum of Understanding in August 2011 to further the sturgeon restoration effort here on the Reservation. Through this relationship, the Tribe was also successful in changing and clarifying State regulations regarding the transportation of game beyond the exterior boundaries of the Reservation.

The Tribe has also taken an active role with the State legislature on matters of Tribal concern, such as,

- Opposition of Wisconsin legislation and request for language to address Indian Child health & welfare concerns
- Opposition to the Wisconsin Assembly Bill 26 relating to the use of Native American mascots in Wisconsin schools.
- Opposition to Wisconsin's Redistricting bill
- Health, Welfare, Economic Assistance issues relating to the changes to the Income Maintenance programs offered by Menominee County.

On the Public Relations forefront, The Intergovernmental Affairs specialist has worked to assist the Tribal Legislature and Tribal Government in establishing relationships with the local, State, and Federal Elected Officials. The Tribe has been successful in efforts to raise awareness to the issues that affect Tribal Government and our Tribal Nation by hosting on site visits with our State and Federal leadership.

In May 2011, DOI-BIA Assistant Secretary, Larry Echo Hawk visited the Menominee Reservation and met with Tribal leadership to kick off the First Lady, Michelle Obama's Let's Move! in Indian Country event held at the Woodland Bowl in Keshena, WI. IGA has worked diligently to get visits and open communication with our delegation, Senator Jim Holperin and Assembly Representative Jeff Mursau. We have also worked to get our Congressional Delegation here to the Reservation to meet with both Tribal Leadership and the membership. Congressman Ron Johnson's Office has begun "Mobile Office hours" on the Reservation, which is open for any resident to come meet with his staff to address individual issues with Federal Agencies through his office.

Congressman Reid Ribble has also met with Tribal Leadership and will begin his "Mobile Office Hours" here on the Reservation in the Spring of 2012.

In addition to the on-site visits from our State and Congressional Delegation, the IGAS continues to work diligently for the Tribe and its membership by traveling both to Madison and our Nation's capital to bring our Tribal issues to the forefront. The IGAS has also initiated the steps to inform the Tribal Membership of activities and initiatives by the Tribal Government through the advents of technology and social networking.

On the legislative front, this legislative year began by dealing with the ongoing issue of Descendant hunting, fishing and gathering privileges. The Legislature implemented the NO vote by amending Ordinance 99-01 (Conservation Code). Issues were later raised that descendants were not permitted in certain areas of the reservation and the legislature then implemented Ordinance 11-16 (Access to tribal lands). With the election in October reversing the Tribe's stance, the legislature will have to go back and amend these ordinances to allow for descendant and spouses privileges.

In March the legislature met to set goals and objectives for projects that they wanted to see occur in this legislative year. Among those were, Continue to pursue Kenosha, Continue to work with MTE on Forest Management Plan (FMP), pursue agricultural projects, perform energy audit of the tribe, complete the codification process for tribal laws, grocery store project, address the health needs in the community, increase language and culture, and Sturgeon Management Plan. Many of these projects are in progress and close to completion.

Key pieces of legislation included amendment to ordinance 99-01, deceased tribal leaders privacy rights, stalking ordinance. The other ordinances finalized were standard lease, budget, and tax credit project ordinances.

In this next Legislative year the Chairman's office should look into the following efforts, Document Retention Policy. At present tribal records are in a poor state of retention. Efforts need to take place to categorize and file these documents in order, digitize them, and store them in an appropriate setting to ensure longevity.

Equipment such as a new recording machine for the tribal offices Board room as well as computers and software will need to be upgraded to keep pace with changing technology and would make our office run more efficiently.

Department staff has not been able to attend training for the past few years due to cost containment. Low cost and in-house training should be sought. Staff should also continue to be cross-trained to allow for absence coverage. Segregation of duties is also important to ensure checks and balances and accountability.

It has been an honor for me to work with and lead the Chairman's office staff this past 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 and telephone, 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 2011: Housing Building Materials (2), Neopit Pump House, Housing Mold & Asbestos Remediation, Housing Foundation Work for 11 Homes, Housing Plumbing for 34 Homes, Housing Electrical for 34 Homes, Keshena Inflow and Infiltration Study, Housing Flooring for 34 Homes, Museum Display Cases, Housing HVAC, Food Distribution Addition, Housing Painting 34 Homes, Housing Masonry 28 Homes, Neopit Watermain, Housing Cement for 45 Homes, Housing Asphalt for 45 Homes,

LEC Trailer Mounted Tower, ARRA Roads Maintenance, Transportation Utility Truck, Clinic Chemical Analyzer, Tribal Office Loop Road and Parking Lot, Housing Landscaping, LP Gas Provisions, Clinic Emergency Generator replacement and Zoar Ceremonial Parking Lot.

The PMA Department obtained a vast amount of equipment under the Federal Excess Property Program with an original value of $856,237. Included were 7 vehicles, 3 trailers, 1 semi tractor, 7 heavy machinery, 1 forklift and other beneficial equipment.

The PMA Department generated $9,043 in the sale of old equipment during this fiscal year and coordinated purchasing rebate incentives of $3,990.

In Fiscal Year 2011, the HP recycling program provided four (4) Departments with free HP products at an estimated value of $1,700.

The Fiscal Year 2011 Indirect Cost budget for the department was established at $202,595. Although the final figures are not available at the time of this report, the preliminary estimates show actual cost containment expenditures at $189,683.

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 two individual probation/parole officers who handle their own unique clientele specializing in their own area of law and age category. The Program Director/Adult Offender/Domestic Violence Probation Officer and Wellness Court/Youthful Offender/Domestic Violence Probation Officer are assigned to various community committees and teams established to enhance alcohol, drug, and crime awareness within our community such as Wellness Court, Ordinance Court, 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, ordering and billing, P&P list, photos, file room, data entry and everyday office functions.

Services:
We supervise all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. We average around 400 clients per month. We meet with our entire caseload twice a month and those who need stricter supervision once every week to monitor their progress for each of the probation conditions. We direct our clients to local and neighboring community resources such as Maehnowesekiyah, Menominee County Health and Human Services Department, Menominee Tribal Clinic Mental Health Department, Menominee Indian School District, Menominee Tribal Education Department, Stockbridge Munsee Health & Wellness Center, Community Resource Center, Native American Veteran Outreach, Veterans of Menominee Nation and College of Menominee Nation 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, and Synergy Counseling provide the same services to clients who live off the reservation.

Achievements and Challenges:

Wellness Court
The Wellness court had averaged a total of 24 clients over the year. We ended the fiscal year having 24 clients, 15 of which are absconders. There were 5 clients who transitioned through the program, 9 new clients, 1 who interviewed and accepted but failed to sign contract and 4 terminations.

Dr. Dakai had informed the Wellness Court Team, that Maehnowesekiyah did receive the Adult Drug Court Enhancement Grant which is a 2 year grant effective October 1, 2009. This grant will cover the cost of the transition ceremonies, client incentives, urinalysis, and cost of treatment and training expenses. The team will have to keep track of In-Kind. This grand had been extended for one more year.

The Tribal Police has the Rural Law Enforcement Grant which also has funding available to send the Wellness Court members to additional training and purchase incentive gifts.

The Tribal Court was awarded the 2010 Tribal Healing to Wellness Court Planning Initiative. The purpose of this Initiative is intended for jurisdictions in the planning stages of developing an Adult Tribal Healing to Wellness Court or in need of refinements or improvements to their existing court.

Toni Caldwell was recently hired as our new Wellness Court Coordinator. She will be assisting us with Case Management, training, transition ceremonies along with grant monitoring.

The Director signed for the Memorandum of Understanding for the Domestic Violence Grant which is awarded to Maehnowesekiyah.

Interdepartmental

Community services workers helped at various events throughout the year. They include: Sturgeon Feast, Lumberjack Breakfast, Rez Ride, Sobriety Pow-wow, Veteran's Pow-wow, Annual Menominee Nation Pow-wow, Historic Preservation -outside maintenance work, Soap Box Derby, Winter Roundhouse, Teaching Lodge, and Food Distribution.

Apprehension and Detention problems:

We had problems with dispatchers taking out Apprehension & Detention warrants after an arrest which should have been done by the P&P department's administrative assistant. This occurred twice this year. A meeting was set up twice with Shelley Williams and Warren Warrington to alleviate that problem. 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 relax our criteria for parole and be innovative with our ATR's by adding additional Community Service hours, AODA Treatment Agreements, Intense/Maximum Supervision and Stayed Revocation order for immediate and long term solutions. Our department contributed greatly to the issue of jail overcrowding by allowing clients who were involved in incidents involving alcohol only violations to be booked and released. We did not include domestic violence or sexual assault clients, they were held for further review. This will remain in effect until further notice.

Inneroffice:

Our newly built file room was finally completed in early November making available space in our offices. Slowly but surely the files were reorganized. We were able to purchase a new table and chairs for staff meetings and client sign up. We lost our Domestic Violence probation officer and did not fill the position due to budget cuts. We divided the client case load between the two remaining probation officers. A large amount of time and energy was needed to reorganize client's files and chronological logs along with adjusting to a cumbersome workload. We had many adjustments in reporting day for our clients, we finally settled late in the year with DV clientele reporting on the 2nd and 4th Wednesday and the remaining clients reporting on the 1st and 3rd Thursdays. This helped ease waiting time for clients and gave probation officers more time to focus on client needs. We were able to purchase new cell phones for the probation officers so they can be reached on weekends from officers and jailers regarding their clients. We were able to purchase a high speed scanner to input files into the Justware system. We updated our computers to the specifications of the IT department and bought a laptop so we are capable of doing work at home when needed. With key information being retained in the client chronological logs, updates to the P&P list were often overlooked. This problem was quickly rectified. We were also able to purchase a preliminary breathe tester or PBT machine in which the probation officers are awaiting training through the Tribal Police Department. We also purchased three new batteries for our radios as they are safer to use. They are spark free and can be used around gas leaks.

Justware:

We had a purchase of two new computers late in the year to upgrade to IT specifications, we still need one more computer upgraded and also hope to purchase an external memory drive to store scanned documents of completed client orders. Due to the reduction in staff and work hours, data entry into the JustWare program has ceased, although we try to input photos of clients on a regular basis we are currently unable to do this due to an error in the program. We continue to use Microsoft Word for client chronological logs and will transfer them into the Justware program once we have the clients file documents scanned in.

Wellness Court Trainings:
The team traveled to Fort McDowell, Arizona from November 28th through December 3rd, 2010. a financial scholarship was also applied for and awarded to help with the cost of travel and accommodations. During the week of training, focus was on the purpose of the role of each team member. We broke out into groups to work on suggested modifications of our programs such as incentives, referral process, records management, assessment tools, etc.

Rebecca Waupoose attended the National Drug Court Conference in Washington D.C. from July 17th through July 20th, 2011.

In August the Wellness Court Team attended the Moral Resonation Therapy (MRT) which is a premier cognitive behavioral treatment system. The training was held at the Menominee Casino Conference Center presented by Amy and Doug Modig. The training will be implemented after an plan is created stating with Phase I clients and used with all new incoming Wellness Court clients.

With this new training the team began working on creating a client handbook which is separated from the Policy & Procedures which clients have been given upon acceptance into the program. With the guidance and assistance from the TLPI team, David Patton and the Judicare program, the Wellness court accepted the rough draft on 08/08/11 in which we will continue to revise until the final draft is completed. Once the draft is finalized and accepted the Wellness Court will then implement the new Policy & Procedures and new client handbook.

Future Services:
For 2011-2012 we intend to maintain status quo and provide direction to community resources for rehabilitation and community safety to our clientele, victims and general population; however this all has been limited as we cannot do our jobs properly with not having appropriate jail bed space and departmental vehicle. We have a need for a Domestic Violence Probation Officer and Community Service Coordinator.
We will also continue to actively participate with the various committees, teams and programs each officer is a member of.

Through a BIA grant we were asked to send up a wish list to Tribal Administration, we sent a few quotes for 4 new computers and a PBT tester. We also included a vehicle on our list and 4 home monitoring bracelets. Although we had monies available in our budget we did not order the computers or PBT tester with FY 2009-2010 monies, these were purchased within our own budget for FY2010-2011 and did not receive any grant help.

Wellness Court

Referrals (10 interviewed)	10	Failed to sign contract	1
Accepted into Program	9	Terminated	4
Not Accepted into Program	0	Transitioned	5

Statistics-

Number of Probationers	690	Number of Parolees	1
Probation Releases	103	Parole Releases	0
Released Incomplete	40	Released Complete	63
PSI's Ordered	3	PSI's Delivered	3

Statistics Including Wellness Court Clients

Activity	Kuzco#1	Rebecca#2	Yearly Total
All Clients	509	205	714
Active Clients	322	154	476
Absconders	187	51	238
Apprehension & Detention Requests	85	58	143
Released Probation Clients	80	23	103
Revocations	26	11	37
Medical Mail-Ins	6	2	9
Statement of Facts	27	14	41
Trainings	0	3	3

It should be mentioned we work closely with federal and state authorities sharing information on criminal history, past pre-sentence investigations and current cases whenever 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. When and if the need arises we will maintain maximum supervision.

Prosecutor's Office

Joseph Martin, Prosecutor

Purpose

The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of the Menominee Tribal law and customs and working cooperatively with other criminal justice agencies and jurisdictions, in order to protect the Menominee Indian Tribe and its members and the community.

Duties and Responsibilities

The primary objective of the Prosecutor's Office is to provide prosecutorial 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 3500 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;
- Attending necessary trainings; and
- Assisting Menominee Tribal Police Department with training and 24 hour consultation.

Staffing

Current staff is: Joseph H. Martin, Tribal Prosecutor, Colleen Fenn, Assistant Tribal Prosecutor (resignation effective 11/04/11), Danica Zawieja, Domestic Violence/Sexual Assault Prosecutor, Carol Nunway-Tyler, Legal Secretary, Laurie Roberts, Domestic Violence/Sexual Assault Advocate, and Carmella Waupoose, Data Entry Clerk. Two positions, the Assistant Tribal Prosecutor, and Legal Secretary are very recent vacancies and will need to be filled.

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:

- Working cooperatively with the Tribal Courts and Probation and Parole in the implementation of the case management/calendaring software called Justware, and also contemplating possible link-up with Cisco system utilized by the Police Dept. to streamline the process.
- Moving forward in implementing Justware by continuing to analyze and input data into Justware.
- Updating our legal library which includes providing each prosecutor with an ordinance manual.
- Providing on-going legal training of all attorneys.
- Barely maintaining our current caseload in light of several staff turnovers.
- Increasing consistent communication with Tribal/County entities regarding charging and/or plea agreements.
- Working with other agencies for special needs victims and defendants.

Challenges

Each of our staff continues to have 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. To add to our workloads we have had several staff turnovers and this continues to hinder our efficiency.

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, of which the Prosecutor is a contributing member.

Statistical Data

The following statistical data is an approximation of our totals for FY 2011. We prosecuted approximately 3500 matters in the Menominee Tribal Court during this reporting period; this number includes criminal complaints, juvenile delinquency petitions, traffic matters, civil ordinance violations, extradition matters, child protection matters, conservation violations, mental health/alcohol commitments and related matters. The Prosecutor's Office made approximately 6000 appearances in Tribal Court. The top crimes prosecuted by this office were; Battery, Disorderly Conduct, Controlled Substances and Resisting or Obstructing Officers. Of those prosecuted, approximately 95% were tribal members.

Future Goals

The Office of the Tribal Prosecutor will:

- Focus on maintaining the current work load by streamlining current processes and then in turn implementing written standardized internal policies and procedures to lessen the effects of unanticipated staff changes/declines in the future.
- Implement Justware in coordination with the Menominee Tribal Court and Probation and Parole in order to provide comprehensive accurate statistics to analyze crime prevention programs. This implementation would also include a file conversion plan for the Office of the Tribal Prosecutor.
- Provide training to law enforcement officers as requested or deemed appropriate.
- Maintain its relationships with the Court and the Police to foster and promote justice for Tribal Members.

Work within the framework of new laws regulating spouses and descendants.

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
LaVita Delabreau Youth Center/ & Ravenna Fowler/ Matilda Peters on Call
Youth Center participants FY 11 6576
Fitness Room participants FY 11 8005

Budget Allocation for F.Y. 2011

Youth Center	136,083.00
Park Maintenance	55,257.00
Indigenous Games	30,000.00

The Youth Center is open from 6 a.m.-9 p.m. Monday thru Friday.

Youth Center Activities include:
Air Hockey, Pool Table, Foosball, Darts, Pow-Wows, Dances, Movie nights, Car wash & Bake Sales. WII System and games Bumper Pool, Pool Table, Dart Machine, and Table Gardening classes Diabetes classes Netaenawemakanok Monthly meetings Fitness training new projection TV and Menominee Tribal Clinic aerobic classes Keshena Primary School incentive programs during the school day at the Activity rooms.

Program Activities include:
Community Halloween Party, Haunted Trail Ride@Grignon Farm benefiting Toys for Tots & St. Anthony's Food pantry, Nightly 7-9 pm Open Gym at the Menominee High School, Collaborative Christmas Breakfast with Santa in Keshena Neopit/South Branch Centers, , Valentines Dance, 3 on 3 Basketball tournament Easter Egg Hunt, Family Fun Day, T.C.J. Baseball Programs for ages 14-16 years old, Menominee American Legion Baseball Program for ages 16-18 years old, Youth Summer Olympics, WIAA Inter-tribal Basketball, Volleyball Leagues for Junior and Senior high school youth Milwaukee Brewers Wisconsin Indigenous Games Provided Ground preparations and Van transportation for Neopit & Keshena Little League games and tournaments, Provided Van transportation Badges for Baseball Summer basketball leagues in Oconto Falls and Green Bay East High schools .

Significant Accomplishments:
The Wisconsin Indigenous Games were held on July 10-14 2011 in Milwaukee Wisconsin. Over 1000 Tribal athletes from United States took part in Basketball Baseball Softball Track and Field Wrestling Rifle Bow Hunting. Opening ceremonies took place with parade of all teams at the Wisconsin Outdoor Coliseum Pavilion on Sunday and continued with round robin and play in games through the week. Each night medals were awarded at the Cousins Main Stage area with nightly entertainment for all the youth. On our Bus trip back home from the closing ceremonies on Thursday night around Midnight as we were escorted in by the Tribal Police Department with several community members and parents waiting to welcome home our kids as they arrived from the games. 2. The Menominee American Legion/Recreation hosted the 2011 Central Wisconsin Regional baseball tournament July 21-25 at the Menominee Recreation Baseball field. There were seven teams participating with the winner moving on to State finals. Clintonville won the tournament with Menominee finishing in 3rd place field. 3. CRC department provided time and services during my medical Leave. Mason Miller was instrumental in keeping up the parks and lawn care during my time off. I am very grateful to him and the Community Development Program Especially Sue Blodgett and Luann Warrington for there corporation.

The Menominee Park Department provides upkeep and maintenance for twelve (12) fields and playground areas. Experienced problems to up keep parks due to tribal budget cuts with no job placements available for summer staff position.

#	Department, Program, Activity	Est. Activity Cost	Grant/ KT Funded	Tribal Funded	In Kind	Target Group	Dates	Location	Funding Source	Partners
1	Youth Center: Activity Room	$ 9,000..00,	No	Yes	No	Grades K-6	M-F3:00-9:00; S&S 12:00-6:00	Recreation Center	Tribal	None
2	Open Gym	$ 250.00	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	$ 1000.00	No	Yes	No	Grades K-6	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
4	Monthly Dances-Holidays	$ 750.00	No	Yes	No	Grades 7-12	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
5	Halloween	$ 500	No	Yes	No	Ages 12-18	October	Recreation	Tribal	None
6	Family Fun Day	$ 200	No	Yes	Yes	Ages 2-18	May	KPS	Tribal	All youth Organizations
7	3 on 3 Tournament	$ 300	No	Yes	Yes	Ages 4 to 12	March	Communities	Tribal	All youth Organizations
8	Youth Olympics	$ 500	No	Yes	Yes	All Youth	August	Communities	Tribal	CRC & JOM
9	Santa Visit	$ 600	No	Yes	Yes	Community	December	Communities	Tribal	JOM & Housing Youth Development
10	Easter Egg Hunt	$ 500	No	Yes	No	All Youth	April	Fairgrounds	Tribal	JOM Youth Development
11	TCJ Baseball	$ 1000	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	None
12	Legion	$ 2000	No	Yes	No	Ages 16-18	June-July	Recreation	Tribal	None
13	Little League	$ 1000	No	Yes	No	Ages 9 to 12	May, June & July	Varies	Tribal	Neopit & Keshena
14	WIAA	$ 1000.00	No	Yes	No	Ages 12 to 18	September-Nov.	Middle/High	Tribal	Middle and High School youth
15	Haunted Trail Ride	$ 300.00		yes		All family members	October	Middle Village	tribal	Menominee Chamber of Commerce JOM

2011 Indigenous Games Results					
Name	**Place**	**Sport**	**Name**	**Place**	**Sport**
Kimberly Awonohopay	Gold	19U Softball	Roberta Ponfil	Gold	19U Softball
Dominic Caldwell	4th /19U	16U Baseball	Keenan Richmond	4th	Wrestling
Lowell Chevalier	4th /19U	16U Baseball	Stanley Robinson	Silver	Wrestling
Kelsey Corn	Gold	14U Softball	Sean Scrieber	4th /19U	16U Baseball
Richard Corn	4th /19U	16U Baseball	Ania Smith	Gold/Silver	14U Track and field
Corey Dixon JR	4th /19U	16U Baseball	Alphonso Smith JR	Bronze	14U Basketball
Denise Dodge	4th	19U Girls Basketball	Donald Tourtillott	Silver	Wrestling
Dylan Enno	Bronze	14U Basketball	Brandon Warrington	Bronze	14U Baseball
Alex Frechette	4th /19U	16U Baseball	Mitchell Warrington	Gold	Bow Hunting
Joshua Gauthier	Gold	19U Boys Basketball	Monea Warrington	Gold	19U Softball
Dallas Gast	Gold	19U boys Baseball	Joan Waukau	Gold	14U Softball
Cory Grignon	Gold	19U boys Baseball	Ben Waupoose	Bronze	14U Baseball
Darwin Grignon	Gold	19U boys Baseball	Forest Webster	Bronze	14U Baseball
Joseph Grignon	Bronze	14U Boys Baseball	Logan Webster	4th /19U	16U Baseball
WaiTaSa Grignon	Bronze	14U Boys Baseball	Schuyler Webster	Bronze	14U Basketball
Gordon James	Gold	S/B14U Track and Field	Monroe Weso lll	Bronze	14U Wrestling
Brad Kenote	Gold	16U Basketball	Jard Wilber	4th /19U	16U Baseball
Quinn LaBaillois	Bronze	14U Baseball	Richard Wilber JR	Gold	Bow Hunting
Kimberly LaTender	Gold	19U Softball	Tre Webster	14th	19U Golf
Shane LaTender	4th	19U Baseball	Marinda Washnawatok	Gold	S B14 U track and field
Ty LaTender	Bronze	14U Baseball	Brandon Frechette	Gold	19U Head Baseball Coach
Chad Leaman	4th /19U	16U Baseball	Anthony Leaman	Gold	19 U Asst Coach
Dionne Madosh	Gold	19U Softball	Wayne Wilber	Bronze	14U Head Baseball Coach
Rosalie Madosh	Silver	19U Track and field	Karl Peters	Bronze	14U Asst Coach
Taylor Mahkimatas	Gold	14U Softball	Stu White	4th Place	16U Head Baseball Coach
Sage Mauritson	Silver	16U Softball	Melvin Caldwell	4th Place	16 U Asst Baseball Coach
Loretta Menchaca	Silver/B	14 U Track and Field	Jim Corn	Gold	14 U head Softball Coach
Brandon Miller	4th	19U Baseball	Carol Dodge	4th Place	19U Girls Basketball
Alexandria Ninham	Bronze	16U Basketball	Nick Vraney	Chaperon	
Tarah Ninham	4th	19U Basketball	Leslie Beyersdorf	Chaperon	
Lorissa O'Kimosh	Gold	14U Softball	Rebbecca Smith	Chaperon	
Allen O'Kimosh	Gold	19U Baseball	Mark Hub Latender	Chaperon	
Mylia Olson	Gold S/ B	14 U Track and field	Beth Miller	Chaperon	
James Oshkeshquam	Gold	19U Basketball	Pershing Frechette	Wisconsin Baseball Administrator	
Bobby Peters	Bronze	14U Baseball	Mary Waukau	Volunteer	Wisconsin Indigenous Games staff
John Peters	Gold	19U Basketball	Al Grignon Sr.	Bronze	14U Girls Basketball Head Coach
Sasha Peters	Bronze	19U Basketball			

Social Services

Mary Husby, Director

Menominee Tribal Social Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. 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 Children and Families and with Tribal funds. With Child Support, we share a full time attorney. Essentially, except for the Attorney, this has been our core staff since 1997.

In our Child Support unit, we have a Child Support Manager, six Child Support Specialists, a Child Support Clerk, an Account Clerk, a receptionist, a Child Support Trainer/Paternity Specialist and the Attorney who does child support work and Indian Child Welfare Act legal work. 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. The federal allocation is at 80% of the budget.

Some grants and contracts administered by Menominee Tribal Social Services include the BIA Administrative funds, BIA Child Welfare Assistance funds and limited Indian Child Welfare Act funds which are part of our 638 Contract with the BIA. 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 IV-B, Sub-part I 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. This year the money allocated specifically for this program by the BIA was $1,568. We added an additional $44,070.87 from the BIA Administrative funds to make this a viable program. Thus, a total of $45,638.87 was available for program use.

These ICWA 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. However, other social workers also provided services to ICWA cases. The Social Services Attorney, funded with Tribal Funds, provided legal services to this department in Indian Child Welfare Act cases.

Program Accomplishments:

A. Social Services: During fiscal year 2011 Tribal Social Services provided services to 181 new cases which is eleven more cases than in FY-10. This total did not reflect the 91 cases which were carried over from FY-10 into the new contract period. Considering these cases, Tribal Social Services actually provided services to 272 cases in FY-11, which was 42 more cases than the previous year.

The new case referrals for the year reflected no service only cases, no child welfare assistance cases and 181 new Indian Child Welfare Act cases. However we did have five child welfare assistance cases which were carried over from FY-10 and received services for the entire fiscal year. There were sixteen unduplicated cases for legal services which were provided by the attorney from our department. These services were provided to Indian Child Welfare Act cases and involved court appearances as well asdrafting legal documents for these cases. We assisted six 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. Two cases were eligible for the Ancillary Roll and in three cases there was no follow through on the part of the applicants. In the last case, descendancy could not be traced as the person had been born in 1913 and records could not be located. Case closures for the year totaled 173. We will carry 99 cases into the New Year.

Part of the work plan for FY-11 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 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 contributed $150,000 in FY-11 to Menominee County for the out-of-home placements. Another agreement, which was negotiated, concerned a Service Agreement with the Wisconsin Department of Children and Families which allows us to access to the State's KIDS System for child support. The Agreement was negotiated for a cost of $764 per year which was $76 more than that of the previous year.

The final contract that was entered into by the Tribe and the Wisconsin Department of Children and Families Family Services concerned the Kinship Care program. This program provides financial benefits to eligible recipients caring for minor relatives. The Kinship Care program received funding for FY-11 for benefit payments in the amount of $172,215 and $12,920 for assessment costs. The Tribe supplements the program for any administrative costs in excess of $12,920 for assessment costs. These funds are used to pay a social worker and provide support costs for this position. In FY-11 we saw our allocation for Kinship Care benefits decrease by $30,620 and assessment allocation decrease by $1,260. In FY-11 Kinship Care services were provided to 52 unduplicated families, which represented services to 98 unduplicated children. This was a slight increase from FY-10 in which there were services to 52 unduplicated families and 90 unduplicated children. In January, 2011, the payments to relatives increased from $215 per child to $220 per child.

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

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 BIA Child Welfare Assistance Funds. Five children were served in this program during the year representing 934 days of day care services which was an increase of 103 days of services compared to last year . Because of a reduction in BIA funding, we had to reduce the number of children served at any given time, from eight to five. In addition, per BIA requirements, 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. There are additional eligibility requirements for this program which are assessed at the time of referral to this program.

In FY-11 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 $35,952 which was an increase of $5340 from that of the previous year. These funds were 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 served sixty-four children from 10/01/10 through 9/30/11 (some children were served for multiple months thus this is not an unduplicated count) and will continue to be a resource for victims and their children in FY-12.

Another aspect to this program was to provide two training and educational awareness events to the community and agency staff regarding the dynamics of Domestic Violence, and its effects on children. Actually, there were three training events attended/held during FY-11. The first was on 10/05/10 and was held at Lac du Flambeau Reservation. The title of the training was "Healing our Communities" with a focus on domestic violence in Indian Country. The social worker for this program attended along with other community staff involved in Domestic Violence Programs here on the Reservation.

The second training was held on 4/14 and 4/15/11. The title of the training was "Unity through Understanding" and it was held at the College of the Menominee Nation. This training was offered as a result of discussions among a multi-jurisdictional group including DV personnel from Shawano County, Stockbridge-Munsee Tribe, Menominee Tribe and County. The emphasis was on dynamics of domestic violence within the varying professional roles.

Finally, the third training was held on 5/2/11 at the Menominee Casino Resort and was specifically for the three collaborative groups, the DV Shelter staff, Menominee Tribal Day Care and Menominee Tribal Social Services. The emphasis of this training was on understanding one's community and personal role in bringing awareness to the issue of domestic violence in our community and country. Twenty-three participants attended this event and rated the event at a cumulative 4.37 out of a possible scale high of 5.0.

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.

This department also coordinates the monthly meetings of the federal Multi-Disciplinary Team (MDT). Efforts here are focused on investigation and prosecution of offenses against children. During FY-11, the Drug Endangered Children Protocols which define the roles and responsibilities for all involved agencies in drug cases involving children were approved and passed by the Tribal Legislature. This was a major achievement. The procedures will continue to be evaluated and modified based upon actual usage in drug cases.

Judgment Funds Program/Individual Indian Monies Program:
During FY 2001, 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. Our department continues to manage this program and usually undergoes yearly audits performed by the Bureau of Indian Affairs. We developed Policies and Procedures for processing applications for minor and legal incompetents and continue to update this information as necessary. Reviews are performed by this department every six months on all open files in compliance with BIA requirements. After an application is submitted by the parent and/or guardian and approved by Social Services, a distribution plan is devised and submitted to the BIA for their approval. Final release of funds is carried out through the Office of Trust Funds Management. During this past fiscal year, two applications were requested and two were approved. The average number of open cases during FY 2011 was 50 with 50 open cases carried over into FY2012.

Per Capita Program:
Social Services also has the responsibility for processing applications and rendering decisions regarding minors' and legal incompetents' per capita/stumpage payments placed in trust. During FY2011 there were 5 applications submitted regarding Legal Incompetent trust accounts and all of the applications were approved. There were no applications received for minors' trust account. Information and assistance was also provided to guardians of legal incompetents who had questions.

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. $8000.00 was allocated for this program in FY-11. These funds were depleted by 08/15/11. 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 county/reservation assistance programs is required. Families determined to be eligible for assistance can be assisted once in the fiscal year. Due to limited funding, we prioritized services in FY-11 for medical related emergencies and those related to a catastrophe such as fires, etc. We had anticipated processing 100 applications for the year. A total of 85 applications for assistance were accepted. Ten applications were not approved. In FY-2012 because of funding limitations, we will have to again prioritize funding for medical related cases.

Other Accomplishments:
With the codification of the Indian Child Welfare Act into Wisconsin Statutes, which became law on 12/22/09 with the Governor's signature, efforts in CY-11 have focused on training. With tribal support, a three-year grant was submitted to the Federal Administration for Children and Families by the WI Department of Children and Families (DCF) to provide technical assistance and training to all entities involved in the Child Welfare System. This department participated in reviewing and refining the training curriculum which was used in FY11. Thus far training has been offered on several occasions to employees from the Bureau of Milwaukee Child Welfare. The training has had exceptional ranking as to its quality and usefulness. A Social Worker from this department has assisted in conducting the two day training. She has also been used to provide three other training events regarding Case Practice with American Indian Families.

The other major project and one which will carryover into FY-12 is the State/Tribal Policy and Law 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 issues involved in tribal child welfare practices as a result of WI being a P.L. 280 State. Most of the work in FY-11 involved researching Tribes' ability to license foster homes off reservation and drafting legal analysis documents to support Tribes' authority to do so. Attorneys for the Department of Children and Families have concluded that Tribes are unable to do this without Wisconsin Statutory change. Therefore this will continue to be part of Tribes' efforts during FY-12.

Last of all, this department has been involved in the work of the Menominee Tribal/Menominee County Human Services Planning Committee. The work, thus far, has focused on a plan to realign mental health and AODA services to reduce the cost of in-patent services. As a further extension of this Committee's work, a great deal of effort was devoted to addressing and specifying coordinated efforts for home and community based waiver services

between Menominee County and the Tribe (Aging Dept.). The County will eventually transfer 55 cases of participants 55 yrs. and older with physical disabilities to the Tribe for provision of services. The last major item that was addressed by the committee involved the Income Maintenance Program. The State Department is requiring all counties to join Regional Consortiums. This probably will not work for Menominee. Thus, some collaborative effort between the County and Tribe was being discussed. More investigation and research is required here in FY 2012.

B. Indian Child Welfare:
The Menominee Tribe designated $45,638.87 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 65 Menominee children 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 107 of the 177 cases referred to the Tribe. In seventy 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. 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 115 court proceedings during the year. In FY-11 we participated in 261 court hearings. This is now the highest number of court interventions since the passage of ICWA in November, 1978. Although not funded by the BIA, we identified that Social Services' attorney would provide legal services to 40 unduplicated cases during the fiscal year. In reality, the attorney assisted the department in sixteen new cases. Given that the "average" case requires a minimum of three court appearances per case, one can begin to see the volume of activity and effort required.

In terms of trends, we had noted an increase in ICWA cases over the last several years. In FY-07 our case referrals numbered 124 and in FY-08 that number greatly increased to 165. Although the case numbers dropped in FY-09 to 141, the case numbers rose to 164 in FY-10 and in FY-11 numbers rose to the all time high of 177 cases. It is anticipated that these numbers will continue to increase especially with the codification of ICWA into WI Statutes and the state-wide training on requirements which will continue over the next three years. Additionally, throughout FY-11 this department has been actively involved in Child Abuse/Neglect cases petitioned to Menominee Tribal Court by Menominee County Health and Human Services. This is as a result of a decision made by the Chief Justice based upon a case decision in the Menominee Tribal Supreme Court. Thus, it can be anticipated that case numbers can only increase.

Conclusion
How quickly the year has passed! In some respects, we have achieved some remarkable progress within the state in getting counties to acknowledge and to be accountable for the active efforts required of them as they intervene in the lives of Indian children and their families ... some of these legal requirements have been long ignored in spite of the passage of the Federal Indian Child Welfare Act in November, 1978. In the end, the educational/training efforts undertaken this year for county social workers and administrators, with funding from the Federal Children's Bureau, can only serve to benefit our children and families.

Finally, the mere reporting of numbers or activities in this report cannot begin to measure success in other areas. Rather, it is the belief that lives are being changed in the small steps being taken by our families to improve their lifestyles in more positive directions. For those parents, relatives and staff who are there willing to support and assist the children and families in need, your efforts and sacrifices are the backbone of this Tribe. Wae-Wae-non for all that you do.

Tax Commissioner's Office

Wayne Wilber, Tax Commissioner/Preference Coordinator

Description:
The Tax Commissioner's department is responsible for the enforcement of the Tribal Ordinances, Permits, and Licenses as mandated through Legislative motion. The department collects payments of Tribal taxes exercised through Tribal Ordinances. 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. Additional responsibilities include 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 ultimately contribute to providing services to Tribal members.

New tasks of the department in the past year include enforcing the duties of Ordinance #10-26- Menominee Preference in Contracting. Primary functions include promoting business opportunities, economic development and self-sufficiency to Menominee Tribal member by providing preference in contracting opportunities provided by the Tribe and its chartered entities. Primary duties include monitoring the contract/bid process to ensure Menominee Tribal members are receiving preference pursuant to the ordinance and enforcing the provisions of the ordinance within the contract/bid process.

Personnel:

The personnel for the department consist of a full-time Tax Commissioner and a part-time administrative assistant position. The department is funded 75% through Tribal Funds and 25% through Indirect Cost with the total budget for fiscal year 2011 was set at $140,099 by the Legislature.

Services Provided:

The Tax Commission provides services to our Tribal membership through assisting retail outlets on the Reservation with cigarette/tobacco purchases, contractors seeking permits and monitoring payments of applicable taxes on the Reservation. The main objective of the Tax Commission Department is to generate income for the Tribe through the collection of taxes and filing of applicable refunds. The Tax Commission Department monitors 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
Ordinance Number 10-26	Menominee Preference in Contracting

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

Future Services:

Continue to provide existing services and search for other avenues of taxation and cooperatively work with other departments, committees and entities while continuing to represent the Tribe with its best interests in mind. The department will continue to apply for any applicable refunds and operate under the premise of generating income for the Tribe, which ultimately assists with providing services to Tribal membership. In addition, our department will continue to enforce Tribal Ordinances as directed through Legislative motion and work under the direction of Tribal Administration.

Statistics:

Revenue Totals from Tax Commission Office- Fiscal Years 2001-2011:

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*
2009	$816,570*
2010	$1,103,770
2011	$1,073,883

Town of Menominee Fire Department*

Patrick Roberts, Fire Chief

The Town of Menominee Volunteer Fire Department provides emergency services to the Menominee County/Reservation, which covers 35 square miles and over 4500 residents. We currently have one (1) main Fire Department located in Keshena, along with three (3) satellite Fire Departments located in the Neopit, Middle Village and South Branch areas. We respond to any calls for fires, water rescues, hazardous materials, missing person searches, and vehicle accidents. We provide building inspections to all Town/County and Tribal buildings. We provide public education for the area schools. We Provide training for all firefighters required by Wisconsin Fire Administration Code, Department of Commerce, Fire Department Safety and Health and Comm 30. We provide mutual aid to other communities when requested. The Town of Menominee has purchased two updated mini-pumpers to replace older 1979 units that were positioned in Neopit and Keshena. The Town of Menominee currently has 36 fire fighters who have responded to 194 calls throughout the Menominee Reservation. All Fire Fighters are required and will continue to update their training and knowledge of firefighting and rescue operations.

The following is a list of training that the fire fighters have participated in for 2010/2011: wild land firefighting, drafting operations, incident command, vehicle extrication, water rescue, dive rescue, rope rescue, confined space rescue, pumper operations, vehicle safety, basic and advanced fire operations, water shuttle training, critical stress debriefing and building construction related to the fire service. All firefighters participated in numerous classes for a total of 836 training hours.

Thank You,

Patrick T. Roberts, Town of Menominee Fire Chief

*** 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 (MDOTS) manages and provides direct transportation services for Menominee Regional Public Transit, Menominee Tribal Clinic, Menominee Aging Division, Menominee Tribal School, Menominee Indian Head Start, Menominee County Human Services, Langlade County and Menominee County. In addition MDOTS 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.

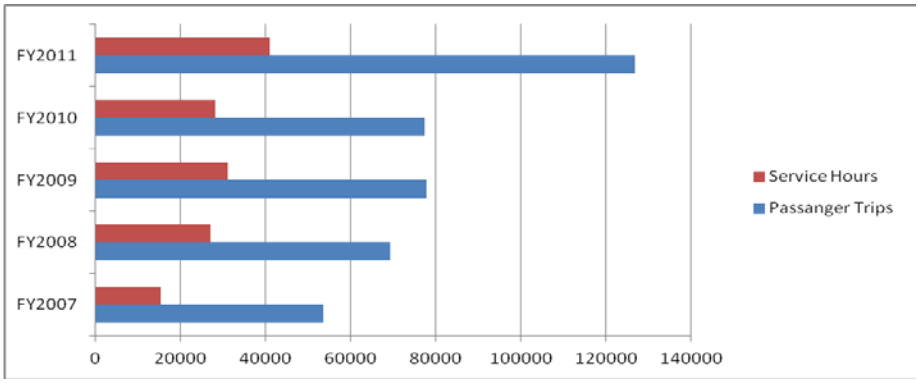
Staff:

MDOTS has a staff of 71 employees which consists of a Director of Transit Services, Transportation Coordinator, (3) Mobility Managers, Programmer/Systems Analyst II, Programmer, Administrative Assistant, (2) Receptionist/Clerical Assistants, (5) full time Dispatchers, (6) part time Dispatchers, (15) full time Drivers, (16) part time Drivers, (8) On-Call Drivers, (2) Travel Trainers, (5) full time Mechanics, (2) part time Housekeepers, (1) full time & (1) Part Time Facility Maintenance.

In Fiscal Year 2011 MDOTS continued coordinating transportation services for the Menominee Tribal Clinic, Menominee Aging, Menominee County Health and Human Services, Langlade County, and Menominee Nation Casino. MDOTS is working on finalizing agreements with Shawano County Social Services and Shawano County Community Programs, these agreements will expand our services/routes throughout Shawano County as well as increase local routes within Menominee County.

Department of Transit Services one way trip data FY2007 through FY2011

Department of Transit Services:	FY2007	FY2008	FY2009	FY2010	FY2011
Passenger trips	53,570	69,257	77,899	77,249	126,827
Mileage	265,563	549,579	653,006	677,000	952,290
Service Hours	15,416	27,065	30,966	28,057	40,865

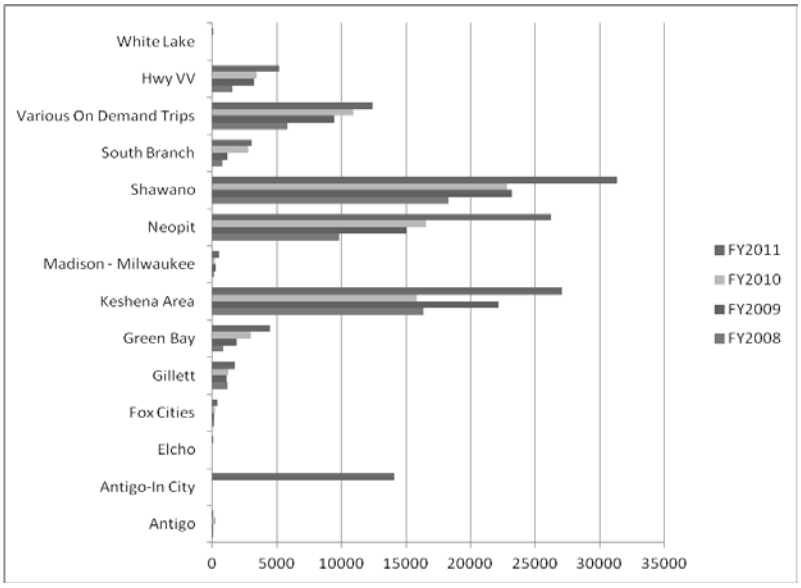


Elderly One Way Trips:	FY2007	FY2008	FY2009	FY2010	FY2011
Elderly Ambulatory	12,156	14,527	15,151	15,198	21,104
Elderly Non-Ambulatory	608	1,094	1,178	1,589	2,401
Handicapped Ambulatory	4	187	565	1,791	9,933
Handicapped Non-Ambulatory	31	91	51	296	3,076

Each of our routes has seen an increase in passenger trips which is up overall by 64% or 49,578 additional trips over last year. Our local service has seen additional trips provided this year in each of the following areas:

<u>Additional Trips in FY2011</u>

Keshena	11,236
Neopit	9,697
South Branch	255
Hwy VV	1,749



Other partners that transportation services are provided for include; the Menominee Tribal School, Menominee Indian Head Start, Menominee Indian School District, and Menominee Veterans.

Menominee Tribal Clinic:	FY2007	FY2008	FY2009	FY2010	FY2011
Passenger trips	701	14,653	18,667	15,404	18,431
Mileage	N/A	301,530*	377,856	354,411	360,842
Service hours	N/A	13,395*	16,623	13,263	14,716

Menominee Aging Division:	FY2007	FY2008	FY2009	FY2010	FY2011
Passenger trips	5,274	4,646*	4,467	5,079	5,642
Mileage	N/A	63,226*	82,659	76,607	82,302
Service hours	N/A	2,972*	3,726	3,942	4,617

Menominee County H&HS:	FY2007	FY2008	FY2009	FY2010	FY2011
Passenger trips	41	3,014	3,389	3,455	4,820
Mileage	N/A	71,242*	81,160	74,920	109,579
Service hours	N/A	3,365*	3,683	2,959	4,094

College of Menominee Nation:	FY2007	FY2008	FY2009	FY2010	FY2011
Passenger trips	N/A	N/A	1,288	4,775	7,653
Mileage	N/A	N/A	64,659	164,721	244,915
Service hours	N/A	N/A	2,334	6,237	9,637

Langlade County:	FY2007	FY2008	FY2009	FY2010	FY2011
Passenger trips	N/A	N/A	N/A	N/A	14,296
Mileage	N/A	N/A	N/A	N/A	42,554
Service hours	N/A	N/A	N/A	N/A	3,220

Menominee Casino Resort:	FY2007	FY2008	FY2009	FY2010	FY2011
Passenger trips	N/A	N/A	N/A	N/A	14,902
Mileage	N/A	N/A	N/A	N/A	201,543
Service hours	N/A	N/A	N/A	N/A	10,365

*01/01/2008 – 09/30/2008 – Mileage and Service hours tracking began on 01/01/08.

Equipment and Facility:

In FY2011 MDOTS obtained grant funding to purchase the following equipment:

- (6) ADA mini vans
- Tire changer & Tire balancer
- New computers
- Lift for facility maintenance
- Mini Van

Dispatching:

We handle dispatching for Menominee Regional Public Transit, Tribal School, and Head Start, a total of 44 vehicles.

Calls Received by Dispatch	FY2009	FY2010	FY2011
Total calls offered	74,468	75,530	128,641
Total calls answered	71,607	71,907	123,806
Total calls abandoned	2,853	3,623	4,835
Answer rate	93.8%	95.3%	96.2%

Dispatch has seen a dramatic increase in the number of calls handled over the last year answering an additional 53,111 calls. Even with the additional 53,111 calls Dispatch has improved their answer rate by 00.9%

Dispatch hours of operation are 5:00 am until 11:30 pm Monday to Thursday, 5:00 am until 2:30 am on Friday and 11:00 am to 2:30 am on Saturday.

Vehicle Maintenance:

We have resources available at our facility to repair cars, light and medium sized trucks, transit buses, and school buses. We maintain our own fleet of 13 vans, 19 transit buses, and 16 school buses for the Department of Transit Services; we also service vehicles for various other Tribal Departments.

Work Orders	FY2008	FY2009	FY2010	FY2011
Department of Transit Services	739	946	905	656
Other Tribal Departments	87	127	145	66
GSA Vehicles	0	8	69	94
Total Work Orders Completed	826	1,081	1,119	816

We are an authorized service center for GSA and are able to provide full service on any GSA vehicle. Vehicle maintenance hours are currently from 5:00 am until 6:30 pm Monday to Friday.

FY2011 Funding:
FY2011 MDOTS had a total operating budget of $2,559,724 of which MDOTS has applied for and received four operating grants totaling $1,556,628, the Tribal allocation of $386,626 was used towards the cash match requirements on these grants. Transportation agreements with the Menominee Tribal Clinic, Menominee Aging Division, Menominee County Health and Human Services, Menominee Casino Resort, Langlade County, Menominee County and the College of Menominee Nation totaled $523,818 which was applied to the local match requirements for our grants. With the balance coming from bus fares collected.

Upcoming projects for FY 2012:
Continue to explore or look at options on how to increase grant funding to help reduce our Tribal allocation.

With our growth and expansion of service areas, if grant funding is received, we will start architectural and engineering services for additions for our administrative offices, vehicle maintenance and bus storage areas. Additionally if grant funding is available then we would look at construction to start in the spring of 2013.

Purchase new tools and tool boxes for the Mechanics to replace the one tool box currently owned by the Tribe. This purchase will also provide each Mechanic with their own assigned tool box which they will be responsible for maintaining.

Develop specifications and bid out the following equipment:

- Tow Truck
- Fork lift/bucket
- Buses

Look into grant options for green buses i.e. LP & electric powered.

Tribal School

Shannon Chapman, Administrator

The vision of Menominee Tribal School is to create a safe environment integrating Menominee values, while achieving academic excellence, in order to nurture individuals who positively impact their community.
Our mission is to: teach respect for diversity, promote opportunities for academic success, foster life-long learners, incorporate 21st century skills, integrate Menominee language & culture, and form school, family, and community partnerships.

Menominee Tribal School (MTS) is accredited through the North Central Association (NCA). MTS serves students in kindergarten through 8th grade, with the total student enrollment for the 2011-2012 school year at 193. The Bureau of Indian Education (BIE) provides funding for Tribal School students who are either enrolled in a federally recognized tribe or have a combination of tribal blood quantum equal to ¼ blood degree of Indian descent.
MTS incorporates research-based materials and programs such as the Houghton Mifflin reading series and Saxon Math program. MTS follows the "BIE Reads" program which has a demonstrated success record in reading instruction for grades K-3. In addition, MTS provides instruction in Language Arts, Science, Social Studies, Menominee Language & Culture, Art, Physical Education, Technology, and Library Science as well as a special education program for students with exceptional needs. MTS also addresses the development of age appropriate social skills in our students through the research-based Second Step program. MTS provides after-school tutoring, hoop dancing, singing & drumming, student council, and various athletics as extra-curricular activities outside of the school day.

MTS takes pride in the overall inclusion of Menominee Language and Culture into our everyday curriculum. Examples of some of our cultural activities that we promote include: operating and maintaining a sugar camp that community members and neighboring schools can visit; preparing a delicious community breakfast featuring our own processed syrup; harvesting wild rice and preparing it for our Thanksgiving Feast; monthly cultural presentations completed by each grade level; providing resources and assistance for those students that wish to make traditional outfits for graduation ceremonies, and hosting school powwows two times a year.

Menominee Tribal School has made Adequate Yearly Progress (AYP) since 2004-2005, meeting the achievement standards set forth by the No Child Left Behind (NCLB) federal mandate. This year we again met the required proficiency levels for Reading, but unfortunately fell short in the area of Math; however the school has taken immediate action to increase our math proficiency levels and academic achievement by implementing a school-wide Response to Intervention (RtI) program designed to meet the educational needs of all our students. Also, in early November, all staff will be trained on a new web-based intervention program called Odyssey that will correlate state and common core standards into individually designed educational plans to meet the unique needs of every student.

The goals of Menominee Tribal School for the 2011-2012 school year are as follows:

1. To increase overall student math proficiency levels to meet state requirements.
2. To maintain daily attendance for students during the school year at 90% or above.
3. To increase overall student achievement for every student by implementing a school-wide Response to Intervention (RtI) Program.
4. To continue to improve in the academic area of reading, writing, math, social studies, and science, per the Wisconsin Knowledge and Concepts exam (WKCE).
5. To continue to improve overall student behavior and promote MTS as an anti-bullying school.
6. To communicate what is happening at MTS to the families and community at-large and increase parent involvement.
7. To provide parent education for families to learn a variety of strategies to better prepare their children for the future.
8. To continue to further integrate the Menominee language and culture into core areas of the curriculum.

Trust Resources

Chris Caldwell, Director

DEPARTMENT OVERVIEW

The Department of Trust Resources serves as a technical resource for the Menominee Tribal Legislature in making informed decisions on forest management and forest development issues. The other primary service performed by the Department is the 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, Menominee Tribal Enterprises.

The Department of Trust Resources mission is to facilitate and advocate for the Menominee Indian Tribe of Wisconsin in their efforts to manage, protect, and enhance the Menominee forest and its resources for all generations. The Department carries out this mission in three broad areas:

- Monitor and report on the forest management activities of the Tribe;
- Facilitate and support open communication between all entities involved in the management, protection and enhancement of the Menominee forest;
- Advocate and support tribal member involvement in the management of tribal natural resources.

Trust Resources is staffed by a Director (Chris Caldwell) an Administrative Assistant (Rochelle Tourtillott) and a Forest Monitoring Specialist (Douglas Cox). The office is located at the Hilary J. Waukau Sr. Forestry and Environmental Resources Center in Keshena, WI. The Department's FY2011 projected budget was set at $165,500, none of which were tribal funds. The Department ended FY2011 with a realized budget of $188,598. This amount covered all three positions and regular Department costs, as well as equipment purchases (grant modification for intern program), funding from BIA NCCE for a tribal student intern, and costs for one Conservation Warden detailed to a wildland fire incident for security.

FISCAL YEAR 2011 GOALS & HIGHLIGHTS

The Department planned for the following three goals during FY2011; 1) Finish Development of Department Operations Manual; 2) Implement and Monitor Department Operations Manual; and 3) Design/ Implement GPS Photo Plot Project. Along with these goals, a major goal of the Department was a continued effort to move the forest management plan revisions forward. Below you will find a description of the Department highlights during the fiscal year.

Legislative
The majority of the work done in this area pertains to the Constitution, Trust and Management Agreement, and Tribal Ordinances. The work products that have come out of this area during FY2011 include:

- The Department updated the MTL Compliance Plan, which guides the MTL in meeting their duties and responsibilities for the Menominee forest as defined in the Constitution and Bylaws of the Menominee Tribe. Plan status is also part of monthly reporting to the Tribal Legislature.
- Review and prepare recommendations for discussion by the MTL Tribal Forestry Committee.
- The Department assisted MTL Tribal Forestry Committee by reviewing and preparing recommendations for silviculture prescriptions as outlined in Tribal Ordinance 05-22.
- Continued to work with MITW Conservation Department and MTE to develop revisions to Tribal Ordinance 81-08 Firewood.
- Provided discussion to MTL Tribal Forestry Committee on compliance with 05-22 issues.
- Assisted the Tribe with other discussions on 638 contract issues, trust and management agreement issues, tribal ordinance issues, and all other aspects related to the Menominee forest and trust responsibility.
- Assisted with forest management plan revision efforts.
- The Department worked to obtain agreement between MTE and MITW/ Menominee County to revise the Menominee County/ Tribal Invasive Species Management Plan (ISMP). These efforts included working directly with the MTE Forestry Committee, updating the MTL Tribal Forestry Committee, and sending the issue to the MTL/ Menominee County Taskforce.

Contractual
The area of contract administration and compliance is one of the primary areas that the Department works in on a day-to-day basis. The Tribe currently holds two Public Law 93-638 Self-Determination contracts; one is for forest management and the other is for forest development, as well as a companion Wildland Fire Reimbursement Agreement. These funding mechanisms and the programs contained therein are substantially sub-contracted to Menominee Tribal Enterprises for performance, in line with the requirements of the Tribe's Constitution and Management Plan. The Department also works with MTE staff to develop and submit proposals for funding from the USDA Natural Resources Conservation Service (NRCS). These projects cover both forest development and prescribed burning projects.

The last half of FY2011 was spent working on revised sub-contracts between Menominee Tribal Legislature and Menominee Tribal Enterprises for the forest management, forest development and fire management programs. The Department also conducted paper and field reviews on a variety of activities related to the scope of work contained in these contracts. Some examples of Department efforts include:

- Paper reviews to ensure costs are allowable, allocable and necessary for the efficient and effective performance of the contracted program per OMB Circular A-87, as codified at 2 CFR Part 225.
- Field reviews to verify invoiced work.

TRIBAL STRATEGIC PLAN – NATURAL RESOURCES SECTION GOALS & OBJECTIVES:

The Department continues to base much of its activity on the goals and objectives of the Tribal Strategic Plan. Below is a more specific description of some highlights for the Department as it pursued goals and objectives in FY2011.

GOAL 1: FOREST MANAGEMENT – IMPORVE ENVIRONMENTAL/ CULTURAL PROTECTION.

Objective 3: Identify sources of natural threats and develop invasive species management plan: The Department worked to obtain agreement between MTE and MITW/ Menominee County to revise the Menominee County/ Tribal Invasive Species Management Plan (ISMP). These efforts included working directly with the MTE Forestry Committee, updating the MTL Tribal Forestry Committee, and sending the issue to the MTL/ Menominee County Taskforce.

GOAL 2: FOREST MANAGEMENT – IMPROVE PLANNING.

Objective 1 – Develop a more current and comprehensive Forest Management Plan: Within the first quarter of FY2011 a large amount of support went to MTL as they worked on obtaining a revised Forest Management Plan. In the second quarter of FY2011, a large amount of support went to the MTL/ MTE FMP Taskforce as they worked to identify differences between the MTL and MTE proposed forest management plans. These meetings led to the development of an FMP Comparison Matrix that was provided to both bodies as they continued to address this issue.

GOAL 4: FOREST MANAGEMENT – INCREASE ENVIRONMENTAL EDUCATION FOR THE MENOMINEE COMMUNITY:

Objective 2 – Increase Internship opportunities: Once again the Department worked with the National Center for Cooperative Education (NCCE), based at Haskell Indian Nations University in Lawrence Kansas, and administered by the USDA Forest Service Liaison on behalf of the Bureau of Indian Affairs. This year, we were able to hire four positions (2 high school students and 2 college age students). Also, near the end of the fiscal year a full-time BIA-NCCE Student/ Intern was able to work at Menominee. All five of the interns were Menominee Tribal members (Denise Dodge, Cami Perez, Kenny Sanapaw, Jr., Wade Reiter and Leon Fowler). During the summer we paired our student interns with the various Menominee Tribal Departments and Agencies involved with natural resource management. The interns were able to assist with fire prevention activities, invasive species eradication efforts, forest inventory plots, fish & wildlife surveys, as well as helping with cultural activities at Historic Preservation.

DEPARTMENT GOALS AND OBJECTIVES FOR FY2012:

Although the Department's main duties will continue to focus on contract administration and providing support to the Menominee Tribal Legislature, we are also looking at FY2012 as a big year in terms of projects. We have started and will continue to focus our efforts on identifying the community forestry needs of the forest areas surrounding our communities. This effort to increase conservation efforts for non-sustained yield areas will require assistance from a variety of funding sources, and also require collaboration with all of the natural resource and land use programs here on Menominee. We will also look to build on the success of our natural resources intern program. We view this effort as a continued investment into one of the most important resources of the Tribe, our youth. Increase support for planning for the 2013 Intertribal Timber Council (ITC) Symposium is also a scheduled project.

Utilities

Marlin 'Manzie' Waupoose, Director

The Menominee Tribal Utilities Department provides water and wastewater to people who live in Keshena, Neopit, and Middle Village. Water services only are provided to the Zoar, Trailer Court, and Red Wing communities. 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 and maintain all utility systems of the Menominee Indian Tribe of Wisconsin as defined by Tribal Ordinance #96-28. The Department shall abide by it's 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.

Department Overview

The Menominee Tribal Utilities Department consists of the Director, Office Administrator, and (3) Utility Operators.

Menominee Tribal Utilities is responsible for:

- The Operations and Maintenance of the Water and Waste water systems for Keshena, Neopit, and Middle Village.
- The Operations and Maintenance of the Water Systems only for Zoar, Trailer Court, and Redwing.
- The Operations and Maintenance of the Electrical System only for Middle Village.
- Providing Septic Services to the Menominee Community as time and equipment permit.

It is policy for Menominee Tribal Utilities to obtain sufficient revenues to pay the cost of:

- The annual debt retirement payments on any bonded indebtedness.
- Any required cash reserve account payments.
- Operations and Maintenance for water, wastewater, and electrical works, including a reserve fund, through a system of water, wastewater, and electrical service charges. This system assures that each customer of water, wastewater, and electrical works pays a proportionate share of the costs.
- Expenses related to provide septic pumping services.

Customers are charged in accordance with the "Menominee Tribal Utilities Schedule of Rates and Fees" which is approved by the Menominee Tribal Legislature by motion.

All customers are classified by the MTU as residential or commercial customers. Residential units in Neopit, Keshena, Trailer Court, Zoar, and Redwing are charged a flat monthly water rate. Residential units in Middle Village have water meters and are charged a base rate plus a unit price for the volume of water utilized.

Commercial Customers are charged a minimum monthly billing on the basis of customer charge factors, plus a unit price per volume of water utilized.

Customer base
The current number of customers that the Menominee Tribal Utilities presently serves is as follows,

Keshena	Neopit	Zoar
Residential Sewer and Water - 314	Residential Sewer and Water - 210	Water - 23
Commercial Sewer and Water - 62	Commercial Sewer and Water - 19	

Middle Village	Trailer Court	Redwing
Residential Sewer and Water - 76	Water - 17	Water - 21
Commercial Sewer and Water - 5		
Electric - 86		

Improvements
The following is a list of Improvements under taken by Menominee Tribal Utilities in 2011,

Neopit Well House:
- The old pump house along with it's two (2) water wells have been abandoned. A new well house along with three (3) new water wells has been constructed. The well house is completed and is presently on line.

Neopit Watermain Improvements
- A new 100,000 gallon water tower was constructed on the east side of the village and is presently on line.
- New Curb stops and fire hydrants were installed throughout the village
- The water mains were replaced throughout the village.

Neopit Wastewater System and Treatment Plant;
- Two wastewater lift stations were replaced and upgraded to energy efficient type. Back up electrical generators were also installed for the two wastewater lift stations
- The wastewater force main was replaced – Riverview lift station to Neopit Treatment plant.
- A New Lagoon Aeration system for wastewater treatment was completed. The old lagoon system was abandoned and refurbished to function as seepage ditches for the new lagoon system.

Septic Services to Community Members:
- The Utilities Department was able to pump 52 septic tanks within the Menominee Community.

Future Projects
The following is a list of future projects to be undertaken by the Menominee Tribal Utilities,

Keshena Inflow & Infiltration Analysis
- Menominee Tribal Utilities along with assistance of the Indian Health Service will be performing an Inflow and Infiltration (I&I) Analysis for the Keshena wastewater distribution system.

Neopit East Basin Sewer Main Replacements
- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) will be replacing deficient sewer main in the east basin of Neopit.

University of Wisconsin Cooperative Extension*

Donna Hora-Schwobe

The purpose of the University of Wisconsin Extension is to teach, learn, lead and serve, connecting people with the University and engaging with them in transforming lives and communities. The vision is become a thriving, well-known and sought-out educational resource that reflects the rich diversity of the state. Needs and subsequent programming are based on identification of local needs by the community through partnerships (Menominee and County and Menominee Tribe of Wisconsin) and collaborations with agencies and residents. UWEX Program areas include Department Head/Family Living Programs (Donna Hora-Schwobe), Nutrition Education (Alice Kessen/Kyla Hischke), Community Resource Community Development/Youth (Karen Vermillion), and Crystal Chapman (Administrative Assistant).

The UWEX office served approximately 3,300 Menominee residents last year with approximately 3,100 of these residents being tribal members.
Family Living Programs:

- **The Wisconsin Nutrition Education Program** (WNEP) made 986 contacts this last year with 968 (97%) being Native American. The programs major audience was youth ages 4 years old through High School and the Woodland Boys and Girls Club. The major focus was prevention education in the areas of nutrition, and physical activity. Education included programs in choosing healthy foods, hand washing, some basic cooking skills and the importance of physical activity. Prevention education was identified in collaboration with other agencies and schools due to the high rates of diabetes, and heart disease. 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 (349 parents). These educational programs are in collaboration with the WIC program, Tribal Food Distribution, TANF and Maehnowekiyah and the Woodland Boys and Girls Club. Educational topics were based upon the expressed needs of the parents, using commodities and WIC products to their fullest, resource management, usage of the new WIC food package, gardening, food preservation, food safety, dietary quality and cooking skills.
- **Family Living Programs:**
  - **Maehnowekyiah:** Thirty six inpatient Native Americans participated in educational programs focusing on life skills, building resources, resume/interview skills and assertiveness training.
  - **Junior Achievement:** Thirty students at the Middle School learned about their community, explored careers, and how education affects wages and what your future may look like through hands on games, activities, and discussion.
  - **College of Menominee Nation**: Family Living Educator was contacted by the CMN nursing program to assist in education training for professors and support staff working with low-income students. CMN received a 2.5 million dollar grant to support schooling in the field of nursing for low-income students. One of the challenges is to understand learning styles and life styles of those living in poverty. It was decided to bring in the UW-Extension Multicultural Training, 2 days and then a half day of poverty training. Four UW-Extension trainers came to Menominee to do the two day training and Donna and Alice provided the half day workshop on poverty/historical trauma. Evaluation indicated that the multicultural workshop was a success with 4.7 out of 5 being the overall rating. Staff indicated they would like more training on historical trauma and poverty in the future.
  - **Woodland Boys and Girls Club**: Family Living Educator serves on the Board of Directors for the club. She holds the position of Secretary for the board. Assists with setting up educational programs, community activities and fund raising.

Karen Lee Vermillion
University of Wisconsin Extension - Community Development and Youth Resource Educator
Menominee County/Nation

- **Menominee Town/County Plan Commission**
  - Comprehensive plan
    - Facilitate communication with ECWRPC
  - Named in Plan as one of (5) "Committee Advisors" to the Plan Commission
  - UWEX with identified roles/implementation responsibilities in plan
  - Attend Plan Commission meetings
- **Attend Menominee County Land Conservation Committee meetings**
- **Community Action Board (CAB)**
  - This FY: 7 meetings; 170 attendees from representing full spectrum of community
- **Tribal/County Invasive Species (IS) Management Plan Workgroup (13 tribal & county reps); monthly to quarterly meetings, depending on season**

- Collaboratively implement environmental and educational strategies and frameworks to effectively address IS
- UWEX named educational roles and responsibilities. Ed events continue.
- Tribe passes resolution of support
- Town and County Boards pass resolutions of support
- Incorporated in to Menominee Town/County Comprehensive Plan

➢ **Tribal/County annual meeting regarding treatment plans for Legend Lake…**
- UWEX, LLPOA, LLPRD, MTE, Tribal Environmental, Lake Consultants, and WDNR

➢ **Gardening and CAB Garden Subcommittee**
- Facilitate ongoing monthly meetings
- Hold spring and fall educational workshop series
- Facilitate community and individual garden development, extension, expansion, etc.
- Assisting community individuals and Tribal Departments with planting/tending gardens
  - 2010 all-community input meeting in preparation for meeting with Will Allen, Growing Power (GP)
  - Meeting held with GP and GP BOD, UWEX, UW School of Family Medicine, Menominee Tribal Clinic, UW "Spirit of Eagles Project"…
  - Michelle Obama's "Let's Move in Indian Country" station in collaboration with Food Distribution
- Community members garden assistance (6)
- MITW Agriculture Task Force formed, attended meeting
- Meeting-GP/BOD, UWEX, UW School of Family Medicine, Spirit of Eagles Project…
- MITW Agriculture Task Force formed
- Hold 7 hands-on gardening workshops

➢ **Broadband: College of Menominee Nation Management Team member**
- Broadband Advisory Board merged with CMN "Management Team"

➢ **S. E. Bass Lake Educational Event**
- Developed County/Tribal Collaboration: Karen Vermillion – UWEX, Walter Cox – MITW Conservation Department, Doug Cox – MITW Trust Resources, Jeremy Johnson – County Conservation Officer/Zoning Administrator,/Forester
- Survey development, mailing, summary
  - <u>Total Surveys Mailed Out</u>: 46
    - Trust Land: 21
    - Fee Land: 25
    - Returned: 22 - Return-Rate: 48% (3 were undeliverable);
      16 follow up requests
- Educational event – Thirty (30) signed in, ~39 in attendance
- Presenters: UWEX, Tribal Fisheries, Tribal Trust Lands, Tribal Warden, County Conservation/Forester/Zoning Administrator
- AGENDA: Invasive Species, Fisheries, Regulations and Safety, Shoreline Zoning, Septic, NR 115 Rule Change, Shoreline Development, Buffer Zones, Lake Protection, Clean Boats/Clean Water, Riparian Zones, Citizen Lake Monitoring, SE Bass Lake Survey

*** 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*

Wendell Askenette, Veterans Service Officer

The Menominee Tribal/County Veterans Service Office provides a wide range of services to both native and non-native veterans. This office is staffed by 2 personnel: CVSO (veteran service officer) and a part-time secretary. The Office is open on Monday- Friday, Sam-4:30pm.

Hours are flexible to better serve the veterans. The CVSO also attends state and regional CVSO meetings/conferences which provides ongoing training for the continual changes in requirements and guidelines for benefits/services.

Some of the benefits/ services provided for veterans are as follows:
1) Applications for compensation and pension benefits
2) Veteran home loans (includes Native American Trustland loan program)
3) Veteran educational benefit (includes spousal and dependent benefits)
4) Counseling services provided by Rodney Pearsall, who travels from the Milwaukee Vets Center four times a month. Services available by appointment or walk in.
5) Military funeral rites for deceased veterans
6) Medical transportation assistance which includes money for travel expenses

An estimated 400 veterans of which approximately 300 are Menominee veterans receive benefits/services within the Menominee Reservation/County. This office has increased the number of veterans who received benefits/services from previous years. The current goal is to continue to increase the number of veterans who make applications for benefits/services as they return home. This office is striving for better communication with the veterans, families, and the community for better understanding of the benefits and services offered and to keep them appraised of the frequent updates to benefit applications and requirements.

This office works in partnership with the College of Menominee Nation by providing computer classes for veterans, by participating in informational fairs for stude~ts, community members, and families. Currently this office is working with the college to provide SKYPE broadband communication over the internet for military personnel and their families.

Included below are some of the accomplishments this office has achieved during the past fiscal year:
1) CVSO has completed the Word 2010/11 and Excel2010/11 computer classes
2) 2 computers were donated to this office by CMN
3) Computer literacy classes are currently being offered at the veteran office by CMN
4) CMN held a broadband orientation for veterans
5) Advocates for 2 veteran appeal cases were located
6) Established a link with the county website
7) Through Maehnowesekiah, CVSO attended Samsha training in Washington DC for voluntary participation in Maehnowesekiah's advocacy committee
8) Attending Samsha consumer advocacy meetings at Maehnowesekiah
9) Attended CVSO training in Madison for updating veteran benefit procedures
1 0) Coordinated the Memorial Day parade in Keshena and Neopit
11) Attended a 4 day CVSO conference/training in LaCrosse

*** 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*

Wendy Boehm, Director

WOODLAND BOYS & GIRLS CLUB
PO Box 261
Neopit, WI 54150
715-756-2439

The mission of the Woodland Boys & Girls Club is our reason for being: To inspire and enable all young people, especially those who need us most, to reach their full potential as productive, responsible, caring citizens.

Thanks to support from MITW, Boys & Girls Clubs of America, The Town of Menominee, Menominee County and generous individuals who donate dollars through payroll deduction, the Woodland Boys & Girls Club has been able to hire and train qualified staff and utilize screened volunteers to deliver a quality experience for our members. Currently the Club operates with one full time staff member and four part time staff as well as local volunteers.

Last year the program was operated largely by one full time staff (Chief Professional Officer, Wendy Boehm), one ¾ time staff (Program Director, Dana Warrington) and four part time employees.

The Woodland Boys & Girls Club's program plan incorporates a "youth development strategy" into everything we do. A "youth development strategy" by design instills a sense of competence, leadership, usefulness and belonging in a child. National statistics show that when this strategy is implemented, youth are able to attain their goals, succeed in school and become productive members in their community.

Membership to the Boys & Girls Club requires only a completed, signed annual membership form for any child age 7-18. A $5 membership fee is requested of each applicant however if this is cost prohibitive, allowances can be made.

Programs such as Project Learn are similar to last year and will continue throughout the year as we reward children for activities such as reading or doing their homework however, changes and improvements are almost constant as we strive to keep our programs "fresh" and interesting. Part of Project Learn was the Menominee Language Club in which 23 youth participated in games and activities which taught the Menominee language.

A Menominee Culture program was born out of the language Club and became known as "Wise Guys". Over the summer and with the generous help of Joey Awonohopay we had 17 young men participating in traditional activities such as making lacrosse sticks, fishing, berry picking and learning about the woods. At the end of the program the boys made wigwams and camped, hiked and canoed for three days.

SMART Girls with Dyan Anderson will also continue as one of our greatest successes with young girls. Since inception we've had nearly 50 girls go through the program. Dyan added "walkers & talkers" to SMART Girls for the summer, encouraging girls to get out and exercise while discussing their important issues. The SMART Girls have picked up garbage on cleanup day, visited the CBRF and participated in "Girls Night Out", sponsored by JOM. Of the last group to go through the curriculum, 67% indicated on a post test survey that they had improved their self-esteem and were confident in their ability to make better choices.

The Woodland Boys & Girls Club received a T.R.A.I.L. (Together Raising Awareness for Indian Life) grant and was fortunate enough to be able to partner with the Menominee Tribal School to deliver the curriculum to the second and third graders for twelve weeks. The students learned about diabetes awareness and prevention. Some of the T.R.A.I.L. participants helped to tend a vegetable garden while they learned about healthy lifestyles. When the vegetables were harvested, the kids cleaned them and delivered healthy vegetables to elders in the community. Some of the vegetables will be used as part of our 2012 Thanksgiving feast.

Woodland Boys & Girls Club was fortunate enough to select a Youth of the Year in 2010. Steven Boivin went to Madison in February to compete for State Youth of the Year among several kids from other Boys & Girls Clubs. As a result of that trip Steven was selected by Governor Scott Walker to attend the Ronald Reagan National Youth Summit in Washington D.C. in June. Steven had a wonderful time and made many new friends with the help and support of his community and the Tribe. The Youth of the Month and Youth of the Year programs are a year round effort to instill good character in our youth and will continue in 2012.

During this busy year we hosted a number of fun community events such as the Neopit Neighborhood Watch Community Cleanup Day and Happy Heart Walk in the spring. The Cleanup Day event was attended by nearly 100

community members who spent the day walking, picking up garbage and hauling truckloads of trash to the dump. This event was done in partnership with the Menominee Tribal Clinic, Neopit Neighborhood Watch, Menominee Tribal Police Dept. and J.O.M. The Cleanup Day Happy Heart Walk was so successful that we plan to have another in the coming spring.

Last November WBGC held a community Thanksgiving Dinner, attended by eighty community members. Everyone enjoyed a turkey dinner with all the trimmings. A Menominee blessing was said by WBGC member Holly Schanandore. The Thanksgiving Dinner will take place again this November.

In December we hosted a youth Christmas Party and each child received a gift from Santa. WBCG held a story telling event with John Teller from CMN followed by a feast as well as story telling nights at the Zoar Community Center with Ron Corn, Jr. We intend to continue the winter story telling in 2012 as well.

The Woodland Boys & Girls Club annual pow wow was held in April at the Menominee Tribal School gym and was also well attended with 250 guests who had dinner, danced, sang and watched the children comptete in the Woodland Princess and Brave competition. The 2011 Woodland Boys & Girls Club Princess is Kaylissa Pecore and the Brave is Tego Warrington. The pow wow was hosted in partnership with Menominee Tribal School, UW-Extension and J.O.M. The Princess and Brave rode on the WBGC Fourth of July parade float along with the SMART Girls.

Plans for the 2011/2012 funding year include the continuation of Project Learn, SMART Girls, and T.R.A.I.L. youth diabetes education. Within these initiatives we will continue to promote the Youth Development Strategy along with character and leadership development programs such as Youth of the Month, Torch Club, Birthday Club, cooking classes, the annual WBGC Pow wow and other community events.

Last year the Woodland Boys & Girls Club had an enrolled membership of 151 children and recorded services in other community events to over 350 youth. In 2012 we plan to increase our membership as well as our impact. Statistics show that if a child visits the Club 52 times per year or just one time per week, we can change their life!

*** 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

During FY2011, Youth Development & Outreach (YD&O) was comprised of an Adolescent Health Educator, Community Coordinator, Youth Advocate, Juvenile Court Counselor, Restorative Justice Coordinator, Director, and early intervention/prevention programs which continued to challenge, educate, empower, and inspire our community.

YD&O continually collaborated with the Netaenawemakanak ("All My Relatives") Coalition, Community Advisory Board, Menominee County Health & Human Services, Menominee Tribal Courts, Menominee Indian School District, Menominee Tribal School, Woodland Boys & Girls Club, Menominee Language & Culture Commission, Menominee Historic Preservation Department, etc. 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 Director 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 2,967 duplicated youth (total includes families) directly and in collaboration with the Netaenawemakanak ("All My Relatives") Coalition during FY 2011 through successful internal/external collaborative activities/efforts that promoted safe and stable lifestyles.

YD&O also continued to work and include the Menominee Indian Tribe of WI (MITW) Strategic Plan within it's programming for FY11. Through the mission statements of both YD&O and MITW, it is strived that YD&O continue to 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 were carried out through the following three program areas and two strategic plan areas by the YD&O staff and their respective projects:

FY11 YD&O Program Areas

(1): Build Healthy Individuals & Families—Stabilize and Reunify Families
(2): Reduce Instances of Juvenile Delinquency—Increase Youth/Family Knowledge
(3): Continue Collaboration, Partnerships/Sponsorships, Meetings, etc.

FY11 YD&O Strategic Plan Areas

(1): Form Partnerships with Community Educational Institutions
(2): Promote and Ensure Community and Individual Well-Being

FY11 YD&O Programs/Projects that Fulfilled the 3 YD&O Programming Areas and the 2 Strategic Plan Areas

Margo Reiter, Juvenile Court Counselor Specific Responsibilities:

Alcohol Education (Alternate Routes) - Was provided to youth and interested parents who were either self referred or referred through the Menominee Tribal Courts. Educational sessions were held monthly as a weekend retreat which covered topics relating to the creation of their own personal mission statement, suicide prevention and AODA issues; however, depending upon special circumstances, one-on-one sessions also occurred for those youth in need of more personal assistance. Youth who completed and did not re-offend over a period of time were eligible for various quarterly incentives. This was followed up by case management to further support youth who needed to complete community service and anniversary dates for incentives.

Community Service- Community Service was done at various community-wide events/activities, departments, organizations, agencies, etc. Community service youth were specifically placed within the community that would offer them a cultural component.

During FY11, YD&O served 59 youth through a combination of Alcohol Education (Alternate Routes) and Community Service programming assisting with the Alliance for Wisconsin Youth Group activities which included Teen Night "Fear Factor", Pahkahatuan LaCrosse Game Event, Menominee Youth and Community Conference, etc.

Dyan Nickey, Youth Advocate Specific Responsibilities:

Truancy Education (My Decisions) – Was provided to youth and interested parents who were either self referred or referred through the Menominee Tribal Courts. Youth/Parents attended sessions of instruction on the importance of education as well as the My Decisions Program. The My Decisions Program involved one on one sessions of web based curriculum that took clients through expectations of independent living. The program allowed youth to determine their occupation, education for the lifestyle wanted, living expenses, and perform virtual shopping. Special attention was given to the "Understand Credit" Section, which included a full credit report, credit score, paying bills on time, interest rates, and financing. This allowed clients to see past the reservation boundaries and have an educational world view through the worldwide web.

During FY11, YD&O served at least 17 youth using the Truancy Education and Reduction Program.

Alliance for Wisconsin Youth Group- Was provided to 16 youth who wanted to make a difference in their lives by making the right healthy choices. They signed a promise committing themselves to living healthy lives by making the choice to be drug and alcohol free. These youth were expected to be respectful, participate, and follow through on "community service" activities/projects. They were also expected to attend monthly meetings with the Youth Advocate to coordinate community service projects within the community or to support other organizations with activities that promoted drug and alcohol free events/activities. It was expected that these youth retain good school attendance and be a positive role model in order to receive the participant incentives (such as teen dances, mini trips, movie nights, pizza nights, etc ...)

During FY11, the Alliance for Wisconsin Youth Group assisted with the Christmas Dance, Christmas Basket Making Project, Valentines Dance, Digitial Storytelling, Awareness Day Planning, Winter Fun Fest, Menominee Youth and Community Conference, Incentive Trips, Youth Alliance Meetings, Movie Nights, Pizza Nights, Haunted Hay Ride, Breakfast with Santa, Toy for Tots Distribution Days, etc.

Youth Advocacy/Reunification/Mentoring Services—was provided for at least 10 youth and their families to strengthen relationships among parents, siblings, courts, social services, school and peers. Reunification services were provided to those youth who were currently removed from the home or at risk of being removed from the home and for those parents who needed strengthening in an effort to get their children back into the home. Case files were maintained for each youth/family in an effort to monitor progress to each time limited goal that the youth/family developed. Basic activities were provided to all families; however, specific activities were tailored to meet each individual youth and family needs.

Youth advocacy activities included but were not limited to the following: home visits for youth/family meetings**,** court appearances for various tribal ordinance violations, and school visits for mediation between peers/school officials.

Specific components included client assistance with transportation, skill building, communication enhancement (parent/teen encounter), self-concept enhancement, supportive services for families facing impediments and reunification, conflict management, crisis intervention, etc. Also included were interest inventories, school and home relationship enhancement, mentor/youth/family relationship enhancement, mentoring, etc.

Michael Waupoose, Community Coordinator Specific Responsibilities:

Native Aspirations—Enhanced prevention/intervention tactics aimed at dealing with Historical and Intergenerational Trauma as it pertained to healing and Youth Suicide Prevention, Bullying Prevention, Violence Prevention, and ATODA Prevention.

Native Aspirations intent was to create awareness and support of additional and current community based prevention/intervention community events and activities while at the same time helping to reduce the incidents of youth suicide, bullying and violence.

During FY11, Native Aspirations assisted with various community events that emphasized the importance of healing, inter-dependence, generosity, mastery and belonging. Events such as the Cal Ripken Badges for Baseball Camp, Culture Camp, New Years Eve Sobriety Pow-wow, Pahkahatuan LaCrosse Game Event, Sturgeon Celebration, Teen Night “Fear Factor”, National Night Out Against Crime, Various Prevention Presentations, Winter Round Houses, Menominee Youth and Community Conference, Winter Fun Fest, and 3 on 3 Menominee Youth Basket Ball Tournament helped to create such awareness.

Nina White, Adolescent Health Educator Specific Responsibilities

Adolescent Health—The Adolescent Health program of YD&O focused on three basic areas of prevention: Health Education, Career Education, and Lifeskills. The health education component assisted youth and families with information regarding hygiene, puberty and menstruation, contraceptives and STD’s. The career education component provided information to youth groups and encouraged youth to develop college and career goals. Projects provided on or collaborated with were: college campus tours, career days, and field trips. The lifeskills component focused on teens that were either pregnant or parenting. Support and education were provided to youth regarding parenting issues, child development, personal finance, and career goals. In addition and when needed, identifying and referrals to other local programs occurred to offer additional assistance with particular needs.

Adolescent Health Educator was able to work with 549 youth during FY11 that encompassed all three prevention components of the Adolescent Health Program.

Joeseph Rudesill, JR., Restorative Justice Coordinator Specific Responsibilities:

Balanced & Restorative Justice—intended for court or self-referred youth facing impediments related to Truancy, Curfew, and School Incident specific issues. The Menominee Teen Court incorporated Balanced and Restorative Justice Principles for youth and focused on the Competency Development, Accountability, and Community Safety of participants involved.

Through this program, Menominee Tribal Court and Menominee Indian School District had referred youth to participate in the Menominee Teen Court highlighting the use of positive peer pressure instead of negative peer pressure as well as community service options. The Menominee Teen Court assisted through use of a panel of trained youth volunteers whom performed formal court proceedings in which referred youth had their incidents heard, deliberated, and sanctioned through use of meaningful constructive techniques.

During FY11, YD&O served 36 youth through the use of Menominee Teen Court; these youth were referred from Menominee Tribal Court and Menominee Indian School District. In addition, Menominee Teen Court consisted of 10 trained youth panel volunteers. Community service options during FY11 included: Toys for Tots, Teen Dances, Pow-Wow's, Winter Round Houses, Pahkahatuan LaCrosse Game Event, Menominee Youth and Community Conference, and Various Summer Events/Activities.

Darwin Dick, Director; Dyan Nickey, Youth Advocate; and Margo Reiter, Juvenile Court Counselor Specific Responsibilities:

Positive Indian Parenting— Was an effort/curriculum promoting better Native American parents (young/old, agency referred, self-referred, etc.) through the use of traditional parenting skills. Curriculum included sessions such as: Traditional Parenting, Lessons of the Storyteller, Lessons of the Cradleboard, Harmony in Child Rearing, Traditional Behavior Management, Lessons of Mother Nature, Praise in Traditional Parenting, and Choices in Parenting Today.

During FY11, YD&O in collaboration with Maehnowesekiyah Wellness Center and other respective agencies served a total of 36 parents (10 fathers and 26 mothers) in the Positive Indian Parenting Curriculum.

All YD&O Staff Specific Responsibilities

Prevention/Intervention-Included events/activities that targeted ATODA, Suicide, Bullying, and Violence Prevention including Historical/Intergenerational Awareness that occurred during/after school and/or during the Summer Months and in Collaboration with the Netaenawemakanak ("All My Relatives") Coalition including the Menominee Language & Culture Commission and the Menominee Historic Preservation Department.

Events/Activities that were assisted with, sponsored, and/or Co-Sponsored by YD&O through collaborative efforts included one Breakfast with Santa Event (803), one Haunted Hay Ride (267), one Winter Fun Fest Event (71), one Youth Digital Storytelling (14), one Menominee Youth and Community Conference (32), one Career Day (117), one Youth Awareness Day (160), one Prom Spa Day (12), one Youth Olympics Event (259), Teen Night "Fear Factor" Alive (57), Beach Party Dance (50), two Mini Summer Trips (14), one Back to School Dance (23), one Pahkahatuan LaCrosse Game Event (32), End of Summer Blast (205), Bay Beach Trip (7), six Discovery Dating Events (est. 40), Toys for Tots Inititative (708), one Badges For Baseball Program (approx. 50), one National Night Out Against Crime Event (615), etc.

Please Note: Participation totals under this Prevention/Intervention section are written in parenthesis after each individual event/activity and also reflect duplicated youth served.

In conclusion, for fiscal year 2011, the programs/projects listed above (in which YD&O engaged in) have produced the following measurable results for the MITW community:

- Approximately $479,270 total dollars for services
- 3,664 total duplicated youth served (includes family participants) through out the year
- Approximately 700+ total families served (Toys for Tots 708 families)
- 32+ total events/activities/projects/programs with existing partners (via the Netaenawemakanak ("All My Relatives") Coalition).

FY 2011 Funding Sources

TYP (OJJDP)—October 2008 to December 2013
PSSF (ACF)—Began 1998 to September 2011
JADG (OJJDP)—October 2009 to September 2012
NA 3 (SAMSHA)—October 2009 to September 2011
DHFS (WI)—October 1998 to September 2011
MITW (Department)—Began 1998 to September 2011
MITW (Zoar)—Began October 2010 to September 2011
Toys for Tots Initiative—Fundraising Account

Current YD&O Department Staff and Contact Information

Youth Development & Outreach
W3236 Wolf River Drive
P.O. Box 910
Keshena, WI 54135
Telephone: (715) 799-5137

Nina White, Adolescent Health Educator
Michael Waupoose, Community Coordinator
Dyan Nickey, Youth Advocate
Margo Reiter, Juvenile Court Counselor
Joeseph Rudesill, Jr., Restorative Justice Coordinator
Darwin Dick, YD&O Director

FY 2012 Expected Funding Sources

TYP (OJJDP)—October 2008 to December 2013
PSSF (ACF)—Began 1998 to September 2012
JADG (OJJDP)—October 2009 to September 2012
NA 3 (SAMSHA)—October 2009 to September 2012
DHFS (WI)—October 1998 to September 2012
MITW (Department)—Began 1998 to September 2012
MITW (Zoar)—Began October 2010 to September 2012
CTAS—TYP (OJJDP)—October 2011-September 2014
Toys for Tots Initiative—Fundraising Account

The Overall Goal for FY12 is to continue strengthening current projects and services to MITW youth and families as the ones mentioned above while working to incorporate new projects and services. YD&O will...

FY12 Program Areas

1. Continue to build healthy individuals and families—stabilize and reunify families;
2. Continue to reduce instances of juvenile delinquency—increase youth/family knowledge;
3. Continue collaboration, partnerships/sponsorships, meetings, etc.

FY12 Strategic Plan Areas

4. Promote and ensure community and individual responsibility toward healthy lifestyles;
5. Form partnerships with community educational institutions; and
6. Promote Interdependence.

Appendix A

Financial Report

Kathy Kaquatosh, Financial Manager

GENERAL FUNDS BALANCE SHEET September 30, 2011	
ASSETS	
General Checking	1,596,552
Investments:	
Money Market	1,297,700
Reserve - Operations	5,961,060
Trani Estate	283,580
Tobin Estate	18,218
Accounts Receivable:	1,760,667
Individuals	87,926
Interest Receivable	25,728
Menominee Casino/Bingo/Hotel	190,490
Menominee/Kenosha Gaming Authority	537,500
Tribal Departments	919,023
TOTAL ASSETS	**10,917,777**
LIABILITIES AND FUND EQUITY	
Liabilities:	
Accounts Payable	6,164
TOTAL LIABILITIES	**6,164**
FUND BALANCE	
Reserved	1,297,700
Unreserved	9,613,913
TOTAL LIABILITIES & FUND BALANCE	**10,917,777**

GENERAL FUNDS DETAIL BALANCE SHEET September 30, 2010	
ASSETS	
General Checking	1,596,552
Investments:	
Money Market	1,297,700
Reserve - Operations	5,961,060
Trani Estate	283,580
Tobin Estate	18,218
TOTAL	**9,157,110**
ACCOUNTS RECEIVABLE	
Individuals	87,926
Interest Receivable	25,728
Menominee Casino/Bingo/Hotel	190,490
Menominee/Kenosha Gaming Authority	537,500
Tribal Departments	919,023
TOTAL	1,760,667
ACCOUNTS PAYABLE	
Tribal Programs	6,164

FY 2011 TRIBAL BUDGET ORDINANCE # 10-20 REVENUE				
PERIOD COVERED October 2010 - September 2011	**APPROVED BUDGET**	**YEAR TO-DATE REVENUE**	**BUDGET BALANCE Over (Under)**	**PER CENT RECEIVED**
Aging/CBRF	461,791	478,303	16,512	103.58%
Community Development	200,278	673,854	473,576	336.46%
Consolidated Gaming/Hotel	7,181,060	6,905,000	(276,060)	96.16%
Casino - Found Money		23,700	23,700	
Casino - Non-Operating Transfers		1,682,621	1,682,621	
Court Fines and Fees	159,399	138,145	(21,254)	86.67%
Enrollment	4,035	5,207	1,172	129.05%
Environmental Services	17,986	640	(17,346)	3.56%
Gaming Commission	16,800	21,480	4,680	127.86%
Interest Income	14,000	1,149	(12,851)	8.21%
Law Enforcement	13,190	24,776	11,586	187.84%
License and Permits	172,763	166,377	(6,386)	96.30%
Menominee Fuel Station	34,300	-	(34,300)	0.00%
Menominee Nation News	45,772	56,712	10,940	123.90%
Menominee Nation Pow Wow	90,000	73,920	(16,080)	82.13%
Other Miscellaneous Income:				
Finance	18,200	20,391	2,191	112.04%
Historic Preservation	1,000	2,386	1,386	238.60%
Library	432	619	187	143.29%
Property Management	12,500	393	(12,107)	3.14%
Recreation	1,000	313	(687)	31.30%
Other		201,040	201,040	
Tax Commissioner:				
Cigarette Tax	895,790	(1,135,729)	(2,031,519)	-126.79%
Construction Tax	86,240	96,827	10,587	112.28%
Fireworks	450	360	(90)	80.00%
Gas Tax	19,000	-	(19,000)	0.00%
Hotel Room Tax	74,447	76,170	1,723	102.31%
Other Tobacco Tax	13,200	(163,444)	(176,644)	-1238.21%
SUB-TOTAL	**9,533,633**	**9,351,210**	**(182,423)**	**98.09%**
Transfers from Reserve	1,181,779	-	(1,181,779)	**0.00%**
TOTAL REVENUE	**10,715,412**	**9,351,210**	**(1,364,202)**	**87.27%**

FY 2011 TRIBAL BUDGET ORDINANCE # 10-20 EXPENSE				
PERIOD COVERED October 2010 - September 2011	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**	**PER CENT USED**
Act 161	50,000	50,000	-	100.00%
Aging - CBRF	432,558	366,879	65,679	84.82%
Aging - Elder Services (non-CBRF)	420,615	314,901	105,714	74.87%
Burial Assistance Insurance	175,678	147,050	28,628	83.70%
Business Center	111,568	96,306	15,262	86.32%
Chicago Community Center	8,500	8,500	-	100.00%
Child Support	164,458	151,455	13,003	92.09%
College of Menominee Nation	209,103	52,275	156,828	25.00%
Community Development	510,864	456,986	53,878	89.45%
Community Funding Requests	11,628	11,628	-	100.00%
Conservation Supplement	366,977	360,545	6,432	98.25%
Contingency	22,508	18,154	4,354	80.66%
Courthouse Maintenance	61,469	54,767	6,702	89.10%
Courts Professional Fees	58,896	57,072	1,824	96.90%
Courts Supplement	344,322	197,982	146,340	57.50%
Early Childcare Services (Day Care)	422,646	196,373	226,273	46.46%
East West University	24,840	24,840	-	100.00%
Education Supplement	34,929	20,101	14,828	57.55%
Election Commission	88,688	82,439	6,249	92.95%
Enrollment Supplement	84,468	56,829	27,639	67.28%
Environmental Services Supplement	150,878	123,945	26,933	82.15%
Fire Protection	70,230	35,759	34,471	50.92%
Fire Truck Payment	22,000	11,000	11,000	50.00%
Food Distribution	116,070	101,342	14,728	87.31%
Gaming Commission	519,075	491,244	27,831	94.64%
Grant Match Funds	72,960	8,540	64,420	11.71%
Head Start Supplement	122,250	83,608	38,642	68.39%
Historic Preservation	139,212	139,198	14	99.99%
Insurance/MRBG/Property Deductible	34,426	12,560	21,866	36.48%
Johnson O'Malley	53,234	23,279	29,955	43.73%
Kenosha Gaming Authority	106,636	106,636	-	100.00%
Language & Culture Comm.	88,809	80,542	8,267	90.69%
Law Enforcement	1,473,440	1,383,952	89,488	93.93%
LEC - Emergency Transports	15,504	14,312	1,192	92.31%
Legal Services	415,255	375,390	39,865	90.40%
Library	159,885	153,759	6,126	96.17%
License & Permits	125,650	120,547	5,103	95.94%
Maehnowesekiyah	421,494	366,065	55,429	86.85%
Menominee Indian Economic Development Authority (MIEDA)	130,314	81,895	48,419	62.84%
Menominee Nation News	244,320	235,294	9,026	96.31%
Neopit Community Center	8,500	8,500	-	100.00%
Neopit/Keshena Boxing Club	8,500	7,407	1,093	87.14%
Operation Tribal Government	1,072,964	918,128	154,836	85.57%
Pow Wow - Menominee Nation Annual	147,843	132,918	14,925	89.90%

FY 2011 TRIBAL BUDGET ORDINANCE # 10-20 EXPENSE				
PERIOD COVERED October 2010 - September 2011	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**	**PER CENT USED**
Probation Supplement	148,697	101,850	46,847	68.49%
Prosecutor Supplement	181,018	82,391	98,627	45.52%
Recreation - Center Activities	38,878	34,818	4,060	89.56%
Recreation - Park Maintenance	55,257	34,455	20,802	62.35%
Social Services	307,349	278,177	29,172	90.51%
South Branch Community Center	8,500	8,500	-	100.00%
Tax Commissioner	113,343	98,975	14,368	87.32%
Transportation	186,626	186,626	-	100.00%
U. W. Extension	11,628	5,814	5,814	50.00%
Veterans of Menominee Pow Wow	6,202	6,202	-	100.00%
Veterans Service Officer	22,477	11,239	11,238	50.00%
Woodland Youth Boys & Girls Club	109,041	85,000	24,041	77.95%
Youth Development & Outreach	95,232	72,115	23,117	75.73%
Zoar Ceremonial	8,500	7,946	554	93.48%
Zoar Fire Station	8,500	5,550	-	65.29%
FUND TRANSFER -Pow Wow Rev to General Fund	90,000	-		0.00%
TOTAL EXPENSES	**10,715,412**	**8,760,560**	**1,861,902**	**81.76%**
PROFIT/(LOSS)		**590,650**		

FY 2011 RESTRICTED USE BUDGET - ORDINANCE #10-21 REVENUE			
PERIOD COVERED: October 2010 - September 2011	**APPROVED BUDGET**	**YEAR TO-DATE REVENUE**	**BUDGET BALANCE Over (Under)**
Judgment Funds:			
Education	183,320	180,368	2,952
Burial	91,515	91,515	-
Healthcare	94,934	91,980	2,954
Alternative & Additional Projects	97,215	81,936	
Courthouse Expansion	26,937	13,361	
Utilities Capital Improvement	182,958	178,418	
Compact Credits:			
Education (Head Start / Tribal School)	200,000	200,000	-
County Inter-local	100,000	100,000	
Community Services (Transportation)	200,000	-	200,000
Trani Estate Funds	210,610	210,610	-
SUB-TOTAL	**1,387,489**	**1,148,188**	**205,906**
Casino Found Monies (FY 2009)	13,394	13,394	-
TOTAL REVENUE	**1,400,883**	**1,161,582**	**205,906**

MENOMINEE INDIAN TRIBE OF WISCONSIN FY 2011 RESTRICTED USE BUDGET - ORDINANCE #10-21 EXPENSE			
PERIOD COVERED: October 2010 - September 2011	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**
Act 161	100,000	25,000	75,000
Aging	94,934	91,980	2,954
Burial Assistance	91,515	91,515	-
Courthouse Maintenance	26,937	13,361	13,576
Education Supplement (Grants)	183,320	180,368	2,952
Elder Activities	6,697	5,633	1,064
Head Start Supplement	310,610	310,610	-
Recreation - Center Activities	97,215	81,936	15,279
Transportation	200,000	200,000	-
Tribal school	100,000	100,000	-
Utilities	182,958	178,418	4,540
Youth Activities	6,697	5,705	992
TOTAL EXPENSES	**1,400,883**	**1,284,526**	**116,357**
PROFIT/(LOSS)		**(122,944)**	

FY 2011 KENOSHA GAMING AUTHORITY BUDGET - ORD. #10-27 REVENUE			
PERIOD COVERED: October 2010 - September 2011	**APPROVED BUDGET**	**YEAR TO-DATE REVENUE**	**BUDGET BALANCE Over (Under)**
Reserves	910,182	854,337	55,845
TOTAL REVENUE	**910,182**	**854,337**	**55,845**

FY 2011 KENOSHA GAMING AUTHORITY BUDGET - ORD. #10-27 EXPENSE			
PERIOD COVERED: October 2010 - September 2011	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**
Option to Purchase	465,000	465,000	-
Dept. of Interior Litigations	355,052	329,749	
Meetings and Related	4,400	4,814	
Governmental Relations	80,130	54,774	
TOTAL EXPENSES	**904,582**	**854,337**	**-**
PROFIT/(LOSS)		**-**	

FY2011 SPECIAL APPROPRIATIONS - ORDINANCE #10-33 REVENUE			
PERIOD COVERED: October 1, 2010 - September 30, 2011	**APPROVED BUDGET**	**YEAR TO-DATE REVENUE**	**BUDGET BALANCE Over (Under)**
Reserves	349,000	311,633	37,367
MTE	172,925	172,925	-
TOTAL REVENUE	**521,925**	**484,558**	**37,367**

FY2011 SPECIAL APPROPRIATIONS - ORDINANCE #10-33 EXPENSE			
PERIOD COVERED: October 1, 2010 - September 30, 2011	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**
Adult Payments	518,425	481,065	37,360
Office Supplies	485	424	61
Postage	3,015	3,069	(54)
TOTAL EXPENSES	**521,925**	**484,558**	**37,367**
PROFIT/(LOSS)		**-**	

FY 2011 Special Appropriations- Grocery Store - Budget Ord. #11-08			
REVENUE			
PERIOD COVERED: September 30, 2011	**APPROVED BUDGET**	**YEAR TO-DATE REVENUE**	**BUDGET BALANCE Over (Under)**
Reserves	1,600,000	1,250,000	350,000
TOTAL REVENUE	**1,600,000**	**1,250,000**	**350,000**

FY 2011 Special Appropriations- Grocery Store - Budget Ord. #11-08			
EXPENSE			
PERIOD COVERED: September 30, 2011	**APPROVED BUDGET**	**YEAR TO-DATE EXPENSES**	**BUDGET BALANCE (Over) Under**
Salaries	40,000	-	
Minor Equipment	188,000	-	188,000
Equipment	288,000	-	288,000
Land Acquisitions	75,686	75,686	-
Land Improvements	235,000	192,101	42,899
Contingency	25,782	-	25,782
Building	744,000	63,441	680,559
Indirect Costs	3,532	-	3,532
TOTAL EXPENSES	**1,600,000**	**331,228**	**1,228,772**
PROFIT/(LOSS)		**918,772**	

FY 2011 Total Expense By Department, Funding Source, And Service Provided
September 30, 2011

	Federal Awards	Wisconsin Awards	Tribal	Other	Grand Total
Attorney			375,390.44		375,390.44
Chairperson			2,016,638.00	94,774.20	2,111,412.20
Enrollment	52,553.47		541,387.00	(8,070.35)	585,870.12
Finance				1,338,653.38	1,338,653.38
Internal Audit				330,155.17	330,155.17
Insurance		198,787.75	251,125.21	14,919,112.95	15,369,025.91
Maintenance	255,397.14		68,127.77	678,788.39	1,002,313.30
Information Technology				1,151,754.32	1,151,754.32
Property Management				251,390.03	251,390.03
Administration	1,245,343.39		86,000.00	771,717.04	2,103,060.43
Total Government Affairs Services	**1,553,294.00**	**198,787.75**	**3,338,668.42**	**19,528,275.13**	**24,619,025.30**

	Federal Awards	Wisconsin Awards	Tribal	Other	Grand Total
Aging	214,446.72	461,747.18	773,760.33	195,568.05	1,645,522.28
Chicago Community Center			8,500.00		8,500.00
Clinic	14,118,763.03	394,844.71	11,628.00	3,177,769.41	17,703,005.15
Clinic - ARRA	323,395.48			163,908.17	487,303.65
Food Distribution	568,096.76	1,543.00	109,881.37	1,709.68	681,230.81
Family Preservation	209,373.48	113,820.62	77,664.83	25,867.41	426,726.34
Maehnowesekiyah	1,262,137.63	454,900.41	366,065.48	402,319.66	2,485,423.18
Maehnowesekiyah - ARRA	255,717.76				255,717.76
Neopit Community Center			8,500.00		8,500.00
Recreation			151,209.26	52,223.21	203,432.47
South Branch			8,500.00		8,500.00
Social Services	330,960.06	179,455.91	278,176.79	645.95	789,238.71
Veterans Services Officer			11,238.50		11,238.50
Woodland Youth			92,406.80	-	92,406.80
Zoar Ceremonial			7,945.99	-	7,945.99
Total Health & Family Services	**17,282,890.92**	**1,606,311.83**	**1,905,477.35**	**4,020,011.54**	**24,814,691.64**

	Federal Awards	Wisconsin Awards	Tribal	Other	Grand Total
Business Center	6,606.90		96,305.55	12,789.27	115,701.72
Community Development	7,257,434.90	51,559.85	456,986.42		7,765,981.17
Community Development – ARRA	1,618,909.65				1,618,909.65
Economic Development			413,122.55		413,122.55
Fire Protection	14,156.00		35,758.50		49,914.50
Loan Fund	59,853.00			182,647.52	242,500.52
Pow-wow			132,917.83	10,876.25	143,794.08
Transportation	128,163.82	1,673,392.67	386,626.00	1,398,128.06	3,586,310.55
Transportation – ARRA		469,857.52		61,330.87	531,188.39
Utilities			76,576.00	603,860.36	680,436.36
Total Community Development Services	**9,085,124.27**	**2,194,810.04**	**1,598,292.85**	**2,269,632.33**	**15,147,859.49**

	Federal Awards	Wisconsin Awards	Tribal	Other	Grand Total
Conservation	474,126.61		360,545.35	10,675.25	845,347.21
Election			82,439.15		82,439.15
Environmental	400,503.84	110,702.31	47,635.11	23,260.91	582,102.17
Environmental - ARRA			76,310.22		76,310.22
Gaming Commission			491,244.29		491,244.29
Judiciary	493,028.96		255,053.53		748,082.49
Law Enforcement	2,407,099.16	106,948.32	1,398,264.00	74,297.65	3,986,609.13
Law Enforcement – ARRA	299,088.17	23,204.37			322,292.54
License & Permit			120,546.86		120,546.86
Probation	111,541.00		101,849.89		213,390.89
Prosecutor	264,799.22		82,391.00		347,190.22
Tax Commissioner			98,975.40	11,558.54	110,533.94
Total Enforcement & Resource Protection Services	**4,450,186.96**	**240,855.00**	**3,115,254.80**	**119,792.35**	**7,926,089.11**

	Federal Awards	Wisconsin Awards	Tribal	Other	Grand Total
College Menominee Nation	43,359.67		52,275.75		95,635.42
Child Support	618,053.39		151,455.43	15,378.49	784,887.31
Daycare	261,359.17	95,404.24	196,373.07	404,535.11	957,671.59
Education	479,094.56		200,468.91	111.49	679,674.96
Head Start	1,939,643.67	231,775.47	394,217.80	307.84	2,565,944.78
Head Start - ARRA	19,984.59				19,984.59
Historic Preservation	69,677.00		139,197.93	86,047.03	294,921.96
Human Resources				419,004.20	419,004.20
Johnson O'Malley	112,541.01		23,278.76	4,783.05	140,602.82
Job Training	1,865,546.58			36,696.87	1,902,243.45
Job Training - ARRA	714.01				714.01
Language & Culture			80,542.21	8,872.88	89,415.09
Library	6,000.00		153,758.89	10,463.06	170,221.95
East-West University			24,840.00		24,840.00
Tribal News			235,293.82		235,293.82
Tribal Resource	2,100,945.52	4,350.25		22,136.16	2,127,431.93
Tribal School	3,818,541.47	116,101.14	100,000.00	101,183.79	4,135,826.40
Tribal School - ARRA	99,862.43				99,862.43
UW Extension			5,814.00		5,814.00
Total Labor, Education & Training Services	**11,435,323.07**	**447,631.10**	**1,757,516.57**	**1,109,519.97**	**14,749,990.71**

	Federal Awards	Wisconsin Awards	Tribal	Other	Grand Total
Home Improvement	147,240.55	7,752.74			154,993.29
Housing	2,668,872.77	22,817.54		3,998,426.79	6,690,117.10
Housing - ARRA	1,354,304.51				1,354,304.51
Wolf River Development Company	35,894.70			306,818.04	342,712.74
Tax Credit				3,236,897.82	3,236,897.82
Total Housing Services	**4,206,312.53**	**30,570.28**		**7,542,142.65**	**11,779,025.46**
Grand Total	**48,013,131.75**	**4,718,966.00**	**11,715,209.99**	**34,589,373.97**	**99,036,681.71**

FY 2011 Total Expense By Department, Funding Source, And Service Provided

INDIRECT COST FY 2011 CONSOLIDATED BUDGET REPORT			
DEPARTMENT	APPROVED BUDGET	YEAR-TO-DATE EXPENSES	BUDGET BALANCE (OVER)/Under
Administration	836,461	746,717	89,744
Finance	1,332,518	1,338,653	(6,135)
Human Resource	480,328	419,004	61,324
(IT) Information Technology	1,277,418	1,137,351	140,067
Insurance	428,828	313,217	115,611
Internal Audit	343,645	330,155	13,490
Maintenance	381,705	323,519	58,186
Property Management & Acquisition	202,595	189,219	13,376
Tax Commissioner	26,756	11,559	15,197
Tribal Government	30,324	23,252	7,072
TOTAL	5,340,578	4,832,646	507,932

INDIRECT COST POOL POSITIONS

ADMINISTRATION

1 ADMINISTRATIVE MANAGER
3 ADMINISTRATIVE OFFICER
1 BUDGET SPECIALIST
1 GRANT WRITER
1 GRANT WRITER AIDE
1 PROGRAM ASSISTANT
1 SECRETARY
1 SENIOR GRANT WRITER

FINANCE

1 ACCOUNTING SUPERVISOR/MONITOR
3 ACCOUNTING TECHNICIAN
3 ACCOUNTING TECHNICIANS, SR
1 ACCOUNTS PAYABLE COOR.
2 ACCOUNTS PAYABLE TECHNICIANS
1 ACCOUNTS RECEIVABLE COOR.
1 ACCOUNTS REC. TECH/CENT. CASHIER
2 ACCOUNTS RECEIVABLE TECHNICIAN
1 FINANCE MANAGER
1 FISCAL MONITOR
2 PAYROLL TECHNICIANS
1 RECEPTIONIST/ACCOUNT. CLERK
1 SYSTEM SUPPORT SPECIALIST/ACCT
1 SYSTEM SUPPORT TECH/ACCOUNT.

HUMAN RESOURCE

1 DATA TECHNICIAN
1 EMPLOYEE RELATIONS TECHNICIAN
1 EMPLOYEE RELATIONS/TRAINING COOR.
1 HUMAN RESOURCE MANAGER
1 SECRETARY/RECEPTIONIST
1 TRAINING/COMPENSATION MANAGER

(IT) INFORMATION TECHNOLOGY

1 ADMINISTRATIVE SUPPORT SPECIALIST
1 APPLICATIONS DEV. MANAGER
1 IT DIRECTOR
1 NETWORK ADMINISTRATOR
1 NETWORK ENGINEER
3 PC TECHNICIAN III
1 PROGRAMMER/ANALYST
1 TECHNOLOGY TRAINER
1 TECHNICAL SERVICES SUPERVISOR
1 WEB ARCHITECT

INSURANCE

1 BENEFITS COORDINATOR
1 BENEFITS TECHNICIAN
1 EMPLOYEE ADVOCATE
1 INSURANCE MANAGER
1 WELLNESS COORDINATOR

INTERNAL AUDIT

1 DIRECTOR
1 STAFF AUDITOR

MAINTENANCE

1 HEATING/COOLING SERVICE TECH
1 INVENTORY CLERK (50%)
1 MAINTENANCE MANAGER
1 MAINTENANCE WORKER
1 OFFICE MANAGER
1 RECEPTIONIST (50%)

TRIBAL GOVERNMENT

1 CHAIRMAN (25%)

PROCUREMENT

1 PREOCUREMENT DIRECTOR
2 PURCHASING/INVEN. OFFICER

TAX COMMISSIONER

1 PREFERANCE COORDINATOR
1 ADMINISTRATIVE ASSISTANT

INDIRECT COST RATES						
FY	BASE	I/C POOL BUDGET	CARRY-OVER	ADJUSTED I/C BUDGET	PROPOSED RATE	APPROVED RATES
2011	57,833,378	5,340,578	(112,873)	5,227,705	9.04%	9.04%
2010	58,209,773	5,206,955	(68,110)	5,138,845	8.83%	8.83%
2009	46,931,756	5,176,726	(156,290)	5,020,436	10.70%	10.70%
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

Jeremy C. Weso, Administrative Manager and Member of the Investment Committee

Overview

The Investment Committee of the Tribe was created pursuant to the Investment Plan Authorization ordinance, Menominee Tribal Ordinance No. 96-10. The committee consists of the following seven members: Bruce Pecore, MTL member and Committee Chairman; Lisa Waukau, MTL Member; Laurie Boivin, MTL Member; Kathy Kaquatosh, Finance Manager; Brandon Waupekenay, Insurance Department representative; Sean Harte, Community Member; and Jeremy C. Weso, Administrative Manager. These seven individuals collectively provide (a) guidance and direction to the Finance Manager and Insurance Director in the establishment and monitoring of various investments of the Tribe, (b) general oversight on investments, and (c) recommendations to the Legislature on how funds individually or collectively should be invested. In addition, the committee makes recommendations to the Legislature on changes to the overall investment policy for the Tribe.

Frequently Asked Questions

- What is the investment mix? The investment mix, or asset mix, is the percentage of a fund that is invested in each of the three major classes of assets: (1) cash and equivalents (e.g. cash, savings, certificates of deposit, money market, etc.), (2) fixed income instruments (e.g. bonds, debenture, notes) and, (3) equity instruments (common stock or ordinary shares). The investment mix varies by fund and largely depends upon the desired growth, amount of risk the Tribe is willing to take, and liquidity needs (ease of conversion into cash) of the fund being invested.
- How many funds make up the Tribe's investment portfolio? Generally, there are about ten (10) funds subject to the control of the investment policy. Those funds include: (1) the Reserve fund; (2) Trani Estate fund; (3) Healthcare Endowment fund; (4) Education Endowment fund; (5) Burial Benefit fund; (6) Minors and Legal Incompetent fund; (7) Alternative judgment fund; (8) Utilities judgment fund; (9) Courthouse Improvement judgment fund; and (10) Aging fund.
- What happens to interest earnings on each fund? Interest earned on each fund is applied to the fund for reinvestment or disbursement in accordance with appropriation legislation adopted by the Legislature.
- Can interest earned on a fund be applied elsewhere? Generally, no. If the fund's use is subject to federal or tribal restriction, the fund and any interest earned from the fund must be used solely for the purposes for which it was intended or reinvested back into the fund.
- Which funds are subject to federal or tribal restrictions on their use? The Healthcare Endowment fund, Education Endowment Fund, and Burial Benefit fund are subject to federal restrictions that require the principal balances to be preserved and their use restricted. Additionally, the Alternative Judgment fund, Courthouse Improvement fund, and Utilities Judgment fund are subject to federal restriction on their use, but these funds are intended to be completely expended. The Trani Estate, Aging fund, and Minors and Legal Incompetents fund are subject to tribal restrictions on their use, and may be expended partially or completely at the Legislature's discretion.
- Can anyone access investment funds? No. The Investment Committee or a committee of the Legislature may only make a recommendation to the Legislature on how funds are accessed or expended, but only the Legislature can give final approval. No one individual can access, transfer, or expend a fund without the express approval of the Legislature.
- Does the Tribe have other funds that are invested and not subject to oversight by the Investment Committee? Yes. Those funds include those funds transferred and deposited into the self-funded employee health, dental, and workers compensation fund. These funds are typically collected, monitored and maintained by other banks and third-party administrators who, in turn, provide data to the Tribe's officials as needed or requested.
- How often does the Investment Committee meet? The Investment Committee meets two to four times a year along with the bank's wealth management group directly responsible for investing the Tribe's various funds.
- What bank manages our investment portfolio? In FY2011 and in years prior, Associated Bank held the Tribe's investment portfolio. In FY2011, Heartland Bank will hold the Tribe's investment portfolio.

- What is the Tribe's Investment Policy? Appearing in the table below is a copy of the Tribe's current investment policy. The Tribe will be revising this policy in FY2011 with the help of Heartland Bank's wealth management group.

Menominee Indian Tribe of Wisconsin
Investment Policy

PURPOSE

This investment policy is set forth so that there is a clear understanding of the investment guidelines and objectives of the Menominee Indian Tribe between the Legislature, Budget Committee and the Investment Committee established by Ordinance 96-10. The Menominee Indian Tribe seeks to achieve as high a level of total return as is consistent with prudent investment management, preservation of purchasing power and ready marketability of its investment portfolio. It is our mission to optimize our resources for the economic and cultural benefit of our tribal members. Commitment and determination are required in order to achieve our objective. The Menominee Tribe of Wisconsin has been able to create economic opportunity for our people while protecting and renewing our forests. It is our goal to grow our current investment pool in a prudent manner so that not only will we receive a portion of the benefits today, but well into the future. The Tribe seeks to achieve its investment objectives by investing primarily in a diversified portfolio of fixed income and equity securities. The Menominee Indian Tribe recognizes that separate pools of capital with different investment objectives require different asset allocation strategies to meet their various objectives. Thus, the Tribe has set broad based, asset allocation strategies with various risk tolerances in order to offer investment parameters suitable to meet each pool of capital's objectives. 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 and up) in nature. The Tribe recognizes that for accounts with a long-term objective, preservation and growth of purchasing power is a significant risk. In order to achieve the higher returns necessary to preserve and grow purchasing power, the Tribe is willing to invest a majority of those account's assets predominately in equities and accept somewhat more aggressive risk tolerance than a pure fixed income portfolio.

DELEGATION OF AUTHORITY

Authority to manage the MITW's investment program is derived from the Menominee Tribal Legislature and Tribal Ordinances, Resolutions, and Motions. Responsibility for the operation of the investment program for the *General Fund, Special Revenue Funds, Debt Service Funds and Enterprise Funds is hereby delegated to the Finance Director who* shall have operational duties for managing those investments. The responsibility for the operations of the investment program for the *Settlement Funds, Trust and Agency Funds, and Incompetents and Minors Trust is hereby delegated to the Insurance Director* who shall have operational duties for managing those Investments. The operational responsibility for the Capital Project Funds shall be shared between the Finance Director and Insurance Director. These individuals shall act in accordance with established written procedures and internal controls for the operation of the investment program consistent with this investment policy. No person may engage in an investment transaction except as provided under the terms of this policy. These individuals shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

SETTLEMENT FUNDS, TRUST & AGENCY FUNDS AND INCOMPETENT & MINOR TRUST

Burial, Education and Healthcare Accounts

These accounts are expected to be perpetual/very long-term in nature (+20 years) and thus are able to benefit from the historical ability of stocks to out-perform bonds over long periods of time. These funds will be considered long-term in nature.

Asset Class	Range of Allocations
Cash/Money Markets	0-20%
Fixed Income/Bonds	35-55%
Equity/Stocks	45-70%

Courthouse, Utility and Elderly Accounts

These funds will be targeted for distribution with an eventual termination to cover the financing needs for each of the accounts specific needs. These funds will be considered to be short-term in nature.

Asset Class	Range of Allocations
Cash/Money Markets	10-100%
Fixed Income/Bonds	0-90%
Equity/Stocks	0%

Reserve, Trani Estate, and Alternative Accounts

There is no "FINAL" determination for the end use of the funds in each of these accounts. While these accounts shall pursue growth of capital through investments in equities, due to the potential need to extract funds at an unknown date, the accounts shall pursue an intermediate-term approach. These funds will be considered intermediate-term in nature.

Asset Class	Range of Allocations
Cash/Money Markets	5-25%
Fixed Income/Bonds	40-60%
Equity/Stocks	25-45%

Minors and Incompetents Account

Similar to the longer-term approach used for Education, Burial and Healthcare accounts, and the investment objective for this account increases its utilization of the higher growth potential of investments in equities in similar increments.

Asset Class	Range of Allocations
Cash/Money Markets	0-25%
Fixed Income/Bonds	50-70%
Equity/Stocks	20-40%

MANAGEMENT FEES

Management fees will be charged to the appropriate fund.

EARNINGS

All earning are reinvested in accordance with the Policy.

GENERAL FUNDS, SPECIAL REVENUE, DEBT SERVICE AND ENTERPRISE FUNDS

See attachment – "CASH MANAGEMENT POLICY"

REPORTING

The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

APPROVAL OF INVESTMENT POLICY

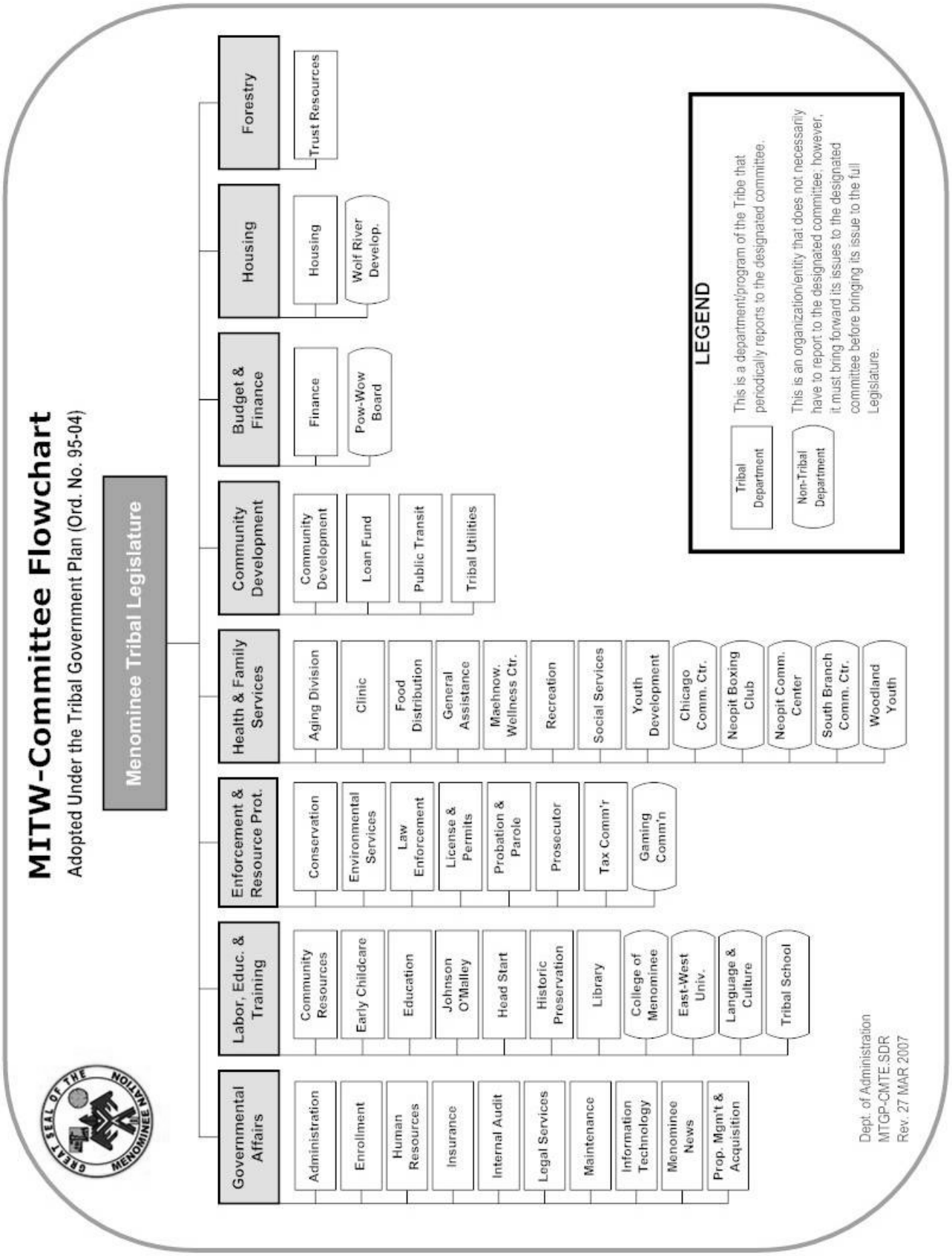
The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

FY2011 Performance. The following table provides a brief summary of each fund's performance in FY2011.

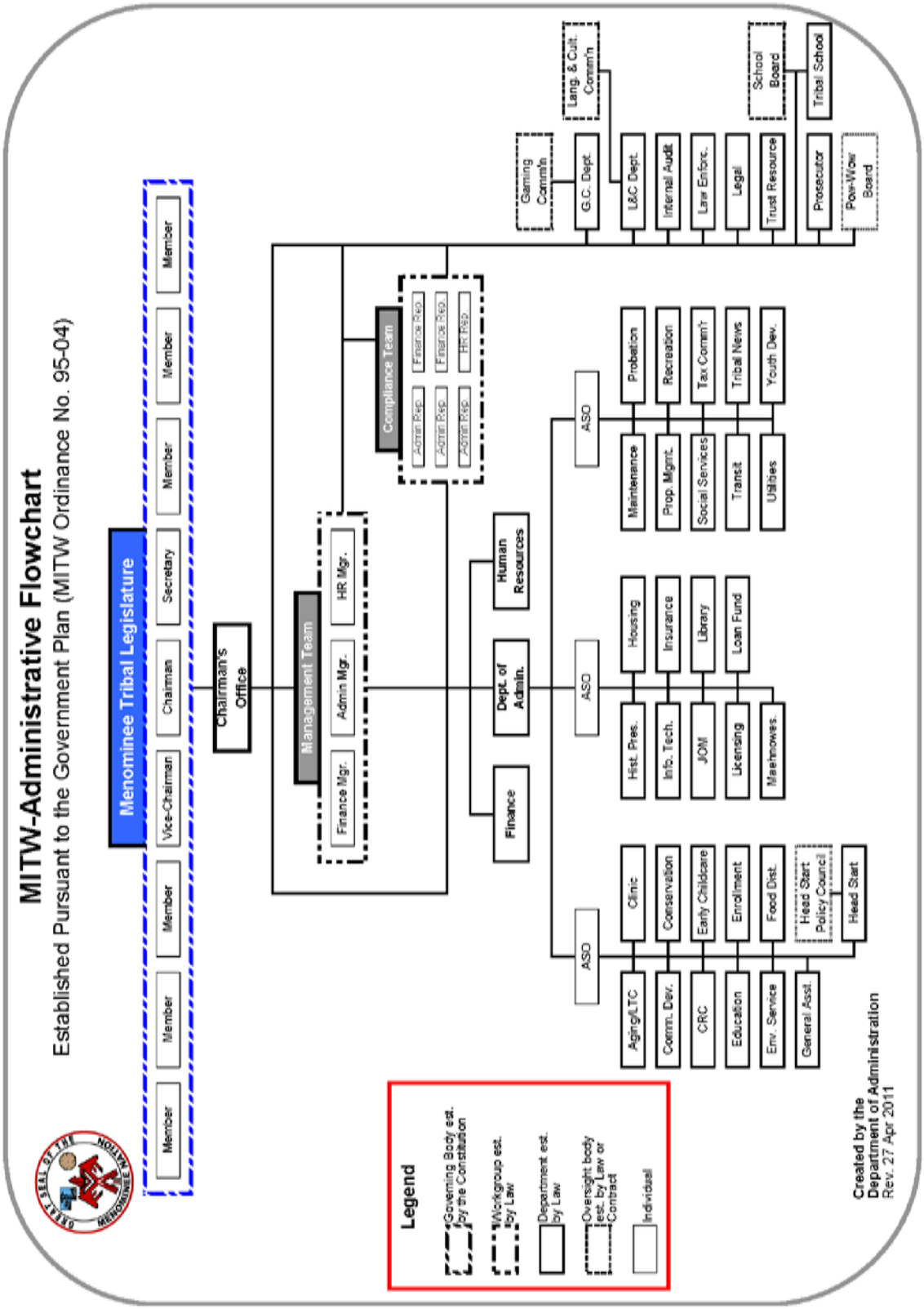
	RESERVE	TRANI	ALTERNATIVE	BURIAL	EDUCATION	HEALTHCARE	UTILITIES	COURTHOUSE
10/01/2011 MARKET VALUE	**$ 7,227,081.69**	**$506,745.98**	**$ 91,627.01**	**$2,302,852.27**	**$ 4,612,922.87**	**$2,388,892.87**	**$580,434.00**	**$ 24,473.40**
Income								
Interest	53,915.45	46.60	2.71	10,608.56	20,826.51	11,038.11	70.26	1.22
Dividends	130,150.09	19,533.43	1,327.35	46,753.00	93,815.74	48,751.94	23,670.85	311.29
Other Income	425.96	194.09			4,739.52			
Contributions	1,000,000.00							
Disbursements								
Transferred to Tribe/ Programs/Beneficiary	(2,156,973.79)	(220,104.89)	(94,580.45)	(91,515.00)	(169,297.03)	(91,979.73)	(229,339.00)	(24,333.06)
Management Fees	(25,641.40)	(2,246.26)	(416.68)	(9,779.05)	(19,166.02)	(10,170.00)	(2,164.92)	(312.51)
Non-Cash Activity								
Realized Gains(Losses)	214,838.20	13,810.92	5,083.01	135,965.30	275,440.68	143,675.65	9,618.18	488.53
Unrealized Appreciation(Depreciation)	(482,736.55)	(34,399.41)	(3,042.95)	(308,216.09)	(623,544.51)	(320,890.63)	(22,059.95)	(628.87)
9/30/2011 MARKET VALUE	**$ 5,961,059.65**	**$283,580.46**	**0.00** *	**$2,086,668.99**	**$ 4,195,737.76**	**$2,169,318.21**	**$360,229.42**	0.00
Cash & Equiv	**1,274,753.00**	**25,786.00**		**32,440.00**	**144,992.00**	**52,551.00**	**41,531.44**	
Fixed Income	**3,129,910.38**	**172,216.99**		**796,281.98**	**1,533,749.52**	**807,195.42**	**318,697.98**	
Equities	**1,556,396.27**	**85,577.47**		**1,256,947.01**	**2,516,996.24**	**1,309,571.79**		
	$ 5,961,059.65	**$283,580.46**		**$2,085,668.99**	**$ 4,195,737.76**	**$2,169,318.21**	**$360,229.42**	

*Transferred to Money Market Account

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