Menominee Indian Tribe of Wisconsin

Annual Report 2012

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Annual General Council Meeting Agenda

Saturday, January 19, 2013 at 9:00 a.m., at the Menominee Convention Center
(TRIBAL ATTENDANCE IS ENCOURAGED)

1. Call to Order – Roll Call
2. Menominee Veterans Color Guard and Flag Song
3. Menominee Prayer
4. Appointment of Sergeant-at-Arms
5. Appointment of Tellers
6. Election of Chairman for the Meeting
7. State of the Menominee Nation –Chairperson
8. Actions Taken per Motions of Annual General Council dated January 14, 2012
9. Legislative Committee Reports:
   - Budget and Finance
     - Financial Reports
     - Indirect Cost Report
     - Investments
   - Community Development
   - Enforcement and Resource Protection
   - Forestry
   - Governmental Affairs
   - Health and Family Services
   - Housing
   - Labor, Education and Training
10. Other Business
11. Retire the Colors
12. Adjournment

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

*** Important Dates to Remember ***

Tribe's Annual Events		
Annual Events		***Important Dates & Timelines***
Annual General Council Meeting		Saturday, January 19, 2013
Annual Swearing-In Ceremony		Saturday, February 9, 2013
Menominee Indian High School Graduation		Friday, May 24, 2013
Menominee Veterans Pow-wow		Third Weekend in May
Memorial Day Parade		Monday, May 27, 2013
Menominee Nation Contest Pow-wow		First weekend in August
Primary Tribal Elections	Neopit	Wednesday, November 13, 2013
	Keshena	Thursday, November 14, 2013
Main Tribal Elections	Neopit	Wednesday, January 15, 2014
	Keshena	Thursday, January 16, 2014

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day (obs.)	Friday Dec. 21, 2012	Native American Day	Monday May 13, 2013
Christmas Eve	Monday Dec. 24, 2012	Memorial Day	Monday May 27, 2013
Christmas Day	Tuesday Dec. 25, 2012	Independence Day	Thursday July 4, 2013
New Year's Eve	Monday Dec. 31, 2012		
New Year's Day	Tuesday Jan. 1, 2013	Labor Day	Monday Sept. 2, 2013
Martin Luther King Jr.	Monday Jan. 21, 2013	Veterans Day (obs.)	Monday Nov. 11, 2013
Presidents Day	Monday Feb. 18, 2013	Thanksgiving Day	Thursday Nov. 28, 2013
Good Friday	Friday March 29, 2013	Day After Thanksgiving	Friday November 29, 2013

MENOMINEE INDIAN TRIBE OF WISCONSIN

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

Posoh My Fellow Menominee:

It has been a great honor serving the Menominee people and Nation this past year. This has a monumental year for the Tribe not only through the provision of services to the people, but also through the steadfast commitment of the government in its establishment of partnerships designed to enhance the future services and delivery to the Menominee People. For example,

- The Tribe and the Menominee Tribal Enterprises have negotiated a settlement that has terminated years of disagreement. The Tribe has turned over 3 of the P.L. 93-638 contacts, thereby providing MTE the opportunity to exercise full authority and autonomy in the arena of Forest Management, Forest Development, and Fire Suppression. Through this agreement, MTE is now able to move forward with plans for expansion of the Mill operation resulting in the creation of additional services and jobs for Menominee people.
- The Tribe has approved and entered into a partnership with the College of the Menominee to provide educational opportunities to Menominee People in the specialty arena of childhood education. Through this partnership, the Tribe's Head Start Program and our children will benefit from the solid education of its teaching staff not only through CMN's rigorous academics, but also with the availability of culturally competent materials.
- The Tribe has finally concluded the process for its Off-Reservation Land-to-Trust Application for the purposes of Gaming on the Dairyland property in Kenosha, WI. As we await a decision from the Department of Interior and finally Wisconsin's Governor, the Tribe and its supporters remain vigilant in its pursuit of support for this project.

This past year has continued the trend of presenting challenges to our government operations and financial resources. The Tribe faced economic uncertainty at many points in this past fiscal year, but has overcome these challenges by implementing creative solutions. The Tribe's Grant Writers have successfully made application on 69 new grants, totaling $11.3 million for the Tribes programming and service provisions, which does not include previous grant awards currently in use by many Tribal programs or the $4.3 million in pending applications. The Tribe's Budget & Finance Committee is also utilizing creative solutions to effectively provide for the Tribe's many programs and services offered to Tribal members through continuous monitoring of the Tribe's financial resources to keep Tribal Departments operating on a 40-hour work week. I would like to commend the Tribe's employees, who have remained committed to the effective operation of the Tribe's program and services provisions to the Tribal membership. Without their dedication, commitment, and loyalty to the Tribe, our programs, services, and people would be adversely impacted.

Before presenting the 2012 Annual Report, let me conclude with this:

> "In the confrontation between the stream and the rock, the stream always wins- not through strength but by perseverance (H. Jackson Brown)."

This statement is representative of our great Menominee Nation, we have survived for centuries, not only due to our strength, but more so because we have perfected the art of perseverance- no matter the obstacle.

Maec waewaenen,

Craig Corn

Craig Corn, Chairman
Menominee Indian Tribe of Wisconsin

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Tribal Legislature Directory

Craig Corn ***Chairman*** PO Box 15 Keshena, WI 54135	(Term 2014)	(715) 799-5114 – Work (715) 853-4043 – Cell
Myrna Warrington ***Vice-Chairwoman*** PO Box 244 Keshena, WI 54135	(Term 2014)	(715) 799-5600 – Work (715) 851-0607 – Home
Orman "Chief" Waukau ***Secretary*** W6715 Shawopokasic St Neopit, WI 54150	(Term 2014)	(715) 799-5114 – Message
Rebecca Alegria PO Box 355 Keshena, WI 54135	(Term 2013)	(715) 799-5258 – Work
Gary Besaw P.O. Box 15 Neopit, WI 54150	(Term 2015)	(715) 799-5600 – Work (715) 799-3242 – Home
Lisa Waukau PO Box 542 Keshena, WI 54135	(Term 2013)	(715) 799-3846 – Work (715) 799-3989 – Home
Bruce Pecore 1158 Corpinus Drive Green Bay, WI 54313	(Term 2013)	(920) 434-4562 – Home (920) 619-6145 – Cell
Joan Delabreau 605 E. 5th St. Floor 1 Shawano, WI 54166	(Term 2015)	(715) 701-1037 – Cell
Randolph "Randy" Reiter PO BOX 446 Keshena, WI 54135	(Term 2015)	(715) 799-5670 – Home

Committees of the Legislature

Budget & Finance:
- Bruce Pecore, Chairman
- Keith Tourtillott, Vice Chairman
- Betty Jo Wozniak, Secretary
- Joan Delabreau, Legislature
- Kathy Kaquatosh, Finance
- Randolph Reiter, Legislator
- Michael Chapman, Community Rep.
- Vacant, Insurance

Labor, Education & Training:
- Lisa S. Waukau, Chairman
- Myrna Warrington, Vice Chairman
- Regina Washinawatok, Secretary
- Shannon Chapman, Tribal School
- Dr. Verna Fowler, College of Menominee Nat.
- Crystal Chevalier, Community Rep.
- Virginia Nuske, Education
- Gary Pyawasay, Head Start
- Karen Washinawatok, Language & Culture

Governmental Affairs:
- Randolph Reiter, Chairman
- Ben Kaquatosh, Vice Chairman
- Betty Jo Wozniak, Secretary
- Vicky Tourtillott, Information Technology
- Orman Waukau Jr., Legislature
- Kathy Kaquatosh, Finance
- Michael Chapman, Community Rep.

Health & Family Services:
- Myrna Warrington, Chairman
- Shannon Wilber, Vice Chairman
- Duane Waukau, Secretary
- Joan Delabreau, Legislator
- Darwin Dick, Youth Development and Outreach
- Mary Husby, Social Services
- Jerry Waukau, Clinic
- Geradette Richmond, Community Rep.

Community Development:
- Orman Waukau Jr., Chairman
- Wayne Wilber, Vice Chairman
- Yvette Ducane, Secretary
- Randolph Reiter, Legislator
- Eva Robinson, Finance
- David Grignon, Historic Preservation
- Marlin Waupoose, Utilities
- Betty Jo Wozniak, Housing

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

Enforcement & Resource Protection:
- Gary Besaw, Chairman
- Douglas Cox, Vice Chairman
- Bruce Pecore, Secretary
- Bryan Lepsier, Law Enforcement
- Nolan Mahkimetas, Menominee County Sherriff's Department
- Joseph Martin, Prosecutor
- Lynette Miller, Gaming Commission
- Walter Cox, Conservation
- Joshua Pyatskowit, Environmental Services
- Vacant, Menominee County Human Services

Forestry:
- Gary Besaw, Chairman
- Rebecca Alegria, Vice Chairman
- Jeremy Pyatskowit, Secretary
- David Grignon, Historic Preservation
- Patrick Waukau, Community Rep.
- Walter Cox, Conservation
- Wayne Wilber, Community Development
- Henry Dodge, Community Rep.
- Joyce Menchaca, Community Rep.

Task Forces, Boards and Community Committees

Kenosha Gaming Authority:
- Gary Besaw, Chairman
- Bruce Pecore
- Myrna Warrington

MTL/MISD:
- Rebecca Alegria, Chairman
- Orman Waukau Jr.
- Bruce Pecore

Wolf River Development:
- Lisa S. Waukau, Chairman
- Craig Corn

MTL/County Task Force:
- Craig Corn, Chairman
- Myrna Warrington
- Orman Waukau Jr.

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

Menominee Indian Gaming Authority:
- Myrna Warrington
- Lisa S. Waukau
- Bruce Pecore

82-10 Appeals Board:
- Joan Delabreau, Chairman
- Gary Besaw, Alternate

Emergency Government:
- Myrna Warrington

Tribal/State Relations:
- Gary Besaw

Human Services Planning:
- Myrna Warrington, Chair

UW-Extension:
- Rebecca Alegria

Powwow Committee:
- Myrna Warrington, Chairman
- Monty Beauprey, Vice-Chairpman
- Mary Wayka, Treasurer
- Orman Waukau, Jr.
- Bruce Pecore
- Dory Latender-Lyons
- Mary Waupoose
- Margaret Snow

Chicago Community:
- Craig Corn, Chairman
- Bruce Pecore
- Randolph Reiter

Keshena Community:
- Bruce Pecore, Chairman
- Rebecca Alegria
- Lisa S. Waukau

Middle Village Community:
- Orman Waukau Jr., Chairman
- Gary Besaw
- Joan Delabreau

Neopit Community:
- Joan Delabreau, Chairman
- Orman Waukau Jr.
- Gary Besaw

South Branch Community:
- Rebecca Alegria, Chairman
- Bruce Pecore
- Randolph Reiter

Zoar Community:
- Myrna Warrington, Chairman
- Craig Corn
- Lisa S. Waukau

Administration

Betty Jo Wozniak, Tribal Administrator

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
  - Betty Jo Wozniak, Tribal Administrator
  - Annette Westphal, Administrative Services Officer
  - Darwin Dick, Interim Administrative Services Officer
- Support
  - Devin Wynos, Budget Specialist
  - Carol Caldwell, Secretary
- Grant Writing
  - Neva Vogt, Senior Grants Writer
  - Betty Gumm, Grants Writer
  - Brianne Tepiew, 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, etc.);
- 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
- Human Services Planning Committee
- Wolf River Development Corporation
- Community Engagement

V. Highlights

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

- Income Maintenance. Administration issued a preliminary report to the Legislature on the Tribe's assumption of the Income Maintenance Program from Menominee County. Notification efforts included a notice being placed in both December 2011 issues of Menominee Nation News and a State issued letter that was mailed out mid-December to all active income maintenance clients on the Reservation, and the placement of State issued posters notifying the community of the change. The Tribe's Community Resource Department began providing limited income maintenance services of January 1, 2012 with full provision of services beginning on March 1, 2o12. Staff were hired and trained on the intake and referral processes for FoodShare and Medical Assistance.

- Solid Waste and Recycling Services. Administration in conjunction with the Menominee County Administrator finalized the scope of work for contracting with a consulting firm to conduct a feasibility study on solid waste and recycling collection and removal services. The study is being completed to determine what would be needed to provide these services locally to include staffing, equipment needs, along with operational and maintenance costs.

- Milwaukee Area Tribal Office. The Milwaukee Area Tribal Office has been open since February 14, 2012. Eleven Tribal departments are now participating and providing services to the membership residing in/around the Milwaukee area. The schedule of activities are as follows:

  Every Tuesday the License and Permits Department provides tax exempt and other ID cards to Tribal members at standard rates, provides enrollment certifications, and accepts enrollment applications and submits them to the Enrollment Department.

  First Tuesday of every month the Education Department assists with completing financial aid forms and Federal Application for Federal Student Aid online and provides information on continuing education and options. The Maehnowesekiyah Wellness Center provides outreach to members and informs them of services offered and provides one-on-one counseling for tribal members.

  Second Tuesday of every month the Aging Division provides outreach to elderly members and provides information and assistance on public benefits and information on CBRF services. Community Resources Center provides information/assistance on job search, resume development, and the utilization of WisCareers and services available through its department.

  Third Tuesday of every month the Insurance Department provides information on burial and wake assistance benefits. The Housing Department provides outreach to members and informing them of services offered on the Reservation.

  Fourth Tuesday of every month the Youth Development and Outreach provides education and information on YDO services related to prevention for youth and building strong families. The Loan Fund Department provides loan information and receiving applications.

  Milwaukee Area Tribal Office Contact Information:

250 E. Wisconsin Avenue, Suite 1800	Toll Free (877) 209-5866
Milwaukee, WI 53202	Mobile (715) 853-6818

- Codification. The Code Adoption Ordinance No. 11-32 was passed by the Legislature on January 5, 2012. Training sessions were held for staff on February 28 and March 14, 2012 at the College of Menominee Nation Culture Building. The sessions provided staff with information on how to use the code. The adoption of Ordinance No. 11-32 marks the completion of Strategic Planning Justice Goal Two, Objective Three to "develop a codified system of laws".

- Contracts/Grants. Administration maintains a master file for each of the Tribe's contracts and grants along with a corresponding electronic file. The master files include grant/contract summaries, award letters, special conditions, correspondence, reporting forms, narrative and financial reports, regulations, budget modifications, program modifications, recodes and any other grant related documents. At the end of each fiscal year, outgoing contract and grant files are archived and new contracts and grant files are set up. This begins the cycle of maintaining information on active contracts and grants.

- Tribal Information Hotline. Administration worked with Menominee County and Tribal Emergency Management Directors on ways to get the word out regarding the new Tribal Information Hotline. The general public can call this hotline by dialing 715/799-7000 to receive information on school closings, office closings, power outages, and other advisories or warnings.

- Wisconsin Family Services. The Tribe receives State funding from the Department of Health Services and Department of Children and Families to address social issues in the community. In fiscal year 2012, the Tribe was required to develop a new three-year plan. Departments that receive this funding are Youth Development and Outreach, Maehnowesekiyah, Aging Division, and Daycare.

- Budget Analysis. Administration handles all General Services Administration vehicle billings, maintenance and exchanges. There were approximately 10 vehicle exchanges this past fiscal year. The department also works as a team to develop the tribal budget and to prepare the Indirect Cost Proposal. Administration also processed budget modifications, recodes, and coordination of the Bureau of Indian Affairs contract renewal process.

- Strategic Planning. The Tribe's Strategic Plan sets forth a unified mission, vision and value for the Tribe, and it establishes 40 goals and 129 objectives in the following service areas: culture, education, economic, health, justice, social and natural resources. The workgroups were assembled in FY12 to fulfill peer review and reporting requirements of the strategic plan. At these meetings many of the workgroup members learned something new about other departments and often discussed potential collaborative efforts. As we are aware, collaboration and creativity have become increasingly important due to the current economic situation and the Tribe's cost containment efforts.

- Grants.

  In fiscal year 2012, the Grants Writers wrote, reviewed or submitted a total of 69 grant applications on behalf is tribal departments. The following tabular summary provides information on the number of grants reviewed, written or submitted as well as the total amounts funded, denied and the total amounts for pending applications:

	Number	**Funded**	**Denied**	**Pending**	**Totals**
Grants Reviewed	24	$3,167,633	$701,422	$1,631,938	**$5,500,993**
Grants Submitted	1	$18,020	$0	$0	**$18,020**
Grants Written	44	$8,101,777	$2,629,575	$2,697,107	**$13,428,459**
Totals	**69**	**$11,287,430**	**$3,330,997**	**$4,329,045**	**$18,947,541**

- Employee Additions. In FY2012, we welcomed the following Directors and employees to the organization and wish them much success in their new positions:
  - Roger Corn assumed his new position as the Maintenance Director on October 10, 2011.
  - Sharon Fredricks began her position as the Head Start Director on December 5, 2011.
  - Brianne Tepiew began her position as the Grants Writer Aide in the Department of Administration on February 6, 2012.
  - Wayne Wilber accepted the position of Community Development Director on January 16, 2012. Wayne has been with the Tribe for over 9 years and had previously served as the Tax Commissioner.
  - Gregory Smith accepted his position as the Tax Commissioner on February 13, 2012.
  - Betty Gumm accepted her position as a Grants Writer with the Department of Administration on July 26, 2012.
  - Carol Caldwell began her position as the Secretary in the Department of Administration on August 27, 2012.
  - Gary Pyawasay began his new position as the Head Start Director on August 14, 2012 after 6 years as an Administrative Services Officer with the Department of Administration.
  - Betty Jo Wozniak accepted the position of Tribal Administrator on October 24, 2012; for the time being Betty Jo will also continue in her position as the Housing Director.

- Employee Departures. In FY2012, the Tribe and the Department of Administration said goodbye to the following Directors and employees this past year:
  - Sigrid Congos, Senior Grants Writer, retired from her position with the Department of Administration on April 5, 2012 after 21 years of dedicated service to the Tribe.
  - Sharon Fredricks resigned from her position of Head Start Director on April 26, 2012
  - Mike Wilber resigned his position as the Menominee Tribal/County Library Director on July 30, 2012.
  - Natasha Miller resigned her position as Secretary in the Department of Administration on August 17, 2012.
  - Jeremy Weso resigned his position as the Administrative Manager with the Department of Administration on September 14, 2012.
  - Jennifer Gauthier resigned her position as an Administrative Services Officer on October 8, 2012.

It is with great sorrow and a heavy heart that we said goodbye this past year to our Secretary, our friend, and our family member, Renee Duquain, who lost her courageous battle with breast cancer on January 7, 2012. Renee worked for the Department of Administration since December 28, 1998, we often told her she was our "Radar O'Reilly"!! *Perhaps they are not stars in the sky, but rather openings where our loved ones shine down to let us know they are happy. ~ Eskimo Legend*

Aging Division

Denise Pommer, Director

Mission Statement

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

Aging and Long-Term Care

The Department of Aging and Long-term Care serves 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 Committee. The Commission on Aging acts in an advisory capacity whose members serve to represent the views, interests, and concerns of the elder population. A Nutrition Advisory Committee is a separate body that provides input 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 benefits 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 2012 the Benefit Specialist provided program services to an unduplicated number of 194 Native American individuals and to 8 non-Native Americans. The Elderly Benefit Specialist is a member of the Wisconsin Association of Benefit Specialists and attends ongoing training to remain current with public benefits updates. 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 2012 staff completed 700 home visits providing a variety of services and 133 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, Headstart, 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 you stay healthy; the menus are created with input from the cooks and clinic dietician and approved by the local nutrition committee. Each center is staffed with a full time Head Cook and part time Assistant Cook and when available by individuals through the JTPA program, NICOA, and volunteers. 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 2012 the total number of meals served was 33,428 of which 14,218 were served in the congregate setting and 19,210 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 2012 three semi-loads of wood was received from MTE, cut, split and delivered to tribal elders, 36 air conditioners were installed, 111 homes received snowplowing services, and 31 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 unit 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 unit.

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 unit.

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.

FY2012 Trainings
Staff trainings in 2012 included customer service training provided to all department staff; the Community Caregiver staff attended cognitive screening training and Professional Caregiver's Alzheimer/Dementia Education Conference, two Head Cooks attended an Add Life Senior Dining Staff training, the Nursing Supervisor attended the cognitive screening training and Sure Step fall prevention training; the two maintenance staff attended the OSHA 10 training; the maintenance supervisor attended the cooling station table top exercise along with the Director and Administrative Assistant; and the Director and Administrative Assistant attended the Codification training. Training for the Elder Benefit Specialist included an Elder Abuse Prevention Education Conference, along with the Director, and bi-monthly EBS trainings, Medicare Part D, and the Wisconsin Association for Benefit Specialists' conference.

Activities
FY 2012 activities supported by the Tribe and hosted by the aging unit included the annual Elders Christmas party held at the Menominee convention center attended by 327 elders, and the Elder's annual picnic attended by approximately 80 elders. The 4 Nations picnic was attended by 72 elders and other activities included black ash basket weaving classes, yoga and Pilates' classes, a walking group, and transportation was arranged for an Oneida bingo trip and to the winter powwow in Milwaukee.

Elder Abuse Prevention
The Department of Aging and Long-term Care was awarded a grant in the amount of $215,965 to increase awareness of elder abuse. The grant period covers a three year period and the goal is to mitigate abuse by linking the issue with the traditional cultural norms of respect and reverence for tribal elders and to pass that cultural legacy on to the youngest generations of Menominee. A "Respect our Elders" conference was held in May of 2012 with 60 elders in attendance. The elders participated in group discussions to present their perspectives on what constitutes elder abuse and what is considered acceptable or respectful behavior toward elders. Of those who completed evaluation forms, 93.1% stated they want the community to be made aware of the conference findings and messages from the elders to the community including the youth, caregivers, and others. The elder's messages were printed in the June 25th edition of the Menominee News and have been printed and will be displayed throughout the community and at upcoming conferences relative to the grant.

Long-term Care Services
Due to the transfer of Medicaid waiver eligible individuals from the county waiver program into the tribal waiver program, we have improved the timeliness of delivery of waiver services, increased the number of persons being served and reduced the wait list for waiver services. At the end of September 2012 there are 56 clients in the tribal waiver program. Also, the cost savings realized by the county is now applied to the provision of home repairs, modifications, replacement, and extermination services. There were 18 applications received in 2012 and the total cost of the completed projects was $9,561.62; projects that were awarded and are in progress total $16,483.50, and the costs for projects that were awarded and are slated to begin is $31,740.00. The combined total is $57,785.12. Applications are available at the aging unit and at Menominee County Health and Human Services.

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	Telephone: 715-799-5240/ Fax:715-799-5278
Keshena Senior Center	Telephone: 715-799-3964
Neopit Senior Center	Telephone: 715-756-2290
Denise Pommer, Director	Telephone: 715-799-5271/ Email: dpommer@mitw.org
Colleen Waukechon, Administrative Assistant	Telephone: 715-799-5272/ Email: cwaukechon@mitw.org
Lynnette Wychesit, Elderly Benefit Specialist	Telephone: 715-799-5688/ Email: lmwychesit@mitw.org
Tanaes Washinawatok, Family Caregiver Coordinator	Telephone: 715-799-5929/ Email: twashinawatok@mitw.org
Matthew White, Maintenance Supervisor	Telephone: 715-799-3224/ Email: mwhite@mitw.org
Gail Hanseter, CBRF Nursing Supervisor	Telephone: 715-799-5275/ Email: ghanseter@mitw.org
Ron Bowan Jr.	Telephone: 715-799-5974/ Email: rbowan@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 wellbeing.

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 Medicaid 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 one on-call Certified Nursing Assistant. Additionally, the CBRF staffs two part-time cooks and one part-time housekeeper. In 2012 we worked through the Community Resource Center (CRC) to have a Personal Care Worker placed at the CBRF through the Tribal Temporary Assistance for Needy Families (TANF) program. The CBRF shares the following positions with the Aging Division: two maintenance workers, one Administrative Assistant, and the Aging and Long-Term Care Director.

FY2012 in-services and other trainings included: Resident Rights, Standard Precautions, Medications, Abuse and Neglect, Fire Safety, Care Plans, Diabetes, and Professional Communication, The Nursing Services Supervisor attended a three day training for the Sure Step falls prevention program.

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 2012 included: Halloween Party, Christmas Party, visits from the Headstart children who trick-or-treated and at Christmas time sang carols, a trip to Shawano to see the sturgeon, a trip to the Botanical Gardens in Green Bay, a picnic at Pamperin Park, bus rides around the reservation, live entertainment, attendance at the Elder's Christmas Party, Elder's Picnic, and 4 Nation's picnic.

At the end of the fiscal year, the CBRF was home for twelve elders. Our average census for the year was 9.8. We provided respite services to 3 elders. Additionally, we provided Adult Day Services to one elder totaling 114 days.

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 - 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.

Office Space -The Business Center has six rental office spaces; all are currently rented for the first time.

The Mentorship Program will utilize an office through a Rural Business Enterprise Grant. The space will provide mentors to assist area small businesses who may need assistance to grow. This office was currently rented to Wilmer Peters Jr., Business Specialist who retired from Northwoods NiiJii Enterprise Community, Inc. After his retirement, the office was rented by Mr. Ross Davis, also with Northwoods NiiJii Enterprise Community Inc.

John Smith, Director of NiiJii Capital Partners, Inc.(NIICAP) is a separate charted entity that provides technical assistance and financial products to small business owners. They are a certified Community Development Financial institution and rent two offices. John retired in the summer of 2012, and Ms. Pamela Boivin who served as the Administrative Assistant for the past several years was promoted to the Executive Director for NIICAP.

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 sixty members including 3 corporate sponsors, Menominee Indian Tribe of Wisconsin, Menominee Bingo, Casino & Hotel, and North Star Casino. Secretary for the Chamber for three years on site was Ms. Kala Wilber. Kala moved on with her AmeriCorps position and has been replaced by Ms. Margie Marion, part-time worker with the National Indian Council on Aging (NICOA).

The National Indian Council on Aging (NICOA) is a senior community service employment program. NICOA is currently headed by Erica J. Hawpetoss, Job Developer/Trainer. Her predecessor earlier in the year was Aleta Fish, Employment Specialist. Their purpose is to provide meaningful part-time work experience in community services and provide opportunities to transition to unsubsidized jobs in private industry or the public sector. This office employs two part-time workers, who are enrollee's of NICOA.

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.

Keshena Group, Sean Harte owner. His business service is asset management.

Volunteer Income Tax Assistance

The Business Center Manager participated again in the planning of the 2011 tax season project. The preliminary report from the IRS is that the Business Center Manager and Research Specialist transmitted a total of 538 federal returns in all. This is up by 263 from 2010. The total federal refunds totaled $1,008, 618. State refunds totaled $143,204 and Earned Income Tax Credit was $399,526. Again, each year more people are filing and receiving refunds to help not only our local economy but the Business Center also completes returns for the surrounding counties of Shawano, Langlade, and Oconto.

Rural Business Enterprise Grant (RBEG)

The Menominee Business Center applied for and was awarded one grant to benefit local entrepreneurs. The grant is to develop and provide a new mentoring program to comprehensively assist existing area small rural and Tribal businesses that are under-performing or need help to grow in an effort to provide the assistance they need to be more successful and profitable. This program will further enhance the Menominee Business Center's organizational goals to transform and present a business environment into a partnership support system; assist in the improvement of the Menominee Nation economy by creating and retaining jobs; provide low cost space for office, business, and light industrial users; support local business development programs; and stimulate private sector initiative on the Menominee Reservation.

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 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 – The Research Specialist is also the advisor for the Menominee Chamber of Commerce, Inc. and has been in charge of a Rural Business Enterprise Grant (RBEG) to offer marketing training to area businesses through a service agreement between the Menominee Indian Tribe of Wisconsin, the Menominee Business Center, and Northwoods NiiJii Enterprise Community, Inc. One marketing event most memorable was the project, Marketing and Promotion A, B, C's held at the Menominee Casino Resort in August of 2012. This 2 day workshop was presented by Shawano County Economic Progress (SCEPI), Steve Sengstock, Executive Director. Twenty four area businesses and vendors attended this great event.

A total of 15 business intakes were made during the year and one 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. Currently the office of PSI is working with 4 business on their business plans but these will not be completed until 2013. All 4 business owners are also members of the Menominee Chamber of Commerce, Inc.

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

Child Support*

Rosemund Hoffman, Manager

The Menominee Tribal Child Support Agency has been in operation since January, 2000. The main function of the Child Support Agency is the establishment of support and paternity and enforcement of support orders issued by the Menominee Tribal Court. We have eleven staff employed by the agency in addition to a part-time Child Support Attorney. We have had three staff members resign their positions during this fiscal year as a result of cost containment restrictions in our Tribe, i.e., restricted hours and restricted increases.

There were 386 referrals to the agency during fiscal year 2012. Of these, 108 were self- referrals, 117 were from Tribal agencies and 161 were from County Economic Support agencies.

The Child Support Agency had 1,777 child support cases open at the close of the fiscal year on 9/30/2012. We continue to meet federally established performance standards with respect to support establishment, paternity establishment, and Collections. Support has been established for 93.79% of our cases compared to the federal performance rate target of 80% of the total caseload. The Paternity establishment rate for the agency 108%, compared to the federal target rate of 80%. This is an increase over FY2012.

Collections increased by 2% for FY2012. The amount distributed to children and families during FY2012 was $1,653,939.00. Income withholding continues to be the highest generator of child support followed by federal/state tax intercepts and unemployment compensation intercepts.

Past due support was a consistent problem for the past ten years. Contributing factors included debt inherited when child support services were transferred from Menominee County, economic conditions, state interest applied to delinquent debts, legitimate barriers for non-custodial parents, and in many cases, deliberate failure or refusal of non-custodial parents to provide support for their children. However, these debts have been significantly decreased in the past three years. Cases were reviewed to determine appropriateness of support obligation levels and where appropriate, the court-ordered amount was adjusted. The agency processed a significant number of cases for forgiveness of state-owed debt due from non-custodial parents. A policy was implemented involving non-custodial parents who were incarcerated for periods of three years or more and support levels were decreased and/or brought to zero if the non-custodial parent was in prison with no chance of parole. An intervention/prevention component was also added to the enforcement services provided by the agency which included comprehensive assessment of barriers and information and referral to community resources. All of these efforts, we saw a decrease in the delinquency levels in FY2011 and again this FY2012. These debts have been decreased by 2.8 million in FY2012 as a result of these efforts.

There were a total of 137 paternity cases open during FY2012. The average age for the client group was age 24. Seven Moms were under the age of 18. The youngest Mom was age 16 and the oldest was age 36. Two of the Moms were married at the time of the birth and 135 were out of wedlock. Twenty-nine cases were pending at the close of FY2012 and 108 cases were closed. Of the cases closed, paternity was established for 73 children. Thirteen alleged fathers were excluded by DNA testing. Two could not identify a potential father. Three alleged fathers could not be located. Six miscarried. Nine were closed for failure to cooperate. Two were determined to be married with paternity already established. Two were inappropriate referrals because the parents were married. Fourteen children were not born as of 9/30/2012 and the remaining 15 cases are in the various stages of paternity establishment.

The Child Support Agency receives funding through the Administration for Children and Families and is monitored by the Office of Child Support Enforcement (OCSE). We have access to and receive information from both the Internal Revenue Service (IRS) and the Social Security Administration (SSA). SSA conducted an on-site review during FY2012 to ensure that proper controls are in place and that SSA information is adequately protected by the Agency. The review was completed and the Child Support Agency received no citations and successfully passed the review. A similar review was done by the Internal Revenue Service in FY2010 and by the Office of Child Support Enforcement in FY2008. We successfully passed all three reviews and were certified as being in compliance with regulations.

*** 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 8,732 patients.

In Fiscal Year 2012 we spent approximately $20,912,744 compared to $19,463,277 in 2011.

2012 FINANCIAL EXPENDITURES REPORT

	Ledger Number	Contract Title	Total Funds Expended
1	1405	2012 Third Party	$ 5,647,918
2	3008	2012 Indian Health Service Contract	13,725,773
3	3006	2012 IHS Primary Prevention Diabetes	305,000
4	3044	2012 IHS Special Diabetes for Indians	570,000
5	3076	ARRA: Clinic M & I Projects	41,860
6	4203	Maternal Child Health – State of WI	27,161
7	4204	WIC Farmer's Market	1,306
8	4211	IAP-LHD Immunization	12,138
9	4213	Coop American Indian Health Program	9,189
10	4216	WI Well Women's Program	13,224
11	4221	MCH Perinatal Health	6,184
12	4224	Medicaid Eligibility Outreach	40,475
13	4227	Child Lead Poisoning	1,118
14	4229	Fluoride Mouth Rinsing Program	2,028
15	4231	WI Well Women's Prog – Consolidated Contract	7,784
16	4233	Asthma Services	9,000
17	4235	HIV Prevention	7,500
19	4241	WIC	119,347
20	4242	WIC Breastfeeding Peer Counseling	11,128
21	4256	Diabetes Prevention & Control PRS2011	1,770
22	4303	Homeland Security/Mutual Aide Radios	17,070
23	6101	Rural Infant Health Program	10,000
24	6105	Comprehensive Home Visiting Prog – GLITC	50,500
25	6113	GLITC Tobacco Prevention/Education	2,478
26	6114	ARRA: Putting Community Prev to Work	19,875
27	6504	MERC Funded Community Research	212,618
28	6507	American Indian Tobacco Use/Research	39,744
29	6508	Community Gardening Initiative	368
30	6991	Coming of the Blessing	188
		TOTAL	**$20,912,744**

The Clinic employs 130 full-time and 23 part-time and on-call employees.

The Clinic has been an active partner in the Community Engagement Work Group. Menominee County has been ranked 72 out of 72 counties in the State of Wisconsin for the past nine (9) years according to the Wisconsin County Health Rankings. We are using the low rankings as an opportunity to motivate the community to take action in ongoing community health improvement areas. The priority areas that we are working on include youth obesity, teen pregnancy, and school readiness. We continue to work on data collection and evaluation as we develop work plans in these areas. A Digital Story about Menominee Collaborative efforts regarding community wellness was developed to engage our Tribal/County leaders in a community engagement discussion in response to the Wisconsin County Health Rankings Report. We need to continue active engagement of leadership to align our community wellness plans.

The mission of the Community Engagement Work Group is to develop partnerships to engage and guide action in building a healthy future for the community. The foundation for the Community Engagement Work group is the Menominee Tribe of Wisconsin (MITW) Strategic Plan, which is used to guide and support the work of all agencies.

The Tribal Legislature approved of the Clinic's Business Operations Plan. The plan will help in positioning the Clinic over the next five (5) to (10) years and includes financial support necessary for yearly operations. The plan includes a S.W.O.T. analysis (strengths, weaknesses, opportunities and threats) for the Clinic's business environment.

Highlights of the Plan include:

- $5.4 million dental expansion, including administrative and billing office expansions;
- Remodeling of the pharmacy area to add additional space and an automated pill counter to assist with increasing pharmacy workload;
- $200,000 additional funding for contract health deferred care services;
- Pay back of loan for IDC shortfall of $1.7 million covered by the Tribe for previous years;
- Establishment of an emergency cash flow fund to ensure Clinic services continue uninterrupted in the event of some unforeseen delay or cut in funding;
- Equipment replacement and building replacement fund.

Currently, the dental program is only meeting 45% level of need and appointments are booked out two (2) months in advance. The new dental expansion would add eight (8) more operatories to the dental clinic. This would allow room to accommodate part time dental consultants (Pedodontist and Endodontist). Tentative time frame for completion is December of 2013.

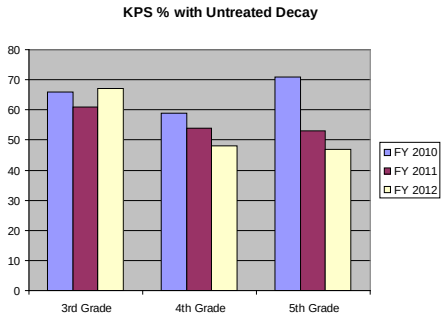
As of December 2010, the Menominee Tribal Clinic was selected to participate in the Improving Patient Care (IPC) Program sponsored by the Indian Health Service. The goal of the program is to engage more than 100 facilities in a collaborative effort to improve the quality and access to care by 2013. The IPC Program also 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. Twenty-four measures are tracked and reported monthly to IPC National Team, and the data is shared with Clinic and tribal leadership, employees and patients. Small improvement projects are continuously conducted to test for positive changes. We started Open Access in the Medical area in August of 2011. The No-Show Rate went from 20-25% down to an average of less than 14%. This means that more patients are being seen when they want. This is evident in the recent patient satisfaction survey results. Before open access, the patient satisfaction rate was 75%, and 1 year after open access, the satisfaction rate is now at 93%.

Open access was expanded to Optometry in November 2011, with similar success. We plan to expand the open access concept to Dental and possibly Behavioral Health. We have also worked on empanelling patients to a provider that they can call their own. This enables providers and patients to build a relationship that leads to better health outcomes. Each provider is part of one of the (3) Care Teams in Medical. Each Care Team consists of three providers (two teams have mid-level practitioners), one RN, two LPNs, a certified nursing assistant, and a medical records clerk to help with phones and filing. If a patient is unable to get in with their provider, they are encouraged to see someone else on the same care team. Knowledge is shared in each care team, due to proximity and the use of "Huddles" to discuss the patients being seen that day/week. Huddles are used to pre-plan care for patients.

DENTAL

The dental clinic has four (4) full time dentists, four (4) hygienists, seven (7) assistants, a dental lab technician and a receptionist. We also have two part-time dental specialists for pediatric dentistry and endodontics.

We treat all IHS beneficiaries. We also provide services to people with no insurance and fee-for-service insurance. We do not accept any new non-native medical assistance patients.

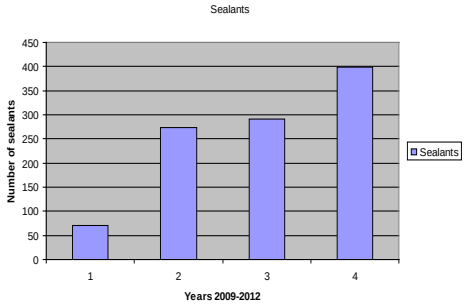


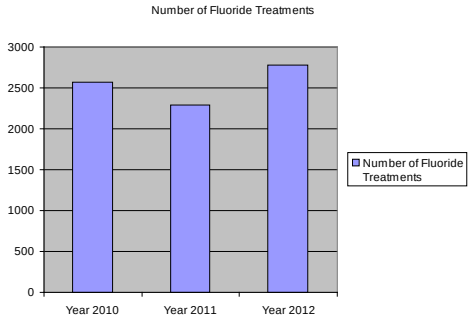
We offer a full range of dental services including: cleaning, fillings, crowns, bridges, dentures, and implants. We are the only clinic in the Bemidji area that has its own full service dental laboratory. We offer both scheduled appointments and emergency walk-ins each day in the morning and after lunch. In FY2012 we had 2,906 emergency walk-ins.

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 3 years of data for at this point, but it looks promising.

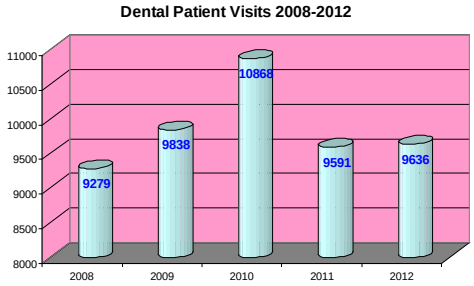
We also administer fluoride and sealant programs for children. Each year we examine about 200 Head Start children. This is followed by fluoride varnish treatments at the school three (3) times a year. The WIC department offers oral health education to mothers and assists them with scheduling appointments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

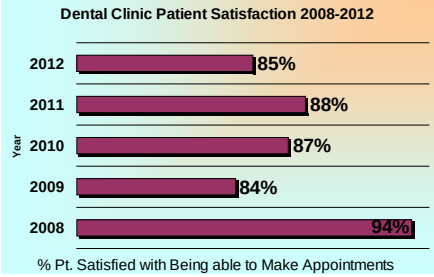




We work with the diabetic program in the medical department to offer oral health education to diabetics. In FY 2012 we had 1,047 visits from diabetic patients. Oral health education is provided to various programs throughout the community, schools, to head start staff, parents and children. Dental education is also offered at the annual Diabetic Conference and Shawano/ Menominee County Transition Fair.

The major challenge is addressing high tooth decay rates in children. The emphasis in recent years has been to meet this challenge with aggressive preventive programs. In 2013 we will continue with these preventive efforts while we also provide a broad range of general dental services for the adult population.





OPTOMETRY

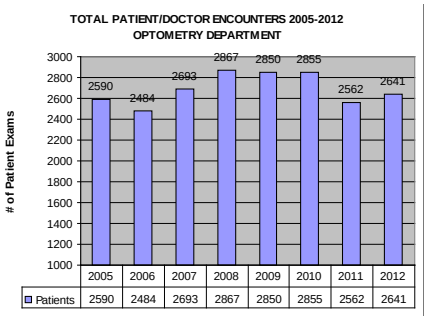
The Optometry Department consists of two (2) full-time Optometrists and three (3) full-time optometry assistants. The clinic is open Monday through Friday from 8:00 a.m. to 4:30 p.m. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services,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

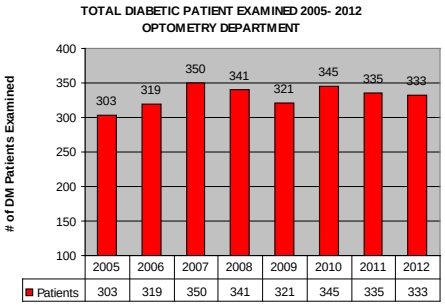
In October 2012, the Optometry department celebrated three (3) years using electronic medical records (EMR). EMR has improved the efficiency and accuracy of documenting patient encounters. For example, data regarding diabetic encounters and follow-ups has been tracked easily using charts provided by the computer program. This improved tracking and reporting has aided in presenting data for Performance Improvement projects, thus leading to improvements in patient care.

DIABETES - 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.

Open Access scheduling has allowed our patients with diabetes timely access to eye care. It can be noted that with the start of Open Access scheduling we are still seeing the same number of patients as in previous years. The Optometry department works with the patient, medical providers and the diabetes prevention program to

encourage annual dilated eye examinations. All significant diabetic eye conditions are monitored extensively and can be referred to specialists in Green Bay, Appleton or Wausau when necessary.

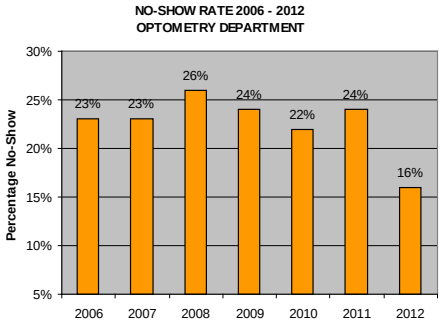


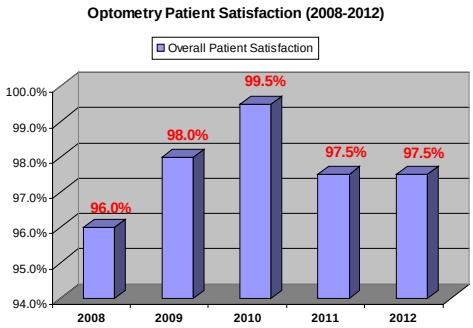


The preceding graph shows the number of diabetic patients seen annually since 2005. For the eighth straight year, the department has seen more than 300 diabetic patients. All diabetic patients are thoroughly educated at each visit and informed as to why it is important to have annual dilated eye examinations.

This graph shows the number of patients that are seen in the Optometry department annually since 2005. The 2,641 patients seen in 2012 are the total number of comprehensive eye exams and urgent eye care exams performed by both Optometrists. This number does not reflect the nearly 6,500 patient encounters (eyeglass repairs, orders, etc.) with the three (3) optometric assistants.

The following chart shows our No-show rate since 2006. Historically it has averaged around 25%. **In the 10 months since starting Open Access our No-show rate dropped to 11% on average.** Some months have had rates under 10%. By lowering our No-show rate we are making available appointment slots that would not have otherwise been available because a patient did not make it to their appointment.





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

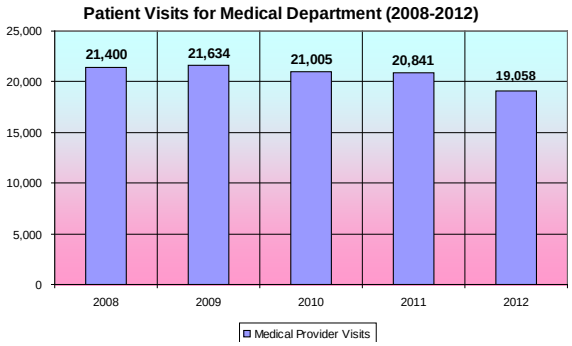
Dr. Chelberg has spoke in several classrooms in the Education Department at the College of Menominee Nation. Discussions revolved around vision, learning and the teacher's role in ensuring children have appropriate vision screenings and eye exams if learning deficits exist.

MEDICAL

The department consists of seven (7) Family Practice Medical providers (Dr. Mary Callis joined the clinic staff on 9-5-12), one (1) Internist/ Pediatrician, and two (2) Nurse Practitioners. Each medical provider has a Registered Nurse or Licensed 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 the clinic hours.

The medical department has an asthma educator thru a Center for Disease (CDC) grant. Menominee County has the second highest rate of asthmatic Emergency Room visits in the State. Lilly Caskey, RT visits the clinic twice a month to see patients with asthma. In the past year she has seen 76 patients. She is able to educate patients in all aspects of

asthma care including cleaning of the environment they are in. She also sees children with asthma in the school setting.



The providers had 19,058 patient visits and the physicians delivered 111 babies this past year. This is compared to 110 births last year.

The Physical Therapy Department continues to operate four (4) days per week. The physical therapy staff had 1,566 patient visits in the past year

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 have a local treatment center that we refer patients to that appear to have a dependency. 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 eight (8) physicians rotate "On-Call" and hospital rounds. They continue to provide support and continuity of care to area nursing home residents. The current census is 15 patients in local nursing home facilities. This number represents a decrease from 25 patients in previous years.

Dr. Culhane serves as Medical Director. He chairs the EMR (Electronic Medical Records) 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.

BILLING DEPARTMENT

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.

The staff continues to stay current with transactions in three (3) practice management/billing systems which directly impacts the Clinic accounts receivables. The Tribe's Internal Audit department conducted a cash receipts audit on the Billing Department as part of their yearly schedule in May, 2012 and issued a report that had zero findings which is a great outcome. The staff was commended for a job well done!

The accounts receivable (A/R) ending balance at 9/30/12 was $1,094,242 and represents an increase of $128,642 from the prior year ending balance of $965,600. The increase is due in part to a fee increase that took effect in August, 2012 and a new full time medical provider that started September, 2012.

For the reporting period a total of $5,197,035.00 in cash receipts for services was received and represents a decrease of $1,558,988.00 from the previous fiscal year and is a direct result of the FQHC (Federally Qualified Health Center) payment that was received in July, 2011 of $1,769,877. Cash receipts are up by $210,889.00 when FQHC is

excluded. FQHC payments are one time lump sum payments that the Clinic receives for submitting encounter and cost reports to the State for Medicaid patients where the Clinic received payment on the initial health claim submitted. The Clinic has the designation of being an FQHC which makes it eligible to submit for this type of reimbursement.

Patient Registration Statistics - For the reporting period a total of 89,713 patients were registered with an average of 363 patients registered per day.

COMMUNITY HEALTH NURSING SERVICES

The Community Health Nursing Service continues to provide a variety of services within the clinic and out in the community.

The department staff includes four (4) homecare RN's, one (1) RN for Rural Infant Health, a program assistant and a receptionist. The program assistant and Rural Infant Health RN are certified car seat technicians and have distributed 10 boosters and 54 car seats this year.

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 clinic 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. Health checks were done at the Head Start in July, August and September for a total of 21 completed.

Medication management for seven (7) clients with Chronic Mental Illness was provided in collaboration with Menominee County Health and Human Services, CPS Program Staff.

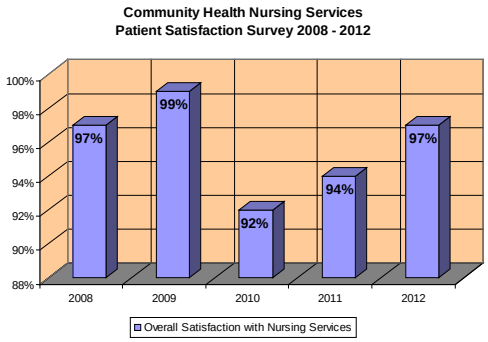
Community Health Nurses Provide nursing services in patient's homes. Referrals for these services come from MTC doctors and outside hospitals and clinics. Requests also come from patients and family and are assessed for what is needed. Collaboration with other agencies and programs are utilized when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

Skilled nursing services are provided to inmates once a week at the Tribal Jail. Inmate needs are evaluated and appointments are made when needed.

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. Influenza vaccines were offered at this years' Employee Benefits Health Fair with 383 employees being vaccinated.

Community Health Nurses (CHN) are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic (MTC) Physicians and in Menominee County. CHN nurses did follow up on 129 communicable diseases reported through the WEDSS (Wisconsin Electronic Disease Surveillance System) system. Shawano County Public Health Department joined with Menominee County Public Health, where MTC CHNS nurses are working cooperatively with the Shawano Co. Public Health to provide these services and to ensure proper follow up when communicable diseases occur.

The HIV/AIDS program held the Annual World AIDS Day walk on December 1, 2011. A noon walk was 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 meet with other tribal coordinators. A number of HIV/AIDS/STD presentations are set up at the School, College, Maehnowesekiyah and other community sites. Rapid HIV tests were provided by AIDS Resource Center of Wisconsin (ARCW) at the Biathlon in Neopit and at the Menominee Nation Annual Pow-wow with 11 people being tested. A Mini Health Fair was held at the South Branch Community Center on July 21, 2012 with HIV/AIDS information distributed.



The 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 referrals are made to the Birth to Three programs to Menominee

County Health & Human Services (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 the Behavior Health Department. WIC, WPH and CHNS staff meet monthly to discuss current issues and managing patient needs. This year the clinic received a Comprehensive Home Visitation grant from Healthy Families America Initiative thru GLITC. Community Health Staff received training to expand services prenatally and postnatal for children up to the age of two (2).

CONTRACT HEALTH SERVICES

The Contract Health Services (CHS) program assists eligible patients in obtaining necessary emergency, diagnostic, or specialty care not available at the Tribal Clinic.

Department staff consists of a CHS Coordinator, CHS Assistant, two (2) Benefit Specialists and a CHS Clerk.

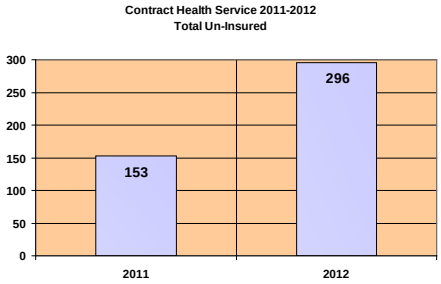
Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. Effective October 1, 2008, CHS now requires paperwork, such as enrollment verification and proof of residency within the Contract Health Service Delivery Area, to be on file before eligibility can be 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 CHS has 2,291 active patients. It acted as a supplement for 612 Insured patients and 281 Medicare patients. The Benefit Specialists assisted 763 Medical Assistance patients. There are 296 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 funding for the Contract Health Program, determines the level of medical and dental care that can be provided. CHS has been able to provide payment for Priority I: Emergent/Acutely Urgent Care Services and Priority II: Preventive Care Services. The medical priority is determined by clinical information such as condition of patient, rate of deterioration, potential morbidity of the patient, and expected outcome from treatment. Priority levels are:



CONTRACT HEALTH PRIORITY LEVELS

PRIORITY I: EMERGENT/ACUTELY URGENT CARE SERVICES; Diagnosis and treatment required to prevent immediate Death or serious impairment of health. Diagnosis and treatment of injuries or conditions, if left untreated, would result in grave outcomes. **Examples:** Heart Attack, Asthma Attack, Kidney Failure, Cancer

PRIORITY II: PREVENTIVE CARE SERVICES: Primary health care that is aimed at the prevention of disease or disability. This includes services proven effective in avoiding the occurrence of a disease and services proven effective in mitigating the consequences of an illness or condition. **Examples:** Breast Biopsy, Cardiac Stress Test, Medications not available at the Clinic, screening mammogram and colonoscopy.

PRIORITY III: PRIMARY AND SECONDARY CARE: Inpatient and outpatient care services that involve treatment of prevalent illnesses or conditions that have a significant impact on morbidity and mortality. **Examples:** Cataracts, Gall Gladder Removal, Knee/Back Pain,

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.

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, extended nursing home care.

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.

Deferred Care: CHS allocated $300,000 for deferred care. Deferred care are 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.

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 Menominee.

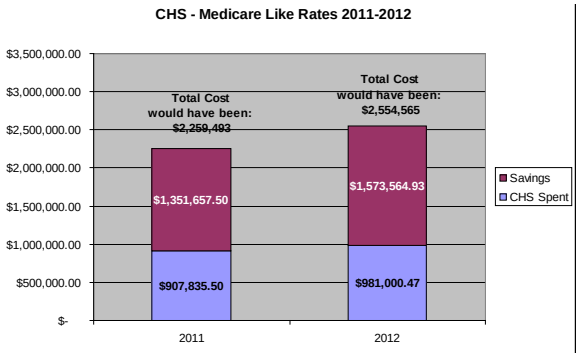
The total expenditure was $300,000.00 with a total of 334 referrals:

2012 DEFERRED CARE SERVICES APPROVALS	
CATEGORY	**NO OF REFERRALS**
Allergist,Derm	14
ENT - Ear Nose Throat	10
Gastroenterology - Stomach	4
Gynecology – Women's	6
Neurology - Brain	21
Opthalmology – Cataract	28
Orthopedics –knee, hip, etc	60
Pulmonology –Sleep Apnea	23
Radiology - X Rays CT MRI	68
Rheumatology - Arthritis	21
Surgeon	35
Pain Clinic – Pain Mgt	37
Chiro	7
TOTAL	**334**

Expenditures - Total expenditures for CHS last year was $2,524,878.84. CHS had a number of high cost cases (claims in excess of $25,000) during the past year. We had 10 cases which were down from 13 cases from the prior year. These cases amounted to $409,701.74 or 12% of the total CHS budget.

Referrals - A total of 3,972 referrals were sent out for specialty care and diagnostic procedures. CHS approved 1,390 medical and 336 dental referrals. 1,876 were self-pay referrals (which includes patient self-pay, workers comp, etc.), 334 referrals were approved for payment under deferred care services.

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 the CHS Program. We are able to use Medicare like rates on all hospital claims. There were a total of (528) claims in 2012.



Benefit Specialist: The Benefit Specialists assist patients with finding alternate resources of payment for medical bills. A total 389 referrals were made to Medical Assistance programs including, Badger Care, Family Planning, Wisconsin Well Women's, and QMB. Sixty-six (66) applications were filled out on site, 103 backdates were requested, and two (2) referrals were unsuccessful or denied.

The Benefit Specialist assisted 109 elders with filling out the Senior Care applications. CHS paid the $30 annual application fee for all enrollees.

The Benefit Specialists assisted three (3) patients with filling out applications for Patient Assistance Drug Program for medications not available through our pharmacy. Sixteen (16) referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part D issues. Seven (7) referrals were made to Social Security Disability, so far four (4) have been approved, three (3) applications are pending.

Insurance Programs and Contract Health also refer employees to their employee sponsored Insurance programs. Some employees elect to drop insurance or do not participate because of the cost. Their perception is that the Tribal Clinic will take care of all their medical bills, not aware to the fact that by not taking the insurance, they will be ineligible for Contract Health Services. Benefit Specialists assist with Insurance questionnaires so medical bills can be paid. Contract Health will not pay medical bills if insurance denied payment because a questionnaire was to be filled out.

Remember! Please call Contract Health Services with all appointments, scheduled surgery, rehab machines or anything pertaining to the approved referral. Each referral is approved for a certain provider and number of visits so it is important to keep our department informed as it may be necessary to get another referral. Bring all bills and statements you receive to Contract Health so we can follow up on payment.

MEDICAL RECORDS

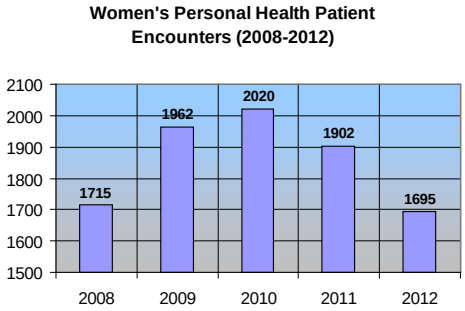
The staff of the Medical Records Department consists of three (3) Medical Records Technicians, two (2) Medical Records Scanning Technicians, and a Coordinator. The staff provides accurate and timely filing of document images into individual patient electronic medical records and auditing of patient electronic medical records for accuracy of filing on a daily basis. HIPAA Privacy and Wisconsin law are strictly followed for all disclosures of protected health information. The Medical Records Technicians are members of the Medical Services Patient Care Teams.

The Medical Records staff assisted the NARCH team by searching and pulling relevant patient records for the Prevalence of Congenital Heart Disease in Native Americans of Wisconsin project. The technician assisted with onsite Medicare/Medicaid chart audits, and the scanning technician assisted with student records for Head Start onsite federal review. The Quarterly Health Information Management committee meetings were held throughout the year.

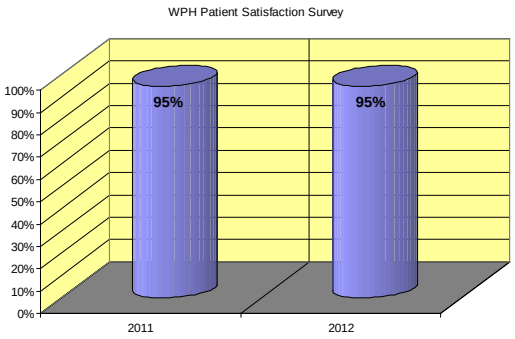
Radiology interpretation reports for Menominee Tribal Clinic x-rays read by Radiology Associates of Appleton are transcribed by medical records staff.

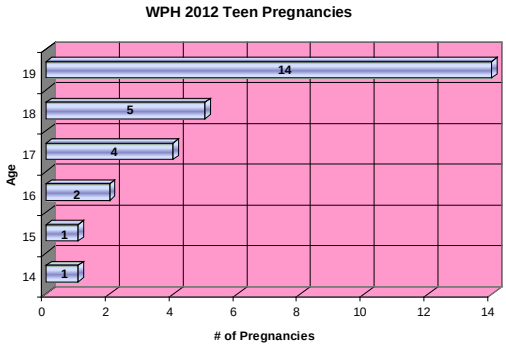
WOMENS PERSONAL HEALTH

The Women's Personal Health (WPH) Department at the Menominee Tribal Clinic provides a number of reproductive healthcare services for women and men of all ages. The WPH 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. Male patients are provided with vasectomy information and assistance with signing up for Family Planning Only Badger Care Services if uninsured to pay for the procedure. STD information and testing is offered to male patients. Contraceptive information and condoms are provided for male patients upon request.



The WPH program provided 1,695 client encounters this grant year. This is a decrease from 1,902 last year. Eighty-one (81) 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 Indian High School offering sexual health education and contraceptive counseling to any students looking for information, STD testing or considering contraception.





The WPH program provided service to 129 new OB patients this grant year. The total number of teen pregnancies was 27, a decrease from 29 in 2011. Sixteen (16) high-risk OBs enrolled in the prenatal care coordination program offered through the WPH Department. Prenatal Care Coordination Services and Childbirth Classes were provided by a Community Health Nurse who cross-trained to assist with case management of the OB patients. Gift incentives are available to new mothers when they attend their prenatal medical appointments. Prepared childbirth classes are held every other month for an afternoon and patients can schedule to meet individually for information if preferred. We average 2-5 moms and partners participating. The First Breath Program is an incentive program for mothers to quit smoking and we had eight (8) participants.

Another service provided is the Wisconsin Women's Wellness Program which is a referral program for women with no insurance or no other means of health care payment to be referred for mammograms and health screenings free of charge. This year 53 women were referred for mammogram screenings through this program. This is an increase from 45 last year. A Women's Health/Diabetes Health Fair is held at the Recreation Center with information given on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns in October for Breast Cancer Awareness month.

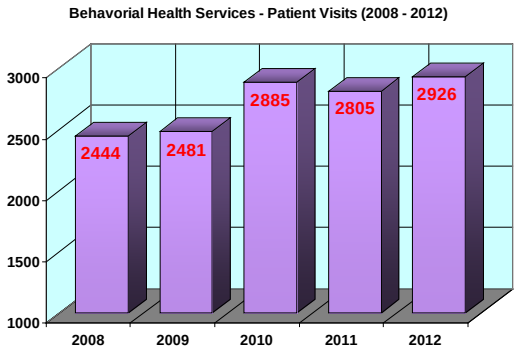
BEHAVIORAL HEALTH SERVICES

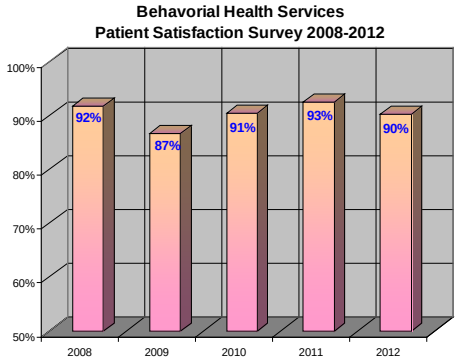
Behavior Health Services (BHS) continue to offer outpatient services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy, or group therapy depending on the presenting problem or issue. Typically, BHS 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.

BHS continues to be a certified outpatient mental health program with certification through the State of Wisconsin. The present staffing pattern consists of a full-time receptionist/secretary, two (2) Master Level Psychotherapists with Master's Degrees 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 BHS staff. The Consulting Psychiatrist has continued to increase his time at BHS over the year to address increasing needs of the Reservation. This increased time has allowed more timely services 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.

BHS Staff are involved in multiple clinic committee work in the area of Performance Improvement, Accreditation, Medical Staff, Management Team, AIDS Task Force, Bridges Out Of Poverty, Prescription Drug Abuse Committee, Credentialing and Privileging, and Safety and Housekeeping. BHS Staff are also involved in outside contacts and meetings including Collaboration for Kids, Maehnow Pematesen, Veteran's Post Traumatic Stress Disorder 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 BHS staff affords a stabilizing influence in providing services to the Community and Community's Services.

The Patient Satisfaction Survey indicates services received at BHS were satisfactory, helpful, received in a timely manner and is provided by knowledgeable and competent staff members.





IT DEPARTMENT

The Information Technology (IT) Department staffing consists of three (3) members that include an IT Director, a Network Administrator, and an IT Support Specialist.

IT staff currently supports over 186 users inside and outside the facility on 130 computers and laptops on three (3) different computer platforms. Currently, the organization has 14 physical servers, 18 virtual servers 1- 10.8 terabyte Raid 10 Storage network and 27 separate applications.

The primary applications that are supported are an Electronic Health Record (EHR) "e-MD's" a Dental Health Record system, "Dentrix" a Medical Billing Application "Medical Manager" and several supporting applications along with office management software.

The department spent the past year continuing the infrastructure upgrades to the clinic's data facilities. The clinic cabling infrastructure was upgraded to Category 6 cabling throughout. A total of 240 New Data drops were added to the building along with 1- 12 Strand Multimode Fiber Optic link to the new Community Health Wing data closet. The old server room in the billing department was repurposed to a computer cabling closet for the administrative end of the building. The community health end of the building had been redirected to a new secured data cabinet in the basement of the Community Health Wing. The Medical wing had been rerouted directly to the new server room in the IT department. Each closet has a Fiber optic connection back to the main switch in the IT Server room. Funding for the re-cabling project came from an ARRA Grant. The contract also included removing all the old category 5 cabling from the building.

A new offsite Data backup service was started this year to replace the antiquated tape backup and physical offsite storage at the Police department. The department is now using a secure cloud backup solution through frontier communications. The data is backed up locally to an old Storage network where it is then backed up through a secured internet connection offsite to the east coast and then backed up to a secondary site so there is always three (3) separate instances of the backed up data. Status reports are automatically printed each morning reporting on the success or failure of a backup set. Since the installation we have had no issues with the backups.

There are several projects that are still in the works including complete upgrade of the existing phone system from an Analog to Digital IP phone systems, upgrades to all security and video surveillance systems and a video distribution system for use in all the patient waiting areas. None of this could proceed until we improved the data backbone of the facility. Now that the wiring project is complete we will be moving forward with remaining projects.

As many of the physical projects are completed, the IT department will need to focus on HIPAA and Computer Security Compliance issues in the coming year to be fully compliant with all federal Health Information Standards. The department has already had two (2) audits, one (1) penetration audit with a report that will be used as a roadmap to correct deficiencies and one (1) audit conducted by Wisconsin Health Information Technology Extension Center. The auditors stated we are much further along than most organizations and gave us a favorable review. We only need to complete policy and procedure updates.

The Clinic IT department continues to develop and improve IT systems capabilities, this improves the clinic staff ability to better serve our patients and to also meet all data security, reliability and availability standards.

WELLNESS

The Wellness department works as a team with the Clinic's diabetes, nutrition and fitness staff. It offers a wide variety of activities in schools, work sites, and the community at large. The number one priority remains tobacco abuse, which involves prevention, cessation, and smoke free work sites, homes and vehicles. Present staffing includes a Wellness Director/Tobacco Treatment Specialist, and a second Tobacco Treatment Specialists, and a Wellness/DM Assistant.

Three hundred sixty-five (365) clients received smoking cessation counseling this year. While the tribal clinic has made strides in reducing abuse of tobacco, much work still needs to be done. In the last five (5) years, cancer has passed heart disease as the number one killer of Wisconsin American Indians, and in Menominee lung cancer is the leading form of cancer. Menominee County/Reservation has the highest number of smokers in Wisconsin. Thus, there is an urgent need to identify the most effective, feasible and culturally-appropriate cessation treatments for Menominee in order to lower their smoking prevalence rates.

Stop Tobacco Abuse, Renew Tradition project (START) is a two-part study designed to provide deeper understanding of how to integrate indigenous ways of knowing with mainstream smoking-cessation treatment. Part one of the START project ran from October 2008 through October 2011. This project helped affirm many of the current practices at the Clinic for smoking cessation, and will provide insight on needed adjustments for more effective treatment. Principal investigator; Stevens Smith, UW-Madison associate professor in the UW School of Medicine and Public Health, is also a senior investigator at the UW Center for Tobacco Research and Intervention. Part two is The National Institutes of Health (NIH)/Mayo Spirit of EAGLES qualitative "Pilot" grant that started in September 2010 and will run through August 2013. That study uses the information from the START project to provide insight into factors that either support or constrain participation in clinical trials within American Indian communities. The Principal investigator is Leah Arndt, assistant professor in the Department of Educational Psychology at the, UW Milwaukee School of Education.

START is a collaboration between Menominee Tribal Clinic and the UW Milwaukee academic partners for the benefit of the community as well as science; implementation of rigorous clinical trials methodology and collection of both quantitative and qualitative data; recruitment of 103 Native American participants who generously volunteered their time and shared their experiences for the benefit of the tribe, their own well-being, and the advancement of science; and training of a number of students, both Native and non-Native, who gained invaluable experience in conducting community-based research in Indian country and who can potentially contribute to the sustainability of this important work. It is also worth noting that the current results represent the beginning of a series of analyses of study data, both quantitative and qualitative as well as mixed-methods combining both, that has great potential to advance understanding of a number of tobacco and cessation-related issues in the Menominee community with possible implications for other tribal communities as well.

One hundred forty-three (143) qualitative interviews were completed and currently the program is gathering, organizing the information, interpreting and analyzing the data (along with Leah Arndt) to help evaluate which smoking cessation practices are most effective for Menominee People. The Menominee Tobacco Advisory Board, consisting of seven (7) community members, helps guide us in making our decisions about what the data means. The START project was presented at the Wisconsin Native Share the Care Conference and was featured on the front page of UW Milwaukee Website and some manuscripts have been submitted to health journals.

Jodi Fossum is a ropes course facilitator, and a member of the prescription drug abuse workgroup. She does presentations on tobacco abuse and stress management at the Tribe's Community Resource Ccenter, Maehnowesekiyah, and other community agencies. Jodi received her Master's Degree in Counseling earlier this year and next year will transfer to the Clinic's Behavior Health Team to work as a counselor.

The final year of Great Lakes Wisconsin Tribes Putting Prevention to Work (WTPPTW) grant; included LCO, Red Cliff, Stockbridge, St. Croix, and Menominee tribes.

A three (3) day smoking cessation camp "Walking in a Good Way" was held for Wisconsin Native Americans who desired to quit smoking, there were 32 participants, including six (6) Menominee. Mark Caskey provided presentations on Wisconsin Native Americans tobacco abuse statistics; addiction/physiology/ and biology of nicotine; pharmacology to quit; values and what's important to you; your tobacco timeline vs. life experiences; stress management and anger management; social support and connection; Menominee START booklet, Menominee smoking cessation c.d. and our smoke free home kits used as material for camp. Planning a one day local conference for Menominee People that wish to quit smoking early next year.

Sixteenth year of 6th Grade Wellness presentations on; team building, leadership, healthy heart, anger and stress management, learned optimism, breathing, keeping Mother Earth well, commercial tobacco abuse, social engagement, love vs. infatuation, anatomy and physiology of reproductive system, STDs, relationships, abstinence, and pregnancy prevention.(55 students per week during school year). Students did a teacher evaluation on Mark Caskey results between above average and excellent.

First year of Menominee Tribal School Middle School Wellness Day. Wellness Team presentations on; stress and anger management, learned optimism, connections, diabetes, fitness, nutrition messages as students prepared own lunch and snacks, asthma, tobacco abuse and second hand smoke. (64 students attended)

Mark Caskey coordinated Health Promotion and Disease Prevention Meetings, worksite health screenings at the casino, college, clinic, tribal offices, elderly, and insurance health fairs. There were 750 total participants.

The Wellness department coordinated the following community events: Menominee Poker Walk ended this year and we partnered with the Menominee Veterans during their Powwow "Veterans Challenge Walk" Services branches

had themed challenges such as pealing a potato and shooting a potato gun to target diabetes. (220 participants) 19th Annual Pow wow Walk/Run we added different challenges along the course this year such as blowing up a balloon (Wilson) at the start and keeping it safe, not popping until crossing the finish line. (130 participants) 15th Annual Menominee Biathlon held in Neopit. (28 participants) 7th Annual Neopit Soap Box Derby, 21 cars (63 youth made up teams).14th. Annual Strongest Menominee (11 participants). Continue grooming x-country ski and snow shoe trails at Menominee High School, terrible snow conditions last three years due to lack of snow and warm winter. Plan to groom a trail at middle village next year if snow conditions improve.

SPECIAL DIABETES GRANT FOR INDIANS

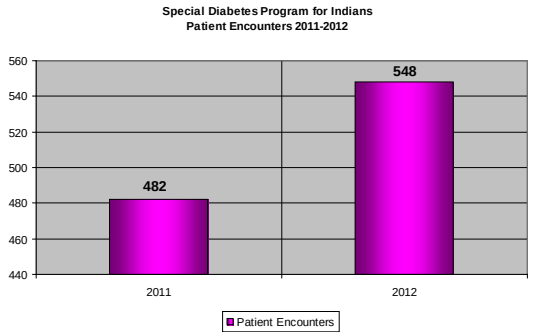
The Diabetes Program (DP) at the Clinic continues to provide a variety of services to the Menominee community. These services are offered to all tribal members, their families and tribal employees. The services include health screenings, physical activity events, educational conferences, nutrition counseling,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

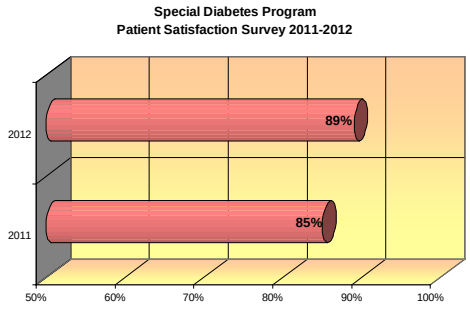
The DP, through the Special Diabetes Program for Indians grant, provides diabetic testing supplies to community members, podiatry services and optical and dental supplies to assist with patient care in these departments. The program was also able to assist the pharmacy in purchasing two (2) of the newer medications to help lower blood sugar in this population. These medications are Lantus Insulin and Genuvia (Oral medication). Numerous educational and physical activity events are also sponsored. This grant funding will end in December of 2013.

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 physician, 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 801 people on the Diabetes Registry with six (6) of those patients being under the age of 18. The Diabetes Educator has had 548 patient contacts in the last year. The contracted podiatrist that comes to the clinic twice per month sees on average about 25 patients per month. Nine hundred sixty one (961) community members and tribally insured people completed health screenings during the last year.

The DP assisted the Insurance Department with their benefits health fair providing health screenings to over 500 people in the month of September 2012. Since June of 2012, the Diabetes Nurse Educator spends three (3) days a week in the medical department to provide easier and faster access to patients.

The DP in FY2013 will continue efforts on physical activity and nutrition programs. It will also continue 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 one staff member located at the Rec Center to provide community members with assistance with their exercise questions and needs.

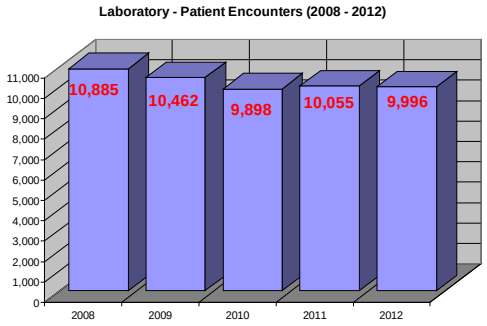




LABORATORY

The Clinic's 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 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.

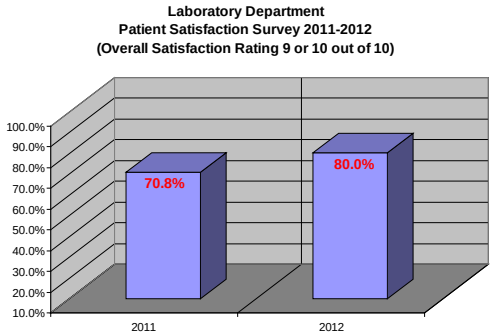
The laboratory is staffed by a Laboratory Department Manager, a Staff Medical Technologist, and a Laboratory Aide.



The Lab Department had 9,996 Patient Encounters and performed 55,356 tests In-House, and referred 7,680 tests to outside labs. A total of 192 Drug Screens were performed.

In 2012, the laboratory was granted approval to replace our current Sysmex POCH-100i Hematology analyzer which has been in operation since April of 2005. The age of the Sysmex analyzer and the fact that on-site repair service was not available for the analyzer were deciding factors to replace it. In September, 2012 a Horiba Micros 60 Lite Hematology Analyzer was placed in service. Cost of the replacement was $12,016 for the analyzer and $3,260 for the interface to our Laboratory Information Computer System.

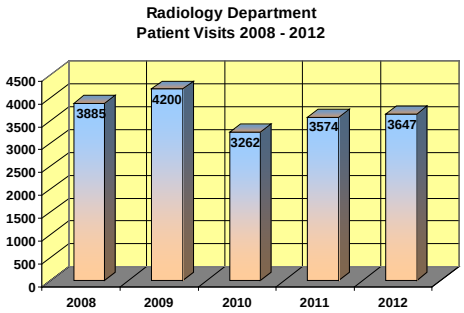
On February 23, 2012, the laboratory was inspected by Commission on Office Laboratory Accreditation (COLA). The laboratory successfully met the requirements for accreditation. The Certificate of Accreditation is valid for two (2) years.

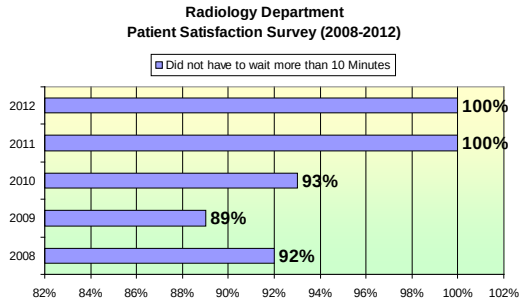


A patient satisfaction survey was conducted in March and April of 2012. The last question requested an overall rating of the laboratory department's performance using a scale of 1 to 10 with 10 being the highest. 100% of the respondents graded 8 or higher. This is slightly higher than the 91.6% result achieved in the previous year. All of the written comments in the comments section of the survey were favorable.

RADIOLOGY

The radiology department is staffed by two (2) registered technologists, one full-time at four (4) days per week and the other at "regular part time" 20 hours per week. The department provides radiography services to help with the diagnosis of ailments involving respiratory, abdominal and skeletal problems. The total number of patients seen in the radiology department was 3,647.





The department is limited to straight radiography. All special studies are referred. All x-rays from our radiology department are read and interpreted by Radiologist Associates of Appleton at Shawano Medical Center.

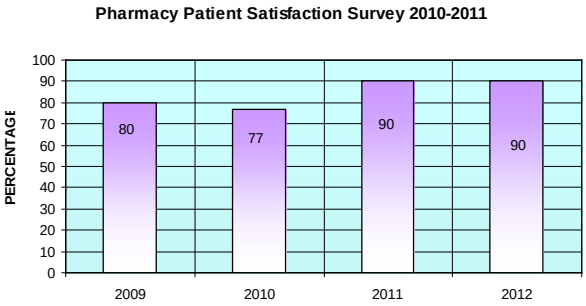
The past year has been fairly steady with the equipment. The Hologic X-ray unit has held to a standard performance. The processor has been maintained in excellent performing ability by our field engineer. .

PHARMACY

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

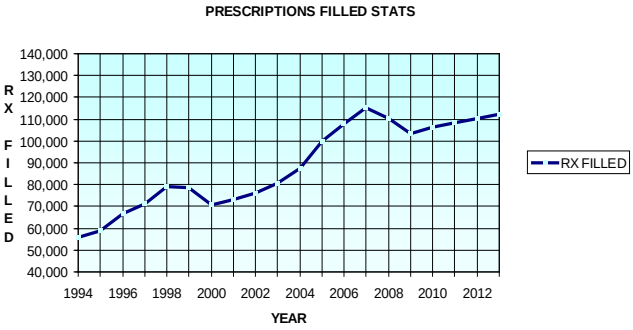
The Patient Satisfaction Survey results were very good with an overall rating of 9.0 out of 10.

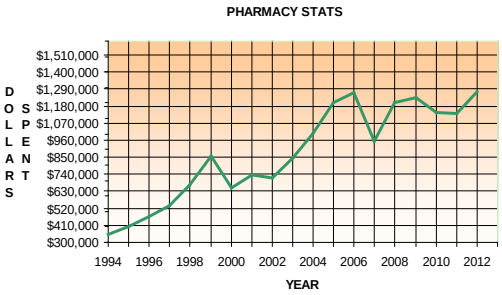
The Pharmacy and Therapeutics Committee continued its effort to add medications that our community needed or would decrease the MTC payments to outside pharmacies. Since the last annual report, we added more than six (6) new drug entities or strengths and deleted three (3) medications from the formulary. The pharmacy started attending a new meeting the Controlled Substance Abuse meeting.



This year we had one volunteer Pharmacy Technician and two UW Madison School of Pharmacy students job shadowing us . During the summer we had a youth worker helping us and also had a 4th year pharmacy student from Jefferson University in Pennsylvania with us for six (6 weeks.

In 2012 the pharmacy will spend nearly $1.3 million on medications and supplies, which was more than predicted in part due to an increase in prescription volume, an additional provider, some expensive medications going off government contract and the diabetic grant running out of money.





EMERGENCY MEDICAL SERVICE

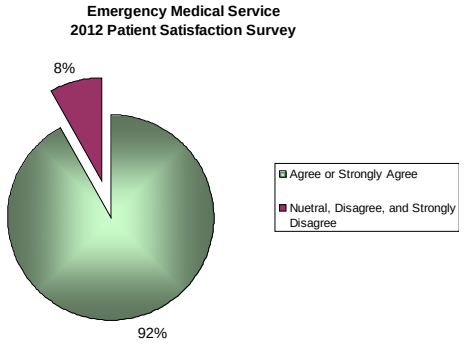
The Menominee Tribal Rescue Service provides Basic Life Support Services and ALS Level 1 Intermediate Technician Services. The Basic and Intermediate Technicians deal with the assessment and care of the ill or injured patient. The Intermediate Technician has additional training and provides an advanced level of care as needed. Examples are, initiation of IV (intravenous) lines, and administration of specific medications beyond those the EMT Basic is permitted to administer. All of the 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. Oversight of patient care aspects is provided by Dr. Keenan, the Service Medical Director.

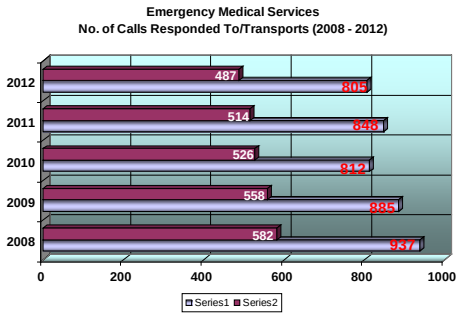
The basic training received by all EMT's includes the wellbeing of the EMT, taking care of yourself in order to take care of others, medical / legal and ethical issues, anatomy, lifting and moving patients, airway management, medical and trauma patient assessment, vital signs, communications, documentation, general pharmacology, respiratory emergencies, cardiac emergencies, acute abdominal emergencies, diabetic emergencies, altered mental status, allergic reactions, poisoning and overdose emergencies, environmental emergencies, behavioral emergencies, obstetrics and gynecological emergencies, trauma including bleeding and shock, soft tissue injuries, musculoskeletal injuries, head and spine injuries, age related issues, ambulance operations, access and rescue operations, EMS response to terrorism, basic life support and CPR (Cardio Pulmonary Resuscitation). There is a wide range of specific skills learned within each of these general areas.

The EMS department currently has 16 Intermediate Technicians, three (3) are full time and 13 are part time "on–call". Any new Basic EMT's will train and advance to the Intermediate Technician level within two (2) years of employment.

The EMS department upgraded its guidelines and added Continuous Positive Airway Pressure (CPAP) management procedure, greatly benefitting patients who struggle to breathe, namely patients with congestive heart failure (CHF), asthma and Chronic Obstructive Pulmonary Disease (COPD).

Patient Satisfaction surveys were conducted with the following outcome; 20% of surveys sent out were answered.





Menominee Tribal Rescue Service responded to 805 calls, 487 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 hospital emergency room or the patient refusing medical care or transport. In some cases there were no patients.

Outside ambulance services were called upon 92 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services including, 55 ambulance calls while our ambulance was busy, 24 ALS Level 2 ground ambulance intercepts and 13 medical helicopter requests.

Graph for the reporting period October 1, 2011 through September 30, 2012.

Emergency Medical Services - Other			
Year	ALS Intercepts	Med Flights	Other Services
2008	32	8	69
2009	16	5	55
2010	20	7	68
2011	19	5	52
2012	24	13	55

WIC DEPARTMENT

The Women, Infants, and Children (WIC) 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.

The Tribe continues to be a leader in the state regarding breastfeeding rates. This is the seventh year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding incidence jumped above the state average for the first time this year and 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 fulltime. The Lactation Consultant and Peer Counselor for our WIC Program planned events during World Breastfeeding Week this summer. The sixth 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. A Breastfeeding Walk was held on August 9, 2012 with 29 walkers. The Rock N Rest Tent was staffed again for the annual Powwow. Along with the help of Head Start and the Diabetes Prevention Program the tent held chairs, rockers, diaper changing stations, infant and toddler snacks and bottled water. Families were able to rest, Breastfeed their infants and change diapers. We had information about Breastfeeding and Head Start enrollment. The lactation consultant continues to successfully maintain a breast pump loan program with all pumps being routinely checked out each month.

Another success was the new tribal grocery store becoming a WIC approved vendor. The store, along with the c-stores in providing WIC items is a tremendous benefit to the community.

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. Funding to insure the lead screenings are being done will not be renewed next year, but the lead screenings will continue.

At the end of the fiscal year the WIC program received grant money to improve patient care by providing a more comfortable atmosphere to engage the clients. New patient friendly furniture and activity areas to engage the children were provided.

Approved Caseload FY12	554	
Breastfeeding Incidence	76%	71.7% (State Avg.)
Receiving Secondary Nutrition Education	82.3%	63.7% (State Avg.)
Enrolling in 1st Trimester	60.4%	41.5% (State Avg.)

Government reports still showed that for every dollar spent on the WIC program, $2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 2.1 FTE paid through the State WIC funding, though, so we have stretched the dollars that we receive to its furthest level. We have decreased one position due to budget constraints, and the additional local funding for the remaining 1.9 FTE is vital to our program's existence.

NUTRITION SERVICES / 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.

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 has left the department. This position provided exercise classes to the community. There was a participation rate of 1,303 for the noon and afternoon fitness classes at the time of her departure.

Highlighting this year's activities was the 12th Annual Relay for Diabetes held in August with 312 people walking a total of 1,065 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 continued to be a vital part of the Community Action Board. Gardening projects and tiller program maintained gardening initiatives for the community. The department assisted the UW-extension, Food Distribution, and others by providing seeds and starter plant distribution to the community. Due to the ending of the grant that funded the CAB coordinator from Madison – the board will be looking at the feasibility of continuing CAB meeting in the future.

In September, the Diabetes Prevention Coordinator attended his first Dietitians Affiliated Credentialing Board of Wisconsin meeting. 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 4th year to the Menominee Reservation.

Individual Client Visits:	345
Diabetes/pre-diabetes:	196
Obesity	223
Agency Contacts	8,414

As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. The Nutrition Director received a Medicare provider number and will be able to start billing for Medical Nutrition Therapy for diabetes management which should assist the clinic in meeting its funding requirements.

College of Menominee Nation*

S. Verna Fowler, Ph.D., President

Profile of Leadership and Personnel

The College of Menominee Nation (CMN) is an institution of higher learning offering bachelor's and associate degrees, technical/trades diplomas, and certificates of mastery. CMN also provides outreach programming, non-credit courses, workshops and conferences for adults and youth.

CMN is chartered by the Menominee people and accredited by the Higher Learning Commission of the North Central Association of Colleges and Universities. CMN is a partner institution with the American Indian College Fund and, among other affiliations, is a member of the American Indian Higher Education Consortium (AIHEC). In 1994, Congressional authorization made the College of Menominee Nation one of only three institutions in Wisconsin to have Land Grant status. CMN is designated by the Bureau of Indian Affairs as a Tribally Controlled College.

S. Verna Fowler (Ph.D., University of North Dakota) is the founding president. A seven-member Board of Directors composed of enrolled Menominee provides independent oversight. A brief professional and educational profile of each Board officer and member follows:

Board Officers:

- Chairman – Bernard (Ben) Kaquatosh, Personnel Director, MITW (University of Wisconsin-Green Bay and UW-Milwaukee).
- Vice Chairperson – Virginia Nuske, Director of Higher Education, MITW (Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines).
- Secretary – Lori Latender Corn, Curriculum Coordinator, Menominee Indian School District (B.S., St. Norbert College and M.S., Marian College).

Board Members:

- Sarah Harkey, Nurse, Menominee Tribal Clinic (A.A., College of Menominee Nation, B.S.N., Bellin College of Nursing and M.S.N., University of North Dakota).
- Georgianna Ignace, Volunteer (B.S., Marquette University).
- Lynnette Miller, Executive Director, Menominee Tribal Gaming Commission (B.S., UW-Green Bay and M.S., Silver Lake College).
- Elaine Peters, retired (B.S., UW Oshkosh).

Ada Deer, retired (B.A., UW-Madison and M.S.W., Columbia University), is an honorary member of the Board.

In 2012, the College employed 208 individuals, two-thirds of whom hold a bachelor's degree or higher. Seventy-four employees of the College are enrolled or descendant Menominee and an additional 43 are affiliated with other American Indian tribes.

Officers of the College serving with President Fowler and listed with their highest academic degree are the following:

- Chief Academic Officer Diana Morris (Ph.D. Ohio State University)
- Chief Financial Officer Laurie Reiter (BS, UW-Green Bay; MS candidate, Lakeland)
- Vice President Green Bay/Oneida Campus Chad Waukechon (M.Ed., University of Minnesota Duluth).

A number of Menominee hold administrative leadership positions as Deans and Directors at CMN. They include Gary Besaw, Dean of Students (MS, UW-Madison); Maria Escalante, Director, Library (MLS, UW-Milwaukee); Victor Escalante, Assistant Financial Manager; Mario Fernandez, Director, Maintenance; Nicole Fish, Director, Financial Aid (BS, Silver Lake, and MS candidate, Lakeland); Clara Fowler Otto, Bursar; Norman Shawanokasic (BA, NAES), Director, Native American Vocational Rehabilitation; Myrna Warrington, Director, Student Support Services (MS, UW Oskhosh); Richard Warrington, Director, Operations (BS, Silver Lake); Juanita Wilber, Registrar (BS, UW-Green Bay); Renita Wilber, Director, IT (MS, American Intercontinental University). Also, through June, Melissa Cook (MA, UW-Milwaukee) was Director Sustainable Development Institute, and until her retirement in June, Jerilyn Grignon, Ph.D., UW-Madison, was Chairperson, Teacher Education.

Overview of Programs, Students and Others Served, and Facilities

Academic and Technical/Trades Programs

The College of Menominee Nation offers three bachelor's degree (4-year) programs of study:

- Bachelor of Arts in Public Administration
- Bachelor of Science in Business Administration
- Bachelor of Science in Early Childhood/Elementary Education

The public administration and business administration degrees were approved in late Spring and enrolled their first students for the Fall Semester 2012. The three bachelor's degree programs provide learning comparable to degree studies in these fields found at most institutions, but have the added value of addressing issues and needs of tribal communities.

The public and business administration majors are especially designed as degree-completion programs for students eligible to enroll in junior- and senior-level courses. Both are offered in a "Weekend College" format of Friday-Saturday classes to accommodate working adults.

CMN also offers the following associate degree (2-year) programs:

- Accounting
- Biological and Physical Sciences, Business Administration
- Computer Science
- Early Childhood/Elementary Education
- Liberal Studies/Humanities
- Liberal Studies/Social Science
- Material Science and Pre-Engineering
- Mathematics
- Natural Resources
- Nursing (Applied Science)
- Public Administration
- Sustainable Development.

Technical Diplomas are available in the following:

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

The College's Certificates of Mastery are in Criminal Justice, Entrepreneurship and Microcomputer Specialist.

Students Served and Student Demographic

The unduplicated student enrollment numbers in degree and diploma programs for academic year 2011-2012 was 699, with a full time equivalent enrollment of 437.

Of those enrolled at CMN in 2011-2012, a total of 527 (75%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population included students from among the 30 tribes. Forty-four percent of CMN's students in the year were age 30 or older. Eight percent were age 18 or younger, and among the youngest enrollees were nearly 100 high school students participating in the Learn and Earn program. By taking college-level courses at CMN while still enrolled in high school, these young people are able to accrue credits that can apply toward graduation and also toward College requirements.

Continuing Education, Outreach and Community Service

The College had a successful year winning grants for programs to enhance learning, training and enrichment opportunities for community adults and youth. More than $730,000 was received by CMN from the U.S. Department of Agriculture for community development and more than $330,000 from the Wisconsin DOT and UW-Madison to assist locally with job preparedness and policy development activities.

A $3.35 million grant funded construction of a major new facility that opened on the Keshena campus mid-year. The Community Technology Center, built and equipped with national Recovery Act funds, is providing WiFi café service to community members, free access to a variety of computers and related technology, and individual and group training on how to effectively use the internet. The facility is open extended hours, seven days a week, on the Keshena campus.

Also notable during the year were conferences and workshops through CMN's Office of Continuing Education. Thirty individual programs ranged from the two-and-a-half hour Financial Literacy Workshop that drew 119 registrations to the 18-hour Quilting Class attended by 24 students. Offerings included the long-running TrANS

program that this year prepared 22 area workers for entry-level employment in the road construction industry. The Red Cross First Aid sessions, another long-standing and popular program, trained 120 individuals during the year. Other continuing education topics included Goal Setting, Food Handling, Small Appliance Maintenance, and training for HR, law enforcement and other professional groups. Special sessions included those focused on understanding Census data, Cyber bullying, OSHA regulations, and violence prevention. Elders conference and health fair activities were scheduled and Menominee language instruction and practice sessions also continued during the year.

Twenty training sessions were offered free of charge at various locations on the Reservation under Broadband funding designed to help more people become proficient in the use of computers and the internet. Sessions ranged from an introduction to computers to resume writing, searching online for work, and using Skype for personal and business communication.

Also offered at no cost to participants was training in a Home Health Aide course that was presented in Keshena and Bowler. More than 200 students took part, learning skills needed for beginning work in a variety of helping positions. The training was coordinated by CMN's Technical Education program and funded with a $250,000 grant from the Home Health Care Provider program of the U.S. Department of Health and Human Services.

Skills labs were available throughout the year on the two CMN campuses for GED prep or brushing up before seeking work, enrolling in credit courses or taking non-credit training. A new Study Skills Lab was created at the Green Bay campus to provide tutors in math, reading and English, and student workstations with software for self-paced computerized instruction. The facility also houses the CRANE (creating readiness, achievement and enhancement) Center, staffed by a professional mentor to assist with reading and writing.

Instructors and students in the College's Technical Education program carried out service-learning projects including rehabilitation work on the Neopit Boys and Girls Club building. The project team included those enrolled in the Sustainable Residential Building Systems program.

Facilities

The College's main campus is located in Keshena. A second campus in the Green Bay metro area serves about one-third of the College's enrollment. Depending upon their program of study, students may take classes at one or both campuses. They are provided free bus service between campuses through an agreement between CMN and Menominee Transit.

The Keshena campus has nine major buildings for instruction, administration and operations. Along with the Community Technology Center which opened in summer 2012, the College has also recently completed renovation of the structure formerly housing a small business south of the campus. The facility is being used by CMN's Sustainable Development Institute and First Americans Forestlands Center.

The College also completed renovation of the lower level of Glen Miller Hall for administrative offices of the Nursing program.

Milestones and Accomplishments

The following were among the many milestones and accomplishments of the year for the College and for Menominee people affiliated with CMN.

The year brought special recognition to CMN President Verna Fowler on two occasions. The American Indian Education Consortium selected her for its Tribal College President Award. The CMN Board of Directors announced its decision to name the Keshena campus academic library in her honor.

Given special recognition during commencement ceremonies in June was Jerilyn Grignon (Ph.D., UW-Madison). Dr. Grignon retired at the end of Spring semester after many years in administrative and faculty positions at CMN, most recently as an architect with Sr. Stephanie Spence of the College's first Bachelor's Degree program, the BS in Early Childhood/Elementary Education.

Students winning honors included the following: Melinda Cook (AA, CMN), a 2012 honors graduate and Embry Scholar, who was chosen to be one of two student commencement speakers at ceremonies in June at the Menominee Casino Resort Conference Center. Jennifer Penass Barnes and Jesse Kaquatosh-Williams were chose for the NASA Kiksapa Summer 2012 Research Experience, a competitive national internship open to students pursuing studies in science, technology, engineering or mathematics. Sapatis Webster received the Intertribal

Timber Council's Truman D. Picard Scholarship. Tiana Schneider was chosen for the Wisconsin Indian Education Association (WIEA) four-year Student of the Year award.

Menominee students elected to Student Government leadership roles in fall 2012 were Harold Bowman, treasurer; Jesse Kaquatosh-Williams, co-secretary, and Mani Boyd, Keshena campus representative.

CMN's role as a tribal college, expertise in sustainability projects, and strong partnership with the U.S. Forest Service all played a role in the College's invitation to join the Northeast Climate Science Center. Partners with CMN include Columbia University and UW-Madison. The center, based at the University of Massachusetts-Amherst, is part of a consortium of institutions selected by the U.S. Department of Interior. The Forest Service maintains offices at CMN under the direction of Dr. Mike Dockry.

The College's 2nd Annual Benefit Golf Outing in June raised more than $20,000 for educational resources.

Statement of Financial Health

The College of Menominee Nation has remained debt free while growing its annual budget more than four fold over the past eight years -- from $5 million in 2004 to more than $20 million in 2012.

During 2011-2012, the College's revenue increased by 46% over the prior year, primarily because of Federal grants for construction and in support of the CMN Nursing program. A 12% increase in General Fund revenue and an increase of nearly 6% in Indian Student Count funding helped to balance the College's total annual operating expenses.

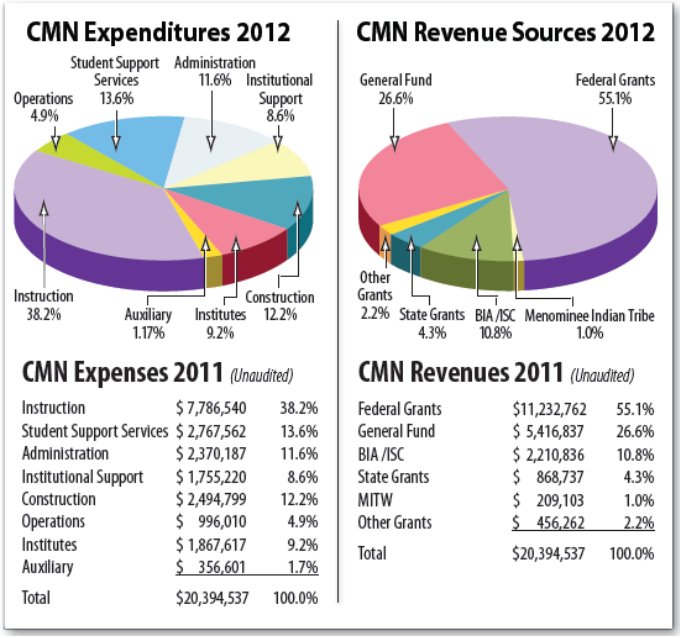
Financial Aid for CMN students increased to $5.13 million, approximately 5% over the prior year. BIA and Pell Grants represent most of the financial aid going to CMN students.

Almost every new or improved opportunity has required additional support – sometimes in the nature of new facilities and almost always in the nature of more support services, equipment, faculty and/or staff.
Managing the balance between serving students at the highest level and balancing the budget is monitored continually and is identified as an obligation of every division and department of the College.

Scholarships and Student Aid

BIA Grants	$ 988,438
CMN Grants	8,280
Student Grants	640,805
Program Grants	1,401,007
Pell Grants	1,820,021
Private Grants	274,063
Total	$5,132,615

Community Technology Center



CMN Expenses 2011 *(Unaudited)*

Instruction	$ 7,786,540	38.2%
Student Support Services	$ 2,767,562	13.6%
Administration	$ 2,370,187	11.6%
Institutional Support	$ 1,755,220	8.6%
Construction	$ 2,494,799	12.2%
Operations	$ 996,010	4.9%
Institutes	$ 1,867,617	9.2%
Auxiliary	$ 356,601	1.7%
Total	$20,394,537	100.0%

CMN Revenues 2011 *(Unaudited)*

Federal Grants	$11,232,762	55.1%
General Fund	$ 5,416,837	26.6%
BIA /ISC	$ 2,210,836	10.8%
State Grants	$ 868,737	4.3%
MITW	$ 209,103	1.0%
Other Grants	$ 456,262	2.2%
Total	$20,394,537	100.0%

*** 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

Wayne Wilber, Director

The Community Development Department shall be responsible for developing and overseeing a vast array of programs and services aimed at developing community infrastructure, addressing solid waste disposal needs of the community, maintaining land use assignments and conducting short- and long-term planning in the development of the community.

Community Development is responsible for implementation of the Tribal Transportation Program (TTP) Program, previously known as the Indian Reservation Roads (IRR) Program, which involves Tribal Road Construction, Tribal Road Maintenance, Transportation Planning and Transit conversion. Other additional aspects include Real Estate and Land Use, Recycling and Solid Waste disposal/contracting, Planning, Mapping and Project Management.

The Community Development Department consists of 11 individuals: Director, Sr. Project Manager, 3 Project Managers, Secretary/Lead worker, GIS Coordinator, GIS Technician, Real Estate Coordinator, Laborer and Transfer Site Operator.

TTIP (IRR) Program:

Road Construction

The accomplishments under this initiative the past fiscal year include construction projects on West Branch Road, Bear Trap Falls Road, Upper Bass Lake Road (Phase III) and the Five Parking Lots Project (Keshena Day Care, Menominee Business Center, Keshena Ballpark, South Branch Community Center and Zoar Ceremonial Building).
The highlighted project would be the improved surface of the roads for the West Branch Community. The repaving of West Branch and Bear Trap Falls Roads was completed in September and are major upgrades in surface for community members to take advantage of. The projects consisted of pulverizing the existing surface, reshaping the roadbed, replacing culverts, adding material in a few spots, repaving with asphalt, shouldering, striping, guardrail replacement and new signs. All total, the project cost of $1,152,640 was funded mostly through the TTP Program with the exception being Menominee County's contribution of $124,917 to the project.

The Five Parking Lots Project was realized through the Parking Lot Initiative portion of the TTP Program which is a relatively new portion of the program focusing on improving the existing conditions to the parking lots on the Tribe's inventories. The five parking lots chosen were selected based on either the need for emergency repairs which could result in potential accidents or due to existing conditions. The projects at the Business Center, Ballpark, South Branch and Zoar consisted of adding base, paving, lighting and striping. The Day Care project included pulverizing existing parking lot, redesigning, paving, lighting and striping. The project cost of $433,177 was funded entirely with TTP Program dollars.

The Upper Bass Lake Road (Phase III) Project consisted of graveling roughly six miles of Upper Bass Lake Road from just north of Spears Road to Luke's Road. The project work consisted of clearing/grubbing, culvert replacement, graveling, ditching and signage. Total cost for the project was $705,228 of TTP dollars.

Next year the area of focus will be the Neopit Community Roads as surveys are being completed and designs prepared to repave the Town of Neopit Roads. If funding works out with Menominee County, the entire system of roads within Neopit and Zoar will be completed next year. If funded entirely through the TTP Program, it may take an additional year to fund the resurfacing efforts. In addition, West Branch Road Phase II (gravel portion) will be completed along with a few Parking Lot/Sidewalk Initiative projects, including Warrington Road lighting from the High School to the intersection of Go Around Road; Our Children's Road sidewalk to assist the Day Care and Headstart with connecting to existing sidewalks for walking adventures; CBRF/Meal Site Parking Lot projects to assist with meeting the needs of our elders.

Road Maintenance

The Road Maintenance portion of the TTP funding allows the Tribe to sub-contract with both Menominee County and MTE for the maintenance functions relating to both paved and graveled roads. In addition, the Tribe keeps some funding to perform minor work like sidewalk & parking lot maintenance, sign maintenance and minor projects.

The Tribe's sub-contracts consisted of allocating $350,000 each to Menominee County and MTE for Emergency Road & Bridge Repairs, Sign Maintenance, Removal of Roadway Hazards, Bridge Maintenance, Cleaning Culverts, Patching & Shoulder Maintenance, Curb & Gutter Maintenance, Cleaning Ditches, Road Inspection, Maintenance

on BIA owned equipment, Snow/Ice Removal, Crack Sealing and Filling, and any other Road Maintenance Related Items.

The Tribe performed a few small maintenance projects one of which consisting of replacing a driveway on Fairgrounds Road which was originally taken out during the bridge project. The landowner has been waiting for this to take place for quite some time and was thankful to the Tribe for fulfilling its responsibility to the replace the driveway and makes it as it once was. The project cost was $22,000 and was funded through the Road Maintenance portion of the program.

The Tribe performed a traffic analysis of the Headstart area and devised a system of improvements for the traffic specifically for school buses and parents to drop-off/pick-up children at the facility. Improvements included a sidewalk to facility, lighting upgrades, additional signage for cross-walk, bus drop-off/pick-up as well as striping for areas parents could utilize for drop-off/pick-up.

Another Road Maintenance Project was temporary improvements to the Housing parking lot to assist with some problem areas in the parking lot. The areas were cause of concern and the Tribe contracted with the Menominee County Highway Department to cut, patch and make the repairs to the parking lot for the benefit of the employees of Housing as well as the many community members who utilize Housing services.

Fairgrounds Road- Improvements were made to Fairgrounds Road, specifically the area leading into the Woodland Bowl. With this year's improvements, we hope to control the washout areas on the road by controlling the contours and water erosion taking place in the roadway.

Plans are to continue the sub-contracts with Menominee County and MTE as well as expanding the Tribe's part in Road Maintenance by supplementing the sidewalk maintenance with some additional responsibilities.

Solid Waste/Recycling/Keshena Transfer Site

Community Development orchestrates the contracts for curbside solid waste/recycling disposal as well as manages the operations at the Keshena Transfer Site. In FY'12 the Tribe extended the contract with Harter's of Fox Valley for collection services for two additional years. The contract costs the Tribe apx. $360,000 each year to provide these services to Tribal members at no cost in addition to the costs of disposal for materials taken to the Keshena Transfer Site. Within the current contract, a clause was written in for reimbursement to the Tribe if recycling collections increase, as Harter's receives income from the recyclable materials it collects from the Tribe. Therefore, the more we recycle, the more money we save in our contract with Harter's which is why it is becoming more important than ever to have every Tribal member recycle.

In addition, it is important to have Tribal members use the free curbside service provided by the Tribe instead of taking materials to the Transfer Site as this only results in the Tribe having to pay for the materials twice. Once in the free curbside service they already receive and again for the material at the Transfer Site as materials received at the Transfer Site are charged separately. This practice could result in some real savings to the Tribe as ultimately we are looking to cut costs any way possible and paying for Tribal member's garbage twice doesn't add up to savings.

The Transfer Site will be receiving a new building through an IHS funded project, the new building improvements will consist of a well with running water, plumbing, office space and room for operations. The increased space will allow the Tribe to look at other aspects of recycling to off-set the cost of operations. In addition, Community Development will be moving toward regular hours of operations for the Keshena Transfer Site as well as the yard debris pit in West Branch. Gates will be installed with signs noting regular operating hours (daily 8:00 a.m. - 4:30 p.m. except Holidays) to ensure the safety of people accessing the site unsupervised and to protect against any illegal dumping activities going on from unidentified sources. This change will not be easy, but is necessary to improve the operations of both the curbside collection and the Keshena Transfer Site as we continue to manage our budgets and be more fiscally responsible.

Planning:

Long Range Transportation and Land Use Planning

This year the Tribe entered into a sole-source contract for the purpose of updating the Tribe's Long Range Transportation and Land Use Plans. The funding for these projects was secured through a grant from Northwood's NiiJii Enterprises, Inc. The need for these plans derives around updating the existing plans to meet the current needs of the Tribe and take into consideration the future needs of all Tribal members. Both plans are moving along and are expected to be completed sometime in FY'13.

The Long Range Transportation Plan (LRTP) was last updated in 2005 and with every year becomes more outdated. The changing needs of Tribal members and the Tribal Organization need to be recognized and updated as changes in funding, land use and infrastructure take place. The LRTP gives the Tribe a blueprint of how to make changes with regards to transportation and takes into account what factors need to be considered when they occur.

The Land Use Plan derives from a need to have policies and procedures in place for the Tribal Organization as well as Tribal members with regards to use of the land. As the Home of the Menominee changes, a need to determine the best use of our most important asset is required. Tying in the existing land use with the Tribe's Strategic Plan allows the documents to be compatible with one another and support each other.

Upon completion, both documents will serve the Tribe with foundational planning. Each plan will give perspective users the existing conditions as well as align future objectives to take into consideration when making improvements to both the Land Use and the transportation needs of the Menominee Community. If you would like more information, go to the link on the MITW website. (www.menominee-nsn.gov)

Other Community Development Department Highlights

Completed ARRA Grant for the Community Development Building, which consisted of additions to the conference room- projector, table, chairs and smart board. Other renovations included upgrading garage lighting with energy efficient lights, adding air compressor and connections to garage, adding building and door signs and hoist connections in garage.

Working with Alliant Energy on the Neopit Substation Project, which will be constructing a new substation within the boundaries of MTE in Neopit. Upon completion, the project will give additional power supply to the residents of Neopit as well as MTE. The existing substation is outdated and needs to be upgraded or run the risk of failure and impacting the residents of Neopit and Zoar Communities. Project plans call for the completion in Spring 2013.

Height Modernization Program- Working with WisDOT on a project to put cement monuments in the ground along State Highway's 47 & 55. This project will provide additional information when construction projects are being completed, for determining GPS positioning and provide monuments for surveying locations and determining precise measurements along both roads.

Working within various communities to clean-up abandoned homes to increase the amount of land available for Tribal members to lease for residential lots. This will be an on-going project and will continue to take place as funding and approvals allow.

Assisted Veteran's and BBC on Veteran's Park Clean-up and additions to Keshena Downtown Park, which consisted of purchasing flag poles, landscaping supplies and use of equipment for clean-up.

The Department also provides technical assistance to other departments through Project Management, the Department assisted with the following projects during FY' 12:

- Keshena I/I Analysis
- Completion of Neopit Water Improvements
- Addition at LEC
- Maehnowesekiyah Diversion Center Addition
- Headstart Flood Damage Repair

Community Development Department covers a wide variety of areas and as such is involved in many projects throughout the Reservation. We have made strides toward keeping community members involved and informed of our operations through a variety of modes including a place on the Tribe's website, development of a monthly newsletter and departmental representation at all the quarterly Community meetings. As always if you need any further information, please feel free to contact the department through any available means and we will be happy to hear your concerns.

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 FY12 the Community Resource Center operated the Tribal Temporary Assistance for Needy Families (TANF), Public Law 102-477 program, and the newly acquired Income Maintenance program. Staff consisted of nineteen (19) employees. These positions included: Community Resource Director, Community Resource Assistant Director, two (2) Job Counselors, four (4) TANF Caseworkers, two (2) Income Maintenance Workers, Recruitment and Training Coordinator, Family Services Coordinator, Administrative Assistant, Supportive Services Clerk, Receptionist, Maintenance/Housekeeper and three (3) Youth Supervisors.

Income Maintenance

Mid-way through the fiscal year Tribal Administration was approached by Menominee County Health and Human Services to get a feeling for our interest in assuming responsibilities of the Income Maintenance Program which they were currently operating through the State of Wisconsin. Due to a change in the course of administering the program by the State through order of Governor Walker, counties were asked to enter into a consortium to provide the services currently provided by Menominee County locally. Menominee County made the decision to opt out of joining the consortia thus leaving the program available for assumption by the Tribe. Our department was approached by Administration as a possible placement for this program. We accepted the challenge and the planning began. Throughout the remainder of the fiscal year plans were developed for the assumption of the Income Maintenance program from Menominee County. Many meetings and planning sessions were completed to assure a seamless move of the program as of December 1, 2011. The programs that were transferred to our facility are Food Share, Badger Care, Medicaid, Long-term Care, Family Planning Waiver and other smaller subsets of the Health Care programs. A decision was made early on to service all of Menominee County within our service area to include Native and Non-Native applicants. Two IM Case Workers were hired and along with the Director began training to become efficient for the December move of the cases. Each person completed 120 hours of on-line and hands on training to gain certification. The Income Maintenance program services nearly 1000 individuals and families throughout the community. Technical support has been provided through the State of Wisconsin to assist us with this transition phase. We continue to have a contact person within the Training Center whom assists us with questions as they arise. The beginning of a new Income Maintenance program was a new venture for the State as well as they have not had a completely new agency come on board in many years. It was a learning process for all involved. We have hopefully paved the way for other tribes to assume these responsibilities as Lac Courte Oreilles is currently looking to begin this process as well.

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 38 clients monthly receiving a 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 12 families per month with these services during the past fiscal year.

A total of 162 families were assisted with TANF funds during FY12. The TANF program had 113 families open a case with our program between the dates of October 1, 2011 through September 30, 2012. A total of 84 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 the benefit amount (Social Security, per cap). The Tribal TANF Summer Youth Program served 20 youth between the ages of 14 and 18 whom received summer employment to add to their work experience. An additional 10 College Internships were funded through TANF funding. These internships were previously funded with ARRA dollars but do to the benefit that this program served to this age group we felt it important that it was continued and supported through this grant.

Direct Assistance in the form of monthly vouchers was paid out to families at a total amount of $298,962.00 and an additional $152,794.00 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. Achievement incentives were given to all clients completing a furthering education goal; this could be their GED, Certificate Program, Trades Program or an Associate's 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 2011	Nov 2011	Dec 2011	Jan 2012	Feb 2012	Mar 2012	April 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012
Total Caseload	41	42	45	48	58	51	64	65	83	81	81	92
One Parent	27	29	28	30	36	29	37	42	41	43	41	48
Two Parent	3	2	5	5	4	2	5	6	7	5	5	6
Diversionary/ Transitional Cases	11	11	12	13	18	20	22	17	35	33	35	38
Total People Served	134	130	130	150	176	124	174	167	263	210	219	227
Total Children Served	85	82	77	95	112	104	109	115	168	140	122	165
Work Participation Rate %	88.23	63.64	48	51.72	51.72	47.37	78.38	64.10	59.46	48.65	51.43	57.89

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.

During the period of October 1, 2011 through September 30, 2012 the PL 102-477 program served 59 individuals with employment services.

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. Ten (10) clients attained a degree or certificate, while an additional fifty six (56) 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 12 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 8 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 thirty-two (32) 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. Two Youth Supervisors were hired on a temporary basis to provide supervision to the youth. The youth ranged in age from 14-21 and were placed within local departments to gain work experience and job readiness skills. The youth participated at their work sites for 16 hours each week and also completed 4 hours of training each week.

The summer event was completed with a bowling/pizza event to honor all the hard work and skill gained by the youth in their placements.

Conservation

Walter Cox, Director

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

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

Conservation Law Enforcement Statistics	**F.Y. 2011**	**F.Y. 2012**
Reportable Incidents	960	714
Citations Issued	25	51
Warnings Issued	28	17
Complaints Received	147	113
Interagency Assists	53	36
In-service Hours	246	292
Permit/ID checks	275	124
Investigations	118	81
Court Appearances	8	14
Meetings Attended	153	145
Other	145	119

Administrative
Administratively, the Conservation Department provides service to the public by issuing game tags to over 2000 enrolled members, descendants and spouses. Registration records indicate approximately 426 deer, 26 bear, 0 turkey, 24 fisher and 11 bobcats were harvested during the 2011-2012 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 Cathy Stepp regarding Menominee Tribal Issues
- Native American Fish & Wildlife Society Regional Conference
- Assist with development of Invasive Species Management Plan
- Hunter Education Course
- Public outreach events/presentations:
  - Hunter Education
  - ATV Safety Course
  - S.E. Bass Lake Outreach
  - Aquatic Invasive Species
  - Teaching Lodge
  - Winter Roundhouse
  - College of Menominee Nation
  - Menominee Indian High School
  - Keshena Primary School
  - Menominee Tribal School
  - Menominee Indian Headstart
  - Night out Against Crime
  - National Science Foundation
  - 4 Lake Sturgeon for Tomorrow Banquet(s)
- ATV/Instructor Training and Qualification
- Local Emergency Planning Committee.
- Enforcement & Resource Protection Committee.
- Tribal Forestry Committee.
- Legislative Community Meeting
- State/Tribal Relations Committee
- State-Tribal Consultation Committee
- Wisconsin Conservation Congress
- Great Lakes Chief Conservation Officer Meeting

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

Conservation Wardens

- Tribal Court appearances
- Semi-annual firearms qualifications
- Assist Menominee Tribal Police
- Education and public outreach
- 40 hour annual in-service training:
  - Wildland Fire Refresher
  - Invasive Species
  - Low Light Shooting
  - Tactical Snowmobile Patrol Operations
  - Technical Report Writing
  - Incident Command/Emergency Management
- Timber trespass investigations
- Wildland fire investigations
- Public outreach in schools
  - ATV Safety
  - Multi-Jurisdictional Law Enforcement Conference
  - Building Partnerships
  - Exporting Wild Ginseng
  - Sturgeon Guard Patrol

Fish and Wildlife

Tribal fish and Wildlife Grants allowed for the hire one full-time temporary Fish & Wildlife Technician employee to assist the Tribal Fish and Wildlife Manager with the management and data collection pertaining to Fishery Management. 2012 spring game surveys indicate reservation whitetail deer population at 9.0 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'12 management 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, and SE Bass Lake)
- 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 1,500 lake sturgeon
- Conduct fish and wildlife surveys
- Conducted black bear, lake sturgeon, and timber wolf research
- 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 tribal code violations
- Investigate and enforce surface water code 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 regulations

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
14 Full time Teachers
2 On-call Teachers
2 Part-time Teachers

Other Personnel
2 Voc Rehab kitchen aide
2 Summer Youth Workers
1 Grandmother from GLITC program

Children Services Provided for 2012
Daycare services for 121 children, 76 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 2012 Pow-wow
4th Annual Easter Egg Hunt in Neopit – 172 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, JOM for 4th Annual Easter Egg Hunt

YoungStar Quality Rating
Young Star is a quality rating system for childcare across the State of Wisconsin. The program was observed for overall program standards that aligned with the Wisconsin Early Learning Standards, Health and Safety Practices, Education and Training and business practices. The system awards points and based on these points a program can receive a one star all the way up to a five star for overall programming. The Department of Early Childcare Services received a FOUR STAR and we are working towards the Five Star.

We greatly appreciate the collaboration between the families and parents who are big part of the center achieving the FOUR STAR. We would also like to give a Thank You to all other department within the Tribe for collaborating with daycare in all areas as possible

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 2011– 2012 Ending May 2012

A.	Number of new students	144
B.	Number of active students	195
C.	Number of graduates	9

FY 2012 Budget:	$227,145.00
Expended	226,946.68
Balance	*$ 198.32*

HIGHER EDUCATION SUMMARY

There was a 49% increase in the number of new students this academic year. Funding is always an issue because tuition and fees increased 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 2011 – 2012 Ending May 2012

A.	Number of new applicants	266
B.	Number of Active Students	101
C.	Number of Completions	26

FY 2010 BUDGET	$193,119.00
Expended	193,033.00
Balance	*$ 86.00*

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	$214,268.00
Expended	213,120.00
Balance	$ 1,148.00*

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 2011– 2012

A.	Total Number of GED/HSED Completions	30
B.	Total Number of Number of Students Served	184
C.	Total Number of Tests	154

FY 2012 BUDGET:	$39,544.00
Expended	38,724.44
Difference	*$ 819.56*

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.

HIGHER EDUCATION & A.V.T.
The fall WASFAA Conference in Stevens Point included a "Carnival of Learning" event. The Director arranged for 22 Menominee and Stockbridge/Munsee Tribal 8th graders to participate in the life experience reality program. Students learn about the cost of basic living expenses such as paying rent, child care, groceries, car gas, etc. They do a pre-evaluation on what they think it costs for these expenses; then they do a post-evaluation of the program; it is an eye-opening experience for them. Entertainment and lunch is also provided.

Guests at WIEA's annual Legislative Breakfast held in Madison on February 16th were Tony Evers, State Superintendent and Mike Huebsch, Secretary of the Dept. of Administration. David O'connor, new Liaison at DPI was introduced to the board. Also in attendance were 9 State Legislators and representatives from several Tribal governments. The Board presented their concerns regarding issues that affect Indian students state-wide, such as Mascot/logo, financial aid and Act 31.

Changes in financial aid eligibility for the Pell federal grant was presented to WASFAA members at the spring conference. Full-time students are now only eligible for 12 semesters instead of 18. This applies to past Pell grant recipients as well which will have a major impact on students who have attended school in the past and are returning now.

Major changes will be taking place in the GED/HSED testing process in the next 2 years. Students who only have 1 or 2 more tests to take are encouraged to complete them before the end of 2013. If they do not do this, they will have to start all over in 2014.

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

Election Commission

Davey Jean Peters

The Tribal Legislature & Tribal Police Chief Primary Election of November 2011.

Candidates for Tribal Legislature On Reservation:

- Gary J. Besaw
- Randal Chevalier
- Kenneth A. "Bum Bum " Fish
- Terese "Terry" Jacobs
- Brian Kelley
- Marla Mahkimetas
- Mary L. Menore
- David "Jonesy" Miller
- John J. O'Kimosh
- Burnell R. Reiter
- Margo Reiter
- Randolph "Randy" Reiter
- Keith Tourtillott
- Ruth Waupoose
- Gerald "Joe Sweed" Wayka
- Anthony "Tony" Wilber

Menominee Tribal Police Chief Candidates:

- Bryan "Sid Lepscier Sr.
- Louis A. Moses III
- Mark K. Waukau, Sr.

Candidates for Tribal Legislature Off Reservation:

- Antoine C. Chevalier
- Joan Delabreau
- Debra A. Fowler-Bowman
- Gary Frechette
- John H. Teller, Sr.
- Richard "Rick" Warrington

Voting results at the polls and absentee on November 16-17, 2011

- Neopit Fire Station 199
- Tribal Courts Complex 691
- Absentee Received 238
- Total 1128

Police Chief:

- Mark K. Waukau 524
- Bryan Lepscier, Sr. 496
- Louis Moses, III 428

Mark K. Waukau, Sr. and Bryan Lepscier, Sr. will be on the ballot for the Main Election

The top Six candidates that received the highest number of votes and will be on the Main Election in January 2012 were:

- Gary Besaw 485
- John H. Teller, 367
- Randolph Reiter 341
- Keith Tourtillott 326
- Randal Chevalier 308
- Joan Delabreau 307

The Main Tribal Legislature Election Results:

- Gary Besaw 698
- Randolph Reiter 521
- Joan Delabreau 404

Kenneth A. Fish ran as a write-in and received 124 write-in votes.

Menominee Tribal Police Chief Results:

- Bryan "Sid" Lepscier, Sr. 589
- Mark K. Waukau, Sr. 489

The Tribal Election Commission Budget for 2012 was 87,254.00

There was a lawsuit against the Menominee Tribal Legislature and Menominee Tribal Election Commission by Douglas Cox and Gary Frechette. The lawsuit was filed on October 7, 2011. On July 5, 2012 the appeal was dismissed and the Tribal Election Commission and the Tribal Legislature prevailed in the case.

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 eCode Chapter 69 Enrollment adopted by the Legislature of the Menominee Indian Tribe of Wisconsin on 8-16-1979 by Ordinance No 79-15; amended in its entirety 10-15-2009. The following persons; those persons who possess at least one quarter degree Menominee Indian Blood, and who are descendants of persons enrolled on the tribal membership.

eCode Chapter 46 Descendant Register adopted by the Legislature of the Menominee Indian Tribe of Wisconsin on 8-16-1979 by Ordinance No. 09-18 Descendant Register (Formerly Known as the "Ancillary Roll") amended in its entirety 10-15-2009.

A register containing a compiled listing of individuals who possess at least 1/16 or greater of Menominee Blood.

Department Information

Yvette M. Ducane, Enrollment Director 38 hours weekly
Jody R. Boivin, Research Technician 30 hours weekly
The Enrollment budget is funded with 75% Tribal and 25% Bureau of Indian Affairs Funds.

Elected Enrollment Committee
Michael Chapman-Chairperson, JoAnne Gauthier-Vice Chair, Dorian Latender-Lyons-Secretary, Petronell Martin-Member, Romona Webster-Member.

Enrollment Internal By-Laws and Internal Policies
Enrollment Committee has worked on revising both Enrollment By-Laws and internal Enrollment Policies.

Administrative Tasks
Menominee Indian Tribe distributed on December 2011 gift cards in the amount of $100.00 to every Adult Tribal Member.

Continue to keep in contact with Bureau of Indian Affairs on the list of names of Tribal Members that relinquished/terminated and had money within their account to be transferred back to the Tribes General Account. Distribution of $75.00 check in 2010, a list of names was placed in Menominee Nation News according to Monetary Distribution Policy. As of 06/30/2012 the funds have been transferred back to the Tribes General Account.

Ordinance 11-21 on Hunting and Fishing for Descendants was voted on in November 2011, which changed the blood quantum to must possess 1/8 Menominee Blood. This meant we had to change our forms to concur with this established law.

Memorandum of Understanding was established with Enrollment and Licensing allowing them access to only Tribal ID reports when they travel to Milwaukee one day a week.

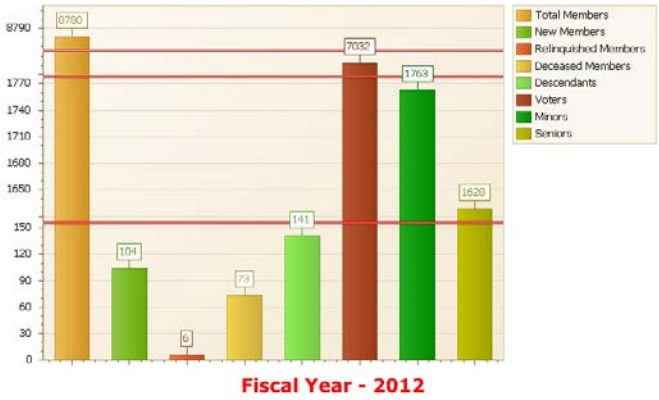
Attended the Training on the transition from the current ordinance process to code on the website.
Worked with IT to change the abstract format to have a better presentation.

Resolution No 12-45 disbursement of unclaimed per capita/judgment funds transferred to the Tribe after six years from the date of distribution, Motion August 16, 2012.

Changed the Tribal Identification Forms to add Ginseng Harvesting/Dealer Licenses for Enrolled Members.

The following report will contain information and data compiled within our department for the months of October 2011 through September 2012:

- Total Enrolled Members – 8780
- Approved 104 applicant(s) for enrolled membership
- Tribal member(s) 6 relinquished
- Tribal members 73 passed away
- Approved 141 applicant(s) for descendant register
- Tribal members 7032 eligible voters
- Tribal members 1763 enrolled minors
- Tribal members 1628 over the ages 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 Program Coordinator, 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 AND SERVICES

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. The ESD will continue to provide services in all the following areas in FY2013.

PROGRAM SPECIFICS (with some important accomplishments)

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

- Submitted and received grants: Emergency Management Planning Grant from State, Injury Prevention Cooperative Agreement Year 3 from IHS, Public Health Emergency Planning Grant from State, Brownfields Grant from EPA, General Assistance Grant from EPA, Clean Water Act 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 emergency management, public health, and invasive species articles.
- Completed a report on identifying internal and external resource groups with common interest in resource protection and sent out to interested parties.
- Monitor information regarding proposed mining operations in Northern Wisconsin and Michigan.
- Conducted a Strengths-Weaknesses-Opportunities-Threats analysis of Environmental Services Department. Will be used to plan for future direction for ESD including development of specific environmental programs.
- Participated in review and changes to Firewood Ordinance.
- Developed Environmental Program Development and Implementation Agreement with EPA for 2013 through 2015.
- Coordinate and implement with EPA the TSWAMS conference that will be held here in October of 2012.
- Review begun of existing water quality standards and preparation of Treatment as State application to EPA for Federal Authority.
- Participate in Land Use and Transportation Task Force addressing long range planning issues.
- 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) Other Specific Environmental Programs – Improve the efficiency of the management of the Tribes Natural Resources.

- Continue to work on with the Invasive Species Management Workgroup to address issues with invasive species on the Reservation.
- Updated contaminant table in Ground Water Ordinance and submitted for approval.
- Worked with MTE staff regarding prescription exclusions due to springs and streams.
- Update completed for 2011 ISMP appendix which shows the work done over the past year for invasive species management.
- Participated with Menominee County in hand pulling garlic mustard from a location in Neopit and Shot Gun Eddy.
- Conducted shoreline monitoring of Balsam Row reservoir for cultural resources.
- Phragmites treatment conducted at VV, Rainbow Falls Road, and Rushes Lake.
- Developed plan to use NRDA funds to replace West Branch crossing at Big Jim Zoar road.
- Worked with Conservation and Administration to address the issue with ginseng on the Reservation. Developed a certification process that was approved by USFWS.
- 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) Water Resources - 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.

- Continue to review culvert permit applications from MTE, Tribe, and County to assure the placement of culverts is proper to allow for fish passage. When needed conduct inspections to assure the culverts are placed as required in permits.
- Continue to work with Legend and Moshawquit Lake Associations in treatment of Eurasian water milfoil.
- Developed Standard Operation Procedure for conducting spring pond inventories.
- Participate with sturgeon workgroup in sturgeon transfers to the Reservation.
- Conducted VHS sampling in conjunction with Conservation.
- Lake sampling and profiles conducted at following: Legend Lake basins, Moshawquit, SE Bass, Little Sand, Sand, Round, LaMotte, Keshena, Big Blacksmith, Sapokesick, Pyawasit, Upper Bass, Lower Bass, Hazel, Crowell, Marsh, St Joseph, Vejo, Fredenberg, Founder, Weso, Pine, LaBelle, Elma, Mill Pond, Burney, and Hemlock
- Purchased a "shocking boat" for use by Environmental Services and Conservation for fisheries studies. EPA and BIA funds used.
- Participated in transfer of 30 Lake Sturgeon to Wolf River below Keshena Falls.
- Participated with Conservation in assessing the Mill Pond as it relates to Northern Pike introduction.
- Spring Pond inventories done of following: Waupoose spring, Maskewit spring, Deadman's spring, and Crystal spring.
- Provided review and technical assistance on installation of culverts by MTE and Menominee County

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

- Participated in Legend Lake Dam emergency exercise.
- All Hazards Mitigation Plan has been approved. Needs legislature approval. Will talk to Linda Peters. No answer from Jeremy Weso while he was here on where it needs to go.
- Participated in APHIS Invasive Species emergency exercise.
- All Hazards Mitigation Plan has been approved.
- Review and update of Neopit Dam Emergency Operations Plan approved and implemented.
- Monitored and follow-up on power outage in Zoar from wind incident.
- Developed a flow chart for use during power outages.
- Participated in emergency exercise with Shawano County regarding Emergency Operations Center.
- Developed contract with MTE to conduct maintenance work at Neopit Dam.
- Participated in functional EOC exercise with Menominee County.
- Provided technical assistance to MTE on resolving notification protocol for logging accidents and response.
- Log boom reinstalled at Neopit dam.
- Completed an Operation &Maintenance Manual for Neopit dam.
- Developed a Log Book for Neopit dam to be kept in Guard Shack.
- Participating member of Wisconsin Tribal Emergency Alliance, and Wisconsin Emergency Management Association.

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

- Provided technical assistance for disposal of pharmaceutical waste from Tribal Clinic.
- Finalized close out of Ponfil's underground storage tank remediation.
- Continue working with Bristol Environmental in monitoring the remediation of Boivin oil spill.
- Provide technical assistance to Thunderbird C-Store in planning for installation of new underground storage tank at that facility.
- Provided technical assistance and investigation for the clean-up at Merlin Wilber property on Kittecon Road.
- Cleaned up oil spill on ice at Sand Lake.

- Assisted Tribal Police and Conservation on investigating complaint at Helsinger residence at Trailer Court.
- Assisted Tribal Clinic Dental in disposal of old fixer solution.
- Completed inspection and updating of the Class V Underground Injection Control Wells inventory and submitted changes to EPA.
- Sent out approximately 170 notices to homeowners with private sewage disposal systems to have septic tanks pumped and inspected.
- Collected and disposed or recycled 2285 fluorescent lamps 13 HID lamps, and 100 pounds of batteries.

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

- Provided rabies vaccine to Keshena Animal and Rescue Service for rabies clinics. Total of 232 animals vaccinated.
- Provided technical assistance on mold remediation to Keshena Headstart after a water leak incident.
- Assisted Tribal School in development of Food Safety Plan.
- Completed a Radon Risk Reduction Plan for the Menominee Tribe.
- Provided technical assistance to Headstart program in preparing for Federal review.
- Annual review completed of Source Water Protection program.
- Reviewed Consumer Confidence Report for Tribal Utility and determined compliance with Safe Drinking Water Act is good.

8) Brownfield - Protect and maintain the environmental integrity of the resources of the Menominee Reservation.

- Developed a Joint Funding Agreement with USGS to complete a Baseline Ground Water Study on Menominee Reservation. Two year project. This study will provide detailed information about ground water flow on the Menominee Reservation.
- Developed a Standard Operation Procedure for public notification in event of a spill or contamination.
- Competed a Soil Cleanup protocol and placed in Administrative Policies.
- Contract re-awarded to Bristol Environmental to continue with Boivin's Cleanup.

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

- 95 Child Passenger Seats given out under Injury Prevention Activities.
- Numerous trainings and events related to injury prevention either sponsored or participated in by department.
- Mini Safety Seat Inspection program held.
- Collaborated with Aging to review existing fall prevent programs for elders.
- Used existing funds to purchase 160 convertible car seats and 100 booster seats for Child Car Seat Programs.

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

- New grant under this program will allow us to actually do considerable repairs to un-healthy homes. Original project was to target homes with children with asthma. However because of lack of applications from homeowners we expanded to take into account elders with asthma, elders with grandchildren with asthma, and homes with children under the age of six.
- Provided numerous educational sessions at community facilities and events regarding the Healthy Homes project.
- Ten (10) homes assessed and repaired under this grant. Renovations varied from replacing roofs, furnaces, floors, removing mold, fixing plumbing, etc.

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

- Completed Hazard Vulnerability Assessment for Menominee Reservation/County to prioritize hazards that may need to be addressed.
- Planned and participated in emergency exercise to set up local cooling centers in case of extended heat emergency. Shawano and Menominee Counties and Menominee Tribe participated.
- Updated emergency contact list for public health.

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.

We distributed 11,994 cases of food to the participants of Food Distribution, and 21,852 pounds of TEFAP and 194,718 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 4,679 participants with Food Distribution and 15,368 participants with TEFAP Pantry food items.

Included in the food package for 2012 was Trail Mix. We will receive Salmon for 2013 and butter is expected to return. Some items up for consideration in the near future are V8 Juice, almonds, frozen fruit and vegetables, frozen fish and pork chops, eggs, bison, and blue corn meal.

The renovation to our building is complete and our nutrition education kitchen is being used for cooking, preserving and nutrition education classes and we received wonderful compliments on how convenient everything is for teaching and learning.

We plan to begin the stores concept distribution soon as we are waiting for our checkout counters so our computers can be set up for scanning the food items. This should work well for participants as they will be able to pick out their own food items and not have to accept whatever is just given to them.

With our nutrition education grant this year we served 103 clients, installed 25 raised beds, held 23 classes in gardening, cooking, preserving and nutrition education, with one more preserving class to be held in December of this year. We held taste testing with displays targeting various health issues and held the Annual Family Fun Day with taste testing and various activities for youth and adults. 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.

We will be applying for another Nutrition Education grant for 2013 whenever it is available. This will 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 that would help in preventing heath issues.

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 through 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) office in Chicago, Illinois. 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 them at our Midwest Region Annual and the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conferences. 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.

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:
Susan Waukau, Chairperson	August, 2015
Michele Reed, Vice-Chairperson	August, 2013
Leah Pamonicutt, Secretary	August, 2013
Felecia Gatz Waupoose, Commissioner	August, 2015
Ruth Winter, Commissioner	August, 2015

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

Gary Pyawasay, Director

The Menominee Nation Early Childhood-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 and their families. Menominee Nation Early Childhood (MNEC) 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.

As per the Head Start Act (as amended December 12, 2007), the following is being reported for Fiscal Year 2012:

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: $2,182,466; Expended $2,121,352.90
- Bureau of Indian Affairs Part B. Awarded: $98,175; Expended $98,175
- Bureau of Indian Affairs Part C. Awarded: $9,890; Expended $9,890
- Wisconsin Department of Public Instruction Head Start Grant. Awarded: $98,175; Expended $98,175
- Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: $231,597; Expended $216,022.54
- Menominee Indian Tribe of Wisconsin. Awarded: $441,582; Expended $12,873.25
- Wolf River Development Co. Awarded: $10,000; Expended $5,928.92.

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 every child 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, supplies, operating costs, contractual and indirect costs.
- Wolf River Development Co. This was a one-time donation to be used for building maintenance and repair. The amount spent this fiscal year paid for the exterior painting of the Delores K. Boyd Center.

3. **The total number of children and family services provided by the program.** In the Head Start program, there were 217 children in the program last year and 219 families. Of these, supportive services were provided to 34 families through a Family Service Manager though other services were provided directly to children through day to day programming.

   In the Early Head Start program, there were 59 children in the program throughout the year and a total of 56 families. Of these, supportive services were provided to 4 families through a Family Service Manager though other services were provided directly to children through day to day programming.

4. **The results of the most recent review by the Secretary**
   DHHS Triennial On-Site Review. Head Start took part in an on-site program review on May 14, 2012 to May 19, 2012 conducted by the Department of Head and Human Services–Administration for Children and Families. The review found no deficiencies but did find areas of non-compliance. The specific areas were in renovation and repair contracting (compliance with Davis-Bacon Act) and file documentation obtainment. The areas showed evidence that a portion, not all, of the files checked were absent of the required documentation or the documentation was not obtained in the specified time frame as stated in the performance standard. The program has 120 days (January 18, 2013) to work on a plan of action to address these areas and at the time of this report has already began working on the implementing measures to correct these non-compliant areas. The report also indicated that the program had shown strengths in the areas of community partnerships, teaching staff qualifications and social/emotional curriculum to name a few.

5. **The percentage of enrolled children that received medical and dental exams**
   72% 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 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, school visits, and family fun day. In addition to this, parents, high school students, and community members continue to volunteer in classroom and at the center throughout the year.

7. **The agency's efforts to prepare children for kindergarten**
   During the 2011-2012 program year, Menominee Nation Early Childhood continued to use the Creative Curriculum as framework for planning age appropriate classroom experiences and lessons, both in the Head Start and Early Head Start classrooms. To better prepare our children for the move to kindergarten, Menominee Nation Early Childhood worked collaboratively with MISD and MTS to have the MNEC four year old classrooms visit the kindergarten rooms and staff. This was a great transition opportunity for children and families of MNEC to meet new teachers and experience a day in kindergarten. Aside from the visits, MNEC met with the school to discuss new ways of working together to better provide services to children and families. Per Office of Head Start, programs are being asked to create School Readiness goals. This year, MNEC has

developed the start of their School Readiness Goals for Head Start and Early Head Start which incorporates Head Start Framework, Wisconsin Early Learning Standards, and Teaching Strategies GOLD objectives. With all our required standards connected, MNEC was able to create goals based off the needs of advanced schooling as well as keeping age appropriate development in mind.

Other program highlights include the following:

Disabilities

The Menominee Nation Early Childhood is unique in its abilities and efforts to provide children with disabilities, ages 6 weeks to 5 years, the special education supports and services they require based on their individual needs. Each child, once found eligible and has a documented IFSP / IEP, receives their services at the center to help them succeed and grow along with their peers in the regular classroom setting to maximum extent possible. Over the years, MNEC has had an outstanding working relationship with community partners to meet the needs of children with disabilities (CWD) and provide a smooth transition process between programs for CWD and their families. MNEC collaborates with MISD through an annually updated Memorandum of Agreement, as well as the Menominee County 0-3 program through an interagency agreement between Menominee 0-3, MNEC, and MISD. The agreements between these community resources detail the responsibilities of each program in regards to Child Find, transition process, recruitment, screening, communications, referral, evaluation, IFSP/IEP development and the provision of services and supports to ensure that each child with a disability is able to grow and learn in their least restrictive environment along with their peers. During 201,1 MNEC used this model to partner with the other school districts that our children live in. At the end of the year, draft MOU's have been started with Gresham School District and Shawano School District to ensure that all children are given the supports and services they require to reach their potential.

Teacher Qualifications

The Menominee Nation Early Childhood Program has continued the hard work needed to ensure that our teaching staff have the qualifications and degrees as required by the Office of Head Start. Head Start Federal mandates state that 50% of all Head Start teachers across the nation 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 September 31, 2013. At the end of the 2011 Program Year, all MNEC Lead Teachers have at least their Associate's degree with 25% of them having a Baccalaureate degree in Early Childhood/Elementary Education. Also during the year, 12 Assistant Teachers and on-call workers received their Child Developmental Associate credential. We would like to thank the College of Menominee Nation for once again allowing our teaching staff to continue this higher education pursuit requirement through a grant funded initiative received on their part.

Child Development and Curriculum

MNEC uses the Creative Curriculum which is a play based, age-appropriate curriculum that allows teachers to plan educational experiences through interests of the child. During 2011-2012, Menominee Nation Early Childhood upgraded to the newest editions of the curriculum and also implemented Teaching Strategies GOLD as the assessment tool used to track child progress. Both GOLD and the curriculum use the some learning objectives which were used when creating the previously mentioned School Readiness goals. Aside from focusing on the core child development areas of cognition, language, social/emotional, and motor skill, the curriculum and GOLD objectives expand to cover content area of science, social studies, math and technology, the arts, and English Language Learners (for those whose primary language is not English).

MNEC also 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 2012 data showed that the overall trend shows slightly unfavorable increases in the overweight and obese 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 performed on site hearing tests using an Etymotic scan test system. 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-rays. 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 41% 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.

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 Program. We were at 99% this program year in this area.

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 of the start of the program year. 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, 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 continue to be coordinated with the Menominee Department of Transit Services. They provide transportation for our field trips, transporting children to and from school and are very supportive when doing our bus evacuations. The Department of Transit Services provided transportation for 39 trips throughout the school year for health screenings at Menominee Tribal Clinic for dental, visions and hearing screens (15 trips) and to the following field trips: Pumpkin Patch, Trick-or-Treating, Sledding, Wittenberg Aquatic Center, Bay Beach, Shawano Library, Shawano County Park, the NEW Zoo and Appleton Children's Museum (24 trips). On an average we had a total of 173 kids riding the buses in the AM Routes and 194 kids on the PM Routes

Historic Preservation/ Logging Museum

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

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

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

Mission Statement
The Menominee Tribal Historic Preservation office 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 several 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, Wisconsin State Historical Society Museum and the Two Trees Museum of Michigan for the return of our ancestors human remains. The department is also working with State Historical Society Museum on the State Burial Sites Preservation Law 157.70 to return our ancestor's remains and funerary objects from the Olen Springs site on Lake Winneconne.

Menominee Cultural Museum
The Menominee Cultural Museum had its official grand opening on November 17, 2012. The grand opening was attended by several state and local dignitaries. Several tribes were represented at the opening to give the tribe congratulations on this enormous task. The opening started with an invocation in the Menominee language by THPO Nahwahquaw. Tribal Chairman Randal Chevalier gave in inspirational speech regarding the significance of the museum to Menominee culture. The Veterans of the Menominee Nation were on hand to officially raise the flags and the flag and honor songs were sung by the Wolf River Singers from Zoar. Several tribal legislatures were on hand for the official "ribbon cutting" ceremony officially opening the state of the art cultural museum facility. After the ribbon cutting several hundred people toured the exhibits in the exhibit gallery that are being watched over by the huge ancestral bear that was carved by the late James Frechette, Jr. The grand opening of the Menominee Cultural Museum was an historic day for the Menominee people. A feast was also enjoyed by those who attended the grant opening.

Menominee Language Revitalization
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 member and departments. The department is also in the process of applying for the Administration for Native Americans (ANA) Native Language Preservation grant. The department had much success with a previous ANA grant where tribal members were hired as language trainees who worked with native Menominee speakers. Four of the language trainees are fluent in the Menominee language and are certified Menominee language teachers in the reservation school system. We will be collaborating Mawa-Chesineyah and other entities if the grant is funded.

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 requirements. 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 great success for the reservation youth. We had 27 Menominee youth participants at the camp that was held at Wayka Falls on July 21-26. 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 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 archaeological sites associated with historic Chief Oshkosh's Settlement near the Pow-wow grounds in Keshena. 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. Because of the rain the parent's night activities were held at the Menominee Logging Museum. Menominee Tribal Chairman Craig Corn came to parent's night and gave in inspirational talk to the youth at camp.

Sturgeon Feast and Celebration Powwow

The annual Sturgeon and Feast Celebration Powwow was held on April 21st 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 powwow were Darrel and Patricia Delabreau both did an outstanding job leading the dancers. The host drum for this year's powwow was the host drum was the Five Clan Singers. 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 three hundred dancers and several drum groups participated in the event. The department honored members of the Wisconsin Department of Natural Resources and US Fish and Wildlife Service for their dedication and commitment in regard to restoring sturgeon to Menominee reservation waters.

Sturgeon Workgroup

The department continues to be a part of the tribe's Sturgeon Management Workgroup and the Sturgeon Restoration Project. The team has been making excellent progress working collaboratively with the State Department of Natural Resources and US Fish and Wildlife Service to bring adult sturgeon as a part of the restoration project. The first installment of 100 sturgeons came in the spring and were released below Keshena Falls and for the first time in over one hundred years the sturgeon could be seen spawning below at Keshena Falls. What a happy and historic day for the Menominee people.

Menominee Logging Camp 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 13th and we had several hundred people attend the breakfast despite the consistent rainfall. We had one presenter Ben Grignon who conducted the workshop "Wood Block Art". Because of rain the traditional wild rice processing demonstration was cancelled, however the Menominee Tribal School hoop dancers were on hand to give a performance.

Traditional Menominee Crafts 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 this December. 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, 2011 and September 30, 2012, we served 180 individuals: 81 children and 99 adults. This number is an decrease of 5 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. We now work with Rural Housing, Inc. to provide the security deposit and rental assistance in addition to NEWCAP and Tribal Housing for the same services. 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, W2 and Job Training. 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. Flooring throughout the facility has been replaced in order to remain in compliance with requirements to assure that living conditions are healthy, safe and secure.

Resident Services – Wendy Warrington, Franny Denny, Robin Perez, Louise Summers, Myrna Wilber
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. 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, holds regular 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 totaling $30,129. This is a revolving loan fund that provides assistance to homeowners needing emergency repair work, no cosmetic work is funded. Revisions have been made to the policy that had not been updated since 1998 due to the finding that some who were requesting loans were not using the loan proceeds for the purposes they were requested. We now do both a pre- and post-loan inspection to verify that the work is needed and completed.

Low Rent- 8 elderly and 26 mixed use apartments, 148 single family homes, and 46 rental assistance vouchers (for 12 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 – 6 remaining Mutual Help homes and 19 Tax credit homes. In FY 2010, Tribal Housing conveyed 2 home to tenants who successfully completed their tenancy agreements. Tax credit homes built in Tax Credit project 1 are about 5 years from being "sold" 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 and completed 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 began in fall 2011 to rehab 48 more housing units, all located in Keshena. These units will be completed by December 2012.
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. Unfortunately, with the completion of the Tax Credit Rehab projects, this employment will come to an end.

Rental Assistance – new guidelines adopted in FY 2011 expand the number of households helped by this program but limits the amount of time that assistance will be provided. New utility allowances have also been calculated and are effective in FY 2012. 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 of is this function. Housing staff will continue to be aggressive in their recovery of these funds. Outstanding debt owed to the Housing Department impacts out ability to provide costly rehab work on our housing units to upgrade them as we would like. We will continue to add those who owe Housing past due amounts to the Tribe's Bad Debtor's list. This will allow us to intercept Tribal payments, like per 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: 115 low rent applicants, 63 rental assistance applicants, 49- 515 apartment applicants, 39 home ownership applicants, 8 applicants for low rent elderly apartments and 4 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. 90 new applications and 36 renewals were processed for a total of 120 Menominee, 3 enrolled in other Tribes, 2 descendants, and 1 non-Indian.

Residential staff is to be congratulated on their unfailing efforts to assist in the complex and unpopular task of relocating tenants during the huge task of rehabbing almost 100 homes over the last 2 years. Strict timelines imposed on the project by the IRS complicated this process but, by and large, all deadlines have been.

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 2012, maintenance personnel completed 2,434 work orders. In addition, they conducted 198 move in/move out inspections and 262 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. Considerably savings in the bidding process also allowed us to install the same quality of roofs on our 5 low-rent, mixed use apartments. These apartment buildings have been painted and we are happy with the results. 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 problem is 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. A new policy concerning the use of the properly seasoned firewood was recently adopted and will be enforced. Staff will once again provide training to tenants to teach them the difference between green wood and seasoned wood. We hired a person specifically to handle yard work at our elders housing units and the new playgrounds. 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.

Maintenance staff had an invaluable role in the successful completion of the tax credit projects over the last 4.5 years. They provided assistance in helping tenants move into temporary homes while their units were under construction, thoroughly cleaned completed units in preparation for the tenants to move into, and continued to address their regular duties to the best of their abilities.

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 24 jobs at an average cost of $2,409 for the elderly. 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 $3,040 each for the 26 applicants. Because this program in now funded with federal dollars, certain eligibility requirements must be met. These include serving Menominee tribal members who meet the income guidelines, own their own home (no renters), are over 55 and/or permanent disabled, and living within the service area of the Menominee Reservation/County, including Shawano, Oconto and Langlade Counties.

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 funded a total of 3 wells and water systems and 15 septic systems. Under the BIA HIP we were funded for 2 new home $85,000, although prior to being able to award of the homes, the applicant passed away and another eligible applicant will be awarded the second home. 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 48 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. The last of the 48 homes in tax credit projects 7 & 8 will be finished this December.

In the last 4.5 years, Jerry Nunway has undertaken the complete rehabilitation of 141 homes from top to bottom. Strict deadlines were met, costs were contained and significant improvements to each house not only benefit the tenants who live in them but the community as whole by upgrading the level of housing available. His efforts assisted by Shane Dixon providing much needed logistical support and together with Joel Whitehouse and a crew of 20 dedicated carpenters the Housing Department not only provided significant improvements in Housing but helped to assure that in the last 4.5 years the over $17,000,000 in tax credit investment dollars went to as many local businesses and vendors as possible.

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. Our policy allowed us to recover replacement costs from the tenants responsible for damages. The success of this 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. This year we also offered tenants the opportunity to get free flower seeds. Inventory staff played a major role in the completion of the tax credit houses by assuring that the supplies, equipment and materials needed to do the job were on-hand and available.

Compliance – Louis Moses III

Operating and maintaining public housing in the best possible conditions requires us to monitor tenant compliance with HUD and our own lease and occupancy requirements. Our obligation and responsibility is to assure that those who need safe and secure housing are holding up their end of the bargain by paying their rents on time, taking care of the units they live in and respect their neighbors' right to live in safe, clean and peaceful areas. Unfortunately, not everyone respects those rules and we are put in a position of having to actively enforce the rules. This year Louis served tenants with 527 notices that ranged from noise complaints, failures to pay rent and other charges timely, pet complaints, and lease terminations for failure to correct and adhere to the lease and occupancy policies adopted by the Tribe. In addition, he was involved in investigating numerous incidents of theft and property damage incurred during the rehabbing of units that resulted in thousands of dollars of unnecessary costs and delays in completing the work on schedule. Tenants were sometimes forced to wait weeks to move into their rehabbed units due to this unnecessary work. Although, we are still on target for completion, it meant additional costs also in having to pay unnecessary overtime to our carpenters. Additional costs resulted in the amount of "profit" earned and available to provide additional new work possible for this community. His previous experience with the MTPD helped to improve our relationship with them and has resulted in better patrol and response time when the police are needed. But not everything he did was in response to adverse incidents; he was also able to provide a much-needed service to the elders and disabled by making pick-ups of their payments to Housing thus avoiding the need for them to come to the office to make those payments.

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 – Joel Whitehouse, 1 grant application was submitted and funded to assist with expenses at the Eagles' Nest. Drafted 11 Statements of Work (SOWs) and RFPS for all new construction work and rehab work funded with ARRA and tax credit dollars. 7 Housing policies were drafted or revised. Joel has worked tirelessly to do his part in assuring that the tax credit projects are successfully completed.

Future Plans
Last year we completed the renovation of 40 houses with Tax credit projects 7 & 8; the remaining 8 homes will be completed and occupied by December 2012. As unfortunate as the recession has been, for us it has provided an opportunity to make much needed improvements in our housing stock with the use of ARRA funding. As the opportunities present themselves, we will continue to upgrade our housing stock.

Completing the rehab on 141 houses in 4 communities in a period of 4.5 years is a task that only the most dedicated, responsible and capable staff could have done. We are respected for these efforts by the investors who provided in excess of $17,000,000 during this time. Our ability to manage projects of this magnitude have resulted in laying the foundation for future project funding, not just with the investors but the state agency, WHEDA, that awards the tax credits that can bring us investment dollars.

I have a personal interest in assuring that Housing responds to the needs of community and other providers. To that end, I will continue to 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. This staff has grown extensively in their abilities to help the Menominee Public, not just with their housing needs, but in other areas of their lives that have provided barriers to their ability to become self-reliant and productive members of the community. I am proud to work with them and thank them for their dedication. Thanks go out to all Housing staff for a job more than well done.

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 Department consists of six employees, which include Verdene Schlichting, Mer Johnson, Annette Peters, Stacie Holstrom, Randy Chevalier and Ben Kaquatosh.

The following graph depicts the gross annual salary for Fiscal year 2012 through FY 2005, which shall give you an estimate as to how the gross payroll has grown and/or stabilized through 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. This data is calculated as of the end of the fiscal year 2012, it does not mean that we had started with 810 employees at the start of the fiscal year.

Fiscal Yr.	FY 12	FY11	FY10	FY09
Payroll	28,424,359	26,943,534	26,379,148	25,239,881
Employees	810	764	704	763

Fiscal Yr.	FY08	FY07	FY06	FY05
Payroll	23,571,966	23,430,472	21,960,305	20,815,305
Employees	720	710	719	727

In the next graph, we are showing you the results of our drug testing for the current fiscal year of 2012, along with test results for the previous years. Our department utilizes two different sites for urinalysis collection, one is the Tribal Clinic and the other is Maehnowesekiyah. All of these tests have to be confirmed by Medtox, which is a large firm that confirms the test results which is a requirement of the law. We would also use Marshfield Clinic for any hair follicle testing that can be used in conjunction with or exclusive of our urinalysis testing. Our testing process is for drugs such as opiates, phencyclidine, amphetamines, cocaine and marijuana. We plan on setting up a separate testing panel for synthetic drugs in the coming year for our testing process. This graph is represents random testing for the year.

Positives	FY 12	FY11	FY10	FY09	FY08	FY07
Cocaine	03	03	02	03	19	08
Marijuana	04	01	08	11	10	13
Total	07	04	10	14	29	21

Another category we have started to gather on a monthly basis is our reasonable suspicion testing and pre-employment testing. Under reasonable suspicion testing, we had one positive for marijuana and under the pre-employment testing, we had one positive for marijuana and one positive for cocaine. We also kept records of those who were in our Employee Assistance Program and found one person to be positive for cocaine in this category.

The next graph represents a comparison of the current fiscal year of FY2012 through the year of FY 2007, regarding job openings, interviews, resignations, discharges and layoffs.

	FY12	FY11	FY10	FY09	FY08	FY07
Job openings	143	138	155	139	205	185
Applicants	1529	1327	1652	1700	2284	1717
Interviews	653	634	639	804	1099	985
Resignations	60	49	43	39	50	48
Discharges	64	77	81	73	106	71
Layoffs	13	52	77	48	57	78

The next graph represents the total number of hearings that were conducted by HR during the Fiscal Year of 2012. 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.

Conflict Disputes	FY12	FY11	FY10	FY09	FY08
Step 2 Hearings	14	13	15	13	14

The next graph represents our Employee Assistance referrals for the past five 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.

EAP	FY12	FY11	FY10	FY09	FY08
Mandated	08	11	13	13	15
Self-referral	12	04	03	05	06

The following graph represents the total number of background checks we generate through the local Law Enforcement Agency, State Law Enforcement Agency and the Federal Background check process.

Background Checks	FY12	FY11	FY10	FY09	FY08
Local	373	417	432	259	269
State	627	511	622	391	377
Federal	282	171	105	105	124
Motor Vehicle	22	74	197	374	219
Sexual Offender	326	n/a	n/a	n/a	n/a

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 seven years ago in the LEC Department.

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 2012 brought the completion of the Charter project as phone service was switched from Frontier to Charter. The Wide Area Network which links all the various sites together has allowed smaller departments to take advantage of the same levels of availability that large sites have enjoyed including decreased cost and higher availability. Consolidation of services into fewer more powerful datacenters (Tribal Office, Transportation, Tribal School, and Maehnowesekiyah) built on virtualization means more efficient use of hardware. Small sites that may have had to face costs for new servers and network software have seen those costs go away.

More than 90% of Tribal departments now make use of the Voice over IP technology which has allowed those making the change to see costs savings in as little as six months. Disaster Recovery has taken another step with the implementation of a hot standby datacenter at Mahenowesekiyah. Exact copies of the servers running at Tribal Office and Transportation also run at Maehnowesekiyah and they can be brought online for any failure. Secondary data backup has also been moved from the Gordon Dickie building to Maehnowesekiyah for increased resilience.

Area Summaries

Technical Services

Technical Services is staffed by 4 full time Technicians (Kirk Menore, Gordon Waupekenay, Derek Drake, and Jeffery West), 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 2012 saw a continuation of the upgrades and replacement of equipment to run the Windows 7 and Office 2010 applications. Most departments have made the transition as it is now less than 2 years before Microsoft ends all support for our previous operating system Windows XP and Office suite version 2003. Annual reports of PC, operating system, and office suite status are sent to each department keeping them aware of coming changes so they can be planned.

The upgrade to Windows 2008R2 at the server level and Exchange 2010 is complete. Exchange 2010 has allowed us to support many different kinds of email access keeping employees up to date on any kind of device that can receive email. We continue to utilize the State of Wisconsin contract with HP for decreased PC and server costs.

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 over 50 custom built applications, several off the shelf applications, and 5 distinct web sites.

This last fiscal year saw the creation of several new database programs to assist departments as well as the maintenance and upgrade of several more including applications for Menominee Nation News, Election, YDO, and Conservation. A major project in this area was moving all the databases to a new server as part of the server 2008R2 upgrade.
The web site menominee-nsn.gov continued to undergo changes to make it easier to use and to add new areas of information along with updates to the Tribal Courts and Tribal Police sites.

In software support along with training there is a growing need for document automation using Adobe and the number of requests to make documents fillable and easier to use has increased several fold. A document management system is also being implemented to make information easier to organize and search.

Administrative Assistant
Administrative Assistant Michelle Sanapaw continues to handle the clerical duties as well as the quoting and ordering of technology items. The ordering and inventory process has been streamlined and a new inventory database implemented.

Looking Ahead

IT spent a great deal of the last year in strengthening the infrastructure that the Tribe's technology runs on. Our goal is to provide the most available resources at the least cost and we are always investigating new ways to do things better and then passing those benefits on to the departments we support. A five year technology refresh cycle puts the newest equipment at our main datacenters and then slides the aging equipment down to our Disaster Recovery site. This means that daily operations can take advantage of the fastest processing and technological advancements but we still have capable equipment in place in case of an emergency.

Now that we have a strong base in our servers, storage, and network infrastructure we will be looking at how we can bring that same efficiency and resiliency to the desktop. Our goal with this initiative is to see faster deployments times when new equipment is purchased and faster return times when repairs are required. We will be identifying the key areas where any desktop downtimes can cause roadblocks to department and organization operations and implement image and backup technology to lessen that impact.

We will also continue to help departments analyze their computing processes and automate where they can to increase their ability to meet their needs more quickly and efficiently.

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; 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), two Benefit Specialists (Sue Blaha and Colette White), a Property and Casualty Specialist (Deborah Reiter) and an Occupational Health, Wellness & Safety Specialist (Leslie Beyersdorf).

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 FY2012, the Tribe's healthcare plan covered 810 employees with a total of 2045 lives. Annual premiums collected totaled $13,043,216.10 while medical and prescription drug claim payments equaled $11,611,895.25

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. FY2012 cost of this benefit was $181,814.44. 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. During FY2012, 208 employees received short term disability benefits.

Dental
Employees are provided dental insurance from Delta Dental with an annual maximum of $1200 and no deductible. In FY2012, 869 employees were provided with dental insurance and paid claims amounted to $638,542.00.

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 FY2012, the plan covered 30 participants at a cost of $175,508.

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 9-30-2012 were $23,135,796.41 representing 714 accounts, 85 of which were new accounts for FY2012. 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 FY2012, 99 workers compensation claims were reported with $203,048.34 paid for medical, $12,917.86 paid for indemnity and $910.76 paid for expenses. Claims reserves for medical are $37,943.46, indemnity $33,923.44; and expense $797.65. 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, had nine participants at a cost of $10,124.71.

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 FY2012, 67 burial assistance payments totaling $184,595.39 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 FY2012, the property coverage premium was $383,708.00 and provides $266,279,166.00 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of $274,768. Housing provides coverage for 337 units through Amerind Insurance at an annual cost of $96,520.00

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 FY2012, 617 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 30 Conflict Dispute Resolutions.

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 FY2012, the program provided 46 individual recognitions.

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 FY2012 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 2012 Activities

During Fiscal Year 2012, Internal Audit completed the following:

- Three Program Audits (Operational, Compliance, and Financial)
- Two Financial Audits
- Five consulting engagements
- Six consultation, recommendations, and reviews of departmental and process policies
- Three follow up audits to determine progress towards resolution of findings on previous audits
- Six Investigative Audits
- Compliance testing and substantial involvement in the Head Start program to assist in file monitoring and compliance with program requirements
- 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 Menominee Tribal Clinic on the Tribal Clinic Business Plan
- Quarterly Menominee Tribal Legislature Credit Card Use Reviews
- Internal Audit Risk Assessment for all programs of the Tribe
- Control Risk Assessments for 31 Type B Tribal programs
- Completion of 22 Understanding of Internal Control Assessments regarding processes and programs of the Tribe
- Standardization of audit plans, procedures, and worksheets

Single Audit FY2011

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 2011 Single Audit and the Management Discussion and Analysis. Highlights of the 2011 single audit included an early submission with no material weaknesses, issuance of an unqualified opinion, and continued low risk auditee status for the Tribe. There was only one audit finding this year and the management plan to resolve that finding is proceeding in a timely manner. All of this reflects 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 2013 Goals
During Fiscal Year 2013, 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 2013 include completion of:

- Three Program Audits
- Three Cash Receipts Audits
- Continued training sessions
- Timely submission of the FY12 Single Audit
- Follow-up on previous audits and management responses and resolutions to findings

In FY2013, 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.

Johnson O'Malley

Patricia Tourtillott, Director

Administration
In FY 2012 the Menominee Johnson O'Malley program provided a total of 22,381 cumulative services to our youth in financial assistance and supplemental service programs. We surpassed our projection of service units of 10,380 and are 12,001 over projection.

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 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. 2013 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 Administration we spent $74,958.95 in Fiscal Year 2012 in cumulative expenses.

Parental Cost
A total of 135 services to youth were provided in f.y. 2012. 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. We did not meet our projection of 180 and are under projection of 45 service units. In Fiscal Year 2012 we spent $5,785.13 in cumulative expenses.

Career Exploration
A total of 709 service units were provided in f.y. 2012. We surpassed our projection of service units of 600 by 109 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 April. Students were able to visit booths from area colleges and technical schools and a campus tour was provided at CMN. The 35th Annual Senior Recognition Banquet was held at the Menominee Casino Resort for all graduating Menominee students, a total of 109 students were recognized. A JOM six week summer youth work program was provided, resumes were mandatory for all student applicants, interview technique training was provided by the Tribe's Human Service Department before the actual interviews, letters of hire and denial sere sent out followed by orientation. These practices play an important part in the JOM work program so students get familiar to the real work experience. Our Summer youth workers also raised money for school supplies for 300 youth for the Youth Olympics event and they did it in three weeks, the Housing Department matched the $1,000. A Campus visit to NWTC Green Bay, WI was offered to the Summer Youth participants. The six week work program was 100% successful. In Fiscal Year 2012 we spent $22,289.75 in cumulative expenses.

Community Resource Centers
In FY 2012 a total of 538 service units were provided, we did not meet our projection of 4,800 and are under projection of 4,262. The afterschool resource centers provides a safe place where students of all ages can participate in activities and get homework complete. The afterschool monitor works at both centers twice a week in South Branch and Keshena. Our problem was funding for this position, we were able to bring someone on in early May. During the winter months events include family members. In Fiscal Year 2012 we spent $3,816.61 in cumulative expenses.

Positive Youth Development
In FY 2012 a total of 20,999 services were provided we surpassed our projected services of 4,800 by 16,199 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, 6th Annual Coats for Kids campaign, assisted with Halloween youth dance, fund raiser with proceeds of can goods for the local food pantry. Breakfast with Santa in all communities, assisted in the Winter Fun Fest, Youth Fishing Derby was canceled due to the warm weather, 3 on 3 basketball tournament, Easter Egg Hunt in all communities, prom lock in, community clean ups, youth activity books were submitted throughout the communities, youth Olympics-all participants received backpacks filled with school supplies, Awareness Day for all schools and assisted in the Woodland Boys & Girls Club community clean up. Assisting the B.O.O.T.S. (Boys Out Of Trouble) program in their efforts to help young boys in gaining confidence and leadership skills. By collaborating with other departments we are able to provide more services to our youth and community. In Fiscal Year 2012 we spent $3,784.51 in cumulative expenses.

Johnson O'Malley Committee
Regular and special meetings were conducted throughout the year as per the JOM regulations. In Fiscal Year 2012 we spent $2,691.05 in cumulative expenses.

In Fiscal Year 2012 we spent $29,434.95 in our Tribal budget.

Judiciary

Stephan Grochowski, Chief Justice

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 Government. The primary role of a court is to resolve controversies. Our court system is set up as a two-tier system. We have a lower court and a supreme court. A lower court decides cases with a review by the appellate body 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, two (2) Data Entry Clerks, one of which is permanent and the other is a grant funded position, a Bailiff, a Wellness Court Coordinator and an Office Manager. The Supreme Court is still lacking a third justice which hopefully will be remedied this upcoming fiscal year. The Court also employs a JustWare Coordinator who oversees our case management system. This system is also used by the Tribal Prosecutor's Office and Probation and Parole. Thus, the JustWare Coordinator also works with their offices.

The Menominee Tribal Courts continue to coordinate its efforts with all service agencies. We work closely with the Prosecutors' office, Tribal Police, Probation and Parole, Menominee Child Support, Menominee County Social Services, Maehnowesekiyah and various other Tribal, State and Federal agencies.

Fiscal Year 2012 in Review

The Wellness Court Program is still in operation. For those of you who do not know about Wellness Court, it is a diversionary program for those individuals who are charged with possession of a controlled substance. This program has been in operation since 2003 primarily due to the dedication of the Wellness Court Team. This year with the help of our Wellness Court Coordinator, we began setting up a Steering Committee for this program. A steering committee is a group of individuals who come together to oversee, manage and establish goals and policies which benefit the whole group. In August of 2012, Donna Humetewa and Pat Sekaquaptewa, the two consultants from Tribal Law & Policy Institute who paid us a visit in 2010, returned to document our progress. With their help, the Wellness Court team now has an established vision and mission statement.

In August of this year, Judge Wilber approached the Language and Culture Committee for their help in naming the Wellness Court Program. Karen Washinawatok, Director of Language and Culture, appeared at court one day and blessed us with a new name. The Wellness Court Program is now called "Menípaniw" – "there is a good road." It is a very fitting name. Lastly, the Court was notified in September 2012 that we received a grant for Menípaniw. With this funding, we will be able to keep a wellness court coordinator on staff and use the funding to develop more culturally relative programming.

In late August of 2011, the BIA once again solicited us inquiring about whether we had any unmet needs. We submitted a proposal and were notified in December 2011 that the Office of Tribal Justice Support approved our funding request in the amount of $42,000. With those funds, we purchased new computers, software and other minor equipment. As noted in last year's report, the BIA had previously given us $88,000.00 as a one-time funding award to use for security, renovations and technology. The court did receive a 1- year extension to spend those funds. Thus we were able to finish our conference room and build an additional office in the basement plus the Clerk of Courts' office was enlarged and finished.

In September 2011, we were notified that we received a three year CTAS grant for our proposed Data Entry Project. In a nut shell, the court, prosecutors 'office and probation and parole all use the same case management system – JustWare. In order to make the most of this system, all cases/data from all three offices must be entered into the system. Thus, three data entry clerks were hired, one for each office. But all of this additional data generates a competition for limited resources. Luckily, the grant also supplied us with funds to supplement the Tribe's technology structure via the purchase of additional storage drives, a pillar and a server.

Finally back in November of 2010, five tribal members/employees traveled to Fort Worth, Texas in hopes of ultimately securing a grant for an OWI court. In July 2012, after many, many submitted applications, the Tribe was notified that the court would receive year one funding for this project to begin FY 2013.

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

Clerk of Courts Statistics

CASES FY 2012	Filed	Hearings	Disposition
Motor Vehicle	605	1307	
Curfew, Underage Drinking and Truancy	582	2538	
Conservation, Dog and other Adult Ordinances	121	135	
Appeals	5	1	5
Restraining Orders	50	79	
Adult Criminal	294	2432	
Civil**	288	338	
Juvenile/JIPS	61	172	
Custody – Family Issues	21	49	
Chips	43	101	
Adoptions/TPR's	8	7	
Child Support/Paternity	97	666	
Wellness	18	309	
Extraditions	75	48	
TOTALS	**2268**	**8181**	**5**

* Civil cases include Small Claims, Civil Large Claims, Divorce, Probate, Relinquishment, Name Changes, Guardianships and commitments.
** Includes the following types of hearings: Orders to Show Cause (OTSC), Motions, Capias, Bench Warrants, Reviews, Status Hearings, Initial Appearances, Trials...

FINANCIAL

Revenue	Actual	Tribal Allocation	
FY2011	$143,942	$344,322	Courts Supplement
		$ 58,896	Professional Fees
FY2012	$159,399	$ 338,759	Courts Supplement
		$ 58,896	Professional Fees

Language and Culture

Karen Washinawatok, M.A., Director

The Menominee Language & Culture Code Commission (MLCCC) was created via Chapter 395, formerly Tribal Ordinance 96-22. The Commission members are Joey Awonohopay – Chair, Dennis Kenote – Vice-Chair, Valarie Goodwill- Secretary, Marie Floring, Margaret (LaRock) Mott, Margaret Snow, Elizabeth Arnold, Rose Wayka and Cheryl LaChapelle.

The office is located at W2266 East County Highway VV in Keshena, Wisconsin.

The Commission continues to test and award teaching certifications to tribal members who successfully complete the evaluation process. Currently there are approximately eleven (11) certified Menominee Language classroom teachers in area pre-school to college level institutions and adult learning sessions. Other certified teachers work as substitute teachers and with community language classes.

This year the MLCCC partnered with the Menominee Indian School District to co-sponsor a three-day workshop. It was facilitated by Dr. Neyooxet Greymorning. The Accelerated Second Language Acquisition (ASLA) is an immersion method based on imagery. The process incorporates no English and is an international method used by Indigenous People with numerous native languages. The MISD WI-Department of Instruction, Language Revitalization Grant also provided funding for a Menominee Language Summit. The event recognized the fluent speakers and teachers of the language. Those individuals present received recognition and gifts of appreciation.

The MLCCC also co-sponsored the weekly community Language Tables in partnership with the Administration of Native Americans grant received by the College of Menominee Nation. Some of the Commission members served as advisors and teachers of the tables in addition to co-hosting the tables at the LaMotte Lake site. Although the grant ended in September, the South Branch group plans to continue their weekly language tables.

Three publications are currently for sale: *Oskeh-Waepeqtah Omaeqnomeneweqnaesen Wehcekanan(Beginner's Dictionary of the Menominee Language)* @ $15, *Omaeqnomeneweqanaesen Wehcekanan(Menominee Dictionary)* @ $20 and *Nekes-aweh-nawenaemenaw Anohkanak (Berry Picking)* @ $10. These books are available due to our partnership with the University of WI-Madison linguist, Dr. Monica Macaulay. All books are for sale at the MLCC office during business hours.

The MLCC received the second year awards for both National Science Foundation grants after completing year one's goals and objectives. This is the second year of funding in the 3 year award. The projects are: Living in Relationships (environmental) and Community Based Citizen Science. In addition to employing local community members to gather the data, the grants utilize Community Designers who are tribal elders, parents, teachers, environmentalists, traditionalists and most importantly scientists. Their knowledge is crucial for the success of the projects! Partners of the grants include the American Indian Center of Chicago and Northwestern University (Evanston, IL). This is one of the numerous collaborations MLCC works with to ensure optimal services to community members with limited funding available.

For more information on language and culture related issues, call 715-799-4849, M-F 8 am -4:30pm.

Law Enforcement

Bryan "Sid" Lepscier, Tribal Chief of Police

The Menominee Tribal Police Department's mission details how we are dedicated to enhancing the relationship between law enforcement and community members in order to build trust, reduce crime, build a proactive patrol, and create a safe community for current and future generations. In 2012, our department has tried to follow this road map in all our dealings, through all our departments. The Tribal Police Department consists of approximately 41 employees, which include certified officers, correctional officers, crime victim personnel, sex offender program staff, highway safety and school liaison officer, bailiff, and administrative grant support staff. These employees work together in a tireless effort to promote peace and safety in our communities.

Under the new direction of Bryan "Sid" Lepscier, the goal of the Menominee Tribal Police Department is to be more transparent with the community. In the last year, our agency has been involved in or spearheaded many new initiatives in order to be seen in the community. For example, our staff have been active in "Building Better Communities" meetings, continued to remain active in outside agency activities like the Kiddie Crime March and Culture Camp, and have implemented new community initiatives like the BOOTS program and National Night Out, an event attended by over 700 people.

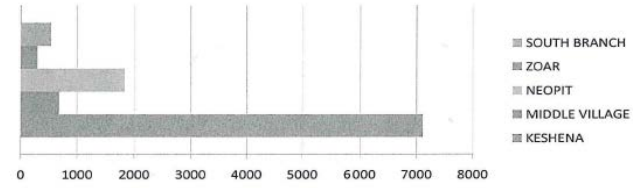
The Menominee Tribal Police started an outdoor boys group called Boys Out Of Trouble (BOOTs). The program provides exposure to various traditional outdoor events. The participants take what they have learned in BOOTs and provide a service for the community. The events include fishing, hunting, camping, woodworking, traditional skills and other outdoor activities. One other main event MTP hosted in FY2012 was Cops and Bobbers. At this 2nd annual ice fishing event, over a dozen police officers taught 34 youth participants proper ice fishing methods. This is a police function that mixes youth with Law Enforcement in a positive atmosphere where positive role modeling can be achieved.

There have been several other events this department has been involved in, including: involvement with community walks, marathons, Officer Friendly in the head start and schools, youth Olympics, sports coaching, family fun day obstacle course, community ride along program and VIP reservation tours. These events help make our officers visible and this department more transparent in the community.

For the upcoming fiscal year, the Police Department plans on having a Nuisance Abatement Vehicle available to help in situations involving problematic areas on the Reservation. The vehicle will be used to assist in deterring areas of drug activity. Additionally, the department has secured additionally funding to acquire new personnel for the department, including a juvenile officer, community services officer, and domestic violence/sexual assault investigator. The addition of these positions, coupled with other departmental personnel additions, will enhance the justice system response in the favor of those who have been victimized, ultimately leading to a more swift and punitive system for defendants and a more welcoming and pronounced system for victims.

A. Tribal Police Department

During fiscal year 2012, the number of incident reports that were generated by the Menominee Tribal Police Department totaled 11 ,619-a small increase from the previous fiscal year. There were 1839 criminal incidents referred to the Tribal Prosecutors office, with the total number of arrests being 1190 individuals. Additionally, 116 cases were referred to tribal investigations in FY12. Of those cases, 30 were jointly investigated by the FBI and 17 cases were referred to the US Attorney's Office for federal prosecution. The follow 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 FY2012.



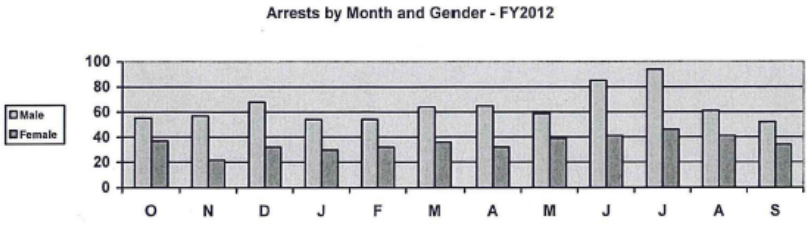
The second graph (listed above) illustrates the calls for service in each community for FY12. The communities are listed in ascension according to the key.

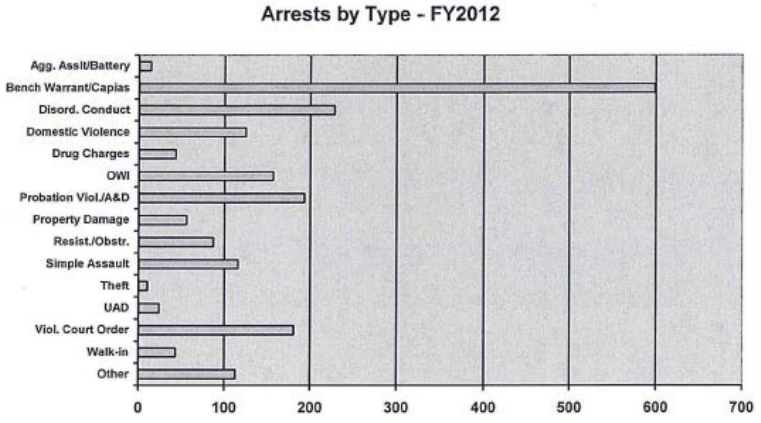
B. Tribal Jail

The Menominee Tribal Detention Facility is a 45 bed Jail that was opened in 1984. The Jail currently employs a staff of 15, to include the Jail Administrator, Supervisors, Correctional Officers and kitchen staff. The Jail provides many services for the offenders that include education, religious programming and substance abuse and violent offender

counseling. Although the Jail maintains a professional standard at the facility, they also preserve a native culture for our incarcerated native people. As our Jail population grows, new issues arise and we must change to meet them. This facility works in conjunction with all the other law enforcement agencies on the Reservation to provide protection to the community while still ensuring control over a crowded inmate population.

The following graph (listed below) illustrates the total number of arrests for each month of fiscal year 2012. This graph organizes each arrest by gender to help show apparent differences.





The aforementioned graph (shown above) illustrates the total number of arrests for the fiscal year differentiated by individual crime types. This graph lists all major crime types to the left to help illustrate appropriate differences.

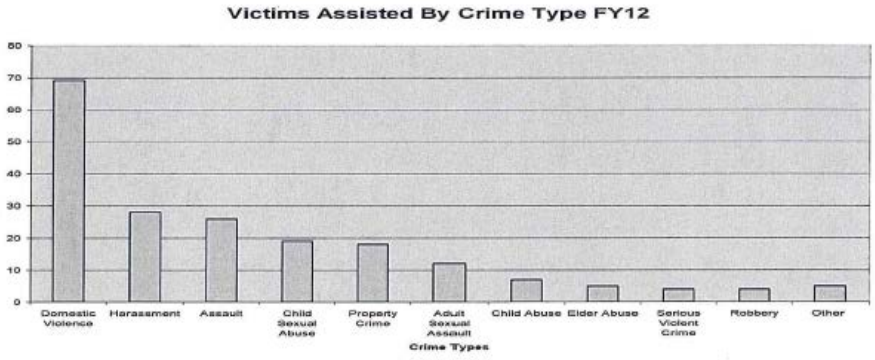
C. Crime Victims Program

The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in criminal and/or civil incidents. The 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. This program assisted one hundred ninety nine (199) new clients during fiscal year 2012, an 18% increase in the number of clients served from the previous year. The staff provided five hundred forty three (543) new services to all clientele, a 35% increase in the number of services provided from the previous year. The majority of services were provided to domestic violence, sexual assault, harassment and simple assault victims and these services usually included notifications, referrals to service providers, transportations and criminal justice support.

During the last year, this program has been able to provide more specialized services to youth clientele, particularly sexual assault and stalking victims. The Crime Victims Program has three full time advocates who are cross trained to handle response to all victim-related crime types. Each staff member has specific areas of concentration, such bullying, stalking, and drug endangered children, that they focus on in addition to the daily incidents that occur. All staff members hold office hours at the Law Enforcement Center and have occasional office hours at the College of Menominee Nation. In addition, the Crime Victims Program has supported a data entry clerk for the police department as a whole and hired a badges for baseball coordinator for that summer program.

This program has shown excellence in the field of victim services over the last year. First, the Crime Victims 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. The staff feel honored to remain involved with these important initiatives. Also, program staff have been able to take the lead in spearheading new victim-centered initiatives across Indian country. program staff have been used as training consultants for the Office for Victims of Crime when traveling to other Reservations to highlight procedures for gang and drug task forces, drug endangered children, and child sexual assault response teams. In recognition of the work done on the Menominee Reservation,

this program was again nominated for the Federal Victim Service Providers award. Although they came up short of winning the final honorarium, the Crime Victims Program will continue to work with new resources and programs to provide comprehensive and specialized services to all victims of crime on the Reservation.



The aforementioned graph illustrates the number of clients receiving assistance organized by specific crime type during fiscal year 2012.

D. Highway Safety Program

The goal of the Highway Safety Program is to reduce motor vehicle crash injuries and fatalities attributed to impaired operation of motor vehicles and moving violations. There were two major objectives of the program in FY12; a) to reduce motor vehicle fatalities by 50% from the FY 2010 number of 2 to 1 by the end of the program year, and b) to reduce motor vehicle crashes by 25% from the FY 2010 number of 189 to 142 by the end of the program year.

The identified strategies employed to assist in meeting those goals were to increase the number of Owl arrests made by the Highway Safety Officer (HSO) by 25% from the 2010 number of 43 to 54 by the end of FY12, increase the number of citations (excluding speed and OWl) issued by the HSO 25% from the 2010 number of 167 to 209 by the end of FY12, and to increase the number of speeding citations issued by the HSO 100% from the 2010 number of 61 to 122 by the end of FY12. Our HSO made 53 Owl arrests, issued 315 citations (excluding speed and OWl), and issued or referred 59 speeding violations during FY12.

Menominee Tribal Police Officers provided support to the "Click it or Ticket" mobilization, "Drive Sober or Get Pulled Over" crackdown, and the "Don't Shatter the Dream" Indian Country mobilization. Our HSO also provided a variety of educational presentations at several community events. As a result of our overall efforts, we have seen a dramatic increase in the number of designated drivers on the road. We believe the community is becoming more aware of the importance of safe vehicle operation.

E. 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. In the last fiscal year, the SORN program received funding from a grant through the United States Department of Justice.

The "Substantial Implementation" of the Adam Walsh Act was submitted to the Department of Justice, Office of Sex Offender Sentencing, Monitoring, and Registering and Tracking (SMART Office) on May 25, 2011, prior to the July 241
h deadline. We have been working this past year on several items requested by the SMART Office to complete the "Substantial Implementation" process. For example, we have been working to connect the Tribal Sex Offender Registry database with the National Crime Information Center to enable the system to update information in the National Sex Offender Registry database on a daily basis. Also, we are working to complete the Substantial Implementation Process by the end of 2012.

The SORN program received continued funding for another eighteen months. The continuation funding will maintain all program implementation plans including the staffing of the Sex Offender Registry Coordinator and Research Coordinator positions through October 1, 2014.

During FY12 the SORN program had an average monthly case load of 26 offenders who were required to register with the program. In addition, about 100 offenders who have close ties to the community but are not required to register with the program were tracked. Those offenders consist of persons living in surrounding counties or are currently incarcerated. The SORN Coordinator conducted compliance investigations resulting in 1 charge being referred for violating the registry requirements.

F. Community Service Employee

The Menominee Tribal Police has participated and or sponsored several events in the community and the community service employee typically is involved in these events. Although the programs and events are open to all members of the public, we have focused on providing a safe mentoring environment for youth. Some of the events that the Menominee Tribal Police have been involved with are listed in the beginning paragraphs along with those listed below in brief description.

The Shop With a Cop Event gives 20 random youth a chance to do some shopping for the Christmas season. The youth, who are accompanied by an Officer, typically receive $100 to shop for their family and themselves at a local department store. The officers then return with the participant to a gift wrapping location and enjoy pizza, soda, Santa and Christmas. By far the largest fundraiser for the Shop With a Cop Event is the annual Tribal Police golf outing occurring near the end of summer. The Menominee Tribal Police, in partnership with the Youth Development and Outreach (YDO), conducted a Wilderness Experience Canoe Trip with 10 repeat offender teenage participants. YDO staff selected the youth based on the number and severity of the crimes they had committed. Two officers took the participants down the mighty Wolf River. The trip was five days and took the teens down a tradition travel route of the ancestral Menominee. Along the way, Counselors provided life lessons and antidrug and alcohol education around the campfire. The officers provided instruction in the skills needed to survive the adventure. The youth learned canoeing, wild foods, survival, shelter building, primitive food and water skills, whitewater skills, and camaraderie with their fellow participants in a positive environment.

One final initiative the police department has undertaken is the prescription drug take back program. This program allows a dropping point for expired and unwanted prescription drugs. The drop box is located inside of the lobby of the police department and is available during scheduled open hours. This service is a partnership with the National Association of Drug Diversion Investigators, WI- Department of Justice, and the National Prescription Drug Take Back Program.

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, Director of Legal Services/Tribal Attorney; Joshua Rees, Assistant Tribal Attorney; Toni Caldwell, 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 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 with legal assistance for their various programmatic legal needs.

Description of services provided in FY 2012

During FY 2012, 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 implement a codified code of the Menominee Tribal Laws complied by General Code Service that was passed by the Menominee Tribal Legislature. The final copy of the Code was completed and became 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. An electronic version of the Code of the Menominee Indian Tribe of Wisconsin can be found on the official Tribal website.

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 either case, 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 2013
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 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 the Tribal Code (Ordinances). The department also keeps abreast of all newly adopted ordinances established by Menominee Tribal Legislature that is applicable to the Licensing and Permit Department.

Guiding Principles: Consistent with the Mission, the Licensing and Permit Department is 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; 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, Spouse and Tribal Staff IDs as well as Tribal department gas cards.

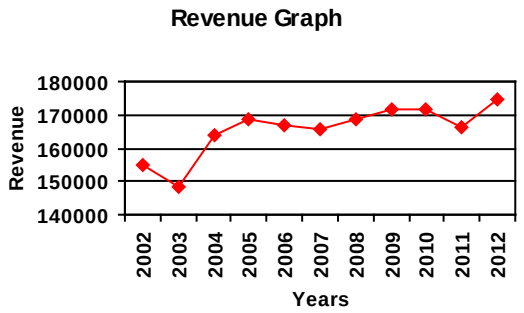
The department registers and renews vehicles for those who live within the exterior boundaries of the Reservation. The department also registers All-Terrain Vehicles (ATVs).

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 one full-time Administrative Assistant. 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 2012 is approximately $174,906.00. The department was approximately $5,249.00 **over** our projected revenue (see graph below for revenue detail since FY2002). As you can see by the graph, FY2012 has been the highest revenue generating year since FY2002.



FY2012 $174,906	**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 $125,186.00. Expenditures for FY2012 totaled approximately $118,998.00 which is approximately $6,188.00 **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 38 hours per week effective the entire fiscal year.

The department worked at the Keshena Animal Help and Rescue dog clinics held at Public Transportation this Spring and Fall. One hundred and four (104) dogs were registered during the two clinics. The license period is from January 1 to December 31 and must be renewed each year.

The Tribe opened the Milwaukee Area Tribal Office in February 2012. Licensing and Permit is a key department at the site; therefore, Licensing and Permit staff travel to Milwaukee weekly to operate out of the Milwaukee office.

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 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 Tribal 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 2012 fiscal year ending September 30 2012, 1283 new loans were approved and processed for eligible members totaling $1,272,878. As of the end of the fiscal year there were total assets of $1,310,856 under management.

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. 30 new loans were approved and processed through this fund during the fiscal year 2012 for a total of $149,286. As of the close of the fiscal year there were total assets of $380,790.

Menominee Revolving Loan Fund- This program provides a means for eligible members to obtain financing for the business purpose. Applicants for loans from this fund are restricted to businesses located within the boundaries of the Menominee Reservation. During the fiscal year ending September 30, 2012 there was 1 new loan package approved and processed for the total credit of $112,500. As of the close of the fiscal year there were total assets of $750,615.

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 September 30, 2012, there were no new loans processed through this fund.

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. During the fiscal year ending September 30, 2012, there were 135 new loans processed through this fund for a total credit of $66,650.

Maehnowesekiyah Wellness Center

Shannon Wilber, Director

Maehnowesekiyah Wellness Center (MWC) focuses on three major social health issues affecting members of the Menominee Tribe of WI: Treatment, Prevention, and Domestic/Interpersonal Violence. Recipients of these major focuses are adult men, women, adolescents and children. The funding that MWC receives totals approximately 2.2 million dollars and is comprised of Tribal Contribution, Revenue Generated via aggressive billing procedures, State and Federal dollars from agencies such as: State of Wisconsin- Health and Human Services, Department of Children and Families, Division of Mental Health and Substance Abuse as well as Federal sources that include: Office of Justice-Violence Against Women, Indian Health Service, Substance Abuse Mental Health Services Administration, and the Administration for Children and Families.

Mission

To provide culturally sensitive client-centered services and treatment in the areas of alcohol and other drug abuse, prevention, and domestic violence, responsive to the community needs to develop and maintain healthy lifestyles for our community. To continue to maintain and develop positive relationships between Maehnowesekiyah Wellness Center, other service providers and the community.

Vision

To serve 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 school and drug related deaths and problems.

Nothing is as devastating to the lives of the Menominee People as the burden of alcohol and substance abuse. In most cases of alcohol and other drug abuse issues are present in domestic violence incidents, school truancy, poor work records, serious physical health problems, mental health concerns, traffic accidents, and a number of other social ills that seem to occur at a rate alarmingly as high as those found in the city of Milwaukee. When providing alcohol and other drug abuse (AODA) services staff are firsthand witnesses to the devastations AODA issues have on our community and families. Maehnowesekiyah Wellness Center strives to provide in-house training and opportunities for self- care that will minimize the transference that can occur when working daily with issues such as these. The following are 2012 AODA statistics that have been compiled for the purpose of this report:

FY 2012 - September		
Program	**Currently In Treatment**	**Unduplicated total**
# of clients in AODA Education:	Group ended.	14
# of client in AODA Aftercare	2	43
# of clients in AODA PDT:	10	52
# of AODA assessments:	13	253
# of clients in co-ed program	9	49
# of individual sessions:	131	1419
Total # of active adults:	80	220
Total # of active adolescents:	7	25

Prevention Services

In FY 2012, we have continued to provide 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.* We also participated in a local "Parents Who Host Lose the Most," which was held at KPS and provided information on alcohol. Our adolescent counselor work with individual students at the Menominee Indian High School.

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 supported the *Menominee Culture Camp* and the ongoing work of the Menominee Historic Preservation Department.

We continue to work closely with local coalitions to address AODA issues among youth and to raise public awareness of AODA issues in the community. The coalitions that we were involved with include Netaenawemakanok and *Maehnow Pematesen* groups.

Other events that we have collaborated on with other community agencies in the past year include: Sober 49, New Year's Eve Sobriety Pow Wow, National Night out against Crime, and sponsorship of various other community alternate activities to AODA use.

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

Maehnowesekiyah was awarded a one year SAMHSA grant for "Building Evaluation Capacity." This grant will assist the prevention department in improving its ability to evaluate and reassess its prevention goals and objectives.

There was a significant increase in community members that participated in the "Positive Indian Parenting" program. Attendance increased from 29 participants in FY 2011 to 60 participants this year.

FY 2012 Statistical Information		
Prevention		
Group/Program	**# Served/Participated**	**Other Info**
TRAILS	46 total students (unduplicated)	24 Groups Total
Summer TRAILS	16 total students (unduplicated)	13 Groups Total
Protecting You/Protecting Me	367 total students (unduplicated)	213 Classroom Presentations
Project Alert	205 total students (unduplicated)	69 Classroom Presentations
Positive Indian Parenting	60 total participants (unduplicated)	8 Sessions
ROPES Challenge Course	90 participants	
Winter Round House	682 participants (unduplicated)	8 Winter Round House Evenings (Averaging 180 per event)
Teaching Lodge	141 participants (unduplicated)	6 Events (Averaging 42 per event)
Culture Camp	24 youth participants	6 Day Camp
Sober 49	150 participants	1 Day Event
New Year's Eve Sobriety Powwow	Over 600 participants	1 Day Event

Domestic Violence Victim Shelter Report

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,7 shelter support staff. This year the Program received an award from OVW Tribal Solicitation process to provide an enhance Transitional Housing Assistance program. This program would allow currently fleeing victims to obtain assistance with housing and to develop a program tailored to their self-identified needs that would lead to self-sufficiency. The program could provide up to 18 months of services which could include Advocacy, Case management, Housing assistance, and unique program activities to promote self-sufficiency. In addition, the program received a no-cost extension for the ARRA-GITG Recovery act funding until June 30, 2012 to continue to provide services to Sexual Assault victims.
With the additional funding the domestic violence program was able to provide more educational presentations in the schools, community resource center, plan & present Community education in various villages, as well as offer additional services to domestic violence and sexual assault victims through our transitional housing program.

DV Statistics

Ongoing Families
Number of Client's serviced (Unduplicated): unduplicated
Persons receiving shelter: 43women, 73 children; 4603 bed nights
Safety Plan's completed: 192
Crisis calls: 113
Informational/referral calls: 1689
Awareness activities, Informational booths/events; Educational Presentations:

DV Awareness
Legal Advocacy: 59 Female & 1 Male
Waivers of no contact: 25
Transportation assistance: 45 women
Crisis Counseling/ 1/1 Counseling:102 Females & 3 Males w/ 609 sessions @ 797 hours (unduplicated)
Group Counseling: 25 groups with 37.5 hours Total Contacts: 2425

Transitional Housing Program Statistics:
Ongoing Transitional clients: 8
Transitional Housing Assistance: 4
Counseling: clients received counseling 234@ sessions 263@ hours
Supportive Services: 27
Extended Shelter stay: 3

Batterer's Program and Group Highlights
DV Assessments: 83
Started services: 65
Completed Services: 39 (16 who started this year and 23 who carried over from 2011 and finished in 2012)
Referred for other services: 3
Dropped out of program: 20 (7 for AODA, 2 for Violence with AODA and 11 with no information)
AODA violations: 11 (Lower than normal due to DV counselors doing less frequent UA's)
Repeat incidents of violence: 5 (all had AODA issues also)
Ongoing number of clients in services: (High in Sept of 66 to current total of 57)

Safe Haven
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. The Domestic Violence program submitted applications for the 2012 CTAS solicitation which was aimed at enhancing the Menominee Indian Tribes system of response to Domestic Violence and Sexual Assault. The proposed project would fund a full time Domestic Violence/Sexual Assault Prosecutor, a full time Domestic Violence Probation officer, a full time Domestic Violence Investigator and a total of 5 shelter advocates. The tribe was recently awarded the funding for this project.

The Domestic Violence Program submitted an application for a competitive support services grant from the Department of Children and Families. This application was aimed at enhancing services to children affected by domestic violence by funding a Children's Advocate. The tribe was recently awarded the funding for this project.

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 and second time offenders who have drug related charges by offering a chance to become free of substance abuse and clear their criminal records of the 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! This program has continued without interruption in service and mission. Maehnowesekiyah continues to take the lead providing UA's, counseling services, along with staff representation at weekly Wellness Court staffing and court sessions.

Crisis/Diversion
In response to the ever growing issues that find people in crisis, Maehnowesekiyah Wellness Center and it's collaborative partners, Menominee County Health and Human Services, Tribal Social/Mental Health Department, and Tribal Police Department, continue to meet on a weekly basis to review EM-1 incidents and placement. During this year a grant was written and received that creates a Diversion building which is attached to our Residential House. This will allow those individuals who are in crisis, but not in immediate harm to themselves or others a safe place in which to gather and find themselves reducing their potential for harm without having to travel great distances.

Seeking Safety
Is an evidence based practice to target clients who, in addition to substance use concerns, also have trauma related mental health issues (those individuals having been identified by the Post Traumatic Stress Disorder (PTSD) Checklist. Seeking Safety was designed to help people who struggle with having lived through a traumatic event or have Post Traumatic Stress Disorder (PTSD) and who struggle with substance use live more fulfilling lives. It focuses on present struggles people face and teaches them new ways to cope with those problems. Topics focus on different areas including altering thinking, changing behavior, handling negative emotions, and learning about relationships. It was originally designed as a group therapy but can be used in individual counseling. At Maehnowesekiyah it is being used mostly in the individual setting; however the Co-Ed Residential program has added a weekly Seeking Safety Group and we are working to add Outpatient Seeking Safety Groups so please watch for the start dates and/or call 715-799-3835 to inquire or participate. To date, we screened 502 participants with 18 being military personnel or past military experience. Of these screened 33 were referred for support and 27 are currently actively engaged in services.

Maintenance

Roger Corn, 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, Gordon Dickie Center, Legal Services, Law Enforcement Center, Tribal 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 (4), lead housekeeper (2) and housekeepers (5).

To complete 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 2012 the Menominee Tribal Maintenance staff completed a total of 745 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

- This facilities equipment received annual routine/preventive maintenance;
- Two steam boilers and condensate tanks
- Boardroom HVAC unit
- Permanent and portable air conditioners
- Refrigerators and ice machine
- Fire detection and Security system
- Portable fire extinguishers with emergency and exit lighting
- Elevator and emergency generator passed annual inspection
- Water heaters and softener inspected
- Annual facility fire inspection was completed
- Boiler and back flow preventer passed the annual inspection
- Steam boiler low water cutoffs and safety valve were tested daily
- Steam traps and valve inserts were replaced as needed
- Radiator thermostats (actuators) were replaced
- Condensate tank float switches were adjusted
- Air filters changed monthly on the HVAC roof top units
- LP gas lines, storage tank and safety switch passed inspection
- Outdoor, emergency and exit lights replaced
- Electronic lighting ballasts were replaced as needed
- Office furniture for the Administration Department was assembled
- All exhaust fans were cleaned
- Outdoor caulking and paint application completed for all new windows
- New blinds where installed
- Fluorescent bulbs and ballasts were disposed as per environmental guidelines
- Drinking fountain filters were replaced semi-annually
- The interior carpeting in the hallways was shampooed
- Power washed the sidewalks and entryways
- Grass cutting, snow removal and salting and was performed as needed
- Carpets were replaced on the first floor hallway
- Grant writer and senior grant writer rooms were renovated and painted
- Carpet was replaced in the Administrations central office location
- Carpet was also replaced in the Inter-Governmental Affairs rooms
- Water seepage around IT offices repaired
- Added new Valcom paging unit
- Roof repaired above Administrations emergency exit
- Moved Maintenance Department to HQ
- Moved YDO here from CRC building
- Inter-Governmental Affairs Office moved
- Sprayed building for cluster flies, wasps, ants and spiders
- New ADA compliant exterior door installed on west end of building
- Stress test on emergency generator completed
- Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Gordon Dickie Center (FIC)

- This facilities equipment received annual routine/preventive
- Six LP gas furnaces, air-cleaners and air conditioning units
- Fire detection system and portable fire extinguishers
- Emergency and exit lighting
- Elevator, water heater and softener
- Break-room refrigerator
- The annual facility fire inspection was completed
- The HVAC economizer is adjusted seasonally
- LP storage tanks and lines were tested for leaks

- Electronic lighting ballasts were replaced as needed
- East side entry door sweep was repaired
- Faucet in the second floor women's restroom was adjusted
- #3 east side blower motor unit and circuit board control were replaced
- ADA compliant door openers installed
- Lighting and heater timer was adjusted
- Entry light bulbs at all entrances were replaced
- Duct work in the child support area was readjusted
- Benefits Coordinator moved to Insurance Department
- New parking lot strips and wheel chair bays installed
- Used fluorescent tubes and ballasts were disposed as per environmental guidelines
- 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
- First floor carpeting was replaced with vinyl
- Repaired rain gutters and down spouts
- Rekeyed fourteen third floor offices per government guideline
- Sprayed building for bugs and flies
- Building cleaned and sanitized daily
- Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Legal Services Building

- The following facility equipment received annual routine/preventive maintenance,
- LP gas furnace, air conditioner, security system and fire detection system
- Emergency and exit lighting
- Portable fire extinguishers
- Water heater and softener
- Annual facility fire inspection was completed
- Electronic lighting ballasts and bulbs were replaced as needed
- Exhaust fan blower mechanism was cleaned and serviced.
- Used fluorescent tubes and ballasts were disposed as per environmental guidelines
- Grass cutting, snow removal and salting performed when needed
- New floor installed on first floor
- New Security system installed with swipe cards
- Outdoor light installed on rear entrance
- Cleaning and sanitizing completed weekly
- Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Law Enforcement Center (LEC)

- The following facility equipment received annual routine/preventive maintenance,
- Two hot water boilers and circulating pumps
- Cold water chillers, ice machine, dishwasher and exhaust fans
- One garage Modine heating unit
- Eight air handling units and fourteen exhaust fans
- Two smoke relief exhaust fans and one kitchen make-up air unit
- Two commercial kitchen ranges and ovens
- Commercial kitchen refrigerators and freezer
- Security and fire detection system
- Portable fire extinguishers, hoses and sprinkler systems
- Ansul fire suppression systems and emergency generator
- Emergency and exit lighting
- Automatic ADA front entry doors
- Water heater and softeners
- Rooftop drains cleaned
- Annual facility fire inspection was completed

- LP gas vaporizer and gas lines passed pressure tests
- All Fire extinguisher on site passed inspection
- The underground fuel oil storage tank was tested and passed inspection as per NFPA and environmental regulations.
- Hot Water Boilers passed inspection from the National Board of inspectors
- Hot water boiler water is tested and blown down daily
- Hot water boiler low water cutoffs and safety valve were tested daily
- Hot water boiler back flow preventer passed inspection
- Kitchen grease trap received monthly maintenance
- Electronic lighting ballasts were replaced as needed
- New heating tapes were replaced in the roof drains
- Leak in the kitchen ceiling tile was repaired
- Roof top unit condensate lines were cleaned
- Curb stop sewer drain was cleaned out with steam pressure
- Maintenance will provide kitchen staff with new grease cleaner
- Used fluorescent tubes and ballasts were disposed as per environmental guidelines
- Power washed the sidewalks and entryways
- Grass cutting, snow removal and salting was performed as needed
- Daily checks were performed in the jail and deficiencies repaired as needed
- New lawn mower with attachments were purchased
- Trimming of tree limbs occurred for safety reasons
- Coffee pot repaired along with water valve
- Purchased new washing machine
- Contractor cleaned all duct work including dryer exhaust vent
- Two new L.P. gas boilers installed
- Replaced water valve on dishwasher
- Painted boiler room walls, hallway, kitchen and two offices
- New water softener installed
- Circulating pump for hot water replaced
- Changed flow valves on sinks in the cells
- Eye station repaired in sally port
- Duct work in prosecutor's area was rearranged
- 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 unit's w/economizers
- Basement Modine heating unit
- Humidifier, elevator, security system
- Break room refrigerator and automatic ADA front entry doors
- Fire detection system and fire extinguishers
- Emergency generator and exit lighting
- Sewer ejector pumps and controls
- Electric water heater and softener
- Annual facility fire inspection was completed
- The LP gas vaporizer and lines were tested
- Air filters replaced monthly in the roof top HVAC unit
- Electronic lighting ballasts were replaced as needed
- Wiring for lighting, switches and receptacles for the new conference rooms and office was installed
- New tables and chairs put together for conference room
- Installed two new door handles on conference room
- Rewired all light fixtures in new conference room
- Cored holes thru floor for IT wires
- Removed receptacles on basement floor poles
- Exterior metal halide light bulbs were replaced as needed
- The sump pumps were cleaned and serviced
- Maintenance staff attended meetings for court renovation

- Fluorescent tubes and ballasts were disposed as per environmental guideline
- Power washed the sidewalks and entryways
- Grass cutting, snow removal and salting was performed as needed
- Ice buildup on court side parking lot cleared numerous times
- Clerk of Courts renovation completed, switches, receptacles, alarm, thermostat, lights and fire alarm moved
- 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 and portable fire extinguishers
- Emergency and exit lighting
- Electric water heater
- Annual facility fire inspection was completed
- LP storage tanks and gas lines passed their pressure tests
- Air filters on the furnaces were replaced on a monthly basis
- Graffiti on side walk removed
- Security cameras were adjusted
- Electronic lighting ballasts were replaced as needed
- Fluorescent tubes and ballasts were disposed as per environmental guidelines
- 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
- Facility cleaned and sanitized daily
- 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
- Five permanent exterior air conditioner units
- Kitchen refrigerator and range
- Fire detection system and portable fire extinguishers
- Emergency and exit lighting
- Security system, water heater and softener
- Annual facility fire inspection was completed
- Digital thermostats were recalibrated
- LP storage tanks and gas lines passed their pressure tests
- Air filters on the furnaces and air handler were replaced on a monthly basis.
- Humidistat motors were serviced.
- Toilet in the men's restroom was repaired.
- The frame on the rear southwestern door was adjusted
- Contractor repaired air conditioner on four separate occasions
- Installed two new door sweeps
- Security Company replaced and adjusted door contacts
- Replaced batteries in the rec room thermostat
- Women's restroom door adjusted
- Installed new HVCR breaker that feeds the five exterior A.C. units
- Used fluorescent tubes and ballasts were disposed as per environmental guidelines
- Kitchen grease trap received semi-annual maintenance.
- Grass cutting, snow removal and salting was performed as needed
- Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Neopit Head Start

The following facility equipment received annual routine/preventive maintenance,

- Boiler #1 & #2, complete boiler lines tested and fire extinguishers
- Two new air compressors installed and exit and emergency lighting checked

- Boiler back flow preventer was tested and passed inspection
- Boiler passed annual inspection
- Snow removal salting and grass cutting was performed as needed

Update

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.

Maintenance Department has entered into an interdepartmental Agreement with Menominee Community Resource Center TANF/JTP (Temporary Assistance for Needy Families and Job Training Program) to place a Maintenance/Housekeeper worker at the Tribal Courts and the Keshena Library. We have also trained three other workers from Job Training Program. All maintenance workers have received training on OSHA 10 and Fire Safety Education (extinguishers) parameters. Housekeeping received training from CTL Company in Wausau. LEC maintenance worker received BIA boiler operator's certificate. Office manager and inventory clerk started preparation to work on the BIA's new software Maximo. We utilized workers from the CRC summer youth workers program. Maintenance maintains four vehicles and plows 12 different buildings parking lots. The maintenance staff also painted the entire exterior Head Start building and installed electrical wiring for the LEC storage building.

Menominee Community Center of Chicago*

Barbara Jersey, Coordinator

The Menominee Community Center of Chicago outreaches to off-reservation citizens living in the greater Chicago area. Its mission is to establish supportive kinship, share knowledge and build positive relationships with tribal leadership, to serve as a bridge between the urban and reservation communities, to collectively promote and advance 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 15 years and has worked with eight tribal administrations. The organizational structure includes 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 as and when needed. The volunteerism and collaboration reduces operating costs associated with indirect costs such as utilities, maintenance, insurances, salaries and lease contracts.

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 Menominee Tribal Enterprises annual meeting provide a balanced mix toward tribal cultural, educational, social and political endeavors.

MCCC has established long-standing partnerships with the most visible and influential Native American organizations in Chicago. The Menominee Community Center of Chicago and the Menominee Indian Tribe of Wisconsin consistently hold a major presence at The American Indian Center of Chicago's annual powwow and cultural heritage weekend event. Each year Menominee veterans are recruited and hold a position of honor in the color guard. Menominee are privileged to help contribute toward the success of this greater Chicago-area event.

Officer volunteerism and organizational collaboration allows MCCC to commit grant support toward supporting the Tribal strategic plan and Tribal policy in its community outreach within the Chicago community, such as the local Walk/Run for Health, after-school multi-language learning clinics for Chicago Indian youth, and honorary sponsorship for Menominee artists whose work has been displayed at the Trickster Gallery in Schaumberg, Illinois, and supporting a Menominee presence on a new Chicago initiative to sustain and build Native leadership in Chicago.

Collaborative partnerships include The Kateri Center, an American Indian Ministry of the Archdiocese of Chicago, 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 – recipient of the Mayor of Chicago award recipient for its ecological renewal efforts in beautifying the city of Chicago also a collaborative partner of the Menominee Indian Tribe of Wisconsin.

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

Location

The Menominee Nation News office has always been located in the Tribal Office Building in Keshena. In order to accommodate for ADA issues and well as needed space, in April 2012, the department moved to the Gordon Dickie (Family Investment Center) Building in Keshena. We are located on the first floor.

Annual Report

This year's annual budget for Menominee Nation News was set at $254,806.00. According to the Budget report dated October 2, 2012, the departments' actual expenses for fiscal year 2012 amounted to $248,266.33. This is a total savings of $6,539.67 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 2012 was set at $47,653.00. As per an income statement dated October 2, 2012, a total of $54,742.05 was received. This is $7,089.05 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 item 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 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 eighth 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
As of October 2012 we have Thirty (30) distribution sites. This includes twelve (12) sites in Keshena with one (1) being a complimentary site for the Elders, six (6) 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 nine (9) sites in Shawano.

Menominee Tribal/County Library

Darwin Dick, Acting Director

The Menominee Tribal/County Library provided library services to the general public of the Menominee community for the fiscal year 2011-2012.

We continue to offer the latest hardware, software, and online databases with our public computers, as well as, wireless internet access. These tech tools are in constant use, with over 9,000 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 "Dream Big-READ", which explored dreams, stars, moon, rockets, spaceships and nocturnal animals. Kids enjoyed reading, writing, speakers about various topics and doing projects relating to certain topics as mentioned above.

We also provided a story-hour for the Stockbridge-Munsee Head start every month for ages 3 and 4, during September 2011 – May 2012.

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
  - Lend reference/leisurely material
  - Lend multi-media material
  - Provide free access to computers with internet and Microsoft Office programs
  - Provide fax and copy services for a small fee
- Serve as the Tribal and County access point for information resources needed by the residents
  - Provide inter-library loan
  - Provide assistance to those that are unfamiliar with the Internet
  - Provide reference and research assistance

- Serve as a facility for community educational experience and endeavors
  - Provide tutoring and homework assistance
  - Provide reading programs for youth and adults
  - Provide quiet study area
  - Provide free meeting room for programs and community groups

The library had 9,203 computer log-ins from October 1, 2011 to September 30, 2012. Wireless usage has seen an uptick this year, averaging 46 unique users and 582 sessions per month, with an average session lasting approximately 97 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 234 items to our collection . As of October 1, 2012, the library owns 10,987 items covering various media (books, audiobooks, video, etc.). From October 1, 2011 to September 30, 2012, 2,029 items were checked out. We have 1,060 library card holders and 2,236 card holders using materials from our library (inter-library loan service).

Also, continual discussions occurred during FY 2012 regarding the Menominee Tribal/County Library and its possible transition within the College of Menominee Nation Library. More discussions will continue during FY 2013, and if approved, the transition is set to occur during FY 2013.

In addition, the Menominee Indian Tribe of Wisconsin Tribal Administration Department would like to extend a farewell to Mr. Mike Wilber, Menominee Tribal/County Library Director for his dedicated service to the Library over the years. Good luck in your future endeavors!

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-now known as the Kiefer 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 quarterly meetings with community members), Menominee Tribal Clinic (for wellness programs), Menominee Tribal School, and College of Menominee Nation (for broadband training classes). Community events such as Easter Egg Hunts, Breakfast with Santa, cooking for pow-wows, Neighborhood Watch/Building Better Communities meetings, meeting of the Menominee Democratic committee, Coats for Kids distribution, the Aids Awareness walk and gardening programs have also taken place through the center.

Community members have rented the facility for various social gatherings including: birthday parties, baby showers, Baptism parties weddings, wedding dinners, anniversary dinners, family reunions, housewarming parties, wakes, funeral dinners, ghost suppers and small business meetings. The most frequent use continues to be the hosting of wakes and funeral dinners, and preparing foods for events happening elsewhere.

St. Anthony Church used the center for religious education programs, social gatherings, Porky-Pancake Breakfasts, dinner fundraisers, youth parties, committee meetings, and outreach/assistance programs.

St. Anthony Church will continue to serve the community by promoting and providing its center for programs and activities in the FY2013

*** 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

Craig Corn, Tribal Chairman

The Chairman's Office is the face of the Tribal Government and serves as the liaison between the Menominee people Government and external governments, agencies, and organizations. Our mission is to serve and provide direct support to the Tribal Chairman, Tribal Legislature, Legislative Committees, Commissions, Taskforces, and the Menominee membership.

The Menominee Tribal Chairman's office functions as the hub of communications between the Tribe's government, to include the Executive and Legislative branches with the following cohorts:

1. Internally, to facilitate communication to our membership, governmental agencies, and other Tribal entities such as Menominee Tribal Enterprises (MTE); and
2. Externally, between our Tribal Government and People to the United States Government (Executive and Legislative branches), State of Wisconsin (Executive and Legislative Branches), Other Tribes, and local County and Municipal governments and agencies.

Operation Tribal Government was responsible for and worked diligently on many projects in the past year. Of critical importance was the annual establishment of the Legislative Goals, which occurred on March 17, 2012 with the participation of the full Legislature. The following goals were adopted as priority for the 2012-2013 Legislative Year:

1. Education
2. Economic Development
3. Natural Resources
4. Property
5. Public Defender

Each Legislator was assigned to work on specific goals throughout the year and provide reports on the progress of each goal until the commencement of the next Legislative year.

The Tribal Legislature made it a priority to approve changes to the delivery of information and governmental services to Tribal members, both on and off reservation. Highlights of these changes include the following; ***eCode* 360**, an online resource which contains the laws of the Menominee Tribe was completed and is accessible on the MITW website. The Milwaukee Area Tribal Offices, located at 250 E. Wisconsin Ave, suite 1800, will mark its first year anniversary of operations in May 2013. This establishment of this office in the Milwaukee area was approved in May 2012 and provides governmental services to tribal members living in Southern Wisconsin. Finally, the Tribe's social networking presence has been established. The Tribe has utilized social networking as a way to connect and provide information relating to meeting notices, community events, and ongoing initiatives of the Tribe to its Tribal membership.

The Intergovernmental Affairs Office, also a component of Operation Tribal Government, has proven to be a necessary component of the Tribal Government operation. The Intergovernmental Affairs Office is responsible for developing and managing the Tribe's public relations and lobbying strategy programs. 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. Some highlights of the Intergovernmental Affairs Officer include the revision and submission of the Tribe's new Lobbying Plan, which was approved in June 2012. This plan provides a boiler-plate approach for the Tribe to use when engaging in lobbying efforts with local, State, and Federal Officials and Agencies to promote and advance issues of Tribal importance.

Among the many tasks for the year, the IGA's designated priority for 2012 was to focus on the Tribe's Off-Reservation Land-to Trust Application (for the purposes of Gaming) for the Dairyland Greyhound site in Kenosha, WI. The IGA Office was responsible for the compilation of the Application updates for submission to the Bureau of Indian Affairs-Midwest Regional Office as well as the Tribe's response to the Section 20 comments on the Tribe's Application, which followed the 60 day comment period.

In March 2012, the Menominee Tribe submitted the updated Off-Reservation Land-to-Trust Application (for the purposes of gaming) to the Bureau of Indian Affairs-Midwest Regional Office in Bloomington, MN, which initiated a 60-day comment period. The Tribe responded and submitted those responses to the Section 20 comments. Consecutive to this process, the BIA issued the Final Environmental Impact Statement (FEIS) on the Tribe's

Application in June 2012. This initiated another 60-day comment period on the FEIS. The Tribe responded and submitted those responses to the Bureau of Indian Affairs-Midwest Regional Office.

This is historic territory for the Tribe. The Tribe has now placed all pertinent information on record and feels that it has met the burden required for a positive Two-Part Secretarial Determination, which is; (1) Is the Project in the Best Interest of the Tribe; and (2) Not detrimental to the local community. The Tribe is now awaiting necessary decision on the merits of the Application.

Throughout 2012, the lobbying momentum of the Menominee Tribal Legislature has increased. The 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 from local, Tribal, State, and Federal levels of government.

Other critical projects the Tribe has resolved during this Legislative year include:

1. Resolution of the Stumpage Lawsuit between the Menominee Indian Tribe of Wisconsin and Menominee Tribal Enterprise.
2. Turned over the PL-638 Contacts to the Menominee Tribal Enterprise, which includes the following authority;
   a. Forest Management Plan;
   b. Forest Development; and
   c. Wild Fire Preparedness
3. Tribe retained authority over the PL-638 Contract in relation to Roads. The Tribe is contracting with the Menominee Tribal Enterprise and Menominee County Highway Department for services.
4. Ginseng Issue

a. In January 2012, the Tribe was approached by the U.S. Fish & Wildlife Service and Wisconsin Department of Natural Resources regarding the regulatory authority of exportation of wild ginseng harvested on the Reservation and exported o foreign counties. The State of Wisconsin was unable to certify the wild ginseng being harvested within the boundaries of the Reservation, the Tribe sought approval of its own Convention on International Trade in Endangered Species (CITES) permit. In September 2012, the Menominee Indian Tribe of Wisconsin received approval of a CITES permit. Again, Menominee is leading the way, having been the first Tribe in the United States to receive a CITES permit.

5. Firewood
   a. The Firewood Ordinance is being amended to address issues directly relating to natural resource protection from invasive species. However, during this process, it was discovered that the old ordinance did not provide adequate protection, regulation, and authority to address the full scope of issues presented by the gathering of firewood. The ordinance is going through the process, to include participation from the Tribal Membership, which addresses all raised issues, to include prohibitions already mandated by the Tribal Constitution that forbid individuals from financial gain from firewood sales.
6. Implementation of the Sturgeon MOU with the WDNR
   a. The Tribe is entering its first year of a 10 year agreement with the Wisconsin Department of Natural Resources, which includes the annual transfer of 100 live Sturgeon and 15 deceased Sturgeon for Ceremony. As a part of this Agreement, the Tribe participated in many public events to educate external governments, agencies, and stakeholders in the cultural relativity of the Sturgeon to the Menominee People, as well as established a volunteer Sturgeon Guard Program.
   b. This year, for the first time in over 100 years, the Tribe has finally witnessed spawning activity of the Sturgeon at their historical spawning grounds at Keshena Falls.

Federally, the Tribe participated and engaged in lobbying efforts,

- Violence against Women Act to include all tribal provisions
- Native Class Act
- Amendments to the Robert T. Stafford Act (FEMA),which would grant Tribes the authority to petition the President of the United States for disaster declarations
- Office of Head Start; public testimony to address additional needs of the Tribal Head Start programs and funding request to meet educational requirements

The Tribe is also a member of the National Congress of American Indians and Midwest Alliance of Sovereign Tribes. The Tribe utilizes its association to these National organizations to become educated on issues affecting Indian County and as a mechanism to lobby for issues of Tribal importance.

On the State level, the Tribe has participated and engaged in the following lobbying efforts,

- Opposition to AB426; Mining bill
- Opposition to Wolf Harvest
- Voter ID law
- State Budget & use of Tribal Gaming dollars

The Tribe participated in Tribal consultation with the Departments of the State of Wisconsin to address issues of concern to the Menominee Tribe and its people. For example, the Tribe addressed issues concerning Long-Term Care and Family Care with the Department of Health Services; Mining, Wolf Harvest, Ginseng, and Waterway issues with the Department of Natural Resources; Tribal Gaming Dollars and Tribal priorities in State Budget with the Department of Administration.

The Tribe also participates as a member of the Great Lakes Inter-Tribal Council, State Tribal Relations Committee, and Lake Winnebago Sturgeon Advisory Committee. This year the Tribe has utilized these memberships to forward issues such as, Intoxicated Driver's Program, Resolution to the recognition of Menominee game transport tags, and Tribal recommendations to the Wisconsin State budget.

On the Public Relations forefront, the Tribe has visited with many Congressional Delegates and Agency officials in Washington, D.C. The Tribe has also hosted visits and tours of the Reservation and Tribal Government with Congresswoman Tammy Baldwin, Congressman Reid Ribble, and enjoyed a campaign stop from President Obama's America Heartland Tour. The Tribe has also hosted Wisconsin's First Lady, Senator Jim Hoplerin, Assembly Representatives Jeff Mursau, Gary Tauchen, Tom Tiffany, and Wisconsin Veteran's Affairs Secretary John Scocos.
The Chairman's Office consists of the following staff members, Linda Peters, Office Manager; Recording Clerks, Lonia Komanekin, Brianna Ninham, and John O'Kimosh; Tasha Caldwell, Intergovernmental Affairs Specialist; and Mercedes Martin, Intergovernmental Affairs Assistant.

Probation/Parole

William Beauprey, Director

Menipaniw Program

This year in August the Wellness Court program was given a new traditional name by our tribal elder Karen Washinawatok. She gave the name of Menipaniw which means "A Good Road". Our Wellness Court program is now referred to as the Menipaniw program.

The prosecutor's office has attempted to get individuals charged with possession into the court system within the 36 hour time frame from their arrest such as they do with individuals charged with the domestic violence. As a result this showed an increase in referrals to the Menipaniw program. This fiscal year we've had 15 new individuals referred to the program, 15 interviews conducted and all 15 accepted into the program. There was a total of 8 clients terminated from the program and 3 individuals successfully completing and graduating from the program.

In August the team attended Moral Reconation Therapy (MRT) training at the Menominee Casino. The training session was given by Amy Doug Modig. MRT is a premier cognitive-behavioral program for criminal offenders but for substance abuse treatment as well. The programming combines education, group and individual counseling and structured exercises designed to foster moral development in clients. In a step by step group counseling approach the program is designed to alter how clients think and how the make judgments between right and wrong. The seven basic treatment issues MRT focuses on is; confrontation of beliefs, attitude and behaviors, assessment of the current relationships, reinforcement of positive behavior and habits, positive identify formation, enhancement of self-concept, decrease in hedonism and development of frustration tolerance, development of higher stages of moral reasoning. The court Coordinator, Toni Caldwell, drafted an implantation letter to the Chief Justice to implement the Moral Reconation Therapy (MRT) training we attended in August 2011. Along with the recommendations letter Toni also drafted an implementation plan as well. The team agreed to implement the MRT with all new participants. We did not receive any new participants until February which was only 2. The MRT had its first session on May 14, 2012. Not only do clients participate in MRT, meet with the probation officer, make daily call ins for U.As, attend weekly/biweekly court appearances the Menipaniw program continues to plan and incorporate cultural components to the client treatment such as Teaching Lodges, Winter Round Houses, Lumber Jack Breakfasts, Wild Ricing,

Maple Sugar Camp, making their own ribbon shirts and moccasins, making lap quilts for elders, making tobacco ties for the Sobriety Powwow and learning to tan hides. We've also plan to include participant's families in events such as winter sliding/tubing, etc.

Toni Caldwell, Judge Wilber and Joe Martin attended the Tribal Court Management of Alcohol and Drug cases May 21-24, 2012 in Reno as part of the Menipaniw team. The entire team attended the National Drug Court Convention May 29-June 2, 2012 in Nashville, Tennessee.

The team has discussed public relation ideas such as having an information booth at the General Counsel meeting in January. Toni Caldwell set up a booth which included a video of testimonials from the National Drug Court Conference held in Washington D.C. last year. The Menipaniw program also submitted an article in the tribal news describing what the program has to offer.

The Menipaniew team discussed and worked on the Adult Drug Court Discretionary Grant application and discussed the CTAS Grant application during the months of February and March. The Adult Drug Court Discretionary Grant included funding for the probation officer for the program to conduct home visits, mileage and a percentage for wages.

The Menipaniw team continues to work on revisions to the Handbook and Policy and Procedures. The Tribal Law and Policy Institute representatives Pat Sekaquaptewa and Donna Humetewa met with team members on August 8-9, 2012 to evaluate our program and provide guidance on revising our handbook and policies. Toni Caldwell worked at forming a Wellness Court Steering Committee this past year and have been meeting once a month. The Steering Committee will be over seeing the Menipaniw program and has been working on their MOU language and Mission statement. The committee will be making the final approval of the revisions to the Menipaniw program Policy and Procedures and client handbook.

Administrative

The beginning of the Fiscal year had started off very busy as it does every fall time with a lot of client activity. The fall and spring time usually brings an increase in criminal activity which leads to multiple deadlines to complete Statement of Facts for Revocations or Alternatives to Revocation or an increase in clientele. There had been an increase on Pre-Sentencing Investigations with both Kuzco and I with short deadline dates.

In April the court hired 3 new data entry clerks under a three year grant. One of the clerks has been assigned to enter data for the probation department. She will be entering data from April 23, 2012 and back. We will enter the data April 24 and on. Once these cases are entered into the data base it will make it a lot easier to run stats for programs applying for grants.

I have been attending the Coordinated Community Response meeting held by Maehnowesekiyah once a month. The committee has representatives from different programs/agencies in Shawano and Menominee Counties which also includes the Stockbridge-Munsee tribe.

Property Management and Acquisition

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department is staffed by Brett Hoffman – Director of PMA, Darcie O'kimosh – Procurement / Inventory Officer and Stephanie Awonohopay – 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 property policy modifications and compliance. 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 five area photocopy machines, internal billing system for supplies, photocopies and postage, 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 were performed on the following projects in Fiscal Year 2012: Housing Roofing Five Apartments, Housing Landscaping, Cement, Electrical, Foundations, Flooring, HVAC, Painting, Plumbing and Materials for 48 Homes, Housing Roofing 10 Homes, Transportation Tools, Housing Cabinets & Countertops, Utilities Septic Pumper Truck, Maehnowesekiyah Design/Build, Solid Waste Facility Improvements, Law Enforcement Boiler Replacement, LP Gas Services, Four Parking Lot Construction, Bear Trap & West Branch Roads Improvements, Jail Door Panel Controls, Upper Bass lake Road Phase III, Cigarette / Tobacco Services, and Banking, Investment and 401K Services.

The PMA Department conducted a "Doing Business With The Tribe" Forum in February 2012. The agenda included 10 speakers on the topics of the Tribe's Purchasing Process, Menominee Preference in Contracting, Licensing & Permit Requirements, Insurance Requirements, The Tribe's Bid Process, FY12 Upcoming Projects, Menominee Business Center Programs, Menominee Chamber of Commerce, and Lending Opportunities. We had 34 business and individual registrants. Another session is being scheduled for February 2013.

The PMA Department obtained equipment under the Federal Excess Property Program with an original value of $204,211. Included were 3 vehicles, 1 tent, 1 rescue inflation system and other beneficial equipment.

The PMA Department generated $78,277 in the sale of old equipment during this fiscal year and coordinated purchasing rebate incentives of $4,642, for total income generated of $82,919.

Our participation in the HP Edge recycling program provided four (4) Departments with free HP products at an estimated value of $1,800.

The Fiscal Year 2012 Indirect Cost budget for the PMA Department was established at $221,619. Although the final figures are not available at the time of this report, the preliminary estimates show actual cost containment expenditures at $203,961.

The Menominee Tribe's LP gas contract for FY13 has been established at $.875 per gallon with Ferrellgas

Prosecutor's Office

Joseph Martin, Prosecutor

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 3700 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 appeals 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, Danica Zawieja, Domestic Violence/Sexual Assault Prosecutor, Carol Nunway-Tyler, Legal Secretary, and Angelica Alamos, Legal Secretary.

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.
- Providing on-going legal training of all attorneys.
- Barely maintaining our current caseload in light of numerous staff turnover of the last few years.
- Increasing consistent communication with Tribal/County entities regarding charging and/or plea agreements.
- Working with other agencies for special needs victims and defendants.
- Effectively performing our duties while being out ahead of the curve in cutting personnel and budget.

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 office.

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 3700 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 6200 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 7756
Fitness Room participants 8376

Budget Allocation for FY 2012
Youth Center Park Maintenance 183,906.00

The Youth Center is open from 6 a.m.-9 p.m. Monday thru Friday. November we will be open on weekends

Youth Center Activities include
Air Hockey, Pool Table, Foosball, Dances, Movie nights, Car wash & Bake Sales. WII System and games Bumper Pool, Pool Table, Dart Machine, and Gardening classes Diabetes classes Netaenawemakanok Monthly meetings Fitness training projection movies New TV and Wi system. Menominee Tribal Clinic aerobic classes Keshena Primary School incentive programs during the school day at the Activity rooms and various fund raising requests

Program Activities include
Community Halloween Party, Nightly 7-9 pm Open Gym at the Menominee High School, Collaborative Christmas Breakfast with Santa in Keshena Neopit and 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, Provided Ground preparations for all for Neopit & Keshena Little League games and Van for Keshena Little league games and tournaments, Provided Van transportation for Badges for Baseball Tribal Clinic Wellness program Winter Round house Culture camp and various Pow Wows .

Significant Accomplishments
1) We were able to purchase a used 2001 Dodge Ram truck with plow in the FY 12 budget for Park and Youth Center maintenance which will enable us to hire weekend worker for the Youth Center in FY 13 Budget cycle 2. The Menominee TCJ youth baseball team finished runner up for the TCJ league championship held in Wittenberg and Aniwa. They were coached by Wayne Wilber Sport Frechette and Stu White who volunteered there time to coach and practice with the youth this year. 3. The Menominee American Legion Baseball team were given new baseball uniforms this year from Jean Corn family in memory of Arnold Percy Corn Jr. who was a avid supporter of all youth programs.4) A anonymous person donated four Green Bay Packer club seats to individuals who were very deserving from the Youth Center and Zoar communities to attend the Preseason games this year. They were also provided meal money and transportation to the game from the Recreation JOM and Tribal Clinic staff. There first Green Bay Packer game they ever went too.

The Menominee Park Department has turned over ownership and equipment to Menominee Tribal Housing Department three Parks in Zoar South Branch and Keshena communities this year. They will be re-located in housing areas and maintained by their staff. We still will maintain all our remaining parks and ball fields and updating the Five year Recreation plan for FY13.

#	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	$10.933.00,	No	Yes	No	Grades K-6	M-F3:00-9:00; S&S 12:00-6:00	Recreation Center	Tribal	None
2	Open Gym	$500.00	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	$500.00.	No	Yes	No	Grades K-6	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
4	Monthly Dances-Holidays	$300.00	No	Yes	No	Grades 7-12	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
5	Donations	$250.00	No	Yes	No	Zoar Communities	Halloween/ Christmas	Zoar	Tribal	Zoar

#	Department/Program/Activity	Est. Activity Cost	Grant/KT Funded	Tribal Funded	In Kind	Target Group	Dates	Location	Funding Source	Partners
6	Halloween	$600	No	Yes	No	Ages 12-18	October	Recreation	Tribal	None
7	Family Fun Day	$200	No	Yes	Yes	Ages 2-18	May	KPS	Tribal	All youth Organizations
8	3 on 3 Tournament	$300	No	Yes	Yes	Ages 4 to 12	March	Communities	Tribal	All youth Organizations
9	Youth Olympics	$500	No	Yes	Yes	All Youth	August	Communities	Tribal	CRC & JOM
10	Santa Visit	$600	No	Yes	Yes	Community	December	Communities	Tribal	JOM & Housing Youth Development
11	Easter Egg Hunt	$500	No	Yes	No	All Youth	April	Fairgrounds	Tribal	JOM Youth Development
12	TCJ Baseball	$1000	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	None
13	Legion	$1000	No	Yes	No	Ages 16-18	June-July	Recreation	Tribal	None
14	Little League	$700	No	Yes	No	Ages 9 to 12	May, June & July	Neopit/Keshena	Tribal	Neopit & Keshena
15	Park Maintenance truck/plow	$7850.00	NO	Yes	NO	Park areas/Center	Year round	All Communities	Tribal	None
16	Fairground Field	$500.00	No	Yes	No	Baba League	May-September	Keshena	Tribal	Neopit Chiefs

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 for this program was a total of $45,837.

These ICWA funds, along with tribal funds, allowed us to provide counseling services, to develop placement resources and to provide 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 2012 Tribal Social Services provided services to 254 new cases which is seventy-seven more cases than in FY-11. This total did not reflect the 94 ICWA cases which were carried over from FY-11 into the new contract period or the 5 child welfare assistance cases. Considering these cases, Tribal Social Services actually provided services to 353 cases in FY-12, which was 80 more cases than the previous year.

The new case referrals for the year reflected one service only case, three child welfare assistance cases and 250 new Indian Child Welfare Act cases. However we did have five child welfare assistance cases which were carried over from FY-11 and received services during the fiscal year. There were twenty-six 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 as drafting legal documents for these cases. We assisted four 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. All four people were eligible for the Menominee Tribal Roll. Case closures for the year totaled 247. We will carry 105 cases into the New Fiscal Year.

Part of the work plan for FY-12 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 will contribute $150,000 in FY-12 and CY-12 to Menominee County for 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 $616 per year which was $148 less 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-12 for benefit payments in the amount of $138,820 and $11,865 for assessment costs. The Tribe supplements the program for any administrative costs in excess of $11,865 for assessment costs. These funds are used to pay a social worker and provide support costs for this position. In FY-12 we saw our allocation for Kinship Care benefits decrease by $33,395 and assessment allocation decrease by $1,055. However late in the fiscal year, the Department of Children and Families gave us an additional $20,582 for benefit payments. Thus we were able to assist all families on the waiting list. In FY-12 Kinship Care services were provided to 50 unduplicated families, which represented services to 99 unduplicated children. This was about the same as in FY-11 in which there were services to 52 unduplicated families. Payments to relatives amount to $220 per month 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 eight adoptions and one guardianship case which achieved permanency. Thus, permanency outcomes were somewhat under our projections for the year.

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. Seven children were served in this program during the year representing 847 days of day care services which was a decrease of 87 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-12 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 $22,599 which was a decrease of $4,281 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 seventeen children from 10/01/11 through 9/30/12 (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-13.

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. The first training event was held at Weston, WI and was a two day event. It was attended by two social workers from this department. A second training event was held at the Menominee Conference Center for Tribal Day Care staff. It was an in-service event regarding DV and Sexual Assault. Nineteen persons attended. Evaluations in five areas achieved an average rating of 4.52 with 5.0 being the highest rating which could have been earned. The social worker for this program attended along with other community staff involved in Domestic Violence Programs here on the Reservation.

In addition to the above accomplishments, this department coordinated the activities of the local 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.

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 in the Federal Court. The U.S. Attorney, FBI and the Federal Witness Protection Worker attend these meetings.

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, one application was requested and approved. One individual's Per Capita account was court ordered to be paid as restitution to a victim in a delinquency case. The average number of open cases during FY 2012 was 43 with 41 open cases carried over into FY2013.

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 FY2012 there were three applications submitted regarding Legal Incompetent trust accounts and all of the applications were approved. 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. $17,606 was allocated for this program in FY-12. 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 up to a total of $200. Due to limited funding, we prioritized services in FY-12 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 93 applications for assistance were approved.

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 and FY-12 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 and FY-12. Thus far training has been offered on several occasions to employees from the Bureau of Milwaukee Child Welfare and to approximately three-fourths of the WI counties. The training has had exceptional ranking as to its quality and usefulness. A Social Worker from this department has assisted in examining how this curriculum could be merged with a two day curriculum used in training new social workers Case Practice with American Indian Families. Work on this project will continue into the next fiscal year.

The other major committee work and one which will carryover into FY-13 is the work being done by 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 invested a lot of time and energy into researching Tribes' ability to license foster homes off reservation and drafting legal analysis documents to support Tribes' authority to do so. Ultimately the lead Attorney for the Department of Children and Families concluded that Tribes have the inherent authority to do this without Wisconsin Statutory change. Therefore this was a major decision coming out of the Department. The work for FY-13 will have to focus on the practical aspects for implementation..

Last of all, this department has been involved in the work of the Menominee Tribal/Menominee County Human Services Planning Committee. The work in the past focused on a plan to realign mental health and AODA services to reduce the cost of in-patient 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.). Much of this work was completed in FY-12. The committee then turned its attention to the development of a Crisis Center to be built and located at Maehnowesekiyah. The facility should be completed by early December, 2012. The last major item that was addressed by the committee involved the examination of the high incidents of child abuse and/or neglect on the reservation. Data was indicating that the children coming into the system were those with serious mental health issues as well as AODA issues. More work and planning will need to be carried over into FY-13.

B. Indian Child Welfare

The Menominee Tribe designated $45,837 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 90 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 209 of the 250 cases referred to the Tribe. In forty-one 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-12 we participated in 282 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 twenty-six 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 by the Social Services Attorney in these cases.

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. For FY-12, the case referrals of 250 are the highest number since the ICWA was passed in November 1978. 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 have been continuing over the last two and a half years. Additionally, throughout FY-12 this department has been actively involved in Child Abuse/Neglect cases petitioned to Menominee Tribal Court by Menominee County Health and Human Services and Shawano Co. Social Services. However based upon a case that was appealed to the Menominee Tribal Supreme Court and on 9/10/2012, it was determined that an earlier Supreme Court's decision was flawed and that the ICWA did not apply in proceedings before the Menominee Tribal Court. Therefore, the system will change. It has left some uncertainty as to the role of Menominee Tribal Social Services in child abuse/neglect cases petitioned to Tribal Court by either Menominee Co. Human Services or Shawano Co. Social Services.

Conclusion
The past year has been filled with challenges, changes as well as opportunities for growth. We tried to rise to the demands of doing so much more with so few staff resources. The dedication and commitment of staff to do the best that we could helped sustain us during those times in which it seemed impossible.

We await the new year filled with hope.

South Branch Community Center*

Yvette Ducane, President

The South Branch Community Center's was granted $7,650. These funds allow the center to provide the basic maintenance and operational needs to keep the facility operational such as utilities, supplies, heating and cleaning materials etc...

This year South Branch Community Center has experienced financial difficulties and had to be very conservative with the gas, electricity and reduce the hours of the building. The community member's was able to do a fundraiser to help with expenses and the board went to the Tribe for additional funds and there was employee payroll deduction.

The Center's provides a gathering place for Community Members. The Johnson O'Malley Program provides for a part-time position for youth to gather and have activities and food. CBRF delivers Elders meal to the center 5 days. Annually we have Maehnowesekiyah provide a Winter Round House. The Menominee Tribal Clinic provided a Health Fair at the center for the community. The College of Menominee Nation provided 6 weeks of activities for our Elder at the Center. College of Menominee Nation has had Menominee Language Round tables every Tuesday night at the center. Maehnowesekiyah has their annual T.R.A.I.L.S. program in the August. South Branch held their annual activities such as Christmas with Santa, Easter Egg Hunt and Halloween Party with the help from community members, Youth Development and Outreach and Johnson O'Malley program.

Community Development has started the parking lot initiative in South Branch Community Center. Project bid approved and construction started in September, this project to consist of constructing asphalt, parking lots, striping, additional concrete work and a small nature trail.

The Community Center Representatives are:

Yvette M. Ducane, President
Sandra Gauthier-Wescott, Treasurer
Richard L. Ducane, Alternate
Elizabeth Arnold, Alternate
Jeremy Wescott, Vice-President
Amy Kakwitch, Secretary
James Corn, Alternate

New guideline for renting of the building has been established for funerals and wakes. The building also has policies on renting of the tables and chairs.

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

Tax Commissioner's Office

Gregory Smith Tax Commissioner/Preference Coordinator

Description
The Tax Commissioner's department is responsible for the enforcement of the Tribal Codes and Ordinances, Permits, and Licenses as mandated through Legislative motion. The department collects payments of Tribal taxes exercised through Tribal Codes. 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 and the assessment and collection of the construction materials use tax. The collection of refunds and applicable taxes are

considered income generating activities for the Tribe and ultimately contribute to providing services to Tribal members.

Another vital task of the department includes the duties of the Preference Coordinator. Primary functions include promoting business opportunities, economic development and self-sufficiency to Menominee Tribal business owners 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 business owners 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. I became the new Tax Commissioner in February 2012. The department is funded 75% through Tribal Funds and 25% through Indirect Cost the budget for fiscal year 2012 was set at $134,609 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 Codes or Ordinances:

Ordinance Number 82-22	Construction Materials Purchased from MTE
Tribal Code Chapter 25	Contracts (Menominee Preference in Contracting)
Tribal Code Chapter 200 Article I	Use Tax on Construction Materials
Tribal Code Chapter 200 Article II	Hotel Room Tax
Tribal Code Chapter 268 Article I	Rafting
Tribal Code Chapter 281	Cigarette and Tobacco Products
Tribal Code Chapter 329	Fireworks

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. The department is also looking into alternate and/or new ways to generate more income and streamline collections of taxes by proposing changes to active legislation.

Statistics

Revenue Totals from Tax Commission Office- Fiscal Years 2001-2012:

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
2012	$1,068,685

Chapter 25 – Code of the Menominee Nation
The following information is being provided to the Chairperson's office as required by §25-4 subsection G. of the Code of the Menominee Indian Tribe of Wisconsin. There were a total of eighteen awarded contract opportunities from the Menominee Indian Tribe of Wisconsin (MITW) and the Wolf River Development Corporation. Of these eighteen contracts, four did not fall under the provisions of this Chapter by either being a service or goods only contract; or an external source of funding which did not allow for Menominee preference.

Of the remaining fourteen contracts, one Menominee owned business was awarded a contract. In addition, Menominee owned businesses submitted a proposal to four of these fourteen possible contracts. Of the three other projects which received a Menominee owned business proposals, two of them were over the projected budgeted amount and the third was over budget, the business was delinquent with debts owed to MITW and the proposal document was not fully represented.

The thirteen awarded contracts to non-Menominee businesses did include a Menominee work plan which stated the contractor would utilize fifteen percent Menominee workforce or Menominee owned business subcontractors

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 currently has 38 fire fighters who have responded to 211 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 2011/2012: wild land firefighting, Truck 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. All firefighters participated in numerous classes for a total of 923 training hours. Currently there are eight new firefighters attending entry level training.

*** 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 Headstart, Menominee County Human Services, Menominee County, Langlade County and Shawano County. In addition MDOTS continues to assist Tribal departments not only with transportation needs and 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 93 employees which includes (1) Director of Transit Services, (1) Transportation Coordinator, (1)Administrative Assistant, (1) Budget Analyst/Accountant, (2) Schedulers, (3) Mobility Managers, (3) Full-Time Dispatchers, (10) Part-Time Dispatchers, (3) On-Call Dispatchers, (3) Driver Supervisors, (21) Full-Time Drivers, (25) Part-Time Drivers, (7) On-Call Drivers, (2) Programmer System Analysis, (1) Mechanic Supervisor, (4) Full-Time Mechanics, (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker, (1) Part-Time Facility Maintenance Worker, and (3) Part-Time Housekeepers.

In Fiscal Year 2012 MDOTS continued coordinating transportation services with existing partners. In addition MDOTS entered into a new partnership with the Menominee Community Resource Center during 2012 as well Shawano County Social Services; these agreements have expanded our services/routes throughout Shawano County as well as increase local routes within Menominee County.

Department of Transit Services one way trip data FY2008 through FY2012

Department of Transit Services:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	69,257	77,899	77,249	126,827	162,620
Mileage	549,579	653,006	677,000	952,290	1,244,873
Service Hours	27,065	30,966	28,057	40,865	54,543

Equipment and Facility:

In FY2012 MDOTS obtained grant funding to purchase the following equipment:

- (3) ADA mini vans
- New computer workstations for staff
- (5) Complete tool boxes for Mechanics

Dispatching:

We handle dispatching for Menominee Regional Public Transit, Tribal School, and Head Start, a total of 58 vehicles.

Calls Received by Dispatch	FY2009	FY2010	FY2011	FY2012
Total calls offered	74,468	75,530	128,641	173,518
Total calls answered	71,607	71,907	123,806	168,619
Total calls abandoned	2,853	3,623	4,835	4,899
Answer rate	93.8%	95.3%	96.2%	97.3%

For the second year in a row our dispatch has seen a dramatic increase in the number of calls handled over the last year answering an additional 44,877 calls. Even with the additional 44,877 calls Dispatch has improved their answer rate by 01.1%

Dispatch hours of operation are 4:30 am until 11:30 pm Monday to Thursday, 4:30 am until 2:30 am on Friday and 10:30 am to 2:30 am on Saturday.

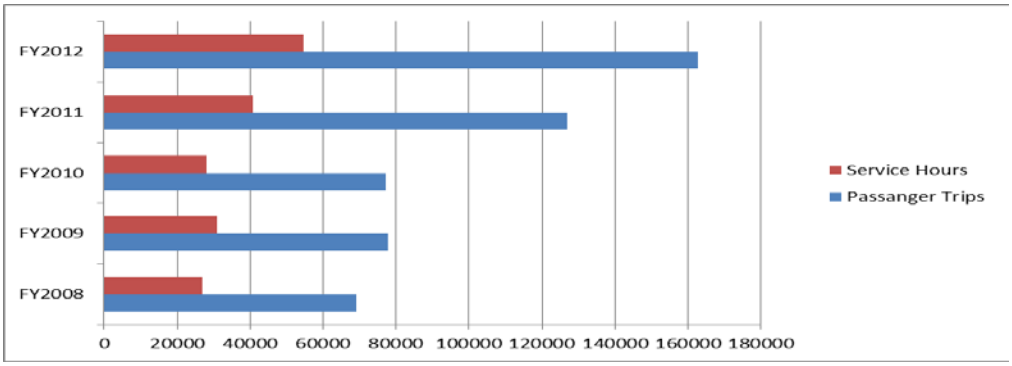
Vehicle Maintenance

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 11 vans, 27 transit buses, and 21 school buses for the Department of Transit Services; we also service vehicles for various other Tribal Departments.

Work Orders	FY2008	FY2009	FY2010	FY2011	FY2012
Department of Transit Services	739	946	905	656	1,013
Other Tribal Departments	87	127	145	66	35
GSA Vehicles	0	8	69	94	94
Outside Departments					32
Total Work Orders Completed	826	1,081	1,119	816	1,174

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 10:30 pm Monday to Friday.

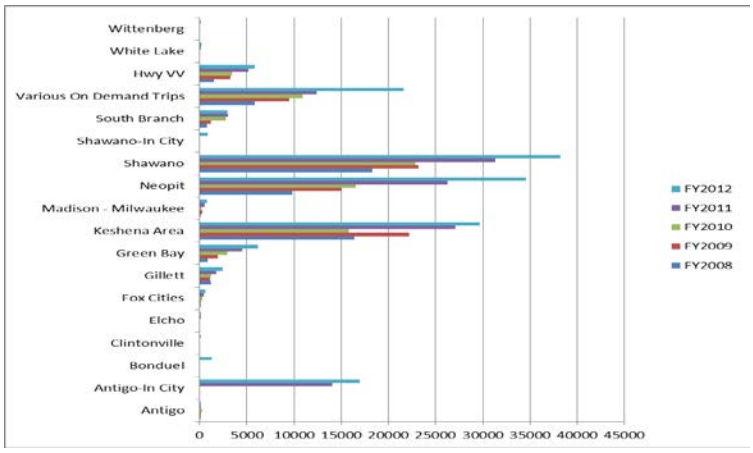
Ridership Data



Elderly One Way Trips:	FY2008	FY2009	FY2010	FY2011	FY2012
Elderly Ambulatory	14,527	15,151	15,198	21,104	34,618
Elderly Non-Ambulatory	1,094	1,178	1,589	2,401	2,879
Handicapped Ambulatory	187	565	1,791	9,933	12,103
Handicapped Non-Ambulatory	91	51	296	3,076	3,663

Our routes continue to see increases in passenger trips, in FY2012 passenger trips was up overall by 28% or 35,793 additional trips over FY2011. Our local service has seen additional passenger trips provided this year in each of the following areas:

Keshena	2,572
Neopit	8,363
Shawano	6,891
Hwy VV	633



Our partners have also seen an increase in ridership for each of their programs and this year we have finalized our partnership with Shawano County Social Services, which added additional routes within Shawano County, including a Friday bus route in the City of Shawano.

Menominee Tribal Clinic:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	14,653	18,667	15,404	18,431	21,171
Mileage	301,530*	377,856	354,411	360,842	432,364
Service hours	13,395*	16,623	13,263	14,716	18,078

Menominee Aging Division:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	4,646*	4,467	5,079	5,642	4,778
Mileage	63,226*	82,659	76,607	82,302	95,753
Service hours	2,972*	3,726	3,942	4,617	5,357

Menominee County H&HS:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	3,014	3,389	3,455	4,820	6,772
Mileage	71,242*	81,160	74,920	109,579	138,241
Service hours	3,365*	3,683	2,959	4,094	5,676

College of Menominee Nation:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	N/A	1,288	4,775	7,653	9,212
Mileage	N/A	64,659	164,721	244,915	307,217
Service hours	N/A	2,334	6,237	9,637	12,537

Langlade County:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	N/A	N/A	N/A	14,296	21,156
Mileage	N/A	N/A	N/A	42,554	68,709
Service hours	N/A	N/A	N/A	3,220	5,725

Menominee Casino Resort:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	N/A	N/A	N/A	14,902	27,827

Mileage	N/A	N/A	N/A	201,543	410,822
Service hours	N/A	N/A	N/A	10,365	20,020

Shawano County Social Services:	FY2008	FY2009	FY2010	FY2011	FY2012
Passenger trips	N/A	N/A	N/A	N/A	2,642
Mileage	N/A	N/A	N/A	N/A	22,161
Service hours	N/A	N/A	N/A	N/A	1,047

*01/01/2008 – 09/30/2008 – Mileage and Service hours tracking began on 01/01/08.

FY2012 Funding
FY2012 MDOTS had a total operating budget of $3,013,831 of which MDOTS has applied for and received three operating grants totaling $2,078,624, the Tribal allocation of $419,772 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, Shawano County Social Services and the College of Menominee Nation totaled $491,224 which was applied to the local match requirements for our grants. With the balance coming from bus fares collected.

Upcoming projects for FY 2013
Continue to explore or look at options on how to increase grant funding to help reduce our Tribal allocation.

We will be implementing fixed bus routes by May of 2013, these routes will replace our current demand response routes and will be on a timed schedule so riders will know exactly where a bus will be at specific time, with a five minute window. First routes to be implemented will be our Green Bay, Shawano and Neopit routes which will start in January 2013.

Have had an increase in requests for service into Gresham, the College of Menominee Nation has also inquired about possible routes to this area. We will continue to explore opportunities to add routes to and from Gresham areas.

Purchase new buses to replace nine of our older buses and we will be working with CMN to come up with a design for bus stop shelters which will be constructed in 2014.

We will be hiring an architect to develop a design and plans for additions to our offices, bus garage and bus storage.

Continue to explore opportunities and 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, form school, family, and community partnerships.

Menominee Tribal School (MTS) is accredited through the North Central Association (NCA). MTS serves students in grades kindergarten through 8th grade. with the total student enrollment for the 2012-2013 school year being 219. 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 ¼ blood degree from a combination of blood quantum from different tribes. 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-5. 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, Science club thru AISES hoop dancing, singing & drumming, student council, and various athletics such as, cross-country, tackle football, flag football, volleyball, boys & girls basketball, and softball as extra-curricular activities outside of the regular school day.

MTS takes pride in our overall inclusion of Menominee Language & Culture in 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 breakfast using our own processed maple syrup; harvesting wild rice and preparing it for our Thanksgiving Feast; assisting students that wish to make traditional outfits for their graduation ceremonies, and hosting both a back to school and end of year Pow wow for our students and community members.

MTS 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 requirement proficiency levels for Reading. We have increased our daily math instruction time as well as incorporated a math intervention period and afterschool math tutoring program in order to meet the math proficiency levels. All our teaching staff has been trained in the new web-based program called Odyssey which correlates state and common core standards into individually designed educational plans to meet the unique needs of every student.

Our goals for MTS for the 2012-2013 school year are as follows:
1. Increase our overall student math proficiency levels to meet the state requirements
2. Maintain our daily attendance for students during the school year of 90% or better
3. Increase overall achievement for every student by implementing a school-wide Response to Intervention (RtI) program
4. Continued improvement in the academics of reading, writing, math, social studies, and science per The Wisconsin Knowledge and Concept exam (WKCE)
5. Continue to improve the overall student behavior and promote MTS as an anti-bullying school.
6. Communicate with our families and community at large as to what is happening at the school and work at increasing our parent involvement through our home school coordinator.
7. Provide parent education for our families to better prepare their children for the future.
8. Continue to integrate Menominee Language & Culture into core areas of the curriculum.

Utilities

Marlin Waupoose, Director

The Menominee Tribal Utilities Department provides water and wastewater to the residents of Keshena, Neopit, and Middle Village. Water service only is provided to the residents of Zoar, Trailer Court, and Red Wing communities. Electrical Service is provided to the residents of the Middle Village community 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 its 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.

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 systems operating costs.

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 Menominee Tribal Utilities Department as residential or commercial customers. Residential customers in Neopit, Keshena, Trailer Court, Zoar, and Redwing are charged a flat monthly water rate. Residential customers 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	340	Residential Sewer and Water	225	Water	27
Commercial Sewer and Water	62	Commercial Sewer and Water	19		

Middle Village		Trailer Court		Redwing	
Residential Sewer and Water	72	Water	17	Water	21
Commercial Sewer and Water	7				
Electric	81				

Work Plan

The Menominee Tribal Utility Department is responsible for all operational and maintenance activities of its water, waste water, and electrical systems. The following is a list of these activities,

1. Pump house(s) and Water Tower(s) Operations and Maintenance.
2. Community Fire Hydrant(s) Flushing, Operations and Maintenance.
3. Wastewater Treatment Plant(s) Operations and Maintenance.
4. Wastewater Lift Station(s) Operations and Maintenance.
5. Middle Village Electrical Substation Operations and Maintenance.
6. Middle Village Electrical Distribution System Operations and Maintenance.
7. System(s) EPA Water and Wastewater Sampling(s).
8. System(s) Sewer Main(s) Jet Cleaning and Maintenance.
9. System(s) Water Main (s) Valve Operations and Maintenance.
10. System(s) Water and Electrical Meter readings.
11. System(s) Emergency Repairs.
12. System (s) Service(s) Collections.

Critical Improvements

The following is a list of Improvements under taken by Menominee Tribal Utilities Department in 2012

Utilities Department Policy and Procedure Manual

- Revised the Policy and Procedure Manual to include Electrical Policies and Procedures. The new Policy and Procedures Manual was passed by Legislative Motion on July 14, 2012.

CUPSS Software Install

- CUPSS (Check Up Program for Small Systems) is a free EPA Asset Management Software for small water and wastewater utilities. It will enable the Utilities Department to record our assets and schedule required operations and maintenance tasks via computer application.

Information Technology Upgrades

- Upgraded 4 Computer PC's along with Windows 7 software.
- Upgraded the Adobe Acrobat Reader to Adobe Acrobat Pro.
- Transferred the telephone system to the Tribe's VIP System.

Vulnerability Assessment/ Emergency Response Plans

- Completed revised Vulnerability Assessment Plans for Keshena and Neopit Systems
- Completed revised Emergency Response Plans for Keshena and Neopit Systems

Keshena Tribal Lift Station

- Replaced the two obsolete lift station pumps with new units. The old pumps were not repairable – repair parts no longer manufactured.

Keshena Pine Meadows Lift Station

- Replaced the mounting system brackets and cleaned the wet well – old mountings were cracked.

Keshena Pump House
- Replaced two failed electric pump motor starters with energy saving soft starts.
- Replaced a failed UPS unit.
- Repaired a faulty check valve.

Middle Village Water Tower
- Replaced and upgraded the Cathodic Protection System. This system controls corrosion within the water towers.

Middle Village SBR Sewage Treatment Plant
- **Replaced** a faulty Actuator that controls influent flow.

Middle Village Electric Substation
- Replaced a 12 kv cable termination that feeds the electrical distribution system

Completed Projects
The following is a list of projects completed by the Menominee Tribal Utilities Department in 2012,

Keshena Inflow & Infiltration Analysis
- Aryes and Associates of De Pere WI completed the Infiltration and Inflow (I&I) Analysis for the Keshena Wastewater distribution system – A final report is forthcoming.

Trailer Court Water System Engineering Report
- Report drafted by Indian Health Service (IHS) to address issues with the Trailer Court water system and to provide alternatives to upgrade the system – report on file at Utilities office.

Future Projects
The following is a list of future project to be undertaken by the Menominee Tribal Utilities Department,

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.

Neopit Kateri's Creek Basin Sewer Replacement
- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) will be replacing deficient sewer main in the Kateri's Creek basin of Neopit.

Well Abandonment Project
Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) will be Abandoning 14 unused water wells in the communities of Keshena, Middle Village and Red Wing. Unused wells are to be sealed to prevent aquifer contamination

University of Wisconsin Cooperative Extension*

Kari Lazers

Kari Lazers, Interim Department Head & Wisconsin Nutrition Education Program Coordinator
kari.lazers@ces.uwex.edu
Karen Vermillion, Community Development & Youth Resource Educator
karen.vermillion@ces.uwex.edu

University of Wisconsin Extension - Department Essential Functions

1. **Teaching/Educational Outreach:** We teach, learn, lead and serve, connecting people to the University of Wisconsin, and engaging them in transforming lives and communities. We bring the educational resources of the University of Wisconsin to all citizens of Menominee County/Nation based on identified needs. Research and scholarship are the foundation of our educational outreach. We are always looking for the most current research to guide our programs and have the greatest potential of making a difference.

2. **Events and Activities:** We provide community-based education in a variety of non-traditional classrooms. We do outreach in all of our communities for learners with a variety of learning styles and who have different constraints on their resources and schedules.
3. **Collaborations:** We serve as chairpersons, facilitators, and active members on community collaborations. We enhance their strengths by providing research and resources to be more effective and efficient in serving the public.
4. **Leadership Development:** We work to strengthen the leadership skills of those we work with. By developing the capacity of leadership with agencies and organizations that we work with, we increase the impact and outreach of our educational programs.
5. **Information Technologies:** Citizens use a variety of media to be informed about issues, and we use a variety of media to provide research-based information, such as newspapers, television, radio, newsletters, website, emails and other computer-based programs.

In 2012, Menominee County/Nation UW-Extension provided these essential functions in the areas of Community Development and Youth Resource Education; and Family Living and Nutrition Education Programming.

Description of services provided in FY2012

Family Living/Wisconsin Nutrition Education Programs (WNEP):

In Menominee County/Nation, educational efforts within Family Living and Nutrition Education focused in these 2 areas:

Food, Nutrition and Health: Helping limited resource families, youth and individuals choose healthful diets, purchase and prepare healthful food and handle it safely, and become more food secure by spending their food dollars wisely. This increases the likelihood that residents make healthy food choices and choose active lifestyles that contribute to their personal development and the improvement of the total family diet and nutritional well-being.

During 2012, WNEP educators made a total of 1,622 teaching contacts, representing 1,302 learners in Menominee County/Nation. The majority of learners were youth, reaching 768 youth, ages 6-17 years. Two hundred and thirty-one parents and 303 adults were also reached with a variety of topics, including choosing healthful foods; portion awareness; benefits of whole grain foods, fruits and vegetables; choosing low-sodium, low-fat foods; healthful beverage selections; hand-washing and food safety; planning healthy meals and snack; food preservation; and managing resources for food. As part of our youth lessons, children are exposed to new healthful foods. During our lessons on vegetables, all children were encouraged to try a pea pod. All children tried the pea pod, and 86% of children indicated this was the first time they had tried a pea pod. 88% of the children indicated they would eat this food again, and 86% of them said they would ask their parents to serve this food at home.

Partnerships with community agencies and organizations are essential in reaching community members with these educational programs. Partnerships included the Community Resource Center, Menominee Tribal Food Distribution, Woodland Boys and Girls Club, Maehnowekyiah Wellness Center, St. Michael's Food Pantry, Menominee Tribal WIC and Keshena Primary School.

Family Living Program: Family Living programs help families and communities meet their needs with research-based education and partnerships. These programs are available to all Menominee County/Nation residents and include multi-session teaching and/or one-on-one teaching situations with residents. In 2012, Family Living staff was active on the Board of Directors for the Woodland Boys and Girls Club and provided education to staff and programming resources for youth programs. Family Living programming is also provided to parents and adults at the Community Resource Center. Programming focused on the work of Ruby Payne's "Getting Ahead in a Just-Gettin'-By World." Topics covered through this program include building one's financial, emotional, social and support system resources, positive communication, goal setting and effective problem solving. A summary of evaluation results of this program's impact is being drafted at this time.

Some 2012 successes of the Community Development Educator Programming:
Gardening/Local Food Systems

1. Educator worked with the Woodland Boys and Girls Club to develop a teaching/learning garden at the Club. Educator provided ongoing, hands-on education in the garden with youth throughout the growing season. Youth planted, tended and grew vegetables which were eaten by them at the Club. Some were utilized by staff to use in making snacks for their afternoon snack, or as ingredients for the supper. The garden and education will continue in 2013.

2. Garden assistance and educational programming for entire community has been ongoing since 2009 and will continue in FY 2013. Wolf River Master Gardeners is an ongoing resource for Menominee residents.

3. From 2009 through FY 2012, Educator convened and facilitated the CAB Garden Collaborative, partners include: Menominee Indian Food Distribution, Menominee Indian Housing Department, Menominee Tribal Clinic, community member, and Menominee/Shawano Counties Master Garden Association.
   - Garden Workshop Spring and Fall Series: UWEX Community Development Educator facilitated these educational series, partnering with Menominee Food Distribution's Mary Knope, Menominee Indian School District's Ben Grignon, and Menominee/Shawano Counties *Wolf River Master Gardeners* to bring about a wide variety of workshops, from permaculture and vermiculture, to composing, orchard development and maintenance, rain barrel making and use, sustainable gardens, vegetable gardening, soil preparation, herbs, hoop house building and Cobb Oven building, to name a few. Total garden workshop participants in FY 2012: 76

Environment: Sustainability; Invasive Species; Aquatic Ecosystems

1. **Invasive Species Management Workgroup**
   Work of the Menominee Tribe/County *Invasive Species Management Workgroup* is ongoing and will continue for FY 2013. The Workgroup, a tribal-county collaborative works together on invasive species prevention, control and education. Community Development Educator also participates with count and tribe on the newly-formed regional collaborative.

2. **SE Bass Lake**
   In FY 2013, Educator will continue her collaborative work that began in FY2010 to address ongoing issues of concern around SE Bass Lake.

   UWEX Community Development Educator initiated this effort, bringing together the Menominee Tribal Environmental Services Department, Tribal Wardens, Tribal Fisheries, and County Conservation/Forestry/Zoning Administration Department. Educator convenes and facilitates the collaborative effort to address environmental issues of concern on SE Bass Lake. Educator also facilitates education events for SE Bass Lake lake lot owners regarding their lake's ecosystem, ordinances, impact of human activities on land on their lake, etc. Extension Educator has begun working with UW Extension Lakes Specialists to develop two monitoring plans for the lake: 1) Trend and ambient monitoring; and, 2) Long-term monitoring plan researching ecosystem issues of concern relating to potential impacts of motorized watercraft.

   To date, two in-field educational workshops have been held. One substantial survey with nearly a 50% return was given to lake lot owners, and a follow-up survey will go out in early 2013. The collaborative is currently reviewing tribal and county ordinances. A third educational gathering already slated for the Saturday before Memorial Day weekend, 2013, and to be held on a lake lot.

3. **Annual Sturgeon Festival**
   UWEX Community Development Educator brought and staffed an educational booth on invasive species to the FY2012 Annual Sturgeon Festival.

Comprehensive Planning – Land Use

1. **MITW Transportation/Land Use Task Force**
   Significant progress was made in FY 2012, continuing in 2013, on the MITW Transportation/Land Use Task Force: "Land Use Plan 2035 Menominee Indian Tribe of Wisconsin" and "Menominee Indian Tribe of Wisconsin Long-Range Transportation Plan, 2040. Community Development Educator is a member of the collaborative tribal and county task force. The Menominee Indian Tribe of Wisconsin, with the assistance of East Central Wisconsin Regional Planning Commission, is working on preparing two planning documents; a Long Range Transportation Plan and a Land Use Plan. These plans will be used to build and document the consensus of the Menominee Indian Community for the future use priorities of the Tribe's ancestral homeland. Funding for this project was obtained through a HUD Sustainable Communities Planning Grant which was awarded to Niijii Enterprises. The Transportation/Land Use Task Force was created to oversee the planning effort – to include public input sessions/hearings.

2. **County/Town of Menominee Comprehensive Plan 2030**
   UWEX Community Development Educator is in the role of "Advisor" on the County/Town of Menominee Comprehensive Plan 2030 Plan Commission. The Plan was adopted December of 2009, and Educator will continue her work with implementation responsibilities for specific pieces of the Plan to include areas of the environment, land use, and other sections. Educator works to ensure that the work aligns with/does not contradict the Tribe's Strategic Plan. This work is ongoing.

3. **Regional Economic Analysis Project**
   UWEX Community Development Educator is a member of the UW Extension Regional Economic Analysis Project, an ongoing University of Wisconsin Extension Shawano/Menominee Economic Analysis Project Advisory Team) made up of various people representing entities, such as the Menominee Tribal Enterprises, Menominee Indian Economic Development Authority. Others from Menominee County, Menominee Nation, Stockbridge, and Shawano County also participate.

Other Community Collaborations – Health/Wellness

1. **Community Advisory Board (CAB)**
   For more than four years, the UWEX Community Development and Youth Resource Educator has been a core working member of the Community Advisory Board (CAB) – an integral component of what began as a community research project between the University of Wisconsin - School of Family Medicine, and Menominee Tribal Clinic, called "Healthy Children, Strong Families." This project looked at environmental supports and barriers that help or hinder people from making healthy nutritional and physical activity choices and how they may decrease diabetes and cardiovascular disease. Members include: Human Resources Director of the Menominee Tribal Enterprises, Menominee Youth Recreational Department, Menominee Tribal Clinic, Menominee Indian School District, Menominee Indian Housing Department, Menominee Indian Food Distribution, Menominee Town Chair, Menominee Indian Tribe of Wisconsin Language and Culture Commission, MITW Community Resource Center, tribal community members, Tribal Healthy Homes Department, tribal elders, Director of Tribal Transportation, Director of Johnson O'Malley Program, Tribal Administration, Director of Tribal Aging Division, Tribal Casino, and others. This work continues in FY2013.

Services to be provided to membership in FY2013 – Family Living and Nutrition Education

Families face difficult decisions in the areas of food and shelter needs, high credit obligations, high medical bills, and un- or under-employment. Often the stress of juggling these demands, leads to unhealthy lifestyles and limited decision-making skills. Through direct educational contacts and community collaboration, we strive to develop resiliency skills in residents. We strive to meet these needs in three main content areas:

1. **Food, Nutrition and Health** – teaching families and residents the importance behind healthful eating and physical activity as part of an overall healthy lifestyle. As a result, families are at a lower risk of developing a number of chronic disease.
2. **Family Financial Security** – teaching families how to meet future financial needs while keeping pace with day-to-day expenses. As a result, families are better able to pay down debt, build emergency funds, buy a first home or save for education.
3. **Family Strengthening** – providing guidance to parents and caregivers in the areas of child rearing and child development and helping them to effectively support and guide children through the teen years.

In 2013, a new family living program will emerge with new staff to address community needs in these focus areas. Specific topics may include strengthening stress management skills; positive communication skills; anger management skills; financial literacy skills; family strengthening skills; goal setting; effective problem solving; and skills to encourage healthy relationships in one's life. The WNEP program will also see changes in staff that will expand and enhance the nutrition and healthy lifestyle educational programs to better meet and serve the needs of Menominee County/Nation.

Transportation, limited family resources, time constraints of individuals & families, child care to attend classes are barriers to participation. Understanding these barriers and building relationships with families & individuals will help to minimize these barriers.

Services to be provided to membership FY2013 – Community Development and Youth Resources

The UWEX program position of Community Development, supported by the county, tribe and state, provides a framework for the parameters of programming. Community visioning sessions and ongoing community-expressed needs provide the impetus for our programming. None of our educational programming is done absent a community-expressed need and/or request.

Programming will continue in the four areas of Gardening/Local Food Systems; Environment: Sustainability, Invasive Species, Aquatic Ecosystems; Comprehensive Planning-Land Use; and Community Collaborations-Health/Wellness. Issues will be addressed through: educational workshops, facilitating, connecting the community to resources, participation in grant related work, serving on and facilitating committees and collaborations, roles in strategic planning and comprehensive plan implementation, facilitating and expanding garden initiatives for groups as well as individuals, and participation in and applying research to local programming, to name a few.

Community Development Educator will provide facilitation and bring organizational tools/skills to the table in collaborative venues, such as budget sessions, organizational, institutional or community meetings. Educator will convene meetings to promote communication and provide written summaries of meetings and agendas to facilitate initiatives moving forward. Educator will assess and provide additional resources as appropriate to meet a specific need and/or goal.

*** 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 nonnative veterans. The office is staffed by 2 personnel: A full-time County Veterans Service Officer (CVSO) and a part-time Secretary. The office is open Monday-Friday Sam-4:30pm. These office hours are flexible by request to better serve those veterans that are unable to come in during normal working hours. In addition to normal duties, the CVSO also attends state and regional CVSO meetings and conferences which provide ongoing training and current information regarding the continual changes in requirements and guidelines for benefits and services.

Some of the benefits and services provided by the CVSO for the veterans are:

A. Application assistance with compensation and pension benefits such as Veteran Home Loans (including Native American Trust Land Program) and Veteran Education Benefits (including spousal and dependent benefits) to name a few examples.
B. Coordinating counseling services provided by Rodney Pearsall from the Milwaukee Vets Center. Mr. Pearsall is on site four times a month and his counseling services are available by appointment or walk in.
C. Providing military funeral rites for deceased veterans.
D. Coordinating medical transportation assistance to various Veteran Medical Centers throughout Wisconsin. This can also include money for travel expenses for those veterans that can obtain their own transportation but are unable to financially meet the needs.

Currently the Menominee County Veterans Service Office serves an estimated 400 veterans of which approximately 300 are Menominee. These veterans receive benefits and services within the Menominee Reservation and County boundaries. This office has increased the number of veterans who received benefits and services from previous years. The current goal is to continue to increase the number of veterans who receive services and make applications for benefit and services upon their return. The office is striving for better communication with the veterans, families, and the community. This will provide a better understanding of the benefits and services offered to them and to keep them appraised of the frequent updates to benefit applications and requirements.

This office works in collaboration with the College of Menominee Nation by providing various trainings and by participating in informational fairs for veterans, students, community members and families.

Included below are some accomplishments the office has achieved in this fiscal year:

A. Two new computers for the Veterans Service Office.
B. Coordinated the Annual Memorial Day parade in Keshena and assisted local officials in Neopit with their Annual Memorial Day parade. A strong emphasis on safety was implemented by utilizing the local emergency services in regard to the parade for the first time.
C. Assisted local incarcerated veterans with submitting applications for veteran benefits.
D. Met with John Scocos, Secretary of Wisconsin Department of Veteran Affairs, members of Menominee Tribal Legislature and local veterans regarding state funding and other veteran issues.
E. Located advocates for veteran discharge upgrades.
F. Sponsored Veteran's Music Jam and Picnic fully utilizing the Veterans Service Office property.
G. Attended trainings and conferences in Madison, La Crosse and Milwaukee, Wi.
H. Provided public awareness and information regarding the Menominee Veterans Service Office and the services they provide by utilizing radio format on WTCH AM 960 located in Shawano, Wi.
I. Represented Menominee Tribal/County Veterans Service Office by attending the funerals of veterans that have passed.
J. CVSO met the Wisconsin requirements and passed the Veterans Service Officer accreditation program becoming a Wisconsin Certified Veterans Service Officer.

K. Provided additional community outreach and contact with the public by implementing an information table at College of Menominee Nation sponsored functions and coordinating a ping pong tournament inviting the whole community to participate allowing for Menominee County Veteran Service Office name recognition and to disseminate information regarding the services provided by the office. The community outreach program is still in development and will continue to grow.
L. Provided disabled and elderly veterans with in-home assistance completing required applications and documentation to receive benefits, thereby removing the unnecessary travel requirements for those that are unable to.

Woodland Boys & Girls Club*

Wendy Boehm, Director

The mission of the Woodland Boys & Girls Club is; *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 through payroll deduction, the Woodland Boys & Girls Club has been able to retain and develop qualified staff to deliver youth program services. WBGC has 175 registered members and provides service to non-members through community events.

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.

Each year WBGC hosts community programs and activities for the general public as well as our registered members. Last year, 170 people attended the annual WBGC Pow wow at Menominee Tribal School, where Holly Schanandore and Daryl Tucker III were crowned WBGC royalty. Other community events include Neopit Community Cleanup Day, Thanksgiving Potluck dinner, A Circle of Life presentation by Alan Caldwell and a backpack/school supplies giveaway. Woodland Boys & Girls Club served over 400 people through community outreach activities last year!

The WBGC program is organized and operated by one full time staff (Chief Professional Officer, Wendy Boehm), and five part time staff; Program Director Sharon Meisner, Youth Development Professionals Dyan Anderson, Bryant Doud, Dawson LaTender and Eleanor Wayka.

The programs incorporate elements of academic success, character development and healthy lifestyles into their daily activity. Each staff person has unique responsibilities based on their personal strengths. Within their programs, staff mentor youth, encouraging them to follow the right path in life, work hard in school and live a more active lifestyle. Youth are also encouraged to "give back" by volunteering within the Club and in the community.

Programs such as Project Learn and Power Hour offer a creative learning environment by encouraging youth to utilize technology for educational purposes. Youth can complete worksheets, play games and receive assistance with homework during the school year. The technology center is also due for an upgrade – be on the lookout for ipads, a smart board and more computers! WBGC served more than 33 youth through Project Learn and this number is expected to grow as we continue to upgrade our technology center.

SMART Girls with Dyan Anderson, Passport to Manhood with Dawson LaTender, S.T.R.O.N.G. (Sticking Together, Reaching Our Native Goals) with Bryant Doud and Native Crafters with Eleanor Wayka are programs designed to instill good character traits in youth. SMART Girls teaches girls about growing into adulthood and making good decisions. Passport to Manhood offers young boys the chance to learn about growing into responsible young men. S.T.R.O.N.G. is geared toward teaching youth basic Menominee Language together with an element of physical fitness and journal writing. Native Crafters helps youth develop their skills at making traditional crafts.

Last year, 15 youth volunteered to help prepare and serve meals at the Club, 13 youth participated in Nutrition Education, 39 were more physically active, 18 youth participated in character development programs and 33 youth learned

while having fun in the learning center. We expect these numbers to grow as we develop more fun and creative ways to positively impact Menominee youth.

One member of the Woodland Boys & Girls Club was fortunate enough to be selected as WBGC Youth of the Year in 2011; Armando Rodriguez went to Madison in March to compete for State Youth of the Year among several kids from other Boys & Girls Clubs. Armando had a great time in Madison and met First Lady, Tonette Walker who presented him with a medal and a certificate of achievement. The Youth of the Month and Youth of the Year programs are a year round effort to encourage good citizenship.

Plans for the upcoming year include some much needed maintenance to the building as well as a grand opening feast for the new kitchen, currently under construction. The learning center will receive some upgrades and additions as well while the staff continue to look for ways to engage and develop youth into healthy young adults.

Contact Information:
Woodland Boys and Girls Club
PO Box 261
Neopit, WI 54150
715-756-2439

*** 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 FY2012, Youth Development & Outreach (YD&O) was comprised of an Adolescent Health Educator, Community Coordinator, Youth Advocate, Juvenile Court Counselor, Restorative Justice Coordinator, Daughters of Tradition Coordinator, Sons of Tradition 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, Maehnow-Pemaetesen ("Living in a Good Way"), 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 for youth and families. The 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 3,607 duplicated youth (total includes families) directly and in collaboration with the Netaenawemakanak ("All My Relatives") Coalition during FY12 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 its programming for FY12. Through the mission statements of both YD&O and MITW, it is strived that YD&O continue to promote and protect the wellbeing 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 three strategic plan areas by the YD&O staff and their respective projects:

FY12 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.

FY12 YD&O Strategic Plan Areas

1. Form Partnerships with Community Educational Institutions
2. Promote and Ensure Community and Individual Responsibility toward Healthy Lifestyles
3. Promote Interdependence

FY12 YD&O Programs/Projects that Fulfilled the 3 YD&O Programming Areas and the 3 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 and/or the Menominee Indian School District. 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. Incentives included, but were not limited to, Wisconsin Dells Incentive Trip and a Fox Performing Arts Center Trip.

Planning and implementation of the first "After Prom Party", which serviced over 118 Menominee youth and their respective dates, also took place. This provided an alternate activity for youth to attend versus the partaking in under-age drinking activity after their annual prom. Working collaboratively with the Menominee and Shawano County Police Departments, this ATODA event invited community and parental participation and allowed "free" cosmic bowling, shoe rental, door prizes, snacks (provided by the establishment), as well as music and dancing in a controlled environment. This was followed up by case management to further support youth who needed to complete community service and anniversary dates for incentives.

The summer of FY2012 was a time for the YDO-Alternate Routes Program to coordinate with the YDO-Restorative Justice Program and the Menominee Tribal Police Department, along with the encouragement of the Menominee Tribal Courts, for a collaborated first-ever "Surviving and Succeeding in the wild*LIFE"* Boot Camp. This camp was specifically designed for Menominee Tribal Court referred youth who were referred with Under Age, Curfew and/or Truancy violations. This wilderness-based summer backpacking program served as an effective intervention/diversionary program that worked specifically with youth, ages 12-17 years old (female and male) for five (5) days in the wilderness, teaching them physical, survival and life skills to help them become productive and successful youth within our own community. The camp used culturally relevant teaching methods, restorative justice principles, providing opportunities for youth success, pushing them beyond what they thought possible, empowering them to better manage their lives and their future choices. While backpacking and canoeing along the Wolf River, the youth were taught many skills. The hope of this program was to show the youth that making positive choices when put in situations, weighing their choices and consequences, advantages and disadvantages, is something that follows them in every decision they make in their life – whether backpacking across the Reservation or choosing to go to a party or achieving in their academics or skipping school – every action has a reaction. Those six (6) youth who completed the entire program are going to be serving as mentors and role models for our winter session of "Surviving and Succeeding in the wild*LIFE*" Boot Camp.

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 FY12, YD&O served 19 youth through a combination of Alcohol Education (Alternate Routes) and Community Service programming.

Dyan Nickey & Brandon Frechette, 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. One on one sessions occurred that took clients through expectations of independent living. The sessions allowed youth to determine their occupation, education for the lifestyle wanted, and living expenses. Special attention was given to understanding credit, which included a full credit report, credit score, paying bills on time, interest rates, and financing.

During FY12, YD&O served at least 2 youth using the Truancy Education and Reduction Program.

Alliance for Wisconsin Youth Group- Was provided to at least 15 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 FY12, the Alliance for Wisconsin Youth Group assisted with the Haunted Hallway, Cupcake Activity, St. Valentine's Day Formal Ball, Digital Storytelling, Incentive Trips, Youth Alliance Meetings, Toys for Tots Distribution, etc.

Youth Advocacy/Reunification/Mentoring Services—was provided for at least 8 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 FY12, Native Aspirations collaborated with various community agencies to co-sponsor and sponsor various 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 Powwow, Pahkahatuan LaCrosse & ChaHa Game Event, Sturgeon Feast & Celebration Powwow, Teen Night "Fear Factor", Community "Fear Factor", National Night Out Against Crime, Breakfast with Santa, Winter Round House, Youth GONA, Easter Egg Hunts, Youth Movie Night on Bullying, and Community Youth Violence & Bullying Presentations all 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 at least 229 youth during FY12 that encompassed all three prevention components of the Adolescent Health Program.

The Adolescent Health Educator also attended and received training regarding enhancement skills of the Daughters of Tradition curriculum. In addition to attending the training the Adolescent Health Educator facilitated a class on Teen pregnancy prevention for the Daughters of Tradition summer program. The prevention program supported and

participated in the Prom Day Spa program, After Prom Party, as well as supported the Chem Free graduation program. Other recreation activities that were collaborated on were the 3-on-3 basketball tournament, Youth Olympics, and Breakfast with Santa.

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 FY12, YD&O served 24 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 11 trained youth panel volunteers; 5 of the trained youth were seniors and graduated to pursue college educations throughout the state.

The Menominee Teen Court trained youth all received incentive trips for their continued devotion and dedication to the program. They received a Ski trip to pine Mountain, a trip to Mount Olympus, dinner and movie trips, a chem free party, after prom party, and numerous small summer trips for swimming and bay beach.

The Restorative Justice Coordinator attended the 2012 National Intertribal Youth Summit with three community nominated chosen youth to Washington D.C. to enhance youth leadership and communication skills.

Lori Besaw, Daughters of Tradition Coordinator & Joseph Pecore, Sons of Tradition Coordinator Specific Responsibilities:

Daughters & Sons of Tradition Programs-The Menominee Coordinated Tribal Assistance Solicitation (CTAS) Tribal Youth Program Purpose Area is implemented by the Youth Development & Outreach (YDO) Department. The program is a prevention-based after school program for Menominee youth to promote positive youth development while including additional cultural components and reinforcements. This program centers on the White Bison, Inc. Daughters and Sons of Tradition Curriculums to be facilitated by a Tribal School and the Menominee Indian School District Schools. It focuses in-depth on traditional and spiritual/cultural teachings with youth and allows them to learn how to apply these teachings in their own lives for healthy relationships and positive youth development. In addition, the program includes Digital Storytelling, Native Youth Conference, Gathering of Native Americans Event (GONA), as well as Community Service Projects.

Daughters of Tradition-The Daughters of Tradition Program (DOT) successfully completed a 14 week summer program which included the following topics: Respect for yourself and others, Teen Pregnancy Prevention, Asking for help, QPR, Teambuilding and concluded with our Gathering of Native Americans Event (GONA) which was held in conjunction with the Sons of Tradition Program (SOT). DOT had a total of 12 female youth participants from the ages of 8 to 17 years old. Both DOT and SOT programs also worked together to plan, coordinate, facilitate as well as participate in a Community Family Night in which we had 78 total signed in program and community participants. The majority of DOT members also participated in various other YDO sponsored events.

Sons of Tradition-The Sons of Tradition Program (SOT) successfully completed a summer program which included talking circles, informative videos, informal discussions, and phsical education activities. SOT had 9 male youth participants from the ages of 8-17 year olds. During these opportunities, one on one discussion's with youth participants were held regarding personal issues each participant may have been facing at that time. Curriculum components were incorporated continuously for processing and closure. Observation indicated that there was an obvious positive effect on participants in using this technique. Speakers were incorporated as well as positive peer pressure for leadership and communication enhancement. Youth received the tools necessary to overcome negativity and ultimately succeed as individuals and as a tribal community member.

Darwin Dick, Director; Dyan Nickey & Brandon Frechette, 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 FY12, YD&O in collaboration with Maehnowesekiyah Wellness Center and other respective agencies served a total of 42 parents (18 fathers and 24 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 Pregnancy Prevention Presentation (56), three Girls Night Out Events (66), one Prom Spa Day (15), one Youth Olympics Event (254), Youth "Fear Factor" Event (83 people; were 28 youth), Community "Fear Factor" Event (150 people; 28 were youth), two Mini Summer Trips (17), one Pahkahatuan LaCrosse & ChaHa Game Event (79; 65 were youth), Youth Movie Night on Bullying (12), one Youth GONA Training (3), one Community Youth Violence & Bullying Presentation (39), two community Easter Egg Hunts (est. 300), six Regalia Classes (30), one New Year's Eve Sobriety Powwow (over 700), Youth Feather Dance at Sobriety Powwow (39), Youth Alliance Planned St. Valentines Semi Formal Ball (55), one ATODA Free After Prom Party (118), one Youth Incentive Trip to Pine Mountain Ski Resort (13), one Youth Incentive Great America Trip (est. 40), Toys for Tots Inititative (727), one Badges For Baseball Program (approx. 40), one National Night Out Against Crime Event (over 400), 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 2012, the programs/projects listed above (in which YD&O engaged in) have produced the following measurable results for the MITW community:

- Approximately $475,785 total dollars for services
- 3,607 total duplicated youth served (includes family participants) through out the year
- Approximately 700+ total families served (Toys for Tots 727 families)
- 32+ total events/activities/projects/programs with existing partners (via the Netaenawemakanak ("All My Relatives") Coalition).

FY 2012 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

Current YD&O Department Staff and Contact Information
Nina White, Adolescent Health Educator
Michael Waupoose, Community Coordinator
Brandon Frechette, Youth Advocate
Margo Reiter, Juvenile Court Counselor
Joeseph Rudesill, Jr., Restorative Justice Coordinator
Lori Besaw, Daughters of Tradition Coordinator
Joseph Pecore, Sons of Tradition Coordinator
Darwin Dick, YD&O Director

Youth Development & Outreach
W2908 Tribal Development & Outreach
P.O. Box 910
Keshena, WI 54135
Telephone: (715) 799-7099

FY 2013 Expected Funding Sources
TYP (OJJDP)—October 2008 to December 2013
PSSF (ACF)—Began 1998 to September 2013
JADG (OJJDP)—October 2009 to January 31, 2013
NA 3 (SAMSHA)—October 2009 to September 2013

DHFS (WI)—October 1998 to September 2013
MITW (Department)—Began 1998 to September 2013
MITW (Zoar)—Began October 2010 to September 2013
CTAS—TYP (OJJDP)—October 2011-September 2014
Toys for Tots Initiative—Fundraising Account

The Overall Goal for FY13 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...

FY13 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.

FY13 Strategic Plan Areas

1. Promote and ensure community and individual responsibility toward healthy lifestyles;
2. Form partnerships with community educational institutions; and
3. Increase and Improve Culture and Educational Awareness.

Appendix A

Financial Report

Kathy Kaquatosh, Financial Manager

GENERAL FUNDS DETAIL BALANCE SHEET September 30, 2012	
ASSETS	
General Checking	403,498
INVESTMENTS	
Money Market	302,248
Reserve - Operations	5,158,802
Trani Estate	98,901
Tobin Estate	18,351
TOTAL	**5,981,800**
ACCOUNTS RECEIVABLE	
Individuals	84,872
Interest Receivable	19,660
Menominee Casino/Bingo/Hotel	460,490
Menominee/Kenosha Gaming Authority	537,500
Tribal Departments	919,023
TOTAL	**2,021,545**
ACCOUNTS PAYABLE	
Tribal Programs	6,017
FUND BALANCE	
Unreserved	7,997,328
TOTAL LIABILITIES & FUND BALANCE	**8,003,345**

FY 2012 TRIBAL BUDGET ORDINANCE # 11-26 REVENUE				
Period Covered October 2011 - September 2012	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**	**Per Cent Received**
Aging/CBRF	481,821	462,368	(19,453)	95.96%
Community Development	184,197	124,264	(59,933)	67.46%
Consolidated Gaming/Hotel	7,155,260	6,525,000	(630,260)	91.19%
Casino - Found Money	0	13,000	13,000	
Casino - Non-Operating Transfers (Cigarette & Tobacco Tax)	0			
Court Fines and Fees	161,887	168,880	6,993	104.32%
Enrollment	4,265	7,190	2,925	168.58%
Environmental Services	18,061	485	(17,576)	2.69%
Gaming Commission	18,300	28,310	10,010	154.70%
Interest Income	10,000	12,677	2,677	126.77%
Law Enforcement	13,590	14,759	1,169	108.60%
License and Permits	169,657	174,954	5,297	103.12%
Menominee Fuel Station	34,300	-	(34,300)	0.00%
Menominee Nation News	47,653	60,043	12,390	126.00%
Menominee Nation Pow Wow	85,000	61,624	(23,376)	72.50%

FY 2012 TRIBAL BUDGET ORDINANCE # 11-26 REVENUE CONTINUED				
Revenue Period Covered October 2011 - September 2012	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**	**Percent Received**
Other Miscellaneous Income:				
Finance	20,160	23,025	2,865	6.73%
Historic Preservation	1,000	1,356	356	97.90%
Library	800	979	179	1073.88%
Property Management	8,300	8,591	291	4.82%
Recreation	1,000	400	(600)	22375.00%
Other	-	223,750	223,750	
Tax Commissioner:				
Cigarette Tax & Tobacco Tax	902,721	937,098	34,377	103.81%
Construction Tax	40,055	27,753.00	(12,302)	69.29%
Fireworks	360	360.00	-	100.00%
Gas Tax	24,000	35,442.00	11,442	147.68%
Hotel Room Tax	74,524	78,181.00	3,657	104.91%
SUB-TOTAL	**9,456,911**	**8,990,489**	**(466,422)**	**95.07%**
Transfers from Reserve	1,161,427	283,070	(878,357)	24.37%
Wisconsin Tribal PR Task Force	12,967	12,967	0	100.00%
TOTAL REVENUE	**10,631,305**	**9,286,526**	**(1,344,779)**	**87.35%**

FY 2012 TRIBAL BUDGET ORDINANCE # 11-26 EXPENSE				
Expense Period Covered October 2011 - September 2012	**Approved Budget**	**Year To-Date Expenses**	**Budget Balance (Over) Under**	**Percent Used**
Act 161	50,000	50,000	-	100.00%
Aging - CBRF	416,006	416,006	-	100.00%
Aging - Elder Services (non-CBRF)	412,305	386,393	25,912	93.72%
Burial Assistance Insurance	200,983	146,505	54,478	72.89%
Business Center	109,516	93,854	15,662	85.70%
Chicago Community Center	8,500	8,500	-	100.00%
Child Support	163,880	144,249	19,631	88.02%
College of Menominee Nation	209,103	209,103	-	100.00%
Community Development	510,685	475,795	34,890	93.17%
Community Funding Requests	11,628	11,628	-	100.00%
Conservation Supplement	361,484	352,455	9,029	97.50%
Contingency	22,508	12,942	9,566	57.50%
Courthouse Maintenance	89,320	62,501	26,819	69.97%
Courts Professional Fees	58,896	46,369	12,527	78.73%
Courts Supplement	338,759	196,610	142,149	58.04%
Early Childcare Services (Day Care)	413,561	220,708	192,853	53.37%
Education Supplement	16,150	15,346	804	95.02%
Election Commission	87,254	78,978	8,276	90.52%
Enrollment Supplement	83,644	62,094	21,550	74.24%
Environmental Services Supplement	141,804	102,349	39,455	72.18%
Fire Protection	70,230	70,230	-	100.00%
Fire Truck Payment	22,000	22,000	-	100.00%
Food Distribution	122,606	96,484	26,122	78.69%

FY 2012 TRIBAL BUDGET ORDINANCE # 11-26 EXPENSE CONTINUED				
Expense Period Covered October 2011 - September 2012	**Approved Budget**	**Year To-Date Expenses**	**Budget Balance (Over) Under**	**Percent Used**
Gaming Commission	511,357	510,847	510	99.90%
Grant Match Funds	22,960	18,748	4,212	81.66%
Head Start Supplement	321,388	290,839	30,549	90.49%
Historic Preservation	175,929	155,626	20,303	88.46%
Insurance/MRBG/Property Deductible	20,000	17,026	2,974	85.13%
Intergovernmental Affairs	147,819	99,884	47,935	67.57%
Johnson O'Malley Supplement	52,640	25,951	26,689	49.30%
Language & Culture Comm.	97,623	86,774	10,849	88.89%
Law Enforcement Supplement	1,457,102	1,414,074	43,028	97.05%
LEC - Emergency Transports	15,435	15,435	-	100.00%
LEC - Telecommunications Costs	43,386	43,386	-	100.00%
Legal Services	409,282	301,844	107,438	73.75%
Library	158,107	148,628	9,479	94.00%
License & Permits	125,186	119,560	5,626	95.51%
Maehnowesekiyah	348,153	329,212	18,941	94.56%
Menominee Indian Economic Development Authority (MIEDA)	75,000	73,344	1,656	97.79%
Menominee Nation News	254,806	250,024	4,782	98.12%
Neopit Community Center	8,500	8,500	-	100.00%
Neopit/Keshena Boxing Club	8,500	8,500	-	100.00%
Operation Tribal Government	827,198	801,830	25,368	96.93%
Pow Wow - Menominee Nation Annual	112,000	112,000	-	100.00%
Probation Supplement	145,891	94,798	51,093	64.98%
Prosecutor Supplement	181,234	34,373	146,861	18.97%
Recreation	183,906	172,419	11,487	93.75%
Social Services Supplement	391,888	299,035	92,853	76.31%
South Branch Community Center	7,650	7,650	-	100.00%
Tax Commissioner	111,206	91,897	19,309	82.64%
Transportation	219,772	219,772	-	100.00%
Trust Resources	17,702	5,548	12,154	31.34%
U. W. Extension	11,628	11,628	-	100.00%
Veterans of Menominee Pow Wow	6,202	6,202	-	100.00%
Veterans Service Officer	30,977	30,977	-	100.00%
Woodland Youth Boys & Girls Club	105,000	105,000	-	100.00%
Youth Development & Outreach	88,056	80,314	7,742	91.21%
Zoar Ceremonial	8,500	7,844	656	92.28%
Zoar Fire Station	8,500	5,938	-	69.86%
TOTAL EXPENSES	**10,631,305**	**9,286,526**	**1,342,217**	**87.35%**

FY 2012 RESTRICTED USE BUDGET - ORDINANCE #11-27 REVENUE			
Revenue Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**
Judgment Funds:			
Education	198,098	196,529	1,569
Burial	100,142	100,142	-
Healthcare	106,312	88,900	17,412
Utilities Capital Improvement	182,558	178,418	4,140
Compact Credits:			-
County Inter-local (Act 161)	100,000	100,000	-
Communitywide Services (Trans.)	200,000	200,000	-
Trani Estate Funds	210,610	210,610	-
Casino Found Monies (FY 2010/2011)	38,424	38,424	-
Wof River Development Company	10,000	10,000	-
TOTAL REVENUE	**1,146,144**	**1,123,023**	**23,121**

Revenue Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**
Act 161	100,000	100,000	-
Aging - CBRF	106,312	88,900	17,412
Burial Assistance	100,142	100,142	-
Education Supplement (Grants)	198,098	196,529	1,569
Elder Activities	9,606	3,738	5,868
Headstart Supplement	220,610	220,610	-
OTG - Found Monies	9,606	8,958	648
Social Services Emergency/Catastrophic	9,606	-	9,606
Transportation	200,000	200,000	-
Utilities	182,558	178,418	4,140
Youth Activities	9,606	7,658	1,948
TOTAL EXPENSES	**1,146,144**	**1,104,953**	**41,191**
PROFIT/(LOSS)		**18,070**	

FY 2012 KENOSHA GAMING AUTHORITY BUDGET - ORD. #11-29 REVENUE			
Revenue Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**
Reserve - Investments	2,267,350	800,000	1,467,350
Cash Flow	-	1,467,350	(1,467,350)
TOTAL REVENUE	**2,267,350**	**2,267,350**	**-**
EXPENSE			
Expense Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Expenses**	**Budget Balance (Over) Under**
Option to Purchase	1,700,000	1,700,000	-
Contractual Services	565,350	606,593	(41,243)
Meetings and Related	2,000	1,959	41
TOTAL EXPENSES	**2,267,350**	**2,308,552**	**(41,202)**
PROFIT/(LOSS)		**(41,202)**	

FY 2012 Special Appropriations- Grocery Store - Budget Ord. #11-08 REVENUE			
Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**
Reserves	1,268,772	1,261,843	6,929
TOTAL REVENUE	**1,268,772**	**1,261,843**	**6,929**

FY 2012 Special Appropriations- Grocery Store - Budget Ord. #11-08 EXPENSE			
Expense Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Expenses**	**Budget Balance (Over) Under**
Administrative Expense	40,000	40,000	-
Construction (Building)	680,559	680,559	-
Equipment	299,124	299,124	-
Indirect Cost	3,532	1,398	2,134
Land Improvements	42,900	42,900	-
License & Permits	250	250	-
Minor Equipment	188,000	183,205	4,795
Telephone	652	652	-
Utilities	13,755	13,755	-
TOTAL EXPENSES	**1,268,772**	**1,261,843**	**6,929**
PROFIT/(LOSS)		**-**	

FY 2012 Special Appropriations- Gift Cards Ord. #11-36 REVENUE			
Revenue Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**
Menominee Tribal Enterprises	349,800	349,800	-
Reserves	357,250	357,250	-
TOTAL REVENUE	**707,050**	**707,050**	**-**

FY 2012 Special Appropriations- Gift Cards Ord. #11-36 EXPENSE			
Expense Period Covered: October 2011 - September 2012	**Approved Budget**	**Year To-Date Expenses**	**Budget Balance (Over) Under**
Gift Cards	699,600	637,000	62,600
Supplies	4,200	-	4,200
Postage	3,250	146	3,104
TOTAL EXPENSES	**707,050**	**637,146**	69,904
PROFIT/(LOSS)		**69,904**	

FY 2012 Total Expenditures By Department, Funding Source And Service Provided As Of September 30, 2012					
Governmental Affairs	**Federal Dollars Spent**	**Wisconsin Dollars Spent**	**Tribal Ordinance Dollars Spent**	**Program & Local/Other Funding Spent**	**Total Federal, Wisconsin, Tribal & Other**
Attorney	-	-	301,843.53	-	301,843.53
Chairperson	-	-	3,208,561.70	188,843.25	3,551,329.18
Enrollment	53,080.00	-	699,240.33		752,277.33
Finance	-	-	-	1,364,185.04	1,364,185.04
Internal Audit	-	-	-	344,196.00	345,201.27
Insurance	-	178,271.45	263,673.75	13,338,250.46	13,780,195.66
Maintenance	285,459.13	-	62,501.49	707,474.95	1,055,435.57
Information Technology	-	-	-	1,235,149.77	1,235,149.77
Procurement	-	-	-	281,611.60	281,611.60
Tribal Administration	651,413.00	14,355.00	172,219.03	762,485.85	1,600,472.88
TOTALS	**989,952.13**	**92,626.45**	**4,708,039.83**	**18,222,196.92**	**24,267,701.83**

Community Development	**Federal Dollars Spent**	**Wisconsin Dollars Spent**	**Tribal Ordinance Dollars Spent**	**Program & Local/Other Funding Spent**	**Total Federal, Wisconsin, Tribal & Other**
Business Center	-	-	93,854.07	21,370.46	115,224.53
Community Development	2,751,302.11	14,901.07	483,639.54	179,136.82	3,428,979.54
Economic Development	-	-	1,335,187.60		1,335,187.60
Fire Protection	14,161.00	-	70,230.00	-	84,391.00
Loan Fund	60,368.00	-	-	165,293.50	225,661.50
Pow-Wow	-	-	112,000.00	20,762.12	132,762.12
Transportation	503,553.43	2,009,309.89	419,772.00	1,931,256.95	4,863,892.27
Utilities	-	-	178,418.00	666,995.66	794,492.66
TOTALS	**3,329,384.54**	**2,024,210.96**	**2,693,101.21**	**2,984,815.51**	**10,980,591.22**

Enforcement and Resource Protection	**Federal Dollars Spent**	**Wisconsin Dollars Spent**	**Tribal Ordinance Dollars Spent**	**Program & Local/Other Funding Spent**	**Total Federal, Wisconsin, Tribal & Other**
Conservation	555,794.17	-	352,454.55	2,075.00	910,323.72
Election	-	-	78,978.27	-	78,978.27
Environmental	505,637.19	159,995.14	102,349.22	20,284.47	788,266.02
Gaming Commission	-	-	510,847.45	-	510,847.45
Courts	718,597.92	-	242,979.10	-	961,577.02
Law Enforcement	2,273,625.54	88,301.28	1,472,894.88	77,295.73	3,912,117.43
License & Permit	-	-	119,559.71	-	119,559.71
Probation	112,389.00	-	94,798.35	-	207,187.35
Prosecutor	211,032.96	-	34,373.52	-	245,406.48
Tax Commissioner	-	-	91,896.76	9,978.47	101,875.23
TOTALS	**4,377,076.78**	**248,296.42**	**3,101,131.81**	**109,633.67**	**7,836,138.68**

Health and Family	Federal Dollars Spent	Wisconsin Dollars Spent	Tribal Ordinance Dollars Spent	Program & Local/Other Funding Spent	Total Federal, Wisconsin, Tribal & Other
Aging	236,534.53	1,653,619.68	891,299.00	162,603.69	2,944,056.35
Boxing Club			8,500.00		
Chicago Community Center	-	-	8,500.00	-	8,500.00
Clinic	15,220,995.63	279,326.63	11,628.00	3,190,301.08	18,702,967.84
Food Distribution	527,511.57	1,140.48	113,721.32	1,801.30	644,174.67
Family Preservation	332,935.95	117,985.58	86,251.94	17,512.46	554,685.93
Maehnowesekiyah	1,820,573.00	445,863.30	329,212.30	410,325.48	3,005,974.08
Neopit Community Center	-	-	8,500.00	-	8,500.00
Recreation	-	-	172,419.32	-	172,419.32
South Branch Community Center	-	-	7,650.00	-	7,650.00
Social Services	331,658.51	201,267.00	299,035.16	1,152.90	833,113.57
Veterans Service Officer	-	-	30,977.00	-	30,977.00
Woodland Youth	-	-	105,000.00	-	113,500.00
TOTALS	**18,470,209.19**	**2,699,202.67**	**2,072,694.04**	**3,783,696.91**	**27,026,518.76**

Labor, Education and Training	Federal Dollars Spent	Wisconsin Dollars Spent	Tribal Ordinance Dollars Spent	Program & Local/Other Funding Spent	Total Federal, Wisconsin, Tribal & Other
College Menominee Nation	26,107.50	-	209,103.00	-	235,210.50
Child Support	589,181.54	-	144,249.47	17,271.15	750,702.16
Early Childcare	326,207.71	99,988.07	220,707.79	428,370.54	1,075,274.11
Education	470,481.44	-	211,874.79	14.27	682,486.71
Head Start	1,833,679.99	248,457.80	511,449.00	29,238.50	2,612,825.07
Historic Preservation	104,843.47	-	156,917.76	49,961.94	311,723.17
Human Resources	-	-	-	455,894.71	455,894.71
Johnson O'Malley	113,326.00	-	25,951.36	3,312.94	142,590.30
Job Training	1,896,122.95	82,154.59	-	10,035.64	1,988,313.18
Language & Culture Commission	126,242.13	-	86,773.72	1,235.64	214,251.49
Library	7,970.80	-	148,628.17	8,223.49	164,822.46
Tribal News	-	-	250,024.27	-	250,024.27
Trust Resources	2,261,345.80	545.07	5,547.67	9,348.67	2,276,787.21
Tribal School	3,909,838.81	104,754.74	-	65,772.51	4,080,366.06
Extension Agent	-	-	11,628.00	-	11,628.00
TOTALS	**11,665,348.14**	**535,900.27**	**1,982,855.00**	**1,078,680.00**	**15,252,899.40**

Housing	Federal Expense Dollars	Wisconsin Dollars Spent	Tribal Ordinance Dollars Spent	Program & Local /Other Funding Spent	Total Federal, Wisconsin, Tribal & Other
Home Improvement	253,866.26	4,665.08		-	258,531.34
Housing	2,915,080.86	25,718.27	-	5,633,121.24	8,573,920.37
Wolf River Development	45,358.14	-	-	54,180.98	99,539.12
SUB TOTALS	**3,214,305.26**	**30,383.35**	**-**	**5,687,302.22**	**8,931,990.83**
TAX CREDIT	**-**	**-**	**-**	**3,338,552.00**	**3,338,552.00**
GRAND TOTAL	**42,046,276.04**	**5,730,620.12**	**14,557,821.89**	**35,204,877.23**	**97,634,392**

INDIRECT COST RATES						
FY	**Base**	**I/C Pool Budget**	**Carry-Over**	**Adjusted I/C Budget**	**Proposed Rate**	**Approved Rates**
2012	62,201,609	5,643,242	290,843	5,934,085	9.54%	9.54%
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%

FY	Base	I/C Pool Budget	Carry-Over	Adjusted I/C Budget	Proposed Rate	Approved Rates
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%

INDIRECT COST CONSOLIDATED BUDGET REPORT			
Department	**Approved Budget**	**Year-To-Date Expenses**	**Budget Balance (Over)/Under**
Administration	881,143	762,486	118,657
Finance	1,434,407	1,364,185	70,222
Human Resource	497,503	455,895	41,608
(IT) Information Technology	1,331,039	1,235,150	95,889
Insurance	496,373	453,635	42,738
Internal Audit	354,692	344,196	10,496
Maintenance	373,960	306,453	67,507
Property Management & Acquisition	221,619	204,170	17,449
Tax Commissioner	23,403	9,978	13,425
Tribal Government	29,103	24,394	4,709
TOTAL	**5,643,242**	**5,160,542**	**482,700**

Appendix B

Investments

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; Joan Delabreau, MTL Member; Randolph Reiter, MTL Member; Kathy Kaquatosh, Finance Manager; Keith Tourtillott, Casino; Michael Chapman, Community Member. These 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 eight (8) 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) Utilities judgment fund; and (8) 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 Utilities Judgment fund is subject to federal restriction on its 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 and FY2012, Heartland Bank held the Tribe's investment portfolio. In FY2013, Associated 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.

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

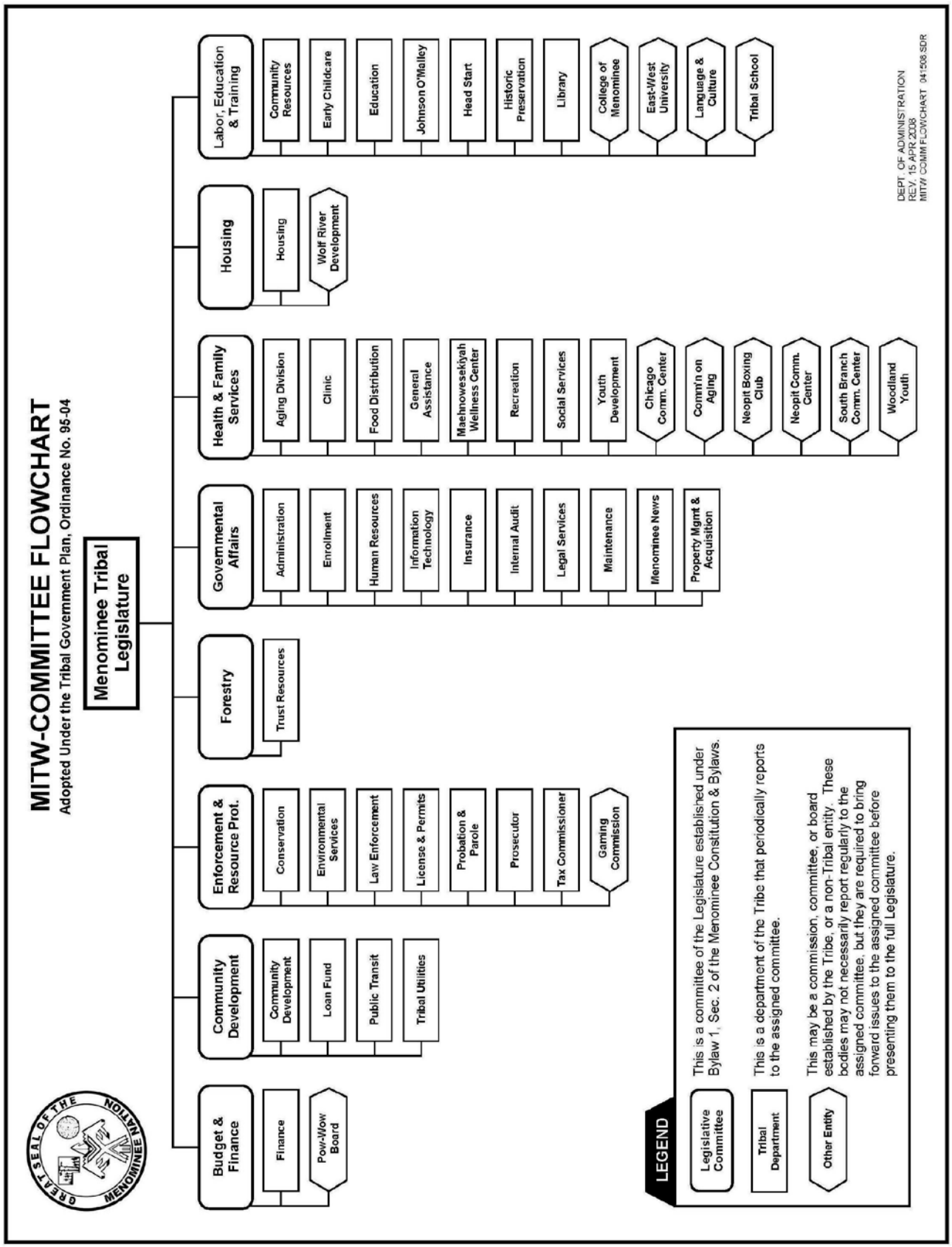
The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

APPROVAL OF INVESTMENT POLICY

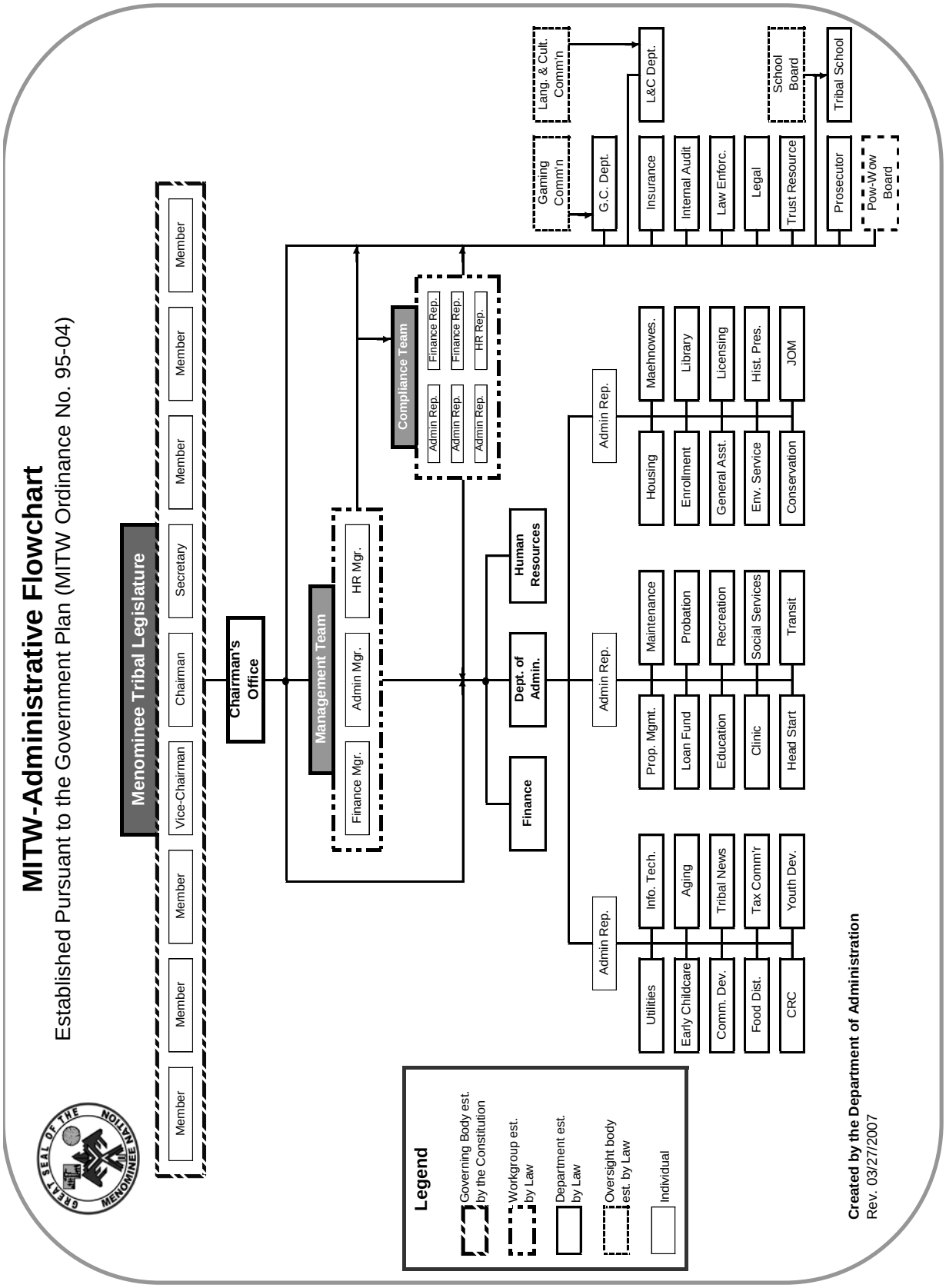
The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

HEARTLAND FINANCIAL USA, INC.						
FOR PERIOD ENDING 9/30/12						
	RESERVE	**TRANI**	**BURIAL**	**EDUCATION**	**HEALTH CARE**	**UTILITIES**
10/01/11 Market Value	**$ 5,961,059.65**	**$ 283,580.46**	**$ 2,086,668.99**	**$ 4,195,737.76**	**$ 2,169,318.21**	**$ 360,229.42**
Income						
Interest	41,633.00	29.14	10,415.65	19,624.62	10,672.72	55.71
Dividend	147,039.26	9,108.42	60,073.98	118,763.51	64,036.34	13,517.65
Disbursements						
Transferred to Tribe/Programs/ Beneficiary	(1,413,373.03)	(210,610.00)	(100,142.00)	(208,568.48)	(67,119.95)	(178,418.00)
Management Fees	(20,666.53)	(1,245.63)	(8,446.25)	(16,751.87)	(8,906.60)	(1,392.25)
Non-Cash Activity	13,219.69	1,219.63	5,324.63	11,469.82	5,982.70	1,780.35
Realized Gains/(Losses)	499,875.81	(4,237.89)	(63,223.45)	(122,251.01)	(64,527.51)	(555.42)
Unrealized Appreciation/ (Depreciation)	(69,986.09)	21,057.03	354,716.39	709,984.29	367,273.76	9,950.03
9/30/12 Market Value	**$ 5,158,801.76**	**$ 98,901.16**	**$ 2,345,387.94**	**$ 4,708,008.64**	**$ 2,476,729.67**	**$ 205,167.49**
Cash & Equiv	**310,435.00**	**6,044.00**	**208,563.00**	**395,744.00**	**175,986.00**	**13,598.00**
Fixed Income	**866,904.91**		**213,648.02**	**445,489.05**	**236,640.60**	**191,569.49**
Equities	**3,981,461.85**	**92,857.16**	**1,923,176.92**	**3,866,775.59**	**2,064,103.07**	
	$ 5,158,801.76	**$ 98,901.16**	**$ 2,345,387.94**	**$ 4,708,008.64**	**$ 2,476,729.67**	**$ 205,167.49**

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