Menominee Indian Tribe of Wisconsin

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 strong healthy, and proud nation living in accordance with its culture and beliefs, and processing 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.*

Annual Report 2018

Annual General Council Meeting Agenda

Saturday, January 19, 2019 at 9:00 a.m., at the Menominee Convention Center
Keshena, WI 54135
(TRIBAL ATTENDANCE IS ENCOURAGED)

1. **Grant Entry/Presentation of Colors**
2. **Flag Song**
3. **Menominee Prayer**
4. **Posting of Colors**
5. **Call to Order-Roll Call**
6. **Election of Chairperson for the meeting**
7. **Election of Sergeant-at-Arms**
8. **Election of Tellers**
9. **State of the Menominee Nation – Tribal Chairman Douglas Cox**
10. **Back 40 update**
11. **Legislative Committee Reports:**

- Agriculture and Forestry Committee
- Budget and Finance
  - Financial Reports
- Community Development
- Education & Training
- Governmental Affairs
- Health and Family
- Housing
- Law Enforcement & Resource Protection

12. **Other Initiatives- Fostering Futures and task forces**
13. **Action Taken per Annual General Council motions dated January 20, 2018**
14. **Retiring of the Colors**
15. **Travel Song/Adjournment**

Election of Enrollment Committee – In accordance with Bylaw III, Section 4, of the Menominee Constitution & Bylaws. If there is not a quorum of 150 voters present IN PERSON; the Tribal Legislature shall appoint the Enrollment Committee from the original applications that were submitted to the Chairperson's Office within two (2) months.

Lunch will be served

*** Important Dates to Remember in 2019 ***

Tribe's Annual Events		
Annual Events		***Important Dates & Timelines***
Annual General Council Meeting		Saturday, January 19, 2019
Main Tribal Elections	Neopit	Wednesday, January 16, 2019
	Keshena	Thursday, January 17, 2019
Annual Swearing-In Ceremony		Saturday, February 9, 2019
Menominee Indian High School Graduation		Friday, May 24, 2019
Menominee Veterans Pow-wow		Friday-Sunday, May 17-19, 2018
Memorial Day Parade		Monday, May 27, 2019
Menominee Nation Contest Pow-wow		First weekend in August

Holidays Observed by the Tribe			
Holiday	***Date***	***Holiday***	***Date***
Restoration Day (obs.)	Friday Dec. 21, 2018	Native American Day	Monday May 13, 2019
Christmas Eve	Monday Dec. 24, 2018	Memorial Day	Monday May 27, 2019
Christmas Day	Tuesday Dec. 25, 2018	Independence Day	Thursday July 4, 2019
New Year's Eve	Monday Dec. 31, 2018		
New Year's Day	Tuesday Jan. 1, 2019	Labor Day	Monday Sept. 2, 2019
Martin Luther King Jr.	Monday Jan. 21, 2019	Veterans Day	Monday Nov. 11, 2019
Presidents Day	Monday Feb. 18, 2019	Thanksgiving Day	Thursday Nov. 28, 2019
Good Friday	Friday April 19, 2019	Day After Thanksgiving	Friday Nov. 29, 2019

MENOMINEE INDIAN TRIBE OF WISCONSIN
CHAIRMAN'S OFFICE
P.O. Box 910
Keshena, WI 54135-0910

Posoh,

I am proud to present the Menominee Indian Tribe of Wisconsin's Annual Report for Fiscal Year 2018 on behalf of the Menominee Tribal Legislature and Tribal Government Departments. The activities and accomplishments highlighted in these pages reflect the efforts of our more than 500 tribal government staff and leaders throughout this past year, and over the course of two legislative administrations, to serve the needs of our Menominee Nation community and enhance life for our tribal members and families.

This fiscal year, we have made significant progress to strengthen our Tribal laws, programs, services, and infrastructure and tackle the priorities we set for our Tribe. This document contains detailed information, by department, of the activities of the various agencies throughout the period October 1 2017 – September 30, 2018. Some of the highlights of FY18 include the implementation of policies and laws to continue improving upon government services, internally and externally, while being fiscally responsible and in compliance with federal, state and tribal laws.

We continue to strive to fulfill our vision for the Menominee Tribe called for in our Strategic Plan-"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." Our Tribal plans, activities, and services reflect this vision, along with our Tribe's dedication to becoming trauma informed, through the Kepaemehtonenaw Menominee Fostering futures/trauma informed care initiatives. Many of our accomplishments during this fiscal year has been concentrated on projects identified in the Menominee Tribal Action Plan.

The positive changes taking place throughout our Tribe is only made possible through the diligence and dedication of our tribal employees and the engagement of our tribal members. I want to thank you for weighing in, staying connected, and getting involved. I am deeply grateful to you for entrusting me with the honor of leading our Menominee Nation and serving as your Chairman. I look at every day as an opportunity to do good for our Tribe, and I am excited to see our Tribe move forward together, working to make a difference here in this beautiful place we call our home.

Much of what the Menominee Indian Tribe did in Fiscal Year 2018 laid the foundation for a successful future. We invite you to go through this report to find out how the Menominee Tribe worked to address our challenges and benefit the members of the Menominee Tribe.

Sincerely,

Douglas Cox
Chairman
Menominee Nation

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Tribal Legislature Directory

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Committees of the Legislature

Budget & Finance:

- Joan Delabreau, Chairperson
- Craig Corn, Legislator
- Ron Corn Sr., Legislator
- Jonathan Wilber, Administration
- Gregory Smith, Finance
- AnnMarie Johnson, Lending & Tribal Tax
- Kim Oshkeshequoam, Community Member
- Gunnar Peters, Community Member

Labor, Education & Training:

- Crystal Chapman-Chevalier, Chairperson
- Douglas Cox Sr., Legislator
- Shannon Chapman, Higher Education
- Lori Corn, Tribal School
- Gary Pyawasay, Early Childhood Services
- LuAnn Warrington, CRC
- Michael Waupoose, Youth Services
- Michael Delabreau, Community Member
- Carmen Castro-Garza, Community Member

Governmental Affairs:

- Eugene Caldwell, Chairperson
- Craig Corn, Legislator
- Tasha Caldwell, Human Resources
- Sheena Waupoose, IT
- Jonathan Wilber, Administration
- Gregory Smith, Finance
- Jamie Smith, Community Member
- Sylvia Wilber, Community Member

Enforcement & Resource Protection:

- Craig Corn, Chairperson
- Joan Delabreau, Legislator
- Richard Nacotee, Tribal Police
- Sharon Graham, Prosecutor's Office
- Joshua Pyatskowit, Environmental Services
- Walter Cox, Conservation
- Jerrit O'Kimosh, Detention Program
- Diana Taubel, Probation & Parole
- Rachel Fernandez, Community Member
- John M. LaTender, Community Member

Health & Family Services:

- Myrna Warrington, Chairperson
- Joan Delabreau, Legislator
- Connie Peters, Social Services
- Darla Dick - Maehnowesekiyah
- Jerry Waukau, Clinic
- Susan Waukau, Aging Division
- Dorian LaTender Lyons, Community Member
- Geradette Richmond, Community Member

Community Development:

- Ron Corn Sr., Chairperson
- Pershing Frechette, Legislator
- Crystal Chapman-Chevalier, Community Development
- Lynn Collins, Transportation
- David Grignon, Historic Preservation
- Jeremy Pyatskowit, Environmental Services
- Wayne Wilber, Housing
- Dale Kakkak, Community Member
- Robert Reiter, Community Member

Agriculture & Forestry:

- Ron Corn Sr., Chairperson
- Craig Corn – Legislator
- Walter Cox, Conservation
- Jeremy Pyatskowit, Environmental Services
- David Grignon, Historic Preservation
- Joan Delabreau, MTE Member
- Gary Besaw, Agriculture & Food Systems
- Mary "Tweet" Smith, Community Member
- John M. LaTender, Community Member

Housing:

- Pershing 'Sport' Frechette, Chairperson
- Joan Delabreau, Legislator
- Marlin Waupoose, Utilities
- Kim Komanekin, Real Estate
- Wayne Wilber, Housing
- Leah Pamonicutt, Community Member
- Sharon Madosh, Community Member

Task Forces and Community Committees

Wolf River Development Company:

- Pershing Frechette
- Ron Corn Sr.

Use of Force Committee:

- Craig Corn

WI Reintegration Program:

- Craig Corn

Menominee Indian Gaming Authority:

- Crystal Chapman-Chevalier
- Eugene Caldwell

Chapter 170 Appeals Board:

- Joan Delabreau - Chairperson
- Eugene Caldwell - Alt.

Tribal/State Relations:

- Gary Besaw

UW-Extension:

- Crystal Chapman-Chevalier

Milwaukee/Chicago Community:

- Douglas Cox - Chairperson
- Craig Corn
- Crystal Chapman-Chevalier

Keshena Community:

- Crystal Chapman-Chevalier - Chairperson
- Joan Delabreau
- Craig Corn

Middle Village Community:

- Gary Besaw - Chairperson
- Eugene Caldwell
- Pershing Frechette

Constitutional Task Force:

- Eugene Caldwell
- Pershing Frechette
- Ron Corn Sr.

Menominee Kenosha Gaming Authority:

- Gary Besaw - Chairperson
- Eugene Caldwell
- Crystal Chapman-Chevalier

Commission on Aging:

- Myrna Warrington

Environmental Task Force:

- Joan Delabreau - Chairperson
- Craig Corn
- Crystal Chapman-Chevalier

Human Services Planning:

- Myrna Warrington

Neopit Community:

- Eugene Caldwell - Chairperson
- Gary Besaw
- Ron Corn Sr.

South Branch Community:

- Craig Corn - Chairperson
- Ron Corn Sr.
- Myrna Warrington

Zoar Community:

- Joan Delabreau - Chairperson
- Pershing Frechette
- Eugene Caldwell

Administration

Jonathan Wilber, Tribal Administrator
Annette Westphal and Chad Waukechon, Assistant Administrators

It is the mission of Tribal Administration to:

- *Promote and maintain a positive and cooperative working environment among all tribal programs and departments*
- *Ensure that tribal members are able to access the services they need, when they need them, without unnecessary barriers*
- *Lead by example with professionalism, timeliness, friendliness and follow through*

2018 IS A RECORD GRANT YEAR: Tribal Administration and our many tribal departments worked methodically and diligently to improve the quality of tribal grant applications, tie grant applications to tribal goals and objectives, and tell a positive story about the work being done here at Menominee. Each year since 2014 – the number of grant dollars received by the Tribe has increased steadily through the collaborative efforts of our program directors and by working the plans (Menominee Action Plan; Tribal Strategic Plan; Tribal Justice System Strategic Plan) that the Tribe has invested in.

The work has paid off in 2018 with a record year for funded grant applications. In FY2018 – the Tribe was awarded $16,098,531 in grants. That is an increase of $4,767,923 over FY2017 when $11,330,608 in grants were awarded, and in FY2016 when $10,738,040 in grants were awarded.

GRANT WINS TO ADDRESS OPIOID ABUSE, MENTAL HEALTH, SOCIAL WELFARE AND JUSTICE/PUBLIC SAFETY GOALS: During the 2018 grant season, Tribal Programs were successful at winning every application submitted to the US Department of Justice (DOJ). This success is something to celebrate. Four years ago, we launched a Justice funded effort to develop a strategic plan for our Tribal Justice Systems (Police, Probation, Detention, Courts, Prosecutor, and Conservation.) That plan was approved by the DOJ in January of 2018 and complimented the Menominee Action Plan (a community driven approach to combating drugs and alcoholism in our communities.)

Using the two plans, and the children's code framework, grantwriters, the Tribal Judiciary and tribal programs (Police, Probation, Detention, Courts, Prosecutor, Conservation, Maehnowesekiyah, Clinic, Social Services, and Youth Services) held numerous meetings and planning sessions to review the plans and develop win themes for the grants.
From the DOJ alone – we received $5,480,450 for the following projects:

Grant and Amount	Activities
Community Oriented Policing Services and Hiring $854,126	Hire a conservation warden; purchase a drone; recruit training; purchase body cameras, tasers and other equipment; purchase dispatch system and software.
Bureau of Justice Assistance – Menominee Public Defender Program $748,722	Hire a Tribal Public Defender; Assemble a public defender workgroup; Develop program policies and guidelines; hire a staff attorney; provide public defender services to tribal court defendants
Office on Violence Against Women- Menominee DV Program $899,600	Retain Domestic Violence Prosecutor; Hire Sexual Assault Counselor; collaboratively revise and strengthen program policies and tribal codes.
Office of Victims of Crime – Menominee Victim Assistance Program $449,739	Develop coordinated referall processes with police, social services, wellness center and other programs; provide advocacy; collaboratively revise and strengthen program policies and tribal codes.
Department of Justice – Menominee Sex Offender Registry $399,991	Improve public offender registry systems to support SORNA by increasing number of trained officers from two to eight; community engagement; conduct training; raise public awareness
Bureau of Justice Assistance – Menominee Mental Health Collaborative $112,846	Assemble a workgroup; conduct needs assessments; conduct analysis on intersections between mental health treatment providers and law enforcement; develop a strategic plan for law enforcement and mental health collaboration to improve justice and mental health systems.

Bureau of Justice Assistance – Menominee Comprehensive Opioid Abuse Program – Police Assisted Addiction and Recovery Initiative (PAARI) (1a) $499,027	Hire a Program Coordinator; develop policies and procedures for Tribal PAARI; CIT/CIP training for all community service providers; hire three peer support specialists; hire a clinical therapist; provide 24-hour mental health intake
Bureau of Justice Assistance – Menominee Comprehensive Opioid Abuse Program – Victim Services (1b) $720,947	Hire two crisis response social workers to pair with police officers; hire a youth victim specialist; develop coordinated response protocols; community outreach
Bureau of Justice Assistance – Menominee Opioid Response Program $372,452	Hire an additional substance abuse counselor; develop a strategic plan for expanded medication assisted treatment program at wellness center; pilot program for vivitrol medication assisted treatment program.
Office of Victims of Crime – Menominee Tribal Set Aside $423,000	Hire an outreach coordinator; provide expanded direct services and direct assistance; expansion of therapeutic services to clients.

OFFICE OF PUBLIC DEFENDER FUNDED: Since 2014, the Tribal Legislature has brainstormed ways to provide legal representation for needy defendants in Tribal Court. Many tribal defendents appear unrepresented and tribal legal proceedings lack the balance that can be found in other court systems. This year, a grant from the Department of Justice will help us begin to solve that problem. During the first year of the grant, a public defender will be hired to establish this new function. A focus will be placed on developing policies and procedures, establishing income guidelines, priortize the priority of case types for representation, and building a network of other lawyers who could also provide representation. During year two and three, clients who meet established guidelines will receive representation in tribal court while the policies and procedures are refined. The major goal of the grant will be to demonstrate a tribally focused public defender program can be successful and that continued funds from either grant or tribal sources should be allocated for the program.

CHILDREN'S CODE ADOPTED: On June 21st of 2018, the Menominee Tribal Legislature passed the Children's Code. Work on the code began in 2014 by motion of the Tribal Legislature in response to a high number of child protection referrals being screened out by Menominee County Human Services. Tribal Social Services, the Menominee Indian School District, and the Menominee Tribal Clinic grew frustrated when year after year more than 60% of the cases referred were screened out for not meeting the threshold of abuse or neglect required by Wisconsin State Statute Chapter 48.

For 42 months – Tribal employees from 9 departments worked with Menominee County, the Menominee Indian School District, the State of Wisconsin Department of Health Services, the State of Wisconsin Department of Children and Families and the Casey Foundation's Casey Family Programs to develop a code that meets Menominee standards. Collectively the team worked over 17,000 hours and involved more than 75 professionals both active and retired in the process. No piece of legislation has ever been presented to a Tribal Legislature with the research, discovery process, and broad input from so many as the Children's Code. It is fitting that the code – which seeks to maintain Menominee Families and protect children was developed this way – because it aligns with the Tribe's Mission, Vision , and Values.

The work on the code was supported by Casey Family Programs. They provided guidance, connection with other Tribes like Navajo, White Earth, Tulalip and Eastern Cherokee, off-site writing sessions and links to professionals in child protection and Indian child welfare across the country who are passionate about building community-centric – family based – tribally grounded approaches to strengthening Indian families and erasing the impacts of trauma on Indian reservations.

Jim Casey, the founder of United Parcel Service, established Casey Family Programs in 1966 to help improve the safety and success of vulnerable children and their families across America.
Thanks to his leadership and vision — and the commitment of his brothers and sister — Casey Family Programs continues to carry out that mission.

Jim Casey spent his working life revolutionizing package delivery across the globe. He drew on that experience to guide and inform the efforts of Casey Family Programs to provide and improve — and ultimately prevent the need for — foster care.

A strong, supportive family was critical to the success that Jim Casey and his siblings enjoyed. He credited his mother, Annie E. Casey, with keeping the young family together following the death of his father and for providing all of them with the love and guidance they needed to thrive.
Jim Casey was just a teenager himself in 1907 when he founded what would become United Parcel Service in Seattle, a rough-and-tumble town in the time of the Alaska Gold Rush. But he understood throughout his life that every child deserved a safe and supportive family and that every family needed a strong and caring community.
Casey Family Programs *2020: Building Communities of Hope* is a collective vision for change. It is a collective vision of hope that is built upon four core principles and beliefs about achieving measurable and sustainable change:

- Local leaders must lead our efforts to work with and empower families and communities to make decisions to improve their life outcomes.
- We must improve our utilization of data to drive decision-making and improve the capacity of communities to support their most vulnerable citizens.
- We must change our federal, state, tribal and local funding structures to better support more effective investments in sustainable change, life-outcome improvement and restoration of hope.
- The philanthropic and business communities can forge effective partnerships with federal, state, tribal and local governments to support long-lasting improvements for children and families.

Casey Family Programs is the nation's largest operating foundation focused on safely reducing the need for foster care and building Communities of Hope for children and families across America. Our mission is to provide and improve — and ultimately prevent the need for — foster care.

MENOMINEE ACTION PLAN: Numerous tribal programs and departments of Tribal Government continue to implement the Tribal Action Plan that was approved by the Menominee Tribal Legislature (MTL) in 2017. The MTL established a Synthetic Marijuana Task Force in 2016. At the urging of this task force, and in cooperation with the Tribal Administration, in early February 2017, concerned citizens, Tribal legislators, and representatives from the Tribe's various departments participated in a Menominee Action Plan workshop facilitated by Kauffman & Associates, Inc. (KAI). KAI is an American Indian-owned firm with 27-years of experience in the behavioral health and public health fields. From the workshop, this 3-year Menominee Action Plan was developed to address the alarming health rates in substance use. This document is the results of the commitment, drive, and passion of the community to deal with behavioral health challenges and see a healthier Menominee community.

The shared vision from the plan states: *By 2020, we envision our Menominee Tribal community engaged, informed, and actively participating in the healing of individuals, families, and communities. We envision an integrated and effective system of resources supporting our families, working together toward a healthy and culturally vibrant Menominee Nation.*

The goal of the Menominee Action Plan is to focus resources to support families and build upon effective practices that align with community values. The community already has an established network of services that offer opportunities, treatment, protection, and supports. However, the community needs awareness and education about these available services and activities. An integrated system of individual, County, and Tribal department programs and services that communicate with each other will result in community engagement, strong messaging, coordinated practices, and quality data. This effort will require staff training, program planning, program assessments, and universal screenings to provide responsive care and resources for families. The workgroup designed this plan to restore and reinforce the cultural strengths valued throughout the generations to contribute to the Nation's resilience and sustainability.

The Menominee Clan System model will be used to execute the activities of this plan. Each Clan is designated as a guardian of a strategic pillar to lead, advocate, and ensure that, within the community, the goals and action steps are addressed, monitored, and remain active.

The plan is built upon this shared vision and supported by five strategic pillars inspired by Menominee Clans, which are: Moose: Engagement and Communication; Eagle: Healing Families and Communities; Crane: Data Monitoring and Surveillance; Bear: Enhance Tribal Law and Governance; Wolf: Environment and Spirituality. Each pillar/clan have specific action steps that are in process. Tribal Members interested in receiving an electronic or hard copy of the action plan should contact Tribal Administration.

TRIBAL RESPONSE TO SYNTHETIC MARIJUANA AND OTHER DRUGS: Beginning in September of 2014, the Menominee Tribal Legislature held a series of community meetings in Neopit in response to the Neopit community's concerns about the prevalence of synthetic marijuana and other drugs on the reservation. Discussions at those meetings centered on what more the community and Tribal programs could do to combat this problem.

The results of those discussions were four (4) focus groups: Youth Activities; Culture; Community Services; Public Safety. The activities below are the high level work completed or on going as part of the action plan:

Activity/Action	Notes
Improving access to AODA Assessments and Treatment	• AODA assessments at Maehnowesekiyah are now available on demand • Funds have been secured from outside sources to cover costs for clients without insurance • Treatment program re-designed using community engagement model and Wrap Around Service Delivery Model • Coordination between Menipaniw Court Program and Maehnowesekiyah to expand case management through integration of wrap around services for participants • Assessment fees are being waived for Tribal members, unless they are court ordered to pay. • Residential Detox for opioid dependent clients being offered (since November 2015) for clients medically cleared. This removes barriers and assists with entry into treatment. • Received approval from State to use Medical Relief Block Grant to cover AODA Assessments and Residential Room and Board Costs for Tribal Members. This is a win as the money comes from tribal gaming dollars and has gone unspent since creation. • Received approval from the Department of Justice to expand the existing Diversion Center at Maehnowesekiyah to provide an alternative facility for 24-hour crisis intake services for all substance abuse, mental health, and behavioral health services, including serving as an alternative to incarceration and/or making an appropriate referral. • Secured funding from DOJ- CTAS Purpose Area 3 from the Bureau of Justice Assistance: project proposal includes two new positions to support wraparound recovery services and programming for inmates who are incarcerated in the Detention facility and those transitioning out into the community. The new program includes AODA and Batterer's treatment groups within the facility as well as funding to assist with assessment fees for those who need these services.
Protecting Tribal Children	• Developed and distributed one page community guide for reporting concerns related to child safety • Expanded Trauma Informed Care and ACES training to all tribal departments and the Menominee Leadership Academy • Successfully drafted and MTL adopted a Tribal Children's Code that will transition all child protection and juvenile justice services from Menominee County Human Services to the Tribe over a 24- month transition period. • Secured funding from DOJ-CTAS purpose area 6-Office of Victims of Crime-Children's Justice Partnership Act- Project proposal includes funding for a new Social Worker position that will work to address the gaps for families falling through the system under protection orders as well as expand upon the Child Protection and Multi-disciplinary teams. The proposal is aimed at building capacity for the future implementation of the proposed children's code.
Expanding Cultural Activities for Youth and Families	• Community Engagement Workgroup found funding for additional culture camps two camps are now held each year. • Community members formed regalia making group. • Community members formed High School SADD Chapter and Youth Alliance • High school students took lead in planning New Year's Eve Round Dance. • MTL funded youth drum group • Winter Lock In's held at MawawCeseniyah. • Required greater collaboration between departments conducting cultural events and MLCC • The CEW-Culture Camp Workgroup and Culture Focus Group continue to meet biweekly throughout the year and are planning for a family camp. • Tribal programs collaborate annually for a New Year's Eve Sobriety Pow Wow or Round Dance.

	• Secured funding from the 2017 DOJ-CTAS application for a variety of different areas; a portion of funding was included in Purpose areas 3, 6 & 9 to support Youth and Families camps for the next three years. • Workgroup continues to move the idea of a new Family and Community Engagement Center forward.
Expanding Youth Activities Available in Community	• Moved Youth Services to Recreation Center for better collaboration. • MTL increased funding for Boxing Club. • MTL funded wrestling club. • Added summer activities for youth and families including: summer kickball days, expanded youth Olympics. • Reintroduced "Shop with a Cop" • Breakfast with Santa in Keshena, Neopit and South Branch. • Expanded hours at recreation center. • Youth Services offering programming at Woodland Boys and Girls Club, Zoar and South Branch. • Youth Art Contest "Menominee Youth Feed Ourselves" produced art that was displayed at the Menominee Nation Contest Powwow. The art will then become the centerpiece to discuss food sovereignty in community focus groups. • Finalized the streamlining of youth service programs with the official combination of YOUTH SERVICES, JOM and Recreation into a single department called Youth Services. • Maehnowesekiyah hosts multiple recovery month activities in September. • Youth Services coordinates ongoing prevention circles at Menominee Tribal School. • Secured funding from DOJ-CTAS Purpose area 9: Office of Justice Programs-Office of Juvenile Justice and Delinquency Prevention; The proposal includes a new position and funding to support promoting a positive youth development through the implementation of a culturally relevant prevention program, by collaborating with various key departments to ensure a streamlined and proficient integration of program coordination through Menominee Language and Culture, Coordinated Community Services, Youth Cultures Camps, Storytelling.
Increasing Police and Program Presence in Neopit	• Providing increased patrol in Neopit area. • Increased utilization of police office at Neopit Fire Station. • Annual Night Out Against Crime events continue. • Youth Awareness Day held for 6th graders at MIMS and Tribal School, including a presentation on substance abuse prevention by the Tribal Police Department. • MTL Awarded Contract for Neopit Police Precinct to be located in the former Woodland Youth Services Building across the street from the Eagles Nest.

LEADERSHIP CHANGES TRIBAL DEPARTMENTS: 4 departments within Tribal Government underwent leadership changes during FY2018:

Alicia Wilke started as the Director of Internal Audit in January of 2018
Gary Besaw started as the Director of Agriculture and Food Systems in April of 2018
Stacie Bowman started as the Insurance Director in April of 2018
Courtney Windorski started as the Child Support Manager in July of 2018

FAMILY/COMMUNITY ENGAGEMENT CENTER: Tribal Administration continued to lead the efforts to build a Family and Community Engagement Center. Over the past two years, conceptual design has been done for a 78,000 square foot facility with gymnasium space, multipurpose space, community engangement space, program space for the Youth Services Department and program space for the Tribal Social Services Department.
The estimated project budget is below:

Community/Family Engagement Center Estimated Costs		
Architectural and Engineering Fees	$1,200,000	
Site Work	$507,000	
Construction	$12,711,000	
Equipment	$1,400,000	
Subtotal	**$15,818,000**	
Contingencies	$1,581,800	
Total Project Costs	**$17,399,800**	

There are three possible sources of financing for the project. In August we finalized the pre-application documents and responses to USDA Rural Development for the Community Facilities Loan Program. We estimated federal assistance (the loan) at $16,181,814 and the tribal share at $1,217,986 for architectural/engineering and a portion of furniture and fixtures. We used an estimated interest rate of 3.9% for projection purposes which would put the monthly payment from this source at $70,682 if we finance the entire estimated federal share of the project ($16,181,814) including the 10% contigency. We have an estimate from Bay Bank for traditional financing at 5 year increments with balloon payments/refinance at the end of each five year period. That loan would require 20% down ($3,236,363); interest at 5.5% for total monthly payments of $73,503. The Tribe could also choose to self-finance all or part of the project using tribally controlled funds.

We anticipate making a decision on how to finance the project when we hear back from the USDA. We will continue to explore New Market Tax Credits, partial self financing, and grants to assist with the construction of this long discussed facility.

In September of 2018, a Request for Proposals for Design, Architecture, Engineering and Construction Management Services resulted in ten (10) bids being received. All ten bids were deemed to be compliant and all were below budget. Tribal Administraiton and Program Staff will be hearing presentations from all bidders prior to making a recommendation for selection to the Tribal Legislature.

A key component of the design phase will be community meetings and input. Tribal members should watch the tribal news and digital signage displays located in all tribal facilities for information in early 2019.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	Indirect Cost Pool	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$584,784**					**$584,784**
Fringe Benefits	**$238,872**					**$238,872**
Travel	**$1,500**					**$1,500**
Training	**$10,000**					**$10,000**
Supplies	**$7,800**					**$7,800**
Contractual	**$18,200**					**$18,200**
Space Lease/Rental	**$37,092**					**$37,092**
Other Costs	**$13,600**					**$13,600**
Totals ►	**$911,848**	**$**	**$**	**$**	**$**	**$911,848**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Aging and Long-Term Care

Susan Waukau, Director

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

The Director, under the direct supervision of Tribal Administration, oversees the 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.

An Overview of the Aging and Long Term Care Department
Leadership training for directors was a success this year. Aging and Long Term Care set goals after this training and those goals were to continue to leverage resources for the clients in long term care and maximize revenue to sustain our program. That is why, Medicaid is a critically important resource for the Indian health system in which Long Term Care is part of the 638 contract language. Indian Health Service (IHS) is currently funded at around 60% of need, and average per capita spending for IHS patients is only $3,688 compared with $9,523 nationally. Medicaid helps to fill that gap.

Our Tribe relies on Medicaid funding for the provision of healthcare services to our members, which includes **long term care services.** An individual must be both functionally and financially eligible to participate in the long term care program and the program currently serves the frail elder population age 65 and over, and the physically and disabled population age 18 and over.

Since 1988, the Menominee Indian Tribe of Wisconsin started the process to provide long term care services to its members through Medicaid waivers known as the CIP and COP waivers. These waivers allowed the Menominee Tribe to bill Medicaid for critically important long term care services to its members.

Centers for Medicare and Medicaid (CMS) approved a Medicaid waiver for long term care services in the State known as the Family Care Waiver or the Tribal Family Care Option, which was mandatory on July 1, 2018. The Department of Health Services (DHS) considers this the "bridge" which began on July 1, 2018 which required a Three Party Agreement signed by the State, Tribe and Managed Care Organization (MCO). The Tribe has negotiated the terms of the Three Party Agreement along with the State and the MCO with the help from our Tribal attorney. The Aging and Long Term Care Department is certain that the Three Party Agreement accomplishes the goal of maintaining Tribal control over case management for its elders, and also believes that it is in the best interest of the Tribe to enter into this agreement for continued services. The Three Party Agreement has language that will allow DHS to provide a wraparound payment to ensure tribes are paid at cost.
The Department Director serves on a Long Term Care Study Workgroup along with the Department of Health Services and representatives from the other Tribes within the state. The Director has remained actively involved with the workgroup. She continues to share the Aging and Long Term Care successes with managed care and other areas in which the need to change may occur as we go forward with this Three Party Agreement that defines the continuous care for our clients.

Why the Tribal Family Care Option Program is Important?
The Tribal Family Care Option Program supports and strengthens the Tribe's sovereignty and our ability to manage our own affairs. Most importantly this program enables the Tribe to provide the critically needed services to Tribal members at an earlier age and includes the provision of services for our physically and disabled populations.

Because every eligible waiver participant generally has at least one supportive home care worker more jobs will be created as the number of program participant's increase.

Case Management: The Department of Aging and Long Term Care is unique among other county or Tribal aging units statewide as the Menominee Tribe administers the only combined Tribal/County Aging Unit in the state. In addition, the Menominee Tribe is one of only two Tribes in the state that operates a Medicaid Long Term Care program for eligible clients with physical and developmental/intellectual disabilities and frail elderly. The Department of Aging and Long Term Care successfully completed the transition with Menominee County on December 31, 2017 for all CIP and Cop-Waiver clients to transfer to the Department of Aging and Long Term Care. The goal of the transition was to assure that all of our clients remained safe and supported during this time. Today, Menominee Aging and Long Term Care provides case management to 127 clients.

To prepare for the transition the Director and her staff participated in many workgroup meetings with internal Tribal departments and Menominee County to plan for a seamless transition for services for our clients. We created work plans with benchmarks as we moved toward our goal of transitioning Menominee County clients to the Tribal system by the end of December, 2017. We hired additional case managers including 3 registered nurse case managers (the RN's are a requirement of the Three Party Agreement) to handle the increased caseload. We contracted with a fiscal agent, as well as, representative payee and created a memorandum of understanding

between the Tribe and Menominee County regarding records, audits, and other items that must be addressed. Our Interdisciplinary Team (IDT Team) consists of six case managers, three RN case managers, one functional screener, one receptionist/office assistant, and one long term care manager.

On July 1, 2018 the Department of Aging and Long Term Care entered into its second transition for the year. The tribe now contracts with Lakeland Care to establish Family Care/Tribal Family Care Option Program for the Menominee clients. Family Care is a member centered program which means the member is a key part of the team. Case Managers and RN Case managers participated in many hours of training and continue their education to provide member centered care to the Menominee members. The goal of this transition was to maintain current services, identify health and safety risks, and educate clients on the transition between the CIP/COP Waiver Program and Family Care/Tribal Family Care Option. 124 members were successfully enrolled into the Family care program.

As we move forward with the Family Care/Tribal Family Care Option program we continue to hear positive feedback from our Tribal members regarding the services they receive.

DB "The program is a Godsend, I never realized what the options were. I feel more secure having services through our Tribal program. I am able to get housekeeping and home delivered meals. It is very comforting to me that someone is keeping track of me and know I can reach out to my care manager. It makes me feel secure. I love everything about the program, there is always someone there for me".

JR "I am happy with the services that I am getting. I never got this much assistance from the program I was on before transferring to Tribal care management. I was under another program for 2 years and no one addressed my needs. The Tribal program listened to my concerns and are making my home safe so I can live there. I will now have a wheelchair ramp with handrail so I can get in and out of my home safely".

RW "I get what I need right away and don't have to wait long." My case managers are available for me when I need them".

AW – This member has a history of falls and reached out to his case manager for assistance. He states he is very happy with his service and happy our program helped him get a wheelchair.

Current Caseload: The Tribal Medicaid Long Term Care program continues to grow and is currently serving 127 clients. Currently, the Tribe does not have a wait list.

Found Money
Recommendations were made at a Commission on Aging meeting and then moved for concurrence to the Health and Family Committee to look at the "Casino Found Monies". It was passed by motion at the Menominee Tribal Legislature to have the casino found money to carryforward to provide elder activities and assistance for the elders. The Department of Aging and Long Term Care established a different policy from the Community Service Block Grant (CSBG). CSBG is a state funded program with an income qualification. The Casino Found Monies would be used for individuals who had a higher income and did not qualify for CSBG. Aging and Long Term Care was awarded $41,159. $5000 for elder activities, $5000 for Air Condition Replacement, we purchased 40 new air conditioning units, $2,500 for Cost Share, and the remainder was for direct assistance for elders. These funds provided additional services to 76 elders who did not qualify for the CSBG monies. We assisted with propane, appliances, plumbing, heating and air-conditioning services, exterminator, septic, electric, and minor home repairs.

Home Modifications
Aging and Long Term Care continued to provide services with monies from savings with Menominee County these monies were negotiated in 2014 and were revisited in December of 2016. In 2017-2018 we exhausted these monies by assisting 42 elders with the remaining $146,000 with home modifications, one home, propane, appliances, plumbing and electrical.

Money Follows the Person Tribal Initiative (MFP III)
Is used to support efforts to expand long term care services and supports. There are 25 Tribal Nations working to establish sustainable culturally specific long term services and supports. This initiative promotes government to government relations, increases access to services, helps design effective programs, enhances tribal infrastructures, addresses disparities and maximizes fiscal resources. The Department of Aging and Long Term Care has determined the focus of this MFP III proposal is to develop the infrastructure to build capacity for the expansion of home and community based services and long term supports within an integrated tribal system. Aging and Long Term Care believe the development of infrastructure and capacity building will assist in accomplishing the goal of

providing much needed service in a culturally competent manner, and ultimately allow us to sustain our programs. The addition of tribal clients receiving case management services through the Menominee Tribe will begin the long term goal of transitioning all Tribal clients to the Menominee Tribal integrated health and community based long term support and service system. This will allow an accurate evaluation and measurement of services rendered to the Menominee elderly clientele. The measurement will be compliant with existing and potentially additional regulations as required by the Wisconsin Department of Health Services and the centers for Medicare and Medicaid services.

Social Security Terminal

Aging and Long Term Care is pleased to announce the Social Security Administration (SSA) has now installed a computer program which is called the Video Service Delivery Project (VSD) at Aging and LTC. The goal of the project is to reach out to members of the public in remote locations, who wish to conduct business with Social Security Administration (SSA) through real-time video conferencing. This service has provided better information and access to SSA services. This project has tested the impact of SSA's VSD initiative on its internal network and operations, and on the clients of the Menominee Tribe. The video conferencing is available to the community every Tuesday starting at 1p.m. These are the following items you will need to use the service:

1. State ID
2. Driver's license
3. All documents you received from Social Security for the issue you are resolving.

Social Security will not accept a Tribal ID or a work issue ID card.

Wolf River Community Based Residential Facility (CBRF)

It is the mission of the CBRF 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 residents' ability…To provide that level of assistance with activities of daily living that will optimize each resident's physical and mental wellbeing.

The Wolf River CBRF is licensed through the State of Wisconsin and regulated by the Wisconsin Administrative Code DHS 83. The CBRF is under the supervision of the Director of Aging and Long Term Care and reports to the Health and Family Committee. The two target groups licensed to serve are: Advanced Age (Elders age 60 and over) and Alzheimer or other irreversible dementia. The facility may serve residents who are ambulatory, semi-ambulatory, or non-ambulatory and admission is based on an assessment to identify the needs of the potential resident to ensure that those needs can be met at the CBRF.

The CBRF receives funding from the following sources: a Tribal budget, resident income contributions, and through Federal reimbursement for residents who qualify for the Tribal Medicaid Waiver program, now referred to as Family Care. The staff consists of a registered nurse who supervises all medical needs, certified nurse aides who provide assistance with the Activities of Daily Living such as bathing, personal hygiene, dressing, eating, and toileting, a NICOA worker who assists with the cooking, a housekeeper, a maintenance worker, and shared staff with the Department of Aging and Long Term Care including the Director and administrative staff.

The year began with 10 residents. There were admissions and discharges throughout the year and the year ended with 10 residents. In addition to personal care services, each resident has a private room and receives services that include medication management, transportation to medical appointments, meals and snacks, activities and outing, and housekeeping and laundry service.

Activities in 2018 included participation in the Elders picnic and annual Christmas party, entertainment by Goldeen, attendance at Pow-Wow's, picnics in Shawano and Clintonville, shopping trips, religious services, massages, a Mary Kay party, soap scrubbies project and numerous bus rides. The residents also enjoyed growing tomatoes and other vegetables in the raised garden bed.

Staff participated in training on, abuse prevention, medication management, resident rights, standard precautions, dementia, emergency procedures and fire safety, specific disease processes, food safety and sanitation, and the statewide tornado drill.

An Adult Day Services program is offered to community members. The program is a fee-for-service that provides an affordable alternative for elderly persons who may require some assistance while their primary caregiver is away from the home during the day or otherwise unavailable to provide care. Respite services are also available for community members. 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 break from their caregiving duties. Unlike the Adult Day Services, elders participating in Respite Care remain at the facility around the clock during

their stay. The rate for these services is based on the elder's income and participating persons must be age 60 or over. For both services, a screening assessment is completed to determine if the services will meet the elder's needs.

Title VI and Title III Grants
The Administration on Aging (AoA), located in the U.S. Department of Health and Human Services, is the federal agency responsible for programs authorized under the Older Americans Act of 1965. A portion of the aging services are funded through the federal Title VI Grant for Native Americans and by Title III funding through the Greater Wisconsin Agency on Aging Resources (GWAAR). Typical aging programs funded by Titles VI and III are the Nutrition program operation, Elder Benefit Specialist program, Alzheimer's, Family Caregiver program, Preventative Health, and Supportive Services that include personal care, homemaker, chore services, case management, assisted transportation, information and assistance, outreach, temporary respite, and adult day care.

The use of Title VI funds is directed toward Native Americans age 55 and over, and Title III funding is provided for individuals who are age 60 and older in accordance with the Older Americans Act.

The Menominee Tribal/County 3-Year Aging Unit Plan (Title III) 2019-2021 was updated and approved. This plan represents the intent of the County/Tribe to assure that older people have the opportunity to realize their full potential and to participate in all areas of community life. On behalf of the Tribe, we certified that organizations have reviewed the plan, and have authorized us to submit this plan which outlines activities to be undertaken on behalf of older people during 2019-2021. The required focus areas within this plan include: Involvement of Older People in Aging Related Program Development and Planning, The Elder Nutrition program, Services in Support of Caregivers, Services to People with Dementia and Healthy Aging.

Alzheimer's Family Caregiver Support Program (AFCSP)
The purpose of the Alzheimer's Family Caregiver Support Program is to provide information and education to persons with Alzheimer's disease and family caregivers; this will prevent or delay institutionalization and improves the quality of life for people with dementia. The Department of Aging and Long Term Care has partnered with the Alzheimer's Association to offer the Wisconsin Music and Memory Program. The Wisconsin Music and Memory Program is part of the National Music and Memory program designed to help people with Alzheimer's and related dementias, find renewed meaning and connection in their lives through the gift of personalized music.

Tribal Dementia Care Specialist Program (TDCS)
We have successfully lobbied alongside the Wisconsin Aging Advocacy Network (WAAN) on behalf of extending this program as we feel the need to collect the data on our dementia related illnesses. This program was put back in the State's biennial budget. We take pride by providing culturally competent services, education and supports to people with dementia, their families, and community members, and assist in implementing strategies to create a dementia friendly community. The TDCS provides information and assistance about Alzheimer's disease and other dementias. The Specialist will also perform memory screens for individuals to determine the need for follow up with their primary physician and other healthcare professionals. The Specialist connects family caregivers with needed assistance and support. The Specialist can discuss options for long term care options and assist in making future care plans. The TDCS collaborates actively and develops referral protocols with local, regional and statewide dementia organizations, the Wisconsin Alzheimer's Institute and the statewide research center. We will be able to offer and provide short-term services coordination for individuals with dementia or their caregivers, coordinate with other Tribes, ADRC's, County aging unit(s), APS and other county staff, and be available for joint or independent home visits. TDCS provided outreach and awareness to the College of Menominee Nation Library, Menominee Casino/Resort and our caregivers in the area. There was a dementia awareness walk and the Tribal Dementia Care Specialist held 8 memory cafes rotating with South Branch Community, Neopit Meal Center and Keshena Meal Center.

Elder Benefit Specialist Program (EBS)
The purpose of the Elder Benefit Specialist (EBS) Program is to provide access to benefits, entitlements, and legal rights for older persons. Our EBS, Lynnette Maskewit, 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. Lynnette is available to meet with Elders in their homes, in office, at the senior centers, or wherever is most convenient for the Elder. During FY 2018 program services were provided to an unduplicated number of 261 Native Americans and 9 non-natives.

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. 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. Two Medicare Savings Program presentations were made at each senior center and at the South Branch Community Center. Collectively 100 persons were in attendance. In addition, our Elder Benefit Specialist manages our loan closet, and is responsible to prepare and distribute our department's monthly newsletter, the Moccasin Print. In 2017, there were 3,600 newsletters distributed. She is also responsible for the Social Security Terminal.

The Elder Benefit Specialist program is a very important program to the elders. An elder came to our department and asked questions about Social Security. The outcome impacted the life of this elder who was not aware of the assistance he would receive from the elder benefit specialist. He lost his wife and had no idea how to survive without her and asked for assistance regarding Social Security benefits. They contacted Social Security together and provided the documents requested. He was eligible for Social Security widow benefits. The elder received the one-time death benefit and was found eligible for SSI and eligible for Federal and State payment. The elder started receiving regular income every month and was very thankful. He now has a monthly income and is able to care for himself as he had no income prior to the meeting with the elder benefit specialist.

Power of Attorney
The elder population is encouraged to contact our Elder Benefit Specialist for assistance or inquire about legal assistance to complete a Living Will/Last Will and Testament. This is available by Judicare and for your convenience the Judicare attorney travels to the reservation; simply contact Lynnette for a Thursday appointment.

Native American Community Caregiver Program
The Native American Community Caregiver Program serves person's age 55 and old. The program has two full-time Community Caregivers who are, Certified Nursing Assistants. The Caregiver Program primarily assists the family caregiver of an elder who may be chronically ill or have disabilities. The services provided include assistance, current information on available resources, case management, outreach, health and wellness promotion, transportation, in-home services such as personal care and light housekeeping, and other supportive services that help the elder remain in their own home.
The community caregivers provided the following services in FY2018:
Personal Care- 8 clients, 47.5 units of service
Homemaker- 22 clients, 626.20 units of service
Assisted transportation- 19 clients, 768.25 units of service
Transportation – 10 clients, 289 units of service
Information and assistance- 107 clients, 512.25 units of service
Temporary respite- 6 clients, 366 units of service
Assessments (meal assessments and service assessments) - 43 clients, 40.25 units of service
Visiting- 15 clients, 70 units of service
Respite care- 2 clients, 55.25 units of service
Supplemental services- 3 clients, 138.5 units of service
The supervisor also serves as a liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent program. The individuals who serve in these programs are considered volunteers who spend time with elders and in the daycare setting, Head Start, schools in the community as well as the Woodland Boys and Girls Club.

Senior Nutrition Program
Our nutrition program started providing a minimum of six hours of training for the cooks; these sessions have been set up with our Tribal Clinic Nutritionist and other resources from the State. The nutrition program provides hot, nutritious meals to homebound elders and in the congregate setting at the senior centers serving meals Monday through Friday 10:30am until 12:30pm with the exception of Holidays and weekends. Funded by Tribal, State, and Federal funds, our meals are designed to help you stay healthy; the menus are created with input from the cooks and clinic dietician and reviewed by the local nutrition committee. Each center is staffed with a full time Head Cook and part time Assistant Cook 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.
The senior meal sites served the following meals in FY2018 for a total of 45,390 meals.
Home delivered meals- 159 clients, 23,957 meals (an increase of 2,789 more meals served in 2017)

NOAA- 1 clients, 62 meals
Title 3- 74 clients, 8809 meals
Title 6- 12 clients, 1672 meals
COP Waiver- 79 clients, 9794 meals
Family Care- 65 clients, 3546 meals
IRIS- 1 client, 74 meals
Congregate meals- 296 clients, 21,433 meals (an increase of 6,354 more meals served in 2017)
NOAA- 2 clients, 3 meals
Title 3- 284 clients, 18,903 meals
Title 6- 74 clients, 2527 meals
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 (age 60 or over for non-natives), 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 (age 60 or over for non-natives), frail and essentially homebound. 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 eligibility 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.

Emergency Assistance
Emergency assistance was provided utilizing 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. Financial assistance was provided for 75 emergency assistance occurrences. The types of assistance included assistance with Gas Propane, Lifeline, Septic, Appliances, Home Improvements, Heating/Furnaces, Electric, and Rental Assistance.

The emergency assistance funds are limited and in an effort to provide financial assistance to a greater number of Elders in need, assistance is provided on a one-time basis per individual and one time per Household**.**

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. In 2018, a total of 62 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 elders 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 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 if needed.

Maintenance
The maintenance department was staffed by the newly hired supervisor. He works full time to provide routine and preventative maintenance on the department vehicles and facilities including the CBRF in accordance with DHS regulations. The Senior Centers are now being maintained by the Facilities Department. Additionally, the maintenance supervisor will provide assistance with the snowplowing, air conditioner installation, some firewood delivery, delivery of durable medical equipment, and minor home repairs in the community for elders.

Snowplowing
In 2018, Aging and Long Term Care continue to coordinate with Ben Warrington, Emergency Management Director routes with 5 agencies within the Tribe to assist with the snowplowing, the agencies involved were Aging and Long Term Care, Food Distribution, Tribal Police, CRC and Emergency Management. The Tribal Jail Administrator and Recreation Director provided assistance as alternate plow operators when needed. They plowed 6 times during the season and we had over 231 driveways on the list to be plowed each time. This was 1,386 times we had to plow last

year. April provided us with an unexpected snowfall. Snow plow applications are required each year and can be obtained at the Aging department and at the Senior Centers in Keshena and Neopit. The purpose of the snowplow service is to ensure access for medical transportation, nutritional meals, and other aspects of functional living. Plowing occurs when the snowfall accumulates to 3 inches of snow or more. Driveways must be free of obstructions such as vehicles, campers, bicycles, etc. During 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 insure their safety, we ask that you remain patient.

Firewood
Eligibility for firewood requires that you must be an enrolled Menominee and reside on the reservation. Distribution is limited to one truckload per household. In November 2017, there were 74 applications in total and not all were provided firewood. The cull logs are donated from the Menominee Tribal Enterprises Bryan "Bunhead" Lepscier, Jr. provided for the delivery free of charge to the CBRF. We put out a bid and had Wayne Wheelock Sr. provide cutting, splitting and delivery. Applications are required annually and are available at the Aging and Long Term Care department, senior centers in Keshena and Neopit and in the Moccasin Prints.

Air Conditioner Installation
As extremely high temperatures impose stress on the elderly and ill, such as extreme high heat index and high levels of humidity, the Aging department loans out air conditioning units to reduce and prevent health dangers. A priority in lending is given to those persons who are the most vulnerable focusing on the frailest and disabled. Elders age 65 and over, and for elders who have documented health conditions that warrant the need for an A/C unit. Eligibility includes that you must be an enrolled Menominee and must reside within the boundaries of the reservation. Only one A/C unit is loaned per household.

Aging and Long Term Care had older air conditioning units. The units had depreciated over the years and Aging allowed the elders to keep the units. With help from Casino Found Monies we were able to purchase 40 new additional air conditioning units. This year we installed 6 of the new units and assisted elders with the units that were given to them

Loan Closet
Durable medical equipment is loaned on a temporary basis to Elders who are in need of such items due to illness, injury, surgery, etc. During the year a total of 17 items were loaned out that included Loan Closet (3) Wheelchairs, (3) Walkers, (2) Hospital Beds, (3) Commodes, (5) Shower Chairs, (1) Toilet Riser, (1) Space heater, (1) Grab Bar. If you are in need of a loan closet item, please contact Lynnette Maskewit at the Aging office. A signed agreement is required and is available at the Aging and Long Term Care department. Loan closet items can be picked up and larger items are delivered and set up by our general maintenance worker.

Activities
FY 2017 activities supported by the Tribe and hosted by the aging unit included the annual Elders Christmas party. The Christmas Party's theme was the "Ugly Sweater" theme. There was live music, jigging, singing, a Christmas present for everyone who attended and great food. The Elder's annual picnic was rained out and we had to move the picnic inside to the Menominee Casino Resort. Our theme was "Down on the Farm" fun was had by all, bingo, jigging and yodeling. Transportation was provided for elders to attend these events as well as Trips to Shawano Park, Indian Summer Fest in Milwaukee, GLNAEA Meetings, Sturgeon Feast, Annual Menominee Nation Pow-Wow, and to the Annual General Council meeting.

Aging	**FISCAL YEAR 2018 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$67,395**		$59,635	$116,230	$88,412	**$331,672**
Fringe Benefits	**$28,070**		$16,801	$41,958	$34,947	**$121,776**
Travel						
Training				$1,736	$2,834	**$4,570**
Equipment						
Program Supplies	**$368**		$653	$2,709	$2,033	**$5,763**
Contractual	**$6,623**		$5,651	$66,715	$3,351	**$82,340**
Utilities						

Space Lease/Rental			$4,555	$203	$24,089	**$28,847**
Indirect Costs	**$17,588**		$13,060	$27,436	$27,539	**$85,623**
Other Costs: (list below)						
Mileage	**$2,448**		$1,675	$1,136	$716	**$5,974**
Meeting & Related	**$2,690**					**$2,690**
Office Supplies	**$578**			$94	$1,606	**$2,278**
Minor Equipment	**$902**					**$902**
Food Supplies	**$31,592**		$18,706	$12,473	$68,583	**$131,354**
Telephone	**$811**		$2,005			**$2,816**
Management Fees					$17,657	**$17,657**
Cell Phone	**$494**				$66	**$560**
Equipment Lease	**$556**				$281	**$837**
Vehicle Lease	**$5,886**				$4,617	**$10,504**
Property Insurance	**$1,328**					**$1,328**
Vehicle Insurance					$549	**$549**
Building Maintenance	**$994**				$1,953	**$2,947**
Program Activities	**$6,160**		$2,949	$1,072	$11,664	**$21,846**
Cash Match				$15,661		**$15,661**
MCR Found Money Direct Assistance					$36,038	**$36,038**
CSBG Direct Assistance				$31,490		**$31,490**
Totals ►	**$174,483**		**$125,691**	**$318,912**	**$326,936**	**$946,022**
Fund/Totals Ratio:	18.44%	0.00%	13.29%	33.71%	34.56%	

Aging	**FY2017 Fund Balance**	**FY2018 Amounts**		
		Generated	**Expended**	**Balance**
Aging Department Revenue to General Fund		$ (130,958.64)		$ (130,958.64)
Menominee County Aging - MITW portion of Admin Fees		$11,010.76		$11,010.76
CIP ll/CIP 1B Fees		$17,307.00		$17,307.00
Food Service		$111,394.00	$111,394.00	
Space Rent		$861.88		$861.88
Other Aging Revenue		$9,430.00		$9,430.00
Consolidated Service Funding Agreement		$12,000.00	$12,000.00	
Title Vl - Part A - DHHS		$144,990.00	$63,967.05	$81,022.95
Title Vl - Part C - DHHS		$49,334.00	$49,334.00	
Title Vl - NSIP - DHHS		$3,639.00	$3,639.00	
Title Vl - Med Improv for Patients & Providers Act - DHHS		$3,280.00	$3,280.00	
Comm Service Block Grant (CSBG) - DHS		$31,490.00	$31,490.00	
Tribal Dementia Care - DHS		$102,227.00	$48,496.00	$53,587.00
Money Follows the Person - DHS		$75,000.00	$75,000.00	
Title lll - NSIP DHS		$13,919.00	$13,871.58	$47.42
State Health Ins Asst Program - GWAAR		$3,690.00	$3,690.00	
Elder Benefit Specialist Asst to Medicare Ben - GWAAR		$2,222.00	$2,222.00	
Title lll - GWAAR		$137,005.00	$128,194.17	$8,810.83

Med Improv for Patients & Providers Act - GWAAR		$240.00	$240.00	
MCR - Found Money - $5,000 Carry over to FY 2019		$41,159.00	$36,038.00	$5,121.00
Totals		**$639,240**	**$582,856**	**$56,240**

Community Based Residential Facility (CBRF)	**FISCAL YEAR 2018 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$267,103**	**$ -**	$ -	$	$ -	**$267,103**
Fringe Benefits	**$84,758**					**$84,758**
Training	**$84**					**$84**
Program Supplies	**$7,031**					**$7,031**
Contractual	**$5,918**					**$5,918**
Space Lease/Rental						
Indirect Costs	**$46,642**					**$46,642**
Other Costs: (list below)						
Mileage	**$497**					**$497**
Office Supplies	**$5**					**$5**
License & Permits	**$1,360**					**$1,360**
Minor Equipment	**$451**					**$451**
Food Supplies	**$32,111**					**$32,111**
Non-Food Supplies	**$600**					**$600**
Telephone	**$1,302**					**$1,302**
Cell Phone	**$381**					**$381**
Building Maintenance	**$9,553**					**$9,553**
Equipment Maintenance	**$962**					**$962**
Vehicle Costs	**$2,312**					**$2,312**
Employee Recognition	**$500**					**$500**
Program Activities	**$1,152**					**$1,152**
Totals ►	**$462,721**	**$ -**	**$ -**	**$ -**	**$ -**	**$462,721**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

CBRF	**FY2017 Fund Balance**	**FY2018 Amounts**		
		Generated	**Expended**	**Balance**
CBRF Revenue to General Fund	$ -	$(194,636.24)	$ -	$(194,636.24)
Elderly CBRF		$110,993.33		$110,993.33
Inter CIP ll - 100% Match		$102,588.00		$102,588.00
Totals		**$18,945**		**$18,945**

Long Term Care	**FISCAL YEAR 2018 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$329,752**	**$**	$	$	$	**$329,752**
Fringe Benefits	**$135,533**					**$135,533**
Training	**$1,400**					**$1,400**
Program Supplies	**$3,143**					**$3,143**
Contractual	**$1,182,600**					**$1,182,600**
Space Lease/Rental	**$4,157**					**$4,157**
Indirect Costs	**$158,702**					**$158,702**

Other Costs: (list below)						
Mileage	**$6,533**					**$6,533**
Office Supplies	**$5,645**					**$5,645**
Minor Equipment	**$955**					**$955**
Cell Phone	**$100**					**$100**
Vehicle Costs	**$5,603**					**$5,603**
Employee Recognition	**$585**					**$585**
Direct Assistance	**$167,251**					**$167,251**
Direct Assistance CIP l	**$639,263**					**$639,263**
Direct Assistance CIP ll	**$114,344**					**$114,344**
Totals ►	**$2,755,566**	**$**	**$**	**$**	**$**	**$2,755,566**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Long Term Care	**FY2017 Fund Balance**	**FY2018 Amounts**		
		Generated	**Expended**	**Balance**
Retained Earnings	$(146,068)			
Lakeland Care District		$253,045		
Inter CIP ll - 100% Match		$1,091,287.00		$1,091,287.00
CIP ll / CIP 1B Fees		$190,309.00		$190,309.00
Client Co-Pay		$2,263.07		$2,263.07
CIP l 100% Tribal Match		$1,898.00		$1,898.00
Other Aging Revenue		$922,065.00		$922,065.00
Totals	**$(146,068)**	**$2,460,867**		**$2,207,822**

Our team 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

Susan Waukau, Director	715-799-5271
Kay Ann Dixon, Receptionist Aging/Long-Term Care	715-799-5240
Jana Caldwell, Head Cook, Keshena Senior Center	715-799-3964
Assistant Cook, Toni Grych	
Debra Pocan, Head Cook, Neopit Senior Center	715-756-2290
Assistant Cook, Barbara Wayka	
Monica Vick, Business Manager	715-994-1368
Patricia James, Administrative Assistant	715-799-5272
Lynnette Maskewit, Elder Benefit Specialist	715-799-5688
Monty Beauprey, Maintenance Supervisor	715-799-3224
Gail Barkow, CBRF Nursing Supervisor	715-799-5275
Dawn Klaeser, Long Term Care Program	715-799-5888
Zoe Zimmerman, RN Case Manager	715-799-5253
Ann Faehling, RN Case Manager	715-799-5268
Terri Conn, Case Manager	715-799-5081
Ray Crepeau, Case Manager	715-799-5888
Ginger Gruett, Case Manager	715-994-1369
Casey Arrowood, Case Manager	715-994-1371
Patricia Post, Case Manager	715-799-3224
Rebecca Brunette, Case Manager	715-799-5897
Karen Welter, Case Manager	715-799-3769
Vacant, Tribal Dementia Care Specialist	715-799-5270
Kimberly Latender, Caregiver	715-799-3238
LuAnn Richmond, Caregiver	715-799-3238

Commission on Aging members serve in an advisory capacity and represent the views, interests, and concerns of the elder population. We thank the members who served in 2018.

2018 COA members:

Gwen Shawano-Secretary
Agnes "Rosie" Nahwahquaw
Alberta "Baby Al" Zhuckkahosse
Julia "June" Corn
Aurelia "Sue" White
Dennis Kenote
Deborah Reiter
Myrna Warrington
Elizabeth Arnold

Keshena
Neopit
West Branch
South Branch
Zoar
Lakes Area
Middle Village
Menominee Tribal Legislature
Menominee County Board

Agriculture and Food Systems

Gary Besaw, Director

In April 2018, the Menominee Nation officially re-entered the good fight to re-establish a comprehensive foods system here on the reservation for our membership. The re-establishment of an agriculture department can be seen as another component of the continued implementation of our Menominee Action Plan and Menominee Tribal Strategic Plan. The Department of Agriculture and Food Systems (DAFS), works towards assisting tribal members and the community by providing community access to healthy activities, fresh foods, and medicines to fight diabetes and obesity. It also will serve as a resource to develop revenue opportunities for the tribe and individuals.
The Shared Vision Statement of DAFS is "Back to our roots for sustainable jobs, health, and a vibrant economy." With that, DAFS has been in the planning, resource assessment, and grant writing stage to plan for action starting this spring 2019. While DAFS will be working with the community to develop a strategic, long-range plan for sustainable agriculture here on the reservation, DAFS first is conducting a resource assessment of programs, departments and community members so to see what we have in place for a comprehensive food system, and to see the "gaps" we need to fill. DAFS also developed a short (1-3 year) strategic plan and will base much of its grant writing and efforts on this plan. Several successes to date include:

1.) Developed 1-to-3 year strategic plan in areas of:

- Academics, which includes 1) to create a hands-on, culturally relevant learning experience to assist youth in community health/food systems career development with a "bridge" to CMN, and 2) to assist CMN in development of sustainable aquaponics, agroforestry and agriculture-related degree offerings.
- Economic Development, which includes searching for funding for 1) a production site/canning/preserving/processing kitchen while aligning training and education for use, and 2) helping Farmer's Market, Food Distribution, and local stores obtain fresh produce and 3) provide technical assistance for members interested in selling produce and agroforestry botanicals.
- Healthy Nation, which includes providing training, technical assistance, and resources to tribal members and departments interested in growing individual or community gardens for healthy exercise activity and access to fresh produce and agroforestry botanicals.

2.) Brought national USDA attention (via two (2) tours here with top-level USDA officials) to Menominee Sustainable agroforestry, ancestral gardening expertise, and self-management (638) funding expertise while also lobbying for funding and Treatment-As-State (TAS) for our DAFS.
3.) Obtained program lease for the 67-acre Floring Property farm in South Branch (by Suring), and working on spring 2019 activities at the site.
4.) Worked with Menikanaehkem, Menominee Wellness Initiative, CMN, and community members in the development of a plan to provide individual and community gardening resources and opportunities, and various trainings for our communities starting this Spring 2019.
5.) As a member of the Menominee Nation and the Native Farm Bill Coalition, consulted with, and lobbied USDA Sec. Perdue and Food and Nutrition Services (FNS) Administrator Lipps regarding certain Native provisions in 2018 Farm Bill, which will include the most Native provisions ever for tribes.
6.) Completed two (2) grant applications (and waiting on word of application status), and assisted/written into three additional CMN-related grants, of which two were approved, and awaiting word on the other application.
7.) Menominee is leading the movement towards the feasibility and establishment of a Wisconsin Intertribal Agriculture Cooperative, as well as an internal Menominee Tribal Agriculture Cooperative. The Menominee and other tribal nations located in Wisconsin are working with the Great Lakes Indigenous Law Center, located within the UW-Madison School of Law. A request for a tribal member from each respective tribe to sit on a steering committee to guide development has been sent to each tribe.
8.) Menominee has obtained a letter of commitment from the University of Arkansas regarding assistance from their Indigenous Food and Agriculture Initiative (IFAI) legal staff to provide legal assistance in editing the National

Indigenous Model Agriculture and Food Code, newly developed by IFAI, to fit Menominee's needs for a Tribal Food and Agriculture Ordinance. Roll-out of the Model Code (from which we will edit) will be in December 2018.
9.) DAFS has solicited beginning farmer curriculum offerings for our community, which includes topics such as greenhouse and hoop house use, weeding, seed keeping, fertilizing, growing season recommendations for various plants, irrigation, Good Agricultural Practices (GAP), marketing, storing, equipment use, budgeting, crop rotation, no till, and crop cover practices, all within an indigenous knowledge and values perspective. It is anticipated courses/trainings will be available winter 2018/spring 2019, with mentoring visits to communities included.

The DAFS will complete our resource assessment survey this winter, which will assist in planning as well as determining community strengths and needs regarding a comprehensive food system here on our reservation. DAFS will also continue preparing to assist membership for Spring 2019 individual and community gardens. We want community members to become actively involved in individual, family and community gardening. It is part of how our ancestors lived such healthy lives, and it should be a part of our community and lives!

If you are interested in participating in any aspect of agroforestry or agriculture and want any type of assistance, please contact either by calling us at 715-994-1375 (or 1374), emailing us at gbesaw@mitw.org or jwayka@mitw.org, or come visit us in person. Our office is located in the lower level of the Culture Building on the CMN Campus.

Gary J. Besaw	Director of Agriculture and Foods Systems	715-994-1375
Joyce Wayka	Administrative Secretary	715-994-1374
Leidy Rogers	AmeriCorps VISTA Food Sovereignty Fellow	715-994-1374

The Department of Agriculture and Food Systems is a new department to the Menominee Indian Tribe. For the 2018 FY, DAFS was in operation for six months and awarded $124,876.00, and of that total $68,199.25 was spent. For FY 2019, DAFS is funded at 119,605.00, reflecting a cut of $5,271.00. It is expected that DAFS will grant write or solicit for additional funds and resources.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 56,653	$ -	$ -	$ -	$ -	$ 56,653
Fringe Benefits	32,985					$ 32,985
Travel						$ -
Training	3,500					$ 3,500
Equipment	5,000					$ 5,000
Office Supplies	650					$ 650
Contractual						$ -
Utilities						$ -
Space Lease/Rental	2,500					$ 2,500
Indirect Costs	12,588					$ 12,588
Other Costs: (list below)						$ -
Dues & Memebership	1,000					$ 1,000
Mileage	2,500					$ 2,500
Meeting & related	6,000					$ 6,000
program supplies	500					$ 500
Photocopies	500					$ 500
Telephone	500					$ 500
						$ -
						$ -
						$ -
						$ -
Totals ►	$ 124,876	$ -	$ -	$ -	$ -	$ 124,876
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Child Support

Courtney Windorski, Manager

Mission Statement
To enhance the well-being of our children by assuring assistance and support through a healthy, friendly, positive atmosphere that promotes and preserves our families.

Services
Child Support services are available for both the parent paying child support as well as the parent receiving child support. Case management services can be obtained by applying for services. After an application is received, the child support agency will provide case management services to you. These services may include: locating the other parent and his or her financial assets; scheduling genetic tests for the child and the potential father(s) of the child; preparing the papers and taking the case to court to legally identify the father and set up a support order; ensuring that one or both parents provide health insurance for the child(ren); using all available and appropriate enforcement tools to collect support owed; reviewing the support order, when necessary, in case it needs to be changed; and ending the support order, when necessary.

Overview
In FY18, the Child Support Agency made significant efforts to increase both parent participation throughout the child support process. The concept was to have the parents in control of their case to ensure that it was meeting the needs of the family as a whole.

Child support serves several important goals.

- It reduces poverty and financial insecurity among children and custodial parents.
- It reduces public spending on welfare by preventing single-parent families from entering the welfare system and helping them leave the system more quickly.
- Child support collection also positively affects family relationships and increases the involvement of noncustodial parents in children's lives.

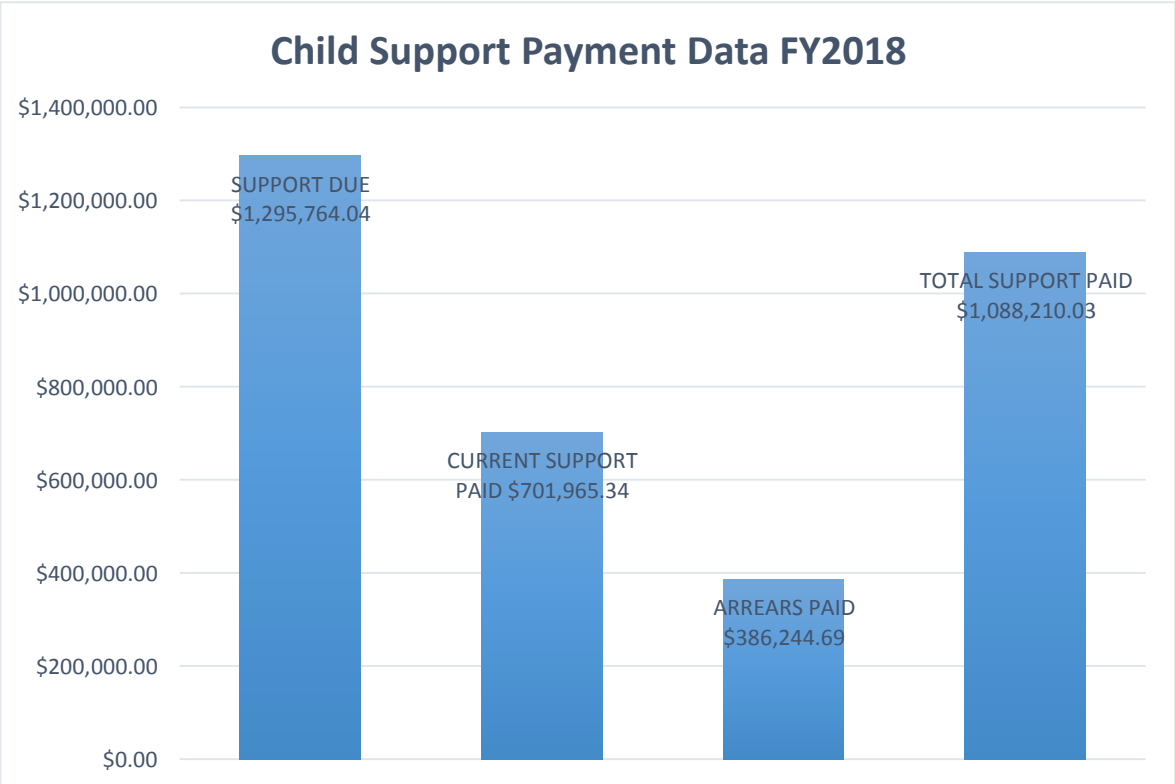
Child support receipt has been shown to reduce the child poverty rate and improve child well-being. Child support collections lower the costs associated with welfare, food stamps and Medicaid. Payment of child support also leads to increased involvement and influence of noncustodial fathers. Fathers who pay child support are more likely to visit their child, to see their child more frequently, and to affect how their child is raised, regardless of how much support they pay.

Improvements & Updates

After review of the Child Support Code and Policies, it was identified that they failed to incorporate any trauma-informed services to our clients. With that knowledge, we have been working on updating the code and policies to be more trauma sensitive. We've also been working on providing more efficient services that will have a longer lasting effect amongst our families. Quashing warrants, developing reasonable orders, increase staff training and work collaboratively with local agencies to ensure well-rounded services are provided.
In FY19, MTCSA is looking to hire a Pemaēnaēw Coordinator whose primary role is engaging and involving families in activities, practices and services that support parents as the primary nurturers, experts, and teachers of their child(ren) in order to promote and sustain their child's development and life successes.

Addressing Concerns and Complaints

The key to successfully dealing with complaints is in the right attitude towards them. Customer complaints are embraced and seen as feedback which is always a valuable source of information about the service we provide. Customers don't complain just to be rude or upset you, they do it because they've experienced a problem with your services or the way your Child Support operates, and they're simply telling you about it.
I use customer feedback as an incredible opportunity for learning where we can be improved.



Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	PROGRAM INCOME	TRIBAL	Federal	State	Other	TOTALS
Personnel Costs	$489,426	$46,468				$535,894
Fringe Benefits	$257,775	$17,688				$275,463
Travel	$8,324	$1,185				$9,509
Training	$24,895	$3,227				$28,122
Equipment	$654					$654
Supplies	$16,195	$1,376				$17,571
Contractual	$23,073					$23,073
Space Lease/Rental	$11,980					$13,790
Indirect Costs	$93,105	$8,109				$101,214
Other Costs: (list below)	$27,172	$4,339				$31,511
Fax Line						
Photocopies						
Advertising						
Dues & Memberships						
Court Judge Fees						
Clerk of Court Fees						
Court Bailiff Fees						
Process Service						
DNA Testing						
Totals ►	$952,599	$84,202				$1,036,801
Fund/Totals Ratio:	91.88%	8.12%	N/A	N/A	N/A	

Clinic

Jerry Waukau, Administrator

The Menominee Tribal Clinic continues to be one of the leaders throughout Indian Country in building a culture of health. We continue to spread our work and expand our local partnerships. We need to align and develop a shared vision for the development of a Comprehensive, Integrated, Trauma Informed Initiative in Native American Communities. The Senate Roundtable on Native American Trauma – Informed Initiatives is championing this work, and they are using the Menominee Model as a foundation piece. We continue to be active partners in this work.

The Clinic is moving to integration across programs and community agencies. Two areas where this is occurring include the integration of our Medical and Behavioral Health departments, along with our Community Health department collaborating with the Department of Aging and Long Term Care Services. Patients will receive care and support through the development of multi-disciplinary care teams, which should allow us to better serve our clients with the goal of having better health outcomes. Our focus is to enhance care coordination among all providers and patients.

A major threat we have been monitoring is the proposed State of Wisconsin Department of Health requirement on Medicaid recipients. This monitoring will include work requirements, drug screening testing and a 48 month limitation on eligibility.

The Clinic has continued our partnership with John Hopkins and the Robert Wood Johnson Foundation. Work has grown to include community collaboration and cross sector collaboration with Menominee Indian School District.

The Clinic remains financially stable. Included is an overview of our 2018 Financial Expenditures:

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs			$4,879,795	$121,635	$133,933	**$5,135,363**
Fringe Benefits	**$438**		$2,044,762	$62,413	$77,054	**$2,184,667**
Travel			$48,813	$943	$7,982	**$55,738**
Training	**$8,000**		$62,760	$800	$13,519	**$85,079**
Equipment	**$125,000**		$116,064			**$241,064**
Supplies	**$32,112**		$2,628,651	$36,615	$47,883	**$2,745,261**
Contractual	**$90,000**		$1,436,613			**$1,526,613**
Utilities						
Space Lease/Rental			$3,000			**$3,000**
Construction	**$5,920**					**$5,920**
Indirect Costs	**$61,919**		$1,848,799	$24,869	$13,088	**$1,948,675**
Other Costs:						
MITW Transit	**$277,672**					**$277,672**
Maintenance & Improvement			$405,610			**$405,610**
CHS Referrals			$3,663,418			**$3,663,418**
Cash Suppl IHS 3105	**$9,450,000**					**$9,450,000**
Totals ►	**$10,051,061**		**$17,138,285**	**$247,275**	**$291,459**	**$27,728,080**

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
2018 Clinic Third Party	$	$12,212,000	$10,051,100	$2,160,000
Totals	**$**	**$12,212,000**	**$10,051,100**	**$2,160,000**

PAIN MANAGEMENT/CONTROLLED SUBSTANCE WORK:

The work on pain management and prescribing controlled substances is a top priority at the clinic. The expansion of the clinic has allowed us to offer patients many options for managing pain. We offer a wide range of ancillary services to patients for pain relief; the goal is to reduce the amount of narcotic pain prescriptions being written. The clinic offers physical therapy 5 days a week, massage therapy 4 days, chiropractic services 2 days, and acupuncture one half day a week. To receive these services, patients must be referred by their provider.

Since we are aware that the number one reason for chronic pain is depression, MTC is committed to increasing the capacity to help more patients in the Behavioral Health Department. We have increased our staff in Behavioral Health. In the last year the department has added an additional counselor, a case manager, two community support professionals, and a secretary. Our hope is continued growth of the department. We are aware of delays in accessing services and continually try to explore and try news ways to provide services to more patients. Along with increasing patient access, additional duties of the Behavioral Health department include work on the Zero Suicide Grant and assisting patients with Coordinated Service Plans.

The medical department has updated Narcotic Agreements for patients that do require monthly scheduled medications. We have also implemented agreements for high risk medications. These are medications that are not as closely monitored on the state level, but have proven to be a concern in our community. Random urine drug testing on patients is used to help reduce diversion of prescribed substances. We also ask patients to come to the clinic for "pill counts" if diversion is suspected. Medical, pharmacy, and dental staff have access to the website Wisconsin Prescription Drug Monitoring Program. State guidelines mandate that prescribers check the website before prescribing scheduled medications. The changes in prescribing policies have been in response to the opioid crisis currently occurring in the community.

Work continues on educating the community of the dangers of prescription drug use. The Clinic has participated in many community events delivering education about the dangers of prescription drug use and has educational materials available appropriate for young children through adults upon request. We advertise the drug take back

events sponsored by the local police department. Clinic staff has been working as part of Tribal Action team on the section of the plan that addresses drug abuse. This team hopes to educate the community on the subject of addiction.

In response to the addiction concerns in the community, the clinic has started a small Medically Assisted Treatment (MAT) program for Tribal members that struggle with opioid or alcohol addiction. Treatment is offered using either Suboxone or Vivitrol. Patients that receive MAT services at the clinic have a care team that includes a physician, a nurse, a behavioral health provider, and the care coordinator. Services are delivered in a relationship based way that offers the patients much support.

MEDICAL DEPARTMENT SCREENING:

The medical department routinely screens each patient 12 years of age and older for tobacco use, alcohol and/or other drug use, depression and domestic violence. If patients screen positive in any of these areas they are able to speak to the care coordinator for a brief intervention or referral options. Because we understand that total health includes both medical and behavioral health, the clinic has incorporated a behavioral health component to medical appointments. Brief behavioral health interventions can be performed during the medical visit. Evidence based screening for depression and suicidality have been added. Through care coordination, patients being referred to behavioral health are closely followed and monitored. Our next step is to start routine trauma screens on families to help break the cycle of adversity that so many families struggle with. We hope to assist families experiencing challenges with tools to strengthen the family unit and offer hope.

We continue to learn how adverse childhood experiences (ACEs) can affect the developing brain and body and can seriously comprise future health. In 2016 we completed our initial work with the Pediatric Integrated Care Collaborative (PICC) as a participating clinic. This program has the support of the Substance Abuse and Mental Health Services Administration (SAMHSA) and Johns Hopkins University. The PICC encourages screening families with children, new born – 6 years of age, for trauma. During the past two years, two clinic employees have been working with Johns Hopkins University as faculty members for their latest collaborates. This group includes 17 Indian Health Service clinics. The Menominee model has been used as a positive example for other Tribal communities throughout the nation. The PICC program is now recruiting clinics for their third collaborative.

FOSTERING FUTURES/TRAUMA INFORMED CARE:

The clinic continues to be a leading organization in the Trauma Informed practices being incorporated in our community. Because of the success the clinic employees had after completing a year of training modules involving the topics of trauma informed care, the clinic shared this resource with Menominee Tribal Social Service, Menominee County Human Services, and the Menominee Indian School District. This curriculum has also been shared with the PICC faculty of Johns Hopkins. They have validated the modules and have shared them with the clinics currently participating in the collaborative. To review, every two weeks a training module is sent out to staff. These modules contain either a short video or article for the employee to view. There are also two questions on each module that the employee must answer and submit. We are confident that increased education by the staff can help them understand some of the behaviors and conditions seen in the community. Families should feel that they are heard and valued by our local agencies.

The Fostering Futures team and the clinic have been committed to community education and awareness of the trauma occurring in this community. We have delivered education to many local agencies and organizations on the principals of Fostering Futures that include:

1. Historical Trauma
2. Brain Development
3. Adverse Childhood Experiences (ACEs)
4. Secondary Trauma/ Self Care of Employees
5. Resiliency
6. Trauma Informed Care Principles

The work on education will continue. We have currently trained over 600 community members and employees on TIC. We have sent 3 local employees to training to become ACE Master Trainers to help deliver the message about the dangers of child adversities. To date 400 people have been trained in ACEs education. We have also purchased the "Brain Architecture Game" that can be used as a hands-on activity to educate participants on ACEs. This 90 minute activity would be available for agencies, classrooms or community events. Quarterly, the ACE Interface training is held at the Community Resource Center. The Introduction to Trauma Informed Care training is offered twice a year. Anyone is welcome to attend those trainings. Individual trainings can also be requested.
Education on Historical Trauma can be accessed on the Fostering Futures website. The website can be accessed at Menominee-nsn.gov. From there click on Community and the link for Trauma Informed Care/Fostering Futures

will be there. This resource is there for anyone wanting information on Historical Trauma along with new employees. This will help new hires get a better understanding of past traumas experienced by Tribes and help them better understand the population they will be working with. The Historical Trauma Education consists of four videos along with some discussion points and questions.
Three local employees have been trained in the Protective Factors Framework. The training is focused on strengthening families; five specific characteristics or factors that keep families strong and children safe are the basis for the curriculum. Protective Factors can help families and children thrive despite whatever risk factors they may face.

The Protective Factors include:
1. Parental Resilience
2. Social Connections
3. Knowledge of Parenting and Child Development
4. Concrete Supports in Times of Need
5. Social and Emotional Competence of Children

The state of Wisconsin has started Phase III of Fostering Futures. This phase concentrates on human service and social service agencies. This phase moves from the educational work to implementation. The goal is integrating trauma informed practices and procedures directly into agencies that deal with families. Although the clinic has stayed involved in the current phase, the coordinating duties have been moved from the clinic to Menominee Tribal Social Services and Menominee County Human Services.

BEHAVIORAL HEALTH SERVICES DEPARTMENT

The MTC Behavioral Health Services Department (BHSD) is an outpatient mental health program certified by the State of Wisconsin. Last certification was approved in February 2017 for a 2 year period. The department offers outpatient services such as evaluations, assessments and psychotherapy using a range of treatment modalities. Individuals requesting services are seen for individual, couple or family counseling. Limited services are also offered at the MISD Student Health Center through a referral system initiated by staff at KPS, MIMS and MIHS. Those services are based on student needs and complexity in collaboration with the MISD school counselors. BHSD also collaborates with the MTC Medical Department in providing assessment and counseling services to individuals participating in the MTC suboxone program. Some of the reasons individuals seek services in the BHSD include depression, anxiety, grief, family difficulties, relationship problems, trauma, parent-child difficulties, employee assistance referrals, school difficulties, and court ordered services.

In December 2017, BHSD began a pilot Community Support Program (CSP) as part of the Zero Suicide grant awarded to MITW. CSP is a specialized program for individuals diagnosed with serious and persistent mental illness. Services are primarily provided in the community vs. in the clinic, and include outreach and information, symptom management and supportive psychotherapy, psychiatric care, case management, vocational support, transportation, coordination of medical care, and emergency intervention. Cultural and spiritual connection, family involvement, and integration to community are also included in the plan of care. We plan to introduce group activities on various wellness and skill building topics in the upcoming year. CSP focuses on recovery and supporting clients to safely remain in their homes and communities, with access to needed services and opportunities to pursue meaningful activities. A Masters level therapist serves as the CSP Clinical Coordinator and provides clinical supervision to the CSP Professionals. Currently, we have 7 clients in the program, with contact frequency ranging from multiple times daily to once weekly. Collaborating with Community Health Nursing to set up weekly medication boxes, and providing daily medication monitoring has helped several clients achieve symptom control, allowing them to try or resume activities they'd been unable to participate in. We are working with Tribal Administration to address changes to Wisconsin statute(s) that are needed to become a certified CSP, making us eligible for Medicaid reimbursement.

Since the end of 2017, 1 clinical provider retired and the BHSD added 6 additional staff members. The present staff consists of 1 PhD Psychologist, 4 Master's level Psychotherapists, and 1 Case Manager, 2 Community Support Program Professionals, 3 consulting Psychiatric providers and 2 support staff. We are seeking another full time Psychologist to assist with development of an APA approved training site for Native American Psychologists. We are also seeking a full-time Psychiatric Nurse Prescriber and full-time Psychotherapist. All full-time providers are certified by the Department of Regulation and Licensing 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 areas of Performance Improvement, Accreditation, Medical Staff, Service Unit Management Team, and Credentialing and Privileging. The staff is also involved in

outside contacts and meetings including Community Engagement, Tribe/County meetings, Maehnowesekiyah, Zero Suicide Team, Coordinated Services Team, ROADS, and the MISD Student Health Center. A BHSD staff member participates in the Tribe and County Crisis Follow-up meetings on Monday mornings. The primary purpose of the meeting is to go over emergency services provided the previous week as well as review appropriate aftercare services.

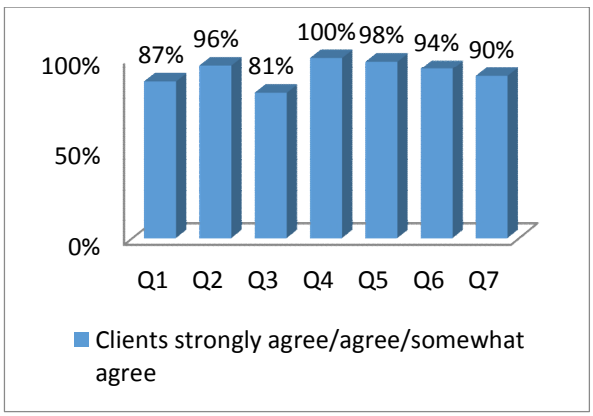
The BHSD understands it is important to provide services in a timely manner so with the increase in staff we were able to make changes to the intake process. Intakes are now offered half day a week (Thursday afternoon) with the BHS Case Manager. A minimum of 4 intakes will be seen every week. The individuals are then seen by their BHSD provider within a week of intake. At times there are exceptions to the process, such as clients being discharged from an inpatient psychiatric facility or jail referrals. These clients are scheduled for an intake within the same week. This change has dramatically reduced the no-show rate for intakes as well as decreased the number of complaints the department receives.

2018 Behavioral Health Patient Satisfaction Survey:
In order to better capture patient opinions a new survey format was adopted in 2017 with minor changes made for the 2018 survey. The format included revised questions, a scoring rubric, and a new reporting format. The numbers generated do not necessarily relate to previous version of Behavioral Health patient satisfactions surveys.

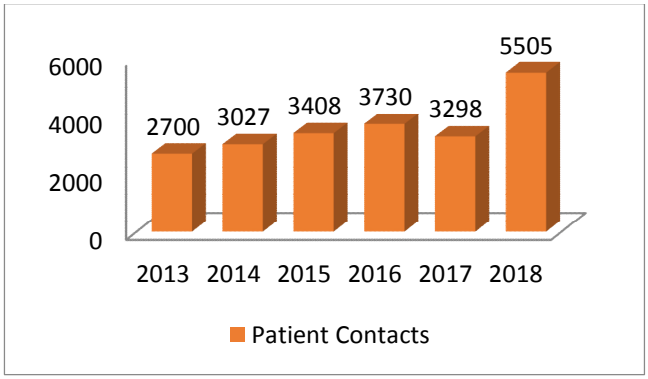
Patients were asked to respond to the following statements:

1. I was able to schedule an appointment within a reasonable time frame.
2. My provider understands my needs.
3. My provider and I have identified goals for my treatment. Rate your progress toward your goals.
4. My provider treats me with respect.
5. The assistance I am receiving is helpful.
6. The contacts I have had with other BHS staff have been respectful.
7. The contacts I have had with other BHS staff have been helpful.
8. I would recommend services from this department to my family and friends.
9.

The number of patients responding to the statements with “strongly agree/agree/somewhat agree” were as follows:



The increase in patient contacts could be due to a number of factors: an increase in clinical staff, an increase in the number of days the psychiatric providers are on site, and a change in the intake process which dramatically decreased the no-show rate thus increasing the availability in provider’s schedules.



BILLING DEPARTMENT

The Billing department is responsible for billing patient services and posting payments for all billable departments within the Menominee Tribal Clinic by utilizing computerized billing/accounts receivable software that is tied to the Clinic electronic health record systems that are used throughout the facility. The department also serves as the central cashier by collecting and receipting personal payments on patient accounts, date of service fees, eyewear, contacts, 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, patient registration coordinator, cashier/accounts receivable technician, four billing specialists, three coding specialists, and four patient registration specialists.

Patient Registration registered a total of 92,624 patients during the reporting period for a daily average of 378 patients per day. That average is up from the previous year of 361 per day.
For the reporting period the billing staff processed $20,033,478 in gross charges which is an increase from the previous year of $1,181,218; these charges reflect those that are billable to a 3rd party source and those that are not. The increase is largely due to the expansion of services at the Clinic and adding additional providers. For the reporting period 72% of the charges had a billable 3rd party source (insurance) and 28% did not which resulted in an automatic write-off for Indian Health Service (I.H.S.) eligible patients. After claim adjudication by the payer, our collection rate for the reporting period was 55% leaving us with an adjustment rate of 17% as we do not balance bill amounts not paid by insurance to our I.H.S. eligible patients. Our collection rate increased and our adjustment rate decreased when compared to the previous year.

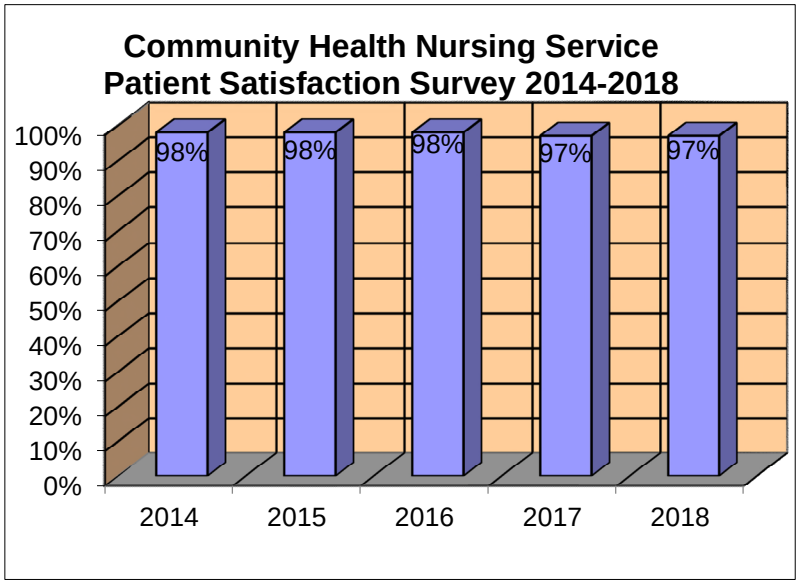
Our staff continues to stay current with transactions in three different practice management/billing systems which directly impact the Clinic accounts receivable and Clinic revenue. The accounts receivable ending balance as of 9/30/18 was $1,252,841 and is a combination of all three practice management systems. Our accounts receivable balance decreased when compared to the previous year. Cash receipts collected totaled $8,182,265 and represents an increase from the previous year. The Clinic generates revenue from billing for services for patients who have Medicare, Medicaid, insurance through their employers, self-pay patients, eyewear, contacts, and OTC sales.

COMMUNITY HEALTH NURSING SERVICES

The Community Health Nursing Service provides a variety of services within the clinic and out in the community. The staff comprises 4 BSN RN's, 1 RN BSN MS that is providing Care Coordination with the Aging Division, one program assistant, and one receptionist.

In collaboration with the Injury Prevention Program, car seats and booster seats are given out for children newborn to 8 years old who meet the criteria of Menominee or descendent and that live within the Contract Health Delivery area. Tina Shawano and Kim Hill are certified car seat technicians, Renata Maulson assists with the car seat program. This year a total of 87 car seats were provided to eligible children.

The Immunization Program oversees vaccine use within the clinic. Vaccine used to immunize children primarily comes from the state of Wisconsin's Vaccine for Children's Program. A small inventory of vaccine is purchased by the clinic to immunize children who are not eligible to receive VFC vaccine. 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 Menominee Indian School District school nurse to provide vaccine to children



identified to be behind the required schedule for school attendance. This is done at the schools once parent consent is obtained. A Community Health Nurse also reviews the immunization records for the Menominee Tribal School and vaccinates children found to be behind, once parent consent is obtained. A total of 5218 vaccines were given to 3196 patients.

Health checks are available to children 3-18 years old. Ninety (90) children were seen for health checks at the clinic and there were 16 no shows. Appointments are scheduled on Tuesdays and Thursdays but parents can discuss seeing someone the same day, if staff is available. Health checks were done on 153 children at the Head start in October with CHNS, optical, dental, 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.
Medication management for patients with Chronic Mental Illness is provided in Collaboration with Menominee County Human Services, Community Support Program Staff and MTC CSP staff. We are presently assisting 15 clients with this weekly.

Community Health Nurses provide nursing services in patients' 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. RN's case manage the skilled nursing visits of this and on average assists 70-80 individual clients a month with a total of 4,194 visits made over the past year.
Skilled nursing services are provided at the jail as requested. Inmates' needs are evaluated and appointments are made when indicated. Two hundred sixty eight (268) 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 (MTC) Physicians and in Menominee County. MTC CHNS nurses work 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. To date there have been 36 cases of chlamydia reported.

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, and other community sites on prevention of the disease and treatment available for those infected. Rapid HIV tests were provided by AIDS Resource Center of Wisconsin at the MIMS Native American HIV/AIDS Awareness Day Pow wow. This past year 5 patients have been assisted with case management services, linking them to resources and infectious disease doctors through the AIDS Resource Center of Wisconsin.

The 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. 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. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children.

CONTRACT HEALTH SERVICES

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

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

CHS is a payer of last resort as defined under 42 CFR 36.61 and is used when there are no other resources available. The CHS program is not an insurance program, nor should it be used in place of one.
Every year, the availability of funding for the Contract Health Program, determines the level of medical and dental care that can be provided. Contract Health Services 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 OR ACUTELY URGENT CARE SERVICES; Diagnosis and treatment required to prevent immediate death or serious impairment of health. Diagnosis and treatment of injuries or medical conditions, if left untreated, would result in uncertain but potentially grave outcomes. **Examples:** Heart Attack, Fractures, Chemo and Radiation Therapy, Sepsis, Cancer
PRIORITY II: PREVENTIVE SERVICES: Primary health care that is aimed at the prevention of disease or disability. This includes services proven effective in avoiding the occurrence of a disease and services proven effective in mitigating the consequences of an illness or condition. **Examples:** Cardiac Stress Test, Medications not available at Clinic, Audiology screening, routine mammography, PAP tests and colonoscopy.

PRIORITY III: PRIMARY AND SECONDARY CARE: Inpatient and outpatient care services that involve treatment of prevalent illnesses or conditions that have a significant impact on morbidity and mortality. **Examples:** Cataracts, Rheumatology, Neurology, Dermatology, Cholecystectomy, Endocrinology.

PRIORITY IV: CHRONIC TERTIARY CARE AND EXTENDED CARE SERVICES: Treatment of chronic conditions that have a less impact on morbidity and mortality. Treatment is elective and high cost. **Examples**: Hip and Knee replacements, Pain programs, Neurosurgery.

PRIORITY V: EXCLUDED SERVICES: Services that are considered cosmetic, experimental, or have no proven medical benefits. **Examples:** Services not covered by Medicare/Medicaid, Orthodontics, Lasik surgery, extended nursing home care and bariatric surgery.

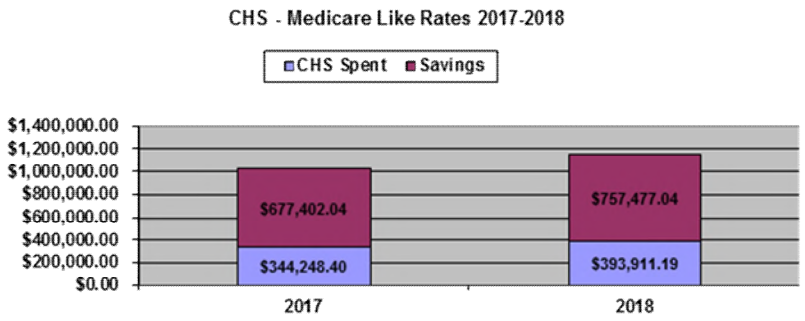
Patients, who meet the eligibility criteria, but the Medical/Dental Care are not within the current CHS Medical Priority, may proceed with referral and assume responsibility for payment. Patients were not required to be on a wait list in 2018, referrals were put through immediately.

Deferred Care: Contract Health received $400,000 for Deferred Medical Care and $100,000 for Deferred Dental Care. 513 patients were helped under deferred care in 2018. Deferred Care are those services which have been requested by referral from a physician but Contract Health is unable to fund payment because it is not within Medical Priority. In order to be eligible for Deferred care funding you must be Menominee.

Examples of deferred referrals are: Allergy, ENT, Ophthalmology (cataract), Orthopedics, Pulmonology, Radiology (MRI, CT), Rheumatology, Pain Clinic, Dermatology and Chiropractic.

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 for the 173 patients we served with no insurance. CHS submitted 316 claims to Forest County Potawatomi Insurance Department for repricing.



Medicaid Eligibility Changes: On April 1, 2014 Medicaid was opened up to the large population of childless adults. CHS continues to screen individuals who use the MTC for their primary care. In a joint effort with Menominee Tribal Community Resource Center we were able to get 57 childless adults on active Medicaid this year.

Audiology: MTC Audiologist, Sandy Wallin, retired in June 2015. CHS is now responsible for scheduling patients for hearing tests and hearing aids at Baycare in Green Bay. This service is being provided under Deferred care funds which means only Menominees are eligible for this service. 80 referrals were written and approved by CHS; 25 patients have received hearing aids. This arrangement has worked out well for our patients. We have coordinated patient transportation with Menominee Transit to help with the extra travel required. Hearing aids patients receive should last for 5 years.

Pediatric Dental: CHS helped 134 children with pediatric dental care. These children were sent to Dental Haven, First Impressions and Thedacare Medical Center – Shawano with CHS paying $431,704.00. The addition of Thedacare Medical Center – Shawano is a new location for CHS patients; this service is being provided by MTC pediatric dentist: Dr. Kwarciany.

Tribal Health Sponsorship: The Affordable Care Act allows tribes, tribal organizations and urban Indian health organizations to pay for health coverage premiums on behalf of American Indians. The Menominee Tribal Clinic has agreed to pay for Marketplace health insurance premiums for individuals meeting criteria. Due to the lack of plans available in Menominee County CHS did not sponsor any patients in 2018.

Benefit Specialist: The benefit specialists process all referrals that are created by our Medical, Optical and Dental providers. We average 501 referrals per month in CHS office along with screening our patients for eligibility; the benefit specialists also assist patients with finding alternate resources of payment for medical bills. Examples of these programs include: Medicaid, Family Planning, Wisconsin Well Women's and Medicare programs. Applications are given to patients to be filled out and taken to CRC for processing, we work together with CRC to make sure these patients are activated and backdated whenever possible.

The Benefit Specialists assisted 54 elders with filling out the SeniorCare applications and renewals. Contract Health paid the $30 annual application fee for all enrollees. SeniorCare is a state program designed to assist elders with prescription drugs.

The Benefit Specialists assisted 12 patients with filling out applications for Patient Assistance Drug Program for expensive medications not available through our pharmacy. 13 referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part A, B & D issues. 2 referrals were made to Social Security Disability and 2 have been approved.

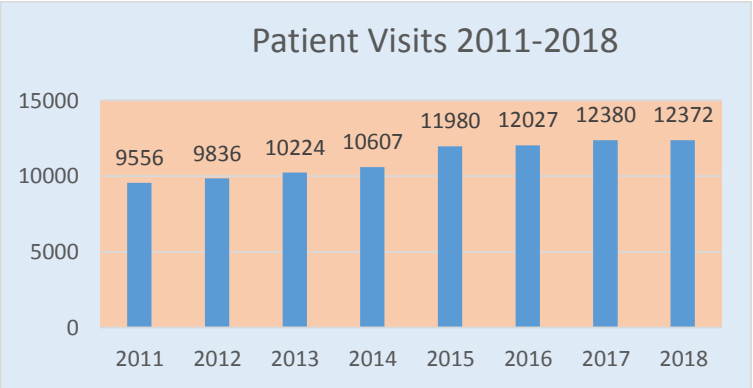
We also work with the Great Lakes Tribal Benefit Specialist as we identify patients who may be eligible for Disability programs. Currently the Tribal Benefit Specialist comes to the Menominee Reservation to meet with our patients in their home or at the Menominee Tribal Clinic.

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.

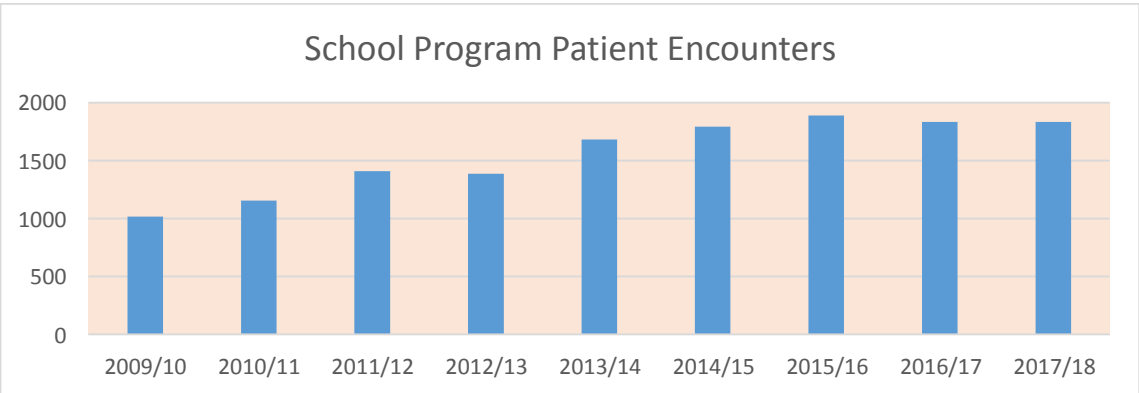
DENTAL CLINIC

The Dental clinic provides a full range of dental services: cleanings, fillings, crowns, bridges, extraction, dentures, and a variety of other services. We have a full-service dental laboratory that produces over $400,000 a year in services for the Menominee Tribe. We have 6 general dentists, one full-time pediatric dentist, a part-time endodontist, part-time pediatric dentist, and a part-time oral and maxillofacial surgeon. There are four dental hygienists and one dental program director. In 2019 the oral and maxillofacial surgeon will increase his time here from 2 days a month to 4.

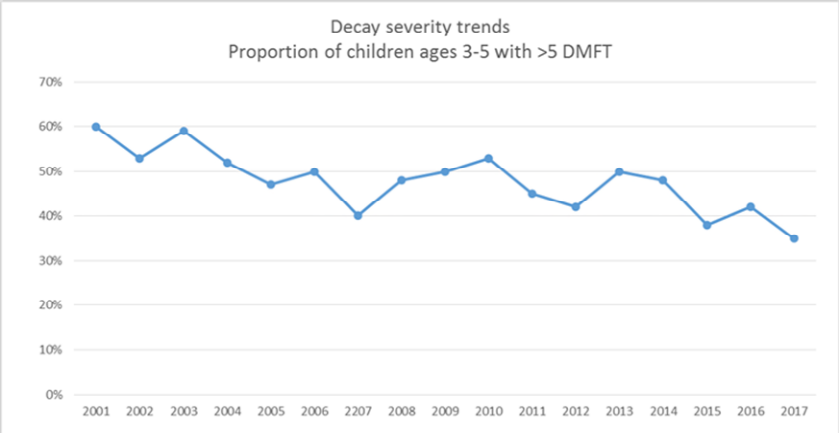


Four thousand eight hundred thirty one (4831) of these patient visits were same-day, unscheduled visits in FY 2018. There were 2,445 no-shows in FY 2018.

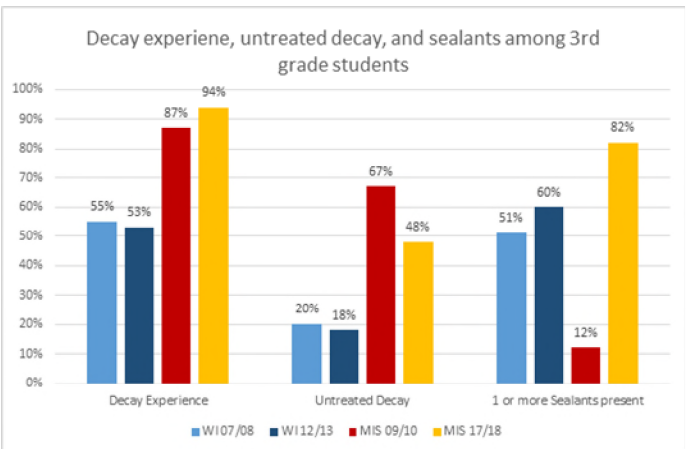
We continue to provide dental services at the Keshena Primary School, Middle School and Tribal School. The children are provided with all of their preventive care at the schools and the pediatric dentist sees the children for exams and treatment plans. This also allows us to follow "Trauma Informed Care" principles by allowing the children to stay in a familiar environment for much of their dental care.



Each year we examine Head Start and Daycare children. The children get fluoride varnish treatments at the centers three times a year. We had 1607 patient encounters in the 0-5 year old age group in FY 2018. The Medical Department offers fluoride varnish treatments at well-child visits and the WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. Oral health education is provided to a variety of groups in the community including local schools, Head Start, health fairs and the annual diabetes conference.



Since the school program start there has been a 25% reduction in the severity (lower decayed/missing/filled). We have had 19% reduction in untreated decay among 3rd graders. Our preventive sealant placement numbers far exceed the Wisconsin numbers.

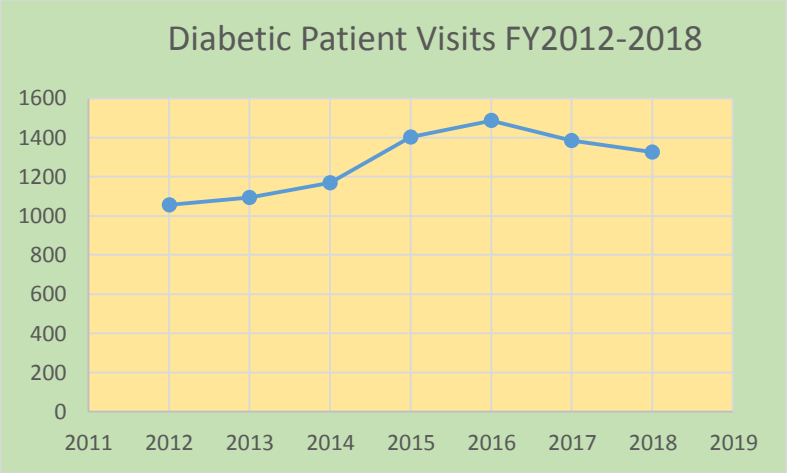


WI= Wisconsin, MIS= Menominee

In 2017 several of our hygienists and assistants led by Tammy Keller, RDH began an effort to improve oral health literacy in the community. They created several educational stations for second graders at Tribal school. These consisted of a variety of demonstration and hands-on learning experiences. This was repeated in March of 2018 for 6th graders. This was all very well received and we plan to continue this for other groups. Seventy percent of the students showed an improvement in their plaque scores after participating in the hands on learning lab.

For our small children with a severe number of cavities we have expanded our ability to provide hospital operating room treatment, Dr. Don Kwarciany has begun seeing patients at Thedacare, Shawano. We still have additional services from First Impressions and Dr. Hernandez.

We work with the diabetic program to provide oral health education and treatment to diabetic patients. In FY 2018 we had 1,326 diabetic patient visits.



We do a survey of patient satisfaction every summer and we continue to have strong positive responses:

Dental Clinic Patient Satisfaction Survey: September 2018	% Agree
1. I can be seen at the clinic when needed	98
2. I can make an appointment when needed	96
3. I am not kept waiting too long in the waiting room	96
4. I am satisfied with the way I am treated by the assistants	98
5. I am satisfied with the way I am treated by the hygienist	96
6. I am satisfied with the way I am treated by the dentist	96
7. The receptionist is courteous and helpful	100

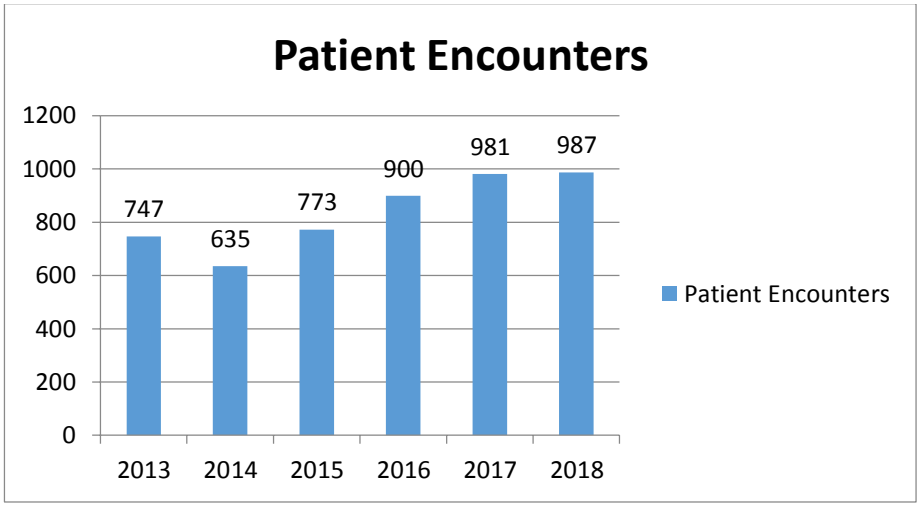
In 2019 we will continue with our programs for children that are showing good results and look for ways to make them better. We will continue to collaborate with the community, the schools, the medical, WIC and diabetes programs to provide effective preventive programs.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic provides a variety of services to the Menominee Community. These services are offered to all tribal members, their families and tribal employees. The services include physical activity events, educational conferences, nutrition counseling, cooking classes, monthly support groups, podiatry services, one on one and family appointments as well as group education. Tobacco treatment services with a Certified Tobacco Treatment Specialist are also offered to tribal members. These services include: education, assessment, counseling and support, as well as creating treatment plans, and providing cessation aids (medications and nicotine replacement products) if needed.

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 2019.

There are currently 802 people on the Diabetes Registry with five of those patients being under the age of 18. The Diabetes Educator, the Fitness Specialist and the Health Promotion Specialist have had 987 patient contacts collectively in the last year. The contracted podiatrist that comes to the clinic two days per month sees on average about 25 patients per month.



The Diabetes Team at the clinic works closely with the Clinic's Wellness Team, Community Health Department, and the WIC Department with Community Events. The Diabetes Team consists of the Diabetes Nurse Educator, the Fitness Specialist, the Health Promotion Specialist, a Registered Dietitian, two (2) Optometrists, a Dental Hygienist, the CHNS Director and representation from the Diabetes Prevention Program. The Diabetes Team staff provides care and understanding to our patients in a compassionate way making sure they have easy access to our services. Our department motto is "kindness matters" and we help each other to understand "where our patients are coming from" and how we can better assist them and help them feel comfortable with us. All staff of the Diabetes Team continues to seek out or attend trainings and education on Trauma Informed Care through Tribal presentations or educational webinars.

The Diabetes Nurse Educator and the Fitness Specialist continue to spend time in the Medical department to provide easier and faster access to patients. This allows better access for patients so they do not have to make a second trip to the clinic to see ancillary staff. A Registered Dietitian does spend some time in Medical when time permits to see not only patients with Diabetes but also any patient in need of nutrition counseling.

The Diabetes Program collaborates and has MOUs with most tribal programs. We provide presentations for outside facility staff members and clients and assist Tribal entities with community events if they request help. The Diabetes Program is involved in improving the health and wellness of the Menominee Community. The Health Promotion Specialist is a member of the Fostering Futures Project and the Community Engagement Committee. The Fitness Instructor is a member of the Community Engagement Committee and is involved with the Youth Providers Committee.

An annual patient satisfaction survey is given to patients of the Diabetes program at educational events, at clinic appointments and also via the U.S. Postal system. The satisfaction rating of this survey was a combination of excellent and good scores. The results of the 2018 survey were 86% were satisfied overall with the Diabetes Program at Menominee Tribal Clinic. Suggestions for improvement are always reviewed, considered and implemented if possible. We used a different grading scale this year for the survey and this may be why the rate is lower.

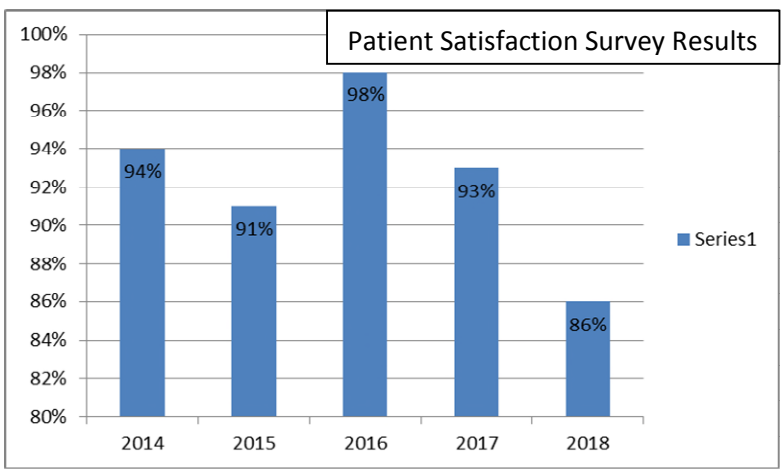


Chart audits of Diabetes patients are completed annually for Indian Health Service so they may provide a report for Congress on this grant funding. This audit information is also reviewed by the Diabetes Committee for continual program improvement. In the last year, patients who have an HgbA1C in the <8% range (which is considered optimal blood glucose control) has increased from 51% to 54%. Blood glucose control in this range has been shown to improve health outcomes and decrease rates of complications for people with Diabetes. As an added note, recent data obtained from an EHR report shows that of the patients that were seen in the last 2 years by one of the Diabetes Program Staff and including the patient's last 3 A1Cs, that 75% of these patients have an A1C <8%. The average A1C of this group is 7.1%.

The Health Promotion Specialist and the Fitness Specialist along with 2 other clinic staff members provide a Senior Group Exercise Class at the Rec Center 2 days per week. Although the average attendance is 6 participants, it is a very successful class showing improvements in strength and flexibility of the participants.

The Fitness Specialist works with the schools providing additional physical activity during an afterschool program. He has also been assisting with a male youth group providing physical activity and reinforcement on cultural traditions and values.

The Diabetes Program in FY2018 will continue to concentrate their efforts on four of the health factors of the Wisconsin County Health Rankings that are related to Diabetes. They are 1) Adult and Youth Obesity, 2) Glycemic Control, 3) Physical Inactivity and 4) Creating nutritious meal plans from current food sources. The Diabetes Program will also continue working in collaboration with the Wellness Program and the WIC Program in assisting with the variety of health and wellness programs that are being held in the community.

Through the Diabetes and Wellness Department, the Health Promotion Specialist completed training through Mayo Clinic's Nicotine Dependence Center to become a Certified Tobacco Treatment Specialist and from January 2018 to current has provided services to 68 Tribal members/patients.

EMERGENCY MEDICAL SERVICE

The Menominee Tribal Rescue Service provides Basic and Advanced Life Support level 1 Services. Technicians provide assessment and care of the ill or injured patient. The Advanced Technician provides an advanced level of care as needed. Advanced care includes initiation of IV (intravenous) lines, and administration of specific medications beyond those the EMT Basic is allowed 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 Four (4) EMT Basic and sixteen16 Advanced EMT's of which Three (3) are full time positions and seventeen 17 are part time PRN positions. New Basic EMT's will train and upgrade to the Advanced level within two (2) years of employment. We continue to recruit as needed each year to maintain a good level of staffing. There is currently one (1) Full time position vacant.

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) CCR (Cardio Cerebral Resuscitation). There is a wide range of specific skills learned within each of these areas.

Our EMT's perform 12-Lead EKG acquisition and data transmission to the hospital as part of our cardiac treatment guidelines. This greatly enhances the ability for the emergency room physician to recognize cardiac issues prior to patient delivery to the hospital and for planning treatment options when the patient arrives at the hospital. Several patients have received definitive care in a more timely fashion through use of the cardiac guideline, including diversion directly to a Heart Catheterization Lab when indicated through use of the 12 Lead EKG report.

Other ongoing training includes EMT refresher class, CPR refresher, annual advanced skills refreshers, squad meetings, various trainings, conferences and seminars.

Other services provided to the community include: Ambulance and crew attendance at events such as the Menominee Tribal School fun day where we give tours and answer questions, other local schools career day events, National Night Out Against Crime, a second ambulance and crew during the Menominee Nation Pow-Wow and summer youth Olympics, Soap Box Derby, and an EMT speaker at the summer youth program training event. We try to accommodate with attendance at community related meetings and trainings when requested and as time permits.

This year we expanded involvement in the community by attending additional community events including the Tribal Daycare Fun Day and the St. Michaels Summer Festival and offered EMS awareness information through a question and answer format and display.

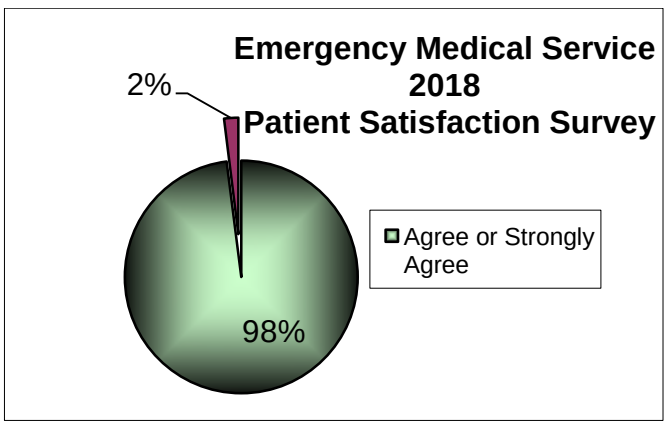
An ambulance and crew are also provided where an ambulance is required such as at high school football games and cross country meets.

CPR/AED Training is provided to all Clinic employees during classes scheduled quarterly. CPR mask kits/equipment and Automatic External Defibrillators (AED's) are placed throughout the Clinic for use by employees in the event of a cardiac arrest.

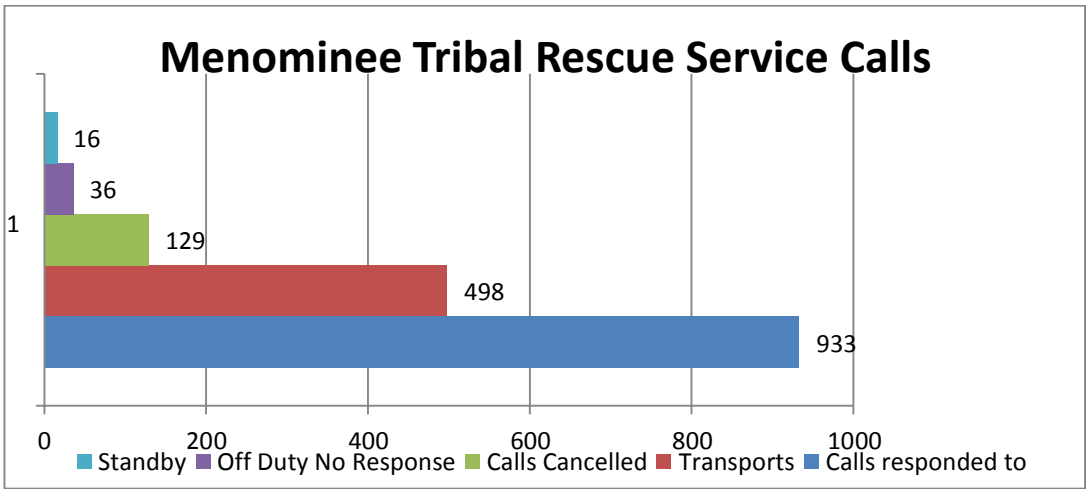
An equipment replacement plan is in place to ensure that new equipment replaces older equipment by or before the time it reaches the normal life expectancy. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 Lead monitor/defibrillators.

The power cots and the power-load system as well as the stair chairs continue to be of great benefit to our patients as well as our EMS crews. Powered cots and load systems are designed to handle a very heavy load which reduces the frequency of lifting injuries to our EMS crew and provides greater safety for our patients during handling and transport. Annual preventative and as needed maintenance are performed on our equipment.

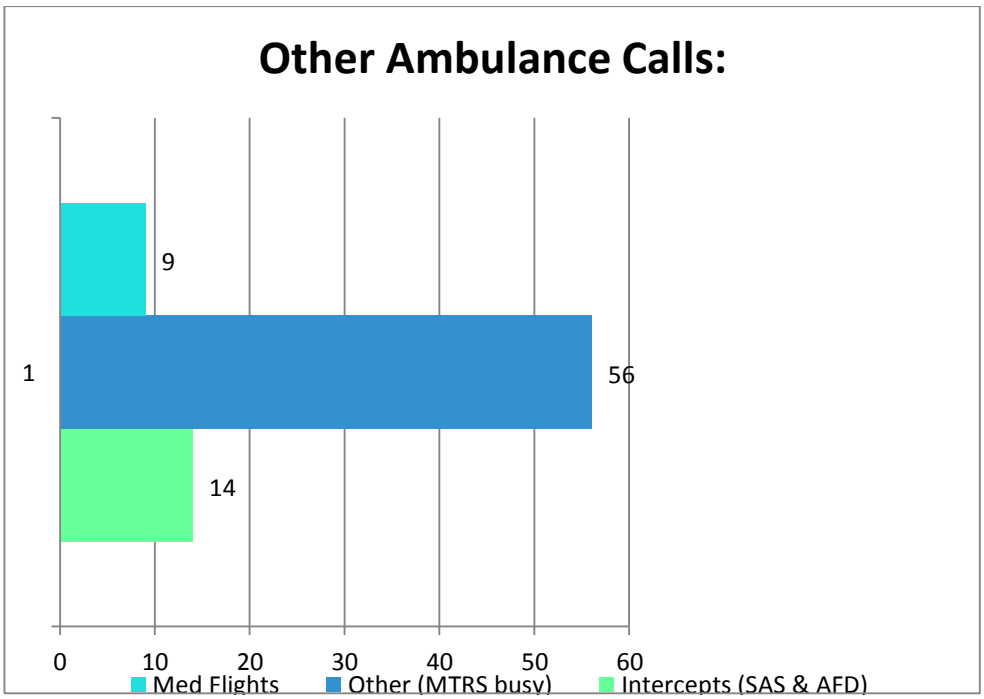
Ninety-eight percent (98%) of clients using our services either agree or strongly agree that the ambulance crew was friendly, professional, and attentive, made them feel safe, and met their needs.

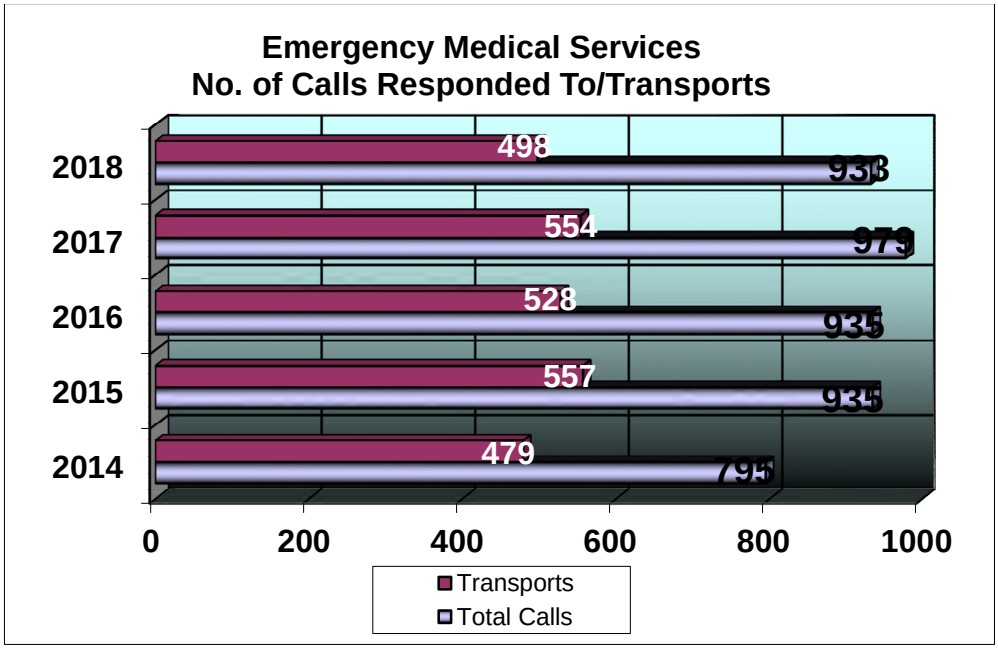


The Menominee Tribal Rescue Service responded to 933 calls and 498 patients were transported to a medical facility for definitive care. The remaining calls were not transported for reasons including an injury or illness not requiring a hospital emergency room visit, patient refusing medical care or transport, lift assist, calls cancelled or no patients found. Off Duty No Response calls while our ambulance is busy are referred to an outside ambulance service.



Outside ambulance services were called upon 79 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services. These outside calls included, 56 ambulance calls while our ambulance was busy, 14 ALS Level 2 ground ambulance intercepts and 9 medical helicopter requests.





EPIDEMIOLOGY

Last year MTC's Epidemiology (epi) department was tasked with establishing a flexible system that could facilitate tracking of interdepartmental collaboration of services provided to tribal members. While the epi department has been one of the primary drivers working on the implementation of the MPOWR system within the tribe at large, due of the size and scale of the clinic, MTC will experience a combination of internal collaborative benefits as well as typical enhancements to their ability to communicate with the community at large.

One of the clinic's primary goals for several years has been developing and implementing a culture of trauma responsive care, with the ultimate goal of providing seamless interdepartmental care coordination. The clinic currently utilizes Microsoft Office for its internal communications; however the system is not an encrypted communication network. As a HIPAA compliant organization the lack of an encrypted communication platform prevents health care providers from emailing critical patient information interdepartmentally; this currently inhibits the clinic's internal referral process particularly between our medical and behavioral health departments when patients are in times of crisis. The military grade encryption within MPOWR will allow departments to send referrals and status updates in real time allowing providers to be more responsive to patients medical and behavioral health needs.

One expectation is that the collaboration between the medical and behavioral health departments will experience a 10% increase in productivity the other organizations that have adopted the MPOWR system. A 10% increase in productivity within the behavioral health department would potentially allow department to provide treatment to an additional 75 patients over the course of a year. The expectation is that healthcare providers will be able to maximize the effectiveness of treatment techniques such as motivational interviewing by being able to set and track goals with their patients in MPOWR. While the EPIC system contains a section for a provider note, MPOWR allows providers to set goals with deadlines which can make follow up on discussions more meaningful because of the added level of personal accountability. MPOWR is also equipped with a simple yet powerful system of tools to visually track and statistically analyze patient's individual and aggregate rates for successfully completed goals. Currently the behavioral health and medical departments are mutually engaged in several programs that could benefit from this tracking systems including: the Zero Suicide grant, Fostering Futures and the medically assisted drug treatment program/ suboxone program.

While the dental and optical departments are on opposite ends of the clinic they have a mutual partner within the community at Keshena Primary School. Both departments have treatment and screening facilities located directly in the school, and while this is extremely beneficial for the children they serve both departments struggle getting parents to bring children to the clinic for more complex care. Frequently when health concerns are identified in a school screening the providers are unable to share the information with the school due to HIPAA even if the health concern could detract from the child's ability to learn. Utilizing the memorandum of understanding associated with MPOWR the dental team, optical department and school faculty can now work together to encourage parents to

seek a full medical treatments for their children at the clinic. The ultimate goal is to increase the school screening follow up rate from approximately 30% annually for both the optical and dental departments.

Two departments that will be working more closely together in the coming year are the tribe's Department of Aging and Long-term care and the clinic's Community Health department. Since the state of Wisconsin changed the laws regarding long term care of Medicare/Medicaid patients the clinic has been working with the Aging department to develop a coordinated plan for the transition of family care clients. Due to the state requiring tribes to develop comprehensive care coordination plans the clinic has hired an additional RN to work in community health to help coordinate medical treatment for the tribe's elders. To meet state requirements the clinic hired a dedicated care coordination nurse to work with Aging and to maximize their effectiveness they will be able to utilize MPOWR to facilitate in home visits from nurses, primary care and specialty visits within the clinic to verify that elders are receiving the services they need from the Aging, CRC, and if needed the Eagle's Nest.

A commonly forgotten but extremely important department within the clinic is the contract health department that is tasked with paying for treatment when patients are uninsured or unable to finance their health care. In the event patients are uninsured contract health steps in to see if they qualify for state run public health programs and then helps facilitate the application process. MPOWR will allow Contract Health and the CRC to seamlessly gather and share pertinent information such as tribal affiliation, proof of income, current residence, number of people in the household etc. The result of seamless information exchange will allow necessary services to be rendered sooner which will promote a higher number of positive health outcomes with fewer cases of duplicated services.

Perhaps the largest collaboration that will take place through the MPOWR system involving the clinic will be with Maehnowesekiyah, Tribal Police, Tribal Jail and eventually Tribal Courts in the struggle against drug and alcohol abuse. Nearly a third of all EMS calls though the clinic involves alcohol use with another 5% of EMS calls involving a drug abuse. Additionally in 2017 when EMS was called to the scene where an overdose had taken place 50% of those overdoses were documented as overt suicide gestures.

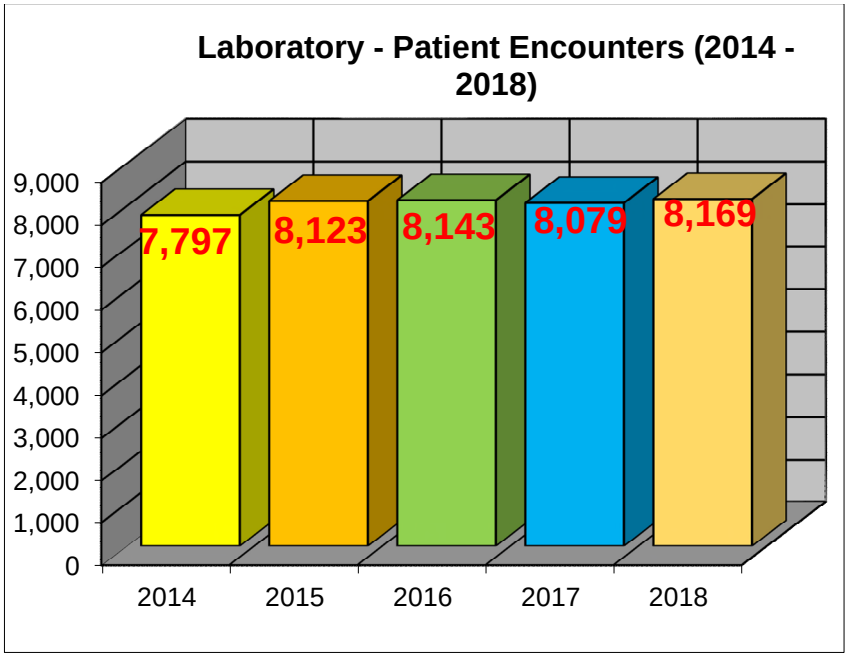
One of the major tribal initiatives for 2019 is the initiation of "wrap around" drug treatment for those who want to overcome their struggles with addiction. MPOWR's goal setting features will allow the Clinic, Maehnowesekiyah and the Tribal Jail to set treatment goals with their patients to leverage their specific services. The goal setting and appointment sharing features in MPOWR provide transparency and accountability by displaying appointments kept, services rendered and individual patient's efforts to reach goals. In wrap around treatment patients will be able to receive coordinated help with medical care, housing, employment, education and legal issues etc., and will move towards a life of sobriety by utilizing behavioral health treatments, medication assisted treatments, in patient/outpatient services, and abstinences programs. If the organizations engrained in wrap around treatment utilize MPOWR to the same effect as other collaborations than the increased efficiency could yield a six to one return on investment for these departments but more importantly will help heal individual lives and the community at large.

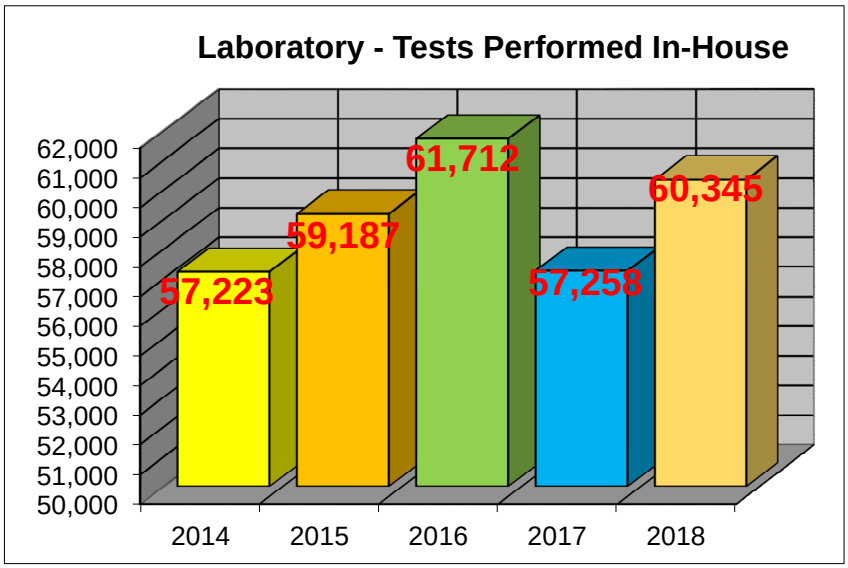
LABORATORY

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 a Laboratory Department Manager, a Staff Medical Technologist, and a Laboratory Aide/Phlebotomist.

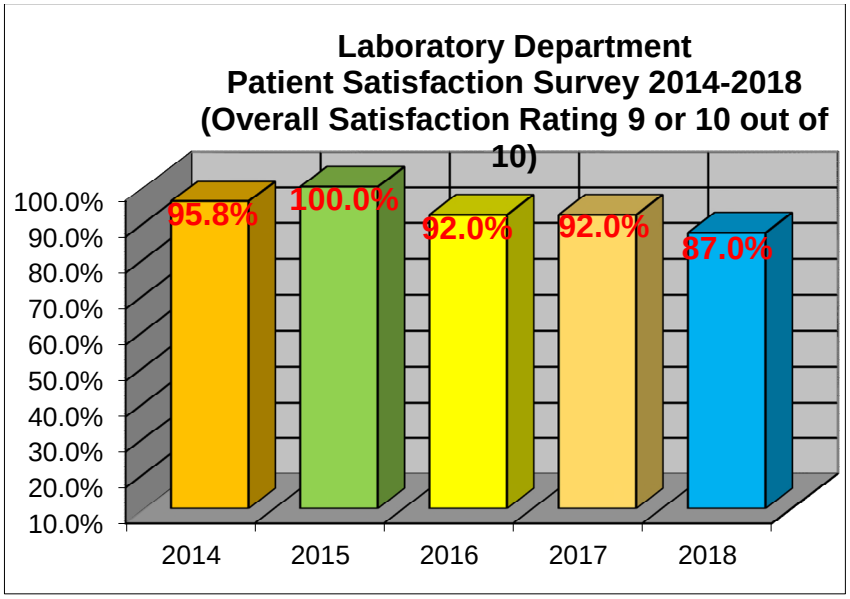
The Laboratory Department's Patient Encounters for 2018 is 8,169, which is similar to last year's total (+1%). 60,345 tests are performed In-House on those clients, which is a slight increase (+5%). The Laboratory Department in 2018 will refer 7,647 tests to outside laboratories, also a slight increase (+6%) over the previous year. An average of 116 urine Drug Screen sample collections for employers was performed in 2018.





On March 15, 2018 the Laboratory was inspected by COLA (Commission on Office Laboratory Accreditation), a CLIA (Clinical Laboratory Improvement Amendments) requirement to maintain our accreditation. No major citations were issued. We were cited for three minor findings. Our next laboratory inspection will occur in two years.

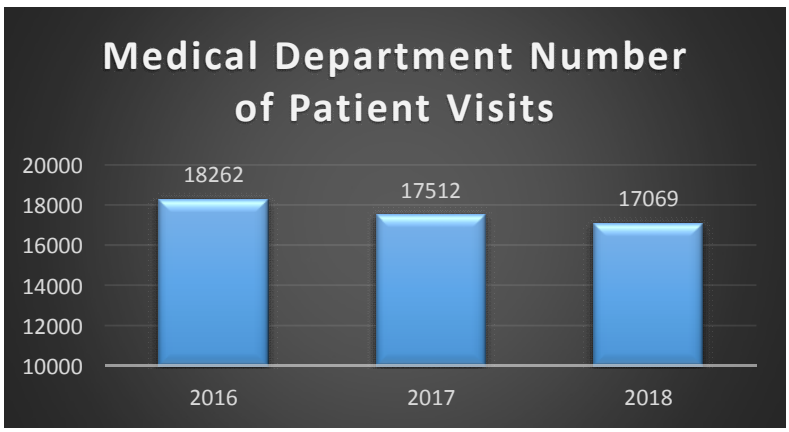
The laboratory updated several pieces of equipment in 2018. The laboratory purchased a replacement for the Sysmex CA-530 Coagulation analyzer in late December of 2017. Its replacement, a Sysmex CA-620 Coagulation analyzer was placed in service in January, 2018. Also a Siemens Clinitek Status Urinalyis Plus Analyzer with Connect was purchased in September, 2018 to replace an over 12 year old Clinitek Status Analyzer.



MEDICAL DEPARTMENT

The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment for the Menominee Tribe. The department currently consists of six (6) Family Medicine providers, and three (3) Nurse Practitioners, but will be adding another physician on 10/15/2018 and a Nurse Practitioner on 11/15/2018. Each medical provider has a Registered Nurse or Licensed Practical Nurse to assist him/her. The department provides service Monday through Friday 8:00 AM to 4:30 PM. There is also a Physician on call 24/7. The providers care for 25 elders in 5 local nursing homes.

This year the providers had 17,069 patient visits compared to 17,512 patient visits in the previous year. The physicians delivered 67 babies this past year compared to 92 in 2017.



In reviewing the Strategic plan goals and objectives the medical department has addressed all three goals.

Goal 1 Expand Health Services: Massage Therapy has increased to four (4) days per week and Acupuncture is provided weekly to our patients for pain management. A Chiropractor joined the Medical Team in late 2017 and he is assisted by a Chiropractic Technician. They have had 1856 patient visits in the past year.
The Medical Department continues to place a priority on expanding health services for patients which involves one physician who has received advanced credentials to treat opioid addiction. This program is done in coordination with the Behavioral Health Department professionals.

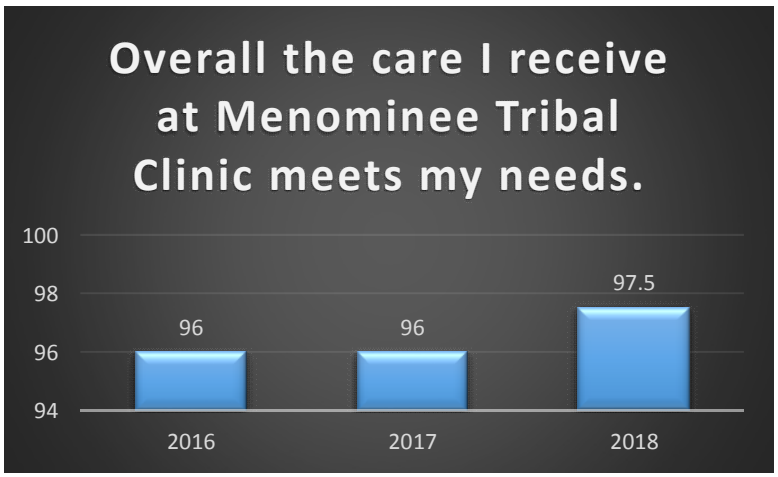
Another additional service is the addition of the Behavioral Health Care Coordinator who meets with patients who have anxiety, addiction, depression, or AODA issues.
The medical department works in collaboration with the optical department to perform eye screenings for diabetic retinopathy.

The medical department works closely with the diabetic educator. The medical department provides a nurse for the podiatrist to work with on his visits twice monthly.
The department now employs two (2) fulltime physical therapists and a fulltime physical therapy assistant. This year the therapy department had 3299 patient visits- compared to 2766 visits in 2017.

The new construction has added additional Physical Therapy rooms to accommodate the additional therapist. This has allowed easier access to physical therapy appointments.

Goal 2 Promote and Ensure Community and Individual responsibility toward healthy lifestyles: The medical department screens each patient 12 years of age and older for tobacco, alcohol and/or drug use, depression, and domestic violence. The department has access to a full time health educator that can meet with patients that screen positive for any of these behaviors to offer additional help or referral options. To address the Strategic plan, for teenage pregnancies the clinic has purchased $18,786 for Mirena and Nexplanon, long term reversible birth control devices, compared to $37,117 last year (2017). The devices are primarily requested by teens.

The department has been operating under the IHS program of IPC (Improved Patient Care). This plan establishes care teams for the patient so there is more consistency and improved care with patients seeing the same provider or care team. This effort has reduced the no show rate. Prior to IPC being implemented, the no show rate was 22-23%. After implementing the IPC program, in 2011, the no show rate decreased to 14-16%. Therefore more patients are able to access the care they need when they need it. The 2018 Patient Satisfaction survey reports that 97.5 % of the patients rated "Overall the care I receive at Menominee Tribal Clinic meets my needs". In 2017 that rate was 96%. This question was developed to meet requirements of AAAHC accreditation.



Goal 3 Reduce the Effects of Substance Abuse for the well-being of the community. The medical department is also working to decrease the use of controlled substances like narcotics. We offer non-drug complementary services for pain control. We have strengthened our policies on dispensing controlled medications. We participate in the Prescription Drug Monitoring Program of Wisconsin. We offer medication assisted treatment for narcotic and alcohol dependency.

MEDICAL RECORDS

The Medical Records Department is currently staffed by three technicians and a department supervisor. Accurate and timely disclosure of protected health information, scanning and filing of various reports and documents into patient electronic health records, and preparation of statistical reports for several clinic departments are examples of services provided by the department.

Medical Records Department provided transcription service to the Behavioral Health Services Department through the majority of the year until the newly hired secretary/receptionist was fully trained in the position. The department staff provided coverage in other Clinic departments on several occasions during the year. Orientation of department function and access of services to new employees is also provided as needed.

The HIPAA Privacy Law is followed and the WI Statute 146.83 Access to Patient Health Care Records serves as a guide in processing authorization to release protected health information. $10,260.99 was received for photocopies/disclosure services from sources such as US Social Security Administration, various insurance companies, and data collection agents for HEDIS audits.

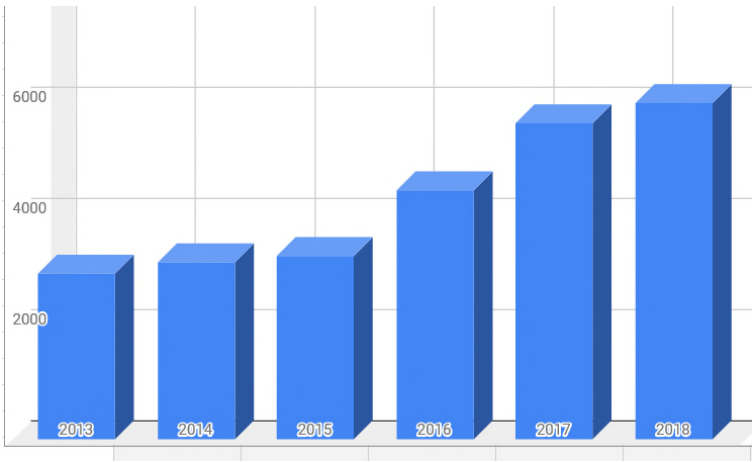
Required and optional training opportunities are always welcomed by the Medical Records Department staff. Staff attended the Employee Insurance Benefits Fair, Basic Life Support training, Clinic Employee In-services/training, and webinars and phone conferences regarding Meaningful Use, PQRS, and QRUR.

NUTRITION SERVICES

The Menominee Wellness Initiative (childhood obesity prevention) continued into its fourth fiscal year and is an integral part of the Community Engagement Workgroup focusing on childhood obesity. Several community agencies are in collaboration on this important opportunity. A fulltime community organizer and two collective impact coordinators facilitate this endeavor with a focus on tribal food sovereignty through indigenous knowledge.

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. We continue to see earlier Type II Diabetes diagnosis and therefore earlier, more successful, treatment of the disease.

Highlighting this year's activities included: The Menominee Diabetes Relay was held in August which included 22 teams, 378 participants, 1,301 total miles walked miles and 61 Elder Walk Participants. In addition to the relay, seasonal walks, nutrition challenges, and Walk to School Day events were held in collaboration with the Diabetes and Wellness Program and tribal agencies. The state Senior Farmers' Market Program was offered for the 10th year to the Menominee Reservation. Successful distribution of vouchers was held for at the Menominee Farmers Market and the clinic.



Agency Contacts by Year

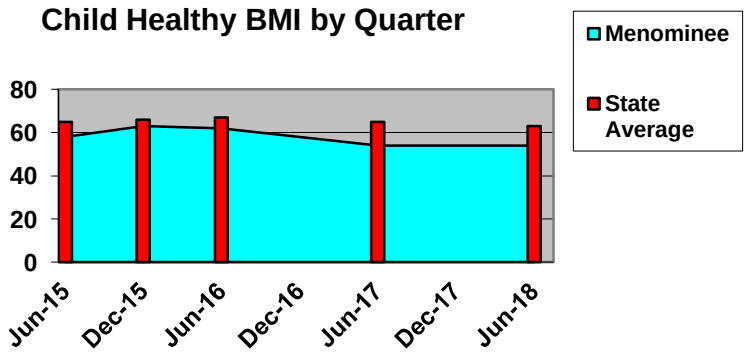
The number of agency contacts per year has risen dramatically over the past three years. The graph above represents the total number of patients, students, clients and local agency contacts the department has made each year. Increase can be traced back to two efforts: 1) the Obesity Prevention grant along with Collective Impact efforts to work synergistically with local agencies in coordinating policy change related to childhood obesity and 2) the department staff getting out into the community to work with families and individuals through community events and home visits.

As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. Major concerns for the upcoming years will be to provide adequate office space and 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.

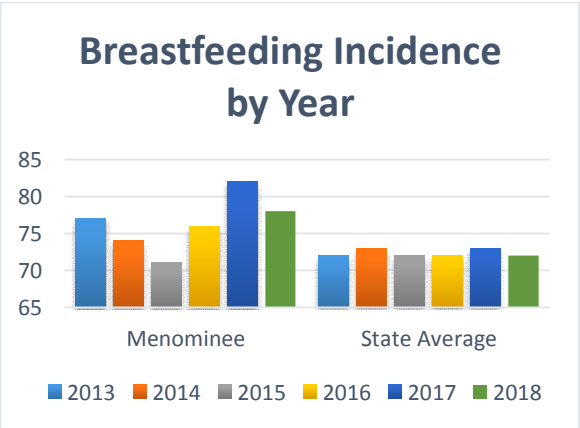
WIC DEPARTMENT

The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. WIC aligns with the strategic plan to promote and ensure community and individual responsibility toward healthy lifestyles, by providing 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 WIC Director has been an active member of the Community Engagement Workgroup. With a major focus on childhood obesity, the WIC program is a key partner in setting and administering policies and programming to improve the health status of the Menominee community. The table below illustrates the immediate impact the WIC Program can have on childhood obesity as we continue to move toward the state average in healthy weight status of our youth.

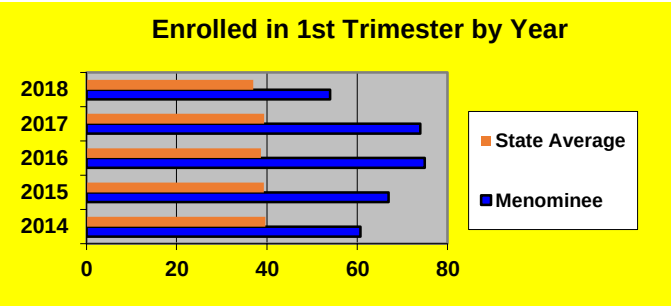


The tribe continues to be a leader in the state regarding breastfeeding rates. This is the thirteenth year of the WIC Breastfeeding Peer Counselor position that was funded through a state grant program. Breastfeeding Incidence continued trending at or above the state average and duration rates improved 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 with Menominee at 72% incidence rate.

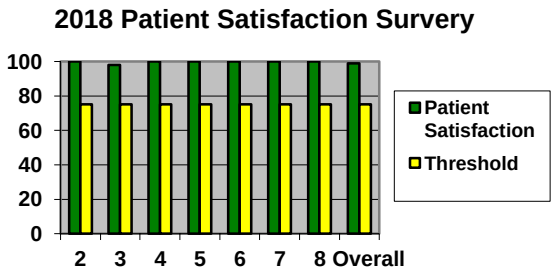


The focus on improving breastfeeding rates has made it essential to continue local and state funding of the Peer Counselor at fulltime. The Lactation Consultant and Peer Counselor for our WIC Program planned events during World Breastfeeding Week this summer. The 12th Annual Cutest Breastfed Baby Contest was held over the summer; besides the photo of the baby, the 10 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 in August with 56 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.

The graph below 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.



WIC Customer Satisfaction Surveys were distributed in April- June of 2018. The state WIC Program generated this year's survey.



Overall patient satisfaction was measured at 99%. All opinion questions garnered a 98% positive response rate or higher. Questions ranged from friendliness of staff, listening and attentiveness of staff, to helping make healthy choices for the family. This extremely high rate can be attributed to a positive customer service experience. Staff will continue to remain cognizant of the medical health literacy level of clients and utilize appropriate educational learning techniques.

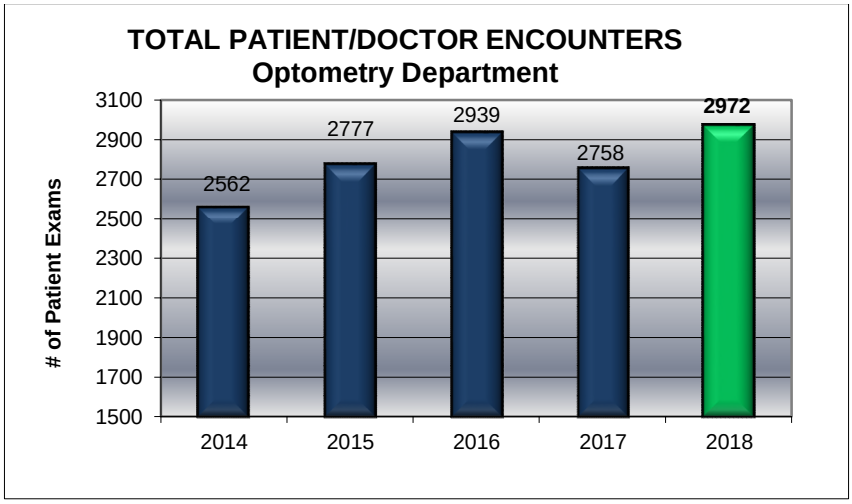
WIC staff plan to use customer service skills that were favorably surveyed to assist with the clinic expansion project which may disrupt patient care flow. Department staff will survey clients again in 2019.

Government reports still showed that for every dollar spent on the WIC program, $2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 1.7 FTE paid through the State WIC funding, so we have stretched the dollars that we receive to its furthest level. We have additional local funding for the remaining 1.0 FTE which is vital to our program's existence.

OPTOMETRY DEPARTMENT

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, walk-in clinic, eye glass dispensing and eye glass repair.

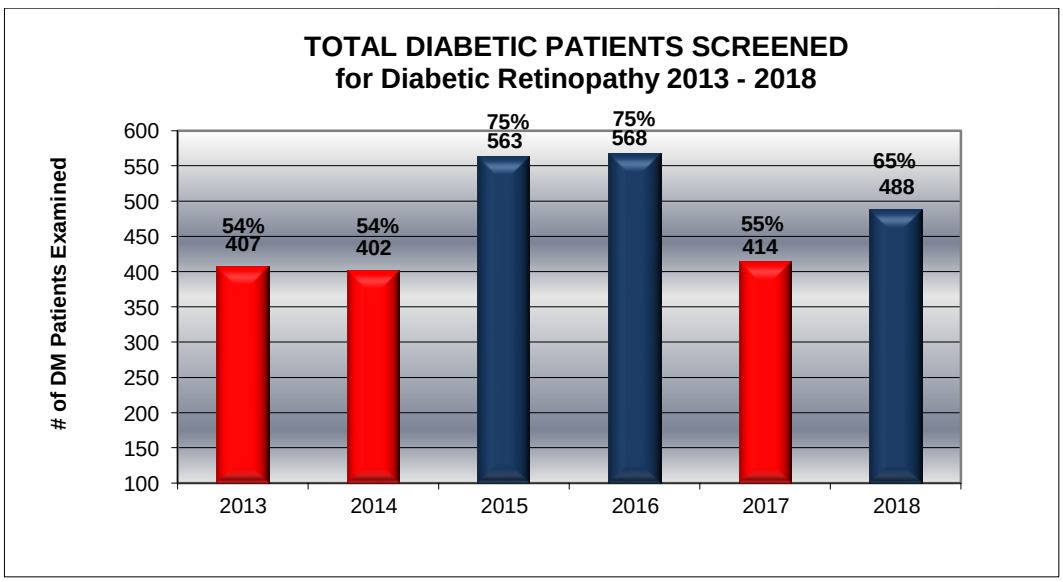
PATIENT ENCOUNTERS**:** The following graph shows the number of comprehensive examinations and medical eye health visits each year in the Optometry department over the past 5 years. The previous 10 year average for the number of patient encounters is **2,717**. 2018 was the most productive year in the history of the Optometry Department and showed a 10% increase in patient encounters over the historic average.



DIABETES CAMERA PROGRAM in Medical Department - Expanded Services:

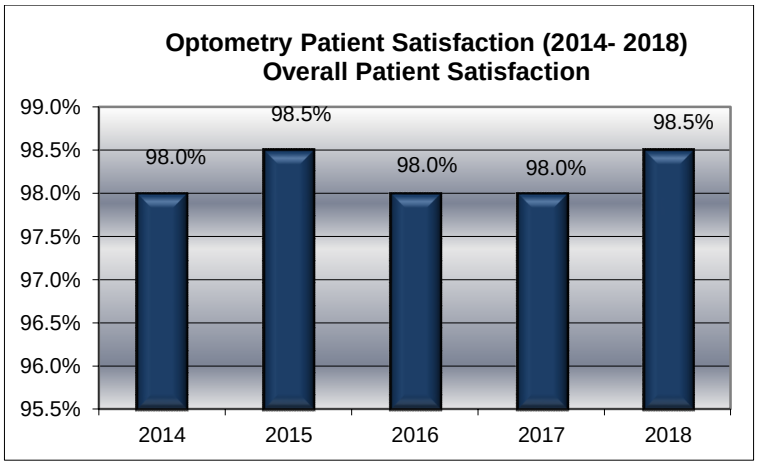
Detecting and monitoring pathology associated with diabetes remains a top priority for the Optometry Department. The CDC, Indian Health Service and other studies have shown Native Americans are at higher risk of developing diabetic retinopathy, cataracts and glaucoma; all of which can significantly impair vision and even cause permanent blindness. Therefore, we recommend that our patients with Diabetes are seen annually to obtain a dilated eye examination. Annual eye exams allow us to detect eye related diabetic complications early so we are able to intervene sooner to prevent vision loss.

Since 2015 when the Diabetes Camera Program was implemented it has raised our diabetic retinopathy screening rates from the historical average of 45% to more than 70%. Our goal one day is that 100% of our diabetic patients will be screened annually.



The year 2015 was the first year of the camera program. The graph above shows the annual diabetic retinopathy screening numbers since 2013. The RED bars show years where the camera program was not operational. (Due to construction of our new clinic and renovations of the Medical Clinic the camera program had to be suspended for most of 2017. In addition, due to technical difficulties with hardware in 2018 the camera program was only operational for 6 months.) **The graph shows how tremendously important the Medical Camera Program is in improving our diabetic retinopathy screening rates!** In October 2018 a new camera will be installed and will significantly improve reliability of the system going into 2019. **As of September 30th, 2018 there was a 65% retinopathy screening rate** which will continue to rise with the addition of the new camera system. This program will continue to be a vital tool in preventing vision loss in the Menominee community!

PATIENT SATISFACTION SURVEY: Every year in January a patient satisfaction survey is performed. There was a 10 question survey filled out and the average score for all the questions was 9.8 out of 10 possible. The Optometry department continues to receive high patient satisfaction responses in the areas of scheduling, frame selection and helpfulness and professionalism of staff.



COMMUNITY ENGAGEMENT: Drs. Keszo and Chelberg participated in the Diabetes Prevention Program conference series in 2018. They performed presentations on eye and vision issues and educated the community on Diabetes and visual consequences of not managing the condition medically.

Both doctors continued to participate in several school outreaches. Every September and October they spend time in the local schools performing hundreds of pediatric eye screenings - 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 fail the screening are followed up with either a community health nurse or the school nurse. Parents are then encouraged to bring the child in for a comprehensive eye examination.

Dr. Chelberg continues to encourage partnership with the College of Menominee Nation's Education Department. For several years he has been a special speaker in the classrooms to present information on learning and vision. Discussions often revolve around vision and learning and the teacher's role in ensuring children have appropriate vision screenings and eye exams if learning deficits exist.

UPCOMING PROJECTS: School Vision Examination Program – In October 2018 optometry examination equipment was installed at Keshena Primary School. After vision screenings are performed, elementary school students will be referred for full eye examination with an MTC Optometrists. Establishing an eye examination lane in the school district will allow the doctors to perform vision examinations and provide glasses to children at school. This increases access to care and gets vision correction to the children much sooner. Correcting vision early does have a positive impact on a child's ability to learn. When children are successful in school then communities become stronger!

PHARMACY DEPARTMENT

The Menominee Tribal Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy staff was increased to 9 this year when we added another pharmacy aide.

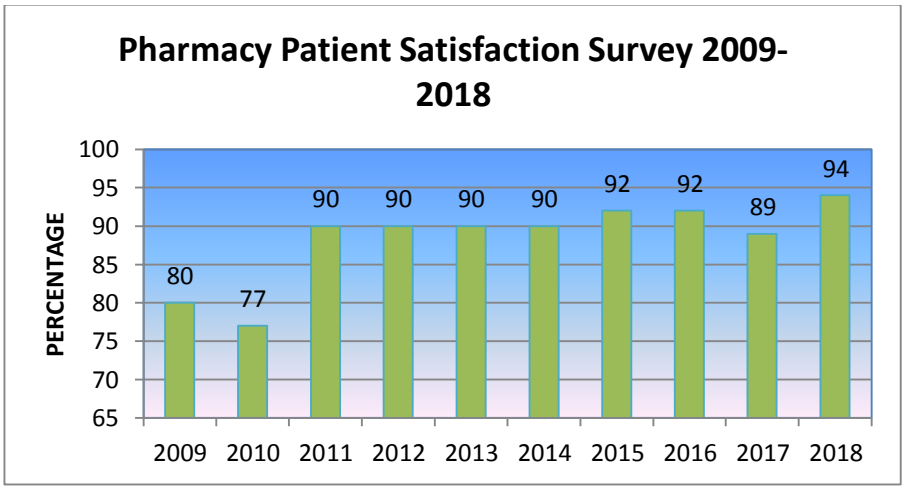
The Pharmacy & Therapeutics Committee continued its efforts to add medications that our community needed or which would decrease the MTC payments to outside pharmacies. Since the last annual report, we added more than 17 new drug entities or strengths and deleted 3. Vivitrol, Tenex, and Strattera were added to help decrease addictions. Vyvanse was also added to the Formulary but was not ordered yet due to the high cost and waiting for budget approval.

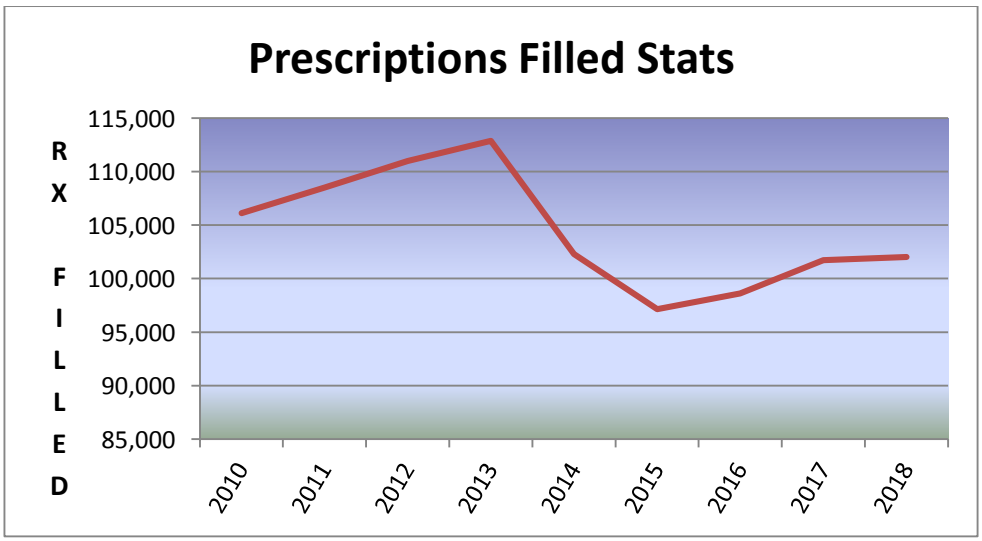
This year 2018 we will have served about 57,000 patients. In 2018, the Pharmacy will dispense approximately 101,000 prescriptions. These numbers are all very similar to last year even with the increased number of providers. For 2019, I estimate we will dispense 110,000 prescriptions. The busiest day since the last annual report was January 3, 2017 when we filled 780 prescriptions in one day.

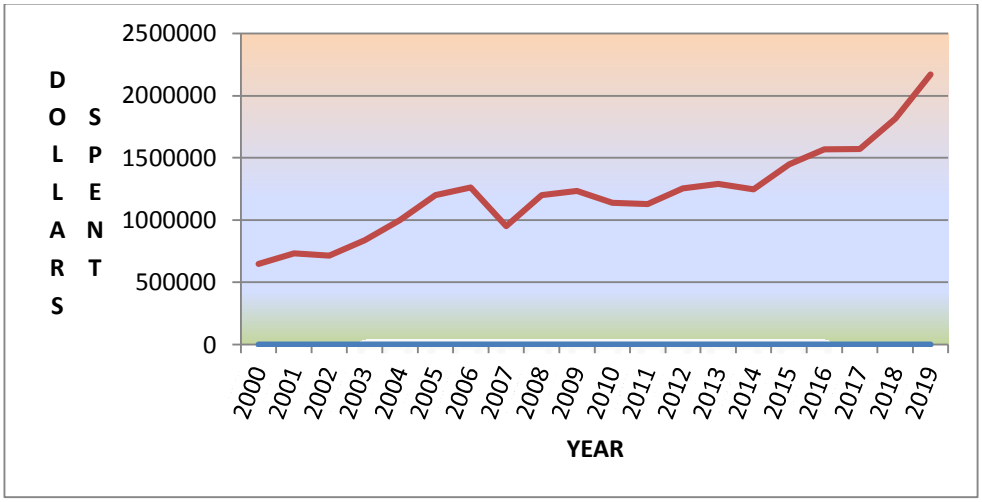
During the summer we had a youth worker, Taylor, helping us.

In 2018 I estimate we will spend nearly $1.81 million on medications and supplies. An additional $55,000 was added to the budget to cover Suboxone, Strattera, Vancomycin, Shingrix, Eliquis, Tenex and Vivitrol. If Vyvanse is approved to order our spending may increase by around $100,000 since it will replace Adderall which is less expensive but more abused. If adequate funding occurs we are also looking to add some other costly medications such as insulin pens. For 2019, I estimate we will spend $2.17 million on medications.

The Patient Satisfaction Survey results were very good with an overall rating of 9.4 out of 10. Most of the comments this year were positive about the staff and pharmacy.







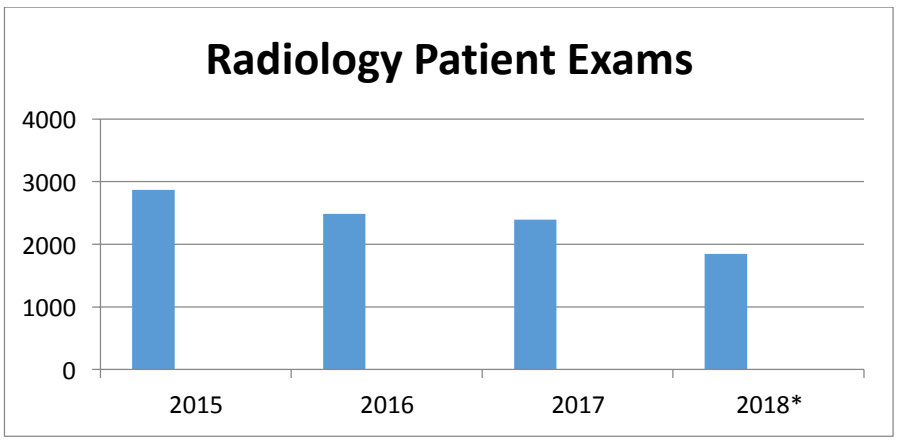
RADIOLOGY DEPARTMENT

The part-time radiology technologist retired in January and the department was staffed with one full-time tech and a PRN tech the majority of 2018. This was done in order to allow time to evaluate adding ultrasound to the diagnostic services provided onsite. Administration made the decision in February to move forward with the expansion into ultrasound. As a result of this decision, a full-time position ultrasound/radiology technologist was added. The technologist hired in August is an ultrasound technologist that is also licensed and qualified to do x-ray exams, so as to be able to function in both areas.

The rationale for adding ultrasound: Hundreds of patients a year were being sent to outside facilities for diagnostic ultrasound exams. Providing this technology in-house keeps those healthcare dollars here and makes the experience better for the Menominee people. Patients will not need to travel and will have quicker access to testing, allowing for faster evaluations of clinical symptoms by their providers--all in the comfort of their own clinic. Providing these high level diagnostic tests at MTC allows for quicker results, resulting in a healthier community.

This expansion in services fits in perfectly with the MITW Strategic Plan SWOT Analysis from 9/25/2007. One of the Opportunities listed was "Tele-Med—Future Technology". The images done at our clinic are sent to the interpreting radiologist (imaging specialist), through our link to Thedacare, within minutes of an exam being completed. Our technologist is able to talk by phone directly to the radiologist and get his/her input before the patient leaves, if this should be necessary. Because of the connection to the radiologist that we have, reports are typically available within 30 minutes.

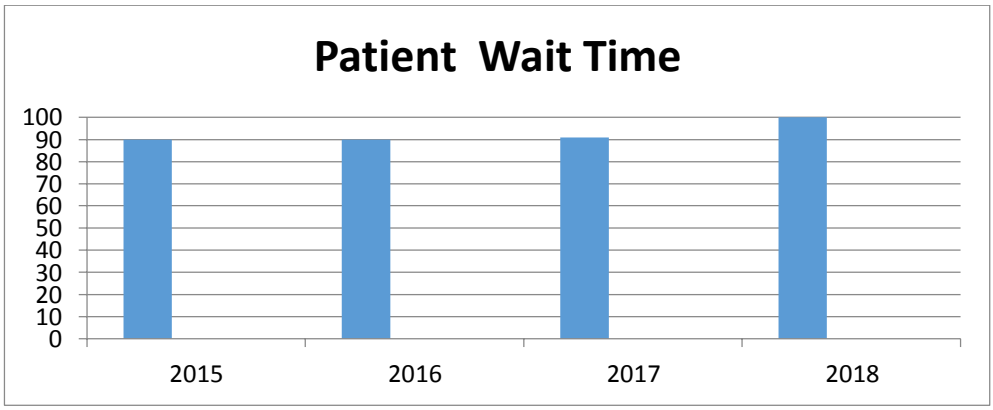
The services we will provide here will be very comparable to those currently offered at local hospitals. We will be offering a wide range of exams. Some of the more common are: OB exams, pelvic, abdominal, thyroid, venous studies, and also echocardiograms (heart studies). There are some needle-guided procedures that we will also offer. Ultrasound is a fast growing area of medical imaging as it does not use radiation to produce images. New ways of using this technology are constantly being developed. The equipment that we have purchased has the newest cutting-edge technology and will serve the needs of the community for many years to come. We are very excited to be able to offer these services here!



*1st 9 months of 2018

The number of encounters has remained relatively stable. 2015 was a year with an unusually large amount of flu related imaging done. So far 2018 is on track to end up in line with prior years.

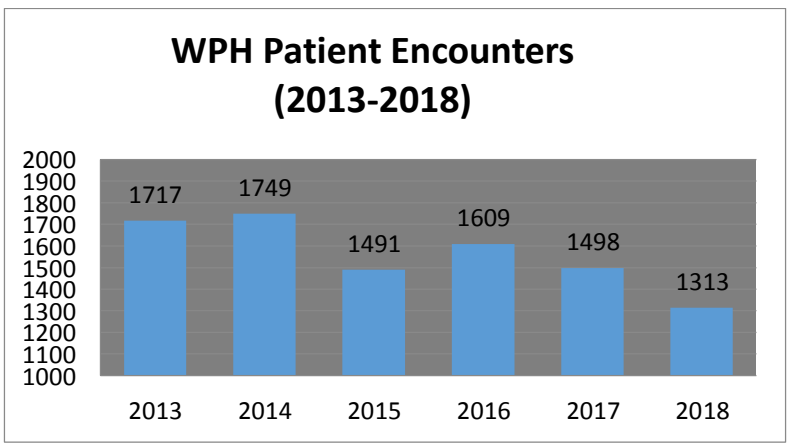
The annual patient satisfaction survey was completed the week of September 17-21, 2018 this year. The chart below is a look at the wait time experienced by our patients, specifically how many of our patients waited no longer than 10 minutes for their procedure to be done. This year 100% waited less than 10 minutes. We had consistently been at or above 90 %, which was very good in that at times multiple providers order at the same time, and it was not uncommon to have only 1 technologist on duty. This is the first year there were 2 staff persons available.



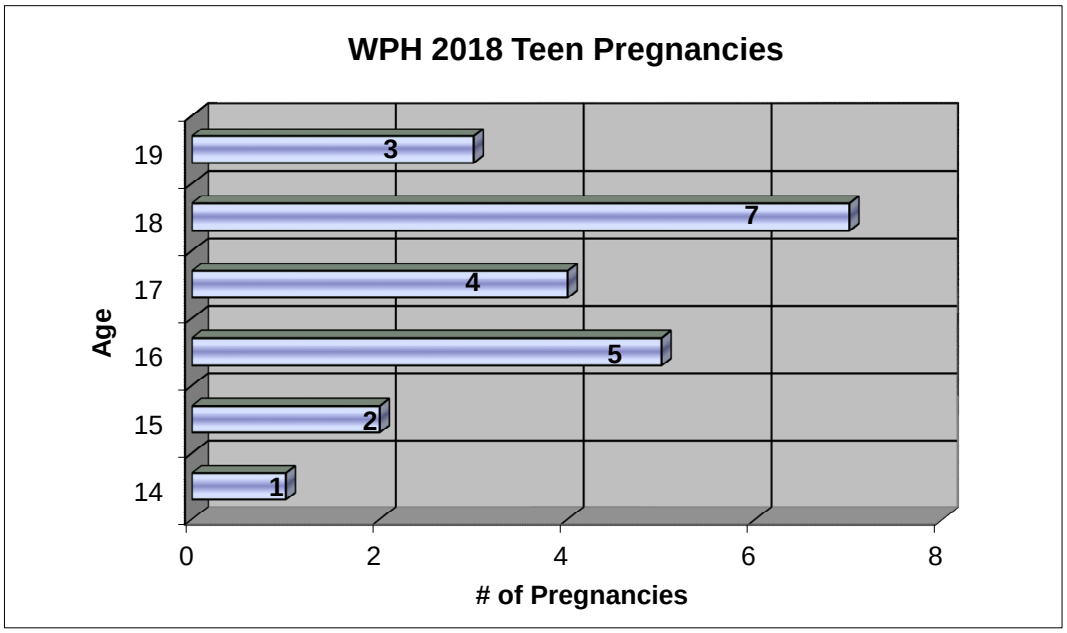
WOMEN'S PERSONAL HEALTH DEPARTMENT

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, HIV counseling and testing. Referrals for mammograms and for women's health care screenings are also offered. Male patients are provided with vasectomy information and assistance with signing up for Family Planning Only 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 consists of two (2) Registered Nurses and respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

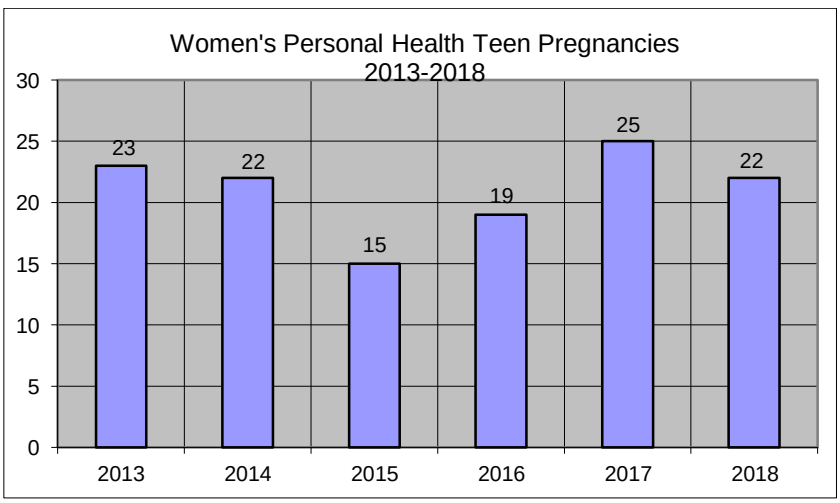
The WPH program provided 1,313 client encounters this grant year. This is a decrease from 1,498 last year. Seventy three (73) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Alternative High School, and Middle School this year. The WPH program provided a Teen Clinic once a week at the Menominee Indian High School and provided monthly visits to the Menominee Middle School to offer 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 130 new OB patients this grant year. The total number of teen pregnancies was 22, a decrease from 25 in 2017. Two (2) of the high-risk OBs who qualified for Prenatal Care Coordination enrolled in the case management program offered through the WPH Department. Gift incentives are available to new mothers when they attend their prenatal medical appointments. Prepared childbirth classes are held every other month for an afternoon and patients can schedule to meet individually for information if preferred. The average numbers of moms and partners are two (2) to six (6). Funds are from the MCH Women's Health Grant. The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was 3.

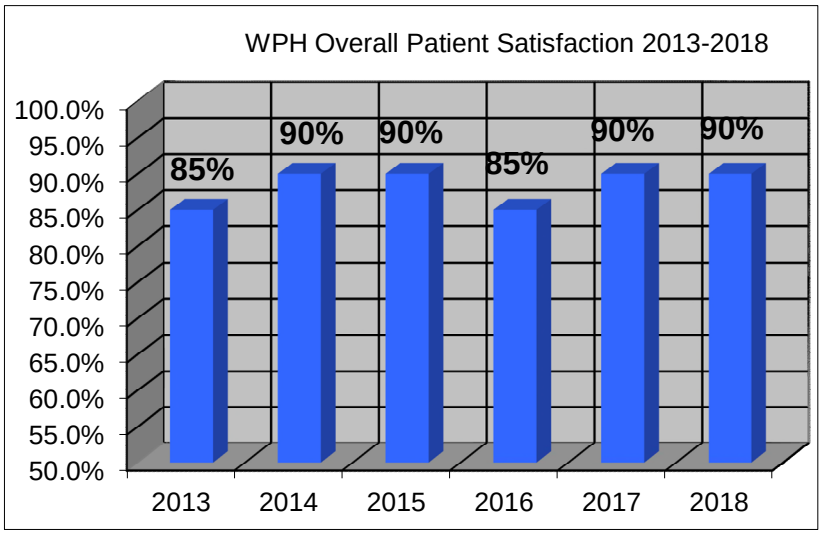


The annual numbers of Menominee Tribal Clinic teen pregnancies have been gradually declining even with the slight increase this year. The majority of the teen pregnancies are 19 year olds. Since April 2012, Nexplanons have been offered as a birth control option at MTC. The average number of Nexplanons placed each year at MTC is 25-30 and approximately 25% to teenage patients. WPH staff has participated in the Community Engagement Workgroup Meetings, the Wisconsin DPH Women's Health-Family Planning/Reproductive Health conferences, and the Prenatal Care Coordination Meetings.



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 20 women were referred for mammogram screenings through this program. This is a slight increase from last year at 15. October is Breast Cancer Awareness month. Women's Health/Diabetes Health Programs had a Women's Health Fair at the end of October at the Community Rec Center in Keshena. Sixty (60) participants from the community had attended. The Women's Health Fair promoted Breast Cancer Awareness and

other Women's Health Awareness information and promotional products on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns. Funds are From the WI Well Women's Program Grant.



The Patient Satisfaction Survey for rating the staff indicated the same approval rating in services from last year. Patients rated the WPH Department in the areas of accessibility, confidentiality, and waiting times such as time waiting for tests to be performed, test results, and time in the waiting room.

Women's Personal Health Department has the Healthy Start - Eliminating Disparities in Perinatal Health Grant from Great Lakes Inter-Tribal Council. While most women have a safe pregnancy and deliver a healthy infant this is not the case for all. Major and persistent racial and ethnic disparities exist for pregnancy-related maternal illness and mortality, infant mortality and other adverse outcomes such as preterm birth and low birth weight. The root causes of these disparities are complex and include socioeconomic and environmental factors, as well as differences in access to health care. There is great potential for reducing these root causes, particularly among low-income families and communities by strengthening community-based systems of care and implementing "Family Spirit" an evidence-based home visiting program designed for and by American Indian Communities. The number of Healthy Start Participants this past year was 21 mothers and 18 infants.

The Healthy Start initiative strives to ensure access to community-based, culturally sensitive, family-centered and comprehensive health and social services to women, infants and their families. The Healthy Start program will provide:
Referral and ongoing health care coordination for well-woman, prenatal, postpartum and well-child care;

- Case management and linkage to social services;
- Smoking cessation counseling and drug and alcohol services;
- Nutritional counseling and breastfeeding support;
- Perinatal depression screening and linkage to behavioral health services;
- Home visiting;
- Inter-conception education and reproductive life planning;
- Child development education and parenting support

The employees of the Healthy Start - Eliminating Disparities in Perinatal Health Program are a full-time Maternal Child Health Nurse and a part-time MCH Nurse as program Director. The staff participates in Community Engagement and training in trauma Informed Care.

College of Menominee Nation

Paul F. Trebian, Ed.D., President

PROFILE – LEADERSHIP AND PERSONNEL

On January 19, 2018, the College of Menominee Nation (CMN) observed the 25th anniversary of its opening as an institution of higher learning on the Menominee Reservation. On that date, 41 members of the Menominee tribe and two others with Menominee ties began classes in general education subjects in a rented building on the reservation. A quarter century later, CMN counts 1,169 people as alumni and serves hundreds each semester at its 52-acre flag ship campus in Keshena and urban location in metropolitan Green Bay.

The College is an accredited baccalaureate-level institution. In 1994 it gained Congressional authorization as one of only three institutions in Wisconsin to have Land Grant status. CMN is chartered by the Menominee People and designated by the Bureau of Indian Affairs as a Tribally Controlled College. Its accreditation is through the Higher Learning Commission (hlcommission.org). The College carries out its mission by awarding Bachelor's degrees, Associate degrees, and technical/trades diplomas, and providing outreach programming, non-credit courses, workshops, conferences, and a variety of services for adults and youth.

CMN is a member of the American Indian Higher Education Consortium (AIHEC) and a partner institution with the American Indian College Fund, among other affiliations,
With the June 2016 retirement of the College's founding President, Dr. Verna Fowler (Ph.D., University of North Dakota), the CMN Board of Trustees named Dr. Diana Morris (Ph.D., Ohio State University) to serve as Interim President. She concurrently served as Chief Academic Officer, position to which she had been appointed in 2011. Following a search and selection process conducted in accord with Tribal policies, the Board of Trustees chose Dr. Paul F. Trebian (Ed.D., Phoenix University) as the second duly chosen President in CMN's history. He began service on May 15, 2018.

The CMN Board of Trustees provides independent oversight of College operations. All Trustees are enrolled in the Menominee Tribe. Trustees are listed here with occupational titles held at the start of their Board service and with higher education institutions where they studied:

Board Officers 2017-2018

- Chairwoman – Virginia Nuske, retired – Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines
- Vice Chairwoman – Karen Bowman-Dillenburg, retired – B.S., St. Norbert College; M.S., Marian University

Board Members 2017-2018

- Shannon M. Chapman, Tribal Education Director, Menominee Indian Tribe – B.A., St. Norbert College; M.A., Marian College of Fond du Lac; University of Wisconsin-Milwaukee
- Lori Corn, School Administrator/Principal, Menominee Tribal School – B.S., St. Norbert College; M.S., Marian College
- Gary L. Frechette, Programmer Analyst, WEC Business Services, WEC Energy Group – B.S., Milwaukee School of Engineering; M.S., Marquette University)
- Sarah Harkey, Nurse Practitioner, Menominee Tribal Clinic – A.A., College of Menominee Nation, B.S.N.; Bellin College of Nursing; M.S.N., University of North Dakota
- Jesse Waukau, Finance Project Leader, Global Services FP&A, GE Healthcare – B.B.A. and M.S., University of Wisconsin-Milwaukee, CPA

(Honorary: Ada Deer, retired – B.A., UW-Madison; M.S.W., Columbia University)

CMN employs 97 individuals. Forty-six employees are enrolled or descendant Menominee. Thirteen are affiliated with other American Indian tribes. Eighty-five percent of all College employees hold academic or technical credentials, and 38 percent of these have earned advanced degrees at the master's or doctoral levels.

Officers of the College during the 2017-2018 academic year were:

- Interim President* (through May 2018) Diana Morris (B.S., Franklin University; M.A. and Ph.D., Ohio State University)
- President (effective May 2018) Paul F. Trebian (B.S. and M.A., University of Wisconsin-Milwaukee; MBA and Ed.D., University of Phoenix)
- Chief Academic Officer Diana Morris (B.S., Franklin University; M.A. and Ph.D., Ohio State University)

- Interim Controller (through February 2018) George Otradovec (A.A. and B.S, College of Menominee Nation)
- Chief Financial Officer David Betzig (effective March 2018)

* Morris held the Chief Academic Officer position concurrent with the Interim Presidency.

A number of others who are enrolled or descendant Menominee hold administrative positions as Deans, Directors and Managers at CMN. Among them, as of Fall Semester 2018, are Darla Asenbrener, Manager, Purchasing (A.A., Northeast Wisconsin Technical College); Christopher Caldwell, Director, Sustainable Development Institute (A.A., College of Menominee Nation; B.S., UW-Madison); Melinda Cook, Chief of Staff (A.A., College of Menominee Nation; B.A. CMN); Maria Escalante, Director, Library (B.A., UW Oshkosh; M.A. and M.L.S., UW-Milwaukee); Tessa James, Director, Advancement and Enrollment (B.A., UW-Stevens Point; M.A.C., Lakeland College); Portia Koebach, Network Administrator, IT (A.A., College of Menominee Nation; B.S., American International University); Myrna Warrington, Director, Menominee Vocational Rehabilitation Program (B.S. and M.S., UW Oshkosh); and Manih Boyd, Manager, Financial Aid (A.A. and B.S., College of Menominee Nation).

Faculty members, adjunct faculty and instructors from MITW include Candy Waukau-Villagomez (B.S., UW-Madison; M.S., UW-Stout; M.S. D'Youville College; Ed.D., Pennsylvania State University); Ben Grignon (A.F.A., Institute of American Indian Art; B.F.A., UW-Madison; M.F.A., University of Arizona); Donald Reiter (B.S., UW-Steven's Point); Cedar Kakkak (A.A., College of Menominee Nation, B.S., UW-Madison; M.P.A., UW Oshkosh); Danielle Kakwitch (B.S., UW-Green Bay); Patricia Hawpetoss Brzezinski (B.A., Lakeland College; J.D., UW-Madison), and Gerald Wayka, T.D., College of Menominee Nation; Journeyman Electrician, Northeast.

OVERVIEW OF PROGRAMS, STUDENTS, SERVICES AND FACILITIES

■ Academic and Technical/Trades Programs

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

The College of Menominee Nation offers these Bachelor's Degree (4-year) programs of study:

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

The Bachelor's Degree programs provide learning comparable to the degree studies in their respective fields that are found at most institutions. CMN programs have the added value of addressing issues and needs of tribal communities across the curriculum and focusing on the Menominee value of sustainability.
While the College as a whole is accredited by the Higher Learning Commission, individual programs may require their own independent recognition. CMN's Education degrees are approved by the Wisconsin Department of Public Instruction. The College's Associate of Applied Science Degree in Nursing, now in latency, is accredited by the Accreditation Commission for Education in Nursing.

Associate of Arts and Science Degree (2-year) programs open for enrollment at CMN in the 2017-2018 academic year were:

- Biological and Physical Sciences
- Business Administration
- Digital Media
- Early Childhood Education
- Liberal Studies
- Natural Resources
- Public Administration

Associate of Applied Science Degree (2 year)

- Pre- Engineering

Technical Diploma programs at CMN enrolled students in the following:

- Business Office Technician
- Electricity
- Welding

■ New Programs of Study
The College sought and received approval to offer two new programs in the academic year beginning in August 2018. Each addresses community and job market needs.

Associate of Applied Science Degree (2-year) program open for enrollment at CMN in fall 2018:
- Substance Abuse Counselor

Technical Diploma program accepting enrollment for spring 2019
- Computer Numeric Control (CNC) Machinist

■ Students Demographics
The unduplicated student enrollment in degree and diploma programs for academic year 2017-2018 was 395, with a full time equivalent enrollment of 248.
Among these students, a total of 241 (84%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population also had strong representation from Oneida and Stockbridge-Munsee tribes. Other tribes represented in the 2017-2018 enrollment were Bad River Band Chippewa, Brotherton, Forest County Potawatomi, Ho-Chunk, Lac Courtes Oreille Ojibwa, Lac du Flambeau Chippewa, Navajo, Ojibwe-Red Cliff Lake Superior, Potawatomi and Prairie Band of Potawatomi, Redcliff Chippewa, Sioux, Turtle Mountain Chippewa and Winnebago.
Forty-six percent of CMN's students in the year were age 25 or older. Among the youngest enrollees were high school students participating in free, grant-funded classes through Learn and Earn. The Learn and Earn program enables high school juniors and seniors to accrue credits that can be applied toward College requirements and in some cases to meet high school requirements.

■ Outreach, Community Service and Continuing Education
Department of Continuing Education – Empowering individuals and promoting positive change within the community is the special focus of CMN's Department of Continuing Education (DoCE). It does this through workshops, training and continuing education programs and as the host for Menominee Job Center. DoCE reports delivery of 85 workshops during the year with total registrations numbering 553. The programs represent 2,817 hours of learning in programs ranging from financial management and job-readiness skills to Native culture and traditional arts and crafts.
DoCE has recently hired Jeremy Wescott (A.A. and B.S., CMN) as Nutrition Outreach Coordinator of the Farm to School program which is operating in conjunction with the Menominee Indian School District under funding from USDA-NIFA. As nutrition education coordinator, Wescott will do in-school programming and bringing students to the CMN community garden to learn about planting, growing and nutrition, and the importance of purchasing food locally.

The department's partnerships include the Bay Area Workforce Development Department, which has its Menominee Job Center based on the Keshena campus; Fox Valley Technical College, which provides a commercial drivers' license training at CMN for over-the-road tractor trailer drivers, and Americorp/Vista, which is now in its fourth year of placing volunteer workers at the College. The Americorp/Vista volunteers bring skills with sustainable gardening and local food production and coordinate the Ketehkaewak Farmers' Market. The market features crafts and food from local vendors, and produce harvested from an educational garden plot located on the CMN campus. In summer 2018, Ketehkaewak was relocated from the College campus to Veterans Park in downtown Keshena.

Sustainable Development Institute (SDI) – The Sustainable Development Institute at the College of Menominee Nation continues to pursue its mission of reflecting on lessons of sustainability and sharing what is learned. Through that initiative, SDI continues to work through the Menominee Theoretical Model of Sustainability to identify issues related to human-environmental relationships. By identifying issues or themes, the Institute and the College are better able to pursue funding and resources to investigate and develop potential solutions through research, education, and outreach activities. Projects and accomplishments include the following:

- **SDI Student Support and Experience Work –** As part of its ongoing effort to add co-curricular opportunities to the academic and experiential learning that is at the heart of College of Menominee Nation, SDI continues to incorporate student internships on its research, education and outreach projects. Student interns, student workers, and other students SDI hosted in the past fiscal year included the following, who are both CMN students as well as students from other Institutions: Agricultural Researchers Dolly Potts and Adam Schulz; Tribal Climate Relations Intern Brandon Boyd; Plant Phenology Project Interns Allison Bailey and Kathleen Waukau; Digital Media Interns Joseph Waukechon and Laundi KeepsEagle; Climate Resiliency Communications Intern Charlene Tourtillott; Plant Phenology Project Partners Tom Kenote and Kate Flick;

Sustainability Leadership Cohort members Maria Moreno, Matthew Schwitzer, Miranda Washinawatok and Trinaty Caldwell; Agriculture Project Partner Greg Hitch; Ethical Cultures of STEM & SEEDS Project Jasmine Neosh; Phenology Data Collection Interns Cathy Majer and Adam Lemeiux, and Plant Phenology Field Technician Luke Perez. Kenote, Flick and Perez are University of Minnesota students and Hitch is affiliated with Brown University.

- **CMN Earth Day –** More than 300 school children and numerous community members attended the 2018 Earth Day at CMN on April 25 and received a reusable water bottle provided by the Menominee Tribal Clinic before visiting learning stations set up at SDI and throughout the campus. Informational tables included recycling, forest health, seed planting, soil health, phenology, plants and plant communities, and other sustainability topics, and current environment topics such as the Back 40 Mine, access to clean drinking water and growing hemp. Attendees also viewed SDI's biomass heating unit, learned about alternative energy use, and saw artwork made community members and students from recycled materials. This event was followed by a community feast, and an open mic. Several young people shared their experience on traveling to New York to attend the United Nations Indigenous Forum.

- **Menominee Language Summit –** On Aug. 9, 2017, the College and SDI facilitated and hosted a Menominee Language Summit as the culminating piece to a collaborative project between the Institute and the Menominee Language Immersion Teacher Trainee program. The day-long event included reports on the past, present, and future efforts to revitalize the Menominee language in the community, as well as introducing concepts of climate resiliency.

- **Ethical Cultures of STEM Workshop –** Since the late 1990s there has been quite a bit of effort devoted to learning about, creating awareness for, and implementing better ethical and other standards of good collaboration such as the NASA-funded Native Peoples Native Homelands event and the Climate and Traditional Knowledges Work Group, among others. Now well over 50 Tribes have climate change plans, and many more are embarking on efforts to do so. People who collaborated in a recent NSF project were invited by SDI to a May meeting at the College to reflect on data gathered, what was learned and where to go as a group of professionals concerned with these issues.

- **Sustainability Leadership Cohort Origins and Current Work –** The Sustainability Leadership Cohort (SLC) is one of many successes of SDI's POSOH Project (2011-2016) funded through the U.S. Department of Agriculture. The Menominee language greeting Pōsōh was used as the acronym for the project title, Place-Based Opportunities for Sustainable Outcomes and High-Hopes. The six-year endeavor that promoted the use of place-based science, sustainability, and bioenergy curriculum for the Menominee and Oneida reservations and surrounding areas was a collaboration of CMN, SDI, UW-Madison, Great Lakes Bioenergy Research Center and Michigan State University. Opportunities that grew out of POSOH included undergraduate and graduate internships, curriculum development, teacher professional development and the high school Sustainability Leadership Cohort. The high school group was an important component of the POSOH Project. Originally an after-school sustainability club at CMN/SDI for Menominee Indian High School students, it evolved into the High School Sustainability Leadership Cohort that engaged students across the Wolf River watershed area with over 30 applicants in the first year and up to fifteen students yearly thereafter in grades 9-12. Along with locally-based cultural, STEM and leadership activities, students in the cohort group travelled to New York to visit the Onondaga Nation; Denver, Colorado; Pine Ridge, South Dakota; Belize, and Central America. Information about current SLC programming being provided under a four-year $798,199 U.S. Department of Education grant is available at sustainabledevelopmentinstitute.org.

- **International Indigenous Exchanges –** In December 2017, CMN SDI representatives Chris Caldwell (SDI Director) and Greg Gauthier (Americorps Climate VISTA worker) joined with members of the Great Lakes Indian Fish & Wildlife Commission (GLIFWC) to visit Indigenous communities, national indigenous organization, and research institutions in Peru as part of a continuing cultural exchange. On March 21, 2018, SDI helped coordinate a community visit by representatives of the Sami people whose ancestral lands span across the countries of Norway, Sweden, Finland and Russia. The visit included tours of CMN Keshena campus and visits to sites around the Menominee community and presentations on the Sami people, language and culture.

- **Research Projects –** For SDI, the development of research projects focused on issues of concern for Tribal communities lies at the heart of its mission. During the past year, SDI started projects that examine different areas of Tribal interest, including plant phenology and gardening, in addition to further research related to forestry practices. These are titled "Using Plant Phenology as an Indicator of Forest Community Resilience and

Adaptive Capacity;" "Evaluation of Gardening Practices;" and "Visualizing Forest Futures (VIFF): How biodiversity and human values shape decision making under climate change."

Library – A star was recognized by the Menominee Public Library staff in summer. The young celebrity is Rosalene Frangenberg. A 4K last year at Keshena Public School, she is the first child to complete "1,000 Books Before Kindergarten," the early literacy reading program that started at the library in 2016. Studies show that very young children introduced to books and reading tend to learn language more quickly and be more successful learners as they grow. By promoting reading to children new-born through pre-school, the program also encourages parent-child bonding.

The Public Library has been housed in and operated as a parallel entity with the College of Menominee Nation's S. Verna Fowler Academic Library since 2012. CMN faculty, staff and students primarily use research material and facilities at the academic library. Community patrons make use of the lending library and participate in adult and children's literacy activities. These include community reads, do-it-yourself workshops, and hands-on STEM and cultural projects.

Funding is provided by the College, MITW, Menominee County and other sources. The public library's Board of Directors members are Raquel Boyd, representing MITW; Elizabeth Arnold, Menominee County, and Debra Downs, CMN. Library Director Maria Escalante reports quarterly on public library expenditures programming and patron statistics to the Tribe. In a recent tally, she listed 184 events in the academic year, up 46 over the prior period, and 1,998 visits, up 705 over the prior period.

MILESTONES AND ACCOMPLISHMENTS

■ 20 Enrolled Menominee Among Newest Graduates

Commencement ceremonies for the College were held on May 26, 2018, in the Five Clans Ballroom of the Menominee Convention Center.

Twenty of the class members are enrolled Menominee and one among them, Sabrina Hemken, was chosen as speaker for the graduation ceremonies. Other American Indian students in the class identify themselves as belonging to the Brotherton, Ho-Chunk, Oneida, Prairie Band of Potawatomi, Stockgridge-Munsee and Turtle Mountain Chippewa tribes.

Enrolled Menominee in the Spring graduating class, their programs of study and academic honors were:

Bachelor of Science – **Business Administration**: Louise Madosh. **Early Childhood/Middle Childhood Education:** Whitney Nitzske who graduated with high academic honors.

Bachelor of Arts – **Public Administration**: Sabrina Hemken, Jerilyn Johnson and Joyce Wayka, Hemken graduated with academic honors.

Associate of Arts and Sciences Degree – **Business Administration:** Kode-Ray Adams, Marla Bellanger, Rickie Dodge, Christa Lyons, Dulce Moeller, Adam Schulz, David Skenandore and Francis Skenandore. Adam Schulz and David Skenandore graduated with academic honors. Adams graduated with high academic honors. **Digital Media:** Sabrina Hemken (double major) graduated with academic honors. **Early Childhood Education:** Melinda Cree, Leona Draghi, Kasey Paiser, Theresa Smith and Jordynne Waupekenay. Smith graduated with academic honors. **Liberal Studies - Humanities:** Georgie Potts who graduated with academic honors. **Liberal Studies – Social Science:** Rhiannon Boyd, Ravena Fowler, Dallas Hawkins, and Zachary Wolterman. Wolterman graduated with academic honors. **Natural Resources –** Lenayea Boyd, Lacy Dixon, Zachary Dobberstein, Jamie Funmaker, Denise Kasparzak and Catherine Majer.

Associate of Applied Sciences Degree – **Nursing Bridge:** Rachel Huested. **Pre-Environmental Engineering Technology:** Travis Spice

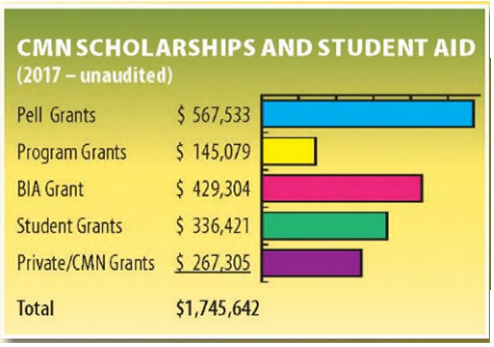
Technical Diploma – **Business Office Technician:** Deneane Wilber. **Electricity:** James Cox and William Waubanascum IV. **Welding:** Anthony Chevalier, Austin Kaquatosh and Brian Waukau. Kaquatosh earned academic honors and Chevalier earned high academic honors.

STATEMENT OF FINANCIAL HEALTH

Actions and plans made in 2017-2018 signal CMN's commitment to maintaining financial stability, providing strong financial support for students, and persisting as a debt-free institution.

The College's Endowment Funds represent one of the promise for the College's long-term well-being. Over the last two years the endowment increased by over $600,000 or 20% and in 2017-2018 stood at approximately $3.7 million. It is comprised of original contributions and accumulated investment earnings. Donors and CMN Trustees have reserved portions for specific purposes, including student scholarships. Support for students also comes from federal awards and private funding from the American Indian College Fund, other foundations and organizations, and a number of private individuals and families.

Included among the financial support categories detailed on the "CMN Scholarships and Student Aid" chart are endowed scholarships which have provided tens of thousands of dollars to CMN students over the years.



Going hand-in-hand with financial strength is CMN's dedication to continuous quality improvement in its business functions. The emphasis, says CFO David Betzig, is on transparency, cost containment and strong financial controls.

Among actions implemented during the year are:

- appointment of a broadly-based budget team of Trustees, administrators and managers
- revised budgeting processes to improve cost effectiveness, increase accountability, and strengthen internal control;
- policies of active forecasting and zero reliance on a line of credit.

Preparations were also made and timelines set for reviewing all financial policies and procedures using CFR 200, the Uniform Administrative Requirements, Cost Principles, and Audit requirement for Federal Awards.

Community Development & Tribal Utilities

Crystal Chapman-Chevalier, Director

Community Development and Tribal Utilities provides technical and management services to the Tribe and its members in the development of the community through infrastructure, planning, water, wastewater, electric, land use, and transportation services and structures. The Community Development Department provides community services through the management and implementation of six program areas including Utilities, Geographic Information Systems, Solid Waste Management, Real Estate Services/Land Use, and Project/Construction Management, and Road Maintenance. The overall goal of all these programs is to protect the resources of the Menominee Nation while simultaneously developing its lands, infrastructure, and associated processes in an effort to better serve the Menominee Community.

Geographic Information Systems

The GIS Coordinator is responsible for managing and updating all GIS mapping and maintenance databases. This data includes both physical and locational information for roads, land use and parcels, hydrography, buildings, zoning, utilities, and roadway infrastructure. Access to the mapping database systems is provided to select tribal departments and employees who utilize the data to improve their services to tribal members.

For fiscal year 2018 accomplishments of the GIS Coordinator include the inclusion and improved accuracy of the Tribal Utility infrastructure through grant implementation in conjunction with the Great Lakes Rural Community Assistance Program. This GIS program included the external hiring of one full time staff member who with the guidance of the GIS Coordinator field marked and uploaded locations within an inch of Global Position System accuracy for all Utility infrastructure within the reservation boundaries and also provided two heavy duty tablets for future field updates as our technology improves. Other projects accomplished include the creation of a new mapping

system for the Menominee Nation Cemetery, Archeological mapping and topographical identification for the no back forty mine project, residential addition map updating for emergency personnel, and continued asset mapping for the Housing department.

In addition to the larger joint projects and the day to day functions or improving current data the GIS Coordinator assists departments with maps, floor plans, and geographic awareness. Other job duties include assisting tribal members in map creation, completing field data GIS services such as staking and plotting, and searches for additional data sets to add to our onsite system which this year included drone surface footage as accessed through MTE for the changes made to the State Highway 47/ County Highway G Intersection including Stempa Lane.

Solid Waste Management

Keshena Transfer Site: The Keshena Transfer Site continues to serve Menominee Tribal members through the offerings of household solid waste disposal, and recycling services covering paper products, aluminum, plastics, batteries, appliances, electronics, and waste oil. The site is operated by on full time operator and supplemented by the labor staff allowing the Keshena Transfer Site to offer hours 6 days a week on a seasonal schedule.

West Branch Brush Pit: Community Development operates the west branch dump pit located which offers an open area dumping site receiving brush, stumps, leaves, and other natural plant wastes from tribal members only.

Duquain Gravel Pit: Community Development also operates this open area dumping site that accepts stone, gravel, brick, and concrete form tribal members and contractors working under tribal projects. The Duquaine Gravel Pit has reached capacity and will be retired after the conclusion of the roundabout project in late fall 2018.

Camp 16 Pit: This is a gravel pit run site that allows tribal members and Tribal/County Road Contractors access to this resource for extraction and dumping of gravel waste. The pit is maintained by the Menominee Tribal Enterprises Roads Department.

Harter's Waste Management Contract: Community Development facilitates the reservation wide waste management contract which includes the residential curbside pickup of waste and recyclables, commercial collection by container, Keshena Transfer Site, and the annual Spring Cleanup. The waste management contract for MITW will be up for competitive bid in 2019.

Real Estate Services/Land use

In accordance with the BIA self-determination contracts the Real Estate office works on all land matters within the exterior boundaries of the Reservation. The Real Estate Coordinator provides technical assistance and facilitation to tribal members, governmental entities, and departments. These services include but are not limited to lease processing, right of way and easement processing, permit and variance processing and other formal requests and document processes in accordance with the Menominee Constitution, Restoration Act, and Chapter 625 Zoning Ordinance, Ordinance 08-22 Recreational Lease Policy and Procedures, and Ordinance 83-05 Land Use Plan.

For fiscal year 2018 the following leases were acted upon by the Community Development Committee and the Menominee Tribal Legislature; 7 approved recreational leases, 35 approved residential leases, 3 program lease, 28 cancelled recreational leases, and 22 cancelled residential leases and 1 cancelled agriculture lease. The Menominee Nation also received 18 warranty deeds from BIA as a result of fee to trust applications.

Over the past year the Community Development Committee has worked toward ordinance improvement to improve service to the community in regard to real estate; these ordinances include the cemetery ordinance amendments, and the new land transfer agent ordinance. The cemetery ordinance amendments are proposed to fit the current processes performed by community development in the management of the newly utilized Menominee Nation Cemetery in Middle Village. In addition, through a workgroup subcommittee of the Community Development Committee additional language was amended to fit all burials throughout the reservation. The land transfer agent ordinance was brought about to make clear and binding the processes for land transfer with the use of agent or straw person for mandatory trust acquisitions a right provided to the tribe by the Menominee Restoration Act. Lastly, the Tribes legal team continues to work with Midwest Regions Solicitors offices to finalize the draft Menominee HEARTH (Helping Expedite and Advance Responsible Tribal Homeownership Act 2012) regulations which were submitted to BIA in December 2016, once approved by the BIA and then MTL this ordinance will allow for the Real Estate office to handle all recreation, residential, agriculture and business lease applications free of BIA approval which can often slow the process significantly.

Tribal Utilities

The Tribal Utilities Department is responsible for the providing sewer, water, electrical, and septic service to the Menominee Reservation/County community as well as properly maintains and operates systems and facilities used in the delivery of these services as featured in the table below:

Service Location	Residential Water	Commercial Water	Residential Wastewater	Commercial Wastewater	Residential Electric	Commercial Electric
Keshena	314	62	314	62	-	-
Mid. Village	72	7	72	7	72	7
Neopit	210	19	210	19	-	-
Red Wing	21	-	-	-	-	-
Trail. Courts	17	-	-	-	-	-
Zoar	23	-	-	-	-	-
Totals:	**657**	**88**	**596**	**88**	**72**	**7**

For fiscal year 2018 the Utilities has seen many changes and improvements, continued work toward the two Administrative Orders of Consent from the EPA on both the Keshena and Middle Village wastewater treatment facilities has brought about the successful closure of the Keshena Administrative Order of Consent and the approval of a new facility plan and program lease for the proposed Indian Health Service funded Middle Village Wastewater Treatment Facility. Additional work this past year includes ongoing training, workshops and testing to improve the skill set and certification of our technicians. Under the direction of our Certified Operator the Utility Technicians have performed various maintenance operations to improve the function of all three wastewater facilities. Maintenance work was also completed on our water infrastructure and pump houses as we acted on all recommendations of the 2107 Indian Health Service comprehensive survey. In addition to the technical assistance provided by Indian Health Service funding and project management is also provided for Utility Infrastructure. Projects this past year include improvements to the Keshena force main and lift stations, Middle Village lift station and pump house, and soil boring for future projects including the Trailer Court new wells, Middle Village new wastewater treatment facility, and Zoar water project. In the conclusion of the 2018 fiscal year the Utility made successful request to Tribal leadership to utilize funds from the utility fund balance to purchase equipment to improve service to the community and reduce vendor costs.

Finally, the Utility has continued working toward increasing profits through customer accountability which includes monthly delinquency checks and shut offs both occurring under current policy; which allows customers adequate notice prior to service interruption and allows customer to arrange pay back agreements post service interruption. Through increased customer payment compliance, we are able to provide a better overall service to our customers.

Project Management Road Maintenance

Project Management: In accordance with Chapter 98 the Community Developments manages all tribal department construction projects. These services are provided through two project managers who help plan, facilitate, and manage projects through an interdepartmental agreement that allows the managers to work under requesting projects. This past year the project managers managed the following construction projects: Woodland Boys and Girls Club renovation, electronic lock and PA system upgrade at the LEC, FIC Building renovations, sign removal of the old grocery store, Middle Village pump house renovation, and the start of the Food Distribution Garage Addition. In addition to the construction projects managers also worked with various stakeholders to research and plan for projects that have not occurred in FY18, they include the re-roofing various tribal building, Neopit Police Precinct, retaining wall for the Land of Menominee sign, and Keshena Falls Sturgeon Park.

Road Maintenance: In accordance with Road Maintenance contracts/agreements the department administers all internal function of roadway maintenance through Community Development Labor staff and road maintenance contractors. Annual Road Maintenance contracts occurs with both Menominee County Highway Department (MCHD) and Menominee Tribal Enterprise (MTE) as sub-contractors to the Tribe their responsibilities include providing all labor, services, equipment, tools, supplies, and materials to perform maintenance on roads, bridges, and appurtenances for official Indian Reservation Roads (IRR) open to public service.

Road Construction: The Road Construction program occurs across the reservation in accordance with the Tribal Transportation Program and Road maintenance contracts and TTP agreement. This includes but is not limited to program administration, preparation of report data, budget analysis, proposal development, Road Work group facilitation, program analysis and research, working with Real Estate Services in maintaining rights-of-way/easements, if required coordinate and review permit use requests of natural resources with other departments, and any other duties as directed by the Tribal Chairperson, Tribal Administrator, and Tribal Legislature. The 47-55 Round About project was completed in FY2018. The projects to occur in FY2019 include; Street lighting improvements projects though out the Reservation, School Zone Signs, Rabbit Ridge Sidewalk, Maehnowesekiyah parking lot, Aging/CBRF parking lot, Sturgeon Park, and Chief Little Wave sidewalk. In addition to the in-house projects the Project Managers have been meeting regularly with the WisDOT and BIA in the planning and preparations for the Hwy 47 2018 Round About Project and the 2020 Safety Project.

Woodland Boys & Girls Club Exterior

Woodland Boys & Girls Club Interior

Law Enforcement Center Evidence Room

STH47/55 Round About

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	County	TOTALS
Personnel Costs	**$104,138**	**$211,187**	$462,000	$14,000	$3,125	**$794,450**
Fringe Benefits	**$43,165**	**$126,319**	$174,843	$5,107	$550	**$349,984**
Travel			$11,000			**$11,000**
Training	**$605**	**$3,516**				**$4,121**
Equipment			$23,500	$1,200		**$24,700**
Supplies	**$23,213**	**$36,725**	$38,031		$5,951	**$103,920**
Contractual	**$331,525**	**$38,541**	$666,295		$12,437	**$1,048,798**
Utilities	**$137,301**	**$321,200**				**$458,501**
Space Lease/Rental						
Indirect Costs	**$32,342**	**$61,620**	$75,116	$2,593	$2,537	**$174,208**

Other Costs: (list below)			$61,888	$100	$400	**$62,388**
Construction	**$2,000**		$1,524,205			**$1,526,205**
Totals ►	**$674,289**	**$799,108**	**$3,036,878**	**$23,000**	**$25,000**	**$4,558,275**
Fund/Totals Ratio:	14.79%	17.53%	66.62%	0.50%	0.55%	

PROGRAM INCOME/REVENUE	**FY2017 Fund Balance**	**FY2018 Amounts**		
		Generated	**Expended**	**Balance**
Wastewater	$4,034,490	$249,513		$4,284,003
Electricity	$330,681	$78,342		$409,323
Water	$5,863,575	$218,777		$6,082,352
Totals	**$10,228,746**	**$546,632**		**$10,775,678**

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 FY18 the Community Resource Center operated the Income Maintenance Program, Food Share Employment and Training (FSET), Child Care SHARES, 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, Assistant Director, two (2) Job Counselors, two (2) TANF Case Workers, two (2) Income Maintenance Case Workers, Food Share Employment and Training Case Worker, Recruitment and Training Coordinator, two (2) Administrative Assistants, Office Assistant, Maintenance/Housekeeper, Aging and Disability Resource Specialist and two (2) Youth Supervisors.

Income Maintenance/ FSET/ Child Care SHARES/ADRS:

The Income Maintenance programs are Food Share, Child Care, 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. Enrolled tribal members living in neighboring communities (Shawano, Oconto) can request for their eligibility to be issued through our office as well. This program is currently serving 1,154 active cases, which includes 1,139 adults and 1,194 children.

We strive to provide a quick turnaround for our clients for applications, changes and renewals to their case as we understand that they rely on these benefits to care for their families and we want to assure they are provided in a timely manner. We continued this year with 2 full time workers and have been approved for an additional worker who will be funded with tribal dollars in the coming fiscal year due to the large volume of cases being processed by each worker. Same day appointments are accommodated as allowable to serve the client while they are on site so they do not need to return at another time. Each IM Case Worker staffs over 450 cases each, with the Director carrying a caseload of 160.

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. These meetings are attended by Tribes from across the state as well as staff members from DHS that take our voice and concern back to the state level. As a staff we meet on a monthly basis to review changes to program and process to assure they are giving the members the correct information and benefit determination.

Collaborative efforts take place with the Menominee Tribal Clinic, Menominee County Health and Human Services, Wolf River ADRC, Menominee Aging Department, Lakeland, Care Wisconsin, as well as local and distant medical and nursing home facilities to assure community member's eligibility needs are met for medical needs. Our IM Lead Case Worker has been working collaboratively with Menominee Aging to work through the transition of Long Term Care cases to the Tribe and then late in the year the switch to Lakeland Care. She meets biweekly with their staff to review cases and assure all are up to date. This transition has increased our caseloads as well.

Late in the fiscal year the Aging and Disability Resource Specialist (ADRS) position was transferred to be housed under the Community Resource Center. The goals of this program fit closely with our other Income Maintenance programs and will be a good fit to our agency. This person is fairly new to her position and is busy learning her

program guidelines and is eager to work with elders and disabled individuals in the community to access the resources they qualify for.

The Food Share Employment and Training Program offers an opportunity for community members to work towards employment in order to continue to receive their Food Share benefits. The program is designed to offer the client three months of Time Limited Benefits during which time they work towards their employment goals which they have created as a part of their Employment Plan. The FSET Case Worker remains diligent about reaching out to clients to explain the benefits of the program and their need to participate in order to keep their benefits active. The Case Worker sends meeting notices as well as makes personal contact with the clients to encourage participation so benefits are not lost. We will continue to offer education about the program to assure that clients see the importance of participating in order to retain their benefits. Some of the ways they can earn their hours are: attending job skills trainings/classes, participating at the Job Center and working in area departments. Supportive services of bus pass, gas cards, work clothes and incentives were granted to the participants to encourage their success during this transition. Many clients were referred for other services through UMOS, WIOA Job Training (477 and Job Center of WI) and Vocational Rehabilitation. This program is a requirement for people ages 18-49 that are Able Bodied Adults without Dependents (ABAWDS) who are requesting Food Share.

TANF:
The Tribal TANF program is designed to assist low income families work towards self-sufficiency. This program is similar to the State W2 program but is tailored specifically to meet the needs of our community members. This process includes overcoming barriers to employment, gaining job readiness skills, job training and in some cases work experience placements.

The TANF program has five main goals they strive to achieve through the operation of the program:

1.) To reduce the overall costs of public assistance by promoting work as a means of family support;
2.) To promote individual employability of TANF recipients through close collaboration and coordination between the TANF Program, PL 102-477 Program, Education Department, and other Tribal programs;
3.) To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individuals, their children and the community;
4.) To decrease specific barriers to employment such as drug and alcohol dependency by establishing drug testing as one of the necessary eligibility requirements for TANF benefits, and referrals to AODA evaluation and treatment, and
5.) Promote self-esteem, independence and self-sufficiency.

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

Our Tribal TANF program is designed to assist needy families within our community to work towards self-sufficiency. Each client is assigned to a Case Worker who will work one on one with the client to create an individual plan. This plan will include goals for the client to work towards that will assist them with the final goal of securing employment and becoming self-sufficient for their family. One on one client orientation is held with the Case Workers to explain the dynamics of the program to the new clients.

Monthly cash benefits were provided totaling $138,866 and an additional $53,796 in supportive services provided to these families this past year. Supportive services are provided to assist families with various needs during their time on TANF. Bus tickets and gas cards are the most widely used to assist with transportation needs. Some families were assisted with additional bus passes for their children so they could attend school in Shawano. Additional bus tickets were purchased for those clients needing to use a special route due to their location and/or work schedules. The next two most widely used supportive services are for utility bills and minor car repairs for necessary improvements. Clients meet with their worker on at least a monthly basis to discuss their progress and needs and to review their personal employability plans.

Once clients become employed and are no longer eligible for a monthly benefit they are given the option to stay on as a Transitional client. During the next 12 months our Case Workers are available to provide guidance and assistance to the clients to support them to remain employed. Gas cards to get to work during the first few months of employment are a key support to assure clients can make it to work each day while adjusting to their new job. Clients are also assisted with work clothing, shoes, car repairs and bus passes. In the past fiscal year 14 clients took advantage of these services and were provided with up to 12 additional months of support from their worker and supportive services.

Diversionary assistance in the amount of $46,200 was expended this year to 22 working families, equal to the amount expended the prior year. This assistance is designed to help working families that are at or below the 185% of Federal Poverty Level. When working part time or at low wages it makes it difficult to make ends meet sometimes especially when the unexpected happens such as car repairs or medical issues. This program is open for use by individuals one time in a twelve-month period and for a total of five times (5 years). This program continues to be popular and a great asset to those families needing a little extra assistance and guidance.

On the Job Training is a key aspect of our TANF program for those clients that have overcome their barriers to gaining and keeping employment. This past year we worked jointly with the following departments to provide 5 clients with job experience in a paid or non-paid placement to gain the experience needed to increase their employability: Tribal Utilities, License and Permit, Enrollment, Chairman's Office, and Head Start. Two clients have successfully been hired on part or full time after the completion of their On the Job Training period. These departments were provided with 1,530 hours of manpower, at no expense to them, paid by our program equaling $11,092.50.

Extra incentives for continued job completion, finishing HS diplomas or secondary schooling are also available to clients as well as monthly incentive gift baskets for completing all needed paperwork and hours monthly.

A monthly training calendar is developed for our clients and the community by the Recruitment and Training Coordinator. Various topics are presented each month to offer a wide range of activities and information. Topics range from educational, employment related, job training activities, work ready skills, crafts (beading, sewing, regalia making), and nutrition education as well as offsite activities. This calendar is made possible with collaboration between many departments including: many Menominee Indian Tribal Departments, UW Extension Office, Menominee Job Center, and College of Menominee Nation just to name a few. This year we continued our collaboration with Diane Hieptas from the Menominee Tribal Clinic to continue her Trauma Informed Care and ACES work within the community. She had assistance from Myrna Warrington and Gina Washinawatok. Human Resources for the Tribe has also started a series of trainings that have been well attended. This calendar is open to all clients and the community as a whole to utilize.

A few of our highlighted successes of the TANF program this year include:

- 5 clients obtained part time employment throughout the fiscal year.
- 7 client obtained full time employment throughout the fiscal year.
- 7 clients obtained their probationary drivers' license or paid fines to become reinstated.
- 9 clients completed their initial assessment and began their AODA treatment plans.
- 2 clients completed their Associates Degree.
- 2 clients obtained reliable and appropriate housing.
- 2 clients obtained reliable child care so they could actively participate in the program.
- TANF Case Worker facilitated 4 sessions of "Real Colors" for tribal departments. This training helps people understand the differences in people and to learn to work together in positive ways. By understanding the different ways of thinking and processing information we can be a more caring/positive work environment that focuses on employees' positive qualities and uses them to the advantage of the group to be more productive.

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 14-24 years. All eligible applicants must reside within the service area of on or near the Menominee Indian Reservation. Off reservation eligibility is open to Menominee Indian Tribe enrolled members or 1st descendants only.

This fiscal year the two Job Counselors served 141 clients throughout the year. Clients meet with their Job Counselor to complete an Employability Plan, which lays a course for the client, outlining activities for them to complete to work towards their goal of education and/or employment. Milestones are reached and achieved along the way and new goals are set. This program is a voluntary program that offers no monthly benefit but does offer

supportive services that are employment or education related, to overcome barriers. This past year $14,056.32 was expended on supportive service requests. These requests range from bus passes, gas cards, AODA assessment, minor car repairs, tire replacement, driver's license fees, car registration, post-secondary education fees, professional license fees, minor tools/equipment and interview/work clothes and shoes. Each client is assisted with a variety of needs to assure they are work ready on a case by case basis.

A few of our highlighted successes of the 477 program this year include:

- 3 clients obtained their driver's license.
- 23 clients obtained part time employment.
- 21 clients obtained full time employment.
- 2 clients successfully completed the AODA program.
- 1 client completed his Welding Technical degree from CMN.
- 1 client completed the Office Technician program from CMN.
  1 client completed the Administrative Assistant Certification and secured full time employment with Menominee Tribal Clinic.
- Assisted the Menominee Pow Wow with 4 parking attendants for the weekend.
- Participated as a part of the planning committee for the upcoming roads project (round about) and assisted with creating a listing of tribal members that have skills who could be utilized during current and upcoming projects. This list is being housed with the Tax and Lending Department at this time. Made referrals to clients to apply for positions with the current projects at hand.
- Job Counselor began monthly presentations to inmates at Menominee Tribal Jail, explaining our programs and topics of interest to those in attendance.
- Collaborated with the UMOS program to assist their new hires with needed supportive services such as work boots and protective clothing as this is not a service that program offers. They became dual clients.

Work Experience contracts for our clients have assisted them to overcome their barriers and become ready for employment. The Job Counselors work with area departments to secure job placements for hire utilizing our Interdepartmental Contract. Most of these jobs are entry level positions within the Tribe where clients will work a set number of hours between 20 and 40 and be paid a comparable wage during their training period. While our program pays at the rate of minimum wage for these contracts the departments are encouraged to supplement the wage to bring the client up to the given rate for the position they are filling. This past year 4 of the 7 positions were supplemented by the employers.
Many of our clients have little or no employment history and these placements give them the needed verifiable work history needed for job application requirements. Job Counselors work closely with the clients to monitor the client's growth in the position and assist with needed changes to assure the job is a good fit for the client. At the end of the contract the employer has the option to hire the client into a regular part time or full time position. This past year a total of $7,648.75 was expended on Work Experience Contracts to clients for a total of 1055 hours of manpower.

This past year we have worked closely with the following departments: South Branch Community Center, Historic Preservation, Eagles Nest, Community Resource Center, Conservation and Community Development.

Our staff is always looking for new opportunities for our clients to become trained and employed. Our unemployment rate although it has improved, remains to be one of the highest in the state. The need for additional full time employment opportunities for our clients is great. Part time and on-call wages are not sufficient to allow for a livable wage. Transportation remains an ongoing issue for clients as well as having a workable phone to receive messages for possible job offers and follow through. These are two areas that we have been able to assist clients to overcome.

We continue to utilize our Inter-Departmental Agreement with the Menominee Casino Resort to provide subsidized employment for newly hired employees who are clients of our program. This allows our program to pay a training wage upon hire for a short term contract to assist the casino with this expense and give our clients a head start. The casino supplements the remainder of the wage. Two (2) clients were assisted with these contracts this past year and wages of $960.62 were reimbursed to the Menominee Casino Resort for training wages.

Collaboration continues with Deb Buckley representing the NEW Curative Rehabilitation-Senior Service Program which serves elders, over the age of 55 that are looking for employment. This program is operated under a USDOL grant in cooperation with Senior Service America, Inc. Deb is encouraged to utilize our office building for onsite meeting with clients from our community as her office is not located here but she services our community. She has been able to assist two of our elders in securing employment and accessing services available to them this past year. We have also worked with Brian Marquardt, the representative from DWD Veteran's Employment office to refer clients who may benefit from his services. UMOS collaboration continues as well. They are working with Menominee

Tribal Enterprise in filling employment needs. At least 3 of our clients were assisted with work placements through their program.

Summer Work Experience

Summer Work Experience services are available to youth between the ages of 14 to 24 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 received 123 applications. Of these 31 applications were placed through Youth Services. The remaining 92 were offered positions through the Community Resource Center, including 5 College Interns. Thirteen applicants withdrew their application and six lost their employment throughout the summer due to no call/no show or lack of interest in working. A total of 73 successfully completed the program. Twenty-seven youth completed 98% of their work hours and received a gift card incentive. Ten youth who had perfect attendance were offered the opportunity to work at the Pow Wow to earn extra hours. Two youth were hired on at Menominee Tribal Enterprise and Luigi's upon completion of the Summer Work Experience Program. One continued to volunteer their time at the Boys and Girls Club. The team stressed the importance of job responsibility with the youth. Reminding them it is their responsibility to communicate with us if the job was not working out and to provide proper notice to their employer/supervisor before quitting.

All youth participated in a 6-week Summer Work Experience Program. Two Youth Supervisors were hired on a temporary basis to provide supervision to the youth. They worked with the Recruitment and Training Coordinator to plan and execute this 6-week program. The youth ranged in age from 14-24 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.

Staff met with all 46 of the Supervisors at the work sites to explain the evaluation process called the Work Readiness tool that would assist the Supervisors to accurately evaluate the youths work and provide positive feedback for growth. Points from this evaluation were added to the biweekly evaluation to show areas of concern to work on and areas of growth the youth were making. When used this tool is useful to open up communication between youth and supervisor to assess their strengths and areas that need improvement. Most of our youth come into the program with no work experience so this is a valuable tool to assess their progress.

Annual Updates

This past year our staff has been very active on the Community Engagement Committee. We have three staff that attend regularly and are all apart of separate 90 Day Work plans. These plans include: Fostering Futures, Absenteeism, Culture Camp, and Tribal Justice Strategic Planning. These meetings allow us to get a bigger picture of what is happening in the community and where our services can assist. By working together towards a common goal while combining resources and reducing duplication we are able to make the best use of our funding dollars. These meetings also allow us to review our own program and make adjustments to how we work with clients to assure we are functioning in a Trauma Informed Way. Over the past year we review our TANF application process and reduced the amount of paperwork needed by the client by working with area departments to gather this information for them and limiting the need for them to go from department to department to gather documents.

After this year's Director Retreat the Director and Assistant Director looked for ways to give staff more input into the daily operation of the programs. We encourage active participation in local events/activities, self-evaluation questionnaire for annual employee evaluations, quarterly staff meetings to share and discuss our various programs and assuring our building is welcoming to the community at large.

Our department has been an active participate in the planning of the new MPOWR program that is being designed for the Tribe to be able to share limited information between departments. We have met as a team to design what our screens would look like to have the information we need for our programs. I feel that this design will be a great benefit to our program and our clients by allowing them the option to share information with the programs they designate. This will reduce the amount of basic information that needs to be updated by clients throughout the tribe and allow the most accurate information to all departments as client's update. We look forward to the finished product.

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, Sturgeon Feast, Sobriety Pow Wow, Youth Olympics, Three on Three Basketball Tournament, Night Out Against Crime, Breakfast with Santa, Menominee Nation Pow Wow, and the Senior Banquet.

Members of our staff participate in the following committees/activities: Community Engagement Committee, Enforcement & Resource Protection Committee, Community Coordinated Response Team, Labor and Education Committee, Fostering Futures Advisory Council, Youth Services Providers, Toys for Tots, Youth Olympics and Night Out Against Crime.

We held our 7th Annual Haunted Hallway October 2017. 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. This year our focus for fund raising was the Menominee Tribal Police Department and the local pantries. The event was offered for two evenings to increase availability for the community to participate. Admissions this year was $3. Over the two evenings we had 571 community members visit the event. A total of $1,716.00 was brought in from admission. A total of $1,093 was donated to the Menominee Tribal Police Department for activities with area youth. Another $364.75 was used to purchase items such as hygiene products and specific food items requested from St. Anthony's and St. Michael's food pantries. The remaining funds will be used as seed money for next year's event. The Tribal Police Department executed a Haunted Hay Ride as an added bonus which was a big hit with the attendees. This was an amazing turnout and was made possible due to the donations and collaboration of other programs including: Youth Development and Outreach, Menominee Casino Resort, Menominee Tribal Enterprise, Emergency Management, Menominee Indian School District, Menominee County Highway Department, Community Development, Menominee Veterans, WI Film and Bag, Senzigs and Charlie's County Market.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ -		$ 717,004	$ 133,065	$ -	$ 850,069
Fringe Benefits			331,511	75,424		$ 406,935
Travel			14,400	2,568		$ 16,967
Training			-	-		$ -
Equipment			19,476	-		$ 19,476
Supplies			16,525	556		$ 17,081
Contractual			11,939	4,204		$ 16,143
Utilities			2,813	265		$ 3,078
Space Lease/Rental			-	-		$ -
Indirect Costs			146,338	23,876		$ 170,214
Other Costs: (list below)						$ -
Supportive Services			119,599	1,198		$ 120,797
Direct Assistance			135,720	-		$ 135,720
Building Maintenance			20,272	-		$ 20,272
Insurance			5,911	-		$ 5,911
Vehicle Costs			13,061	-		$ 13,061
Program Act/Incentives			44,872	-		$ 44,872
Educational Stipends			12,091	-		$ 12,091
						$ -
						$ -
						$ -
Totals ►	$ -	$ -	$ 1,611,532	$ 241,155	$ -	$ 1,852,687
Fund/Totals Ratio:	N/A	N/A	86.98%	13.02%	N/A	

Conservation

Walter Cox, Director

Staffing includes (1) Director, (1) Senior Conservation Warden, (3) Conservation Wardens, (1) CTAS Conservation Warden (Coordinated Tribal Assistance Solicitation) TFT and (1) Administrative Secretary.

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, Outreach and Education, assistance with the Fish and Wildlife Management and Environmental Quality Services. These shall be carried out by means of patrol, investigation of complaints, and issuance of citations, presentations, and in-service training.

CONSERVATION LAW ENFORCEMENT STATISTICS

	Fiscal Year 2017	Fiscal Year 2018
Reportable Incidents	1146	1016
Citations Issued	37	52
Warnings Issued	20	35
Complaints Received	134	154
Interagency Assists	90	98
In-service Hours	427	302
Permit/ID checks	117	139
Investigations	127	82
Court Appearances	14	19
Meetings Attended	127	120
Other	372	466

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 83 deer, 11 bear, and 6 turkeys were harvested during the 2017-2018 hunting seasons.

The Conservation Department struggled with minimal funding and staffing throughout the fiscal year. Jaime Guzman transferred from the position of CTAS Warden to Conservation Warden on March 8, 2018. The vacant CTAS Warden Position was filled by Timothy Waupoose on April 30, 2018. Tim holds an associate degree in forestry and was formerly employed by the Menominee Tribal Enterprise Inc. He is an avid hunter and fishermen and an asset to the department.

After a move in FY 2017, Conservation and Environmental Services continued to lease the Culture Building at the CMN (College of Menominee Nation) for office space. The department hopes to remain at the CMN but hopes for plans to obtain a natural resource complex sometime in the future.

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 to enforce treaty rights and provide protection of Tribal natural resources. Conservation Officers enforce Federal Laws and Tribal Codes to provide protection of resources and encroachment from outside threats. Wardens also assist the Menominee Tribal Police and Menominee County Sheriff's Department when necessary. Other collaborative agencies include the US Fish and Wildlife Service, US Forest Service, WDNR (Wisconsin Department of Natural Resources), and Raptor Education Group Inc.

The Department received funding to develop internal policies for Conservation Law Enforcement. Department staff worked diligently on the drafting and processing of several polices throughout the fiscal year. The policies required approval of the Tribal Administrative Committee and Law Enforcement and Resource Protection Committee.

Conservation Warden In-Service Training:

- Wildland Fire Origin and Cause Determination
- Wild Ginseng Enforcement

- Ginseng Symposium and Coordination Meeting
- Hunter Education Instructor Training
- Law Enforcement Administration
- Introduction to Incident Command System
- Semi-Annual Firearms Qualifications
- First Aid and CPR
- Narcan
- Applying Tunicates and PBT
- WDNR Boating Safety
- Leadership Retreat
- COPS Grant Reporting
- Physical Efficiency Battery
- Drone Operations and Handling

FY18 Conservation Internal Policies:

- Uniform, Appearance & Equipment Standards (approved)
- Body Worn Audio and Video Recording Device (approved)
- Use of Force (approved)
- Pursuit (approved)
- Social Media (approved)
- Ride-Along (approved)
- Citizen Rights and Confidentiality (awaiting approval)
- Weapons Training and Qualifications (awaiting approval)
- Vehicle Equipment and Maintenance (awaiting approval)
- Vehicle Use (awaiting approval)
- Naloxone - Narcon (awaiting approval)
- Evidence (Processing)
- Vehicles in Water (processing)

Outreach & Education:
The Department does their best to provide information to the general public on safety, hunting, fishing, trapping and gathering regulations, program functions, and other laws relating to the natural resources. Conservation is proud of the ongoing safety programs that we provide; especially the hunter education and all-terrain vehicle safety courses.

We are especially proud of the annual hunter education course that the department provides. FY 2018 will be the twenty-fifth year for hunter education. Hunter education is statistically proven to save lives and prevent accidents. All-terrain vehicle safety is not as popular as hunter education; however, statistics indicate the course prevents accidents.

Community Related Activities & Outreach Events:

- Hunter Education
- All-Terrain Vehicle Safety
- Informational Outreach (Hunting, Fishing, Trapping, Gathering & Wild Ginseng)
- National Night Out Against Crime
- Wild Ginseng Presentation - WDNR (Wisconsin Department of Natural Resources) & USFWS (US Fish & Wildlife Service)
- Annual General Council
- Community Engagement
- Tribal Action Plan
- Outdoor Survival
- Animal and Track Identification
- WDNR Fur School Workshop
- Shawano/Menominee Counties Transition Fair
- Sakogan –Chippewa Deep Snow Camp
- Indigenous Knowledge Exchange Group
- Legend Lake District Community Outreach Event
- Annual Memorial Day Parade
- Menominee Sturgeon Guard Program
- College of Menominee Nation Ride-Along

- Culture Camp
- Tour of UW Stevens Point Natural Resources

Conservation Committees & Meetings:

- Law Enforcement & Resource Protection Committee
- Menominee Conservation Commission
- Wisconsin Conservation Congress
- Emergency Management Committee
- Emergency Response Meeting
- Great Lakes Indian Fish & Wildlife Commission
- Tribal Chief Conservation Officer Meeting
- METP (Menominee Tribal Police)
- MESO (Menominee County Sheriff's Department)
- FBI Collaboration
- Tribal Agriculture and Forestry Committee
- MTE Forestry (Menominee Tribal Enterprise)
- BIA – MTE Fire Operations
- Roads Workgroup
- WDNR-Tribal Planning
- LaMotte Lake Landing Agreement
- Legend Lake Protection District
- Woodland Youth Boys and Girls Club
- Menominee Tribal Legislature
- Legislative Community Meetings
- COPs Grant Quarterly Reporting
- 4H Outreach
- Wild Ginseng Regulatory Workgroup
- BAYCOM Radios
- Northway Communications
- Abandoned Property
- Boat Patrol
- St. Michaels Festival Planning
- Youth Empowerment
- Internal Audit
- Community Development
- Human Resource
- Tribal Chairman
- Legal Services
- Tribal Prosecutor
- Tribal Administration
- Director Meeting
- Conservation Staff/Squad Meeting

Fish and Wildlife:
Conservation staff assists Environmental Services with fish and wildlife surveys and data collection. The department also assists with nuisance animals; especially spring and summer black bear calls and complaints.

Fish and Wildlife Surveys & Calls:

- White-Tailed Deer Pellet Count
- Ruffed Grouse
- Sandhill Crane
- Lake Sturgeon Management
- Beaver Management & Population Control
- Assist with Nuisance Animal Calls & Complaints

Environmental Quality:
Efforts are ongoing to protect our Tribal forest, lakes and streams. It has become more and more evident, the need for recognition and attention for efforts in environmental enforcement and protection of our natural resources. Department staff worked with Tribal Administration, Environmental Services, Community Development, Menominee Tribal Police, and Emergency Management to address abandoned homes and junk cars on the Reservation. Special efforts were directed at mobile homes that present environmental and health concerns. Other

matters and efforts included outreach and education regarding the effects of lead bullets on wildlife and human consumption of game. The Menominee Conservation Commission arranged for the US Fish & Wildlife Raptor Education Group Inc. to provide information regarding the use of lead for hunting and fishing.

Environmental Enforcement and Protection Efforts:

- Issue Citations for Tribal Code Violations
- Investigate and Enforce Surface Water Code Violations
- Investigate and Enforce Solid Waste Violations
- Work with the Menominee Conservation Commission & Enforcement & Resource Protection Committee to Develop Stronger Codes and Regulations
- Provide Education and Public Outreach

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$200,790**		$139,094	$5,825	$39,047	**$384,756**
Fringe Benefits	**$71,339**		$25,564	$661	$21,095	**$118,659**
Travel	**$57**					**$57**
Training	**$2,536**		$2,435	$54		**$5,025**
Equipment						
Supplies	**$25,532**		$8,507	$2,422		**$36,461**
Contractual	**$15,491**					**$15,491**
Utilities						
Space Lease/Rental	**$3,731**		$966	$713		**$5,410**
Indirect Costs	**$40,290**				$6,742	**$47,032**
Other Costs: (list below)				$1,142		**$1,142**
Vehicle Lease	**$20,186**		$6,740			**$26,926**
vehicle costs	**$8,212**		$1,321	$1,424		**$10,957**
Building Maintenance	**$1,856**					**$1,856**
Program Activities	**$5,757**					**$5,757**
Contractual	**$3,002**		$1,889			**$4,891**
Cellphones	**$2,339**		$842			**$3,181**
Totals ►	**$401,118**		**$187,358**	**$12,241**	**$66,884**	**$667,601**
Fund/Totals Ratio:	60.08%	0.00%	28.06%	1.83%	10.02%	

Early Childhood Services

Gary Pyawasay, Director

Early Childhood Services continues to provide early education services and a host of other services to children and families living on the Menominee Reservation and surrounding areas. 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. Head Start/Early Head Start/Day Care does not provide these services alone and relies on community partnerships with many agencies in efforts to give children as comprehensive an early education experience as possible.

Day Care

Mission: The Menominee Early Childhood Services-Day Care mission is to help children develop positive self-image while growing physically, emotionally and intellectually in a positive direction. The purpose of Early Childhood Services-Day Care is to provide Day Care Services with preschool activities along with a specialized program for families in need of Respite Care.

Service Area:	There is no designated service area where children and families must reside in order to receive services.
Ages Served:	Six weeks through 12 years
Eligibility:	There are no specific eligibility requirements to receive services. However, in order to receive a child care subsidy there are certain eligibility requirements that must be met as determined by the funding source. The two subsidy programs available to Day Care clients are the Child Care Development Funds Grant and Wisconsin Shares Program.

FY18 Services:
Day Care served a total of 100 children from 63 families in FY18. In addition to providing the day-to-day early education/child care services and Menominee Language instruction, the program also holds activities in hopes of increasing parent and community involvement at the center. In FY18 the program held the following family/community involvement activities: Monster Mash Halloween Party, Thanksgiving Social, Santa Visit, Easter Egg Coloring Event, Mother's Day Social, Father's Day Social, Grandparent's Social and Safety Fair. Also, special needs services (i.e. speech and language services, occupational therapy etc.) are available to the children on an as needed basis as a part of their Day Care programming.

Menominee Language Immersion Classroom: ECS collaborated with the Menominee Language and Culture Commission, Education Department and Tribal Administration to open a second Menominee Language Immersion classroom at the Day Care Center in FY18. The second room was opened on September 11th with a total of eight new infants/ toddlers brought in to receive these services; the new children were mixed in with the original eight and placed into the two rooms according to their age. Two new Immersion Teachers were brought aboard for this new classroom with another floater teacher position to cover the two classrooms. The program now has five total Immersion Teachers in the department providing Menominee Language immersion services to 16 infants/toddlers.

In FY18 Early Childhood Services continued its strategic planning work with the Menominee Language and Culture Commission, Education Department, Tribal Administration Department and UW-Extension on the Menominee Language Immersion initiative. The group developed a mission statement, identified strengths, weaknesses, opportunities and challenges and other planning work as a part of this process. ECS is planning to open a three-year-old immersion Head Start classroom and subsequently a four-year-old immersion classroom as this current group of children advance in age. The group is also planning further out as members of the group have also been in contact and have had meetings with Wisconsin Department of Public Instruction representatives about the charter school establishment process.

Respite Care: The Tribal Day Care has an agreement with Tribal Social Services and Maehnowesekiyah Domestic Violence Shelter to work in collaboration to provide family based child welfare services to support families who have experienced domestic violence related trauma and to prevent and treat child abuse/neglect through crisis respite child care services. This is achieved by providing education, outreach and supportive services for families who have experienced violence and trauma in their lives. Supportive services are provided through weekly meetings that parents have with the referral team. The referral team consists of the Center Director from the Day Care, Social Worker from Tribal Social Services and the Children's Advocate from Maehnowesekiyah's Domestic Violence Program. A total of five children from three families were provided with these services in FY18.

Health Screenings: Beginning in FY18 children receiving full-day services during the school year were provided with health screenings through an agreement with the Tribal Clinic. These children received the following screenings performed by medical professionals: height/weight, hearing, and dental. The vision screenings did not occur due to scheduling issues but will occur in FY19 along with the other screens. These are the same screenings ECS is required to provide to Head Start children and the specific screening measures are detailed later in this report. We would like to thank the Tribal Clinic for allowing us to extend these health screening services to Day Care children and their families.

Technology Upgrade: The program would like to thank the Menominee Indian School District for donating 30 smartboards to the program for installation in all classrooms. Most of the smart boards have been installed as of the date of this report with a few that are awaiting outside assistance in installation due to receptacle installation. Software has been purchased to make the boards interactive and program staff are researching additional software for the boards that aligns with program instruction and trauma responsive practices.

Food Program Review: In FY18 Early Childhood Services participated in a funding agency review of its Child and Adult Care Food Program. Overall the review went well with the reviewer identifying a few minor items to

correct which were as follows: the calculation of income for Household Size Income forms (Day Care), training of individuals outside the department (Tribal Clinic and Internal Audit), corrective action plan follow-up, edit checks of monthly claim submittals, policies and procedures revisions, production record corrections and use of the new forms for Infant meal plan requirements. The program has received notice from its CACFP Nutrition Program Consultant that all items have been satisfactorily corrected and appropriate correction measures are in place.

Items for FY19

Child Data Management Software: The Tribal Day Care worked toward implementing the use of a new child data management software system in FY18. The Child Plus Software (which has been used by the Head Start/Early Head Start program for over 6 years) will be used by Day Care staff by the summer of 2019. While this software is designed for use by Head Start/Early Head Start programs there are many features that will benefit Day Care staff. Those features include electronic data storage (child/family/staff information), electronic attendance tracking, case management and a mass text/email feature to communicate with program families. The program initially planned to have the system in use at Day Care in FY18 but ran into some issues with staff turnover that kept it from meeting that time frame.

Mental Health Screenings: In FY18 the Day Care began work toward providing mental health screenings to children receiving full day services from the program. In FY19 staff will continue working to implement the use of the Ages and Stages: Social/Emotional (ASQ-SE) screener to assess each child's mental health. This screener is currently used by the Head Start program and has been using it since 2005; the Health/Nutrition/Safety Manager has played an integral role in this implementation process as she is a certified ASQ-SE trainer. The program is aiming for implementation completion by the spring of 2019.

Training Calendar: Day Care has adjusted its service calendar in FY19 to allow staff, mainly teachers, to participate in more professional development opportunities. In addition to the five early release days that have been a part of the calendar since FY17, there will be two full days of no children that will be used to provide Trauma Smart training to new hires as well as train on other topics such as the Child Plus Data System, Ages and Stages-Social/Emotional screener, and ALICE training. One half day will also be used to participate in Real Colors training along with Head Start and Menominee Tribal School staff.

Head Start/Early Head Start

Mission: Menominee Early Childhood Services-Head Start/Early Head Start believes that a child can benefit from a comprehensive Early Childhood program that promotes healthy development through Head Start/Early Head Start staff, parents and the community. By working together, we can develop a child's abilities to their greatest potential so that each child may show confidence in their abilities to go forward in pursuit of a full and successful life.

Service Area:	Head Start/Early Head Start may only serve children in its service area which includes Menominee Indian Reservation/County and surrounding communities including the city of Shawano, Gresham, Suring, Cecil 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 and expectant mothers
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. Head Start/Early Head Start ensures that children who are from low-income families and children with disabilities receive priority in enrollment as per federal regulations.
Funded Enrollment:	179 Head Start children (ages 3-5) 52 Early Head Start children (age six weeks to three years) 14 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 Program Year 2017/18:

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.** (This info is from the grant specific FY18 which for some differ from the Tribal Fiscal year of October 1 to September 30).

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. Awarded: $1,830,040; Expended $1,830,040
- Bureau of Indian Affairs Part B. Awarded: $79,910; Expended $79,910
- Bureau of Indian Affairs Part C. Awarded: $10,200.; Expended $10,200
- Wisconsin Department of Public Instruction Head Start Grant. Awarded: $60,912; Expended $60,912
- Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: $280,059.29; Expended $241,125.53
- Menominee Indian Tribe of Wisconsin. $280,059.29; Expended $241,125.53
- Wisconsin Health and Human Services Tribal Birth to Three Grant: Awarded: $10,000 Expended: $9,456.50

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 salaries, 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. FY19 award: $1,881,770
- 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 salaries and fringe benefits. Anticipated FY19 award: $79,910
- 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 salaries and fringe benefits. Anticipated FY19 award: $10,200
- 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 salaries, fringe, transportation services and classroom supplies. FY19 award: $60,912
- 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. This funding is shared with the Tribal Day Care. FY19 award: $290,418.55
- 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. FY19 award: $661,708
- Wisconsin Department of Health Services Birth to Three Tribal Grant Funding: This funding is used to increase awareness, access and use of early intervention services for American Indian children with developmental delays and their families in Tribal communities. The funding will be used to purchase developmental slide charts for parents, purchase incentives for Child Find events, and salary and fringe for planning /coordination of these events. This funding is shared with the Tribal Day Care. FY19 award: $10,000

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

Early Head Start in 2017/18
Total number of children served: 78
Total number of pregnant women served: 32
Total number of families served: 74

Head Start in 2017/18
Total number of children served: 188
Total number of families served: 167

Supportive services units of 596 were provided to families in the form of Goodwill clothing vouchers and referrals to outside agencies. Other services were provided directly to children and families through day-to-day programming.

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

The Office of Head Start (OHS) has revised its monitoring protocol where they have broken up their reviews into smaller reviews as opposed to the large scale on-site reviews that have occurred in the past. The last reviews we had were in FY16 when the OHS came on-site to review the following areas: Environmental Health and Safety, Fiscal/ERSEA (Eligibility, Recruitment, Selection, Enrollment and Attendance), and CLASS (Classroom Assessment Scoring System). The Environmental Health and Safety review resulted in one deficiency, two non-compliances and one item noted as a concern. The deficiency was in the area of staffing and supervision, more specifically not using positive child guidance by one teacher. In June of 2015 a teacher engaged in negative methods of child guidance and the incident was not reported to the ACF-Regional Office. The two non-compliances were in the area of safe and clean environments and medication administration/storage. The safe and clean environments citing involved the following: one of the seventeen toileting areas was not kept clean, one classroom had a CD player on a folding wooden table which could have been a falling hazard, and two rooms had soft bedding materials in cribs. The medication administration/storage citing was for 4 of 17 rooms containing medication that was not properly stored in the medication lock box and one over the counter medication did not have written authorization from the parent to provide to the child. The concern was a result of a seat belt cutter in one of the buses not having a label attached to it. All of the identified findings from this review have been satisfactorily corrected. The CLASS review resulted in the following measures of teacher child-interactions while in the classroom: Emotional Support: 5.2875; Classroom Organization: 5.2833; and Instructional Support: 2.0833. These scores are on a 7 point scale. At the time of receipt of these scores, the Administrator and OHS Program Specialist agreed that additional training/technical assistance was needed in this area and this has been received. The program has since been notified that it will receive another CLASS review which will provide the program with another opportunity to improve the scores to a satisfactory level. As of this report, the follow up observation has not been scheduled by OHS. The program is pleased to report the Fiscal/ERSEA review resulted in no areas of non-compliance nor did it show our program to have any deficiencies in the reviewed areas.

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

- 99.2% of children enrolled in the program received Early and Periodic Screening, Diagnostic and Treatment (EPSDT) and/or a medical exam.
- 100% of children enrolled in the program received preventative dental care.

6. Information about parent involvement activities

Parent involvement in the program included participation in Parent Committee Meetings and Policy Council Meetings. Other program activities where parents participated included: Trotting Back to School 3K Walk, health component screenings, Kiddie Krime Stoppers March, field trips, Center Trick or Treating, Smart Connections sessions, after school family activities, Santa visits, Cookie Socials, Community Christmas Caroling, snow-shoeing, an art show, Spring Fling, Kindergarten visits, graduation celebrations, Head Start pow-wow, Enrollment Extravaganza, and National Night Out Against Crime. In addition to these, parents, high school students, and community members continue to volunteer their time in the classrooms and at the centers throughout the year. In-classroom family activities were also held monthly with various themes including: Father's activities, Grandparents Breakfast, Aunts/Uncle's Day, Dr. Seuss Week, National Breakfast Week, Week of the Young Child, National Volunteer Week, Mother's Day, and Father's Day.

Monthly Family Night's held at each center included the following training topics: Nutrition Presentations, Summer Safety, Healthy Food Preparation, Spring clean-up safety tips, gardening tips and tricks, and other educational and holiday themed activities. Pregnant Mother's meetings were also held monthly and included the following training topics: Physical Wellbeing, Substance Use & Abuse during Pregnancy, Literacy Promotion, Post-partum Depression, Food Assistance, Breastfeeding and the Birthing Process, Brain Development in Utero, Finance Planning during and after pregnancy, Facts or Myths about Pregnancy, Self-care during Pregnancy, and Car Seat Safety.

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

The current Head Start curriculum Big Day for Pre-K provides the framework for progress toward school readiness goals. The school readiness goals, which have been fully developed and need to complete the final approval process, encompass physical development and health, approaches to learning, language and literacy, social and emotional development, and cognitive and general knowledge. The program has worked to align the goals with the Head Start Early Learning Framework, Wisconsin Model Early Learning Standards, Teaching Strategies GOLD, Big Day Pre-K Curriculum and our local schools kindergarten expectations. In an effort to prepare our children for the move to kindergarten, Early Childhood Services again worked collaboratively with the Menominee Tribal School and the Keshena Primary School to have the four-year-old classrooms visit the kindergarten rooms at both schools. In FY18 Head Start Teaching staff received professional development in this area that included math skills for early childhood, CLASS Instructional Support overview and CLASS

Instructional Support-Language Modelling training sessions from outside providers. In addition, increased dialog began in late FY18 between Head Start and the schools the Head Start children will transition to including Menominee Tribal School, Menominee Indian School District Keshena Primary, the Shawano School Districts LEADS charter school. School readiness/kindergarten preparedness training has begun in FY19 with the certificate training Achieving School Readiness Goals provided to teachers by a reading specialist at the Keshena Primary School

Other Head start/Early Head Start program highlights include:
Disabilities/Early Exceptional Needs: ECS is unique in its abilities and efforts to provide children with disabilities, ages six weeks to five years with the special education supports and services they require based on their individual needs. Each child, once found to be in need of special education services through 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 the maximum extent possible. Over the years, ECS has enjoyed 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. ECS collaborates with the Menominee Indian and Shawano Community School Districts through Memorandum of Agreements, as well as both the Menominee and Shawano County Birth to Three Programs through an interagency agreement between Menominee County Birth to Three, ECS, and MISD. The agreements among these community resources detail the responsibilities of each program in regards to Child Find. Child Find is the process to identify potential children with special needs along with the process to provide those 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. For the past three years the program has received Birth to Three Tribal Community funding from the Wisconsin Department of Health Services that it uses to increase the number of Child Find events held by the program and Menominee County Birth to Three program. Four events are held in conjunction with other community events in hopes of reaching Menominee community families that aren't receiving services through ECS to identify developmental delays in infants/toddlers and increase awareness of Birth to Three services. These events will continue in FY19 as the grant has been renewed.

In program year 2017/18, the program served 20 Head Start children and four Early Head Start children with documented early exceptional needs through our partnerships with the Shawano and Menominee County Birth to Three Programs, the Menominee Indian School District and Shawano Community School District.

Health Screenings: Per Head Start Performance Standards, all health screens are to be completed within the first 45-days of the child's entry into the program. All follow-up treatment has to be completed by the start of the next program year by the parents and documented. All failed screening results are sent to the families via mail with instructions on getting any needed follow-up treatment. All available health screening results are shared at the parent teacher conference in the fall and spring and a Health Summary of all medical screenings is mailed to the family of children transitioning into kindergarten.

Height/Weights: The Menominee Tribal Clinic provides height/weight assessments for all children at each center in the fall and spring of each program year. 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.

Visions: All vision screenings are done at the centers by the Menominee Tribal Clinic Optical Department.

Hearings: All hearing screens are done at the centers by the Community Health Nurse and Health/Nutrition/Safety Manger using the Etymotic Research Optoacoustic Emissions Scanner (ERO-OAE-SCAN) test system for children ages birth to three years. The Menominee Tribal Clinic Community Health program nurses assist with the four year old children by using an Audiometer. All children that test as a "Refer" are further assessed with an Otoscope check of the ear canal for wax/fluid and determination if a referral is needed for further medical treatment.

Dental: All Head Start/Early Head Children receive an oral screening and preventative care at the centers by the Tribal Clinic Dental Hygienist. The program, along with the Menominee Tribal Clinic's 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 Well Child Check on file within their first 45-days of entering the program. In FY18 through coordinated efforts between Head Start/Early Head Start and the Menominee Tribal Clinic's Health Advisory Committee, all children were provided a Well-Child Check at their respective center during regular program hours. For those children who enter the program after these screenings take place, Head Start/Early Head Start works with

the family to get the child to meet this requirement by scheduling an appointment with Menominee Tribal Clinic's Community Health Program or their primary physician.

Immunizations: All children are required to have an immunization record on file. All pre-kindergarten children have the option of receiving their required vaccinations here at the centers by the Menominee Tribal Clinic's Community Health Program. 100% of children enrolled in the program this program year were up-to-date on all required immunizations.

Mental Health: Head Start/Early Head Start uses the Ages and Stages Social Emotional (ASQ-SE) screening tool to assess each child's mental health per the Head Start Performance Standard requirement. All parent/guardians complete the age appropriate ASQ-SE questionnaire for their child within the first 45-days of the start of the program year which is primarily done at the first home visit. Program staff reviews each child's questionnaire score with our Mental Health Consultant-Mark Fuller from the Tribal Clinic's Behavioral Health Department. All children that score above the cut-off are re-screened and monitored quarterly. At the suggestion of our Mental Health Consultant or when a parent/guardian has expressed any concerns regarding their child's development the program holds an in-person special conference meeting with the parents/guardians to discuss recommendations on how to proceed. In FY18, four children were discussed with the mental health consultant and three children required direct services from the mental health consultant; the other child was receiving mental health services through an outside provider.

Community Engagement Involvement: The program continued as a member of the Community Engagement Workgroup this past year. The Workgroup brings together Tribal departments and other agencies that have a vested interest in the Menominee Community to collectively work on issues that affect the community. The initial issues taken on by this group were: reducing childhood obesity, increasing school readiness and reducing teen pregnancy. The Workgroup has since become much larger and has taken up more initiatives; in FY18 program staff participated in the following workgroups: Suicide Prevention Initiative, Decreasing Absenteeism in the Community, Neopit Community Center, Fostering Futures and MISD Safe Schools/Healthy Students Initiative. Other initiatives that ECS was a part of in include Trick or Treat Event at CMN, Breakfast with Santa, Youth Olympics, Sobriety Pow-wow, Transportation Advisory Committee, Shawano/Menominee Home Visitation Planning and Netaenawemakanak Coalition (Youth Service Providers).

WIEA Conference Planning: The ECS Administrator participated on the planning committee for the 2018 Wisconsin Indian Education Association Conference that was hosted by Menominee on April 20th and 21st, 2018. As a part of this conference, program staff worked with the Menominee Indian School District to put on a Trauma Informed Care pre-conference track; program staff participated on a panel that discussed how trauma informed care is implemented in our settings and held a Smart Connections breakout session in concert with Keshena Primary School staff that highlighted the parent engagement/training piece of the Trauma Smart model.

Trauma Responsive Practices: In FY18 all ECS centers continued on their journey in becoming improved trauma responsive service providers though the continued the implementation of the Trauma Smart Model. As a part of the overall training model, ECS and the Keshena Primary School continued a partnership to provide Smart Connections training to the parents of the community throughout the 2017/18 school year. Smart Connections is the parent training component of Trauma Smart that teaches parents the same principles and techniques program staff receives in the training modules. In 2017/18 a total of 87 parents of the community attended a Smart Connections session with 22 people attending more than one of the ten sessions. The new hire training also continued in FY18 though the partnership with Keshena Primary School with 14 ECS employees receiving training. There has been outside interest in our efforts as the program was happy to host two entities, Hannahville Head Start and Park Falls School District (MN), in FY18 that were interested in learning about our program and more specifically our trauma responsive practices.

For FY19 both the Smart Connections parent trainings and Trauma Smart new hire training will continue through the same means as in years past and the program has added a new hire training calendar specific to Day Care employees. As a result of staff turnover, ECS will be sending an employee to become a Trauma Smart Facilitator who will then be certified to provide the training to all new program hires at the HS/EHS and Day Care centers.

Education Strategic Planning Workgroup: In FY18 Early Childhood Services collaborated with the Education Department, Menominee Tribal School and Tribal Administration to update the Tribe's Education section of the Strategic Plan. New goals were established aimed at strengthening the education programming provided to children birth through 8th grade that attend MITW operated education programs. Specific goals were developed in the areas of building an enrollment pipeline between ECS and MTS, establishing a place based curriculum, development of a year round school calendar, developing a traditionally based mentoring pilot project and increasing the Menominee

language learning opportunities. As a part of this work the group visited the Fox River Academy and LEADS Charter School to see place based and inquiry based curriculum in action. Work will continue on these goals by this group in FY19.

Transportation: All program 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 22 field trips throughout the program year to include: N.E.W Zoo, Green Bay Children's Museum, various Pumpkin Patches visits, Aquatic Center in Antigo, Sir Bounce A-lot, Bay Beach, Shawano Lake Park, Keshena Primary & Tribal School Kindergarten visits and Trick-or-Treating throughout the community. We had a total of 161 children who utilized transportation on either or both of the A.M. or P.M. routes.

Program Structure Change: In FY18 the HS/EHS program made a change to its organizational structure in an attempt to address an issue identified by the previous Education and Disabilities Manager in her exit interview. Previously this position supervised a total of 18 classrooms located mainly within two ECS centers which did not allow for sufficient support to be provided to the positions employees. The program shifted the funding used for the Coach/Mentor position and created a second Education and Disabilities Manager position. These positions are assigned to a specific center and have absorbed the Coach/Mentor duties for teachers at their assigned center. The move has been well received as now teachers are provided with better support due to their supervisor being on-site a majority of the time.

Menominee Tribal School Collaborations: ECS worked with the Menominee Tribal School (MTS) in FY18 on teacher collaborative training and the potential move of a HS/EHS room or rooms to the Tribal School. As a part of our pre-service week a joint training session was held that included Head Start Teachers and MTS Faculty. One of the focuses of the session was to draw attention to increasing collaboration between the entities and to show this Assistant Administrator Chad Waukechon did an exercise which revealed the group in the room to have over 1,000 years of experience in the field of education. MTS and HS staff also led presentations on Family Engagement "Having those difficult discussions with families", Positive Behavior Interventions and Supports and Safe Zone. The training finished up with a session on the Trauma Responsive Morning Meeting led by an educator from Olga Brenner Intermediate School in Shawano. The training was well received by staff from both entities and there are plans to hold another joint training session on Real Colors in FY19 which will include Tribal Day Care staff as well.

ECS began discussions with MTS on the moving a classroom to the MTS facility as a means to help both programs enrollment/recruitment and to increase the program collaboration. As of the date of this report, the programs are planning to have at least one of the Head Start age classrooms currently located at the Middle Village Center (4 year olds) housed at MTS beginning in the 2019-20 school year.

Higher Education Updates: ECS would like to congratulate three of our teachers that obtained their Associates Degree in Early Childhood Education from the College of Menominee Nation the past two years. The program would like to acknowledge Carol Redkettle, Leona Draghi and Melinda Cree for their hard work put in to obtain this advanced degree. Also we would like to recognize Donna Waupoose and Dione Waupoose on receiving their Child Development Associate-Infant/Toddler emphasis credential during the 2017-18 program year.

Items for FY19

Menominee Language: The Menominee Language and Culture Teacher continued with weekly visits to all ECS classrooms to provide direct language education to the children and monthly teacher training sessions in FY18 and both are occurring again in FY19. Also ECS was awarded the Wisconsin Department of Public Instruction Language Revitalization grant in the amount of $18,000 to be used in FY19. Funding will be used to develop a website dedicated to teaching Menominee Language to classroom teachers and program parents, provide a training session to teachers on the Menominee Language and culture website and provide two seasonal cultural activities for families of Early Childhood Services.

Curriculum Review: With the staff turnover in the Education and Disabilities Manager position the program was not able to complete an adequate review of the curriculum in FY18. Therefore, the program will be assessing the current curricula used by the Head Start and Early Head Start programs in FY19. Currently the Early Head Start uses the Creative Curriculum and the Head Start uses the Big Day for Pre-K Curriculum. Options to consider will be implementing a new curriculum or purchasing updated versions of the currently used curricula. As per the Head Start Performance Standards the program will obtain parent input on any curriculum changes through the Head Start Policy Council and Parent Committees.

Local Education Agency Partnerships: ECS is looking to strengthen the relationships it has with the Local Education Agencies on the Reservation in the area of kindergarten readiness skills and kindergarten transitions in FY19. The Menominee Tribal School and Keshena Primary School are the entities who have agreed to collaborate with ECS in the areas of joint staff training, kindergarten assessment tool insight, regular meetings between teachers and program heads to discuss areas of improvement and placement of children in kindergarten classrooms. As reported earlier the other main areas where collaborations will continue with these LEAs is the Trauma Smart Model implementation which includes new-hire training and Smart Connections parent training sessions (KPS) and the move of a Head Start classroom to the Menominee Tribal School.

FY18 Consolidated Budget for Head Start and Day Care

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$247,745**	**$227,800**	$ 1,088,176	$150,146		**$1,713,866**
Fringe Benefits	**$96,275**	**$137,776**	$503,094	$71,857		**$809,002**
Travel	**$1,320**	**$342**	$1,333	$364		**$3,359**
Training	**$250**		$48,752			**$49,002**
Equipment						
Supplies	**$4,223**	**$2,172**	$45,895	$106,597		**$158,887**
Contractual				$76,788		**$76,788**
Utilities	**$174**	**$788**	$3,691			**$4,653**
Space Lease/Rental	**$2,179**	**$3,564**	$23,181			**$28,924**
Indirect Costs	**$74,456**	**$42,127**	$31,303	$31,303		**$354,468**
Other Costs: (list below)						
Transportation	**$46,065**		$240,654	$12,208		**$298,927**
Cash Match-Food Program	**$139,977**					**$139,977**
Building Maintenance	**$2,255**	**$2,781**	$70,247			**$75,283**
Program Activities	**$1,970**	**$1,269**	$5,743		$725	**$9,707**
Operating Costs	**$1,821**	**$35**	$9,289	$256		**$11,401**
Direct Child Care Services			$286,673			**$286,673**
Totals ►	**$618,710**	**$418,653**	**$2,533,310**	**$449,519**	**$725**	**$4,020,917**
Fund/Totals Ratio:	15.39%	10.41%	63.00%	11.18%	0.02%	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Child Care Fees		$417,928	$417,928	(0)
Head Start Sunshine Club	$364	$570	$725	(155)
Totals	**$364**	**$418,498**	**$418,653**	**(155)**

Education

Shannon Chapman, Director

The mission of the Tribal Education Department is to cooperatively provide assistance and support to Menominee and community residents who are in need of preparation to advance in the workforce or pursue higher educational opportunities.

With this mission statement, the Menominee Tribal Education department is one of many community resources that work together to support the overall vision statement of the Menominee Tribe: *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. The Education department supports this vision statement through allocation of resources and providing ongoing support to Menominee tribal members so that they may achieve their educational and professional development goals.

The Tribal Education Department has 3 full-time staff: Shannon Chapman, Director; Genevieve Tomow, Program Assistant; and Julie Schultz, Adult Education Coordinator & GED Instructor.

Tribal Education was literally built from the ground up when it started in 1975. The Education Committee and staff initially helped form the policies and procedures under contract guidelines that are still in use today. Over the years, the cost of continuing education increased and funding resources decreased dramatically. Stricter financial aid policies, both state and federal as well as locally, had to be implemented to assure equitable distribution of dollars to students based on financial need. However, students continue to persist in the desire and need to seek a better life for themselves and their families.

The Tribal Education office administers 3 programs:

- Adult Vocational Training: For students seeking a technical certificate/degree
- Higher Education: For students seeking a bachelor's degree
- Adult Education: For work-related development and individuals seeking a GED

There are also limited resources through tribal supplemental funds which assist individuals who are pursuing master's and doctorate degrees.

There are numerous scholarships, resources, and educational opportunities available to support tribal members in their educational endeavors. The department utilizes a Tribal Education newsletter and a Facebook page to share information and resources with a wider audience. In addition to administering grants to students, both the Director and Program Assistant work closely with college and university financial aid departments, serving as advocates for students.

Menominee students who successfully complete their education programs have benefitted the Tribe, their families, and their communities through employment. They have done this by working in and administering programs that address health, education, and social issues.

The 2017-2018 school year saw 48 Menominee graduates:

- 6 Master's Degrees
- 12 Bachelor's Degrees
- 23 Associate's Degrees
- 7 Vocational/Technical Diploma/Certificates

The varying fields of study include: Office Technician, Electrician, Welding, Business Administration, Liberal Studies, Natural Resources, Early Childhood Education, Public Administration, Digital Media, Advanced EMT, Gerontology, Human Resources, Nursing, AODA, Networking Systems Administrator, Cosmetology, Photography, Sociology, Radio-TV-Film, Nonprofit Leadership, Human Development, Design Arts, Healthcare Management, Social Work, Master's in Business Administration, Master's in Public Administration, Master's in Leadership and Organizational Development, Master's in Social Work, and Master's in Athletic Administration.

Successful Menominee Graduates from 1976 to 2018: The following indicate the total numbers of completions on record in the Education Department. These are confirmed completions; many more may have completed but have not notified our office.

- 92 Advanced Degrees
    - 7 Doctorate Degrees
    - 6 Juris Doctorate Degrees
    - 79 Master's Degrees
- 552 Bachelor/Associate Degrees
- 455 Technical/Certificate Completions

Outreach

The Program Director has been involved with a variety of partnerships with local high schools, providing presentations and documents to the students in the effort to inform and assist them as they prepare for post-high school plans. This includes information on financial aid, scholarships, and tribal grant information.

During June 2018, Tribal Education, with the support of several partnering community organizations, hosted a week-long "AlterNATIVE" program at the College of Menominee Nation. This event was facilitated by 3 Columbia

University students and attended by 15 Menominee high school-aged students. The objective of the week-long program was to create a space where students could explore Native American history through the lens of Native Americans, examine contemporary issues throughout Indian Country, and most importantly: envision the future of their communities. The overall goal is to inform and empower young Native people to be agents of change in Native communities; with a focus on college and how it is a tool of self-determination and sovereignty. As an extension activity, in November 2018 this group of students will visit Columbia University and New York University (NYU) in New York City through a grant provided by the American Indian College Fund.

Partnership with Wisconsin Indian Education Association

The Tribal Education Department also maintains a close working relationship with the Wisconsin Indian Education Association (WIEA). WIEA is a non-profit organization that was established in 1985 by a group of concerned Indian educators to promote educational opportunities for Indian people in Wisconsin. With a unified effort by both Indian and non-Indian members, it has evolved into a pro-active organization that continually works on the issues that affect Indian education.

- WIEA works with Wisconsin's state legislators and annually addresses the state's governing bodies at the capitol. A part of these efforts include what is known as *Act 31*. In 1989 state legislators passed statutes collectively known Act 31 in an effort to infuse American Indian studies into public education. Since that time, Wisconsin has required instruction in the history, culture and tribal sovereignty of the federally recognized tribes and bands in the state at both K-12 schools and in teacher education programs. Since July 1991, anyone seeking a license to serve as a professional educator in the state must receive instruction in these areas.

- The Menominee Nation hosted the 2018 WIEA Annual Conference at the Menominee Casino Resort on April 19-21, 2018. The theme was *Revitalizing Tribal Nations through Community Engagement*. The conference brought together community members, educators (both Indian and non-Indian), businesses, and organizations who are interested in Indian education. WIEA is the only state conference that specifically addresses Native American educational issues. Over 400 individuals attended the conference.

Recent Initiatives

During fiscal year 2018 the Tribal Education department began working, in collaboration with Tribal Administration, to increase the maximum tribal grant amount from the current amount of $2,200/year for all Menominee students in higher education. The current maximum grant amount of $2,200 has been in place since 1985. This collaborative group is also exploring funding and partnership options to support high school-aged tribal members who are seeking to begin their college education at the College of Menominee Nation.

Budget Summary

Category Description	FISCAL YEAR 2018 Consolidated Budget					
	TRIBAL	Program Income	Federal	NTC MOU	AICF	TOTALS
Personnel Costs			$149,247			**$149,247**
Fringe Benefits			$71,386			**$71,386**
Travel			$2,300			**$2,300**
Training			$2,932		$6,000	**$8,932**
Equipment				$2,258		**$2,258**
Supplies	$1,856		$3,499	$2,328		**$7,683**
Contractual						
Utilities						
Space Lease/Rental			$2,840			**$2,840**
Indirect Costs	$22,532		$55,051	$514		**$78,097**
Other Costs: (list below)						
Program Activities	$5,000					**$5,000**
Student Grants	$194,144		$232,018			**$426,162**
Direct CSC			**$26,864**			**$26,864**
Totals ►	**$223,532**		**$546,137**	**$5,100**	**$6,000**	**$780,769**
Fund/Totals Ratio:	28.63%	0.00%	69.95%	0.65%	0.77%	

Election Commission

Yvette Ducane, Chairperson

COMMISSIONERS
Janice M. Peters, Secretary
Ronald G. Bowan, Jr., Member
Ruth Waupoose, Member

ELECTIONS
Per Menominee Tribal Elections Chapter 63-6 B and the Constitution & Bylaws Article IV Section 3 (d), it was not necessary to hold a 2017 Primary Election. There were eight (8) tribal members certified as legislative candidates placed on the main election ballot.

January 17 & 18, 2018 Main Election for Menominee Tribal Legislature
"On Reservation" certified legislative candidates:

Gary J. Besaw	Gunnar M. Peters
Joan Delabreau	Randolph "Randy" Reiter
Rachel Fernandez	Myrna "Tudy" Warrington
Kenneth A. 'Bum" Fish	Shannon L. Wilber

Voter's results absentee and at the polls:

Absentee	123
Neopit Fire Station	147
Keshena Tribal Courts Building	349
Total	**619**

Top three Main Legislature vote getters:

Gary J. Besaw	359
Myrna "Tudy" Warrington	267
Joan Delabreau	252

PETITIONS
Ada Deer and Elizabeth Arnold along with 23 other community tribal members filed a petition for a proposed ordinance under Article VIII to ban carbon credit agreements pertaining to the Menominee Indian Reservation. The proposed ordinance under the INITIATIVE and REFERENDUM PROCEDURES of ARTICLE VIII of the CONSTITUTION & BYLAWS of the MENOMINEE INDIAN TRIBE of WISCONSIN was filed with the Menominee Tribal Election Commission on May 17, 2018 and completed on June 12, 2018. Over 1,286 tribal members signed the petition to pass the ban ordinance.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 34,355	$ -	$ -	$ -	$ -	$ 34,355
Fringe Benefits	12,582					$ 12,582
Mileage	1,202					$ 1,202
Meeting & Related	2,700					$ 2,700
Supplies	13,000					$ 13,000
Equipment	1,300					$ 1,300
Telephone	750					$ 750
Contractual	5,500					$ 5,500
Indirect Costs	8,002					$ 8,002
Totals ►	$ 79,391	$ -	$ -	$ -	$ -	$ 79,391
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	N/A	

Emergency Management

Ben Warrington, Emergency Management Coordinator

Mission - The mission of MITW Emergency Management is to Prepare, Respond, Recover and Mitigate potential effects of disasters or emergencies affecting the Menominee Indian Tribe and residents of the Menominee Reservation.

The Menominee Tribal Emergency Management Department ensures that resources and protocols are in place to prepare for and manage emergency events affecting the Tribe and residents of the Menominee Reservation. This is achieved by following the National Emergency Management Model of Prepare, Respond, Recover and Mitigate. In the event of an emergency or disaster, Menominee Emergency Management works cooperatively with many Tribal Departments in responding to the needs of the communities affected. The most common emergencies that may occur in our area include Power Outages, Wildland Fires, and Severe Weather such as high winds, tornadoes and Winter Storms as well as flooding in low lying areas. MITW Emergency Management coordinates Planning for Public Health Emergencies in partnership with the Menominee Tribal Clinic and Shawano/Menominee County Health Department.
Menominee Tribal Emergency Management is available 24 hours a day/7 days a week. The department is comprised of the Emergency Management Coordinator.

During the 2018 year the State of Wisconsin was hit with several rounds of severe weather. The southern portion of the state received a record amount of rainfall and flooding was a major issue during August and September. The President approved a Federal Disaster Declaration for the State of Wisconsin to assist local governments and individuals recover from the disaster. The Menominee Reservation received a lot of rainfall but did not have the flooding issues like the southern part of the state.

The most notable weather event was Snowstorm Evelyn that dumped over 30 inches of snow on the Menominee Reservation in April 2018. The late season snowstorm caused damage to a few Tribal Facilities but the Tribal Maintenance Department completed repairs quickly to prevent further damage. Emergency Management provided support to Law Enforcement and EMS Departments during the 3-day storm to ensure these departments could access areas in need of emergency services. Menominee Tribal Enterprise provided personnel and equipment to assist in storm clean-up activities. Menominee Tribal Conservation Department provided support during the storm as well. By working together and collaborating between departments, we continued to provide the emergency services throughout the storm.

Training of local Law Enforcement and Emergency Responders was provided through various agencies. Some of the trainings offered were, Active Shooter response, Narcan administration for Law Enforcement, Stop the Bleed Campaign, Drug Identification and Trends. The Active shooter training has been provided to local schools, daycare facilities and the Tribal Legislature.

The Tribal Legislature appropriated funding to upgrade the Reservation Tornado Warning System. Sirens were placed in Middle Village, Zoar and South Branch. These sirens are operated through the Menominee County 911 Center. Future plans call for additional warning sirens in areas of the Tribal Clinic, Trailer Courts, Legend Lake, West Branch and South Branch. In addition to the warning sirens, there is a Nixle Emergency Notification System that is available for residents to sign up and receive emergency messages.
Emergency Management works closely with the Tribal Information Technology Department on security upgrades at Tribal Facilities. Surveillance cameras, access controls and facility assessments are some of the items recently completed. An emergency alert system operated through the Tribes computer network was recently deployed. Future plans are to link this system to external networks as needed such as Clinic, CMN and MTE. We continue to develop additional security measures to protect our employees and visitors.

Law Enforcement, Conservation, Tribal Administration and Emergency Management worked together on submitting a grant through the Department of Justice Community Oriented Policing Services. We were notified that the tribe was awarded over $850,000 for equipment and projects in Law Enforcement, Conservation and Emergency Management. The funding will allow the departments to continue to implement the visions identified within the 2017-2020 Menominee Action Plan.

Wisconsin Tribal Emergency Management Alliance (WiTEMA) is comprised of representatives from each tribe in the State of Wisconsin. The group meets monthly to discuss Emergency Management related issues. WiTEMA representatives conducted an exercise with the State of Wisconsin on a severe weather event affecting multiple

tribes. The exercise focused on response efforts on a local level as well as how the tribes would work together to support operations during disaster situations. Representatives from the Menominee Tribe included Menominee Tribal Enterprise, Fire Department, Law Enforcement and Emergency Management.

The Indian Health Service Project Trans-Am is an agency that provides equipment and supplies to tribes for use during emergencies or disasters. MITW Emergency Management has acquired some much needed supplies through this program such as portable generators, sleeping bags, cots and blankets. Law Enforcement, Conservation and Aging Departments have also received supplies for their programs from this agency.

MITW Emergency Management supported the efforts of Tribal Departments planning for events such as Culture Camp activities, Annual Menominee Nation Powwow, Ancestors Repatriation, Logging Camp Lumberjack Breakfast, National Night out Against Crime, Trick or Treat Planning, Daycare Safety Fair, Maehnowesekiyah Family Night, Tribal Clinic Dedication/Open House, and MTE Emergency Response Planning Group.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Fire Protection	TOTALS
Personnel Costs	**$28,210**		$1,640	$29,283		**$59,133**
Fringe Benefits	**$8,533**		$510	$8,487		**$17,530**
Travel	**$340**					**$340**
Training	**$1,674**					**$1,674**
Equipment	**$2,795**		$4,306			**$7,101**
Supplies	**$4,274**					**$4,274**
Contractual	**$43,440**		$1,838		$66,720	**$111,998**
Insurance	**$920**				$2,140	**$3,060**
Indirect Costs	**$10,766**		$1,148	$4,234		**$16,148**
Other Costs: (list below)						
Vehicle Costs	**$9,185**				$1,993	**$11,178**
Building Maintenance	**$765**		$1,950		$9,998	**$12,713**
Totals ►	**$110,902**		**$11,392**	**$42,004**	**$80,851**	**$245,149**
Fund/Totals Ratio:	45.24%	0.00%	4.65%	17.13%	32.98%	

Enrollment / Licensing and Permit

Yvette Ducane, Director

Mission: The Licensing and Permit Department provides service to Menominee people, residents and those doing business on the Menominee Indian Reservation. Our primary goal is to ensure that residents and businesses comply with licenses and permits as specified through Tribal Codes. Enrollment department is to keep the membership rolls of the Menominee Indian Tribe of Wisconsin as accurate and up to date as possible.

The Enrollment-Licensing and Permit completed one year as one department and focused on keeping all staff on the same page, teamwork with stepping up to the plate when other staff are absent or on vacation, and making tasks more efficient for customers and employees.

With the Menominee Action Plan in order to ascertain the eligibility of a child born out of wedlock for enrollment, the paternity of the child may be established by paternity proceedings in any competent court of general jurisdiction and/or by DNA testing of those claiming to be the biologic parents of the person seeking enrollment. Enrollment will be trained to do the DNA which will have a cost of $40 each.

During the 2018 year we continued to focus on Community Engagement with 90 day plans helping other departments such as Recreation having keys available 24-hours for the workout center to help keep tribal members and others with a healthy active lifestyle.

With the second Director Retreat the changes we have made to the department is to be more efficient with Credit Card availability to the public and New Tribal Identification Cards that is recognized with the Senate Bill 488 and assembly Bill 576 that will be a valid identification form when picking up prescription medications; purchasing cigarettes and tobacco products; alcohol beverages, and tax exemption purposes.

With the implementation of MPOWR our department has been one of the front line departments working on this comprehensive and confidential community data, which will benefit all departments with certain data that is needed for their programs. This new data is able to generate reports and collect data from surveys which help with grants, contracts and tribal monies and/or statistics.

The following report will contain information and data compiled within our department for the months of October 2017 through September 2018.

Living Enrolled Members – 9105

Activity: Approved 107 applicant(s) for Tribal Membership

1 Tribal member(s) relinquished

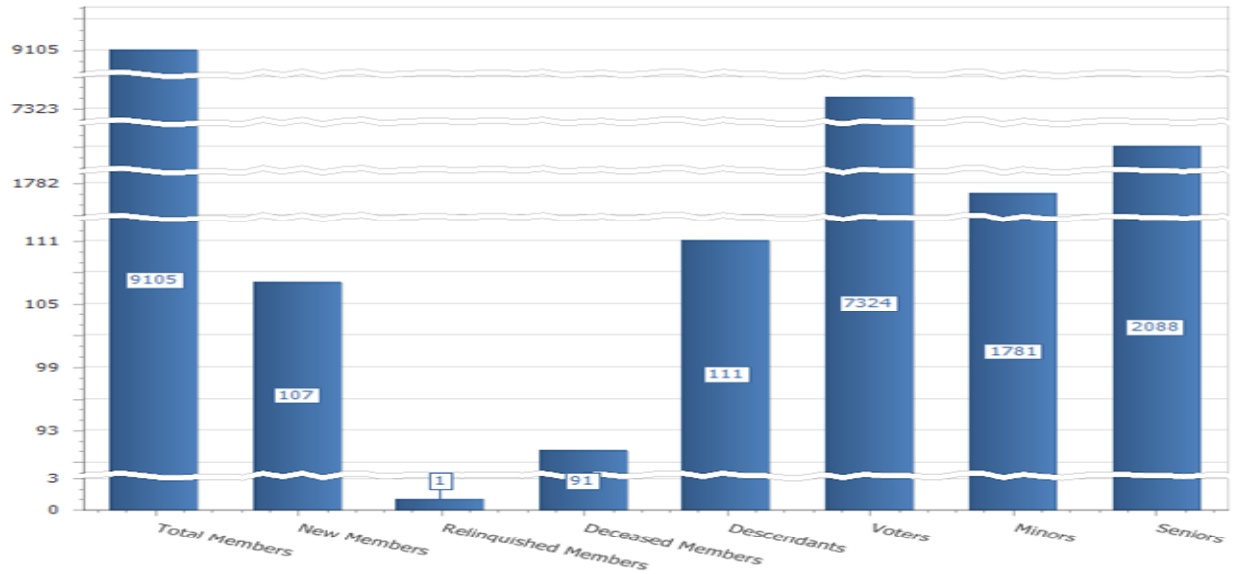
91 Tribal member(s) passed on

Approved 111 applicant(s) for descendancy roll

7324 of our Tribal members are eligible voters

1781 are minor enrolled members

2088 members are over the age of 55



We generated $198,216.00 in revenue which means we are **under** the projected amount of revenue by $4,803.00, this year there was only (1) rafting business that generated $5,240 plus kayaking business. If we would have had the two (2) rafting business up and running, we would have met our revenue projection.

The department was allocated $204,594.00 this fiscal year. Expenditures for FY18 totaled approximately $193,069.00 which is approximately $11,525.00 **under** our expenses projection. The department continues to follow the cost containment measures implemented in 2009.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	IDC	Federal	State	Other	TOTALS
Personnel Costs	**$111,746**	**$63,472**				**$175,218**
Fringe Benefits	**$37,000**	**$30,113**				**$67,113**
Travel	**$500**					**$500**
Training	**$9,531**	**$159**				**$9,690**
Equipment	**$4,500**					**$4,500**
Supplies	**$5,180**	**$809**				**$5,989**
Contractual	**$309**	**$354**				**$663**
Resale & Materials	**$10,000**					**$10,000**
Space Lease/Rental	**$4,300**	**$3,415**				**$7,715**
Indirect Costs	**$21,528**					**$21,528**
Totals ►	**$204,594**	**$98,322**				**$302,916**
Fund/Totals Ratio:	67.54%	32.46%	N/A	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Enrollment/Licensing and Permit	$147,275	$203,019	$198,217	$4,802
Totals	**$147,275**	**$203,019**	**$198,217**	**$4,802**

Environmental Services

Jeremy Pyatskowit, Director

Managing the natural resources continues to be the top priority for the Environmental Services Department (ESD). Monitoring efforts range from water quality testing throughout the reservation to white-tail deer population surveys. The ESD continues to be a resource to other tribal departments and outside agencies whenever information relating to the Tribe's resources is needed. This year the ESD added a fishery biologist to the staff. This position is a welcome addition and will allow to ESD to resume collecting fishery survey data to help better manage our fishery resources.

Invasive Species Control, Prevention and Outreach

The Environmental Services Department (ESD) continues to lead the invasive species control and educational efforts within the Menominee Reservation, along with partners MTE and Menominee County; we were able to complete another productive year of work toward control and prevention of new species introductions within our boundaries. Working cooperatively through our Invasive Species Management Plan (ISMP), the ESD and its partners were able to treat many acres of terrestrial and aquatic invasive species in the past year. 43 acres on Legend Lake was treated for Eurasion Milfoil. The ESD continued monitoring aquatic vegetation of other reservation lakes in 2018. Utilizing the latest in aquatic mapping technologies the ESD is mapping the aquatic vegetation on lakes and has also continued doing point intercept vegetation surveys to verify the information the mapping is providing. These two activities in conjunction with one another will allow the rapid control response if aquatic invasive species are detected in reservation waters.

309.5 acres of terrestrial invasive species were treated this year. Species treated include: Wild Parsnip, Buckthorn, Cyprus Spurge, Black Locust, Thistle (Canada, Bull, plumeless), Phragmites, Purple Loosestrife, Japanese Knotweed, Tansy, Crown Vetch Honeysuckle, Japanese Barberry, Garlic Mustard and Spotted Knapweed. Apart from treatment we also found a couple new Invasive species that we are continuing to monitor. They include; Bishop goutweed, Wild valerian, oriental bittersweet, Dames Rocket, and Fireweed.

Restoration Projects

The ESD has been working on the tire cleanup at the old junkyard on Kittecon Road. In FY18, 11 tons of old tires have been removed from the site. The total cleanup was 83 tons total of tires removed. In addition, 3.25 tons of solid waste was removed from the site.

Water Resources
The ESD continues to monitor water quality on the reservation waters as part of their annual workload. We are happy to report that our continual sampling has not shown any issues with water quality. The ESD will continue to monitor reservation waters to ensure tribal members can use the resources available. The ESD also continues to assist tribal members with residential well tests. It is recommended homeowners with a private well get their water tested on an annual basis. ESD continues to work on completion of Treatment as a State submittal to EPA for the Tribes water quality regulations.

Lake Sturgeon
With assistance of the WDNR, ESD successfully transferred 100 adult lake sturgeon to the Wolf River below Keshena Falls. Lake Sturgeon once again successfully spawned again at Keshena Falls last spring. Additionally, a Lake Sturgeon population estimate was conducted on Legend Lake where data was collected on over 330 Lake Sturgeon and a majority of these fish were given passive integrated transponder (PIT) tags if past tags were not retained. Data from this survey will be used to determine size structure, age structure, condition, population size and future stocking. Projects in planning include the implanting of both adult and fingerling Lake Sturgeon with acoustic transmitters and the tracking of these fish to determine movements in the Wolf and Red Rivers.

Brownfields
The department held one training course for tribal staff. A Hazardous Materials Awareness course gave participants the skills to assess what chemicals they are using or may encounter for the hazard and allow them to take the necessary steps to protect themselves and others.

Fish and Wildlife
Two lined ponds each received approximately 10,000 walleye fingerlings in mid-June. Fish were monitored and fed fathead minnows throughout the course of the year before being stocked in mid-September. These extended growth walleyes averaged 5.5 inches and should have better survival than previous summer fingerlings. These fish were then stocked into Hazel (315), Crowell (394), Elma (442), Burney (552), Moshawquit (2,033), and Legend Lake (2,255). Two more ponds were lined this fall. To determine the survival of past walleye stocking events, fall young-of-the-year electrofishing survey took place on Hazel, Crowell, Elma and Burney. This data will be used to determine sizes of fish and lakes to stock in the future.

Conducted stream surveys at 11 sites across different 9 streams. Surveys were conducted to primarily determine stream health or fish community and size structure. Additionally, fish tissue samples were collected for contaminant sampling from 5 streams and disease testing in 2 streams. Data from these surveys will be used to determine future fisheries management, regulation changes and possible habitat work.

ESD participated in several public outreach activities, including several sessions of Culture Camp and Sustaining Native Heritage. During these events students learned about careers in natural resources and got experience conducting fisheries work, such as fyke netting, backpack electrofishing and seining. ESD staff also brought Conservation interns along while conducting stream surveys and College of Menominee Nation students gained experience while gill netting for Lake Sturgeon.

Black bears topped the list of wildlife concerns for much of the summer. The biggest issue with bears was garbage related and ESD continues to recommend keeping garbage indoors if possible or adding latches to the garbage can to make it inaccessible for bears. The ESD meets with homeowners and helps educate them on keeping the bears away from their homes.

The ESD continues to monitor the Timber Wolf Population, Bald Eagle Population, Research black bears, Survey all animal species and start to search for the endangered Pine Marten. Menominee Wildlife Survey Reports are intended to provide current wildlife survey information, harvest data, which will be used to make educated management decisions. Thus the reports provide current data with interpretation to understand the results. Through completing all these surveys, the ESD obtains a large amount of information on each species and provide harvest data, survey data, and review to the Menominee Conservation Commission. If there is any regulation changes needed, the ESD will provide a recommendation.

Chronic Wasting Disease
In 2017, Chronic Wasting Disease (CWD) was found in White-tailed Deer on a game farm which borders the Menominee Reservation. Apple Creek Whitetails is a deer farm located on the southeast side of the Menominee Indian Tribe of Wisconsin (MITW) and has had 11 White-tailed Deer test positive for the CWD Virus. The Farm has one continuous large fence that surrounds the property. Wisconsin DNR and the MITW CWD Management states that from the point of CWD Detection and confirmation, there is an immediate ten-mile zone established and deer

within this zone should be tested for the CWD Virus. Wisconsin DNR and the MITW conducted a Public Relation campaign to ask for assistance from deer hunters to bring their deer harvested for CWD Testing within this ten-mile zone. Southeast Menominee Reservation falls within the 10 Mile Radius of Apple Creek Whitetails and should test for CWD. The White-tailed deer sampled will determine whether CWD may have spread from captive deer to wild deer in Menominee. Wild deer in this area are not known to have CWD. 22 deer were sampled during the MITW hunting season in 2017. All 22 deer tested were negative for CWD.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$97,089**		$233,852			**$330,941**
Fringe Benefits	**$48,719**		$120,991			**$169,710**
Travel	**$1,000**		$14,547			**$15,547**
Training						
Equipment						
Supplies	**$1,500**		$13,820			**$15,320**
Contractual	**$8,000**		$27,687			**$35,687**
Utilities						
Space Lease/Rental						
Indirect Costs	**$19,954**		$45,511			**$65,465**
Other Costs: (list below)	**$21,697**		$48,812			**$70,509**
Totals ►	**$197,959**		**$505,220**			**$703,179**
Fund/Totals Ratio:	28.15%	0.00%	71.85%	N/A	N/A	

Facilities

James Dudek, Director

The focus of the Menominee Tribal Facilities Department during the 2018 Fiscal Year has been to improve the condition of the tribal facilities. These facilities house multiple Departments that serve the Menominee People. The Facilities Department Staff provide clean, comfortable, safe and functional spaces for the tribal employees and the community members being served. The Facilities Department performs routine maintenance of all the building mechanicals, grounds keeping, and daily janitorial services. The Facilities staff is available upon request to the tribal employees for equipment repair, moving of office furniture and adjusting the workspace to fit departmental needs.

The past year the Facilities Maintenance Staff has been very busy. We have initiated a preventive maintenance program for building mechanical systems such as heating, ventilating, and air conditioning systems. The Department purchased a thermal imaging device. Our facilities electrician has used the thermal imaging device to locate hot spots in electrical panels and breaker boxes. Multiple potential fire hazards have been located and repaired. Maintenance staff have received maintenance software training from the Department of the Interior, Bureau of Indian Affairs. This training allows BIA funded facilities to record maintenance costs, and request funding for building operational and improvement expenses. The maintenance responsibility for the Tribal Courts, Police Department and Detention Center were transferred from Community Development to the Facilities Maintenance Department. Several improvement projects are under consideration for the Law Enforcement Center and Tribal Courts.

The Tribal Facilities department rarely has the opportunity to interact directly with the tribal members we serve. Our goal is to supply tribal departments and their programs with facilities that support the Mission, Vision and Values of the Omaeqnomenewak (People of the Wild Rice). The Tribal Facilities Department will continue contributing to the future of the Omaeqnomenewak.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	Tribal Courts	Other	TOTALS
Personnel Costs	**$322,816**	**$88,288**	$18,793	$15,457		**$445,354**
Fringe Benefits	**$167,917**	**$38,295**	$83,908	$3,225		**$293,345**
Program Supplies	**$1,000**	**$33,786**	$31,000	$1,742	$5,500	**$73,028**
Training	**$1,130**		$4,000			**$5,130**
Equipment	**$550**	**$4,000**	$22,000			**$26,550**
Office Supplies	**$2,075**	**$400**				**$2,475**
Contractual	**$500**	**$16,230**	$21,000	$10,413		**$48,143**
Utilities	**$462,325**					**$462,325**
Space Lease/Rental	**$5,816**					**$5,816**
Indirect Costs			$49,925	$1,195	$617	**$51,737**
License and Permits	**$120**					**$120**
Phones/Cellular/ Pagers	**$3,210**	**$6,709**	$600	$313		**$10,832**
Building Maintenance	**$4,000**	**$70,966**	$111,292	$9,757		**$196,015**
Equipment Maintenance	**$2,000**	**$6,000**	$16,000	$506		**$24,506**
Construction		**$75,000**	$30,000			**$105,000**
Vehicle-Fuel	**$600**	**$350**	$1,200			**$2,150**
-Lease	**$14,900**					**$14,900**
-Insurance	**$3,223**					**$3,223**
-Service & Repairs	**$2,600**		$2,000			**$4,600**
Totals ►	**$994,782**	**$340,024**	**$391,718**	**$42,608**	**$6,117**	**$1,775,249**
Fund/Totals Ratio:	56.04%	19.15%	22.07%	2.40%	0.34%	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Space Rental Fees		$412,960		$412,960
BIA Operations and Maintenance Contract		$174,479		$174,479
			$1,682,866	(1,682,866)
Totals		**$587,439**	**$1,682,866**	**$(1,095,427)**

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.

In 2018 we distributed 16,208 cases of food to 7,036 participants of Food Distribution, the cases of food distributed went down compared to last year by 546, this could be due to clients having a choice to pick their items themselves and only take what they need. The participation increased by 311 compared to last year. We distributed 17,255 pounds of TEFAP and 123,262 pounds of donated food to 9,568 TEFAP Pantry participants. This year there was a decrease in food available 8,481 pounds less than last year also with donated foods at 41,064 less compared to last year. And a decrease in participation by 1,268 compared to last year.

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 Little Chute with

funds received from Menominee County. We also pick up food through Feeding America from Antigo and Shawano Wal-Mart stores, we tally the pounds and report them to Feeding America and in the TEFAP report and then are able to distribute to our food pantry participants. SAFPARC of Shawano donates food items when they have excess products.

Included in the food package for 2018 is the 6 pack single serve Applesauce cups, the Bakery Mix has changed to a smaller pack size of 20 oz. now single household clients can receive this item monthly. We now receive Campbell's Healthy Heart Cream of Mushroom soup. This item is more appealing compared to the other brand. Bison is no longer a bonus item and has become a part of the food package. Still up for consideration in the near future are frozen fruit and vegetables, and fresh eggs.

Our Food Distribution Program Nutrition Education Grant (FDPNE) for 2017-18, was for the following timeframe, starting July 31, 2017 ending September 30, 2018. This year the USDA denied us any monies for gardening, so we were unable to assist our clients/eligible community members any gardening needs, but were able to assist the MTC with their annual starter plant and seed distribution. The nutrition educator offered semi-monthly healthy cooking classes for our FDPIR clients as well as 5 additional healthy cooking classes for TANF clients, with a total of 229 clients in attendance; she was able to offer 8 food preservation classes on the correct procedure of food preservation with a total of 44 clients thus far, with one more food preservation class to hopefully be held this fall depending on whether or not we are able to get any venison donated to our program. Every year we struggle to get venison donated to our program. We offered monthly taste testing of various USDA food items with 323 clients taste testing various recipes and the Nutrition Educator used various displays targeting Native Americans. We offered two healthy cooking classes in collaboration with Menominee Tribal Clinic nutrition department, with 12 clients attending. The nutrition educator collaborated with one of the teachers from MTS to teach 22 children the fun in preparing two healthy, easy recipes, each class consisted of a nutrition education lesson and a hands-on cooking experience. We also collaborated with the Menominee Tribal clinic nutrition department, by collaborating in two family walks and the Annual Diabetic relay with 432 people in attendance, these events promote physical activity to our clients and families. The nutrition educator collaborated with CMN to have an informational table at the Annual CMN Earth Day event, healthy recipes and a nutritional type incentive was shared with 264 community members. We held our Annual Family Fun Day in the summer where we offered; several physical activity stations, offered USDA food item recipe taste testing, healthy BINGO with 167 people in attendance.

The nutrition educator held a cooking class for 7 college girls who are pursuing careers in various health fields in hopes of teaching them about Native Americans. She explained some of the aspects of life on an Indian reservation, some of the foods we eat as Natives, assisted them with making 3 Native type dishes and was able to take them on a small tour of the Menominee Indian reservation.

To better assist our clients, she sent out 84 letters to our home-delivery clients, letting them know of all of the services offered at FD and let them know that we are here to serve them better as she included all of the telephone numbers and email addresses for the FD personnel and asked them to feel free to contact us if there was anything that we could do to assist them

This will be the second year we agreed to manage the Midwest/Northeast Region Nutrition Advisory Grant. The Midwest/Northeast Nutrition Advisory Committee meets twice a year to develop a Calendar and Nutrition Guide that features healthy recipes native to our region and highlights USDA foods. The calendars are designed and disseminated to all participating households. Other nutrition items such as garden seeds, cookbooks and nutrition incentives that promote healthy eating and physical activity are also ordered and given out to all participating households each year. This grant pays for all the items ordered through the grant plus reimburses committee members who travel to some of the meetings. We also include the two Northeast Region tribes with our Midwest Region Meetings and include their households in all purchases.

Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota and Wisconsin and the United States Department of Agriculture (USDA) office in Chicago, Illinois. There are 23 Tribes with Food Distribution Programs in the Midwest Region, 6 from Michigan, 7 from Minnesota and 10 from Wisconsin. The program directors usually meet twice a year with USDA Officials. We meet with them at our Midwest Region and the National Association of Food Distribution Programs on Indian Reservations (NAFDPIR) Annual Conferences. Both the Midwest Region and National Association are working with USDA to try to make the food package healthier and correct any problems associated with ordering and delivery of food items.

Category Description	FISCAL YEAR 2017 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	TEFAP	In-Kind	TOTALS
Personnel Costs	**$55,239**		$161,205	$672		**$217,116**
Community Service/Vol.					$16,288	**$16,288**
Fringe Benefits	**$33,507**		$78,698	$391		**$112,596**
Travel			$700			**$700**
Training			$13,900	$126		**$14,026**
Equipment	**$18,937**		$19,213			**$38,150**
Supplies			$23,417	$172		**$23,589**
Contractual						
Utilities			$21,174			**$21,174**
Building Depreciation					4,657	**$4,657**
Indirect Costs	**$9,070**		$32,015	$139		**$41,224**
Other Costs: (list below)						
Telephone			$1,500			**$1,500**
Dues & Membership			$425			**$425**
Property Insurance			$1,900			**$1,900**
Vehicle Insurance			$2,400			**$2,400**
Building Maintenance			$3,300			**$3,300**
Equipment Maintenance			$3,500			**$3,500**
Vehicle Repair			$1,900			**$1,900**
Maintenance Agree.			$1,300			**$1,300**
Program Activities	**$600**					**$600**
Totals ►	**$117,353**		**$366,547**	**$1,500**	**$20,945**	**$506,345**
Fund/Totals Ratio:	22.41%	0.00%	73.80%	0.23%	3.55%	

Gaming Commission

Lynnette Miller, Executive Director

Mission Statement: The Menominee Tribal Gaming Commission (Commission) shall act to promote and ensure integrity, security, honesty and fairness of the gaming operation.

Commissioners: The following are the Gaming Commissioners and their terms:

Nicole Fish	Chairperson	August, 2016 – August 2019
Richard Plass	Vice Chairperson	August 2016 – August 2019
Darrell O'Kachekum	Secretary	August 2017 – August 2020
Ann Marie Johnson	Commissioner	July 2019 – July 2021
Louise Madosh	Commissioner	July 2019 – July 2021

Commission Staff:

Lynnette Miller	Executive Director	December 1993 – present
Lisa Gast	Internal Auditor	July 1996 – present
Patricia Hesse	Sr. Background Inv.	February 1996 – present
Rose Ponfil	Background Inv. Spec.	July 2002 – present
Wade Waupekenay	Staff Auditor	March 2015 – present

Teanna Davis	Sr. Compliance Officer	September 6, 2016 – present
Russell Wilber	Compliance Officer	November 6, 2017 - present

History: The Menominee Tribal Gaming Commission was established in 1992 and has been in existence for 26 years. The first Gaming Commissions were: David Waupoose, Davey Jean Peters, Duane Waukau, Joan Maskewit, Jonathan Wilber, Dr. Verna Fowler, and Wilmer Peters Sr. The Gaming Commission originally started out with no office and no staff, then in December of 1993 an Executive Director was hired and an office was open at the Neopit Fire Station. Shortly after that an Administrative Assistant was hired and we were moved to the old Boivin home on the side of the Tribal Offices. Since then the Gaming Commission staff grew and we moved four more times. Currently we are located in the old Loan Fund area in the Tribal Office building with five Commissioners and seven staff members.

Responsibility:
The Menominee Tribal Gaming Commission was established pursuant to the Menominee Tribe's Chapter 347, Article III - Gaming Code to perform regulatory oversight and to monitor compliance with tribal, federal and applicable state regulations and the Gaming Compact. Included with these oversight duties, the Gaming Commission also serves as the licensing authority for individuals employed in the gaming operation and who work in the gaming areas, we monitor compliance with the tribal internal control standards for the gaming operation in tracking revenues, we promulgate regulations and we investigate any suspicious wrongdoing associated with any gaming activities.

In alignment with the Tribe's mission statement, the Gaming Commission practices responsible leadership to ensure that the integrity of the Menominee Casino Resort (MCR) is intact so we can assist in promoting, protecting, and reserving our rights, resources and culture. This is accomplished by ensuring that the MCR is regulated in a manner that adequately protects the revenue flowing through the gaming areas and as a result the transfers are sent to the Tribe and utilized as the Indian Gaming Regulatory Act intended them to be, which is:

- To fund tribal government operations or programs;
- To provide for the general welfare of the Indian tribe and its member;
- To promote tribal economic development;
- To donate to charitable organizations;
- To help fund operations of local government agencies.

Services:
The following are some of the services we provide on behalf of the Tribe and for the Tribe and we ensure they are adhered to:

- An annual independent audit of the gaming operation,
- Class II and class III gaming facilities are constructed, maintained and operated in a manner that adequately protects the environment, the public health and safety,
- MCR and Thunderbird facilities are properly licensed.
- All mandatory audits and follow up audits are conducted in a timely manner,
- Due diligence is completed on all key employees and primary management officials by conducting an investigation sufficient to make a licensing determination.
- Tribal property and gaming assets are properly segregated, safeguarded and that the property and assets are not used for unauthorized activities and;
- Waste, fraud, abuse and corruption are disclosed to appropriate authorities.

Successes:
In the Menominee Tribal Gaming Commission's efforts to keep the criminal element out of the MCR and to ensure that the integrity, security, honesty and fairness remain intact, the following are some of our successes for this past fiscal year:

- 129 gaming licenses issued
- 88 renewed gaming licenses issued
- 3 gaming licenses revoked
- 0 gaming licenses denied
- 1 suspended gaming license for non-compliance with the licensing process
- 4 gaming license applicants deemed ineligible
- No material audit findings
- 12 mandatory internal audits completed
- 12 mandatory follow up audits completed

- Self-regulation continues to be maintained for 18 years
- 5 staff and 3 Commissioners received up to date training for gaming regulators.

The services and the successes of the Menominee Tribal Gaming Commission align with the Vision of the Tribe to ensure we are a strong, healthy and proud nation living in accordance with our culture and beliefs, and that we possess the resources to be successful in achieving our own mission statement.

I would like to say **Thank You** to the Commissioners and to the staff of the Gaming Commission for a job well done this past year.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$ 368,803**					**$368,803**
Fringe Benefits	**$160,859**					**$160,859**
Training	**$28,000**					**$28,000**
Equipment	**$1,800**					**$1,800**
Supplies	**$3,550**					**$3,550**
Space Lease/Rental	**$11,449**					**$11,449**
Indirect Costs	**$65,238**					**$65,238**
Other Costs: (list below)						
Mileage	**$1,000**					**$1,000**
License and Permits	**$6,500**					**$6,500**
Totals	**$647,199**					**$647,199**
Fund/Totals Ratio:	100%	N/A	N/A	N/A	N/A	

Historic Preservation/Logging Museum

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

Posoh Nec Omaeqnomenawak (Hello My Fellow Menominees)

REPATRIATION FROM THE MENOMINEE RIVERSIDE CEMETERY, SANDERS SITE AND LAKE BUTTE DES MORTS: On November 9-10, the repatriation of one Menominee ancestor took place at the Menominee Logging Museum. The ancestor and one funerary object came from the Riverside Cemetery (Late Archaic and Late Woodland periods) in Menominee Michigan and was a part of the Tribal Affiliation Claim the tribe submitted in "consultation" with the University of Michigan at Ann Arbor under the provisions of the Native American Graves Protection and Repatriation Act (NAGPRA). The tribe also reburied associated funerary objects that came from the Sanders site (Early Woodland Site) and partial human remains from Lake Butte des Morts (Late Woodland Site). Our ancestor's remains and associated funerary objects were reburied at the repatriation burial grounds on Crow Settlement Road.

MENOMINEE YOUTH CULTURE CAMP (2): The department coordinated two Menominee Youth Culture Camps this summer. The first camp took place on June 24-29 and the second camp was held July 15-20, both at Wayka Falls. There were 23 Menominee youth ages 12 to 17 at the first camp and 28 youth at the second camp. The youth were immersed in Menominee language, culture and traditions and heard Menominee legends told by tribal elders. All of the youth made traditional Menominee arts and crafts that included tobacco pouches, lacrosse and

shinney sticks, loom beadwork and para cord bracelets. The youth listened to legend and stories from tribal elders and participated in the cleaning and skinning of a sturgeon. Archaeologist Dr. David Overstreet and his son Ryan gave a presentation on archaeology and helped the youth play the atl atl game. Ben Grignon, a Menominee Culture teacher, taught the youth the art of flint knapping and they made spear points and arrowheads. One of the youth made a bow and arrow with the bowstring made from sturgeon cartilage and the arrow tipped from an arrowhead he made at camp. The youth also heard AODA prevention topics from Maehnowesekiyah staff and anti-bullying by Menominee Tribal Police. The week ended with a "parent's night" and a traditional meal that included traditional skits of Menominee legends by the youth and a mini pow-wow. On the last day of camp a traditional lacrosse (boys) and shinney (girls) games were played by the youth for good health and healing in the community.

FAMILY CAMP: The first Menominee Family Camp was held in March of this year at Mawachisenyah. The family camp's objective was to get all family members involved in cultural activities and the camp emphasized the Maple Sugar harvest. Family members were able to make maple sugar cakes from maple syrup harvested by Mawachisenyah members and roasted pecans with maple syrup. The director told the legend of how the Menominee received maple sugar. The camp participants also worked on Menominee arts and crafts and enjoyed the family get together.

SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT: The department continues to monitor "federal undertaking" compliance requirements under the National Historic Preservation Act (NHPA). Section 106 of the NHPA mandates "consultation" with tribes to assess historic properties in the "area of potential effect" of a "federal undertaking" in "consultation" with the Tribal Historic Preservation Officer (THPO). A project that uses federal funding, occurs on trust land or needs a federal permit is mandated by the NHPA to comply with Section 106. The THPO is also a signatory on all tribal forestry prescriptions to make sure they are in compliance with Section 106 because the forest management activities occur on trust land and use federal funding on all tribal forestry management practices. Some of the federal regulatory agencies we have been working with are the Federal Communications Commission, Army Corp of Engineers, Federal Energy Regulatory Commission, Department of Interior and National Park Service.

BACK FORTY MINE OPPOSITION: The department continues its opposition of the proposed Back Forty mine on the banks of the Menominee River. In May, the director, along with tribal contract archaeologist Dr. David Overstreet, testified at the "Contested Court Case" hearings that was held in Lansing, Michigan. The department is also working with Dr. Overstreet on the "Menominee River Cultural Landscape Study" National Register of Historic Places nomination. The Menominee River Cultural Landscape study is an in depth historical and cultural analysis of the Sixty Islands area of the Menominee River where the proposed mine is to be built. The study was presented to the Menominee Tribal Legislature in October and hopefully in November, the study will be presented to the "Cultural Review Committee" at the Wisconsin State Historical Society than on to the National Park Service.

WISCONSIN INTERTRIBAL REPATRIATION COMMITTEE (WITRC): The director is a member of the committee and was the past former chair of the committee. The director has been meeting with WIRTC on several issues concerning repatriation, cultural preservation and archaeological issues. The committee met in Madison in June to inspect the new State Historical Society artifact repository and to discuss how Wisconsin tribes can utilize the facility. One main concern for the tribes is to move "sacred and ceremonial objects" into the new facility and the department will coordinate the transfer in the future. The director attends quarterly meetings of WITRC.

2018 INTERNATIONAL CONFERENCE OF INDIGENOUS ARCHIVES, LIBRARIES AND MUSEUMS CONFERENCE: The department received a mini-grant from the First Nations Development Institute for the director to attend the conference on October 9-12, 2018 at the Mystic Lake Casino in Prior Lake, Minnesota. There were many interesting workshops at the conference and the director met other THPO's, museum directors and cultural preservationists who work with museums and NAGPRA issues with their tribes. One interesting workshop was "NAGPRA in the Archives" the presentation focused on the Miami Nation who successfully repatriated government records from a non-native institution. The repatriation of the records helped the tribe repatriate an object of "cultural patrimony" to the tribe. Another workshop was "Native Community Engagement for a Sacred Place: The Grand Mound Site in Minnesota". The presentation focused on how the community was involved with community engagement in Native communities that helped assess whether it would be appropriate to reopen the site or to tell people who built the mounds and lived in the area.

STURGEON FEAST AND CELEBRATION POW-WOW: Due to a bad snowstorm on April 14th, we had to cancel the pow-wow but managed to have the feast. We decided after consulting the Tribal Chairman, Emergency Government and Tribal Police that we cancel the pow-wow for safety reasons. We did not want people traveling due to the hazardous condition of the roads. We did honor Dr. David Overstreet who is a long-time advocate for historic preservation for the work he has done for the tribe in the field of archaeology. We gave him a beautiful "star quilt"

that was made by relative of the O'Kimosh family in North Dakota and a gourd with a painted sturgeon on it that was made by Darrell O'Kachecum. The Wolf River Singers sang an honor song and his family was invited to dance with him and be a part of his recognition.

LUMBERJACK BREAKFAST AND CULTURAL HERITAGE DAY: On October 6th, the department held its annual Lumberjack Breakfast and Cultural Heritage Day here at the Logging Museum. We had several volunteers that helped cook, clean and serve and performed clean-up duties after the breakfast and we want to say **Maec Waewaenen (Big Thank You)** to all who helped and who donated items for the basket raffles. Once again, we had Traditional Wild Rice processing by Jonesy Miller, Dale Kakkak and Tony Brown and old time folk music by Skip Jones. We also had Menominee language presentation by Menominee language trainee Jaycee Tourtillott. We had several people make pies for the pie auction that were auctioned off at the event as a part of the fundraiser. The raffle baskets were a huge success and the money that we raised from the breakfast, pie auction and raffle baskets will go toward department activities.

MILES OF ART FESTIVAL: On October 6th and 7th, the Menominee Logging Museum was a site of the Annual Shawano-Menominee County Miles of Art Festival. We had six Menominee artists and two vendors during the two day event. Some of the arts and crafts that was shown was paintings, beadwork, quillwork, sculptures, baskets, dream-catchers, woodcarvings, egg etching, raised beadwork and clay cast bronze jewelry. We also had one artist doing a black ash basket demonstration. Several people attended the event on both days from the surrounding area and it was a great success.

ANNUAL ARTS AND CRAFTS FAIR: The department hosted the Menominee Arts and Crafts Fair at the Cultural Museum in November. Several Menominee artists had arts and craft booths selling their arts, crafts and paintings. Some of the items that were on sale were beadwork, quillwork, paintings, earrings, wood carvings/baskets, moccasins/mittens, doll cloths, dance regalia and quilts. Several community members attended the event and many said they were looking for gifts for the holiday season.

MENOMINEE CULTURAL MUSEUM: The Menominee Cultural Museum is open all year and we have received many visitors from around the region and from different states and countries. We have artifacts on exhibit that are on loan from the State Historical Society Museum and from tribal members. The Menominee Ancestral Bear is the focal point of the museum along with the five major clans that were carved by the late James Frechette, Jr. The museum now has a huge television screen where we can show Menominee historical and cultural videos. The museum received word that the Menominee Clan's exhibit that is now housed at UW-Stevens Point will be deaccessioned. It is my hope that the Menominee Cultural Museum will be considered a home for the exhibit. The Menominee clan's exhibit contains the 34 sub clan figures from each of the five Menominee clans.

MENOMINEE LOGGING MUSEUM: The logging museum is open from May through October and it takes one hour to tour the seven log buildings that is a replica of a 1880s logging camp of which 33 camps once existed on the Menominee reservation during the historic logging era. We have the largest collection of logging artifacts in the Midwest and have visitors tour the museum from all over the United States and some foreign countries. We had group tours of the museum and hosted several meetings in museum bunkhouse.

COMMUNITY HARVEST FEAST AND ARCHAEOLOGICAL TOUR: On Saturday, September 29th, the department along with archaeologist Dr. David Overstreet led a group of community members on an archaeological tour of the Joe Dick Site in the West Branch area of the reservation. The Joe Dick Site is a multi-component site that includes pre-historic garden beds, mounds and storage pits. Before the tour, Dr. Overstreet gave a slide presentation at the cultural museum than the group went to the Joe Dick Site where he and Dr. Bill Gantner, a UW-Madison Geography professor, gave a presentation at the site. The group than returned for a Harvest Feast at the Logging Museum for the harvest feast where traditional garden foods from reservation gardens were on the menu along with buffalo burgers. The Wolf River Singers and Dancers ended the evening with traditional singing and dancing.

TROUT MUSEUM PRESENTATION: On September 27th, the department coordinated a Menominee culture night in conjunction with the opening of the Edward Curtis Photograph Exhibit at the Trout Museum in Appleton, Wisconsin. The famous photographer Edward Curtis took many photographs of Native Americans in the late 1800s and early 1900s. The exhibit contains many of his photographs in the exhibit. The director gave an opening in the Menominee language and spoke about the history of the Menominee people of the area before the Wolf River Dancers and Singers performed traditional Menominee dances at the opening.

NEW STATE HISTORICAL SOCIETY MUSEUM-LISTENING SESSION: On October 30th, the department helped coordinate a "listening session" in reference to the proposed Wisconsin State Historical Societies new

museum. The listening session was held at the Culture Building at the College of the Menominee Nation. The purpose of the listening session was to ask for input from tribal members of what they would like to see in the new museum. The society mentioned that all eleven tribes and bands would be able to tell their own story in the new museum. Twenty people attended the listening session.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$108,880**		$17,018			**$125,898**
Fringe Benefits	**$50,149**		$9,896			**$60,045**
Training	**$1,676**					**$1,676**
Equipment	**$1,567**					**$1,567**
Supplies	**$5,384**					**$5,384**
Contractual	**$5,581**					**$5,581**
Utilities	**$1,045**					**$1,045**
Indirect Costs	**$20,061**		$3,231			**$23,292**
Other Costs: (list below)						
Vehicle	**$867**					**$867**
Advertising	**$1,346**					**$1,346**
Building Maintenance	**$2,502**					**$2,502**
Totals ►	**$199,058**		**$30,145**			**$229,203**
Fund/Totals Ratio:	86.85%	0.00%	13.15%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Lumberjack breakfast & Heritage Day	$2,275	$4,000	$2,376	$1,624
Sturgeon Feast & Pow wow	$9,473	$3,500	$1,402	$2,098
Fundraising Menominee Nation Culture Museum	$27,902	$30,000	$26,164	$3,836
Totals	**$39,650**	**$37,500**	**$29,941**	**$7,559**

Housing

Wayne Wilber, Director

Summary of Services:

Housing's primary responsibility is to provide safe and healthy housing to Tribal members living within the exterior boundaries of the Reservation. The goal is to do this in a professional and courteous manner, keeping the needs of the community and the Tribal organization prominent in the decision-making process.

Department staff includes 41 Team Members- Director, Maintenance Manager, Accounting Supervisor, Eagle's Nest Manager, Planner/Grant Writer, Accounts Receivable Technician, Secretary/Receptionist, four (4) Resident Service Team Members, Occupancy Clerk, Compliance Officer, three (3) Inventory Team Members, Maintenance Secretary/Receptionist, Inspector, two (2) Cleaning Team Members, eight (8) Maintenance Team Members, seven (7) Home Rehab Team Members and six (6) Eagle's Nest Program Assistants.

Our department provides housing services to Tribal members on a multitude of levels; we have eight (8) different tax credit projects consisting of 179 single family units; 84 low-rent single family units; 66 various elderly/mixed apartments; 1 remaining mutual help unit and we assist Tribal members with Rental Assistance in surrounding communities. We also offer temporary homeless services through the Eagle's Nest, as well as two (2) transitional units for assisting with moving eligible applicants towards more permanent housing solutions.

We have rental units in the communities of Zoar, South Branch, Middle Village, Neopit and Keshena. MTHD offers a variety of programs ranging from rental units to assistance with home repairs. Below is a list of the programs we

currently offer and the requirements for each. Applications for the programs are available on-line through the Tribe's website, at the Housing offices or you can contact Housing and we can have one mailed or emailed to you.

MTHD Programs Offered:

202/Elderly:
This rental program provides one or two bedroom apartments for qualified elderly or disabled applicants who meet the requirements. The program requires an application; has minimum age requirement of at least 62 years or proof of disability; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

515 Apartment Program:
This is a rental assistance program for low/very low income families, including the elderly. These are two bedroom units located in Middle Village. Each of the three buildings contains four apartment units. Qualified applicants pay a reduced rent rate based on their adjusted income. There are three handicap accessible apartments and preference for these units will be given to applicants who demonstrate the need from these modifications. The program requires an application; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Elderly/Disabled Assistance:
The Elderly Assistance and Disabled Assistance Programs offer assistance to help fund home improvements and repairs for enrolled members age 55 and above who reside in Menominee, Shawano, Oconto or Langlade counties and would not otherwise be able to afford them on their own. The program offers assistance with one repair/service item up to $7,500; has an application; income guidelines; and program requirements.

Elderly Home Preservation Program:
The program provides enrolled Menominee elders age 55 and above who own their own home and are ineligible for other assistance programs, the help they need to ensure their homes are safe and healthy. The program offers assistance with one repair/service item up to $15,000. The program requires an application; and has guidelines for approval based on income, family size and type of improvement requested and approval of applicants is done by the Housing Committee.

Housing Improvement Program (HIP):
Home Improvement Program for enrolled Menominee members who reside within the Menominee Reservation service area. The program offers assistance for home repairs or in some cases a new home. The program requires an application; has income guidelines; land ownership/lease requirements and no other resources for housing assistance for approval.

Home Repair Loan Program:
Home Repair Loan program offers assistance with home repair projects located within Menominee, Langlade, Oconto and Shawano Counties. The loans are available to enrolled members who own their own homes and have the ability to repay the loan over a period of time. Loans are available up to $7,500. The program requires an application, pre-approval of the project and a wage assignment, except for those on social security, as part of the repayment.

Indian Health Services (IHS): This program offers assistance with sewer & water infrastructure including well, water hook-ups, septic/drain field or septic/mound system. The program requires an application; has guidelines for approval, including proof of enrollment, must live in the home you are requesting service and no mobile homes older than five (5) years. Completed applications are forwarded to the IHS office in Rhinelander for further processing and approval. The process can be a lengthy one, so please plan accordingly.

Rental Assistance:
Provides low income families with an opportunity to find housing in units not managed by MTHD. Vouchers from this program can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. A "Shared Rent" arrangement is established (based on income) for 12 months where MTHD helps qualified applicants meet rent expenses. The program requires an application and income verifications.

Security Deposit Assistance:
Provides assistance to low income families with either a Security Deposit or first month's rent in units not managed by MTHD. The assistance can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. The program requires an application and income verifications.

Single Family/ Low Rent/ Tax Credit:
Provides low income families with affordable rental housing. This program offers a wide variety of single family detached homes with 2, 3, 4 or 5 bedrooms and 1 bedroom apartments (only located in Neopit) to lease on a month to month basis to qualified applicants. The program requires an application; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Market Based Rentals
The program provides opportunities for Tribal members to rent at a market rate. The rental units are available for Tribal members whose household income is above the program limits of the NAHASDA programs. Currently, MTHD has purchased/acquired fourteen (11) rental units for use in the program. The program requires an application, background check and proof of income for the program. MTHD is accepting applications; has waiting lists and a process in place for awarding the units when they are ready for occupancy. MTHD will continue the program with more units in the future as funding and opportunities become available.

Eagle's Nest – Emergency Shelter
The Eagle's Nest Emergency Shelter had a more challenging year assisting residents in finding permanent places to stay this past year. While some were able to move on and find a permanent place to stay, others were not able to and continue to work with referral programs. Five major barriers our Residents face when looking for a permanent place to live are: no income, lack of credit, past criminal history, evictions, and basically cannot afford to pay the full rent by themselves; low income.

From October 1, 2017 to September 30, 2018, the Eagle's Nest Emergency Shelter served 107 families comprised of 107 children and 82 adults.

While at the Eagle's Nest, Residents are provided many resources to assist them with finding permanent housing, securing food services and employment. For example, they are provided referrals to TANF, W-2, Food Share, JTP, Vocational Rehab Program, and UMOS; transportation for job interviews and to look at apartments/housing; a monthly Transit Card for utilizing DOTS; assistance with fees for background checks or other documents. These resources assist the Resident with moving toward a more independent life and finding permanent housing.

Each Resident's case is assigned to the House Manager and a Program Assistant who they meet with weekly to address their needs. Many improvements are made at the Shelter based on the needs of the Resident. The ultimate goal is to assist them while at the Shelter with finding permanent housing solutions, budgeting, and securing employment/income.
We work with the following programs to assist residents with finding the resources necessary to move into a home or apartment:

New Cap, Inc. - they assist with housing counseling services, rental assistance, shelter programming, loans for homebuyers and vehicles among their tenant based programming;

Forward Services, Inc. - they will pay for an apartment for up to one year's time, providing the person has an income;

Rural Housing, Inc. - will assist residents with Security Deposits or 1st month's rent, providing the person has an income;

Menominee Tribal Housing Department's Rental Assistance Program

Many donations come into the Eagle's Nest during the year and are distributed among the Residents. Community members are welcome to go through the clothing donations as needed. We also receive monetary donations to assist residents with no income with obtaining birth certificates or criminal background checks in order to apply for Housing.

The Eagle's Nest Manager and Housing Director hear the complaints and concerns regarding the Eagle's Nest and they investigate and take corrective action when necessary. Complaints usually are centered on the duration of stay at the Shelter. In the event residents cannot find more permanent housing within the 45 day time limit of their stay, they may apply for an extension of 30 days.

We have two (2) transitional units for providing families with temporary housing. The maximum length of stay is six (6) months; Residents are required to actively seek a more permanent housing solution while in the units. Tenants

in these units are required to pay the utility costs to Alliant Energy and Menominee Tribal Utility; rent, which is one flat rate, not including heat and are required to save $100 per month while in the Transitional Unit. In addition, they must continue to meet with the EN Manager on a weekly basis for any assistance required and direction to other programs the family may qualify for.

We have worked with the IT Department to develop a Program to assist with being able to track homelessness in a central database and we have added computer access to allow residents to perform job searches, completion of program applications and for other needs.

Department Accomplishments:
MTHD completed the purchase of two units to be used in Market Based Rental Program. 1 unit was transferred to Administration for lease to alternate program.

MTHD conveyed three units to Tribal members under the Tax Credit 1 Home Ownership Program in Middle Village. The hope is to get all 19 units conveyed to Tribal members in the near future.

MTHD participated in the community Halloween Event at CMN; as well as National Night Out Against Crime and collaborated with other departments in Block Parties in Zoar, South Branch, Neopit and Keshena; initiated a weekly family walking event in each of our service areas; hosted a Tenant Appreciation Party at the Fairgrounds; continued the Housing Tenant Scarecrow Contest, Holiday Lighting Decoration Contest and the Thanksgiving Turkey Dinners.

MTHD donated funds for the following youth/community activities during the year: Halloween Event at CMN, Sturgeon Feast, the Regalia Circle, Native Pathways students to New York, Menominee Hoops Program, Youth Olympics, Menominee Indian Boxing Club, Menominee T-Ball League, Neopit Little League, Keshena Little League, Menominee Babe Ruth Baseball, Menominee Legion Baseball, Menominee Veterans Golf Outing, Woodland Boys and Girls Golf Outing & Team Menominee North American Indigenous Games Golf Outing.

Department Future Plans:
Below is a list of future plans MTHD will be moving forward with in searching for solutions to our Tribe's need for housing.

Market Based Rentals
The program is continuing to develop and MTHD will continue to search for purchasing opportunities on homes within the Reservation boundaries. The program offers a unique niche to Tribal members who are searching for rental options. MTHD hopes to obtain 3 more units this year, as options for Tribal members to utilize.

Grant Opportunities
MTHD is exploring our options for grant opportunities to expand our housing base. We are currently in the process of hiring a consultant to assist with completing a Long Range Housing Plan, which will assist with identifying the strengths and weaknesses of our program and allow for completing grant options to address the gaps. Our hope is the plan will show the need our community has for additional housing and assist our application process for funding those needs.

Final Thoughts:
Overall, the mission for the department will remain the same; we need to continue offering safe and healthy housing opportunities to Tribal members. Within this mission, we will be looking at various improvements to increase efficiency and effectiveness in our delivery of services to Tribal members. Yearly, our residential staff assists hundreds of tenants in their daily activities and will look at how we can move toward improving relationships with tenants and relating in a trauma informed care approach; some things will remain the same, our maintenance staff will continue to complete thousands of maintenance repair/work orders from tenants, our maintenance staff is very busy and we are looking at improving our training program to increase their performance and efficiency to better handle the workload required.
In programming, MTHD will continue to look at better ways to serve Tribal members through departmental policy changes which make sense for both the department and the tenant. The staff will continue to look at ways to balance the requirements from funding sources with the needs of Tribal members. Our service delivery will continue to evolve as we continue to learn and utilize the trauma informed care in our programs.

Being accountable to both the Tribe and Tribal members is a goal of the department, we must continue with making strides to operate efficiently and effectively for the betterment of the Department and the Tribe.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$40,709**		$1,376,366			**$1,417,075**
Fringe Benefits	**$7,238**		$629,951			**$637,189**
Elder Assistance	**$2,584**					**$2,584**
Training	**$3,825**		$56			**$3,881**
Equipment	**$3,995**		$3,412			**$7,407**
Supplies	**$50,277**		$41,345			**$91,622**
Contractual	**$75,160**		$43,773			**$118,933**
Utilities	**$9,629**		$110,235			**$119,864**
Program Activities	**$21,904**		$676			**$22,580**
Indirect Costs	**$30,614**		$270,403			**$301,017**
Other Costs: (list below)						
Building Maintenance			$2,742			**$2,742**
Construction Grants	**$20,848**		$57,395			**$78,243**
Insurance			$274			**$274**
Vehicle Costs	**$13,582**		$51,429			**$65,011**
Rental Assistance			$22,822			**$22,822**
Garbage/Recycling			$13,006			**$13,006**
Subsidy	**$6,566**		$115,496			**$122,062**
Land Acquisitions	**$18,576**					**$18,576**
Construction/ Renovations						
Donations	**$19,897**					**$19,897**
Totals ►	**$325,404**		**$2,739,382**			**$3,064,786**
Fund/Totals Ratio:	10.62%	0.00%	89.38%	N/A	N/A	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
515 APARTMENTS		$61,234	$74,009	(12,775)
202 APARTMENTS		$141,523	$159,513	(17,990)
NON-PROGRAM INCOME		$150,000	$150,000	
MARKET RATE RENTALS		$58,800	$58,800	
Totals		**$411,557**	**$442,322**	**$(30,765)**

Human Resources

Tasha Caldwell, 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 resources and opportunity available to them to achieve success in their positions with the Menominee Indian Tribe.

Departmental Strategic Plan:
The Human Resources Department developed a strategic plan to align our goals and objectives with the Tribal Strategic Plan. Based on the mission and goals of the Department, we developed three objectives to improve our service delivery to include,

1. Develop and implement a comprehensive approach to workforce recruitment, hiring, retention and planning resulting in an effective workforce to meet the present and future needs of the Tribal government;
2. Improve supervisory and performance management practices across the Tribal government
3. Increase efficiency by providing basic human resources and transaction processes utilizing technology advances

Objective #1: The Department completed a review and evaluation of existing processes, resources, and methods to meet our recruitment needs. As a result of this review, we found that the completion of our third objective was critical to improving recruitment, retention and employee engagement goals of our strategic plan. We will continue work through our internal workgroup to accomplish greater engagement with candidates and our existing employee population.

Objective #2: The purpose of this objective is to review policies, procedures, employee development programming, and methods of engagement. During this fiscal year, Human Resources collaborated with Administrative Committee and initiated a workgroup with Legal Services to review policy changes and move to Governmental Affairs for MTL approval. The Department also began work on development of revised department procedures and strategic revision of Department processes to streamline functions of Human Resource staff to better meet the evolving needs of our employee population. In FY2018, the MTL approved revisions to the Holiday & Bereavement leave policies and added paid Military Leave to employee leave benefits for employees serving in Reserve components of the Armed Forces. The Department is also using the Community Engagement Workgroup 90-Day Plan Model to complete Policy Revision, Departmental Procedure & Process Initiatives, and Skill building initiatives contained within the larger Departmental Strategic Plan.

Objective #3: The Department completed the review of our Human Resources Management systems. The Department has continued work on the HRMS project and has expanded its scope to meet our objective to streamline the processes and increase employee engagement through self-service options. This project is scheduled to continue through FY2019.

Community Engagement:
In FY18, the Human Resources Department continued our participation in the Community Engagement Workgroup. The Department developed a 90-Day Plan entitled "Workforce Development." The purpose of the plan is to increase the capacity and skill of our workforce & address challenges that lead to unemployment and organizational turnover. Our goal is to increase capacity and skills to rebuild the Menominee Workforce. This is a collaborative effort between members of the Human Resource Department, Community Resource Center, Tribal Education Department, Vocational Rehabilitation, and College of Menominee Nation. During the first 90-days, we have drafted the organizational training needs survey and have completed some work on the Skills Capacity Surveying tools. The scope of this plan includes many facets that we anticipate this to be an ongoing plan through the coming fiscal year.

The following graph depicts the gross annual salary for fiscal year 2018 ending September 30, 2018 and to include the previous year as well. This provides an estimate concerning the gross payroll growth and/or stabilization throughout the previous two years. This also reflects the total employee count at the end of each fiscal year. Please note this data is calculated as of the end of September 30, 2018. This does not indicate that we had started with 1167 employees at the start of the fiscal year.

Fiscal Year	10-01-17 to 9-30-18	10-01-16 to 9-30-17
Payroll	33,667,636.15	31,957,103.45
Employee Count	1130	1138

Human Resources Vacancy, Recruitment & Retention Efforts:
The information depicted below details the current year ending September 30, 2018 and that for comparison the year ending September 30, 2017 concerning job openings, interviews, resignations, discharges and layoffs.

	10/1/2017 - 9/30/2018	10/1/2016 - 9/30/2017
Job Openings	300	224

Applicants	1547	1396
Interviews	1056	872
Manager/Supervisors	24	16
Technical/Professional	148	123
Clerical	26	18
General	102	67
Emergency Hire	35	30
Resignations	104	85
Discharges	69	83
Layoff/leaves	20	16

Drug-Testing Program:
The Tribe conducts drug testing of tribal employees. The Human Resources Department utilizes two different sites for urinalysis collections; Menominee Tribal Clinic and Maehnowesekiyah Wellness Center. All test results are verified by Cordant Forensic Solutions. We also use Fastest Labs for any hair follicle testing that can be used in conjunction with our urinalysis testing.

We use a ten panel testing process that can detect the presence of amphetamines, barbiturates, benzodiazepines, buprenorphine, cocaine, MDMD/ecstasy, Methamphetamine, Methadone, Oxycodone, PCP/Phencyclidine, THC/Marijuana, Morphine/Opiates. Employees' who test positive for illegal drugs and/or abuse/misuse of prescription drugs are subject to termination. This graph represents the number of positive tests that we had for the current year ending September 30, 2018.

Positives - Drug Testing	10/1/2017 - 9/30/2018	10/1/2016 - 9/30/2017
Alcohol	2	3
Synthetic	0	0
Marijuana	11	8
Cocaine	7	5
Other (Prescription Drugs)	21	31
Total	41	47

Employee Assistance Program:
The Employee Assistance Program is a benefit offered to employees of the Tribal Organization. This program can be used by employees to assist them in addressing areas of concern that may have a negative impact on their personal or work life. The program offers assessment, short term counseling, and referral services for a wide range of concerns such as; gambling problems, mental health issues and substance abuse. The EAP Coordinator in the Human Resources office receives and processes administrative referrals (employees referred by Supervisor) and self-referrals to the EAP program.

In FY18, the Department enhanced this service by providing an in-house Employee Support Counselor who not only provides on-site counseling services and case management for employees, as well as coordination and policy development for the program. Employees can also utilize EMDR as a part of therapy for those experiencing crisis.

The program has been beneficial in addressing the improvement of wellness within employee population. The program has also been beneficial in identifying areas of concern that have in turn informed the department's direction in training. Supervision and disciplinary processes, communication skills, and de-escalation skills are trainings that the department is offering as a response to these trends. Self-care trainings are also being offered as a way to improve employee heath as well.

Future enhancements include completion and approval of revised policies and procedures for the program that are both trauma responsive and in alignment with best practice. In addition, the Employee Support Counselor will continue to work on communication and training for supervisors on the administrative referral process. The administrative referral process is not currently utilized as a preventative or intervention resource, but rather as the last step before termination.

Employee Assistance Program	10/1/2017 - 9/30/2018	10/1/2016 - 9/30/2017
Administrative Referral	20	4
Self-Referral	43	6
Male	16	Not reported
Female	45	Not reported
Successful Completion	6	Not reported
Unsuccessful Completion	5	Not reported
Total Enrollment	63	10

Background Process:
Many positions within the Tribal Government structure require background certification and/or licensure. These are determined by the essential functions, span of control, and direct-contact with sensitive/vulnerable populations, which are required by law. The Tribe fulfills these requirements by conducting background checks at the local, Tribal, State, and Federal levels. The Human Resources department processes a large quantity of background checks, confirmation of licensure, and finally review/verification of Driver's License and Sexual Offender Registry records. Background Investigation and Adjudication are required for many positions and serve to fulfill our obligations. Below is a summary of the background checks the Human Resources Department conducted in fiscal year 2018.

Background Checks	10/1/2017 - 9/30/2018	10/1/2016 - 9/30/2017
Local	456	425
State	705	647
Federal	303	279
Motor Vehicle	154	134
Sex Offender	272	239

Appeals:
The Menominee Indian Tribe's Appeals process is the method that affords Tribal employees due process concerning employment actions pertaining to suspension or termination of employment with the Tribe. This table represents the total number of hearings that were conducted by the Human Resources Department during the fiscal year ending 2018. The Tribe's Appeals process incorporates two levels of mediation; the first level involves a hearing conducted by a three person panel. The hearing officers must meet eligibility requirements to serve on the Hearing Officer Pool. In the case of terminations, either party may contest the determination of the hearing panel to the Tribe's Administrative Committee. The Administrative Committee may determine to move the contested decision to the final administrative step. In the second level, the Administrative Committee selects two hearing officers to review the information presented in the first hearing, to include documents and recording of the first hearing. A determination is rendered and is the final Administrative step. Below is a summary of the Appeals cases for the fiscal year, ending September 30, 2018.

	10/1/2017 - 9/30/2018	10/1/2016 - 9/30/2017
Appeals	7	11
Resolutions/Management	5	7
Resolutions/Employee	3	3

Tribal Preference:
Under Chapter 170 of the Code of the Menominee Nation, the Human Resources Department is responsible for carrying out the mandates of Tribal Preference in Employment for the Tribal Government. The Menominee Indian Tribe's decision to implement Tribal Preference in employment is a political practice used to increase economic and employment opportunity on Reservations. The average composition of the Tribal employee population has remained consistent throughout FY2018 at 66%.

Category	As of 9/30/2018	Percentage
Enrolled Menominee	569	66%
Menominee Descendants	41	5%
Legally Married Spouse	8	1%
Other Tribe – Enrolled	29	3%
Other Tribe – Descendant	0	0%
Other	221	25%
Veteran	31	4%

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$357,860**					**$357,860**
Fringe Benefits	**$175,162**					**$175,162**
Travel	**$500**					**$500**
Training	**$75,000**					**$75,000**
Supplies	**$6,000**					**$6,000**
Contractual	**$43,000**					**$43,000**
Space Lease/Rental	**$18,534**					**$18,534**
Photocopies	**$2,000**					**$2,000**
Adverting	**$5,000**					**$5,000**
Dues & Memberships	**$600**					**$600**
Equipment Lease	**$3,500**					**$3,500**
Minor Equipment	**$1,270**					**$1,270**
Computer Software	**$60,000**					**$60,000**
Totals ►	**$748,426**					**$748,426**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

The Human Resources Department consists of the following personnel: Verdene Schlichting (Secretary), Merlynn Johnson (Data Entry Technician), Annette Peters (Employee Relations Technician), Crystal Lepscier (Compensation/Training Specialist), Drew Lacefield (Employee Support Counselor), Antoine Chevalier (Personnel Manager), and Tasha Caldwell (Human Resources Director).

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 seventeen full time professionals, the department consists of two logical areas Technical Service and Application Development/Software Support. Technical Services is comprised of one Helpdesk Specialist, two Desktop Specialists, two Network Specialists, one IT Support Specialist, one Network Administrator, one Network Engineer and a Service Manager. Application Development/Software Support has three Developers, one Multimedia Specialist, one Content Development Specialist, one Software Application Specialist and one Software Support Specialist.

IT supports all the hardware (PCs, printers, phones, servers, switches), and software (Word, Excel, email, applications, databases, web sites, digital signage, surveillance cameras, and proximity access) that the organization uses across twenty-six different sites.

Year in Review

- IT kicked off a new Policy in FY 2018 called Basic Technology Purchasing and Inventory. As an organization, we were falling further and further behind in keeping the desktops staff used throughout the organization up to date. Every department needs basic computing technology but the lack of a consistent funding mechanism hampered acquisition. IT set a minimum standard for desktop technology and determined how many units each year need to be replaced and then worked up a five year plan to purchase what is needed' We now have:
    - A planned consistent technology change.
        - Departments will get updated technology in a timely manner and it will allow for IT to better plan the implementation.
    - A consistent funding mechanism to meet the basic computing needs of the organization.
        - Equipment purchased when needed and less affected by the success or failure of those items being included in grants.
    - Improved data security as software and hardware is refreshed more often
    - Removal of the need for Departments to worry about their basic technology needs and instead concentrate on their core work.
    - Hardware replaced on schedule should result in employees that are more productive.
        - Less PC issues, less time lost to slow, malfunctioning, or underperforming equipment.
    - A decrease for departments in the purchasing and invoice paperwork.
- IT received and responded to almost 7,400 requests for support, approximately 1000 more calls than last year.

Year Ahead

- In an effort to meet the ever-growing need for service IT added two new positions, one to give employees more direct assistance in their daily tasks and one to finally bring the information needed to our web site and other printed and electronic media.
- The other major task will be the end of Windows 7 and the full integration of Windows 10 to every desktop.

IT does not consider itself so much a separate department but as an extension to all the departments we serve. One third of our budget goes directly back to departments in terms of hardware and software and IT staff fill needs that would be hard for a single department to afford but which are still needed throughout the organization. How can we help is what we are about.

Budget

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs					$889,145	**$889,145**
Fringe Benefits					$434,131	**$434,131**
Travel					$1,000	**$1,000**
Training					$15,000	**$15,000**
Supplies					$14,500	**$14,500**
Contractual					$301,000	**$301,000**
Space Lease/Rental						
Other Costs: (list below)						
Vehicle Cost					$12,000	**$12,000**
Computer Upgrading					$314,000	**$314,000**
Totals ►					**$1,980,776**	**$1,980,776**
Fund/Totals Ratio:	N/A	N/A	N/A	N/A	100.00%	

Insurance

Stacie Bowman, Director

General Overview
The Insurance Department administers and manages employee benefits for Menominee Tribal Government, Menominee Casino Resort 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 burial benefit program providing burial assistance for enrolled Tribal members; the property and casualty insurance programs for Tribal entities; the Employee Morale Program, Family Medical Leave and provides various trainings for employees. It also oversees the Tribal Approved Drivers List. 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 six staff members: Insurance Director (Stacie Bowman), two Benefit Specialists (Sue Blaha and Colette White), a Property and Casualty Specialist (Michelle Corn) an Occupational Health, Wellness & Safety Specialist (Lucas Behm) and a Leave Benefits Specialist (Krystle Penass).

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. One Insurance staff member is located at the Casino.

Healthcare Plan
Menominee Indian Tribe of Wisconsin provides a self-funded health care plan to employees. A self-funded plan allows the Tribe to design its own plan and benefits, better control costs, supervise collection of premiums and payment of claims and allocate surplus funds for future medical costs. In FY2018, the Tribe's healthcare plan covered 800 employees with a total of 1899 lives. Annual premiums collected totaled $15,603,865.18 while claim payments ($14,492,285.87), Participation Incentives ($10,331.52) and Medical, Administration and Contractual Services (2,265,195.32) for a total of $16,767,812.65.

The Nurses' Hotline, which is open to both employees and Tribal members, received 908 calls in FY2018.

Dental
Employees are provided dental insurance from Delta Dental. In FY2018, the annual maximum benefit was $2000. Dental insurance was provided to 808 employees insurance and paid claims amounted to $707,839.

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. 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. In FY2018, 456 employees were covered by voluntary life insurance. Tribal life insurance benefits are administered by The Hartford.

Disability
Short term disability (STD) is provided to Tribal employees at no cost. The benefit pays 67% of an employee's wages for a maximum of 26 weeks. In addition, employees may purchase long term disability coverage up to 60% of their income with a maximum of $6000 per month. In FY2018, voluntary Long Term Disability covered 373 employees. During FY2018, 82 employees received short-term disability benefits. 1 employees received Long Term Benefits in FY2018. 63 employees received FMLA leave.

Workers Compensation Plan
MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2018, 101 workers' compensation claims were reported and 11 participants in the Return to Work Program.

401k Retirement Plan
MITW maintains a 401k retirement plan for employees with Alerus Retirement Solutions providing plan administration services and Nicolet Bank acting as plan trustee. Plan assets as of 9-30-2018 were **$39,902,134.34**

representing 1,154 accounts. Employees are allowed to begin 401(k) contributions and receive matching contributions at the time of their employment with no waiting period. 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. Alerus Retirement Solutions mails quarterly participant statements directly to employees and information can be accessed through Alerus Retirement Solutions' secure website or through meetings with Nicolet Bank. Investment meetings providing information and education are held on-site biannually during the plan year. The Insurance Department coordinates the enrollment, distribution and loan processes for the 401k plan. In FY2018, 174 loans were processed, 11 hardship withdrawals and 362 distributions made.

Burial Benefit
The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a $3500 burial assistance benefit and $200 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2018, 85 burial assistance payments totaling $269,955.06 and wake assistance payments of $12,800.00 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 WRDC. In FY2018, the property coverage premium was $398,241 and provided $270,413,316 in property coverage. Liability coverage including general, auto and premises liability among others had an annual cost of $352,859. Insurance provides coverage through Amerind Insurance for all rental units and Housing buildings at an annual cost of $148,412.00.

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. The Insurance Department maintains the approved drivers' list for all current employees and randomly audits the driving records of current employees. In FY2018, 636 employees were on to the Tribe and Casinos Driving List.

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.) In FY2018, the program provided 93 individual recognitions for years of service or Retirement.

Flexible Spending Accounts
IRS Section 125 (Flexible Spending Reimbursement) is available as an employee benefit of Menominee Indian Tribe. Flexible spending allows you to pay for certain expenses through a pre-tax payroll deduction which can result in significant tax savings. There are three types of eligible expenses: Health Plan Premiums (automatically deducted on pre-tax basis); Medical/Dental Expenses; Dependent Care Expenses. In FY2018, 142 employees contributed $106,298.33 to Flexible Spending accounts.

Employee Wellness Benefits
Journey…is a volunteer wellness program available to all employees of Menominee Indian Tribe of Wisconsin, Menominee Casino Resort and College of Menominee Nation administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease.
Journey…addresses not only the physical well-being of employees, but also embraces the financial, cultural, educational, psychological, emotional, family and community aspects of wellness. A ***Journey…*** website, Facebook page and email address were created to keep employees informed of available wellness opportunities. Employees' wellness activities are tracked throughout the year and incentives provided for various levels of participation. In FY2018 292 employees participated in the Journey through Wellness program

The 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. In FY2018, 55 employees took advantage of the Healthy Lifestyle Benefit for a total of $8,174.74.

Employee Trainings
Insurance Department personnel conducted various employee trainings in FY2018 including First Aid/AED (188 employees) certifications and re-certifications, ALICE (224 employees), HAZCOM training, UST A and UST B/C

training and Family Medical Leave Act (FMLA) Trainings among others. Insurance continued to provide over 800 On Demand Training videos available to all departments and employees. Trainings include Communication, Human Resources, Management & Supervision Skills, Marketing & Sales, Personal Development, Technology, Accounting & Finance and Operations.

In addition to Safety Trainings, the Insurance Department assists departments in obtaining safety equipment such as vests for the Police Department, snow tracks for boots, 19 AEDs for Tribal Facilities, replacement pads for AEDs, First Aid Kits for all Tribal facilities and Conservation vehicles, mold testing equipment, safety vests, safety shoes, respirators, radios, boots, and safety glasses.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$331,221					$331,221
Fringe Benefits	$142,406					$142,406
Travel	$1,000					$1,000
Training	$12,000					$12,000
Supplies	$14,000					$14,000
Contractual	$4,500					$4,500
Space Lease/Rental	$12,415					$12,415
Indirect Costs						
Other Costs: (list below)						
Employee Recognition	$30,000					$30,000
Liability Insurance	$100,000					$100,000
Cell Phone	$750					$750
Insurance Deductible	$13,000					$13,000
Totals ►	$661,292					$661,292
Fund/Totals Ratio:	100%					

Internal Audit

Alicia Wilke, Acting Director

Staff Auditors: Dan Braun
Eva Johnson

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. Internal Audit 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.

Simply, that means that Internal Audit:

- Helps to protect the funds that a department or program receives by reviewing compliance with the terms and conditions of its funding sources
- Works with programs and departments to help them find ways to operate as efficiently and effectively as possible
- Seeks to help departments and programs maximize the services that they are able to provide with the resources that they have in order to maximize benefits to those whom they serve
- Provides consulting and advice on various topics in order to help identify opportunities to improve processes and reduce exposure to risk
- Leads individual and group training sessions on topics such as proper controls, risk management, policy development, and accounting concepts

Fiscal Year 2018 Highlights

During Fiscal Year 2018, Internal Audit completed the following assignments:

- ✓ Two program audits (operational, compliance, and financial)

- ✓ Four follow-up audits
- ✓ Three internal investigative engagements
- ✓ Three external investigative engagements
- ✓ Tracking, review, and resolution of 11 improper activity reports
- ✓ Nine CACFP program compliance reviews of Daycare, Middle Village Head Start, and DKB Center Head Start
- ✓ Preparation of monthly packets for the Chair's Office Oversight Committee and consultation to that committee
- ✓ Compilation of the Chair's Office Annual Expenditure and Variance Report
- ✓ Reconciliation of Pow Wow income and expenditures
- ✓ Quarterly reporting and monthly review of Menominee Tribal Legislature credit card use
- ✓ Participation in the process of transitioning the System Support Specialist from Finance to Staff Auditor of Internal Audit. Assisting Finance when needed with training of support staff in Finance and throughout the Tribe.
- ✓ Operations procedures manual for two positions in two departments.
- ✓ Facilitated the external audit process for the 401K Audit with the Tribe's external audit firm, RSM US LLC.

Single Audit FY2017

As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's external audit firm, RSM US LLC, on the completion of the Fiscal Year 2017 Single Audit and the Management Discussion and Analysis. Internal Audit assistance included:

- Grant, debt, cash, and investment confirmations
- Control risk assessments for Type B Tribal programs to help identify programs which require an audit
- Federal and State expense variance analysis
- Internal control worksheets for eight internal functions such as budgeting, payroll, and financial reporting
- Updates to the Management Discussion and Analysis for the full financial statements
- Review of other external audits completed for chartered entities and programs of the Tribe

Highlights of the 2017 single audit included:

- ✓ A timely submission with no material weaknesses, issuance of an unqualified opinion, and continued low risk auditee status
- ✓ To our funding agencies, this verifies the effective and efficient management of Federal and State monies received by the Tribe and helps to secure future funding.

Internal Audit Fiscal Year 2018 Budget Summary

Category Description		
	Other	**TOTALS**
Personnel Costs	$144,279	**$144,279**
Fringe Benefits	$56,795	**$56,795**
Travel	$95	**$95**
Training	$18,662	**$18,662**
Supplies	$3,421	**$3,421**
Contractual	$146,981	**$146,981**
Space Lease/Rental	$5,130	**$5,130**
Dues & Membership	$470	**$470**
Totals ►	**$365,833**	**$365,833**
Fund/Totals Ratio:	100.00%	

Internal Audit Observation and Highlight:

- Any time we are able to assist with review of procedures, development of policies, reconciliation of accounts, or other forms of consultation engagements is a step forward in our mission to improve operations in the departments of the MITW. Internal Audit wants all of the departments to know that we are available and will gladly provide training or consulting activities.

- Internal Audit continues to participate in the Community Engagement sessions, allowing our department the opportunity to help the community.

- Participating in the Tribe's Journey Program has given us the knowledge we need to better our health and our minds. This helps during the stressful crazy times we may have in the office.

- We continue to make changes within the department to create a friendly and inviting atmosphere. We want department staff to come see Internal Audit if there is anything we can do to help their department.

- Training opportunities were useful to the department this year. Staff was able to attend Internal Audit Report Writing, Financial Auditing and Comprehensive Training for Internal Auditors.

- Internal Audit continues to improve our service approach by listening to the clients whom approach us for assistance. Instead of sending them to other departments for the "General Complaint Form", we now hold a copy of all the forms in the office. If they need assistance, we will help them to fill out the forms with their information. Sometimes it may be looking at their frustration in a different way. If they just talk about it, they may decide not to file a complaint.

- When clients have questions for Internal Audit via phone, in-person or email, Internal Audit provides them with direction to whom they can approach when we are unable to help. Through collaboration with other departments, clients feel satisfied with their initial contact.

- Through the implementation of MPOWR community data collection systems, Internal Audit will be able to provide varied demographic information for audits. We look forward to being able to utilize the system for our audit needs in audit report writing.

Judiciary

Stephan Tourtillott-Grochowski, Chief Justice

As in past years, the court lost several employees this past year. Although we lost our drug court coordinator, wraparound facilitator, and two deputy clerks, we hired two new deputy clerks and one of our lower court judges' was re-appointed for another three-year term. There is something to be said about stability and consistency. Maēc waēwaēnen Legislature for the re-appointment!

Regarding our diversionary drug court program, Menīpaniw, this past year was the last year of a dual grant and the last year that the diversionary program would be in service as a court program. To that end, in mid-March, we lost our drug court coordinator, Jack Krebs, to tribal social services and on September 28th, our wraparound facilitator Lloyd Frieson finished his stint with the court. Menīpaniw began in 2002. From that date forward until September 2018, Menīpaniw served 240 participants with 66 clients completing the program. That might not sound like a lot but this figure shows that for every 3 months, there was one (1) graduate of the program until the program ended.

Wraparound services can be defined as a method of delivering services and support to individuals with many needs and risks. In June of 2017, the court was able to fill the wraparound facilitator position after the position was transferred to the court. The idea was for the Menīpaniw team to create an individualized plan for the participant which was then implemented by the wraparound facilitator. Prior to the introduction of wraparound, the team did what they could with implementing services but the onus was on the participant to carry out the plan. With the hiring of a wraparound facilitator, that person could offer the participants a "ride" to Maehnowesekiyah, arrange for the participants' community service requirements, and/or meet with the participants to identify other barriers that were preventing the participant from progressing. The addition of wraparound services aids in developing participants who learn that they do have the ability to succeed.

Due to the lack of referrals and for a number of other reasons, the court will no longer be using this diversionary program model. We need to change our method of delivery because the former format is not working. What you should be aware of is that this program did receive an award from the National Drug Court Professionals (NADCP) in June 2018. I commend the members of the Menīpaniw Team (Judge Martin, John Swimmer, Gary Dodge, Rebecca McCann, and Jennifer Metoxen-Wilber) for their dedication to goal that 'there is good road'. Come see our award. It is hanging on the wall near the entrance to our large courtroom.

As reported last year, in November 2016, we had a court assessment completed by Jacobson, Magnuson, Anderson & Halloran P.C. who was under contract with the Tribal Justice Support Office to perform assessments. Based upon that assessment, a report was developed and sent back to us with suggestions for improvements. In response, the judiciary submitted a list of ten necessary improvements for one-time funding. To make a long story short, the Court received additional funds to develop a policies & procedure manual, update our rules of procedure, get a security assessment of the Wilmer J. Peters Sr. facility, hire two data entry persons and another bailiff for a one-year period of time, and work with Mitchell Hamline School of Law to train 10 individuals to become future lay advocates in our court system in both civil and criminal matters.

Both the Court and the Tribe is in dire need of lay advocates. This is something that our community has stated that they wanted and needed. It is what those of you who attended past general council meetings wanted so much that motions were made for legislative action. Now, finally, we have been given the ability to have some of our own trained to practice in this court. Furthermore, the Tribe submitted a grant application for a public defender office. Surprise, surprise, the application was granted. A public defender office will be developed and hopefully funded for years to come. This is truly awesome news.
Regarding our JustWare and API software, if you have been one of the few reading about the Judiciary in the past annual reports, you have probably read about JustWare and our API software. JustWare is the courts' case management system and API is a program that interfaces or interacts with data. Think of API as an interpreter. API will take information from different programs (agencies) and translate the information so that it will interact with the data in JustWare and send it back. With the advent of the Tribal Police Department obtaining a new system to replace Cisco, our API software will finally be put to work. If all of the data is entered into the system, the police will no longer have to guess at the number of prior convictions that a person has received.

CASE FILING STATISTICS-FY 2018

TYPE	FILED	HEARINGS
MOTOR VEHICLE citations	726	1071
Curfew, Underage Drinking, OWI-Underage, and Truancy	93	377
Conservation, Dog, and ATV Ordinance violations	73	76
Adult THC possession, Public consumption, civil disobedience	33	42
Minor THC possession	3	6
APPEALS	11	n/a
Restraining Orders/TROs	51	42
Adult Criminal	493	2923
CIVIL*	234	157
Juvenile/JIPS	17	45
TPRs/Adoptions	9	17
Child Support/Paternity	52	376
Private Custody + Visitation	24	57
EXTRADITIONS	75	73
Concealed Carry	1	n/a
Marriage Licenses	1	n/a
TOTALS	1896	5262

*Civil cases include Small Claims, Evictions, Large Claims, Garnishments, Employment, Divorce, Probate, Relinquishments, Name Changes, Guardianships, and Ch. 51 commitments.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$167,540**		$338,158			**$505,698**
Fringe Benefits	**$65,957**		$100,066			**$166,023**
Travel	**$1,012**		$2,002			**$3,014**
Training	**$557**		$5,110			**$5,667**
Equipment						
Supplies	**$4,228**		$10,808			**$15,036**
Contractual	**$7,808**		$28,492		$30,774	**$67,074**
Utilities						
Space Lease/Rental						
Indirect Costs	**$28,654**				$3,450	**$32,104**
Other Costs: (list below)						
Jury Fees	**$12,146**					**$12,146**
Witness Fees	**$1,400**					**$1,400**
Totals ►	**$289,302**		**$484,636**		**$34,224**	**$808,162**
Fund/Totals Ratio:	35.80%	0.00%	59.97%	N/A	4.23%	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Filing Fees	$9,441	$24,764	$22,236	$2,528
Fines & Fees	$75,065	$141,125	$135,448	$5,677
Court Costs	$7,892	$15,352	$14,537	$815
Other Fees & Charges	$6,665	$31,064	$28,703	$2,361
Child Support Costs	$8,641	$21,028		$21,028
Totals	**$107,704**	**$233,333**	**$200,924**	**$32,409**

Language and Culture

Joey Pakāhcekaew Awonohopay, Director

It has been 3 years and 2 groups of Menominee Immersion Teachers since the monumental decision was made by Menominee Tribal Legislature to support and fund the first Menominee Language Immersion Trainee Program. With joint efforts from MTL, Tribal Education, Tribal Administration, Early Childhood Services and Language and Culture, we have certified the largest group of classroom bilingual Teachers and Immersion Teachers since the creation of the Menominee Language & Culture Commission in the 1990's.

17 enrolled Menominee Tribal members are currently certified to teach Menominee Language, Culture and History on a wide variety of levels. As we move into the new fiscal year of 2018/2019, we are underway with our 3rd group of 6 Menominee Language Immersion Trainees. Again like the groups before them, they will be put through rigorous language, culture and history training along with accredited courses at College of Menominee Nation to obtain a Childhood Development Associate (CDA) Degree for State compliance in our Early Childhood Services Department.

In September of 2017, 8 Menominee families put their faith and trust in our team to care for their babies and to speak Menominee while passing on our rich traditions and culture. On a daily bases our beautiful language can be heard through speech, songs, stories and games with our babies. As of September 10th 2018 we opened a 2nd Immersion room at Daycare serving as a transitional room to meet the needs of the growing babies. This year with the expansion of the new room we were able to take in 8 more new babies into our Immersion Daycare rooms giving us a total of 16 Menominee babies involved with the Immersion effort. It has been an amazing journey and we don't plan on slowing down any time soon as we are continuing to build capacity with this new group of Immersion Trainees. As we build capacity it is our hope that we will be able to open a new Immersion room for each year up to the age of 5 years old for our babies. We are working diligently to create a sound and stable birth to 5 year old

Immersion program over the next couple years as our first group of Menominee babies grow. Through the hard work and determination of many, we will see our first language Menominee speakers in over 80 years with our Menominee Immersion babies.

MLCC was able to secure the Cultural Resource Fund Grant which is helping to create a virtual reality experience to hopefully aid with assessment and also language growth for our children and community members. We were also the recipient of the Administration for Native Americans Ester Martinez Immersion Grant. This a 3 year grant and will help alleviate some of the financial burden by paying a portion of salaries, supplies and virtual reality equipment.

We continue to assess our goals quarterly and annually, and again we examined the way we are preparing our Teachers for the classroom and the proper Professional Development to make them classroom ready now and in the future. Not only with language development, but also with classroom management, curriculum designing, lesson plan writing and many other key skills to ensure they will be successful. We restructured the testing process in 2016 so the material is a reflection to the Menominee Language & Culture Code Chapter 395. This new testing procedure gives the learner the opportunity to showcase their strengths, but yet pin point their specific weakness for better and more effective development. Our main focus is to promote, preserve and protect our beautiful Menominee Language, Culture and traditions for future generations.

The recovery and revitalization of our language is key to the success of our tribe and the rearing of successful, knowledgeable Menominee speaking youth who will one day take their place in the work force as Menominee leaders. Our Menominee children deserve the best and we must work tirelessly to ensure they get the best from all Menominee Language Teachers licensed through this department. The program continues to change and evolve for the betterment of all our Menominee Language Teachers whether bilingual or immersion. We are now seeing their comprehension and fluency blossom along with their knowledge and passion for our language.

On the Commission level we continue to implement changes, adjust goals and our journey ahead to complete these changes for an overall effective and efficient program and department looks bright. Menominee Language & Culture Commission consists of 9 enrolled Menominee Tribal members from Menominee Language Teachers to eminent elder persons (elders knowledgeable in Language, Culture, Traditions, History and Spirituality). We assist, help, guide, educate and oversee any issues or concerns pertaining specifically to our Indigenous Language, history, culture, traditions and spirituality along with our partners at Historic Preservation.

Currently we have a total enrolled population just over nine thousand (9,000) Tribal members. Of that 9,000+ person membership **only 0.0001% are first language fluent speakers**. We have many Tribal members that know some words, to Tribal members that know many words and some phrases, and there is a limited few that are close to semi functional, with one second language fluent speaker. We have around 3 to 5(estimated) first language fluent speaking elders still with us which gives us the 0.0001% figure you see above. No matter how hard we work or how fluent we become, we will never be able to change the statistics of being "endangered". Only through our babies and the Immersion effort will we be able to slowly climb away from the edge of our language becoming extinct.

Every Wednesday we continue to host the "Keckīwak Māwacēsenok" (They gather the elders) as a place our elders can come to share stories of old and rekindle the language. Also we work on stories, language material, one-on-one mentorship with Teachers/community members and Language curriculum accuracy with the elders. The Keckīwak elders strongly encourage younger tribal members to attend! Also MLCC through a partnership with UW Extension has been annually sponsoring a series of Traditional Winter story telling events during the long cold months.

Dictionaries & Books for purchase-
Berry Picking Story- $10
Beginners Dictionary $15
Intermediate Dictionary- $20

Intermediate Dictionary- $20 **Category Description**	**FISCAL YEAR 2018 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$428,867**					**$428,867**
Fringe Benefits	**$271,572**					**$271,572**
Travel	**$6,000**					**$6,000**

Training	**$14,567**					**$14,567**
Equipment	**$7,000**					**$7,000**
Supplies	**$4,300**					**$4,300**
Space Lease/Rental	**$26,684**					**$26,684**
Indirect Costs	**$70,545**					**$70,545**
Other Costs: (list below)						
Office Supplies	**$1,900**					**$1,900**
Mileage	**$1,300**					**$1,300**
Totals ►	**$832,735**					**$832,735**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

Law Enforcement

Richard Nacotee, Interim Chief of Police

Mission Statement

The men and women of the Menominee Tribal Police Department are dedicated to enhancing the relationship between law enforcement and community members in order to build trust, reduce crime, build a proactive patrol, and create a safe community for current and future generations.

The Menominee Tribal Police Department continued to deliver law enforcement services to our Community despite the absence of the Chief of Police. Deputy Chief of Police Richard Nacotee assumed the responsibilities of the Chief of Police in his absence since November 2017. During this time the department continue with daily operations, enforcement, community service, and collaboration with other programs. The department remained committed in community oriented services by providing public safety, education, and awareness.

TRIBAL POLICE DEPARTMENT

The Department's FY18 organizational chart consisted of 26 employees. The positions include: 18 certified officers, which consist of: Chief of Police, Deputy Chief of Police, Master Sergeant, 3 Detectives, Indian Highway Safety Officer, 2 School Resource officers, 4 patrol Sergeants and 5 patrolmen. The 8 civilian employees consist of Officer Manager, Community Service Officer, Sexual Offender Registry Coordinator and Research Coordinator, and 4 Crime Victim Advocates. Crime Victims staff includes a Program Manager, 2 Crime Victim Specialist and a Sexual Assault Victim Specialist.

A Community Service Officer was also hired within this fiscal year to handle dog complaints, ordinance violations, paper services, vehicle lock outs, and assist in community events. Menominee Tribal Police Department hired 4 Tribal members as non-certified officers, and 2 certified officers to fill the department's 7 vacant certified-officer positions. Despite hiring 4 new employees, the process to become a Certified Tribal Police Officer takes several months. Employees need to attend and successfully pass a 16 week US Indian Police Academy at the Federal Law Enforcement Training Center in Artesia, New Mexico. Once completion of the academy a 6-month Field Training Officer program is required for the newly certified Tribal Officers. Certified Officers are assigned to the Department's Field Training Officer Program for 6 months. The Department's goal is to hire more local community members to police their community because they would have a better understanding of the culture, tradition, and lifestyle of the community.

The Department's challenge for many of years is the recruitment, hire, and retention of qualified applicants. The department is currently implementing a Youth Police Cadet program with the hopes of recruiting young local high school students to make positive life choices which assist in the hiring in the field of law enforcement if the youth successfully completes the Cadet program. The Department has updated the Community Ride Along program. The purpose of the Community Ride Along Program is to allow citizens to voluntarily accompany Tribal Police Officer to observe and understand the problems of policing, this also allows citizens who are interested in law enforcement to observe firsthand what officers face when they patrol the community. The department encourages citizens to participate in the ride along program. This year the Department had 13 ride along applicants. 3 out of the 13 applicants are now employed with the Menominee Tribal Police Department.

This fiscal year, the department was scheduled for a Bureau of Indian Affairs, Office of Justice Services Program Review to ensure compliance with the P.L. 93-638 contract. The Program Review was scheduled for August 2018. Assistant Special Agent in Charge Brian Archdale from BIA/OJS District VII monitored the review. The Policy & Regulation Review Checklist consisted of 52 directives. The department was compliant with 46 of the 52 directives. The 6 remaining directives were either corrected or in the process of correction.

LAW ENFORCEMENT ACTIVITIES

The department continued to engage in community events to increase awareness and to build a stronger relationship with the community. This year Menominee Crime Victims department facilitated the National Night Out Against Crime held at the Woodland Bowl which was a huge success by collaborating with other programs to make this "Carnival" a fun and safe event with close to 1,000 in attendance. The Menominee Tribal Police Department hosted a Menominee Tribal Police Golf Outing at Golden Sands Golf Course in Cecil, WI. This event helped raise money for the Department's Annual "Shop With a Cop" event held every December for local youth referred by local schools and programs.

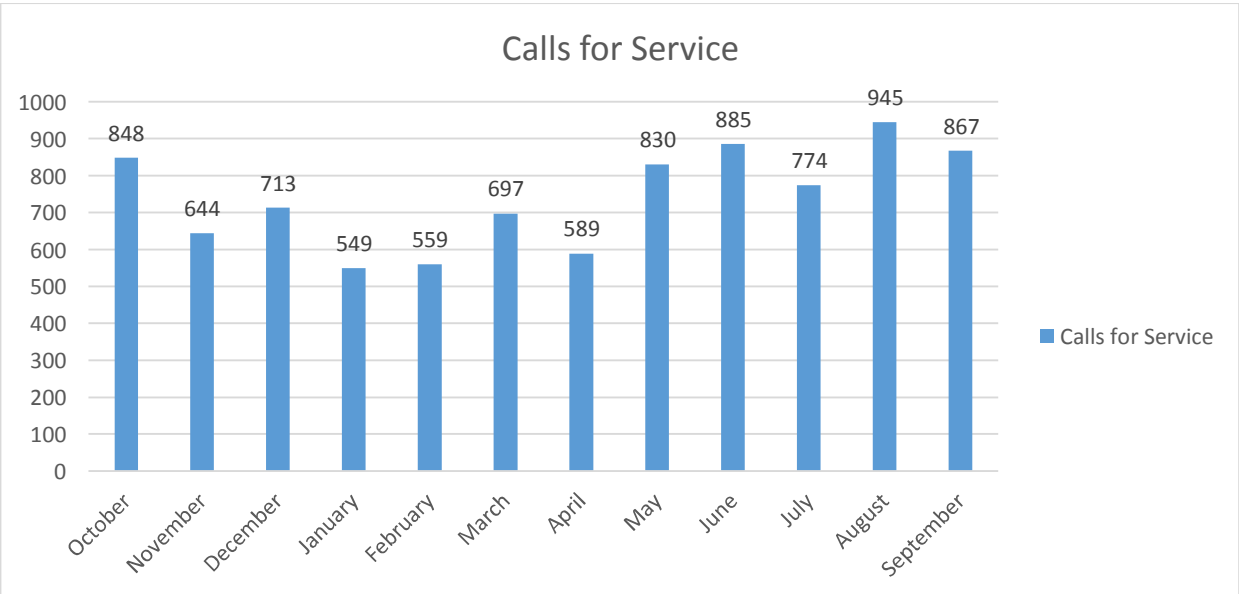
The Department also supported the following community activities;

- Annual 3 on 3 Youth Tournament
- Annual Summer Youth Olympics
- Bi-Annual Youth Culture Camp
- CRC Haunted Hallway/Hayride
- St. Michael's church Festival
- Kiddie Crime Stopper March
- Smart Snack at Keshena Primary School
- Wisconsin Herd Basketball Camp @MIMS
- Lumberjack Breakfast
- Badges for Baseball
- Provided METP Honor Guard

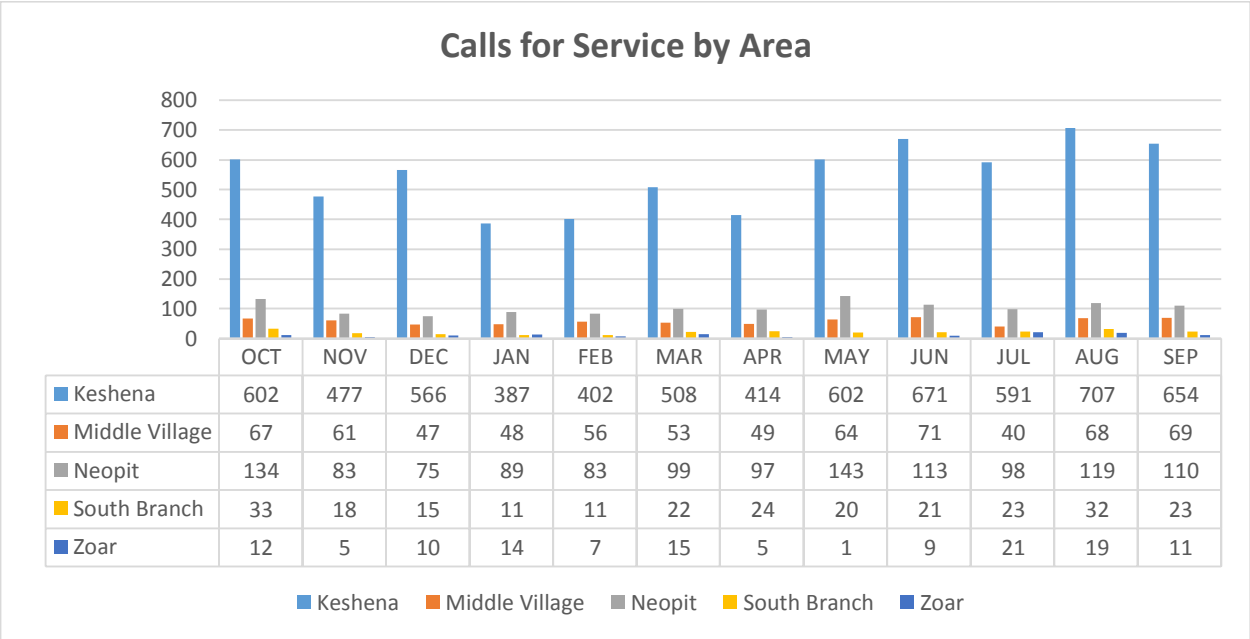
LAW ENFORCEMENT STATISTIC

The Menominee Tribal Police Department generated 8,900 calls for service for Fiscal Year 2018. This is a 9.5% increase CFS from FY-2017. 1,532 Police reports and 25 investigation cases referred to Tribal Prosecutor's Office. 13 investigation cases have been referred to the US Attorney's Office, 11 investigation cases referred to Menominee County Health & Human Services, and 10 Investigation Cases were closed and filed for PD records.

The First Graph (listed below) illustrates the number of calls for Service responded by each month



The Second Graph (listed below) illustrates the monthly calls for service in each community



	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Keshena	602	477	566	387	402	508	414	602	671	591	707	654
Middle Village	67	61	47	48	56	53	49	64	71	40	68	69
Neopit	134	83	75	89	83	99	97	143	113	98	119	110
South Branch	33	18	15	11	11	22	24	20	21	23	32	23
Zoar	12	5	10	14	7	15	5	1	9	21	19	11

NATIVE AMERICAN DRUG AND GANG INITIATIVE (NADGI)
The Collaboration between Tribal Law Enforcement Agencies and Wisconsin Department of Justice-Department of Criminal Investigation to combat drug and gang activity on Wisconsin Indian Reservations. NADGI is an Office of Justice Assistance grant funded Initiative to fund training, equipment, supplies, and operations to tribal law enforcement agencies and their counterparts.

part of the NADGI Task Force since the creation in 2007. Throughout the years Menominee Tribal Police Officers have been certified as NADGI Investigators to combat drugs and gangs in our communities. In fiscal year 2018 Menominee Tribal Police had 7 NADGI Members in the department. This year 7 NADGI member were given Special Deputation through the US Department of Justice, Federal Bureau of Investigations known as Title 21. This authorizes METP/NADGI Investigators in collaboration with FBI to exercise the powers of enforcement off of the Menominee Indian Reservation when investigating a potential federal drug offense connected to the Menominee Indian Reservation.

Fiscal Year 2018, METP/NADGI has provided drug presentations to the community, Tribal Employees and the Menominee Indian School District to understand the local drug trend and the dangers of prescription and illicit drugs. NADGI Combats drugs through education, awareness and enforcement.

This year, with the assistance of Menominee Tribal Police Patrolman, NADGI was able to seize the following;

- $3041 US Currency
- 92.86 grams of marijuana
- 100.87 grams of cocaine
- 14.03 grams of methamphetamine
- 3.78 grams of Crystal Meth
  grams of Schedule I & II Narcotics

INDIAN HIGHWAY SAFETY PROGRAM
The Menominee Tribal Police Continues to participate in the Bureau of Indian Affairs Indian Highway Safety Program which is funded by the National Highway Traffic Safety Administration (NHSTA). The Department was awarded $129,965 for Fiscal Year 2018. This provided funding for the Highway Safety officer, training, supplies/equipment and overtime for saturation patrols. The department participated in “Click It Or Ticket”, “Drive Sober Or Get Pulled Over”, and “Don’t Shatter The Dream” Mobilization Campaigns. These campaigns are based on performance not quota. This program is to reduce traffic fatalities, traffic crashes, and OWI arrests. This year the Indian Highway Safety program reported the following;

- One traffic fatality
- 137 motor vehicle crashes (does not include non-reportable accidents)

    - 95 Property damage
    - 19 alcohol related
    - 17 Injury related
    - 1 speed related
- 555 Traffic citations
- 1113 traffic warnings
- 140 OWI arrests
- 43 speeding citations

SEXUAL OFFENDER REGISTRY AND NOTIFICATION PROGRAM

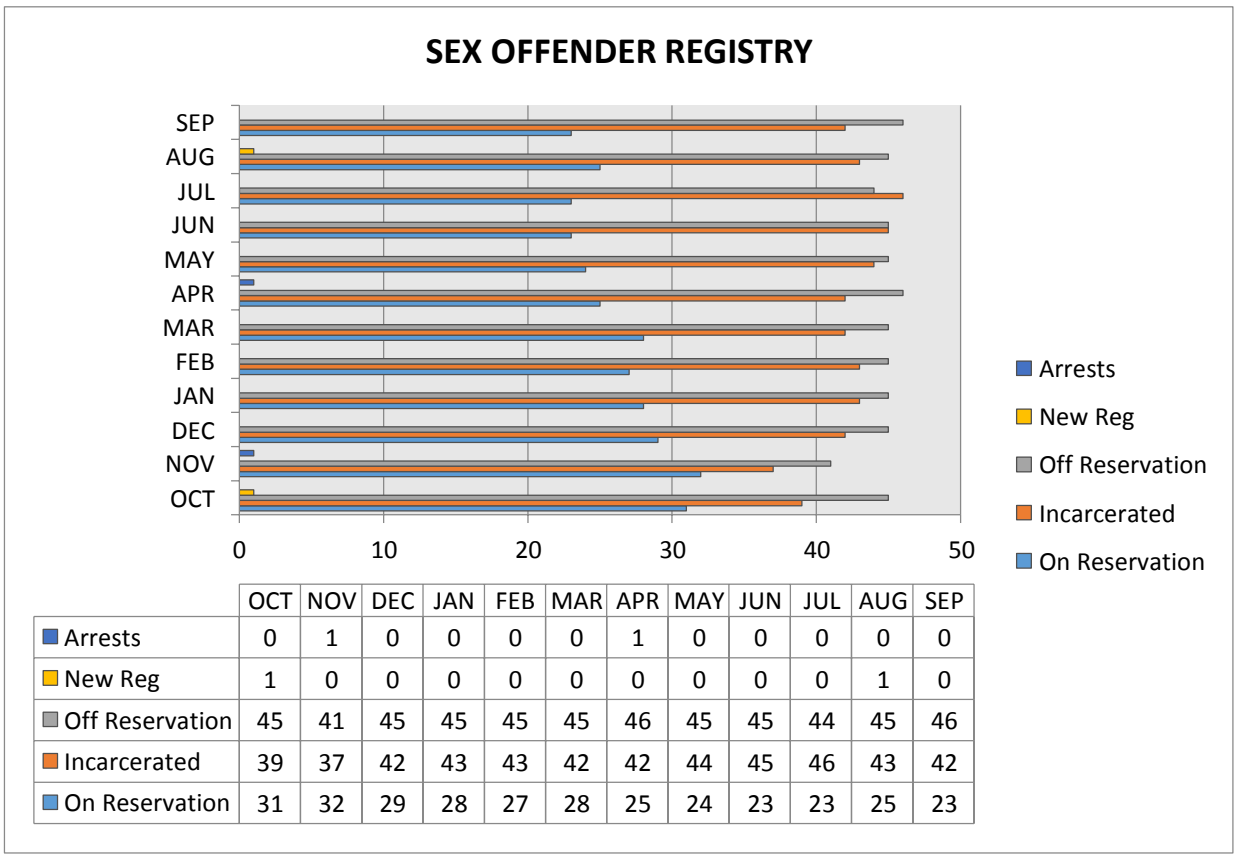
SEX OFFENDER REGISTRY & NOTIFICATION PROGRAM: The goal of the sex offender registry and notification program (SORN) is to provide registration to those individuals who have been found guilty of a sexual crime while providing community information and education about native registered sex offenders. In the last fiscal year, the SORN program received funding from a grant through the United States Department of Justice SMART Office. The Sex Offender Registry Coordinator and Research Coordinator have federal funding (Grant # 2018-AW-BX-0013) through ***September 30th, 2021.***

Since 2014 the Menominee Tribe has been certified by the federal Sex Offender Sentencing Management Apprehending Registering and Tracking (SMART) Office as "Substantially Implementing" the Adam Walsh Act and has recertified each year since.

This year the Menominee Tribal Police has been continuing to assist Fox Valley Technical College and other Tribal Agencies with research, planning and training for the Native American Sex Offender Management (NASOM) program which is attempting to create and implement a Sex Offender Treatment program for the Menominee Tribe.

For fiscal year 2018 over 113 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 26.5 each month. There were 2 new individuals registered with the Menominee Tribal Sex Offender Registry.

The SORN staff has worked with the Tribal and Federal Prosecutors Office to charge 2 offenders with violations of Tribal, State and Federal Sex Offender Registry rules.

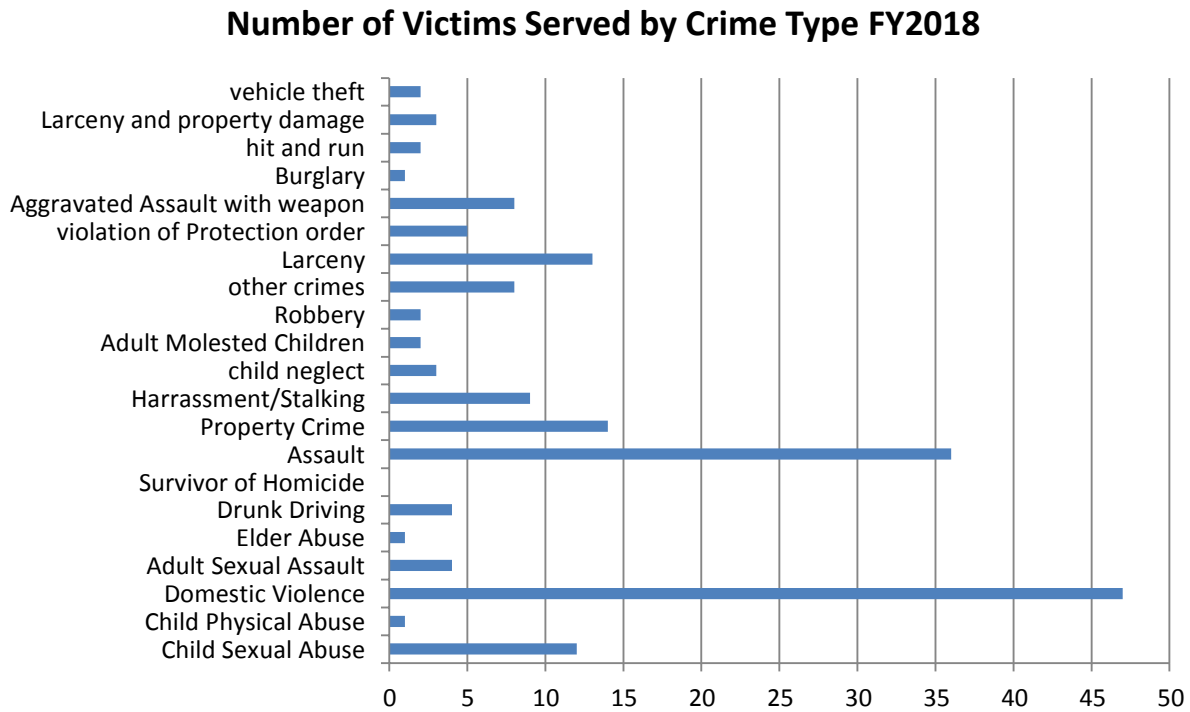


	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Arrests	0	1	0	0	0	0	1	0	0	0	0	0
New Reg	1	0	0	0	0	0	0	0	0	0	1	0
Off Reservation	45	41	45	45	45	45	46	45	45	44	45	46
Incarcerated	39	37	42	43	43	42	42	44	45	46	43	42
On Reservation	31	32	29	28	27	28	25	24	23	23	25	23

CRIME VICTIM PROGRAM
The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. The staff can be reached around the clock to provide assistance to all victims of crime including, but not limited to, property crime, assaults, domestic violence, sexual assaults and survivors of homicide. The program assisted one hundred seventy-four (174) new clients during fiscal year 2018. This year the CVP staff also provided services to family members in need of comfort and support after a non-criminal traumatic event or incident.

This program has had a significant increase with new clients in the past year; the numbers are showing a better tracking system of services provided to victims such as notification letters. The tracking of more crime types such as larceny, robbery, burglary etc.

The CVP staff continues to work with clients to assist them and refer them to appropriate agency within the tribe such as TANF, Food share, Housing, and shelter, Judi care, Victim Compensation and NEWCAP. The Crime Victims Program and CRC programs have also set up a system for clients that are referred to their programs from Crime Victims.



Law Enforcement Fiscal Year 2018 Budget Summary
The Menominee Tribal Police Department's primary source of funding is the Bureau of Indian Affairs and Menominee Indian Tribe. In addition to the mentioned programs reports which have their own funding source (IHSP, SORNA and Crime Victims) our department also receives funding to operate effectively from COPS Tribal Resources Grant Program – Equipment and Training, County Tribal Law Enforcement and Tribal Law Enforcement.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 641,963	$ -	$ 793,764	$ 30,000	$ -	$ 1,465,727
Fringe Benefits	267,943		$ 285,511	5,130		$ 558,584
Travel	100		$ 2,553	10,000		$ 12,653
Training			$ 30,874			$ 30,874
Equipment			$ 385,808			$ 385,808
Supplies	2,500		$ 36,846	50,894		$ 90,240
Contractual	250,000		$ 241,856	4,900		$ 496,756
Utilities	150		$ 211			$ 361
Space Lease/Rental			$ -			$ -
Indirect Costs	158,007		$ 51,744	10,968		$ 220,719
Other Costs: (list below)						
License & Permits	60		$ 100			$ 160
Vehicle Costs	250		$ 500			$ 750
Telephone	150		$ 147			$ 297
Cellphone	1,902		$ 4,200			$ 6,102
Equipment Lease	-		$ -			$ -
Equipment Maint.	-		$ -			$ -
Confidential Funds	500		$ 500			$ 1,000
Medical Services	425		$ 800			$ 1,225
Vehicle Fuel	250		$ 500			$ 750
Vehicle Insurance			$ 21,000			
Program Activities	500		$ -			$ 500
Totals ►	$ 1,324,700	$ -	$ 1,856,915	$ 111,892	$ -	$ 3,293,507
Fund/Totals Ratio:	40.22%	0.00%	56.38%	3.40%	N/A	

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; John Wilhelmi, Tribal Attorney (Gaming Emphasis); Danica Zawieja, Assistant Tribal Attorney; Starlyn Tourtillott, Assistant Tribal Attorney; Jeffrey Jazgar Assistant Tribal Attorney (Child Support/Social Services Emphasis); Toni Caldwell, Legislation and Policy Specialist and Guy Keshena, Legal Assistant.

The Department of Legal Services is located on the first floor of the main Tribal Office Building, on Tribal Office Loop Road in Keshena, Wisconsin.

Description of services provided by the Department

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.

The DLS provides 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 drafts ordinances, resolutions, agreements, and provides both formal and informal written legal opinions for the Tribal Government.

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

The Department also spends considerable time providing professional legal services to the various Tribal programs in the form of legal advice, legal research, litigation, contract assistance and other legal work.
The Department represents and/or defends the Menominee Tribe in 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.

Additionally, the Department also provides representation to select chartered entities of the Tribe. Those entities include: Wolf River Development Company (WRDC), Menominee Indian Gaming Authority (MIGA), Menominee Casino Resort (MCR) and Menominee Kenosha Gaming Authority (MKGA). The Department provides legal assistance and representation to these entities to meet the specific legal needs of each entity.

Over the past year, the Legal Department has been working with many Departments to streamline processes and update policies, procedures and ordinances to help make the services that both of those departments provide, to tribal members, more trauma-informed and able to best meet the needs of the Menominee Community.

FY2018 Budget Allocation

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$335,894**		$177,768			**$513,662**
Fringe Benefits	**$107,397**		$59,469			**$166,866**
Travel	**$5,000**		$550			**$5,550**
Training	**$8,650**		$1,350			**$10,000**
Equipment	**$505**					**$505**
Supplies	**$3,150**		$875			**$4,025**
Contractual	**$1,700**		$15,868			**$17,568**
Utilities						
Space Lease/Rental	**$10,078**		$4,150			**$14,228**
Indirect Costs	**$53,665**					**$53,665**
Other Costs: (list below)						
Process Service	**$150**					**$150**
Dues & Membership	**$6,200**		$2,000			**$8,200**
Totals ►	**$532,389**		**$262,030**			**$794,419**
Fund/Totals Ratio:	67.02%	0.00%	32.98%	N/A	N/A	

The total budget allocation for the Department for FY2018 was $794,419.00. This amount was both tribally funded in the amount of $532,389 and IDC funded in the amount of $794,419.

FY 2018 Program Income and Revenue

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Legal Revenue from MCR and WRDC		$123,500	$123,500	
Totals		**$123,500**	**$123,500**	

DLS generated $123,500.00 from MIGA/MCR and WRDC for providing legal services and representation to those entities in FY2018. These monies were used by the Department for salary, fringe benefits and costs associated with providing services to these entities.

Community Engagement Efforts
In FY2018, the Department continued to lead the coordination of Community Engagement Workgroup efforts to develop and implement a comprehensive Menominee Tribal Children's Code. The efforts of the Workgroup provided the Tribe with an updated and complete child protection code that meets the needs of the Menominee community through a trauma informed and responsive manner that provides wraparound services to families in need. In June of 2018, the Menominee Tribal Legislature passed an ordinance approving the Menominee Tribal Children's Code. The effective date of the Ordinance is June 1, 2020, which will allow tribal programs to update policies and procedures and train staff in order to fully implement the code by that date. Casey Family Programs provided assistance to the Tribe in development of policies and trainings related to the children's code and continues to provide technical assistance to the Tribe as it works towards implementation of the Children's Code.

Services to be provided in FY2019
The DLS intends to continue to provide a wide variety of legal services to the Tribal Government and to tribal programs and entities. 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. The Department continues to work on scanning old legal files and legal work product to build and develop searchable databases for employees in the department to use when researching legal issues. 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. The Department is also working with the Legislature and tribal programs to strengthen existing ordinances, and develop new ordinances, regulations and procedures to affirm the sovereignty of the Menominee Indian Tribe. The Department will continue working on Community Engagement efforts and collaboration with other Departments to best serve the needs of the Menominee Community.

Services provided to the general public
The Department also provides notary services to the general public, free of charge. The attorneys in the department are notary public officials, and are able to provide this service to tribal members, as well as tribal government officials and employees, at no cost.

Lending & Tribal Tax

AnnMarie Johnson, Director

The Lending and Tribal Taxes Department consists of two operations. The Tribal Loan Fund and Tax Commissioners Office. The department has four employees: Annmarie Johnson, Director, Michael Wescott, Assistant Loan Officer, Roberta Reiter and Doris LaTender, Lending/Tribal Tax Specialists. The Lending and Tribal Tax Department is located at N559 Library Road behind the Culture Building in Keshena, Wisconsin. The department is open 8:00 a.m. to 4:30 p.m. with the exception of designated tribal holidays.

The Menominee Loan Fund provides a means for eligible applicants to obtain financing for personal/emergency, Home Improvement, Home repayment and Business Revolving Loans as specified with authority delegated through its Plan of Operation. The department has a Loan Fund Committee that approves loans for HUD/CDBG and Revolving Business Loans. Personal and Emergency Loans are administratively approved based on eligibility on a weekly basis. The department presents and submits monthly reports to the Budget and Finance Committee and is supervised by Jonathan Wilber, Tribal Administrator.

The Loan Fund has an oversight committee and is responsible for reviewing credit history and assuring the Director operates within the Plan of Operations. The Loan Fund Committee consists of five enrolled tribal members: Gunnar Peters, Karla Kitson, Brianne Tepiew, and Talenna Peters. At the time of this report, the committee has one vacancy until the Menominee Tribal Legislature appoints another member.

The Loan Fund Committee approves or denies Revolving Business, HUD/CDBG, and Housing Down Payment loans on a monthly basis. The Director has administrative authority to approve emergency and personal loans on a weekly basis. The Loan Activity is submitted and reported to the Loan Fund Committee on a monthly basis.

The objective of the Menominee Loan Fund is to provide a means for eligible members to obtain financing for personal items and purposes. Only one (1) personal loan is allowed per customer. The Menominee Loan Fund issued 1,290 loans with a cumulative total of $1,510,839 for the fiscal year. The maximum loan level is $1,500.

The Revolving Loan Fund is a loan program, which offers business loans to Menominee Tribal Members or entities of the Tribe where the business is located on the Menominee Reservation. Business proposals for loans are reviewed and forwarded for action by the Loan Fund Committee monthly. There were two (2) business loans submitted and funded in FY18 for $144,601. Financial counseling was provided to one business regarding expansion.

The HUD/CDBG is a loan program intended for the repair, renovations or improvement of a Menominee Tribal Member's residence in which is their property. Thirty-five (35) loans were issued for a collective amount of $218,885. Applicants must show home ownership, home insurance along with quotes for which how the proceeds of the loan will be used. The maximum loan amount for this program is $7,500.

The Emergency Fuel Fund (EFF) purpose is to assist Menominee Tribal Members during the heating season. Funds become available October 1 and are limited. The applications must be completed within the department by the applicant. The EFF loans are only available during this time or until the fund has been expended for the season. There were 209 loans issued for a total of $108,580 for FY2018. The maximum loan for this program is $500.

The Housing Down Payment Fund offers loans to Menominee Tribal Members who are in the process of purchasing a home. One new loan was issued for a total of $5,000 for the year.

All inquiries regarding individual eligibility should be referred to the department at 715-799-5139 to ensure policies and procedures are communicated and understood.
The Tax Commission is responsible for assessing and collecting the following Tribal taxes: Menominee Casino Resort Hotel tax, Construction Materials Tax, Fireworks, Gas Excise Tax, Cigarette and Tobacco Tax. Along with Tribal tax collection, the department is required to file various State and Federal refunds. These refunds are based on a State Agreement between the Tribe and the Department of Revenue. As per an agreement with the State of Wisconsin, the Tax Commissioner files for and receives a refund of 70% of the State Cigarette Excise Tax ($25.20/carton) and 50% of the State Tobacco Excise Tax (100% chewing tobacco and 71% other tobacco products of the manufacturer price). These refunds are submitted on a bi-monthly basis.

Most of the tax revenue is received from cigarette and tobacco with 88.37% ($1,023,277) of the revenue from this current fiscal year. Cigarettes are taxed at $13.25/carton and tobacco products (cigars, chewing tobacco, loose tobacco, etc.) are taxed at 40% of the manufacturer price. Deliveries of the products occur twice weekly on Monday and Thursday.

The Hotel Lodging Tax is collected monthly based on the Casino hotel occupancy. The Federal Excise Gas Tax Refund is a tax that is included in the price per gallon on gas purchased through various department vehicles. The Fireworks Tax is assessed to local vendors. The Construction Materials Tax is assessed on construction materials consumed by a commercial project. MTL has the authority to waive construction tax.

The Director is responsible for monitoring the Menominee preference for contracting. The primary functions of the Tribal Code 25: Contracting is 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. The Director monitors 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. In FY18, there was one request for proposals. The requests for proposals was posted on the Tribe's website and a paper copy was posted on the Tribal Offices Bulletin Board. There were no bids received from any Menominee Businesses. The Menominee Workforce Requirement did not apply to the proposal. One construction partnership agreement is ongoing and continues to submit payroll reports.

Volunteer Income Tax Assistance (VITA) Program
The Lending and Tribal Tax Department participates as a Volunteer Income Tax Assistance (VITA) program for the community since 2015. The program started originally in 2005 with the Menominee Tribal Housing Loan Coordinator as a result of a study the Wisconsin Council on Children and Families who found that nearly 52% of Menominee County Residents filing for the Earned Income Tax Credit (EITC) in 2003 also filed for a refund anticipation loan (RAL) through their tax preparer. The devastating result was that while families were getting their refunds faster, there was a big cost as the average total cost to prepare per family was well over $275 in addition to an average state tax return of $175.

The VITA Program provides free income tax preparation services to tribal members, local community members, and provides over flow services for surrounding communities. The site reduces the cost of tax preparation for low-income families and helps them avoid expensive products such as high-cost loans that are made against tax refunds. The VITA program also assists taxpayer's access to Earned Income Tax Credit (EITC) and other credits. The EITC is a refundable tax credit for low- and moderate-income individuals and families.

In FY18, the VITA Site Coordinator and four staff completed 594 tax returns. From the previous grant period from 2016 to 2018, there were 1,092 Federal Tax Returns prepared, $694,950 in Earned Income Tax Credits were claimed, and $1,736,893 in Federal Refunds distributed to the community. Specifically, the increase of EIC was $288,475 in FY17 to $406,475 for an overall increase of $118,000 or 29%.

The site faces a unique set of challenges such as geographic isolation, low volunteers, economically distressed community, and overall program design. The program offers tax preparation; a lab where taxpayers can prepare their own, taxpayers can log in and create their own account on the website myfreetaxes.com or they can drop off their taxes and sign the required releases and are called when the taxes are completed by one of the preparers. The department has three computers with a connected printer within Lending and Tax for taxpayers.

VITA sites are an essential service in the promotion of asset building among individuals and families within Native Communities. Individuals who utilize VITA services may also need to coordinate with other asset-building services or to public benefits for assistance to improve their economic situations. If interested in volunteering to become a tax preparer for the program, the program training and certification is free. Please call the department for more information. Training begins mid-January and can be done at your own pace.

Debit Card Payment Acceptance
This year, Tribal Finance assisted the department implementing the ability to pay with debit cards. Tribal members have expressed their appreciation for the additional payment method. The department is hopeful once it streamlines the process to be able to offer the ability to accept telephone payments.

Marketing
The department recently received an additional appropriation from Wisconsin Department of Revenue through its VITA grant to purchase an interactive touch display driven by a media content player that would allow taxpayers to use an onscreen module to choose various topics as they relate to financial literacy and tax season information throughout the year. With assistance from the Sheena Waupoose, IT Multimedia Specialist content has been added regarding the various loan programs available. Sheena also updated all loan fund brochures and created a training video through YouTube. The video demonstrates how tribal contractors and businesses can register.

Amanda Brei, from IT has also improved the Tribe's web page by adding a section to the Business category where Menominee private contractors and businesses can register and update their information. Businesses that contract with the Tribe expressed their concern for a centralized list with contact information so they could access to comply with the 20% Menominee workforce requirement. The video explains how tribal members can register or register their business and is located at:
https://www.youtube.com/watch?v=VBn8-icgPBg&t=2s.

Home Mortgage Assistance Program
There is a strong and unmet demand for homeownership due to limited housing and overcrowding issues that is driving the need to create new investments in private homes on the reservation. Homeownership investment has proved to improve reservation economies and the wellbeing of communities. Building new homes while preserving the old ones will provide housing for workers and opportunities to develop a skilled workforce. Building homes has many benefits such as jobs, fundamental economic and governance issues such as access to capital, workforce capacity, and spending power within the reservation thereby strengthening the tribal economy.

The Menominee Tribal Legislature wanted to confront this issue by preparing and assisting tribal members through the homeownership process. In late December, the Menominee Tribal Legislature directed Tribal Administration to develop a Homeownership Program.

Tribal Administration requested volunteers for ideas regarding this task from its Menominee Leadership Alumni (MLA). The Director was assigned the Project Lead provided project management. Group Members who volunteered their time were Regina Prey, IT Service Manager, Vaughn Bowles, Tribal Clinic Epidemiologist, Marci Hawpetoss, Grants/Contract Monitor, Raquel Boyd, Probation Resource Coordinator, Davey Jean Boyd, Clinic Medical Secretary, and Jerrit Okimosh, Jail Administrator.

The group met over six meetings and presented their final recommendation and program design to Tribal Administration in late August. The program will be an addition to the Lending and Tribal Taxes Department. The programs mission is to generate concepts for high quality, stable, and sustainable housing for middle income and elderly populations through research and careful planning. The vision is safe, vibrant, prosperous, attractive, and just neighborhoods and communities. The program includes mortgage assistance, land management, construction, home design, financial education, and home maintenance assistance.

A critical component of the program is preparing families for homeownership. Financing a home is a concept where prospective homebuyers have difficulty understanding the home buying or mortgage process. The Menominee Tribal Legislature relayed concerns that the program should contain a strong structure and focus on homebuyer education, the importance of credit, and home maintenance. The program created will assist homebuyers in different phases of purchasing a home, constructing a home, and navigating the leasehold mortgage process, repairing credit and ongoing home maintenance education.

The program currently has 17 applicants and the first family plans to build their home by May 2019. Individualized case management with each of the families will continue. Future research regarding New Market Tax Credits for Homeownership is ongoing. The department provides one on one technical assistance and homeownership counseling. For more information, please contact Lending and Tribal Taxes Department at 715-799-5139.

Community Engagement
In the past, the workgroup described the current state of the community is and began developing its future story by developing 90-day plans that achieve tribal and organizational initiatives. The creation of the 90-day plans has proved to achieve many successes and progress. The department plans on the continued participation and coordination with the Community Data Collection/Technology and Workforce Development plans.

Director's Retreat
On April 25-27, 2018, Tribal Administration held a Director's Retreat in Appleton, Wisconsin. The Director participated in aligning the Tribe's leadership approach with the Tribe's Mission, Vision, and Values. The meeting accomplished a shared leadership model that was collaboratively developed by the Directors. The model will be utilized to promote collaboration and motivate our department staff. Valuable development care from utilizing the personality type testing called Real Colors. The Real Colors testing was referenced from the Strategic Planning session in Door County last year. The testing assisted each Director in gaining an understanding of personality types within the tribal workforce. The exercise assists in understanding human behavior, understanding how employees are motivated by color, and how to improve communication based on color results. Within the retreat, Directors refer and reflect back on the Real Colors exercise by understanding important topics, issues, and concerns.

The department through its development of the homeownership program has expanded the Down payment program for homeownership. Financial literacy and education are important foundations for families to be successful which is a true testament of the Menominee Action Plan's shared vision that by 2020, we envision our Menominee Tribal community engaged, informed, and actively participating in the healing of individuals, families, and communities. We envision an integrated and effective system of resources supporting our families, working together toward a healthy and culturally vibrant Menominee Nation. The Loan Fund will continue further development of loan products that will focus on credit building, which is a foundational aspect for financial wellness. The department looks forward to continued success, development, and service to the tribal membership.

Goals for FY2019
1. Implement marketing plan utilizing tribal platforms.
2. Continue Homeownership Program Development and Implementation
3. Provide technical and feasibility assistance for proposed tribal economic development proposals.

LENDING & TRIBAL TAXES DEPARTMENT-FINANCIALS

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	Tribal - Loan Fund	Program Income	Federal	State	Tribal-Tax Comm.	TOTALS
Personnel Costs	$ 110,177	$ -	$ 40,153	$ -	$ 34,848	$ 185,178
Fringe Benefits	29,358		10,263		3,759	$ 43,380
Travel	1,500		500		4,500	$ 6,500
Training						$ -
Equipment				2,590		$ 2,590
Supplies	5,584		2,500		3,975	$ 12,059
Contractual	7,663					$ 7,663
Utilities						$ -
Space Lease/Rental	4,828				2,000	$ 6,828
Indirect Costs	18,173		7,363	290	5,502	$ 31,328
Other Costs: (list below)						$ -
Meeting & Related	3,000					$ 3,000
Totals ►	**$ 180,283**	**$ -**	**$ 60,779**	**$ 2,880**	**$ 54,584**	**$ 298,526**
Fund/Totals Ratio:	60.39%	0.00%	20.36%	0.96%	18.28%	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Menominee Loan Fund (Personal Loans)	$ 1,298,253	$ 214,945	$ -	$ 214,945
Menominee Revolving Loan Fund (Business	996,759	33,095	-	33,095
Menominee HUD/CDBG Loan Fund (Home	404,427	31,065	-	31,065
Menominee Downpayment Loan Fund (Home	52,645	1,320	-	1,320
Menominee Emergency Feuel Fund	101,528	8,185	-	8,185
Tax Commission	-	1,158,537	-	1,158,537
Totals	**$ 2,853,612**	**$ 1,447,147**	**$ -**	**$ 1,447,147**

Maehnowesekiyah Wellness Center

Darla Dick, Treatment Center Administrator

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 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 alcohol and drug related problems and deaths.

HISTORY: Recognizing the need to address the use and abuse of alcohol and drugs on the reservation, the Menominee Indian Tribe of Wisconsin opened Maehnowesekiyah Wellness Center in the year of 1986. The program served as a place where Menominee's affected with substance abuse could work on recovery and begin on a new journey of life.

In 1986, renovations of the new facility were completed. Added to the former Volland's farmhouse were additional resident rooms, rest rooms, and a large multipurpose room for group meetings and other functions. The facility was licensed as a sixteen (16) bed Community Based Residential Facility.
In 1990, the residential facility was dedicated to the memory of a community advocate for a drug-free community. A dedication service was conducted at Maehnowesekiyah in honor of Mary Jane Cox (1919-1989) citing her efforts in assisting Menominee people lead a chemical-free lifestyle.

In 1994, the construction of a new 24,000 square foot headquarters building for Maehnowesekiyah Wellness Center was completed. The building was created to house all therapy rooms needed for treatment services

as well as group rooms, offices, and a main kitchen for the residential facilities and Middle Village Head Start program on the lower level. The new headquarters were dedicated in honor of Mildred Butler, the agency's first certified Menominee AODA counselor, who retired in 1994. The dedication plaque reads, "Much of our success as a treatment center is attributed to her."

CURRENT: Through 30 years of operation, Maehnowesekiyah Wellness Center has continued to uphold its original mission and vision, established so many years ago. Some years prove to be more challenging than others, but the heart of our operations remains the same. Below is a listing of current staff:

STAFF:
Darla Ann Dick, Treatment Center Administrator
Kristi Arnold, Business Manager
Tabitha Helsinger, Office Manager
Rodney Lyons, Lead Facilities Technician
Kerry Wilber, Accounts/Records Coordinator
Bryan Waukau, Client Records Specialist
Lisa Kelley, Receptionist
Varlin Basina, Assistant Cook
Michael Boivin, Head Cook
NaTasha Tomow, Prevention Specialist
Kala Wilber, Prevention Coordinator
Terry Webster, Intake Worker
Addie Caldwell, Treatment Programs Coordinator
Mary Webster, Cultural Healthy Lifestyle Educator
Brandon Waupekenay, Domestic Violence Intervention Facilitator
Leeann Bartz, Wraparound Facilitator
Natalie Cornelius, AODA Counselor
Jennifer Wilber, Lead AODA Counselor
Breana Pickard, Clinical Therapist
Ronaele Clasen, Case Manager
Lyle Tucker, House Supervisor
Pamela Sporleder, Registered Nurse
Stephanie Bugler, ADOA Technician
Bernadette Bear, House Aide
Jade Boivin, House Aide
Sabrina Molina, CNA – House Aide
Cassandra Houghton, CNA – House Aide
Erica Hernandez, CNA – House Aide
Michael Peters – Housekeeper/Transporter
Rachel Fernandez - Domestic Violence Intervention Facilitator

OUTPATIENT SERVICES: Maehnowesekiyah Wellness Center offers a comprehensive range of outpatient services which include AODA education, individual counseling and Primary Day Treatment. All of our programming is certified by the State of Wisconsin, assuring quality services are delivered to our community. Program structure is based on best practice and an integration of Menominee values and culture. Assessments and treatment team review are used to determine the level of care needed for each individual client. Educational and therapeutic counseling in group or individual settings are provided by certified AODA counselors and mental health practitioners. Our licensed Psychiatrist provides consultation for clients, pharmacological follow-up and assists with overall program supervision needs.

Throughout the year, our outpatient services have been evaluated and enhanced to meet the current needs of our clients. The continued development of programs and training for our counselors has improved our client-centered approach. This includes the utilization of evidence based practices such as mindfulness, the stages of change, and motivational interviewing; ensuring that all are culturally relevant and trauma informed. Creating individualized treatment plans that meet each client where they are at on their road to recovery.

Adjustments that were made to the program over the last year include: A more focused and permanent staff assigned to outpatient services. Treatment staff assigned to the outpatient programming include Addie Caldwell, MA, PCTL and Breana Pickard, MSW. Both are maters level clinicians that can assess and treat both AODA and mental health clientele. The program also added specialized trauma therapy called Brain Spotting. Brain Spotting is a powerful treatment method that works by identifying, processing and releasing core neurophysiological sources of emotional/body pain, trauma, dissociation and a variety of other challenging symptoms[1].

Over the next year, the agency will be creating new and improved services geared toward mental health and trauma processing. This includes treatment practices that are specific to our current population, which address the effects of historical trauma.

The agency also intends to develop a new peer support recovery group, utilizing those who have found success in their sobriety. Creating a new avenue of support for those within the community that is primarily developed and maintained by group members. We look forward to the positive impacts this will bring to the community and agency.

RESIDENTIAL: Maehnowesekiyah Wellness Center runs a 30 day, co-ed, community based residential program (CBRF) that is licensed by the state of Wisconsin. The program can accommodate up to 16 clients (8male, 8female) and provides a live-in environment that immerses participants in culture and acclimates them to personal responsibility and values. The agency is committed to improving client services and has made a number of enhancements throughout the year.

The residential program is managed by two of the agency's most experienced AODA counselors, Jennifer Wilber, CSAC, CS-IT, and Natalie Cornelius, CSAS. Together they bring over 15 years of experience and knowledge to the program. A Case Manager was added to provide more comprehensive services to participants in both aftercare and future goal setting. This position allowed the agency to assist in career placement, educational goals, housing options, basic life skill growth and development and any other areas identified by a client. The Case Manager also improved the agency's ability to coordinate outside appointments for clients and allowed for easier integration of care when needed.

New programming includes health and wellness education provided by the onsite nurse, Cultural and Healthy Lifestyle coordination in everyday programming, holistic healing practices and exorcise led by our counseling staff, as well as many safe and sober community events.

In the future, Maehnowesekiyah plans to find creative ways to provide more support for our clients transitioning out of treatment. The agency hopes to create transitional housing, to not only enhance our programming but also to offer a safe and supported living environment for those exiting treatment services. This also provides opportunity for the new peer support group to have an active role in encouraging and supporting a healthier community.

The agency has also begun to plan for the development of a new CBRF and women/family treatment programming. This is an area that the agency has wanted to enhance for some time and hopes to bring those plans to fruition in the upcoming years. This along with CARF accreditation will be added to a five year plan that will be developed during this program year.

PREVENTION: Our Prevention Department provides programming and community outreach to youth and residential clients. Some of the services provided include:

- Age specific substance abuse curriculum
- Community presentations/education
- Collaboration on community prevention initiatives
- Provides direct wraparound support services to homeless youth and their families

Our Prevention Team has worked steadily on increasing their presence within the community through events and presentations at local agencies; delivering a training program that focuses on educating youth about substance abuse and its effects on the body. Through pre-testing with the students, the curriculum is then delivered in a way to address the knowledge gaps identified and ensure new/beneficial information is retained. We will continue to adapt the curriculum to emerging trends and also hope to increase programming to other local schools and agencies.

[1] https://brainspotting.com/

This year has also been heavily focused on planning for our Partnerships for Success grant through Great Lakes Inner Tribal Counsel. This grant has allowed us to not only continue supporting current prevention activities such as lock boxes, community presentations, Drug Take Back Events and culture camps but will also allow for more community outreach and culturally based healing interventions to our youth.

Through our prevention programming, we also provide services to our residential clients focused on cultural and healthy lifestyles. The clients have been able to engage more with local elders through weekly Keckiwak meetings to learn Menominee Language and Culture, and have also been active in nearly all the community events this year. We have expanded our Positive Indian Parenting teachings to all residential clients, which in turn, has enhanced our holistic and trauma informed approach with the clientele we serve.

Our Wraparound program had turn over this year but has continued to be developed. One enhancement that was added this past year was a focus on homeless and runaway youth within the community. We hope to increase numbers in the upcoming year and look forward to expanding the Wraparound concept throughout the entire community.

BATTERER'S INTERVENTION PROGRAM: Maehnowesekiyah Wellness Center's Batterer's Intervention Program is focused on treating individuals for domestic violence, power and control, and healthy intimate partner dynamics. Services include the following:

- Batterer's Assessments
- 24 week separate male & female groups
- Community education/presentation

The Batterer's Intervention Program operated 3 groups throughout the year; two male groups and 1 female. During this reporting period, approximately 62 clients went through the programming. This year was heavily focused on continuing the program but also planning and applying for funding to enhance batterer's treatment at the agency. Our new program facilitator has also attended several trainings throughout the year. This continues to be helpful in enhancing the existing program and regaining the Wisconsin Batterer's Association Certification.

Goals for this upcoming fiscal year are to build a Menominee specific batterer's treatment program, continue to increase collaboration with all appropriate tribal and county agencies, as well as expand trainings and certifications held by the agency and staff.

INTAKE WORKER: A new developing approach geared toward streamlining treatment at the agency has taken flight this year. A 24 hour/on call intake center will be open to community members and other local agencies for on-the-spot UA and breathalyzer testing, information and referral to treatment programming for the agency, community support and resources. This new program is located at the Intake Center (next to the residential house) where a specially trained intake worker can assist with any treatment related needs and provide a safe and confidential space for families looking for support and/or help for someone.

Throughout the program year our intake center has successfully assisted member of the public in the following ways:

- Afterhours transition into the residential program
- Transportation to medical clearance and detoxification
- Onsite social detoxification
- Provided resource information to the public
- Administered afterhours AODA testing

OVERALL PROGRAM ACHIEVEMENTS: Alongside service delivery, our program continues to grow in many different ways. Over the last year, our management team led the task of not only converting existing internal policies and procedures from paper to electronic, but also began updating them as well. With the large turnover in leadership that our agency experienced over the past five years, policies and procedures needed to be evaluated and updated for consistency. Our management team continues to oversee this project and has also instilled an internal process for policy approval.

The agency's residential house received a much needed update throughout the building. These updates include:

- Flooring replacement through the entire building
- Updated furnishings throughout the entire building
- New cabinetry and appliances in the Kitchen
- A brand new visitation area for residential clients

All of the program updates have been well received by our clientele. Our hope was to create a more tranquil and relaxing living quarters, so that our clients could relax and remain focused on their programming. The program will continue to receive updated throughout the upcoming year. Pending projects include: New roofing, electrical updates, and a new porch/ramp on the exterior of the building.
Taking into consideration the wide array of services and level of high needs clientele that we serve, our agency also began to establish a self-sustaining staff development program. Our goal was to create a holistic staff development training program that not only had a trauma informed care approach, but also addressed self-care needs for staff. It was our hope that this would not only lower staff turnover, but also increase the quality of care to our clients. This year's staff training program included the following:

- De-escalation techniques
- Trauma response
- Self-care
- Professional boundaries
- Risk assessment
- Agency cross training
- Trauma informed care – Historical Trauma education
- Crisis intervention

Maehnowesekiyah Wellness Center's staff development and training program will be evaluated and updated on a yearly basis in order to meet the current needs of our staff and client services.
The month of September was a particularly busy month for our agency. September is nationally recognized as Recovery Month across the United States and is dedicated to awareness, understanding and education on substance abuse treatment and mental health. September served as a way of celebrating the process of recovery and the successes of every individual who has made the courageous steps needed for change. Highlighting the importance of consistent prevention programming, treatment accessibility and dedicated professionals and recovery services throughout multiple agencies within the community. We dedicate this month to every individual who has chosen recovery and the strong supporters who stand next to them through it all. The events held during the month were as follows:

- 09/07/17- Cosmic Bingo Night
- 09/14/17- Awareness Walk
- 09/19/17- Color Kickball Event – postponed due to weather
- 09/30/17- Family Fun Night
-

COMMUNITY OUTREACH: Throughout this year Maehnowesekiyah Wellness Center participated and/or contributed to the following community outreach activities and events:

- Winter Round House – 8 week consecutive sessions
- Held Quarterly Positive Indian Parenting Classes
- Contributed to Menominee Culture Camps
- Prescription Drug Take Back Event
- Supported National Night Out Against Crime
- Attended Annual General Council Meeting
- Supported various community groups with supplies and funding/donations
- Funded Recovery on the Lake
- Participated in Community Trick-or-Treat Event
- Served as an active member on Health & Family Committee
- Participated in several Fostering Futures initiatives
- Active member of the Tribal State Collaboration for Positive Change Workgroup
- Hosted Youth Event – Native Values, Healing & Education
- Member of Coordinated Community Response Team
- Member of Tribal Justice Strategic Planning Committee
- Attended Quarterly Community Engagement Workgroup
- Attended Quarterly Tribal/County Collaboration Workgroup
- Hosted WI Express Students – Provided college student education
- Provided counseling services at Keshena Primary School and Student Health Center

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$392,101**		$590,708	$190,170	$47,312	**$1,220,291**
Fringe Benefits	**$225,997**		$283,438	$112,045	$24,910	**$646,390**
Travel			$3,270	$3,328	$1,404	**$8,002**
Training	**$729**		$24,579	$18,015	$5,368	**$48,692**
Equipment			$38,000			**$38,000**
Supplies	**$27,749**		$51,868	$16,634	$1,200	**$97,450**
Contractual			$18,200		$4,500	**$22,700**
Space Lease/Rental			$20,697	$4,277		**$24,974**
Indirect Costs	**$74,643**		$110,551	$41,386	$14,188	**$240,768**
Other Costs: (list below)						
Claims				$180,522		**$180,522**
Cell Phones/Pagers			$2,866	$480		**$3,346**
License & Permits	**$14,906**					**$14,906**
Property Insurance	**$1,429**					**$1,429**
Direct Assistance			$9,500	$12,000		**$21,500**
Program Activities				$12,234	$36,368	**$48,602**
Participant Incentives					$10,000	**$10,000**
Minor Equipment			$8,986			**$8,986**
Equip. Lease/ Maint.			$3,966			**$3,966**
Building Maintenance			$15,592			**$15,592**
Vehicle Costs	**$2,164**		$10,390			**$12,554**
Residential/ Other Serv.			$60,000			**$60,000**
Renovations			$189,574			**$189,574**
Cash Match/ 4411	**$783**					**$783**
Totals ►	**$740,501**		**$1,442,185**	**$591,090**	**$145,250**	**$2,919,026**
Fund/Totals Ratio:	25.37%	0.00%	49.41%	20.25%	4.98%	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Services Rendered	$150,000	$445,090	$724,363	$(279,273)
Totals	**$150,000**	**$445,090**	**$724,363**	**$(279,273)**

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. On February 12, 2018, Menominee Nation News rolled out an electronic newsletter. The e-News contains summaries of articles that are in the print edition and is provided free of charge to all the sign up. MNN e-News is sent out via email on the same schedule as the print edition.

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 is located on the first floor of the Gordon Dickie (Family Investment Center) Building in Keshena.

STAFFING

The Menominee Nation News operates with a staff of four (4): One (1) Director/Editor, one (1) Administrative/Design Assistant, and two (2) Reporters.

SERVICES

We offer a variety of services to our readers.

• ***Local News Coverage:*** The reporters attend events, conduct interviews, take photos and compile information for articles. To request coverage or submit story ideas, please call (715) 799-5167 or email derdmann@mitw.org.
• ***Advertising:*** We offer display ads, thank you ads, happy ads, memorials, wedding/birth announcements, special holiday wishes. Individual submissions must be paid for in advance. For more information, please call (715) 799-5167 or email derdmann@mitw.org.
• ***Subscriptions:*** We offer 1st class and 3rd class subscriptions on a quarterly and yearly basis. There is a 1st class requirement for subscribers who are incarcerated in a correctional facility. This ensures that inmates receive their subscription.

The subscription rates are as follows:

1st class	3rd Class
3 months: $16.00	3 months: $13.00
6 months: $25.00	6 months: $20.00
9 months: $34.00	9 months: $27.00
12 months: $42.00	12 months: $32.00

The option to mail a single paper is also available for $3.00/paper. If interested in subscribing to the Menominee Nation News, send your name and address, along with your payment, to Menominee Nation News, P.O. Box 910, Keshena, WI 54135 or stop by our office located in the Gordon Dickie Building. Subscriptions begin at the beginning of the month. Sign up for the e-News today by texting the word "MENOMINEE" to 22828

• ***Non-Subscription Sales:*** As of October 2018, we have a total of twenty (20) distribution sites where the newspaper can be purchased. This includes seven (7) sites in Keshena, two (2) sites in Neopit/Middle Village, one (1) site in Gresham, one (1) site in Bowler, and nine (9) sites in Shawano. The cost for a paper is $1.00, and each distribution site gets $0.10 for each copy sold. Complimentary copies of the newspaper are provided for our elders at the meal sites in Neopit and Keshena and for the residents of the CBRF in Middle Village. The complimentary copies are to stay on site, so all can enjoy reading the paper.
• ***Other:*** We also offer customers the opportunity to purchase digital files of the photos published in the paper, taken by Menominee Nation News. The cost is $1.00 each. We 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 receive money for NSF checks that are returned.

ANNUAL BUDGET

The Menominee Nation News is 100% tribally funded. The department was awarded $320,996.00 for fiscal year 2018. The departments' actual expenses for fiscal year 2018 amounted to $286,128.07. This is a total savings of $34,867.93 for the year.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$159,626**					**$159,626**
Fringe Benefits	**$90,324**					**$90,324**
Travel	**$3,000**					**$3,000**
Training	**$699**					**$699**
Equipment	**$2,160**					**$2,160**
Supplies	**$13,900**					**$13,900**
Contractual	**$13,000**					**$13,000**
Space Lease/Rental	**$5,930**					**$5,930**
Indirect Costs	**$32,357**					**$32,357**
Other Costs: (list below)						
Totals ►	**$320,996**					**$320,996**
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	

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. In June of this year the department began accepting credit/debit cards for payment. Fees incurred come directly from the revenue. The annual income goal for FY 2018 was set at $41,866. The total amount generated was $45,717.07.

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Subscriptions		$6,357		$6,357
Non-Subscription Sales		$8,652		$8,652
Advertising		$30,632		$30,632
Other		$76		$76
Credit Card (fees) Discount			$170	$(170)
Totals		**$45,717**	**$170**	**$45,547**

Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general fund.

Operation of Tribal Government

Douglas Cox, Tribal Chairman

CHAIRMAN'S OFFICE

The Chairman's Office serves as the legislative and executive office for the Menominee Tribe. The Office of the Chair is a service department within the Menominee Tribal government upon which Menominee Tribal Legislature, tribal government departments, and tribal members rely for information regarding the operations and legislative action of the Tribe. This Office serves as the liaison between the Menominee people and Tribal Government departments, and coordinates internal and external relations.

Menominee Tribal Legislature

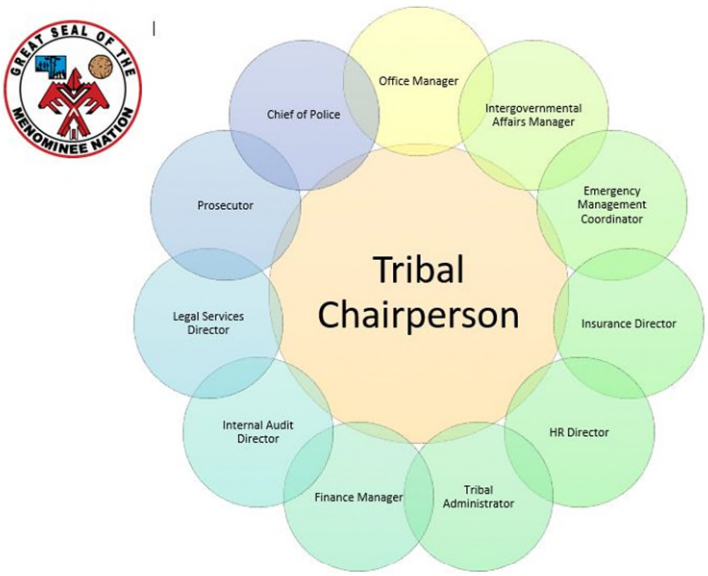
Nine Tribal Legislature members govern the Tribe in accordance with the Tribe's Constitution, bylaws, ordinances and resolutions. Tribal Legislatures are elected at our annual election in January, and the Menominee Tribal Legislature is the body that elects the Chairperson, Vice Chairperson, and Secretary for the legislative year. Menominee Tribal Legislature holds regular meetings open to Tribal Members, and at least one General Council in January.

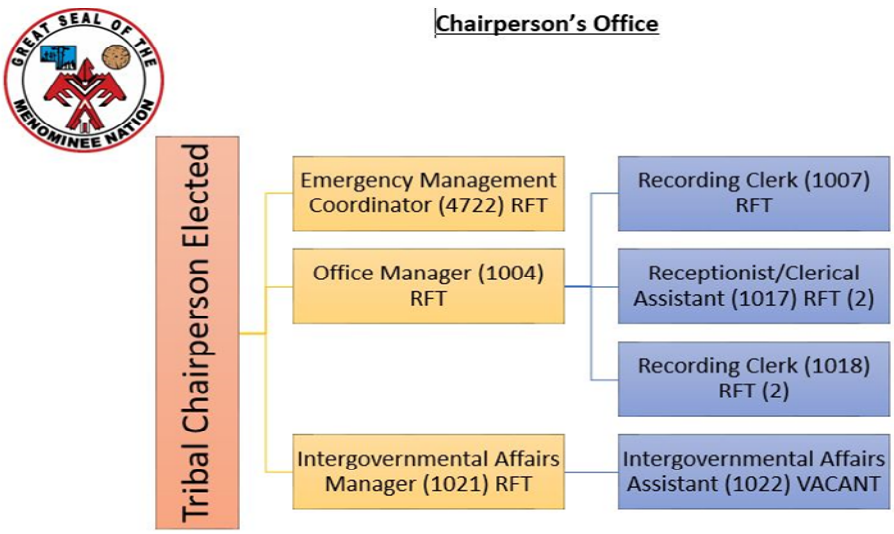
The Tribe maintains several standing committees, commissions, and task forces to help inform and guide decisions made by the Menominee Tribal Legislature. Committees, Commissions, and task forces are led by a Chairperson and made up of members of Tribal Legislature and Tribal members. Tribal members are encouraged to apply for committee and commission positions throughout the year. Typically, committees and commissions meet once a month.

Chairman's Office Staff

The Chairman's Office is the administrative unit comprising the Chairman and the Chairman's direct support staff. Chairman provides strategic direction for the Tribe, oversight of government departments, coordination of internal and external relations, and tribal member responses. Chairman's office staff provide support services to Menominee Tribal Legislature, legislative committees, Boards, commissions, and task forces; respond to tribal members inquiries and concerns; maintain the records of the legislative action; coordinate internal and external communications and public relations; provide legislative analysis and organize consultations with government agencies; and coordinate certain activities, projects, meetings, initiatives that extend tribal wide and to external partners.

Chairman's Office consists of the following staff members; Linda Peters, Office Manager; Melissa Cook, Intergovernmental Affairs Manager; Sharon Madosh, Recording Clerk; Gunnar Peters, Recording Clerk; Georgia Tourtillott, Recording Clerk; and Mary Smith, Receptionist/Clerical Assistant.





OPERATION OF TRIBAL GOVERNMENT ACCOMPLISHMENTS

Menominee Tribal Legislature (MTL) serves as the Governing Body of the Menominee Tribe. As such, powers of the Tribe are exercised in a manner guided by the governing documents and by the decisions of Menominee Tribal Legislature.

In Fiscal Year 2017-2018, Menominee Tribal Legislature addressed a wide range of issues that directly affected the lives of our Menominee Tribal members. Key accomplishments include:

Enacting Tribal Children's Code - Menominee Tribal Legislature created in its entirety Ordinance 18-11, Chapter 278, Children's Code, which has been in development since 2014. In 2014, Menominee Tribal Legislature assigned Tribal Administration the task to hire a consultant to write a child protection code for adoption by the Tribal Legislature. On June 21, 2018, Menominee Tribal Legislature enacted the Children's Code-to protect and cultivate the best future for the children in the Menominee Tribal Community.

Efforts to Oppose the Back Forty Mine Project - Menominee Tribe continues its fight against the proposed Back Forty Mine project, along the Menominee River in Upper Peninsula of Michigan, and impacting Menominee cultural and burial sites. Menominee Tribal Legislature efforts have focused on legal strategies and legal cases. Tribal Legislature has an established Environmental Task Force charged with leading Menominee Tribe's efforts to oppose the Back Forty Mine Project. The Menominee Tribe is challenging the issuance of the mining permit through a contested case hearing. Menominee Tribe has made the decision to challenge the wetland permit and filed a contested case. Menominee Tribe has filed a lawsuit against EPA related to the federal agencies' decision to allow the State of Michigan to oversee the Clean Water Act federal permitting process, asserting permitting fill and excavation on the Menominee River and its wetlands cannot be delegated to a state under the Act for Section 10 waters.

Several activities, meetings, and national events provided forum to present Menominee opposition to the proposed Back Forty Mine project. Tribal leaders met with Wisconsin federal and state elected officials on the Back Forty Mine Project, and included meetings with candidates for the recent 2018 elections. Tribal leaders have attended and presented at public hearings and meetings in Michigan regarding permitting of the Back Forty Mine project. Chairman has continued to do public presentations on the Back Forty Mine Project to media outlets, Universities, National and Regional Tribal organization meetings, such as NCAI, GLITC, and BIA. Tribal leaders have been working with a variety of allies in opposition to the mine, including engaging Shareholder Advocacy research and training. Tribal leaders have furthered their fundraising efforts to support opposition efforts on the Back Forty Mine. These include receiving support from Ho-Chunk Nation, Oneida Nation, and First Nations Development Institute. Formal requests and meetings with tribal nations have been pursued in support of efforts to oppose the Back Forty Mine, such as with Mohegan Tribe and Pala Band of Mission Indians.

Legislating Constitutional Amendments - The Menominee Tribal Legislature worked on issues of constitutional amendments, which has been the subject of numerous Constitutional Task Force meetings, Tribal Legislature meetings, and Tribal General Councils over the past few years. On October 2, 2018 Menominee Tribal Legislature withdraw its request to the Secretary of Interior to hold a Secretarial Election on the adoption of proposed amendments to the Constitution and Bylaws of the Menominee Tribe. The purpose of this Secretarial Election was to offer an opportunity for Tribal members to approve or disapprove two proposed amendments to the Tribal Constitution. The first amendment was to remove the requirement that the Secretary of the Interior conduct elections regarding Trial Constitutional amendments, and the requirement that the Secretary of the Interior approve any such amendments. The second amendment was to change the official name of the tribe to Menominee Nation. Responding to Tribal members concerns about not receiving sufficient information about the Secretarial Election process and the purpose of the constitutional amendments, Menominee Tribal Legislature decided it was better to postpone the vote. As a result, the Tribal Legislature passed Resolution 18-38, committing Menominee Tribal Legislature to review proposed amendments; provide outreach to our tribal members; and bring back these amendments for review by the Tribal Legislature within twelve (12) months. Tribal member participation is requested to review the information, become engaged in the constitutional amendment meetings, and offer any comment you may have about the proposed changes to the Tribal Constitution.

Adopting Ordinance to Ban Carbon Credit Market Program - Menominee Tribal Legislature enacted Ordinance 18-19 adopting Chapter 270 Carbon Credits, in which halts the Tribe from any further consideration or implementation of any forest carbon, carbon offset or carbon cap-and-trade program if any of the Tribal forests or forest lands. Menominee Tribal Legislature initiated preliminary inquiry of a carbon credit program, and developed a draft action plan to gather data, educate elected leaders, inform tribal members, and to reach an informed decision. Ordinance

18-19 was enacted after several meetings with tribal membership, who expressed concerns regarding the use of carbon finance and its potential impact on forest management practices and principles.

Menominee Nation Naming Rights Agreement - Menominee Indian Tribe, Menominee Tribal Enterprises, and Menominee Casino Resort have come together to partner with Fox Valley Pro Basketball and Wisconsin Herd in a naming rights sponsorship agreement for the Menominee Nation Arena located in Oshkosh, Wisconsin. The five-year naming rights agreement entails naming and branding the new sports arena-the Menominee Nation Arena, and home of the Milwaukee Bucks' NBA G League affiliate-Wisconsin Herd. Naming rights is a means chosen for our tribe and tribal businesses to enhance awareness and recognition our Menominee Tribe and Tribal businesses, our services, our history, enhancing our image, building relations and goodwill, enhancing staff relations, increasing target market awareness, and increasing market share.

Tribal Membership Distribution Payment - Tribal Legislature authorized a $100 tribal distribution payment to tribal members in December 2017, which were funded out of the Tribal Reserves funds. The decision was to distribute some portion of tribal revenues to tribal members as a tribal member distribution payment to help our tribal members meet some immediate needs. Tribal Legislature has authorized a $50 tribal distribution payment to tribal members for December 2018.

Tribal Member Home Ownership Efforts - Menominee Tribal Legislature took action to have Tribal Administration work with the Tribe's Housing department to address some of our Tribal member's housing needs. Tribal leaders emphasized the development of new housing by utilizing the mutual help ownership model to establish a home ownership program for our tribal members. In February of 2018, Tribal leaders authorized Tribal Administration to proceed with the Homeownership Expansion Program project. A workgroup continues to meet and move the project forward, and efforts brought to MTL and its Housing Committee include meeting with tribal members on the mutual help waiting list to discuss the program and assist to pre-quality these members using the guidelines provided by Bay Bank, Oneida Nation owned.

Removing Tribal Chief of Police - Menominee Tribal Legislature took action to remove the Menominee Tribal Police Department Chief of Police, Mark Waukau, Sr. Pursuant to Menominee Tribal Law §132-19.1, the Menominee Tribal Legislature made the decision for removal of the Chief of Police on October 1, 2018, based on the following grounds: failure to properly administer the Law Enforcement Services 638 Contracts; violation of Law Enforcement Code of Conduct; and violation of Personnel Policies and Procedures of the Menominee Indian Tribe which may result in termination of employment of a tribal employee.

Menominee Tribal Legislature adopted 70 resolutions and addressed 42 new ordinances in fiscal year 2017-2018. Staff and other departments, provided research and support for the preparation of this legislation.

Notable ordinances adopted include:

- Ordinance 17-24 Recreational Land Use Assignments which created Chapter 610 Land Use Assignments of the Code of the Menominee Indian Tribe. This new ordinance creates generally applicable regulations for Tribal members on recreational lots and access/assignment. Following the new HEARTH Act Leasing Regulations, MTL Community Development Committee began reviewing existing recreational lease policies. During the HEARTH Act regulation development, it was determined to keep the recreation assignments clearly separated from the leasing of residential, agricultural and business leases, as recreational lots are not considered encumbrances on tribal land.
- Ordinance 17-27 Amendments to Menominee Charter Business, the Wolf River Development Company, to strategically refocus WRDC's sole purpose to investigate, review, consider, pursue, and conduct any nongaming commercial activity. Action was taken to create a more manageable productive Board structure, from a 7-member board to a 5-member board and reducing the number of Tribal Legislators from 3 to 2.
- Ordinance 17-34 Amendments to Chapter 120 Judiciary Part 1 and Law and Order Code, to protect children from sex offenders by presuming that it is not in the best interest of a child to be placed in a custodial or unsupervised visitation agreement with a sex offender,
- Ordinance 18-10 adopting Chapter 310 Invasive Species Prevention and Forest Health Protection, to allow for Law Enforcement to help prevent and control invasive species; restricts the transport of ash wood onto the Reservation in response to a Wisconsin law and restricts cutting of oak to control the spread of oak wilt.
- Ordinance 18-12 amending Chapter 368 Health & Family Article on Domestic Violence, to provide a standard to determine acceptable Batterer's treatment provider programs outside of the Menominee program.
- Ordinance 18-15 Amendments to Chapter 23 Contest Pow Wow Board, which is created and empowered to plan and conduct the Menominee Nation Annual Contest Pow-Wow. Amendments were made to provide for a more efficient and accountable Pow Wow Board, with amendments including to provide legislature with a closing report

on financial and activity report; board to act in accordance with its own adopted rules and approved by MTL; adjust compensation on time on task hourly rate and amount of hours.

Noteworthy resolutions enacted include:

- Resolution 18-37, for naming of Mae Kenew Chevalier Lane in honor of Mae Kenew Chevalier and her legacy as the last living full blood Menominee; that Lake View North street name be changed to Mae Kenew Chevalier Lane, near the area which she lived with her family as a child.
- Resolution 18-4, for Tribal Support to create the Keshena Falls Park including habitat restoration of the old powerhouse, retaining the wild rice beds, a walking trail, and venue to tell our Tribe's story about the lake sturgeon.
- Resolution 18-25, to declare an emergency due to opioid epidemic and to work on a sustainable, comprehensive public health approach to the opioid crisis in order to address preventable drug overdose deaths and that all tribal programs will work diligently to join this approach to end the opioid epidemic on the Menominee Indian Reservation.
- Resolution 17-60 for the Tribe to pursuit of legal action against drug manufacturers and distributors of opioids and shall seek the maximum award possible for damages from the prescription opioid manufacturers to hold them accountable for the destruction and devastation they have inflicted upon the citizens of the great Menominee Nation.

MTL held 24 regular meetings, 18 special meetings, 41 committee meetings, 12 Task Force Meetings, and 4 General Councils. In addition to the Annual General Council, MTL held 3 special general councils of which dealt with matters concerning amendments to the Constitution, Gaming, and carbon credits. MTL organized two special Task Forces, Environmental Task Force to address the opposition to the Back Forty Mine and Constitutional Task Force to address constitutional amendments.

MTL held 5 Joint Meetings with Tribal Entities, including with Menominee Tribal Enterprises (MTE), Menominee County, Menominee Indian Gaming Authority(MIGA), and College of Menominee Nation (CMN). MTL hosted 22 community meetings, which included quarterly community meetings in Neopit, Zoar, South Branch, and Middle Village, as well as 2 community meetings in Chicago and Milwaukee. These meetings provided opportunity for Menominee Tribal Legislature to share information to tribal members and entities and to hear their concerns, opinions, questions, and solutions. Tribal leaders use these meetings for community building and to shape legislative work and action.

Menominee Tribal Legislature and Chairman's Office has been engaged in over 225 activities, events, meetings, presentations, and consultations throughout this fiscal year. These engagements range from welcome addresses to the Elders Christmas Party to providing testimony in contested case hearing against the Back Forty Mine Project. Tribal Leaders participated in 22 tribal consultations with all levels of governments, including providing testimony against the proposed Department of Interior and BIA reorganization; providing testimony before the U.S. House of Representatives Committee on Appropriations, providing the State of Tribes Address to the Wisconsin State Government, and participating in the Native Farm Bill coalition meeting with the White House to discuss issues and opportunities for tribes in the 2018 Farm Bill.

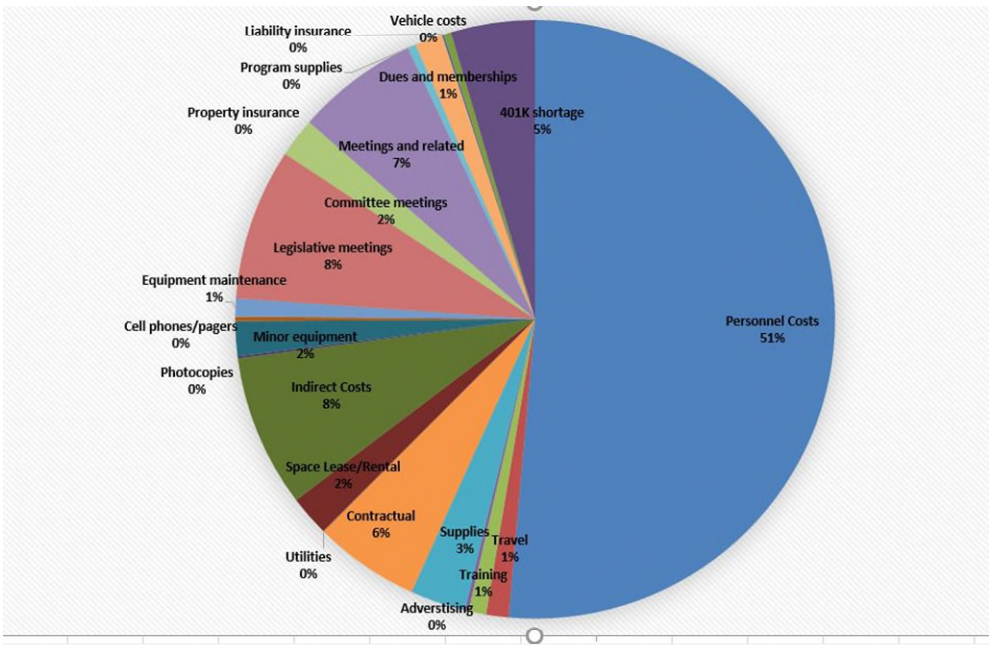
Chairman's Office support staff provided significant administrative support to meetings, activities, and events led by the governing body of the Tribe. The Chairman's office is the official keeper of Tribal Government records and staff maintain all tribal legislative records and their dissemination to relevant and interested parties.

OPERATION OF TRIBAL GOVERNMENT BUDGET

The Tribal Government operates annually to fund our tribal programs and departments. Most of the Tribal programs are grant-funded programs, and general fund budget receive the largest from revenue from our Casino.

For the Chairman's Office, the reported fiscal year budget expenditures were $902,848. The majority of Chairman's Office budget was for personnel costs (55%) and Legislative & Committee Meetings (17%). The Tribe has expended in legal expenses to oppose the Back Forty Mine in the amount of $230,000. Tribal Leaders were also very successful in receiving in-kin pro bono services for legal services, shareholder/investor advocacy, and technical expertise to defray some of these expenses. The Chairman's Office also received 3 sponsored funds in support of the opposition to the Back Forty Mine Project. The Tribe was gracious to receive $100,000 funding support from the Ho-Chunk Nation, which was used towards legal expenses for the various lawsuits filed. $15,000 grant award was received from the First Nations Development Institute, which was used towards legal contractual services. The Oneida Nation provided technical assistance and $500 funding support, towards Shareholder advocacy strategy and research, resulting in a dossier being developed as a tool for deciding on what actions could be taken, investor relations strategy, and shareholder advocacy training.

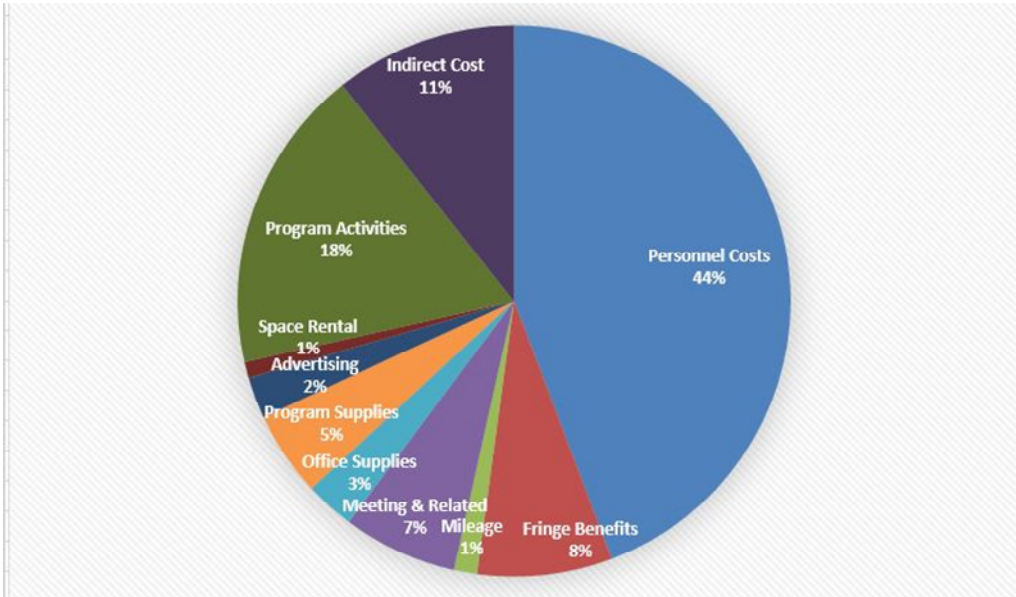
Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 149,122	$ -	$ 150,428	$ -	$ -	$ 299,550
Fringe Benefits	44,376		46,747			$ 91,123
Travel	5,084		5,804			$ 10,888
Training	4,626		3,894			$ 8,520
Adverstising	1,864					$ 1,864
Supplies	14,366		12,698			$ 27,063
Contractual	51,462					$ 51,462
Utilities	118					$ 118
Space Lease/Rental	9,917		9,917			$ 19,834
Indirect Costs	74,208					$ 74,208
Other Costs: (list below)						$ -
Photocopies			1,100			$ 1,100
Minor equipment	16,855		96			$ 16,951
Cell phones/pagers	1,009		1,038			$ 2,048
Equipment maintenance	3,894		5,000			$ 8,894
Legislative meetings	44,653		29,405			$ 74,058
Committee meetings	9,850		9,225			$ 19,075
Meetings and related	59,632					$ 59,632
Program supplies	4,054					$ 4,054
Dues and memberships	13,500					$ 13,500
Liability insurance	796					$ 796
Property insurance	119					$ 119
Vehicle costs	3,504					$ 3,504
401K shortage	40,971					$ 40,971
401K investment	73,515					$ 73,515
Totals ►	$ 627,497	$ -	$ 275,351	$ -	$ -	$ 902,848
Fund/Totals Ratio:	69.50%	0.00%	30.50%	N/A	N/A	



For the Intergovernmental Affairs Office, the reported fiscal year budget expenditures of $126,267, which was 6.4% under the approved budget for the Intergovernmental Affairs Office. The Intergovernmental Affairs Office received all funding support from Tribal revenue funds. The majority of the IGA budget is for personnel costs at 52%, supporting the Intergovernmental Affairs Manager, with some limited personnel costs from a Recording Clerk as administrative support for major projects and programs. The IGA office supported 4 major program activities, which

included Opposition to the Back Forty Mine Public Information campaigns, Get Out the Native Vote Campaign, Chairman's Cup Benefit Golf Tournament, and Native American Tourism of Wisconsin (NATOW) activities, in which program activities were about 18% of the IGA's budget.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	$ 55,884	$ -	$ -	$ -	$ -	$ 55,884
Fringe Benefits	9,960					$ 9,960
Mileage	1,707					$ 1,707
Meeting & Related	8,457					$ 8,457
Office Supplies	3,650					$ 3,650
Program Supplies	6,271					$ 6,271
Advertising	3,050					$ 3,050
Space Rental	1,206					$ 1,206
Program Activities	22,600					$ 22,600
Indirect Cost	13,482					$ 13,482
Totals ►	$ 126,267	$ -	$ -	$ -	$ -	$ 126,267
Fund/Totals Ratio:	100.00%	0.00%	N/A	N/A	N/A	



Oskeh-Waepeqtah (DV Shelter)

Michelle Bailey, Interim Program Manager

Oskeh-Waepeqtah Domestic Violence and Sexual Assault Program provides a safe and confidential environment for victims and their families. Services offered at Oskeh-Waepeqtah include but not limited to emergency shelter, outreach services, Advocacy, safety planning, children's services and supportive family services.

Advocacy can include, individual meetings with an advocate, making referrals for additional support services provided by tribal or county agencies, collaborating with school systems, or referrals for counseling services. By providing advocacy the family will gain knowledge about domestic violence, support networks, and their safety. They will be able to label and address feelings while strengthening parent-child relationships, decreasing self-blame and developing conflict resolution skills.

Over the course of 2018, the Program plan was to ensure all survivors who sought out services were treated with respect, dignity and compassion. In order to accomplish this, we had to overcome some barriers that prevented the program from operating at its full potential. One of the ongoing barriers for the program continues to be the ability to maintain adequate staffing for the 24-hour emergency shelter and outreach services. The under staffing of the program is largely due to funding availability for expanding positions from part time to full time positions.

Oskeh-Waepeqtah is currently staffed by a Program Manager, a Domestic Violence Counselor, a Children's Advocate, Elder Abuse Coordinator and five-part time Shelter Aides. With turnover and inadequate staffing comes the barriers of lack of training. Due to staff shortages the ability for staff to attend training was an issue. Training is important to strengthen and build upon employee's skills and knowledge to ensure a well-rounded, trauma informed service delivery.

Some of the key areas of focus for the upcoming year will be to concentrate on building upon the collaboration and coordination of services for survivors. This can be done by reestablishing the Coordinated Community Response Team Meeting every month. Another focus area is working on addressing housing options as it still remains one of the biggest barriers for victims leaving abusive relationships. The program is challenged with the limited amount of time to work with them and the housing waiting lists for Tribal, Shawano County and City far surpasses the amount of time they can stay in the shelter. The program will address this issue by submitting a proposal for the Transitional Housing needs of victims/survivors offered through the Department of Justice's Office on Violence Against Women. If awarded, this grant would address some of the housing struggle for victims/survivors. During this transition time, the goal is to enhance case management services with survivors to promote some goal -focused outcomes such as budgeting, job-readiness, back-up plans and support systems.

Lastly, the Tribe's Mission, Vision and Value Statement of the Tribe are demonstrated in the everyday work with survivors within the agency. It is our goal to ensure we are providing the highest quality services to survivors and their children and in doing so maintaining the highest confidentiality standards to ensuring the well-being and safety of all those who utilize services at Oskeh-Waepeqtah Domestic Violence and Sexual Assault Program.

Program Stats for FY 2017-2018 include the following:

Total # Served: Adults=75 Children=42
# of Bed nights: 4,389
# of Crisis calls to program: 53
# of Law Enforcement calls: 183
# of Counseling sessions: 320; total # of hours: 206
Restraining Order Assistance: 12 TRO Granted: 6

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$30,413**		$193,319	$117,888		**$341,620**
Fringe Benefits	**$4,505**		$82,226	$42,398		**$129,129**
Travel			$898	$13,723		**$14,621**
Training			$20,845			**$20,845**
Equipment			$543	$2,539		**$3,082**
Supplies		**$216**	$10,195	$9,179		**$19,590**
Space Lease/Rental	**$576**		$4,375	$5,113		**$10,064**
Indirect Costs	**$4,319**		$39,251	$24,251		**$67,821**
Direct Assistance	**$375**		$60,734	$14,090		**$75,199**
Program Activities	**$432**	**$575**	$7,762	$4,712		**$13,481**
Vehicle Costs			$1,300	$704		**$2,004**

Totals ►	$40,620	$791	$421,448	$234,597		$697,456
Fund/Totals Ratio:	5.82%	0.11%	60.43%	33.64%	N/A	

Probation/Parole

Diana Taubel, Director

Description:
Pursuant to Menominee Tribal Code *Chapter 132 Law Enforcement, Article VI Probation and Parole,* (Adopted 5/6/94 by Ord. No. 94-01; amended in its entirety 3/7/08) *132-29 Title* "Probation and Parole Regulations" our duties and guidelines are outlined in the ordinance. In October, Acting Probation/Parole Director Diana Taubel was interviewed and hired as the Probation/Parole Director. The department also has a probation/parole officer, Rebecca McCann. They handle their own unique clientele as well as divide the Domestic Violence clientele. PO McCann supervises clientele who are 30 years or younger and Director Taubel supervises those clients 30 and older as well as all Sexual Assault offenders. Staff are assigned to various community committees and teams established to enhance alcohol, drug, and crime awareness within our community such as Wellness Court, Community Engagement Workgroup, Community Coordinated Response Team and Enforcement and Resource Protection Committee. The department has one Administrative Assistant whose main objective is to maintain the departmental budget, gather and provide information for monthly, annual and BIA reports, order and track all office equipment, maintain supplies as well as data entry and scanning of closed cases into the Justware database.

The department was awarded the Department of Justice Treatment Alternative and Diversion grant this fiscal year. The Kākāēcec (Empowering Oneself) Diversion Program has allowed the department to hire two new positions for the program, a Diversion Coordinator and Resource Coordinator. The program is geared toward those 17 years and older who commit non-violent crimes in which alcohol was a contributing factor. Participants who agree to enter the program will complete a risk assessment to determine their individualized service plan. Each plan will include priority goals related to participant's choice of life goals, program goals and goals related to substance abuse assessment and court obligations such as restitution, community service, etc. The individualized service plans will also determine which resources are needed in order to achieve established personal and program goals such as education and training services, cultural activities, youth services, mental health services, housing assistance, etc. Successful completion will result in the dismissal of charges. Administrative Assistant Alex Corn attended the Comprehensive Outcome Research & Evaluation (CORE) reporting system training for the grant. This system is the data entry component required by the grant. The Director and Resource Coordinator also attended the free COMPAS assessment tool training.

Services:
The department supervises all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. The department's monthly caseload averaged 43 Active Probation/Parole clients with an overall total of 228 clients. Staff meet with their active caseload twice a month to monitor their progress in completion of each court ordered condition. If client is under strict supervision, they report to their assigned probation officer on a weekly basis. Clients are referred to local and surrounding programs and agencies for counseling services such as AODA, Domestic Violence, Parenting and Anger Management. Additional referrals can be made for Mental Health Services, Education, Financial Management, Drivers Education, Employment, etc. depending on individual client needs.

Trauma Informed Efforts:
Director Taubel and PO McCann attended the National Criminal Justice Risk Assessment to Enhance Community Safety Training in Albuquerque, NM. We are now both certified to administer the Static-99 risk assessment tool to assist in the prediction of sexual and violent recidivism among adult male sex offenders. The results of the assessment determine the client's risk of reoffending and a plan for supervision/counseling can be determined based on their risk level.

PO McCann attended certification training for the Thinking for Change (T4C) program. The 24-week program is based on Integrative Cognitive Thinking and Behavior Skills to assist in new ways of thinking for Cognitive Self Change, Problem Solving and Social Skills. PO McCann co-facilitated the groups with Federal Probation Agents at

the Community Resource Center from July through September. They started with eight clients with five successfully completing.
Director Taubel and PO McCann attended the First Nations Mental Wellness Continuum Framework training. The training was aimed toward improving mental wellness outcomes for First Nations.

Director Taubel attended training provided by Fox Valley Technical College regarding the Circles of Support and Accountability (COSA) concept as part of Native American Sex Offender Management (NASOM) Project. She participated in the three-day Director and Program Leadership Retreat and also participated in the Trauma-Informed Addiction Treatment for Women webinar. She also received a scholarship to attend the 43rd Annual American Probation & Parole Association training in Philadelphia.

Other Training:
Staff also attended the following training: Fentanyl and Synthetic Opioid "Heroin on Steroids";
Drug and Opioid Presentation provided by Menominee Tribal Police Department and Real Colors Training.

Unmet Needs:
The department is in need of a Domestic Violence/Sexual Assault Probation Officer as the position was funded through a grant which ended in 2015. The case load has been divided between the Director and the Assistant Probation Officer. Also, with five employees we have a need for additional office space.

The department is in need of a risk assessment tool which assesses clients' criminogenic needs and their risk of recidivism. An individualized service plan can then be designed around the clients' risk level and unmet needs, such as lack of education, job skills, housing, etc.

With overcrowding issues in the Menominee Tribal Detention Facility and the steady amount of revocations we would be better able to assist those clients with health issues by purchasing a GPS monitoring system. With the purchase of a GPS monitoring system we could allow home incarceration and be able to monitor clients by way of the GPS system.

The department is looking to certify staff in administering Preliminary Breath Tests (PBT) on clients who are suspected to be under the influence of alcohol.

Strategic Planning:
We have improved our service to our clientele by offering a stipulation to revocation to clients who have been arrested and found to be in violation of his/her probation rules and is facing revocation. The Alternative to Revocation/Treatment Agreement (ATR) was created as an alternative by allowing the client to sign the agreement, stating he/she agrees to certain conditions of probation, such as deadlines to pay fines, complete community ATR hours (similar to community service), complete AODA counseling, etc. It is the department's hope that the extra conditions will benefit the clients' needs.

We are also able to transport clients to inpatient residential facilities and community service sites with the department vehicle. The department continues to request budget monies for the cost of witnessed urinalysis testing at the Menominee Tribal Clinic. If the client is unable to complete the urinalysis within the operating hours of the clinic, the department is now able to send those clients to Maehnowesekiyah Wellness Center's intake program to submit to the test.

Menipaniw:
The Menipaniw (A Good Road) Program also known at the Wellness Court program is a diversion program which was implemented in 2000 taking the first referrals in 2002. The individual who entered a plea of Guilty or No Contest to charges of possession of a Controlled Substance or Possession of Drug Paraphernalia and qualifies under certain criteria is referred to the diversion program after they receive a stayed sentenced. They are then interviewed by the Menipaniw Team which consists of a judge, prosecutor, defense counsel, substance abuse counselor, probation officer, law enforcement officer and court coordinator. The participants are required to make daily call-ins to Maehnowesekiyah to see if they were randomly selected for a urinalysis test which also includes random testing for synthetic marijuana. The program includes Moral Reconation Therapy (MRT), one-on-ones with Probation Officer, AODA treatment, weekly/bi-weekly court reviews, community service and participation in cultural events such as Winter Round Houses, Teaching Lodge, gardening, Lumber Jack Breakfast, etc. Once the individual successfully completes their programming they are transitioned from the program. Part of this transition is the expungement of the charges from their record. The team was informed the SAHMSA Grant, which provided funding for the program, was ending in September 2018. In May 2018 the team decided, since the grant was ending

and there was no certainty of other funding resources, that they would discontinue taking new referrals to the program since individual participation to complete the program can take from nine months to two years.

The team attended the State Division of Criminal Investigation on Drug Identification at the College of Menominee Nation. The team attended the Drug and Opioid Presentation provided by Menominee Tribal Police Department at the Menominee Casino Convention Center in May.

The Menipaniw program was awarded the Inclusion Award at the National Drug Court Conference in Houston, Texas which PO McCann attended and accepted the award on behalf of the program along with former Court Coordinator Jack Krebs. Due to the success of the program, two judges from the Oneida Courts came to observe the program as they are in the process of creating a Drug Court Program in their area.

In September a list of the current absconders was verified and updated. Since the program ended at the end of September all absconder cases were referred back to Criminal Court for their stayed sentences to be lifted. This will increase the case load for probation and more individuals in jail since the Tribal Code for Possession has a mandatory jail sentence in which the individual will need to sit a jail term then the remaining balance stayed to probation.

Other:
There have been several cases that have gone into the appeal process on behalf of the prosecutors based on a judge's rulings in some of the Revocation matters.

The department still utilizes the department vehicle which has been used for employee training opportunities, meetings and transport of clients to inpatient residential facilities

Statistical Information	P&P Dept. #'s	Statistical Information	P&P Dept. #'s
Total Cases at Year End	318	Arrested Clients for the Year	139
Total Clients at Year End	228	ATR's given for the year	32
Clients with Multiple Order's	50	Released & Revoked Clients at years End	118
Active Clients at Year End	38	Statement of Facts for the Year	79
Absconders at Year End	159	Menipaniw Clients (monthly average)	2
Clients Incarcerated at Years End	43	Menipaniw Terminations	25
Wanted Clients at Years End	8	Menipaniw Absconders	20
Clients With Tolled Time	1	Menipaniw Transitions	1

Category Description	**FISCAL YEAR 2018 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$36,000**		$91,287			**$127,287**
Fringe Benefits	**$18,977**		$23,104			**$42,081**
Travel			$137			**$137**
Training	**$611**		$212			**$823**
Supplies	**$7**		$736			**$743**
Contractual	**$4,635**					**$4,635**
Indirect Costs	**$3,574**		$13,936			**$17,510**
Other Costs: (list below)						

Medical Services	**$68**		$505			**$573**
Program Activities	**$48**					**$48**
Vehicle Costs	**$1,838**		$1,227			**$3,065**
Liability Insurance			$758			**$758**
Totals ►	**$65,758**		**$31,902**			**$97,660**
Fund/Totals Ratio:	33.27%	0.00%	66.73%	N/A	N/A	

Property Management and Acquisition

Brett Hoffman, Director

The Property Management and Acquisition (PMA) Department operates under the Indirect Cost Pool, providing a variety of supportive services to the programs of the Menominee Tribe. The PMA Department consists of the following staff:

- Brett Hoffman, Director of Property Management and Acquisition
- Darcie O'kimosh, Procurement / Inventory Officer I
- John O'kimosh, Procurement / Inventory Officer II

Under the guidelines of the Accounting Manual's Procurement Policy;

- Review and approval of purchase requisitions and check requests under policy guidelines.
- Central Office supply ordering system approvals, management and invoice processing.
- Contract routing approval and electronic database management.
- Competitive bid advertising, public bid opening, bid evaluation coordination and bid recommendations presented to the Menominee Tribal Legislature.
- Use of the Tribe's credit card for hotel reservations and on-line purchases as needed.
- Project management and account representation for LP gas services, food provisions, cellular telephone services and other centralized services as providing cost and management benefits.
- Management of Tribal central postage meter and related internal billing charge-back system.
- Policy modifications, regulation compliance and training.

Under the guidelines of the Accounting Manual's Property Management Policy;

- Asset database management to include recording of new assets, transfers and disposals of equipment.
- Provide for storage of excess furniture and equipment and transfers between departments.
- Obtaining federal excess property for qualified MITW programs.
- Reconciliation and coordination of assets for financial records and depreciation accountability.
- Disposal of Tribal property through sales, trade-ins and other disposals as needed.
- Policy modification, regulation compliance and training.

Under the guidelines of the Accounting Manual's Travel Policy;

- The PMA Department has overall responsibility of the Travel Policy, which includes assistance with travel preparations, hotel reservations, verifying allowable cost advance payments and reconciliation of the Travel Vouchers.
- Policy modification, regulation compliance and training.

Under the guidelines of the Tribal Code Chapter 44 Debt Collection;

- Management of the Debt Collection Database information as provided by programs.
- Assist programs in coordinating applicable contracting provision restrictions and payments.
- Report data information monthly to Administration and quarterly to Departments.
- As of September 30, 2018, the total active Tribal Debtor List balance as reported by all MITW programs is $1,567,117.47. The Tribal Courts fines/fees are not included in that number.

Accomplishments during Fiscal Year 2018:

- Projects advanced under the competitive bid process were: BE-15-J56/J57 & BE-17-K09 Keshena Force Main and Lift Station Project, BE-17-K14 Trailer Court Community Well Drilling, BE-12-G91 Middle Village Lift Station Rehabilitation, 2018-001Re-Roofing Project for Seven Tribal Buildings, 2018-002 Clinic Diagnostic Ultrasound Equipment.

- The PMA Department obtains equipment for qualified departments under the Federal Excess Property Program. In FY18 we obtained an airboat and trailer with a listed value of $28,013.
- The PMA Department uses PublicSurplus.com web auction to dispose of vehicles and larger equipment items, and scrap sales and small items are sold as point of sale as needed. The total revenue generated this past year from the disposal sales of vehicles, equipment, office furniture, etc. through these processes was $51,387.
- The Menominee Tribe's LP gas contract for Fiscal Year 2018 was renewed with Ferrellgas at $1.289 per gallon for the MITW programs, Menominee Tribal Enterprises, and College of the Menominee Nation. Ferrellgas is also offering this rate to Tribal Members if they so choose.

The Fiscal Year 2018 Indirect Cost budget for the PMA Department was budgeted at $263,377 with preliminary operating expenditures of $248,668.

PMA Department Summary:

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	IDC	TOTALS
Personnel Costs					$157,226	**$157,226**
Fringe Benefits					$65,075	**$65,075**
Training					$4,106	**$4,106**
Supplies	**$39,072**	**$(33,189)**			$8,128	**$14,011**
Contractual					$9,366	**$9,366**
Space Lease/Rental					$3,632	**$3,632**
Vehicle Costs					$939	**$939**
Advertising					$196	**$196**
Totals ►	**$39,072**	**$(33,189)**			**$248,668**	**$254,551**
Fund/Totals Ratio:	15.35%	-13.04%	N/A	N/A	97.69%	

PROGRAM INCOME/REVENUE	FY2018 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Sale of equipment and supplies to Tribal Reserve		$7,509		$7,509
Sale of equipment direct to other Program revenue		$43,878		$43,878
Internal Services postage reimbursements (also shown above)		$33,189		$33,189
Totals		**$84,576**		**$84,576**

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);
- 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
The current staff includes the Tribal Prosecutor, Assistant Tribal Prosecutor, Domestic Violence Prosecutor and two Legal Secretaries.

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:

- Seizure and auction of assets involved in drug dealing.
- Filing Orders to show cause where defendants are delinquent on restitution payments.

Statistical Data
For FY 2018, the cases prosecuted by the Prosecutor's Office included the following types of cases:

617	Prosecutor Motor Vehicle
462	Prosecutor Criminal
192	Prosecutor Ordinance
101	Prosecutor Domestic Violence
63	Prosecutor Juvenile
16	Prosecutor CHIPS
6	Prosecutor Child Sexual Assault
3	Prosecutor JIPS
3	Termination of Parental Rights
2	Parole Criminal
1	Prosecutor Adult Sexual Assault
1	Prosecutor Guardianship

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$100,000**		$122,340			**$222,340**
Fringe Benefits	**$21,036**		$20,000			**$41,036**
Training	**$808**		$1,000			**$1,808**
Supplies	**$3,000**		$2,500			**$5,500**
Contractual	**$1,000**		$1,000			**$2,000**
Indirect Costs	**$11,975**					**$11,975**
Other Costs: (list below)						
night out against crime	**$300**					**$300**
dues and membership	**$1,600**		$1,000			**$2,600**
Totals ►	**$139,719**		**$147,840**			**$287,559**
Fund/Totals Ratio:	48.59%	0.00%	51.41%	N/A	N/A	

Social Services

Carol Corn, Director

Menominee Tribal Social Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. Our Department consists of a Director, an Assistant Director, a Child Welfare Assistant, four Indian Child Welfare Social Workers, a Kinship Care Social Worker, a Coordinated Services Team Social Worker, a Family Preservation Social Worker and a Child Victim Social Worker. Social Services are funded through Bureau of Indian Affairs funding, BIA child welfare funding, (CTAS grant for purpose area #6) funding from the State of

Wisconsin Department of Children and Families (Kinship Care) (Coordinated Services Team) and all positions are supplemented with Tribal funding. We also receive Child Welfare IV-B, Subpart 1 funding from the Federal Department of Health and Human Services.

In FY 2018 Tribal Social Services provided Indian Child Welfare case management to sixty-four (64) new children and averaged seventy-five (75) children per month receiving services. There were twenty-three (23) children referred from Menominee Tribal Court with the remainder of children under State Circuit Court orders. In FY18, Tribal Social Services assisted with twenty-five (25) children being successfully reunified with a parent. We brought two (2) children home from out of State from a non-Native placement to Menominee homes on/near the Reservation. We had nine (9) children move to permanency through Wisconsin Chapter 48 Guardianships and two (2) children who were adopted.

Social Services staff assists adult adoptees with accessing sealed adoption records for the purpose of enrollment in the Tribe. We also assist adults with genetic testing to prove affiliation. The clients in both situations are required to cover the costs of documents and/or genetic testing. We contract with DNA Diagnostics to receive a lower rate and assist the families with arrangements for genetic testing. This year we have assisted two adults enroll in the Tribe as full tribal members.

The Child Welfare Assistant oversees the tribal trust accounts (per capita) for minors and adults who are under guardianships as well as management of the Individual Indian Money Accounts for minors and adults. She reviewed thirty (30) IIM accounts in FY18 and processed eleven (11) requests. The Assistant serves as a receptionist for Social Services. She manages and distributes Goodwill vouchers, processes mail and bills and completes other administrative duties. The Assistant has worked diligently to move Social Services towards electronic case management which will assist us when moving forward with pursuit of other funding resources.

The Kinship Care Social Worker manages approximately forty-seven (47) families a month who are receiving the Kinship Care grant. In FY18, we had fifty-five (55) unduplicated caregivers and one hundred ten (110) unduplicated children who were covered under this grant. We have seen an increase from FY17. We requested and received two increases in funding to meet the needs of our families this year. Our Kinship Care Social Worker organizes agency folders with information on Trauma Informed Care and ACES. In addition, she gathers information on Trauma to share with the agency staff. She will be implementing the Independent Living skills grant which we have received for FY19.

The Family Preservation Social Worker provides case management for families receiving respite daycare under Child Welfare IV-B funding as well as Bureau of Indian Affairs Child Welfare Assistance. We have had an increase in the number of children using the DV respite funds. We assisted with connecting these families to outside sources that resulted in one family obtaining reliable transportation and one family obtaining affordable housing, both through the NEWCAP Program. Our Family Preservation worker completed her clinical supervision for counseling children/families with the assistance of Oneida Behavioral Health. In addition to the respite caseload, this worker is able to provide counseling services in home, school or community to a small intensive caseload. This worker received training this year in EMDR (Eye Movement Desensitization and Reprocessing). She is averaging a small intensive caseload of eight (8) to ten (10) children providing play therapy to the children in the school or home setting. She has been able to increase her respite daycare services to 3-6 children. She has also made herself available for limited crisis counseling.

We applied for and received a grant under the Department of Justice, Office for Victims of Crime. The grant is for three (3) years for a total of $425,859. This grant enabled us to hire a social worker who carries a small caseload of child victims who would otherwise not be receiving services. In addition, he assists with the maintenance of the Child Protection Team and Multidisciplinary Team meetings. He is collaborating with local agencies and strengthening supports for families. He is participating in weekly crisis team meetings at Menominee County Health and Human Services. He has taken on primary coordination of a clothing drive through a non-profit agency called Threads of Hope. In collaboration with Food Distribution, Maehnowesekiyah, Menominee County DHHS, Eagle's Nest, the Domestic Violence Shelter and Property Management, we were able to obtain and distribute $10,000 in new clothes.

With the help of an intern from Administration, we were able to scan in nearly 30 years of children's files into an electronic data base. The intern also coordinated a community wide hygiene drive. This drive resulted in over 30 backpacks of emergency clothing for children of various ages and numerous hygiene products. These backpacks and products were shared with Eagles Nest, Tribal Police, the DV Shelter and Menominee County Human Services.

Social Services lost a young social worker to a car accident in January 2018. The family of BriAnne Goss requested to assist in the maintenance of a clothing closet in BriAnne's memory. Social Services has assisted several families and other departments with clothing for children as a result of generous and continuous donations.

Social Services applied for and received the State of Wisconsin Coordinated Services Team Grant. With this grant we hired the CST Coordinator and have engaged with five (5) Menominee families. Having met our goal, we are hoping to engage an additional five families this year. This is a voluntary service that consists of a family developing a support team through both formal and informal supports to aid the family in reaching goals that they have identified. We are hoping to increase the caseload up to 10 families in in FY19.

In June of 2018, the Menominee Tribal Legislature approved the Menominee Children's Code and set an implementation date of June 2020. The implementation of the Menominee Children's Code is part of the strategic plan. Social Services is in the process of developing its wraparound services in collaboration with various departments on the Menominee Reservation. We look forward to providing culturally appropriate services to our families at the earliest point possible in an effort to keep more children in the home or with immediate family. In FY19 we will be developing written policy and procedure and exploring and applying for additional funding.

Social Service employees participate on various committees and initiatives within the Tribe and with outside agencies. The committees we participated in this year consisted of Health and Family Services, Community Engagement, Fostering Futures (Trauma Informed Care), Children's Code Committee, Coordinated Community Response Team, Multidisciplinary Team (Federal), Child Protection Team, Tribal Justice Strategic Planning Committee, Intertribal Child Welfare Committee (State), Intertribal Training Partnership Committee (State), Coordinated Services Team Advisory Committee, Tribal/County Planning Committee, Zero Suicide planning committee and participation in the State Program Improvement Plan. Participation in these committees results in collaborating services, sharing in policy development and advocating for Menominee families.

In FY18, Social Services collaborated with Menominee County Human Services to apply for the Phase III of Fostering Futures. Phase III focuses on implementation of trauma informed practice as well as evaluation. The State of Wisconsin provides a trauma coach who participates in the monthly Core meetings. Core team consists of both Social/Human Services Departments, the Epidemiologist from Tribal Clinic and the former fostering futures coordinator. The Core team is watching the 27 Trauma Informed Care Modules that the Tribal Clinic developed. In addition, we are working on practice within the departments as well as community education opportunities.

Financially, Social Services added three staff positions. Two of the staff members are funded through the Coordinated Services Team grant and the CTAS grant. The Assistant Director position was granted through the Tribal Legislature to assist with preparation for implementation of the Menominee Children's Code. The State budget increased significantly due to the increase in families receiving the Kinship Care grant.

For FY19, we plan to continue to increase the amount of involvement we have with cases on Reservation. We will continue to serve on the above listed committees and support a healthier community. We will promote the message that child protective services are here to provide support and resources to our families to keep work build a stronger healthier community. All of the employees at Social Services strive to adhere to our mission, vision and values when advocating for Menominee families.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$177,158**		$280,893	$41,470		**$499,521**
Fringe Benefits	**$70,373**		$139,851	$27,138		**$237,362**
Meeting & Related	**$10,900**		$7,533	$1,000		**$19,433**
Training & Related	**$2,171**		$9,818	$1,385		**$13,374**
Minor Equipment			$7,500			**$7,500**
Office Supplies	**$4,700**		$16,128	$3,000		**$23,828**
Telephone	**$360**		$302			**$662**
Photocopies	**$200**					**$200**
Space Lease/Rental	**$2,427**		$10,244	$2,108		**$14,779**
Indirect Costs	**$62,576**		$14,140	$8,672		**$85,388**
Other Costs: (list below)						
Direct Assistance	**$397**		$54,345	$221,411		**$276,153**
Contractual	**$200**			$230		**$430**
License & Permit			$6,060			**$6,060**

Dues & Membership	**$41,472**					**$41,472**
Tribal Match	**$6,927**					**$6,927**
Totals ►	**$379,861**		**$551,027**	**$306,414**		**$1,237,302**
Fund/Totals Ratio:	30.70%		44.54%	24.76%		

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
IV-E Reimbursement revenue	$27,206	$127,033	$14,134	$112,899
Totals	**$27,206**	**$127,033**	**$14,134**	**$112,899**

Town of Menominee Fire Department

Patrick Roberts, Fire Commissioner

Overview:
The Town of Menominee Volunteer Fire Department provides emergency services to the Menominee County/Reservation, which covers 360 square miles and over 4500 residents. We currently have two fire stations: one located in Keshena and one located in Neopit. We respond to all calls for fires, water rescues, hazardous materials, missing person searches, and vehicle accidents. We provide building inspections to all Town/County and Tribal buildings. Collectively, the fire department is staffed by one fire chief, two station chiefs, two assistant station chiefs, two captains, and 20 firefighters. We provide mutual aid to other communities when requested. All fire fighters are required and will continue to update their training and knowledge of firefighting and rescue operations.

In July of 2018, the department participated in an ISO (Insurance Service Organization) Audit that consisted of a complete review/inspection of all department records, equipment, manpower, training, dispatch operations, and available water sources. The audit results were very favorable for all four fire stations in Menominee County/Reservation and resulted in a decreased ISO rating from a 7/9 to a 5/5Y, which means that effective January 1, 2019, areas within five miles of both the Keshena and Neopit station will see a significant reduction in their home owners insurance costs. Due to the Tribe assuming control of the Middle Village and South Branch fire stations on October 1, 2018, the Tribe will have to wait five years to apply for an ISO rating of its own for the Middle Village and South Branch fire stations.

Summary of Major Projects and Activities in 2018:
- The department responded to 225 calls (Keshena-153; Neopit-56)
- Purchased a used pumper truck for Keshena

2019 Goals:
- Secure funding for equipment and turn out gear replacement
- Decrease amount of carbon monoxide calls through education

Vehicles:
- **Keshena**- One pumper, two tankers, one mini-pumper, one brush truck, and one air boat
- **Neopit**- One pumper/tanker, one mini-pumper, and one brush truck

County/Tribal Departments we work with:
- Menominee County Highway Department - Assist with traffic control, tree removal, etc.
- Menominee County Sherriff Department - Same as above
- Tribal Police Department - Assist with traffic control, tree removal, etc.
- Surrounding Fire Departments - MABAS Assistance

Transit Services

Timothy Reed, Director

Menominee Department of Transit Services (MDOTS) manages and provides direct transportation services for Menominee Regional Public Transit, as well as the following established partnerships:

- Menominee Head Start
- Menominee Tribal School
- Menominee Tribal Clinic
- Menominee Casino and Resort
- Menominee Department of Aging
- Menominee County
- Menominee Community Resource Center
- Menominee Eagles Nest
- Menominee Indian School District
- Aspirus Langlade Hospital
- Care Wisconsin
- Inclusa
- Lac du Flambeau Band of Chippewa
- Lakeland Care District
- Langlade County
- Shawano County Department of Social Services

In addition, MDOTS continues to assist Tribal Departments not only with transportation needs and services, but also with maintenance and repairs of their vehicles.

Department of Transit Services Mission Statement:
To provide safe, efficient and reliable transportation services to our customers so that they can access opportunities for employment, health care, recreation, education and public services in a professional environment while sustaining the mission, vision and value of the Menominee People.

MDOTS has a staff of 138 employees which includes:

Administrative staff: (1) Transportation Director, (1) Transportation Coordinator, (1) Transit Finance Manager, and (1) Account Technician

IT staff: (1) Senior Programmer/Systems Analyst, (1) Program System Analysts and (1) Web Applications Developer.

Dispatch Operations: (1) Mobility Manager/Dispatch Supervisor, (1) Scheduling Assistant, (7) Full Time Dispatchers, (12) Part Time Dispatchers and (3) Receptionist/Clerical Assistant.

Transportation: (1) Driver Supervisor, (1) Scheduling Assistant, (28) Full-Time Drivers, (28) Part Time Drivers and (10) Bus Monitors.

Lac du Flambeau: (1) Supervisor, (1) Full Time Driver, (7) Part Time Drivers and (4) Part Time Dispatchers and (2) On Call Drivers.

Antigo: (1) Supervisor, (10) Part Time Drivers and (3) Part Time Dispatchers.

Mechanics: (1) Mechanic Supervisor and (6) Full-Time Mechanics.

Facility Maintenance: (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker and (2) Full-Time Housekeepers.

2018 Accomplishments

- Completed successful review and assessment by Wisconsin Department of Transportation and the Federal Transit Association.
- Successful prior year grant administration and future year applications for the formula funds awarded to the Tribe to provide assistance for capital, planning and operation needs to support public transportation I rural areas and formula funds for federally recognized Indian tribe with assistance for public transportation services, respectively.
- Reviewed and reaffirmed MDOTS existing partnerships. MDOTS maintains 16 different partner agreements for transit services.
- Successfully completed and won the Request for Proposals for the City of Shawano Shared Taxi Service.

2019 Goals

- Evaluate and implement recommendations by the DOT and FTA during the 2018 review and assessment visits.
- Implement the plan to address short term and long term capital needs for the Department.
- Continue to develop cost savings through the review and revision of existing Departmental accounts and identify opportunities to leverage additional funds for operational and capital expenditures.
- Continue to evaluate current routes and transit schedules to determine efficiency and effectiveness.
- Continue to review Department of Transit Services workflow and address opportunities through our departmental organizational structure with regard to staffing patterns, job descriptions, and training needs.
- Enhance community outreach program including ridership groups and advertising campaigns to determine effectiveness and plan implementation of required changes.
- Continue to attend meetings that allow opportunities to enhance services to the public and promote participation in services offered by other entities.

Richard Ducane - Transportation Coordinator

In 2018, I update and developed procedures required by FTA which included updating the Drug and Alcohol Zero Tolerance Policy and creating a FTA mandated Complementary Para-Transit Policy. I worked on restructuring the Red Robin Transit in Langlade County to have their own supervisor which has been a big success not only addressing staff issues but also working with the local community on needs. I attended the Director's Retreat as well as a number of Inter-Tribal Transit Peer Exchange conferences throughout the year.

In 2019, the biggest project will be implementing the new Shawano Service Sector that was awarded at the end of 2018. I will also be monitoring and arranging the new driver training schedule developed in 2018.

Facility Maintenance – Jessie Waupoose

MDOTS Maintenance/ Housekeeping consists of (1) FT Maintenance Supervisor, (1) FT General Maintenance, (1) FT Housekeeper/ Fleet and (1) FT Housekeeper. The Maintenance and Housekeeping staff coverage for the Transit building is from 7am – 10pm Monday – Saturday. Maintenance is on a 24hr weekly on call rotation schedule to assist with any issues. We have assisted in the following manner:

- Set up bus garage for driver's meetings and training events
- Hosted RTAP Training securing customers safely with in a vehicle.
- Assisted other MITW departments with salting and plowing parking lots
- Prepared and hosted the pet clinic with Keshena Animal Help and Rescue
- Set up north end of building for Keshena Police Department training

FY2018 Projects Completed

- Cabinet Heater in DMV Entrance room sensor and software replaced and reset
- Delta Door Controller for front entrance to back offices replaced
- Vehicle Wash Bay Unit's chain tensioner, left brush bearing and safety proximity sensor replaced
- Vehicle Wash Bay high pressure heads all replaced
- IT Department moved to bus supervisor's office
- Bus supervisor's office moved to call takers office
- Finance manager for Transit desk moved to IT old office
- Glass wall removed, constructed metal stud/drywall enclosure to create accountant desk area
- Removed cabinets, countertops, wall and carpeting from mail room.
- Constructed a driver's training and punch in area to control traffic control more efficiently

- Installed cabinets above printer and shredder area
- Geo Thermal Loop Boiler heat exchanger cleaned
- Removed concrete by 4" floor drain and extended floor drain 10 inches for new concrete slab
- Ran pneumatic supply and 220v power supply for new hunter lift in mechanic shop

FY2019 Upcoming Projects

- Install cabinets and countertops at our Antigo office location
- Move Maintenance office to 1st floor drivers station
- Build wall and install door in maintenance office 1st floor
- Install pneumatic supply lines Bus Garage and Mechanic Shop

Goals: Our goal is to continue providing a safe and clean environment for all to visit Menominee Public Transportation and DMV Center. We take a proactive and safe approach with the upkeep of our building, being proactive provides us with less down time and extends the life of our facility and equipment.

Information Technology – Neil Elgin Senior Programmer

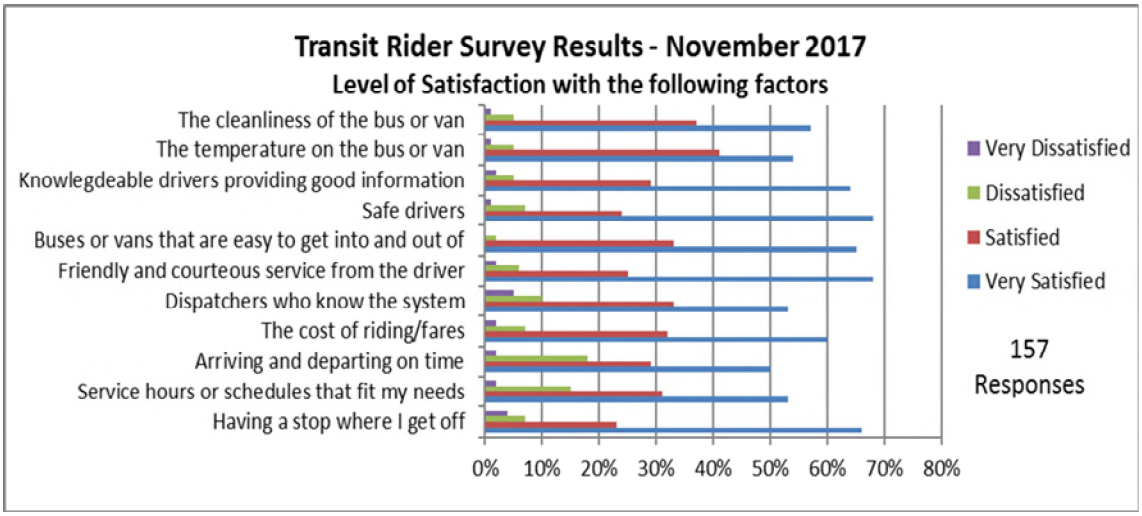
The I.T. area supports department employees by providing technical assistance, custom programming, and technology solutions to streamline daily activities. We also maintain a website, facebook page, and twitter account to provide the community access to information on transportation services. This year our staff completed 158 service calls for the department, both software and technical related, as well as several other projects as noted below.

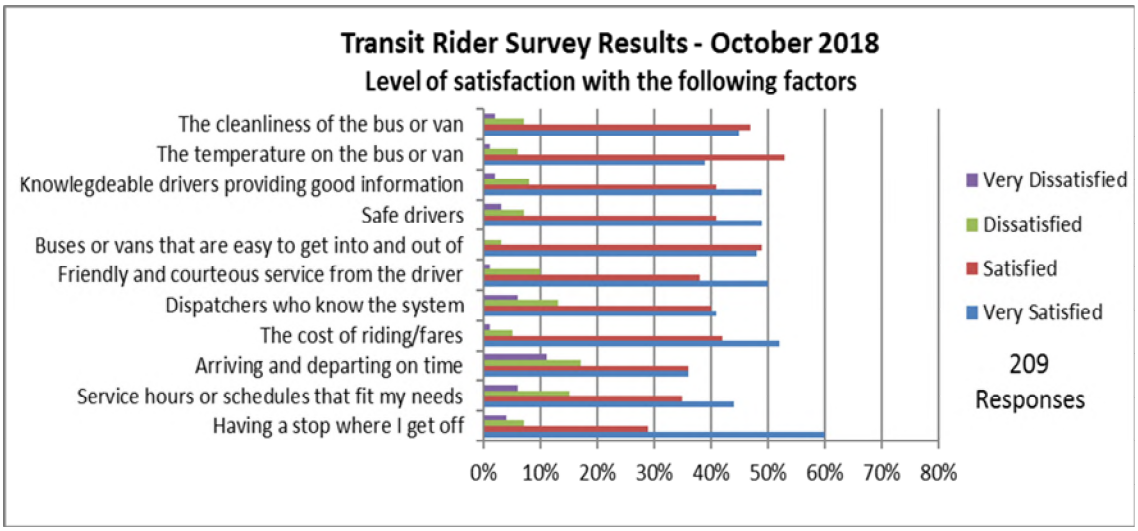
Projects Completed:

- Enhancements and upgrades to the Transit applications are continuously applied throughout the year. A few notable updates include bus pass printing on poly-paper, reporting and data analysis updates, accounts receivable modifications, holiday route wizard, bus monitor sign in validation, and pending leave request notifications.
- Roll Call app was updated to show important daily messages, weather, and road conditions.
- MDOTS website was continuously updated and new features added.
- Managed print services contract was implemented to save both time and money on all our printing activities.
- Online training options setup for all employees to complete required certifications and other improvement programs. These trainings help our employees to be safe, efficient, and customer service oriented.
- Additional bus cameras were installed allowing us to expand the safety and security of both our passengers and employees. We now have 42 operational systems.
- GPS tracking pilot project is active in two test vehicles. We are currently testing live tracking and various alert features with this system to see if it is a valuable option.
- Equipment upgrades and replacements this past year were mostly limited to desktops and laptops. Several server and software version updates were also applied to keep our systems up to date and running efficiently.

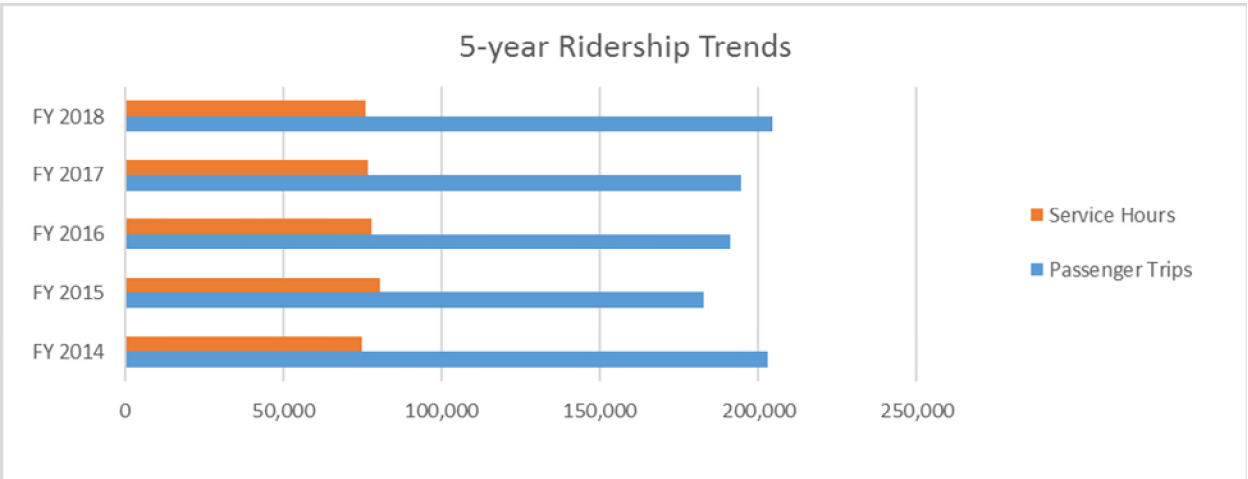
Upcoming projects for 2019:

- Server software updates to the latest version and migration of all applications and services.
- Additional bus cameras will be added to try and cover the entire fleet.
- New management software is currently in testing phase and will be rolled out this coming year. This software will help organize and document help desk issues, building maintenance requests, customer complaints, inventory, and general task management.
- Equipment replacements/upgrades will also take place based on our technology replacement plan.
- ArcGIS and GPS tracking integration will be explored in combination with the current pilot project.
- Expand online training options and make full utilization of the driver workstation area. This will include daily communications to all drivers for important meetings and message notifications.





	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Passenger Trips	202,856	182,632	191,196	194,531	204,472
Service Hours	74,937	80,435	77,921	76,585	75,942
Miles	1,645,543	1,806,134	1,762,112	1,707,798	1,681,077



Vehicle Maintenance - Tony Wegner - Mechanic Supervisor

Here at transit we currently have 7 full time mechanics who are all ASE certified in numerous areas from automotive to medium truck and bus repair. We currently maintain our fleet of 84 vehicles. 43 transit buses, 17 school buses, 21 vans, and 3 trucks as well as maintaining and repairing a number of outside tribal department's such as the Tribal police department, housing, forestry, maintenance, ems, community development, CRC, clinic, Menominee Indian school district, and other tribal departments. We offer a vast variety of services. We have towing and road side assistance available to all tribal departments during our regular hours. We are able to work on anything from lawn mower and small engine repair to motor replacements transmission repair all the way to semi and front end loader repair. We are also able to arrange warranty work if your vehicle is under the factory warranty, just drop it off and we will take care of all your service and repair needs. We are an authorized service center for GSA and are able to provide full service on any GSA vehicle. Vehicle maintenance hours are from 5:00 AM until 10:30 PM Monday thru Friday and Saturdays from 8:00 AM until 6:00 PM. We currently have partnerships with Shawano, Antigo, and Lac du Flambeau to maintain their fleet vehicles.

Vehicles replaced or retired

In the past year we have retired three vans, four city buses, and our old tow truck. The tow truck was replaced with a medium duty 16-ton wrecker witch is able to tow all vehicles that we have in our fleet. We did replace two of the city buses with 76 passenger school buses to serve as our school tripper buses. We do plan on getting on more so we can have a backup for that route. We were able to transfer a 2013 transit bus from the city of Reedsburg. Last off we added 8 new rear wheelchair entry vans.

Equipment purchased

We purchased a 2009 Freightliner 16-ton medium duty wrecker to replace our 1996 1-ton tow truck. We replaced a transmission jack, borescope camera, and TPMS scanner that was worn out. Last of all we updated our 12,000-pound alignment rack with a 4-post 18,000-pound rack.

Plans for 2018

We are looking to expand our partnerships and offer our services to tribal departments who are not currently using our services and continue our relationships with our current customers. We also would like to get another mechanic tool box with tools as we have two guys sharing a box and tools with the addition of our last mechanic. With our last hire we want to start redoing some of the transit bus body's that are showing ware. Last of all we want to continue our education and training to keep up with the new changes in technology.

Work Orders	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018
Department of Transit Services	1,086	1,234	1,436	1,485	1,383	1,263
Other MDOTS partnerships	149	66	93	254	373	390
*GSA Vehicles	236	363	432	444	440	384
Outside Departments	77	212	338	372	357	326
Total Work Orders Completed	1,548	1,875	2,290	2,555	2,553	2,363

*Includes other MDOTS partnerships and outside departments GSA leased vehicles

Rochelle Tourtillott - Transit Finance Manager

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs		$ 307,890	$ -	$ 2,781,570	$ -	$ 3,089,460
Fringe Benefits		81,489	-	875,241		$ 956,730
Travel		-	-	8,000		$ 8,000
Training		530	-	1,334		$ 1,864
Equipment		-	3,196	2,755		$ 5,951
Supplies		1,125	-	29,564		$ 30,689
Contractual		6,727	-	34,021		$ 40,748
Utilities		-	-	40,138		$ 40,138
Space Lease/Rental		-	-	3,600		$ 3,600
Indirect Costs		-	-	434,649		$ 434,649
Other Costs: (list below)						$ -
Meeting & Related		1,234	-	457		$ 1,691
License & Permits		885	-	4,891		$ 5,776
Minor Equipment		3,320	-	5,633		$ 8,953
Vehicle Fuel		9,882	-	300,866		$ 310,748
Telephone		-	-	32,608		$ 32,608
Cellphone		-	-	6,720		$ 6,720
Advertising/ Dues		-	-	1,550		$ 1,550
Vehicle Lease		241,537	-	-		$ 241,537
Liability/Property Ins.		21,354	-	64,120		$ 85,474
Build/Equip Maintenace		2,944	-	43,892		$ 46,836
Vehicle Cost		21,367	-	219,830		$ 241,197
Interest Expense		5,867	-	-		$ 5,867
Vehicles		115,000	27,550	-		$ 142,550
Buses		5,600		-		$ 5,600
Totals ►	$ -	$ 826,751	$ 3,196	$ 4,891,439	$ -	$ 5,721,386
Fund/Totals Ratio:	N/A	N/A	0.06%	85.49%	N/A	

PROGRAM INCOME/REVENUE	FY2017 Fund Balance	FY2018 Amounts		
		Generated	Expended	Balance
Transit Conracts	$ (110,626)	$ 971,472	$ 971,472	
Bus Fares 4702/4751	-	113,936	113,936	
Rental Income	-	19,348	19,348	0
Other Income	-	2,750	2,750	
Headstart/Tribal School Contracts	-	703,402	703,402	(0)
Work Orders	-	101,084	101,084	
Charter Services	-	15,612	15,612	(0)
Totals	$ (110,626)	$ 1,927,603	$ 1,927,603	$ (0)

Tribal Detention Center

Jerrit O'Kimosh, Jail Administrator

The Menominee Detention Facility is a 54 bed Facility that opened in 1984. The Detention Facility currently employs a staff of twenty (21) employees. The Menominee Detention Facility has four (4) vacant positions that are currently being recruited for and should be filled shortly. A fully staffed department includes one (1) Administrator, one (1) Compliance Officer, one (1) Program Coordinator, one (1) Training and Resource Officer, four (4) Corporals, twelve (12) Correctional Officers and one (1) cook.

Population of the Facility is always a concern. In FY2014 our daily average population was fifty-four (54) inmates, FY 2015 had a daily average population of forty (40) inmates, FY2016 had a daily average population of twenty-eight (28) inmates, FY2017 had a daily average population of thirty-four (34) inmates, and FY2018 had a daily average population of 44 inmates. We did see a slight rise in the daily population from FY2017, but the population remains significantly lower than it was only a few short years ago.

Recidivism continues to be a major problem for not only the Menominee Community, but the Menominee Detention Facility as well. In FY2108, two hundred nine (209) individuals accounted for five hundred sixty-six (566) arrests. This indicates that twenty-one (21%) percent of the individuals arrested made up fifty-six (56%) percent of our overall arrest numbers. This number is not acceptable and a major reason we are striving so hard for culturally specific programming.

Alcohol and Drug use or abuse is also a concern for the community and a driving force in the programs that are offered in the Menominee Detention Facility. In FY2018, we had one thousand ten (1010) individual arrested and brought into the facility. Of those one thousand ten (1010) individuals, four hundred fifty-two (452) were under the influence of a mind-altering substance. That is forty-four point eight (44.8%) percent of all individuals that entered the facility.

The Menominee Detention Facility, with the assistance and collaboration of many Tribal entities, provides programming for the inmates, which includes GED, Vocational Rehabilitation, SALT, Menominee History and Storytelling, Menominee Language, Positive Indian Parenting, Menominee Culture, Batterer's Intervention Program, AODA Education, and Mental Health Counseling. We also provide a strict guideline of rules and regulations for the inmates to teach and reinforce accountability.

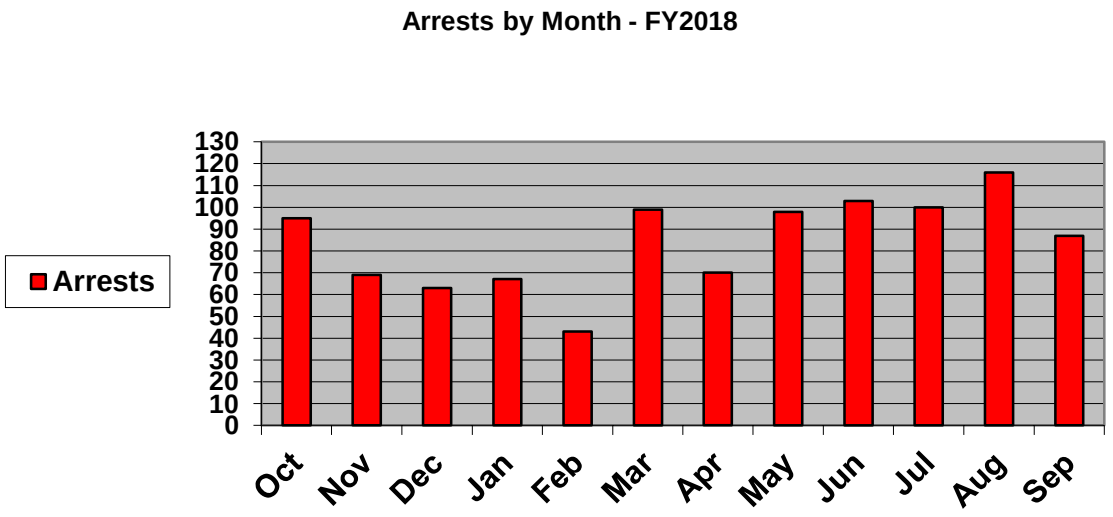
With the hiring of the Training and Resource Officer, the opening of the Programming Room, and the collaboration of multiple Tribal Agencies, the Menominee Detention Facility has been able to provide culturally specific training opportunities to eighty-six (86) individuals. This number continues to rise on a daily basis. Our hope is to affect change in individuals that are struggling with whatever barriers are present to assist them in living a productive life.

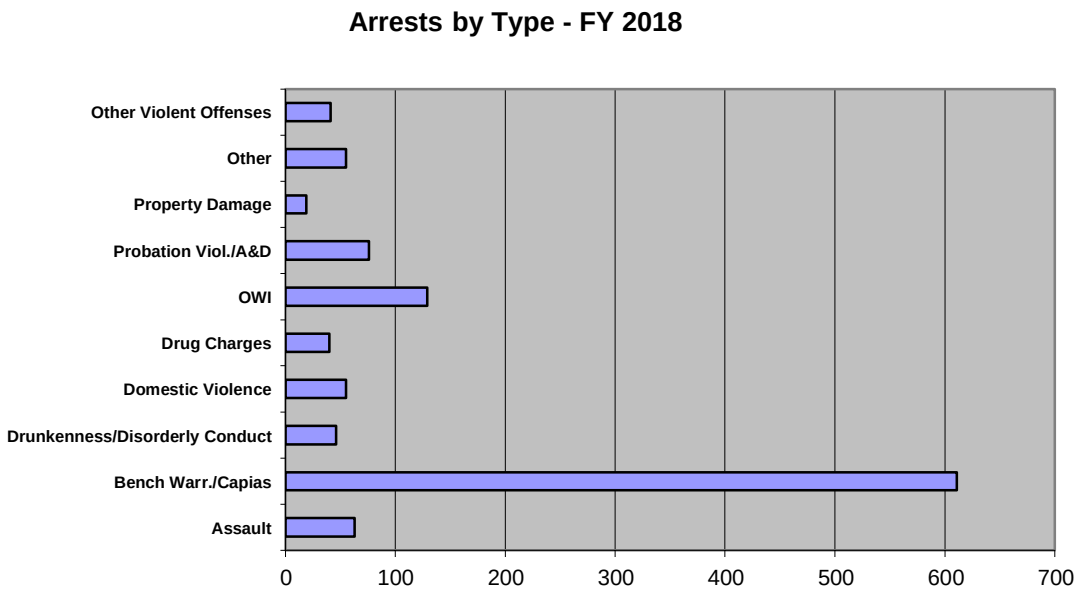
The Menominee Detention Facility employees have taken a proactive approach in helping the community. We have employees that have taken roles as area sports coaches in an effort to have a positive impact on our area youth. The Menominee Detention Facility Staff participates in the Menominee Culture Camps and Family Camps planning processes and has attended the camps. We at the Menominee Detention facility believe that it is important to not only serve the inmates in our facility, but also strive to make positive impacts on the youth and community as a form of positive prevention.

In FY2017, I reported that Menominee Detention Facility Staff had taken it upon themselves to donate money to adopt a family for the Christmas Season. I felt the staff did a great job and ended up adopting seven (7) families in need and provided gifts for the twenty-five (25) individuals that were a part of those families. The planning is going on now to continue these efforts, and again adopt families in need for the holiday season.

The Menominee Tribal Detention Facility will continuously strive to provide a facility founded in the Menominee Culture that embraces a trauma-informed care approach. Our staff will continue to work to learn new ways to minimize triggers, stabilize offenders, reduce critical incidents, de-escalate situations, and avoid measures that may repeat aspects of past abuse. This approach not only enhances effective behavior management but also creates a safer facility.

The following graph (next page) illustrates the total number of arrests for each month of fiscal year 2018.





The aforementioned graph (shown above) illustrates the total number of arrests for fiscal year 2018 differentiated by individual crime types. This graph lists all major crime types to the left to help illustrate appropriate differences.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	CTAS	TOTALS
Personnel Costs	**$544,008**		$313,286			**$857,294**
Fringe Benefits	**$218,940**		$96,169		$13,950	**$329,059**
Travel					$1,780	**$1,780**
Training	**$435**		$2,135		$2,222	**$4,792**
Supplies (program/office)	**$61,939**		$33,984		$2,505	**$98,428**
Utilities	**$621**		$423			**$1,044**
Indirect Costs	**$92,633**				$3,262	**$95,896**
Other Costs: (list below)						
Equipment Lease	**$702**		$344			**$1,046**

Property Insurance	**$114**					**$114**
Equip. Maintenance	**$21**					**$21**
Minor Equipment					$7,947	**$7,947**
Program Activities					$700	**$700**
Totals ►	**$919,413**		**$446,341**		**$32,366**	**$1,398,119**
Fund/Totals Ratio:	65.76%	0.0%	31.92%	N/A	2.31%	

PROGRAM INCOME/REVENUE	**FY2017 Fund Balance**	**FY2018 Amounts**		
		Generated	**Expended**	**Balance**
Huber Room and Board		$6,892		$6,892
Inmate Phones-Global Tel Link		$1,478		$1,478
Totals		**$8,370**		**$8,370**

Tribal School

Lori Corn, Principal/Administrator

MTS is a Bureau of Indian Education School Servicing K-8 students. In September 2017 the Menominee Tribal School Board began the process of updating and developing a new mission and vision statement as well as a strategic plan. From September 2017 to January 2018 members of the Board attended a series of off-site meetings facilitated by staff from Tribal Administration to engage in the planning process. In designing this updated strategic plan, the board has established a new direction for the institution. School staff and Administration will develop objectives and evaluation metrics based upon these goals. Our Vision; Menominee Tribal School guides students and families to nurture lifelong learning, driven by Menominee Language and culture to embrace their responsibility to themselves, their communities and the Menominee Nation. Our Mission: The Menominee Tribal School is a family and community based K-8 Bureau of Indian Education School. The school integrates academics with Menominee Language and Culture through the teachings of the Seven Grandfathers, to promote academic and behavioral success.

How are you helping tribal members and positively impacting lives?
MTS is developing a rigorous place based curriculum which integrates the Menominee community, traditions, culture and language together while infusing academic instruction. This includes a weekly field day component where all K-5 Menominee Language students use the outdoors as their classroom. A lesson example included a classroom going outdoors into the Menominee Forest to study the tree blow down damage from an October storm. A Menominee Forester served as the guest speaker while the Menominee Language teacher infused language into the lesson. Eighth Grade students demonstrate leadership skills as student mentors attending cultural lessons with the younger students to model appropriate behavior.

Recent Success Story
A School Accreditation review is led by a team of outside professional evaluators. The Engagement Review Team conducts interviews with a range of institution stakeholders, reviews institution documents, student performance data, and offers professional observations about the quality of the Menominee Tribal School. The 2018 comprehensive Accreditation review for MTS was successful! MTS is fully accredited until 2022.

Changes in service delivery in order to respond to the effects of trauma in our community?
MTS holds monthly family nights. Each family night offers a Trauma Smart Parent Connection component to assist families with school readiness. A powerful practice identified (School Accreditation Review 2018) is the school provides a variety of services and assistance to support the students' social and emotional needs. The school recognized a need and created the "Groups" prevention program to create individualized and differentiated social and emotional learning and growth opportunities for students.

What improvements have you made during the past year to make access to services easier for Tribal members?

- MTS increased the Summer School Program from 2 weeks to 4 weeks.

New Programming to Expand Services

- MTS will offer a 4K component to MTS starting in SY19-20.

- All Middle School students have the option to participate in Band class.

Participation in Community Engagement efforts aimed at improving community health.
A MTS staff member will be leading a morning wellness club at MTS. Any adult can come exercise, participate in meditation, and yoga. Wellness and nutrition ideas will be presented. The wellness club is ideal for Neopit and Zoar residents who may not be able to travel to Keshena for this experience.

How you are using the goal and objectives from the strategic plan to improve service delivery?
MTS has made building relationships with other Tribal entities a first step in the problem solving process. Working in partnership with other Tribal entities generates discussion, brain storming and possible solutions which allow school efforts to better serve the educational and family needs of the community.

How you have responded to resolve concerns or complaints received from Tribal members?
MTS follows a complaint policy created by our school improvement team, community stakeholders of parents, grandparents and MTS Board Members to guide toward finding a resolution. The complaint policy is located in the Student-Parent Handbook.

Notable statistic or other data you to share with the general membership.
A powerful practice for MTS (School Accreditation 2018), is school leaders regularly engage all stakeholders to support the school's purpose and direction by creating opportunities to connect with Menominee Language and Culture in meaningful and lasting ways. The school's mission and vision is actualized through the use of staff and community members to create opportunities for the students to connect with the Menominee Nation's history, language and culture. Students and parents comment on how much they value the cultural components of the school and how the school helps to create powerful bonds in the community.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	Program Income	Federal	State	Other	TOTALS
Personnel Costs	**$91,393**		$2,035,408			**$2,126,801**
Fringe Benefits	**$41,670**		$864,899			**$906,569**
Travel			$10,132			**$10,132**
Training			$92,000			**$92,000**
Supplies			$150,000			**$150,000**
Contractual	**$43,872**		$58,528			**$102,400**
Utilities			$13,000			**$13,000**
Indirect Costs	**$14,916**		$475,304			**$490,220**
Other Costs: (list below)						
Transportation			$420,660			**$420,660**
Program Activities			$37,660			**$37,660**
Insurance			$7,500			**$7,500**
Building Maintenance			$52,869			**$52,869**
Parent Services			$3,500			**$3,500**
Dues & Membership			$9,500			**$9,500**
Equipment Lease Rental			$16,000			**$16,000**
Food Supplies				$102,497		**$102,497**
Totals ►	**$191,851**		**$4,246,960**	**$102,497**		**$4,541,308**
Fund/Totals Ratio:	4.22%	0.00%	93.52%	2.26%	N/A	

Tribal/County Veteran's Service Office

Bruce Wilber Jr., T/CVS Officer

The Menominee Tribal County Veteran's Service Office continues to provide assistance to veterans who are seeking compensation for service connected causes. We also provide assistance for families of deceased veterans. Assistance for educational benefits can also be applied for through this office. Notice of Disagreements (NOD) and Appeals can also be filed. We also provide Transportation assistance for our vets to get to VA related appointments. According to our recent count our tribe has 406 veterans

This CVSO is currently accredited with the following Veteran Service Organizations: Veterans of Foreign Wars (VFW), American Legion (AL), and Wisconsin Department of Veterans Affairs (WDVA). These Veterans Service Organizations (VSO) can provide representation in court for veteran's cases that have gone this far. Most cases I have dealt with have been resolved in the NOD Stage.

The Veterans Affairs (VA) has just introduced a faster process known as the Rapid Appeals and Modernization Process. No Veterans have signed up for this yet, but it will be the process used by this office once an appeal is requested. This process could have an answer on the appeal in 30 days. This is a new process and could face some changes over time.

This T/CVSO is an Active member of the Wisc. County Veterans Service Officers Association (WiCVSOA) and has been for two years now. Two conferences are scheduled yearly. One in the Fall and one in the Spring. Trainings are conducted here to provide CEUs to Maintain T/CVSOs Accreditation with VSOs and continues to keep T/CVSOs active in assisting our Nations Veterans. This T/CVSO has attended both each year.

A new association has started this year and this CVSO has been a start of creating the Tribal Veterans Service Officers Association. This group is a recognized member of the WiCVSOA. All Tribes that have a TVSO is a member. We have gained great strides in gaining this recognition. The WDVA now has a Tribal Liaison (Shaun Stoeger) that represents the interests of TVSOs and their tribes. It organizes meetings between the TVSOs. In the State the Menominee Tribe/County has the only one accredited as both Tribal and County.

In October, this office was host to the Secretary of the WDVA, Daniel Zimmerman, as he paid visit to our community. He had the opportunity to have lunch with our Chairman Doug Cox and Veterans of the Menominee Nation (VMN). The Secretary was given a tour of our Cultural Museum and attended a listening session with our Nation's Veterans. Secretary Zimmerman has expressed being impressed with our veterans and community.

In 2020 the Menominee T/CVSO is going to host the WiCVSOA Conference. Plans are being made early to insure that we can accommodate this large gathering. Many of the State's CVSOs and TVSOs have expressed excitement over the conference being in our community. I hope to have assistance from other agencies of our tribe as the conference progresses. This is a great opportunity to showcase the positives of our Nation.

TVSOs are now in the process of planning a Native American Veteran Retreat for Veterans in Minocqua, WI at Camp American Legion. We were recently given a tour and this is a beautiful place to have such a retreat. This is currently being planned for next summer. No date set yet. This may be set at the next TVSO Meeting later this month.

We are now developing the lobby in the CVSO Building into a Veterans Drop-In Center. Wi-Fi is being added to our system to provide Vets with a place to conduct on-line business or college/school work. A copier is also provided for their use by the VMN.

This office has many plans for the future and is open to any suggestions and ideas anyone may have. Attached is the Transportation Breakdown and the letter from Shaun Stoeger TVSO/WDVA Liaison.

	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	TOTAL
Appleton	2	2	2	12	9	12	5	2	3	5	2		58@$30= $1740
Green Bay	16	18	19	18	16	8	23	22	20	27	35	19	241@$ 30=$7230
Iron Mtn.	1	1	1	1	1	1	0	1	2	3	2	3	17@$30= $510
Milwaukee	3	1		1	2	2	1	2	3	4	4	2	25@$60= $1500
Shawano	4	2			1						3	4	14@$10=$ 140
Tomah			1		2	1	2		1				7@$60=$420
Wausau	2						1			1			4@$30=$120
Menominee MI											1		1@$60=$60
													$11,720.00

APPLETON	TOTAL MILES 2017/18	6,188.4
GREEN BAY	TOTAL MILES 2017/18	21,327.1
IRON MOUNTAIN	TOTAL MILES 2017/18	3,430.0
MILWAUKEE	TOTAL MILES 2017/18	8,175.0
SHAWANO	TOTAL MILES 2017/18	231.9
TOMAH	TOTAL MILES 2017/18	2,133.6
WAUSAU	TOTAL MILES 2017/18	525.6
MENOMINEE MI	TOTAL MILES 2017/18	128.2
	TOTAL ALL MILES 2017/18	48,294.2

University of Wisconsin Cooperative Extension (UWEX)

Nancy Crevier, Area Extension Director

N172 Hwy 47/55 Keshena WI 54135 Website: http://menominee.uwex.edu/
Nancy Crevier, Area Extension Director, Email: nancy.crevier@ces.uwex.edu

The Menominee County Nation UW-Extension (Menominee UWEX) is located at the Community Technology Center on the campus of the College Menominee Nation and 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 Menominee County, the Menominee Indian Tribe, the College of Menominee Nation, and area agencies and stakeholders. For over twenty years Menominee UWEX has been providing educational programming and collaboration to Menominee County/Nation residents.

Community Development Educator—Jennifer K. Gauthier
715-799-6226 Ext 5713 Email: jennifer.gauthier@ces.uwex.edu

Community Development is a program area within Cooperative Extension that provides Wisconsin citizens with access to University research and knowledge as part of the Wisconsin Idea. The flavor of Community, Natural Resource and Economic Development (CNRED) varies by county and in Menominee County/Nation, programming is reflective of visioning sessions and community needs. Further, CNRED programming is mindful of the Community Engagement efforts and is an active member of the Menominee Wellness Initiative. CNRED coordinates and collaborates with tribal and community partners to integrate local expertise and maximize resources.

CNRED strongly feels that Indigenous knowledge is a key component to addressing the impacts of historical trauma and implements strengths-based programming that integrates language and culture. In keeping with UW-Extension's values, community access to programming is inclusive and open to all residents in Menominee County/Nation. Programming this year focused on strategic planning, food sovereignty, and education and outreach. These projects are on-going and a few may be multi-year projects. This annual report will provide highlights of program successes and is not reflective of all programming offered by CNRED.

Strategic Planning. Strategic planning with the Menominee Language Immersion Workgroup continues. This educator is was requested to facilitate this process by the Language Immersion planning team. To date, substantial work has been completed including a mission statement, identification of mandates, listing of key stakeholders, and identification of strategic issues. A major outcome of my strategic planning work was to both create useable documents for the team reflecting their work and to help identify key language immersion strategies. This work was

used by the Menominee Indian Tribe of Wisconsin to apply for two major federal grants to assist with language revitalization grants. The broader societal impact is revitalization of the Menominee language through the creation of immersion classrooms. Through the Bryson approach to strategic planning, the planning group is developing a responsible plan for language immersion growth that is both culturally relevant and sustainable.

Food Sovereignty. Food sovereignty is an important issue that many local departments and programs are working on. UW Extension both partnered and led different aspects of food sovereignty work. Menominee language and culture were integral components of food sovereignty programming and an example of that included the Green Corn and Seed Distribution event held in May of this year. At this event, community members were able to eat a meal with Indigenous foods, pick up seeds for their gardens and receive garden education from the Omāēqnomenēwak Master Gardeners, and participate in Menominee planting dances. Other food sovereignty work includes a 4H boiled dinner garden planted and harvested by high school youth, food sovereignty convenings that focused on building an understanding between community and service providers, and building local capacity through outreach and education using Extension resources.

Menominee Wellness Initiative. As an active member of this workgroup, my work has focused on providing updates to partners on food sovereignty work and seeking collaborative partners. In addition to this, I share evaluative data to help inform other partners work. A major effort includes work with an international Indigenous network that is invested in developing a model of wellness using Indigenous knowledge. The Menominee Tribe hosted an Indigenous Knowledge Exchange between Menominee, Te Reo Maori, Native Hawaiians, Salish/Kootenai Tribes, and academic scholars from Montana State University, University of Auckland, and Washington University. As an active participant, listening to ideas and helping put these ideas into action is important. As a result of this, a Center for Disease Control grant was applied for and received by UW-Extension that will help move forward some of the ideas the Menominee Wellness Initiative has been talking about for a number of years. Future work includes focused work on developing a plan for a food hub, developing a purchasing collective, developing healthy food policies in targeted areas, and evaluating and improving walking paths. All of this will be achieved using Indigenous design strategies and community input.

Family Living Educator—Dawn Doperalski
715-799-6226 Ext: 5714 Email: dawn.doperalski@ces.uwex.edu

UW-Extension Family Living Programs provides statewide leadership to promote education, resources and partnerships that create an environment where families and their communities can thrive. Family Living's unique and effective programs are developed using university research but are based on local needs assessments and local input. All families need support and resources to develop skills at critical points in their lives. Family Living works to meet these needs by: helping communities explore effective responses to issues affecting families such as poverty, childhood obesity, financial security and aging; serving as catalysts for positive change by providing leadership to ensure that community systems, services and facilities support the healthy functioning of families; increasing knowledge about health, access to safe, nutritious food and parenting practices; and reaching out to diverse families to provide research-based education and resources to help improve quality of life. This educator was at 80% FTE for the majority of the year.

Family Living Programs partners with many local agencies to bring programming to the community. In Menominee County/Nation, the Family Living Educator works with the College of Menominee Nation Department of Continuing Education, the Menominee Indian School District and the Menominee Tribal School, the Menominee Tribal Clinic, Tribal Education Department, Menominee Language and Culture, Tribal Aging and Long Term Care Department, the S. Verna Fowler Academic Library/Menominee Public Library, the Community Engagement Group, and the Menominee Wellness Initiative. These partnerships strengthen the programming of the Family Living Program and also provide a venue for offering a variety of programs – from health education to parenting to basic budgeting.

Financial topics were offered as classes, including Basic Budgeting. 5 Menominee Nation members participated in these classes. 3 parents participated in a Money Smart Maker Monday, where the educator provided information to them on talking about financial topics with their children, while their kids made banks and coin purses.

The Family Living Educator partnered with the Youth Services Librarian on the Tasty Tuesday program. The program combines reading, fun, family activities, and nutrition lessons. Each session ends with making a healthy snack that they can try to make for themselves at home. This past year, mini pizzas, maple syrup, spring greens, strawberries, blueberries, apples, pumpkins, and popcorn were focused on. There were 84 participants in the 8 sessions that she was involved in.

The Family Living Educator started a Strong Women Program – a strength training program for women 55 and older. She worked with the clinic several years ago to provide dumbbells, ankle weights and yoga mats to participants. She also worked with the Tribe's Aging and Long Term Care Department to offer free transportation for elders. There is no fee for the class. 8 women attended the spring/summer class and 9 women are in the fall/winter class. 80% of participants "strongly agreed" and 20% "somewhat agreed" that their health was better, they have become more active, their balance has improved, they feel physically stronger and have more energy. One participant wrote, "Very professional, caring and made the class fun. One feels like 'I can do this'."

The Family Living Educator has been very active in the Community Engagement effort. She served as the chairperson of the "School Readiness" Workgroup, as a member of the "Teen Pregnancy" workgroup, a member of the "Childhood Obesity" Workgroup, and as a member of the South Branch Community workgroup. She has been an active member of the back bone team for the Menominee Wellness Initiative since the beginning and has been involved in a variety of the activities that they have planned. She has been through the Menominee Nation Protective Factors Training to ensure that ACE's and the impact of trauma on families is considered in program planning.

This year, the Educator did some work around Curriculum Development. Several colleagues were working on developing curriculum through a 4-H Foundation Grant. She put together information on curriculum development and held a workshop on the process. 5 people attended. She held an Introduction to Lesson Planning class at the MLCC for language teachers and the immersion students to share the basics of writing lesson plans. She discussed what lesson plans are, why teachers do them, what the parts of a lesson plan are and shared sample templates. There were 10 participants at the first one and 3 at the second one. She held a second class called Writing Objectives and Selecting Standards for the MLCC for language teachers and immersion students. 6 people attended and the session was audio taped so unavailable teachers could participate afterward.

The Family Living Educator has partnered with the 4-H Youth Development Educator on the CYFAR (Children, Youth and Families At-Risk) Grant. This grant is a 5 year grant through USDA's NIFA (National Institute of Food and Agriculture). The grant is being used to start the Nicianak 4-Health program and involves three components: starting two 4-H clubs (one in Keshena and one in Neopit), holding a parent/caregiver component which includes parenting classes, newsletters, and social media and the development of family events to accompany the first two components. The overall goal of the grant is to improve the health and well-being of participants and, in the long run, the health of the community. We are currently in year 5 of the grant. Each club meeting has a nutrition mini-lesson, physical activity breaks, Menominee language and culture, and a group activity. The Educator had 246 educational contacts with the Keshena 4-H Club and 305 educational contacts with the Neopit 4-H Club. Some of the specific topics she covered included MyPlate, Gratitude Journals for the parents and caregivers, nutrition for young athletes, potatoes, strawberries, healthy apple treats, estimation, eating a gluten free diet, and healthy eating over the holidays. She also worked with the 4-H Educator on completing 4 Talking Circles and participated at the 4-H Summer day camps where she helped coordinate activities and did a lesson on dairy and made smoothies and crispy fruit cups.

4-H Youth Development Educator – Sofie Teller
715-799-6226 Ext. 3234 Email: sofie.teller@ces.uwex.edu

Menominee County/Nation 4-H (Head, Heart, Hands, and Health) is a youth program within Cooperative Extension. Youth ages 5-19 and adult volunteers can be actively involved in a club that focuses on the Four Essential Elements of Positive Youth Development. Menominee 4-H uniquely integrates cultural teachings that focus around the Circle of Courage model based on Generosity, Belonging, Independence, and Mastery. Furthermore, this program focuses on the importance of culturally responsive programming (CRP) for children and families. Wisconsin Nicianak 4-Health seeks to empower our participants through language, culture, and relevant hands-on experiences. It should be noted that our program takes into account the historical trauma experienced by Native American families.

Menominee 4-H Leader Council: This council was developed in October of 2018 after discussions of how adult leaders can become actively involved in helping to sustain the two 4-H clubs located in Keshena and Neopit. Club officers include President, Chantel Alveshire (*Keshena*), Vice President, Rose Wayka (*Neopit*), Secretary, Bonnie McKiernan (*Keshena*), and Treasurer, Karen Waukau (*Keshena*). Each officer has been elected for a 1-year term and will have the option to be re-elected in 2019. They are considered active 4-H volunteers who have been involved in the 4-H clubs for several years. The 4-H Educator oversees this committee by developing planning guides for future club meetings, evaluations, and fundraisers. Primarily, this council makes financial and club meeting decisions. They are now in the process of getting chartered while creating their own set of bylaws and constitution. Currently, the council meets monthly on the second Friday of each month at the College of Menominee Nation.

Menom 4-H Club (*Keshena*) & Menominee Indian 4-H Club (*Neopit*): 4-H has two clubs on the reservation that meet bi-weekly for two hours after-school. At each club meeting, youth must be accompanied by an adult due to club activities focusing on family based hands-on learning. Locations are at the College of Menominee Nation – Cultural Learning Center and the St. Anthony's Neopit Community Center. The 4-H Educator facilitates club meetings at both sites focusing on Menominee language and culture, health and nutrition, and physical activity. Each club in 2018 has had over 900 contacts with club members. Some of the highlighted activities include seasonal activities such as sledding, tobacco tying, community leadership, storytelling, and healthy foods.

New Programming: We have been working on developing fundraising projects that can help subsidize our programs when we lose our start-up grant (CYFAR). Our major activity this year was a fresh fruit cup sale at the annual Menominee Nation Contest Pow-wow. This was a major undertaking because we wanted all the parents and children involved. In addition, we had a fall-themed bake sale at the CMN Open house last October. We are looking at annual fundraising projects for our program with upcoming fundraisers at the New Year's Eve Sobriety Powwow and Menominee Veterans Pow-wow. We also had special summer day camp programming activities over the summer once a month at Mawa Censeniyah. Children and families had fun swimming, making different projects, and eating nutritional food. The culminating activity for the summer was a trip to the Milwaukee Discovery World Aquarium.

Participation & Engagement Efforts: The 4-H Educator shared with one of the CMN Education Program's course - EDU 405 Culturally Responsive Programs and Projects - her master's degree capstone project on CRP. We discussed how programs can deal with the aftermath of historical trauma with families and children. It was stressed how elders, parents, and leaders should be asked for their input regarding program development. The class observed our 4-H project in action to learn how they can develop culturally responsive programs in the schools and other organizations. 4-H volunteers and 4-H Educator facilitated in the month of November Native American Heritage month the Rock your Mocs activities. We taught participants how to make moccasins and discussed various tribal styles and design. We have done workshops at the Bonduel School District for their Native and Non-Native students and staff as well as at the College of Menominee Nation.

Menominee County/ Nation and Shawano County FoodWIse Coordinator - Lori Schuettpelz
715-799-6226 ext: 5712 Email: lori.schuettpelz@ces.uwex.edu

FoodWIse is federally funded by the Supplemental Nutrition Assistance Program Education (SNAP-Ed) serving Wisconsin residents with limited incomes. FoodWIse employs a combination of evidence- based educational strategies, accompanied by environmental supports, designed to facilitate voluntary adoption of healthy food choices and active lifestyles. Our goals are to empower people with limited financial resources to choose healthful diets and become more food secure by spending dollars wisely, expose children to new fruits and vegetables explaining why they are important to eat, teach parents how to plan and prepare healthy meals, and support the communities in making the healthy choice the easy choice where people live, learn, work and play. We focus on the messages of MyPlate while also using My Native Food Circle and pointing out the traditional foods of the Menominee Culture.

Serving Menominee County/ Nation we have been successful in building relationships with partners and participants through direct education. We take our teaching out into the community, meeting people where they gather such as the WIC clinics, meal sites, schools and food pantries. Partnering with Food Distribution's Cooking and Nutrition Class has allowed participants to try new foods in recipes they make and try while learning the health benefits it provides, such as different varieties of squash and quinoa. While there, we also acknowledge obstacles people face to making the healthy choice the easy choice so we work with community partners on changes to overcome such obstacles. Our goals for the future include working on higher complex issues that fall within Policy, Systems and Environment (PSE) work so it is easier for people to take action on what they learn to practice a healthier lifestyle. During this past year, FoodWIse participated in the Community Seed Blessing and Plant Distribution Event which provided seeds making it easier for those to garden and have more fresh vegetables available.

Our goals for the coming year will include having a full staff of one coordinator and two educators to improve service to the community by reaching more participants and fulfilling partnership agreements. We will continue to learn more about the impacts of historical trauma recognizing the effects to the people through shared learning of the Menominee Culture around food in traditional and modern customs. We are looking forward to putting more efforts into the PSE work by participating in Community Engagement and developing more partnership relations so that everyone is working towards the same goal of a healthy community.

Our biggest partners for 2018 included but are not limited to:

- Keshena Primary School teaching a series of four lessons to children in grades 4K - 3rd grade and a series of six lessons to 4th and 5th graders. We focus on where our food comes from, why it is important to eat whole grains, colorful fruits and veggies, various sources of lean protein and low fat calcium rich foods, along with foods low in fat and sugar. 463 participants
- St. Michaels Food Pantry is visited each month with a money saving and healthy eating topic such as eating whole grains, creative meals with pantry foods, drinking water instead of sugar sweetened beverages, recipes to use slow moving pantry foods, benefits of eating beans and ways to eat more fruits and veggies. 106 contacts (some duplicated participants)
- Tribal WIC Clinic is a partner to share nutrition and money saving tips for families with young children. We help parents stretch food dollars through meal planning tips, recipes using low cost healthy foods, and using food resources. FoodWIse offers evidence based educational resources and tips to parents who struggle with children being choosy eaters, ways to expose new foods, and division of responsibilities when it comes to mealtimes. 88 contacts (some duplicated participants)
- Elders Lunch and Learn Meal site at South Branch Community Center offers evidence based learning focused on older adult's nutritional needs and ways to be physically active in a casual setting. Some topics have included drinking water instead of sugar sweetened veggies, benefits of specific fruits and veggies, eating whole grains, cooking with a slow cooker, using fresh produce and gardening, ways to be physically active during the winter and food safety topics. 60 contacts (some duplicated participants).

Fiscal Year 2018 Consolidated Budget (Please see below.)

Category Description	**FISCAL YEAR 2018 CONSOLIDATED Budget**					
	TRIBAL	**Program Income**	**Federal**	**State**	**County**	**TOTALS**
Personnel Costs						
Fringe Benefits						
Travel	**$2,000**					**$2,000**
Training	**$1,800**				$1,714	**$3,514**
Supplies	**$4,614**				$3,706	**$8,320**
Contractual					$66,522	**$66,522**
Indirect Costs						
Other Costs: (list below)						
Professional Services	**$1,156**				$1,000	**$2,156**
Administrative Costs	**$600**					**$600**
Printing	**$400**					**$400**
Liability Insurance	**$422**					**$422**
Postage				$50		**$50**
Totals ►	**$10,992**			**$50**	**$72,942**	**$83,984**
Fund/Totals Ratio:	13.09%	0.00%	N/A	0.06%	80.85%	

Three other Menominee County UW-Extension staff members are fully supported by a combination of federal grants and/or UW-Extension funding, including the Positive Youth Development Extension Educator, and the FoodWIse Program Coordinator and Nutrition Educator.

Youth Services

Michael Waupoose, Director

DESCRIPTION OF THE DEPARTMENT: The Youth Services Department offices are located at the Menominee Recreation Center. The Youth Services Department consisted of 13 employees: Recreation Manager, Administrative Assistant, Youth Recreation Monitor, On-call Youth Recreation Monitor, Adolescent Health Educator, Youth Advocate, Native Connections Coordinator, Youth Prevention Worker, Restorative Justice Coordinator, Youth Prevention Coordinator, two J.O.M. Youth Outreach Workers, and Director of Youth Services. Additionally, the Youth Services Department is also a member of the Netaenowemakenak "All of my Relatives" Coalition and the Maehnow Pematesen "Living in a Good Way" Coalition. The Youth Services Department strives to help strengthen youth and families by providing support by providing prevention & awareness activities & events. To accomplish this, all departmental & collaborative activities & events are healthy, safe, & AODA free. This allows for youth and parents to engage in activities together that promote a safe and healthy atmosphere so that families can strengthen their relationships with each other as well as themselves.

FY2018 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.

FY2018 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

DEPARTMENT HIGHLIGHTS: During fiscal year 2018, The following is a list of 8 largest events and activities provided by the Youth Services Department: 3 Summer Block Parties (Keshena, Zoar, South Branch), Family Pumpkin Carving contest, Haunted Hayride, Toys for Tots Toy distribution, Chem-Free Post Prom Party, and Youth Holiday Day Dances, Attendance at these events alone was over 1,500 community members. The Johnson O'Malley Program and parent committee again provided Coats for Kids drive and the annual Sr. High School banquet. The Johnson O'Malley program also collaborated once again with the Community Resource Building to provide the Summer Youth Work Experience. The Youth Services Department also continued to provide family movie nights at Zoar & South Branch community centers. Attendance at the movie nights ranged anywhere form 10 – 30 people. The Youth Services Department partnered with the Menominee Indian School District & the Menominee Tribal School to provide prevention programming throughout the school year. Additionally, the highlights that occurred during this past fiscal year included collaboration with fellow MITW Departments, Menominee County, Menominee Tribal School, Menominee Indian School District, Woodland Boys & Girls Club, Menominee Tribal Clinic, Menominee Tribal Police Department, and other local agencies. Activities such as the Easter Egg Hunt, Breakfast with Santa, National Night Out Against Crime, Summer Youth Work Experience, Health Education Day, and Youth Olympics, and the Community trick-or-treat event were all a success as well.

DESCRIPTION OF SERVICES PROVIDED BY THE DEPARTMENT: The Youth Services Department also provides the following programs (below are brief descriptions of each program).
Youth Alliance Group is comprised of middle school & high school that are interested in sponsoring and volunteering at various community activities and events. Each member is expected to be a positive role model in the community and staying alcohol & drug free. Youth Alliance members also receive incentives for their hard work throughout the year.

C.H.O.I.C.E.S., Adolescent Parent Self-Sufficiency, and Adolescent Pregnancy Prevention programs focus on youth ages 10 & older to address puberty, hygiene, self-esteem, career goals, education to all youth regarding teen parenting pregnancy, and sex education.

Alternative Routes Program is for youth ages 11-17 and addresses underage drinking & curfew.
Advocacy Program is for youth ages 11-19. This program is one-on-on and focuses on helping the youth overcome obstacles they are faced with (i.e. habitual truancy, school attendance, low grades, and family relationships).
Truancy Reduction Program is a truancy program to help increase school attendance and academic performance for youth ages 11-17. Youth also address peer pressure and long-term & short-term goal setting.

Mentoring is for youth ages 4-17 that are in need of a positive role model in their life to help give the youth support, guidance, and to also engage them in positive and healthy activities.

Positive Indian Parenting classes are held quarterly in collaboration with the Maehnowesekiyah Wellness Center. These parenting classes go through 8 lessons & discussion that help teach parenting skills to help individuals have a healthy family.

Toys for Tots. This initiative helps provide Menominee youth and families with toys during Christmas time. Money for the Toys for Tots Initiative is raised throughout the fiscal year. This includes private donations, fundraisers, and voluntary payroll deductions for MITW employees.

Boys Prevention Circle is currently a general support group for boys in grades 6-8. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, post-secondary education.

Girls Prevention Circle is currently a general support group for boys in grades 6-8. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, post-secondary education.

Summer Baseball this includes little league (13 & younger), TCJ Baseball (ages 14-16), Menominee American Legion (ages 16-18).

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget					
	TRIBAL	**Program Income**	**Federal**	**State**	**Other**	**TOTALS**
Personnel Costs	**$112,696**		$187,758	$69,415	$63,418	**$433,287**
Fringe Benefits	**$42,181**		$83,701	$39,861	$30,600	**$196,343**
Travel			$5,662	$835	$1,367	**$7,864**
Training			$21,333	$400	$2,910	**$24,643**
Equipment				$150		**$150**
Supplies	**$8,859**		$16,341	$811	$6,150	**$32,161**
Contractual	**$5,500**			$10,060		**$15,560**
Utilities	**$1,000**					**$1,000**
Space Lease/Rental	**$17,524**		$19,396	$4,800	$6,504	**$48,224**
Indirect Costs	**$24,079**		$35,183	$14,489		**$73,751**
Other Costs: (list below)						
program activities	**$9,619**		$19,460	$5,905	$6,880	**$41,864**
advertising				$8,358		**$8,358**
photocopies	**$300**		$900	$200	$350	**$1,750**
direct assistance					$5,038	**$5,038**
telephone	**$1,400**					**$1,400**
vehicle cost	**$4,515**		$3,500			**$8,015**
cash match	**$11,200**					**$11,200**
supportive services			$800	$800		**$1,600**
participant incentives				$2,000		**$2,000**
Totals ►	**$238,873**		**$394,034**	**$158,084**	**$123,217**	**$914,208**
Fund/Totals Ratio:	26.13%	0.00%	43.10%	17.29%	13.48%	

Appendix A: Financial Report

Gregory Smith, Finance Manager

The Finance Department provides the accounting functions of the Menominee Indian Tribe of Wisconsin which consist of Payroll, General Ledger, Accounts Receivable, Accounts Payable and fiscal reporting to various funding agencies. The Department assists directors and program staff with understanding the contract/grant fiscal responsibilities. As part of Indirect Cost, the department is a required support service for all departments of the Tribe including Wolf River Development Company and Menominee Fuel Station.

The Department consists of a director, accounting supervisor, seven accountants, an accounts payable coordinator, two accounts payable clerks, an accounts receivable coordinator, three accounts receivable technicians, a payroll coordinator, a payroll technician, a system support specialist and an accounting clerk/receptionist.

Significant events:

The Tribe is audited by an external audit firm every year. The annual audit for FY2017 was conducted by RSM US LLP and received by the Tribe in June 2018. The Tribe did not receive any audit findings for this fiscal period. The Finance Department processes over 1 million transactions in a fiscal period and the process to maintain a clean external audit with no findings a very complex task. The department also participates in site reviews for various federal awards.

The Finance Department has just completed its first full fiscal period under the new accounting system. With the department being so new to this program, we continue to learn the functionality and processes. Staff has been sent for training to learn more about the system and will continue be allowed training on this system.

The Finance Department does generate general fund revenue from miscellaneous requests from individuals and employees. Revenue for FY2018 totaled $38,279.70.

The below information is the unaudited financial information for FY2018. This is a preliminary report to categorize the activity processed for FY2018. The Finance Department is still working on closing the fiscal year as of the date of this report. The Tribe is required to be financially accountable to the Federal, State and Tribal Government. Over One Hundred Two million dollars (104,000,000) was expended this fiscal year and the following reports identify the amounts by each department and funding source.
The following are included:

- Balance Sheet:
  - Includes Investments (Reserve, Burial, Education, Healthcare Judgment Funds).

- FY2018 Budgets by Ordinance Format
  - Tribal Budget
  - Program and Restricted Use Budget

- Total Expenditure Report by Departments of the Tribe which include:
  - Expenditures by Service Program
  - Expenditures by Funding Source; Tribal, Federal, State and/or other.

Category Description	FISCAL YEAR 2018 CONSOLIDATED Budget	
	Indirect Cost	**TOTALS**
Personnel Costs	$1,128,299	**$998,962**
Fringe Benefits	508,220	**434,195**
Travel	500	**894**
Training	12,000	**7,455**
Supplies	30,000	**24,393**
Minor Equipment	7,000	**4,968**
Space Lease/Rent	36,500	**31,253**
Equipment Lease	1,400	**1,526**
Contractual	19,700	**6,817**
Computer Software	40,000	**10,848**
Totals ►	**1,783,639**	**1,521,311**
Fund/Totals Ratio:	100.00%	100.00%

General Funds - Balance Sheet September 30, 2018	
Assets	
Cash and Investments:	
Cash and Cash Equivalents	150,590
Investments:	
Reserve Account	5,671,199
Education Judgment Funds	5,361,650
Health - Judgment Funds	2,782,261
Burial - Judgment Funds	2,612,840
Total Cash and Investments	**16,578,540**
Accounts Receivable:	
Individuals	67,446
Operating Lease	170,048
Wolf River Development Company	80,000
Interest Receivable	10,915
Total Accounts Receivable	**328,409**
Prepaid	
Miscellaneous prepaids	280
Total Assets	**16,907,229**
Liabilities and Fund Balance	
Accounts Payable General Fund	4,873
Accounts Payable Judgment Funds	16,006
Total Liabilities	**20,879**
Fund Balance	
Restricted - Judgment Funds	10,555,401
Reserve	6,330,949
Fund Balance	**16,886,350**
Total Liabilities and Fund Balance	**16,907,229**

Menominee Indian Tribe of Wisconsin
FY 2018 Tribal Budget Expenses

Program and Restricted Revenue	September 30, 2018		
Department	Annual Budget	Year to Date	Budget Balance
AGING - LONG TERM CARE	2,278,272.00	2,772,465.24	(494,193.24)
AGING - ELDER ACTIVITIES (Fund Bal)	41,159.00	36,038.42	5,120.58
BACK FORTY - GO FUND ME	6,603.00	7,342.41	(739.41)
CASINO FOUND MONIES (7K Fund Bal)	21,000.00	21,000.00	0.00
CHILD SUPPORT	5,600.00	4,344.13	1,255.87
COMPACT - COUNTY INTERLOCAL	100,000.00	100,000.00	0.00
COMPACT - COMMUNITYWIDE	200,000.00	200,000.00	0.00
EARLY CHILDHOOL SERVICES	418,042.00	325,439.32	92,602.68
ENVIRONMENTAL TASK FORCE	100,000.00	100,000.00	0.00
HISTORIC PRESERVATION	100,000.00	146,209.41	(46,209.41)
HOUSING - NON-PROGRAM	668,537.00	253,765.04	414,771.96
HOUSING - RESTRICTED	170,151.00	102,372.64	67,778.36
RESERVES-SLOT MACHINES	700,000.00	700,000.00	0.00
RESERVES - LAND ACQUISITION	335,762.00	335,762.00	0.00
IHS SETTLEMENT	621,779.00	466,722.70	155,056.30
JUDGMENT FUNDS - BURIAL	253,110.00	250,013.31	3,096.69
JUDGMENT FUNDS - EDUCATION	523,681.00	402,471.25	121,209.75
JUDGMENT FUNDS - HEALTH CARE	273,973.00	273,244.82	728.18
LENDING & TAX - MLF	112,125.00	133,313.47	(21,188.47)
LENDING & TAX - REVOLVING LOAN	35,000.00	16,292.89	18,707.11
LENDING & TAX - HOME REPAIR	25,000.00	7,037.68	17,962.32
LENDING & TAX - DOWN PAYMENT	2,458.00	1,302.38	1,155.62
LENDING & TAX - FUEL LOAN	5,700.00	2,211.05	3,488.95
MAEHNO (Fund Balance included.)	740,501.00	571,140.52	169,360.48
MAEHNO - BUILDING FUNDS	81,505.00	43,223.20	38,281.80
MAINTENANCE - SPACE RENTAL	340,024.00	412,959.63	(72,935.63)
MENOMINEE LEADERSHIP ACADEMY	12,500.00	0.00	12,500.00
PAYMENT TO TRIBAL MEMBERS	913,300.00	912,990.82	309.18
POW-WOW - MENOMINEE NATION	56,494.00	64,867.00	(8,373.00)
PROPERTY MANAGEMENT	60,000.00	32,942.26	27,057.74
SOCIAL SERVICES	49,460.00	127,032.66	(77,572.66)
TRANSPORTATION	2,105,840.00	2,250,884.01	(145,044.01)
UTILITIES	1,379,108.00	757,222.19	621,885.81
TOTAL REVENUE	**12,736,684.00**	**11,830,610.45**	**906,073.55**

Program and Restricted Expenditures	September 30, 2018		
Department	**Annual Budget**	**Year to Date**	**Budget Balance**
ACT 161	100,000.00	100,000.00	0.00
AGING - NON-CBRF	273,973.00	273,244.82	728.18
AGING - LONG TERM CARE	2,278,272.00	2,755,628.91	(477,356.91)
AGING - ELDER ACTIVITIES	41,159.00	36,038.42	5,120.58
AGING - LTC CONSTRUCTION FUNDS	136,776.00	136,335.70	440.30
BACK FORTY - GO FUND ME	6,603.00	0.00	6,603.00
BURIAL ASSISTANCE	253,110.00	250,013.31	3,096.69
CHILD SUPPORT	5,600.00	4,344.13	1,255.87
EARLY CHILDHOOD SERVICES	526,340.00	433,607.03	92,732.97
EDUCATION SUPPLEMENT	223,532.00	107,121.11	116,410.89
ENVIRONMENTAL TASK FORCE	100,000.00	100,000.00	0.00
ELDERLY ACTIVITIES	7,000.00	2,615.00	4,385.00
HISTORIC PRESERVATION	100,000.00	74,634.01	25,365.99
HOUSING - NON-PROGRAM	668,537.00	253,765.04	414,771.96
HOUSING - RESTRICTED	170,151.00	102,372.64	67,778.36
LEC-WGBC - CONSTRUCTION	467,103.00	330,387.00	136,716.00
LENDING & TAXES	180,283.00	150,826.38	29,456.62
MAEHNOWESEKIYAH	740,501.00	724,388.04	16,112.96
MAEHNO - BUILDING FUNDS	81,505.00	43,223.20	38,281.80
MAINTENANCE - SPACE RENTAL	340,024.00	279,513.63	60,510.37
PAYMENT TO TRIBAL MEMBERS	913,300.00	912,990.82	309.18
MENOMINEE LEADERSHIP ACADEMY	12,500.00	0.00	12,500.00
POW WOW-MENOMINEE NATION	56,494.00	59,042.74	(2,548.74)
PROPERTY MANAGEMENT	60,000.00	32,935.15	27,064.85
SLOT MACHINE LEASE	700,000.00	700,000.00	0.00
LAND ACQUISITIONS	353,662.00	335,762.00	17,900.00
SOCIAL SERVICES	49,460.00	14,134.21	35,325.79
TRANSPORTATION	2,105,840.00	2,112,930.32	(7,090.32)
TRIBAL SCHOOL	191,851.00	187,052.14	4,798.86
UTILITIES	1,579,108.00	1,140,255.86	438,852.14
YOUTH ACTIVITIES	14,000.00	7,466.97	6,533.03
TOTAL EXPENDITURES	**12,736,684.00**	**11,660,628.58**	**1,076,055.42**

Program-Restricted Profit/Loss	**169,981.87**

Menominee Indian Tribe of Wisconsin
Statement of Revenues
FY2018 Revenue Budget from 10/1/2017 through 9/30/2018

	Total Budget - Revised	Current Year Actual	Budget Balance
AGING DIVISION	79,000.00	150,003.79	(71,003.79)
CBRF	406,850.00	213,581.33	193,268.67
COMMUNITY DEVELOPMENT	80,806.00	30,948.01	49,857.99
COURTS SUPPLEMENT/FINES & FEES	60,000.00	124,616.17	(64,616.17)
DETENTION	10,500.00	8,369.65	2,130.35
ENVIRONMENTAL SERVICES SUPPLEMENT	22,749.00	15,750.00	6,999.00
GAMING	6,700,000.00	6,700,000.00	0.00
GAMING COMMISSION	17,800.00	29,180.00	(11,380.00)
INTEREST INCOME	12,000.00	14,834.51	(2,834.51)
LAW ENFORCEMENT	1,200.00	2,679.60	(1,479.60)
LEGAL SERVICES (ATTORNEY)	120,000.00	123,500.00	(3,500.00)
LENDING & TRIBAL TAX	1,201,856.00	1,162,615.44	39,240.56
LICENSE & PERMIT	206,874.00	203,174.03	3,699.97
MENOMINEE NATION NEWS	41,866.00	45,229.72	(3,363.72)
MITW / MCR LEASE	319,000.00	283,412.98	35,587.02
OTHER INCOME	48,000.00	53,385.56	(5,385.56)
POW-WOW	50,000.00	42,074.25	7,925.75
TRANSFER FROM RESERVE	1,223,040.00	366,598.89	856,441.11
TRANSFERS FROM CLINIC	971,718.00	763,453.09	208,264.91
UNCLAIMED PAYMENTS	136,000.00	137,635.28	(1,635.28)
WRDC	80,000.00	80,000.00	0.00
Total:	11,789,259.00	10,551,042.30	1,238,216.70

Menominee Indian Tribe of Wisconsin
Statement of Expenditures
FY2018 Expenses Budget from 10/1/2017 through 9/30/2018

	Total Budget - Revised	Current Year Actual	Budget Balance
ACT 161	50,000.00	50,000.00	0.00
AGING DIVISION	195,634.00	189,062.46	6,571.54
AGRICULTURE & FOOD SYSTEMS	124,876.00	52,294.99	72,581.01
ARENA NAMING RIGHTS: WISC. HERD	183,334.00	183,333.34	0.66
BURIAL ASSISTANCE	42,890.00	27,726.50	15,163.50
CBRF	662,248.00	462,721.14	199,526.86
CHICAGO COMM CTR	8,075.00	8,075.00	0.00
CHILD SUPPORT	185,307.00	167,154.94	18,152.06
COLLEGE OF MENOMINEE NATION	198,667.00	198,667.00	0.00
COMMUNITY DEVELOPMENT	497,439.00	386,570.93	110,868.07
COMMUNITY FUNDING REQUESTS	18,407.00	17,743.15	663.85
CONSERVATION SUPPLEMENT	405,185.00	401,599.50	3,585.50
CONTINGENCY	12,160.00	9,501.96	2,658.04
COURTS PROFESSIONAL FEES	38,924.00	34,223.20	4,700.80
COURTS SUPPLEMENT/FINES & FEES	233,042.00	228,505.30	4,536.70
EARLY CHILDHOOD SERVICES	500,840.00	568,939.11	(68,099.11)
ELECTION	79,392.00	50,566.04	28,825.96
EMERGENCY MANAGEMENT	151,371.00	131,414.64	19,956.36
ENVIRONMENTAL SERVICES SUPPLEMENT	197,959.00	167,392.03	30,566.97
FIRE PROTECTION	66,720.00	66,720.00	0.00
FOOD DISTRIBUTION	113,836.00	111,669.49	2,166.51
FOOD DISTRIBUTION	13,000.00	0.00	13,000.00
GAMING COMMISSION	647,199.00	608,961.83	38,237.17
HISTORIC PRESERV & LOG MUSEUM	256,992.00	199,062.15	57,929.85
INTERGOVERNMENTAL AFFAIRS	134,961.00	133,748.15	1,212.85
LANGUAGE & CULTURE COMMISSION	832,737.00	714,899.39	117,837.61
LAW ENFORCEMENT	1,324,700.00	1,239,904.93	84,795.07
LAW ENFORCEMENT- DETENTION	936,340.00	919,461.25	16,878.75
LEC COURTHOUSE MAINTENANCE	50,400.00	38,405.36	11,994.64
LEGAL SERVICES (ATTORNEY)	532,389.00	511,240.85	21,148.15
LENDING & TRIBAL TAX	54,584.00	29,103.11	25,480.89
LIBRARY	155,988.00	155,988.00	0.00
LICENSE & PERMIT	204,594.00	195,879.79	8,714.21
MENOMINEE INDIAN BOXING CLUB	11,559.00	7,889.79	3,669.21
MENOMINEE NATION NEWS	320,996.00	286,128.07	34,867.93
NEOPIT COMMUNITY CTR	8,075.00	8,075.00	0.00
OPERATION TRIBAL GOVERNMENT	572,253.00	750,721.36	(178,468.36)
OSKEH-WAEPAQTAH DV & SA	40,304.00	33,396.33	6,907.67
OTG - BACK FORTY MINE EFFORTS	500,000.00	372,548.78	127,451.22
POW-WOW	71,250.00	71,843.60	(593.60)
PROBATION - SUPPLEMENT	128,470.00	80,056.30	48,413.70
PROSECUTOR - SUPPLEMENT	139,719.00	105,852.59	33,866.41
SOCIAL SERVICES	379,861.00	302,240.92	77,620.08
SOUTH BRANCH COMM CTR	8,075.00	8,075.00	0.00
TRIBAL ADMINISTRATION	64,307.00	63,099.97	1,207.03
UW EXTENSION	10,992.00	10,992.00	0.00

VETERAN'S POW-WOW	5,900.00	5,900.00	0.00
VETERAN'S SERVICE OFFICER	29,428.00	29,428.00	0.00
WOODLAND BOYS & GIRLS	120,580.00	120,580.00	0.00
WOODLAND WOMENS REGALIA CIRCLE	7,500.00	6,685.33	814.67
YOUTH DEVELOPMENT & OUTREACH	238,873.00	229,412.14	9,460.86
YOUTH DRUMMING & WRESTLING	11,029.00	4,140.07	6,888.93
ZOAR CEREMONIAL	3,781.00	2,157.19	1,623.81
ZOAR FIRE STATION	6,117.00	5,460.63	656.37
Total:	11,789,259.00	10,765,218.60	1,024,040.40

Indirect Cost Report

Gregory Smith, Finance Manager

Indirect Cost consists of eleven (11) departments that provide services to all departments of the Tribal Government. Without these services, the Tribe would not be able to contract for funds with the Federal and State Governments.

MENOMINEE INDIAN TRIBE OF WISCONSIN
INDIRECT COST FY 2018
CONSOLIDATED BUDGET REPORT

DEPARTMENT	APPROVED BUDGET	YEAR-TO-DATE EXPENSES	BUDGET BALANCE (OVER)/Under
Administration	911,848	808,764	103,084
Enrollment	98,322	79,297	19,025
Finance	1,783,619	1,521,310	262,309
Human Resources	748,425	538,144	210,281
(IT) Information Technology	1,850,008	1,708,375	141,633
Insurance	661,292	542,431	118,861
Internal Audit	443,593	366,000	77,593
Legal Services	262,030	186,351	75,679
Maintenance	1,113,282	1,388,103	(274,821)
Property Management & Acquisition	263,377	248,732	14,645
Tribal Government	283,713	274,251	9,462
TOTAL	**8,419,509**	**7,661,758**	**757,751**

MITW Service Report
For Period October 1, 2017 through September 30, 2018

	FY2018 Expenditures
TRIBAL ADMINISTRATION	
CHICAGO COMMUNITY CENTER	8,075.00
EXTENSION AGENT	10,992.00
NEOPIT COMMUNITY CENTER	8,075.00
SOUTH BRANCH COMMUNITY CENTER	8,075.00
VETERANS POW-WOW	5,900.00
VETERANS SERVICE OFFICER	29,428.00
WOODLAND YOUTH BOYS & GIRLS	120,580.00
MPOWER DATA MANAGEMENT	63,099.97
ACT 161	150,000.00
TRIBAL	**404,224.97**
INDIRECT COST	808,763.79
LOCAL & OTHER FUNDING	**808,763.79**
AID TRIBAL GOVERNMENT	1,034.04
WILDLAND FIRE MANAGEMENT 2010/2018	68,640.37
COOPERATIVE LANDSCAPE PROJECT	7,125.11
COMP TR JUSTICE/STRATEGIC PLAN	4,121.84
FEDERAL	**80,921.36**
TRIBAL VETERAN SERVICE OFFICE 2018	13,750.00
WISCONSIN	**13,750.00**
TOTAL: TRIBAL ADMINISTRATION	**1,307,660.12**
AGING	
AGING DIVISION	174,483.18
GRANT MATCH FUNDS	14,579.28
CBRF	462,721.14
TRIBAL	**651,783.60**
M ELDER ABUSE 2015	8,639.82
TITLE VI PART C NATIVE AM CAREGIVER 2017/2020	49,333.80
TITLE VI PART A SUPPORT/NUTRITION 2017/2020	67,857.49
MIPPA 2017/2018	3,280.00
FEDERAL	**129,111.11**
CIP II 100% FMAP TRIBES FY16	(2,842.22)
CIP I 100% FMAP TRIBES FY16	(32,763.77)
CIP I 100% FMAP TRIBES FY15	(24,134.50)
TRIBAL DEMENTIA CARE 2017	27,187.90
TRIBAL DEMENTIA CARE 2018	48,495.71
TRIBAL ADR SPECIALIST 2018	46,718.30
TRIBAL ADR SPECIALIST 2017	10,000.81

MONEY FOLLOWS PERSON INITIATIVE 2018	75,000.00
TRIBAL TRANSPORTATION ELDERS 2018	36,000.00
CIP I 100% FMAP TRIBES 2017	426,373.76
CIP II 100% FMAP TRIBES 2017	544,804.00
CIP I 100% FMAP TRIBES 2018	857,278.00
CIP II 100% FMAP TRIBES 2018	1,146,666.00
TRIBAL TRANSITION FUNDING	94,468.09
FAMILY SERVICES TR BLOCK GRANT	31,489.99
WISCONSIN	**3,284,742.07**
GAMING FOUND MONEY	36,038.42
AGING/ CBRF FUNDRAISING	3,953.05
AGING & LONG-TERM CARE nonCBRF	2,755,628.91
HEALTH CARE ENDOWMENT JUDGEMENT FUNDS	273,244.82
TITLE III NUTRITION SERVICE (NSIP) 2018	13,871.58
STATE PHARMACY ASSISTANCE 2017	2,221.77
STATE HEALTH INSURANCE PROGRAM (SHIP) 2017	3,689.70
TITLE III MENOMINEE AGING DIVISION 2017	42,153.87
TITLE III MENOMINEE AGING DIVISION 2018	125,208.72
STATE HEALTH INSURANCE ASSISTANCE 2018/2019	1,246.06
MIPPA MEDICARE IMPROVE PATIENT & PROVIDERS 2018	240.00
LOCAL & OTHER FUNDING	**3,257,496.90**
TOTAL: AGING	**7,323,133.68**
AGRICULTURE	
AGRICULTURE & FOOD SYSTEMS	52,294.99
TRIBAL	**52,294.99**
TOTAL: AGRICULTURE	**52,294.99**
COMMUNITY DEVELOPMENT	
COMMUNITY DEVELOPMENT	386,570.93
LEC COURTHOUSE MAINTENANCE	28,617.67
NEOPIT POLICE PRECINCT/WOODLAND BOYS & GIRLS	330,387.00
AGING FACILITIES ADDITION	136,335.70
TRIBAL	**881,911.30**
AID TO TRIBAL GOVERNMENT	96,961.69
AID TRIBAL GOVERNMENT	122,382.88
ROAD MAINTENANCE	320,504.60
ROAD MAINTENANCE	146,651.82
REAL ESTATE SERVICES	44,283.30
REAL ESTATE	2,506.30
REAL ESTATE SERVICES	93,478.67
FACILITIES OPERATION/MAINTENANCE	34,470.13
IRR TRANSPORTATION 2008/2020	472,374.44
BIA ROADS G2G 2017 ALLOCATION 2017/2020	573,293.89
BIA ROADS G2G 2018 ALLOCATION 2018/2099	7,079.82

M TRIBAL DETENTION RENOVATION	123,785.43
LIFT STATIONS-KESHEN BE-15-J57	85,684.95
SANITATION BE-18-K36	7,107.58
LIFT STATION CO-OP SITE BE-17-K09	404,796.10
SANITATION BE-18-K21	12,000.00
NEOPIT COMM SEWER BE-12-G91	269,715.84
TRIBAL OFFICE LIFT STATION BE-15-J56	170,600.00
MIDDLE VILLAGE SBR BE-16-J86	(728.41)
NEOPIT SEWER MAIN REPLACEMENT	131,856.08
WATER SYSTEM IMPROVEMENT	3,934.78
FEDERAL	**3,122,739.89**
WISCONSIN RECYCLING 2018	9,374.79
WISCONSIN	**9,374.79**
BIA IRR ROAD CONST INTEREST	96.53
TRIBAL UTILITIES WASTEWATER	657,321.13
TRIBAL UTILITIES ELECTRIC	121,316.49
TRIBAL UTILITIES WATER	361,618.27
LOCAL & OTHER FUNDING	**1,140,352.42**
TOTAL: COMMUNITY DEVELOPMENT	**5,154,378.40**
CHAIRPERSON	
GENERAL FUND	36,261.09
T ORDINANCE AGREEMENTS & OTHER	402,482.14
CONTINGENCY	9,501.96
INTERGOVERNMENTAL AFFAIRS	133,748.15
GRANT MATCH FUNDS	20,668.04
OPERATION TRIBAL GOVERNMENT	750,372.83
COMMUNITY FUNDING REQUESTS	17,743.15
EMERGENCY MANAGEMENT	110,746.60
ARENA NAMING RIGHTS: WISC. HERD	183,333.34
BACK 40 MINE LEGAL	372,548.78
TRIBAL	**2,037,406.08**
COMMUNITY FIRE PROTECTION	7,913.92
COMMUNITY FIRE PROTECTION	9,604.84
PRE-DIASASTER MITIGATION	(2,999.71)
FEDERAL	**14,519.05**
EMERGENCY MANAGEMENT PERFORMANCE	21,002.04
PHEP BIOTERRORISM 2017	11,392.57
WISCONSIN	**32,394.61**
SPIRIT CLUB	5,393.84
GAMING FOUND MONEY	10,081.97
BACK 40 MINE NATIVE AMER TRIBES	100,600.00
MITW / MCR LEASE 2	1,016,840.00
BURIAL FUND JUDGEMENT FUNDS	16,417.67
EDUCATION JUDGEMENT FUNDS	33,299.95
HEALTH CARE ENDOWMENT JUDGEMENT FUNDS	17,657.16
INDIRECT COST	274,251.25

BACK-FORTY MINE	14,307.97
LOCAL & OTHER FUNDING	**1,488,849.81**
TOTAL: CHAIRPERSON	**3,573,169.55**
CLINIC	
SPECIAL DIABETES FOR INDIANS 2016/2020	591,338.50
M ZERO SUICIDE 2017/2020	63,314.59
IHS CLINIC 2015	10,450.85
IHS CLINIC 2016	53,823.70
IHS CLINIC 2017	914,696.07
I.H.S. CLINIC 2018	15,417,523.42
FEDERAL	**17,051,147.13**
WIC GRANTS 2017	35,525.02
WIC FARMERS MARKET NUTRITION 2017	869.00
MCH REPRODUCTIVE HEALTH 2017	6,549.01
IAP-LHD IMMUNIZATION	5,282.90
AMERICAN INDIAN HEALTH PROJECT	8,848.62
WI WELL WOMEN PROGRAM	30,243.41
COMMUNICABLE DISEASE CONTROL & PREVENTIVE	2,887.31
MEDICAID ELIGIBILITY OUTREACH	40,475.00
PREVENTIVE HEALTH & HEALTH SERVICES	3,490.00
FLUORIDE MOUTH RINSING	2,001.22
HIV PREVENTION (MINORITY)	6,382.05
EMS FUNDING ASSISTANCE 2010/2019	109.65
WIC BREASTFEEDING PEER COUNSEL 2017	8,996.00
WIC BREASTFEEDING PEER COUNSEL 2018	2,708.39
WIC GRANTS 2018	73,852.90
WIC FARMER MARKET NUTRITION 2018	1,209.42
DIABETES PREVENTION & CONTROL 2018	2,045.00
MCH REPRODUCTIVE HEALTH 2018	26,191.36
WISCONSIN	**257,666.26**
3RD PARTY BILLING SYSTEM 2018	(55,134.00)
3RD PARTY CLINIC 2018	264,066.49
IHS SETTLEMENT 2017	(365,187.04)
3RD PARTY CLINIC 2017	5,747,642.59
MOU FOSTERING FUTURES	6,945.22
RURAL INFANT HEALTH	3,118.87
WISC NATIVE AMERICAN TOBACCO NETWORK	306.33
HEALTHY START - ELIMINATION DISPARITIES PRENATAL	4,378.75
HEALTHY START-ELIMINATING DISPARITIES IN PRENATAL HEALTH	69,524.71
RURAL INFANT HEALTH	8,103.59
UW PARTNERSHIP PROGRAM	32,377.36
UW MENOMINEE WELLNESS INITIATIVE	158,346.21
CHILDREN'S HEALTH ALLIANCE WISCONSIN	9,804.17
LOCAL & OTHER FUNDING	**5,884,293.25**
TOTAL: CLINIC	**23,193,106.64**

COLLEGE MENOMINEE NATION	
T ORDINANCE AGREEMENTS & OTHER	198,667.00
LIBRARY	155,988.00
TRIBAL	**354,655.00**
NATIVE AMERICAN BASIC GRANTS	7,000.00
NATIVE AMERICAN LIBRARY ENHANCEMENT	105,805.05
M VOCATIONAL REHABILITATION	402,693.55
FEDERAL	**515,498.60**
TRIBAL VOCATIONAL REHABILITATION	64,002.87
TRIBAL VOCATIONAL REHABILITATION 2018/2019	18,421.59
LOCAL & OTHER FUNDING	**82,424.46**
TOTAL: COLLEGE MENOMINEE NATION	**952,578.06**
CONSERVATION	
CONSERVATION SUPPLEMENT	401,599.50
TRIBAL	**401,599.50**
CONSERVATION RIGHTS PROTECTION	35,840.39
CONSERVATION RIGHTS PROTECTION	230,908.66
T RESOURCE GRANT HIRING	66,883.71
T RESOURCE GRANT EQUIP/TRAIN	5,786.93
FEDERAL	**339,419.69**
SUMMER TRIBAL YOUTH 16/17	(1,115.02)
SUMMER TRIBAL YOUTH 17/18	-
SUMMER TRIBAL YOUTH 18/19	12,587.31
WISCONSIN	**11,472.29**
CONSERVATION: OTHER	160.00
LOCAL & OTHER FUNDING	**160.00**
TOTAL: CONSERVATION	**752,651.48**
COMMUNITY RESOURCES	
JOB TRAINING 477	261,357.21
TEMPORARY ASST NEEDY FAMILIES 2017	985,845.18
FEDERAL	**1,247,202.39**
IM INCOME MAINTENANCE CONTRACT	129,457.92
FSET ADMIN GPR/FED	91,892.24
FSET TRANSPORTATION GPR/FED	156.05
CHILD CARE SERVICES FOR TRIBES	14,277.97
WISCONSIN	**235,784.18**
CRC FUNDRAISING & OTHER	200.00
LOCAL & OTHER FUNDING	**200.00**
TOTAL: COMMUNITY RESOURCE CENTER	**1,483,186.57**
CHILD SUPPORT	
CHILD SUPPORT	167,154.94
	167,154.94
CHILD SUPPORT ENFORCEMENT 2018	689,248.67

LOCAL & OTHER FUNDING	**689,248.67**
TOTAL: CHILD SUPPORT	**856,403.61**
DETENTION	
LAW ENFORCEMENT- DETENTION	919,461.25
TRIBAL	**919,461.25**
DETENTION FUNDRAISING & MISC	23,889.02
LOCAL & OTHER FUNDING	**23,889.02**
LAW ENFORCEMENT	5,750.52
DETENTION	528,261.38
M PUBLIC SAFETY & COMMUNITY POLICING	32,365.67
FEDERAL	**566,377.57**
TOTAL: DETENTION	**1,509,727.84**
EARLY CHILDCARE SERVICES	
GRANT MATCH FUNDS	105,861.08
EARLY CHILDHOOD SERVICES	463,078.03
TRIBAL	**568,939.11**
INFANT & TODDLER PART C (0-2)	3,642.61
INFANT & TODDLER PART B (3-5)	76,294.32
INDIAN HEADSTART 2018/2019	304,713.07
INDIAN HEADSTART 2017/2018	1,551,107.93
CHILD CARE DEVELOPMENT FUND 2017/2019	425,732.74
CHILD CARE DEVELOPMENT FUND 2016/2018	173,080.34
FEDERAL	**2,534,571.01**
BIRTH TO THREE PROGRAM	9,456.50
CHILD & ADULT CARE FOOD (CACFP)	218,969.36
WI HEADSTART SUPPLEMENT	54,620.77
WI HEADSTART SUPPLEMENT 2018/2019	9,947.88
FAMILY SERVICES TR BLOCK GRANT	52,022.03
WISCONSIN	**345,016.54**
HEADSTART FUNDRAISING & OTHER	725.00
EDUCATION JUDGEMENT FUNDS	108,298.00
EARLY CHILDCARE SERVICE	325,309.03
RACE TO THE TOP	9,000.00
MISD EARLY CHILDCARE SERVICES	8,222.84
LOCAL & OTHER FUNDING	**451,554.87**
TOTAL: EARLY CHILDCARE SERVICES	**3,900,081.53**
EDUCATION	
EDUCATION SERVICES	463,915.85
EDUCATION SERVICES	49,506.10
FEDERAL	**513,421.95**
EDUCATION FUNDRAISING & OTHER	9,793.60
EDUCATION JUDGEMENT FUNDS	107,121.11
NTC ADULT BASIC EDUCATION	5,100.00
GROUP STUDENT TRAVEL	6,000.00

LOCAL & OTHER FUNDING	**128,014.71**
TOTAL: EDUCATION	**641,436.66**
ENVIRONMENTAL SERVICES SUPPLEMENT	
ENVIRONMENTAL SERVICES SUPPLEMENT	156,954.53
GRANT MATCH FUNDS	10,437.50
TRIBAL	**167,392.03**
WATER RESOURCES	7,173.00
CONSERVATION RIGHTS PROTECTION	262,103.33
WATER RESOURCE	(2,660.72)
CONSERVATION RIGHTS PROTECTION	93,927.64
WATER RESOURCES	8,625.32
LITIGATION SUPPORT 16/19	24,551.26
WATER RESOURCES 2014/2019	3,613.22
TRIBAL BROWNFIELD 2017/2018	51,063.00
CLEAN WATER ACT 106 2016/2018	122,378.52
GENERAL ASSISTANCE 2016/2018	40,067.03
GENERAL ASSISTANCE 2018/2020	41,493.43
CLEAN WATER ACT 106 2017/2020	73,990.01
HABITAT RESTORATION & PROTECT 2016/2018	9,054.40
FEDERAL	**735,379.44**
SOIL WATER RESOURCE MANAGEMENT 2017	509.49
SOIL WATER RESOURCE MANAGEMENT 2018	1,178.96
LOCAL & OTHER FUNDING	**1,688.45**
TOTAL: ENVIRONMENTAL	**904,459.92**
FINANCE	
INDIRECT COST	1,521,310.30
LOCAL & OTHER FUNDING	**1,521,310.30**
TOTAL: FINANCE	**1,521,310.30**
FOOD DISTRIBUTION	
FOOD DISTRIBUTION 2018	111,669.49
TRIBAL	**111,669.49**
NUTRITION EDUCATION 2017/2018	24,571.90
FOOD DISTRIBUTION 2018	364,010.33
FDPIR NUTRITION EDUCATION 2018/2019	2,341.25
NUTRITION ADVISORY COMMITTEE 2017/2018	104,853.94
FEDERAL	**495,777.42**
THE EMERG FOOD ASSIST PG TEFAP	1,418.15
FOOD PANTRY	5,984.75
NUTRITION EDUCATION	9,591.76
LOCAL & OTHER FUNDING	**16,994.66**
TOTAL: FOOD DISTRIBUTION	**624,441.57**
HUMAN RESOURCES	
INDIRECT COST	538,143.91

LOCAL & OTHER FUNDING	**538,143.91**
TOTAL: HUMAN RESOURCES	**538,143.91**
HOUSING	
SANITATION BE-16-J74	37,925.73
INDIAN HOUSING BLOCK GRANT	2,682,577.18
FEDERAL	**2,720,502.91**
HOUSING INVENTORY	11,632.79
HOUSING TAX CREDIT REIMBURSE	85,633.66
HOUSING ORD PROG RESTRICTED	102,372.64
HOUSING NON-PROGRAM RESTRICTED	253,765.04
EMERG SHELTER DONATION/FUNDRAS	1,012.00
202 ELDERLY HOUSING	57,875.92
LOCAL & OTHER FUNDING	**512,292.05**
TOTAL: HOUSING	**3,232,794.96**
HISTORIC PRESERVATION	
HISTORIC PRESERV & LOG MUSEUM	199,062.15
TRIBAL	**199,062.15**
MENOMINEE NAGPRA 2018/2019	2,999.95
T HISTORIC PRESERVATION OFFICERS 2018/2019	45,457.67
TRIBAL HISTORIC PRESERVATION OFFICERS	56,249.08
UNDERREPRESENTED COMM	654.84
FEDERAL	**105,361.54**
HISTORIC PRESERVTN FUNDRAISING	35,244.49
HISTORIC PRESERVATION SP PROJ	300.00
MUSEUM MAINTENANCE BUILDING	39,089.52
TRIBAL TOURISM ASSISTANCE	5,000.00
MENOMINEE TRADITIONAL LIFEWAYS	94.13
NATIVE ARTS INITIATIVE	20,696.73
ARTS PROFESSIONAL DEVELOPMENT	1,700.00
LOCAL & OTHER FUNDING	**102,124.87**
TOTAL: HISTORIC PRESERVATION	**406,548.56**
INTERNAL AUDIT	
INDIRECT COST	366,000.40
LOCAL & OTHER FUNDING	**366,000.40**
TOTAL: INTERNAL AUDIT	**366,000.40**
INSURANCE	
BURIAL ASSISTANCE	27,726.50
TRIBAL	**27,726.50**
BURIAL FUND JUDGEMENT FUNDS	250,013.31
INDIRECT COST	533,594.14
PROPERTY & LIABILITY INSURANCE	(11,174.00)
HEALTH INSURANCE	16,675,521.20

MITW WORKMENS COMPENSATION	425,917.76
SHORT-TERM DISABILITY	259,222.73
LOCAL & OTHER FUNDING	**18,133,095.14**
TOTAL: INSURANCE	**18,160,821.64**
INFORMATIN TECHNOLOGY	
INDIRECT COST	1,708,374.94
LOCAL & OTHER FUNDING	**1,708,374.94**
TOTAL: INFORMATION TECHNOLOGY	**1,708,374.94**
JUDICIARY	
COURTS PROFESSIONAL FEES	34,223.20
COURTS SUPPLEMENT/FINES & FEES	221,314.06
ELECTION	50,566.04
TRIBAL	**306,103.30**
JUDICIAL SERVICES	565,713.17
JUDICIAL SERVICES	622.93
M JOINT ADULT DRUG COURT 2015/2018	49,572.77
MEN JOINT DRUG COURT 2015/2018	64,938.10
FEDERAL	**680,846.97**
TOTAL: JUDICIARY	**986,950.27**
LAW ENFORCEMENT	
LAW ENFORCEMENT	1,239,904.93
TRIBAL	**1,239,904.93**
LAW ENFORCEMENT	1,230,881.00
INDIAN HIGHWAY SAFETY 2017	(3,854.50)
INDIAN HIGHWAY SAFETY 2018	159,267.57
BULLETPROOF VEST REPLACEM 2016	8,242.50
M T VICTIM ASSISTANCE 2015/2018	163,827.81
SEXUAL ASSUALT SERVICES	52,886.16
SEX OFFENDER REGISTRY	157,233.30
COPS TRGP EQUIP & TRAINING	220,344.31
FEDERAL	**1,988,828.15**
MENOMINEE CRIME VICTIM	128,223.45
TRIBAL LAW ENFORCEMENT	14,349.53
TRIBAL LAW ENFORCEMENT 2018	62,463.85
WISCONSIN	**205,036.83**
LEC SPIRIT CLUB	124.08
LAW ENFORCEMENT FUNDRAISING	11,333.50
COUNTY/TRIBAL LAW ENFORCEMENT	5,303.17
COUNTY/TRIBAL LAW ENFORCEMENT 2018	23,962.37
BADGES FOR BASEBALL 2017/2018	3,726.10
LOCAL & OTHER FUNDING	**44,449.22**
TOTAL: LAW ENFORCEMENT	**3,478,219.13**
LANGUAGE & CULTURE	

LANGUAGE & CULTURE COMMISSION	714,899.39
TRIBAL	**714,899.39**
LANGUAGE & CULTURE FUNDRAISING & OTHR	595.00
MISD LANGUAGE & CULTURE COM	2,780.25
LOCAL & OTHER FUNDING	**3,375.25**
TOTAL: LANGUAGE & CULTURE	**718,274.64**
LEGAL SERVICES	
LEGAL SERVICES (ATTORNEY)	511,240.85
TRIBAL	**511,240.85**
INDIRECT COST	186,350.71
LOCAL & OTHER FUNDING	**186,350.71**
TOTAL: LEGAL SERVICES	**697,591.56**
LICENSE/PERMIT & ENROLLMENT	
LICENSE & PERMIT	195,879.79
TRIBAL	**195,879.79**
MTL/MTE DISTRIBUTION	884,884.11
INDIRECT COST	79,297.13
LOCAL & OTHER FUNDING	**964,181.24**
TOTAL: LICENSE/PERMIT & ENROLLMENT	**1,160,061.03**
LENDING & TAX	
LENDING & TRIBAL TAX	29,103.11
TRIBAL	**29,103.11**
CREDIT & FINANCE	67,623.66
CREDIT & FINANCE	7,334.70
VOLUNTEER INCOME TAX ASSISTANCE 2016/2018	7,021.31
FEDERAL	**81,979.67**
MENOMINEE LOAN FUND	150,826.38
LOCAL & OTHER FUNDING	**150,826.38**
TOTAL: LENDING & TAX	**261,909.16**
MAEHNOWESEKIYAH	
GRANT MATCH FUNDS	33,396.33
TRIBAL	**33,396.33**
M COMM-BASED CORRECTIONAL ALT	48,974.04
M ELDER ABUSE 2015	57,037.96
M DOMESTIC VIOLENCE & SEXUAL A	338,058.52
M TRIBAL GOVERNMENT	83,557.93
MAEHN: FAMILY VIOL PREV FY2017	21,556.31
MAEHN: IHS 239-11-0006 FY2013	54,401.09
MAEHN: IHS 239-11-0006 FY2014	5,280.00
MAEHN: IHS 239-15-0007 FY 2016	31,827.38
MAEHN: IHS 239-15-0007 FY 2017	10,216.57
MAEHN: IHS 239-18-0006 FY 2018	763,468.23

FEDERAL	**1,414,378.03**
FAMILY SVC: WI HEALTH	150,312.51
MENTAL HEALTH BLOCK GRANT-SYS	7,211.50
TRIBAL MEDICAL RELIEF BLOCK GRANT	118,612.62
SUBSTANCE ABUSE (SA) PREVENTION	124,403.03
TREATMENT ALTERN/DVRSN 2017	2,349.62
DOMESTIC ABUSE BASIC SERVICES	72,721.94
CHILD WELFARE HOMELESS YOUTH & RUNAWAY	61,851.51
DOMESTIC ABUSE SUPPORT SERVICE	15,435.21
ENHANCED DOMESTIC VIOLENCE NATIVE AMERICAN TRIBES	45,428.18
FAMILY SERVICES TR BLOCK GRANT	35,323.69
WISCONSIN	**633,649.81**
MAEHNOWESEKIYAH FUNDRAISING & OTHER	1,691.00
OSKEH-WAEPEQTAH FUNDRAISING & OTHER	183.80
MAEHNOWESEKIYAH	724,388.04
MAEHN: HEADQUARTERS BLDING	43,223.20
STRATEGIC PREVENTION FRAMEWORK	110,690.24
MISD MAEHNOWESEKIYAH	576.69
LOCAL & OTHER FUNDING	**880,752.97**
TOTAL: MAEHNOWESEKIYAH	**2,962,177.14**
MAINTENANCE	
ZOAR FIRE STATION	5,460.63
LEC COURTHOUSE MAINTENANCE	9,787.69
TRIBAL	**15,248.32**
FACILITIES OPERATION/MAINTENANCE	174,962.28
FEDERAL	**174,962.28**
FACILITIES SPACE RENTAL	279,513.63
INDIRECT COST	1,388,102.62
LOCAL & OTHER FUNDING	**1,667,616.25**
TOTAL: MAINTENANCE	**1,857,826.85**
PROPERTY MANAGEMENT	
INDIRECT COST	248,731.54
INTERNAL SERVICES	32,935.15
LOCAL & OTHER FUNDING	**281,666.69**
TOTAL: PROPERTY MANAGEMENT	**281,666.69**
PROBATION	
GRANT MATCH FUNDS	12,535.15
PROBATION - SUPPLEMENT	67,521.15
TRIBAL	**80,056.30**
JUDICIAL SERVICES	125,058.98
JUDICIAL SERVICES	22,405.60
FEDERAL	**147,464.58**
TREATMENT ALTERNATIVE DIVERSION 2018	37,605.43

LOCAL & OTHER FUNDING	**37,605.43**
TOTAL: PROBATION	**265,126.31**
PROSECUTOR	
PROSECUTOR - SUPPLEMENT	105,852.59
TRIBAL	**105,852.59**
JUDICIAL SERVICES	166,009.32
JUDICIAL SERVICES	23,960.17
FEDERAL	**189,969.49**
TOTAL: PROSECUTOR	**295,822.08**
POW-WOW	
POW-WOW	131,711.34
TRIBAL	**131,711.34**
TOTAL: POW-WOW	**131,711.34**
SOCIAL SERVICES	
GRANT MATCH FUNDS	6,264.58
SOCIAL SERVICES	295,976.34
TRIBAL	**302,240.92**
SOCIAL SERVICES	349,127.83
SOCIAL SERVICES	75,523.21
CHILDREN'S JUSTICE ACT INDIAN COMMUNITIES	57,337.53
CHILD WELFARE TITLE IV-B 18/19	1,148.48
CHILD WELFARE TITLE IV-B 17/18	17,645.26
FEDERAL	**500,782.31**
TRIBAL COORDINATED SERV TEAM 2018	51,728.77
KINSHIP CARE BENEFITS	220,294.00
KINSHIP CARE ASSESSMENTS	9,651.63
WISCONSIN	**281,674.40**
SOCIAL SERVICES TITLE IV-E SPARC	14,134.21
MOU FOSTERING FUTURES	4,795.46
SOCIAL SERVICES (INCOME)	1,478.49
MISD SOCIAL SERVICES	1,653.44
LOCAL & OTHER FUNDING	**22,061.60**
TOTAL: SOCIAL SERVICES	**1,106,759.23**
GAMING COMMISSION	
GAMING COMMISSION	608,961.83
TRIBAL	**608,961.83**
TOTAL: TRIBAL GAMING COMMISSION	**608,961.83**
TRIBAL NEWS	
TRIBAL NEWS	286,128.07
TRIBAL	**286,128.07**
TOTAL: TRIBAL NEWS	**286,128.07**

TRANSIT	
BIA ROADS G2G 2017 ALLOCATION 2017/2020	30,746.41
OPERATING ASSISTANCE 5311 2017	1,357,160.96
OPERATING ASSISTANCE 2018	540,479.95
TRIBAL	**1,928,387.32**
PUBLIC TRANSPORTATION 2017	158,064.27
CAPITAL ASSISTANCE 2015	3,077.47
PARATRANSIT SUPPLEMENTAL AID 2017	3,535.02
URBAN MASS TRANSIT OPERATING 2018	290,907.00
PUBLIC TRANSPORTATION 2018	1,711,743.67
FEDERAL	**2,167,327.43**
MENOMINEE TRANSPORTATION	827,774.68
SPIRIT CLUB TRANSPORTATION	7,395.71
TRANSIT CONTRACTS AGREEMENTS	1,275,155.64
LOCAL & OTHER FUNDING	**2,110,326.03**
TOTAL: TRANSIT	**6,206,040.78**
TRIBAL SCHOOL	
MTS ENHANCEMENT	3,539.06
MTS TRIBAL GRANT SUPPORT	19,775.07
INDIAN SCHOOL EQUALIZATION PRG	3,513.22
MTS PART B IDEIA EDUC/HANDICAP	19,173.86
MTS 21 CENTURY TITLE IV B	86.39
MTS OPERATIONS/MAINTENANCE	107,090.28
MTS TITLE IIA TEACHER QUALITY	1,575.50
MTS MI&R PROJECTS	4,970.00
INDIAN EDUCATION FORMULA 2017/2018	43,091.44
MTS TITLE 1A LANGUAGE ARTS	5,631.31
MTS TRANSPORTATION 2018/2019	53,976.54
MTS TRIBAL GRANT SUPPORT 18/19	6,682.04
MTS TITLE IV 21st CENTURY	140,161.82
MTS TITLE IIA TEACHER QUALITY	54,061.18
MTS TITLE IA LANGUAGE ARTS	463,903.39
MTS OPERATION & MAINTENANCE	109,311.33
MTS TRANSPORTATION	292,035.00
MTS PART B EDUCATION HANDICAP	420,185.50
INDIAN SCHOOL EQUALIZATION PROGRAM	1,660,669.95
MTS TRIBAL GRANT SUPPORT	358,251.04
FEDERAL	**3,767,683.92**
M TRIBAL SCHOOL: FOOD 2018/2019 (NSL)	16,080.17
MTS SUMMER SCHOOL FOOD (SFSP)	4,462.28
M TRIBAL SCHOOL: FOOD 17/18 (NSL)	120,760.48
MTS: FRESH FRUIT & VEGETABLE-376 (FFVP) 17/18	8,759.90
MTS: FRESH FRUIT & VEGETABLE-595 ALLOC A (FFVP) 2018	1,531.07
MTS SUMMER SCHOOL FOOD 2018 (SFSP)	3,177.85

WISCONSIN	**154,771.75**
TRIBAL SCHOOL INTEREST	6,708.53
EDUCATION JUDGEMENT FUNDS	187,052.14
TRIBAL SCHOOL REVOLVING	13,876.59
MTS: SEED GRANT AGREEMENT 2018	1,500.00
LOCAL & OTHER FUNDING	**209,137.26**
TOTAL: TRIBAL SCHOOL	**4,131,592.93**
WOLF RIVER APARTMENT COMPLEX	
MIDDLE VILLAGE APARTMENT COMPL	64,515.57
LOCAL & OTHER FUNDING	**64,515.57**
TOTAL: WOLF RIVER APARTMENT COMPLEX	**64,515.57**
WOLF RIVER DEVELOPMENT	
BUSINESS CHARTER-WOLF RIVER DV	264,426.48
LOCAL & OTHER FUNDING	**264,426.48**
TOTAL: WOLF RIVER DEVELOPMENT	**264,426.48**
YOUTH DEVELOPMENT	
GRANT MATCH FUNDS	10,503.28
YOUTH DEVELOPMENT & OUTREACH	218,908.86
ZOAR CEREMONIAL	2,157.19
YOUTH DRUMMING & WRESTLING	4,140.07
MENOMINEE INDIAN BOXING CLUB	7,889.79
WOODLAND WOMENS REGALIA CIRCLE	6,685.33
TRIBAL	**250,284.52**
JOHNSON O'MALLEY	107,779.03
M T JUVENILE HEALING & WELLNESS 2015/2019	89,890.67
M TRIBAL YOUTH 2017/2021	18,637.63
PROMOTING SAFE & STABLE FAMILY 2016/2018	31,509.85
MENOMINEE TR BEHAVIORAL HEALTH	186,727.38
FEDERAL	**434,544.56**
FAMILY SERVICES TR BLOCK GRANT	139,871.29
WISCONSIN	**139,871.29**
YOUTH DEVELOPMENT FUNDRAISING	9,304.11
TOYS FOR TOTS INITIATIVE	4,862.44
STRATEGIC PREVENTION	23,848.53
COMMUNITY GATHERING	500.00
LOCAL & OTHER FUNDING	**38,515.08**
TOTAL: YOUTH DEVELOPMENT	**863,215.45**
GRAND TOTAL	**104,791,681.87**

SUMMARY FUNDING SOURCES	
TRIBAL	13,684,679.82
FEDERAL	41,720,718.45
WISCONSIN	5,605,204.82
LOCAL & OTHER FUNDING	43,781,078.78
GRAND TOTAL	**104,791,681.87**

Appendix B: Investments

Stacie Bowman

Overview

The Investment Committee of the Tribe was created pursuant to Investment Plan Chapter 111 of the Code of the Menominee Indian Tribe of Wisconsin. The committee consists of the following eight members: Joan Delabreau MTL member and Committee Chairman Craig Corn, MTL member; Ron Corn Sr., MTL Member; Jonathan Wilber, Administration; Greg Smith, Finance Director; AnnMarie Johnson, Lending & Tribal Taxes Director; Gunnar Peters, Community Member; Kim Oshkeshequoam, 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? Currently, there are four (4) funds subject to the control of the investment policy. Those funds include: (1) the Reserve fund; (2) Healthcare Endowment fund; (3) Education Endowment fund; and (4) Burial Benefit 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.
- 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 FY2015 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 Investment Plan Chapter 111. 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 and Trust and Agency Funds 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 and TRUST & AGENCY FUNDS

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%

Reserve 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%

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

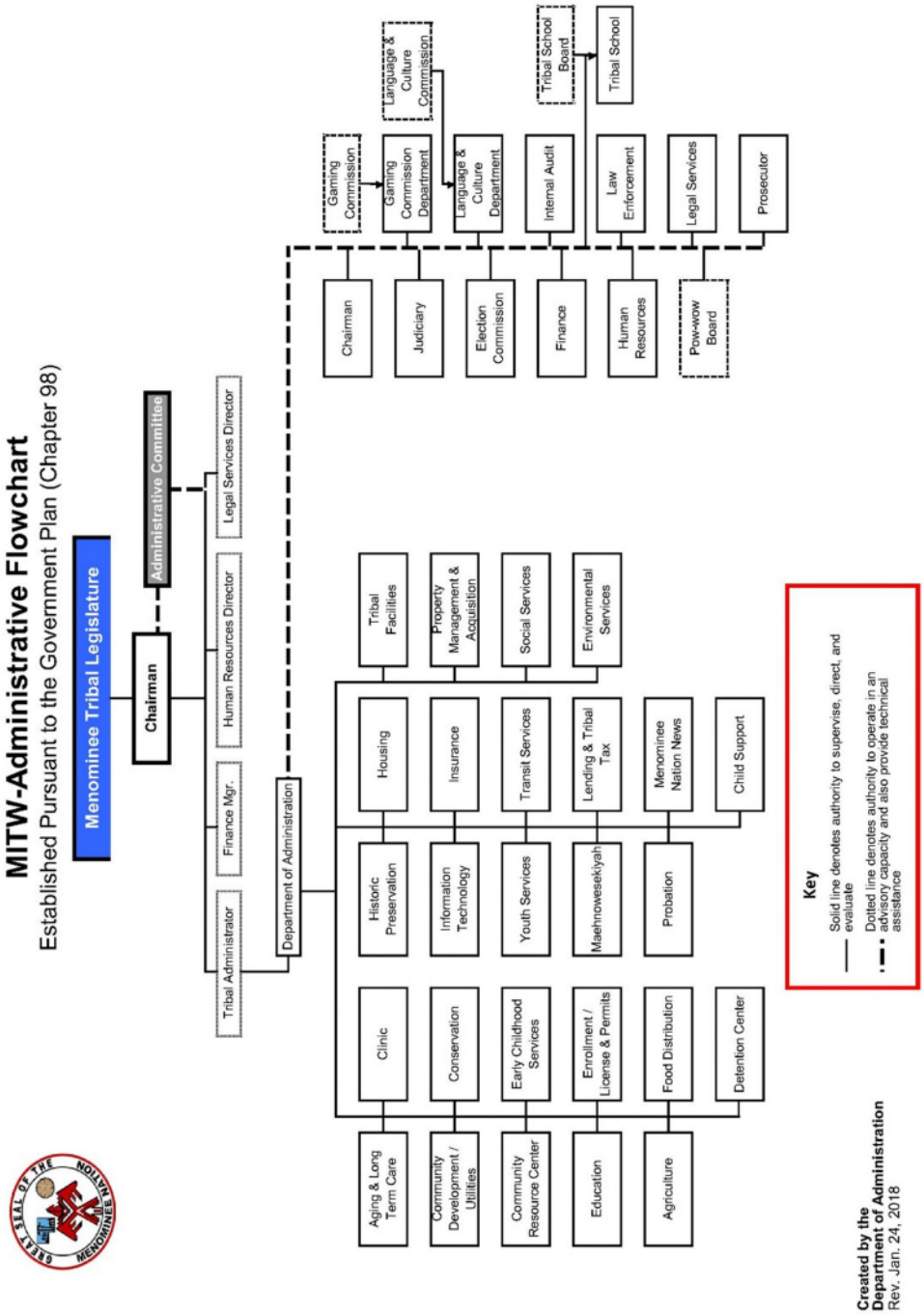
The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

Period: Ending 9/30/2018	**Education**	**Health**	**Burial**	**Reserve**
Balance as of 9/30/2017	**$5,223,667.02**	**$2,783,911.62**	**$2,571,848.25**	**$6,603,196.25**
Income				
Interest	$25,538.19	$12,402.14	$11,995.81	$44,788.62
Dividend	$62,863.31	$34,834.94	$31,197.57	$70,609.76
Contributions	$0.00	$0.00	$0.00	$443,986.72
Disbursements				
Transferred to Tribe/Programs/Beneficiary	-$311,604.05	-$239,280.78	-$181,900.68	-$1,617,000.00
Management Fees	-$30,735.70	-$16,318.50	-$15,159.51	-$33,549.77
Realized Gains / (losses)	$344,069.24	$209,420.39	$179,627.40	$314,210.46
Change in Accrued Income	$670.84	$333.56	$324.37	$624.60
Unrealized Appreciation/ (depreciation)	$50,987.59	-$1,259.11	$16,491.16	-$147,791.26
9/30/2018 Market Value	**$5,364,565.71**	**$2,783,714.65**	**$2,614,227.59**	**$5,676,356.94**
Cash and Equiv.	$61,841.72	$32,807.34	$30,199.56	$72,036.44
Fixed Income	$2,007,413.53	$1,052,522.93	$970,760.43	$3,229,880.17

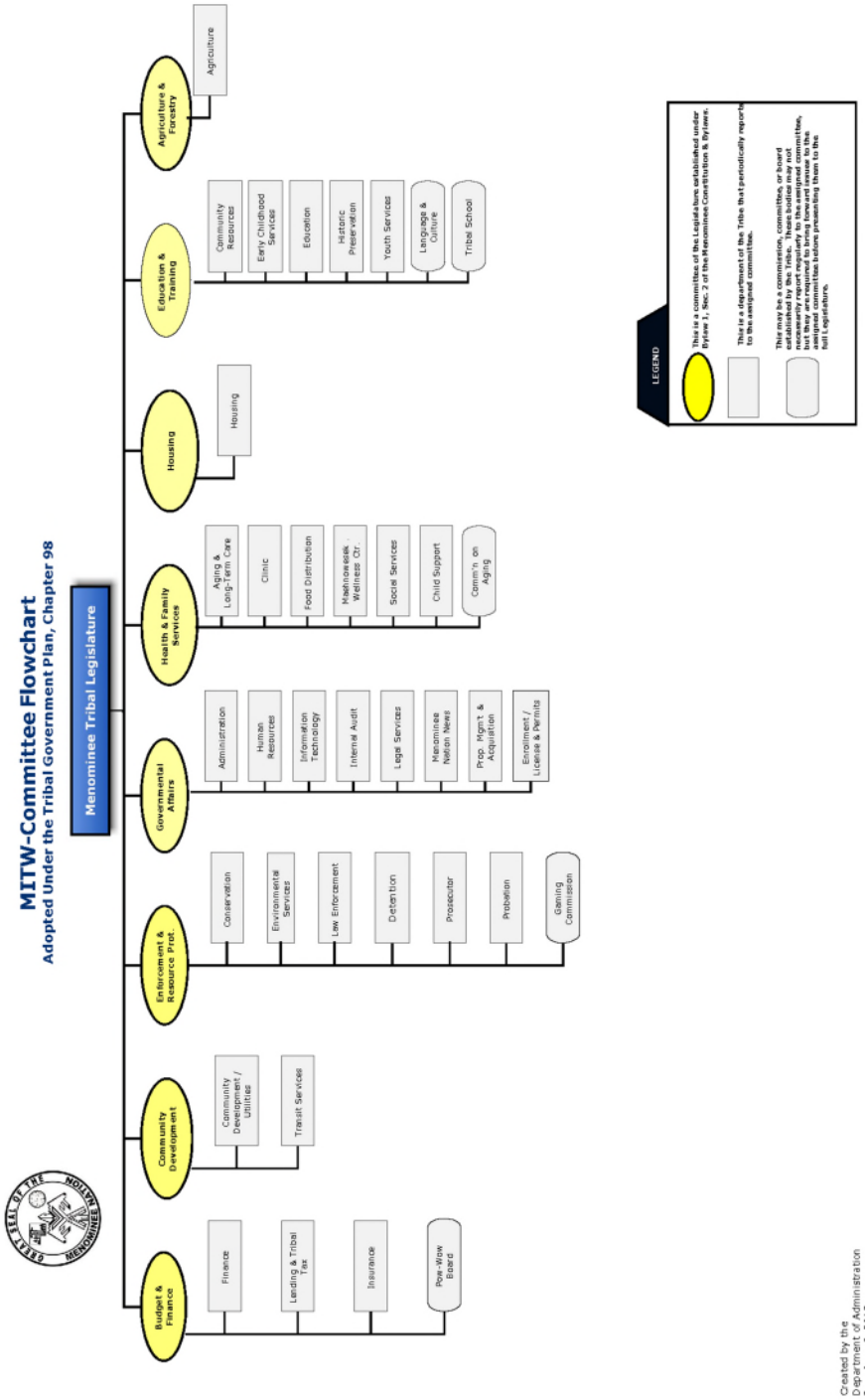
Equities	$3,292,395.19	$1,696,931.07	$1,611,879.64	$2,369,282.03
Accrued Income	$2,915.27	$1,453.31	$1,387.96	$5,158.30

Contributions to Reserve Account:	
$36,456.00	9/30/2016
$89,804.83	10/13/2016
$2,913,449.59	2/10/2017
$142,726.59	2/22/2017
$36,456.00	3/28/2017
$32,791.58	3/30/2017
$36,304.97	4/26/2017
$35,133.84	5/18/2017
$36,304.97	6/26/2017
$35,133.84	8/3/2017
$36,304.97	8/18/2017
$36,304.97	9/18/2017
$35,133.84	10/23/2017
$408,852.88	9/18/2018
Total Since 9/30/2016:	
$3,911,158.87	

Appendix C: Administrative Flowchart



Appendix D: Committee Flowchart



Appendix E: Tribal Preference Report

FY2018 (As of Sept. 30, 2018)	October 1, 2017 Total Employee Count	Menominee Enrolled	Menominee 1st, 2nd Descendent	Legally Married Spouse	Other Tribe Enrolled	Other Tribe - 1st, 2nd Descendent	Undefined	Other	Veteran	Current Year End Composition	Total Employee Population	Department % of Total employee Population	Department % - Menominee Enrolled Members	Department % - Descendent	Department % - Spouse	Department % - Other Tribe	Department % - Undefined	Department % - Other	Department % - Veteran
Administration	14	9	2	0	2	0	0	0	1	13	868	1%	69%	15%	0%	15%	0%	0%	8%
Aging & Long Term Care	31	20	2	0	0	0	0	9	1	31	868	4%	65%	6%	0%	0%	0%	29%	3%
Agriculture & Food Systems	0	2	0	0	0	0	0	0	0	2	868	0%	100%	0%	0%	0%	0%	0%	0%
Chairman's Office	14	15	0	0	0	0	0	0	1	15	868	2%	100%	0%	0%	0%	0%	0%	7%
Child Support	10	7	1	0	1	0	0	1	1	10	868	1%	70%	10%	0%	10%	0%	10%	10%
Tribal Clinic	155	73	3	2	5	0	0	89	1	172	868	20%	42%	2%	1%	3%	0%	52%	1%
Community Development	16	8	1	0	0	0	0	1	0	10	868	1%	80%	10%	0%	0%	0%	10%	0%
Community Resources Center	18	12	0	1	0	0	0	2	0	15	868		80%	0%	7%	0%	0%	13%	0%
Conservation	10	7	0	0	0	0	0	0	2	7	868	1%	100%	0%	0%	0%	0%	0%	29%
Domestic Violence Program	0	5	1	0	0	0	0	1	0	7	868		71%	14%	0%	0%	0%	14%	0%
Early Childhood Services	60	53	5	0	2	0	0	5	2	65	868	7%	82%	8%	0%	3%	0%	8%	3%
Education	2	3	0	0	0	0	0	0	0	3	868	0%	100%	0%	0%	0%	0%	0%	0%
Elections	2	1	0	0	0	0	0	0	0	1	868	0%	100%	0%	0%	0%	0%	0%	0%
Emergency Management	1	0	1	0	0	0	0	0	0	1	868	0%	0%	100%	0%	0%	0%	0%	0%
Enrollment	3	4	0	0	0	0	0	0	0	4	868	0%	100%	0%	0%	0%	0%	0%	0%
Environmental Services	9	6	0	0	0	0	0	2	0	8	868	1%	75%	0%	0%	0%	0%	25%	0%
Finance	21	14	1	0	0	0	0	5	1	20	868	2%	70%	5%	0%	0%	0%	25%	5%
Food Distribution	11	8	1	0	0	0	0	0	0	9	868	1%	89%	11%	0%	0%	0%	0%	0%
Gaming Commission	7	6	0	0	0	0	0	1	0	7	868	1%	86%	0%	0%	0%	0%	14%	0%
Historic Preservation	4	4	0	0	0	0	0	0	0	4	868	0%	100%	0%	0%	0%	0%	0%	0%
Housing	43	40	0	1	0	0	0	2	1	43	868	5%	93%	0%	2%	0%	0%	5%	2%
Human Resources	5	6	1	0	0	0	0	0	1	7	868	1%	86%	14%	0%	0%	0%	0%	14%
Information Technology	14	4	4	0	0	0	0	9	2	17	868	2%	24%	24%	0%	0%	0%	53%	12%
Insurance	6	3	1	0	0	0	0	2	0	6	868	1%	50%	17%	0%	0%	0%	33%	0%
Intergovernmental Affairs	1	1	0	0	0	0	0	0	0	1	868	0%	100%	0%	0%	0%	0%	0%	0%
Internal Audit	1	1	1	0	0	0	0	1	0	3	868	0%	33%	33%	0%	0%	0%	33%	0%
Language & Culture	13	12	0	0	0	0	0	0	1	12	868	1%	100%	0%	0%	0%	0%	0%	8%
Legal Services	6	2	1	1	0	0	0	3	0	7	868	1%	29%	14%	14%	0%	0%	43%	0%
Lending & Tribal Taxes	4	40	0	0	0	0	0	0	0	40	868	5%	100%	0%	0%	0%	0%	0%	0%
Maehnowesekiyah	43	22	4	0	1	0	0	4	0	31	868	4%	71%	13%	0%	3%	0%	13%	0%
Maintenance	14	13	0	0	0	0	0	1	1	14	868	2%	93%	0%	0%	0%	0%	7%	7%
Menominee Nation News	4	2	0	0	0	0	0	2	0	4	868	0%	50%	0%	0%	0%	0%	50%	0%
Probation	2	5	0	0	0	0	0	0	0	5	868	1%	100%	0%	0%	0%	0%	0%	0%
Property Management & Acquisition	3	2	1	0	0	0	0	0	0	3	868	0%	67%	33%	0%	0%	0%	0%	0%
Prosecutor	4	2	0	0	0	0	0	3	0	5	868	1%	40%	0%	0%	0%	0%	60%	0%
Social Services	7	7	0	0	0	0	0	4	1	11	868	1%	64%	0%	0%	0%	0%	36%	9%
Transit Services	125	54	7	2	14	0	0	44	3	121	868	14%	45%	6%	2%	12%	0%	36%	2%
Tribal Courts	14	12	1	0	0	0	0	0	0	13	868	1%	92%	8%	0%	0%	0%	0%	0%
Tribal Jail	18	14	0	0	1	0	0	2	1	17	868	2%	82%	0%	0%	6%	0%	12%	6%
Tribal Police	31	21	2	0	2	0	0	4	7	29	868	3%	72%	7%	0%	7%	0%	14%	24%
Tribal School	59	31	0	1	1	0	0	23	1	56	868	6%	55%	0%	2%	2%	0%	41%	2%
Tribal Utilities	7	6	0	0	0	0	0	1	2	7	868	1%	86%	0%	0%	0%	0%	14%	29%
Youth Services	7	12	0	0	0	0	0	0	0	12	868	1%	100%	0%	0%	0%	0%	0%	0%
Total Employee FY17	819																		
Total (Numerical)		569	41	8	29	0	0	221	31	868		97%							
Total (Percent)		66%	5%	1%	3%	0%	0%	25%	4%	100%									

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