Menominee Indian Tribe of Wisconsin

Annual Report 2013

Inside This Year's Annual Report

- General Council Meeting Agenda
- Important Dates To Remember in 2014
- Message From the Tribal Chairman
- Legislative Directory
- Legislative Committees
- Taskforces, Boards & Community Committees
- Individual Reports
- Committee Flowchart
- Administrative Flowchart
- Financial Report
- Investment Report
- Mission, Vision, and Value Statements

Annual General Council Meeting Agenda

Saturday, January 18, 2014 at 9:00 a.m., at the Menominee Convention Center
(TRIBAL ATTENDANCE IS ENCOURAGED)

1. **Call to Order – Roll Call**
2. **Menominee Veterans Presentation of Colors 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 19, 2013**
9. **Legislative Committee Reports:**
   - Budget and Finance
     - Financial Reports
     - Indirect Cost Report
     - Investments
   - Community Development
   - Enforcement and Resource Protection
   - 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 in 2014 ***

Tribe's Annual Events		
Annual Events		***Important Dates & Timelines***
Annual General Council Meeting		Saturday, January 18, 2014
Main Tribal Elections	Neopit	Wednesday, January 15, 2014
	Keshena	Thursday, January 16, 2014
Annual Swearing-In Ceremony		Sunday, February 9, 2014
Menominee Indian High School Graduation		Friday, May 23, 2014
Menominee Veterans Pow-wow		Friday-Sunday, May 16-18, 2014
Memorial Day Parade		Monday, May 26, 2014
Menominee Nation Contest Pow-wow		First weekend in August
Primary Tribal Elections	Neopit	Wednesday, November 12, 2014
	Keshena	Thursday, November 13, 2014
Main Tribal Elections	Neopit	Wednesday, January 14, 2015
	Keshena	Thursday, January 15, 2015

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day (obs.)	Monday Dec. 23, 2013	Native American Day	Tuesday May 13, 2014
Christmas Eve	Tuesday Dec. 24, 2013	Memorial Day	Monday May 26, 2014
Christmas Day	Wednesday Dec. 25, 2013	Independence Day	Friday July 4, 2014
New Year's Eve	Tuesday Dec. 31, 2013		
New Year's Day	Wednesday Jan. 1, 2014	Labor Day	Monday Sept. 1, 2014
Martin Luther King Jr.	Monday Jan. 20, 2014	Veterans Day	Tuesday Nov. 11, 2014
Presidents Day	Monday Feb. 17, 2014	Thanksgiving Day	Thursday Nov. 27, 2014
Good Friday	Friday March 18, 2014	Day After Thanksgiving	Friday November 28, 2014

MENOMINEE INDIAN TRIBE OF WISCONSIN

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

Posoh My Fellow Menominee:

It has been an honor serving the Menominee people for another year as Chairman. Over the past year, the Tribe had many challenges to address. These challenges have come from economic uncertainty to natural disaster and having our Tribal leaders work diligently to successfully secure a future for the Menominee Nation. We will continue to make the difficult decisions in order to provide the optimum services for the Menominee Nation. I want to take the opportunity to address a milestone for the Tribe. Additionally, I also want to address a challenge that we will continue to tackle in the coming year.

Last year we reported that our Off-Reservation Land-to-Trust Application for the Dairyland Property in Kenosha, Wisconsin was completed and submitted to the Bureau of Indian Affairs (BIA). I am happy to report that on August 23, 2013, the BIA approved that application which was then sent to State of Wisconsin Governor, Scott Walker. As I write this letter, we are optimistic Governor Walker will make a similar determination to help secure a brighter future for the Menominee People. However, the Tribe and Menominee Kenosha Gaming Authority will continue to education and lobby to gain approval for Kenosha Casino & Entertainment Facility.

As we enter the coming year we will continue to address the economic impact from lower revenues of our gaming operations and the political turmoil that exists in Washington. I want to commend the staff from our Tribal organizations that come together to collaborate on solutions to address many of our economic shortfalls. I am confident that we will continue to find creative alternatives to keep programs and services at full employment to service the needs of the Menominee community.

The information provided in the 2013 Annual report will give you a picture of the success and challenges the Tribe has seen in the past year. If there is anything you do not understand or there is information that needs clarification, please do not hesitate to ask. The Tribal Legislature and Program Directors that lead our various departments are here to help.

As we look forward to the coming year we need to continue to find creative solutions to address the needs of the Menominee Nation. I assure you that we will continue to collaborate with Tribal organizations to meet those challenges head on.

I want to thank the Menominee People for allowing me another opportunity to lead the Nation this past year. I am optimistic that our leaders will continue to make the difficult decision that will continue to offer the Tribe the most value from our programs and services.

Maec waewaenon,

Craig Corn, Chairman
Menominee Tribal Legislature
Menominee Indian Tribe of Wisconsin

Table of Contents

Tribal Legislature Directory 6
Committees of the Legislature 7
Task Forces and Community Committees 8
Administration 9
Aging and Long-Term Care 11
Business Center 16
Child Support 18
Clinic 19
College of Menominee Nation 39
Community Development 44
Community Resources 47
Conservation 51
Early Childcare Services 53
Education 53
Election Commission 55
Enrollment 56
Environmental Services 58
Food Distribution 61
Gaming Commission 61
Head Start/Menominee Nation Early Childhood 63
Historic Preservation/ Logging Museum 68
Housing 70
Human Resources 75
Information Technology 76
Insurance 77
Internal Audit 79
Johnson O'Malley 81
Judiciary 82
Language and Culture 84
Law Enforcement 85
Legal Services 88
Licensing and Permits 89

Loan Fund 90
Maehnowesekiyah Wellness Center 91
Maintenance 94
Menominee Community Center of Chicago 98
Menominee Nation News 99
Neopit Community Center 101
Operation of Tribal Government 101
Probation/Parole 104
Property Management and Acquisition 108
Prosecutor's Office 108
Parks and Recreation 109
Social Services 111
South Branch Community Center 115
Tax Commissioner's Office 116
Transit Services 118
Tribal School 122
Utilities 123
University of Wisconsin Cooperative Extension 126
Veterans Center, Menominee County/Tribal 128
Woodland Boys & Girls Club 129
Youth Development & Outreach 130
Appendix A: Financial Report 135
Appendix B: Investments 154
Appendix C: Committee Flowchart 158
Appendix D: Administrative Flowchart 159

Tribal Legislature Directory

Craig Corn ***Chairman*** PO Box 15 Keshena, WI 54135	(Term 2014)	(715) 799-5114 – Work (715) 853-4043 – Cell
Lisa Waukau ***Vice-Chairman*** PO Box 542 Keshena, WI 54135	(Term 2016)	(715) 799-3898 – Home
Crystal Chapman-Chevalier ***Secretary*** PO Box 651 Keshena, WI 54135	(Term 2016)	(715) 799-4721 – Home
Orman "Chief" Waukau N1338 Twin Oak Court Keshena, WI 54135	(Term 2014)	(715) 799-5114 – Message
Myrna Warrington PO Box 244 Keshena, WI 54135	(Term 2014)	(715) 799-5600 – Work (715) 851-0607 – Home
Gary Besaw PO Box 542 Keshena, WI 54135	(Term 2015)	(715) 799-5600 – Work (715) 799-3242 – Home
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) 799-5114 – Message
Ruth H. Waupoose PO Box Keshena, WI 54135	(Term 2016)	(715) 799 – 3914 – Home

Committees of the Legislature

Budget & Finance:

- Ruth Waupoose, Chairman
- Michael Chapman, Vice Chairman/ Community Member
- Keith Tourtillott, Secretary
- Lisa S. Waukau, Legislator
- Randolph Reiter, Legislator
- Betty Jo Wozniak, Administration
- Kathy Kaquatosh, Finance
- Greg Smith

Labor, Education & Training:

- Joan Delabreau, Chairman
- Orman "Chief" Waukau, Legislator
- Dr. Verna Fowler, College of Menominee
- Gary Pyawasay, Head Start
- Shannon Chapman, Tribal School
- Joseph Awonohopay, Language & Culture
- Virginia Nuske, Education
- LuAnn Warrington, Community Resources
- Alan Caldwell, Community Member

Governmental Affairs:

- Lisa S. Waukau, Chairman
- Michael Chapman, Vice Chairman/ Community Member
- Ruth Waupoose, Legislator/Secretary
- Ben Kaquatosh, Human Resources
- Vicky Tourtillott, Information Technology
- Kathy Kaquatosh, Finance
- Betty Jo Wozniak, Administration

Health & Family Services:

- Crystal Chapman-Chevalier, Chairman
- Jerry Waukau, Vice Chairman/Clinic
- Geradette Richmond, Secretary/ Community Member
- Joan Delabreau, Legislator
- Darwin Dick, Youth Development and Outreach
- Mary Husby, Social Services
- Maehnowesekiyah
- Duane Waukau, Recreation

Community Development:

- Orman "Chief" Waukau Jr., Chairman
- Crystal Chapman-Chevalier, Legislator/ Vice Chairman
- Wayne Wilber, Secretary/ Community Development
- Shawn Klemens, Transportation
- Eva Robinson, Finance
- David Grignon, Historic Preservation
- Marlin Waupoose, Utilities
- Betty Jo Wozniak, Housing
- Linda Peters, Community Member

Housing:

- Lisa S. Waukau, Chairman
- Orman "Chief" Waukau, Vice Chairman/ Legislator
- Marlin Waupoose, Secretary/Utilities
- Gunnar Peters, Community Member
- Lloyd Pecore, Community Member
- Kim Komanekin, Land Use
- Betty Jo Wozniak, Housing

Enforcement & Resource Protection:

- Randolph Reiter, Chairman
- Douglas Cox, Vice Chairman/ Community Member
- Walter Cox, Secretary/ Conservation
- Gary Besaw, Legislator
- Prosecutor
- William Beauprey, Probation
- Antonio Escalante, Interim Police Chief
- Lynette Miller, Gaming Commission
- Joshua Pyatskowit, Environmental Services

Task Forces and Community Committees

Kenosha Gaming Authority:
- Gary Besaw, Chairman
- Lisa S. Waukau
- Myrna Warrington

MTL/MISD:
- Joan Delabreau, Chairman
- Randolph Reiter
- Ruth Waupoose

Wolf River Development:
- Lisa S. Waukau, Chairman
- Joan Delabreau

MTL/County Task Force:
- Craig Corn, Chairman
- Lisa S. Waukau
- Crystal Chapman-Chevalier

Menominee Indian Economic Development Authority:
- Ruth Waupoose, Chairman
- Orman "Chief" Waukau Jr.

Menominee Indian Gaming Authority:
- Myrna Warrington
- Crystal Chapman-Chevalier

82-10 Appeals Board:
- Crystal Chevalier, Chairman
- Joan Delabreau, Alternate

Emergency Government:
- Myrna Warrington

Tribal/State Relations:
- Gary Besaw

Human Services Planning:
- Myrna Warrington, Chairman

UW-Extension:
- Joan Delabreau

Menominee Fuel Station Board:
- Lisa S. Waukau

Mining Taskforce:
- Craig Corn, Chairman
- Crystal Chapman-Chevalier

Mining Taskforce:
- Myrna Warrington, Chairman
- Orman "Chief" Waukau Jr.
- Lisa S. Waukau

Mining Taskforce:
- Craig Corn, Chairman
- Crystal Chapman-Chevalier

Pow-wow Committee:
- Myrna Warrington, Chairman
- Monty "Dugan" Beauprey Sr.
- Crystal Chapman-Chevalier
- Gunnar M. Peters
- Joan Delabreau
- Joey Awonohopay
- Jamie Awonohopay
- Natasha Miller
- Briana Ninham, Recorder

Chicago Community:
- Craig Corn, Chairman
- Crystal Chapman-Chevalier
- Randolph Reiter

Keshena Community:
- Lisa S. Waukau, Chairman
- Crystal Chapman-Chevalier
- Ruth Waupoose

Middle Village Community:
- Orman Waukau Jr., Chairman
- Gary Besaw
- Craig Corn

Neopit Community:
- Joan Delabreau, Chairman
- Craig Corn
- Gary Besaw

South Branch Community:
- Ruth Waupoose, Chairman
- Crystal Chapman-Chevalier
- Randolph Reiter

Zoar Community:
- Myrna Warrington, Chairman
- Joan Delabreau
- 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. In general, our primary goal is the successful facilitation of the work of all tribal departments.

II. Staffing

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

- Operations
  - Betty Jo Wozniak, Tribal Administrator
  - Annette Westphal, Compliance Officer
  - Cedar Kakkak, Compliance Officer
  - Devin Askenette, Budget Specialist
  - Carol Caldwell, Secretary
- Grant Writing
  - Neva Vogt, Senior Grants Writer
  - Christa Behnke, 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 workgroup meetings associated with the Strategic Plan's implementation;
- Providing direct supervision to 29 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;
- 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
- Administrative Committee
- 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:

- 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 several departments including 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. Other departments representing the Tribe are Housing, Education, Insurance, and the Menominee Loan Fund

  Milwaukee Area Tribal Office Contact Information:

  Ingace Health Center
  1711 South 11th Street, Room 306
  Milwaukee, WI 53202

  Toll Free (877) 209-5866
  Mobile (715) 853-6818

- 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.

- 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 2013, the Tribe was in Year 2 of the required 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 12 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.

- Grants. In Fiscal Year 2013, the Grants Writers wrote, reviewed or submitted a total of 94 grant applications on behalf of 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	Withdrawn	Total Amount
Total Grants Reviewed	35	$2,627,953.61	$2,362,982.00	$349,550.00		$5,340,485.61
Total Grants Submitted	5	$2,158,548.00	$150,000.00			$2,308,548.00
Total Grants Written/ Reviewed	51	$9,557,059.68	$1,138,138.71	$563,700.66		$11,258,899.05
Total Grants Withdrawn	3				$689,921.10	$689,921.10
Totals	**94**	**$14,343,561.29**	**$3,651,120.71**	**$913,250.66**	**$689,921.10**	**$19,597,853.76**
Percentages of Totals Amount Applied For in FY 2013		**73%**	**19%**	**5%**	**3%**	

Grant Definitions:

Reviewed – Grant Writers reviewed the applications and may have made minor revisions.

Submitted – Grant Writers only submitted the application(s), no reviews were completed.

Grants Written/Reviewed – Grant Writers made major revisions to the application that required rewriting portions of the application(s).

Grants Withdrawn – One grant was deemed ineligible because we had already received funding from a separate funding source, and the funding received was twice the amount of the application that was deemed ineligible. The second grant would have been awarded; however the Tribe was already collaborating with GLITC to provide the same services. So the granting agency asked that we withdraw our application. The third application was withdrawn as the funding agency would not fund the amount needed to properly operate the program.

- Employee Additions. In FY2013, we welcomed the following Directors and employees to the organization and wish them much success in their new positions:
  - Christa Behnke began her position as the Grants Writer in Tribal Administration on April, 26 2013.
  - Jennifer Hill-Kelley began her position as Environmental Services Director on May 28, 2013.
  - Scott Wilson began his position as the Prosecutor on July 29, 2013.
  - Dr. Steve Dakai began his position as the Director of Maehnowesekiyah on August 5, 2013.
  - Cedar Kakkak began her position as a new Compliance Officer in Tribal Administration on August 12, 2013.
  - Joey Awonohopay began his position as Interim Language and Culture Director on October 10, 2013.

- Employee Departures. In FY2013, the Tribe and the Department of Administration said goodbye to the following Directors and employees this past year:
  - Betty Gumm resigned from her position as Grant Writer in Tribal Administration on February 2, 2o13.
  - Gary Schuettpelz retired from his position of as the Environmental Services Department on May 31, 2013 after 36 years of service to the Tribe.
  - Shannon Wilber left her position as Director of Maehnowesekiyah on May 8, 2013.
  - Prosecutor Joseph Martin left his position as Prosecutor on June 7, 2013.
  - Karen Washinawatok left her position as Language and Culture Director on October 10, 2013.

Aging and Long-Term Care

Denise Pommer, Director

Mission Statement

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

Aging and Long-Term Care

The Department of Aging 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 supportive 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.

Elder Benefit Specialist

The Tribal/County Elder 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 Elder 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 Elder 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 Elder Benefit Specialist when legal representation is necessary.

During FY 2013 the Elder Benefit Specialist provided program services to an unduplicated number of 219 Native American individuals and 17 non-Natives. A Wills Caravan, staffed by Wisconsin Judicare Legal Services along with interns from Marquette University, was held and 45 elders took advantage of the opportunity to complete legal documents. In total, 36 people created a Last Will and Testament, 33 created a Power of Attorney for Health Care, 21 created a Living Will (advance directives), 20 created the Final Disposition, 1 created a Power of Attorney for Finance document, and other.

The Elder Benefit Specialist is a member of the Wisconsin Association of Benefit Specialists and attends ongoing training to remain current with updates in public benefits. In addition, our Elder Benefit Specialist travels to the Milwaukee office on a monthly basis and she is responsible to prepare and distribute our department's monthly newsletter, the Moccasin Print. In 2013 the total number distributed was 4,320 newsletters. The elder population is encouraged to contact our Elder 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 Community 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 2013 staff completed 664 home visits providing a variety of services and 135 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 elders 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 2013 the total number of meals served was 37,959. 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

Aging's 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 2013 four semi-loads of wood

was received from MTE, cut, split and delivered to the homes of 71 tribal elders, 36 air conditioners were installed, snow plowing occurred on 11 days and is provided when the snow accumulation is three inches or more. In 2013, plowing services were provided at 145 homes, and 22 elders benefited from our loan closet receiving items such as hospital beds, wheelchairs, walkers, etc. The Maintenance Supervisor remains actively involved in the Local Emergency Planning Committee meetings and both staff members serve in emergency response efforts. Applications for all services can be obtained at the aging unit office.

The Menominee Tribal Legislature passed a motion to approve a fee of $15.00 per occurrence for snow plow service to elders ages 55 to 62 and who are not Medicaid Waiver clients. The new fee will become effective in this upcoming snow season. Elders' age 63 and over will continue to receive snow plow services free of charge. To receive snow plow services you must submit an application.

In the upcoming winter season please remember that every effort is made to meet the snow plowing demand as quickly and as safely as possible; however, because not every snow event is the same, during heavier snow falls it will take longer to clear all driveways. Unpredictable weather, hazardous driving conditions, and limited resources make it impossible to plow as quickly as many people would like. Our drivers maintain a specific route, and to ensure their safety, we ask that you remain patient.

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. In FY 2013 tribal funds were used to assist in 51 emergency situations and CSBG funds were used to assist in 79 emergency situations. Eligibility for emergency assistance is based on income and 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. A total of 94 vouchers were distributed in the last fiscal year. Elder's may inquire about this program by calling the aging unit.

Lifeline Medical Alert

Limited 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.

Activities

FY 2013 activities supported by the Tribe and hosted by the aging unit included the annual Elders Christmas party, attended by 313 elders, the Elder's annual picnic attended by approximately 135 elders, Great Lakes Native American Elders Association December meeting, a Social Security informational presentation coordinated with CRC and Housing, and an outreach event titled Circle of Care was attended by 31 persons and hosted in collaboration with Stockbridge-Munsee Elder Services, Manor Care and Southern Care. Transportation was provided for elders to attend 2 bingo sessions of their choice which were Oneida and Mohican, to Indian Summer Fest in Milwaukee, and to meet the authors of the Glass Castle and the book DRUMS.

All staff attended the mandated drug awareness conference sponsored by the Tribe and the synthetic marijuana training. The director and cooks attended Serv Safe Managers training.

Elder Abuse Prevention

The Department of Aging and Long Term Care manages a grant that is designed to increase awareness of elder abuse to mitigate the risk of 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.

Several conferences were held in 2013 including an Elder Empowerment Conference with 92 elders in attendance and two Caregiver Conferences with 26 attendees at the first and 18 attendees at the second conference. Additionally, the project coordinator collaborated with the youth service coalition to participate in a youth awareness event that had 39 youth in attendance. In school restoring respect presentations were held reaching a

total of 319 students and an informational table was set up and visited by 59 community members who attended a prevention and awareness event held at the pavilion.

Long Term Care Services

At the end of September 2013 there are 82 clients in the Tribal Medicaid Waiver Program. Indian Health Service eligible waiver participants are now automatically placed within the Tribe's waiver program, rather than the county's, which allows for a greater number of persons who are served, and an increase in the type of needed services being provided. Further, the cost savings realized by the county continues to be used for the provision of home repairs, modifications, replacement, and extermination services. In 2013 there were 43 home repair/modification applications received and the total cost of the authorized projects was $95,539.26. Applications are available at the aging unit and at Menominee County Health and Human Services.

Following a meeting with the state, the Tribe submitted a request for Quality Improvement Funds to explore expanding the Tribe's role in long term care. One of the objectives is to maximize the Medicaid collections and in that effort, the department director and consultant met with a number of the tribal departments that are identified as providers of allowable and billable Medicaid services. A proposal has been submitted to the state to hire a tribal case manager and long term care program coordinator; other LTC expansion opportunities are also being explored.

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	Phone: 715-799-5240/Fax: 715-799-5278
Keshena Senior Center	715-799-3964
Neopit Senior Center	715-756-2290

Staff:

Denise Pommer, Director dpommer@mitw.org	715-799-5271
Colleen Waukechon, Administrative Assistant cwaukechon@mitw.org	715-799-5272
Lynnette Wychesit, Elder Benefit Specialist lmwychesit@mitw.org	715-799-5688
Tanaes Washinawatok, Family Caregiver Coordinator twashinawatok@mitw.org	715-799-5929
Matthew White, Maintenance Supervisor mwhite@mitw.org	715-799-3224
Gail Hanseter, CBRF Nursing Supervisor ghanseter@mitw.org	715-799-5275
Raquel Boyd, Elder Abuse Prevention Coordinator rboyd@mitw.org	715-799-5974

Wolf River Community Based Residential Facility (CBRF)

Gail Barkow, RN, Nursing Services Supervisor

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

Wolf River CBRF is licensed through the state of Wisconsin. The regulations of the Wisconsin Administrative Code-DHS 83, guide our practices, policies and procedures. The CBRF is licensed as a 15 bed, class CNA (C Non-ambulatory) facility. A class CNA CBRF may serve residents who are ambulatory, semi-ambulatory or non-ambulatory (wheelchair or bedbound). The client groups we serve under our licensure are elderly (60 years of age or older) and Alzheimer's or other irreversible dementia. Admission is based on an assessment performed by the nurse to identify the needs of the potential resident to ensure that those needs can be met at the CBRF.

The CBRF is funded by the Tribe and revenue is generated from 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. At the end of the fiscal year we had 7

residents participating in the waiver program. Each qualifying resident generates $170 per day in revenue. Our average census for the year was 9.9. We had 9 admissions and 7 discharges or deaths.

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 a part-time cook and a part-time housekeeper. The CBRF shares the following positions with the Department of Aging and Long-Term Care: two maintenance workers, one Administrative Assistant, and the Department's Director.

We worked with the College of Menominee Nation to host Home Health students throughout the year. Participating students shadowed our staff to learn about what it is like to work at the CBRF.

FY2013 in-services included: confidentiality, medication management, resident rights, professionalism, and policy reviews. Staff also participated in the Globally Harmonized System training and the "Take Back our Community" initiative. Staff and residents participated in fire drills and the State-wide tornado drill. Two staff attended the Circle of Care Conference in May.

The staff encourages resident participation in activities such as crafts, games, pretty nails night and bingo. Other activities in 2013 included: a Halloween Party with musical entertainment, the Elder's Christmas Party, visits from area school children who trick-or-treated and at Christmas time sang carols, the Elder's summer picnic, a Resident/Family picnic, a trip to the NEW Zoo, bus rides around the reservation, and live entertainment. A number of residents attend BINGO at the Neopit Senior Center on a regular basis. Area churches provided visits, bible study groups and communion services. Hoop dancers entertained the residents in May. All of the residents attended the "Honoring our Elders" dinner at the convention center in August.

During the year, one of the shower rooms was repaired/remodeled and part of the kitchen was repaired. Additionally, the building's roof was replaced and a new air conditioner was installed.

The Nursing Services Supervisor is a member of the Long-Term Care Study Group and attended several meetings to continue exploring and planning the future of Long-Term Care for Menominee Elders. She also has been active in Abuse Prevention and attended several planning meetings and participated in conferences held in the community.

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, who may need assistance with activities of daily living, or who need 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.

We provided respite services to 3 elders. Additionally, we provided Adult Day Services to 2 elders and continue providing the service to one elder on a regular basis. Respite and Adult Day Services generated $1099 in revenue in FY2013.

We will continue to provide Respite Services and Adult Day Services in FY 2014 as long as there are openings at the CBRF.

Business Center*

Carrie Grignon, Office Manager

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

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

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

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

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

Office Space -The Business Center has six individual office rentals; the current tenants of the Business Center are:

NiiJii Capital Partners, Inc., under the operation of Director Pamela Boivin, provides a separate charted entity that offers technical assistance and financial products to entrepreneurs and businesses on the Menominee, Mole Lake and Lac du Flambeau Reservations. It is a certified community development financial institution. NiiJii Captial Partners, Inc. rents two offices at the Business Center for the director and for the Administrative Assistant, Gwen Hawpetoss.

The Menominee Chamber of Commerce, Inc. is an economic development non-profit advocate for local businesses and is committed to helping members by providing them with business trainings, networking opportunities and outreach opportunities. 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 National Indian Council on Aging (NICOA) is a senior community service employment program and operates under the management of Erica Hawpetoss, Central Region Program Manager. Participant eligibility requirements include being 55 years or older, meeting the Federal low-income guideline, and must be a resident of the state in which the applicant is applying in.

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 four non-anchor tenants:

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

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

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

Judith Newton, Owner JC's Clean-N-One provides residential and commercial cleaning services; she has been a member of the Menominee Chamber of Commerce since 2009 and also serves as the Chamber Board President.

Volunteer Income Tax Assistance

The Business Center, Carrie Grignon, Renee Mahkimetas, and Ray Fish of the Menominee Tribal Enterprises participated in the 2012 tax season completing 486 federal returns.

The Menominee Business Center will again participate for the 2013 tax season. Participants who would like to become a part of this free service can begin to make an appointment starting sometime in January after all preparers have been recertified with the Internal Revenue Service. The Menominee Business Center has been providing this service since the 2005 tax season.

PRIVATE SECTOR INITIATIVE (PSI)

Renee Mahkimetas, Business 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, as a service of the Menominee Business Center, is in its twenty-second year of providing entrepreneurs in and around the reservation area assistance needed to start or expand their business. The business specialist provider is a 2010 alumni of the College of Menominee Nation with an associate's degree in Business Administration.

Services – In their mission to provide assistance, PSI staff looks within and beyond the reservation for resources. One very important resource and partner is the College of Menominee Nation who provides many workshops such as QuickBooks, marketing, and bookkeeping. By continually keeping abreast of state and federal business resources available, clients may be linked with a host of other agencies and partners such as the Small Business Administration (SBA), NiiJii Capital Partners, Inc (NiiCap), or the Menominee Revolving Loan Fund. Guiding clients through a comprehensive step by step business planning process designed to meet local entrepreneurs' business development goals is utilized by the very unique philosophy of "WE WORK AS HARD AS YOU DO" in a hand in hand approach. 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 with end result...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 – There have been many events scheduled in 2013 to assist small businesses in the area. These events were held through a Rural Business Opportunity Grant (RBOG) and Rural Business Enterprise Grant (RBEG). The majority attending these training events are also clients of the PSI program.

A Marketing Training Day event was held in January 2013 in cooperation with the Menominee Chamber of Commerce, Inc. and NiiJii Enterprises. Guest speakers included Terra L. Fletcher of Fletcher Freelance, Steve Sengstock of Shawano County Economic Progress, and Nicole Bowman of Bowman Performance Consulting.

The second successful event was a two-day training called "Indianpreneurship" held June 13 and 14, 2013. The educators came from Oregon and material provided by ONABEN, a Native American Business Network. This entrepreneurial training totaled eighteen with surveys completed and evaluated by ONABEN.

The Menominee Business Center was awarded the RBEG to offer a Mentoring Program for existing small rural and Tribal businesses to comprehensively assist under-performing or those in need to grow in an effort to help them be

more successful and profitable. A total of forty business owners have signed up for the program with twenty actively participating mentees working on their business plans, attending "listening sessions, and meeting with the mentors of the program on either a group or one on one meeting.

Success also with the RBEG Mentoring Program is the attendance of three of the mentees to the University of Wisconsin, Green Bay's Lean Business Planning Entrepreneurial Training Program offered through the State's Entrepreneurial Grant Program. This training is held at the Shawano Country Chamber of Commerce office. Other mentees have signed up for the small business training offered at the College of Menominee Nation.

*** 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 is a program component of Tribal Social Services. The agency provides child support services including, Support Establishment, Paternity Establishment, Enforcement of Child Support Orders, Inter-jurisdictional Order Establishment/Enforcement, Locate, and Case Management. Federal funding is received from the Administration of Children and Families. The Menominee Tribe provides a 20% match. There are 11.5 staff employed at Tribal Child Support. The direct service staff includes an Attorney who works part-time in Child Support, Six C.S. Specialists, one Paternity/C.S. Specialist and a Financial Specialist. Management/Administrative staff includes the C.S. Manager, an Administrative Support Clerk and an Administrative Assistant.

There were a total of 433 referrals to the Menominee Tribal Child Support Agency in the fiscal year beginning 10/1/2012 and ending 9/30/2013. The referral sources included Tribal TANF, Kinship Care/Substitute Care, Menominee County Economic Support, other Tribes, States and Wisconsin Counties, and self-referrals (i.e., applications). The referrals included 84 for paternity establishment and 349 for child support. Thirteen of the applications were for review of current support orders.

Paternity establishment is an important function of the Child Support Agency. It opens the door for many benefits to the child and the child's parents. It provides the child with many emotional and financial benefits that marital children take for granted, including a sense of identity and belonging and certain rights. It gives the father legal rights he may not otherwise have and an opportunity to establish a relationship with the child. The paternity unit receives an average of 150 referrals annually. There were 86 cases open for paternity establishment during FY2013. An additional 42 cases were referred and closed as inappropriate referrals (21) and/or non-cooperation (21) on the part of the Mom. Paternity was established for 51 of children born during the fiscal year. Thirty-five remain open pending birth of the child and/or genetic testing and court dates. All 86 of the moms are single parents. The paternity establishment rate is 94% compared to the performance measure of 90%. The ages of Moms referred for paternity establishment during the fiscal year were ages 14 through 48. The 20-25 year age group comprised the largest group served by the paternity unit at 75 and represented 60% of the total cases during FY2013.

There are currently 1770 open child support cases being served by the agency. An additional 122 cases were closed at 9/30/2013 but received services during part of the fiscal year. The establishment rate for child support and paternity are both well above the federal performance measures. Child support obligations have been established for 96% of all open child support cases. The performance measure for support establishment is 80%. Child support is enforced and collected from several sources including and ranked as follows: (1) Income Withholding (2) Enforcement by other jurisdictions (3) Federal tax intercepts, (4) Unemployment compensation intercepts (5) Other sources (including direct payments by payers) and (6) State Tax/Per Capita intercepts. Child Support collections have been averaging $1.572 million dollars annually over the past five years. A ten year analysis of collections from 2003 through 2013 demonstrates a steadily increasing collection history from $667,760 in FY2003 to $1,607,878 in FY2013.

The Child Support Agency continues to receive and refer cases from and to other jurisdictions. Fifty-five (55) Menominee Tribal cases are being enforced by other county/state and Tribal Child Support Agencies. The Menominee Tribal Child Support Agency is currently enforcing 22 cases and 90 Income Withholding Orders for other jurisdictions.

Poor economic conditions and other factors such as incarceration, lack of transportation and health issues contribute to the inability of parents to financially support their children. A decrease in income withholding payment coupled with increases of unemployment compensation payments and referrals from economic support programs are indicators that economic conditions declined in FY2013. There are a relatively high number of parents who do have the ability to support their children but refuse to provide their children with adequate support by working for cash, refusing to seek meaningful employment and/or simply refusing to pay. Information/prevention services were implemented and participants were provided information and/or referred to community resources to address needs that could be relieved or alleviated by payer participation in those programs. These efforts have been instrumental in stabilizing child support collections made by those parents who do take an active role in the financial support of their children.

Steps were taken beginning in 2009 to decrease delinquencies. Support orders were reviewed and, where appropriate, support obligations were adjusted. Incarceration policies were revised to allow for lower or zero support orders for persons incarcerated three years or more. Cases were reviewed to determine eligibility for forgiveness of state-owed debt. These factors impacted and decreased payer delinquencies by 52% from 2009 through 2013.

There is much to be done but as we look to FY2014, it is our goal to continue to establish paternity and support to ensure financial stability for the children and families served by our program.

*** 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 FY2013 we spent approximately $ 24,106,524.00 compared to $20,917,742 in 2012.

2013 FINACIAL EXPENDITURES REPORT

	Ledger Number	Contract Title	
1	1405	2013 Third Party	**$9,402,025**
2	1410	Dental Expansion Project	**$ 500,000**
3	3012	2013 Indian Health Service Contract	**$12,975,000**
4	3006	2013 IHS Primary Prevention - Diabetes	**$ 262,300**
5	3017	2017 IHS Special Diabetes for Indians	**$ 545,980**
6	4203	Maternal Child Health - State of WI	**$ 27,160**
7	4204	WIC Farmer's Market	**$ 1,045**
8	4211	IAP-LHD Immunization	**$ 5,285**
9	4213	Coop American Indian Health Program	**$ 8,908**
10	4216	WI Well Women's Program	**$ 13,224**
11	4224	Medicaid Eligibility Outreach	**$ 40,475**
12	4228	Preventive Health & Health Service Block Grant	**$ 2,430**
13	4229	Fluoride Mouth Rinsing Program	**$ 2,028**
14	4230	Asthma Services	**$ 6,900**
15	4231	WI Well Women's Program - Consolidated Contract	**$ 8,174**
16	4235	HIV Prevention	**$ 7,500**
17	4237	EMS Funding Assistance Program	**$ 37,050**
18	4241	WIC	**$ 119,383**
19	4243	WIC Breastfeeding Peer Counseling	**$ 1,362**
20	4256	Diabetes Prevention & Control - PRS2011	**$ 2,045**

	Ledger Number	Contract Title		
21	6101	Rural Infant Health Program	$	12,000
22	6105	Comprehensive Home Visiting Program - GLITC	$	124,300
23	6508	Community Gardening Initiative	$	950
24	6991	Coming of the Blessing	$	1,000
		TOTAL	**$**	**24,106,524**

The Clinic employs 130 full-time employees and 23 part-time and On-Call employees.

The Clinic was re-accredited from the Accreditation Association for Health Care Inc. for a three (3) period (2013-2016). Accreditation demonstrates the Clinic's commitment to providing quality care to its patients.

With health care reform, the Clinic needs to position ourselves to deal with the changing health care environment. We will need to improve our health care system by becoming more efficient and cost effective. We need to move to a more patient-centered model of care. This is one of the attributes of the Improving Patient Care Model we are emulating at the Clinic. For continuity of care purposes, we need a seamless system of care, with better quality metrics, increased transparency, and patient engagement.

The Clinic will be changing its electronic health record system to the EPIC System. The EPIC electronic health record is used at Shawano Medical Center and ER, Shawano Clinic, Appleton Medical Center, Bellin Hospital and multiple other hospitals and clinics in the Green Bay and Fox Valley. EPIC will provide our patients with a health record that is immediately available to all their medical providers regionally. The EPIC system will allow us to partner with other health care facilities that our patients use to create a complete electronic health record system. This system will provide the best care for our patients by having all the patients' information in one place. Implementation meetings have started with a go live date in March 2014.

The Clinic has taken another step on our journey to wellness, with the planned addition of eight (8) more dental operatories to the dental clinic, for a total of 16 dental operatories. Included will be expansion of the pharmacy area, patient registration, billing department, optical clinic, and wellness department. The construction budget is $5.4 million, with funds generated through the Clinic's third party reimbursements. We will be adding approximately 23,000 square feet to the building, bringing the total square footage of the Clinic to 68,000 square feet when we are done. Project is expected to be completed in August 2014.

The Clinic continues to be active in the community reform effort through the Community Engagement Workgroup. Partnering with MISD, the school was awarded a two (2) year grant from the Wisconsin Partnership Program – community Academic Partnership Fund at the U.W. School of Medicine and Public Health. This is a planning grant that will build on the work of the Community Engagement Workgroup, dealing with the challenges of childhood obesity, school readiness, and teen pregnancy.

The Menominee Nation was featured in a Bright Spot story with the Wisconsin Population Health Institute.

There has been a renewed sense of community, leadership, and local control. Using an outside facilitator, short term action plans have been developed on the three (3) priority areas.

In addition, a fellow from University of Wisconsin Population Health Institute has been placed at the Clinic. The fellow will assist us in the data and evaluation strategies in our community.

The Menominee Tribal Clinic's Business Operation Plan was approved by the Tribal Legislature on August 2, 2012. The Plan includes financial projections and will assist management in making critical decisions in operating the Clinic and the financial support for yearly operations.

Included is an overview of the Third Party Revenue/Reserves:

Menominee Tribal Clinic
Overview of Third Party Revenue/Reserves

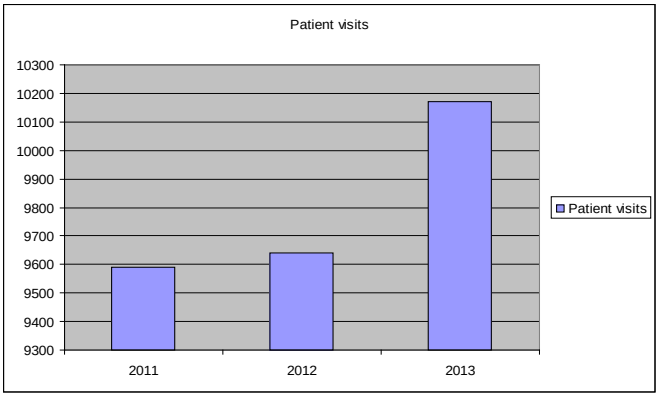
Description	Amount	Total
Revenue		
Third Party Ledger balance as of 10/16/2013	$ 21,599,764.37	
Estimated Revenue through 12/31/2013	$ 1,550,000.00	
Revenue Total	$ 23,149,764.37	$ 23,149,764.37
Expenses (Approved via Ordinance)		
2013 Third Party Budget – I.H.S. Supplement	$ 6,289,574.00	
2013 Third Party Ledger (1405)	$ 798,144.00	
Electronic Health Record (EPIC)	$ 400,000.00	
Dental Expansion Project	$ 5,400,000.00	
Prior FY Indirect Cost Paid in Full	$ 714,307.00	
Sub-Total	$ 13,602,025.00	
Pending Expense Appropriations from Third Party	$ 1,200,000.00	
Expenses Total	$ 14,802,025.00	(14,802,025.00)
Balance in Third Party (revenue-expenses)		**$8,347,739.37**

Less loan to MITW	($1,300,000.00)
Revised Third Party Balance	**$7,047,739.37**

We are facing increasing pressures to determine the level of services we can continue to provide to our people. We need to maintain the financial stability of the Clinic and deal with budget constraints at the Federal, State and Tribal levels.

The Menominee Indian Tribal Community is one of three (3) sites in the State that will be participating in a pilot project that will be looking at ways to improve the delivery and coordination of human services and trauma informed care. A Memorandum of Understanding has been signed between Fostering Futures, the Menominee Tribe, along with the partnership of Menominee County and the Menominee Indian School District. A Core Team has been formed to work on this project. The purpose of the MOU is to establish a framework for relationships between parties to mutually apply the knowledge gained from the confluence of findings about adverse childhood experiences, and from the neuroscience and mental health literature on building resilience and delivering trauma informed care toward these outcomes for children and families involved in child welfare systems.

DENTAL



The dental clinic has five (5) full time dentists and two (2) part time dentists, a receptionist, a dental lab technician, four (4) hygienists, and eight (8) assistants.

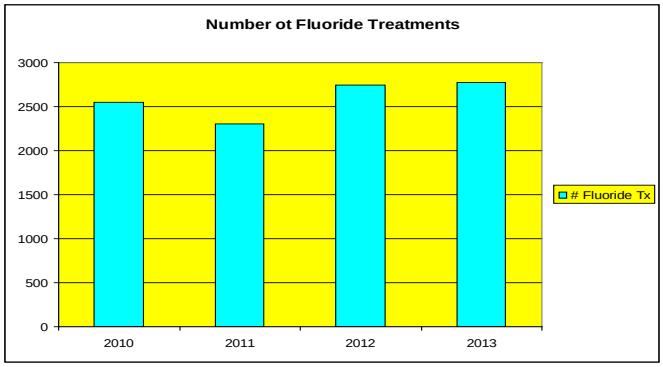
We treat all IHS beneficiaries. We also provide services to people with no insurance and fee-for-service insurance. We do not accept any new non-native medical assistance patients.

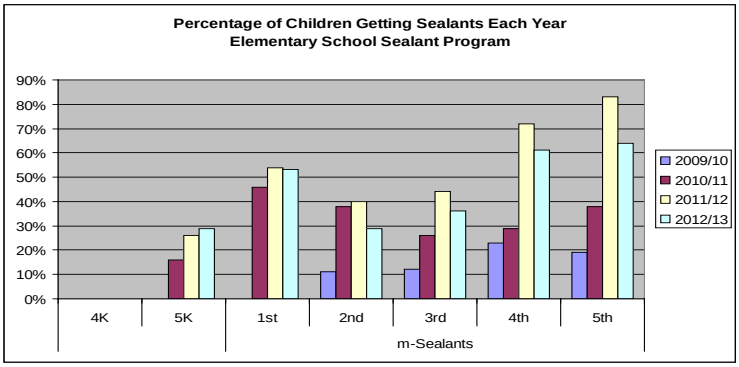
We offer a full range of dental services including: cleaning, fillings, crowns, bridges, dentures, and implants. We have a full service dental laboratory. We offer both scheduled appointments and urgent care walk-ins each day in the morning and after lunch. In FY2013 we had 3,139 urgent care walk-ins. We have two (2) part-time dental specialists for pediatric dentistry and endodontics.

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. In 2014 we hope to have a dentist see children at the schools also.

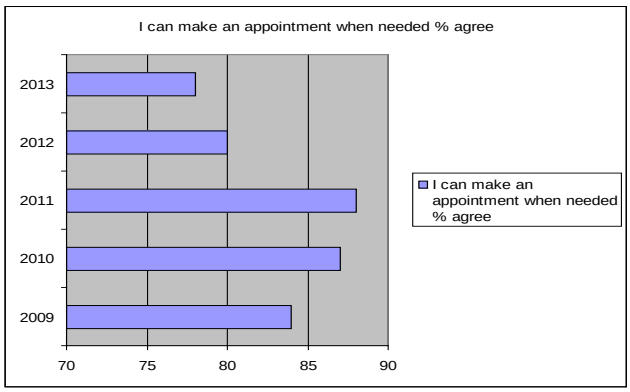
We also administer fluoride and sealant programs for children. Each year we examine about 150 Head Start children. This is followed by fluoride varnish treatments at the school three (3) times a year. The WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. It is normal for the percentage of children receiving new sealants to peak and then trend down. The same teeth do not need sealants every year since they were sealed in previous years.





We work with the diabetic program in the medical department to offer oral health education to diabetics. In FY2013 we had 1,096 visits from diabetic patients. Oral health education is provided to various programs throughout the community: schools, Head Start staff, parents and children, Annual Diabetic Conference, Shawano/Menominee County Transition Fair are some of the groups addressed.

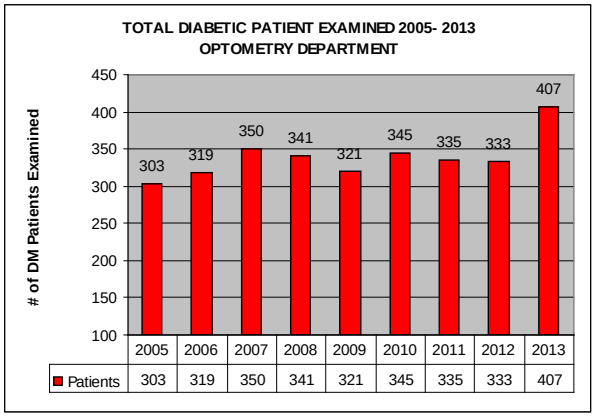
Our major challenge continues to be the high tooth decay rate with the children. Our emphasis in recent years has been to meet this challenge with aggressive preventive programs. In 2014 we will continue with these preventive efforts while we also provide a broad range of general dental services for the adult population.



OPTOMETRY

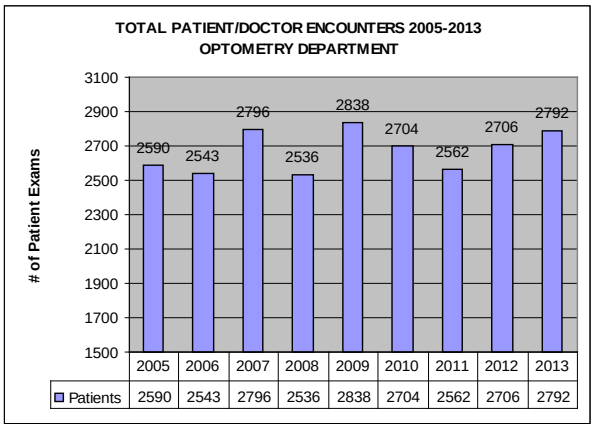
The Optometry Department consists of (2) two full-time Optometrists and (3) three full-time optometry assistants. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, eye glass dispensing and eye glass repair.

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.



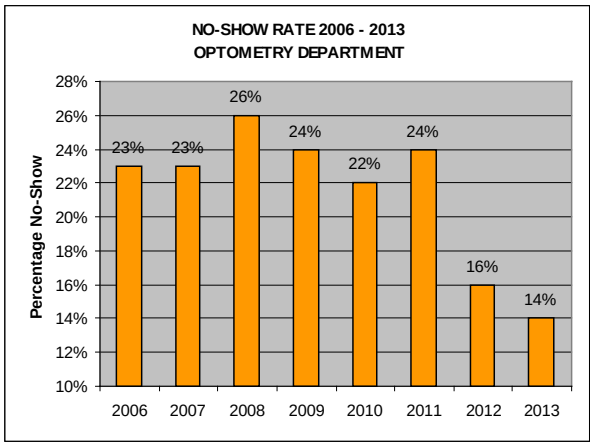
The Optometry Department works with the patient, medical providers and the diabetes prevention program to encourage annual dilated eye examinations. Once dilated, the Optometrist is able to directly observe the retina, monitoring the ocular structures closely for signs of pathology. When direct observation is complete, the patient will undergo photo documentation using the latest digital imaging technology. All significant diabetic eye conditions are monitored extensively and can be referred to specialists in Green Bay or Appleton as necessary.

The preceding graph shows the number of diabetic patients seen annually since 2005. It's important to note the sharp increase in diabetic eye exams in 2013. This year we purposely targeted patients who had not been seen for over 2 years and sent reminder cards in the mail. We also initiated a plan to approach patients while they were in for their medical appointments and offered to schedule their eye exams while they waited for their physician. We have received much positive feedback from patients and will continue to initiate contact with patients while they are visiting their primary care physician. All diabetic patients are thoroughly educated at each visit and informed as to why it is important to have annual dilated eye examinations.



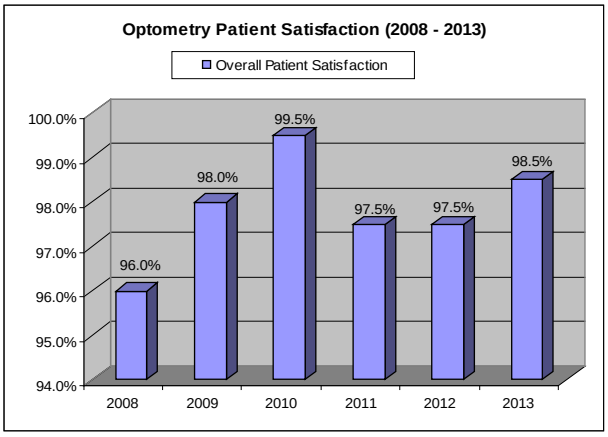
This graph shows the number of patients that are seen in the Optometry department annually since 2005. The 2,792 patients seen in 2013 are the total number of comprehensive eye exams and urgent eye care exams performed by the two Optometrists. This number does not reflect the nearly 6,500 patient encounters (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 two (2) years since starting Open Access our No-show rate **dropped to 14% 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.



Every January the Optometry department performs a patient satisfaction survey. The department continues to receive high satisfaction marks and will continue to try to improve scheduling, customer service and access to eye care.

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

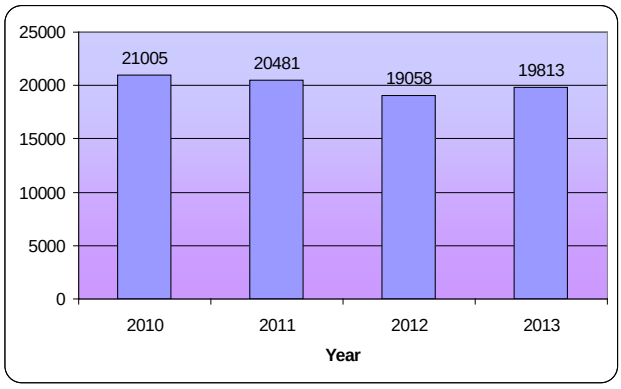


Dr. Chelberg has spoken in several classrooms in the Education Department at the College of Menominee Nation. Discussions revolved around vision and learning and the teacher's role in ensuring children have appropriate vision screenings and eye exams if learning deficits exist.

MEDICAL

The mission of the Menominee Tribal Clinic's Medical Department is to provide primary medical care and treatment to the Menominee Tribe. The department consists of seven (7) Family Practice Medical providers, 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.

Since the implementation of the Improving Patient Care (IPC) Program in December 2010, which is sponsored by the Indian Health Service (IHS), the Clinic has been successful with Open Access, patients choosing a primary care provider and the development of the care teams. This model of care subsequently reduces ER visits and promotes cost effective, efficient clinic visits.



The providers this year had 19,813 patient visits. The physicians delivered 105 babies this past year. This is compared to 111 births last year.

The medical department has been on electronic medical records since April 13, 2009. Other departments have also been involved in the transfer include Physical Therapy, Optical, WIC and Healthy Heart. The Physical Therapy Department now operates five (5) days per week. In July 2013 Jodi Lindroth was hired as a full-time physical therapist. The physical therapy staff had 1,879 patient visits in the past year. This is an increase of 313 visits this year.

Medical continues to utilize the services of a Cardiologist, one 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.

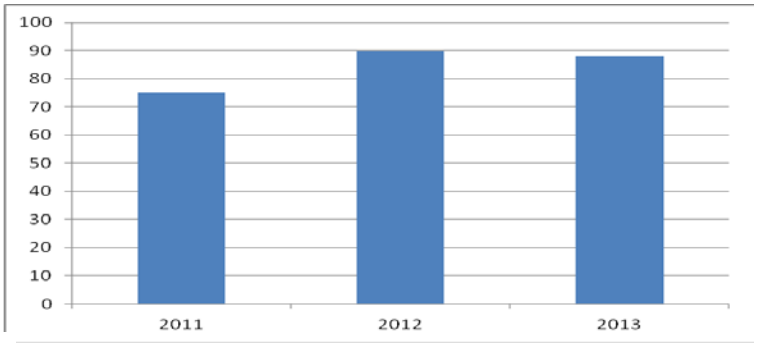
The Medical Department screens each patient 12 years of age and older for tobacco, alcohol and/or drug use, and depression. Additionally every female patient is screened for domestic violence. The medical department has a full time health educator to follow up with patients that screen positive for any 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 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 health care facilities. This number represents a decrease from 25 patients in previous years.

Dr. Culhane serves as Medical Director. He chairs the EMR 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 Department. Dr. Marienfeld serves as the Preceptor for medical students and residents.

The patient satisfaction survey results for the medical department for the past three (3) years is shown in the table below.

The scores have been consistently high. Each year 20 surveys are collected from each provider for a total of 200 surveys. Ten (10) questions are asked on the survey and the result for question number 2 (It is very easy for me to get medical care when I need it.) is presented in the graph below.



Note: Survey question – it is very easy for me to get medical care when I need it.

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

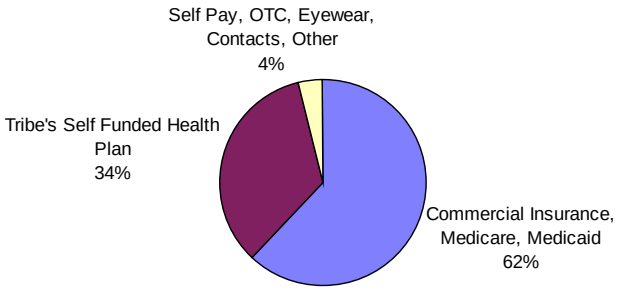
patient accounts, date of service fees, eyewear and contact payments, and selling Over the Counter (OTC) medications. The patient registration component of the department is responsible for registering all new and existing patients accessing clinic services by verifying tribal enrollment and updating 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) different practice management/billing systems which directly impact the Clinic accounts receivables and Clinic revenue. February, 2013 we filed our first year request for Meaningful Use Payments to the State on nine (9) of our medical providers. In March we received a payment of $191,250. We were subsequently audited by the State in June and in July received notice that our documentation supported the payment. Meaningful Use Payments are one time lump sum payments based on the Clinic using and implementing an Electronic Health Record as well as meeting core clinical measures. Meaningful Use Payments can be filed for a period of six (6) years for each provider that is eligible under the program guidelines

The accounts receivable (A/R) ending balance at 9/30/13 was $1,054,302 and represents a decrease of $39,940 from the prior year ending balance of $1,094,242. The A/R balance is a combination of all three practice management systems.

For the reporting period a total of $11,706,463 in cash receipts for services was received and represents an increase of $6,509,428 from the previous fiscal year and is a direct result of the $5,430,638 Federally Qualified Health Center (FQHC) payment (two years of filings) that was received in April, 2013 and the Meaningful Use Payment of $191,250 that was received in March, 2013. Cash receipts are up by $887,539 when FQHC and Meaningful Use Payments are 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. The Clinic derives approximately 62% of its total revenue from billing for services for patients who have Medicare, Medicaid, and insurance through their employers; approximately 4% is derived from self-pay patients, eyewear, contacts, and OTC sales. The Tribe's self-funded health plan makes up the other 34% of the Clinic revenue base.

Menominee Tribal Clinic
Sources of Total Revenue
Oct 1, 2012 through September 30, 2013



Patient Registration Statistics - For the reporting period a total of 92,771 patients were registered with an average of 376 patients registered per day. This represents an increase from last year of approximately 3%.

COMMUNITY HEALTH NURSING SERVICES

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

In collaboration with the Injury Prevention Program car seats and booster seats are given out for children newborn to eight (8) years old who meet the criteria of Menominee or descendent and that live within the Contract Health Delivery area. Renata Maulson, Renee Waukechon-Ross and Kim Hill are certified car seat technicians. There is a $10 fee that needs to be paid before receiving a car seat. This year 52 car seats and 13 booster seats were dispensed.

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. Community Health nurses partner with the MISD school nurse to provide vaccine to children identified to be behind whom she receives parent consent to immunize. This is done at the schools. A Community Health Nurse also reviews the immunization records for the tribal school and vaccinates children found to be behind, when she gets parents' consent, at the Menominee Tribal School. This fall eight (8) children were found to be behind and five (5) of them have been immunized so far. This information is reported to the state.

Health checks are available to children three (3) to 18 years old. There are appointment scheduled on Tuesdays and Thursdays but parents can discuss seeing someone the same day, if staff is available. Health checks were done at the Head Start in September with Optical, Dental, Audiology and Nutrition department staff participating. Overall this was helpful to the clinic departments and the Head Start to get the bulk of the children screened within the timeframe of the Head Start guidelines. One hundred Fifty (150) children were screened on September, 17, 18 and 19, 2013.

Medication management for patients with Chronic Mental Illness is provided in Collaboration with Menominee County Human Services and Community Support Program Staff. We are presently assisting eight (8) clients with this weekly.

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. Primarily two RN's case manage the skilled nursing visits of this and on average assist 60-70 individual clients a month.

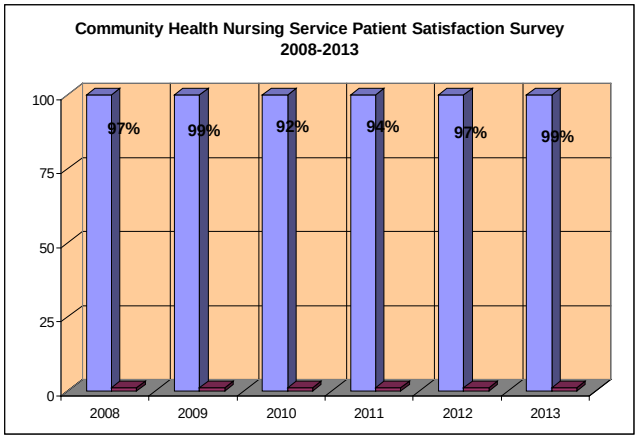
Skilled nursing services are provided to the Tribal Jail once a week. Inmate's needs are evaluated and appointments made when indicated. Two hundred thirty-one (231) inmates have been assisted with health concerns.

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

Community health nurses are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic Physicians and in Menominee County. Shawano County Public Health Department joined with Menominee County Public Health. MTC CHNS nurses are working cooperatively with the Shawano Co. Public Health to provide these services and ensure proper follow up of Communicable Diseases Occurs. Chlamydia is the most common reported disease, having done follow up on 64 patients.

The HIV/AIDS program held the Annual World AIDS Day walk on December 2, 2013. A noon walk was held at the clinic and an evening walk in Neopit with dinner and a power point presentation. Quarterly meetings are held in Lac Du Flambeau at the Great Lakes Intertribal Council (GLITC) with other tribal coordinators. Melissa sets up a number of HIV/AIDS/STD presentations at the School, College, Maehnowesekiyah and other community sites. Rapid HIV tests were provided by AIDS Resource Center of Wisconsin at the Pow-wow. Four (4) people were tested and 35 were counseled. A mini Health Fair was held at the South Branch Community Center with HIV/AIDS information distributed. Case management is provided to four (4) clients.

Rural Infant Health worker attempts to visit high risk newborns on the Reservation. Information is presented on baby safety, car seats, immunizations, well baby visits, and feeding habits. Weight checks are done. High Risk infants are discussed with the doctors and RN's and are referred to the Birth to Three programs at Menominee County Human Services (MCHS). If respite care is needed they are referred to MCHS. Post natal questionnaires are performed on mothers; those with issues are referred to the Behavior Health Department. WIC, WPH and CHNS staff meets monthly to discuss current issues and managing patient needs. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children. Community Health Staff have received extensive training to expand these services prenatally and postnatal up to the child's age of two (2).



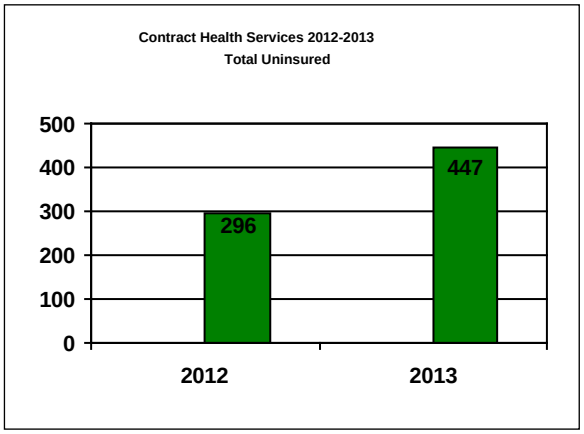
CONTRACT HEALTH SERVICES

The Mission of the Menominee Tribal Clinic is to "provide quality, accessible and comprehensive health services." The Contract Health Services (CHS) program supports this mission by assisting eligible patients in obtaining necessary emergency, diagnostic, or specialty care not available at the Tribal Clinic.

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

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

The Menominee Indian Tribe requires individuals to participate in employee health insurance if insurance is available. By not taking insurance from work, patients make themselves and their families ineligible for CHS.



The CHS Program has 1,641 active patients. CHS acted as a supplement for 845 Insured patients and 367 Medicare patients. The Benefit Specialists assisted 925 Medical Assistance patients. There are 447 uninsured patients where CHS 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 CHS 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;
PRIORITY II: PREVENTIVE CARE SERVICES;
PRIORITY III: PRIMARY AND SECONDARY CARE;
PRIORITY IV: CHRONIC TERTIARY CARE AND EXTENDED CARE SERVICES;
PRIORITY V: EXCLUDED SERVICES

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 received $400,000 for Deferred Care from Clinic's Third Party Funds. Deferred Care is those services which have been requested by referral from a physician but CHS 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, you must be Menominee.

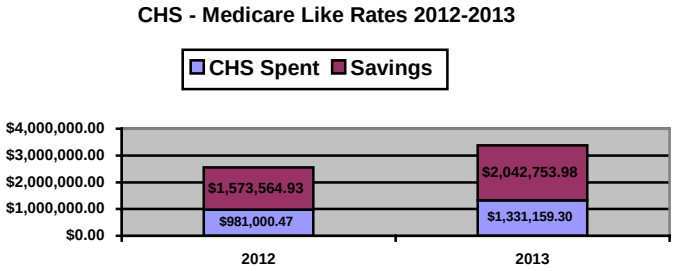
The total expenditure was $400,000.00 with a total of 462 referrals:

2013 DEFERRED CARE SERVICES APPROVALS	
CATEGORY	**NO OF REFERRALS**
Allergist,Derm	22
ENT - Ear Nose Throat	14
Gastroenterology - Stomach	4
Gynecology - Womens	1
Neurology - Brain	45
Opthalmology – Cataract	50
Orthopedics – knee, hip, etc	101
Pulmonology –Sleep Apnea	26
Radiology - X Rays CT MRI	78
Rhuematology - Arthritis	39
Surgeon	10
Pain Clinic – Pain Mgt	42
Chiro	30
TOTAL	**462**

CHS increased approval of referrals in pain management and added approval of five (5) chiropractic visits per year. Chiropractic care was previously not a covered service by CHS. This increased our deferred expenditures for the year:

Chiropractic Patients: 30 Total Expense: $4,079.49
Pain Management Patients: 42 Total Expense: $129,473.88

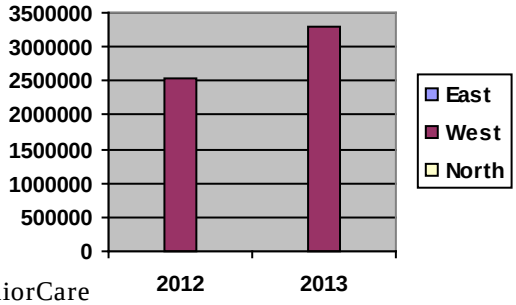
Medicare Like Rates: The Medicare Modernization Act of 2003 included a provision (Section 506) requiring hospitals that participate in Medicare to accept Medicare Like Rates as payment in full when providing services to individuals under Contract Health Services Programs. We are able to use Medicare Like Rates on all Hospital Claims.



Referrals**:** A total of 4,248 referrals were written for specialty care and diagnostic procedures. CHS approved 1,779 medical and 323 dental referrals: 1,684 were self-pay referrals (which includes patient self-pay, workers comp, etc.). Four hundred sixty-two (462) referrals were approved for payment under Deferred Care Services.

Expenditures**:** Total expenditures for Contract Health last year was $3,294,685.88. CHS had a number of High Cost cases (claims in excess of $25,000) during the past year. We had six (6) cases which were down from 10 cases from the prior year. These cases amounted to $198,395.

Benefit Specialist**:** The Benefit Specialists assist patients with finding alternate resources of payment for medical bills. 328 referrals were made to Medical Assistance Programs including, BadgerCare, Family Planning, Wisconsin Well Women's, and Qualified Medicare Beneficiary (QMB). One hundred twelve (112) applications were filled out on site, 122 backdates were requested and two (2) referrals were unsuccessful or denied.



The Benefit Specialist assisted 80 elders with filling out the SeniorCare applications. Contract Health paid the $30 annual application fee for all enrollees.

The Benefit Specialists assisted 10 patients with filling out applications for Patient Assistance Drug Program for medications not available through our pharmacy. Thirty (30) referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part D issues. Eighteen (18) referrals were made to Social Security Disability, so far 10 have been approved, three (3) applications are pending.

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

Affordable Care Act**:** ACA is effective January 1, 2014, this new law will allow individuals to purchase insurance through the Federal Marketplace exchange. The biggest threats to MTC are now part-time employees and current Medicaid patients who will no longer be eligible. We also have a large number of childless adults between the ages of 27 and 64 who currently have no health insurance.

Remember! Please call Contract Health Services with all appointments, scheduled surgery, rehab orders, medical equipment 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. ER visits must be called in within 72 hours for consideration of approval, elders are allowed 30 days.

MEDICAL RECORDS

The Medical Records Department is staffed by three (3) technicians, one (1) scanning technician, and the department supervisor.

The Department staff provides accurate and timely filing of document images into patient electronic medical records. The staff audits patient electronic medical records daily for accuracy of filing. Department staff transcribes radiology interpretation reports for Menominee Tribal Clinic x-rays read by Radiology Associates of Appleton and provides transcription service to Medical Services and other clinic departments as needed.

The Department staff follows closely HIPAA Privacy and Wisconsin patient privacy law when disclosing protected health information and process an average of 463 authorizations per month. The department received $9,554.63 in reimbursement from various agencies for photocopies/disclosure of protected health information services.

The staff helped the Medical Services Department covering the nurses' stations and the appointment desk and in the Pharmacy during staff shortage over the year.

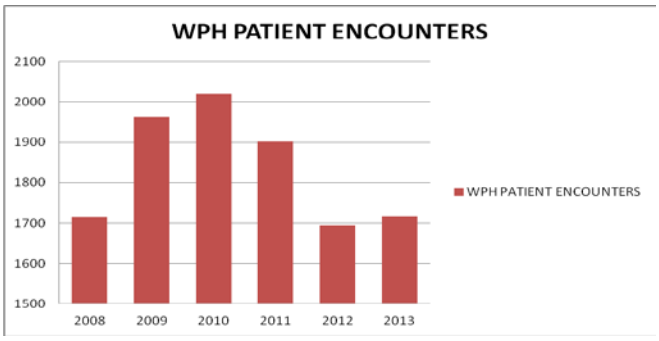
The staff attended the HIPAA and Medical Records Law Wisconsin seminar, the Medical Records Law in Wisconsin seminar, and a management retreat in May 2013. The staff also attended the Synthetic Marijuana Presentation in March and the Drug Awareness Conference in April.

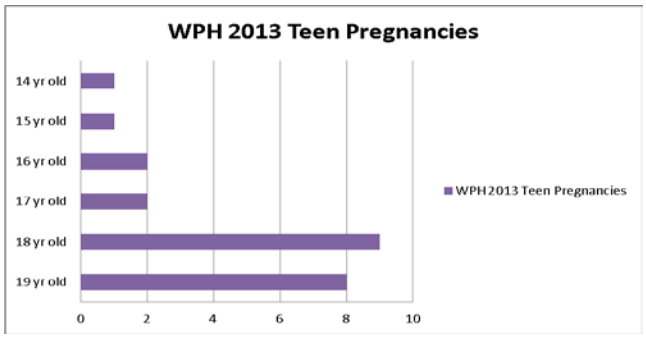
WOMENS PERSONAL HEALTH

The Women's Personal Health (WPH) Department at the Menominee Tribal Clinic provides a number of reproductive health care services for women and men of all ages. The WPH Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, and HIV counseling and testing. Referrals for mammograms and other women health care screenings are also offered. Male patients are provided with vasectomy information and assistance with signing up for Family Planning Only BadgerCare Services if uninsured to pay for the procedure. STD information and testing are offered to male patients. Contraceptive information and condoms are provided for male patients upon request. The WPH staff respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

The WPH program provided 1,717 client encounters this grant year. This is an increase from 1,695 last year. Eighty-eight (88) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration this year. The WPH program provided a Teen Clinic once 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 funding comes from the Maternal Child Health Women's Health Grant.

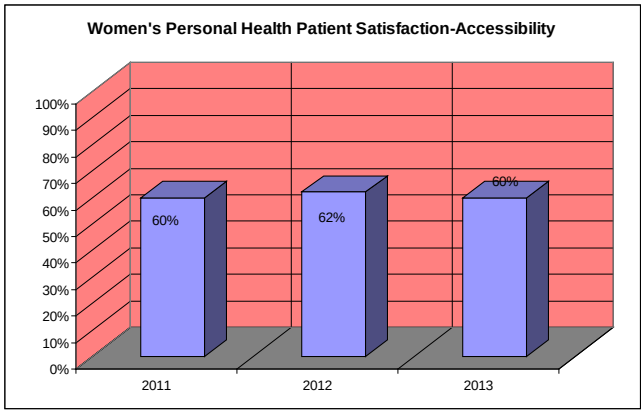
The WPH program provided service to 132 new OB patients this grant year. The total number of teen pregnancies was 23 decreased from 27 in 2012.





Another service provided is the Wisconsin Well Women's Program. This is a referral program for women with no insurance or other means of health care payment to be referred for mammograms and health screenings free of charge. This year 58 women were referred for mammogram screenings through this program. This is an increase from 53 last year. October is Breast Cancer Awareness month. A Women's Health/Diabetes Health Fair is held during this month with information given on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns. Funds are from the WI Well Women Program Consolidated Contract and WI Well Women Program.

Menominee Healthy Families Home Visiting Program is a new addition of services provided by WPH and Community Health Nursing Services. The Target Population for participants are pregnant mothers who are first time parents or who are 21 years old and under. The families need to have 1-3 risk factors to qualify for program assessment. All families with a positive assessment will receive a Parent Survey Visit. A Parent Survey Score of 25 or more will qualify for home visiting services. Home Visiting Services consist of parenting curriculum, teaching developmental appropriate activities for parent and child, Ages and Stages Development and Ages and Stages Social Emotional Screenings, Home Environment Assessment, Home Safety Assessment and helping families identify strengths and set goals for themselves, as well as linking them to resources. Home Visiting Services are long term, up to 3-5 years and will work with Early Head Start, Head Start, and the local school district to help children transition to these services. The Menominee Healthy Families Home Visiting Program has had seven (7) families participate this year. Funding for this program is through Family Foundations Home Visiting Grant



BEHAVIORAL HEALTH SERVICES

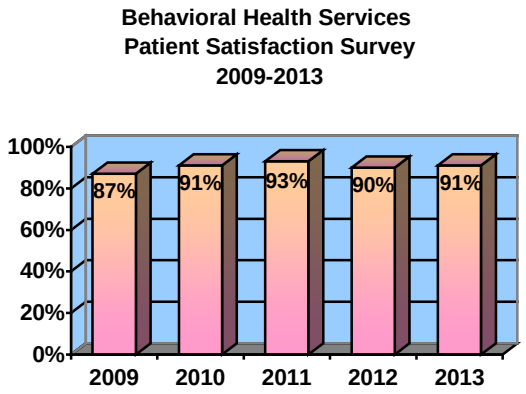
Behavioral Health Services (BHS) continues to offer outpatient services by providing evaluations, assessments, and psychotherapy services utilizing a range of treatment modalities. Individuals requesting services are seen either in individual therapy, couple/marital therapy, family therapy, or group therapy depending on the presenting problem or issue. Typically, BHS deals with such issues as depression, anxiety, addictions, anger management, family concerns, elderly/aging issues, and alcohol education to list some examples of the presenting problems.

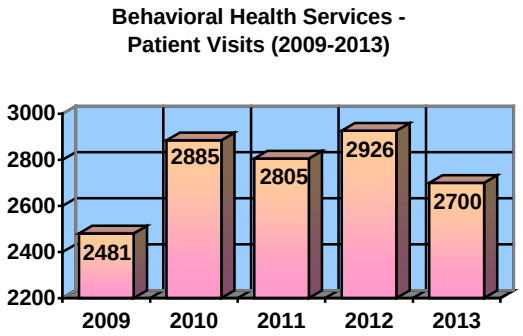
Our program continues to be a certified outpatient mental health program with certification being provided by the State of Wisconsin. The present staffing pattern consists of a full-time receptionist/secretary, two (2) Master Level Psychotherapists with Masters Degree in Psychology one (1) Ph.D. Clinical Psychologist position, one (1) Masters Degree in Counseling who is earning hours for certification, and a Consulting Psychiatrist who provides psychiatric evaluations, consultations, medications, and in addition to providing clinical supervision to the BHS staff. The Consulting Psychiatrist has continued to increase his time at BHS over this year to address increasing needs of the Reservation. This increase of time has allowed more timely service to be provided by the psychiatrist. With the addition of another staff person, individuals can be seen more efficiently with less waiting time. All full-time providers, except the individual earning hours, 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.

All staff is involved in multiple clinic committee work in the area of Performance Improvement, Accreditation, Medical Staff, Management Team, AIDS Task Force, Bridges Out of Poverty, Prescription Drug Abuse Committee, Credentialing and Privileging, and Safety and Housekeeping. The staff is also involved in outside contacts and meetings including Maehnow-Pematesen, Veteran's P.T.S.D. Workgroup, Multi-Disciplinary Team, Tribe/County meetings, and providing additional presentations and training for agencies and schools. It is worthwhile to note that the longevity of BHS Staff affords a stabilizing influence in providing services to the community and community's services. Including all five (5) staff members, the average years of service is over 16 years.

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

Below is the number of visits for the years 2009 through 2013. There were fewer individuals seen in 2013 than in the previous three (3) years. There does not seem to be an obvious explanation other than the natural fluctuation of appointments attended.





INFORMATION TECHNOLOGY DEPARTMENT

The Information Technology (IT) Department increased staff by one (1) in 2013, adding a second PC Technician to assist in several major upgrades and system implementations that were planned during the 2013 fiscal year. The staff currently consists of an Information Technology Director, a Network Administrator, an IT Support Specialist and a PC Tech II. Current staffing levels are sufficient for the work that currently needs to be done. There is no anticipated need for any additional staff in the future.

The Clinic IT staff currently supports over 186 users inside and outside the facility on 166 computers and laptops on three (3) different unique computer platforms. Currently the organization has 14 physical servers, 26 virtual servers 1- 14.8 terabyte Raid 10 Storage network and 30 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" a Pharmacy and Script program "Kalos Propharm" and several supporting applications along with office management software and interface programs between all the applications, primarily for demographic information.

During the current fiscal year the IT department converted all the exam rooms to hardwired desktop computers from laptop computers that were becoming outdated. Each room received a new computer, monitor, Keyboard and printer to aid in meeting meaningful use requirements.

A new automated Interactive Voice Recognition System was installed in the clinic pharmacy for the Prescription Refill line. This is a 24 hour 7 day per week system that allows patients to refill prescriptions without the need to speak directly to pharmacy staff. The system automatically enters the refill into the system for pharmacy staff to fill. This has greatly improved the service for patients and eased the workload some for pharmacy staff.

Other Systems work that was performed during the year includes:

- Upgrade e-MD Database from SQL 2005 to 2008
- Upgrade e-MD version 7.2.1 EF6 to 7.2.1 EF9
- Upgrade e-MD Interface engine
- Upgraded Propharm Server and workstations to version 228
- Installed scanner and configured document center for Dentrix to scan in import information to patient charts.

- Purchased and installed a Barracuda Email filter for email protection
- Upgraded Dentrix Dental Server and workstations to version 154 then 156.
- Installed All-Scripts for Dentrix
- Created a new server for EMS Code-STAT Defibrillator communication.
- Updated Rosie/WIC Printer to print Logo's to meet new 2013 WIC requirements
- Built two (2) new 2008 Windows Print Servers to support new Windows 7 workstations
- Built a new RPMS Server for Contract Health
- Implemented Flexsys frame inventory for Optical department and completed an HL7 interface to the e-MD health record system for Patient Demographic information.
- Installed optical Eye-Suite.

In 2013, a decision was made to change the Electronic Health Record system from e-MD to Thedacare EPIC. Implementation meetings began in July of the year and work will continue beyond the go live expected in February or March of 2014. The Clinic IT Director is the Implementation Project Lead on the Menominee Tribal Clinic side, assisting with the coordination and information dissemination between the Thedacare Team and the Menominee Tribal Clinic team.

The project is moving along well and we are meeting all timelines and benchmarks.

There is much work to be done yet in the planning and preparation for the building expansion to prepare for the added security camera, card access and video distribution systems that will be installed throughout the whole facility including the new expansion areas. The plan is to have all the new systems in place before the construction is completed and we will then only need to tie in the new camera and access points to the already installed systems.

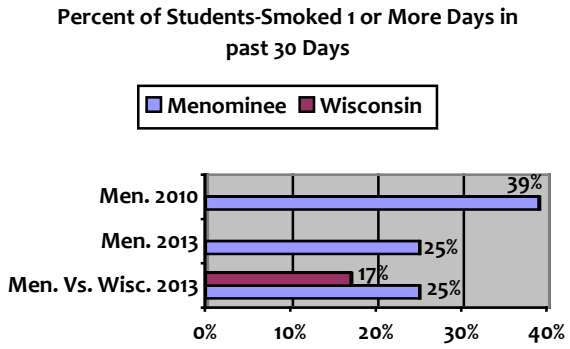
The IT department continues to service all the departments on a daily basis handling numerous support calls for various issues. Once the hardware projects are completed, work needs to continue on policy revision which will help greatly in the various department workflows and getting everyone to follow the same system procedures. This will lessen the service call workload we are currently experiencing.

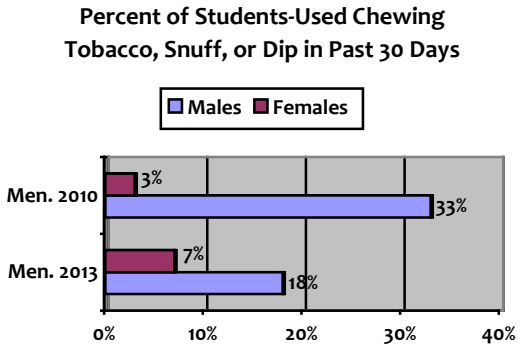
WELLNESS

The Wellness department works as a team with the clinic diabetic, nutrition and fitness staff. It offers a wide variety of activities in schools, work sites, and the community at large.

Present Staff include the Wellness Director and a Wellness/DM Assistant.

The number one priority remains tobacco abuse, which involves prevention, cessation, and smoke free work sites, campus, homes, and vehicles.

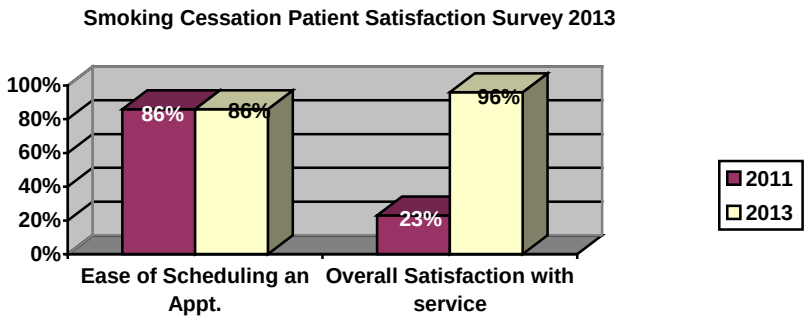




Smoking Cessation

Total clients seen for tobacco cessation is 293 as compared to 365 last year. Decreased numbers may be due to losing a full-time smoking cessation counselor.

Following is 2013 Smoking Cessation Patient Satisfaction Survey as compared to the survey results from 2011:



This year, Wellness program spent more than $18,000 dollars on nicotine replacement devices and Chantix.

Illnesses most likely to kill Menominee People by far are tobacco related disease.

Tobacco use is the leading modifiable risk factor associated with preventable death and morbidity in Menominee County.

Cancer is the leading cause of death in Menominee County. Five (5) year age adjusted Lung Cancer diagnosis rate of 106 is significantly different from the state rate of 63.

A smoking employee cost an average of $6,000 dollars per year.

Economic impact of tobacco abuse in Menominee County is about $4 million dollars per year cost of smoking related illness and economic impact of loss of productivity.

Menominee People have been highly traumatized historically and today, they have higher rates of depression and anxiety. One thing that alleviates immediately those feelings is nicotine. A continued comprehensive, culturally appropriate effort by Menominee Tribal Community to reduce the use of commercial tobacco is highly encouraged.

Menominee Stop Tobacco Abuse Renew Tradition (START) project was highlighted in National Institute of Health Annual Report. Jodi Fossum presented the project at the Society for Research of Nicotine & Tobacco Annual meeting in Boston. Partners presented at National Cancer Institute (NCI) Conference in Washington. START pilot smoking cessation project was awarded University of Milwaukee Research project of the year.

The National Institutes of Health (NIH), /Mayo, and Spirit of EAGLES qualitative "Pilot" grant ran through August 2013. That study used the information from the START project to help evaluate which smoking cessation practices are most effective for Menominee People (e.g., How best to help Menominee quit smoking? What worked? What didn't work?).

START, is not the end, it's the beginning. In August awarded a two (2) year grant from N.C.I. (National Cancer Institute) to continue cessation research. Plan Group Family Cessation retreat with follow up home visits is what our research said Menominee People wanted and what worked to help people quit.

The Menominee Tobacco Advisory Board, consisting of seven (7) community members, helps guide us in making our decisions about what the data means. The good relationships between Tobacco Advisory Board, clinic staff and our research partners UW Madison, Center for Tobacco Research and Intervention, UW Milwaukee, Mayo Clinic, and Spirit of Eagles is based on respect, open mindedness, and humility. This approach can help transform research from a cause of trauma to being a source of healing.

We are in our seventeenth (17) year of Sixth Grade Wellness presentations on; team building, leadership, assets, healthy heart, anger and stress management, learned optimism, breathing, health and humor, keeping Mother Earth well, commercial tobacco abuse, social engagement, love vs. infatuation, anatomy and physiology of reproductive system, local data, STD's, relationships, abstinence, and pregnancy prevention. Fifty-one (51) students were served per week throughout the school year.

The Wellness department coordinated the following community events: 16th Annual Strongest Menominee (11 participants), 2nd year partnered with the Menominee Veterans during their Pow-Wow "Veterans Challenge Walk" (240 participants), 20th Annual Pow-Wow Walk/Run (120 participants), 16th Annual Menominee Duathlon held in Neopit (22 participants), 7th Annual Neopit Soap Box Derby - 24 cars (63 youth made up teams), Menominee Go

Red Day and Heart Disease Awareness in Women (58 attended), Smoking cessation programs for clients at Maehnowesekiyah.

Works with the rest of wellness team; Men's Health Fair Keshena Recreation and MTE Tobacco Abuse booth, Elderly Health summit, Traditional tobacco plants grown by wellness class youth given to Menominee Elders (43 participants), Health screening of Menominee Tribal, Menominee Indian School District and Menominee County employees (410 participated), Diabetic relay display on Menominee smoking related disease, death, and cost. Participants made tobacco bundles (300 participants), Wisconsin On the Move.

SPECIAL DIABETES PROGRAM FOR INDIANS

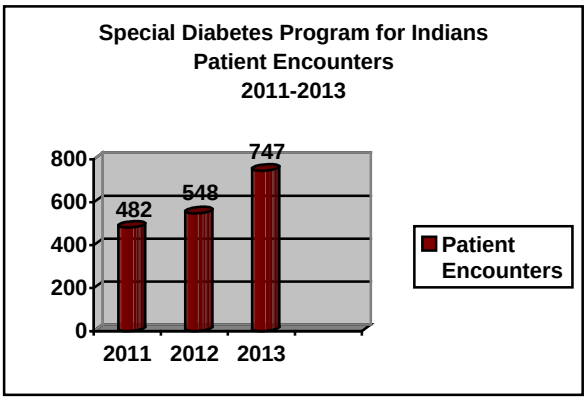
The Diabetes Program at Menominee Tribal Clinic continues to provide a variety of services to the Menominee Community. These services are offered to all tribal members, their families and tribal employees. The services include health screenings, physical activity events, educational conferences, nutrition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

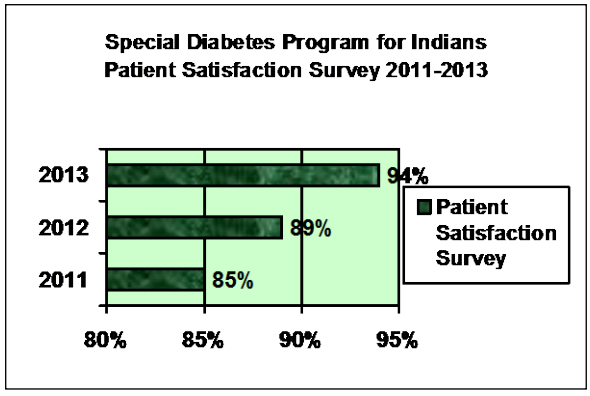
The Diabetes Program at Menominee Tribal Clinic through the Special Diabetes Program for Indians Grant provides testing supplies to community members, podiatry services and optical and dental supplies to assist with patient care in these departments. The program is also able to assist the pharmacy in purchasing one of the newer medications to help lower blood sugar in this population. Numerous educational and physical activity events are also sponsored. This grant funding will end in December of 2014.

The Diabetes Team at the clinic reviews chart audit data and identifies areas that need improvement in the care of the diabetes patients. The team members consist of a Diabetes Nurse Educator, a Registered Dietitian, a program assistant, the Community Health Nursing Director, a physical fitness instructor, a medical doctor, optometrists, a dental hygienist, a lab technician as well as representation from the Diabetes Prevention Program. Three (3) of the team members are Certified Diabetes Educators and all three of them have just been recertified for five (5) more years. There are currently over 800 people on the Diabetes Registry with three (3) of those patients being under the age of 18. The Diabetes Educator has had 747 patient contacts in the last year. The contracted podiatrist that comes to the clinic two days per month sees on average about 26 patients per month. Twelve (12) screenings have been held in the last year with 11 more scheduled to be completed before the end of the year.

A Woman's Health Fair is held in October with an average of 83 people attending the event. A Men's Health Fair was held in February 2013 with 32 people attending the event. The Diabetes Program assisted the Insurance Department with their benefits health fair providing health screenings to over 500 people in the month of September. The Diabetes Program and the Wellness Program are again working with the Insurance Department to complete health screenings for the tribally insured. The Diabetes Nurse Educator continues to spend three days a week in the Medical department to provide easier and faster access to patients. The Fitness Instructor has joined the Diabetes Educator in the Medical Department one (1) day per week and the Optical assistants are doing the same to schedule appointments for the patients with Diabetes.

The Diabetes Program in FY2014 will continue efforts on physical activity and nutrition programs. The Diabetes Program 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. The Diabetes Program continues making progress on obtaining accreditation through the American Association of Diabetes Educators.





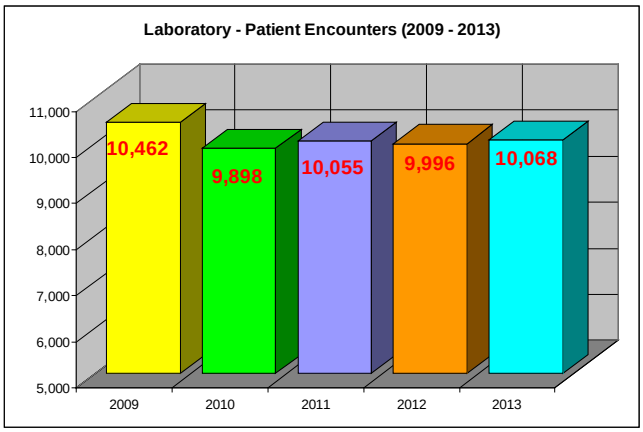
LABORATORY

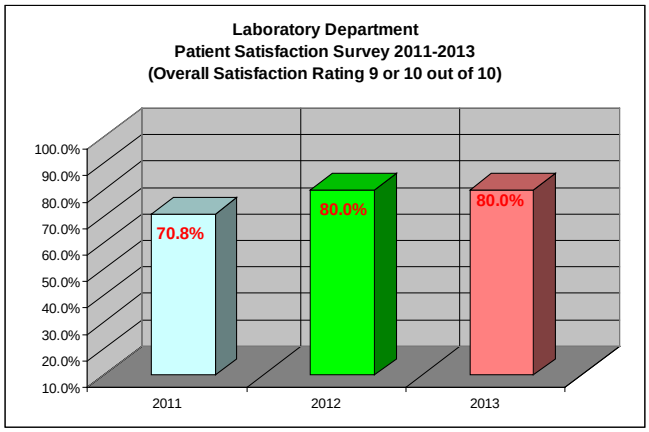
The Menominee Tribal Clinic Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis and treatment of disease. The Menominee Tribal Clinic Laboratory provides testing in the areas of Bacteriology, Virology, General Immunology, Routine Chemistry, Urinalysis, Endocrinology, and Hematology. Laboratory staff also processes specimens for referral to outside laboratories for tests not performed in-house.

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

The Laboratory had 10,068 Patient Encounters and performed 60,480 tests in-house, and referred 8,280 tests to outside labs. A total of 108 drug screens were performed.

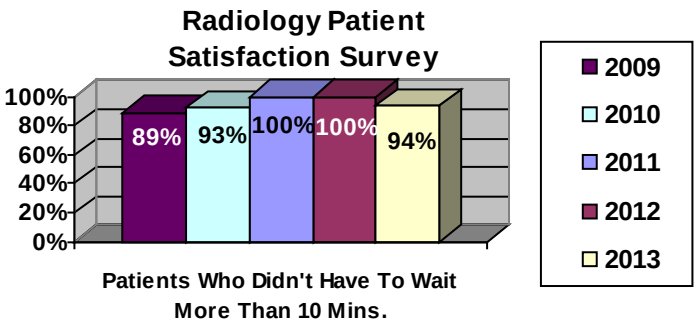
A patient satisfaction survey was conducted in February and March of 2013. The last question requested a response using a scale of 1 to 10 with 10 being the highest. Patients were asked to rate the laboratory department's overall service provided to them.

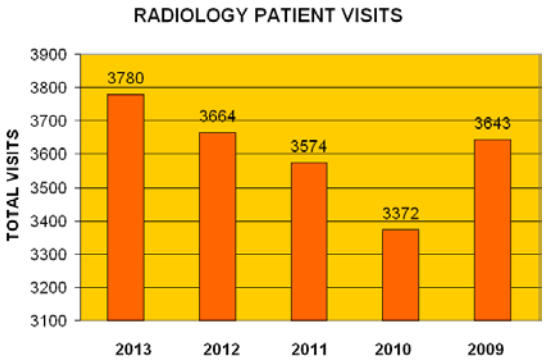




RADIOLOGY

The Radiology Department is staffed by two (2) registered technologists, one full-time at four (4) days per week and the other at part-time at 20 hours per week. The department provides straight radiography services to help with the diagnosis of ailments involving respiratory, abdominal and skeletal problems. All special studies are referred.



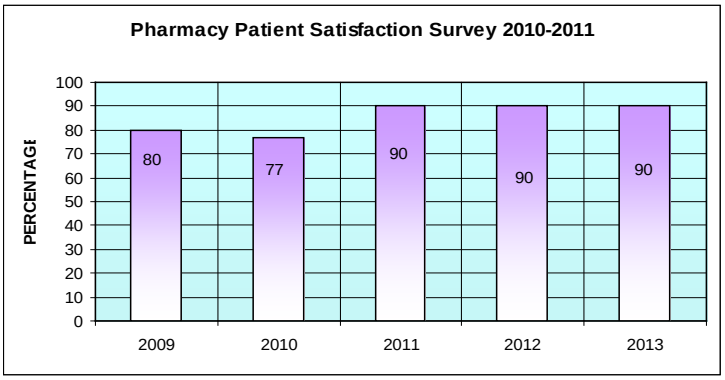


PHARMACY

The Menominee Tribal Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications.

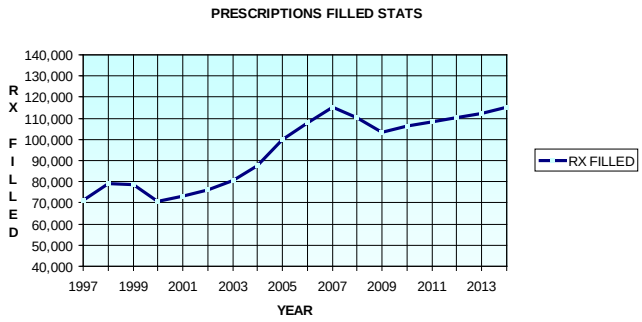
The Pharmacy & Therapeutics Committee continued its efforts to add medications that our community needed or would decrease the MTC payments to outside pharmacies. We added more than 12 new drug entities or strengths and deleted 3 medications from the formulary.

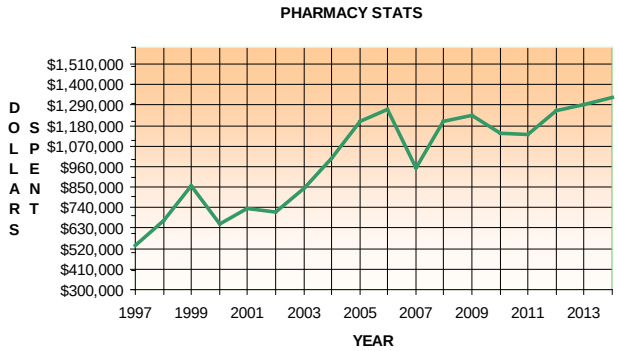
The automated phone refill system (IVR) was installed this year. Thanks to all patients who use the IVR, it helps the staff fill prescriptions more efficiently! This year a major request for a prescription filling robot was approved by the Tribal Legislature. It will be a huge asset especially when the pharmacy is operating short staffed, it should be installed later this year. In 2013, we were mandated to begin submitting all controlled substance dispensing to the State of Wisconsin, which we do on a daily basis.



The Patient Satisfaction Survey results were very good with an overall rating of 9.0 out of 10, the same as last year.

In 2013, the Pharmacy will dispense approximately 112,900 prescriptions. This is up from last year by about 2,000 prescriptions.





Pharmacy will spend nearly $1.292 million on medication and supplies this year.

EMERGENCY MEDICAL SERVICES

The Menominee Tribal Rescue Service provides Basic Life Support Services and ALS Level 1 Advanced Emergency Medical Technician Services. The Basic and Advanced Technicians deal with the assessment and care of the ill or injured patient. The Advanced 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 EMS department currently has 18 Intermediate Technicians, three (3) are full time and 15 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.

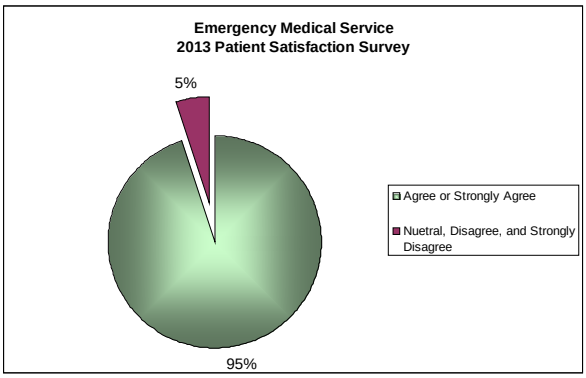
The basic training received by all EMT's includes the well being of the EMT, taking care of yourself in order to take care of others, medical / legal and ethical issues, anatomy, lifting and moving patients, airway management, medical and trauma patient assessment, vital signs, communications, documentation, 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 upgraded its guidelines and added 12-Lead EKG Acquisition and data transmission to hospital allowing the ER physician to see possible cardiac conditions prior to patient delivery to the ER. This is a great benefit to the patient in getting the critical care needed in a more time efficient manner. The skills of End Tidal CO Monitoring & Carbon Monoxide Monitoring with Pulse Oxymetry, greatly enhancing the ability to recognize and

initiate treatment options for cardiac and respiratory issues, Intra-nasal administration of Narcan and Glucagon, an alternative option to injection were also added.

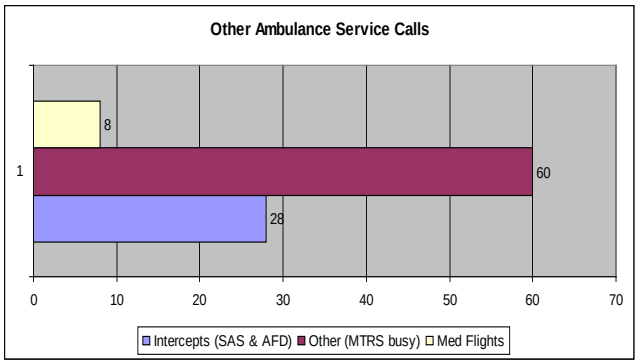
A new ambulance was purchased at a cost of $177,000, replacing one of the older ambulances in the fleet. Power cots and power-load systems were also purchased and installed in the two newest ambulances. These cots and the power-load system are of great benefit to the patients as well as the EMS crews. The powered cots and system are designed to handle a very heavy load thus preventing lifting injuries to the EMS crew and greater safety for the patient during handling and transporting.

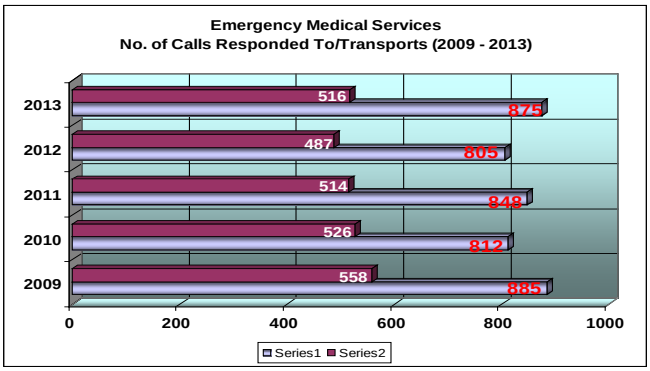
Patient Satisfaction surveys were conducted with the following outcome:



Menominee Tribal Rescue Service responded to 875 calls, 516 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 96 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services including, 60 ambulance calls while our ambulance was busy, 28 ALS Level 2 ground ambulance intercepts and 8 medical helicopter requests.





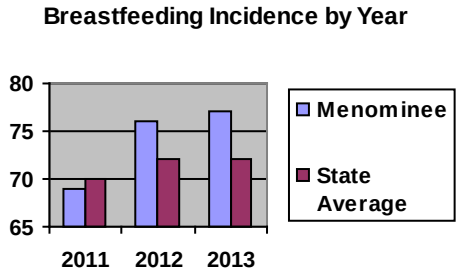
Trending Data 5 year history

Emergency Medical Services - Other			
Year	ALS Intercepts	Med Flights	Other Services
2009	16	5	55
2010	20	7	68
2011	19	5	52
2012	24	13	55
2013	28	8	60

WIC DEPARTMENT

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

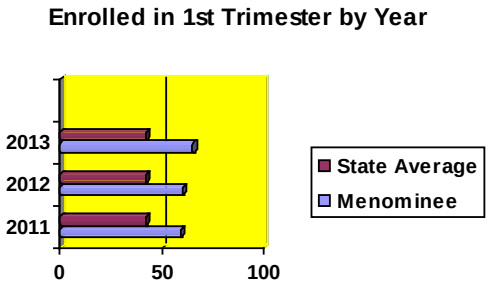
Notable highlights from this year include: The tribe continues to be a leader in the state regarding breastfeeding rates. This is the eighth year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding Incidence continued trending above the state average and duration rates improved over the year which was the local goal of the program. The graph below shows the Breastfeeding incidence for moms that are enrolled in the WIC program. For the past two (2) years, Menominee has been ahead of the State average in this category.



This has made it essential to continue local and state funding of the Peer Counselor at full-time. The Lactation Consultant and Peer Counselor for our WIC Program planned events during World Breastfeeding Week this summer. The 7th 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 8th (41 walkers). The Rock N Rest Tent was staffed again for the annual Pow-Wow. Along with the help of Menominee Indian Head Start Program and the Diabetes Prevention Program the tent held chairs, rockers, diaper changing stations, infant and toddler snacks and bottled water. Families were able to rest, breastfeed their infants and change diapers. We had information about Breastfeeding and Head Start enrollment. The lactation consultant continues to successfully maintain a breast pump loan program with all pumps being routinely checked out each month.

Another success is that the Save-a-Lot grocery store, along with three (3) c-stores are WIC approved vendors and continue to provide WIC items: a tremendous benefit to the community.

Our present concern continues to be having adequate space for our staff. We continue to have one (1) employee sharing office space with another department.



The preceding graph shows the percentage of mothers that enroll into the WIC program within the first trimester of pregnancy. Studies have continuously shown that the earlier clients enroll in WIC, the healthier the pregnancy outcomes. Menominee has been consistently ahead of the state average in this category.

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 additional local funding for the remaining 1.9 FTE is vital to our program's existence. It is important that the department receives adequate funding from the tribe if we wish to continue to address the health and nutritional needs of the population.

NUTRITION SERVICES / DIABETES PREVENTION

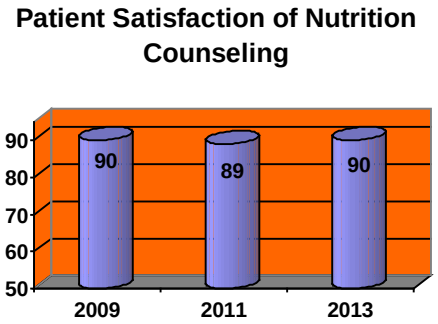
The clinic's Diabetes Prevention Program is focused on decreasing the incidence of diabetes in the Menominee population already diagnosed with Pre-diabetes. Studies show if we can keep these participants meeting their nutrition and activity goals, they will substantially decrease their risk of ever developing diabetes.

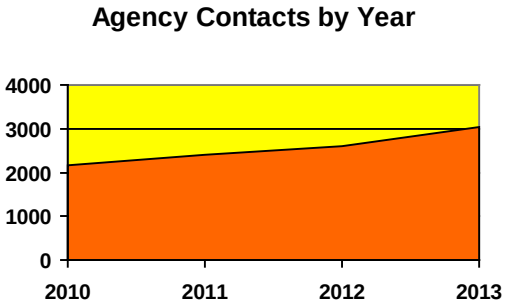
We continue to spend more time and energy in meeting the outpatient needs on the clinic's diabetes and cardiac patients. Gathering of statistics and implementation of Medical Nutrition Therapy have both increased in the past year as we strive to focus on the elevating rates of obesity and diabetes on the reservation. Community screenings have produced earlier Type II Diabetes diagnosis and therefore earlier, more successful treatment of the disease.

Highlighting this year's activities was the 13th Annual Relay for Diabetes held in August. Four hundred seventy-two (472) people walked a total of 1,461 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.

Wellness Screenings were offered throughout the community in collaboration with the Diabetes, Wellness, and Tribal Insurance departments. The state Senior Farmers' Market Program was offered for the 5th year to the Menominee Reservation.

The Diabetes Prevention Program has been busy recruiting, enrolling, and maintaining patients in the Diabetes Prevention Classes. 3 series of classes have been scheduled this year. Currently the program is funded through September 2015.





As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. A major concern for the upcoming years will be to provide adequate funding to meet salary and administrative needs. With two fulltime dietitians, it is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished.

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. The College also provides outreach programming, non-credit courses, workshops and conferences for adults and youth.

The College 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. Board officers are:

- 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 Corn, Curriculum Coordinator, Menominee Indian School District (B.S., St. Norbert College and M.S., Marian College).

Board members are:

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

CMN employs 230 individuals, 78 percent of whom hold academic or technical credentials, and 36 percent of whom have earned advanced degrees at the master's or doctoral levels. Eighty-six employees are enrolled or descendant Menominee. Thirty-four others are affiliated with other American Indian tribes.
Officers of the College serving with President Fowler are the following:

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

The College's President and CFO are members of the Menominee Indian Tribe of Wisconsin (MITW). A number of other Menominee hold administrative positions as Deans, Directors and Managers at CMN. They include Gary Besaw, Dean of Students (M.S., UW-Madison); Christopher Caldwell, Director, Sustainable Development Institute (A.A., College of Menominee Nation; B.S., UW-Madison); Maria Escalante, Director, Library (M.L.S., UW-Milwaukee); Victor Escalante, Assistant Financial Manager; Mario Fernandez, Director, Maintenance; Nicole Fish, Director, Financial Aid (B.S., Silver Lake College; M.S., Lakeland College); Tessa James, Admissions and Enrollment Manager (B.A., UW-Stevens Point; M.A.C., Lakeland College) Norman Shawanokasic, Director, Native American Vocational Rehabilitation (B.A., NAES; M.S., San Diego State); John Teller Sr. (Associate Dean, Continuing Education (B.S., UW-Madison); Myrna Warrington, Director, Student Support Services (M.S., UW Oskhosh); Richard Warrington, Director, Operations (B.S., Silver Lake); Susan M. Waukau, Assistant Director, Advancement (A.A. Haskell Indian Nation University); Juanita Wilber, Registrar (B.S., UW-Green Bay); Renita Wilber, Director, IT (M.S., American Intercontinental University).

Also, Clara Fowler Otto served as Bursar until her retirement in late Fall Semester 2012.

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 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 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.

In Fall Semester 2013, the College added a new Associate Degree in Digital Media.
CMN also offers the following associate degree (2-year) programs:

- Accounting
- Biological and Physical Sciences, Business Administration
- Computer Science
- Digital Media
- 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

Certificates of Mastery are offered in Criminal Justice, Entrepreneurship and Microcomputer Specialist.

CMN is an open admission institution through the Associate Degree level, meaning applicants who meet certain basic requirements can be admitted. The Bachelor's Degree programs and the Associate of Applied Science in Nursing are considered "selective," in that a student must apply for program admission after meeting the general admission requirements.

■ Students Served and Student Demographic

The unduplicated student enrollment numbers in degree and diploma programs for academic year 2012-2013 was 721, with a full time equivalent enrollment of 437.

Among these, a total of 435 (60%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population included students from approximately 30 tribes, with strongest representation from Menominee. Oneida and Stockbridge-Munsee tribes.

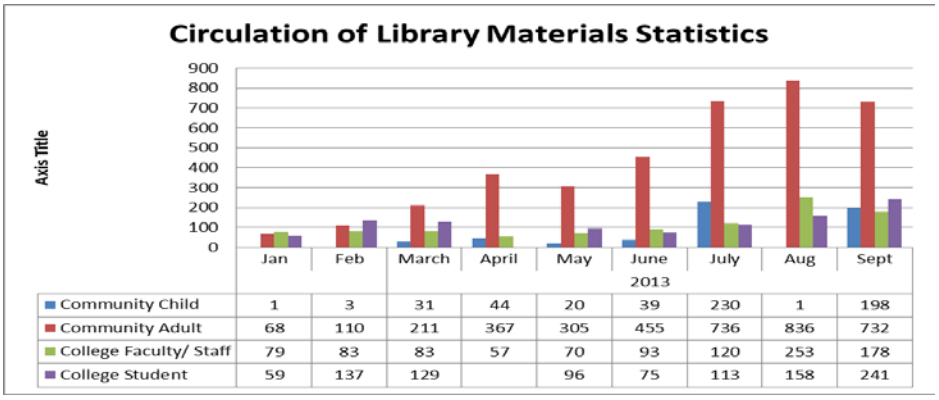
Forty-one percent of CMN's students in the year were age 30 or older. Eleven percent were age 17 or younger. Among the youngest enrollees were 61 high school students participating in free, grant-funded classes through the Learn and Earn program which enabled them to accrue credits that can be applied toward graduation and toward College requirements.

■ Outreach, Community Service and Continuing Education

In winter 2012-2013, the College, MITW and others entered into agreements that moved Menominee Public Library and University of Wisconsin-Extension operations to CMN's Keshena campus. An agreement between CMN and the Tribe also involved the College's teacher education program and Sacred Little Ones Research Initiative in selecting a new curriculum for the Menominee Head Start program. CMN provided in-service training for Head Start teachers in early Fall 2013.

Menominee Public Library – An agreement was signed in November 2012 between the College and the Tribe transferring responsibility for providing public library services for all residents of the Reservation and Menominee County to CMN. In the subsequent months, the College has been building the library collection, providing inter-library loan services and presenting library programs for children, young adults and adults from facilities on the campus shared with the academic library.

The Library Director makes quarterly reports on public library expenditures, programming and patron statistics to the Tribe. Highlights of those reports include the following:



	Jan	Feb	March	April	May	June	July	Aug	Sept
			2013						
Community Child	1	3	31	44	20	39	230	1	198
Community Adult	68	110	211	367	305	455	736	836	732
College Faculty/ Staff	79	83	83	57	70	93	120	253	178
College Student	59	137	129		96	75	113	158	241

Library Events with a Community Focus – During the year, the Library offered a total of 35 events. These included events presented at Middle Village Headstart (2 Story Time programs), Stockbridge Headstart (3 Story Time programs,) Menominee Tribal School (3 Book Club meetings), and MISD schools (2 events). Library events for the public that were held on campus included a reception, 6 do-it-yourself programs, 4 movie showings, 9 summer reading program activities, and 5 author-book events. Library events were also held at the Menominee Casino Conference Center.

Community Member Applications for Library Cards – During the years 2009 through 2012, community-member requests for library cards at the College's library averaged 32 per year. Since the merger of the libraries, a total of 428 cards have been requested, representing 290 adult and 138 child registrations.

Recorded Research Visits to Special Collections – In the period October-December 2012 there were 20 visits, January to mid-October 2013 totaled 146, with peak periods being January, February, June and July with 20 to 27 each month.

Continuing Education – The College's Department of Continuing Education sustained its programs of Red Cross First Aid training, financial literacy programs, and a variety of job-preparation opportunities for area residents. Year 2012 saw the end of CMN's long-running TrANS program which readied adult participants for entry-level employment in the road construction industry. Wisconsin Department of Transportation funding ended, but the program, which began in 2001, can proudly name 210 individuals – many of them Menominee – who are CMN TrANS graduates. The TrANS Summer Youth Transportation Institute was again sponsored by the Wisconsin DOT. The popular annual program is a three-week career exploration opportunity for middle school students.

Youth enrichment on campus increased during the year with the addition of a Youth Empowerment Program (YEP) serving approximately five dozen Menominee children. YEP is funded by the U.S. Department of Health and Human Services grant.

A multi-year U.S. Department of Agriculture grant continued CMN programming to address health and safety of Menominee Reservation elders. New grant-funded initiatives at the College included a series for Native entrepreneurs, small-business owners and those hoping to start businesses. It was sponsored by the First Nations Development Institute. CMN was one of only two tribal colleges in the U.S. to receive the First Nations funding award.

Technical Education – The College enrolled 54 students in technical diploma programs: six in Electricity studies, 20 in Welding, nine in Sustainable Residential Building Systems, 19 in Office Technician and 26 in Practical Nursing. Fifteen technical education students completed diploma studies in December 2012 and 34 in May 2013.

A $250,000 award received as part of a U.S. Department of Health and Human Services (DHHS) grant helped develop and pilot CMN's Home Health Aide Provider program. More than half of the 257 students who registered for and completed the course were Native Americans. Other grant funding provided work-base learning opportunities for 63 adult students and paid graduation fees for 16 Menominee students graduating in trades programs.

Also available to community members were workshops, skill-builder labs, special opportunities for GED preparation, career exploration, and improving math and reading abilities. Case managers from the Job Center of Wisconsin were available in the College's Community Technology Center (CTC) on Monday mornings and Tuesday afternoons throughout the year. Their services included help with job searches, applications, resumes, career counseling, training and resource referrals.

Also offered free for community members at the CTC were technology-based learning options that ranged from basic computer skills for older adults and read-aloud techniques for parents to iMovie production skills for youth.

■ 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. The facility in Green Bay is leased.

Students and staff gained additional classroom and shop space in the Technical/Trades Building as administrative functions were moved to available space in CMN's new Community Technology Center.

Other projects on the Keshena campus during the year included installation of way-finding signs. The signage provides better identification of buildings and parking lots to facilitate travel by students and visitor, and to aid emergency responders who may be called to the campus.

Milestones and Accomplishments

Calendar year 2013 was celebrated as a milestone anniversary marking the 20th year since CMN began offering classes in 1993. Among the many activities planned in observance were a free, public Faculty Lecture Series

throughout the year. A highlight address by Dr. David Overstreet of the archeology program at CMN provided information on recent research on raised garden areas constructed by early Menominee. A video production by a faculty and staff teams captures early images and a quick review of the College's 20-year evolution. Also in celebration of the anniversary year, the College published a retrospective edition of its literary magazine, *Feather Chronicles*, featuring the best creative work by CMN students, faculty and staff. Links to video of Dr. Overstreet's address, to the College's anniversary video, and to an online version of *Feather Chronciles* may be accessed on the CMN website, menominee.edu.

Among many international and domestic visitors to the College during was U.S. Secretary of Education Arne Duncan, who was featured speaker at CMN's June commencement ceremonies.

The College had strong representation at the Spring student conference of the American Indian Higher Education Consortium (AIHEC), which was held in Green Bay under the auspices of CMN and other Woodland Indian tribal colleges. CMN also entertained the Spring meeting of the Board of the American Indian College Fund at the Keshena campus. College staff provided volunteer support to the planning and delivery of the national meeting of the Intertribal Timber Council in June in Keshena.

As a host site for the regional Miles of Art summer gallery tour, the College gave exhibit space to nine Native visual artists plus two others, performance space for Menominee's Wade Fernandez and Oneida musician Jennifer Stevens, and sponsored a hand drum and canary competition. Cultural programming also included original stage productions by CMN theater students and faculty. CMN's 3rd annual benefit golf outing attracted more than 100 golfers from many tribes and netted close to $20,000 for educational resources.

CMN students winning honors included Jeremy Wescott, an MITW member and graduating senior. Wescott, who earned his Bachelor of Science Degree in Early Childhood/Elementary Education, was chosen to give the June 2013 student commencement address in ceremonies at the Menominee Casino Resort Conference Center. Also drawing special notice at graduation in June was tribal member Charles James Sr., who became the first graduate in CMN's new Associate Degree program in Material Science and Pre-Engineering.

Among Menominee taking part in CMN travel-study opportunities during the year were student Lloyd Frieson and staff member Patrick Waukau who attended the Intertribal Nursery Council proceedings in Fall 2012 in Oregon, and Joshua Waupoose, whose travels included a Summer 2013 Institute for Sustainable International Studies course in Belize, Central America, and American Indian Science and Engineering Society (AISES) convention in Alaska. Other Menominee students in the CMN contingent traveling to Alaska were Brennan Waupoose, Kaleb Powless and Alyss South.

Statement of Financial Health

The College of Menominee Nation remained debt free and operated with a balanced budget during the year. Strategies implemented over recent years and continued in 2012-2013 have included a wage freeze, restrictions on new hires, tightened budgets and curbed spending.

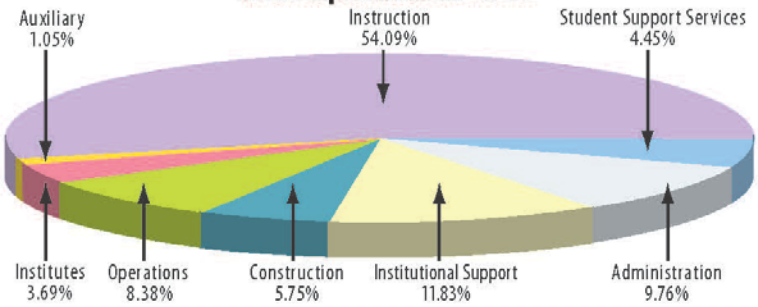
Recent sequestration challenges were addressed with pre-emptive planning, including creation of task forces to analyze certain institutional expenses, such as printing, travel, utilities, student recruitment and student services functions. Reductions were achieved in capital and operating expenses and inventory.

With 90 percent of CMN's degree-seeking students receiving federal educational grants, CMN has paid special attention to protecting student support and maximizing processes for degree/diploma completion. Efforts include plans for stronger academic program alignment and focused pursuit of grants that offer stipend and tuition reimbursement support for students.

CMN Expenses 2012 *(Unaudited)*

Instruction	$10,703,530	54.09%
Student Support Services	$ 1,078,223	4.45%
Administration	$ 1,931,064	9.76%
Institutional Support	$ 2,340,327	11.83%
Construction	$ 1,137,385	5.75%
Operations	$ 1,659,214	8.38%
Institutes	$ 731,043	3.69%
Auxiliary	$ 207,812	1.05%
Total	$19,788,598	100.0%

CMN Expenditures 2012

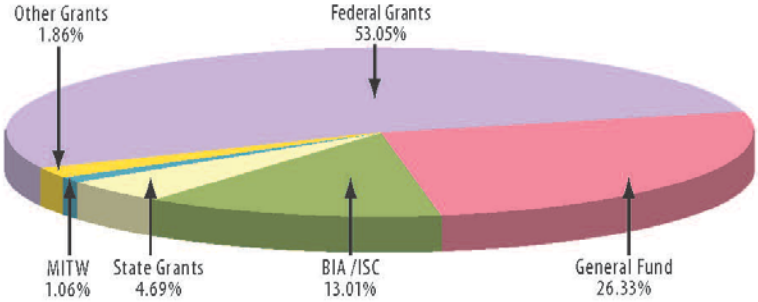


CMN Revenues 2012 *(Unaudited)*

Federal Grants	$10,497,812	53.01%
General Fund	$ 5,210,809	26.33%
BIA /Indian Student Count	$ 2,575,400	13.01%
State Grants	$ 927,552	4.69%
MITW Allocation*	$ 209,103	1.06%
Other Grants	$ 367,262	1.86%
Total	$19,788,598	100.0%

Menominee Indian Tribe of Wisconsin (MITW)

CMN Revenue Sources 2012



*** 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 is 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 also 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 departmental responsibilities include Real Estate and Land Use, Recycling and Solid Waste disposal/contracting, Planning, Mapping and Project Management.

The Community Development Department consists of 12 individuals: Director, Sr. Project Manager, 3 Project Managers, Secretary/Lead worker, GIS Coordinator, GIS Technician, Real Estate Coordinator, 2 Laborers and 1 Seasonal Laborer.

TTIP (Formerly IRR) Program:
Road Construction

The accomplishments under this initiative the past fiscal year include construction projects on Neopit Streets- Phase I- White City, West Branch Road- Phase II, Middle Village Cemetery Road, Warrington Road Street Lighting Initiative and a Traffic Impact Analysis of the Wolf River Drive area.

The highlighted project would be the improved surfaces for the roads of the Neopit Community; these Town roads are in need of repair and replacement. We are collaborating with the Town/County on the complete project with the Town contributing $125,000 for each of the three years of the project as well as with Indian Health Services for minor sewer/water improvements within each area of the project. The project consists of pulverizing the existing surface, reshaping the roadbed, replacing curb, gutter and some sidewalks, repaving with asphalt, striping and new

signs. The project was suspended due to the weather conditions and will be completed in the spring 2014. All total, the first phase of the project cost was $474,573.89 with $316,867 funded through the TTP Road Construction Program, Menominee County's contribution of $125,000 to the project and the remaining $32,706 coming from IHS for the sewer/water improvements.

The West Branch Road- Phase II (gravel portion) project consists of adding eight (8) inches of gravel to the road, replacing culverts, ditch/slope one area to deter washout and adding new signage to the 3.8 miles of West Branch Road (gravel portion). Prior to the project, MITW contracted the brushing of the ROW to MTE in order to improve the sight distances throughout the project at a cost of $22,719 from the TTP Road Maintenance funding. The project cost of $419,008 was funded entirely from the TTP Road Construction Program.

The Warrington Road Street Lighting project was undertaken with two separate intents, first, to provide increased lighting along the existing sidewalk to promote safe pedestrian traffic from Warrington Addition to destinations along Highway 47 most notably Menominee Indian High School, Keshena Primary School and the Save-A-Lot/Family Dollar/Subway strip mall. Also, to provide a test area for converting the street lamps from sodium halide to LED heads. The plan is to isolate this strip of lights and monitor the costs in comparison to the sodium halide lights in our existing inventory. The project is to consist of adding 25 LED lights and poles along the sidewalk from Highway 47 to Chief Souligney Street. The project cost is $93,000 and is funded through the TTP Street Lighting Initiative.

Middle Village Cemetery Road was a project designed with the intent of providing the infrastructure and road/trail system for a future final resting place for Tribal members as the existing cemetery's in Neopit and Keshena will one day be at capacity. The project consisted of shaping, adding gravel to road and rails within cemetery, creating A retaining pond for storm water, landscaping adding trees, shrubs and a new sign. The project cost was $187,746 and funded through the TTP Road Construction Program.

The Traffic Impact Analysis (TIA) for the Wolf River Drive area was undertaken in order to better evaluate the needs of the various facilities and traffic for the growing area around and near Wolf River Drive. MITW contracted with Jewell Associates Engineers, Inc. to assist with data collection, analysis and engineering of ideas for plan development. Community Development hosted bi-monthly meetings with representatives from Tribal Clinic, Menominee County, Tribal Police, Courts, Community Resources, Utilities, Maintenance and BIA Engineers to move the TIA along. Jewell will be providing plans to the group at a November meeting, at which time decisions will be discussed on how to move forward with improvements to the area. Total cost of the contract was $43,000 of TTP dollars.

Next year the area of focus will be the Phase II portion of the Neopit Community Roads with Shanty Town and Zoar roads being resurfaced. In addition, a gravel project will take place on Old South Branch Road, and funding allocated toward the Hwy. 47/County G intersection 2015 project. Other sidewalk and parking lot projects to be completed include Our Children's Road sidewalk to assist the Day Care and Headstart with connecting to existing sidewalks for walking adventures; Keshena and Neopit Sr. Center Parking Lot projects to assist with meeting the needs of our elders, Tribal School Parking Lot and the Diversion Center Parking Lot at Maehnowesekiyah. Other projects will be considered based on funding and meeting funding criteria for repair/replacement.

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 $300,000 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; first, the Tribe contracted with MTE to perform brushing of the ROW on West Branch Road- gravel portion. This project aligns with the regraveling road project and allowed MTE to hire enrolled Tribal members who were tasked with brushing the 3.8 miles along West Branch Road. MTE did a great job, finished within the allotted timeframe and assisted with making this a safer road to travel. The project cost was $22,719 and was funded through the Road Maintenance portion of the program.

Next, the Tribe used Road Maintenance funding to gravel the parking lot at the Neopit Senior Center, this will prepare the parking lot for eventual paving next year or the following year as part of the continuation of repaving the Neopit Streets. This project added gravel to the parking area, repair work to the handicap ramp and laid the grounds for a future employee parking area across the street from the Senior Center. The additional parking area will allow for easier access by elder Tribal members using the facility. The project cost was $6,409 for the gravel/parking area construction and $640 for the repairs to the existing handicap ramp adjoining the Sr. Center building.

Plans are to continue the sub-contracts with Menominee County and MTE for Road Maintenance as well as contract out work through the maintenance funds for gravel projects for roads adjoining Road Construction projects. These projects will be based on meeting the criteria for repair through the road rating completed by the department.

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. The Tribe contracts with Harter's of the Fox Valley for collection services in collaboration with Menominee County, the contract costs the Tribe apx. $330,000 each year to provide curbside services to Tribal members at no cost in addition to the costs of disposal for materials taken to the Keshena Transfer Site.

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. First, the Tribe pays for the material through the free curbside service they already receive and if they take it to the Transfer Site, it is paid for again 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 curbside services twice doesn't add up to savings.

The Transfer Site received a new building through an IHS funded project, the new building improvements consisted of a well with running water, plumbing, office space and room for operations. The addition of a well, plumbing and office space are improvements which allow for drinking water, restroom facilities and warm/cool office for attendant as the conditions on hot/cold days are difficult to handle. The past year, Community Development implemented regular hours of operations for the Keshena Transfer Site as well as the yard debris pit in West Branch. Gates were installed with signs noting regular operating hours (open daily 8:00 a.m. - 4:30 p.m.), for West Branch it is open on-request basis 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 was difficult, but 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.

Future plans for the site include possible addition of paper/cardboard bailing system, recyclables sorting and recycling/reuse/sorting of construction materials i.e. lumber, plywood, doors, windows, etc.

Planning:

Tribal Energy Plan

This year the department investigated avenues to develop the Tribe's Comprehensive Energy Plan. Initial efforts included contact/collaboration with the National Renewable Energies Laboratory (NREL) to promulgate the development of the plan in order to outline how it can assist with securing future grants/funding.

Department staff have attended training on plan development, completed on-line training for development as well as participated in grant writing training in order to better understand what will be needed by the plan in order to apply for and obtain funds through energy initiatives. In addition, the department hosted NREL staff along with extending invitations to other directors and leaders to assist with data collection for the plan in August. The first two days went well in meeting with the NREL staff and Tribal staff, but unfortunately the final day was cut short due to the major wind storm on the night of August 21 and most participating Tribal staff had to attend to facilities and assist with clean-up plans.

At this time, the plan remains a work in progress and the department will be investigating grant opportunities for promoting energy audits and actual execution for the Energy Plan upon completion. Staff has broken the plan implementation down into steps which can track achievement of goals/steps in the development process; this keeps the goals attainable as well as builds toward completion of a comprehensive plan.

Other Community Development Department Highlights:
The department continues working with Alliant Energy on the Neopit Substation Project, which will be constructing a new substation within the boundaries of the Menominee Tribal Enterprises (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. The majority of the project is ready, but the delays revolve around approval of the lease to Alliant by the BIA. Upon approval of the lease, the project will move ahead rather quickly. Construction is anticipated to be completed in the spring of 2014.

Height Modernization Program- Completed working with WisDOT on a project which put cement monuments in the ground along State Highway's 47 & 55. This project will provide additional information for determining GPS positioning and provide monuments for surveying locations to determining precise measurements along roads and boundaries. The project was funded entirely by WisDOT funding.

The Department also provides technical assistance to other departments through Project Management, the Department assisted with the following projects during FY' 13:
Keshena Transfer Site Building Project
Completion of Neopit Water Improvements through Neopit Streets Road Project
Menominee Tribal Clinic Addition
Maehnowesekiyah Diversion Center Addition
LEC Expansion
Headstart Flood Damage
August Wind Storm Damage- Community Development Team assisted with tree clearing/removal/safety

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 FY13 the Community Resource Center operated the Income Maintenance program, Tribal Temporary Assistance for Needy Families (TANF), and Public Law 102-477 programs. Staff consisted of seventeen (17) 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, Administrative Assistant (2), Receptionist, Maintenance/Housekeeper and two (2) Youth Supervisors.

Income Maintenance:
Since taking over this program from Menominee County on December 1, 2011, this program has continued to be a very active addition to our building. The programs currently operated by our facility are Food Share, Badger Care, Medicaid, Long Term Care, Family Planning Waiver and other smaller subsets of the Health Care programs. These services reach out to all of Menominee County within our service area to include Native and Non-Native applicants. Two Income Maintenance (IM) Case Workers and the Director operate this program with the assistance of support staff. Due to the loss of one Case Worker another was hired and trained late in the fiscal year. She is now able to carry a caseload and we are back up to full staff. The Income Maintenance program serves nearly 900 individuals and families throughout the community. Technical support continues to be offered through a state wide Call Center. About half way through the Fiscal Year we were determined to no longer need one-on-one training and became a regular work site operating at full capacity independently.

The Director is an active member of the Wisconsin Tribal Income Maintenance and TANF Association that meets on a quarterly basis to discuss policy and changes to these two programs and advocates for clarity and equality for Tribes.

Quarterly meetings are held jointly with Menominee County who operates the Child Care and Energy Assistance programs to ensure our programs are aligning and information is being shared between the two programs on shared clients. Care Managers from Menominee County keep open communication with IM Case Workers as health benefits are processed and renewed for joint clients.

Training has been completed throughout the later part of the fiscal year to gear up for the changes that will take place with the Affordable Care Act. An increase of an estimated 440 additional applicants and changes to income levels and the way income is considered for each family member will be implemented between October and December and into the rest of the fiscal year. Additional funding has been provided by the State of Wisconsin to plan for and implement these changes. Staff has been trained in the newest rules and stay abreast of changes as they are reported through Operational Memos.

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.) To 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. Our program served an average of 42 clients monthly receiving a benefit check of up to $700.

Seventeen (17) clients completed a Work Experience Contract. Through this contract they were placed in area departments to complete on the job training. As a result of these contracts eight (8) were hired into these positions on a permanent basis.

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. Incentives are provided for those clients reaching the six month and one year mark of continued employment as well.

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 use increased dramatically this fiscal year as families continue to struggle to make ends meet. We have assisted an average of 14 families per month with these services during the past fiscal year.

Direct Assistance in the form of monthly vouchers was paid out to families at a total amount of $307,819.00 and an additional $143,507.00 was provided in supportive services. These supportive services include but are not limited to: transportation tickets, gas cards, car repairs, utility expenses, fuel assistance, insurance, 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 Associates Degree. Youth were also awarded for good grades and attendance.

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

TANF Families Data	Oct 2012	Nov 2012	Dec 2012	Jan 2013	Feb 2013	Mar 2013	April 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013
Total Caseload	74	75	76	70	64	64	64	79	72	63	67	69
One Parent	38	42	42	36	31	31	31	34	31	32	36	50
Two Parent	7	10	8	7	6	8	8	5	4	3	3	3
Diversionary /Transitional Cases	29	23	26	27	27	25	25	40	37	28	28	16
Total People Served	200	200	199	187	171	173	173	195	180	155	171	187
Total Children Served	110	110	105	98	92	95	95	150	118	89	101	124
Work Participation Rate %	48.28	56.67	69.70	62.50	72.00	66.67	35.14	54.55	69.23	57.69	38.46	54.37

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.

Our funding through the WIA program faces yearly cutbacks, this past year we received 5% less in funding. Our youth program was affected this year by a reduction of work placements that we were able to offer as well as some Work Experience contracts for the Adults. Fortunately the NEW funding remains at a steady rate.

During the period of October 1, 2012 through September 30, 2013 the PL 102-477 program served 208 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. Fourteen (14) clients attained a degree or certificate, while an additional fifteen (15) clients meet their educational objective which was a part of their employability plan. Certificates were received in the following areas: Flagger/TRANS Construction Safety -2, Welding -2, CNA -3, Personal Care Worker – 5, OSHA -1, State of WI Credentialing -1.

Work Experience and Job Placement: In the course of this past fiscal year our department has assisted 20 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 eleven (11) clients secured employment throughout this fiscal year. Six (6) additional clients obtained employment through job search activities.

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, educational trainings, assistance with resume creation, and leadership development.

This past summer the Community Resource Center secured job placements for 68 youth to participate in a 6 week Summer Youth Program, and an additional 5 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.

Community Participation/Collaboration

The Community Resource Center provided financial assistance and/or personnel for the following community events/activities during this fiscal year: Culture Camp, 3 on 3 Basketball Tournament, Coats for Kids, Career Exploration Day, Sturgeon Feast, Sobriety Pow Wow, Domestic Violence Walk/Run and the Senior Banquet.

Members of our staff participate in the following committees: Community Engagement Committee, Wellness Court, CMN Nursing Program Advisory Committee, CMN Career Exploration Committee, and Night Out Against Crime.

We held our 3rd Annual Haunted Hallway this past October. This event is planned and executed by a joint effort between staff, clients and community members. No federal or tribal funding is used to sponsor this event. We accept donations of items to loan or use and participants use their imagination and donated items to create a fun evening for the community. Admission of $1 or a canned good was collected. The money from admissions and the food sale was collected to add to the Youth Scholarship Fund. Each year we try to raise enough money to fund two $500 scholarships to youth that apply through the school district. The canned goods were donated to the two church food pantries to assist with the winter needs. This past year we collected 220 canned goods that were shared between the two pantries. Plans are underway on ways to improve next year's event.

Conservation

Walter Cox, Director

Staffing includes Director, four Conservation Wardens, one Administrative Secretary, one Fish and Wildlife Biologist, 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	**FY 2012**	**FY 2013**
Reportable Incidents	714	791
Citations Issued	51	35
Warnings Issued	17	13
Complaints Received	113	138
Interagency Assists	36	40
In-service Hours	292	225
Permit/ID checks	124	183
Investigations	81	98
Court Appearances	14	11
Meetings Attended	145	114
Other	119	157

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 405 deer, 20 bear, 35 turkey, 21 fisher and 10 bobcats were harvested during the 2012-2013 hunting seasons.

<u>During the past year, the Conservation staff was involved in:</u>

- 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
- Hunter Education Course
- ATV Safety Course
- Local Emergency Planning Committee.
- Enforcement & Resource Protection Committee
- Legislative Community Meeting
- State/Tribal Relations Committee
- State-Tribal Consultation Committee
- Testimony in Madison for Recognition of Tribal Tags
- Wisconsin Conservation Congress
- Great Lakes Chief Conservation Officer Meeting
- Certification of Wild Ginseng
- Public Outreach Events and Presentations –
  - Hunter Education
  - ATV Safety Course
  - Aquatic Invasive Species
  - Teaching Lodge
  - Winter Roundhouse
  - National Science Foundation
  - Lake Sturgeon for Tomorrow
  - College of Menominee Nation
  - Menominee Indian High School
  - Keshena Primary School
  - Menominee Tribal School
  - Menominee Indian Head Start

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:

- Patrol, Investigate, and Issue Citations
- Tribal Court Appearances
- Semi-Annual Firearms Qualifications
- Assist Menominee Tribal Police
- Education and Public Outreach
- Timber Trespass Investigations
- Wildland Fire Investigations
- Public Outreach in Schools
- 40 Hour Annual In-Service Training –
    - Wildland Fire Refresher
    - Invasive Species
    - Hazardous Materials Awareness
    - ATV Safety
    - Tribal and Federal Training on Wildlife and Pollution Enforcement Issues
    - Sturgeon Guard Patrol
    - Crime Scene Management
    - ATV Safety
    - Active Shooter
    - Synthetic Marijuana
    - First Aid CPR/AED
    - Firearms Qualifications and Certification

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. 2013 spring game surveys indicate reservation whitetail deer population at 9.0 deer per square mile.

FY'12 management goals and objectives include:

- Work Collaboratively with Other Related Tribal Departments
- Provide Outreach on Invasive Species
- Truck and Transport 100 Lake Sturgeon per Year to Keshena Falls
- Conduct Fish and Wildlife Surveys
    - White-Tailed Deer Pellet Count Survey
    - Furbearer Track Survey
    - Wolf Howling Survey
    - Ruffed Grouse Drumming Survey
    - Sandhill Crane Survey
- Conducted Black Bear, Lake Sturgeon, and Timber Wolf Research
- Assess Fish and Wildlife Population Numbers
- Manage Beaver Populations and Remove Excess Nuisance Beaver

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

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
- 12 Full time Teachers
- 1 On-call Teacher
- 3 Part-time Teachers

Other Personnel

- 1 Voc. Rehab Worker
- 2 NICOA Workers
- 1 Grant mother from GLITC program

Children Services Provided for 2013

- Daycare services for 166 children
- 88 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
- Honoring Our Families Pow-wow – Healthy/ Nutritious Meal included
- Hosted the Tiny Tot Contest at August 2013 Pow-wow
- 5th Annual Easter Egg Hunt in Neopit – 200 people served

Community Collaborations

- Tribal Social Services / Maehnowesekiyah funded childcare services for children in need of respite care
- College of Menominee Nation for staff education
- College of Menominee Nation Education Classes for Literacy Activities for families at daycare
- 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, Tribal Enterprise, JOM, Woodland Boys and Girls Club for 5th Annual Easter Egg Hunt

YoungStar Quality Rating – This is a quality rating system for childcare programs across the State of Wisconsin. The daycare program was observed for overall program standards and we maintained our FOUR STAR rating. We will continue to strive for the five stars!

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 continuing education 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 2012– 2013 Ending May 2013

A.	Number of new students	24
B.	Number of active students	198
C.	Number of graduates	13

FY 2013 Budget:	$216,016.00
Expended	213,411.73
Balance	*$ 2,604.27

HIGHER EDUCATION SUMMARY

This year's funding was reduced by 5%. Funding is always an issue because tuition and fees increase approximately 5 – 8% each year while financial aid does not increase proportionately to meet the increasing costs. Students are continually 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 2012 – 2013 Ending May 2013

A.	Number of new applicants	58
B.	Number of Active Students	103
C.	Number of Completions	17

FY 2013 BUDGET:	$183,634.00
Expended	182,372.92
Balance	*$ 1,261.08

AVT SUMMARY

The budget for this fiscal year was reduced by 6%. The funding impact is the same for these students as it is for students in H.E. 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 2013 BUDGET:	$214,268.00
Expended	211,138.78
Balance	$ 3,129.22

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, scheduled for closure Dec. 2013 – testing schedules posted

Academic Year 2012– 2013

A.	Total Number of GED/HSED Completions	25
B.	Total Number of Number of Students Served	75
C.	Total Number of Tests	197

FY 2013 BUDGET:	$38,678.00
Expended	37,089.38
Balance	*$ 1,588.62

AE SUMMARY

This program experienced a 3% cut in funding this fiscal year. 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. AND GED

The Tribe adopted a policy in September 2012 not to fund "for-profit schools". The reason is because of the high loan debt students incur at these schools and because credits do not transfer to Wisconsin public colleges/universities.

The major changes affecting GED testing that will be computerized in January 2014 involved continuous follow-up through personal contact, advertising, telephone and written notice with students who only need 1 or 2 tests in order to get their GED. Students who do not complete the required series by December 2013 will have to start all over next year.

The annual W.I.E.A. Legislative Breakfast held in Madison on February 15th had 8 State Legislators and the DPI Superintendent in attendance. Issues discussed were State funding for Tribal Colleges, Incorporating Act 31 in teacher training programs and the Wisconsin Indian Grant.

The Director attended the spring WASFAA Conference in April. The major topic was the funding limit for the PELL grant (12 semesters) and filing the Free Application for Federal Student Aid (FAFSA) on-line.

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

Election Commission

Davey Jean Peters

The Tribal Legislature Primary Election of November 14-15, 2012

Candidates for Tribal Legislature

On Reservation Candidates:

- Rebecca D. Alegria
- Fay "Waukau" Annamitta
- Chrystal Chapman-Chevalier
- Mequan Corn
- Kerry Dixon
- Kenneth A. "Bum Bum" Fish
- Dr. Verna Fowler
- JoAnne M. Gauthier
- Lynnette Miller
- Gregory Smith
- Lisa S. Waukau
- Susan "Sookie" Waukau
- Ruth H. Waupoose

Off Reservation Candidates:

- Debra A. Fowler-Bowman
- Antoine C. Chevalier
- Gary L. Frechette
- Bruce J. Pecore
- Michele Reed

Voting results at the polls and absentee on November 14-15, 2012:

Neopit Fire Station	227
Tribal Courts Complex	647
Absentee Received	200
Total	1,124

A recount was conducted between Rebecca Alegria and Ruth Waupoose; here are the results:

- Ruth Waupoose 347
- Rebecca Alegria 342

John J. O'Kimosh ran as a write-in and received nine (9) votes.

The top six candidates that received the highest number of votes, whom advanced to the Main Elections in January 2013, were:

- Crystal Chapman-Chevalier 410
- Susan "Sookie" Waukau 398
- Dr. Verna Fowler 390
- Lisa S. Waukau 384
- Lynnette Miller 381
- Ruth Waupoose 347

The Main Tribal Legislature Election Results:

- Crystal Chapman-Chevalier 556
- Ruth Waupoose 522
- Lisa S. Waukau 431

Bruce Pecore ran in the Main Election as a write-in candidate and received 219 votes.

Voting results at the polls and absentee on January 16-17, 2013:

Neopit Fire Station	302
Tribal Courts Complex	636
Absentee Received	181
Total	1,119

The Tribal Election Budget for FY2012 was $87,254.

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 28 hours weekly

The Enrollment budget is funded with 75% Tribal and 25% Bureau of Indian Affairs Funds.

Enrollment Committee

Michael Chapman-Chairperson JoAnne Gauthier-Vice Chairperson

Dorian Latender-Lyons-Secretary Petronell Martin-Member

Romona Webster-Member

Administrative Tasks

Menominee Indian Tribe and Menominee Tribal Enterprise distributed a check in the amount of $100 on December 6, 2012, to every Adult Tribal Member and minor's into their accounts. Debt Collection was intercepted for the Tribe and Tribal Courts.

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 $100.00 gift card distributed in 2011, a list of names was placed in Menominee Nation News according to Monetary Distribution Policy. As of 08/30/2013 the funds have been transferred back to the Tribes General Account.

Staff attended the mandatory synthetic marijuana presentation, substance abuse awareness, and Globally Harmonized System (GHS). As of August 2013 Enrollment is required to travel to Milwaukee twice a month. Milwaukee site has moved from 250 Wisconsin Avenue in Milwaukee to Gerald L. Ignace Indian Health Center, Inc. 1711 S. 11th ST. Milwaukee WI. 53204.

The following report will contain information and data compiled within Enrollment department for the months of October 2012 through September 2013.

Total Enrolled Members – 8864

Approved 146 applicant(s) for enrolled membership

Tribal member(s) 6 relinquished

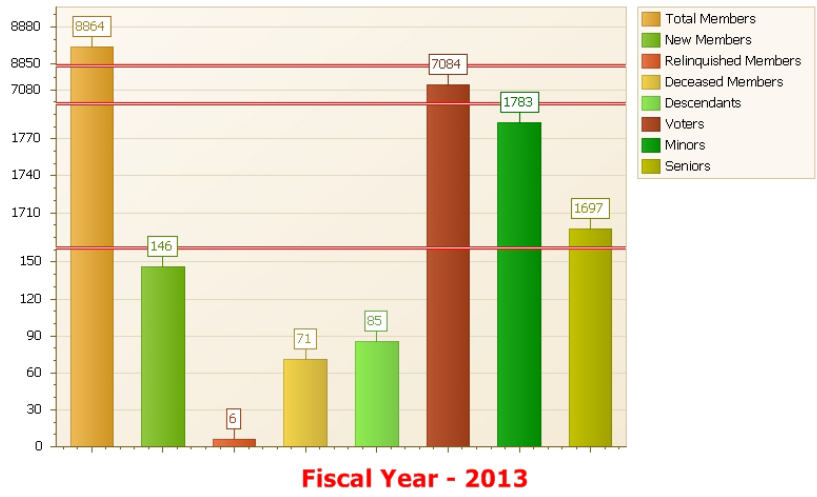
Tribal members 71 passed away

Approved 85 applicant(s) for descendant register

Tribal members 7084 eligible voters

Tribal members 1783 enrolled minors

Tribal members 1697 over the ages of 55



Environmental Services

Jennifer Hill-Kelly, Director

The Environmental Services Department (ESD) serves the Menominee Nation by defending the environmental integrity of the land, air, and water base that makes up the cultural and earth resources of the Menominee People and to assure those resources are sustained for future generations. ESD assures the environmental health and safety needs of the Menominee People are maintained.

ESD is a scientific and regulatory department that provides compliance assistance, technical information and community education for the Menominee Tribe in areas such as:

Environmental Protection

- Conducted NEPA environmental reviews, in coordination with BIA, on various road and construction projects, such as the Middle Village Cemetery, West Branch Wolf River Restoration project, Clinic expansion, Head start expansion, WDOT STH 47 Project, and Keshena Senior Center.
- Prepared amendment to the Hazardous Materials Code, vehicle through the ice ordinance and reviewed the draft Law on HEARTH Act. Prepared input on the boating and rafting ordinance as requested by the ERP committee.
- Submit comments to various agencies on subjects such as, seasonal use permits, draft Land Use Plan, DNR on Endangered and Threatened Species list, WDNR fish passage guidance, and Gogebic Taconite, LLC mining Pre application notice.
- Hosted Susan Hedman, US EPA Regional Administrator, with Legislators and a tour.
- Determined Five (5) tribal facilities need to register under EPA Tribal New Source Rule.
- Provided technical assistance to MTE Sawmill and casino on air emissions
- Gave presentations to CMN, Wisconsin Lakes Conference, WI River Alliance, and Shawano High School.
- Serve as a member of the Enforcement and Resource Protection Committee, Seasonal Permits Workgroup, Fox River Green Bay NRDA Technical Team, Timberland Invasive Partnership, Wisconsin Tribal Conservation Advisory Council (WTCAC), Tribal Forestry Committee, LCC, Menominee Lake Sturgeon workgroup

Water Resources

- Reviewed and issued 19 tribal surface water permits under Chapter 512
- Reviewed and signed off on the MTE Forestry Rx's for LY14 Spring/Summer
- Reviewed culvert permits applications from MTE, Tribe and County to assure the proper placement to allow for fish passage. Projects reviewed included Bass Lake Road, Rice Creek, Chickney Creek, and Silver Creek.
- Review and monitor EPA NPDES permit issues
- Review of existing water quality standards and prepared Treatment as State Application to EPA for Federal Authority.
- Work with NRCS on proposal for Vigues Trout Ponds stream restoration.
- Assisted Conservation with walleye ponds, lake sturgeon netting on Legend Lake and coordination of NRCS proposal for stream restoration.
- Researched brook trout movement study
- Conduct lake and stream studies for Mercury Sampling in Fish and other planning, monitor water quality to maintain in optimum condition
- Lake Profiles collected and Spring Pond surveys completed
- Work with Lake Associations on invasive species and other issues of concern.
- Hosted Tribal Surface Water and Monitoring Strategies (TSWAMS) conference
- Three (3) problem beaver dams removed from Menominee, Chickney, Miller creeks
- Boat landing surveys with NRCS at Upper Bass Lake.
- Conducted boating use survey for reservation lakes
- Participate with sturgeon workgroup in sturgeon transfers to the Reservation

Invasive Species Control and Prevention

- Work with Invasive Species Management Plan team to plan activities, including implementing Invasive Species Control through a WTCAC grant. Supervised a crew of Menominee Tribal member summer interns.
- Conducted Invasive Species Training with 18 attendees
- Reviewed MTE request to treatment of garlic mustard.
- Presented information regarding the annual treatment of Eurasian Water Milfoil and Curly leaf Pondweed to the Tribal Legislature for their approval.
- Discuss proposed treatment activities with Berry Lake Association

Dams

- Address license compliance and settlement agreement issues related to Balsam Row Dam and update the Tribal Legislature.
- Complete monthly inspections of Neopit Dam
- Worked with the County to address concern with Moshawquit Lake Dam.
- Surveyed longitudinal profiles and cross sections at Basswood Dam and Lake Dam in preparation for the project design.

Groundwater Protection

- Completed update of UIC Class V wells and submitted to EPA.
- Received the draft Reservation Baseline groundwater-flow modeling report from USGS
- Monitor the maintenance of private onsite wastewater systems (POWTS) including mailing postcards to 180 residents and investigating septic systems.
- Investigate water well contamination issues.
- Research arsenic contamination in Legend Lake and Regional area

Brownfield/ Tribal Response Program

- Developed a draft Brownfield Site Ranking Model and site identification policy
- Requested a quote from ABS environmental on removing a trailer in Zoar
- Coordinate with consultants & EPA on Boivin's and Ponfil's about current status.
- Sent out HazMat transporter registration forms and registered HazMat transporters
- Hosted Hazmat Operation Incident Command and Hazmat Awareness course
- Requested information on Hazardous Materials inventory from Clinic Departments.
- Updated abandoned trailers list
- Assisted in location of vehicle under ice in Sand Lake and the removal of the vehicle
- Responded to report of a sunken boat in Moshawquit Lake
- Conducted Fluorescent Lamp recycling route on reservation
- Responded to Oil Spill on Hwy 47/55, Casino Parking Lot, and Hwy VV by Sunrise Tr.
- Assisted High School with disposal of chemicals
- Assisted EPA on UST inspections on reservation
- Provided assistance for Maintenance, CMN and Thunderbird on fuel storage tanks

Emergency Management

- Worked on issues such as, protocol for mutual aid of off reservation entities, coordination at casino, draft Incident Command System, Tier II registrations and Stafford Act updates
- Presented at various events on subjects such as, winter car/house safety preparedness, cold weather facts, and the announcement about the Tornado Siren.
- Participated in School Shooter tabletop and functional/full scale exercise, Regional PHEP, regional WHEPP power outage and Tornado Drill
- Worked with Insurance to compile damage information from 8/21/13 Windstorm
- Participate as an active member of the Wisconsin Indian Tribal Emergency Management Agency, Wisconsin Emergency Management, Local emergency management committee, and Joint Task Force

Environmental Health

- 30 Private well, 6 area summer vendor well and one sample at fairgrounds analyzed.
- Provided technical assistance to Gaming regarding left over banquet food as a serious food safety and liability problem.
- Food safety surveys completed for 22 businesses, schools, childcare, & tribal facilities.
- Investigate abandoned wells with IHS as part of well abandonment project.
- 5 Inspections of residences for environmental health concerns
- Submitted report to Clinic PI committee on Infection Control and Safety.
- Sent Bat to State lab for rabies testing, with negative result
- Coordinated press release for confirmed presence of West Nile Virus in bird.
- Provided technical assistance to Tribal Utility with Trailer Court water system, Housing Department with worms, Tribal Clinic on fire exit issues and security and Thunderbird C-Store regarding selling live bait.
- Environmental Health Surveys completed for 31 tribal facilities, including businesses and schools, including a survey of Pow-Wows.
- Worked with Tribal Grocery on EPA Food Recovery Challenge, which they declined to participate as they provide

food-nearing expiration to local food pantry
- Respond and investigate reports of waste and contamination
- Met with EPA staff and Community Development on solid waste issues

Injury Prevention
- Completed Seat Belt Use Survey is 71% on the reservation
- Car Seat Program distributed 56 car seats, 64 Booster Seats and held 28 Car Seat appointments on proper installation
- Provided Safe Driving/Distracted Driving Presentations (57+ Attendees)
- Presented on Bullying/Cyber Bullying with ATV Safety (182 attendees)
- Provided Head Start parent training on School Safety (11 sessions)
- Held Presentation for Head Start class on Safety for classrooms (12 attendees)
- Provided training on Elder Fall Prevention (80 attendees)
- Car Seat Safety Presentation (16 attendees)
- Presented at CRC on Talking with Kids about Traumatic Events (10 attendees)
- Guest Speaker for Badges for Baseball on Safety (15 attendees)
- Provided Safety Information on Seat Belts at Youth Olympics (300 attendees)
- Held Presentation at CRC on "Stranger Danger" (8 attendees)
- Provided holiday specific safety information such as, Home Holiday Safety/Safe Home Checklist, Winter Safety Tips, Halloween Safety Tips, and 4th of July Firework Safety
- Developing Elder Fall Prevention Program
- Participated on the OWI Leadership Steering Committee for the Tribal OWI Court

Healthy Homes Program
The Healthy Homes Program evaluates and controls environmental hazards in homes built after 1978 and owned by low-income families with children with asthma or elders at risk for falls or health hazards. Since 2012, 22 homes have been renovated at an average cost of $8,386 per home, in coordination with the Tribal Elderly Assistance Program, Menominee County Long Term Care Program and the Medicaid Waiver Program through Menominee County Human Services.

Ten (10) homes with school-age children with asthma, 6 homes with an elder in the home, and 6 homes with a child under the age of 6 were renovated. The top 3 defects were mold and mold growth, electrical hazards, and excess cold. There are 17 people on the waiting list with funding remaining to complete 5 homes. The Healthy Homes grant ends February 28, 2014.

Community outreach activities included presentations at the Roundhouse, Teaching Lodge, and the Great Lakes Inter-Tribal Council Caregivers in-service. Classes on How to Maintain a Healthy Home were taught at Maehnowesekiyah 7 times and one class for TANF clients at CRC.

Environmental Program Management
All program and progress reports as required by grant conditions were completed. ESD received an "In Compliance" and "No Issues Found" program audit from Internal Audit.

BUDGET
The Environmental Services Department is funded by federal grants (~68%) and state grants (~16%) with a tribal supplement budget of $141,410. Grant proposals were submitted to EPA, IHS, BIA, WI DATCP, WTCAC for funding. $18,500 was cut from the EPA water grant due to federal sequestration. New ESD grants include aquatic and plant invasive species control and the USDA-APHIS Climate Science outreach project.

STAFF
Our current staff includes a new Director, Environmental Scientist, Water Resource Specialist, Environmental Program Coordinator, Brownfields/Emergency Management Coordinator, Water Resource Technician, Healthy Homes Coordinator, and Injury Prevention Coordinator. Gary Schuettpelz retired as Director in May 2013.

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 served 3,918 participants with Food Distribution and 21,088 participants with TEFAP Pantry food items and distributed 10,677 cases of food to the participants of Food Distribution, and 21,088 pounds of TEFAP and 179,777 pounds of donated food to TEFAP Pantry participants. Our program distributes USDA, TEFAP Pantry and Feeding America food items. USDA purchases all food items for Food Distribution and TEFAP. Wisconsin Department 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 Menominee County, donations and fund raisers that we do. We also pick up food for Feeding America from Antigo and Shawano Wal-Mart and we use these foods for our pantry. We collaborate with St. Michael's and take turns picking up the food at Wal-Mart. This year we also receive bread and sometimes potatoes from Ruby's Panty in Waupaca and SAFPARC of Shawano has also donated food items.

Changes this year in Food Distribution is the new Stores Concept for distributing the food items, each participant is given an issuance sheet for their family size so they can choose the foods they desire in each category. After they complete their shopping they take the food items to our check-out to be scanned to come out of inventory and receive a receipt of the food items they received. With the new system they are allowed to pick up twice a month as this allows them more fresh produce for the month.

This year we also received butter back on the program, salmon to replace the tuna, and Cream of Chicken and Cream of Mushroom soups. We are still expecting to receive frozen vegetables sometime in the future.

Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota and Wisconsin and the United States Department of Agriculture (USDA) offices in Chicago, Illinois. There are 23 Tribes with Food Distribution Programs in the Midwest Region (6 from Michigan, 7 from Minnesota and 10 from Wisconsin). The program directors usually meet twice a year with USDA Officials. We meet with our Midwest Region USDA personnel at our Annual Meeting and with the USDA personnel from Washington, DC and other Regions at the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conference. Both the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct any problems associated with ordering and delivery of food items. USDA is in the process of implementing a new Pilot Project for ordering direct from a local vendor. We did have a Pilot Project about 10 years ago but USDA ended it after two years because it cost more to operate.

During the first five (5) months of the 2013 nutrition education grant which ends March 31, 2014 we served 74 clients with gardening needs. We held 16 healthy living classes and plan on holding 14 more by the end of the grant. Our Annual Family Fun Day had 50 participants with all of them participated in several physical activity stations, healthy living bingo, and recipe taste testing from both adult and youth entries. The Food Distribution Nutrition Educator teams up with up throughout the grant year with MTC Nutrition Department, and UW-Extension staff to promote healthy lifestyles and increase eligible client's knowledge of the relationship between diet and chronic illness and teaching our clients the healthy benefits of eating more fruits and vegetables that clients have grown themselves. We were also able to hold four canning classes. The four classes included Pressure canning of green beans, hot water bath of tomatoes, making jams and jellies and sauerkraut, we still have one more class on preserving/canning venison.

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) now referred to as Chapter 347 Article III.

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
Felicia Gatz Waupoose, Vice-Chairperson	August, 2015
Ruth Winter, Secretary	August, 2014
John O'Kimosh, Commissioner	August, 2016
Richard Plass, Commissioner	August, 2016

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 Chapter 347, Article III and IV;
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, and 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.

This fiscal year the background staff completed a total of 211 background investigations. Of this amount 52 are for regular background investigations, 126 are for renewals and 33 are for reissues. Regular background investigations are for individuals who are selected for a key gaming position and have never been approved for a gaming license from the Gaming Commission. Renewals are background investigations for individuals who are currently employed with the Casino and are complete every two years. Reissue backgrounds are for individuals who received a gaming license from the Gaming Commission in the past and left their employment with the Casino and later were rehired in a key gaming position.

Statistics from October 2012 to September 2013

Individuals who were found ineligibilities	5
Individuals whose license was revoked	4
Individuals who were fingerprinted	102
Individuals interviewed	328
Hearings preformed	3

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.

There were 11 barring requests issued, 28 brace approvals and reports reviewed were; 2,625 surveillance, 836 Security, 183 Shift Managers, and 29 Investigations.

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 Chapter 347.

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. These other services include health, oral health, and nutrition services; supports for children with disabilities; and assistance in accessing family and community services. 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 and life.

Service Area: MNEC may only serve children in its service area which includes Menominee Indian Reservation/County and surrounding communities including the city of Shawano, Gresham, Suring and Middle Village. There may be instances where the program can serve children in areas outside this service area pending approval of Head Start programs in that area and the Office of Head Start.

Ages Served: Six weeks through five years of age

Eligibility: While Head Start is designed to serve low-income children and families, the Head Start Performance Standards allow Tribal programs to serve up to 49% over-income children and families. MNEC ensures that children who are from low-income families and children with disabilities receive priority in enrollment as per federal regulations.

Funded Enrollment: 200 Head Start children (ages 3-5)
36 Early Head Start children (age six weeks to three years)
9 Pregnant Mothers (pre-natal and post natal services for expectant mothers)

As per the Head Start Act (as amended December 12, 2007), the following is being reported for Fiscal Year 2013:

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: $1,758,410; Expended $1,754,167.93
   - Bureau of Indian Affairs Part B. Awarded: $92,910; Expended $92,910
   - Bureau of Indian Affairs Part C. Awarded: $7,860; Expended $7,860
   - Wisconsin Department of Public Instruction Head Start Grant. Awarded: $98,175; Expended $94,713.15
   - Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: $258,565.80; Expended $212,642.06
   - Menominee Indian Tribe of Wisconsin. Awarded: $559,958; Expended $496,954.31
   - Wolf River Development Co. Award Remaining: $6,624.84; Expended $6,624.84
   - Sacred Little Ones Award: $25,000; Expended $24,956.29.

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 operational costs, and indirect costs. These categories are further subdivided into individual line items that help to support program functions. This funding runs out in the April/May months 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, fringe and classroom supplies.
   - 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 food services cash match and indirect costs.
   - Wolf River Development Co. This was a one-time donation received in FY2012 to be used for building maintenance and repair. The amount spent this fiscal year paid for the replacement of drywall and tile

in two classroom bathrooms with the remaining funds being used toward building security enhancements that are described later in this report.

- Sacred Little Ones. This is funding we receive from the College of Menominee Nation's Wakanyeja "Sacred Little Ones" Initiative grant. As a partner Head Start receives $25,000 to support the initiative in our classrooms to be spent on supplies or other items that assist in the implementation of the culturally based curriculum being developed by CMN.

3. The total number of children and family services provided by the program.

MNEC served 296 children in program year 2013-14 with 217 of those being in the Head Start portion of the program and 79 being in Early Head Start. 292 families made up the total number children served this year with 217 coming from Head Start and 75 from Early Head Start.

Supportive services were provided to 121 families in the form of gas cards, transportation tickets, Goodwill vouchers and referrals to outside agencies. Other services were provided directly to children through day-to-day programming.

4. The results of the most recent review by the Office of Head Start

Head Start last took part in an on-site program review on May 14-19, 2012 which was 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 completed a corrective action plan on these items and has since implemented these measures. A re-review of these areas is scheduled to occur October 21st-25th of 2013.

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

99% of children enrolled in the program received EPSDT and 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 Grandparents Day Breakfast, Kiddie Krime Stoppers March, Father's Day Breakfast, Trick or Treating, field trips, Christmas caroling, Kindergarten 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 2012-2013 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. Also to better prepare our children for kindergarten the program will be implementing a new curriculum in the Head Start classrooms in program year 2013-14. Big Day for Pre-K was selected by the Policy Council per the recommendation of program staff and the College of Menominee Nation Teacher Education department. Per Office of Head Start, programs are being mandated to create School Readiness goals. This year, MNEC has re-developed a new start to their School Readiness Goals for Head Start and Early Head Start. Our now draft goals incorporate the Head Start Early Learning Framework, Wisconsin Model Early Learning Standards and the respective age group assessment tool (Teaching Strategies Gold for ages six weeks through three years and Big Day for Pre-K for pre-kindergarten children) and how each of MNEC's child learning and developmental goals align with all of the above listed resources.

Other program highlights include the following:

Teacher Quality Improvement

The program participated in a CLASS review on April 14th-18 of 2013; the Classroom Assessment Scoring System (CLASS) is an observation instrument that assesses the quality of teacher-child interactions that support children's learning in three domain areas listed in the below table. We are happy to report that the program improved in all areas over the 2012 results. Scores for both years were as follows:

CLASS Results for 2012 and 2013		
Domain	**2012**	**2013**
Emotional Support	5.4886	6.1591
Classroom Organization	4.9545	6.2121
Instructional Support	1.7121	2.9545

The scores are based on a seven point scale with seven being on the high end. Our scores for Emotional Support and Classroom Organization were above the FY2012 average grantee-level scores across the nation with our score for Instructional Support being just .02 below the same national average.

Disabilities

MNEC 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 Individual Family Service Plan (IFSP)/Individual Education Plan (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 and provide a smooth transition process between programs for children with disabilities and their families. MNEC collaborates with the Menominee Indian School District through an annually updated Memorandum of Agreement, as well as the Menominee County Birth to Three program through an interagency agreement between Menominee County Birth to Three, 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 2012-13, MNEC was able to develop a formal partnership with the Shawano School District in the disabilities services area. This agreement, which has been sought for a number or years, allows the children who live in the Shawano School District and attend MNEC to receive disabilities services as may be needed.

Child Development and Curriculum

MNEC continued to use the Creative Curriculum which is a play based, age-appropriate curriculum that allows teachers to plan educational experiences through interests of the child in program year. MNEC also used 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. All parents are mailed a Health Summary of all medical screenings.

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 2013 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 3-5 years of age need a re-exam every six months.

Hearings. All hearing screens are done at the centers by the Menominee Tribal Clinic Community Health Program and the Menominee Tribal Clinic Audiologist.

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 treatment services.

Physicals. All children are required to have an age appropriate Early and Periodic Screening, Diagnosis and Treatment (EPSDT) or a Well Child Check on file within the first 45-days. Through coordinated efforts MNEC 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 screenings of those provided at the centers; MTC administers the child's EPSDT and Well Child Checks 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. When a parent/guardian has expressed any concerns regarding their child's development we hold a face to face special conference meeting to discuss any further recommendations on how to proceed.

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

Transportation

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 24 trips throughout the school year. Health screenings at Menominee Tribal Clinic - Dental (5), and the following field trips: Pumpkin Patch, Trick-or-Treating, , Bay Beach, Shawano Library, Shawano County Park, the NEW Zoo and Christmas Caroling (19 trips). On an average we had a total of 145 kids riding the buses in the AM Routes and 181 kids on the PM Routes.

Building Security Improvements

The program completed two projects that upgraded the building security for both the Delores K. Boyd and Middle Village Child Care Centers. These projects secured each facility by adding swipe card access to all main exterior doors, added panic buttons to each facility, security cameras at main entrances and strobe lights in all classrooms that are connected to the panic buttons. The Delores K. Boyd Center project included replacement of the main exterior doors.

IDCBG Renovation Grant

Head Start received notification in August that it was awarded funding for the ICDBG Grant proposal submitted earlier this year. The $546,275 in funding will be used to renovate and provide a small expansion to the Delores K. Boyd Center. More specifically this funding will be used to add three classrooms to the main floor level, add an indoor gross motor area in the basement (current classrooms located in basement will be moved to the main level), and expand the kitchen area. The project will also include an expansion of the current staff parking lot.

Personnel:

Teaching Staff (33) – Jill Ermatinger, Andrea Kaquatosh, Linda Delgado, Samantha Corn, Lindsay Cox, Roxanne Mohawk, Diana O'Kimosh, Laura Corn, Shay Sanapaw, Janelle Schroeder, Julianne Waupoose, Tavon Burkel, Matilda Peters, Tonia Haack, Melinda Cree, Tiana Webster, Patricia Boyd, Camay Lyons, Melva Peters, Tara Grignon, Mary Tomow, Carrie Delabrue, Carol Red Kettle, Roberta Cox, Valerie Self, Ramona Lyons, Jwin Crow, Carol Sanapaw, Helena Nino De Guzman Yacolca, Leona Draghi, Connie Rasmussen, Jerrica Guy, and Jennifer Notinokey; Special Education Aide – Tracey Corn; EEN Staff (MISD) – Sara Lamia, Renee Melotik.

Administrator – Gary Pyawasay; Administrative Assistant – Meah Hesse, Education/Disabilities Manager – Amy Miller-Cox; Health/Nutrition/Safety Manager – Rosemarie James; Family Support Services Manager – Candace Wilber; Family Services Workers (2) – Patricia Williams, Dana Waubanascum; Receptionist – Gloria "Jeannie" Peters; Maintenance/Housekeeper – Edward Reiter; Housekeeper – Elizabeth Walter; Head Cook – Barbara Wayka; Assistant Cooks (2) – Candy Boyd, Jodi Red Kettle; Senior Services Program Worker – Gloria Miller.

Historic Preservation/ Logging Museum

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

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

Staff

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

Repatriation

The THPO, on behalf of the Menominee Tribe, will bring home for reburial our Menominee ancestors remains and funerary objects from the State of Wisconsin Historical Society Museum on November 8th and 9th. Repatriation ceremonies were held at the Menominee Logging Museum and the ancestors were buried at the repatriation burials grounds at Crow Settlement. The ancestor's remains came from a historic Menominee burial ground on the Wolf River at Shiocton, River Bend area near Waupaca and the Big Bend village site on the Fox River.

Menominee Cultural Museum

As of June 1, 2013 the Menominee Cultural Museum is open on Saturday's and on Sunday's by appointment. The new hours will help generate more income for the Tribe. We have been working with the Menominee Casino/Hotel marketing to help bring more tourists to the museums. We have also created a new brochure for the museums with the help of the casino marketing department. A new addition to the cultural museum is a birch bark canoe built by tribal members and a wooden porcupine bowl carved by James Frechette, Jr. on loan from the Jean Besaw family. Also, a beautifully beaded bandolier bag, two eagle feathered bonnets and a pair of children's moccasins that belonged to Reginald Oshkosh were donated to our museum by the Athens County Historical Society and Museum from Athens, Ohio.

Menominee Language Revitalization

The department is continuing its efforts to preserve and revitalize the Menominee language. The department continues to give translations in the Menominee language to tribal members and departments. The department just learned that we did not receive the ANA Native Language Preservation grant however we continue to look for grant funding opportunities that will help preserve the Menominee language. We will be collaborating with the Menominee Language and Culture Commission and Mawa-Chiseneyah on Menominee language preservation and revitalization efforts for the Menominee Community.

Tribal Historic Preservation Office

The Menominee THPO continues to function under Section 101 d 2 of the National Historic Preservation Act. The THPO also receives an annual grant from the National Park Service to defray operational costs of the THPO program. The Menominee THPO is a member of the National Association of Tribal Historic Preservation Officers, Wisconsin Intertribal Repatriation Committee and the Director is a member of the Wisconsin State Burial Sites Preservation Board.

Section 106 of the National Historic Preservation Act

The THPO continues to monitor Section 106 of the National Historic Preservation Act compliance issue 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 trust land or is funded with federal dollars, or is 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 burial sites, mounds, historic homesteads, abandoned settlements, and traditional cultural properties. The assessment and evaluation of these historic properties is necessary to see whether the properties are eligible to be placed on the National or Tribal Register of Historic Properties. The THPO monitors compliance matters under Section 106 with the following federal agencies: Federal Highway Administration/Wisconsin Department of Transportation, Army Corp of Engineers, Federal Energy Commission, Federal Communications Commission, Department of Agriculture, and department of Interior/Bureau of Indian Affairs and Indian Health Service. **The department continues to be a required signatory on all MTE forestry prescriptions in compliance with Section 106 of the NHPA and NEPA.**

Menominee Youth Culture Camp

This year's Menominee Youth Culture Camp was another great success. We had 28 Menominee youth at this year's camp that took place at Wayka Falls on July 20-25. The main focus of the camp is to give Menominee Youth the opportunity to learn Menominee language, culture and traditions at a six day overnight camp. Some of the cultural activities they participated in were traditional lacrosse game, cha ha, traditional arts and crafts (hand drum making, beading, making a small birch bark canoe, and other crafts). The camp participants also had an opportunity to visit a multi-component archaeological site that included mounds, storage pits and garden beds. The youth also heard prevention presentation from Maehnowesekiyah, Tribal Police and Tribal Clinic. A parent's night was held and several parents, family members and friends attended. The parent's night included a traditional feast, presentations from the youth, and a mini powwow. The camp has become a real success and we have been getting Menominee youth from Chicago, Milwaukee and Green Bay apply for and attend the camp.

Sturgeon Feast and Celebration Pow-wow

This year' Sturgeon Feast and Celebration Pow-wow was special because it marked the twentieth anniversary of this cultural and spiritual event. The department has been involved with this event since it started in 1993 when the late Louis Hawpetoss coordinated the first feast and pow-wow at the Keshena Primary School gym. The event started small and grew throughout the years. We now request and receive 15 sturgeons from the Wisconsin Department of Natural Resources for the feast and it is held at the Menominee High School. Once again we honored posthumously Marine Corporal Bradlee J. Wilber for his service to his country and his involvement and volunteer work for our department. This year's head dancers were Tony Fish and Vanessa Northrup and the host drum was the Wolf River Singers. Traditional dancing and singing was enjoyed by all attending and the "fish dance" was conducted in honor of the return of the sturgeon to the reservation as it was at the first Sturgeon Feast and Celebration pow-wow in 1993.

Sturgeon Management Workgroup

The department continues to be a part of the Tribe's Sturgeon Management Workgroup and Sturgeon Restoration Project. The workgroup continues to work with the Department of Natural Resources and is part of the implementation of the agreement to bring 100 sturgeons to the reservation in a ten year agreement. Once again sturgeons were seen spawning at Keshena Falls and the sight was another historic day for the Menominee people.

Menominee Logging Museum/Lumberjack Breakfast/Woodland Heritage Day

The department continues to manage the Menominee Logging Museum. The museum is open for tours May through October, on weekdays and Saturdays. The tour of seven log buildings that are filled with the world's largest collection of logging artifacts from 1880's takes about an hour to complete. This year the Lumberjack Breakfast and Woodland Heritage Day workshops were held on October 12th. The breakfast and workshops were a great success. Some of the of the workshops held were Menominee language, Natural Foods, Wild Rice Processing, and Creating glass beads. Some of the entertainment at the event was folk singers Thistle and Friends and Hoop Dancers from the Menominee Tribe School.

Archaeological Contract

The department coordinated the negotiations to have archaeologist Dr. David Overstreet on contract to conduct archaeological surveys and associated work here on the Reservation for the Menominee Tribe. Dr. Overstreet has been working with the Tribe on archaeological matters for the past thirty years. The contract will last for two years and can be renewed when the contract expires.

Reintroduction Program
The department hosted two Menominee prisoner reintroduction ceremonies at the cultural museum. The reintroduction program helps former prisoners readjust to the outside world by having a traditional ceremony for them as a part of their rehabilitation and spiritual growth. Officials from the Prisoner Reintroduction Program, family members, and tribal officials attended the two ceremonies that consisted of smudging, traditional prayers, welcome speeches and encouraging words.

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. We will be near that goal of completely renovating all single family housing units now that tax credit projects 7 & 8 are completed. We have only 80 units out of 244 left to rehab.

Eagle's Nest – Emergency Shelter - Kristin LaTender, Manager
Between October 1, 2012 and September 30, 2013, we served 221 individuals: 98 children and 123 adults. This number is an increase of 41 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 work with the following programs to assist residents with finding the funding needed to move into a more permanent home or apartment: NEWCAP, Inc., Forward Services, Inc. (which will pay for an apartment for up to one year providing the tenant has an income); Rural Housing, Inc. (will assist with security deposits); and, Menominee Tribal Housing rental assistance. NEWCAP, Inc. also has a program to assist people with disabilities and mental health needs – 3 of our residents qualified for this help. Families without resources are also assisted in applying for subsistence assistance such as TANF. We refer residents to the TANF programs or W -2 and the Job Training Program. There are limited resources to help those who need it to cover the costs of supplying birth certificates or criminal background checks in order to apply for Housing. In the rare event that residents cannot find more permanent housing within the 45 day time limits of their stay, they may apply for an extension of 30 additional days or, if available, have the use of the transitional unit. As tenants in this unit they are required to pay the utility costs and rent. The maximum length of stay has been reduced from one year to six months due to the high demand and all are required to actively seek a more permanent housing situation. Residents are assisted with transportation to their appointments and seeking housing with the provision of bus tickets unless there is some specific reason why using public transportation isn't feasible or unavailable. Residents meet with staff weekly to assure that they are accomplishing the goals they've established for themselves to become self-sufficient. All Eagles' Nest policies are reviewed and revised as needed to keep up with the needs of clients and our ability to serve them.

Resident Services – Wendy Warrington, Franny Denny, Robin Perez, Louise Summers, Rebecca Robertson - 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, hold 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 to 10 homeowners totaling $22,358. This is a revolving loan fund that provides assistance to homeowners needing emergency repair work, no cosmetic work is funded. Policy revisions now require that the home owner must have insurance that the item(s) to be replaced are not covered by insurance.

Low Rent – 8 elderly and 26 mixed use apartments, 148 single family homes, and 46 rental assistance vouchers (for 7 tenants.) Tenants must meet eligibility requirements in order to qualify for this program. The first consideration is income and family size. Second, they must be able to pass the criminal background checks. In certain circumstances, criminal history will disqualify applicants for periods of time that range from 2 years to 10 years to life, depending upon the nature of their convictions. If accepted, tenants 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 – 5 remaining Mutual Help homes and 19 Tax credit homes. In FY 2013, Tribal Housing conveyed 1 home to tenants who successfully completed their tenancy agreements. Tax credit homes built in Tax Credit project 1 are about 2 years from being conveyed to the potential home owners. It is expected that these homes will

belong to 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. Nineteen (19) units in Keshena and 24 in Neopit were rehabbed beginning after October 1, 2007, with completion of all units by December 2009. These tax credit projects are the only practical source of funds to do rehabilitation of this magnitude. The process involves the sale of "tax credits" to major investors that they use to offset their incomes. The funds we receive from the sale of these tax credits are used for the construction. Because this is a program that involves this kind of business arrangement with investors who must answer to the IRS, as we do, certain requirements must be met. The projects are strictly monitored by WHEDA (a private non-profit State agency.) These units may be leased again to those who occupy them currently but during the renovation phase, they must be temporarily relocated. Tenants must meet income requirements at the time of moving in AFTER the renovations are completed. There are several levels of low income guidelines that apply because the intent of the program is to provide safe, modern, housing to those with limited incomes. (The same guidelines applied to Tax Credit Projects 1 & 2.) In the rare event that current tenants no longer qualify to return their renovated home, they will be offered other low income housing that is rehabilitated with Housing Department resources. We expect that there will be few who will not be able to return to their former homes.

In FY 11, we started 2 more rehab projects, 5 & 6, consisting of 45 more remodeled homes in Zoar, Neopit, South Branch and Keshena. We received awards for tax credit projects 7 & 8 which began in fall 2011 to rehab 48 more housing units, all located in Keshena. All tax credit units under construction are now complete for a total of 160 single family homes completely rehabbed in the last 6 years. I want to note that we are used our own work force for these projects; a total of 20 carpenters of varying skill levels were employed, all Menominee and/or spouses.

Rental Assistance – new guidelines expanded the number of households helped by this program but will limit the amount of time that assistance will be provided. New utility allowances are calculated annually. These changes make it possible to help more tenants for a prescribed amount of time.

Applications and Admissions – Revisions have been made to the Admissions policy and 8 other policies to bring them 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.

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

Collections – one area that not many in the general public are aware is this function. Housing staff will continue to be aggressive in their recovery of these funds. We will continue to add those who owe Housing past due amounts to the Tribe's 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 – 100 new applications were processed - and currently the lists are as follows: 106 low rent applicants, 58 rental assistance applicants, 38 515 apartment applicants, 41 home ownership applicants, 10 applicants for low rent elderly apartments and 7 applicants for our 202 apartments for elders. In order to be added to the waiting list, applicants must have completed the application process, provide the required documents and verifications.

Maintenance – Melody Page, Manager

This department is responsible for maintaining all housing units. Repairs needed as a result of ordinary wear and tear are addressed as requests are received and are at no cost to the tenant. Work that is done because of deliberate tenant damage is completed and billed back to the tenant. In the event that damage is caused outside the control of the tenant and a police report verifies that, the tenant is not charged. In addition to this duty, maintenance personnel are responsible to prepare vacant units for new tenants. Unfortunately, outgoing tenants often leave these homes with extensive damage. Broken windows, damaged, missing or destroyed appliances, holes in the walls, damaged cabinets, ruined floors, and irreparable plumbing and electrical fixtures must be replaced or fixed before someone else can occupy the house. Not only does this contribute to the length of time others must wait for housing, it also consumes an enormous amount of funding that could be used in other ways, like modernizing houses and upgrading appliances or providing playgrounds for tenants' children. We cannot pave driveways or provide landscaping because renovation funds are spent simply keeping up with repairing deliberate tenant damage. In 2013, maintenance personnel completed 2,967 work orders. In addition, they conducted 151 move in/move out inspections and 258 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.

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 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. This year we responded to 47 calls regarding carbon monoxide build up due to improper use, none were life threatening. This year we also had several unusual events to respond to: storm damage which resulted in the replacement of one of the Weso apartment roofs and an accident involving a car that crashed into one of our Keshena Elders' apartments; requiring extensive repair work but thankfully, no one was injured. 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. All maintenance staff attended CPR and Handling Hazardous Materials classes.

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 and totaled $100,000. This was split into two categories, ELDERLY and DISABLED. With these funds we completed 27 jobs at an average cost of $2,410. Repairs included but were not limited to the following: furnace repairs/replacements, roof repairs (including re-roofing), electrical repairs, and plumbing repairs. We also constructed ramps. Under the DISABLED program, the repairs were the same as the elderly program. The average cost of these repairs was $1,957 each for the 9 applicants. Because this program in now funded with federal dollars, certain eligibility requirements must be met. These include income guidelines, must own their own home (no renters), over 55 and/or permanent disabled, and living within the specifically identified county service area of the Menominee Reservation/County.

Under the Indian Health Service program. These funds helped us to supply septic tanks, drain fields, wells, complete water system hookup to the homes and also community water and sewer connections. This year we have drilled and hooked up a total of 12 wells and water systems and 9 septic systems. There is no new funding for HIP housing; the program was discontinued. We are currently in the process of awarding the last 2 houses possible with the balances left from earlier projects. The most significant addition to the work at Housing in recent years was the funding of tax credit rehab projects that provided funding for the total rehabilitation of an additional 45 single family units. The average cost of each rehab was $100,000. Homes were completed remodeled and all were equipped with new energy efficient kitchen appliances; ranges, refrigerators, washers, dryers, microwaves and to address the issue of a lack of storage space for equipment and tools storage sheds were built on concrete slabs in the back yards of each unit. Extensive issues with mold have been addressed by contracting with a company that specializes in mold remediation. We have installed air-to-air exchangers and bathroom fans that run continuously on a low speed to help prevent future mold problems. Energy efficient windows have been installed; new porches, concrete driveways and trim that helps these units look less like housing in a project and more like those in any nice

neighborhood. Several units in each project have been completely remodeled to accommodate the needs of those who may be handicapped; ramps, widened doorways, laundry room facilities located on the first floor and counters and appliances that are accessible have been included. All of the planned tax credit rehabs for a total of 160 homes have been completed.

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 and provides tenants with lawn mowers and weed eaters. Items must be returned in good condition in order to continue to be able use these tools without charge. We experienced only one major loss with a lawn mower that was damaged beyond repair. Our new policy allowed us to recover replacement costs from the tent responsible. The success of this new policy increased demand and additional lawn mowers have been purchased. A total of 174 uses of the tool closet were counted. 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 in order to improve efficiencies, we have purchased IPads to track inventory.

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 – 9 Housing policies were drafted or revised. Staff is responsible to help us keep up- to- date on regulations and current guidelines.

Compliance Officer – A compliance officer was hired to assist in assuring lease compliance and helping to bridge the communications gap between housing staff and tenants continues to prove to be a valuable asset to our staff. Our goal is safer, healthier neighborhoods and protection of Tribal resources. Staff works together to develop and implement a number of activities designed to create awareness of Housing's resources; they have participated in "Night Out Against Crime" activities, encouraged tenants to provide better yard maintenance by sponsoring the annual lawn contest, and helped to raise awareness by participating in a Child Abuse Awareness Walk. Despite efforts to assist tenants in a Keshena Neighborhood Watch program, there is still little interest by the tenants to get involved. Notices are delivered to units for such violations as unpaid rent, maintenance and utility bills, disruptive or too many pets, junk vehicles, yards needing maintenance and neighbor complaints. All residents of Tribal Housing are entitled to the "peaceful enjoyment" while living in these units. One of the compliance officer's responsibilities is to help insure that improved quality of life objectives are met. One of Scott's initiatives is the summer "Good Yard Keeping" that rewards tenants with a $5 gift card and allows them to be entered into the end of the month drawing for larger gift cards. All Gift cards are for use at local, on-reservation businesses. One of the on-going major compliance issues we have is that of tenants parking on lawns. We're going to keep trying to stop this because of the damage it does to the properties. Scott is anxious to implement several ideas that will promote responsibilities and better relationships with the tenants.

Future Plans

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

Human Resources

Ben Kaquatosh, Manager

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

The Human Resources Department consists of six employees, which include the following personnel; Verdene Schlichting, Mer Johnson, Annette Peters, Stacie Holstrom, Randy Chevalier and Ben Kaquatosh.

The following graph depicts the gross annual salary for FY 2013 through FY 2006, 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 FY 2013, it does not mean that we had started with 1060 employees at the start of the fiscal year.

Fiscal Yr.	FY 13	FY12	FY11	FY10
Payroll	28,334,111	28,424,359	26,943,534	26,379,148
Employees	1060	810	764	704

Fiscal Yr.	FY09	FY08	FY07	FY06
Payroll	25,239,881	23,571,966	23,430,472	21,960,305
Employees	763	720	710	719

In the next graph, we are showing you the results of our drug testing for the current FY of 2013, 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 have started the process of testing for synthetic drugs this year. This graph represents the number of positive tests that we had for the current year as well as previous years. We also added Alcohol as a category for the FY 13, the three positives under Alcohol represent those positive under the reasonable suspicion test process.

Positives	FY 13	FY12	FY11	FY10	FY09	FY08
Cocaine	01	03	03	02	03	19
Marijuana	08	04	01	08	11	10
Synthetic	00	-	-	-	-	-
Alcohol	03	-	-	-	-	-
Total	12	07	04	10	14	29

Another category we have started to gather information on 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 test negative for marijuana and one negative for cocaine. We also kept records of those who were in our Employee Assistance Program and have negative test results for those testing under the Employee Assistance Program.

The next graph represents a comparison of the current fiscal year of FY2013 through the year of FY 2008, regarding job openings, interviews, resignations, discharges and layoffs.

	FY13	FY12	FY11	FY09	FY09	FY08
Job openings	157	143	138	155	139	205
Applicants	1479	1529	1327	1652	1700	2284
Interviews	698	653	634	639	804	1099
Resignations	48	60	49	43	39	50
Discharges	77	64	77	81	73	106
Layoffs	76	13	52	77	48	57

The next graph represents the total number of hearings that were conducted by HR during the Fiscal Year of 2013. 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 and if it reaches that stage in the process. Of the 14 hearings, 08 were resolved in the favor of Management and 06 in the favor of the Employee.

Conflict Disputes	**FY13**	**FY12**	**FY11**	**FY10**	**FY09**
Step 2 Hearings	14	14	13	15	13

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	**FY13**	**FY12**	**FY11**	**FY10**	**FY09**
Mandated	04	08	11	13	13
Self-Referral	11	12	04	03	05

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	**FY13**	**FY12**	**FY11**	**FY10**	**FY09**
Local	401	373	417	432	259
State	668	627	511	622	391
Federal	299	282	171	105	105
Motor Vehicle	20	22	74	197	374
Sexual Offender	306	326	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 keep accurate records so that we would not have negative result findings by the auditors of the Bureau of Indian Affairs that occurred well over seven years ago in the LEC Department.

In summary, we started testing for Synthetic drugs during the Month of February, 2013 and are still using the same testing site (Medtox) for this drug along with the other illegal drugs that we are testing. In the past year, our Transit Department signed agreements with Antigo and LCO, which is located near Woodruff for our Transit operations where we have agreements with those cities to provide public transportation. Given this, we had to set up the process for having drug testing done at those locations.

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 2013 brought the rollout of the Public Access cable channel. Organizations can use the billboard function of the channel to promote community events and inform the public. IT did the setup and initial testing and has now turned the management of the channel over to the Inter-governmental Affairs department with IT serving as technical support. A focus on desktop support and efficiencies led to the implementation of several new pieces of software to better support the computing environment while saving costs.

Area Summaries

Technical Services
Technical Services is staffed by 4 full time Technicians (Gordon Waupekenay, Derek Drake, Jeffery West, and one open position as of this report), 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 2013 saw an emphasis on assisting departments to make the transition to Windows 7 and Office 2010 as in April 2014 Microsoft ends all support for our previous operating system Windows XP and Office suite version 2003. Print optimization was instituted with a goal of decreasing printing costs by 20%. All non-required PCs are being shut down on weekends via power management to save on electrical costs. Email archiving has been introduced to better control file storage needs.

IT assisted in setting up remote offices for Transportation and the Milwaukee Office move. Phone conferencing was set up for departments to use. Disaster recovery initiatives were completed, balancing cost with need.

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 70 custom built applications, off the shelf applications, and distinct web sites.

This last fiscal year saw the addition of several new applications including ones for EMS, Housing and Legal Services and major additions to Menominee Nation News and Elections. Work on a new Intranet site for both the Clinic and the Tribe with updated information and better access to forms and information is underway.

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 the Kenosha casino site which was created to keep the public abreast on the project and the benefits it will bring.

Adobe form creation continues to be a strong need from departments and the document management system has been rolled out to the first departments.

Administrative Assistant
Administrative Assistant Michelle Sanapaw continues to handle the clerical duties as well as the quoting and ordering of technology items as well as assisting with the help desk.

Looking Ahead

IT strengthened the network infrastructure of the organization in fiscal year 2012. In fiscal year 2013 we introduced desktop changes that should result in fewer problems at the desktop level, decreased response times, and cost savings. This also includes the continued periodic maintenance to prevent problems before they happen.

Given the number of desktops which we support (over 600) our fiscal year 2013 desktop improvements will take part of 2014 to fully implement. 2014 will be a year of completing the transition to Windows 7 and Office 2010 and project maintenance to make sure we have fully implemented every efficiency and cost saving feature of the products we have put in place.

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 (MITW) 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 FY2013, 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. FY2013 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 $6,000 per month. During FY2013, 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 FY2013, 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 FY2013, 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 FY2013. 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 FY2013, 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 FY2013, 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 FY2013, 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 FY2013, 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 FY2013, 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 FY2013, 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 FY2013 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 (Tribe). 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 2013 Activities

During Fiscal Year 2013, Internal Audit completed the following:

- Three Program Audits (Operational, Compliance, and Financial)
- Two Financial Audits
- Five consulting engagements
- Four consultation, recommendations, and reviews of departmental and process policies
- Two follow up audits to determine progress towards resolution of findings on previous audits
- Ten Investigative Audits
- Three CACFP Program compliance reviews of Daycare, Middle Village Head Start, and DKB Center Head Start
- Consulting with Menominee Tribal Clinic on the Tax Credit expansion project
- Quarterly Menominee Tribal Legislature Credit Card Use Reviews
- Internal Audit Risk Assessment for all programs of the Tribe
- Control Risk Assessments for 37 Type B Tribal programs
- Completion of 18 Understanding of Internal Control Assessments regarding processes and programs of the Tribe
- Continued standardization of audit plans, procedures, and worksheets
- Enactment of electronic document storage in order to conserve space and resources

Single Audit FY2012

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 2012 Single Audit and the Management Discussion and Analysis. Highlights of the 2012 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 were no audit findings

this year! 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 communications with funding agencies and continual appraisals of processes and procedures within departments to help maintain our current status as an entity with no audit findings.

Fiscal Year 2014 Goals

During Fiscal Year 2014, 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 2014 include completion of:

- Three Program Audits
- Three Cash Receipts Audits
- Continued training sessions
- Timely submission of the FY13 Single Audit
- Follow-up on previous internal audits and management responses and resolutions to findings

In FY2014, Internal Audit's focus will continue to be on prevention and continuing the progress that has been made in the past few years. Internal Audit 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 FY2013 the Menominee Johnson O'Malley program provided a total of 8,153 cumulative services to our youth in financial assistance and supplemental service programs. We did not meet our projection of service units of 10,380 and are 2,227 under 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 FY2014 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 $67,996.04 in Fiscal Year 2013 in cumulative expenses.

Parental Cost: A total of 93 services to youth were provided in FY2013. 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 also provided students that were referred to the JOM program for special supplies or needs. We did not meet our projection of 180 and are under projection of 87 service units. In FY2013 we spent $4,092.88 in cumulative expenses.

Career Exploration**:** A total of 819 service units were provided in FY2013. We surpassed our projection of service units of 600 by 219 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, Bowler and Green Bay 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 36th Annual Senior Recognition Banquet was held at the Menominee Casino Resort for all graduating Menominee students, a total of 88 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 were 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. The Summer youth workers also had training sessions that included Synthetic Marijuana, Violence-Teen Dating, and the Seven Teachings. The six week work program was 99%successful out of 20 students 19 successfully completed the program. In FY2013 we spent $20,027.60 in cumulative expenses.

Community Resource Centers: In FY2013 a total of 1,421 service units were provided, we did not meet our projection of 4,800 and are under projection of 3,379. The afterschool resource centers provides a safe place where students of all ages can participate in activities and get homework complete. The afterschool monitor worked at both centers twice a week in South Branch and Keshena. Our problem was funding for this position, we were able to bring one person on in early May when the fiscal year begins in October. Our problems were not enough funding for tutors in each community. In FY2013 we spent $8,504.78 in cumulative expenses.

Positive Youth Development: In FY2013 a total of 5,820 services were provided we surpassed our projected services of 4,800 by 1,020 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: Community Engagement/S.E.T.School Readiness Team, incentives and the Middle school for behavior and attendance, 7th 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, Youth Fishing Derby was canceled due to the unseasonable warm weather, 3 on 3 basketball tournament, Easter Egg Hunt in all communities, 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 middle schools and assisted in the Woodland Boys & Girls Club community clean up. By collaborating with other departments we are able to provide more services to our youth and community. In FY2013 we spent $ 4,740.12 in cumulative expenses.

Johnson O'Malley Committee: Regular and special meetings were conducted throughout the year as per the JOM regulations. In FY2013 we spent $ 3,513.58 in cumulative expenses.

In FY2013 we spent $ 32,787.82 in our Tribal budget.

Judiciary

Stephan Grochowski, Chief Justice

The Menominee Tribal Courts operateS 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. If an appeal is filed, the review is conducted by the appellate court.

Court personnel consists of the following: a Chief Justice, two (2) Associate Justices, two (2) lower court Judges, a Clerk of Court, four (4) Deputy Clerks of Court, one Data Entry Clerk which is grant funded, a Bailiff, a Menīpaniw Court Coordinator and an Office Manager. 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 2013 IN REVIEW

This past fiscal year the Court welcomed two new judges and said good bye to a lower court judge. Judge Bruce Wilber Jr. served out his 3 year term ending in March of 2013. Judge Martina Gauthier was appointed as a Tribal Judge in March of 2013. Her term of office runs until March of 2016. Further, an associate justice was appointed to sit on the Menominee Supreme Court for a four year term. Associate Justice Wendell Askenette was sworn into office on March 25, 2013.

The Wellness Court Program is still in operation. For those of you who read last year's court synopsis, you should remember that our program's new name is "Menīpaniw – there is a good road."

The Court is currently working on year two of a three year grant for this program. When this grant was first written, synthetic marijuana was not something we had anticipated. Fast forward one year and we have all become very familiar with this drug. Because the chemical structure of this drug is often manipulated by its manufacturers, many users believe that use of the drug can't be detected. However this is wrong. There are tests for this drug and Maehnowesekiyah is currently testing for it. In March of 2013, John "Jack" Krebs came to work for us as the new Menīpaniw Coordinator.

This past fiscal year, the Court also had the pleasure of hiring another coordinator. This second Coordinator was Mercedes Martin. She was hired in March 2013 and her contract expired on September 30, 2013. Ms. Martin was hired as the OWI Community Court Coordinator. If you remember back to last year, the Court reported that it had received a grant to look at the possibility of developing an OWI court. This is and was a worthwhile project and hopefully someday it can become a reality. Unfortunately, funding the project became an issue. Thus, at this point in time, there is no current working project for this type of specialty court. Hopefully we will find a grant that meets our needs.

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

FY2013 Annual Report-Clerk of Court Statistics

CASES FY 2013	**Filed**	**Hearings**	**Disposition**
Motor Vehicle	1106	823	
Curfew, Underage Drinking and Truancy	311	2198	
Conservation, Dog and other Adult Ordinances	103	24	
Appeals	0	0	1*
Restraining Orders	41	42	
Adult Criminal	319	2068	
Civil**	241	169	
Juvenile/JIPS	45	177	
CHIPS	40	160	
CASES FY 2013	Filed	Hearings	Disposition
Adoptions/TPR's	5	6	
Child Support/Paternity	66	753	
Menīpaniw	10	45	
Extraditions	58	40	
TOTALS	**2345**	**6505**	

Civil cases include Small Claims, Large Civil Claims, Employment Issues, Divorce, Probate, Relinquishments, Name Changes, Guardianships, Custody, Placement, and Visitation Issues and Commitments.

**this category also includes Order to Show Causes (OTSC), Motions, Capias, Bench Warrants, Reviews, Status Hearings, Initial Appearances, Trials, etc.

*Prior years filing.

FINANCIAL

Revenue	Actual	Tribal Allocation	
FY2012	$196,610	$338, 759	Courts Supplement
	$ 46,369	$ 58,896	Professional Fees
FY2013	$201,944	$ 338,759	Courts Supplement
	$ 43,112	$ 58,896	Professional Fees

Cost Containment measures have been followed since FY2009.

Language and Culture

Joey "Pakāhcekaew" Awonohopay, Interim Director

The Menominee Language & Culture Code Commission (MLCCC) was created via Chapter 395. The Commission members are Joey Awonohopay - Chairman, Dennis Kenote - Vice-Chairman, Elizabeth Arnold - Secretary, Valarie Goodwill, Marie Floring, Margaret (LaRock) Mott, Margaret Snow, Rose Wayka and Cheryl LaChapelle. The office is located at W2760 Chief Little Wave Road 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 the areas pre-school to college level institutions and adult learning sessions. Other certified teachers work as substitute teachers and with community language classes. Some of the Commission members serve as advisors and teachers of the language tables, keckīwak gatherings and linguistic gatherings with Dr. Macaulay. We are working very diligently to build working relationships and collaborate with CMN, MawawCēseniyah, Historic Preservation, all interested Tribal entities and the community at large. Our goal is to promote and preserve our God given language for future generations of the Menominee people.

The MLCC received the third year awards for both National Science Foundation grants after completing goals and objectives in years one and two. This is the 3rd and final year of this specific grant. The projects are: Living in Relations (Early childhood) and Community Based Citizen Science (community projects). We enlist the help of local community members to give us their direction and guidance as to how they would like us to continue to work within the community. Community Designers 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).

Three publications are currently for sale:

- *Oskeh-Waepeqtah Omaeqnomeneweqnaesen Wehcekanan(Beginner's Dictionary of the Menominee Language)* @ $15
- *Omaeqnomeneweqanaesen Wehcekanan(Menominee Dictionary)* @ $20
- *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. 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 - 4:30 pm.

Law Enforcement

Antonio Escalante, Interim Chief of Police

The Menominee Tribal Police Department's mission details how we are dedicated to improving 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 on the Menominee Indian Reservation. In 2013, our department has experienced a reorganizational structure but has continued its effort to follow this road map in all our dealings through all of our departments. The Menominee Tribal Police Department consists of approximately 45 employees, which includes certified officers, correctional officers, crime victim personnel, sex offender program staff, highway safety and school liaison officer, bailiff, and administrative support staff. These employees work together in a tireless effort to promote peace and safety in our communities.

Under new Administrative direction of Interim Chief of Police Antonio Escalante, this year's goal of the Menominee Tribal Police Department is to be more transparent and interactive with the community. This past year has proven our involvement by attending quarterly Menominee Tribal Legislature Community Meetings in which community members attend to voice their concerns and have their questions answered. Our staff has continued to be involved in many of our previous events such as: attending the "Building Better Communities" meetings, Kiddie Crime March, Culture Camp, Shop with a Cop and Walk to School Day.

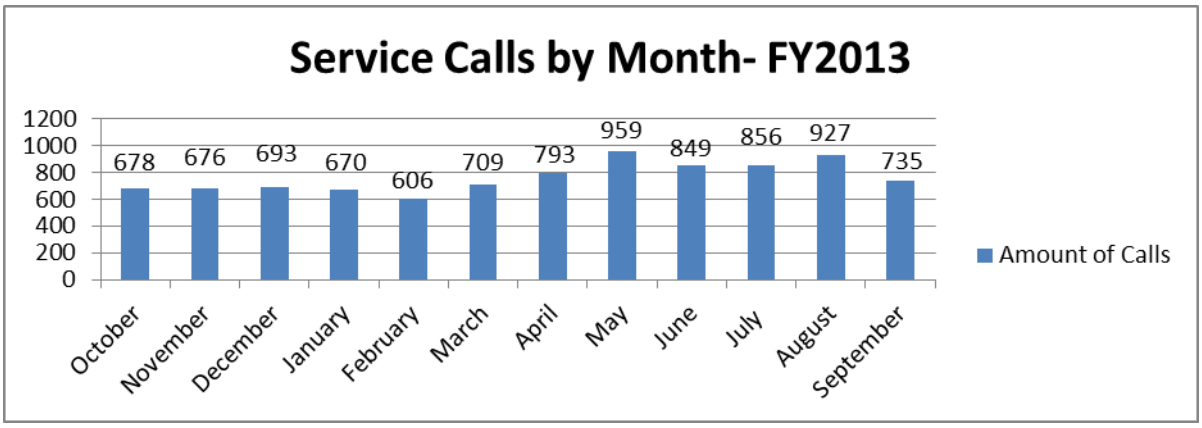
There have been many other community activities that this department has been involved in such as: Community outreach programs to educate on the identity and the effects of Synthetic Marijuana, community walks/runs, youth Olympics, coaching sporting activities, family fun day obstacle course, community 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 MTPD has plans to continue to be proactive against the fight on drugs. Additionally, the department has acquired new personnel for the department, including a new Administrative Assistant, 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. The department also hopes to promote and implement a police cadet program for up to ten (10) youths per year.

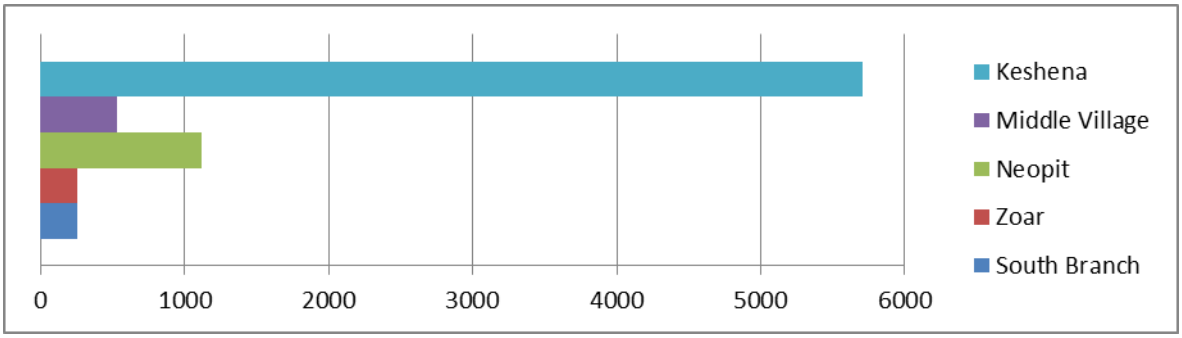
TRIBAL POLICE DEPARTMENT

During the FY2013, the number of incident reports that were generated by the Menominee Tribal Police Department totaled 9151 incidents- a small decrease from the previous fiscal year. The total number of arrests being 1907 and 78 cases referred to tribal investigations in FY13. Of those cases, 100 were jointly investigated by the FBI and 30 cases were referred to the US attorney's Office for federal prosecution. The following two (2) graphs illustrate the calls for service responded to by the Tribal Officers.

The first graph (listed below) breaks down the number of calls for service by each month of FY2013.



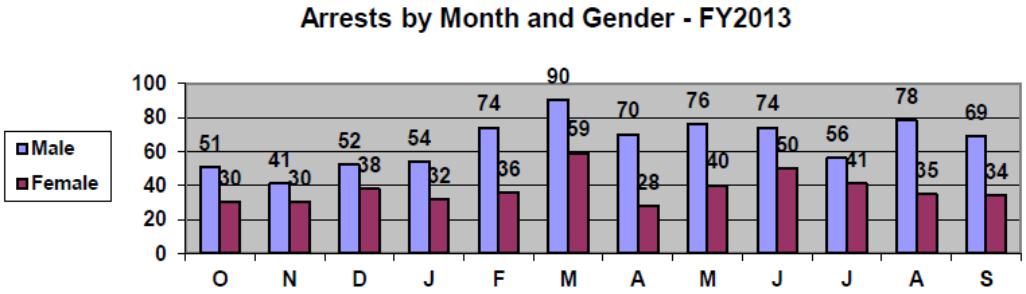
The second graph (listed below) illustrates the calls for service in each community for FY2013.

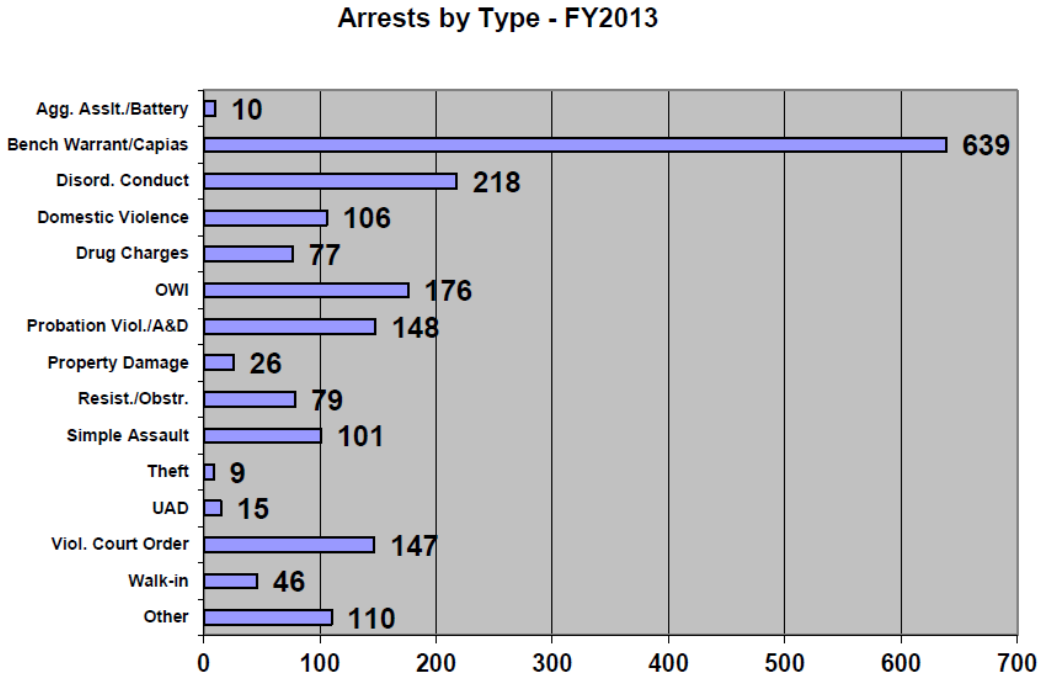


TRIBAL JAIL

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 includes 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 2013. 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.

CRIMES VICTIMS PROGRAMS

The Crime Victims Program, a branch of the Tribal Police Department, provides supportive services to victims involved or resulting from criminal and/or civil incidents. The staff can be reached at any time through an On-Call Rotation in order to provide 24 hour 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 in 206 new clients during the fiscal year 2013. This is an increase in 4% in the number of new clients from the previous year. The staff provided 645 new services to all new clientele and 591 new services to on-going cases. These numbers reflect the new emphasis of providing long term support of our clients. The majority of services were provided to domestic violence, assault, stalking/harassment, and child sexual abuse. These services primarily included victim 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 categories of victim-related crimes. Each staff member has specific areas of concentration, such as bullying, stalking, and sexual assaults. They handle these cases in addition to the daily incidents that occur and any walk-in clients. All staff members hold office hours at the Law Enforcement Center and work in collaboration with area resources, agencies and the school district.

This program has shown excellence in the field of victim services over the last year. We have provided comprehensive and specialized services to all victims of crime of the Reservation. This year the Crime Victims Program experienced many changes; in both staff and organization. Through this time of change our clientele have remained our priority and services continue to expand and support this community.

HIGHWAY SAFETY PROGRAM

The goal of the BIA Indian 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 FY13: a) to reduce the number of motor vehicle related fatalities by 50% from the FY 2011 number of 2 to 1 by the end of the fiscal year, and b) to reduce the number of motor vehicle crashes by 25% from the FY11 number of 198 to 148 by the end of the program year.

Menominee Tribal Police Officers provided support to the “Click It or Ticket” national mobilization; “Drive Sober or Get Pulled Over” impaired driving crackdown, and the “Don’t Shatter the Dream” Indian Country mobilization. Our Highway Safety Officer (HSO) also provided a variety of educational presentations at different community events. The HSO was also dedicated to Child Passenger Safety by providing instruction and demonstrating how to properly install car seats in vehicles.

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.

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 paperwork 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 24th deadline. This past two years the Menominee Tribal Police, Sex Offender Registry has been working to complete all of the required segments of the process. On April 5, 2013 the SMART Office announced that the Menominee Tribe of Wisconsin has substantially implemented the provisions of the Sex Offender Registration and Notification Act (SORNA), Title I of the Adam Walsh Child Protection and Safety Act of 2006. As result of this classification, the Menominee Tribe will not suffer any penalties.

We have been working to connect the Tribal Sex Offender Registry database with the National Crime Information Center to enable the system to daily update information in the National Sex Offender Registry database. We hope to complete the Substantial Implementation Process by the end of the year.

The Sex Offender Registry Coordinator and Research Coordinator are currently funded through October 1rst, 2014.

For fiscal year 2013 over 130 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 26.5 each month. Since 2008, the SORN staff has worked with the Tribal Prosecutors Office to charge over 21 offenders, with State Officials to charge 6 Offenders and with the U.S. Attorney to charge 5 Offenders with violations of Tribal, State and Federal Sex Offender Registry rules. Arrests are down this year which indicates that we are getting better compliance from the registrants.

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 twenty (20) random youth a chance to do some shopping for the Christmas season. The youth, who are accompanied by an Officer, typically receive a $100 to shop for their family and themselves at a local department store. The Officers then returned with the participant to gift wrapping location and enjoy pizza, soda, Santa and Christmas.

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; Toni Caldwell, Assistant Tribal Attorney; Danica Zawieja, 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 FY2013

During FY2013, 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 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, legal research, 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 FY2014

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 Tribal Chapters (Ordinances). The department also keeps them 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; ginseng 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 Department Identification (ID) such as the police department, conservation, etc.

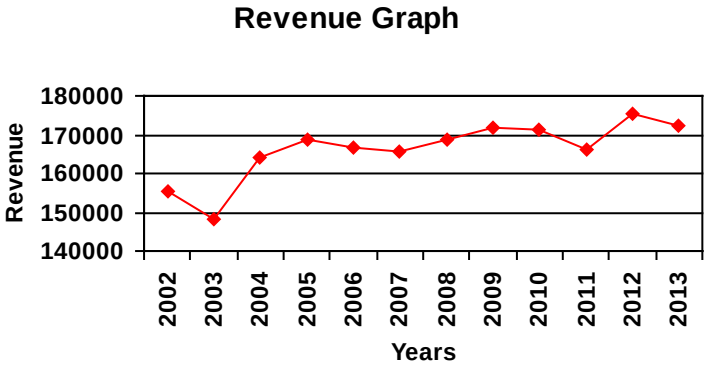
The department registers and renews vehicles for those who live within the exterior boundaries of the Reservation. The department also registers All-Terrain Vehicles (ATVs).

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 at 100% with Tribal funds.

Administrative Tasks: The department is staffed with a full-time director and one full-time Administrative Assistant.

Revenue generated by the department in FY2013 is approximately $172,533.00. The department was approximately $362.00 **over** our projected revenue (see graph below for revenue detail since 2002).



FY2011	**FY2012**	**FY2013**
$166,356	$175,456	$172,533
FY2010	**FY2009**	**FY2008**
$171,527	$171,652	$168,596
FY2007	**FY2006**	**FY2005**
$165,480	$166,721	$168,582
FY2004	**FY2003**	**FY2002**
$163,876	$148,120	$155,177

The budget amount allocated for Licensing and Permit Department was $128,217.00. Expenditures for FY13 totaled approximately $125,397.00 which is approximately $2,820.00 **under** our expense projection. The cost containment measures approved March 13, 2009 remained in effect the entire fiscal year.

The department worked at the Keshena Animal Help and Rescue dog clinics held at Public Transportation this Spring and last Fall. We registered 119 dogs during the two clinics. The license period is from January 1 to December 31 and must be renewed annually.

Fiscal Year 2013 was the first year we issued Ginseng Licenses. In the first year, we issued 144 harvester licenses and 18 dealer licenses.

The department also started selling SAMPLE Tribal plates for $10.00. These plates are for collection purposes only and are not valid to use on Reservation or State roads. Two were sold this fiscal year.

The department continues to go to the Milwaukee Area Tribal Office. This fiscal year, there were 24 visitors. As of September 2013, the office moved to 1711 South 11th Street, Milwaukee.

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, Business Revolving Loan, Housing Down payment Loan and Emergency Fuel Fund loan. The department is located in the Tribal Office Building and is open to serve eligible members of the Menominee Indian Tribe of Wisconsin from 8:00 am to 4:30 pm, Monday through Friday.

Menominee Loan Fund-This program provides a means for eligible members to obtain financing for personal items and purposes. During the 2013 fiscal year ending September 30, 2013, 1,288 new loans were approved and processed for eligible members totaling $1,291,515. As of the end of the fiscal year there were total assets of $1,279,663 under management.

HUD/CDBG Revolving Loan-This program provides a means for eligible members to obtain financing for repairs and renovations to their place of residence. 21 new loans were approved and processed through this fund during the fiscal year 2013 for a total of $99,205. As of the close of the fiscal year there were total assets of $385,069.

Business Revolving Loan-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, 2013 there was 1 new loan package approved and processed for the total credit of $10,942. As of the close of the fiscal year there were total assets of $768,291.

Housing Down Payment Loan-this program provides a means for eligible members to obtain financing for the down payments required by the lender for the purpose of purchasing a single family residence. During the fiscal year ending September 30, 2013 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 loans are processed on a weekly basis. During the fiscal year ending September 30, 2013, there were 141 new loans processed for a total credit of $69,950.

As of the end of fiscal 2013, the loan department had total assets of $2,556,412 under management.

Maehnowesekiyah Wellness Center

Steve Dakai, Director

Maehnowesekiyah Wellness Center 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 and women, adolescents and children. Nothing is as devastating to the lives of the Menominee People as the burden of alcohol and other substance abuse that find themselves present in domestic violence incidents, school truancy, sexual assaults, traffic accidents, along with physical and mental health issues. All of these issues contribute to the continuing cycle of Trauma both from a Historical Perspective and a current phenomenon Lateral Oppression. In addition, there are those who are currently suffering from PTSD/Trauma issues received from military service in combat situations. The staff at Maehnowesekiyah Wellness Center continues to keep the Mission and Vision of the Wellness Center in focus and perspective as they provide the services needed.

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 problems and death.

The funding Maehnowesekiyah Wellness Center receives totals approximately 3.2 million dollars and is comprised of Tribal Contributions, Revenue Generated, 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 our Federal partners, Office of Justice Violence Against Women, Indian Health Services, Substance Abuse Mental Health Services Administration and the Administration for Children and Families.

Prevention Services

In FY2013, 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.

Menominee 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.

For the first time, we recognized and celebrated National Prevention and Awareness Week in May 2013. This community event provided a feast, information booths and activities from various youth agencies and the College of Menominee Nation, and also an activity that emphasized culture as prevention. This will most likely become an annual event.

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.

FY 2013 Statistical Information:

TRAILS- 9 groups; 68 unduplicated students
Summer TRAILS- 135 groups; 39 unduplicated students
Protecting You/Protecting Me- 227 classroom presentation; 430 unduplicated students
Project Alert- 71 classroom presentations; 197 unduplicated students
Positive Indian Parenting- 8 sessions; 41 unduplicated participants
ROPES Challenge Course-77 participants
Winter Round House- 7 Winter Round House evenings with an average of 170 community members participating; 596 unduplicated participants.
Teaching Lodge- 6 events with an average of 51 community members attending; 165 unduplicated participants.
Sober 49-154 participants.
New Year's Eve Sobriety Pow Wow- over 600 participants.

2013 DOMESTIC VIOLENCE BATTERER'S INTERVENTION PROGRAM (BIP) AND GROUP HIGHLIGHTS

Maehnowesekiyah Wellness Center's men's and women's domestic violence treatment programs provide services to men and women who have been arrested for domestic violence related crimes. Maehnowesekiyah Wellness Center's Batterers Counselors facilitate four men's groups (3 at Maehnowesekiyah and 1 in the Menominee Tribal Jail) and one women's group.

For the fiscal year 2013 we provided 79 domestic violence assessments and offered counseling services to 74 individuals. We expect the number of individuals entering treatment to increase in fiscal year 2014 due to a new domestic violence prosecutor and probation agent. We work with both Tribal and State of Wisconsin Probation and courts to assist individuals live a violence free life.

Maehnowesekiyah Wellness Centers BIP Counselors make themselves available for local trainings and community events. This spring, they were presenters at the Menominee Tribal Drug Awareness Training. They presented to 484 Tribal employees on the topic of domestic violence dynamics and victimization. In addition, the Counselors also presented domestic violence dynamics and effects on children to the Menominee Tribal Daycare staff.

Through our Partner (Victim) Contact Program, there were 79 potential contacts attempted and 28 successful connections were made in which partner services and guidance was offered.

DOMESTIC VIOLENCE VICTIM SHELTER REPORT

The Domestic Violence Program with ongoing 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, Children's Advocate, 2 Family Violence Advocates,7 shelter support staff. This year the Program received an additional award from OVW Tribal Solicitation process to work with the other agencies involved with victims to promote system advocacy. We are also in year two of our previous Tribal Solicitation which provided a program that 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. This program is currently at its capacity but continues to take applications. In addition, the program received a no-cost extension for the ARRA-GITG Recovery act funding until June 30, 2013 to continue to provide services to Sexual Assault victims.

The program received a Supportive Service's grant from the State of Wisconsin to create a position for a Children's Advocate. That position was filled and is currently working to establish a client base to provide child and family advocacy. The Domestic Violence and Sexual Assault Counselors continue to manage the Transitional Living Program as well as provide assistance and guidance for shelter services. This fiscal year all staff received enhanced training to provide 24 hour advocacy for the community. The program currently has 9 employees and all of them have completed necessary training to appropriately provide advocacy for the program. The program also completed Discovery Dating to all sophomores and freshman and is now on track to complete Discovery Dating with all

graduates including those who will graduate this year. The program has worked hard to infiltrate the school and is proud to note that all graduating seniors from 2013 on will have received Discovery Dating.

Shelter services are slightly down, however the greatest decrease was in family size this last fiscal year. In FY2012 the average family size that came into shelter was almost 2 children per adult. As you can see from the data below, it was closer to 1 child per adult this year, FY2013. Bed nights also appear to be down; however, with the addition of transitional living assistance, the program was able to assist clients in finding and financially supporting safe housing outside the domestic violence shelter.

DV Statistics: 2013

Persons receiving shelter: 34 women, 45 children; 2868 bed nights
Outreach Clients: 29 women, 3 males
Counseling Received: 461 Sessions/427 Hours

Transitional Living Clients: 24 Women
Counseling Received: 410 Sessions/372 Hours
Safety planning is ongoing with these clients.

Crisis calls: 230
Informational/referral calls: 1821

Legal Advocacy Total: 41 Females & 3 Males
Temporary Restraining Orders granted with assistance of DV Program: 13
Restraining Order Injunction granted with assistance of DV Program: 13
Waivers of No Contact Completed: 19

Group Counseling
13 Women's Groups
19 Children's Groups

Program Outreach:
Youth:

Weekly Discovery Dating at Menominee Indian High School	205 Students
Badges for Baseball	35
Culture Camp Presentations	24
CMN Summer Program Presentation	50

Adult Presentations:

Menominee Indian Tribe of WI Agency Trainings	3 Presentations/225 people
University Students	1 Presentation/12 people
Other Community Presentations	4 Presentations/57 People
SART Team Training	1 Presentation/30People

Awareness Activities:
"Running for a Reason" - 5k Run/Walk to bring awareness and educate community members about Domestic Violence
"Cash for Cans" – An event hosted by Beans and Books in Shawano to raise food and hygiene for the domestic violence program.
"Dating Violence Pledge" – An event held at Menominee Indian High School to promote healthy relationships.
"Denim Project" – An event hosted in collaboration with Safe Haven promoting awareness of sexual assault.

2013 AODA Statistical Data:

	Sept. 2013	Total-FY 2013 (unduplicated total)
# of client in AODA Aftercare	3	37
# of clients in AODA PDT:	9	45
# of AODA assessments:	20	259
# of clients in co-ed program	6	56
# of individual sessions:	96	1388
Total # of active adults:	50	244
Total # of active adolescents:	5	35

WELLNESS COURT

This program began with a grant from the Department of Justice to Maehnowesekiyah Wellness Center to provide services that are beneficial to first time and second time drug offenders who have drug related charges by offering these individuals 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's grant obligations ended in 2012. The Tribal Court now has a new grant that administers the Healing to Wellness Program. Maehnowesekiyah Wellness Center continues its long term commitment 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 in mission. Maehnowesekiyah continues to provide UA's, counseling services, Moral Reconation Therapy (MRT) groups, along with staff representation at weekly Wellness Court staffing, court sessions, and on the Steering Committee.

CRISIS/DIVERSION

In response to the ever growing issues that find people in crisis, Maehnowesekiyah Wellness Center and it's collaborative partners, Menominee County 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 Diversion building which is attached to our Residential House was built. 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.

CLOSING

I want to thank all the staff at Maehnowesekiyah Wellness Center for their continued commitment to provide services to the Menominee People. All staff, from Housekeeping, Kitchen, House Staff and Shelter Aides, Counselors and Supervisors are first hand witnesses to the devastating effects that AODA, Domestic Violence, Sexual Assaults have on our community and families and are committed to putting an end to these destructive behaviors and creating a Community of Wellness.

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 Headstart, Menominee Language and Culture Committee and Recreation Center. Maintenance and Housekeeping staff is under the Maintenance Department for each facility (exclusive of the Recreation Center). Maintenance staffing includes: director, office manager, receptionist, inventory clerk, heating/cooling technician, general maintenance workers (3), lead housekeeper (2) and housekeepers (5).

To complete one of the basic functions of the department, the continued efficient operation of the facilities the department utilizes software programs to monitor and schedule work requests and material inventory. Another database system is used to track facility routine and preventative maintenance work. In 2013 the Menominee Tribal Maintenance staff completed a total of 640 work orders for all Tribal facilities and departments.

Funding of maintenance operations budgets are obtained through three methods, Federal, Tribal and space rent. The police/jail section of the LEC is funded through the BIA and the Courts section through tribal appropriation.

All other facilities are funded through space rental collections. The Maintenance Department keeps expenditures as minimal as possible.

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

Headquarters:

The following facility equipment received annual routine/preventive maintenance, the heating plant (Steam Boiler) and two boiler condensate tanks, boardroom rooftop HVAC unit, permanent air conditioners, portable air conditioners, boardroom refrigerator and ice machine, break room refrigerator, fire detection system, security system, portable fire extinguishers, emergency and exit lighting, elevator, emergency generator, water heaters, and water softener. The annual facility fire inspection was completed. The boiler passed the annual inspection from the National Board of Boiler Inspectors. The boiler back flow preventer was tested and passed inspection. The steam boiler water is tested daily. The steam boiler water was treated on an as needed basis. The steam boiler was blown down daily. AMA Heating and Cooling replaced the boiler # 2 seal. The steam boiler low water cutoffs and safety valve were tested daily. All steam traps were replaced. Ten steam valve inserts were replaced. The steam trap survey was completed. Twenty radiator thermostats (actuators) were replaced. The condensate tank float switches were adjusted and the main condensate float switch was replaced. The air filters on the HVAC roof top units were replaced on a monthly basis. All digital thermostats were recalibrated. The LP gas lines and safety switch was tested. The LP storage tanks were tested for leaks. Four low pressure sodium light bulbs in the security HID light bulbs were replaced. Electronic lighting ballasts were replaced as needed. A leaking toilet valve in the first and second floor men's restroom was repaired. The automatic garage door opener on the chairman's garage door was repaired. The light fixtures throughout the building where repaired. Office furniture for the Intergovernmental Affairs Department was assembled moved. The maintenance department office was moved to the former YDO offices. The Administration department was moved to the former weight room along with Grants writers. Internal Audit was moved to the former grants writer room. The legislative office furniture was re-arranged in their current offices. All restroom exhaust fans were cleaned. Several chairs were shampooed. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Drinking fountains where adjusted thru out building. Elevator was adjusted and new pump was installed for drain pit. Extensive work on emergency generator was preformed, radiator flushed twice, two new L.P. gas lines installed and one load test preformed. The interior carpeting in the hallways was shampooed. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Gordon Dickie Center (FIC):

The following facility equipment received annual routine/preventive maintenance, six LP gas furnaces and six electronic air-cleaners, six permanent exterior air conditioner units, fire detection system and portable fire extinguishers, emergency and exit lighting, elevator, water heater, water softener, and break-room refrigerator. The annual facility fire inspection was completed. The HVAC economizer is adjusted seasonally. All digital thermostats were recalibrated. The LP storage tanks were tested for leaks. The LP gas lines passed their pressure tests. Eleven electronic lighting ballasts were replaced. The second floor women's flush valve was worked on. The faucet in the second floor men's restroom was adjusted. Panic alarm wiring in a child support office was tested. The #1 east side furnaces control board was replaced. The #3 west side unit repaired by contractor. The south entry door closure was adjusted. The exterior lighting timer was adjusted on both time changes. The electric heater timers were adjusted. Entry light bulbs at all entrances were replaced. All thermostat in the building where recalibrated. A desk in the insurance department was repaired. The telephone line for the security system was repaired. New handicap signs installed. A metering faucet in the second floor men's resteroom was repaired. An exit light on the basement level was repaired. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. TV signal convertor boxes were recalibrated monthly. The drinking fountain filters were replaced semiannually. The interior carpeting was shampooed. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. ACC Planned Service installed new HVAC software and controls for entire building. Snow removal and salting was performed as needed. Housekeeping staff cleaned and sanitized building daily. Rekeyed and replaced one door assembly in child support office. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Legal Services Building:

The following facility equipment received annual routine/preventive maintenance, the LP gas furnace, air conditioner, security system, fire detection system and portable fire extinguishers, emergency and exit lighting, water heater, and water softener. The annual facility fire inspection was completed. The air filters on the furnace were replaced on a monthly or as needed basis. The digital thermostat was recalibrated. An electronic lighting

ballast was replaced. Florescent bulbs were replaced as needed. Northern Security installed new panic button on security system. Fixed scratches on floor. The basement water faucet was adjusted to prevent the main water line from freezing. Roof repaired from storm damaged. Roof cement installed around chimney. The exhaust fan blower mechanism was cleaned and serviced. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Grass cutting and grooming was performed as needed. Emergency ramp was repainted. Snow removal and salting was performed as needed. Two trees removed from the area. 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 boiler(s) and two hot water circulating pumps, cold water chiller and cold water circulators, one garage modine heating unit, nine air handling units, fourteen exhaust fans, two smoke relief exhaust fans, kitchen rooftop make-up air HVAC unit, two commercial kitchen ranges and ovens, commercial kitchen refrigerators and freezers, ice machine, commercial dishwasher, security system, fire detection system, portable fire extinguishers, fire hoses, fire sprinkler system, Ansul fire suppression systems, emergency and exit lighting, emergency generator, automatic ADA front entry doors, water heaters and water softener. The annual facility fire inspection was completed. The LP gas vaporizer was serviced. The LP gas lines passed their pressure tests. The fire extinguisher installed at the LP bulk storage tank site passed inspection. The underground fuel oil storage tank was tested and passed inspection as per NFPA and environmental regulations. The heating plant (Hot Water Boilers) passed inspection from the National Board of Boiler Inspectors. The hot water boiler water is tested daily. The hot water boiler water was treated on an as needed basis. The hot water boiler was blown down daily. The hot water boiler low water cutoffs and safety valve were tested daily. The hot water boiler back flow preventer was tested and passed inspection. The nine air handler's filters were changed on a monthly basis. The kitchen grease trap received bi-monthly maintenance. Kitchen sink overflow valves replaced. Electronic lighting ballasts were replaced as needed. One new heat tape was replaced in the roof drains. Metal table bracket were screwed back to the wall in kitchen. The leak in the kitchen sink was repaired. The lock mechanism at the southwest and southeast entry door was adjusted. Visitor's exterior door handle was replaced with new hardware. Replaced three open and close buttons on D-3 and D-5.The roof top unit condensate lines were cleaned. The curb stop sewer drain was cleaned out by Little House. The belts on air handlers #1, 2 & 5 were replaced. A tripped circuit breaker for washer, outdoor lights and Television were reset. Outside air temperature device was worked on by ACC Planned Service. AHU # 3damper was relinked and bent shaft was replaced. AHU #4&5 on freeze stat from garage door being stuck open. Bypass feeder basket installed. New actuator on AHU #5 replaced. Replaced electric motor and pump on boiler #2. ACC Planned Services provided training on the Delta Software. Cracks in sidewalks repaired. New ice machine and toaster purchased. Kitchen ansul pull station repaired by Vans Safety and Supply. Sally port garage door repaired. Plumbing contractor fixed table for dishwasher and repaired dishwasher drain. Caroline Implement repaired lawn mower and brush. Maintenance will provide kitchen staff with drain cleaner and will establish a method to dispense degreaser for the trap. Re-keyed Prosecutors' offices with master key left in Prosecutors lock box. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Daily checks were performed in the jail and deficiencies repaired as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

LEC Courts:

The following facility equipment received annual routine/preventive maintenance, two roof top HVAC units w/economizers, basement modine heating unit, humidifier, break room refrigerator, fire detection system, portable fire extinguishers, elevator, emergency and exit lighting, emergency generator, security system, automatic ADA front entry doors, sewer ejector pumps and controls, electric water heater and water softener. The annual facility fire inspection was completed. The LP gas lines passed their pressure tests. Air filters replaced monthly in the roof top HVAC units. All digital thermostats were recalibrated. All in operative electronic lighting ballasts were replaced. Nine exterior metal halide light bulbs were replaced. The front lobby entry door panic bar was repaired by a maintenance staff. The sump pumps were cleaned and serviced. Replace smoke detector on small rooftop HVAC unit. Used fluorescent tubes and ballasts were disposed as per environmental guideline. Power washed the sidewalks and entryways. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance Staff/Contractors completed routine/preventive maintenance objectives as scheduled.

Menominee Language Culture Commission:

The following facility equipment received annual routine/preventive maintenance, two LP furnaces and two permanent exterior air conditioner units, security system, fire detection system, portable fire extinguishers, emergency and exit lighting, and water heater. The annual facility fire inspection was completed. The LP storage

tanks were tested for leaks. The LP gas lines passed their pressure tests. The air filters on the furnaces were replaced on a monthly basis. Graffiti was removed or stained over as it occurred. Security cameras were adjusted. Two electronic lighting ballasts were replaced. The entry door closure was adjusted. The circuit breaker on #2 west AC unit was reset. Moved entire Library equipment out of building. Cleaned complete building after library move. Replaced all carpet along walls. Repainted all walls in main section of building. Added range hood, new fire proof floor, new fire rated ceiling tiles, new sink and fire rated wall behind stainless steel exhaust fan. Repaired roof leak. Moved entire MLCC department from LaMotte lake site to new MLCC building.

Used fluorescent tubes and ballasts were disposed as per environmental guidelines. Vandalized shingles were repaired as needed. Replaced side of roof with water damage from storm. Fixed two pole lights. Added 6 computer stubs. The interior carpeting was shampooed. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. All MSDS chemical binders were updated. Water usage was limited to save funding. Maintenance Staff/Contractors completed routine maintenance and housekeeping objectives as scheduled.

Recreation Center (Menikemakat Wikamek):

The following facility equipment received annual routine/preventive maintenance, four LP gas furnaces, one air handler w/economizer, five permanent exterior air conditioner units, kitchen refrigerator, kitchen range, fire detection system, portable fire extinguishers, emergency and exit lighting, security system, water heater, and water softener. The annual facility fire inspection was completed. All digital thermostats were recalibrated. The LP storage tank was tested for leaks. The LP gas lines passed their pressure tests. The air filters on the furnaces and air handler were replaced on a monthly basis. The humidistat motors were serviced. Four lighting ballasts were replaced. A toilet in the men's restroom was repaired. The housing on the rear southwestern door contact was repaired on several occasions. The v-belt was repaired on the inside air handler. The 9 volt battery in the rec room was replaced. A metal fence was placed around the outside air handler. Air Conditioning units were serviced after complete shut-down. Main electrical breaker for outdoor AC units replaced. Hired contractor to clean, strip, wax and buff the two activity rooms. Fixed door locks on activity center. Used fluorescent tubes and ballasts were disposed as per environmental guidelines. The kitchen grease trap received semi-annual maintenance. Grass cutting and grooming was performed as needed. Snow removal and salting was performed as needed. Maintenance staff/contractors completed routine maintenance and housekeeping objectives as scheduled.

Neopit Headstart:

The following facility equipment received annual routine/preventive maintenance fire extinguishers, exit/emergency lighting, and security system. The make-up air filters were replaced and new timer switches were installed. Complete shutdown of all boilers has been instituted. All water and drain lines have been blown clear and anti-freeze added. Building has been used for storage by Tribal School, Maintenance, Tribal News, Recreation, Head start and Chairman's office. A board that covers an exit in a rear classroom was refastened. Grass cutting, snow removal and periodic building checks has been instituted weekly.

Update:

The Maintenance Department continually provides maintenance services upon request to other tribal departments including, Historic Preservation, Tribal School, Maehnowesekiyah, Aging, Senior Centers, Head Starts, Early Childcare, Gaming Commission, Housing, Conservation, Environmental Services, Community Resource Center, Youth Development & Outreach, Language & Culture, Mawaceseniyah, Food Distribution, Public Transportation Center, South Branch Community Center, Woodland Youth Center, Zoar community center and the 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 received training in OSHA-10, fire safety education, Globally Harmonized System (GHS) for Hazard Communication Training, Take Back Our Community initiative on Synthetic Marijuana, First Responders Awareness Level/8 Hour annual refresher training, two employees received Boiler Operators License, first aid, CPR, two day mandatory seminar on synthetic marijuana and Lead safe work practices from Region 5 Conference in Oneida, WI. Housekeeping received training from CTL Company in Wausau, WI.

Maintenance maintains four vehicles and plows 19 separate parking lots. Installed snow plow on 2013 GSA truck. Unthawed frozen water pipe at the Conservation building. Re-attached broken cabinets at the Zoar Community Center. Assisted Head Start with L.P. gas, electrical, lawn mower, stove, HVAC and boiler problems. Supported Historic Preservation with cleaning HVAC, boiler, humidifier, water chiller, lawn mower. We also fixed ramps, thermostats, shelves. Moved Trust Resources office equipment to storage. Worked on Pow-Wow grounds plumbing, electrical, painting and water issues. Repaired Business Center furnace, thermostat and receptacles. Installed numerous electrical items at Transit building. Fixed compactor at transfer site. Helped move Head Start office in middle village. Installed pump and bearing assembly at Maehnowesekiyah. Repaired roof at Mawaceseniyah and re-

keyed door locks. Installed new emergency lights at Day Care. Repaired leak on Food Distribution roof. Scanned all msds sheets and delivered to Insurance. Removed all electrical wires from storage garage at Tribal School.

The Tribal Maintenance Department will continue to provide maintenance services to all eligible entities in 2013. Work orders can be requested via telephone or email to Mary Isham (799-5176) or Mary Smith (799-5100).

Menominee Community Center of Chicago*

Barbara Jersey, Coordinator

Posoh. The Menominee Community Center of Chicago's (MCCC) 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. This is accomplished mostly through cultural and educational outreach and in accordance with the Menominee Strategic Plan.

All undertakings are conducted on a volunteer basis and 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. This volunteerism and collaboration eliminates fixed operating and indirect costs associated with such items as utilities, maintenance, insurances, salaries and lease contracts. Moreover, this allows MCCC to dispense the bulk of its grant to community outreach efforts.

Collaboration is the strongest attribute of the Menominee Community Center of Chicago and no other singular tribe matches the collaborative sponsorship of the Menominee Tribe in Chicago. 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 highly visible Chicago-area event.

In addition to the American Indian Center of 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; the American Indian Health Services; the Northwestern University youth outreach programs, including the National Science Foundation, the After School Positive Paths Program; and, the 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.

Over the 2013 year a new organizational initiative emerged, the Chicago American Indian Collaborative Coalition, predominantly consisting of founders and directors of American Indian enterprises and organizations in Chicago. The Menominee Community Center of Chicago is an advocate of this effort and, while the mission is similar in nature, it is significant to note the key relationships with similar problems and goals, meeting in regular summits.

All in all, allocation of grants provided by the Tribe has not significantly changed since MCCC's inception over 15 years ago. On a consistent basis, MCCC dispenses approximately:

- 70% to cultural and educational collaborative outreach
- 15% to travel and mileage mostly to January General Counsel and Namao, and
- 15% to third-party records administration and, miscellaneous event supplies.

Maec waewaenen for the opportunities to share Menominee Community Center of Chicago's partnerships and 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 BUDGET

This year's annual budget for Menominee Nation News was set at $263,644. According to the Budget report dated October 3, 2013, the departments' actual expenses for fiscal year 2013 amounted to $251,267.73. This is a total savings of $12,376.27 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 2013 was set at $47,653.00. As per an income statement dated October 3, 2013, a total of $52,001.60 was received. This is $4,348.60 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.

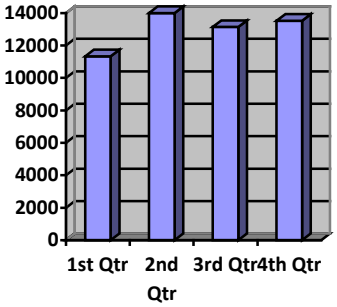
SUBSCRIPTION: Since 2001, the annual subscription rate has been $28.00 3rd class rate and $38.00 for 1st class rate. Beginning October 1, 2013, the subscription rates have increased to $32.00 3rd class rate and $42.00 1st class rate. To accommodate customers who cannot meet the expense of the yearly rates, we also offer quarterly rates for each class. 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 ninth 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.

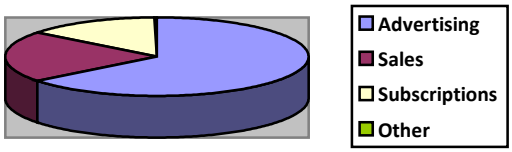
SALES: As of October 2013 we have Thirty (30) distribution sites. This includes thirteen (13) sites in Keshena with one (1) being a complimentary site for the Elders, four (4) sites in Neopit/Middle Village with two (2) being complimentary sites for the Elders, one (1) site in Gresham, two (2) sites in Bowler, and ten (10) sites in Shawano. Since 2001, the newspaper was sold for $0.75. Beginning October 1, 2013, the rate has increased to $1.00.

ADVERTISING: We have an established list of clientele with a variety of area businesses. Being a member of the Wisconsin Newspaper Association we are provided advertisements when businesses want to reach a certain demographic region in the state. If we are in the target area, representatives from WNA are in contact with us for ad placements. Since 2001, display advertising was sold at $4.00 per column inch. Beginning October 1, 2013, there

will be an increase to $5.50 per column inch. Discounts are offered for pre-paid annual and monthly accounts to increase the number of regular advertisers currently listed and in an effort to decrease the number of past-due accounts. We also offer discounts to customers who advertise in four (4) or more consecutive issues. The discount offers apply to ad sizes and does not include color. The majority of our customers prefer to be billed on a monthly basis. This was the fourteenth full year the Menominee Nation News has operated under the current billing procedures with the individual tribal programs. There is still reluctance on tribal programs to advertise. As an added incentive to the tribal programs, we offer a 15% discount for advertising, provided the material is submitted by the established deadline. We still have some departments and businesses that insist on submitting advertisements late and free of charge by submitting ad information as articles.

OTHER: This is the fourteenth year Menominee Nation News has held this revenue listing. We began to offer our customers the option of paying an extra $0.50 if they prefer to have their personal photos (happy ads, memorials, etc.) used for publication mailed back to them. We also offer customers the opportunity to purchase digital files of the photos published in the paper, taken by Menominee Nation News. We also receive money for NSF checks that are returned.





DEPARTMENTAL STAFF

During fiscal year 2013 Menominee Nation News employed five (5) employees: One (1) Director/Editor, one (1) Layout/Design Technician, two (2) Reporters (1 Full-Time, 1 Part-Time), and one (1) Part-Time Secretary position. The lengths of employment for employees who were employed in FY'12 are as follows: Devan Erdmann, Director/Editor, (2/19/99-present); Steven Price, Layout/Design Technician, (09/24/01-present); Christopher Anderson, Full-Time Reporter, (8/13/07-present); Patrick Delabrue, Part-Time Reporter (4/23/12-present); Sheena Dodge, Part-Time Secretary, (08/29/2012-present).

PRINTING

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

•In October 2012 a special edition was developed to include the Annual General Council Agenda as well as the Candidate profiles for Menominee Tribal Legislature and the Menominee Tribal Enterprise Board of Directors. One copy was mailed to all Tribal members households. By providing this information in a separate issue, and mailing only one copy per household, it saves on the cost of printing and mailing and also does not have an impact on the revenue. The department has been handling the special edition this way since FY2003. Prior to that, one copy was mailed to every enrolled Tribal member of voting age.

•Up until the first part of January 2002, the Menominee Nation News was being published by the Shawano Leader (Triangle Press) in Shawano, WI. There was a need to change publishers because of the price and the product being produced. In the later part of January 2002, Menominee Nation News began printing with Waupaca Publishing Company in Waupaca, WI. Waupaca Publishing Company offered more services at a lower rate. Since that time, Menominee Nation News was able to offer color advertisements, happy ads, memorials, etc. We have seen a positive response to this service. Towards the end of Fiscal Year 2006, the Shawano Leader approached the department with an offer to print the newspaper with the same services as offered at Waupaca Publishing, but at a lower rate. It was agreed to start publishing at the Shawano Leader as of October 1, 2006. In July 2009, the department was approached by Metro Printing in Kaukauna, WI with an offer to print at an even lower late. It was agreed to start publishing at Metro Printing with the August 24, 2009 issue. Unfortunately, Metro Printing went out of business on October 15, 2009, as a result of the struggling economy. Menominee Nation News then went back to the Shawano Leader. In June 2010, the department received another print offer from Christenson Printing & Publishing in Shawano, WI. The offer was considerably lower than all other offers and it was agreed to begin publishing with CPP with the June 21, 2010 issue-present.

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

Neopit Community Center*

Charlotte Ann Wagner, Coordinator

The Menominee Community Center of Neopit, commonly called the Neopit Community Center, was established as a partnership between St. Anthony Church and the Menominee Tribe in 2000 to offer a gathering space to the residents of Neopit and the surrounding area. Through a community-based grant the Tribe helps St. Anthony Church offset the cost to run the center.

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 of the building, and a large comfortable gathering room near the entrance respectfully 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 part-time maintenance man.

Tribal agencies and community programs which have used the facility in the past year include the Menominee Tribal Legislature (for community meetings and forum), the Menominee Tribal Police, Menominee Tribal Clinic (for wellness and gardening programs), Menominee Tribal School, College of Menominee Nation (for computer classes) and Menominee Community Development (to discuss and get input on plans for the community). Community events such as Breakfast with Santa, Building Better Communities meetings, the Aids Awareness Walk and Menominee Democratic Committee meetings have also taken place at this center this past year.

Community members continue to rent the facility for birthday parties, baby showers, baptism dinners. graduations, weddings, wedding dinners, anniversary dinners, family reunions, wakes, funeral dinners, ghost suppers and small business meetings. The kitchen has been frequently used to prepare foods for events which happen elsewhere.

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

St. Anthony Church will continue to serve the community by promoting and providing the center for programs and activities in the FY2014.

*** 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 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);
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. However, the primary focus throughout the legislative year was on the Tribe's Off-Reservation Gaming Application

for the Proposed Kenosha Casino & Entertainment Facility. The Tribe's effort paid off on August 23, 2013 when the Assistant Secretary of Indian Affairs, Kevin Washburn, approved the Tribe's application for off-reservation gaming indicating that this project was in the best interest of the Tribe and not detrimental to the local community. The Tribe's application was then submitted to Wisconsin Governor, Scott Walker, for concurrence. At the onset, Governor Walker initiated a 60-day time period from which the Tribe had to meet his additional 3 criteria for approval. Governor Walker identified that the Tribe would have to meet the following in order to gain his approval for the Kenosha Casino:

1. Local support
2. No new net gaming
3. Consensus of all 11 Wisconsin Tribes

On September 9, 2013, the Tribe received resounding support from 8 of the 11 Tribes which was communicated to Governor Walker via letter signed by 8 Tribal Leaders in addition to these Tribes Resolutions in support. On October 17, 2013, the Oneida Tribe signed a resolution in support of the Menominee Kenosha Casino in addition to the establishment of a business relationship with the Tribe on this project.

During this time, Seminole Hard Rock International signed a development/management term sheet for the Kenosha Casino & Entertainment Facility. The Tribal Chairman, Menominee Kenosha Gaming Authority and Seminole Hard Rock International participated in a series of meetings with Governor Walker and Secretary Mike Huebsch in October 2013 on the Tribe's Kenosha Casino. (At the time of print, the Casino determination had not yet been decided.)

The Air & Water Quality Taskforce was established in 2013 by motion of the Menominee Tribal Legislature. The purpose of the A&WQ Taskforce is for the protection of the Menominee health, welfare, safety, and natural resources due to threats to air and water quality on the Menominee Reservation. This group is responsible for the establishment of the Tribe's desire to assume Federal Environmental laws related to clean air & clean water within the boundaries of the Menominee Reservation that are threatened by off-reservation mining activity.

In 2013, the Tribe's effort to lobby for changes to current law regarding Violence against Women paid off with the creation of new laws aimed to enhance Tribal sovereignty and protect Native victims of domestic abuse on Indian Land from non-Native offenders. The Violence against Women Act of 2013 was reauthorized to include the changes in the law that would allow for Tribes to assume Special Domestic Violence Criminal Jurisdiction over non-Native Offenders when full implementation of the law begins in 2015. As a part of this process, the Tribe participated in Phase I of the Special Domestic Violence Criminal Jurisdiction Pilot Project with the Department of Interior and Department of Justice. The purpose of the Tribe's participation was to join the Intertribal Technical Assistance Workgroup to address unique concerns specific to the Menominee Tribe and identify areas to be addressed before the Tribe would request authorization through the Department of Interior to exercise special domestic violence criminal jurisdiction.

The Milwaukee Area Tribal Offices was moved on October 1, 2013 to the Gerald Ignace Indian Health Center, located at 1711 South 11th Street, Milwaukee, WI. The decision to relocate the Milwaukee Area Tribal Offices was to provide easier accessibility for the Menominee membership who primarily resides near or close to this area. This Milwaukee Tribal Offices provides governmental services to tribal members living in Southern Wisconsin and has been in existence since 2012.

The Tribe's media presence has expanded to include the Menominee Public Access Channel on the Charter Network in addition to the already established social networking presence. The Tribe utilizes both communications channels as a way to connect and provide information relating to meeting notices, community advisories & alerts, office closures, community events, and ongoing initiatives of the Tribe to its Tribal membership. One primary example of these alternative communication channels was evident during heavy windstorm that struck the Reservation in on August 21, 2013 that resulted in loss of life and many residents without power for a number of days. The Tribe used the Facebook platform to communication emergency government management messages, office closures, warnings, etc. to the Menominee Community. Planning is underway to enhance the television, online & print communication channels for the Tribe and its membership in 2014.

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 IGA Manager 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. Among the many tasks for the year, the IGA's designated priority for

2013 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.

Throughout 2013, 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 continues to participate in during this Legislative year include:

1. Sturgeon: Implementation of the Sturgeon MOU with the WDNR
    a. The Tribe is entering its second 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.
    b. In 2013, the Tribe again witnessed spawning activity of the Sturgeon at their historical spawning grounds at Keshena Falls.

2. Wisconsin State-Tribal Relations Committee: The Tribe submitted issues to the State-Tribal Relations Committee for review and consideration regarding,
    a. Recognition of Menominee Game Transport Tags; this resulted in the 2013 Wisconsin Assembly Bill 30. This bill passed both the Wisconsin Assembly and Senate. The bill now awaits the signature of Governor Walker before becoming law.
    b. Intoxicated Driver's Program; The Tribe has requested recognition of Maehnowesekiyah Wellness Center and College of the Menominee Nation as a service providers for those individuals requiring assessment, education, and counseling for OWI offenses through the State's Intoxicated Driver Program. Discussion continues on this issue.
    c. Law Enforcement; Recognition of Tribal Law Enforcement Officers training and education relating to State Certification. This issue has not been addressed by the Committee to date.

Federally, the Tribe participated and engaged in lobbying efforts,

- 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
- Land-to-Trust decisions for gaming; Public Testimony submitted to the House Committee on Natural Resources: Subcommittee on Indian and Alaska Native Affairs
- Environmental Law relating to Mining; participated in consultation with EPA Region #5 Administrator Dr. Susan Headman and provided an on-reservation tour and presentation

The Tribe participated in numerous consultations with the United State Attorney's Office, Department of Interior-Bureau of Indian Affairs, Environmental Protection Agency, Federal Emergency Management Agency and Bureau of Justice Assistance on issues specific to Menominee.

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. In 2013, the Tribe submitted resolutions to both National Organizations on Bureau of Indian Education Funding (Menominee Tribal School) and Amendments to the Robert T. Stafford Act (FEMA).

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

- State Budget & use of Tribal Gaming dollars
- Opposition to AB1; Mining bill. Public Testimony submitted to Wisconsin Senate Committee on Workforce Development, Forestry, Mining and Revenue
- 2013 Wisconsin AB30; Public Testimony provided to WI Assembly Committee on Natural Resources and Sporting Heritage, in addition to Wisconsin Senate Natural Resources Committee
- Continued engagement in Fostering Futures Program; Wisconsin's First Lady initiative to address Trauma Informed Care

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 Child Abuse &

Neglect with the Department of Health Services; Bulk Sampling, GTAC Pre-Mining Application, and Fish Passage with the Department of Natural Resources; Tribal Gaming Dollars and Tribal priorities in State Budget with the Department of Administration.

The Tribe continues to participate 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 Senator Tammy Baldwin and Congressman Reid Ribble. The Tribe has also hosted Wisconsin's First Lady, Senator Tom Tiffany, Assembly Representatives Jeff Mursau and Gary Tauchen.

The Chairman's Office consists of the following staff members, Linda Peters, Office Manager; Tasha Caldwell, Intergovernmental Affairs Manager; John O'Kimosh, Intergovernmental Affairs Assistant; Recording Clerks, Lizette Bailey, Brianna Ninham, and Kylene Chapman

Probation/Parole

William Beauprey, Director

Description:
Pursuant to Menominee Tribal Code Article VI Probation & Parole adopted 5/6/1994 by Ordinance 94-01; amended in its entirety on 3/7/2008. 132-29 Probation and Parole Regulations. Our duties and guidelines are outlined in each ordinance. The Department has three individual probation/parole officers who handle their own unique clientele specializing in their own area of law and age category. The Program Director, Domestic Violence/Sexual Assault Probation Officer, and Menipaniw/Youthful Offender Probation Officer are assigned to various community committees and teams established to enhance alcohol, drug, and crime awareness within our community such as Wellness Court, Ordinance Court, Community Coordinated Response Team for the Menominee and Stockbridge Reservation, Sexual Offender Registration Notification Ordinance Program, Probation Domestic Violence Review. We have one Administrative Assistant whose main objective is to maintain our departmental budget, client files and office functions. She has helped with data entry into the JustWare program, which has been implemented at the Law Enforcement Center.

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

Administration:
The Director is a member of the Menipaniw Steering Committee which is overseeing the Menipaniw program and has been working on their MOU language and Mission statement. The committee is very close to the final approval of the Menipaniw Policy and Procedures and client handbook. Director Beauprey is also a member of the OWI Steering Committee and a member of the Environmental and Resource Protection Committee.

Starting in the middle of June with the hire of a new probation officer and our department being fully staffed, a directive was given in our department in which all probation officers will be taking care of all matters pertaining to their clients themselves. These duties will include; scanning and copying all documents, preparing and sending all

types of letters, making appointments, preparing initial forms, etc. This directive was given so probation officers would be better able to track their client's files. Administrative Assistant will be allowed to help with client paperwork if deadlines need to be kept.

In April of 2012 a data entry clerk was hired under a three year grant. Our data entry clerk was hired in June at the Tribal Clinic and was replaced in July of 2013. We are currently entering 2008 cases. We are also working on policies and procedures for record retention. We would like to be become a near paper free department. All cases would be scanned and entered into the Justware database and saved on an exterior drive for back up purposes. Statistics and client recidivism could be closely monitored once all cases are entered.

Statistical Information	**Number**	**Statistical Information**	**Number**
All Clients	497	New Clients/DV Orders	28
Active Clients at Year End	87	New Clients/Criminal Orders	39
Absconders at Year End	156	Scheduled Appointments	4803
Clients Incarcerated at Years End	66	Scheduled Appointments Kept	4123
Inpatient/Treatment at Years End	2	Released Clients at years End	80
Wanted Clients	30	Revocations	74

The FY 2013-2014 has brought numerous changes in several departments with whom we work closely with. We look forward to working with all departments for a more solid and consistent system.

Domestic Violence/Sexual Assault Probation Officer

This year in May a Domestic Violence/Sexual Assault Probation Officer was hired. Heather Haeflinger is hired under the Domestic Violence Grant through Maehnowesekiyah. She works closely with the Domestic Violence Counselors at Maehnowesekiyah, The Domestic Violence Prosecutor and Domestic Violence Investigator Ami Nacotee to review policies and procedures which may need revitalization in order to better serve the victim, and offender. Probation Officer Haeflinger has attended a few all male domestic violence groups facilitated at Maehnowesekiyah to ensure accountability of her clientele.

Domestic Violence Probation Officer started her position by reviewing all files for current status and release dates and ensuring all Apprehension and Detention Requests were active. With her extensive background she was capable of supervising her clientele directly after her initial organizing of files and review. With many clients violating their probation rules, incurring new charges and new clients being sentenced regularly the clientele numbers remain at a high statistic.

Our department is currently working on Home Visits Policies and Procedures not only for the DV/SA Probation Officer but also for the Menipaniw officer. Home visits give the probation officer an observational view of client's everyday environments and would relieve the client from one office visit a month.

PO Haeflinger has filled a much needed position for our department, with her education, training and thorough insight she has closely supervised her clientele and have made a positive impact on her clientele. The safety of community is a major decision factor in her position along with the rehabilitation of her clientele. PO Haeflinger is also looking into reintegration programs for those clients who are returning from long term incarceration. PO Haeflinger participated in the Badges for Baseball as one of the coaches for the duration of the summer program.

Meetings: PO Haeflinger has attended several of the Shawano and Menominee CCRT meetings, which consisted of presentations on synthetic marijuana and narcotics and domestic violence victims and court procedures. She has also attended two Menominee MDT meetings in which the discussion pertained to federal cases or more specifically the Menominee caseload. Other meetings she has attended focused on the Treatment Batterer's Program.

Throughout the month of September, she attended numerous meetings with MTPD Sgt. Jerrit O'Kimosh in regards to effectively monitoring DV/SA Clients. Situations arose where her clientele were not arrested for violations that are deemed serious to their rehabilitation. DV/SA clients have been categorized into statuses in CISCO as a DV or SA client, so dispatch and officers will know that any violations from these particular clients, warrants arrest, except for minor traffic violations.

Community Service:
In regards to community service, I have referred many of my Clients to help with the following community events: Roundhouse, August Powwow, Headstart, St. Anthony's Church, elders in the community and the Lumberjack Breakfast that is taking place in early October.

Conferences/Trainings:
PO Haeflinger attended the 11th Annual Women Are Sacred conference on June 10-12th in Albuquerque, NM.

Menipaniw
In October 2012 members of the Menipaniw completed the Action Plan for the client handbook and Wellness Court Policy and Procedures. The draft was then sent to the Steering Committee for review and approval.

On January 18, 2013, Tasha Chevalier the current Court Coordinator at that time had created a display for the Menipaniw program and displayed an informational booth at the Annual General Council meeting.

The grant that Maehnoweskiyah was over-seeing ended in January. The court now over-sees a new Wellness Court grant which includes the funding for the Court Coordinator and the Paralegal positions. In the absence of a court coordinator it is my responsibility to share the job duties of the court coordinator and did so while the position was vacant. The New Court Coordinator for Menipaniw was filled by John "Jack" Krebs on March 25, 2013. The program has also welcomed other new team members. We have a new prosecutor, Judge and a paralegal who is assisting the prosecutor with the forms.

Mary Webster was sought out to discuss cultural activities for our clients to participate in. Some of the suggestions include making lap blankets for elders, women/girl and men/boy retreats, teaching of edible and medicinal plants and splitting wood for elders at the CBRF. Members also met with the IT Department to discuss building an automated system in which clients will be calling in daily for their random urinalysis. The system will generate a call list, track phone numbers and monitor when the client comes in for the U.A.

In June home visits were renewed, these visits are very important and informational as it helps to assess the client's current home life conditions and to supervise them more closely. Due to lack of funding for mileage I was unable to continue.

With the program having new team members the court coordinator has been organizing a field trip for the team members to view and obtain additional ideas to improve our program. Currently the coordinator is organizing a trip to the Winnebago Wellness Courts in Oshkosh and Brown County.

Trainings:
In March 2013 the tribe conducted a Synthetic Training held at the Menominee Convention Center. The Menipaniw team had held a workshop at this training, with the opportunity for community awareness the Menipaniw program mandated all the participants to attend. Positive feedback was received from Menipaniw clientele, community members and tribal employees.

On April 3-4, 2013 the Menipaniw team attended the Tribal Healing to Wellness Court Prosecutor's Training held in Scottsdale, Arizona. Our tribe has the longest functioning Wellness Court and with our entire team present, we were able to offer other tribes helpful advice and ideas to help their tribe start and/or improve their program. This training has provided our team with helpful ideas to improve our screening process as well as our case management.

Statistics:
Twenty two individuals were recommended to the program, there were six people who did not show for the interview process. Eighteen potential clients were interviewed and thirteen were accepted into the program. Four of the eighteen were not accepted, and one individual had to be tabled. Throughout the year there were six individuals that were terminated for noncompliance and seven individuals were successfully transitioned. A few of the cases in which individuals did not show for the team processing interview were given another opportunity for an interview. Once the policy and procedures are accepted and put into effect this may close the gap for that second chance after their first initial interview.

Administration:
PO Waupoose continues to participant on the planning committee for the Annual Sobriety Powwow. This event allows both Probation and Menipaniw clients the opportunity to not only participate in a healthy and safe lifestyle event, an opportunity to complete community service hours and gain the cultural components needed as required under the grants which fund the clients treatment program.

Meetings:
PO Waupoose attended the CCR meetings held on October 24, 2012 and April 22, 2013.

O.W.I Steering Committee meetings were attended by PO Waupoose while Director Beauprey was on medical leave.

The O.W.I Steering team attended a field trip to observe the Marathon Country OWI Court in Wausau on May 2, 2013.

As Acting Director, PO Waupoose attended the SAMHSA's GAINS meeting held at the Tribal Housing Department on April 25-26, 2013.

PO Waupoose attended the monthly Director Meetings while assigned as Acting Director.

Follow up meetings include a site visit meeting with representatives from the Jail, Maehnowesekiyah, Menominee County Human Services, Administration, Probation, Tribal Courts, Prosecutor, community member, Tribal Clinic and the Tribal Police to work on Alternatives to Incarcerations. The goal is to further the delivery of appropriate services to people with mental illness and/or substance use disorders involved in the criminal justice system, assist in identifying gaps in services, optimize use of services. We worked on mapping to identify Cross-System gaps in services, setting community priorities and developing an action blueprint for change.

GAINS meeting on May 24 which was held at Maehnowesekiyah as a follow up from the GAINS Academy I attended in Chandler, Arizona in May. Regarding 51/54/55 Agreement we had discussed existing agreements between County, Tribe and the state along with the need to review the agreements for possible revisions. We also discussed the mental health assessments for AODA/Criminal Assessments funding issues and face to face assessments. The 161 Agreement with the clinic may have an effect on some of the topics discussed by our group.

As Acting Director, PO Waupoose attended the Resource and Protection Committee meetings. Agendas included Chapter 306 Drugs and Drug Paraphernalia. Items discussed were the changes in language on some areas such as state and felony and the possibility of creating a task force to make sure guide lines of each area are followed. Task Force members would include, Prosecutor, Probation, U.S. Attorney's Office, Conservation, and a Legislative Member. A Special Meeting was scheduled for 07/31/13 @ 1:00pm to go over additional statistical information to support changes before going in front of the Legislature. Our Administrative Assistant gathered 5 years of statistical information which included the number of clients sentenced with charges of a Controlled Substance and/or Possession. Statistics for the Menipaniw program included number of referrals to the program in the past 5 years, the drugs of choice of our participants, the number of clients who successfully transitioned or completed the program and the number of clients who were terminated.

The Statistical data given from the Probation, Prosecutor and Tribal Police Department clearly show the need to revise the ordinance.

Trainings: PO Waupoose attended the Tribal Court Probation training held in Las Vegas, Nevada December 5-7, 2012 presented by the Joseph A. Meyers, Executive Director of the National Indian Justice Center. The training covered topics such as Indian Civil Rights Act PL 280, Indian Child Welfare Act, Working with Multi-Tribal Systems, Tribal vs. County, domestic Violence, Drug elimination, Pre-Sentence Investigations, Juvenile court/Probation, Adult probation, and various other topics. As part of the training I received the Tribal Court Probation Manual which covers areas of supervision that our department may take in consideration as a guide in improving our services.

As Acting Director, PO Waupoose attended the Tribal Justice Policy Academy May 22, 23, 2013 in Chandler, Arizona along with other members of tribal departments involved with the GAINS committee. At this academy the Tribal Policy Academy each of the eight tribes that have been selected to attend this academy worked with a facilitator from the policy academy to help plan for creating behavioral health alternatives to incarceration as a key component to the tribe's Tribal Action Plan. Tribal Action Plans/steps, strategic development, plan and review technical assistance priorities.

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 four 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 2013: Jail Door Panel Control, Clinic Expansion Design, Clinic Ambulance purchase, Middle Village Cemetery Road, Primary Food Service Provider, FY14 LP Gas Services, Primary Office Supply Vendor, Clinic Pharmacy Robotic Dispenser purchase, Clinic Expansion Construction and Neopit Street and Sewer Repair projects.

The PMA Department conducted a Business Education Fair in March 2013. The agenda included nine (9) speakers on the topics of the Tribe's Purchasing Process, Menominee Preference in Contracting, Licensing & Permit Requirements, Insurance Requirements, FY13 Upcoming Projects, Menominee Business Center Programs, Menominee Chamber of Commerce, and Lending Opportunities. We had seventeen (17) registered attendants.

The PMA Department obtained equipment under the Federal Excess Property Program with an original value of $27,679, including a truck, skid steer and trailer.

The PMA Department generated $12,553 in the sale of old equipment during this fiscal year and coordinated purchasing rebate incentives of $6,323 for total income generated of $18,876.

Our participation in the HP Edge recycling program provided three (3) Departments with free HP products at an estimated value of $1,500.

The Fiscal Year 2013 Indirect Cost budget for the PMA Department was established at $243,257. Although the final figures are not available at the time of this report, the preliminary reports show current recorded expenditures at $232,265.

The Menominee Tribe's LP gas contract for FY14 has been established at $1.26 per gallon with Ferrellgas.

Prosecutor's Office

Scott Wilson, Prosecutor

Purpose

The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of the Menominee Tribal law and 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. Prosecutorial responsibilities to the residents of the Menominee Reservation, to the Tribe and to the victims, include:

- Processing 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: Scott D. Wilson, Tribal Prosecutor, Kasia D. Klaus, Assistant Tribal Prosecutor, Danielle M. Kranz, Domestic Violence/Sexual Assault Prosecutor, Carol Nunway-Tyler, Bridget Long, Wellness Court Paralegal, Legal Secretary, and Ashlee Vandewege, 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 by utilizing the case management/calendaring software called Justware, and also linking-up with the Cisco system utilized by the Police Dept.
- Commenced entering case backlog in Justware from April 24, 2012 backwards.
- Providing on-going legal training of all attorneys.
- Working with other agencies for special needs victims and defendants.
- Effectively performing our duties with minimum personnel and minimum budget.

Challenges

Each of our staff continues to carry a heavy workload. Prosecuting all the cases which require prosecution is an on-going challenge given the high volume.

Statistical Data

The following statistical data is an approximation of our totals for FY 2013. We prosecuted approximately 2258 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 top crimes prosecuted by this office were; Battery, Disorderly Conduct, Controlled Substances and Resisting or Obstructing Officers.

Future Goals

The Office of the Tribal Prosecutor will:

- Focus on increasing the work load by streamlining current processes and implementing written standardized internal policies and procedures.
- Provide training to law enforcement officers as requested or deemed appropriate.
- Maintain relationships with the Court and the Menominee Tribal Police Department to foster and promote justice for Tribal members.

Parks and Recreation

Duane Waukau, Director

The mission statement: 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 Weekly
Alfred Waupoose Weekend

Participants:
Youth Center participants 5875
Fitness Room participants 6676

Budget Allocation for FY2013
Youth Center Park Maintenance budget it $183,103

Facility Hours:
The Youth Center is open from 6 a.m.-9 p.m. Monday thru Friday & Weekends 9am -2pm Saturday & Sunday.

Youth Center Activities:

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 High School Basketball & Softball leagues Tribal Clinic Wellness program Winter Round house Culture camp and various Pow Wows. Boxing Club trips. .

Significant Accomplishments:
1) The 2014 North Indigenous Games try-outs were held this summer and a total of 104 Menominee Athletes alternates, coaches, mission staff and six chaperons will participate July 20-28 2014 in Regina Saskatchewan Canada. Events include Boys and Girls Basketball Boys Baseball, Girls Softball, Volleyball, Boys Wrestling, Archery, Lacrosse, Soccer, and Athletics.
2) Alex Vrbarcic did an Eagle Scout project and gathered 950 books for our youth to read at the Menominee Youth center. The books were dropped by him as he complete his project and earned his Eagle badge. Alex is from Illinois area.
3) The Menominee TCJ youth baseball team finished runner up for the TCJ league championship held at the Keshena Recreation field. They were coached by Wayne Wilber Karl Peters and Stu White. The Menominee American Legion Baseball team was runner up to go to the State legion baseball tournament this year. Coaches were Brandon Frechette and Anthony Leaman The playoffs were held in Clintonville this year and won the Regional Championship.
4) A anonymous person donated four Green Bay Packer club seats for a second year in a row for the Preseason games against Arizona Cardinals and the Seattle Seahawks this year to deserving kids.
5) Renovations to the Recreation Ball Field in partnership with Community Development program were able to help us fix our the grandstand seats and roof areas, build a concession stand and help fill in our infield for better playing conditions for the youth leagues. The Menominee Community Park Improvement Committee headed by Dick Dodge planted new tress in the Keshena park pavilion area this year and placed honor markers in remembrance of loved ones.

#	Department/ Program/ Activity	Est. Activity Cost	Grant/KT Funded	Tribal Funded	In Kind	Target Group	Dates	Location	Funding Source	Partners
1	Youth Center: Activity Room	$9,004	No	Yes	No	Grades K-6	M-F 3:00-9:00; S&S 9am-2pm	Recreation Center	Tribal	None

#	Department/ Program/ Activity	Est. Activity Cost	Grant/KT Funded	Tribal Funded	In Kind	Target Group	Dates	Location	Funding Source	Partners
2	Open Gym	$500	No	Yes	Yes	Grades 7-12	M,W,Th. 6:00-9:00; Sun. 5:00-7:00	High School/ Tribal School	Tribal	MISD
3	Aerobic classes	$200	No	Yes	No	Grades K-6	Holidays/ Fridays 6:00-11:00	Recreation	Tribal	None
4	Monthly Dances-Holidays	$300	No	Yes	No	Grades 7-12	Holidays/Fridays 6:00-11:00	Recreation	Tribal	None
5	Donations	$750	No	Yes	No	Zoar Communities	Halloween/ Christmas	Zoar	Tribal	Zoar
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	$500	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	$1,000	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	$1600	No	Yes	No	Ages 14 to 16	June-August	Communities	Tribal	None
13	Legion	$1600	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	Boxing Club	$500	NO	Yes	NO	All youth	Year round	All Communities	Tribal	None
16	Recreation Field	$1,000	No	Yes	No	Youth & Adult	May-September	Keshena	Tribal	Neopit, Keshena

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. In FY13 the staff of Menominee Tribal Social Services consisted of the Director, Child Welfare Assistant and four Social Workers. They are funded with BIA funds and Tribal funds. A fifth 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. Late in the fiscal year, we were able to employ a social worker funded by Tribal funds to assist in managing the heavy workload. However, our gain was short lived as our veteran Indian Child Welfare Social Worker retired at the end of September. Due to fiscal uncertainty, we have not moved forward with a replacement.

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 (ICWA) funds are included as part of the Tribal Priority Allocation to the Tribe. This year the money allocated for Indian Child Welfare Act activities was a total of $63,454.93.

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 FY2013, Menominee Tribal Social Services provided services to 185 new cases which is sixty-nine less cases than in FY12. This total did not reflect the 102 ICWA cases which were carried over from FY12 into the new contract period or the 3 child welfare assistance cases. Considering these cases, Tribal Social Services actually provided services to 290 cases in FY13, which was 63 less cases than the previous year. The reason for this decrease is most likely due to a Tribal Court decision which was rendered on 9/10/12 which indicated that the Indian Child Welfare Act did not apply in Tribal Court. Therefore Menominee Tribal Social Services was not being noticed concerning Child Protective cases in Tribal Court.

The new case referrals for the year reflected three service only cases, two child welfare assistance cases, one delinquency case and 179 new Indian Child Welfare Act cases. However we did have three child welfare assistance cases which were carried over from FY12 and received services during the fiscal year. There were forty-two 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. Case closures for the year totaled 187.

Part of the work plan for FY13 called for a variety of agreements to be negotiated with the state and counties to allow for social services resources available to those entities to be utilized by the Tribe. These agreements were negotiated with representatives of those agencies in conjunction with the Social Services Attorney. Agreements in place include: An Adoption Agreement with the State of Wisconsin, Department of Children and Families, and a Correctional Agreement with the Wisconsin Department of Corrections, Division of Juvenile Correction which allows for youth committed by Tribal Court to be placed at State correctional facilities. Another agreement in place with Menominee and Shawano Counties includes Act 161, which provides for county foster care funds to be used to pay for the costs of foster care ordered by Tribal Court. The agreements also define roles and responsibilities between Tribal Social Services, Menominee County Human Services and Shawano County Social Services. The agreements also allow the counties to provide involuntary services on behalf of Menominee children. In the situation with Menominee County, the Tribe contributed $100,000 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 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 FY13 for benefit payments in the amount of $169,699 and $11,307 for assessment costs. The Tribe supplements the program for any administrative costs in excess of $11,307 for assessment costs. These funds are used to pay a social worker and provide support costs for this position. In FY13 we saw our allocation for Kinship Care benefits increase by $30,879 and assessment allocation decrease by $553. However late in the fiscal year, the Department of Children and Families gave us an

additional $8,200 for benefit payments. Thus we were able to assist all families on the waiting list. In FY13 Kinship Care services were provided to 48 unduplicated families, which represented services to 90 unduplicated children. This was about the same as in FY12 in which there were services to 50 unduplicated families and 99 unduplicated children. 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 seven adoptions and seven guardianship cases which achieved permanency. There were twenty-two family reunifications for the year. Thus, permanency outcomes were achieved for thirty-six children thereby exceeding our objective by twenty-one cases.

Another project specified for Tribal Social Services included maintaining the Tribe's Respite Day Care Project. The department, in conjunction with the Day Care Center, operated this program funded with BIA Child Welfare Assistance Funds. Five children were served in this program during the year representing 890 days of day care services which was an increase of 43 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 meet criteria 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 FY13 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 $20,722 which was a decrease of $1,877 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 thirteen children from 10/01/12 through 9/30/13 (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 FY14.

Another aspect to this program was to provide two training and educational awareness events to the Day Care and agency staff regarding the dynamics of Domestic Violence, and its effects on children. In March, it was decided that this objective could be met by having the key administrative staff at Day Care (4) attend the mandatory tribally sponsored Drug, Alcohol and DV Training which was held in April. The other event, which involved all Day Care Staff, was offered in August. Personnel from our local DV Program conducted the training. Nineteen people participated. The evaluation for this training scored a composite score of 4.76 in five areas out of a possible high of 5.0.

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 FY01, 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, three applications were approved. The average number of open cases during FY13 was 38 with 34 open cases carried over into FY14.

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 FY13 there were five applications submitted regarding Legal Incompetent trust accounts and all five 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. $11,858 was allocated for this program in FY13. We had expenditures of $8,315. 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 in the fiscal year up to a total of $200. Due to limited funding, we prioritized services in FY13 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 74 applications for assistance were approved which was below the projected amount.

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 CY11, FY12 and FY13 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. Menominee Tribal Social Services participated in reviewing and refining the training curriculum which was used in FY11, FY12 and FY13.

As member of the Advisory Committee for this training project, this director is pleased to report that over the life of this project, training was provided to 67 out of the 72 Wisconsin Counties. Five of the counties chose not to participate for a variety of reasons including one County that had only one social worker. Other accomplishments of the project which the Advisory Committee, along with project staff, planned and approved included: the completion of a legal curriculum for attorneys, development of a WICWA Desk Aid for Social Workers and an Implementation Guide for entering data into the State's data base system, eWiSACWIS, providing two Tribal/County Cultural Training Events (Tribal Social staff involved) and filming the first phase of a WICWA Documentary. Developing a Judicial Checklist for judges was also a major highlight of this Project. This was accomplished by work done by an attorney connected to the Wisconsin Court Improvement Project along with technical assistance provided by some tribal attorneys including the attorney assigned to this Department. There were many more project products which were created by all involved in this Training Project to insure its sustainability as the funding for this project ended on 9/30/13.

The other major committee work and one which will carry over into FY14 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 Department of Children and Families (DCF) concluded that Tribes have the inherent authority to do this. However the legal position of DCF is that because of the implications to other state funded programs, Wisconsin Statutory change will be necessary. Thus, further work and consultation with Tribes will be required in drafting the necessary legal language. The work for FY14 will also have to focus on the practical aspects for implementation. This will prove to be a very challenging aspect to achieve full implementation of this initiative.

Last of all, this department has been involved in the work of the Menominee Tribal/Menominee County Human Services Planning Committee. One of the major items that were 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. After an appeal to the Secretary of the Department of Children and Families for assistance, the Department provided a consultant to assist us in developing a strategic plan to begin addressing the problem. This led to an invitation by Wisconsin's First Lady, Tonette Walker, for Menominee to become one of three pilot sites in WI for the Fostering Futures Program. The foundation beneath the program is based upon concepts of Trauma Informed Care. A Core Group of Leaders has been identified as well as members to an Advisory Committee. Detailed work and training will occur throughout FY14.

B. Indian Child Welfare:
The Menominee Tribe designated $63,454.93 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 124 of the 179 cases referred to the Tribe. In fifty-five 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 FY13 we participated in 221 court hearings which was a decrease from that reported in FY12. 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 forty-two 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 FY07 our case referrals numbered 124 and in FY08 that number greatly increased to 165. Although the case numbers dropped in FY09 to 141, the case numbers rose to 164 in FY10 and in FY11 numbers rose to 177 cases. For FY12, the case referrals of 250 reflected the highest number since the ICWA was passed in November 1978. This last fiscal year the cases noticed to the Tribe, 179, proved to be the second highest number ever reported to the Tribe. 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 ICWA requirements which has taken place over the last three and a half years. Additionally, throughout FY13 this department has been actively involved in Child Abuse/Neglect cases petitioned to Menominee Tribal Court by Shawano Co. Social Services. Our activities in this regard will continue.

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 limited staff resources. The dedication and commitment of staff to do the best that we could help 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 (SBCC) was granted $11,000 from the Menominee Indian Tribe of Wisconsin. These funds allow the center to provide the basic maintenance and operational needs to keep the facility operational such as utilities, supplies, heating, cleaning, and repairs of the building, etc.

In December of 2012 SBCC experienced some major mechanical repairs to the commercial refrigerator at the center, the materials and labor would cost $900. SBCC had a silent auction, 50/50 raffle, super bowl pool and submitted a request to community funding panel to help repair the commercial refrigerator, which is now operation.

Some repairs during this FY13 have been two handles replaced on men urinals, furnaces was repaired for proper heating and cooling of the building, re-painter the front entrance and two of the offices.

SBCC experienced a large amount of ants, lady bugs, flies and bees. There was an interior and exterior Bug Beware Business that was contacted to help keep control of the bug in our environment.

The center provides a gathering place for community members and such events as Halloween party (104 attended), Breakfast with Santa (91), Winter Round House (110), and Easter Egg Hunt (106). Health Fair (30), Sewing for youth (30), and Community Clean-up (10). The events were provided by programs such as Johnson O'Malley, Recreation, Youth Development and Outreach, Maehnowesekiyah and T.R.A.I.L.S., Menominee Tribal Clinic, UWEX, and Menominee Highway Department.

The center provides a gathering place for community members on a daily, weekly, monthly and quarterly basis such as, elders meals, elders training, Menominee language, community meetings, and meetings with the Menominee Tribal Legislatures, fundraisers, funerals, birthday parties, baby showers, family reunions, and craft shows etc. The elder meals are provided by Department of Aging and Long Term Care, elder training is provided by College of Menominee Nation-Outreach Based Training Specialist, Menominee Language is volunteered by an elder of community, the other events are through the members of the community.

The community center elected representatives:

Yvette M. Ducane, President

Charlene Lyons, Vice-President

Sandra Gauthier-Wescott, Treasurer

Amy Kakwitch, Secretary

Jerrit Dick, Youth Representative

Richard L. Ducane, Alternate

James Corn, Alternate

Elizabeth Fernandez, Alternate

*** 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. The department is funded 75% through Tribal Funds and 25% through Indirect Cost. The budget for fiscal year 2013 was set at $134,754 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.

Major Accomplishments:
An appeal to the Wisconsin Department of Revenue (WDOR) regarding reductions, made by WDOR staff concerning promotional products or cost reductions from the manufacturers, to the 70% monthly refund of cigarette taxes was made in the favor of MITW. This has been an ongoing issue and the result was the Tribe receiving $14,263.70 which was withheld upon the WDOR former policy from October 2012 to July 2013. Moving forward, the WDOR will not reduce the refund for any of these types of transactions.

Chapter 200 – Taxation was amended to delete language regarding waivers of the construction materials use tax. This amendment was a recommendation of the MITW Budget and Finance Committee to capture all commercial construction taxes.

Chapter 281 – Cigarette and Tobacco Products was amended to increase the tax on cigarettes by $0.05 per pack. This amendment was a recommendation of the MITW Budget and Finance Committee to increase the revenue to the Tribe's General Fund for continued operation.

Chapter 25 – Contracts (Menominee Preference in Contracting) was amended to increase the percentage of Menominee workforce from 15% to 20% of the contract hours. Definitions were added to assist the preference coordinators in the determination of a Menominee owned business. Prior to bringing this proposed amendment to the Government Affairs Committee, the director along with the preference coordinators for the College of Menominee Nation, Menominee Indian Gaming Authority and Menominee Tribal Enterprises worked diligently to bring this to fruition.

Statistics:
Revenue Totals from Tax Commission Office- Fiscal Years 2001-2013:

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
2013	$1,066,079

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 twelve awarded contract opportunities from the Menominee Indian Tribe of Wisconsin (MITW) and the Wolf River Development Corporation. Of these twelve contracts, six 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 six contracts, there were not any bids submitted by a Menominee owned business.

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

non-Menominee businesses included a work plan which stated the contractor would utilize twenty percent Menominee workforce or Menominee owned business subcontractors (amendment 7-2-2013, from 15% to 20%). One contract was performed with two employees which this Chapter provides an exemption for Menominee workforce requirements.

Transit Services

Shawn Klemens, Director

Menominee Department of Transit Services (MDOTS) manages and provides direct transportation services for the Menominee Regional Public Transit, Menominee Tribal Clinic, Menominee Aging Division, Menominee Tribal School, Menominee Indian Headstart, Menominee County Human Services, Menominee County, Langlade County, Menominee Casino Resort, College of the Menominee Nation, Menominee Aging, HeadStart, Menominee Tribal School, and Shawano County agencies. 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.

Transit Staff:

MDOTS has a staff of 119 employees which includes: (1) Director of Transit Services: (1) Transportation Coordinator, (1) Administrative Assistant, (1) Budget Analyst/Accountant, (1) IT Manager, (2) Program System Analysts, (3) Mobility Managers, (6) Full-Time Dispatchers, (9) Part-Time Dispatchers, (3) On-Call Dispatchers, (3) Driver Supervisors, (21) Full-Time Drivers, (38) Part-Time Drivers, (5) On-Call Drivers, (1) Mechanic Supervisor, (4) Full-Time Mechanics, (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker, (1) Part-Time Facility Maintenance Worker, (4) Part-Time Housekeepers, and (1) On-call Housekeeper.

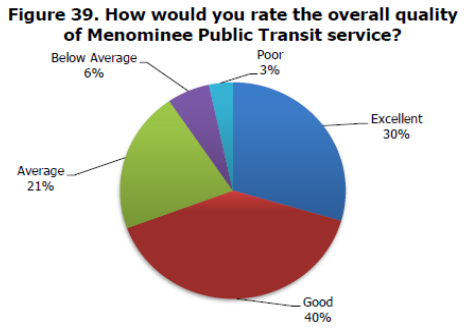
Contracts and Partnerships:
In Fiscal Year 2013 MDOTS continued coordinating transportation services with existing partners. In addition MDOTS entered into a new partnership with the Lac du Flambeau Reservation for transportation services. An agreement for operations was done until December 2013, with new agreement for 2014 to be negotiated; this is for setting up the agency, hiring staff, and for operations. Contract agreements were renewed with the partnerships of Shawano County Health & Human Services and Aging Division, Menominee Division of Aging and Long Term Care, Community Resource Center Program, Eagles Nest, Menominee County Health & Human Services and their 85.21 contract, Community Care Center of Wisconsin for Langlade County, and School Year agreements for HeadStart and Menominee Tribal School. Transit continues working with the Menominee Casino with their three year agreement, being in year one.

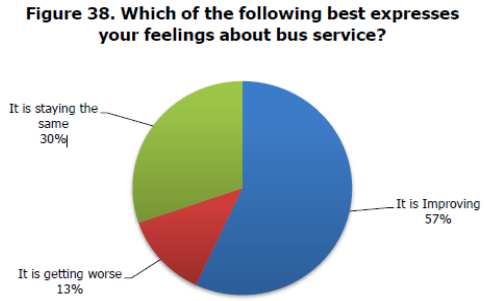
In FY2013 MDOTS obtained grant funding to purchase the following vehicles:

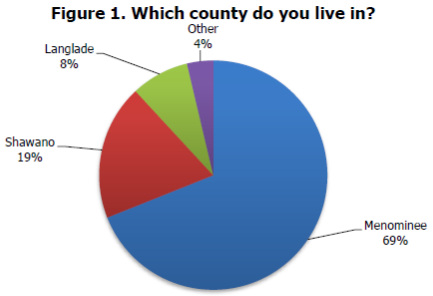
- (9) - 26 Passenger - ADA equipped buses

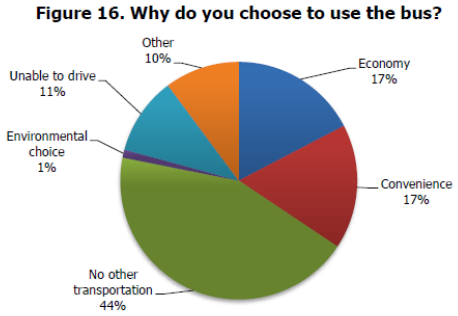
2013 Transit Ridership Survey
MDOTS administered a ridership survey from June 10, 2013 to August 6, 2013 in preparation of the 2013 – 2017 TDP. The transit ridership survey was intended to compare and to expand on the 2008 – 2012 TDP bus ridership survey.

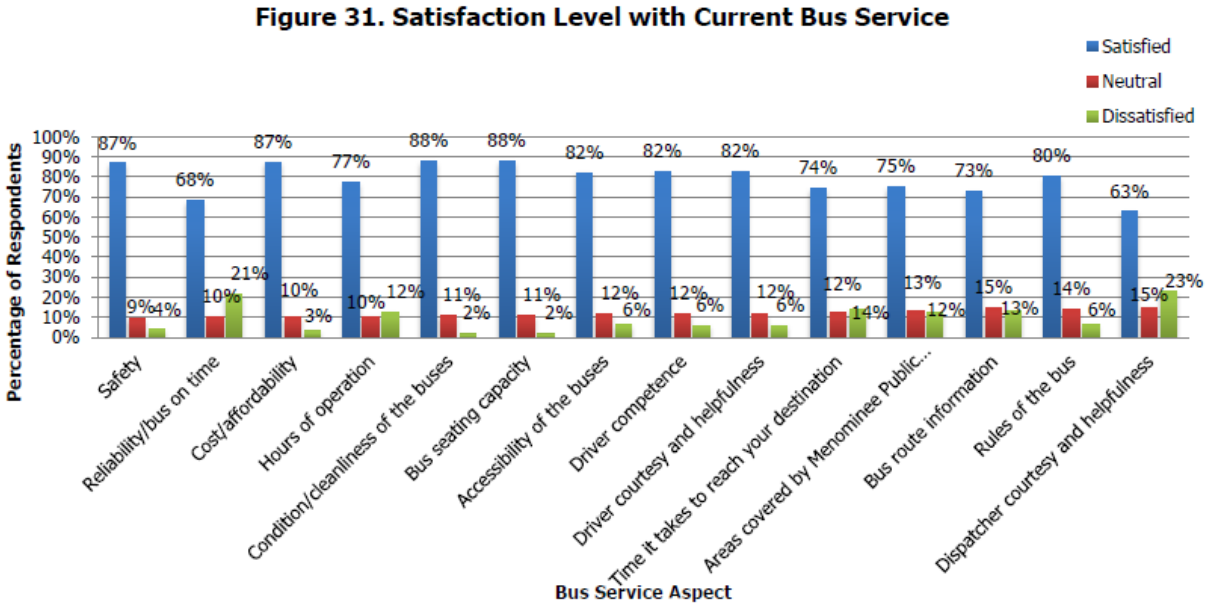
To address the areas of low satisfaction we are currently in the process of establishing route maps/brochures and we have set up telephone skills and customer service training for our Dispatchers both will be completed within FY2014.











Technology:

Technology is a large part of our operation as we continue to grow. Our programmers completed 190 service calls for the department, both software and technical related. Enhancements were added to allow additional reporting options, track Tribal School and Headstart routes, audit logs, driver itineraries, automated email notifications, and additional time card integration.

Other projects completed include:

- New Tribal School Bus Video System
- Langlade County Remote Office Setup
- Toughbooks and Wireless Phone System for Mechanics
- Phone System Virtualization – Reduces hardware maintenance and cost

Upcoming projects for 2014:

- Statewide Two-Way Radio system
- External Website Creation
- Transit Bus Video System Upgrades

- Vilas County Remote Office
- Mapping Integration

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	FY2013
Total calls offered	74,468	75,530	128,641	173,518	199,359
Total calls answered	71,607	71,907	123,806	168,619	191,684
Total calls abandoned	2,853	3,623	4,835	4,899	7,675
Answer rate	93.8%	95.3%	96.2%	97.3%	96.2%
Percentage Increase/(Decrease)		***1.43%***	***70.32%***	***34.86%***	***14.89%***

For the third year in a row our dispatch has seen a dramatic increase in the number of calls handled over the last year answering an additional 25,841 calls. Though we had a drop in call answer rate of 1.1% the answer rate still exceeds the rate prior to FY2011 even with the 13% increase in calls offered from FY2012

Dispatch hours of operation are 4:30 am until 11:00 pm Monday to Thursday, 4:30 am until 2:00 am on Friday and 5:30 am to 2:00 am on Saturday.

Vehicle Maintenance:
We currently have 5 mechanics who are all ASE certified in numerous areas from automotive to medium truck and bus repair. We currently maintain our fleet of 67 vehicles as well as maintaining and repairing a number of outside tribal department's vehicles. We are an authorized service center for GSA and are able to provide full service on any GSA vehicle.

In the past year we have added two more hoists one of which is capable of lifting a full sized coach bus up to 40,000 lbs. We have also updated all of our scanners and diagnostic equipment so we can work on the newest vehicles. Vehicle maintenance hours are from 5:00 AM until 10:30 PM Monday thru Friday.

Work Orders	FY2009	FY2010	FY2011	FY2012	FY2013
Department of Transit Services	946	905	656	1,013	1,086
Other Tribal Departments	127	145	66	35	149
GSA Vehicles	8	69	94	94	236
Outside Departments				32	77
Total Work Orders Completed	**1,081**	**1,119**	**816**	**1,174**	**1,548**
Percentage Increase/(Decrease)		***3.52%***	***(27.08%)***	***43.87%***	***31.86%***

Facility Maintenance:

Projects completed-
- Parking lot expansion- On north end a parking lot was built for additional parking and storage.
- Wall was built to complete an office for the new addition of an I.T. department.
- Office glass wall- glass wall was installed for the administrative area.

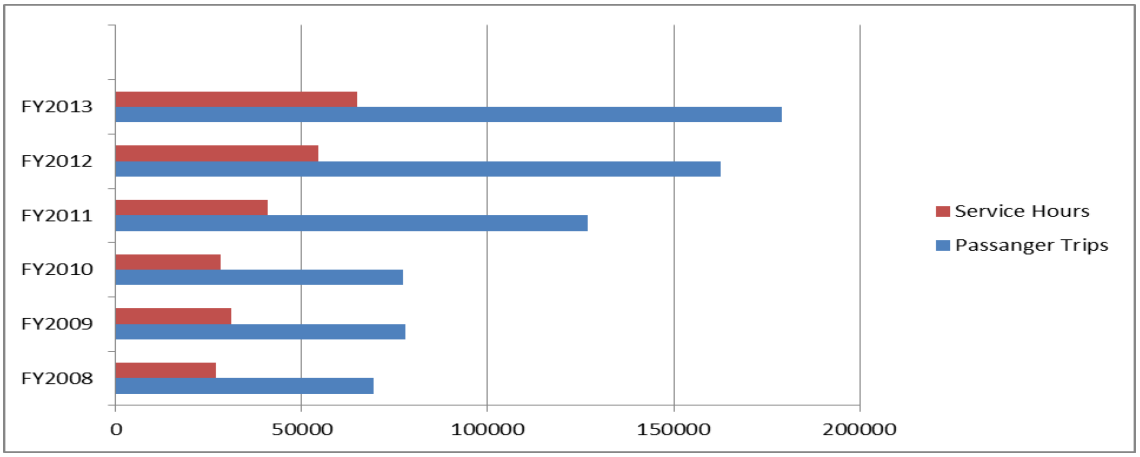
FY2014 projects-
- Mechanic Wall- A wall will be built to expand mechanic work area in bus parking garage.
- Parking lot expansion- A parking lot will be built to move vans in a different location due to mechanic work area addition.

Service orders completed-
- 42 completed along with numerous verbally requested work orders.

Department of Transit Services One Way Trip Data FY2009 - FY2013

Department of Transit Services:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	77,899	77,249	126,831	162,617	179,154
Mileage	652,916	677,000	952,290	1,244,873	1,458,475
Service Hours	30,962	28,057	40,865	54,543	65,018
Percentage Increase/(Decrease)		***(0.83%)***	***64.18%***	***28.22%***	***10.17%***

Our routes continue to see increases, in FY2013 passenger trips was up overall by 10.17% or 16,537 additional trips over FY2012.



One Way Trips:	FY2009	FY2010	FY2011	FY2012	FY2013
Antigo	79	264	55	110	700
Antigo – In City	0	0	14,094	20,705	19,238
Bonduel	0	0	0	1,237	2,441
Clintonville	4	0	0	90	22
Elcho	0	0	44	118	98
Fox Cities	140	242	431	629	832
Gillett	1,130	1,219	1,796	2,447	2,962
Green Bay	1,898	2,965	4,471	6,140	9,593
Keshena – Demand Response	22,168	15,506	25,002	29,627	34,995
Madison – Milwaukee	269	221	554	786	918
Neopit	15,056	16,523	26,222	34,584	33,155
Shawano	23,214	22,835	29,161	38,242	43,158
Shawano – In City	0	0	2,190	881	845
South Branch	1,191	2,798	3,053	2,920	3,878
Various Demand Response Trips	9,475	11,218	14,447	17,929	20,344
Hwy VV	3,275	3,458	5,207	5,840	5,667
White Lake	0	0	104	184	111
Wittenberg	0	0	0	148	197
TOTAL One Way Trips	**77,899**	**77,249**	**126,831**	**162,617**	**179,154**

Elderly One Way Trips:	FY2009	FY2010	FY2011	FY2012	FY2013
Elderly Ambulatory	15,151	15,198	21,104	34,618	37,452
Elderly Non-Ambulatory	1,178	1,589	2,401	2,879	3,039

Handicapped One Way Trips:	FY2009	FY2010	FY2011	FY2012	FY2013
Handicapped Ambulatory	565	1,791	9,933	12,103	13,340
Handicapped Non-Ambulatory	51	296	3,076	3,663	3,788

Menominee Tribal Clinic:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	18,667	15,404	18,431	21,171	25,766
Mileage	377,856	354,411	360,842	432,364	551,819
Service hours	16,623	13,263	14,716	18,078	23,385

Menominee Aging Division:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	4,467	5,079	5,642	4,779	3,662
Mileage	82,659	76,607	82,302	95,753	89,610
Service hours	3,726	3,942	4,617	5,357	5,368

Menominee County H&HS:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	3,389	3,455	4,820	6,772	7,512
Mileage	81,160	74,920	109,579	138,241	168,968
Service hours	3,683	2,959	4,094	5,676	6,899

College of Menominee Nation:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	1,288	4,775	7,653	9,212	7,813
Mileage	64,659	164,721	244,915	307,217	284,248
Service hours	2,334	6,237	9,637	12,537	12,229

Langlade County:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	N/A	N/A	14,296	21,156	20,177
Mileage	N/A	N/A	42,554	68,709	87,226
Service hours	N/A	N/A	3,220	5,725	6,316

Menominee Casino Resort:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	N/A	N/A	14,902	27,827	34,463
Mileage	N/A	N/A	201,543	410,822	574,508
Service hours	N/A	N/A	10,365	20,020	26,640

Shawano Cty Social Services:	FY2009	FY2010	FY2011	FY2012	FY2013
Passenger trips	N/A	N/A	N/A	2,639	3,725
Mileage	N/A	N/A	N/A	22,161	34,512
Service hours	N/A	N/A	N/A	1,047	1,596

FY2013 Funding:

FY2013 MDOTS had a total operating budget of $3,972,961 of which MDOTS has applied for and received three operating grants totaling $3,156,467, the Tribal allocation of $361,570 was used towards the cash match requirements on these grants. Transportation agreements with the Menominee Tribal Clinic, Menominee Aging Division, Menominee County Human Services, Menominee Casino Resort, Langlade County, Menominee County, Shawano County Social Services and the College of Menominee Nation totaled $454,924 which was applied to the local match requirements for our grants, with the balance coming from bus fares collected.

Tribal School

Shannon Chapman, Administrator

The vision of Menominee Tribal School is to create a safe environment integrating Menominee values, with academic and behavioral excellence. Our mission is to: teach respect for self and others; promote opportunities for academic and behavioral success; incorporate 21st century skills; integrate Menominee language & culture; form school, family, and community partnerships; and, foster life-long learners who positively impact their communities.

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 2013-2014 school year being 217. 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 Journeys reading series and the Envision math program. 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 an after-school enrichment program through the BIE 21st Century Community Learning Center grant. Some of the enrichment activities include: science club, art club, math games club, regalia making, traditional dance class, beading, hoop dancing, singing & drumming, and various athletics such as, cross-country, flag football, volleyball, boys & girls basketball, soccer and softball. MTS also co-ops sports such as tackle football, track, and wrestling in collaboration with the Menominee Indian School District.

MTS takes pride in the 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 Fall Feast; assisting students that wish to make traditional outfits and moccasins 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 past year we again met the requirement proficiency levels in accordance with the BIE requirements. MTS follows the "BIE Reads" program which has a demonstrated success record in reading instruction for grades K-5. In order to provide extra support in the area of math, we have increased our daily math instruction time as well as incorporating a math intervention period for students in grades K-8. The school also purchased the internet-based Compass Learning Odyssey program which provides reading, math, and language arts instruction in accordance with each student's instructional level. Odyssey correlates common core standards into individually designed educational plans to meet the unique needs of every student.

New to MTS for the 2013-2014 School Year is the Positive Behavior Intervention and Supports program, otherwise known as PBIS. PBIS is a framework for creating safer and more effective schools. It is a systems approach to enhancing the capacity of schools to educate all children by developing research-based, school-wide, and classroom behavior support systems. The process focuses on improving a school's ability to teach and support positive behavior for all students.

Our goals for MTS for the 2013-2014 school year are as follows:

1. Maintain our daily attendance for students during the school year of 90% or better.
2. Increase our overall grade-level proficiency levels in reading, language arts, math, science, and social studies to meet the state requirements as determined by the Wisconsin Knowledge and Concepts Exam (WKCE)
3. Increase overall achievement for every student by implementing a school-wide Response to Intervention (RtI) program.
4. Continue to improve overall student behavior through PBIS and promote MTS as an anti-bullying school.
5. Communicate with our families and community at large as to what is happening at the school and work at increasing our parent involvement.
6. 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	Residential Water - 27
Commercial Sewer and Water - 62	Commercial Sewer and Water - 19	

Middle Village	Trailer Court	Redwing
Residential Sewer and Water - 72	Residential Water - 17	Residential 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 Utility owned 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 on Utility owned equipment.
12. System (s) Service(s) Collections.

Critical Improvements

The following is a list of Critical Improvements under taken by Menominee Tribal Utilities Department in 2013,

Utilities Department Rate Increase:

- Rate increase was passed by Legislative Motion on July 09, 2013. Rate increase needed to offset increases in Operations and to make payments on government loans used for sewer and water improvements.

Emergency Response Plans:

- Completed revised Emergency Response Plans for Keshena, Middle Village, Neopit, Zoar, Trailer Court, and Red Wing waters systems.

Keshena Tribal Lift Station:

- Installed new lift station pump seals.
- Vandalized Security fence repaired.

Neopit Pump House:

- Replaced a failed electric pump motor starter with energy saving soft start type.

Middle Village Water Pump House:

- Replaced and upgraded the water pump electric motor control panel.
- Replaced a chlorine injector

Middle Village SBR Sewage Treatment Plant:

- Process controls were reconfigured by a contractor with assistance from IHS engineers. To improve wastewater treatment.

Middle Village Electric:

- Completed gas analysis on the three 34.5kv transformers at the substation.
- Replaced a secondary service underground line by 2029 Norway Pine.
- Replaced damaged utility pole and a failed lightning arrestor at N2534.

Completed Projects

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

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. This project is presently on the "Sanitary Deficiency System" list and is waiting federal funding.

Well Abandonment Project:

- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) abandoned 14 unused monitoring wells in the communities of Keshena, Middle Village and Red Wing. Unused wells were to be sealed to prevent aquifer contamination. The Housing Department provided contractual oversight from beginning to end on this initiative.

Future Projects

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

Pump House Improvements for Keshena, Zoar, And Red Wing:

- Improvements to include removal of check valves, provisions to monitor for reverse flow to the wells, chemical ventilation improvements, chemical feed improvements, and installation of well security boxes.

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.

White City Sewer Improvements:

- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) will be replacing a section of deficient sewer main located on White Avenue. Additionally, approximately (12) twelve damaged manhole lids will be replaced within this sewer basin.

Middle Village Wastewater Treatment Plant Assessment:

- Menominee Tribal Utilities along with the assistance of the Indian Health Service (IHS) will have a Preliminary Engineering Report completed by a qualified Engineering firm to identify necessary improvements for the wastewater treatment plant.

University of Wisconsin Cooperative Extension*

Crystal Chapman-Chevalier

The Menominee County UW-Extension (Menominee UWEX) brings the resources and educational programs of the University of Wisconsin to Menominee County communities to strengthen, enrich, and build capacity in local individuals, families, and agencies. Menominee UWEX is able to provide these services through unique partnerships with the Menominee County, Tribe, and area agencies and stakeholders. For over twenty years Menominee UWEX has been providing educational programming and collaboration to Menominee County/Nation residents.

Currently the Menominee UWEX office includes five educators in four different educational departments: Family Living, 4-H Youth Development, Community Development, and the Wisconsin Nutrition Education Program. Each program is uniquely designed to provide community need-based educational opportunities and collaborations; which will be conveyed throughout this report.

Family Living Educator- Dawn Doperalski 715-799-6226 Ext: 5714
Email: dawn.doperalski@ces.uwex.edu

The Family Living Educator for Menominee UWEX came aboard at 80% in July 2013; previously this position was an interim 50% position since December 2012, with both positions being held by the same educator. The Family Living Educator has developed a strong program, with feedback from the September 2012 visioning session providing the foundation for an effective educational impact. Specific partners and programs include: Head Start Parent Group, addressing issues such as "Dealing with Picky Eaters," "Communicating with your Child," "Transition Magician for Families," and "A Brief Look at Discipline." Classes taking place at the Community Resource Center include: Budgeting Basics – part 1 and 2, Money Habitudes, Sticking to your Financial Plan and Rent Smart. A "Communicating with your Children" session was held at the Maehnowesekiyah Wellness Center. "Budgeting Basics" was held for juniors in the Menominee Model Program at MIHS.

In addition to agency collaboration and school collaboration, the Menominee UWEX Family Living Educator is active on many local groups/organizations such as Netaenawemakanok (Youth Service Providers), Northwood's Coalition, and the Community Engagement Group, including the School Effectiveness Team (SET) – a group that was formed from the "Increase Family Engagement through Relationships and Education" sub-committee. Various Community events have been attended to increase awareness and outreach of the Family Living Program, including the Youth Olympics, Pumpkin Patch Kids, Get Up & Go Day, and school and Head Start events including Parent/Teacher Conferences and Family Nights. Another component of the Family Living Educator's program include the facilitation of Community Asset Mapping; which have thus far been completed on School Readiness, Family Management, Job Readiness, and Teen Pregnancy, with many local stakeholders and partners attending.

The Menominee County Family Living Educator has also pursued many areas of professional development, in an effort to improve scholarship and provide additional educational capacity. Some of the areas of development include various financial and budgeting curricula in addition to the "Raising a Thinking Child" curriculum, subjects of community concern surrounding substance abuse, and other trainings pertinent to the position and the specific educational institute. For more information about Family Living Programs including the offering of personal financial coaching, please contact the Menominee UWEX office, or watch for the informative publications featured in the Head Start Newsletters and the Menominee Nation News.

4-H Youth Development- Crystal Chevalier 715-799-6226 Ext: 3234
Email: crystal.chevalier@ces.uwex.edu

The Menominee County/Nation 4-H Youth Development Educator is a unique partnership with the University of Wisconsin and the College of Menominee Nation. This partnership has been the foundation of much collaboration in the form of youth programming, including the Summer Transportation Institute; a six week annual grant that studies the science and careers that drive the transportation industry, and the Menominee Youth Empowerment Program; a five year grant aimed at improving health and capacity within a cohort of sixty youth. Other educational efforts include the STEM teacher-in service which provided an interactive engineering curriculum to area educators working with middle school students. Additional community engagement efforts include the Pumpkin Patch Kids Event, Regalia Sewing Workshops, "Get Up and Go" Day, afterschool programming, assistance with the Career Exploration Day, and participation on the Netaenawemakanok (Youth Service Providers), the Community Engagement Group, and the UWEX statewide Native American Taskforce. The 4-H Youth Development Educator has built scholarship within fellow colleagues through presentations at the state level that build awareness about Native American issues, populations, and educational opportunities. To strengthen educational efforts the 4-H

Educator has sought out professional development opportunities covering topics such as, sustaining communities, substance issues in the community, leadership, and child psychology.

The 4-H Youth Development Program is new to the Menominee area, but future plans include the development of community clubs, and continued work towards establishing trust and relationships within Menominee County Nation. For more information about the 4-H Youth Development program, please refer to the educator contact information listed above.

Community Development Youth Resource Educator - Karen Vermillion
715-799-6226 Ext: 6039 Email: karen.vermillion.ces.uwex.edu

The Menominee Community Development Youth Resource Educator (CNRED) has an established program stemming from the visioning session held at the time of hire six years ago. Areas of education are consistent with expressed interest of the community. A few current highlights of programming include: the Shawano Regional Economic Analysis Research Project Advisory team, whose goal is to identify industries well-suited for attraction, expansion and retention efforts in the Shawano/Menominee region; Participation in a regional collaborative effort (including MTE, MITW, Stockbridge and surrounding counties) around development of an Economic Development Authority (EDA) bio-based fuel industry feasibility study grant; the Tribal/county Invasive Species Management Plan Workgroup and the regional collaborative invasive species group "TIP"; Small business development assistance per request; and, facilitation of the collaborative South East Bass Lake county/tribal educational effort which provided focused programming for land owners and other efforts. Garden-related programming such as: Hands-on workshops, involving the Wolf River Master Gardeners and Extension Specialists including; Facilitation of the development of a large scale composting project with Food Distribution (FD); and, Facilitating development and implementation of a community garden site near FD. CNRED Educator is an Advisor on the Plan Commission and is responsible for implementation of specific pieces of the Plan.

UWEX Community Development Educator is involved in statewide Team and other collaborative initiatives, including: UWEX Community Food Systems Initiative (CFS) Team; member of the Committee on Academic Staff Issues; and, member of the Conflict Engagement and Education Team. July 2013, her 3-year term as Treasurer and Board Member for the Joint Council of Extension Professionals (JCEP) ended. In 2013, she participated on a UWEX Civil Rights Review Team. She is currently a member of the UWC/UWEX Chancellor's Academy for Leadership and Innovation, graduating December 2013. Additionally, she has provided scholarly presentations at the state and international level, including; The "Cooperative Extension Approach to Scholarly Work" at the University of Wisconsin – Madison's Academic Staff Institute; and, As a member of the UWEX Community Food Systems Team, along with two of her cohort, she presented a Pecha Kucha to the Canadian Association of Food Studies (CAFS) Annual Congress at the University of Victoria, Victoria, Vancouver Island, British Columbia, Canada. The Community Development Educator has recently begun facilitating development of a Capital Improvement Plan for Facilities in collaboration with Menominee County Maintenance Department; and has begun collaborative work the County Land Conservation/Forestry/Zoning Office on development of a traditional/technical educational recycling educational program. For more information about the Menominee UWEX Community Development Program please utilize the contact information listed above.

Wisconsin Nutrition Educational Program Coordinator Shawano/Menominee County - Jennifer Gauthier 715-799-6226 Ext: 5713 Email: jennifer.gauthier@ces.uwex.edu

Wisconsin Nutrition Educational Program Educator Shawano/Menominee County
- Kyla Hischke 715-526-6136 Email: kyla.hischke@ces.uwex.edu

The Wisconsin Nutrition Education Program (WNEP) is a cross-county grant program comprised of Shawano and Menominee County, staffed by a Program Coordinator and Educator. WNEP is a federally funded program through the Supplemental Nutritional Assistance Program- Education (SNAP-Ed) that is dedicated to providing assistance and education to limited resource families and individuals regarding nutritional content, food safety, healthy choices, and nutrition budgeting; to increase food security and create healthier and more nutritionally wise individuals and families. Partnerships and program collaborations are the mainstay of the WNEP program and include schools and youth agencies where programs are offered to both students and families, and other local support agencies. WNEP programming is often paired with similar outreach efforts, including individual and group lessons. All of WNEP partnerships are defined agreements separated by county and are tailored to meet the needs of the partnering agency. Menominee County/Nation has ten active agency agreements including; the Community Resource Center, Maehnowesekiyah, Menominee Indian School District, Food Distribution, Menominee WIC, St. Michael's Food Pantry, Woodland Boys and Girls Club, Head Start, College Menominee Nation, and the Keshena

Primary School, monthly educational events are a requirement of each partnership, however multiple monthly events per agency is common.

In addition to partnership agreements the WNEP Coordinator is active in local coalitions with the Community Engagement Group as it pertains to the common mission of health issues such as childhood obesity and teen pregnancy. At the state level, the WNEP Coordinator participates on the Wisconsin Nutrition Educators Group, Native American Taskforce, and has provided presentations to both groups in regard to local initiatives and cultural relevancy in relation to nutrition educational work. The WNEP Coordinator has recently been selected to the Peer Support Facilitation Network, a new UWEX initiative to establish a confidential support resource for employees seeking assistance.

For more information about Menominee UWEX's Wisconsin Nutritional Education Program please utilize the contact information for the coordinator and educator listed above.

The Menominee County/Nation UW-Extension office is committed to Teach, Learn, Lead, and Serve the Menominee County/Nation by connecting individuals to University of Wisconsin resources and engaging with them in transforming lives and communities. We strive to live by the values of community, discovery, inclusiveness, relationships, and respect; to achieve our vision of becoming a well-known and sought out educational resource that reflects the rich diversity of the communities we service and the state of Wisconsin as a whole. We encourage community feedback and requests for assistance; please feel free to contact our educators for more information.

*** 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*

Adrian Miller, Veterans Service Officer

The Menominee Tribal/County Veterans Service Office provides a wide range of services to both native and non-native Veterans. The Office is staffed by 2 personnel: a full-time County Veterans Service Officer (T-CVSO) and a part-time Secretary. The Office is open Monday-Friday 8 am-4:30 pm. 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 VSO also attends State and Regional VSO 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 VSO for the veterans are:

A. Application assistance with compensation and pension benefits such as Veteran Home loans (including Native American Trust land Program). Veteran Education Benefits (including spousal and dependents benefits).
B. Coordinating counseling services provided by Rodney Pearsall from the Milwaukee Vets Center. Mr. Pearsall is on site four times a month. His counseling services are available by appointment or walk in.
C. Provide military 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/Tribal Veterans Service Office serves an estimated 400 veterans. 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 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.

The following are some accomplishments this office has achieved in this fiscal year:

1. Attended Evidentiary Youth Training for PTSD at Tribal Police Department.
2. Attended CVSO meeting in Wausau at the Veterans Center.
3. Attended PTSD meeting at Maehnowesekiyah.
4. Met with representative from Tomah Veterans Hospital regarding tele-mental health services for veterans.
5. Attend a week long veteran training in Milwaukee. Received 4-year CVSO Accreditation.
6. Visited veterans in tribal jail.
7. Planned the Keshena and Neopit Memorial Day parades.
8. Hearing aid apparatus installed on the phone for use by veterans who have hearing loss.
9. Addressed question veterans had regarding AODA treatment, medical, registration procedures and the need for legal counsel.
10. Flags were placed on veterans graves within all cemeteries on the Reservation by CVSO and veteran volunteers for Memorial Day.
11. The change over from Frontier Communications to Charter on June 12, 2013.
12. Completed computer room for veterans use.
13. Submitted Veterans Tribal Budget.
14. CVSO was awarded the Crime Victim Service award for the service to the community.
15. Provide public awareness and information regarding Menominee Veterans Service Office and the service they provide by utilizing radio format on WTCH AM 960 located In Shawano.

Woodland Boys & Girls Club*

Donna Hora-Schwobe, Executive Director

BOYS & GIRLS CLUB

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 105 (7-18 year olds) 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.

The WBGC program is organized and operated by one fulltime staff Donna Hora-Schwobe (Director), and five part-time staff: Tonya Pocan (Program Manager), Eleanor Wayka (Mentor Coordinator), Bryant Doud (Youth Development Specialist), Dewey Thunder (Youth Development Specialist), and Myron Pyawasit.

Educational programs focus areas include character development, academic success and healthy lifestyles. Outcome based goals provide opportunities and new skills for lifelong change. Delivery of educational programs is 70% experiential, 20% coaching, and 10% formal workshop learning opportunities. Educational programs are also based around the needs of club members and the community. Such as; young girls asking questions about being a young lady, Smart Girls was conducted with 12 girls graduating this last winter. Providing a safe, fun, and supportive environment enhances the staff's ability to form relationships as a role model for change. Participation in various evidence based programs graduated 170 club members. Collaboration with agencies, schools and others is critical in enhancing club members learning curve.

SMART Girls with Tonya Pocan, Passport to Manhood with Dewey Thunder, S.T.R.O.N.G. (Sticking Together, Reaching Our Native Goals) with Bryant Doud, and Triple Play with Myron Pyawasit are programs designed to

instill good character traits in youth, build self-confidence, making choices and decisions . SMART Kids teaches club members 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. *Note: Instilling the Menominee tribal culture is a priority in all educational programs.*

Last year, 25 youth volunteered to help prepare and serve meals at the Club, 25 youth participated in Nutrition Education, 39 were more physically active, 22 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.

An integral part of all the educational programs at WBGC is to "give back" to the community so their generation as leaders and the future will develop strong, safe communities. Club members participate in community events, such as; helping with the Easter party, Neopit Clean-up, assisting at the Annual Pow-Wow.

Each year WBGC hosts community programs and activities for the general public as well as our registered members. About a month ago approximately,200 people attended the annual WBGC Pow Wow at Menominee Tribal School, where Danica Sanapaw and Francis Delabrue were crowned WBGC royalty. Other community events include Neopit Community Cleanup Day, Thanksgiving Potluck dinner, backpack/school supplies giveaway, parent bingo night, grandparent's dinner and an Easter egg hunt. Woodland Boys & Girls Club served over 500 people through community outreach activities last year!

The upcoming year plans include installation of new doors, finishing the kitchen, and then holding a huge celebration! Programs such as bullying, diabetes prevention, bulldogs and a cooking club are needs that have been identified and will be part of programs that facilitate club members make good choices.

*** 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 FY2013, 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, Community Engagement Group, 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, Health & Family Committee, etc. in regards to meetings, sponsorships, and partnerships for numerous alcohol and drug free events/activities aimed at promoting a safe and stable community (youth and families). YD&O Director also continued to advocate, maintain communication, and establish a rapport with local, state, and federal government officials/agencies to ensure the success of departmental goals/objectives/programs.

In addition, YD&O served a total of 3,230 duplicated youth (total includes families) directly and in collaboration with the Netaenawemakanak ("All My Relatives") Coalition during FY 2013 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 FY2013. Through the mission statements of both YD&O and MITW, it is strived that YD&O continue to promote and protect the well-being of MITW residents by focusing on youth ages 4-17 years (primary) and their families (secondary).

Next, it is through this mission work that the vision statements and guiding vision principles for MITW and YD&O will be achieved so that the Menominee's have strong and healthy community members, families, and youth who embrace their culture, have positive relationships with all relatives on Mother Earth and preserve and sustain

themselves through Indigenous sovereignty rights. Therefore, the mission and vision of YD&O were carried out through the following three program areas and three strategic plan areas by the YD&O staff and their respective projects:

FY2013 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.

FY2013 YD&O Strategic Plan Areas
(1): Increase and Improve Culture and Educational Awareness
(2): Form Partnerships with Community Educational Institutions
(3): Promote and Ensure Community and Individual Responsibility toward Healthy Lifestyles

FY2013 YD&O Programs/Projects that Fulfilled the 3 YD&O Program Areas and 3 Strategic Plan Areas

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 or week-long class 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.

Planning and implementation of the second "After Prom Party", which serviced over 75 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.

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 FY2013, YD&O served 13 youth through a combination of Alcohol Education (Alternate Routes) and Community Service programming.

Youth Advocate Specific Responsibilities:
Truancy Education– 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 FY2013, YD&O served at least 21 youth using the Truancy Education and Reduction Program.

Alliance for Wisconsin Youth Group- Was provided to at least 27 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 FY2013, the Alliance for Wisconsin Youth Group assisted with the Planning & Participation with Youth Awareness Day, Lacrosse Healing Game, Family Kickball Game, Haunted Hallway, Breakfast with Santa, Easter Egg Hunt, New Year's Eve Sobriety Powwow, 3 on 3 Basketball Tournament, Incentive Trips, Youth Alliance Meetings, Toys for Tots Distribution, etc.

Youth Advocacy/Reunification/Mentoring Services—was provided for at least 5 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.

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 FY2013, 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 Year's Eve Sobriety Powwow, Lacrosse Healing Game, Sturgeon Feast & Celebration Powwow, Youth "Fear Factor", Community "Fear Factor", National Night Out Against Crime, Youth GONA, and Youth Movie Presentation on Bullying all helped to create such awareness.

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. The life skills 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 or provided presentations to at least 689 youth during FY2013 that encompassed all three prevention components of the Adolescent Health Program.

The Adolescent Health Educator facilitated program events known as Girls Night Out and a Daddy/Daughter Masquerade Ball. The prevention program supported and participated in the Prom Day Spa program and After Prom Party. Other recreation activities that were collaborated on were the 3-on-3 basketball tournament and Youth Olympics.

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 FY2013, the JADG (OJJDP) grant 3 year cycle came to an end. YD&O is currently in the process of searching and applying for funds to sustain programming or components of it.

Daughters of Tradition Coordinator & 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 at the 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.

Both the Daughters of Tradition Program (DOT) and Sons of Tradition Program (SOT) successfully completed afterschool programming which included the following topics: respect for yourself and others, teen pregnancy prevention, asking for help, QPR, teambuilding, talking circles, informative videos, informal discussions, and physical education activities. DOT had a total of 30 female youth participants from the ages of 8 to 17 years old and SOT had 21 male participants from the ages of 8-17 years old. Both DOT and SOT programs worked together to plan, coordinate, facilitate as well as participate in Digital Storytelling, Planning & Implementing a Native Youth Conference and Gathering of Native Americans Event.

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. The majority of DOT and SOT members also participated in various other YDO sponsored events.

YDO Director and Youth Advocate 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 FY2013, YD&O in collaboration with Maehnowesekiyah Wellness Center and other respective agencies served a total of 42 parents (16 fathers and 26 mothers) in the Positive Indian Parenting Curriculum.

All YD&O Staff Specific Responsibilities
Prevention/Intervention-Included events/activities that targeted ATODA, Suicide, Bullying, and Violence Prevention including Historical/Intergenerational Awareness that occurred during/after school and/or during the Summer Months and in Collaboration with the Netaenawemakanak ("All My Relatives") Coalition including the Menominee Language & Culture Commission and the Menominee Historic Preservation Department.

Events/Activities that were assisted with, sponsored, and/or Co-Sponsored by YD&O through collaborative efforts included one Youth Olympics Event (300), Youth "Fear Factor" Event (60), Community "Fear Factor" Event (28), Youth Bay Beach Trip (17), one Lacrosse Healing Game (21), Headstart Family Night (300), Easter Egg Hunts (est. 546), one New Year's Eve Sobriety Powwow (over 700 (200 youth)), one ATODA Free After Prom Party (75), Toys for Tots Initiative (608), Breakfast with Santa (626), 3 on 3 Basketball Tournament (105), Family Beach Party (23), Family Kickball Game (20), Duck Races (60), Scavenger Hunt (20), one Badges For Baseball Program (approx. 25), one National Night Out Against Crime Event (over 170), 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 FY2013, the programs/projects listed above (in which YD&O engaged in) have produced the following measurable results for the MITW community:

- Approximately $528,838 total dollars for services
- Approx. 3,230 total duplicated youth served (includes family participants) throughout the year
- Approximately 600+ total families served (Toys for Tots 608 families)
- 32+ total events/activities/projects/programs with existing partners (via the Netaenawemakanak "All My Relatives" Coalition).

FY2013 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
MITW (Neopit/Keshena Boxing Club)—Began 1986 to September 2013
Cal Ripken Foundation (Badges for Baseball)—Began 2010 to September 2013
Toys for Tots Initiative—Fundraising Account

Current YD&O Department Staff and Contact Information

Youth Development & Outreach
W2908 Tribal Office Loop Road
P.O. Box 910
Keshena, WI 54135
Telephone: (715) 799-7099

Nina White, Adolescent Health Educator
Michael Waupoose, Youth Advocate
Connie Long, Juvenile Court Counselor
Lori Besaw, Daughters of Tradition Coordinator
Gunnar Peters, Sons of Tradition Coordinator
Darwin Dick, YD&O Director

FY2014 Expected Funding Sources

TYP (OJJDP)—October 2008 to June 2014
PSSF (ACF)—Began 1998 to September 2014
NA 3 (SAMSHA)—October 2009 to December 2013
DHFS (WI)—October 1998 to September 2014
MITW (Department)—Began 1998 to September 2014
MITW (Zoar)—Began October 2010 to September 2014
CTAS—TYP (OJJDP)—October 2011-September 2014
MITW (Neopit/Keshena Boxing Club)—Began 1986 to September 2014
Cal Ripken Foundation (Badges for Baseball)—Began 2010 to September 2014
Toys for Tots Initiative—Fundraising Account

The Overall Goal for FY2014 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.
FY2014 Program Areas include:

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.

Appendix A

Financial Report

Kathy Kaquatosh, Financial Manager

The attached financial information is not an audit. This is a preliminary report to identify the **FY 2013 activity processed through October 25, 2013. The Tribe is still closing all activity for FY 2013.**

The Finance Department is required to be financially accountable to the Federal, State and Tribal Governments. There are twenty employees that work in the department to provide the mandatory financial requirements.
The Tribe has received over ninety million dollars in funding from various Federal and State Agencies and our Tribal Government. The following pages identify the dollar amount spent by each department of the Tribe, the funding source, and the services provided.

General Funds Detail Balance Sheet September 30, 2013	
Assets	
Cash and Investments:	
General Checking	860,419
Investments:	
Reserve - Operations	3,394,015
Trani Estate	108,208
Tobin Estate	18,435
Total Cash and Investments	**4,381,077**
Accounts Receivable:	
Individuals	82,455
Interest Receivable	3,726
Menominee Casino/Bingo/Hotel	190,490
Menominee/Kenosha Gaming Authority	537,500
Tribal Departments	40,759
Total Accounts Receivable	**854,930**
Total Assets	**5,236,007**
Liabilities and Fund Equity	
Liabilities:	
Accounts Payable - Tribal Programs	4,670
Total Liabilities	**4,670**
Fund Balance:	
Reserved	0
Unreserved	5,231,337
Total Liabilities & Fund Balance	**5,236,007**

FY 2013 Tribal Budget Ordinance # 12-25
Revenue

Period Covered October 2012 - September 2013	Approved Budget	Year To-Date Revenue	Budget Balance Over (Under)	Per Cent Received
Aging		115,824	115,824	
CBRF	499,590	471,390	(28,200)	94.36%
Community Development	679,395	598,760	(80,635)	88.13%
Consolidated Gaming/Hotel	6,326,050	6,046,050	(280,000)	95.57%
Casino - Found Money	0	14,000	14,000	
Court Fines and Fees	158,301	284,616	126,315	179.79%
Enrollment	4,265	5,308	1,043	124.45%
Environmental Services	17,811	91,621	73,810	514.41%
Gaming Commission	16,950	27,155	10,205	160.21%
Interest Income	10,000	9,812	(188)	98.12%
Law Enforcement	14,004	11,894	(2,110)	84.93%
Legal Services		2,663		
License and Permits	172,171	173,164	993	100.58%
Menominee Fuel Station	-	52,002	52,002	
Menominee Nation News	47,653	53,366	5,713	111.99%
Menominee Nation Pow Wow	80,000	445,000	365,000	556.25%
Menominee Tribal Enterprise	445,000		(445,000)	0.00%
Other Miscellaneous Income:		22,177		
Finance	25,220	2,126	(23,094)	8.43%
Historic Preservation	2,500	283	(2,217)	11.32%
Library	805	7,245	6,440	900.00%
Property Management	7,000	130	(6,870)	1.86%
Recreation	1,000	3,263	2,263	326.30%
Other	-		-	
Tax Commissioner:				
Casino - Non-Operating Transfers		1,714,523		
Cigarette Tax	909,754	(695,361)	(1,605,115)	-76.43%
Construction Tax	40,261	40,356	95	100.24%
Fireworks	360	360	-	100.00%
Gas Tax	25,341	39,586	14,245	156.21%
Hotel Room Tax	74,481	75,727	1,246	101.67%
Other Tobacco Tax	25,538	(110,308)	(135,846)	-431.94%
Total Tax Commissioner		**1,064,883**		
Sub-Total	**9,583,450**	**9,502,732**	**(1,820,081)**	**99.16%**
Transfers from Reserve (Per Cap)	2,080,524	438,650	(1,641,874)	**21.08%**
IDC Loan Payment	260,000	260,000	-	**100.00%**
Cash Flow		434,121		
Total Revenue	**11,923,974**	**10,635,503**	**(3,461,955)**	**89.19%**

FY 2013 Tribal Budget Ordinance # 12-25
Expense

Period Covered October 2012 - September 2013	Approved Budget	Year To-Date Revenue	Budget Balance Over (Under)	Per Cent Received
Act 161	50,000	50,000	-	100.00%
Aging - CBRF	490,244	402,499	87,745	82.10%
Aging - Elder Services (non-CBRF)	417,264	374,408	42,856	89.73%
Burial Assistance Insurance	170,644	124,776	45,868	73.12%
Business Center	113,092	88,246	24,846	78.03%
Chicago Community Center	8,500	8,500	-	100.00%
Child Support Supplement	167,865	155,137	12,728	92.42%
College of Menominee Nation	209,103	209,103	-	100.00%
Community Development	515,165	387,418	127,747	75.20%
Community Funding Requests	11,628	11,381	247	97.88%
Conservation Supplement	395,217	385,764	9,453	97.61%
Contingency	22,509	11,143	11,366	49.50%
Courthouse Maintenance	89,320	75,260	14,060	84.26%
Courts Professional Fees	58,896	35,113	23,783	59.62%
Courts Supplement	362,276	208,976	153,300	57.68%
Early Childcare Services (Day Care)	433,714	304,446	129,268	70.20%
Education Supplement	29,807	29,244	563	98.11%
Election Commission	87,002	76,572	10,430	88.01%
Enrollment Supplement	84,958	63,731	21,227	75.01%
Environmental Services Supplement	141,410	112,629	28,781	79.65%
Fire Protection	70,230	70,230	-	100.00%
Fire Truck Payment	22,000	22,000	-	100.00%
Food Distribution Supplement	121,515	101,900	19,615	83.86%
Gaming Commission	564,444	535,803	28,641	94.93%
Ginseng		-		
Grant Match Funds	22,960	1,217	21,743	5.30%
Head Start Supplement	559,958	496,954	63,004	88.75%
Historic Preservation	200,915	186,424	14,491	92.79%
Insurance/MRBG/Property Deductible	25,000	9,920	15,080	39.68%
Intergovernmental Affairs	167,095	119,505	47,590	71.52%
Johnson O'Malley Supplement	53,753	31,533	22,220	58.66%
Language & Culture Comm.	96,670	89,155	7,515	92.23%
Law Enforcement Supplement	1,441,544	1,657,769	(216,225)	115.00%
LEC - Emergency Transports	15,435	15,424	11	99.93%
Legal Services	404,928	349,950	54,978	86.42%
Library	155,988	61,276	94,712	39.28%
License & Permits	128,217	124,925	3,292	97.43%
Maehnowesekiyah Supplement	315,204	309,250	5,954	98.11%

FY 2013 Tribal Budget Ordinance # 12-25 Expense (Continued)				
Period Covered October 2012 - September 2013	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**	**Per Cent Received**
Menominee Indian Economic Development Authority (MIEDA)	75,000	60,122	14,878	80.16%
Menominee Nation News	263,644	251,268	12,376	95.31%
Milwaukee Area Tribal Office	25,000	22,891	2,109	91.56%
Neopit Community Center	8,500	8,500	-	100.00%
Neopit/Keshena Boxing Club	8,500	8,500	-	100.00%
Operation Tribal Government	815,180	730,118	85,062	89.57%
Payment To Tribal Members	888,645	880,297	8,348	99.06%
Pow Wow - Menominee Nation Annual	75,000	75,000	-	100.00%
Probation Supplement	144,722	100,322	44,400	69.32%
Prosecutor Supplement	144,927	48,566	96,361	33.51%
Recreation	183,103	173,789	9,314	94.91%
Social Services Supplement	391,472	345,911	45,561	88.36%
Social Services Emerg./Catastrophic	8,000	-	8,000	0.00%
South Branch Community Center	11,000	11,000	-	100.00%
Tax Commissioner	111,865	102,223	9,642	91.38%
Transportation Supplement	161,570	161,570	-	100.00%
Tribal School	104,095	103,898	197	99.81%
Trust Resources	-	-	-	
U. W. Extension	11,571	5,786	5,785	50.00%
Veterans of Menominee Pow Wow	6,210	6,210	-	100.00%
Veterans Service Officer	30,977	30,977	-	100.00%
Woodland Youth Boys & Girls Club	126,847	126,847	-	100.00%
Youth Development & Outreach Supp.	87,780	72,442	15,338	82.53%
Zoar Ceremonial	8,500	6,362	2,138	74.85%
Zoar Fire Station	7,396	5,323	-	71.97%
Total Expenses	11,923,974	10,635,503	1,286,398	89.19%
Profit/(Loss)		-		

FY 2013 Restricted Use Budget - Ordinance #12-26 Revenue			
Period Covered: October 2012 - September FY 2013	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**
Judgment Funds:			
Education	184,441	181,874	2,567
Burial	91,700	91,633	67
Healthcare	97,511	94,274	3,237
Utilities Capital Improvement	178,418	178,418	-
Compact Credits:			
County Inter-local (Act 161)	**100,000**	100,000	-
Communitywide Services (Utilities/Trans.)	**200,000**	200,000	-
SUB-TOTAL	**852,070**	**846,199**	**5,871**
Casino Found Monies	**16,000**	16,000	-
Total Revenue	**868,070**	**862,199**	**5,871**

FY 2013 Restricted Use Budget - Ordinance #12-26 Expense			
Period Covered: October 2012 - September FY 2013	**Approved Budget**	**Year To-Date Expenses**	**Budget Balance (Over) Under**
Act 161	100,000	100,000	-
Aging - CBRF	97,511	94,274	3,237
Burial Assistance	91,700	91,633	67
Education Supplement (Grants)	184,441	181,874	2,567
Elder Activities	8,000	2,090	5,910
Transportation	200,000	192,868	7,132
Utilities	178,418	178,418	-
Youth Activities	8,000	8,000	-
Total Expenses	**868,070**	**849,157**	**18,913**
Profit/(Loss)		**13,042**	

FY 2013 Kenosha Gaming Authority Budget - Ord. #12-28 Revenue			
Period Covered: October 2012 - September 2013	**Approved Budget**	**Year To-Date Revenue**	**Budget Balance Over (Under)**
Reserve - Investments	2,065,013	2,065,013	-
Cash Flow	-	-	-
Total Revenue	**2,065,013**	**2,065,013**	**-**

FY 2013 Kenosha Gaming Authority Budget - Ord. #12-28 Expenses			
Period Covered: October 2012 - September 2013	**Approved Budget**	**Year To-Date Expenses**	**Budget Balance (Over) Under**
Option to Purchase	1,200,000	1,200,000	-
Contracted Services	865,013	701,468	163,545
Total Expenses	**2,065,013**	**1,901,468**	163,545
Profit/(Loss)		**163,545**	

Expenditures By Department, Funding Source, and Service Provided
Governmental Affairs
Period: October 1, 2012 thru September 30, 2013

Department and Total Services Provided	Funding Source				
	Federal Expenditures	Wisconsin Expenditures	Local & Other Expenditures	Tribal Ordinance Expenditures	Grant Total
Legal Services (Attorney)	-	-	-	349,950.38	349,950.38
Attorney	-	-	-	349,950.38	349,950.38
Spirit Club	-	-	15,743.28	-	15,743.28
Elderly Activities	-	-	-	2,090.00	2,090.00
Veterans Pow-Wow	-	-	-	6,210.00	6,210.00
Youth Activities	-	-	-	8,000.00	8,000.00
Contingency	-	-	-	11,143.00	11,143.00
Intergovernmental Affairs	-	-	-	119,505.27	119,505.27
Operation Tribal Government	-	-	-	730,118.00	730,118.00
Community Funding Requests	-	-	-	11,381.20	11,381.20
Milwaukee Area Tribal Office	-	-	-	22,890.69	22,890.69
Spirit Club	-	-	6,928.38	-	6,928.38
Project Eagle	-	-	-	1,901,468.00	1,901,468.00
Project Eagle Pre-Dev. Costs	-	-	610,743.18	-	610,743.18
ITC Symposium	-	-	6,975.39	-	6,975.39
Mawawceseniyah Agreement	-	-	1,217.33	-	1,217.33
Burial Fund Judgment Funds	-	-	9,093.97	-	9,093.97
Education Judgment Funds	-	-	17,711.25	-	17,711.25
Health Care Endowment	-	-	9,526.99	-	9,526.99
Utilities Judgment Funds	-	-	734.05	-	734.05
Indirect Cost	-	-	74,392.63	-	74,392.63
Chairperson	-	-	753,066.45	2,812,806.16	3,565,872.61
Enrollment - Supplement	-	-	-	63,731.42	63,731.42
MTL/MTE Distribution	-	-	-	880,296.53	880,296.53
Aid To Tribal Government	51,063.00	-	-	-	51,063.00
Enrollment	51,063.00	-	-	944,027.95	995,090.95
Indirect Cost	-	-	1,418,141.30	-	1,418,141.30
Finance	-	-	1,418,141.30	-	1,418,141.30
		-			
Indirect Cost	-	-	326,523.48	-	326,523.48
Internal Audit	-	-	326,523.48	-	326,523.48
		-			
Burial Fund	-	-	-	124,775.54	124,775.54
Insurance/MRBG/Property Deductible	-	-	-	9,920.18	9,920.18
Burial Fund Judgment Funds	-	-	-	91,633.04	91,633.04
Indirect Cost	-	-	428,262.16	-	428,262.16
MITW Insurance	-	-	13,106,117.53	-	13,106,117.53
MITW Workmen's Compensation	-	-	416,219.70	-	416,219.70
Tribal Medical Relief Block Grant	-	144,748.56	-	-	144,748.56
Insurance	-	144,748.56	13,950,599.39	226,328.76	14,321,676.71
LEC Courthouse Maintenance	-	-	-	75,259.58	75,259.58
Indirect Cost	-	-	311,562.37	-	311,562.37
T Rec/Library Building Maintenance	-	-	40,682.81	-	40,682.81
Tribal Courts/Jail Complex	-	-	4,389.66	-	4,389.66
Tribal Buildings	-	-	347,506.36	-	347,506.36
Facilities Management	1,793.18	-	-	-	1,793.18
Facilities Maintenance	160,214.56	-	-	-	160,214.56
Maintenance	**162,007.74**	**-**	**704,141.20**	**75,259.58**	**941,408.52**
Indirect Cost	-	-	1,196,705.87	-	1,196,705.87
Management Information Service	-	-	765.00	-	765.00
IT Department	**-**	**-**	**1,197,470.87**	**-**	**1,197,470.87**

Expenditures By Department, Funding Source, and Service Provided Governmental Affairs (Continued) Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Indirect Cost	-	-	232,264.90	-	232,264.90
Internal Services	-	-	61,464.04	-	61,464.04
Federal Excess Property	-	-	13,119.67	-	13,119.67
Procurement	**-**	**-**	**306,848.61**	**-**	**306,848.61**
Fire Truck	-	-	-	22,000.00	22,000.00
Grant Match Funds				-	-
Act 161	-	-	-	150,000.00	150,000.00
Indirect Cost	-	-	575,014.29	-	575,014.29
Contract Support	243,889.00	-	-	-	243,889.00
Tribal Administration	**243,889.00**	**-**	**575,014.29**	**172,000.00**	**990,903.29**
Total: Governmental Affairs	**456,959.74**	**144,748.56**	**19,231,805.59**	**4,580,372.83**	**24,413,886.72**

Expenditures By Department, Funding Source, and Service Provided Health and Family Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Aging Division	-	-	161.51	242,257.89	242,419.40
Grant Match Funds	-	-	-	-	-
CBRF	-	-	39,327.34	402,499.04	441,826.38
Health Care Endowment	-	-	-	94,273.73	94,273.73
Menominee Elder Abuse	37,960.30	-	-	-	37,960.30
Title VI Part C Native American Care	37,183.36	-	-	-	37,183.36
Title VI Part A Supportive/Nutrition	94,777.54	-	288.52	-	95,066.06
Title VI Nutrition Service Incentive	1,567.00	-	-	70,960.96	72,527.96
CIP II Program		579,783.00	-	-	579,783.00
CIP Ii Program		1,053,713.00	-	-	1,053,713.00
Family Services Tribal Block Grant		26,740.12	-	-	26,740.12
Title III Men Aging Division			43,881.00	962.00	44,843.00
Title III Nutrition Service			14,838.00	57,686.22	72,524.22
State Health Insurance			7,249.10	-	7,249.10
State Health Insurance			2,205.54	-	2,205.54
State Pharmaceutical Assistance			3,275.00	-	3,275.00
Title III Menominee Aging Division			111,287.14	2,540.94	113,828.08
Aging	**171,488.20**	**1,660,236.12**	**222,513.15**	**871,180.78**	**2,925,418.25**
Chicago Community Center	-	-	-	8,500.00	8,500.00
Chicago Community Center	**-**	**-**	**-**	**8,500.00**	**8,500.00**
3rd Party Clinic			43,323.72	-	43,323.72
3rd Party Clinic			1,420,432.19	-	1,420,432.19
3rd Party Clinic Expansion Prj			132,570.00	-	132,570.00
IHS Clinic	1,600,915.48	-	3,194,891.14	-	4,795,806.62
Special Diabetes	274,571.20	-	-	-	274,571.20
IHS Clinic	12,946,717.92		106,774.93	-	13,053,492.85
Spec Diabetes For Indians	517,945.61	-	-	-	517,945.61
WIC Grants	-	78,530.19	-	-	78,530.19
MCH Women's Health	-	27,160.00	583.52	-	27,743.52
WIC Farmers Market Nutrition	-	636.96	-	-	636.96
IAP-LHD Immunization	-	4,345.02	-	-	4,345.02
American Indian Health Project	-	8,775.58	-	-	8,775.58

Expenditures By Department, Funding Source, and Service Provided
Health and Family (Continued)
Period: October 1, 2012 thru September 30, 2013

Department and Total Services Provided	Funding Source				
	Federal Expenditures	Wisconsin Expenditures	Local & Other Expenditures	Tribal Ordinance Expenditures	Grant Total
WI Well Women Program	-	12,984.06	-	-	12,984.06
Medicaid Eligibility Outreach	-	40,475.00	-	-	40,475.00
Preventive Health & Health Srv. Blk.	-	2,416.33	-	-	2,416.33
Fluoride Mouth Rinsing	-	1,952.25	-	-	1,952.25
Asthma Services		6,469.08	-	-	6,469.08
WI Well Women Program Expanded		8,174.00	65.18	-	8,239.18
HIV Prevention (Minority)		7,500.00	35.92	-	7,535.92
WIC Grants		36,800.41	-	-	36,800.41
WIC Breastfeeding Peer Counsel		1,362.71	-	-	1,362.71
Diabetes Prevention & Control		2,045.00	-	-	2,045.00
Rural Infant Health		-	12,534.73	-	12,534.73
Wi Native Amer Tobacco Network		-	2,095.00	-	2,095.00
Comprehensive Home Visiting		-	124,843.34	-	124,843.34
Healthy Children, Strong Family			19,569.90	-	19,569.90
Amer Ind Tobacco Use/Research			38,501.00	-	38,501.00
Community Gardening Initiative			950.00	-	950.00
The Coming Of The Blessing			812.14	-	812.14
Clinic	**15,340,150.21**	**239,626.59**	**5,097,982.71**	**-**	**20,677,759.51**
Food Distribution # 2140	-	-	-	-	-
Food Pantry	-	-	5,260.27	-	5,260.27
Nutrition Education Program	10,059.04	-	-	-	10,059.04
Food Distribution	357,787.57	-	-	101,899.77	459,687.34
The Emerg. Food Assist Pg TEFAP	-	750.89	-	-	750.89
Food Distribution	**367,846.61**	**750.89**	**5,260.27**	**101,899.77**	**475,757.54**
Grant Match Funds	-	-	-	-	-
Zoar Fire Station	-	-	-	5,323.02	5,323.02
Youth Development & Outreach	-	-	36,808.47	59,724.76	96,533.23
Toys For Tots Initiative	-	-	13,129.08	-	13,129.08
Kai Native Aspirations 3 Project	-	-	4,416.14	-	4,416.14
Menominee Teen Court	26,462.67	-	-	1,423.32	27,885.99
TR Youth-Graduated Sanctions	74,686.53	-	-	-	74,686.53
Menominee Tribal Youth Program	126,143.78	-	-	-	126,143.78
Promoting Safe & Stable Family	33,882.35	-	-	11,294.12	45,176.47
Family Services Tr Block Grant		122,215.88	-	-	122,215.88
Badges For Baseball/Youth Dev.			1,506.11	-	1,506.11
Family Preservation	**261,175.33**	**122,215.88**	**55,859.80**	**77,765.22**	**517,016.23**
Grant Match Funds	-	-	-	-	-
Maehnowesekiyah Fundraising	-	-	10,899.57	-	10,899.57
Maehnowesekiyah	-	-	397,520.52	281,280.00	678,800.52
Maeh: Headquarters Building	-	-	39,548.19	-	39,548.19
Maehnowesekiyah Recognition	-	-	282.46	-	282.46
Adult Drug Court	49,493.27	-	-	-	49,493.27
Community-Based Correctional Alt.	130,886.35	-	-	-	130,886.35
Stop Violence Against Women	181,792.87	-	-	-	181,792.87
Menominee Tribal Government	156,138.28	-	-	-	156,138.28
Menominee Violence Against Women	106,383.44	-	-	-	106,383.44
ARRA DV/Sa Transitional Housing	150,653.88	-	-	-	150,653.88
Maehno. Indian Health Services	558,760.19	-	352.52	-	559,112.71
Family Violence Prevention	24,512.48	-	-	-	24,512.48
Maehno. Indian Health Services	84,945.97	-	64.69	-	85,010.66
MITW Children & Youth	2,549.60	-	-	-	2,549.60
Menominee Mental Health	173,692.58	-	-	-	173,692.58
Maehno: IHS 239-11-0006	3,824.98	-	21.04	-	3,846.02

Expenditures By Department, Funding Source, and Service Provided Health and Family (Continued) Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Brighter Futures Initiative	-	132,000.00	5,598.01	-	137,598.01
Family Service	-	160,057.05	-	-	160,057.05
Mental Health Block Grant-System	-	1,463.64	-	-	1,463.64
Tribal Coordinated Service Team		3,459.18	-	-	3,459.18
Strategic Prevention PFS II		1,386.43	-	-	1,386.43
Victims Of Crime Act		34,053.40	-	-	34,053.40
Domestic Abuse Children's Services		18,388.99	-	4,597.25	22,986.24
Domestic Abuse Basic Services		49,441.29	-	12,360.32	61,801.61
Child Welfare Homeless Youth & Runaway		30,499.89	-	-	30,499.89
Domestic Abuse Support Service		9,791.58	-	2,447.89	12,239.47
Family Services Tribal Block Grant		34,258.40	-	8,564.60	42,823.00
Evaluation Evidence Interventions			1,806.09	-	1,806.09
Maehnowesekiyah	**1,623,633.89**	**474,799.85**	**456,093.09**	**309,250.06**	**2,863,776.89**
Neopit Community Center	-	-	-	8,500.00	8,500.00
Neopit Community Center	**-**	**-**	**-**	**8,500.00**	**8,500.00**
Recreation	-	-	2,832.86	173,789.00	176,621.86
Recreation	**-**	**-**	**2,832.86**	**173,789.00**	**176,621.86**
South Branch Community	-	-	-	11,000.00	11,000.00
South Branch Community	**-**	**-**	**-**	**11,000.00**	**11,000.00**
Grant Match Funds	-	-	-	-	-
Social Services	-	-	-	338,381.04	338,381.04
Social Services	287,430.06	-	-	-	287,430.06
Child Welfare Title Iv-B 12/13	15,651.36	-	-	5,217.12	20,868.48
Child Welfare Title Iv-B 13/14	6,938.90	-	-	2,312.97	9,251.87
Kinship Care Benefits		174,260.32	-	-	174,260.32
Kinship Care Assessments		11,939.52	-	-	11,939.52
Social Services	**310,020.32**	**186,199.84**	**-**	**345,911.13**	**842,131.29**
Veterans Service Officer	-	-	-	30,977.00	30,977.00
Veterans Service Officer	**-**	**-**	**-**	**30,977.00**	**30,977.00**
Boxing Club	-	-	-	8,500.00	8,500.00
Woodland Youth Boys & Girls	-	-	-	126,847.00	126,847.00
Woodland Youth Boys & Girls	**-**	**-**	**-**	**135,347.00**	**135,347.00**
Total: Health & Family	**18,074,314.56**	**2,683,829.17**	**5,840,541.88**	**2,074,119.96**	**28,672,805.57**

Expenditures By Department, Funding Source, and Service Provided
Community Development
Period: October 1, 2012 thru September 30, 2013

Department and Total Services Provided	Funding Source				
	Federal Expenditures	Wisconsin Expenditures	Local & Other Expenditures	Tribal Ordinance Expenditures	Grant Total
Business Center	-	-	10,578.98	82,771.92	93,350.90
Grant Match Funds	-	-	-	-	-
Rural Business Enterprise	23,932.07	-	-	5,474.50	29,406.57
USDA RBEG Marketing Training			14,886.29	-	14,886.29
Business Center	**23,932.07**	**-**	**25,465.27**	**88,246.42**	**137,643.76**
Community Development	-	-	-	382,934.00	382,934.00
Grant Match Funds	-	-	-	-	-
Zoar Ceremonial	-	-	-	6,362.00	6,362.00
BIA IRR Road Const. Interest	-	-	17,262.47	-	17,262.47
ARRA Interest			25.15	-	25.15
Road Maintenance	461,057.34	-	-	-	461,057.34
Real Estate Services	87,925.85	-	-	-	87,925.85
Aid To Tribal Government	130,179.07	-	-	-	130,179.07
Zoar Ceremonial Road	41,824.53	-	-	-	41,824.53
Multiple Menominee IRR Proj:L7	462,399.62	-	-	-	462,399.62
South Branch Center Road	91,779.70	-	-	-	91,779.70
Multiple Menominee IRR Proj:K8	63,559.84	-	-	-	63,559.84
Hillcrest Road	7,530.84	-	-	-	7,530.84
Multiple Menominee IRR Proj:L1	133,145.46	-	-	-	133,145.46
Upper Bass Lake Road	1,077,153.30	-	-	-	1,077,153.30
Archaeological & Env. Services	3,104.51	-	-	-	3,104.51
IRR Transportation Program	355,637.83	-	-	-	355,637.83
Keshena Infiltration Study	2,500.00	-	-	-	2,500.00
Solid Waste Management Facility	320,314.81	-	-	-	320,314.81
Wisconsin Recycling	-	20,800.23	-	-	20,800.23
Co/Tribal Feasibility Study	-	-	5,847.96	4,484.25	10,332.21
Northwoods Niijii/HUD	-	-	15,244.78	-	15,244.78
Community Development	**3,238,112.70**	**20,800.23**	**38,380.36**	**393,780.25**	**3,691,073.54**
Men. Indian Economic Dev. Auth.	-	-	6,140.42	60,122.24	66,262.66
Men. Ind. Econ. Dev. Auth.	**-**	**-**	**6,140.42**	**60,122.24**	**66,262.66**
Fire Protection	-	-	-	70,230.00	70,230.00
Fire Protection	**-**	**-**	**-**	**70,230.00**	**70,230.00**
Menominee Loan Fund	-	-	152,176.92	-	152,176.92
Credit & Finance	58,202.86	-	-	-	58,202.86
Loan Fund	**58,202.86**	**-**	**152,176.92**	**-**	**210,379.78**
Pow-Wow	-	-	40,122.01	75,000.00	115,122.01
Pow-Wow	**-**	**-**	**40,122.01**	**75,000.00**	**115,122.01**
Grant Match Funds	-	-	-	-	-
Menominee Transportation	-	-	659,871.05	-	659,871.05
Transit Contract Income	-	-	279.06	-	279.06
Transit Contract Income	-	-	-	-	-
Menominee Public Transit Facility	75,195.47	-	-	-	75,195.47
IRR Transportation Program	81,949.05	-	-	-	81,949.05
FY 2011 Operating Assistance	452,632.74	-	-	-	452,632.74
Tribal Transit Program	2,032.52	-	-	-	2,032.52
FY 2013 Operating Assistance	115,165.53	-	-	-	115,165.53
Public Transportation		268,486.45	175,726.86	132,745.09	576,958.40
Public Transportation		825,435.95	467,661.34	221,693.40	1,514,790.69
Capital Assistance		196,804.00	-	-	196,804.00
Capital Assistance 2011		21,166.74	927.01	-	22,093.75

Expenditures By Department, Funding Source, and Service Provided Community Development (Continued) Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Capital Assistance 2010		190,533.75	347.21	-	190,880.96
Capital Assistance 2013		185,737.16	46,434.30	-	232,171.46
Capital Assistance 2012		491,961.64	113,758.12	-	605,719.76
Supplemental Transport Rural Assistance		555,297.32	156,512.89	-	711,810.21
Capital Assistance Grant 2007		201,500.00	-	-	201,500.00
Capital Assistance 2006		39,215.52	-	-	39,215.52
Supplemental Transport Rural Assistance		62,739.22	21,005.13	-	83,744.35
ARRA Capital Assistance		131,113.16	-	-	131,113.16
Urban Mass Transit Operating		-	-	-	-
Urban Mass Transit Operating		-	-	-	-
Menominee Fuel Station	-	-	110,612.92	-	110,612.92
C-Store	-	-	8,198.59	-	8,198.59
Transportation	**726,975.31**	**3,169,990.91**	**1,761,334.48**	**354,438.49**	**6,012,739.19**
Tribal Utilities Wastewater	-	-	298,150.47	76,504.00	374,654.47
Tribal Utilities Electric	-	-	138,394.67	-	138,394.67
Tribal Utilities Water	-	-	144,823.81	101,914.00	246,737.81
Neopit Community Sewer	7,107.59	-	-	-	7,107.59
Neopit Sewer Main Replacement	6,744.39	-	-	-	6,744.39
Utilities	**13,851.98**	**-**	**581,368.95**	**178,418.00**	**773,638.93**
Total: Community Development	**4,061,074.92**	**3,190,791.14**	**2,604,988.41**	**1,220,235.40**	**11,077,089.87**

Expenditures By Department, Funding Source, and Service Provided Enforcement & Rights Protection Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Conservation-Supplement	-	-	-	385,764.00	385,764.00
Conservation: Other	-	-	5,975.50	-	5,975.50
Conservation Rights Protection	292,868.00	-	-	-	292,868.00
Conservation Rights Protection	19,304.54	-	-	-	19,304.54
Lake & Stream Assessment	48,154.61	-	-	-	48,154.61
Menominee Tribal Wildlife	48,214.11	-	-	-	48,214.11
Conservation	**408,541.26**	**-**	**5,975.50**	**385,764.00**	**800,280.76**
Election	-	-	-	76,571.54	76,571.54
Election	**-**	**-**	**-**	**76,571.54**	**76,571.54**
Environmental Services Supplement	-	-	-	88,672.62	88,672.62
Grant Match Funds	-	-	-	-	-
Nat'l Resource Restoration	-	-	820.30	-	820.30
WTCAC Meetings	-	-	2,251.83	-	2,251.83
Watershed Legend Lake/Wolf River	72,356.64	-	0.36	-	72,357.00
Menominee Citizen Science	139.01	-	-	-	139.01
Water Resources	2,740.48	-	-	-	2,740.48
Water Resource Management	7,598.33	-	-	-	7,598.33
Litigation Support/Water Resources	57,737.70	-	-	-	57,737.70
Conservation Rights Protection	6,010.48	-	-	-	6,010.48
Water Resources	(10,545.04)	-	-	-	(10,545.04)
Tribal Brownfield	53,993.99	-	-	-	53,993.99

Expenditures By Department, Funding Source, and Service Provided Enforcement & Rights Protection (Continued) Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Performance Partnership	242,579.26	-	-	5,836.17	248,415.43
Injury Prevention Program	56,170.31	-	-	-	56,170.31
Emergency Management	-	18,120.16		18,120.16	36,240.32
Public Health Emergency Preparedness	-	198.48	-	-	198.48
Public Health Emergency Preparedness	-	10,154.63	-	-	10,154.63
HUD Healthy Homes Product		163,937.35	-	-	163,937.35
Soil Water Resource Management			5,891.20	-	5,891.20
Soil Water Resource Management			1,407.28	-	1,407.28
Invasive Species Control			4,313.36	-	4,313.36
Environmental Services	**488,781.16**	**192,410.62**	**14,684.33**	**112,628.95**	**808,505.06**
Gaming Commission	-	-	-	535,802.50	535,802.50
Gaming Commission	**-**	**-**	**-**	**535,802.50**	**535,802.50**
Courts Professional Fees	-	-	-	35,112.79	35,112.79
Courts Supplement	-	-	-	208,976.00	208,976.00
Judicial Services	470,860.46	-	-	-	470,860.46
Judicial Services	567.31	-	-	-	567.31
Indian Highway Safety OWI Court	40,695.37	-	-	-	40,695.37
Menominee Tribal Courts Records Management	104,834.08	-	-	-	104,834.08
Menominee Healing Wellness Court	60,051.56	-	-	-	60,051.56
Judicial	**677,008.78**	**-**	**-**	**244,088.79**	**921,097.57**
Grant Match Funds	-	-	-	-	-
Law Enforcement	-	-	7,476.28	1,654,182.00	1,661,658.28
LEC Emergency Transport	-	-	-	15,423.74	15,423.74
Law Enforcement Fundraising	-	-	26,146.36	-	26,146.36
Law Enforcement	7,378.20	-	-	-	7,378.20
Law Enforcement	1,350,427.00	-	-	-	1,350,427.00
Indian Highway Safety	150,616.96	-	-	3,587.09	154,204.05
Cops Tribal Resource Grant	21,910.14	-	-	-	21,910.14
Tribal Victim Assistance Grant	14,436.35	-	-	-	14,436.35
Sexual Offender Registration	44,846.72	-	-	-	44,846.72
Youth Advocate Concept Paper	50,039.00	-	-	-	50,039.00
Menominee Victim Assistance	78,039.26	-	-	-	78,039.26
Menominee Domestic Violence Support	39,411.49	-	-	-	39,411.49
Cops TRGP - Hiring Program	28,155.85	-	-	-	28,155.85
Sex Offender Registration & Notification	57,587.54	-	-	-	57,587.54
Cops TRGP-Equipment & Training	9,943.40	-	-	-	9,943.40
ARRA Cops Hiring Program	4,656.14	-	-	-	4,656.14
Cops Tribal Resource Grant CTAS	14,198.50	-	-	-	14,198.50
BOYS OUT OF TROUBLE (Boots)	-	6,218.81	-	-	6,218.81
Tribal Law Enforcement	-	61,133.85	-	-	61,133.85
Tribal Law Enforcement	-	5,542.60	-	-	5,542.60
County/Tribal Law Enforcement	-	-	3,758.43	-	3,758.43
County/Tribal Law Enforcement	-	-	16,630.67	-	16,630.67
Badges For Baseball	-	-	(64.89)	-	(64.89)
Law Enforcement	**1,871,646.55**	**72,895.26**	**53,946.85**	**1,673,192.83**	**3,671,681.49**

Expenditures By Department, Funding Source, and Service Provided Enforcement & Rights Protection (Continued) Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
License & Permit	-	-	-	124,92.66	124,924.66
License & Permit	**-**	**-**	**-**	**124,924.66**	**124,924.66**
Probation Supplement	-	-	-	100,322.11	100,322.11
Judicial Services	107,852.00	-	-	-	107,852.00
Probation	**107,852.00**	**-**	**-**	**100,322.11**	**208,174.11**
Prosecutor Supplement	-	-	-	48,565.95	48,565.95
Judicial Services	143,802.00	-	-	-	143,802.00
Prosecutor	**143,802.00**	**-**	**-**	**48,565.95**	**192,367.95**
Tax Commissioner	-	-	-	102,222.78	102,222.78
Indirect Cost	-	-	12,936.09	-	12,936.09
Tax Commissioner	**-**	**-**	**12,936.09**	**102,222.78**	**115,158.87**
Total: Enforcement & Rights Protection	**3,697,631.75**	**265,305.88**	**87,542.77**	**3,404,084.11**	**7,454,564.51**

Expenditures By Department, Funding Source, and Service Provided Labor, Education & Training Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
College Menominee Nation	-	-	-	209,103.00	209,103.00
College Menominee Nation	**-**	**-**	**-**	**209,103.00**	**209,103.00**
Grant Match Funds	-	-	-	-	-
Child Support	-	-	358.00	-	358.00
Child Support Enforcement	625,611.92	-	14,962.42	155,136.70	795,711.04
Child Support	**625,611.92**	**-**	**15,320.42**	**155,136.70**	**796,069.04**
Grant Match Funds	-	-	-	-	-
Child Welfare Assistance	-	-	27,156.49	-	27,156.49
Early Childcare Service	-	-	353,675.32	264,101.67	617,776.99
Child Care Development Fund	102,421.63	-	-	-	102,421.63
Child Care Development Fund	13,554.18	-	-	-	13,554.18
Child Care Development Fund	223,960.05	-	-	-	223,960.05
Child & Adult Care Food		45,828.14	-	40,344.79	86,172.93
Family Services Tribal Block Grant		50,664.00	-		50,664.00
Daycare	**339,935.86**	**96,492.14**	**380,831.81**	**304,446.46**	**1,121,706.27**
Education Supplement	-	-	5.40	29,244.42	29,249.82
Education Judgment Funds	-	-		181,874.36	181,874.36
Education Services	437,408.59	-	-	-	437,408.59
Aid To Tribal Government	5,811.00	-	-	-	5,811.00
Education	**443,219.59**	**-**	**5.40**	**211,118.78**	**654,343.77**
Grant Match Funds	-	-	-	-	-
Head Start Supplement	-	-	6,876.84	412,268.21	419,145.05
Infant & Toddler Part C (0-2)	676.41	-	-	-	676.41
Infant & Toddler Part B (3-5)	9,464.77	-	-	-	9,464.77

Expenditures By Department, Funding Source, and Service Provided Labor, Education & Training (Continued) Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Infant & Toddler Part B (3-5)	78,999.46	-	-	-	78,999.46
Indian Head Start	245,989.15	-	-	-	245,989.15
Indian Head Start	1,488,154.62	-	-	-	1,488,154.62
Child & Adult Care Food		126,218.55	-	84,686.10	210,904.65
WI Head Start Supplement		84,621.95	-	-	84,621.95
WI Head Start Supplement		11,116.60	-	-	11,116.60
CMN Path For Our Children			25,000.00	-	25,000.00
Head Start	**1,823,284.41**	**221,957.10**	**31,876.84**	**496,954.31**	**2,574,072.66**
Historic Preservation	-	-	-	186,423.64	186,423.64
Historic Preservation Fundraising	-	-	25,253.37	-	25,253.37
Historic Pres. Special Projects	-	-	3,249.87	-	3,249.87
Historic Preservation	59,569.61	-	-	-	59,569.61
Historic Preservation	8,349.08	-	-	-	8,349.08
MFA-Collections Stewardship	3,400.77	-	-	1,217.41	4,618.18
Native Youth & Culture			10,649.42	-	10,649.42
Historic Preservation	**71,319.46**	**-**	**39,152.66**	**187,641.05**	**298,113.17**
Indirect Cost	-	-	457,276.27	-	457,276.27
Human Resources	**-**	**-**	**457,276.27**	**-**	**457,276.27**
Johnson O'Malley	-	-	1,254.54	31,533.28	32,787.82
Johnson O'Malley	109,576.25	-	-	-	109,576.25
Johnson O'Malley	**109,576.25**	**-**	**1,254.54**	**31,533.28**	**142,364.07**
ARRA Interest			5.22	-	5.22
Job Training Programs 477	288,077.54	-	-	-	288,077.54
Temporary Assistance Needy Families	1,139,242.62	-	-	-	1,139,242.62
Temporary Assistance Needy Families	187,157.55	-	-	-	187,157.55
IM State Reimbursement		57,455.78	-	-	57,455.78
IM Food Share Certification Fed Reimbursement		67,387.11	-	-	67,387.11
IM Food Share Issuance Reimbursement		982.29	-	-	982.29
Wi Ma Federal Reimbursement		2,130.45	-	-	2,130.45
Badgercare Plus Federal Reimbursement		20,847.76	-	-	20,847.76
Badgercare Plus Child Reimbursement		1,425.96	-	-	1,425.96
IM TANF Reimbursement		163.89	-	-	163.89
Family Planning Waiver		494.64	-	-	494.64
Title 19 Waiver		245.83	-	-	245.83
Job Training	**1,614,477.71**	**151,133.71**	**5.22**	**-**	**1,765,616.64**
Language & Culture Commission	-	-	5,155.54	89,154.68	94,310.22
Living & Learning In Relations	77,208.54	-	-	-	77,208.54
Rebuilding Relations	80,446.65	-	-	-	80,446.65
Language & Culture	**157,655.19**	**-**	**5,155.54**	**89,154.68**	**251,965.41**
Library	-	-	-	61,276.41	61,276.41
N Amer Basic Grant/Education	5,029.20	-	-	-	5,029.20
Menominee County Library Grant			6,947.74	-	6,947.74
Library	**5,029.20**	**-**	**6,947.74**	**61,276.41**	**73,253.35**

Expenditures By Department, Funding Source, and Service Provided Labor, Education & Training (Continued) Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Tribal News	-	-	-	251,267.73	251,267.73
Tribal News	**-**	**-**	**-**	**251,267.73**	**251,267.73**
MITW Forest Land Trespass Account	-	-	8,365.36	-	8,365.36
Forest Development	2,762.84	-	-	-	2,762.84
Wildland Fire Management Moa	79.65	-	-	-	79.65
Forest Management	47,731.50	-	-	-	47,731.50
Forest Development	124,445.40	-	-	-	124,445.40
Forest Management	136,972.13	-	-	-	136,972.13
Wildland Fire Management	132,564.18	-	-	-	132,564.18
Urban Forestry Management Plan		(822.65)	-	-	(822.65)
Trust Resources	**444,555.70**	**(822.65)**	**8,365.36**	**-**	**452,098.41**
Tribal School Supplement	-	-	-	103,898.06	103,898.06
Tribal School Interest	-	-	-	-	-
ARRA Interest			1,212.76	-	1,212.76
Tribal School Revolving	-	-	25,531.66	-	25,531.66
Indian School Equalization Program	197,088.20	-	-	-	197,088.20
MTS Transportation	25,590.43	-	-	-	25,590.43
MTS Administrative Costs	29,724.52	-	-	-	29,724.52
MTS Title I Language Arts	69,054.59	-	-	-	69,054.59
MTS Title IIA Teacher Quality	10,619.97	-	-	-	10,619.97
MTS Operations/Maintenance	40,901.06	-	-	-	40,901.06
MTS Transportation	330,048.50	-	-	-	330,048.50
MTS Operations/Maintenance	5,566.01	-	-	-	5,566.01
MTS Enhancement BIE Reads	7,654.16	-	-	-	7,654.16
Indian School Equalization Program	1,402,885.20	-	-	-	1,402,885.20
MTS Part B IDEIA Educ Handicap	428,102.62	-	-	-	428,102.62
MTS Administrative Costs	300,383.78	-	-	-	300,383.78
MTS 21 Century Comm Title IV B	43,370.16	-	-	-	43,370.16
MTS Rural Education Title IV B	2,360.00	-	-	-	2,360.00
MTS Operations/Maintenance	266,808.55	-	-	-	266,808.55
MTS Title I Language Arts	415,398.36	-	-	-	415,398.36
MTS Title IIA Teacher Quality	54,704.17	-	-	-	54,704.17
MTS Enhancement BIE Reads	105,195.40	-	-	-	105,195.40
Indian Education Formula	45,065.01	-	-	-	45,065.01
Indian Education Formula	19,490.60	-	-	-	19,490.60
Men T School: Food		93,671.05	6,961.94	-	100,632.99
Men T School: Food		-	10,222.25	-	10,222.25
Fresh Fruit & Vegetable		444.82	-	-	444.82
Fresh Fruit & Vegetable		9,065.00	-	-	9,065.00
MTS Sacred Little Ones			26,973.13	-	26,973.13
Tides Foundation			50,000.00	-	50,000.00
Painting A Brighter Future			1,157.90	-	1,157.90
Menominee Tribal School	**3,800,011.29**	**103,180.87**	**122,059.64**	**103,898.06**	**4,129,149.86**
Extension Agent	-	-	-	5,785.50	5,785.50
Extension Agent	**-**	**-**	**-**	**5,785.50**	**5,785.50**
Total: Labor, Education & Training	**9,434,676.58**	**571,941.17**	**1,068,251.44**	**2,107,315.96**	**13,182,185.15**

Expenditures By Department, Funding Source, and Service Provided Housing Period: October 1, 2012 thru September 30, 2013					
Department and Total Services Provided	**Funding Source**				
	Federal Expenditures	**Wisconsin Expenditures**	**Local & Other Expenditures**	**Tribal Ordinance Expenditures**	**Grant Total**
Home Improvement Program	12,048.79	-	-	-	12,048.79
Home Improvement Program	2,384.50	-	-	-	2,384.50
Sanitation Be-09-F90	41,711.10	-	-	-	41,711.10
Sanitation Be-11-G56	41,069.66	-	1.09	-	41,070.75
Sanitation Be-12-G95	3,952.60	-	-	-	3,952.60
Well Abandonment Be-12-G82	11,771.60	-	-	-	11,771.60
Home Improvement	112,938.25	-	1.09	-	112,939.34
Housing Non Program	-	-	32,828.67	-	32,828.67
Housing Inventory	-	-	118,481.41	-	118,481.41
Housing Tax Credit Reimbursement	-	-	950,063.69	-	950,063.69
202 Elderly Housing	42,634.00	-	39,864.29	-	82,498.29
Indian Housing Block Grant	3,008,242.60	-	237,494.19	-	3,245,736.79
State Emergency Shelter Subsidy	-	-	-	-	-
Housing	3,050,876.60	-	1,378,732.25	-	4,429,608.85
Wolf River Development	-	-	42,111.46	-	42,111.46
Middle Village Apartment Complex	24,967.00	-	23,684.10	-	48,651.10
Wolf River Development	24,967.00	-	65,795.56	-	90,762.56
Tax Credit Partnership # 1	-	-	195,404.48	-	195,404.48
Tax Credit Partnership # 2	-	-	238,910.72	-	238,910.72
Tax Credit Partnership # 3	-	-	275,741.32	-	275,741.32
Tax Credit Partnership # 4	-	-	220,381.18	-	220,381.18
Tax Credit Partnership # 5	-	-	253,029.60	-	253,029.60
Tax Credit Partnership # 6	-	-	227,083.06	-	227,083.06
Tax Credit Partnership # 7	-	-	862,057.25	-	862,057.25
Tax Credit Partnership # 8	-	-	862,666.10	-	862,666.10
Tax Credit	-	-	3,135,273.71	-	3,135,273.71
Total: Housing	**3,188,781.85**	**-**	**4,579,802.61**	**-**	**7,768,584.46**
Grand Total	**38,913,439.40**	**6,856,615.92**	**33,412,932.70**	**13,386,128.26**	**92,569,116.28**

Indirect Cost FY 2013 Consolidated Budget Report			
Department	**Approved Budget**	**Year-To-Date Expenses**	**Budget Balance (Over)/Under**
Administration	707,854	575,506	132,348
Finance	1,493,696	1,418,456	75,240
Human Resource	515,818	461,976	53,842
(IT) Information Technology	1,256,330	1,205,252	51,078
Insurance	352,976	295,634	57,342
Internal Audit	341,799	326,523	15,276
Maintenance	353,303	319,182	34,121
Property Management & Acquisition	243,257	236,964	6,293
Tax Commissioner	22,889	12,936	9,953
Tribal Government	94,733	74,393	20,340
Total	**5,382,655**	**4,926,822**	**455,833**

Indirect Cost Rates						
	Base	**I/C Pool Budget**	**Carry-Over**	**Adjusted I/C Budget**	**Proposed Rate**	**Approved Rates**
2013	**57,991,828**	**5,382,655**	**101,597**	5,484,252	9.46%	**9.46%**
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%

	Base	I/C Pool Budget	Carry-Over	Adjusted I/C Budget	Proposed Rate	Approved Rates
1991	11,482,721	1,218,532	67,224	1,151,308	10.03%	10.00%
1990	8,205,491	958,545	-	958,545	11.68%	11.70%
1989	8,197,550	900,319	-	900,319	10.98%	11.00%
1988	6,241,457	636,609	32,136	604,473	9.68%	9.70%
1987	5,007,832	549,048	64,971	484,077	9.67%	9.70%
1986	4,474,291	570,289	57,577	512,712	11.46%	11.50%
1985	3,593,275	544,334	69,138	475,196	13.22%	13.20%
1984	3,821,159	494,498	85,757	408,741	10.70%	10.70%
1983	2,912,186	409,903	45,808	364,095	12.50%	12.50%
1982	2,597,754	358,919	74,799	284,120	10.94%	10.90%
1981	3,245,919	413,050	30,000	383,050	11.80%	11.80%
1980	3,296,018	354,398	-	354,398	10.75%	10.80%

Appendix B

Investments

Rosemary Simon-Kazic

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: Ruth Waupoose, MTL member and Committee Chairman; Lisa Waukau, MTL Member; Randolph Reiter, MTL Member; Betty Jo Wozniak, Administration; 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 FY2013 Associated Bank held 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

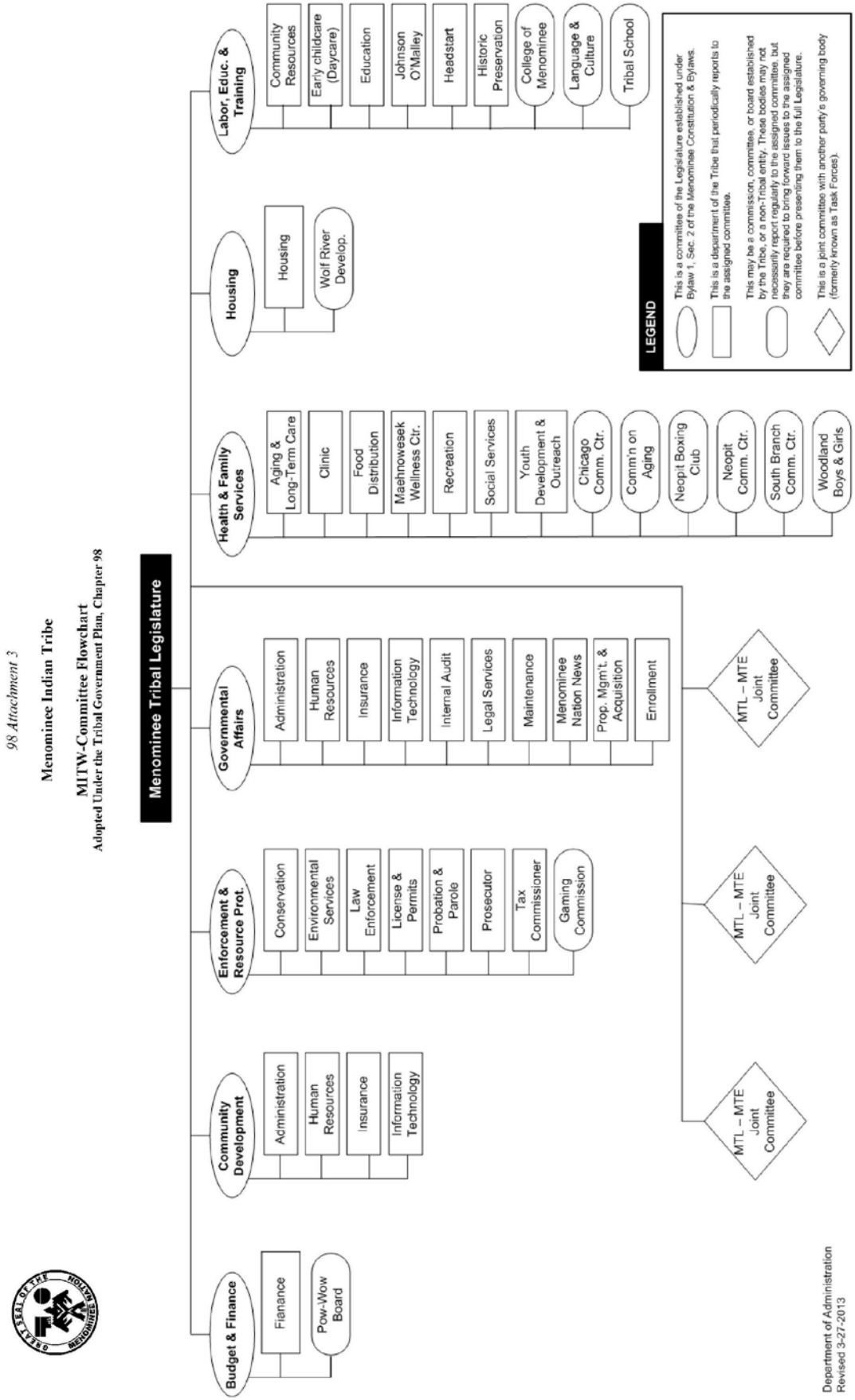
The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

APPROVAL OF INVESTMENT POLICY

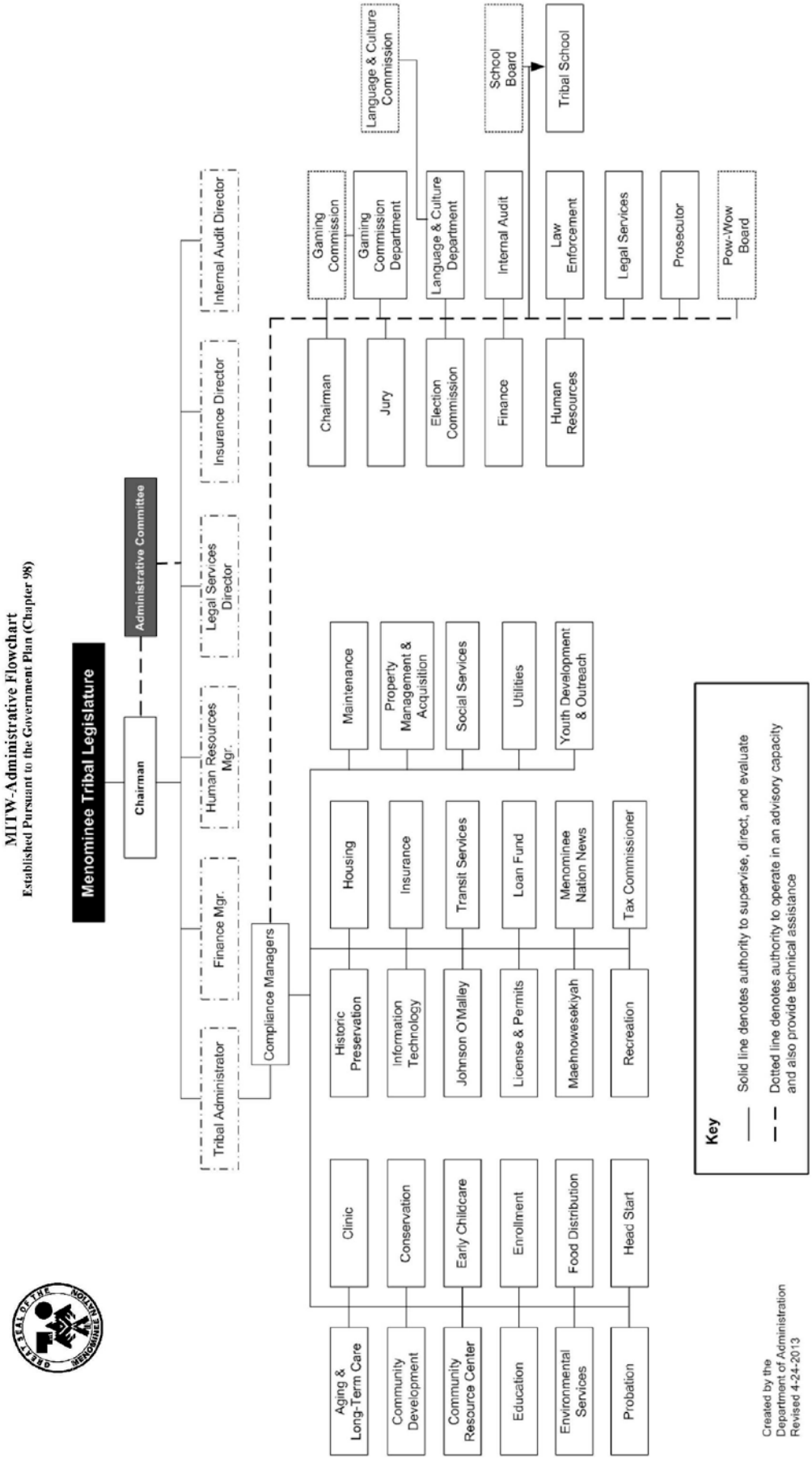
The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

Associated Trust Company						
Period: Ending 9/30/2013	**Education**	**Health**	**Burial**	**Reserve**	**Utility**	**Trani**
	$4,708,008.64	**$2,476,729.67**	**$2,345,387.94**	**$5,158,801.76**	**$205,167.49**	**$98,901.16**
Income						
Interest	$44,163.91	$22,875.40	$21,948.80	$50,303.83	$2,004.07	$1,260.94
Dividend	$63,099.83	$33,777.67	$32,178.21	$33,810.42	$852.16	$2,807.26
Contributions	$544,377.69	$256,663.14	$280,703.23	$525,527.18	$14,289.65	$3,381.50
Disbursements						
Transferred to Tribe/ Programs/Beneficiary	$(181,697.61)	$(82,714.65)	$(91,700.00)	$(2,054,406.95)	$(178,418.00)	-
Management Fees	$(25,141.25)	$(13,479.07)	$(12,831.15)	$(20,909.64)	$(905.63)	$(689.26)
Non-Cash Activity	$3,927,890.61	$2,097,505.44	$ 1,943,421.74	$4,438,387.77	$186,298.06	$88,643.88
Realized Gains/(losses)	$208,651.86	$101,006.64	$113,891.48	$254,109.20	$3,741.41	$6,908.64
Unrealized Appreciation/ (Depreciation)	$594,543.01	$311,874.50	$284,508.49	$163,556.81	$(332.63)	$5,806.67
Change in Accrued Income	$2,031.93	$1,035.94	$997.88	$3,637.34	$60.09	$88.66
9/30/2013 Market Value	**$5,177,919.98**	**$2,728,545.01**	**$2,573,118.68**	**$3,394,015.96**	**$27,589.18**	**$108,208.29**
Cash & Equiv.	$108,389.88	$88,108.20	$94,295.63	$32,672.34	$3,222.32	$3,211.19
Fixed income	$1,774,823.08	$911,938.49	$879,220.05	$2,155,221.12	$24,306.77	$64,751.47
Equities	$3,292,675.09	$1,727,462.38	$1,598,605.12	$1,202,485.16	-	$40,156.97

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