

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 2021

Annual General Council Meeting Agenda

**Saturday, January 15, 2022 at 9:00 a.m., at the Omāēqnomenēwak Wētōhkatikamek
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 Ron Corn Sr.**
- 10. ARPA (American Rescue Plan Act) funds 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. Action Taken per Annual General Council motions dated October 16, 2021**
- 13. Other Business – Tribal Comment(s)**
- 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 2022 ***

Tribe's Annual Events			
Annual Events		Important Dates & Timelines	
Annual General Council Meeting		Saturday, January 15, 2022	
Main Tribal Elections	Neopit	Wednesday, January 12, 2022	
	Keshena	Thursday, January 13, 2022	
Annual Swearing-In Ceremony		Sunday, February 6, 2022	
Menominee Indian High School Graduation		TBD (COVID-19 Precautions)	
Menominee Veterans Pow-wow		TBD (COVID-19 Precautions)	
Memorial Day Parade		TBD (COVID-19 Precautions)	
Menominee Nation Contest Pow-wow		TBD (COVID-19 Precautions)	
Holidays Observed by the Tribe			
Holiday	Date	Holiday	Date
Martin Luther King Jr.	Monday Jan. 17, 2022	Veteran's Day	Friday Nov. 11, 2022
President's Day	Monday Feb. 21, 2022	Thanksgiving Day	Thursday Nov. 24, 2022
Good Friday	Friday April 15, 2022	Day After Thanksgiving	Friday Nov. 25, 2022
Memorial Day	Monday May 30, 2022	Restoration Day	Thursday Dec. 22, 2022
Juneteenth Day (obs.)	Monday June 20, 2022	Christmas Eve (obs.)	Friday Dec. 23, 2022
Independence Day	Monday July 4, 2022	Christmas Day (obs.)	Monday Dec. 26, 2022
Labor Day	Monday Sep. 5, 2022	New Year's Eve (obs.)	Friday Dec. 30, 2022
Indigenous People's Day	Monday Oct. 10, 2022	New Year's Day (obs.)	Monday Jan. 2, 2023



MENOMINEE INDIAN TRIBE OF WISCONSIN CHAIRMAN'S OFFICE

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

Posoh Mawanew We Yuk:

I would like to take this opportunity to say Waewaenen, to the Menominee Tribal membership for the honor of serving as the Tribal Chairman, and I would like to say Waewaenen, for our Menominee Tribal Legislature for their dedication, insights, and guidance. We say Waewaenen to our Tribal employees for their commitment to the Menominee Tribe and people.

In this 2021 annual report, we want to share our actions to provide for the wellbeing and future of our tribe, the challenges we face as a tribe as well as the various ways in which we have turned those challenges into projects, programs, and actions that have not only benefited our tribal members, but have helped the entire community.

This past year, our Menominee Tribe's resiliency and sense of community certainly prevailed, as we faced formidable challenges brought on by the COVID-19 pandemic. Not only was it crucial to maintain governmental operations and services as best as we could, it had to be done while keeping people safe from a seemingly ever-encroaching virus. Everyone from all levels and in all departments and entities came together to protect our community. We can take comfort and pride in knowing that, in trying times such as these, we have such dauntless tribal community and employees.

While we are not out of the woods yet with the Coronavirus pandemic and new variants, our Tribal Health staff, we will continue to work diligently to protect the safety and well-being of our Menominee Tribal community. We say thank you to our Tribal membership for your understanding during these times. Temporary changes in operations were developed as were procedures that impacted many of you. Throughout it all, our Tribe continued to provide essential services to our members.

This year, the federal government distributed one-time funding, from the CARES Act and ARP Act, to assist us during the pandemic. Our Tribal leaders worked with Tribal programs to identify needs that were within the funding guidelines and able to be accomplished within the timeframe to spend the funding. For the recent American Rescue Plan funding, we have an opportunity to meet some of the needs of our Tribal members and invest in the future of our Tribe in order to impact the lives of future generations of Menominee Tribal members.

The Tribe, like the world, is dealing with a pandemic, mental health and substance abuse epidemic, climate change, social and environmental justice issues, and housing concerns. Our Menominee Tribe is doing our part in each of these areas thanks to our dedicated staff. Our goal is to improve governmental services.

We continue to move forward with the Tribe's mission and vision honoring our traditional values and principles our Ancestors instilled in us. This will carry us through the most difficult of times. Our Menominee Nation remains strong, and continue to grow and be resilient. We remain vigilant in the protection of our lands, our culture and our sovereignty for many generations to come.

Maec Waewenen

A blue ink signature, likely of Ron Corn Sr., is written over the name.

Ron Corn Sr, Chairman
Menominee Tribal Legislature
Menominee Indian Tribe of Wisconsin

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Tribal Legislature Directory

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Committees of the Legislature



Budget & Finance:

- Joey Awonohopay, Chairperson
- Gena Kakkak, Legislator
- Annmarie Johnson, Administration
- Stephanie Awonohopay, Finance
- Michael Wescott, Lending & Tribal Tax
- Kim Oshkeshequoam, Community Member
- Dory LaTender-Lyons, Community Member

Labor, Education & Training:

- Joey Awonohopay, Chairperson
- Gena Kakkak, Legislator
- Shannon Chapman, Tribal Education
- Lori Corn, Tribal School
- Rosemarie James, Early Childhood Services
- LuAnn Warrington, CRC
- Michael Waupoose, Youth Services
- David Kitson Jr., Community Member
- Darryl Pyawasay, Community Member

Governmental Affairs:

- Ronald Waukau Sr., Chairperson
- Rachel Fernandez, Legislator
- Sheena Waupoose, IT
- Annmarie Johnson, Administration
- Felicia Gatz-Waupoose, Human Resources
- Stephanie Awonohopay, Finance
- Catherine Walter, Community Member
- Sylvia Wilber, Community Member

Enforcement & Resource Protection:

- Gena Kakkak, Chairperson
- Richard Nacotee, Tribal Police
- Sharon Sullivan, Prosecutor's Office
- Jeremy Pyatskowit, Environmental Services
- Maniyan Pyawasay, Conservation
- Jerrit O'Kimosh, Detention Program
- Diana Taubel, Probation & Parole
- Catherine Walter, Community Member
- John LaTender, Community Member

Health & Family Services:

- Myrna Warrington, Chairperson
- Rachel Fernandez, Legislator
- Mary James, Family Services
- Addie Caldwell - Maehnowesekiyah
- Jerry Waukau, Clinic
- Lynette Maskewit, Aging Division
- Darla Dick, Community Member
- Geradette Richmond, Community Member

Community Development:

- Douglas Cox, Chairperson
- Renita Warrington, Community Development
- Gary Pyawasay, Transportation
- David Grignon, Historic Preservation
- Jeremy Pyatskowit, Environmental Services
- Wayne Wilber, Housing
- Vacant, Land Management
- Dale Kakkak, Community Member
- Darryl Pyawasay, Community Member

Agriculture & Forestry:

- Douglas Cox, Chairperson
- Ronald Waukau Sr., Legislator
- Maniyan Pyawasay, Conservation
- Jeremy Pyatskowit, Environmental Services
- David Grignon, Historic Preservation
- Gary Besaw, Agriculture & Food Systems
- Wayne White, MTE Member
- Darryl Pyawasay, Community Member
- John LaTender, Community Member

Housing:

- Gena Kakkak, Chairperson
- Pershing Frechette, Legislator
- Darryl Pyawasay, Utilities
- Douglas Cox, Land Management
- Wayne Wilber, Housing
- Colleen Connahvichnah, Community Member
- Dale Kakkak, Community Member

Legislative Joint Committees and Boards

Wolf River Development Company:

- Pershing Frechette
- Rachel Fernandez

Pow-Wow Committee:

- Myrna Warrington
- Rachel Fernandez
- Ronald Waukau Sr.

WI Reintegration Program:

- Myrna Warrington

Menominee Indian Gaming Authority:

- Douglas Cox - Chairperson
- Gena Kakkak

Chapter 170 Appeals Board:

- Ronald Waukau Sr. - Alternate

Tribal/State Relations:

- Gary Besaw – Representative

UW-Extension:

- Joey Awonohopay

Menominee Kenosha Gaming Authority:

- Ron Corn Sr. - Chairperson
- Douglas Cox
- Joey Awonohopay

Commission on Aging:

- Myrna Warrington

Environmental Task Force:

- Doug Cox - Chairperson
- Ronald Waukau Sr.
- Joey Awonohopay

INMED Advisory Council:

- Myrna Warrington

MISD IPP Advisory Committee:

- Myrna Warrington

Chapter 306: Drugs Task Force:

- Myrna Warrington - Chairperson
- Joey Awonohopay – Legislator
- Rachel Fernandez - Legislator
- Annette Westphal – Administration
- Scott Wilson – Prosecutor
- Keith Tourtillott – Tribal Police
- Addie Caldwell – Maehnowesekiyah
- Danica Zawieja – Legal Services
- Housing – Wayne Wilber

Constitutional Task Force:

- Rachel Fernandez - Chairperson
- Douglas Cox - Legislator
- Ronald Corn Sr. - Legislator
- Guy Reiter – Community Member
- Randal Chevalier – Com. Member
- Jerri O'Kimosh – Com. Member

Community Committees



Middle Village:

- Rachel Fernandez - Chairperson
- Gena Kakkak
- Ronald Waukau Sr.

Zoar:

- Joey Awonohopay - Chairperson
- Pershing Frechette
- Rachel Fernandez

Neopit:

- Ronald Waukau Sr. - Chairperson
- Pershing Frechette

Milwaukee/Chicago:

- Ron Corn Sr. - Chairperson
- Douglas Cox
- Gena Kakkak

South Branch:

- Douglas Cox - Chairperson
- Myrna Warrington
- Joey Awonohopay

Keshena:

- Gena Kakkak - Chairperson
- Douglas Cox

Administration

Annmarie Johnson, Tribal Administrator

Annette Westphal and Patricia Peters, 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*

The Department of Administration provides the Menominee Tribal Legislature with administrative services, technical advice and assistance on matters relating to the administration of tribal government. Administration is the primary link between the Menominee Tribal Legislature and the day to day functions of tribal programs, departments and agencies. Administration coordinates, directs and manages:

- The annual tribal budget process
- The development and submission of grant applications
- The compliance with requirements of grants, contracts, inter-governmental agreements and other agreements
- The implementation and compliance with tribal policies and initiatives of the Menominee Tribal Legislature
- The directors of departments who report to Administration as listed in the Tribal Government Plan – Chapter 98 of the Tribal Code
- The delivery of technical assistance to other departments and tribal agencies
- A variety of special projects of the tribal government

The Directors and staff continue to lead the Tribe through challenges presented by the pandemic and provide a myriad of services. The support received from an engaged community is impressive and has proven that the Directors and employees rose to a new level of teamwork and continue to make a difference. We are inspired at our workforce's resiliency and dedication for the membership that we serve. Despite uncertainty in the face of a global pandemic it has magnified and exposed social and economic inequalities there is an unwavering commitment to our mission and vision.

The staff in Tribal Administration led many projects initiated by the Tribal Legislature. The following is not an entire listing of projects but rather a brief overview of significant projects led by Tribal Administration this past year. They are:

- | | |
|---|--------------------------------------|
| *Family and Community Engagement Center | *Vaccination Incentive Program |
| *Charter Buildout Project | *CARES & ARPA Distribution |
| *Spectrum Bulk Internet Program | *Tribal Member General Asst. Program |
| *Star link Pilot Internet Services | |

In March 2021, the Tribe received \$43,382,762 from the Department of Treasury as an initial payment of the American Rescue Plan Act (ARPA) funding. In August, 2021 the Tribe received its final Department of Treasury allocation in the amount of \$23,126,854. The Menominee Tribal Legislature approved a plan developed by the Tribe's Administrative Committee that is summarized in the following table.

ARPA Funding Comprehensive Budget Legislative Review/Approval Initial MTL Approval - August 27, 2021 Updated - October 21, 2021							
Expense Category	Investment Category / Proposed Expenditure	Total Cost	Year #1 (5/21 - 12/21)	Year #2 (1/22 - 12/22)	Year #3 (1/23 - 12/23)	Year #4 (1/24 - 12/24)	Percent of Total
	Economic Development Related Initiatives	24,348,974	4,748,974	7,000,000	7,500,000	5,100,000	37%
	Health Care Initiatives Including Drug Epidemic & Food Sovereignty	8,994,900	2,494,900	2,150,000	4,350,000	0	14%
	Housing Related Initiatives	8,875,000	0	3,000,000	3,250,000	2,625,000	13%
	Emergency Management and Utility Infrastructure Initiatives	6,023,000	800,000	573,000	3,150,000	1,500,000	9%
	Education and Government Service Related Initiatives	4,500,000	0	1,000,000	3,125,000	375,000	7%
	Direct Payments to Tribal Members						
2.3	General Welfare Assistance to adult tribal members (6,317) @ \$1,200 1 payment	7,580,400	7,580,400				11%
2.3	General Welfare Assistance to Elderly Payment 998 Elders (65 and Older) \$2,500 1 payment	2,495,000	2,495,000				4%
2.2	Elder winter fuel assistance (420 elders 65 and older) @ \$800 per year for 2 years	672,000	336,000	336,000			1%
	Direct Payment Summary						
	TOTAL PROPOSED COSTS	10,747,400	#####	336,000	0	0	16%
	PERCENT OF TOTAL PROPOSED COSTS	100	97%	3%	0%	0%	
	PERCENT OF TOTAL ALLOCATION	16%	16%	1%	0%	0%	
	CURRENT TOTAL OF ALL PROPOSALS	63,489,274	#####	#####	#####	9,600,000	95%
	Total ARPA Allocation \$66,509,615						
	TOTAL ALLOCATION DIFFERENCE	3,020,341	28%	21%	32%	14%	
	TOTAL ARPA ALLOCATION	66,509,615	Annual Expense as Percent of Total Allocation				

The following table lists the Department of Treasury ARPA funds that have been expended as of September, 2021 on the various ARPA Plan projects approved by the Tribal Legislature.

ARPA Funding Expended to Date	
Project	Amount
Vaccination Incentives	
Adult Tribal Members	1,870,500
Minor Tribal Members	91,000
Tribal Employees	101,447
Elder Heating Assistance	193,600
General Welfare Assistance	
Office Supplies (Envelopes)	845
Land Acquisition	1,700
Total Expended	2,259,092

The Tribe also received other ARPA funding that is designated for specific purposes and tribal departments. The following table lists the funds that have been received to date by various departments under the American Rescue Plan Act.

Date	Agency	Department	Amount
04/01/21	Housing and Urban Development	Emergency Rental Assistance Program	\$3,400,000
04/19/21	Dept. Health & Human Services	Early Childhood Services	\$1,657,358
04/19/21	Dept. Health & Human Services	Early Childhood Services	\$1,037,179
04/26/21	Bureau of Indian Education	Tribal School	\$2,239,420
04/30/21	Indian Health Services	Tribal Clinic	\$13,187,352

05/05/21	Dept. Health & Human Services	Early Childhood Services	\$73,737
05/14/21	Dept. Health & Human Services	Aging	\$73,490
05/14/21	Dept. Health & Human Services	Aging	\$48,420
05/19/21	Department of Treasury	Tribe	\$43,382,762
06/02/21	Dept. Health & Human Services	Early Childhood Services	\$366,880
07/07/21	Bureau of Indian Affairs	Detention	\$62,847
07/07/21	Bureau of Indian Affairs	Tribal Police	\$100,000
7/12/21	Bureau of Indian Affairs	Various	\$3,434,686
07/29/21	Indian Health Services	Tribal Clinic	\$1,440,922
07/29/21	Indian Health Services	Maehnowesekiyah	\$536,758
08/17/21	Department of Treasury	Tribe	\$23,126,854
08/26/21	Bureau of Indian Affairs	Administration	\$281,193
09/08/21	Department of Treasury	Housing	\$215,903
09/14/21	State Department of Health Services	Tribal Clinic	\$301,000
09/17/21	State Department of Health Services	Tribal Clinic	\$58,400
09/17/21	Department of Health & Human Services	Tribal Administration	\$82,609
09/24/21	Indian Health Services	Maehnowesekiyah	\$303,173
09/27/21	State Department of Health Services	Tribal Clinic	\$36,100
09/30/21	State Department of Health Services	Community Resource Center	\$11,161
		Total Awarded	\$95,458,204

New Tribal Directors

During the Fiscal Year 2021, Tribal Government welcomed the following new Directors:

- Amy Igl, Center Director
- Addie Caldwell, Director of Wellness Programs
- Roxanne Mohawk, Center Director-Head Start/Early Head Start
- Martina Gauthier, Director-Public Defender
- Douglas Cox Sr., Director of Land Management
- Neil Elgin, Information Technology Director
- Annmarie Johnson, Lending and Tribal Taxes Director

FY2021 GRANT ACTIVITY

Month	# Submitted	Awarded Amt.	# of Awards
10/1/20	5	\$ 1,687,274	13
11/1/20	7	\$ 154,277	5
12/1/20	1	\$ 50,300	1
1/1/21	3	\$ 3,875,881	6
2/1/21	5	\$ 52,474	3
3/1/21	5	\$ 112,521	3
4/1/21	12	\$ 1,968,681	10
5/1/21	5	\$ 293,143	2
6/1/21	9	\$ 1,611,153	6
7/1/21	9	\$ 227,512	6
8/1/21	7	\$ 2,114,579	5
9/1/21	6	\$ 3,329,693	16
YTD Total	74	\$ 15,477,488	76

Advocacy Support Services

Michelle Frechette, Director

Department of Advocacy Support Services was created in the end of September 2020 and is working to combine victim services under the direction of one department to better align services. The goal is to provide victim focused, comprehensive case management for clients by building strong partnerships that remain responsive to client needs. Advocacy Support will find strategic and supportive ways to engage with the client, while keeping the focus of Oskeh Waepeqtah services and the Crime Victims programming intact.

Domestic Violence Counselor/Shelter Coordinator (Ronnann Guzman) – crisis intervention and individual counseling to clients in the Domestic & Sexual Violence program based on the assessed needs of the victim. Provide advocacy for victims to include system of outreach advocacy and referral for wraparound support services for clients and their families.

Family Outreach Services – crisis intervention, assessment and comprehensive case management. Services delivered to connect the DV/SA program to the outside community and agencies, using techniques like comprehensive case management, goal setting and supportive services. Coordinate a system of outreach advocacy and referral for wrap-around support services for clients and their families

Child Advocacy Services (Candace Leaman) – crisis intervention, assessment, case management and referrals to outside agencies. Services delivered through both individual and group/ family meetings, using both comprehensive case management and a culturally competent curriculum. Curriculum and services emphasize safety planning, conflict resolution and needs assessment driven topics.

Sexual Assault Counselor (Nande Carroll) – crisis intervention, assessment, case management and referrals to outside services. Services delivered through one on one client meetings and group sessions for both in shelter clients and outreach clients.

Sexual Assault Victim Specialist (Lacey Zarda) - respond to crisis calls, orient sexual assault victims to their rights, prepare victims and witnesses to testify in court, explain the various criminal justice procedures to clientele and outline community resources available to clientele as described by tribal, state and federal ordinances.

Crime victim specialists (Mario Munoz, LaRissa O'Kimosh and Adriana Moses) - provides service assistance and information to victims of crimes on the Menominee Reservation; and acts as victim advocate protecting the rights of victims set forth by tribal, state, and federal ordinances and laws.

Human Trafficking outreach specialist - conduct outreach for human trafficking, provide direct services and intensive case management to survivors. Notably the newest, and still developing services offered through the Department. The case management and interventions done are currently worked in tandem with contracted service Menikanaekem for culture based services and transitional living.

The DV shelter (Oskeh Waepeqtah) is a secure location that has the capacity for 2 apartments to use as quarantine space before victims can enter the main shelter. The main shelter has 6 room capacity, accommodating both single and family residents. In emergency, when there is no room at shelter, a hotel is provided for victims. Program year 2021 Oskeh Waepeqtah housed **29** adults and **61 children**. Oskeh Waepeqtah case managed **74** adults and **97** children through programming in shelter and outreach. Advocacy Support adjusted its comprehensive case management through small changes in protocol like, establishing a COVID safe meeting room in shelter to have individual clients/family meetings, and moving one quarantine unit from a home in Neopit to the apartment next to the shelter to better provide services to clients while in quarantine. Advocacy Support Department sponsored three virtual events and assisted in planning two covid safe walks to promote community awareness on topics such as human trafficking, MMIW, childrens mental health and domestic violence.

Successes for the program year include and elderly victim that was struggling to find housing for years and combatting addiction issues. This elder worked diligently with the domestic violence counselor to collect all documents and secure housing in the community. More than individual stories about clients, the success also lies in the performance of co-case management of the two programs, something that both Oskeh Waepeqtah and Crime Victims set as a goal. The first year goal of the human trafficking grant was to provide training and education on an overview of the aspects of human trafficking. This was provided through online training modules.

An example of the strides made in the Department is the change in deliver system. For example, a victim that is referred from law enforcement to crime victims programming may be referred to Oskeh Waepeqtah, yet keep the case management from the victim specialist. In one particular case, a victim and children needed shelter and subsequently needed to follow up with restraining order. The victim specialist was able to coordinate with shelter to provide transportation and follow up services.

Improvements in access started with public awareness techniques that included posters, brochures and using social media to make the program approachable and meaningful. Part of these steps in educating the public on the program was also to be an active participant in the allowable community activities. Another step in improving access, was strengthening the referral system from law enforcement, which took place through information sessions with the Police Department and participation shift meetings. Collaboration is one of the goals of the Advocacy Support Department, and integral in expanding the services that the Department is able to provide. Currently, three employees participate in the on-call services for Family Services. This helps to cross train and open up referral systems that were previously operated in closed 'silos'. Also, our sexual assault counselor has held six trainings for relevant Tribal Departments this program year, one of these being with MTC departments that are able to refer directly to Advocacy Support.

Goals met from the strategic plan include expanding the referral system through education awareness of other departments. By reaching out to more community agencies and establishing those collaborative relationships, Advocacy Support is moving closer to the Nataenawamakenok model. Complaints and concerns are worked through Human Resource and Tribal Administration in an effort to find resolution.

Some notable statistics and data include the six trainings done with connecting Tribal Departments in regards to the services offered through Advocacy Support. Another goal, was to reach as much of the community at Incident Command approved events, this year accessing **477** individuals through virtual and outdoor events.

Aging and Long-Term Care

Ericka Kowalkowski, Director

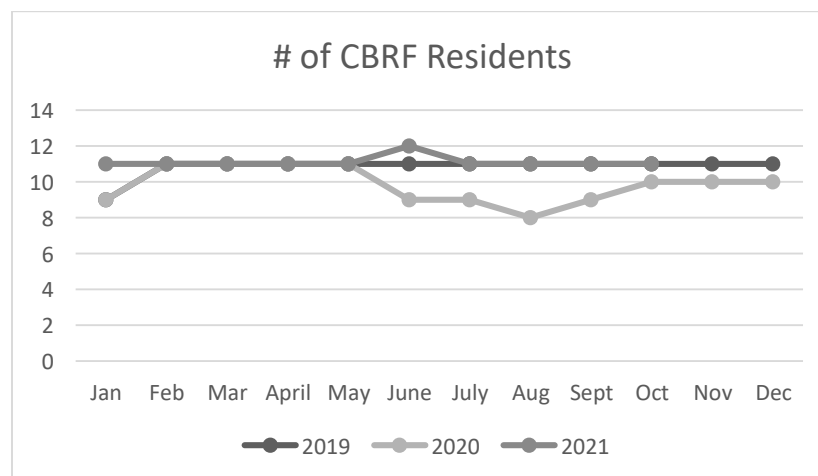
Department of Aging, Long Term Care, WR CBRF, and Senior Meal Centers

The Division of Aging has many facets of community services within its scope of services.

Our Aging and Long Term Care department's over all mission is to respect and honor the traditions of our elders by providing services that promote independent living and enhance quality of life. In this division of services, the director is under the direct supervision of Tribal Administration and oversees the vast array of programs and services for the elders 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. In addition, a Nutrition Advisory Committee is a separate advising body that provides input on matters related to the delivery of nutrition and nutritional supportive services.

Our department has been very busy in FY21. We are very open to collaborating with many entities throughout the reservation to promote healthy living and protect the health and safety of those we serve. It is this collaboration that will make us successful as a community. Each year we improve different aspects of our program so that we can expand the services that provide. The COVID pandemic has definitely affected the way we do business. The pandemic has taught us to creatively modify our processes to deliver our services virtually or distribute the information on paper instead of in person. The population that we serve is very vulnerable during this time and it is very important that we do what we can to keep them safe. Our team is very dedicated to serving the elders of the community and make a difference in their lives every day.

Wolf River Community Based Residential Facility (CBRF)



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

Wolf River CBRF's goal is to fulfill the needs of individuals 60 and older, with or without dementia, who are still relatively independent, but require some assistance and support with the activities of daily living, through a loving, caring, safe and secure environment. We will provide a level of care consistent with the residents' needs and abilities to maintain his or her highest-level of functioning, maximize his or her

strengths, maintain or increase independence, and minimize decline. We will treat our elders with dignity and respect their rights as residents. We are dedicated to employing staff who are compassionate, qualified and with a desire to serve the elderly. Our facility staff have so much to be proud of. Due to our safety precautions and the diligence of our staff, we were one of the only facilities in the state that did not encounter a COVID outbreak among our residents during the pandemic.

The Wolf River CBRF is licensed through the State of Wisconsin and regulated by the Wisconsin Administrative Code DHS 83. The CBRF receives funding from the following sources: Tribal funding, resident income contributions, the Tribal clinic and through Federal reimbursement for residents who qualify for the Third party agreement. The CBRF administrator oversees the overall function of the facility, a registered nurse who supervises all medical needs of residents, training and continuing education of our certified nurse aides and residential aides. They are those who provide assistance with the Activities of Daily Living such as bathing, personal hygiene, dressing, eating, and toileting of the residents of the facility.. Two cooks assist with the cooking, a maintenance worker, and shared staff with the Department of Aging and Long Term Care including the director and administrative staff. Staffing has definitely been a challenge for the department. Working in healthcare is challenging due to all of the regulations that we have to comply with. Our staff are here 24/7/365 no matter what the circumstances are; they are very dedicated to taking great care of our residents. We continually advertise the positions to create a flexible team so staff have work-life balance because they are challenging roles.

While using DHS 83 as a guideline, the staff continue to perform the hard work of creating and reviewing policies, providing required training, scheduling residents' health maintenance appointments, facility modifications, and ensuring there was proper documentation and follow through. The resident agreement states that transportation in the immediate area is available, this refers to our collaboration with Transit. During COVID the CBRF has gone over and above by providing transportation for the residents with staff to accompany them. This is not a service that is sustainable due to funding and staff limitations.

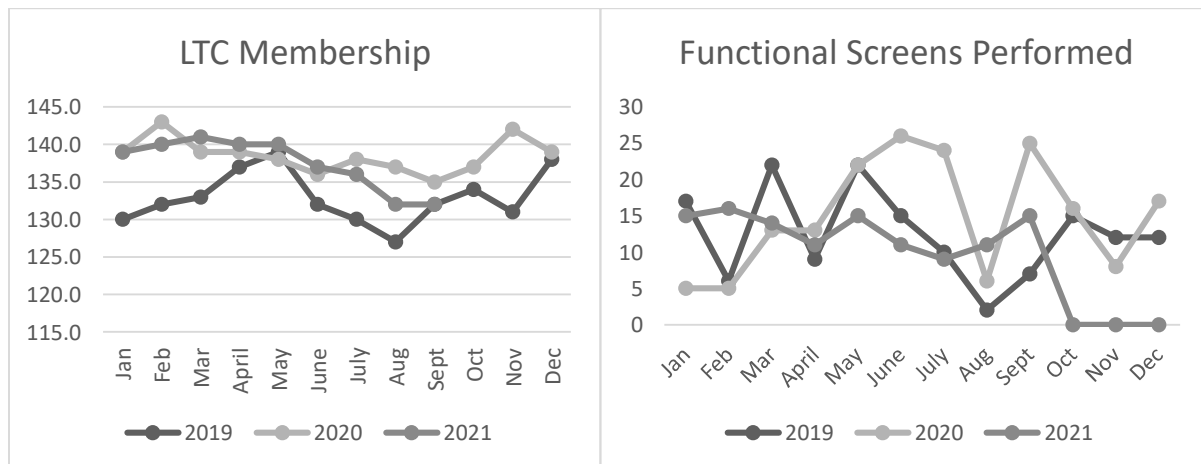
Through the pandemic, we have prepared our facility and staff to take all measures possible to keep our residents safe and prevent infection and spread of the COVID virus. One project that we completed was new counter tops and sink in the kitchen. We have followed the strict guidelines of the CDC, Incident Command and DHS to prevent infections with in the facility. We definitely realize that it is difficult on family members to not be able to have contact with their loved ones so we have made accommodations with options for window visits and the use of iPads to have that virtual up close contact with them. Due to how contagious this virus is, we have not taken the chance of it spreading throughout the facility. It would be devastating to our vulnerable residents. The year began with 11 and ended with 11 residents. Each resident has a private room and receives assistive services that include personal care, medication management, organization and scheduling of medical, dental and optometry, scheduling and transportation to appointments, meals and snacks, planned activities and outings, and housekeeping and laundry service.

In 2021, staff assisted residents in participation in many activities throughout the year. They include; Music by Vicky, virtual exercise classes, bingo, shopping trips, bus rides and picnics, holiday and birthday parties, and a trip to Big Smokey Falls. This summer we had an in-person/outside presentation by the Raptor Association that brought 5 different types of raptors that residents got to see up close and learn about them. We continue to use our 65 inch smart screen which we have used to take virtual museum and zoo tours, see the sturgeon migration, along with endless options for virtual programs, pow-wows and activities. We received permission to purchase a token slot machine. It does not use real money but it is the size of a real slot machine. The residents have really enjoyed this new form of entertainment in the building. Once the pandemic is over we will be able to hold activities that community members will be able to join our residents in.

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. When there is available access, this 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. 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.

Long Term Care Department



Home and Community Based Services (HCBS)

The Tribe through the Department Long Term Care, converted their Community Based waiver program to Family Care in 2018. This allowed us to provide critically needed services to Tribal members in their own homes and community. The Family Care model allows the Tribe to provide long-term care services to functionally and financially eligible individuals in the community, thereby creating an important alternative to institutional care. An individual must be both functionally and financially eligible to participate in the program and the program currently serves the frail elder population age 65 and over, and the physically and disabled population age 18 and over.

The Long-Term Care Manager and Director serve on a Long Term Care Study Workgroup along with the Department of Health Services and representatives from the other Tribes within the state. The work of the group is focused on laying the groundwork for other tribes to use Menominee as a model when setting up their fees for services provided.

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 Tribal Aging Unit in the State. The Tribe is managing our Tribal members of the program. We completed our transition of fiscal agents that will be able to better support our members. We authorize representative payee functions for those members that request it. We began the FY21 with 137 participants in the program and ended with 132. The balance is based on staffing due to caseloads of each case manager that ensures the health and safety of the community members. Our case management team currently consists of 12 staff. The team consists of the Long-Term Care Program Manager, Functional Screener, 5 Case Managers, 3 RN's, an Office Assistant and a NICOA worker. Each team member cares deeply for the community members that we serve, which contributes to strength of our program. This department has been evolving through many critical growth transitions which has been stressful with the added threat of the pandemic. By following the recommendations of DHS and Incident Command, this team made all of necessary modifications to convert all of their work to remote and virtual. The Long term care team were deemed essential and continued working and providing all of their services throughout the pandemic except for entering the homes of the participants. We do not want to contribute to the exposure of the community members or staff, to the virus. Our staff care deeply for the members that they serve. They have worked tirelessly throughout the pandemic.

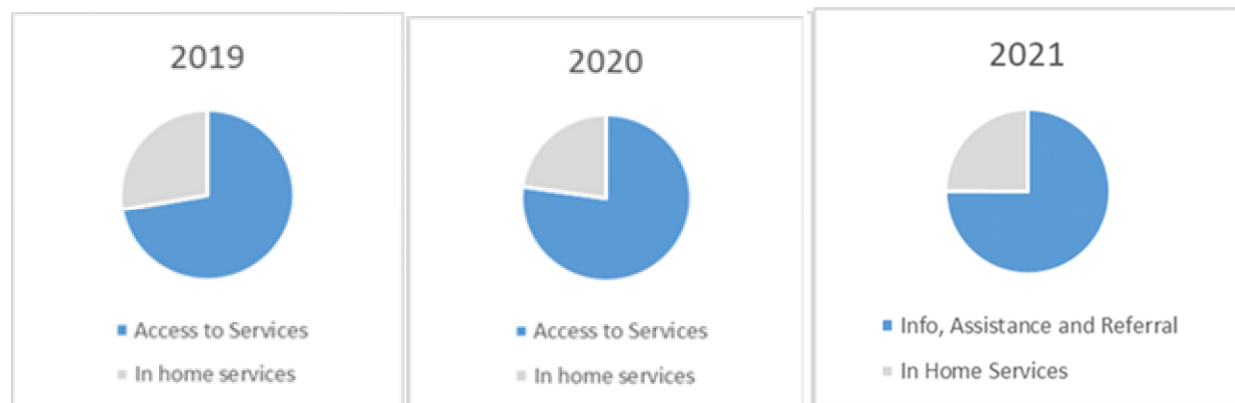
There is no greater cultural competence than a Tribe caring for its own community rather than Tribal members needing to go to search out services with an outside agency. Economic stability is created in our community when our members' families can get paid for the care that they are giving their family members. Generally, every eligible Family Care member has at least one supportive home care worker. Tribal departments that provide the same Medicaid allowable and billable services can be reimbursed for those services provided to eligible members thereby stretching their department funds to serve additional persons.

Title VI and Title III Grants

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 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, and temporary respite. In 2021, we focused on growing our caregiver program. We held an outreach event for grandparents raising grandchildren at Back to School Night that was very successful.

The Menominee Tribal/County 3-Year Aging Unit Plan (Title III) 2019-2021 came to a close. In the last quarter of the fiscal year, we created our next 3 year plan which included the years of 2022-2024. The future plan was approved by the Commission on Aging, Health and Family Committee and submitted to GWAAR. We look forward to expanding our services to incorporate more collaboration throughout the agencies that serve the reservation. 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. In Fiscal year 2021 we were able to hire a grant coordinator monitor position to ensure that we are utilizing the grants to their greatest potential and coordinating services with our other grants that our department is awarded, such as CSBG that is used to support the lifeline program, purchase loan closet equipment and to provide emergency assistance.

Native American Community Caregiver Program Title VI Part C



The Native American Community Caregiver Program serves person's age 55 and older. The program is staffed by two full time Elder Support Service Providers, who are Certified Nursing Assistants and a grant Coordinator/ Monitor. 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, chore

services, in-home services such as personal care assisting with activities of daily living, and other supportive services that contribute to the welfare of the elders.

As you can see in the pie graphs, the amount of in home services has become to approach pre-pandemic services. The services include: Homemaker Services, Personal Care and HHA service, Chore Service, Visiting, Telephoning and family support. These services that our department provided were key during the time of the pandemic. We disseminated all communications received from the Incident Command, Menominee Tribal Clinic and any Nutrition education and information about available services. During the pandemic we limited our in-home visits to only medically necessary needs. We converted as many services that could to be over the phone, virtual or pick up and drop off. We also continued to call and check on those elders that we had accurate contact information for.

Here are testaments of the differences our team makes in our community:

It has to do with the bond I formed with each and every one of our clients and the trust that has been established between us. I know it can be unsettling having a stranger come into your home. I have had to help with something as personal as a shower and these clients are able to trust me knowing that I have their best interest at heart. Over time I have been able to gain that trust and they know that I will always provide the best care possible no matter the service. I know that my services are provided with dignity, compassion and trustworthiness each and every time. I've been an Elder Support Provider for 4 years and in that time I have helped many elders with a variety of needs in their home. I know this program has made a difference and is successful by the compliments and good words shared by my clients I have helped. I have also grown as a provider and a person and that is a true success.

My success story I chose to write about this year is how my coworker and I were able to keep our program working successfully through COVID. My coworker and I are Elder Support Providers for our community. Our responsibilities for our clients are things such as respite, in home care, grocery shopping, taking our clients to doctor appointments, etc. When COVID came to our community our tribe set up Emergency Orders that shut down our tribe and only "essential" employees continued to work. Our department is considered "essential". While we were still open and working in our office, my coworker and I successfully set up a plan that still allowed us to be able to shop for our clients but we could not unfortunately go into their homes for in home care. We worked in office for some time, until our tribe decided that all departments were to work from home, for safety. While working from home, we performed those services for our clients that were health and safety related and we also made phone calls daily to our clients to check in on them and see if they were in need of anything. Not only did we check in our own clients but we also checked in our elders in our community. The calls we made consisted of asking them if they were in need of anything, if they were still working and updated them on the emergency orders. I feel we made a difference during the pandemic.

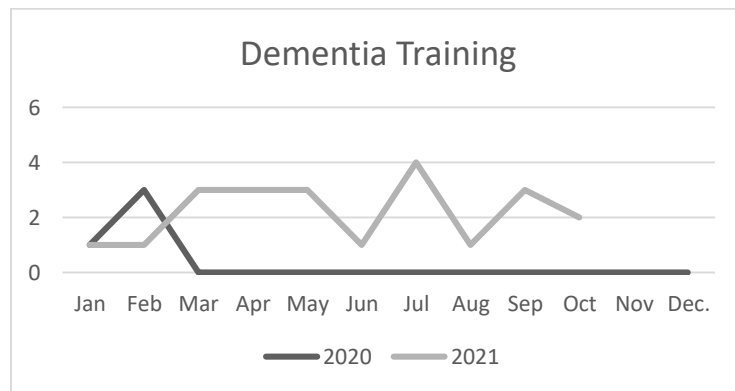
The Director of Aging and Long Term Care serves as a liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent program. The individuals who serve in these programs are considered volunteers who spend time with elders and in the daycare setting, Head Start, schools in the community as well as the Woodland Boys and Girls Club. This year we distributed GrandPads to 10 elders in the community. Their purpose was to help prevent social isolation. The elders were introduced to the technology that helped them stay connected with family, friends and educational sessions that were made available to them.

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 delays institutionalization and improves the quality of life for people with dementia. The Department of Aging and Long Term Care partners with the Wolf River Dementia and Caregiver Network to collaborate efforts and provide our community members with education, support and screenings. Here is an example of our Caregiver training that we provide the community. Our training that we offer is called Powerful Tools for Caregivers. Our staff taught the 6 week class. Each week the class focused on something that could help a

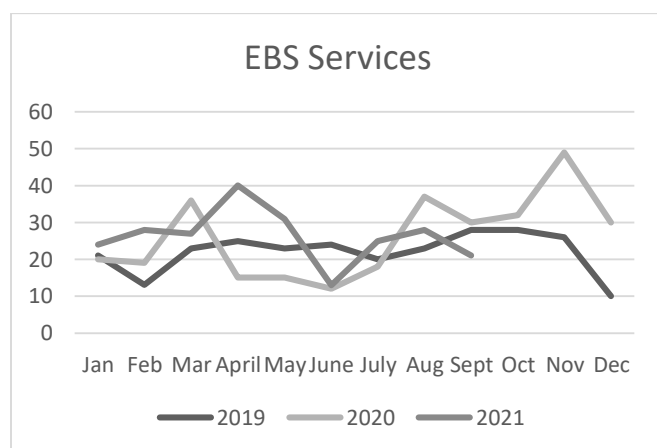
caregiver with things such as stress, how to talk with their family for help, activities to do, etc. I offered the training to my client because she is 82 years old and takes care of her husband full time, who has dementia. Even though she was our only participant in class, I enjoyed seeing how involved she was and how well she was learning all of the information we were giving her. Each week when she learned something new, she would tell us the following week how she used the tool in real life. I see this client twice a week, one for shopping and one for cleaning. To this day, when I go to her house she still expresses to me how she uses the tools we taught her in class and she still asks me for advice on things to help her with taking care of her husband. Hearing her express her experience, makes me proud that we could help someone in our community in this way and that months later she is still benefitting from the training.

Tribal Dementia Care Specialist Program (TDCS)



The Tribal Dementia Care Specialist (TDCS) takes pride in 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, this is crucial during this time of the pandemic in order to provide the families the support that they need. The Specialist can discuss options for long-term care and assist in making future care plans. The TDCS collaborates actively and develop 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. During the pandemic, all in-person DC services were ceased more services in this program have been developed to meet the goals of the department. TDCS coordinates with other tribes, ADRC's, county aging unit(s), APS and other county staff, and be available for joint or independent home visits. TDCS provides outreach and awareness to professionals, employers, organizations and the general community about the tribe, ADRC and available dementia services. We created training videos for ease of use by companies. The TDCS provides education and support to businesses persons with dementia, and their families in order to implement the strategy to create a dementia friendly community.

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 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. During FY 2020 program services were provided to an unduplicated number of 266 which is slightly lower than last year of 274 Native Americans. The elder population is encouraged to contact our Elder Benefit Specialist for assistance or inquiry regarding public benefits. Legal assistance to complete a Living Will/Last Will and Testament is available by Judicare and for your convenience, the Judicare attorney travels to the reservation; simply contact our EBS to arrange an appointment.

During the pandemic, all services were provided over the phone. The in home or in office appointments were very limited due to the risk of possible exposure and spread of the virus. The EBS used social media and live streaming to continue to get information out to the public.

The Elder Benefit Specialist works with community members and 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. Our EBS is available to meet with Elders in their homes, in office, at the clinic, at the senior centers, or wherever is most convenient for the Elder. 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 required training to remain current with updates in public benefits.

The Department's Social Security Administration (SSA) 's computer program called The Video Service Delivery Project (VSD) has not been used throughout the pandemic since the SSA department has been closed and the staff have worked remotely.

In addition, our Elder Benefit Specialist manages our loan closet, CSBG, CFM, and is responsible to prepare and distribute our department's monthly newsletter, the Moccasin Prints. In FY2021 there were 4,950 newsletters distributed throughout the community.

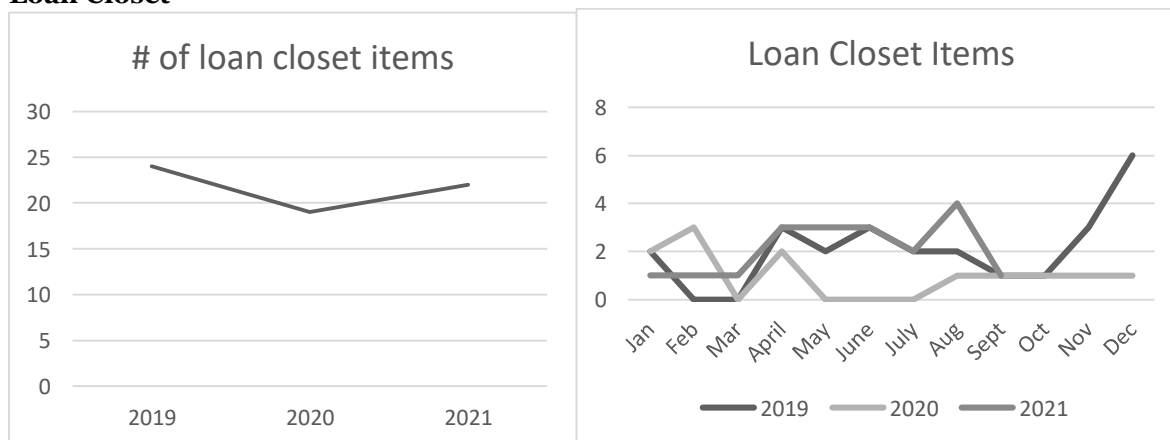
A success story from our EBS that makes our job so rewarding:

I had a client that had a combined husband and wife income that was enough to keep the household afloat. After the husband passed away, client was barely making her benefit stretch for the month. Client was now relying on Food Distribution every month for her food and she was very thankful for that. Client was depending on her adult children to help with her light bill and

other bills that she had. Client stated her friend referred her to call the Elder Benefit Specialist for assistance.

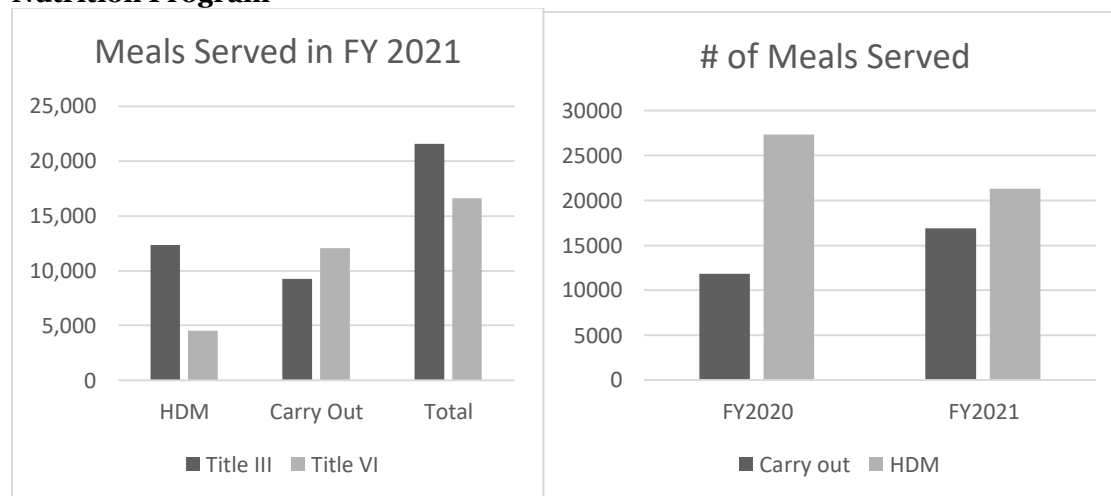
Client called, and was very nervous with asking for assistance and seemed like she didn't want to bother with asking. I explained the program to client and stressed to her that the program is free and that we do not charge for anything that the program has to offer. After telling her this, she seemed more at ease. We talked for a long time about her current monthly benefit and her household expenses, she then felt comfortable with releasing all her important information to me. I suggested she come in and that we call Social Security Administration (SSA) together. Client agreed and came into my office where we then discussed her situation and what I could do with her to better her living situation. We contacted Social Security and the representative took her call and filed the Widows benefit. After that application was done, the client income now doubled just from calling Social Security and filing for Widows benefits. The client was eligible to receive half of her deceased husband income. It was not known that she was entitled to Widows benefits. The client was ever so thankful for the assistance with obtaining more income that she was entitled to from the Social Security Widows' benefit. The client said she felt like the weight was lifted off her shoulders and is now able to breathe a little better and doesn't have to worry about how to pay for rent, food, lights, propane and all other bill that she has every month like before. Not only did the program assist the elder, the program also gave back some freedom to her as well.

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 FY 20201, 22 items which is higher than the 18 items in FY2020. During the pandemic, the number of requests were diminished. We did not want to accept items back due to them being a possible spread of the virus. The items that were loaned out that included; Wheelchairs, Walkers, Hospital Beds, Commodes, Shower Chairs, Bedside table, Toilet Risers, Space heater, and Grab Bars. A signed agreement is required and is available at the Aging and Long Term Care department. Loan closet items are be picked up from our office and larger items are delivered and set up by our general maintenance worker.

Nutrition Program

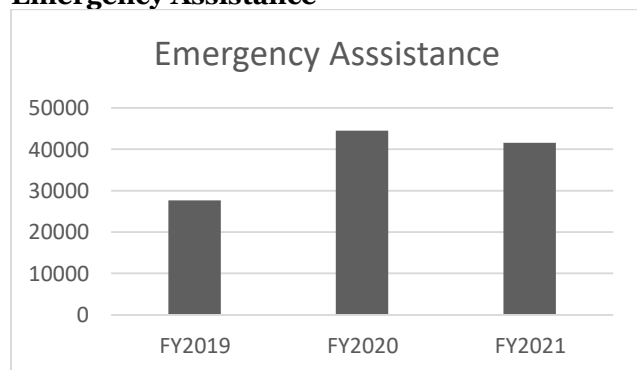


The Nutrition Advisory Committee is the body within the County and Tribe that represents the nutritional views, interests and concerns of the elders in the community. It is responsible for identifying and promoting healthy eating, in which during 2021, the Nutrition Advisory Board is made of The Cooks from the meal sites, the Director of Aging and LTC, the Menominee Tribal Clinic Nutritionist, a UW-Extension representative, and members of the community ≥55yrs old. This Advisory Committee works collaboratively with the senior center/home delivered meals, activities, and programming available at the senior centers. The nutrition program provides hot, nutritious meals to homebound elders and pick up meals not congregate due to the pandemic at the Senior Centers.

The centers serve 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 provide elders a nutritious meal daily. The menus are created with input from the cooks and clinic dietician and reviewed by the Nutritional Advisory Committee. Each center is staffed with a full time Head Cook and part time Assistant Cook and when available by individuals through the Curative Connections program, and volunteers. Our centers serve to provide much more than just a meal. Before the pandemic elders used the centers as an opportunity to socialize and do activities such as playing cards, bingo, working puzzles, scheduled events during the year, and ultimately the opportunity for visiting and enjoying the company of others. The senior sites also act as warming/resource centers during times of community disasters. Informational and emergency messages and materials on nutrition and other topics of interest and community events have been distributed through the meal program. The meal sites have been very successful as communication distribution sites during this time of pandemic. While the facilities were closed to congregate meal service, we replaced some of their equipment that was well over due for replacing. We replaced their dishwashers, sinks, garbage disposals, grease traps and warming tables at both sites.

The nutrition program is regulated by the Wisconsin Aging Network Manual of Policies and Procedures and by tribal law. Persons eligible for congregate meals must be age 55 or older, any spouse who attends the dining center with their spouse who is age 55 or older, and disabled individuals who reside at home with an eligible elder participating in the program. Persons eligible for home delivered meals must be age 55 and older, frail and essentially homebound. Other criteria include that the individual must be unable to participate in the congregate meal program, that there is no spouse or other adult living in the home who is willing to prepare meals, that any special dietary needs can be met, that the individual is able to feed themselves or have someone available to assist with dining, the individual is unable, physically and emotionally, to obtain food and prepare adequate meals, and that the person agrees to be home when the meals are delivered. Each person applying for home delivered meals will receive an assessment in their home to determine the individuals' level of need for this service. Reassessment of the continued need for home delivered meals will be done in the home of the participant every six to twelve months.

Emergency Assistance



Emergency assistance in 2021 was provided utilizing mainly 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 emergencies that jeopardize the elders' health, safety and welfare. In FY 2021, we spent \$41,581.21 which is similar to FY 2020 at \$44,489.50 which is significantly higher than in FY19 which was \$27,694.40. This significant increase was possible due to CARES funding during the pandemic. With this funding, we were able to assist 70 community members in need. This financial assistance was provided for: Propane, Fuel Oil, Lifeline, Septic, Appliances, Home Improvements, Heating/Furnaces, and Electric. 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 during the fiscal year October 1 through September 30. Eligibility criteria include that the applicant must reside within the boundaries of the reservation and income must not exceed the federal poverty guideline of 125% for use of CSBG funds.

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. These vouchers are very appreciated in times of need. Certificates may be used to select \$25.00 worth of merchandise at any Goodwill store. In 2021, Over 70 vouchers were distributed in the last fiscal year.

Lifeline Medical Alert

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

Maintenance

The maintenance department is staffed by one full time employee that is responsible for the general/routine and preventative maintenance on the facilities including the Wolf River CBRF(in accordance with DHS regulations), the Aging and Long Term Care departments, and shared oversight of the maintenance at the Neopit and Keshena Senior Centers. Additionally, this role provides assistance with the snowplowing, air conditioner installation, some firewood delivery, delivery or assistance of durable medical equipment, and minor home repairs.

Snowplowing

In 2021, Aging and Long Term Care coordinated routes with local contractors. They plowed 179 driveways plowed with each snowfall accumulation of 3 inches or more. The purpose of the snowplow service is to ensure access for medical transportation, nutritional meals, and other aspects of functional living.

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

FY2021, a new project was introduced. The Department of Aging worked with Administration, MTE and Wolf River Development to devise a safer, more sustainable process to assist elders with their need for a source of wood for heat. They have worked with tribal administration to allocate COVID relief funding for Elder heating assistance. Each elder >65yrs old was given \$800 in heating assistance credit which included gas, oil, wood or pellets. For elders between 55-65yrs old the distribution is limited to one truckload per household. Applications are required annually and are available at Wolf River Development. The 4 Directions wood project, that a group of elders created, was concluded due to complaints received concerning the cutting areas not being kept clean after use and unauthorized use of the wood supply and safety concerns. The Wolf River Development program is a wonderful new resource to the community.

Air Conditioner Installation

Due to the safety concern for elders' health in extreme high temperatures, heat indexes 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 medically 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 Air Conditioning unit is loaned per household. In 2021 there were 37 air conditioning units delivered and installed which is a 60% increase over last year.

Activities

In FY 2021, since our Christmas party and Picnic were cancelled due to COVID restrictions, we created other events that were compliant with the COVID restrictions. We held a Love your Elder Day in Feb and a Live Well, Age Well, Be Well event in September. These were both large drive thru events that were well attended. We held the annual Parkinson's Awareness walk since it was outdoors where everyone could be safely socially distanced and we also distributed gift bags through our meal program at Christmas, Mother's Day, and Father's Day. We also send nutritional education and activities through the meal program. We all hope that pandemic subsides so that we can return to a more-safe social environment.

We thank all of the members of the community that served on advisory groups (past and present) for the Department of Aging and Long Term Care. We appreciate the support and collaboration of Tribal departments and partner agencies as we strive to meet the needs and goals of our community. Our staff serve to provide efficient services to the elders of the community and we welcome your input.

Assistance 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

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Lynnette Maskewit, Elder Benefit Specialist <u>lmaskewit@mitw.org</u>	715-799-5688
Kristin Waukau, Tribal Dementia Care Specialist <u>kwaukau@mitw.org</u>	715-799-5270
LuAnn Richmond, Elder Support Service Provider <u>lrichmond@mitw.org</u>	715-799-3238
Tichanel Waupoose, Elder Support Service Provider <u>twaupoose@mitw.org</u>	715-799-5929
Kelly Theis, Grant Coordinator/Monitor <u>ktheis@mitw.org</u>	715-799-5272
<u>CBRF</u>	
Tracy Cummings, LPN CBRF RN/Administrator <u>tcummings@mitw.org</u>	715-994-1452
Linda Tyler, Nuring Coordinator <u>lt Tyler@mitw.org</u>	715-799-5275
Rhonda Kroll, RN <u>rkroll@mitw.org</u>	715-799-5275
<u>Long Term Care</u>	
Dawn Klaeser, Long-Term Care Program Manager <u>dklaeser@mitw.org</u>	715-799-5992
Case Managers	
Tammy LaTender	715-799-5271
Casey Arrowood	715-991-1371
Jessica Henderson	715-994-1369
Heather Strong	715-799-3224
Ray Creapeau	715-799-5888
Michael Creapeau	715-799-5081
RN's	
Pam Nelson	715-799-4246
Zoe Zimmerman	715-799-5253

Agriculture and Food Systems

Gary Besaw, Director

The Department of Agriculture and Food Systems (DAFS) was established in 2018 in response to the need for an agriculture department, as identified in the Menominee Action Plan and Menominee Tribal Strategic Plan. Our long term goals are to; improve access to healthy and culturally appropriate foods, merge traditional agricultural methods with modern practices, encourage safe food handling through training, adopt laws and provide resources that promote sustainable agriculture, and support food related business ventures.



FY21 Major Successes

Tribal Elder Food Box Project

DAFS worked with partners to organize and provide Tribal Elder Food Boxes for Menominee Elders from July through December 2021. Partners include; Menominee Indian Tribe of Wisconsin, Oneida Nation, Red Cliff Band of Lake Superior Chippewa, Forest County Potawatomi, Lac du Flambeau Band of Lake Superior Chippewa, Feeding Wisconsin, Intertribal Agriculture Council, Feeding America Eastern Wisconsin, Second Harvest Northern Lakes Food Bank, Wisconsin Food Hub Cooperative, Wisconsin Department of Agriculture, Trade, and Consumer Protection, UW-Madison, and healthTIDE.

This is a grant funded project that identifies tribal and/or local food producers, purchases perishable food product from the producers, and distributes those products to Tribal Elders two times each month. Boxes are provided through the Menominee Food Distribution, Oneida Food Distribution, and the Red Cliff Food Distribution Programs. As of October 2021; 7,200 boxes were distributed, 14,448 pounds of protein, and 132,512 pounds of produce.

The tribal producers that have sold product to the project include; Oneida Nation Farm (beef, buffalo, apples), Tsyunhehkwa (eggs), Red Cliff Fish Company (fish), Forest County Potawatomi (lettuce), Ziibimijwang Farm (carrots & potatoes), other Tribal producers using Chippewa Valley Produce as an aggregator.

The project team has been able to acquire additional grant funding that will allow the project to continue into 2022.

Food Distribution Program on Indian Reservations (FDPIR) 638 Demonstration Project

The Menominee Tribe applied for and received this funding. The application was unique in that Menominee and Oneida applied as joint applicants. The total grant award is \$275,958. This unprecedented project will for the first time allow FDPIR's to contract with indigenous food vendors to replace food items that the USDA typically provides. In FY21, both tribes worked together to develop an MOU, garner tribal leadership support, and set the project up. The foods that will be replaced and the vendors are; Oneida Nation beef and buffalo, Oneida Nation apples, Red Cliff Fish Company fish, and Spirit Lake wild rice. This project is one of only seven that were awarded throughout the U.S.

Menominee Community Kitchen Project

DAFS spent much of FY21 applying for and securing funding to begin renovating the old Recreation Center into a community kitchen. In October 2021, MTL approved our request to receive \$250,000 from the tribe's American Rescue Plan Act (ARPA) funding. DAFS also secured the lease to the former Recreation Center and is leaving its temporary offices at the CMN Cultural Building. A project team meets weekly to plan and implement the renovations. Once completed, community members will be able to use

this kitchen to develop food businesses, process food for their families, and learn more about processing (canning, dehydrating, pickling, freezing, etc.), gardening, small scale livestock, and other food sovereignty topics.

Plant & Seed Giveaway, Tool Library, Garden Services, & Webinars

The annual plant giveaway was held in May. A total of 2,162 plants were given to 212 people. In September, DAFS contacted a sample of the participants and found that most gardens were successful and that most people were eating the produce they had grown 1-3 times each week.

DAFS also established a tool library for community members. People can check out different garden tools for free including; rakes, hoes, hand weeding tools, shovels, and rototillers. Garden services including rototilling and garden box set up were provided for 10 community members. DAFS also secured a grant to purchase ricing equipment that community members will be able to check out.

Three webinars were held in March, April, and May. The webinars focused on soil health, garden locations, direct seeding, starting seedlings, raised beds, and cover crops. Thirty people attended the webinars.

Floring Property

Renovations on the Floring Property continued. DAFS installed exterior fencing for livestock, wells, solar pumps for the wells, and improvements were made to the barn. An outbuilding was converted to a chicken coop and there are laying hens at the property. This past summer DAFS was able to take on beef calves at the Floring site. Those calves were weaned at the Floring Property and will be moved onto pasture at Menikanaehkem. DAFS continues to search for grant dollars to make more renovations to the house and outbuildings. DAFS also was awarded grant dollars to purchase; three tractors, haying equipment, a trenching bucket, and a plow implement. DAFS is also applying for cost share assistance to complete pasture fencing in 2022. This project will be part of a larger nutrient management plan for livestock at the property.

External Funding and General Fund

Grant	Amount	Timeframe	Purpose
Wisconsin Partnership Program- University of Wisconsin	\$189,401	FY19-2023	-Develop Food Code -Establish food system -Community kitchen -Personnel
Kaeyas Mamaceqtawak: Ancient Movers Seed, Soil, Culture	\$40,000	FY2021-2022	-Purchase fencing materials, well installation, solar pumps, and tools for library.
Kiash Machitiwuk NDN Collective grant	\$95,000	12/2020- 11/2022	-Purchase tractor, trailer, implements, haying equipment, and storage shed.
Economic Development Authority	\$1,459,825	3/2021- 2/2024	-Forest product feasibility study
First Nations Development Institute – Gather grant	\$20,000	10/2021-2/2022	-Purchase equipment for harvesting and processing wild rice that will be used by community members.
Agriculture Obesity Prevention	\$1,327.06 balance	Until spent	-Travel funds to visit local and/or non-profit food hubs. Tour other tribal food sovereignty programs.

Agriculture fundraising	\$122.93 balance	Ongoing	-Donated funds used for supplies
MITW DAFS general budget	\$83,463.19	FY21	-Personnel -Space

Looking Ahead

DAFS will continue to work on the Elder Food Box Project and the FDPIR projects. DAFS staff will move into the Recreation Center building and Community Kitchen renovations will begin. DAFS continues to apply for grant funding that will allow us to purchase more equipment, establish livestock pastures at the Floring property, renovate the Floring Property home, continue community kitchen renovations, hire an apprentice, and hire additional full time staff. DAFS will continue to work on changing zoning laws to support individuals and families food sovereignty efforts. DAFS will hold town hall meetings (as COVID-19 restrictions are lifted) to collect community input and continue to meet with its advisory council for technical assistance and recommendations.

DAFS Staff:

Gary Besaw, Director

Joyce Wayka, Administrative Secretary

Jen Falck, WPP Coordinator

Child Support

Heather Wilber, Manager

The Mission Statement of the Menominee Tribal Child Support is to enhance the well-being of our children by assuring assistance and support through healthy, friendly, positive atmosphere that promotes and preserves our families. The vision is to empower our families and community by providing for our children.

The Menominee Tribal Child Support's primary responsibility is to enforce orders issued by the Menominee Tribal Court, along with providing services for Paternity Establishment, Support Establishment and Enforcement, locating absent parents, Inter-jurisdictional Establishment and enforcement and case management.

The Menominee Tribal Child Support employed 8 staff in FY2021, comprised of five (5) Child Support Specialist. Two of these Specialists are responsible for the monitoring and case management of Paternity/Intergovernmental cases and the other Kinship/Foster Care cases. Management and Administrative Staff include a Child Support Manager, a Financial Specialist and an Administrative Assistant. The agency also shares a part-time Attorney with Tribal Family Services.

The child support system involves very extensive networking with community resources, other tribes, states and counties, as well as employers, employment resources and federal and local agencies. The Menominee Tribal Child Support Agency also has access to many resources in order to locate parents, verify employment and income. Referrals and applications are received from and made to these resources on a continuous basis through the year. The agency also provides information to participants regarding job training, employment opportunities, and other community resources available.

For the Menominee Tribal Child Support Agency, income withholding is by far the most effective tool available for the collection of financial court ordered obligations. Constant case management and

monitoring is key. The Agency also accepts and enforces orders issued by other jurisdictions, including Wisconsin Counties, other States and Tribes. Our agency also asks for assistance from other Wisconsin Counties, other States and Tribes to enforce our Menominee Tribal Court Orders if the non-custodial person lives in their jurisdiction. Inter-jurisdictional enforcement is another tool used for the collection of child support. Additional enforcement tools used for the collection of child support for our children and their families include interception of unemployment benefits, workman's compensation and Federal/State Tax refunds.

There are economic conditions and other factors that prove difficult in collecting child support obligations. During FY2021, the Covid-19 Pandemic continued to have a profound effect on the collection of child support obligations. Many businesses had to close and reduce staff which resulted in many participants losing their jobs and making it hard for participants to gain employment. Other factors include incarceration, unemployment, transportation issues, and barriers to employment such as job training/skills and education.

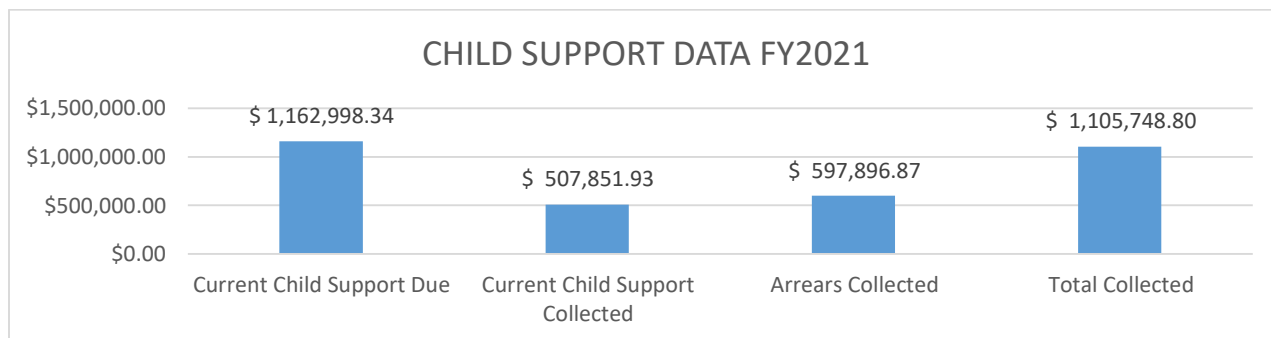
The Menominee Tribal Child Support Agency monitors and reviews cases and ensures support obligation are appropriate based on the income of payers. Paternity Establishment is an important services of the Menominee Child Support as it provides our children with a sense of identity and belonging, and opens the door for enrollment with the Menominee Tribe and the benefits that come along with that status. Paternity Establishment is the process of determining the legal father of a child and may be established through genetic testing and/or court order through the services provided by the agency. There are instances where parents who are unmarried establish paternity through filing the Wisconsin Voluntary Paternity Acknowledgement (VPA) form themselves to the Office of Vital Records. Under Wisconsin Law, this fully establishes legal paternity and the father's name is added to the birth certificate, however the VPA does not give the father any legal rights or physical placement and individuals must file motion in Court on their own to gain/change legal rights, placement and/or visitation. The practice of the Menominee Tribal Child Support Agency and Paternity/Child Support Specialist when a case is referred for paternity establishment is to encourage participants to utilize the services offered by our agency to obtain a court order to establish a legal father, however, some parents do choose to complete the Voluntary Paternity Acknowledgements on their own.

Paternity Establishment has been impacted by the Covid-19 Pandemic as well for FY2021. Genetic testing/swabbing appointments had been put on hold at times throughout the Fiscal Year. MTCSA continued to follow the procedures that were developed in FY2020, with the assistance of Dr. Slagle of the Menominee Tribal Clinic. The self-swabbing procedures initiated by the genetic testing lab, DDC, have continued to be followed. The health and safety of individuals and staff was, and continues to be of the utmost importance. MTCSA had to ensure that safety protocols were developed and implemented in order to move forward with genetic testing.

The Agency's enforcement and establishment of financial obligation of children reduces poverty and financial strain on the custodial parents, reduces the participation of welfare programs of single-parents and most importantly, child support collections yield positive outcomes on family relationships and increases the involvement of non-custodial parents in their children's lives.

As of September 30, 2021, the child support agency has a total of 1,483 open, active cases, of which 291 are Inter-jurisdictional cases, 215 are Kinship/Substitute Care Cases, and the remaining 977 are regular child support/paternity cases. FY2021 Child Support Data is as follows:

Below is a snapshot of the historical child support data for FY2019 and FY2020. As you can see, the amount collected in FY2021 has decreased compared to FY2020, which is likely due to the Covid-19 Pandemic which caused unemployment, layoffs and loss of jobs.



FISCAL YEAR	CURRENT CHILD SUPPORT DUE	CURRENT CHILD SUPPORT COLLECTED	ARREARS COLLECTED	TOTAL COLLECTED
2019	\$ 1,179,548.42	\$ 663,368.93	\$ 392,49.16	\$ 1,056,018.09
2020	1,215,661.23	\$570,303.17	\$619,674.95	\$1,189,978.12

As we move into Fiscal Year 2022, our goal is to continue to ensure financial stability for the children and families served by our program and the staff of the Menominee Tribal Child Support Agency. MTCSA looks forward to the new Fiscal Year as we work to support, strengthen and encourage families to provide a safe, nurturing and stable environment.

Clinic

Jerry Waukau, Administrator

Mission Statement: The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health care in the area of medical, dental and community health services. The Clinic employs 173 full-time employees, 4 part-time employees, 19 PRN, and 10 contracted provider consultants.

The Menominee Tribal Clinic continues to champion the work around trauma informed care, community engagement, and patient centered care through our medical home certification through the Accreditation Association for Ambulatory Health Care, Inc.

MTC Incident Command: COVID-19 Response

The MTC Incident Command team continued to meet monthly throughout the year to offer support to Clinic Departments on how to safely provide health care to the community. We continued to operate within our Pandemic Response plan in the Phase 3 and 4 levels. Returning to usual care with proper COVID precautions and emphasizing infection control after vaccinations were rolled out earlier in the year.

The clinic's Incident Command team is comprised of Jerry Waukau, Dave Waupoose, Dr. Amy Slagle, Dr. Rob Chelberg, Faye Dodge, Michael Skenadore, Steve Schenk, and members of the McMahon consulting group. The team provided vital input, guidance and invested significant time into trouble shooting clinic processes to provide safe and efficient care to the community during the pandemic. Dr. Slagle served as the liaison to the Tribal Incident command structure.

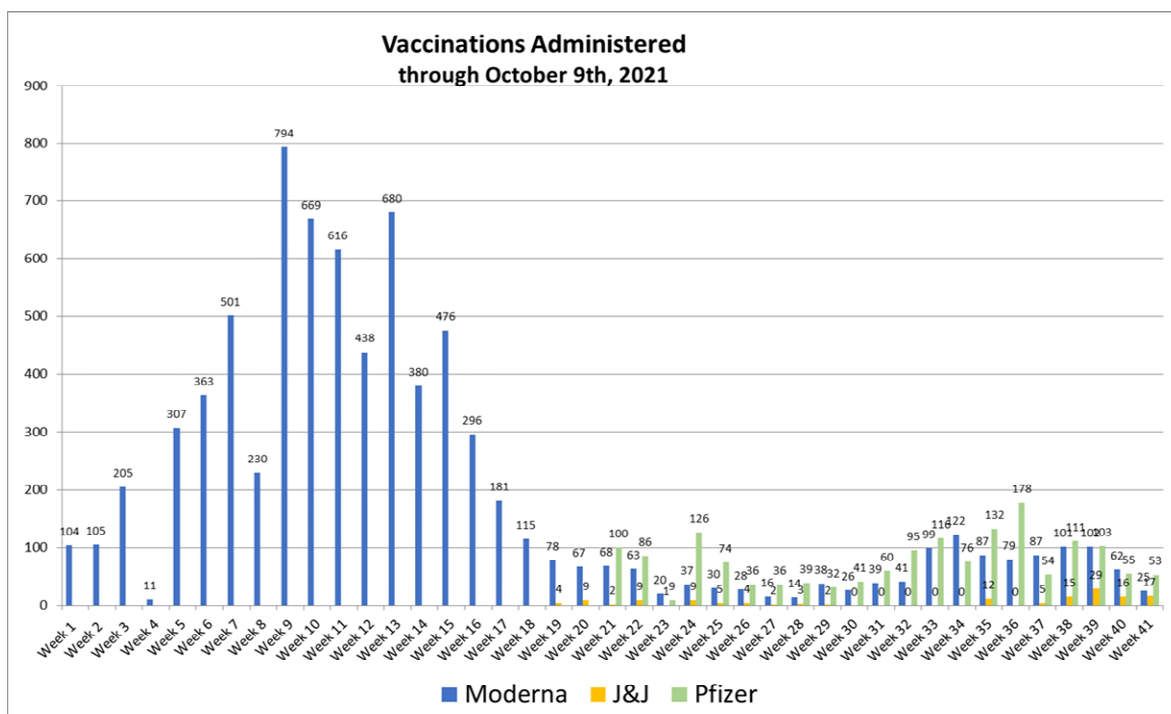
The IC team continued to support the COVID-19 pandemic response for the Clinic:

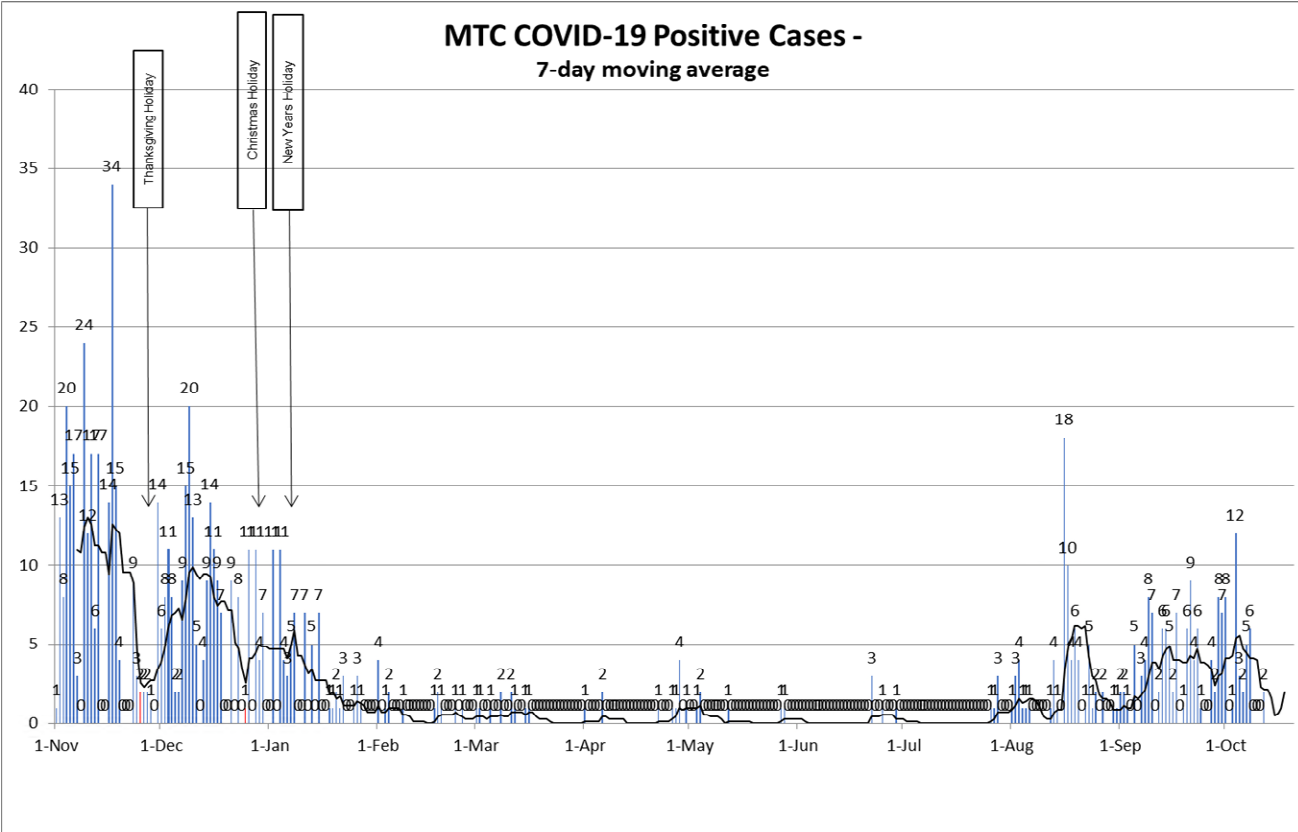
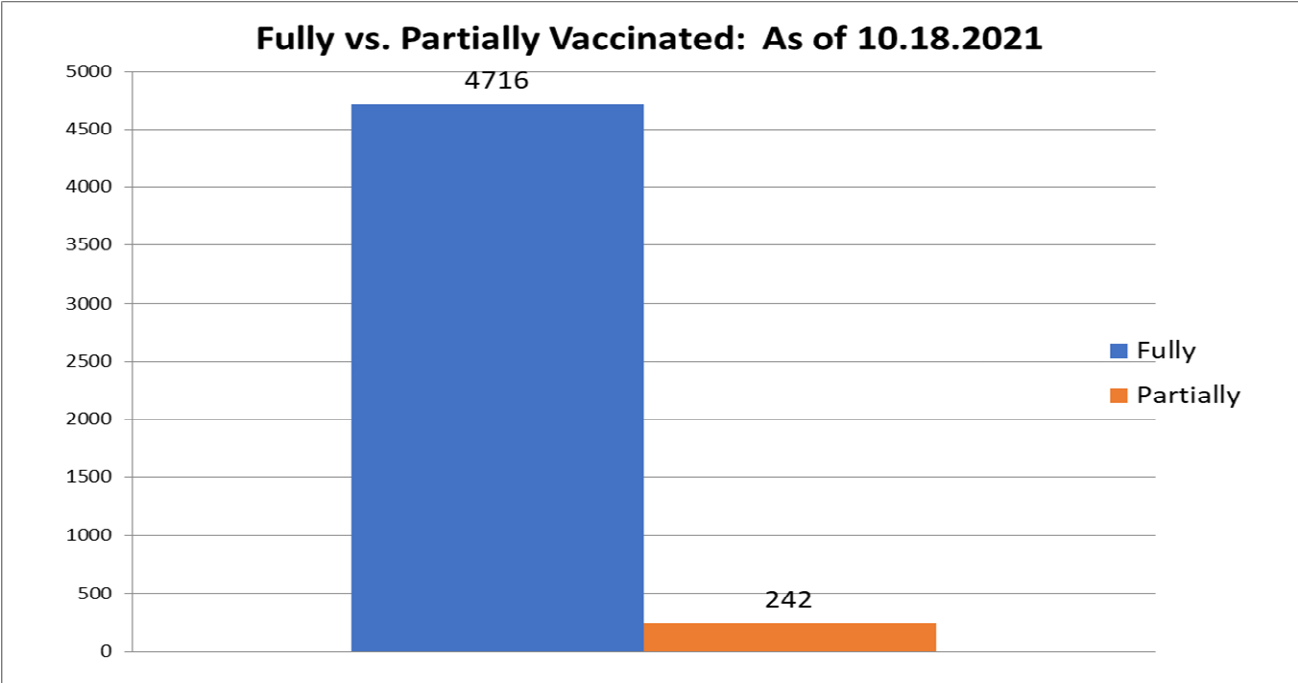
Vaccination efforts: At the close of 2020 and beginning of 2021 the Moderna vaccine received FDA approval and MTC staff ramped up a community vaccination program. This was soon followed by Pfizer and Johnson & Johnson receiving emergency use authorization. In cooperation with various Tribal departments and the local school district several vaccine events occurred. To date - 9600 vaccine shots have been administered by MTC staff with the support of EMS and other clinic departments.

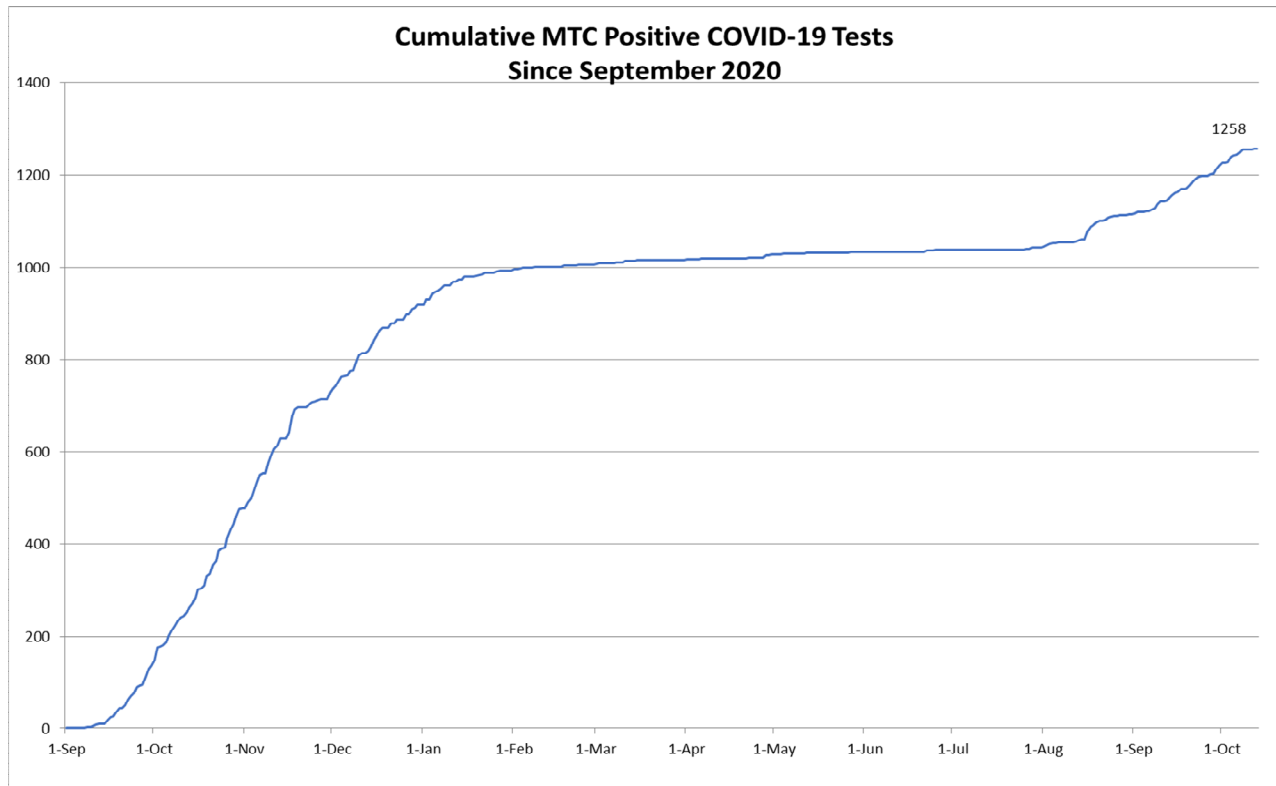
Pharmacy Running: The pharmacy averaged 2800 to 3000 patient encounters per month at the outside drive-up pharmacy. This has not only mitigated COVID spread within the clinic by limiting access into the building but also provided a convenient way to pick up medications, in which our patients have appreciated.

COVID Testing: Testing for COVID continues to be a priority and the Medical Team has provided outdoor testing since the beginning of the pandemic. The year 2021 showed a significant COVID surge in August through October. Testing has been a vital service to help identify positive patients which results in proper isolation, quarantining and treatments.

Safety and Security: The team continually provided trouble shooting and guidance for safety and security issues throughout the year. The clinic's front door entrance is a vital entry point and proper patient screening assures a COVID safe facility. A significant amount of trouble shooting transpired over the year to alleviate problems that occurred at the front door which resulted in a safer clinic environment. The McMahon consulting group also offered insight on how to improve safety and security. They helped create a Pandemic Response Improvement Plan and the MTC Continuity of Operations Plan. The group also offered consultation services for EMS services, participated in vaccine clinics, and taught classes on verbal de-escalation and self-defense.







**ANNUAL FINANCIAL REPORT FY 21
MENOMINEE TRIBAL CLINIC
OCTOBER 1, 2020 – SEPTEMBER 30, 2021**

Summary - FY 2021 Clinic - Non COVID Expenses - 10/1/20 through 9/30/21					
Based on Preliminary September 2021 Reports					
Expense Category	Tribal	Federal	State	Other	TOTAL
Personnel Costs	1,425,293	10,768,707	92,622	5,401	12,292,023
Fringe Benefits	399,265	3,585,517	53,335	2,531	4,040,648
Supplies	1,001,370	2,114,365	29,990	3,649	3,149,374
Contractual	318,094	955,603	-	46,840	1,320,537
Equipment	107,231	121,100	-	-	228,331
Indirect Costs	418,396	3,186,517	27,157	2,781	3,634,851
CHS Referrals	175,054	2,469,354	-	-	2,644,408
Other Expenses	285,853	811,233	5,545	74,209	1,176,840

Building Maintenance	-	143,937	-	-	143,937
Subtotal Operating Expenses	4,130,556	24,156,333	208,649	135,411	28,630,949
NonClinic Operating Expenses					
*** Tribe Supportive Services	106,167				106,167
***Tribe-Health Insurance	3,017,404				3,017,404
Total Expenses	7,254,127	24,156,333	208,649	135,411	31,754,520

*** Charged to clinic per MTL - non clinic operating expenses

Summary - FY 2021 Clinic COVID Expenses - 10/1/20 through 9/30/21					
Based on Preliminary September 2021 Reports					
Expense Category	Tribal	Federal	State	Other	TOTAL
Personnel Costs	-	433,856	101,768	-	535,624
Fringe Benefits	-	90,025	24,894	-	114,919
Supplies	-	623,017	8,649	18,567	650,233
Building Maintenance	-	25,525	-	-	25,525
Contractual	-	109,042	-	1,395	110,437
Equipment	-	180,227	-	-	180,227
Construction		141,872	-	-	141,872
Indirect Costs	-	-	29,838	-	29,838
CHS Referrals	-	68,849	-	-	68,849
Other Expenses	-	182,507	4,480	38	187,025
Subtotal Operating Expenses	-	1,854,920	169,629	20,000	2,044,549

Menominee Tribal Clinic Quality Manager Annual Report – 2021

The COVID-19 pandemic dominated nearly all activities at the Menominee Tribal Clinic over the past year. Many routine activities were supplanted by a series of significant changes in operations as well as new assigned duties for staff. Some core activities that continued regardless of the pandemic included

retrieving data for various reports throughout the clinic, basic safety drills and checks and regular reports for the PI committee. The latter part of the year was spent re-establishing routines, monitoring and reporting and also beginning the prep work for the upcoming AAAHC on-site survey in 2022. The COVID-19 pandemic necessitated a nearly continuous two year evolution of certain clinic practices included curbside delivery of pharmacy prescriptions, local COVID-19 testing option and vaccine clinics held in different locations. In each of these projects there was significant back and forth as our understanding of the pandemic evolved. Some projects that started in a tent evolved into semi-permanent structures. Some of the original goals and objectives have been replaced numerous times with ever evolving and more sophisticated outcomes. Throughout much of these activities the Quality Manager acted as liaison between front line workers and department heads and clinic administration and outside entities such as contractors and Community Development.

The result is a very sophisticated series of enhancements to the clinic operation that have resulted in reduced patient traffic, better safety management and certainly the ability to monitor and track COVID-19 activities and occurrences within our community. In some cases these enhancements have created models for improved patient care post pandemic.

Regular Data Retrieval

Other duties included providing data from the EPIC system for a wide variety of clinic functions including monthly reports, improvement projects and compliance measures. Many of the reports are regularly scheduled and consistent throughout the program year. Other reports are a one-time data pull or are only needed quarterly or once a year. These data sets include:

- Monthly reporting for Medical, Optical and Contract Health
- Provider evaluations
- Prescribing patterns
- Imaging turn-around performance
- Sexually transmitted disease rates
- Vaccination rates
- Required data for grant reporting

AAAHC Activities

As always, the clinic is either responding to a survey or preparing for a survey. This cycle sees us ramping up our efforts for a survey in 2022. There are significant challenges This time around so much of our efforts of the last 18 months have been dedicated to our COVID-19 response and while we didn't sacrifice any elements of the quality of care our patients are accustomed to we are anticipating a challenging review environment. As we begin the process of preparing for our survey we have made a number of needed changes to better utilize the resources available here at the clinic.

The biggest evolution in our AAAHC survey preparation process was the development of a new approach to our self-evaluation process. A team-based approach was developed whereby teams of staff are assigned a chapter to evaluate and report back to an administrative group. There were multiple goals in the development of this new approach. First was to better use the time of high level members of the administrative team. This group no longer has to sit through weekly meetings dissecting standards; rather, they receive reports from the teams and create and direct solutions based on the findings. Second, by assigning a variety of staff to our AAAHC teams we improve the general knowledge and understanding of the standards and survey process beyond only a few critical staff. Finally, it was hoped this new approach would replace a very tedious and sometimes painful process of reviewing standards line by line.

MTC Controlled Substance and Monitoring Activities Report

The transition to a new Clinic Director in January 2020 from Dr. Culhane to Dr. Slagle was significantly interrupted by COVID-19 response. Dr. Amy Slagle has been continually engaged in COVID related response duties and patient care when she is able.

Under our previous Clinic Director a goal was established to work with all MTC patient care departments to implement a uniform standard of tracking and managing controlled substance prescribing. These goals will continue to be re-evaluated and modified as our new Clinic Director is familiarized with existing provider prescribing patterns and community needs.

The downward trends in prescribing, as demonstrated by the data, shows that Medical, Behavioral Health and Dental providers have altered their prescribing habits significantly since 2018. This also corresponds to more widely utilize online Prescription Drug Monitoring Program (ePDMP). Dr. Rob Chelberg continues to be the medical coordinator for this program at MTC.

As our COVID response declines in the coming year significant efforts will continue in the following areas:

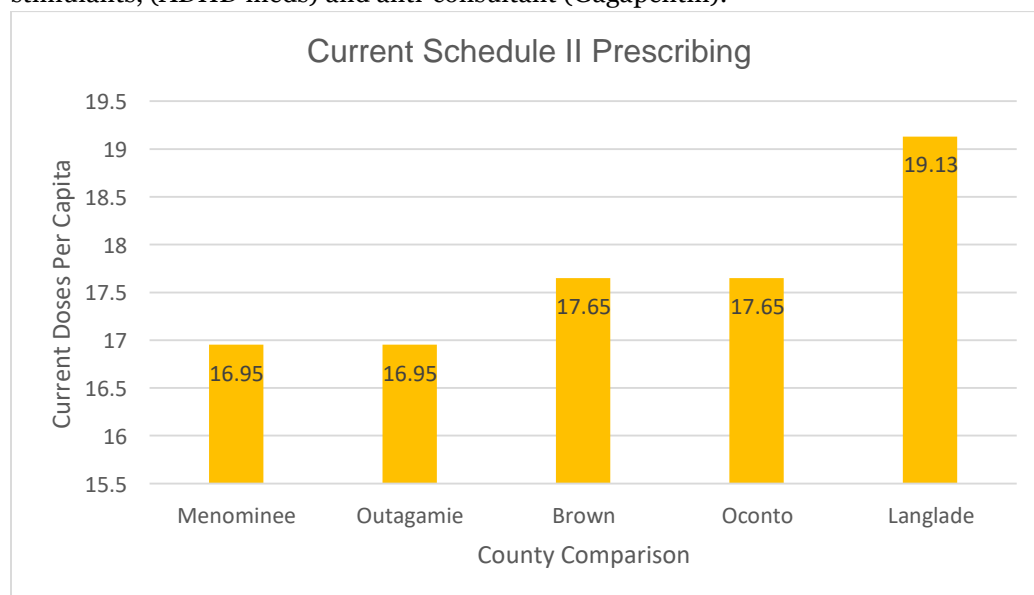
Planning, Improving and Implementation of:

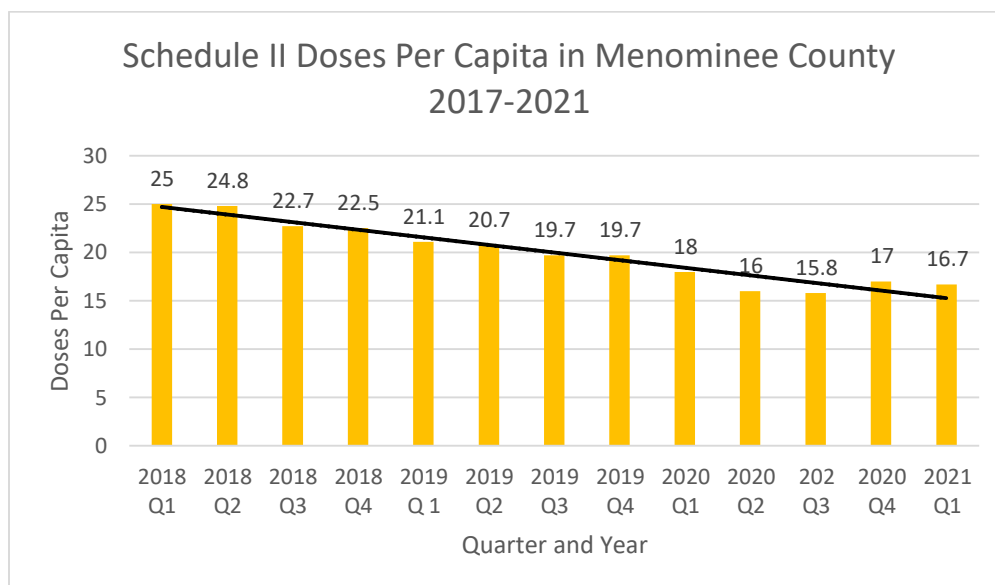
- Pre-initiation drug screening
- Increase Annual Drug screening
- Resolve medication refill issue
- Increase use of High-risk medication agreements
- Establish appropriate follow-up timelines

PRESCRIPTION DRUG GRAPHS:

The attached graphs show provider prescribing trends for controlled substances from 2018 through the third quarter of 2021.

It is important to note that there continues to be a downward trend in prescribing of all four (4) categories of controlled substances – Narcotic analgesics (Pain management), Anti-anxiety (Benzodiazepines), stimulants, (ADHD meds) and anti-consultant (Gagapentin).





BEHAVIORAL HEALTH SERVICES

The Behavioral Health Services Department (BHSD) is certified by the WI Department of Safety and Professional Services as a DHS 35 Outpatient Mental Health Clinic. The BHSD was successfully re-certified in February 2021 for a two (2) year period. The result of the 2021 site-visit was "No Deficiencies were identified". The department offers outpatient services such as evaluations, assessments and psychotherapy using a range of treatment modalities. Some of the reasons individuals seek services in the BHSD include depression, anxiety, grief, family difficulties, relationship problems, trauma, parent-child difficulties, school difficulties, and court ordered services. Individuals requesting services are seen for individual, couple, family or group 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 Medical Department in providing mental health counseling services to individuals participating in the Clinic suboxone program.

The present staff consists of five (5) Master's level Psychotherapists (3 Licensed Professional Counselors, 2 Licensed Clinical Social Workers), two (2) Master's level Psychotherapists In-Training (1 Advanced Practice Social Worker, 1 Licensed Professional Counselor In-Training), one (1) BH Case Manager, one (1) Mental Health Technician, one (1) consulting Psychiatrist, two (2) consulting Psychiatric Mental Health Nurse Practitioners, one (1) Registered Nurse and two (2) support staff. All clinical providers are certified by the State of Wisconsin Department of Safety and Professional Services for providing mental health services. All providers are certified for third party billing purposes.

Staff is involved in 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 and the MISD Student Health Center. Throughout the COVID pandemic the BHSD continued to provide BH services to meet the needs of our clients, MTC employees, MITW employees and the community while also keeping health and safety in mind.

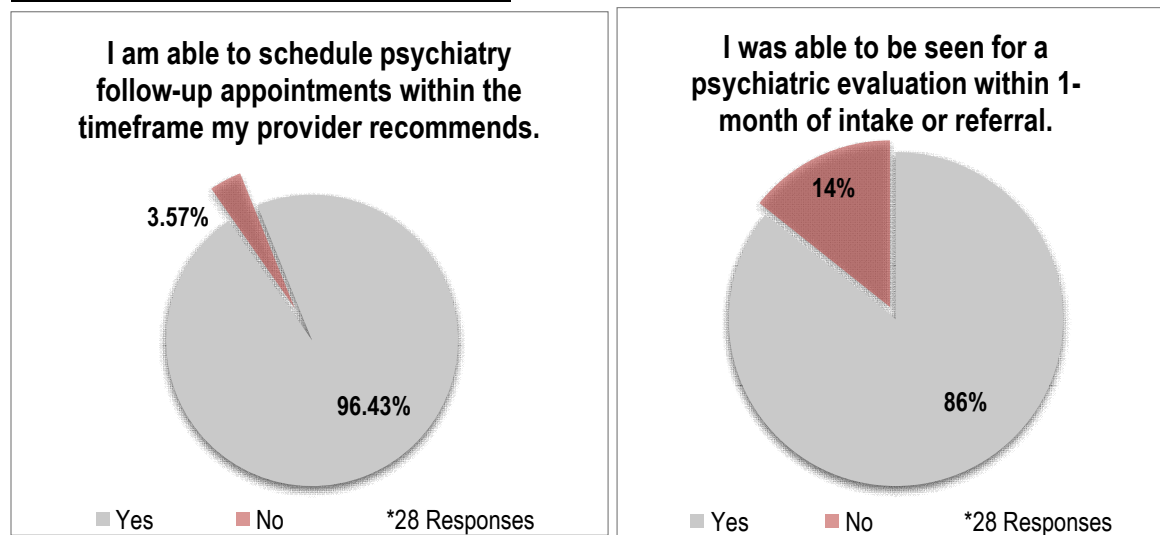
The BHSD implemented small changes to the safety and security within the department. The entrance into the department is now secured for keycard access only. Clients with scheduled appointments are 'buzzed' into the department. We also met with a security consultant who was able to provide feedback regarding the current safety and security measures in the department as well as give guidance for the future build.

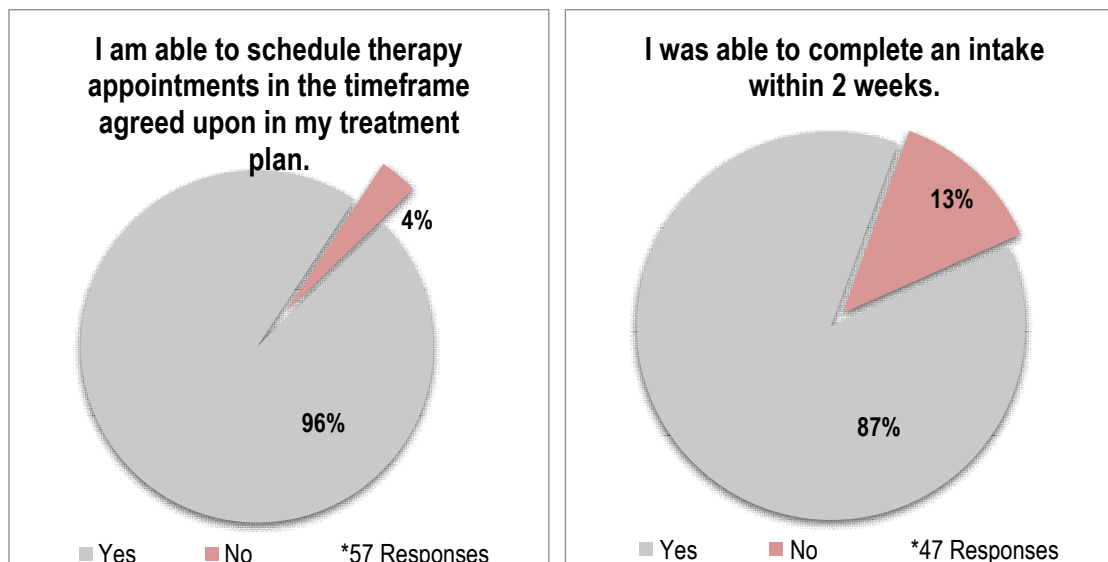
Behavioral Health Services Department 2021 Client Satisfaction Survey Results Summary

To identify strengths and areas for improvement specific to psychiatry and therapy services, surveys were developed for both provider types in 2021. To address reverse-coding errors noted in the 2020 survey, the Likert scale response option was eliminated in favor of a Yes, No, or N/A format. The survey questions in both versions are consistent with those asked in the 2020 survey, and are sorted into the same categories: Contacts with the Department, Contacts with Provider, Physical Safety, Suicide Risk, and Overall Experience.

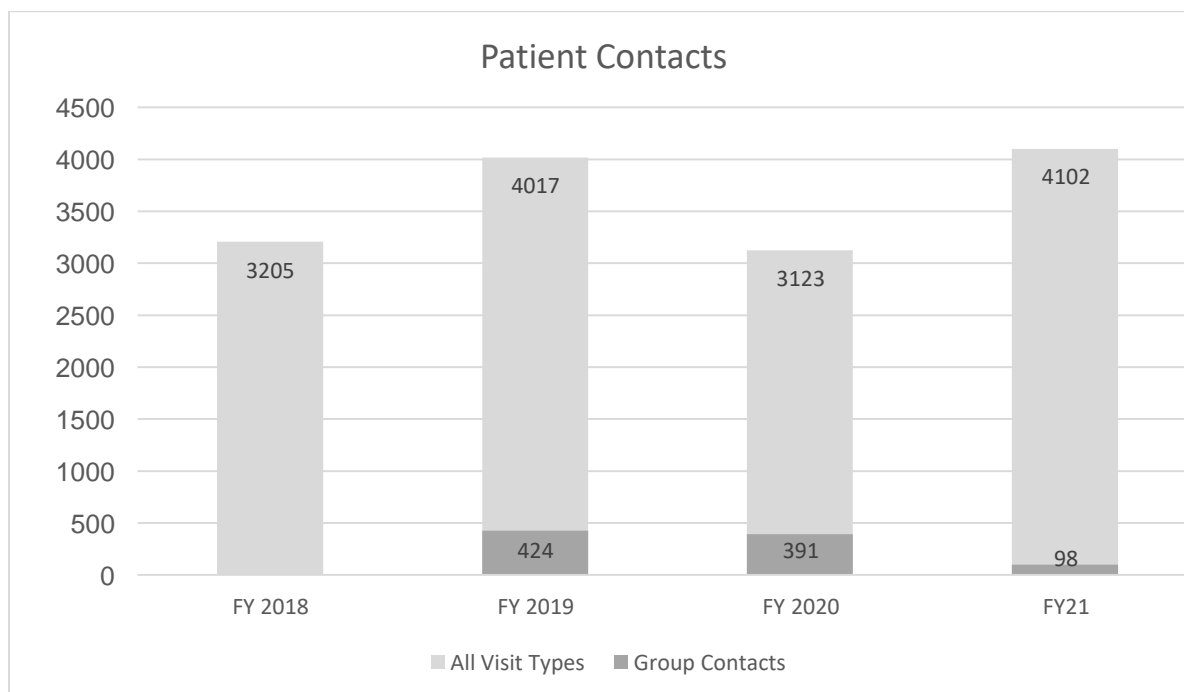
A total of 90 surveys were completed between October 1st 2020 and February 3rd 2021, with 29 clients completing the psychiatry version, and 61 completing the therapy version. Although BHSD has continued to provide in-person and Tele-health services throughout the pandemic, many clients utilized Tele-health and did not complete surveys. Several surveys were incomplete, but rather than exclude them from the report, percentages were calculated for each question based on its responses. Space for comments/feedback was provided in both versions of the survey.

Access Issues for Behavioral Health:





87% of respondents indicated they were able to complete an Intake within 2-weeks of requesting one. Although this was the lowest scored item on the therapy version of the survey, it should be noted that the wait for Intake in many area clinics is much longer, in some cases, months. Below are the number of patient contacts for FY 2018 through FY 2021.



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 number, and health insurance coverage each time a patient utilizes the clinic. The staffing plan of the department includes the billing office manager, billing office technician, patient registration coordinator, cashier/accounts receivable technician, four billing specialists, four coding specialist and five patient registration specialists.

Patient Registration registered a total of 94,611 patients during the reporting period of October 1, 2020 through September 30, 2021. Compared to the previous year there were 6,884 more patients registered this year despite the COVID pandemic.

For the reporting period the billing staff processed \$24,491,982 in gross charges which is an increase from the previous year of \$2,639,216; these charges reflect those that are billable to a 3rd party source and those that are not. For the reporting period 80% of the charges had a billable 3rd party source (insurance) and 20% 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 57 % leaving us with an adjustment rate of 23% as we do not balance bill amounts not paid by insurance to our I.H.S. eligible patients. Both our collection rate and adjust rate increase when compared to the previous year; these two rates are impacted by changes to insurance plans, contractual obligations under any agreements, and what is covered under a particular plan.

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 October 30, 2021 was \$2,714,126 and is a combination of all three practice management systems. Our accounts receivable balance increased slightly when compared to the previous year. Cash receipts collected for services totaled \$10,893,435 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 employer, self-pay patients, eyewear, contacts and OTC sales.

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 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, Cancer 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, Diabetes maintenance, Medications not available at Clinic, 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 and procedures that are considered cosmetic, experimental, or have no proven medical benefits. **Examples:** Services not covered by Medicare/Medicaid, Orthodontist, Lasik surgery, extended nursing home care and bariatric surgery.

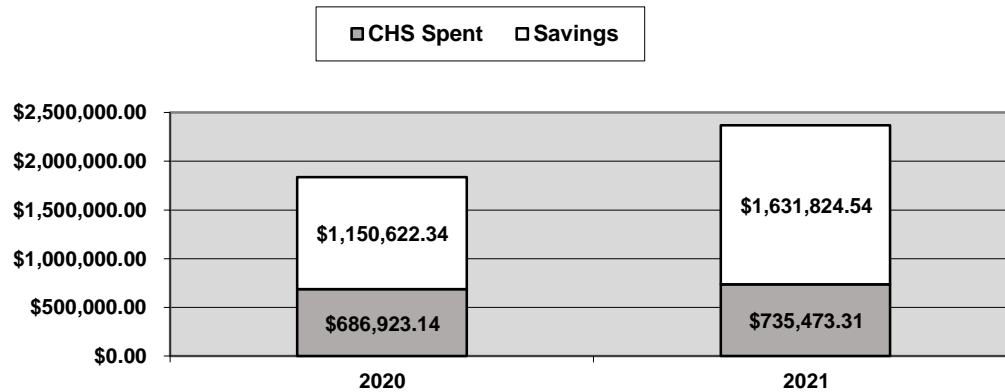
Patients, who meet the eligibility criteria, but the Medical/Dental Care are not within the current CHS Medical Priority, may proceed with referral and assume responsibility for payment.

Deferred Care: Contract Health received \$181,741 for Deferred Medical Care and \$ 30,559 for Deferred Dental Care. Four hundred eleven (411) patients were helped under deferred care in 2021. Deferred Care are those services, which requested by referral from MTC physician, but Contract Health is unable to fund payment because it is not within Medical Priority. 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 Hearing aids.

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 can use Medicare Like Rates on all Hospital Claims for the 148 patients we served with no insurance. CHS submitted 386 claims to Forest County Potawatomi Insurance Department for repricing.

CHS - Medicare Like Rates 2020-2021



Medicaid Eligibility Changes: On April 1, 2014 Medicaid was opened 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 93 childless adults on active Medicaid this year.

Audiology: 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 Menominee's are eligible for this service. 108 referrals were written and 48 approved by CHS; 17 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 108 children with pediatric dental care. These children were sent to Dental Haven \$267,562.00 and Thedacare Medical Center (Dr. Kwarcianny's patients) – Shawano \$3,651.35 = \$271,213.35. The addition of Thedacare Medical Center – Shawano is a new location for CHS patients; MTC pediatric dentist, Dr. Kwarcianny is providing this service. This is a cost savings for CHS because we do not have to pay doctor fees because Dr. Kwarcianny is an employee of MTC.

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 in-network plans available in Menominee County CHS did not sponsor any patients in 2021.

Benefit Specialist: The benefit specialists process all referrals created by our Medical, Optical and Dental providers. We average 487 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. Medicaid applications are now filled out with CHS staff 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 55 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 4 patients with filling out applications for Patient Assistance Drug Program for expensive medications not available through our pharmacy. 30 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.

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.

Med Data is in Thedacare facilities and helps our patients sign up for Badgercare while in-patient at the hospitals. These applications are faxed directly to Menominee CRC. This process is extremely beneficial for patient, hospital and MTC.

COVID-19: CHS staff stopped seeing MTC patients in the CHS office beginning in March 2020. We did all referral processing by telephone. This affected our numbers in some areas. While this has been challenging it has provided a safer atmosphere for all.

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 patient failed to return questionnaire.

Remember! Please call Contract Health Services with all appointments, scheduled surgeries, rehab orders, medical equipment, or anything pertaining to the approved referral. Each approved referral is for a certain provider and number of visits, so it is important to keep our department informed, as it may be necessary to get another referral. Bring all bills and statements you receive to Contract Health, so we can follow up on payment. It is not necessary to come into the clinic to drop off bills, you can give them to our front door screeners and they will bring them to CHS office. Call ER visits in within 72 hours for consideration of payment. Elders are allowed 30 days to contact CHS for ER visits.

COMMUNITY HEALTH NURSING SERVICES

The Community Health Nursing Service provides a variety of services within the clinic and out in the community. The full time staff is comprised of four (4) BSN RN's, one (1) LPN, one (1) program assistant, and one (1) receptionist. Temporary part time staff include two (2) part-time RN's, one (1) part-time LPN and one assistant working on COVID-19 Immunization initiatives.

Community Health Nurses Provide nursing services in patient's homes. Referrals for these services come from MTC doctors and outside hospitals and clinics. Requests also come from patients and family and are assessed for what is needed. Collaboration with other agencies and programs are utilized when needs indicate. RN's case manages the skilled nursing visits of this and on average assists 70-80 individual clients a month with a total of 4141 visits made over the past year. Provision of care has continued but is determined by the nurses based on COVID symptoms and risk what type of care can be safely provided.

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 have been reduced throughout the year due to COVID-19. A total of 4508 non COVID vaccines were given to patients. COVID-19 vaccines became available starting January 2021. Vaccination clinics have been held regularly since that time to promote COVID vaccination. To date 9598 COVID-19 vaccines have been given to patients 12 years old and older.

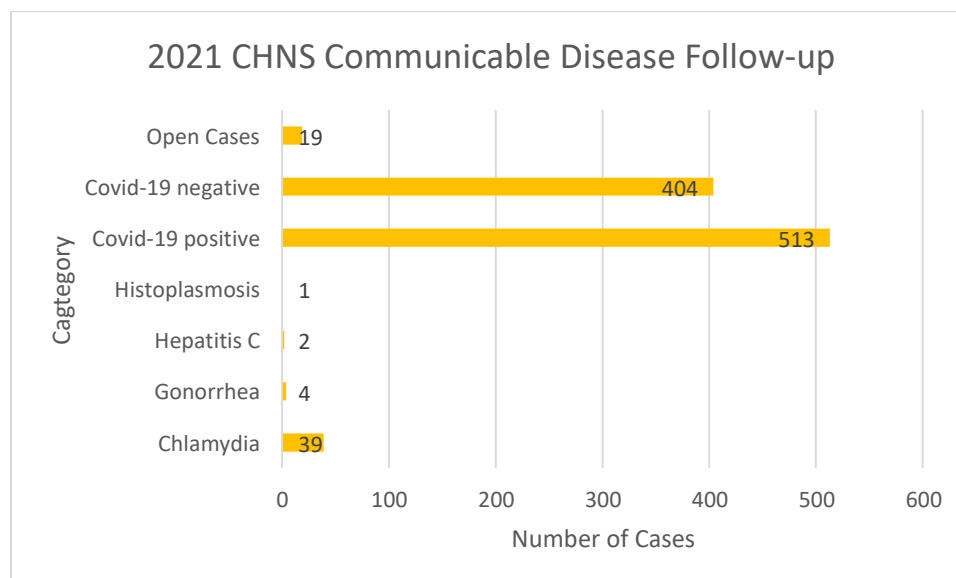
Health checks were not available to children 3-18 years old in the CHNS department due to COVID-19. Health checks were not done on children at the Head Start in October by CHNS, along with optical, dental, and nutrition department staff due to COVID-19.

Medication management for patients with Chronic Mental Illness is provided in Collaboration with Menominee County Health and Human Services, Community Support Program Staff and MTC CSP staff. We are presently assisting 12 clients with this weekly.

Skilled nursing services are provided to jail as requested. Inmate's needs are evaluated and appointments made when indicated. 33 inmates have been assisted with health concerns. COVID vaccines were given to the inmates and staff that requested them.

Influenza vaccines were offered at a drive through flu vaccine clinic held at the transit garage last October.

Community Health nurses are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic Physicians and in Menominee County. Contact Tracing for COVID-19 was the primary disease follow up activity done the past year. There were 181 positive COVID cases reported that fell under the jurisdiction of the Menominee Tribal Clinic. MTC tested additional positive patients that live in outside public health jurisdictions. MTC CHNS nurses worked cooperatively with the Shawano/Menominee County Public Health on 513 cases to ensure proper follow up of Communicable Diseases Occurs.



HIV/AIDS Prevention and treatment services are provided using state grant funds. Quarterly meetings are held virtually with other tribal coordinators. HIV/AIDS/STD presentations at the School, College, and other community sites on prevention of the disease and treatment were cancelled due to COVID-19. This past year 4 patients have been assisted with case management services, linking them to resources and infectious disease doctors through the AIDS Resource Center of Wisconsin.

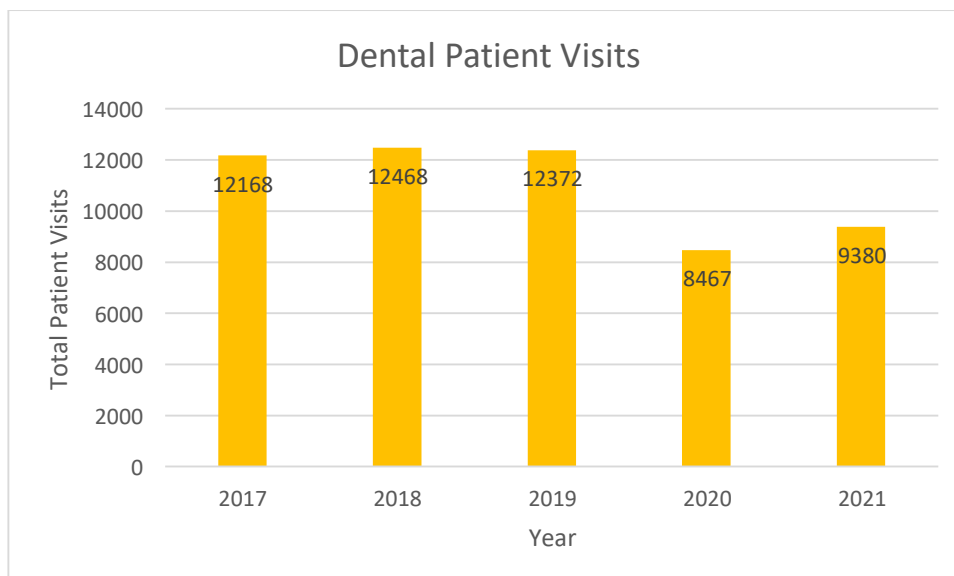
The Program Assistant takes care of the purchasing for the Department as well as AIDS, Health Promotion/Disease Prevention, Immunization Program and department. She assists with the car seat distribution, managing the loan closet supplies and helps staff with community events.

Car seats and booster seats were not given out due to COVID-19 and lack of car seats. Funding for this service was previously obtained through grants. Information regarding applying for future funding was relayed to the Tribal Grant writer's office by the certified car seat technicians. This service is to provide care and booster seats to children newborn to 8 years' old who meet the criteria of Menominee or descendent and that live within the Contract Health Delivery area. It is hoped this funding can be secured in the near future and are able to provide this valuable service once again.

Rural Infant Health worker attempts to visit high risk newborns on the Reservation. Information is presented on baby safety, car seats, and immunizations; well-baby visits, and feeding habits. Weight checks are done. High Risk infants are discussed with the doctors and RN's and are referred to the Birth to Three programs at Menominee County Health and Human Services. If respite care is needed they are referred to MCHS. Post-natal questionnaires are performed on mothers; those with issues referred are to the Behavior Health Department. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children.

DENTAL CLINIC

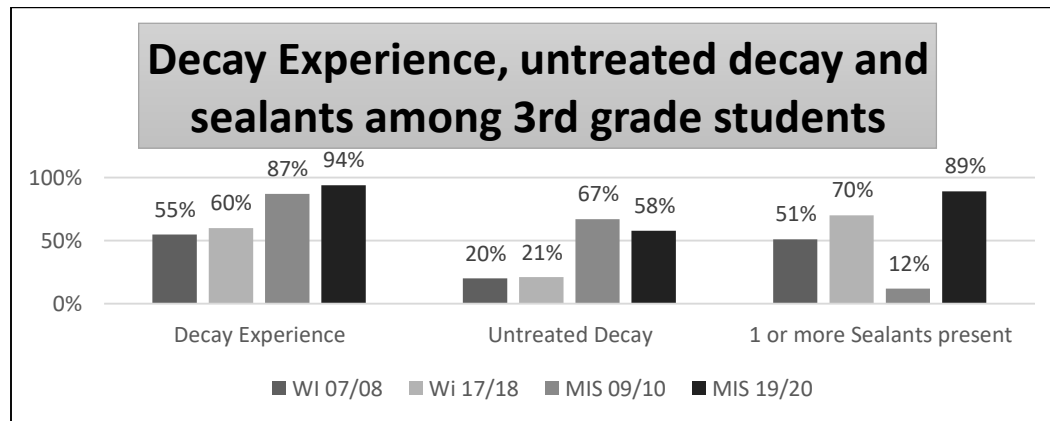
The Dental clinic provides a full range of dental services: cleanings, fillings, crowns, bridges, extraction, dentures, a variety of other services, as well as a full-service dental laboratory. We have six (6) general dentists, one (1) full-time pediatric dentist, a part-time endodontist, and a part-time pediatric dentist. There are five (5) dental hygienists and one (1) dental program director. We are currently down two (2) full time general dentists.



There were 1706 no-shows in FY 2021 and 2280 walk-in patients.

From March 2019 thru September 2021 we were unable to provide dental services at the Keshena Primary School, Middle School and Tribal School due to all school were virtual due to the COVID pandemic.

Since the start of the school prevention program (2009) there has been a 23% reduction in the severity (decayed/missing/filled). We have had 13% reduction in untreated decay among 3rd graders. Our preventive sealant placement numbers far exceed the Wisconsin numbers.

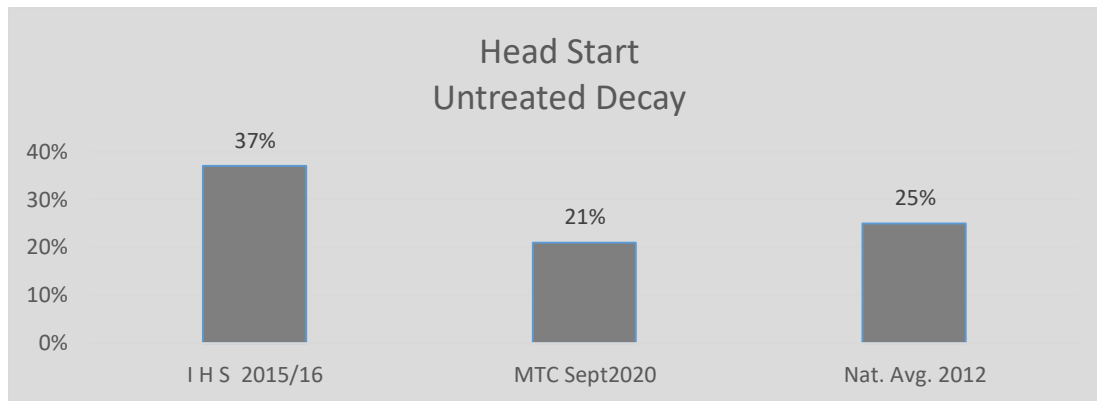


WI= Wisconsin Surveys, MIS= Menominee Schools. We have had an increase in sealants of over 700% since we started with the program in 2009.

Our rate of sealant placement for prevention is well ahead of the state percentages. When we started in 2009 it was well behind Wisconsin state level.

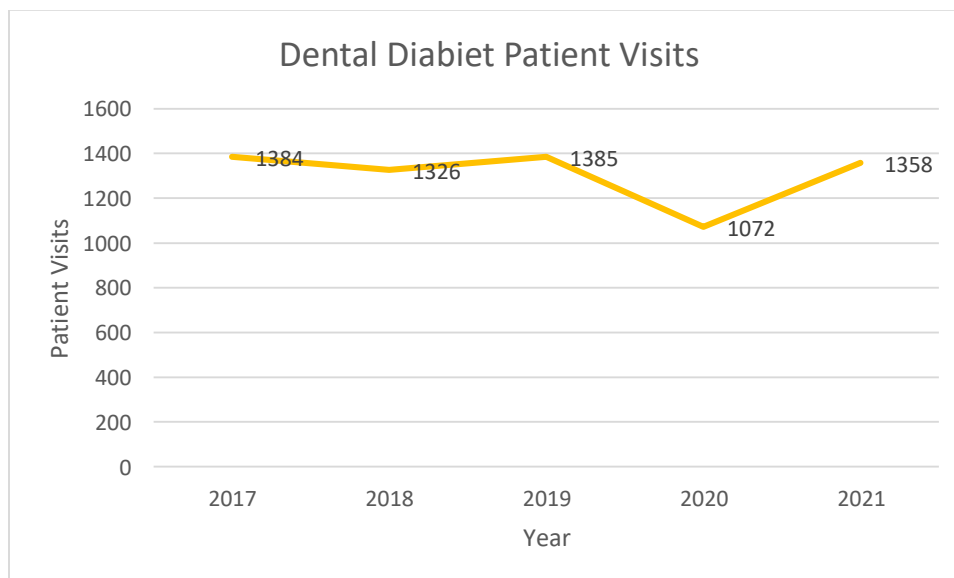
For our small children with a severe number of cavities we have expanded our ability to provide hospital operating room treatment, Dr. Don Kwarcianny is seeing patients at Thedacare - Shawano. We have additional services from Dr. Hernandez.

Each year we provide screenings for Head Start and Daycare children. The children get fluoride varnish treatments at the centers four (4) times a year and are provided follow up care at the clinic. In 2001 the untreated decay rate was 53%, with oral health education and prevention we have dropped to 21% untreated decay which is below the IHS and national average.

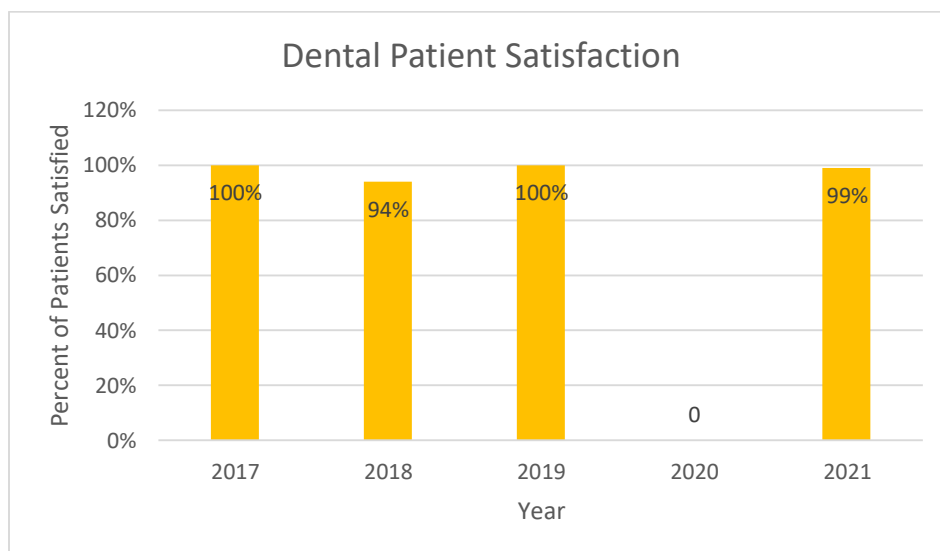


We had 854 patient encounters in the 0-5 year old age group in FY 2021. The number of children seen is down due to COVID and limited access to dental services. The Medical Department offers fluoride varnish treatments at well-child visits and the WIC department offers oral health education to mothers 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 conferences.

We work with the diabetic program to provide oral health education and treatment to diabetic patients. In FY 2021 we had 1,358 diabetic patient visits.



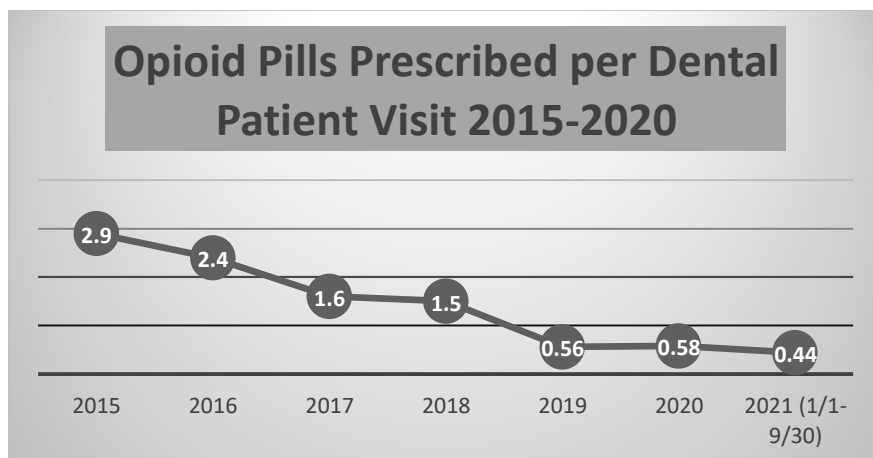
Patient satisfaction survey in 2021 continues to show that patients are satisfied with the care they receive in dental.



In 2021 we continued our school prevention programs and continue with outreach programs that promote oral health awareness and show improved outcomes. We will continue to collaborate with the community, the schools, medical, WIC and diabetes programs to provide effective preventive programs.

Since 2015 we have worked to decrease the number of opioids we prescribe.

- Use the Wisconsin PDMP to monitor patient use.
- Prescribe more NSAIDS (e.g. Ibuprofen) for patients who can take them.
- Prescribe fewer opioids in each prescription.



80% Drop in the rate of pills prescribed since 2015. We will continue to work to decrease the amount of opioids prescribed through a combination of patient/provider education and preventive programs.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic has been greatly affected by the COVID-19 Pandemic. COVID-19 has made accomplishing the grant's goals and objectives a bit of a challenge again in FY 2021.

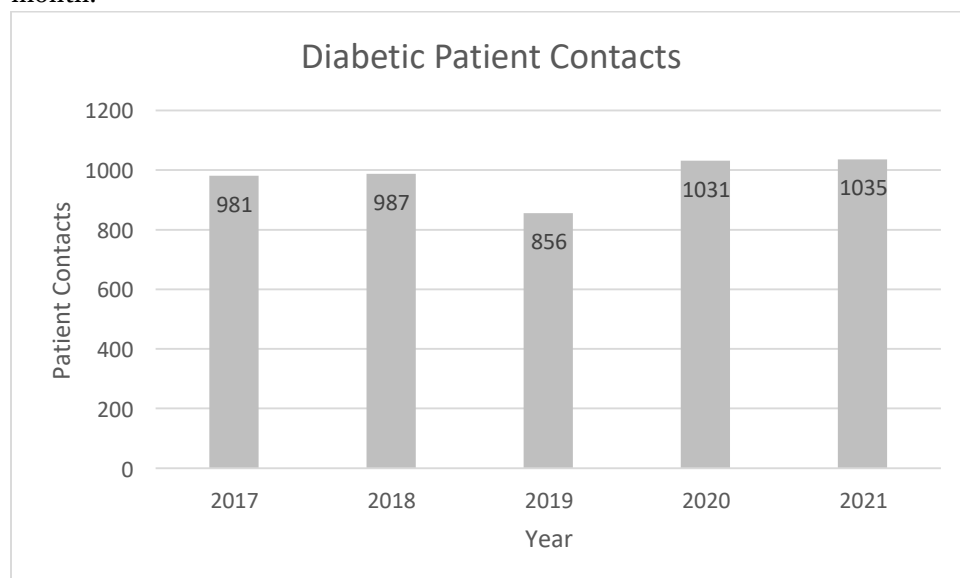
We have been unable to provide any group diabetes education. Outdoor exercise activity events have been provided with COVID precaution measures implemented.

Diabetes education was provided individually to patients and family members if they were present at the time of the appointment in the clinic. Education was provided in-person and via telehealth over the phone. We continue to reach out to patients who have not had an appointment in the last year to encourage them to be seen and check on blood sugar control and their well-being.

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, podiatry services, one on one and family appointments as well as group education. (Not all of these services were able to be provided during the COVID pandemic and some were offered virtually).

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. Group educational events that the program usually sponsors had to be cancelled but some physical activity events were held. This grant funding will end in December of 2022.

There are currently 866 people on the Diabetes Registry with four of those patients being under the age of 18. The Diabetes Educator and the Health Promotion Specialist have been able to maintain over 1,000 patient contacts in the last year despite being short staffed due to the resignation of the Exercise Physiologist in November of 2020. There were 1,035 patient contacts collectively in the last year. The contracted podiatrist that comes to the clinic two days per month sees on average about 18-19 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 Health Promotion Specialist, a Registered Dietitian, an Optometrist, a Dental Hygienist and the CHNS Director. These team members work to provide services with care and empathy as well as building trusting relationships with all patients. The team works collaboratively to ensure that our patients receive the education, support and supplies they need to manage their diabetes

and practice self-care. All of the staff that makes up the Diabetes Team understands the benefits of on-going continued education on Trauma Informed Care and other Diabetes related topics, and therefore continually seek further education and training opportunities.

The Diabetes Nurse Educator continues 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.

The Diabetes Program collaborates and has MOUs with most tribal programs. We 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. A team member was a representative for the Diabetes/Wellness Group for the Focus Group working on the opening of the FACE Center.

An annual patient satisfaction survey is given to patients of the Diabetes Program at community events, at clinic appointments and via the U.S. Postal system. Eighty-two percent (82%) of the surveys given out were returned. The satisfaction rating of the 2021 survey was a combination of excellent and good scores. The results of the 2021 survey was 86% were satisfied overall with the Diabetes Program at Menominee Tribal Clinic. Suggestions for improvement are always reviewed, considered and implemented if possible.

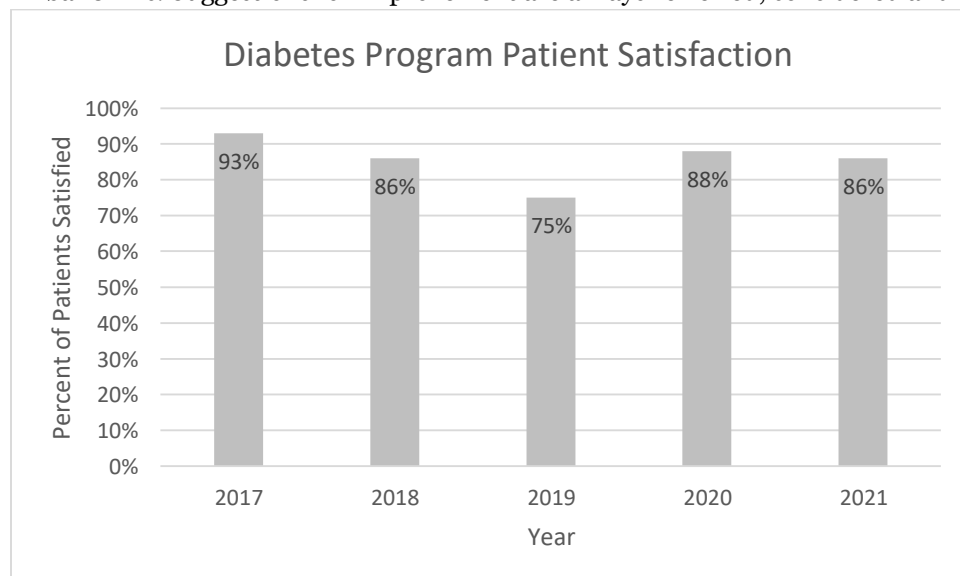


Chart audits of Diabetes patients are completed annually for Indian Health Service so they may provide a report for Congress on this grant funding. This audit information is also reviewed by the Diabetes Committee for continued program improvement. In the last year, patients who have an HgbA1C in the <8% range (which is considered optimal blood glucose control) has increased from 55% to 56%. Blood glucose control in this range has been shown to improve health outcomes and decrease rates of complications for people with Diabetes. Blood pressure in the acceptable range of <140/<90 has remained virtually the same at 60%.

Since the resignation of the Exercise Physiologist, most of the exercise programs for community members and children were not completed; COVID-19 was also partly responsible for the events/activities being cancelled. The Exercise Physiologist did provide while he was employed: a Senior Group Exercise Class at the Rec Center; worked in the schools providing additional physical activity opportunities at an after school exercise program; planned and provided community physical activity events such as “one day” walks or other exercise events.

We are in the process of hiring a Registered Dietitian who will work part time with the Diabetes Program seeing patients in the Medical Department and part time with the WIC program to provide healthy eating education to patients, children and families.

The Diabetes Program in FY2022 will continue to concentrate their efforts on the primary, secondary and tertiary objectives defined in the SDPI Grant. The Diabetes Program will also continue working in collaboration with the Wellness Program, the WIC Program and any other tribal programs that are offering health and wellness activities to assist community members with their path to wellness.

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 six (6) EMT Basic and sixteen (16) Advanced EMT's of which five (5) 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. Our total number of EMT's has increased by two (2) this year. There is a national shortage of EMS workers and we continue to work to recruit new members from the community. There is one Basic EMT attending Advanced EMT classes right now.

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.

Other ongoing training includes EMT refresher class, CPR refresher, annual advanced skills refreshers, squad meetings, various trainings, conferences and seminars. This year, much of the training is still on-line or virtual due to COVID-19.

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. This past year we have been working with a consultant to increase the services ability to respond to and treat time critical diagnosis (stroke, MI and trauma) patients.

This year we continued our on-call plan to be able to staff a second ambulance at all times to assist with the rise in calls and possibility of transports to further away hospitals due to COVID-19.

We are improving patient care by adapting how we conduct training and learning during the COVID-19 pandemic and in ways to continue working virtually and in person in collaboration with the Tribe, various departments, and the general public. We are providing training on the use of Narcan through the Narcan

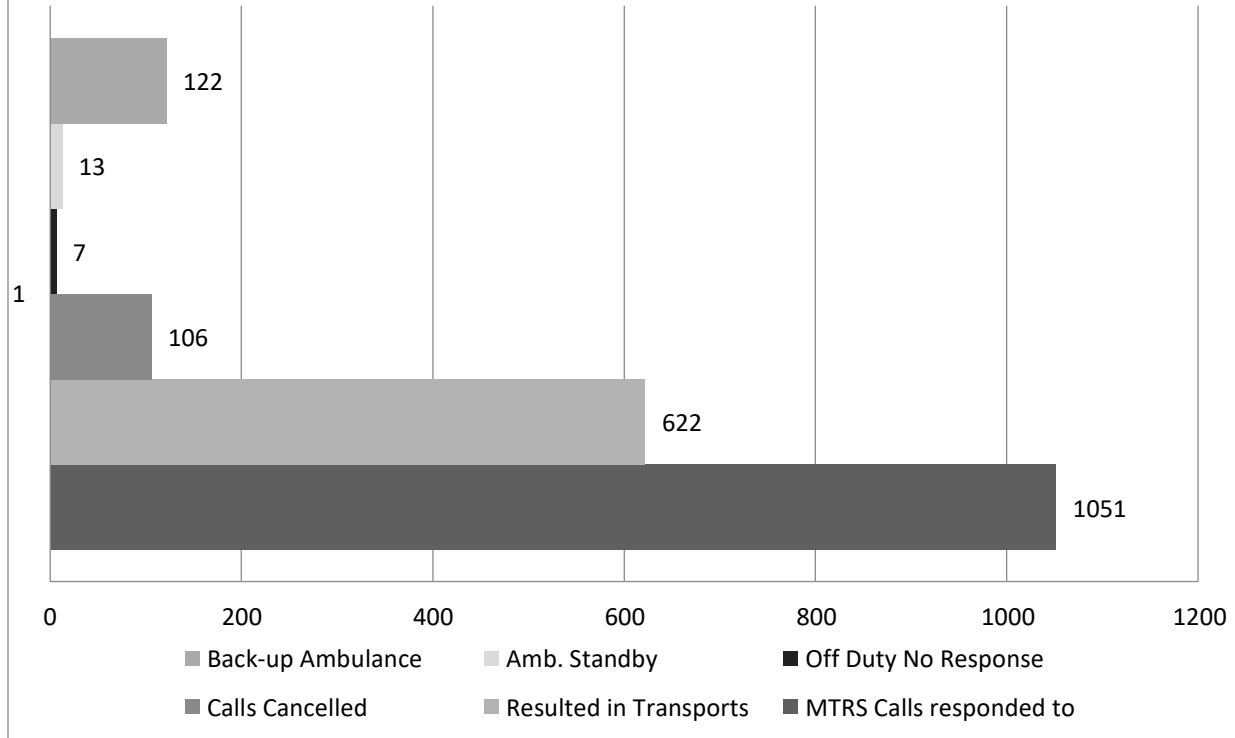
Direct grant and working with other public service departments through Joint Public Safety meetings. The Narcan Direct grant was automatically renewed through the DHS of Wisconsin this year. EMS also works with the Tribe as a presenter at the Community Forums regarding opioid/drug issues.

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. Due to the COVID-19 Pandemic, CPR training or recertification this year has been provided mainly to those who require it for a license or certification needed for credentialing.

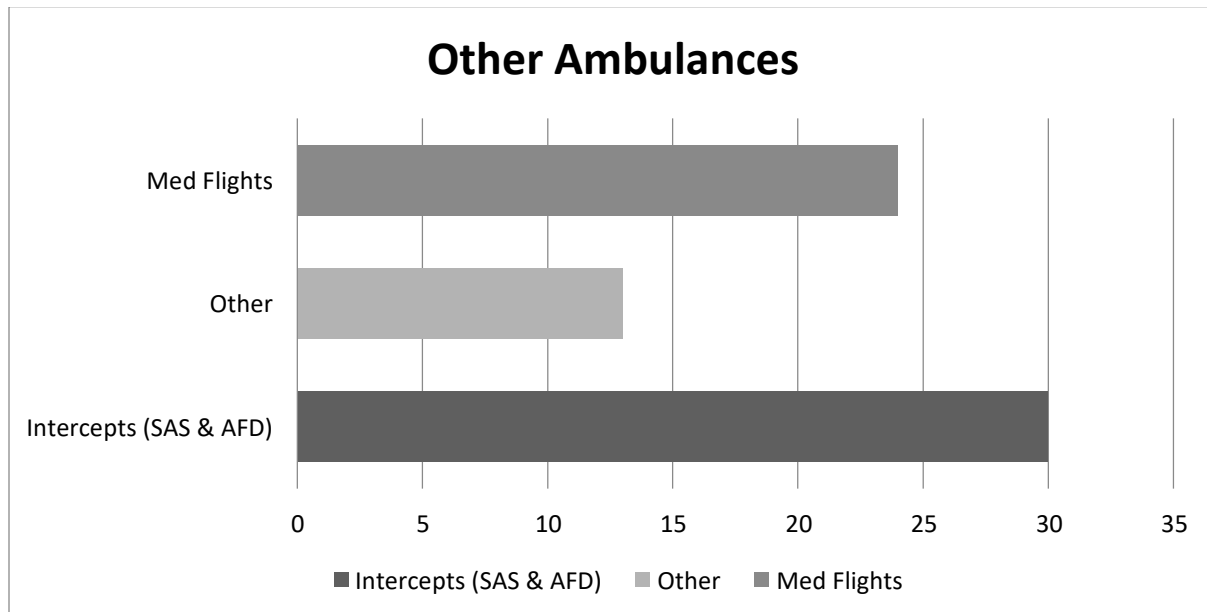
An equipment replacement plan is in place to ensure that older equipment is replaced by or before the time it reaches the normal life expectancy. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 Lead monitor/defibrillators. This year we purchased new portable radios that also double as pagers for all EMT's on staff. Having the standby second crew, having these radios will provide better coverage and the ability to communicate with other crew members and the 911 Communications Center.

The Menominee Tribal Rescue Service responded to 1,051 calls and 622 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. This year we added the statistic of MTRS Standby Ambulance calls which was 122 calls. Outside ambulance services were called upon 43 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services. These outside calls included, 13 ambulance calls while our ambulance was busy, and there were 30 ALS Level 2 ground ambulance intercepts. There were 24 medical helicopter requests - a large increase from years past.

Menominee Tribal Rescue Service Calls Responded To



Other Ambulances



INFORMATION TECHNOLOGY DEPARTMENT

The Clinic Information Technology (IT) Department is an internal services department within the Menominee Tribal Clinic. The IT Department supports all other departments within the clinic with computer hardware, software, telephone and Data networking needs to help clinic staff and medical providers provide high quality medical services to the Menominee Community.

The Department currently consists of the following staff, an Information Technology Director, Network Administrator, (2) PC Tech II (1) PC Tech 1.

The Clinic IT Department continues to support, maintain and upgrade numerous software packages throughout the facility. This includes Electronic Health Record Systems, Pharmacy, Dental, Optical, Microsoft Office, Security Camera, Temperature Monitoring, Door Access Control, and telephone support applications. The IT Department also supports Several Medical devices such as Optical Camera and other devices, Ultrasound and Digital X-ray Machines, Pharmacy Robot Dispenser and smaller applications and devices for specific medical functions.

Much of the year was spent setting up for continuous COVID Testing and then Vaccination efforts which included setting up remote access for Clinic staff at Menominee Transportation Garage, Menominee High School and Menominee Casino Locations and specific areas at the Menominee Tribal Clinic. The clinic IT staff worked closely with each locations IT contacts to get access codes to test and access the local WIFI networks. Thanks to the various entities for their assistance in the effort.

Some of the other upgrades or implementations that were done during the year was to set up and allocate available DID fax numbers to implement a fax server solution to replace analog Fax lines, ePDMP set up to meet state requirements for prescribing RX, Set up 3D printer for COVID, Set up an iPhone for our Wound care Nurse to directly import wound images to EPIC Patient Charts, Installed temperature probes in refrigerators and freezers in Pharmacy, Lab, Medical and Community Health Nurse Departments to monitor vaccine stocks. If storage temperatures fall below a set standard, email text and phone message are sent to designated recipients to protect our inventories.

Installed 7 more Security Cameras throughout the facility with more to be installed in 2022. All cameras are installed in areas as allowed by HIPAA Regulations.

Coordinated the installation and setup of the new Pharmacy Dispensing Robot along with Pharmacy staff. Coordinated the installation and setup of the Ultrasound machine in the Imaging Department along with imaging staff. Coordinated the installation and setup of a new Lab Analyzer in the Lab department along with Laboratory staff.

The IT Department was able to keep all system operations functioning throughout 2021 with no interruptions in services to continue operations to provide services to all Menominee Tribal Clinic Patients. The Department continues to upgrade and update all the clinic systems to maintain the security and integrity of the systems it supports. 2022 will focus on increasing our security posture even more to protect the Menominee Tribal Clinic Systems.

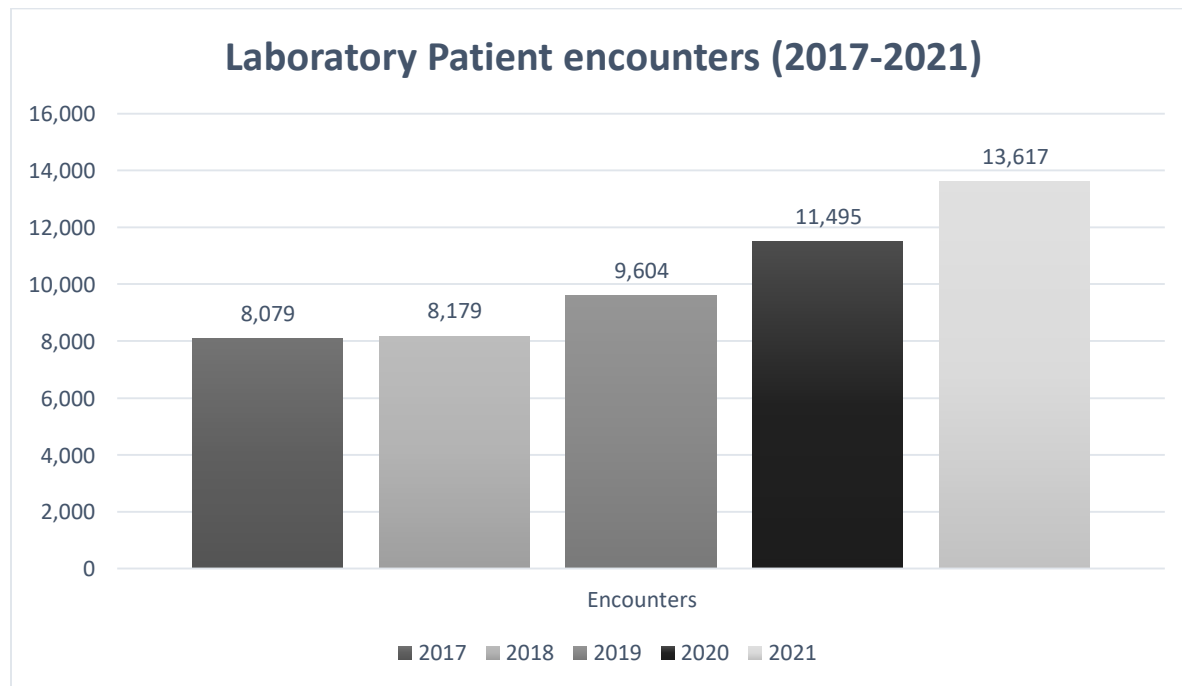
LABORATORY DEPARTMENT

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,

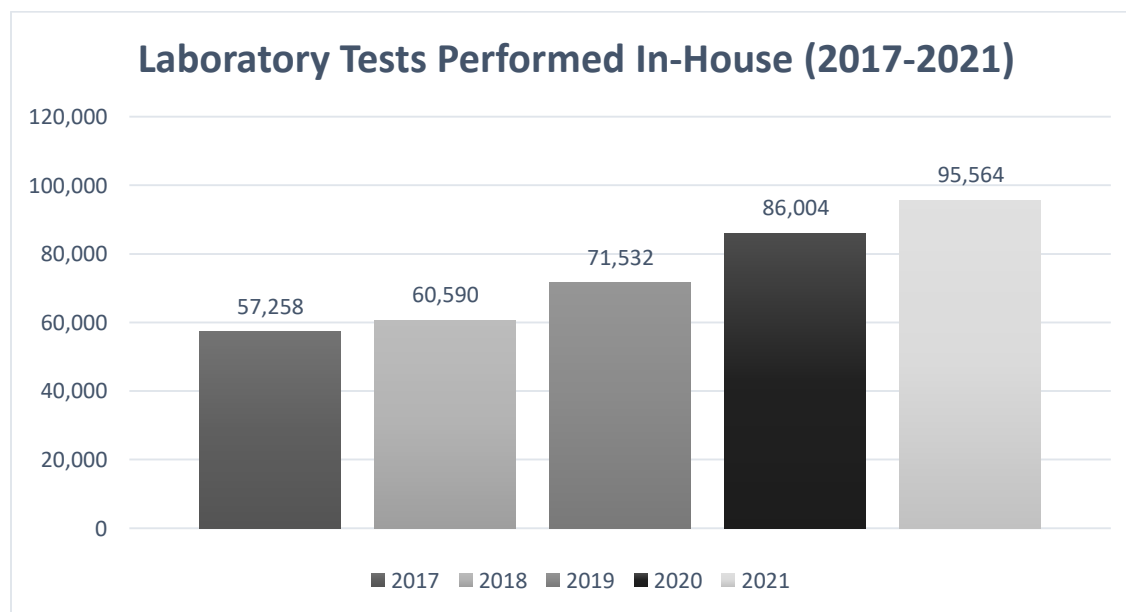
Endocrinology, Hematology, and Toxicology. Laboratory staff also processes specimens for referral to outside laboratories for tests not performed in-house.

The laboratory is staffed by a Laboratory Department Manager, 2 Staff Medical Laboratory Technicians and a Laboratory Aide/Phlebotomist.

The Laboratory Department's Patient Encounters for 2021 is 13,617 which is higher (+18.5%) than last year's total.



A total of 95,564 tests were performed In-House on those clients, which is a substantial increase (+11.2%) over 2020. The Laboratory Department in 2021 referred 9,011 tests to outside laboratories, this is an increase (+8.8%) over the previous year. A total of 67 urine Drug Screen sample collections for pre-employment were collected in 2021. Which is very similar to 2020 of 63 collections.

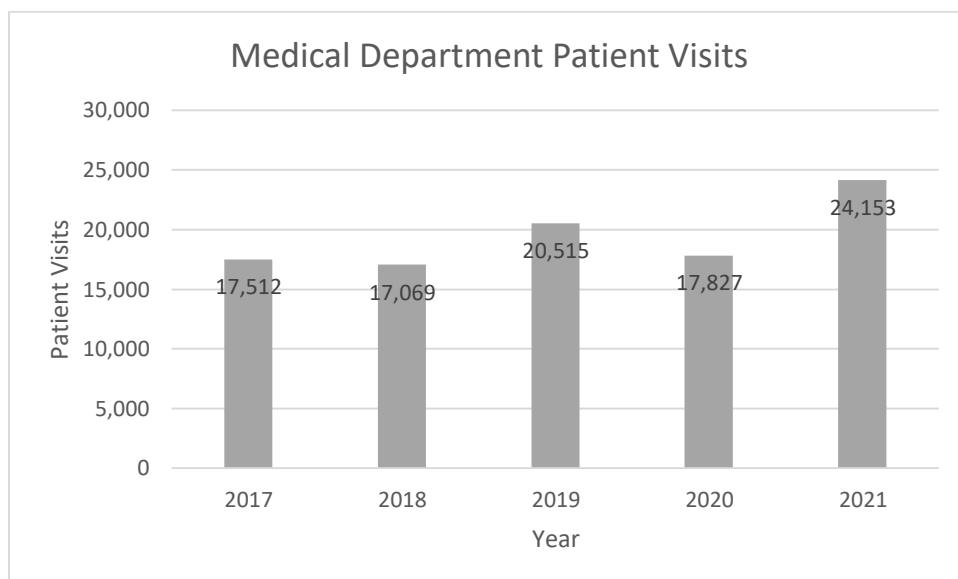


The increases in overall numbers is related to the MAT Suboxone program drug screens and the COVID testing we are performing in-house. In 2021 the lab performed 1,979 in-house drug screens and 7,439 COVID-19 tests. The Lab averages about 55 COVID tests per day, the highest being 102 in one day. We also ran an all-time high of 1,051 COVID tests for the month of September 2021.

MEDICAL DEPARTMENT

The mission of the Menominee Tribal Clinic Medical Services Department is to provide primary medical care and treatment for patients of the Menominee Tribe. The Medical Services Department providers consist of seven (7) fulltime and one (1) PRN Family Medicine Physicians and four (4) fulltime Nurse Practitioners. The providers care for 22 elders in four (4) local nursing homes and there is also a Physician on-call 24/7.

This year the providers had 24,153 patient visits compared to 17,827 patient visits in the previous year. This number is significantly higher this year due to the easing of COVID-19 restrictions that were in place for much of 2020 and also triaging and COVID testing many more patients. The physicians delivered 79 babies at ThedaCare Shawano this year compared to 85 babies in 2020 and 99 babies in 2019. The birth rate has declined over the past several years.



The Medical Department provides Primary Care to patients and broad health services to treat the whole patient. The Medical Department offers comprehensive primary care services also including complementary services of massage therapy, chiropractic care, acupuncture, diabetic podiatry, and wound care.

Additionally, the Medical Department offers the community a Medically Assisted Treatment (MAT Program) for opioid addiction.

Suboxone program

It is important to provide treatment for people struggling with opioid use disorder to prevent overdose or even death. To treat those with opioid use disorder, it is crucial to expand access to evidence-based treatments, including medication-assisted therapy (MAT). MAT is a comprehensive way to address the needs of individuals that combines the use of medications like Suboxone with counseling and behavioral therapies.

- Dr. Joe Guenther increased services from 10 patients in 2017 to current enrollment of 42 as of October 2021.
- Dr. Nennig started services in 2020.
- Dr. Keenan began services in summer 2021.
- Program enrollment is limited by access to behavioral health services and will fluctuate at approximately 40 patients utilizing the program.
- Utilization
 - 42 Total patients
 - Dr. Guenther – 35 patients; 20 females; 14 male; 1 pregnant
 - Dr. Nennig – 6 patients; 5 female, 1 pregnant
 - Dr. Keenan – 1 pregnant female patient
 - Currently there are no MAT patients in residential treatment
- All patients receive a Substance Use Disorder assessment at the start of their treatment
- All patients are encouraged to attend counseling sessions. Counseling can be done in either Behavioral Health Department or the Medical Department – based on individual patient needs.

- Substance Use Disorder groups are held on Tuesdays and Thursdays at the Assembly of God Church in Keshena
 - 25 patients have group attendance required
 - Patients that started the program before groups were added are not required to attend groups
 - Patients that work full-time and are doing well in the program are not required to attend groups.
- Patients with multiple failures may be referred for a higher level of care and a more intensive therapy to:
 - Maehnowesekiyah (out-patient or in-patient)
 - Transfer to a methadone program, which is more structured with daily visits.

The Medical Department offers one (1) Medication-Assisted Treatment (MAT) Coordinator/Substance Abuse Counselor, one (1) MAT Case Manager Program Assistant, and one (1) Behavioral Healthcare Coordinator, who meet with patients who have anxiety, addiction, depression, domestic violence, or AODA issues.

The Medical department works closely with MTC's Diabetic Educator. The medical department also provides a rooming nurse and a certified wound care RN for a Podiatrist to work with on his visits to MTC twice monthly.

Medical now employs three (3) physical therapists. One is full-time and the other two are part time (32 hours per week). A full-time physical therapy assistant is also part of the MTC therapy team. This year Physical Therapy had 3,533 visits, compared to 2,524 patient visits in 2020, and 2,941 visits in 2019. The increase in patient visits is the result of easing COVID restrictions. One of the part time physical therapists joined MTC this summer. She has NDT (Neuro-Developmental Treatment) Certification and has significant experience providing care to pediatric patients, which is a new service being provided at MTC. The NDT training and expertise allows us to provide services to patients with strokes, Parkinsons, Cerebral Palsy, and pediatric developmental delays. Prior to her arrival the majority of PT services being provided was focused primarily on orthopedic.

The Medical Services department continues to operate 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. The cornerstone of the program is availability of same day appointments to take care of urgent needs. This method of scheduling is to promote decreased patient no-show rates and provides an environment where patients are able to access the care they need when they need it.

A significant amount of staff/provider time and efforts during fiscal year 2021 were spent on providing COVID related patient care including vaccination, testing, isolation treatment, and administration of REGEN-COV treatments. Considerable thought and planning went into patient testing protocols, patient isolation, and follow-up care for COVID-19 patients. The Medical Services Department dedicated several staff daily from January through June to help staff the COVID mass-vaccination clinics at the Casino and High School. This strong collaboration between multiple departments and agencies of the Tribe resulted in excellent vaccination rates, amongst the top in the State. The need to shift staffing resources to COVID related operations unfortunately resulted in less "routine care" being provided to our patient population.

During the year our newly hired full time Employee Health/Infection Prevention Nurse made great strides in implementing OSHA's Respiratory Protection Program. She also made improvements in staff safety by

enhancing our Blood-Borne Pathogen Prevention Program and Employee Contact Tracing. Additionally, she spent a considerable amount of her time as a leader in our community COVID and Flu vaccination efforts.

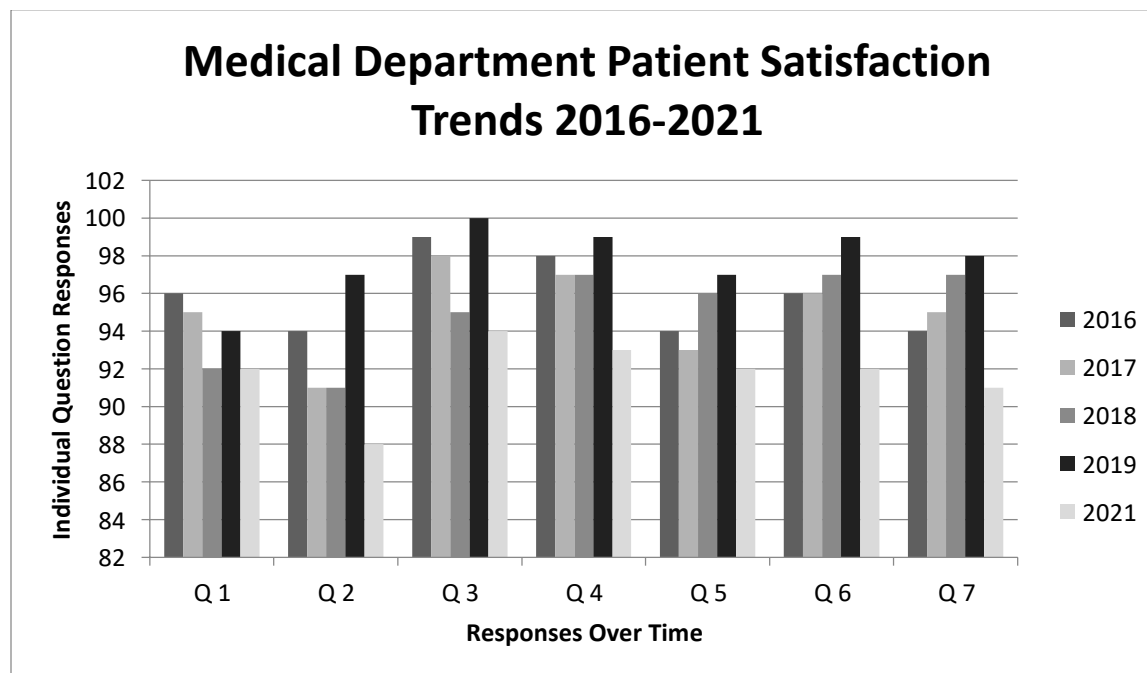
Due to the ongoing challenges of COVID, we continued providing telephonic visits to patients so they could continue their medical care under the supervision of their own providers without having to leave the safety of their own homes and also for elders in the nursing homes.

The Medical Department acquired a new medical grade refrigerator this year. The benefits of this enhanced technology are safer storage of vaccinations, which is both a patient safety improvement and helps ensure we don't experience vaccine waste due to subpar storage conditions.

Trend Analysis Summary

In 2021 the Patient Experience Survey was completed in April-May and reflects the impacts of COVID on patient care delivery during the past 12 months. Access to care, ability to see one's own provider, and meeting all needs were diminished by safety measures limiting access to the clinic and providers being assigned to COVID-specific work duties. Despite these constrictions and limitations, all parameters, except for one, remained above 90% satisfaction levels.

As vaccinations increase, COVID cases decrease and safety measures loosen we are striving to return care to pre-pandemic access and anticipate our satisfaction surveys will reflect improvement in 2022.



The information presented above is based on patient answers to the following questions:

- Q1. I have a person who I think of as my personal doctor or nurse practitioner.
- Q2. It is easy for me to get medical care at a time that fits my schedule.
- Q3. My provider took the time to understand my needs, worries, and stressors.
- Q4. The information given to me about my health problems is helpful.
- Q5. My provider knows important facts about my medical history.

Q6. Overall, the care I receive from the Menominee Tribal Clinic Medical Services Department meets my needs.

Q7. My provider involved me and my caregiver in decisions about my care and treatment.

Note: Due to COVID Response a survey was not completed in 2020.

MEDICAL RECORDS

In the Medical Records Department; there are currently three technicians. The Lead Medical Records Technician has taken over a majority of the supervisor duties. The main duty for Medical Records Technician A is scanning protected health information into the patient's electronic health record with Technician B doing much of the release of information and coordinating document destruction.

Some examples of the services provided by the department are; to provide accurate and timely disclosure of protected health information, scanning and filing of various reports and documents into patient electronic health records, preparation of statistical reports for several clinical departments on a scheduled monthly basis as well as upon request. Orientation of department function and access of services to new employees is provided as needed.

Transcription service and reception desk coverage was provided to the Behavioral Health Department during times of staff shortage.

Since the pandemic has started we have had quite a bit of success getting patient's to sign-up for MyChart, which allows patients to access much of their own protected health information. The department has also informed patients about the Wisconsin Immunization Registry (WIR) to gain access to their immunization record. An informational e-mail is sent to patient's that need additional assistance. This e-mail includes links to MITW, MyChart sign-up and the Wisconsin Immunization Registry as well as step by step instructions on how to apply for the COVID Vaccination Incentive, sign-up for MyChart and access their immunizations through the Wisconsin Immunization Registry.

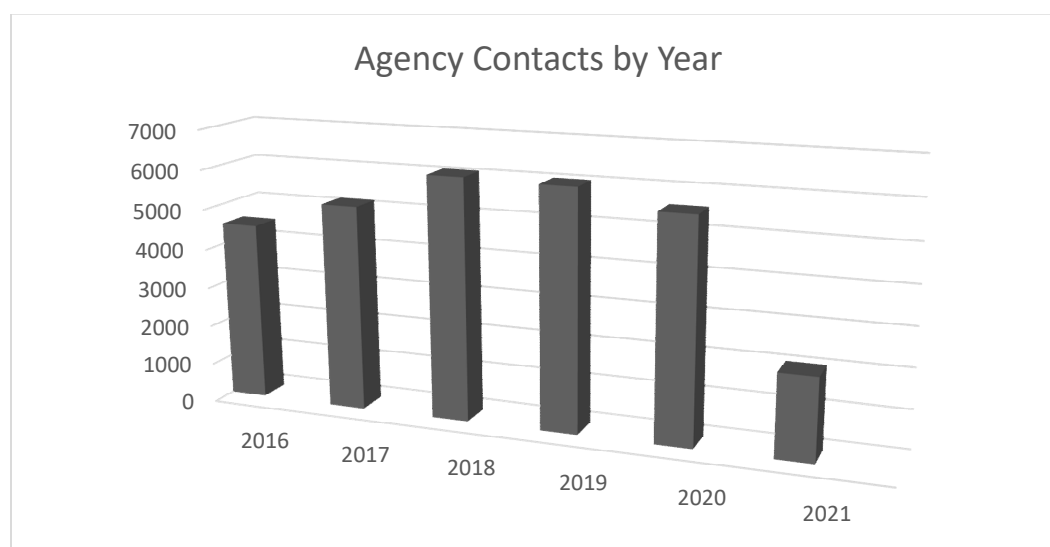
HIPAA Privacy Law and Wisconsin State Law are followed regarding access to patient health care records as a guide in processing authorization to release protected health information. The department received \$4,029.01 for photocopies/disclosure services from sources such as US Social Security Administration, various insurance companies, attorneys, and workers' compensation to name a few. An average of 278 disclosures per month (more in August and September due to COVID incentive payment) of protected health information are being processed.

Staff attended Basic Life Support training, Addiction Education Forum, Trauma Informed Care training, as well as webinar's and phone conferences including; Complying with New Medical Record Fees, HIPAA Training Annual Review, HHS Proposed Changes to Modify the Privacy Rule (HIPAA), Wisconsin Health Information Management Association – Release of Information Virtual Workshop, Medical Records Retention and Destruction.

NUTRITION SERVICES

The Nutritional Services department continues to be a part of Menominee Wellness Initiative which aim is to improve the community's access to healthy food and fitness/wellness opportunities. Although, like other programs, the department was adversely affected by the COVID pandemic and had to scale back the outreach to the Menominee community. Staff continue to be an integral part of the Community Engagement Workgroup focusing on childhood obesity. Several community agencies are in collaboration on this important opportunity.

We continue to, in a limited, yet creative capacity, focus on meeting the outpatient needs on the clinic's diabetes and cardiac patients. Gathering of statistics and implementation of Medical Nutrition Therapy have occurred this 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. This year's activities included: with the assistance of the Boys and Girls Club the Menominee Diabetes Relay which was held on August 21st (22 teams and 337 participants), Native Breastfeeding Week/National Breastfeeding Month in August. In addition, nutrition challenges were held in collaboration with the Diabetes and Wellness Program and Tribal agencies. The state Senior Farmers' Market Program was offered for the 13th year to the Menominee Reservation. Successful distribution of vouchers was held through limited contact issuance.



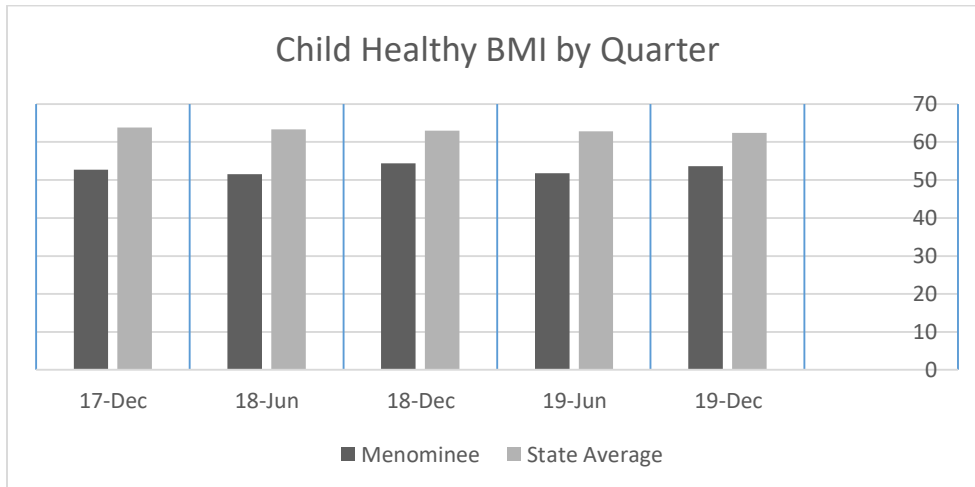
Agency Contacts by Year

The number of agency contacts per year has decreased due to COVID over the past two years. The graph above represents the total number of patients, students, clients and local agency contacts the department has made each year. In non-COVID years, the numbers can be linked to two efforts: 1) the departments' obesity prevention efforts 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. This is the second year we secured funding through the CDC and GLITC for a \$500,000 grant centering on chronic disease piloting a program with the Boys & Girls Club.

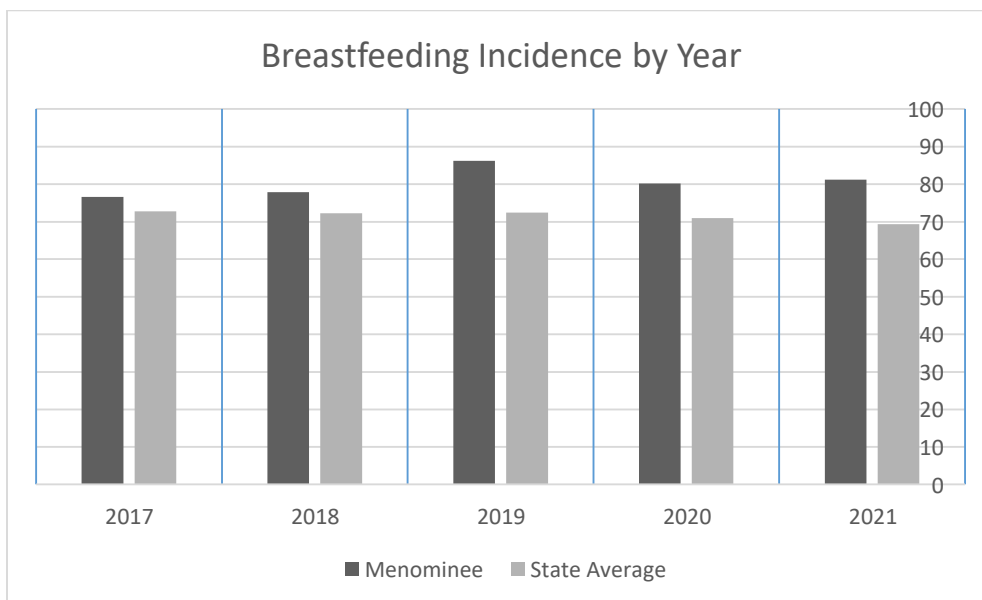
WIC DEPARTMENT

The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. For over the past year, the WIC program has received a federal waiver to provide services via-telehealth, thus not seeing the participants in person. 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: 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.

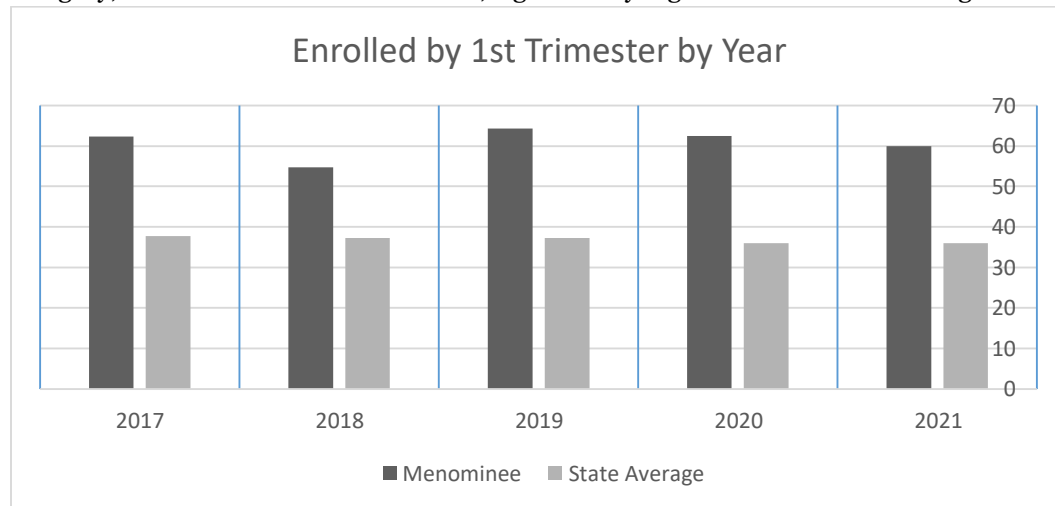


The Tribe continues to be a leader in the state regarding breastfeeding rates. Breastfeeding Incidence continued trending at or above the state average and duration rates improved over the years which was the local goal of the program. The graph below shows the breastfeeding incidence for moms that are enrolled in the WIC program with Menominee maintaining and improving rates during COVID while the state average decreased.



The focus on improving breastfeeding rates has made it essential to continue local and state funding of the lactation consultants fulltime. The dietitians and staff for our WIC Program planned events during World Breastfeeding Week this summer.

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, with the rate in 2021 at 60.0%, significantly higher than the state average.



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 1.0 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 for WIC for an overall total of 3.0 which is vital to our program's existence. It is important that the department receives adequate funding from the tribe if we wish to continue to address the health and nutritional needs of the population.

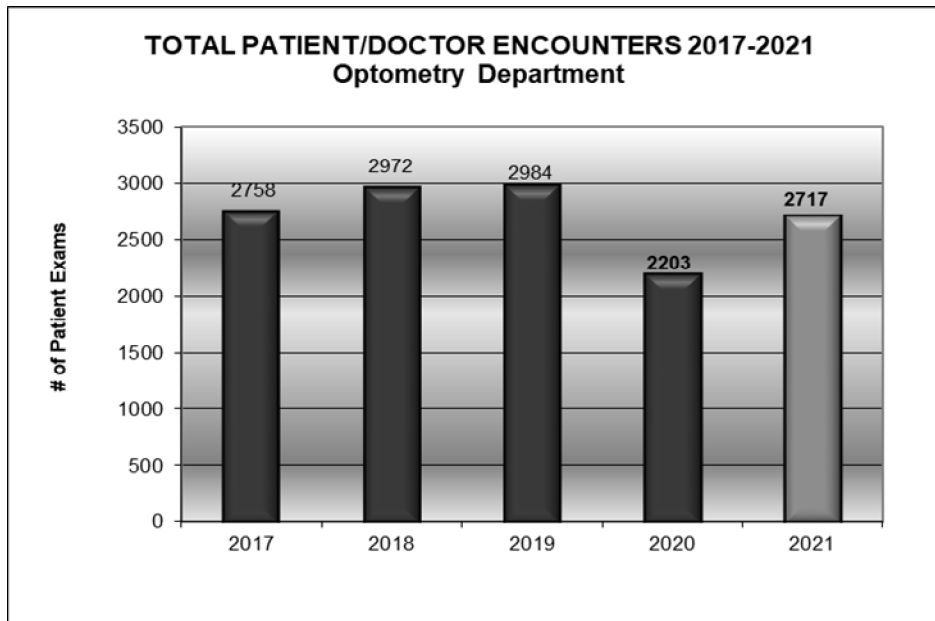
OPTOMETRY

The Optometry Department consists of (2) two full-time Optometrists, (1) one part-time Optometrist 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.

COVID-19 Pandemic and the Optometry Department

In 2021 the Optometry Department continued opening services to the community as vaccination rates increased and migration controls within the clinic became standard. Dr. Chelberg's duties as Deputy Clinic Director continued to be focused on helping create a COVID safe clinic environment. Since the COVID-19 pandemic started in March 2020, Dr. Chelberg has been serving in the Clinic's Incident Command with gradually increasing patient encounters as the clinic has been able to open more fully this year. Dr. Keszo and the Optometry Assistants have worked diligently to provide care as we have been overloaded with appointment requests, since most patients missed their annual examinations due to shut downs last year.

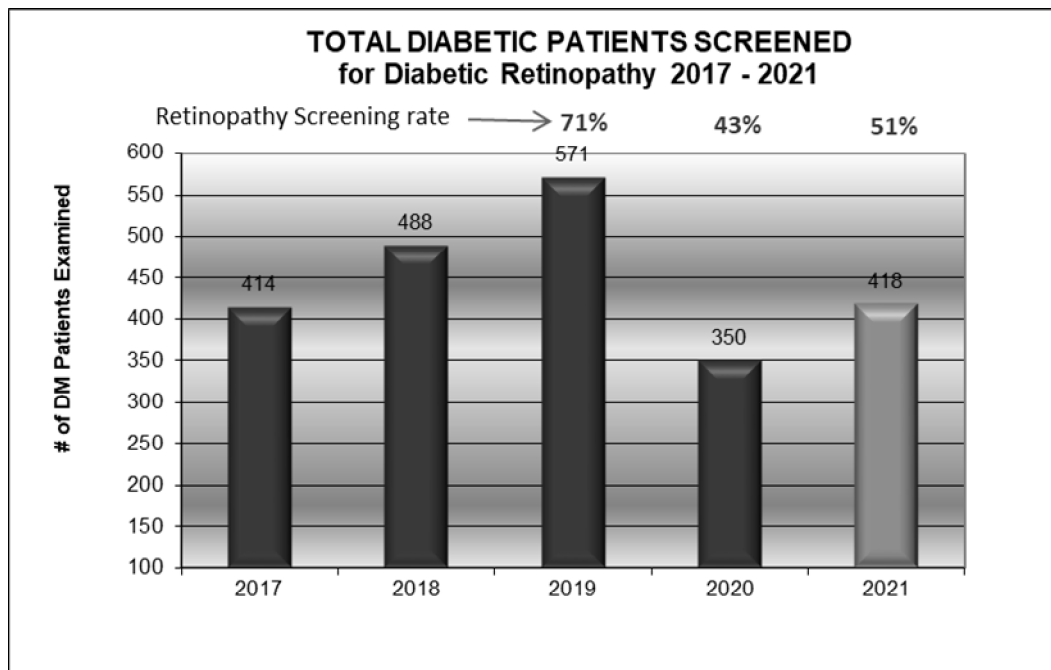
PATIENT ENCOUNTERS: Patient encounters were significantly lower in 2020 due to COVID related shut downs and the resulting limitations on routine patient care in the clinic. However, 2021 showed a significant increase of nearly 25% over 2020 as we gradually increased services. We project that in the coming year patient encounters will continue to increase but are cautious with predictions as COVID continues to be present here and in the surrounding communities.



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 published 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%.



The graph above shows the annual diabetic retinopathy screening numbers since 2017.

2020 showed a significant drop-off in the number of patients screened for diabetic retinopathy. This year screening increased from a rate of 43% in 2020 to 51% in 2021. As patient encounters for those with diabetes continue to increase we expect screening rates to approach and exceed 70% in the coming year.

The graph shows how tremendously important the Medical Camera Program is in improving our diabetic retinopathy screening rates! It also shows how COVID mitigation strategies impact patient access to care. Clinic leadership is hopeful that we will continue to safely open up the clinic going into 2022 and allow for the tremendously important diabetic retinopathy screening occur. This program will continue to be a vital tool in preventing vision loss due to diabetes in the Menominee community!

COMMUNITY ENGAGEMENT: COVID-19 and the resultant emergency order restrictions changed how we interact with schools and agencies we normally interact with.

Annual vision screenings that were scheduled in September were not cancelled this year and care was taken to mitigate transmission at all the local schools including Menominee Early Childhood centers in Keshena and Middle Village, Keshena Primary School, Menominee Indian Middle School and the Menominee Tribal School in Neopit. COVID mitigation increased the amount of time to perform the screenings due to limitations on group sizes and movement through buildings.

Speaking and teaching engagements scheduled with the Diabetes Program, Aging and CMN continue to be delayed due to a recent surge in COVID cases in the Fall of 2021 but we will continue to monitor the situation and connect with these programs when it is safe to do so.

UPCOMING PROJECTS: School Vision 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! In addition, Dr. Chelberg received a grant in the spring of 2019 to purchase equipment for an additional eye exam lane at the Menominee Tribal School. Both the KPS and Tribal School Vision Programs will be operational for the first time in the Fall of 2021.

Lastly, the Optometry Department has been approved to recruit for an additional full-time Optometrist. An additional doctor on staff will significantly cut down wait times, improve access-to-care and provide steady coverage for the Clinic and the School Vision Program.

PHARMACY

The Menominee Tribal Clinic Pharmacy provides medications and pharmaceutical services to tribal members. The pharmacy staff consists of six (6) pharmacists, two and half (2.5) pharmacy technicians, three (3) pharmacy aides, and three (3) pharmacy runners.

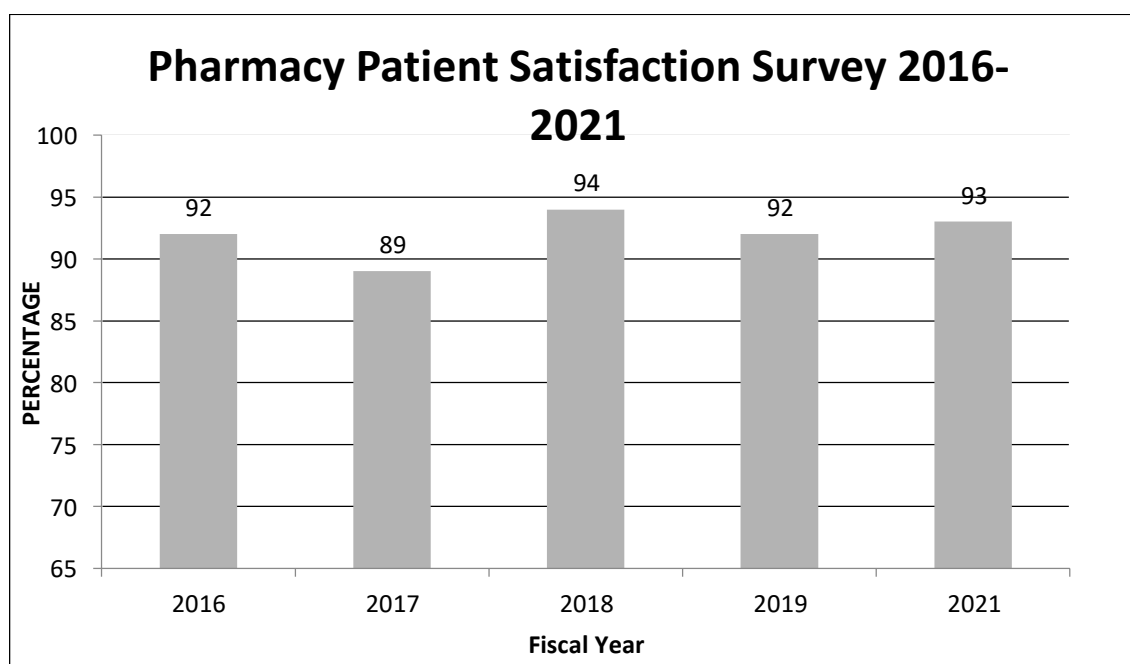
Prescription delivery service outside continues and reduces traffic inside the clinic by an estimated 800 patients per week. The outdoor structure to accommodate this delivery was completed in November 2020, and provides a safer place for patients and pharmacy staff to interact. Outdoor delivery has been well received by patients with many appreciative of the convenience and effort to keep them safe.

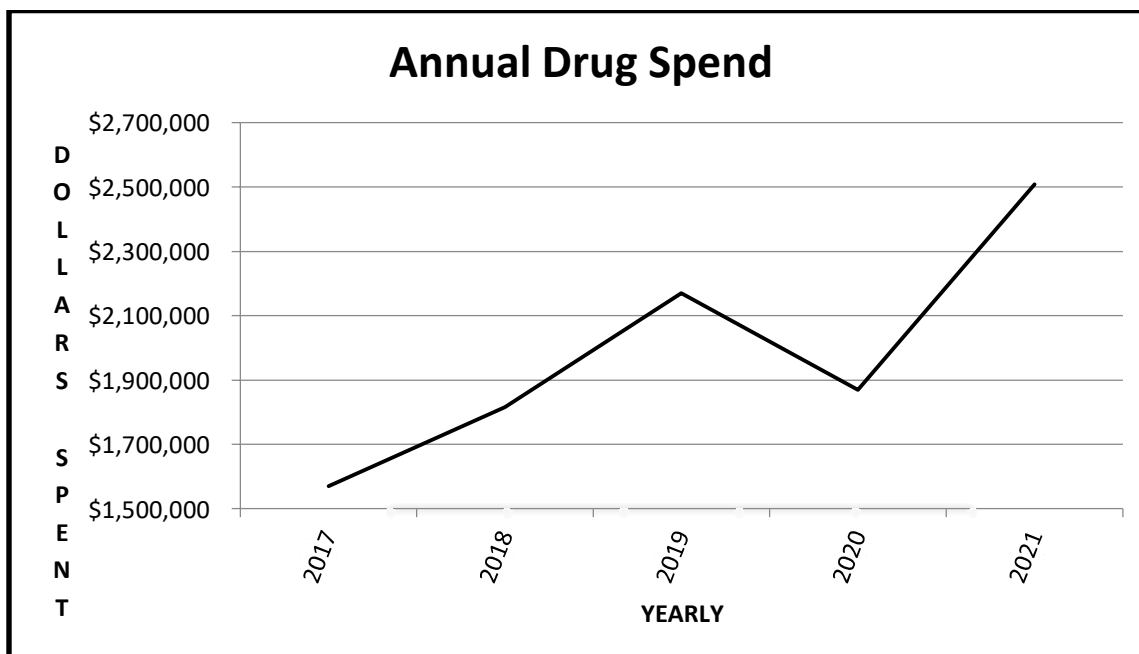
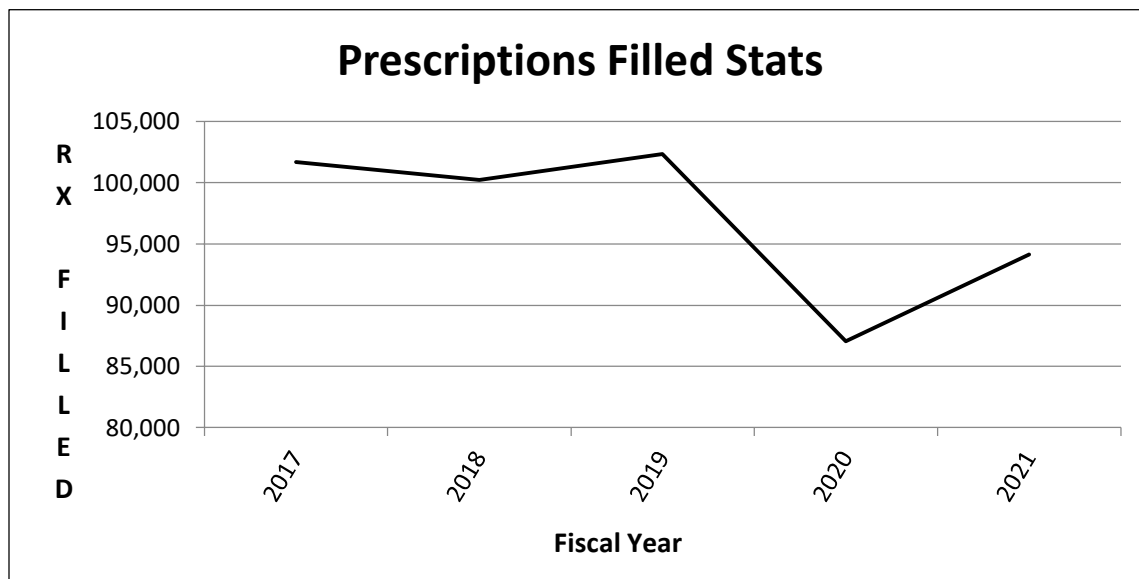
The Pharmacy and Therapeutics Committee (P&T Committee) did not meet in person again this year due to COVID. However, additions and deletions were made to the formulary upon initiation from Menominee Tribal Clinic prescribers or pharmacists, and an email vote was conducted by committee members with voting privileges. This year 15 new medication entities were added to improve treatment efficacy, patient safety, or ease of use. The majority of these additions were different strengths of medications already on the formulary. Two medications were deleted from the formulary, but were replaced by similar entities that would be easier for patients to use.

The pharmacy added the Parata Max 2 automatic counting robot in May 2021 which replaced the RxMedic machine which was no longer being serviced or maintained by the company due to closure. The new counting machine improves the speed and helps maintain the accuracy with which the pharmacy fills prescriptions. The pharmacy also redesigned the prescription labels and switched from taped paper prescription labels to sticker labels. The new label sheets allow for the printing of auxiliary labels which provide patients with important and easy to understand information about the medication that can be placed directly on the prescription vial.

In FY 2021 we will have served about 55,000 patients. The pharmacy will have dispensed approximately 94,000 prescriptions in FY2021. These numbers are higher than last year due to the clinic opening more services during the COVID pandemic. I estimate we will dispense 96,000 prescriptions in FY2022. The busiest day since the last annual report was February 16, 2021 when we filled 759 prescriptions in one day.

The Patient Satisfaction Survey was completed in June and the pharmacy received a satisfaction rate of 93 out of 100. There were many comments added to the surveys reflecting appreciation of the curbside delivery of prescriptions. The 2020 survey was not done due to COVID-19 precautions.

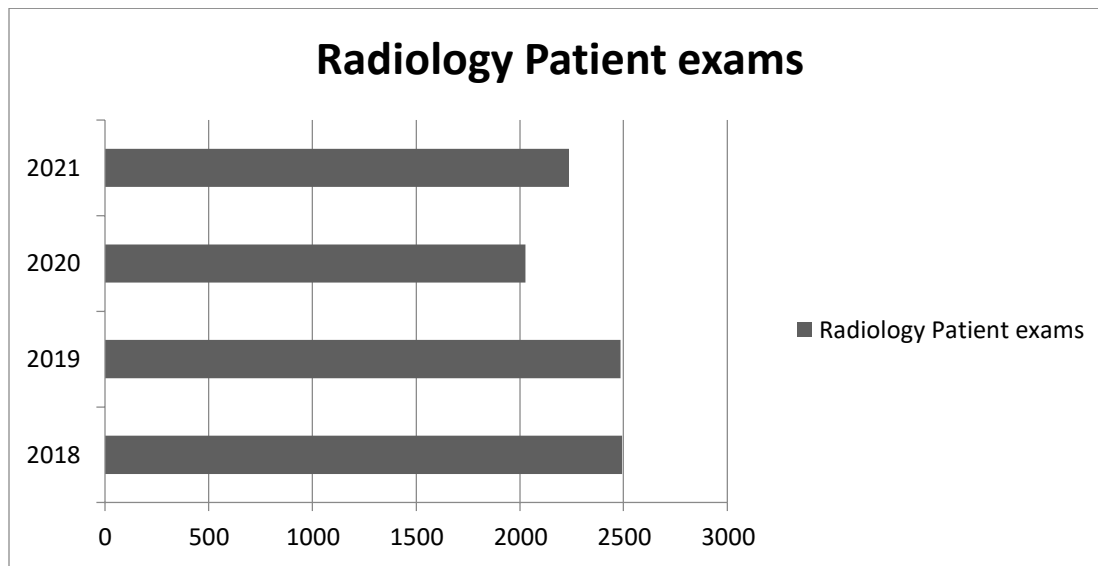




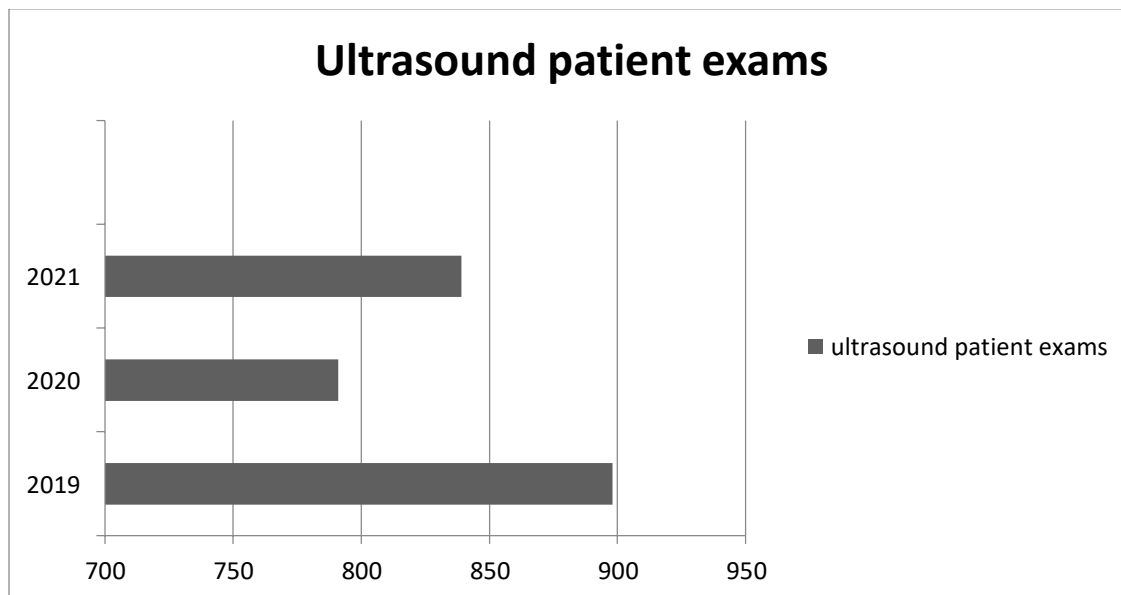
IMAGING AND RADIOLOGY

Imaging over the 2021 year has remained stable. We have been able to provide x-ray and ultrasound services for the clinic as usual. Now more than ever patients are finding it very helpful to be able to get both x-ray and ultrasound right here at the clinic. They feel safe and protected not having to travel places to have these services done. Volumes for imaging went back up slightly as the clinic wasn't as limited in the amount of patients they were seeing over part of the year. X-ray reports have still been available typically within 15 minutes after completion and urgent ultrasound reports have been available within 20 minutes of completion. Providers have seen a huge benefit from having ultrasound here as a tool to help diagnosis patients. Echocardiograms have also been a very helpful addition to providers in expediting patient care.

FY2021



Imaging continues to be staffed by two (2) full time technologists and two (2) PRN positions. Ultrasound numbers were closer to the amount from 2019 when first started but still slightly less due to less volume of patients being seen within the clinic. Providers do add same day ultrasounds on quite frequently and patients benefit from being able to get this service the same time as their doctor appointment which means less time away from work and less travel for them. We have received many thanks and much appreciation for being able to provide this service.

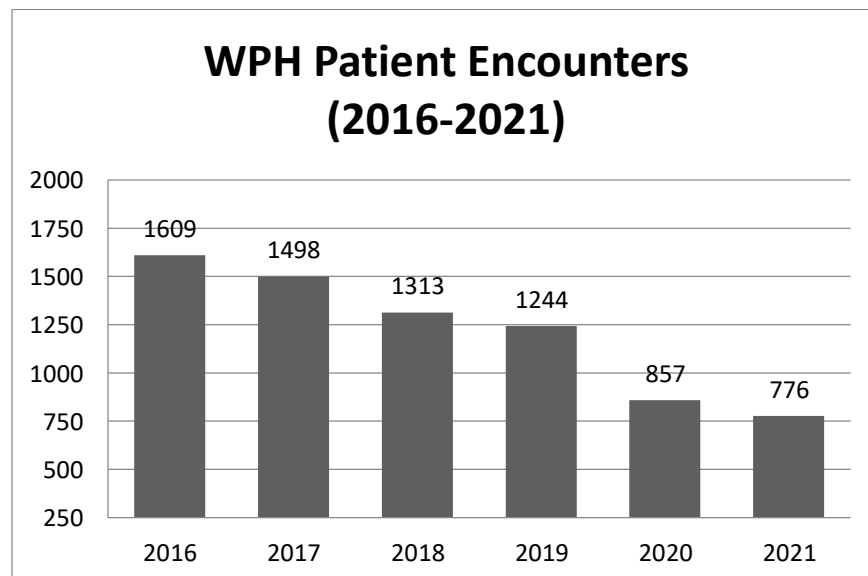


WOMEN'S PERSONAL HEALTH

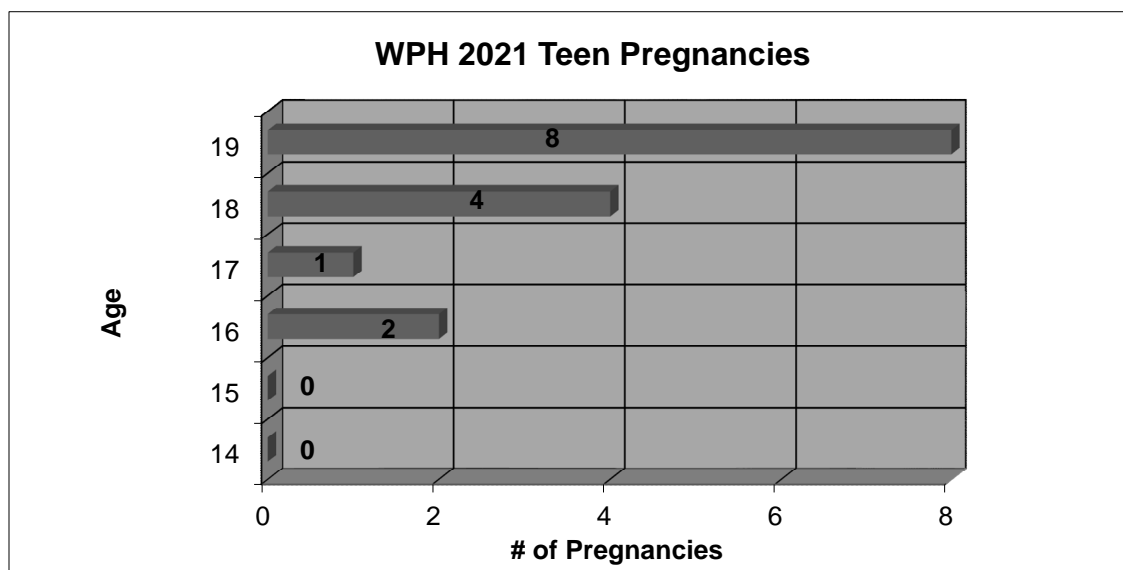
The Women's Personal Health (WPH) Department at the Menominee Tribal Clinic provides a number of reproductive health care services for women and men of all ages. The WPH Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, 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.

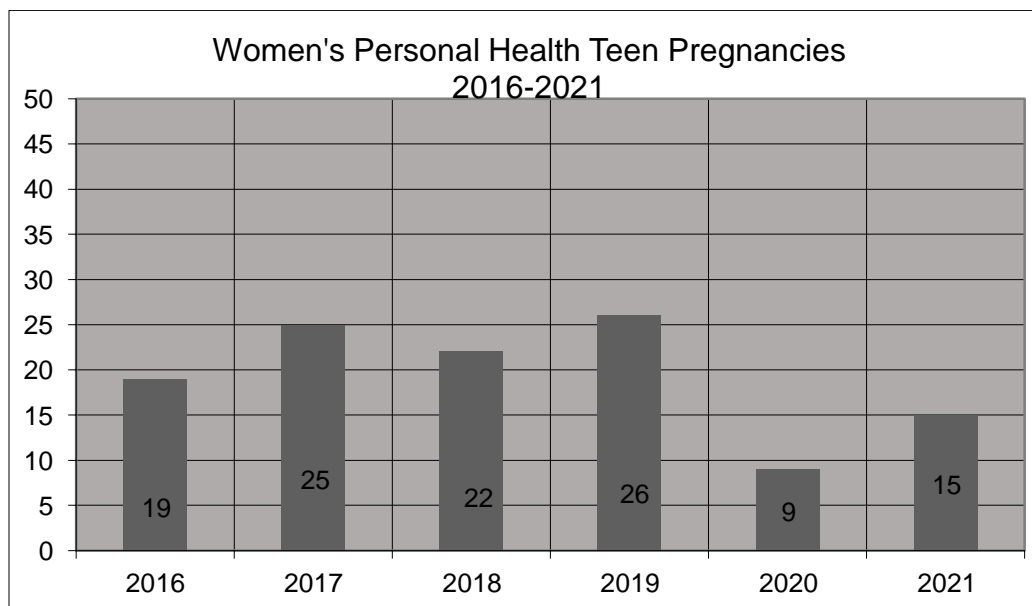
The WPH program provided 766 client encounters this grant year 10 Males 756 Females. This is a decrease from 857 last year. Ten (10) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Student Health Center, and Middle School this year. The WPH program provides a Teen Clinic once a week at the Menominee Indian High School, provides visits as needed to students at the Student Health Center, and provides 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. Teen Clinic/School visits were postponed last school year (2020/2021) due to Schools closing for COVID-19 precautions, and resumed this school year (2021/2022) when the schools opened for students to attend.



The WPH program provided service to 122 new OB patients this grant year. The total number of teen pregnancies was 15, an increase from 9 in 2020. Gift incentives are not offered to new mothers when they attend their prenatal medical appointments due to COVID-19 precautions. Childbirth Classes discontinued in March 2020 due to COVID-19 precautions. Pregnant mothers are given resources for Online Childbirth Courses. 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 15.

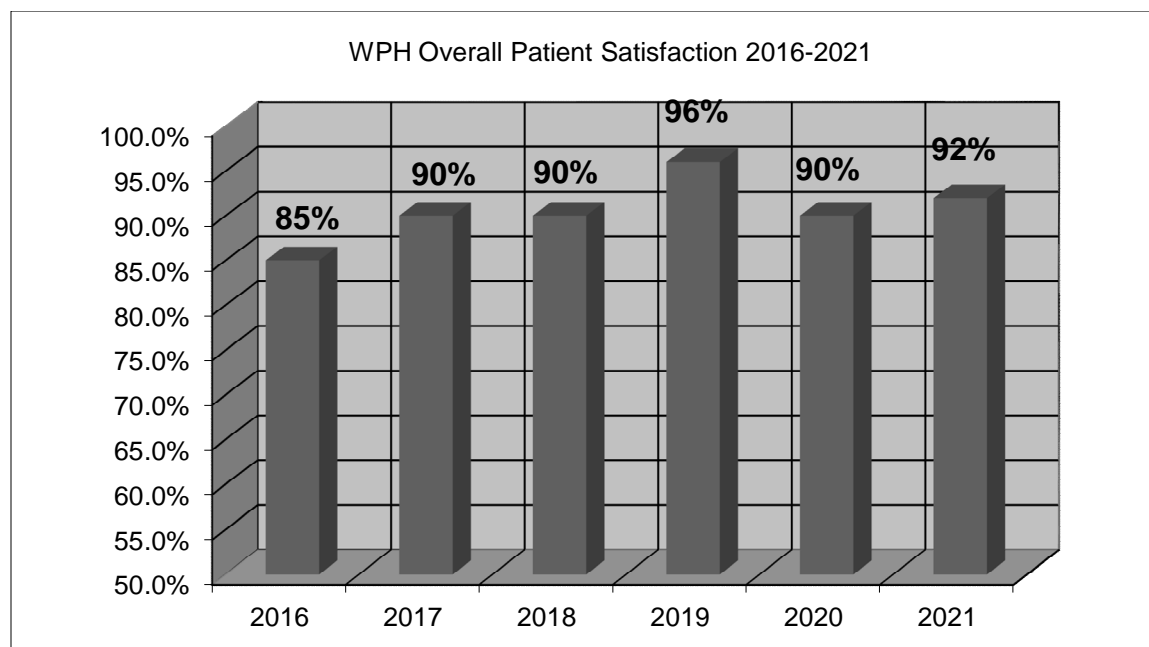


The annual numbers of Menominee Tribal Clinic teen pregnancies have averaged 15 to 25 for the past few years. This year was an increase in the number of teen pregnancies to 15 from a drastic low 9 last year. The WPH staff has participated in the Wisconsin DPH Women's Health-Family Planning/Reproductive Health Monthly Zoom Meetings, WI Annual STD Summit Virtual Meeting, and the Prenatal Care Coordination Zoom 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 cervical cancer screenings free of charge. This year 17 women were referred for mammogram screenings through this program. This is a decrease from last year at 22. October is Breast Cancer Awareness month. Women's Health/Diabetes Health Programs had to postpone a Women's Health Fair in October 2020 due to COVID-19 precautions. Breast Cancer Awareness information and promotional products on Breast

Cancer were made available in the WPH Department reception area. Funds are from the WI Well Women's Program Grant.



The Patient Satisfaction Survey for rating the staff indicated about the same approval rating in services from last year. The number of patients that completed the Survey was much less than previous years due to providing remote patient care as much as possible for COVID-19 precautions. 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.

WELLNESS

The Wellness Department, along with other departments and programs that we usually collaborate with, were unable to hold the majority of their usual annual events due to limitations and cancellations as a result of the continued COVID-19 pandemic. One event which the Wellness Department usually sponsors did occur and this was the 12th Annual “Menominee Father/Son Fall Classic. The event was held on September 2th, 2021 at the Golden Sands Golf Course in Cecil, WI. The Wellness Department sponsored several Menominee Father-Son teams as well as provided trophies for the event winners.

The Clinic's Certified Tobacco Treatment Specialists(CTTS), Tracy Hanneman and Brandon Waupekenay, continued to promote smoking cessation, prevention of early commercial tobacco use, and smoke free environments within both the clinical and community settings. Tracy's recertification requirements are due by December 31, 2021 and these have already been met and grants another 2 years of certification through Mayo Clinic and their Nicotine Dependence Treatment Program. Brandon is not due for recertification for another year. Along with the required CEU's, Tracy & Brandon participated and completed many trainings and webinars to advance their knowledge and competency in such areas as tobacco control & policy, programming, cessation, new products to the market, tobacco treatment in American Indian communities and nicotine addiction and cessation within the behavioral health and substance abuse populations. Both Tracy & Brandon completed the University of Arizona's 3 day training for Basic Tobacco Intervention Skills for Native Communities Certification and met all requirements as well as passed the required exam.

There were 560 total visits/patient encounters for smoking cessation among the two Certified Tobacco Treatment Specialists, which is 122 more than last year. More patients than usual continued to be served & supported via telephone due to COVID precautions. Referrals from other clinic and non-clinic departments/programs also increased. Tracy continued to work with our Pharmacy Department and Medical providers in terms of the ordering and prescribing of nicotine replacement products and cessation medications, and the purchase and management of all program supplies, such as Patient Quit Kits & various forms of educational materials.

Tracy Hanneman continues to serve as the primary representative for the Menominee Indian Tribe for the Wisconsin Native American Tobacco Network. WNATN works with Wisconsin's 11 Tribes and respects the unique cultural and ceremonial use of tobacco while pursuing the prevention and elimination of commercial tobacco abuse by utilizing best practices. Tracy & Brandon work along with GLITC, IHS and state and federal representatives to support and manage continued funding opportunities. Tracy & Brandon attend required meetings & participate in the network's monthly conference calls. Tracy completes and submits all required quarterly & annual reports, and oversees the yearly grant award from the State of Wisconsin Tobacco Prevention and Control Program (TPCP); ensuring requirements of the grant are met.

Tracy oversaw the re-opening of our Employee Fitness Center in July, 2021. This included: Collaborating with our Incident Command Team, Housekeeping, IT and our Inventory Supply Specialist; Creating internal procedures and processes that follow the most current COVID-19 recommendations and precautions; Creating informational and safety documents & signage, ensuring proper PPE and disinfecting materials are available in the center at all time, as well as, overseeing and managing the sign-up process to ensure that all safety requirements are met before participants are granted access to the fitness center. So far, there are 77 employees who have met the requirements and have access to the fitness center.

The Health Promotion Specialist continued to assist the SDPFI's Diabetic Nurse Educator with program activities and provided coverage for a variety of COVID-related needs: Front door screener, pharmacy runner and vaccine clinics.

College of Menominee Nation

Christopher Caldwell, President

The College of Menominee Nation's fiscal year (FY) reporting period covers July 1 2020-June 30 2021. We extend this period into September to accommodate the Menominee Indian Tribe of Wisconsin's (MITW) FY.

PROFILE – LEADERSHIP AND PERSONNEL

On January 19, 1993, the College of Menominee Nation (CMN) welcomed 41 members of the Menominee tribe and two others with Menominee ties as the institution's first students. All were enrolled in general education classes being taught in a rented building on the reservation. As the tribe's 2020-2021 fiscal year ends, CMN enrolls students in 15 academic programs leading to bachelor's and associate degrees, and in diploma programs in four technical/trades fields. The College counts 1,245 people as alumni and serves hundreds each year at its flagship campus in Keshena and an urban location in metropolitan Green Bay. CMN is chartered by the Menominee People and designated by the Bureau of Indian Affairs (BIA) as a Tribally Controlled College. Its accreditation is through the Higher Learning Commission (HLC) (hlcommission.org). In 1994, the College gained Congressional authorization as a Land Grant institution,



recognition that is held by only two other institutions in Wisconsin. Along with its academic offerings, the College provides outreach programming, non-credit courses, workshops, conferences, conducts research, 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 (AICF), among other affiliations.

Christopher Caldwell became the College's Interim President on February 24, 2020, through appointment by the CMN's Board of Trustees. He was named President July 1, 2021. Founding President Verna Fowler (Ph.D., University of North Dakota) led the College from 1992 until 2016. CMN's long-time Chief Academic Officer, Dr. Diana Morris (Ph.D., Ohio State University), served concurrently as Interim President in the 2016-2018 period, followed by Dr. Paul Trebian (Ed.D., University of Phoenix), who held the Presidency in 2018-2020.

The CMN Board of Trustees provides independent board-level oversight of the college. All Trustees are enrolled in the Menominee Tribe. Trustees are listed here with occupational titles and with higher education institutions where they studied:

Board Officers 2020-2021

- Gary L. Frechette, *Chairman* beginning June 2020 – Programmer Analyst, WEC Business Services, WEC Energy Group, (B.S., Milwaukee School of Engineering; M.S., Marquette University)
- The late Drew Lacefield, *Vice-Chairwoman* June 2020-March 2021 – Counselor, MITW – (B.S., University of Wisconsin-Milwaukee; M.S., Concordia University)
- Sara LaBarge, *Vice-Chairwoman* beginning June 2021 - Director, Marketing and Strategic Partnerships, American Indian Graduate Center – (B.A., St. Norbert College; M.S., University of Wisconsin-LaCrosse)

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Board Members 2020-2021

- Crystal Chapman-Chevalier, Director of Community Development/Utilities, MITW - (A.A., College of Menominee Nation; B.S., University of Wisconsin-Green Bay; M.S., University of Wisconsin-Platteville)
- Shannon M. Chapman, Tribal Education Director, MITW – (B.A., St. Norbert College; M.A., Marian College of Fond du Lac; University of Wisconsin-Milwaukee)
- Michael Delabrué, Information Technology Specialist, Menominee Tribal Clinic – (A.A.S., College of Menominee Nation; B.S., University of Phoenix; M.S., St. Joseph's University)
- Jesse Waukau, Finance Project Leader, Global Services FP&A, GE Healthcare – (B.B.A. and M.S., University of Wisconsin-Milwaukee, CPA)
- Marcus Denny, Teacher at Keshena Primary School - (A.A., A.A., and B.S., College of Menominee Nation; M.A. Metropolitan State University of Denver)

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

Special note: in remembrance of former CMN Board Officers; Drew Lacefield (serv. 2019-2021) and founding member and Chairman Bernard Kaquatosh (serv. 2005-2015).

Officers of the College during 2020-2021 year were:

- Effective July 1, 2021, President Christopher Caldwell (A.A., College of Menominee Nation; B.S., University of Wisconsin-Madison; M.S., University of Wisconsin-Green Bay)
- Effective May 29, 2020, Interim Chief Academic Officer Geraldine Sanapaw (A.A., College of Menominee Nation; B.S., Silver Lake College; M.B.A. Lakeland College)
- Effective July 1, 2020, Interim Chief Financial Officer George Otradovec (A.A. and B.S., College of Menominee Nation)

CMN's regularly employed faculty and staff in fall 2020 numbered 76. Forty-three were enrolled or descendants of Menominee Indian Tribe. Eight others were affiliated with other American Indian tribes.

Eighty-seven percent of these employees hold academic or technical credentials, and forty-one percent have earned advanced degrees at the master's or doctoral levels.

Director, Manager, and Other Upper-Level Administrative 2020-2021			
Enrolled Menominee	Menominee Descendant	Other Tribal Affiliation	Other
8	2	3	3

Faculty Members, Adjunct Faculty, and Instructors from MITW 2020-2021			
Enrolled Menominee	Menominee Descendant	Other Tribal Affiliation	Other
9	0	2	33

OVERVIEW OF PROGRAMS, STUDENTS, SERVICES AND FACILITIES

Outgoing Student Government Body:

- President—Jasmine Neosh
- Vice-President—Jeremiah Moses Jr.
- Secretary—Martina Thomas
- Treasurer—Desirae Wilber
- Co-Secretary— Ashley Bryar
- Keshena Campus Representative—Samantha Shawanokasic
- Green Bay/Oneida Campus Representative—Chenoa Webster

Incoming Student Government Body:

- President—Desirae Wilber
- Vice-President—Jeremiah Moses, Jr.
- Secretary—Mercy Metoxen
- Keshena Campus Representative—David Kitson, Jr.
- Green Bay/Oneida Campus Representative—Martina Thomas
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■ Academic Degree and Technical/Trades Diploma 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 College was approved and accredited to offer two new programs this academic year. CMN began offering courses this fall semester in the Sustainable Agriculture Bachelor of Science Program and will begin offering courses in the Spring 2022 semester in the Integrative Studies in Sustainability Bachelor of

Arts Program. These programs will offer expanded opportunities to students in the Associate Degree programs in Natural Resources and Liberal Studies, respectively.

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.

Associate of Arts and Science Degrees (2-year)

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

Associate of Applied Science Degree (2-year)

- Pre- Engineering Technologies
- Substance Abuse Counselor

Technical Diploma (1 to 2 years)

- Computer Numeric Control (CNC) Machinist
- Electricity
- Medical Office Technician
- Welding

■ Student Demographics

The student headcount enrollment in degree programs in fall semester 2020 was 173.

Among these students, a total of 142 (82%) were 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 2020 enrollment were Choctaw Nation of Oklahoma, Bad River Band and Lac du Flambeau Band of the Lake Superior Tribe of Chippewa Indians, Ho-Chunk Nation, Winnebago Tribe of Nebraska, Red Cliff Band of Lake Superior Chippewa, Santa Rosa Rancheria Tachi Tribe, Salt River Pima-Maricopa Indian Community of the Salt River Reservation, Hannahville Potawatomi Tribe, Prairie Band of Potawatomi Nation, Rosebud Sioux Tribe, Standing Rock Sioux Tribe of North/South Dakota, and Crow Tribe of Indians of Montana.

Fifty-eight percent of CMN's students in fall 2020 were aged 25 or older. Among the youngest enrollees were 20 high school students participating in 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.

■ Outreach, Community Service and Continuing Education

Department of Continuing Education (DoCE) – The College of Menominee Nation's Department of Continuing Education is established to provide training, workshops, and educational opportunities for individuals and groups in the community. Department staff value outreach efforts that empower the community and promote positive change.

DoCE programming highlights in 2020-2021 included initiatives on agriculture and food sovereignty, outreach to serve youth with leadership and cultural activities, and services for workers/employers.

- **Menominee Youth Immersion Program** - This program is in its first year and operates in collaboration with MenominiYou, a grassroots non-profit organization that is committed to revitalizing the Menominee Language. Eight students from Menominee Indian High School and Shawano Community High School participate in this program. This summer, the students took part in intense language instruction that set the foundation for becoming a Menominee Language speaker. At the end of the summer program, each student was able to introduce themselves in the Menominee Language, use the language to tell each other what they did the day before, and hold additional short conversations with their peers.
- **New Beginnings for Tribal Students (NBTS)** – The Youth Program Coordinator continues to administer this grant even though participation has been limited because of COVID-19. NBTS had one week of programming this summer with the highlight being the UW-Madison and Earth Partnership staff implementing activities for our Youth Immersion students. The students engaged in a curriculum, A Water Drop Journey, which helped them understand the water cycle. Another activity included water contamination. This activity came with a teaching from a local elder about the Back Forty Mine and the history of ancient sites such as Keshena Falls. Both of these curriculums were delivered by utilizing as much of the Menominee Language as possible.
- **Career Exploration for Youth** – The Animal Plant Health Inspection Services (APHIS) and the Sustaining Natural Heritage Program (SNH) took place July 12 - July 23, 2021. This is the first time since the pandemic that the program was able to be held in person. There were 20 students, ages 11-15 registered in the program. This group of students were diverse in age, gender, and tribal and non-tribal status. This made for an excellent group learning about careers in agriculture, conservation, animal and wildlife care, and agribusiness. After learning about education tracts, students were kept busy taking field excursions to active dairy and cattle farms, aquaponics systems, cheese factories, equine ranches, and our own Menominee forest.
- **Farmers Market and Food System Initiative** - Through the First Nations Development Institute grant, community growers were given a stipend to grow fresh produce that was then sold at the Kehtekaewak Farmers Market. Local growers that participated were provided with seeds, soil amendments, and garden-tilling services. In addition, they were required to participate in gardening workshops to build their skills. The funds from the sales of the produce go toward the sustainability of this project.
- **MITW Police Commission Training** - CMN contracted with MITW to provide a series of eight training sessions for the newly formed MITW Police Commission. This training was implemented through collaboration with the Center for Innovative Change and addressed the history of police and police commission, federal Indian law, processing of complaints, use of force and reporting requirements, oversight of the police chief, and working together to enhance community engagement.
- **Job Services** – The Menominee Job Center, based in the College's Community Technology Center, played a pivotal role in area residents' ability to obtain and apply for unemployment in the last year during the mass layoffs of the pandemic. The CTC has been deemed a Specialty Center, designed to specifically support the Menominee community and surrounding tribes.
- **Farming 101** - DoCE conducted a two-day virtual Intertribal Food and Farming Conference with over 100 registrants from throughout Indian country. DoCE brought in Native chefs to provide cooking demonstrations as well as D.C. representatives for the Inter-tribal Agriculture Council.
- **EXCITE Vaccination Education** - DoCEt produced COVID-19 vaccination public service announcements to encourage community members ages 18-24 to get vaccinated, as this target group has shown to have the lowest numbers.

S. Verna Fowler Academic Library/Menominee Public Library – The College's academic library and the community's public library share facilities on the CMN campus in Keshena. The Menominee

Public Library's services include a rich variety of programs designed to engage area residents and promote literacy through age-appropriate family-friendly activities. Public Library funding is provided by the College of Menominee Nation, Menominee County, MITW, and other sources. The Public Library's Board of Directors members are Ben Warrington, Menominee County, and Miranda Gollnow, CMN (the position representing MITW is currently in the process of being filled).

Along with traditional lending-library resources and computers for public use, the Menominee Public Library includes a wide variety of programs and outreach in 2020-2021. A dramatic change in how the Library could function came as a result of the COVID-19 pandemic outbreak and the safety guidelines put in place through the state, tribe, and college. Staff continued to offer programming and engagement with the community through online platforms for virtual events. Existing programs were adapted to online formats, with staff live streaming the programs. New programs were created to better meet the needs of the community.

- Total Library events July 2020-September 2021: 295 events, averaging 20 per month
- Of those events, 178 were through Facebook/Facebook LIVE; 64 through Zoom invitations to registered participants; 37 on Zoom that were open to all participants
- The Library had 16 in-person events that began in June 2021, following the COVID-19 restrictions and safety guidelines

Since many of the programs have included access to supplies housed on campus at the Library, these programs were adapted so that beginning in June 2020, participants who registered could pick up supplies for the programs through the Library's curbside service. With the supplies needed for the program in hand, participants could then join the program or workshop via Zoom. Among these programs were the Summer Art Series in July; Kataes esehcekasiq family program; and the Rez Read book circles in June and July. From October 2020 through March of 2021 the Library provided curbside pickup to 96 people, averaging about sixteen people a month.

In February and March 2021, the Library provided one-hour appointments on Mondays. These appointments were created with the hopes that elders and those medically vulnerable could come in and be ensured that they would be the only person or group in the Library at that time. In those two months, 18 people used these appointment opportunities to come into the Library. In January 2021, the Library offered limited hours following COVID-19 safeguards. The numbers for people coming into the Library have remained low, but has proven to be a key service for individuals.

Grant funding allowed for an Artist in Residence program designed to help community members learn how to do traditional crafts. How-to videos and how-to books based on the live classes are available for community members as well as kits for those who were unable to attend the classes. These resources are available at the Library and online.

In May and June 2021, the Artist in Residence program hosted Jennifer Gauthier. Jennifer taught participants how to do fiber bag weaving and finger weaving. This class helped meet grant objectives for the Library's Artist in Residence Grant through the Institute of Museum and Library Services. The August Artist in Residence program offered a beaded fedora hat workshop with Crystal Lepscier. This class was very successful and had a high turnout.

One of the highlights of the summer of 2021 was the Summer Reading Program. Laura Robinson set up a number of activities to engage families in reading and interact with the Library. The programming was successful and had a really good turnout. The Summer Reading Program had 86 registrations. Of that total, 19 were 0-5 years old, 26 were 6-11 years old, 10 were 12-17 years old, and 31 were over 18 years old. Participants were tasked with reading and challenges that were presented by library staff through online platforms.

Collaboration with Other Tribal Departments

To efficiently and effectively serve the community, the Library developed many of its programs in partnership with a number of tribal departments and other agencies. The Library collaborated with MITW Family Services weekly and with Menominee UW Extension monthly to provide programs with

youth, teens, and families. It also increased its support of families using the Menominee Tribal Clinic and schools through collaborations on grants and providing additional programs and outreach. The wide variety of Library programs offered for a range of ages and interests included:

- **Kataes eshecekasiq = Let's Do Things Together family program with Language and Culture educator Paula Rabideaux** (monthly program) – Among the Youth Librarian's many offerings for the year was an intergenerational cultural program. Prior to the closing of the Library building, this program offered a time for families to sit together to share a meal, listen to a story and cultural presentation, and participate in related activities with Paula Rabideaux. The program started in October 2018 with the Youth Librarian's desire to have a story time that would meet the needs of the community while centering on sharing Native stories, language, and culture with families. This program was continued through July 2021.
- **Family Engagement Treasure Hunts** – The Library continued its popular Monthly Treasure Hunts planned by the staff. The hunts provided a literacy-based experience to engage library patrons of all ages in a fun and educational way designed to get community members excited about coming to the Library. With the need to adapt programming since the pandemic, staff have redesigned these challenges, still providing the community with ways to engage in literacy-based activities. After trying some other options, the Library has brought back the Treasure Hunt style, however, it remains in a virtual context. Participants go to the Treasure Hunt website to play the game.
- **Book clubs** – The Summer Reading Program experimented with "Rez Reads" for adults, teens, and youth in order to give patrons in each category the opportunity to read a book geared to their age level and engage with other readers to discuss the book and participate in other activities. This event has adjusted, but continues. Each month, the Book Circle meets virtually on Zoom to discuss a book chosen by library staff. Books chosen are for adult and young adult readers. Participants receive a free copy of the book.
- **Breathe and Bead** - A beading circle gathering was offered in partnership with MITW Family Services working with staff Janice Rabideaux. The program went online in April 2021, but recently became available in person for those who share the love of beading.
- **What's Cooking?** - Partnering with Menominee Food Distribution and FoodWise, the Library hosts a virtual event through Facebook LIVE joined by co-hosts from these other tribal departments. Each program promotes healthy eating, nutrition education, a cooking demonstration, and the recipe that was used from the demonstration is shared afterwards as a post on the Library's Facebook page.

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. As part of that initiative, SDI works through the Menominee Theoretical Model of Sustainability to identify issues related to human-environmental relationships. By identifying issues or themes, the Institute and College are better able to pursue funding and other resources for applied research, education, and outreach activities that investigate and develop potential solutions.

SDI and CMN contributions to environmental topics are recognized by the long list of collaborations that have developed with external partners ranging from the Dr. Kyle Whyte, Professor of Environment and Sustainability at the University of Michigan, University of Wisconsin Madison, U.S. Forest Service, U.S. Department of Agriculture, the Indigenous Design and Planning Institute at the University of New Mexico, and the federally funded Department of Interior Climate Adaptation Science Centers (CASC).

As part of ongoing efforts to add co-curricular opportunities to the academic and experiential learning that is at the heart of College, SDI incorporates student internships on its applied research, education and outreach projects. CMN students and students from other institutions were hosted by SDI as participants, interns and student workers during CMN's past fiscal year.

These included:

Agricultural Research Assistants; Brandon Boyd, Mark Lyons, Sasan Shawanokasic, and Dolce Moeller Sustainability Leadership Cohort Mentor Team; Corryn Besaw, Deborah Lyons, and Jeremiah Moses Jr. Plant Phenology; Sharissa Jeff (crew leader), Yancy Jeff, and Lorenzo Warrington

Archaeology; Elise Wilber and Mequan Corn Jr.

Visualizing Forest Futures(ViFF); Gilbert Mendez, Samantha Shawanokasic, Franny Kitson, and Shane Kaquatosh

Northeast CASC; Stevie Chaffin

Career Readiness Interns; Michael Cornelius and Sabrina Molina

Sustainability Researcher; Courtney Behrendt

AmeriCorps Volunteers in Service to America (VISTA); Emma Ardington

Student driven research project on edible plants; led by Jasmine Neosh

Other projects and accomplishments of the year included the following:

- **Tribal College Faculty Program** – The Institute has been a part of the College of Menominee Nation since CMN’s inception in the early 1990s. SDI work, at that time, included support for faculty development and guiding the development of a research agenda based on the Menominee Theoretical Model of Sustainability. A U.S. Department of Agriculture (USDA) National Institute of Food and Agriculture (NIFA) Tribal College Equity grant titled “Advancing Indigenous Sustainability Perspectives at Home and Beyond” is enabling SDI to continue this work with CMN faculty members. This past year, efforts included faculty training, cultural presentations, site visits, and the inclusion of CMN faculty members in SDI-led projects focused on and guided by Indigenous perspectives.
- **Academic Program Collaborations** – SDI continues to collaborate with the CMN Academic Affairs Office and faculty members on the development of degree programs based on sustainability initiatives at the College. This includes the development of two Bachelor’s Degrees which will focus on sustainability. In addition, SDI provides support in the development of a new geoscience degree program.
- **Hosting and Convening Sessions, Conferences, and Workshops** – COVID-19 limited the ability to host in person workshops, yet several events were held following the state, tribe, and college’s COVID-19 guidelines. Various online panel sessions, workshops, and meetings focused on sustainability and resiliency issues across the Menominee community, northeast region, and the nation. Examples include:
 - 2021 Earth Day Week, themed “Restore Our Earth.” Speakers included: Tia Nelson, daughter of Senator Gaylor Nelson, founder of Earth Day; Gerald Torres, Council on Foreign Relations and the American Law Institute; Winona La Duke, Activist; Lt. Governor Mandela Barnes; Dusty Miller, Menominee Tribal Enterprises; Gunnar Peters, Menominee Tribal Legislature (MTL) Chairman; and Chris Caldwell, CMN President.
 - April 16, 2021, SDI led a live panel with filmmakers Josh Fox, Myron Dewey, and Doug Good Feather with special guests from Menikanaehkem.
 - April 19-21, 2021, SDI virtually hosted the third Shifting Seasons Summit, *Sharing Adaptation and Resilience Knowledge Across Indigenous Communities*.
 - December 2020, SDI sponsored the Menominee Legislative Forum providing an opportunity for community members to learn more about the candidates’ platforms.
 - In alignment with the new Sustainable Agricultural degree program, SDI hosted several agricultural related workshops that include: tree planting, research design, and harvesting techniques.
 - The Ancient Garden Research conducted under the direction of Dr. Overstreet was highlighted through a virtual presentation hosted by SDI. A field guide titled, *A History of Ancient Gardens Research on the Menominee Reservation*, was assembled and sent to participants and interested individuals.
- **Indigenous Planning Summer Institute** – The Indigenous Planning Summer Institute (IPSI) hosted by SDI is an Indigenous-led education space for Indigenous students. Its mission is to bring

together a diverse group of Indigenous students to share and learn about the principles of Indigenous planning and design. Along with promoting the Theoretical Model of Sustainability, IPSI seeks to foster an exchange by participants of wisdom, experiences, and theories related to Indigenous sustainability.

- **Sustainability Committee** – SDI held monthly Sustainability Committee Meetings to encourage, promote, and build upon the Menominee approach to sustainable development at the College and beyond. The committee approved the 2018-19 and 2019-20 Greenhouse Gas Reports, provided ongoing support for an agricultural hemp research project, and participated in campus sustainability efforts.
- **Youth Programming** - The Sustainability Leadership Cohort continued this year under the theme of “Air”. This year, 12 highschool students participated in the program. A highlight of the program was a one-week trip to Anchorage, Alaska, to learn about indigenous communities and to share cultural knowledge with Alaskans.

MILESTONES AND ACCOMPLISHMENTS

- **Created a CMN interactive visit** - This interactive visit gives prospective students and visitors the ability to walk around the campus virtually and interact with staff and certain objects/items.
- **Created virtual new student orientation** - This was done using Canvas, a web-based learning management system, that was purchased by CMN to provide consistency for all students when accessing classroom materials.
- **Counseling services with Dr. Powless** - In partnership with Lutheran Counseling and Family Services of Wisconsin, counseling services were provided by CMN for free to all students, staff, faculty, and their families beginning in fall 2020.
- **COVID-19 response** -College of Menominee Nation received COVID-19 funding relief from federal, state, tribal and local agencies.

The technology environment at CMN has undergone vast changes in response to the pandemic. The foremost addition was outfitting 13 classrooms with enterprise video conferencing technology from Cisco to enable students to attend class from home. To further enable off-campus participation, CMN purchased and deployed 170 laptops for students, staff, and faculty. New desktop computers have been installed replacing all previous computers on-campus for both staff and students. The WiFi network was updated with the latest access points and expanded to include blanket coverage for multiple parking lots.

In addition to those completed projects, CMN has several more planned for late 2021/early 2022. CMN will expand the Cisco WebEx classroom technology into eight new rooms including biology and chemistry labs. A complete overhaul of our backend networking infrastructure with new servers and routing equipment. Our phone system is scheduled to be migrated to the cloud and new phones will be deployed. Finally, our CMN website www.menominee.edu is currently undergoing a complete redesign with an emphasis on accessibility and updated content. The launch for the website is scheduled for December 2021.

- **Student Recognition** - Sheila Solenos-House was a quiet student who was happy to sit in the back of the classroom and fade into the woodwork. As she continued her educational journey at CMN, her business coursework required more and more discussions and presentations and public speaking was quite an obstacle for a student as shy as Sheila. Yet, Sheila remained steadfast in her commitment to her studies and persevered in her classes at CMN, earning academic honors. By the time Sheila was ready to graduate in 2021, she had become an articulate, confident professional. Sheila was a student advocate on campus participating in student government, American Indian Business Leaders club, and worked part time as a receptionist on the Green Bay campus.

Today, Sheila's hard work, dedication, and perseverance has paid off. In the fall of 2021, she started a new career at CMN. Currently, Sheila serves as an Interim Student Achievement Specialist and oversees the reception area at CMN's Green Bay location. Sheila is busy training, advising, and welcoming students to CMN. Her smiling face radiates her energy and commitment to CMN in helping others achieve their educational journey.

Markie Miller first started classes at the College of Menominee Nation in 2004 as not only a young student, but also as a single mother to her young daughter. Over the years, Markie struggled with juggling college classes, a young child, and work, yet somehow Markie was determined to continue plugging away at getting her degree. Markie started working at the Menominee Indian Head Start Center in 2012 as an Assistant Teacher and shortly thereafter in 2013, she obtained her Associate Degree in Early Childhood Education. After a year-long break, Markie returned to CMN to take classes towards her bachelor's degree part-time while also serving as Lead Teacher (and eventually Family Services Worker) at Head Start.

Persistent, resilient, and determined Markie took advantage of an opportunity that was being offered through the Teacher Education Programs, Office of Indian Education: Aspiring Educator's Grant Program and began to work full-time towards her bachelor's degree in the fall of 2019. Although at times college was stressful and difficult, Markie had full support of her family and she worked tirelessly for two years to complete the varied and rigorous requirements needed to be a teacher and successfully completed a semester-long student teaching requirement at Keshena Primary School (KPS) this past spring. After 17 years of on and off classes and coursework, Markie graduated with her Bachelor of Science degree in Spring 2021. Markie is now working at KPS as a second-grade teacher and giving back to her community while demonstrating to her young students that you can do anything you put your mind to! Markie's grit and determination to get her degree has empowered her husband to return to school so that he, too, can begin working on obtaining a degree in education.

- **Staff and Faculty Recognition-**

The Teacher Education Department at the College of Menominee Nation has continued to experience success in preparing future educators to go out into our local schools and classrooms to be culturally responsive teachers ready and equipped to meet the needs of our students. The pandemic has proven to be challenging for students as many juggled working, online classes, as well as providing assistance for their own children who were learning virtually. However, their persistence and perseverance paid off as seven students received their Bachelors of Science degrees in Early Childhood/Middle Childhood Education. Dr. Kelli Chelberg's persistence and grant writing skills also paid off as her proposal to the Early Educator Investment Collaborative was selected for funding. CMN was one of six institutions nationally to receive the competitive funding which will be used to dismantle barriers to educators working in the Early Childhood Workforce. CMN partnered with the Wisconsin Early Childhood Association who played an important role in providing required matching funding as well as continued support and professional development for our students. Dr. Lauren Waukau-Villagomez, Teacher Education faculty member, was named CMN Faculty Member of the Year for the 2020-2021 academic year and Wisconsin Indian Education Association Elder of the Year for 2021.

Ryan Winn and the Liberal Studies department received two grants during the 2020-2021 academic year. Winn received the Wisconsin Arts Board Grant for the Menominee Pageant. The Pageant was recorded and released to the community via YouTube due to the COVID-19 restriction preventing it from being held in-person. Winn also received the Oneida Nation Arts Program Grant to record Louis Clark III's play, *Lost Little Boy* for broadcast on Wisconsin Public Radio.

- **12 Menominee Among Newest Graduates** - 12 Menominee were among CMN students completing degree and diploma requirements in December 2020 and May 2021. Along with other members of the College's 2021 graduating class, they bring CMN's alumni total to 1,245. Graduation was held at the Menominee Casino Resort on May 22, 2021 with two ceremonies being held with respect to social distancing.

In the following list of 2021 Menominee graduating from CMN, ***signifies highest honors, ** signifies high honors, and * signifies honors.

Bachelor of Arts Degree: ■ Public Administration- Karen Cimicud**, Dallas Hawkins, Brooke Johnson, Jamie Komanekin*, Virginia McArthur

Bachelor of Science Degree: ■ Business Administration – Melissa Goldsberry***, Sheila Solenos-House* ■ Early Childhood/Middle Childhood Education – Tonia Haack, Rose Track*, Marissa Vele***, Nicole Kraft, Markie Miller, Jordynne Waupekenay*

Associate of Applied Science: ■ Substance Abuse Counselor-Carol Fish

Associate of Arts and Sciences Degree: ■ Business Administration – Yvette Malone ■ Early Childhood Education – Tina Driscoll**, Ravena Fowler ■ Liberal Studies Humanities – Mary Jane James II* ■ Liberal Studies Social Sciences – Kimberly LaTender**, Lorenzo Warrington ■ Public Administration – David Frechette, Alan Miller, Jr.

Technical Diploma: ■ Computer Numeric Control (CNC) Machinist – David Diamond, Appolonia Gomez, Meagan Tyler** ■ Welding – Shawn Pamonicutt*.

- **Emergency Aid Success Measured** – The CMN Dreamkeepers program aids students who are at risk of dropping out of the College because of unexpected financial emergencies. Dreamkeepers was developed with a grant from the American Indian Higher Education Consortium and the non-profit organization Ascendium Education Group. It is designed to help students continue studies at the College who are at risk of withdrawing and meeting their educational goals, ultimately securing a better financial future. Students who seek aid work with a designated staff member to complete an application, create a plan of action, find community and other resource programs, and secure referrals. CMN staff report that Dreamkeepers is currently funding 80 percent of applications, with the greatest success being a 30 percent graduation rate for students receiving emergency aid.
- **Emergency Aid Student Response-** “The year 2020 was hard for everyone with the COVID-19 pandemic. It was especially hard financially. As the unemployment rate drastically increased, the families had to shift expense priorities. I experienced a shift in my food and utility expenses. Thankfully, the College of Menominee Nation offered the Dreamkeepers assistance. Usually I am good at balancing my household budget, with those items on top of the list. With my kids laid off, I had nowhere else to turn to. My educational journey is very important to me. The Dreamkeeper assistance funds kept me from withdrawing from school, to find a second job. I will always be thankful for the help that was there for the students.” Respectfully submitted, Kimberly Oshkeshequoam

STATEMENT OF FINANCIAL HEALTH

Evidence of the College’s commitment to maintaining financial stability, providing strong financial support for students, and persisting as a debt-free institution was demonstrated on several fronts in 2020-2021. Among the challenges of remaining a debt-free institution was the sudden impact of the COVID-19 pandemic. This challenge was met with a significant influx of funding from various sources to help mitigate the damage done from this pandemic. The college received over \$13 million in funding from federal, state, tribal, and private sources. Prominent among them were expense reductions in most operating areas of the College and increased spending in mission-driven areas of academic support and research.

Proactive tools being applied to assure stability include a greater focus on analysis and forecasting, and continued attention to transparency. Refinements to financial policies and systems were ongoing during the fiscal year to strengthen internal controls. Oversight includes CMN’s broadly-based budget team of

Trustees, administrators and managers. Reviews of financial policies and procedures adhere to CFR 200, the Uniform Administrative Requirements, Cost Principles, and audit requirements for Federal Awards.

Corroboration for the firm footing came with CMN's last audit, which included an improved net position and investment earnings. Federal awards and private funding from foundations, organizations, and private donors comprise CMN's endowment portfolio, which last year increased by over \$1,100,000, a 28 percent increase, and in 2020-2021 totaled over \$5.2 million.

Donations from philanthropic sources have created three new scholarship endowments. The first is a memorial fund in Shirley Daly's name that was originally established at the time of her death in 2000 by her husband, Arthur W. Daly, relatives, and friends. In addition, donations were also received from the estate of the late Anne Roberts creating the Anne Roberts Scholarship Endowment. The CMN Honor Song Endowment was created from a sum of pooled-gifts from many donors. Together, the private-gift endowments add more than \$297,000 to permanent funds designated for the benefit of CMN students.

Made up of original contributions and accumulated investment earnings, endowment categories are legally restricted for the development and delivery of academic programs and other designated purposes such as student scholarships. 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.

**CMN Scholarships and Student Aid
(2020-2021 FY unaudited)**

Pell Grant	\$411,411.00
Program Grants	\$76,578.00
BIA Grants	\$220,257.00
Student Grants	\$266,101.00
Private Grants	\$192,177.00
Total	\$1,166,524.00

Community Development & Tribal Utilities

Renita Warrington, Director

Community Development and Tribal Utilities provide technical and management services to the Tribe and its members in the development of the community through infrastructure, planning, water, wastewater, electric and transportation safety and construction management. The Community Development Department provides community services through the management and implementation of five program areas including Utilities, Solid Waste Management, Project/Construction Management, Community Park/Cemetery Management, and Road Maintenance. The overall goal of all these programs is to protect the resources of the Menominee Nation while simultaneously developing its infrastructure, and associated processes in an effort to better serve the Menominee Community.

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 one 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 location, which offers an open area dumping site receiving brush, stumps, leaves, mulch and other natural plant wastes from tribal members only.

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.

Middle Village Material & Resource Site be will used for road construction materials: clean concrete, not clean concrete, gravel, black dirt, sand and area for decking logs. There will be signs where the material will be placed within the site.

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. This contract is in its second year with Harter's Disposal.

Tribal Utilities

The Tribal Utilities Department is responsible for the providing sewer, water, electrical, and septic service to the Menominee Reservation/County communities. The Utility offices are located at N700 Go Around Road at the Keshena Wastewater Treatment Facility. The Utility 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	81	7
Neopit	210	19	210	19	-	-
Red Wing	21	-	-	-	-	-
Trail. Courts	17	-	-	-	-	-
Zoar	23	-	-	-	-	-
Totals:	657	88	596	88	81	7

For fiscal year 2021 the Utilities Department had completed the Middle Village Wastewater Treatment plant to keep the system compliant, which was completed this year by Advance Construction. Additional projects underway also utilizing Indian Health Service and other federal funding includes: Red Wing Water System improvements made included new air compressor and all related piping to improve on maintaining consistent water pressure. Trailer Courts Water System water main breaks were repaired by N1078, N1079, W1762 and the installation of new well and pump house to improve water system. Keshena Wastewater Treatment Plant septage receiving pump was replaced and the fine screen was repaired. Keshena Sewer Main manhole repairs CIPP lining of sewer lines along HWY 47 were complete. Middle Village Water Tower back up controller was installed to improve reliability of system during power outages. Middle Village Lift Station Improvement consisted of re-route sanitary force main to MVWWTF. Middle Village Electrical Distribution System consisted of substation

upgrade and replaced old transformers. Neopit Water Main Repair/Improvement consisted of the repair broken water main at Riverview Road, Wild Rice Court, James Street and HWY 47.

The following is a list of future improvement projects funded by EPA and IHS funds to be undertaken in 2022 by the Menominee Tribal Utilities Department: Keshena Wastewater Treatment Plant Improvements to include running additional from the head of the lagoons to the outfall eliminating the several hundred foot trench and replace the existing fine screen and add grit removal system to improve treatment process. Middle Village Water System add a new well pump and install new chemical feed room and generator to existing system. Neopit Dogtown and White City Sewer Improvements to include sewer lines and manholes lined with CIPP lining to decrease infiltration and improve flows. Zoar Water System Improvements to include connecting the ends of the dead ends of the existing water mains with new 6 inch water main to provide redundancy and replacement of the AC main. Community Wide new water meter installation at all residences that are connected to Menominee Tribal Utilities to monitor water usage.

The COVID-19 Pandemic has been a significant burden for the Tribal Utility, as the staff is especially vulnerable to exposure in their daily duties. To help the research effort for the pandemic and assess local case load the Tribal Utility is currently participating in a Wisconsin wastewater monitoring research network being conducted by the Wisconsin State Laboratory of Hygiene located at the University of Wisconsin Madison Campus. The Utility continually operates under financial constraints and relies on revenue to operate efficiently, which ultimately means protecting the overall health of the community. Emergent issue such as water and sewer main breaks put further stress on the financial situation of the Utility.

Project Management Road Maintenance

Project Management: In accordance with Chapter 98, the Community Development manages all tribal department construction projects. These services are provided through a senior project manager and two project managers. The project managers help plan, facilitate, and manage projects through an interdepartmental agreement that allows the managers to work under requested projects. This past year the project management staff managed the following construction projects: the completion of the Middle Village Electrical Substation, Family Community Engagement Center, the Woodland Bowl Tree Removal, the Woodland Bowl Tree Carving Project, the Woodland Bowl Repairs to Emcee Stand and Staining of the Elder Seating areas, the tree clearing for all Cell Tower Site Locations, completion of the Tribal School Lower Level Addition, the completion of the kitchen upgrades for the Keshena and Neopit Senior Meal Sites, and finalized and received the 100% complete design and engineering plans for the Keshena Falls Sturgeon Coming Home Place park. The construction for the six Cell Towers has started construction. The planned completion date for the Cell Tower Broadband project is expected to be completed by end of December 2021. The Charter Expansion Phase 2 is currently in construction with plans to be completed end of November 2021. Wayfinding Signs for the MITW Middle Village Departments have been purchased and will be installed spring of 2022. Several sidewalk projects were completed at the Save-a-Lot sidewalk, the Chief Little Wave Sidewalks and CTH Vv West Cultural Museum Sidewalks. There were beacons installed at intersection of CTH Vv West and STH 47/55, and lastly, the STH 47/55 WisDOT project was completed from Dodge Road to CTH Vv West. Future projects currently in the planning phases will include Construction of the Keshena Falls Sturgeon Coming Home Place Park, the MTS Kitchen Addition, the MTS Foundation repairs, the Middle Village Solar Panel, adding a gate, road and wayfinding signs at the Middle Village Resource Site Location, and assisting with the

Community Kitchen planning. The school zone signs for Neopit and Keshena have been purchased and hope to be installed spring 2022.

Road Maintenance: In accordance with the 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 occur with both Menominee County Highway Department (MCHD) and Menominee Tribal Enterprises (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/agreements, 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 Land Management 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. Projects completed in FY21 include the completion of the STH 47/55 WisDOT road safety project which improved safety for all travelers from Dodge road to Vv West. The planned improvements included sidewalks, bike lanes, new street lights, road and drainage improvements, new culvert placements, removal and burial of power lines in many areas. Other road construction included the closing of the Dells Road due to potential safety hazards on STH 55. Sidewalks at Chief Little Wave, CTH Vv West Cultural Museum sidewalks and the Save-a-Lot sidewalk were completed. Ongoing Road assessment and Parking Lot assessments are currently in process. Future projects that are planned for FY22 include Maehnowesekiyah Parking Lot and Aging/CBRF Parking Lot. Future sidewalk upgrades in Neopit include Waters Street, Cottage Ave, HWY M West, and 2nd and 3rd Avenues. Future sidewalk projects in Keshena include Old South Branch to Vv East and Chief Carron to Library Road. Plans are being discussed to create a safer intersection at STH 55 and CTH M East Intersection.



Figure 1 STH 47/55 Road Safety Improvements



Figure 2 Woodland Bowl Carvings/Repairs



Figure 4 CTH Vv West Cultural Museum Sidewalk



Figure 3 Chief Little Wave Sidewalk Project

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 FY21 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), Tribal ADRS and Public Law 102-477 Job Training programs. Staff consisted of eighteen (18) employees. These positions included: Community Resource Director, Assistant Director, two (2) Job Counselors, two (2) TANF Case Workers, three (3) 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/ ADRS:

The Income Maintenance consist of: 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. The Income Maintenance program currently has over 1505 cases serving community members and their families.

The challenges of COVID-19 caused us to rethink how we gathered and processed applications. All of our forms/applications were made available outside of our building for easy access at all hours of the day to community members. Once complete they were able to put them in the drop box that goes directly into

the office so it was a secure place to leave income documents and other verifications needed. Staff were rotated between working in the building and those working from home to assure clients' needs were continually met timely. Many allowances were made by the State within the program to make application and continued services more accessible to clients. During the Pandemic no Badger Care cases closed even when they became over income. This remains to date to assure all have medical coverage.

Collaborative efforts take place with the Menominee Tribal Clinic, Menominee Tribal Family Services, Wolf River ADRC, Menominee Aging Department, Lakeland Care, Care Wisconsin, as well as local and out of the area medical and nursing home facilities to assure community member's eligibility needs are being met. Our IM Lead Case Worker continues to work collaboratively with Menominee Aging Care Managers and the ADRS on a regular basis to assure eligibility is determined accurately and all resources are accounted for.

The FSET program is a voluntary program to assist Food Share clients, between the ages of 18-49 that are not employed, an opportunity to seek employment and receive support from a Case Worker throughout the process. The IM Case Worker discusses the FSET program during Food Share interviews and encourage participation. The FSET Case Worker reaches out to all referred clients to explain the benefits of the program and encourage their participation in order to keep their benefits active. She meets with clients and develops an Employability Plan looking at any barriers they present and setting goals to overcome these to gain ongoing employment. During this process she is also able to assist with supportive services such as bus tickets, gas cards, work clothing and school fees. This past fiscal year the state issued an exemption to all Food Share participants that would have been required to participate in the program. With this action our numbers dropped drastically. IM staff continue to encourage participation in this program but with work restrictions it was not possible to place members for work experience at this time either.

One of our success stories is:

- A client began the FSET program in 2019 and became a joint client with the 477 Job Training Program. At that time he was looking for direction with family dynamics, career and life path direction. He was assigned to a work placement for his hours and was able to build on his work experience and job skills and this assisted him with building up his confidence to pursue a lifelong dream of working in the food industry and to pursue culinary school. He continued to participate with the Department of Agriculture and Food Systems and the Tribal Food Distribution Program. He was able to assist Food Distribution with the development of some food demonstration videos that were shared out to the community. With his income he was able to pay off past due school bills so he would qualify for financial aid in the Fall 21 semester to continue with his culinary school degree.

The Tribal Aging and Disability Resource Specialist (ADRS) position continues to grow as she is able to attend community events and provide outreach efforts to share information about the program and the services she can offer. She is able to provide information and counseling to area disabled and elder individuals and assist them to access the services they are eligible for. She was re-certified this year to complete the needed Functional Screens with elders to approve them for Long Term Care Services. She then assists them in completing needed application and gathering of documentation for submission to the Income Maintenance program for financial eligibility if needed. Once these are determined she offers them the options for service providers and the client is in charge of making the decision for a care provider that meets their needs and wants. Sometimes this is Menominee Tribal Aging and sometimes it is Lakeland Care. The ADRS works closely with the Wolf River ADRC and the Tribal Disability Benefits Specialist Program through Great Lakes Intertribal for client assistance in application and approval. The Pandemic issued a challenge to this program as well as we were unable to visit elders in their home to assist with paperwork and accessing needs to assure their safety. The State did make allowance for the Functional Screens to be completed over the phone so we were still able to get them eligible for services, as well as telephone approval for signature.

This past fiscal year the Tribal ADRS has provided the following services to clients:

- Completed 20 Functional Screens
 - 9 qualified for Long Term Care and were enrolled in services.
 - 4 requested dis-enrollment for various reasons
- Provided outreach education over the phone to 13 elders
- Attended a drive by Elders Picnic, Addiction Forum and the Disability Walk to share information about the program.
- With grant funding we initiated a cold call and informational sharing campaign to make elders aware of the Covid 19 vaccinations available and assist with sharing information and arranging either a ride to the events being held in the community for vaccination or scheduling with Menominee Tribal Clinic for a nurse to visit their home to administer the vaccination for those that are homebound or did not feel safe going out into the community due to the Pandemic.

Through Time on Task reporting we were able to receive a federal match of \$19,291 to supplement this program. ADRS also successfully completed her retesting for being a Long Term Care Screener and is now certified for another three years.

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 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 at or below 185% FPL for eligibility and is available to Native and Non-Native individuals residing within our service area for the last 30 days.

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 and plans are developed to meet the individual needs of each family to remain flexible as well as ongoing meetings. During the Pandemic these were completed over the phone.

Monthly cash benefits were provided totaling \$123,918 and an additional \$11,326 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 to allow them to concentrate on goals being worked on while keeping their basic needs met. Due to the Pandemic and many other sources of funding available to families this past year our budget for these services was underused. We would have typically issued many gas cards or bus tickets for clients to get to work sites but with most sheltering in place this was not a need. Stimulus payments assisted with many of the family's needs. Clients were referred to the Housing Department to make use of grant funds for rental and utility assistance as well.

Clients meet with their Case Worker over the phone on at least a monthly basis to discuss their progress and needs and to review their personal employability plans due to our building being locked and limited access due to the Pandemic. Extra time was spent with clients over the phone to also check in with how they were handling the lock down and isolation that the Pandemic brought with it. Children being home schooled added to the stress of parenting for some families. Clients are required to submit weekly participation and a monthly change report form to assure they remain in compliance. Case Workers created packets so clients were able to complete their "work" hours while staying at home. Our work participation rate did decrease over the year as there were limited possibilities for clients to participate in, but this was to be expected as many had children at home on virtual learning as well and/or no child care available.

Diversiory assistance in the amount of \$14,700 was expended this year to 7 working families. 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 has been a valuable resource for many working families and allows them to continue with their employment and get through some hard times without quitting work and becoming totally dependent on economic supports.

Transitional services were offered to 11 families that gained employment throughout the year that exceeded the TANF guidelines. These families are kept as clients for up to the next 12 months to assist with job transition and supportive services to keep them employed.

Due to the Pandemic our Training Lab was closed for a majority of the program year. We opened up in the summer to provide limited trainings for community members while our doors remained locked. We held 15 sessions of CPR/AED/First Aid trainings with the assistance from staff at MITW Insurance. A total of 45 people were certified within the community.

A grant was received in the later part of the fiscal year to offer assistance to low income families with utility and back to school needs. We began taking applications in August and by the end of September had assisted 49 families with services. A total of \$10,200 was issued out to families for school clothes needs and an additional \$11,380 went to past due utilities. This funding is part of the Covid 19 Pandemic funding and will continue through September 2022 or until expended whichever comes first.

Our TANF families have been challenged this year by the lack of available child care in the community as well as housing shortages. Many families have had to be exempt from participation due to not being able to obtain acceptable child care for their children. We do require all clients to be on the waiting list at the Tribal Child Care and Head Start programs but some of the clients have been on the list a long time before being approved. Closing of the public school and local child care programs required us to be flexible with our clients so they were able to meet the needs of their families. This lack of child care has had a negative effect on our Work Participation Rate but we are still within our required federal guidelines.

TANF Success Stories:

- One couple got married and are now a two parent family supporting their children.
- 11 clients gained employment
- One client graduated with her Bachelor's Degree and is now working full time.
- One client overcame an obstacle of past drug related arrest prior to her coming on the TANF program. She worked her way off of house arrest, obtained her driver's license and obtained employment all during the Pandemic. This was a huge accomplishment. At the time of transitioning off of our program due to employment she was committed to maintaining a healthy lifestyle for herself and her children.

Public Law 102-477:

The Menominee Indian Tribe's Public Law 102-477 Plan includes the Workforce Investment and Opportunity Act (WIOA), 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.

The Job Counselors average a case load of 75 clients a month. 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. 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. Clients were assisted with over \$20,000 of supportive service needs.

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

- 48 clients became successfully employed. Most that are newly employed are assisted with any needed work clothes, shoes and gas cards to assure they are prepared for the first few weeks.
- Dual TANF/477 client completed a short Work Experience Contract with Enrollment for two months and then went on to secure full time employment within Early Childhood Services.
- Client was approved for an AODA assessment and we coordinated services with Maehnowesekiyah to secure in patient care in South Dakota through a grant they had. Our program assisted with personal hygiene, luggage, shoes and transportation to the airport so she could successfully attend the program and completed after 60 days.
- Assisted a client with renewing his Union Fees so he could remain an active employee. Also assisted with vehicle repairs/tires, minor tools and gas cards to help him be successful on his return to work. Due to his ongoing increased income he was no longer eligible for the program but he accomplished a lot in a short time.
- Client obtained his Associates of Arts & Science in Liberal Studies/Social Science from College of Menominee Nation. Our program assisted with his graduation fees. He went on to secure a paid internship through CMN-Sustainable Development Institute for the summer.
- Client completed her employment as the Youth Supervisor and transferred to a full time position with the Chairman's Office as a Receptionist. She is also enrolled in two on-line classes for Office Technician at NWTC for the Fall 2021 semester.
- Assisted joint client with FSET program towards his goals as a Culinary Student and a dream to create his own small Hibachi business. Paid summer class fees, vehicle repair and gas cards to get to work and school. He worked hard to improve his GPA and start a payment plan on his educational loans to requalify for financial aid. He has been working as a Nutrition Educator with the Food Distribution program and has many instructional videos on YouTube and Facebook.
- Unfortunately one of our clients passed away this year from complications of throat cancer. He was truly a success story in our program. He went from homeless to finding housing. We collaborated with the Senior Service Program to gain employment with the Menominee Casino and then with Food Distribution. When COVID-19 closed some of the buildings down we assisted him with his Unemployment application and weekly filing to assure he was able to keep his housing. Our program provided him with a binder that he used faithfully to keep all of his important documents organized, this came in very handy for his daughter as she stepped in to help him out in the end with his medical needs.

Work Experience contracts were not an option for our clients for most of this year due to the Pandemic and most offices on work from home status or lock down we were unable to place additional staff into programs to gain work experience. We are hopeful that as COVID-19 recedes we will again be able to institute this important portion of our program.

The need for additional full time employment opportunities for our clients is great. Part time and on-call wages while beneficial for work experience training are not sufficient to allow our clients to earn 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. With the Pandemic and stay at home orders we did not utilize our supportive services to provide many bus passes but were able to assist with gas cards for those that were working or in school. Part way through the year we switched to getting our cards through the new Standing Pines Convenience store.

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 typically include: paid work experiences, educational trainings, assistance with resume creation, and leadership development. Because of the Pandemic we needed to make some quick adjustments to our programming.

Due to the restrictions of COVID-19 and the stay at home orders our staff quickly jumped into action and created a series of learn at home packets accompanied by weekly videos and interactive training using social media platforms. Each week for 5 weeks participants picked up a packet from our outside forms box and then had the opportunity to join in the weekly video sessions to discuss the topics and assist with any help needed or questions they had about the topics.

The topics for the weekly discussions were: Communication Skills, Practical Life Skills, Essential Work Skills, Conflict Management Skills and Health Relationships. While weeks 1-4 were staffed by our department we received collaborative assistance from the Sexual Assault Counselor from the Department of Advocacy & Support, with the last session as it contained sensitive information that was being discussed. We appreciate the assistance with this important topic.

We had 100 applications that were eligible to participate in the program. Five (5) decided to withdraw their application after acceptance. Of the 95 that continued we had an average participation of 75 packets turned in timely and scored. Our goal was for them to achieve at least a 71% or higher on these questions/answers and an average of 66 participants achieved this. Those that received at least a 71% or higher earned \$100 per packet, those below were adjusted to a lower amount. With little face to face possible we wanted to instill a sense of ownership and responsibility for their work done at home and felt that awarding at two levels was necessary and gave them a goal to strive for, instead of just turning in the packet. We issued out a total of \$36,650 to the 90 youth that actively completed packets.

Annual Updates

This past year was not only a challenge to our clients but to our staff as well. They had to be creative and hit the ground running to assure that we were still meeting the needs of our clients even during a pandemic and working from home. Laptops were provided to all employees to allow access from home to needed programs and desk tops. Staff were allowed to come in and out of the building as needed to assist clients. Their resourcefulness kept our center running smoothly throughout and their flexibility to meet the needs of the community while still keeping themselves, our clients and their families safe was exceptional. While staff has now returned to the office part time we continue to remain with locked doors. An intercom system was installed with a camera so front desk staff is able to communicate with those requesting access to our building and allowing entry to building through this system. Safety measures continue to be followed in our building by limiting the numbers of people in our training lab to assure social distancing. Clients are encouraged to keep in contact in any way possible; in person, over the phone, emailing, social media messaging to assure we are keeping them current and active. Pictures of timesheets and income have been sent through phone messaging and email to verify for program requirements.

Our staff stepped up to the challenge of assisting tribal members to apply for the COVID-19 incentive. In the first month of September we assisted over 443 members with application. The assistance continued into the new fiscal year to assist as we can.

Conservation

Maniyan Pyawasay, Director

Staffing includes (1) Director, (1) Senior Conservation Warden, (2) Conservation Wardens, (1) COPS Outreach and Education Conservation Warden, 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; provide 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, educational presentations, and in-service training.

Coronavirus (COVID-19):

The Coronavirus (COVID-19) pandemic continues to pose significant challenges for tribal agencies, while also affecting everyone personally. The COVID-19 pandemic hit our department directly leaving us with limited staffing during quarantine/isolation periods.

During the pandemic, our department was one of many that was deemed essential and remained open to provide services to the community. Our agency adapted to many different aspects of our job. We saw a significant increase in Tribal members/descendants/spouses being out in the woods fishing, hunting, trapping, gathering, or just enjoying the outdoors.

For the second time in several years, the agreement with the Wisconsin Department of Natural Resources (WDNR) canceled the annual Sturgeon release due to COVID-19 concerns. This canceled our Sturgeon Guard program for this spring. We are hopeful we can resume the program next year.

The Menominee County Sheriff's Office (MESO) received a grant to purchase a Skytron IPT1140 disinfection robot machine. A representative from Skytron provided in-person training on how to safely and effectively operate this equipment. The Department was able to utilize the equipment on a regular basis in our offices to protect not only the public safety employees but also the public itself by preventing the spread of infectious diseases.

We had to make many improvements/accommodations for our tag distribution. Tribal members could either call the office or message the Menominee Tribal Conservation Facebook page to arrange a time to pick-up tags. The Department installed a drop box outside of our office so community members could pick-up their tags at their convenience that included after business hours, holidays, and weekends. We also expanded our hours to assist with tag distribution and harvest registrations. We saw an increase in Tribal members utilizing the online harvest registration feature on the Tribe's website.

Administrative: Administratively, the Conservation Department provides service to the public by issuing 5,933 game tags to enrolled members, descendants, and spouses in FY2021.

GAME HARVEST REGISTRATIONS

	2020	2019	2018
White tail Deer Bucks	324	234	290
White tail Deer Does	175	118	159
Black Bear	11	14	17
Spring Turkey	9	7	4
Fall Turkey	6	4	5
Fisher	8	0	2
Bobcat	8	2	1
Otter	10	2	6
Sturgeon	2	0	0

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 Office when necessary. Other collaborative agencies include the U.S. Fish and Wildlife Service, U.S. Forest Service, WDNR, and the Raptor Education Group Inc.

CONSERVATION LAW ENFORCEMENT STATISTICS

	2021	2020	2019
Reportable Incidents	2466	2332	1644
Citations Issued	72	95	47
Warnings Issued	49	32	49
Complaints Received	502	305	150
Interagency Assists	187	146	140
In-service Hours	242	382	406
Permit/ID checks	1219	1204	252
Investigations	27	28	78
Court Appearances	90	44	14
Meetings Attended	54	70	163

Training:

Throughout the year, the Menominee Tribal Conservation Department has enhanced their law enforcement services for the community. A main component of this includes protecting the Menominee Tribe's natural resources. We have better trained and educated Wardens to understand and address the demands of the changes in the community. With Covid-19 continuing to affect our everyday lives, it posed challenges on attending in-person training.

Conservation Warden In-Service Training FY2021

- Intoximeter EC/IR – II Recertification
- Skytron User Training
- MTE Firewood sales training
- Multiple Squad meetings
- Wildland Fire Refresher training
- Semi-Annual Firearms qualification/training
- MITW Addiction Education Forum
- FBI Evidence Processing training
- Physical Efficiency Battery
- Central Square training

Outreach & Education:

The Department does their best to provide information to the public on safety, hunting, fishing, trapping and gathering regulations, program functions, and other laws relating to the natural resources.

Due to circumstances out of our control, we had to postpone some of our outreach and educational activities to the community due to the COVID-19 pandemic. The Wisconsin DNR had put all safety courses on hold until July 1, 2021. We were unable to hold our annual Hunter Safety Education course; however, we were able to provide three (3) ATV/UTV Safety Education Courses.

The Tribe received a four-year Community Oriented Policing Services (COPS) grant to hire a Warden who will focus efforts on providing different aspects of safety education to the community. We are currently in year three of the four-year grant.

Community Related Activities & Outreach Events:

- Menominee yoU - Basic trapper education (baiting and the types of environment the fur bearing animals are in) and the different types of fish and how they are caught.
- Menominee 4-H program (planning stages of development a Menominee Youth Archery team)
- Menominee Tribal School Maple Sugar Camp – Kindergarten through 8th grade students
- Menominee yoU – recording sessions providing instruction on the Maple Sugar process
- ATV Safety Course for Menominee Tribal Enterprise Fire Personnel and Menominee Tribal Police Personnel

- Menomini yoU – recording sessions on gathering wild onions and information on medicinal flowers
- Educational Presentation to CMN classes
- Outreach Project with the CMN library
- Menominee Tribal School year-end fishing event – provided education on different types of fish and boat/canoe safety.
- Informational Booth (animal tracking & fur identification) set up at St. Michael's Church Festival
- Provided instruction on fishing to Menominee 4-H program along with Fishery Biologist
- CMN Summer Transportation Institute Career Day
- ATV Safety Course
- National Night Out Against Crime
- 5th Annual Cone with a Cop

Summer Tribal Youth Program:

The grant offered tribal youth an opportunity to experience and learn a variety of jobs within the natural resource field. One teenager was selected, who is an enrolled member of the Menominee Indian Tribe.

The 2021 the youth program allowed him to work eight weeks during the months of July 2021 through the beginning of September, 2021. He was provided training and assisted with water quality testing, invasive species removal, conservation law enforcement, and wildlife habitat management.

The project goals and objectives allowed the student to work with two Menominee Tribal Departments simultaneously. The Menominee Conservation Department was the primary department that managed the grant. The secondary department was the Menominee Environmental Services Department (ESD). Conservation and ESD worked collaboratively to accomplish the goals and objectives and provide the learning experience for the youth.

This grant allowed the student insight and a working experience in the field of natural resources. That insight is critical for youth, offering them an opportunity to experience various jobs within the natural resource occupational field.

The project was successful in providing opportunity, training, and experience for the tribal youth. He was able to get a taste of what it is like to work in the field of natural resources on the Menominee Reservation.

Fish and Wildlife:

Conservation staff assists Environmental Services with fish and wildlife surveys and data collection. The department also assists with conducting ice measurements on many of the Tribal lakes and providing that information to the public in addition to responding to nuisance animal calls; especially during the spring and summer black bear calls and complaints.

Fish and Wildlife Surveys & Calls:

- CWD Sampling
- Wolf Track Surveys
- 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 Community Development and Land Management in reference to junk mobile homes, junk vehicle, and solid waste/illegal dumping violations. Multiple citations were issued

accordingly, and we will continue to work diligently on this collaborative effort. That project is currently on going.

Other matters and efforts included outreach and education regarding the effects of lead bullets on wildlife and human consumption of game. During the Spring of FY2021, the Menominee Tribal Legislature tasked the Department with developing a survey regarding the use of lead-free ammunition. Wardens attended a couple fishing derbies as well as had the surveys on hand during their daily patrols. When having field contacts, Wardens were able to get the surveys completed. The responses were provided to the Menominee Conservation Commission and the Menominee Tribal Legislature. During the October 6, 2021 meeting, the Menominee Tribal Legislature voted to abolish the lead ammunition ban.

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 Agriculture & Forestry Committee, Enforcement & Resource Protection Committee, and Menominee Conservation Commission to Develop Stronger Codes and Regulations
- Provide Education and Public Outreach

Updates:

The Department is ensuring Wardens have up to date equipment and supplies to meet today's technology. The Department purchased new firearms and are currently in service. We also were given access to the Central Square Public Safety Software from the Menominee Tribal Police Department. The department purchased Toughbook's to be installed in their patrol trucks using COPS funding. This currently allows Wardens to have on-scene access to Central Square, a GIS mapping System, and the Conservation Database to allow Wardens to remain in the field and be visible to the public.

Detention Center

Jerri 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 seventeen (17) employees. The department staff includes one (1) Administrator, one (1) Compliance Officer, one (1) Training and Resource Officer (CTAS Grant), one (1) Program Coordinator (CTAS Grant), three (3) Corporals, eight (8) Correctional Officers, one (1) Emergency Hire Correctional Officer, and one (1) cook.

Population of the Facility became a huge concern this year as we navigated our way through the Covid-19 Pandemic. The way in which the Detention Facility operated in the past had to be totally changed. Individuals still needed to be housed within the facility, but our team had to come up with an immediate plan to ensure the safety of not only the individuals we serve, but to keep in mind the safety of the community and staff as well. We were able to work with other departments of the criminal justice system and Incident Command to navigate through population issues that we encountered. It was a very difficult task, but with the teamwork and commitment of all the departments involved, we have been able to keep the Facility at a safe population, which has helped us navigate through the bouts of Covid-19 that we personally experienced. The daily average population of the Facility for FY2021 was twenty-eight (28) inmates.

Recidivism FY2021. In FY2021, 84 (84) individuals accounted for one-hundred ninety-eight (198) arrests. This indicates that twenty-three (23%) percent of individuals arrested made up thirty-eight (38%) percent of our overall arrest numbers.

We continue to see a pattern of individuals arrested and under the influence of alcohol and/or drugs. In FY2021, we had four-hundred seventy-five (475) individuals arrested and brought into the facility. Of

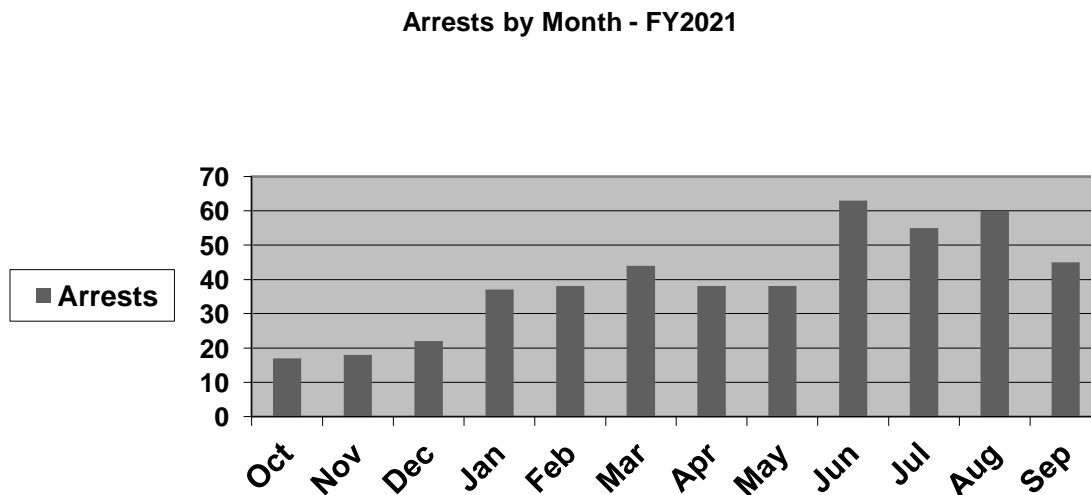
those four-hundred seventy-five (475) individuals, two-hundred sixteen (216) were under the influence of Alcohol, forty-four (44) were under the influence of drugs. Two-hundred sixty (260) individuals were under the influence of a mind-altering substance. That is fifty-five (55%) percent of all individuals that entered the facility. We did reduce considerably in total arrests, but the percentage of individuals under the influence went up by seven (7%) from FY2020.

Programming was impacted greatly due to the Covid-19 Pandemic, but the staff has been able to find creative ways to continue their work with the individuals we serve. A lot of one on one work has been done with the individuals in the facility in areas or History and Storytelling, Moral Recognition Therapy (MRT), Positive Indian Parenting, small group talking circles, singing and drumming, and Menominee Language.

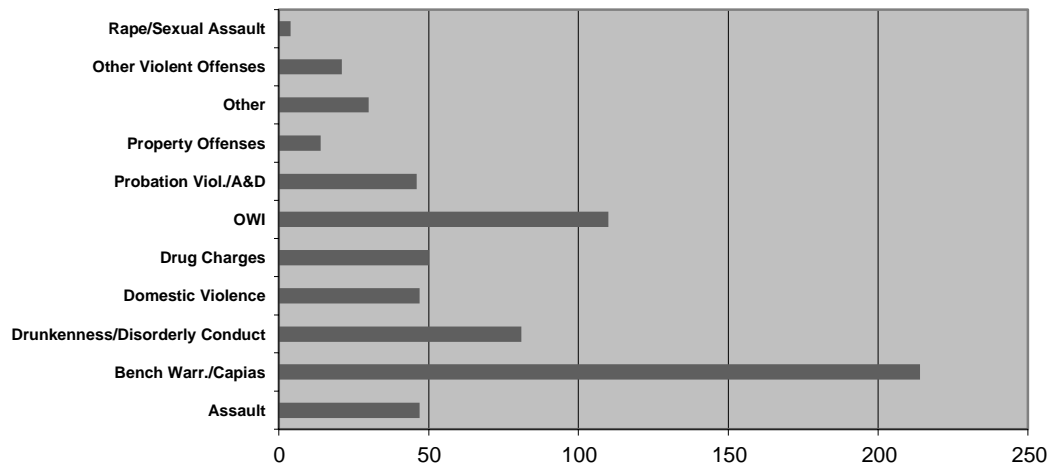
The Programming Staff continues to assist individuals after they leave the facility. The staff still has a number of individuals that have left the facility and continue to receive services. I have received numerous comments in the community from individuals that have left the facility wanting to thank the programming staff for following up with them and making sure, they followed through with any obligations or orders that still may have been outstanding for them.

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 (listed below) illustrates the total number of arrests for each month of fiscal year 2021.



Arrests by Type - FY2021



The aforementioned graph (shown above) illustrates the total number of arrests for fiscal year 2021 differentiated by individual crime types. This graph lists all major crime types to the left to help illustrate appropriate differences.

Early Childhood Services

Meah Hesse, 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. Early Childhood Services does not provide these services alone and relies on community partnerships with many Tribal and non-Tribal agencies in efforts to give children a comprehensive early education experience that focuses on the whole child and their family. The programs located within our department are Head Start, Early Head Start, Day Care and Pregnant Mothers.

Day Care

Mission: Our mission at the Menominee Early Childhood Services – Daycare is to provide nurturing care and guidance to our children and families while revitalizing our culture and language.

Vision: Our vision is to successfully apply culturally appropriate care to our children and to continue supporting the community effort to sustain our traditions and language and to increase staff confidence and optimism through communication and teamwork.

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 childcare subsidy, there are certain eligibility requirements that must be met in order to receive the Child Care Development Funds.

FY21 Services:

Day Care served 86 children from 68 families in FY21. In addition to providing the day-to-day early education/childcare services, virtual services and Menominee Language instruction, the program also holds activities aimed at increasing parent and community involvement at the center. Although Covid-19 has had a huge impact on in-person activities, we continued to hold as many activities as we could both in person and virtually. The program held the following center and family involvement activities: Grandparents Day breakfast to-go, Halloween Trick or Treating in the center, Christmas cookie decorating, Easter egg hunt and egg coloring, to-go muffins for Mother's Day and to-go donuts for Father's Day.

COVID19: During the year, the Daycare Center has various phases of opening and a few closures. In the beginning of FY 2021, the center was opened at 50% capacity. The Daycare did go through various phases of capacity openings and total closures due to center outbreaks. We continued practicing all safety precautions such as: having no more than 10 personnel in a classroom, symptom monitoring, hand washing, mandatory masks, sanitizing classrooms and belongings, and fogging on a daily basis. We later on opened to 75% capacity in February 2021 and then 100% capacity in March 2021. The center continues to work closely with Public Health Officials on any classroom and/or center closure depending on severity of positive case outbreak and quarantine individuals.

Menominee Language Immersion Classrooms: ECS Daycare Center continued to provide Menominee language immersion services. This year we had three Day Care immersion classrooms for children up to three years old and one classroom for aftercare for the Head Start Immersion children. The program currently has three Immersion Teachers and five Immersion Teacher trainees in the department providing Menominee Language immersion services to 22 full infants/toddlers and 13 aftercare children ages three to five. These classrooms continue to be in high demand throughout the community as we have had a growing waitlist throughout the year. One challenge we are finding is the difficulty in replacing teachers once they move on to other tribal positions. We continue to collaborate with the Menominee Language and Culture department in assisting us with this concern.

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 childcare 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, a Social Worker from Tribal Social Services and the Children's Advocate from Maehnowesekiyah Domestic Violence Program. The number of families served were again low this year, as only three children and three families were provided with these services in FY21. We think the decrease in numbers is related to our capacity opening, abrupt closures and hesitation on sending children back to in-person daycare services.

Trauma Smart Training: In FY21, the Day Care used its in-service days, half days, and closure time to provide multiple training opportunities. Included in the trainings was the Trauma Smart model that has been adopted by the Head Start/Early Head Start, Day Care Center, Menominee Indian School District, and Menominee Tribal School to provide trauma-responsive services to children and families of our community. Our Family Service Manager, Zoie Fossum, is certified to provide these trainings and has been instrumental in ensuring all trainings and booster sessions are made available to all employees.

CRSSA funding: The current amount spent of the \$634,255.00 award is \$245,343.65 leaving a balance of \$388,911.35. The funds have been used to pay Salaries and Health Benefits for additional staff, IDC, replacement of all exterior windows, replacing three HVAC units, office renovation and retention bonuses for staff who have worked throughout the pandemic, and are still employed by Early Childhood Services. In addition, we started paying all parent co-pays for CCDF eligible families in March of 2021. This was done to help families adjust to transitioning back into the workforce. We are planning to continue this through March of 2022. We are also in the process of purchasing a generator for the Daycare center, new floors throughout the building and new paint in all hallways and common areas.

Items for FY22

Staffing: Our nation, including the State of WI and Menominee Tribe, are experiencing a staff shortage for all of Early Childhood Teachers and Support Staff. The ECS Management Team will be working on a staffing plan to help recruit and retain teachers and support staff. This plan will include recruitment, education, internships, wage increases, sign-on bonuses, employee input, supervisor evaluations, and any other ideas that may come help in fully staffing the department.

Curriculum update: The Daycare is currently exploring options for a curriculum that incorporates both virtual and in-classroom instruction. This has proven to be more difficult than originally thought due to the age variance in the center. We will have our options figured out in the fall of 2021 and will bring the choices to our parents to decide. Our plan is to implement the new curriculum in the spring of 2022.

ARP Stabilization Funds & Supplemental/Discretionary Funds: The Administration for Children and Families have issued two additional funding sources through the Child Care and Development Fund (CCDF); the ARP Supplemental Discretionary grant for \$1,037,179 and the ARP Stabilization grant for \$1,657,358. During the fall of 2021 and early spring of 2022, the department will finalize plans on how to spend both of these grants.

Menominee Language Immersion: The Menominee Language program is moving forward with opening a Charter School in the fall of 2022. With that, three of our teachers will be leaving the ECS department. We are beginning an outline of how this will affect the program and what we can do to ensure we have the appropriate amount of teachers to continue running the Immersion classrooms. We will continue to work closely with Language and Culture department and transition the Immersion trainees to the Early Childhood Services department. Lastly, with the assistance from MLCC, we hope to develop a Day Camp concept to serve immersion students in the summer months when Head Start is out of session. A day camp that is at a licensed location and provides childcare services in a format that is not done in a center-based setting, but rather in the outdoors, a Montessori philosophy method.

Head Start/Early Head Start

Mission: Our mission is to provide our diverse families and children a foundational education for school readiness while nurturing cultural identity in a safe and supportive environment.

Vision: Our vision is to become a tribally recognized program known for providing positive, quality educational experiences to our children and being an inspiring and empowering force in their lives.

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 2020/21:

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 FY21 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: \$2,502,245.00; Expended \$2,139,894.09.
- Bureau of Indian Affairs Part B. Awarded: \$70,630; Expended \$70,630
- Bureau of Indian Affairs Part C. Awarded: \$4,330.00.; Expended \$4,242.54
- Wisconsin Department of Public Instruction Head Start Grant. Awarded: \$60,992; Expended \$60,992
- Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: \$397,573.02; Expended \$282,106.35
- Menominee Indian Tribe of Wisconsin. \$869,998.00; Expended \$645,957.86
- Wisconsin Health and Human Services Tribal Birth to Three Grant: Awarded: \$10,000 Expended: \$4,835.72
- Wisconsin Department of Public Instruction Language Revitalization: Awarded: \$40,000; Expended: \$33,319.07

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. This funding runs out in the months of April/May each program year at which point, supplemental funding from the Tribe assists with maintaining the program. FY22 award: \$2,047,858.00
- Bureau of Indian Affairs Part B: This funding is for age groups 3-5 years and is used to provide free and appropriate public instruction for children with disabilities. Expenses include salaries and fringe benefits. FY22 award: \$56,800
- 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. FY21 award: \$2,200
- 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. FY22 award: \$58,711
- Wisconsin Department of Public Instruction Child and Adult Care Food Program: This funding provided 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. FY22 award: \$439,601.98
- 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. This funding is shared with the Tribal Daycare. FY22 award: \$1,392,439.00
- 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. FY22 award: \$10,000
- Wisconsin Department of Public Instruction Language Revitalization: This funding is used for language activities related to providing instruction in our Menominee language as curricular or co-curricular offerings including, but not limited to, curriculum design, creation of appropriate assessment instruments, professional development activities, language-

focused parent and community engagement activities, instructional delivery, and program evaluation. Specific plans for these funds are Menominee language curriculum development, storytelling events, pow-wows, round dances, digital Menominee language signage, and further development of the web-based site for classroom and parent use by adding additional audio and video clips in our Menominee language. Anticipated FY22 award: \$35,000

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

Early Head Start in 2020/21

Total number of children served: 75

Total number of pregnant women served: 31

Total number of families served: 78

Head Start in 2020/21

Total number of children served: 145

Total number of families served: 132

Supportive services units of 474 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. Federal Grant Update: Focus Area One Monitoring

From November 30, 2020 to December 4, 2020, the Administration for Children and Families (ACF) conducted a Focus Area One (FA1) monitoring review of the Head Start and Early Head Start programs. This review allowed the Office of Head Start to understand how we were progressing and providing services as we stated in our 5-year grant cycle. On January 8, 2021, we heard back from the OHS regarding our FA1 results. We were determined to be compliant in all six-focus areas that we were evaluated on. This was exciting news since we had just come off the Designated Renewal System review for a non-competitive grant. All managers and staff involved in the Monitoring Review did an amazing job at explaining our center and all the steps we are taking to ensure our children are receiving a quality education while in our care.

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

- 99% of children enrolled in the program received Early and Periodic Screening, Diagnostic and Treatment (EPSDT) and/or a medical exam.
- 99% of children enrolled in the program received preventative dental care.

6. Information about parent involvement activities

Parent involvement activities in the program required our staff to get creative in order to maintain parent involvement during the pandemic. Many of our activities were either virtual, drive-thru or pick-up events, limited to groups of 10 people or less, and/or video recorded and added to our Facebook page. In addition, many of our activities encouraged parent involvement/feedback by including a survey or questionnaire to fill out and return or by commenting/posting on our Facebook page. Program activities where parents/guardians participated include: Open House, Policy Council meetings, after-school family activities, cookie socials, snow shoeing, MECS annual powwow, graduation ceremonies, and Enrollment Extravaganza. In addition, classroom family activities were also held monthly with various themes including: holiday-themed activities/parties, fatherhood/father figure activities, Grandparent's Breakfast, Dr. Seuss Week, National School Breakfast Week, Native Food Experiences, Week of the Young Child, Teacher Appreciation Week, Mother's Day, and Father's Day.

Monthly Family Night activities held at each center included the following topics: All About Nutrition, literacy, budgeting, spending, and goal setting, oral health, benefits of music on learning and development, Earth Day activities and the importance of recycling, water safety, nutrition education, and program information and application assistance. Some of the activities listed above were in collaboration with different community partners, such as Menominee Nation UW-Extension, Menominee Public Library, Menominee Tribal Clinic- Dental Department, and College of Menominee Nation.

Pregnant Mother's meetings were also held monthly and included the following topics: Substance Use Prevention, Safe Sleep Practices, Benefits of Breastfeeding, Pregnancy Terminology, Fetal Development, Nutrition and Healthy Lifestyle during Pregnancy, Baby Safety Tips, Self-care Practices, Postpartum Depression, Oral Health during Pregnancy, and Finance Planning during and after Pregnancy.

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

With the approval of the policy council, MECS Center Directors and the previous Education/Disability Manager have successfully transitioned from Big Day at Pre-K book to Creative Curriculum Cloud that serves our Early Head Start and Head Start children in. Numerous training will continue to be provided to support MECS teaching staff with the change of curriculum. Teachers have resources to access lessons digitally and can share with parents using an application on their phones. This feature has significantly helped academically during our school closures. In addition, MECS made efforts to meet our pre-K children's needs by instituting an intensive four-week summer school enrichment program in summer 2021. Children and parents were given Homework Learning Kits that provided guided practice for children to complete the four-week program prior to Kindergarten's official start date. In addition to preparation for kindergarten readiness, three of our MECS teachers participated in the summer 2021 MTS Language and Literacy Academy.

Other Head Start/Early Head Start program highlights include:

Disabilities/Early Exceptional Needs: In program year 2020-2021, the program served eleven Head Start children and four Early Head Start children with EEN services. ECS continues to provide EEN services to children with disabilities- ages six weeks to five years old. 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, MECS 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 Understanding, 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 concerning 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 four 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 Child Find information events are available in conjunction with other community events in hopes of reaching Menominee community families that are not receiving services through MECS to identify developmental delays in infants/toddlers and increase awareness of Birth to Three services. These grant funded events will continue in FY22.

Health Screenings: Per Head Start Performance Standards, all health screenings are to be completed within the first 45 days of the child's entry into the program. All follow-up treatment must 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 obtaining the necessary follow-up treatment. All available health screening results were shared at the virtual parent/teacher conferences in the fall. Due to the pandemic, we could not complete all fall screenings for children in the fall of 2020 but the Office of Head Start had directed program to work with families and providers to complete as many as we could. Specific numbers for each screening are found below.

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. This year there were no heights/weights completed last year due to closures, MTC clinic workers being extremely busy and overwhelming concerns regarding the pandemic.

Visions: All vision screenings are done at the centers by the Menominee Tribal Clinic Optical Department. The optical staff go into each classroom to complete these screening. The screening took place in March 2021 and May 2021. In total, 97% of HS and EHS children complete the vision screenings for 2021.

Hearings: All hearing screenings are done at the centers by the Community Health Nurse and Health/Nutrition/Safety Manager. We continue to use a Welch Allyn Optoacoustic Emissions (OAE) Screener for children ages birth to three years old. Although we did not do screening for this age group in the fall of 2020, we provided screenings for our 4-year-old children who were moving on to Kindergarten in the fall of 2021. There were 21 children. The Menominee Tribal Clinic Community Health program nurses assisted with the four-year-old children in our Summer school session in July 2021 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 we determine if a referral is needed for further medical treatment.

Dental: All Head Start/Early Head Start children receive an oral screening and preventative care at the centers by the Menominee Tribal Clinic Dental Hygienist. The program, along with the Menominee Tribal Clinic’s Dental department, sends referral letters notifying parents/guardians if their child needs further treatment services. The 2020 dentals were completed in completed in October, November and December and again in January, February and April. For the Program Year 2020-2021, 160 screenings were completed; 50 Early Head Start children and 110 Head Start children. The MTC Dental Office and MECS continue to collaborate follow up treatment efforts by providing families with special dates for MECS children to see the Pediatric dentists.

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. Due to the Pandemic and our inability to offer screenings in a timely manner this past year, we did require children to have an Early and Periodic Screening, Diagnosis and Treatment (EPSDT) or Well Child Check prior to starting. This led us to have a 100% completion of the Well Child Checks on file in all three centers.

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. As of April 2021, 99% of our children were fully vaccinated and ready for Kindergarten.

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 parents/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. In September 2020 and August 2021 the ASQ:SE-2 were included in the first virtual home visits and virtual Parent Teacher Conferences. All children that score above the cut-off were re-screened and monitored quarterly. At the suggestion of our Mental Health Consultant, 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. For the 2020-21 program year had three special conference held by phone.

Trauma Responsive Practices: In FY21, all ECS centers continued their journey in becoming improved trauma-responsive service providers though the continued implementation of the Trauma Smart Model. The model includes Trauma Smart training for staff as well as a parent training component, called Smart Connections, for parents/guardians. In turn, parents/guardians learn the same Trauma Smart principles and techniques that program staff learn in the training modules. ECS is pleased to report that employee Zoie Fossum, Family Services Manager, attended training in FY19, is a certified Trauma Smart Facilitator, and provides training to new ECS hires.

Due to the pandemic, ECS and Keshena Primary School were unable to continue our partnership and provide Smart Connections training to the parents/guardians in our community during the 2020-2021 school year. Fortunately, we were able to complete staff training in FY21 and a total of 19 employees received training.

Transportation: All program transportation needs continue to be coordinated with the Menominee Department of Transit Services. They provide transportation and bus monitors for our field trips, transporting children to and from school, and are helpful when doing our bus evacuations. The Department of Transit Services provided transportation for 134 children who utilized bus routes for either the morning, afternoon, or both.

College of Menominee Nation Teacher Education Department: Currently, four MECS teachers are full-time teachers who are enrolled in the CMN Bachelor's Education courses. Five MECS teachers are enrolled in CMN classes to complete the nine core classes in Early Childhood to obtain the CDA credential. Two MECH teachers received their CDA but are awaiting to complete the observation portion due to school closures. Two MECS teachers are enrolled part-time to complete her Associates degree in Early Childhood Education at CMN.

Menominee Language: The Menominee Language and Culture Teacher continued with weekly visits to all ECS classrooms to provide direct language education to the children along with monthly teacher training sessions in. In addition, in FY21, ECS was awarded the Wisconsin Department of Public Instruction Language Revitalization grant for \$40,000 to support program language efforts. Funding was used to purchase Menominee Language story telling books, regalia for all Head Start children, Menominee Language Curriculum, and to hold cultural events such as:

- **Story Telling Event:** In September 2021, the program hosted a virtual Story Telling event. Three local Menominee Storytellers shared stories with for our families to enjoy. Unfortunately we had to canceled the in person event again this year due to Covid-19; however we are hoping to continue the even as soon as we are allowed as our parents and families benefited and enjoy stories in person, the dinner that came with and the gift give away at the end. We wrote this into our grant for next year again in hopes of this becoming an in-person event again.
- **Annual Powwow:** We were able to hold our end of the year celebration pow-wow in the spring of 2021. We kept the attendance to only our children, staff and invited drums to allow for social distancing. Our children were excited and enjoyed using the regalia we had made for them.

ARP – Head Start Emergency Supplemental Funds: During the year, the ECS – Head Start/Early Head Start received \$73,737 in ARP Emergency Supplemental Funds. These funds were used to upgrade the playground and purchase heavy-duty strollers for Early Head Start. The DKB playground is now separated into toddlers, 3-year olds and 4-year olds. Now, all three can be outside at the same time. In addition, the strollers are used on a daily basis for our infants to be able to get fresh air. These funds have been put to good use and are now exhausted.

ARP – COVID Supplemental Funds: The program also received additional funding in the COVID-19 supplemental grant. We received \$293,143. These funds were used to operate a summer school program for children who were moving on to kindergarten in the fall of 2021. We ran a 4-week program, which included transportation, and was directed at preparing those children to be kindergarten ready. We had 32 children participate in this initiative. We also spend these funds on upgraded program supplies for all three centers. We focused more on non-porous materials so they could sanitized easier and more frequently. Lastly, we had a new roof put on the Delores K. Boyd center and are in the process of purchasing a generator for the center.

Items for FY22

Focus Area Two: Understanding Performance for Continuous Program Improvement: During the next fiscal year, the Office of Head Start will continue with its five-year monitoring schedule. The monitoring protocol be held in person and on site for a five-day period. It will include data tours, document reviews, classroom and site explorations, fiscal explorations and Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA) file reviews. If the Menominee Early Childhood Head Start/Early Head Start is chosen for this review, we will receive notification (45-day letter) of the

upcoming review. Either way, MECS will be prepared and ready for the possibility of this monitoring review.

Head Start Menominee Language Immersion Room: ECS is continuing its work with the Menominee Language and Culture Commission to provide an immersion pipeline from birth through five years old. As a part of this work, we will continue to offer a full immersion Head Start room for three year olds in the 2021-22 program year. This room will provide services to 17 three-year-olds and will serve children who age out of the Daycare Immersion Program. ECS will continue to aid in the preparation of Immersion Trainees by providing observation and job training opportunities in ECS classrooms. This will assist them in the move to Early Childhood Services once they complete their training.

Local Education Agency Partnerships: MECS will look to strengthen the relationships it has with the Local Education Agencies on the Menominee Reservation and Shawano School District in the areas of Kindergarten readiness skills and Kindergarten transitions. Due to multiple closures and limited visitors, we have lost the closeness and connectivity we had with our local LEA's. During the FY22, the program will work on revitalizing those relationships again. It is the goal that MECS incorporates the pre-K learning objectives, with the existing school readiness goals, the Head Start Early Learning Framework, and the Wisconsin Model Early Learning Standards with all local school districts. Updated MOUs will be drafted between the local schools and the Early Childhood Services – Head Start/Early Head Start.

DKB Expansion: The Menominee Tribal Legislature has approved funding for the expansion and upgrade of the DKB center. We are in the very early phases of this project, but this will be a top priority in FY2022.

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 Ojibwe (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; Gen Tomow, Program Assistant; and Julie Schultz, Adult Education Coordinator & GED Instructor.

Higher Education Programs

- ❖ Adult Vocational Training: Students seeking a technical certificate/degree
- ❖ Higher Education: Students seeking a bachelor's degree
- ❖ Adult Education: Work-related development and training

There are also resources through tribal supplemental funds which assist individuals who are pursuing masters and doctoral degrees. There are also numerous scholarships, resources, and educational opportunities available to support tribal members in their educational endeavors. The Tribal Education staff work closely with college and university financial aid departments, local high schools, and community programs, serving as advocates for students who are pursuing their educational goals. The

Tribal Education office provides support to students through email, telephone, social media, and both in person and virtual meetings.

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.

2020-2021 Menominee graduates: 53 students received their respective degrees

- ❖ 2 Doctoral Degrees
- ❖ 10 Masters Degrees
- ❖ 25 Bachelor Degrees
- ❖ 13 Associates Degrees
- ❖ 3 Technical Diplomas

The varying fields of study include: Early Childhood Education, Early/Middle Childhood Education, Exceptional Education, Paraprofessional, History, Psychology, Social Work, Human Development, Human Services Leadership, Professional Counseling, Substance Abuse Counseling, Public Administration, Business Administration, Accounting, Organizational Leadership, Organizational Change Leadership, Leadership Studies, Pre-Health Professions, Nursing, Biology, Chemistry, Chemical Engineering, Natural Resources, Environmental Health and Safety Management, Criminal Justice Counter Terrorism, Law, CNC Machinist, Cosmetology, and Graphic Design.

Graduate information is provided to the Menominee Tribal Human Resource department annually in order to inform their outreach and recruitment to fill positions within the tribal organization.

Successful graduates from 1976 to 2021: To date, Menominee students have received **1259** degrees!

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.

- ❖ 118 Advanced Degrees (9 Doctorate, 7 Juris Doctorate, 102 Master's Degrees)
- ❖ 667 Bachelor/Associate Degrees
- ❖ 474 Technical Degrees/Certificates

To celebrate the accomplishments of our Menominee graduates, the department hosted the first annual event to honor our Menominee graduates in the summer of 2020. This event was very well received by the community and is becoming an annual event. The 2021 event had to be modified to a drive-through event in mid-September due to pandemic-related safety measures. It was initially scheduled for the first weekend in August, but had to be postponed due to the rise of the Delta variant of the coronavirus. The theme was *Empowerment through Education*. Graduates received certificates acknowledging their accomplishments, a copy of *Power and Place: Indian Education in America* by Vine Deloria and Daniel R. Wildcat; a copy of the *Tribal College Journal*; and medicines such as tobacco, sage, sweet grass, and cedar. Graduates and their families had their pictures taken in the Woodland Bowl by a Menominee photographer. A hand drum duo honored them with an honor song and sang a traveling song as families departed.

Tribal Education has been fortunate to partner with an energetic group of volunteers to form the Community Education Higher Education Workgroup. This year's group includes Adult Education Coordinator Julie Schultz; Crystal Lepscier from UW-Green Bay; Carey Wayka and Luis Ortiz from the College of Menominee Nation; Jamie Loudbear Wayka from Menominee Indian High School, and Michelle Frechette from the Department of Advocacy Support Services. This is the team who works diligently together to plan and carry out the Honoring Menominee Graduates events. Our team also partners with local high schools, providing resources and support to students as they think about and develop their post-secondary education plans.

With resources provided by a grant from the American Indian College Fund Native Pathways to College program, the Community Engagement Higher Education Workgroup collaborated to host 3 virtual events, with 26 high school students in attendance:

1. College Night
2. Financial Aid Night
3. Scholarship Night

Adult Education & GED Initiatives

Under the direction of the Adult Education Coordinator/GED Instructor, and through an MOU with Northcentral Technical College, learners in the program benefit in the following ways:

- ❖ GED/HSED classes: Students who did not finish high school work toward the alternative to their high school diploma, studying the same subjects taught in high schools.
- ❖ Adult Basic Education (ABE): Students work toward increasing their basic academic skills in reading, writing, math and computer basics; life skills, and ensuring they are ready to join the work force.

Programming has reorganized and reprioritized in response to the challenges of an unprecedented worldwide health crisis. Student interest and enrollment has returned and is on the increase. This program is respected and valued in the community, as proven by continued GED Prep referrals and credential completions. We provide quality academic programming, and support/referral services, as well as flexible hours of instruction, and a strong desire to see students succeed.

GED programming at the Law Enforcement Center has been limited during the coronavirus pandemic to basic resources such as the GED study guides. The dynamic nature of the jail population, with high inmate turn-around, means everyone is in a stage of testing, isolation, and quarantine at any given time. To resolve some of the current limitations in face-to-face work with the residents at the jail, Tribal Education is implementing some innovative study tools recently received from Wisconsin Literacy, Inc. Study Buddies are hand-held teaching and learning devices that are really simple to operate; all you do is pop in a learning cartridge, turn it on, and go. Best of all, they do not require a Wi-Fi connection, so the jail learning environment remains cyber-secure. There are cartridges available for practice on GED Test Prep, HSED Prep, TABE 11/12 Skills, and even bilingual and remedial/basic skills. We look forward to working with jail staff to coordinate face-to-face services when it is safe to do so again.

GED programming at the Community Resource Center (CRC): Clients of the income maintenance programs at the CRC once again have ease of access for adult education services. GED services are offered onsite at the CRC twice a week. It is also a benefit to have these regular times to collaborate with the CRC staff, to determine ongoing programming needs, to share important updates, to combine client appointment destinations, and to troubleshoot challenges.

Wisconsin Literacy Council Membership: As a member in-good-standing of Wisconsin Literacy, Inc. (WLI), Menominee Tribal Education volunteered to support the goals of a health literacy grant awarded to WLI. This grant provided for a sub award to WLI member agencies to spend on training and supplies, outreach, collaboration, and related work time, to support covid-19 vaccination education, information, and outreach in areas like ours, which are remote and hard-to-reach. Julie Schultz, the instructor/coordinator, has recently been named to Wisconsin Literacy, Inc.'s Board of Directors. When her term begins in June 2022, she will share her expertise in adult basic education with the Wisconsin Literacy Board, and help them move their mission forward—changing lives by strengthening literacy.

PearsonVUE (GED) Testing Site: Due to COVID19 impact in the 2019-2020 program year, the testing site at the College of Menominee Nation was discontinued as CMN reorganized and reprioritized for recovery and strategic growth. As students no longer have a local GED testing site, Tribal Education currently supports students by providing gas cards for their travel to other test sites (for example, Clintonville, Antigo, Wittenberg, and Green Bay). As an alternative solution, Tribal Education is currently working to

get a PearsonVUE (GED) testing center up and running within our department. The testing center should be available for use in 2022.

Kaehkēnawapataēq Charter School

The Tribal Education Director is actively working in partnership with other stakeholders to open a Menominee language immersion charter school in the fall of 2022.

The Menominee community was awarded a \$700,000 grant from the Wisconsin Department of Public Instruction in July 2021 to establish a charter school, which will be an instrumentality of the Menominee Indian School District.

The school name of Kaehkēnawapataēq translates to *We learn by observing*. A governance board has been formed includes: Joey Awonohopay, Jennifer Gauthier, Marci Hawpetoss, Crystal Lepscier, and Shannon Chapman. This board is now recognized as an official non-stock entity in the state of Wisconsin and is working toward 501c3 status. Waqnahew Benjamin Grignon was hired as the Project Coordinator in July. He has made progress in many areas of school design and development.

A virtual Community Listening Session was held in September 2021 to get community input into the development of the school. The school will be located in the building that currently houses the Menominee Indian School District administrative offices. During the first year the charter school will serve two classes of Pre-K and Kindergarten students. The plan is to add on a grade level each year, with the goal being a Pre-K through 12th grade language immersion charter school.

Since the establishment of the language immersion classrooms at the Menominee Head Start 5 years ago, the Menominee Language and Culture Commission and Menominee educators have been planning a charter school to provide a venue centered on teaching, using the Menominee language. The curricular model will consist of place-based education, focusing on the seasonal activities of the Menominee. This Menominee model of child centered learning will incorporate elements of Montessori and Waldorf education.

Partnership with Wisconsin Indian Education Association

The Tribal Education Department continues to maintain 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 WIEA Board of Directors meets monthly in different tribal communities throughout the state. At these meetings, representatives from various regions throughout the state receive updates from the WIEA President, discuss issues related to Indian Education and advocacy, and plan annual events.

Election Commission

The election commission was established by Article VI, section 5, sub-section (A) of the Menominee Tribal Constitution. The commission is composed of three members of the Menominee Indian Tribe who are appointed by the Chief Justice of Menominee Tribal Court. Each commissioner must be an eligible voter in the Menominee Indian Tribe.

Current Commission

Ronald G. Bowan, Jr., Election Commission Chairperson - rgbowan@mitw.org

Commission Members:

Sarah Lyons – sslyons@mitw.org

Michele Wilber – miwilber@mitw.org

In 2021, the election commission had two members resign from their post on the election commission. The Chief Justice posted a notice to fill the two seats on the commission and two new commissioners were appointed and sworn in on August 30, 2021.

To adjust to the COVID-19 pandemic, the Election Commissioners were each assigned a lap top along with tribal e-mail accounts for their role as a commissioner. Their e-mail address are listed above, and will provide a safe and secure form of communication with each other and the community. The new lap tops will provide a safe and secure option for the commission to hold meetings in times of high risk where they may not be able to meet in person. All in person meetings that occur and are held in the multi-purpose meeting room located in the lower level of the Wilmer J. Peters building. All meeting notices are posted on the Tribal website by the Office of the Tribal Chairperson.

The Commission held a certification meeting and based upon Chapter 63, Elections Code, they determined there was not enough candidates to hold a primary for November 2021. The Commission submitted their report on certified candidates to the Tribal Chairperson's Office dated October 5, 2021. The Election Commissions report also included the following information:

“On Reservation” candidates

Rebecca Brunette
Douglas Cox
Vyron Dixon III
Dana Waubanasum

“Off Reservation” candidates

No candidates

Candidates Not Certified

Eugene Caldwell – did not sign all of the required nomination paperwork
Gunner Peters – did not sign all of the required nomination paperwork
Vincent Grignon, Jr. – picked up nomination papers but did not return them
Dorian LaTender Lyons – picked up nomination papers but did not return them

Elections Office

The Elections Office is located in room 136 of the Wilmer J. Peters Sr. Judicial Center. This office has one employee, the Administrative Assistant. The administrative assistant works in the office full time, but only during the annual election season, that is approximately from August to February after the re-organizational meeting.

The elections office had a vacancy in 2021, which very early into the election season. This vacancy allowed for the much needed updating throughout the office. The previous job title of “Secretary” was changed to

the current title of Administrative Assistant. This change also included an updated job description that provides accurate job duties as well as defining the role of the administrative assistant to the commission.

Emergency Management

Benjamin 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.

Menominee Tribal Emergency Management is available 24 hours a day/7 days a week. The department is comprised of the Emergency Management Coordinator and the Occupational Health, Wellness and Safety Specialist.

Emergency Management continues to work closely with other Tribal Departments on the planned wireless communications upgrades around the Menominee Reservation. Construction of communications towers has begun with land clearing activities completed in summer 2021. Electrical service has been installed to each tower location. Locations of these towers are County M in South Branch, Long Lake cut across Road, White Cedar in Middle Village, Highway 55 south of old County B Road, Highway 47 north of Zoar, County M West by Crooked Hill Road.

COVID-19 is still a threat this year. The Menominee Tribe has been under a State of Emergency since March 2020. The State of Emergency will continue until the threat to the health, safety and well-being of the community no longer exists. There were many operational changes completed by various Tribal Departments that allowed for continued services to the Tribal Members. Tribal Clinic continued to provide care to patients during the Pandemic, Food Distribution provided food delivery services to elders and families, Transit continued to provide transportation services as needed. All Tribal Departments worked diligently in making sure they continued to provide needed services. MITW COVID-19 Incident Command Team continues to meet and address the pandemic situation.

The COVID-19 vaccine was approved in 2021 and the Menominee Tribal Clinic worked closely with the Menominee Casino and the Menominee Indian School District to hold vaccination clinics at both locations. Clinic public health staff also traveled to elders homes to provide vaccine to those who had difficulty traveling to the Clinic.

Due to the COVID-19 pandemic, all of our events and gatherings were cancelled in 2021. The annual Veterans and Menominee Nation Contest Pow Wows, Lumberjack Breakfast, Culture Camp, National Night out against Crime were all cancelled.

Menominee Tribe was awarded a grant from FEMA to update the Menominee Tribal Hazard Mitigation Plan. Emergency Management will work closely with Tribal Department, Local businesses and other local agencies to update the Hazard Mitigation Plan.

Tribal Administration and Emergency Management have been applying for grant funding to construct a Tornado Safe Room at the Trailer Court on Highway VV. If funding is approved, it will provide for the

construction of a secure facility that can be used in the event of a tornado. In addition to the Safe Room the grant applications may provide for emergency generators at critical Tribal facilities.

The Menominee Casino Security Director and Tribal Emergency Management worked together to provide an Active Assailant Train the Trainer program. This training was attended by about 40 participants from various Tribal departments, Menominee Casino, Menominee Tribal Enterprise and Wolf River Development Company.

Enrollment / Licensing and Permit

Yvette Ducane, Director

Mission: The Licensing and Permit Department provides service to Menominee people, residents and contractors 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. The Enrollment department is to keep the membership rolls of the Menominee Indian Tribe of Wisconsin as accurate and up to date as possible.

Emergency Food Relief On June 30, 2020 the Menominee Tribal Legislature officially made a motion that a \$400 payment will be issued for all adult tribal members.

General Assistance Welfare Relief On December 11, 2020 the Menominee Tribal Legislature officially made a motion that a \$400 payment from the CARES ACT Funds will be issued for all adult tribal members.

Vaccine Incentive On August 26, 2021 the Menominee Tribal Legislature officially made a motion that a \$500 payment will be for issued all adult tribal members, Youth 12-17 years of age, and Tribal employees that are fully vaccinated by 10-31-21.

General Welfare Assistance Relief On November 15, 2021 the Menominee Tribal Legislature officially made a motion that a payment from the CARES ACT Funds will be for all adult tribal members \$1200.00 ages 18-64 and \$2500 65+ years.

New Menominee Nation License Plate Design In year 2019 we continued to focus on Community Engagement with the 90-day plans and this one mainly focused on the New Menominee Nation License Plates. A group formulated to establish the outline on how to proceed with this project. The group is Dennis Kenote, Richard Nacotee, Crystal Chapman-Chevalier, Sheen Waupoose, Gary Dodge Jr, Jody Boivin, Wendell Waukau, Benjamin Grignon, and Myself (Yvette Ducane).

The steps taken:

1. Created a liability form with legal
2. Flyers to distribute in MISD for 9-12 graders to participate
3. Judging from public on a survey
4. Two top contestants Interviewed by IT on how they came up with the designed
5. Brought to Governmental Affairs and MTL for approval.

This was currently on hold due to the pandemic in 2020 plates could not be processed. On July 15, 2021 Menominee Tribal Legislature move to concur with the Law Enforcement and approved the new license plate designs of the Red Thunderbird and the Menominee Veterans that was approved prior with the Veterans of the Menominee Nation. Motion to approve \$200 to come from the License and Permit Departments Budget for the top two youth winners of the license plates designs. Moving forward with the implementation of the new plate will take some time, as the department will need to order and distribute as renewal dates near expiration. Customers of the Menominee Indian Tribe Enrollment-License and Permit Department can look forward to seeing the new plate mid-2022.

The following report will contain information and data compiled within Enrollment department for the months of October 2020 through September 2021:

Living Enrolled Members - 8987

Activity: Approved 99 applicant(s) for Tribal Membership

2 Tribal member(s) relinquished

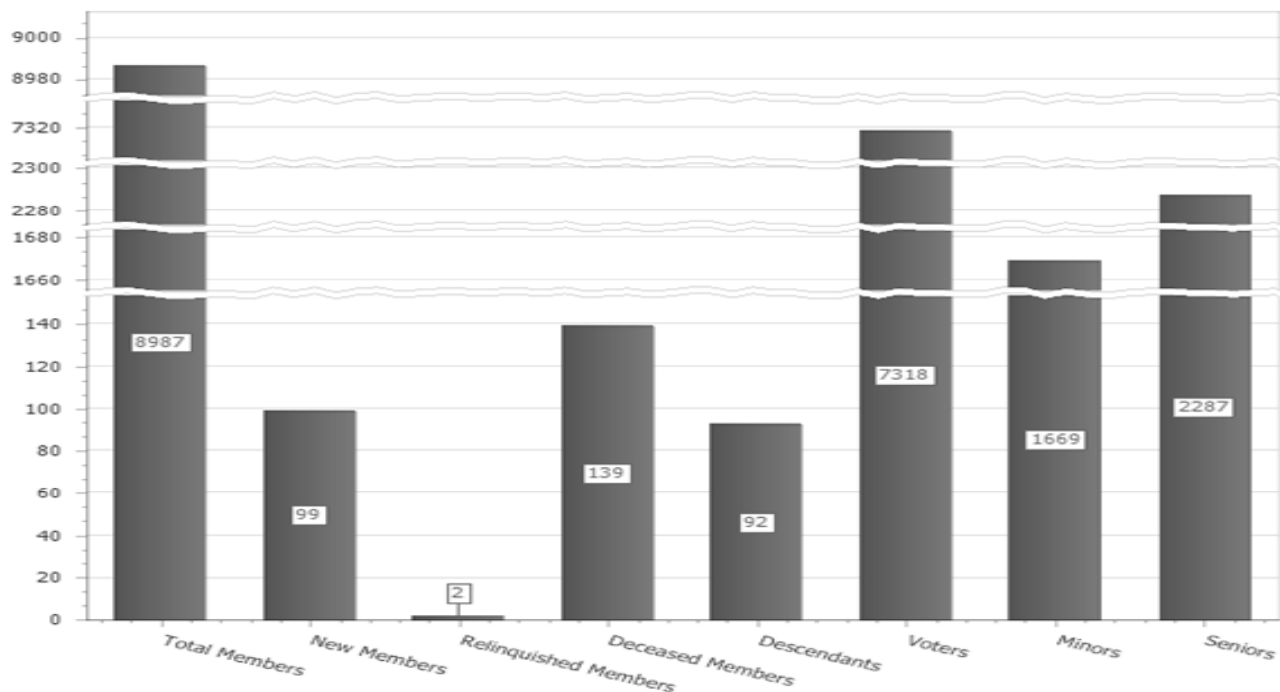
139 Tribal member(s) passed on

Approved 92 applicant(s) for descendency roll

7318 of our Tribal members are eligible voters

1669 are minor enrolled members

2287 members are over the age of 55



License and Permit

Total Vehicle Plates For Year 1992

Total ATV For Year 13

We generated \$210,221.56 in revenue which means we **exceeded** the projected amount predicted at \$135,269.12 we **exceeded** by \$74,952.44, this year the businesses was back on track which shows a positive for the departments revenue.

The department allocated \$226,725 this fiscal year. Expenditures for FY21 totaled approximately \$218,237.44 which is **under** our expenses projection by \$8,487.56. The department continues to follow the cost containment measures implemented in 2021.

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. The major challenge the department faced this year was completing the necessary field work within the constraints of being out of the office. Fortunately, the ESD was successful in completing most of the scheduled field work.

Invasive Species Control, Prevention and Outreach

The Environmental Services Department invasive species technicians treated 224.97 acres of terrestrial invasive species throughout the year of 2021. The invasive species treated included Eurasian Honeysuckle, Garlic Mustard, Spotted Knapweed, Buckthorn, Japanese Knotweed, Japanese Barberry, Phragmites, and Wild Parsnip. The technicians assisted Menominee County Land Conservation/Forestry/Zoning staff, with a beetle collection and release for purple loosestrife in approximately five areas along the Wolf River. The ESD collected Emerald Ash Borer (EAB) samples by hanging green funnel traps in two different locations. The trap locations for EAB were in Rainbow Road near HWY 47 and Long Lake Road near Legend Lake. EAB samples were also collected by green funnel traps in three locations. Those locations included Setting Sun Road, VV East, and Trails End Road that are all near Legend Lake.

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 was successful in getting all of the summer and winter lake and stream sampling done. There were no events of any type that required any extra sampling being taken.

Fish and Wildlife

ESD conducted fyke net and electrofishing surveys on the Neopit Millpond, Elma, Hazel and Crowell Lakes this year to get an idea of size structure, species abundance and age/growth information. Bluegill and yellow perch are doing well in the four lakes with several quality sizes in each lake including the millpond. The millpond currently has a very healthy northern pike and largemouth bass population in addition to several quality size brook trout occupying the millpond in early spring. The number of different walleye year classes in the lakes indicate the annual stocking conducted by ESD is successful. More detailed reports will get generated on these bodies of water once all data has been analyzed including fish age data on gamefish and panfish.

ESD conducted stream health surveys, primarily looking at Index of Biotic Integrity on several streams in Menominee County to gauge the overall health of the stream based on what fish species and what proportion of certain fish species are in that particular stretch of stream. Staff primarily worked on areas of the West Branch and Little West Branch of the Wolf River based on previous stream restoration and the surveys showed the areas had mostly good stream health scores with native brook trout present in nearly all areas.

ESD raised walleye in four 1 acre rearing ponds throughout the summer and harvested them from the ponds and stocked them into 6 Menominee county lakes in September. The ponds had some upgrades in the last two years that included adding aerators to the ponds and electrical service out to the collection area. The lakes that received walleye with the numbers stocked were: Legend Lake-4,200, Moshawquit-1,600, Crowell-600, Hazel-530, Burney-500 and Elma-450. The average size of the walleye stocked was 7 inches which was an increase in size from the last stocking in 2019. The ESD is continuing to plan for another year of walleye rearing in the ponds.

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. The ESD provided management recommendations to the Conservation Commission for the hunting and fishing regulations

Chronic Wasting Disease

In 2017, Chronic Wasting Disease (CWD) was found in White-tailed Deer on a game farm which borders the Menominee Reservation. Southeast Menominee Reservation falls within the 10 Mile Radius of Apple Creek Whitetails and should be tested 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. 10 deer were sampled during the MITW hunting season in FY21. All 10 deer tested were negative for CWD. The ESD encourages tribal members to get their deer tested for CWD.

Facilities

Benjamin Warrington, Interim Director

The focus of the Menominee Tribal Facilities Department during the 2021 Fiscal Year has been to improve the condition of 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 housekeeping services. The Facilities staff is available upon request to tribal departments for equipment and minor office space repair, moving of office furniture and adjusting the workspace to fit departmental needs.

During the 2021 year the Tribal Facilities Department was very busy. We processed approximately 2800 work orders in 35 tribal facilities. Work orders such as office moves, maintaining doors and windows, HVAC equipment maintenance, lawn care, tree removal, snow & ice removal, flooring replacement and general maintenance at all Tribal facilities. A few notable projects this year were as follows:

New HVAC equipment was installed at the Gordon Dickie building. This equipment included new forced air high efficiency furnaces, new air conditioning coils and compressor, humidifiers were added to the new furnaces and updated automated controls were installed.

The Menominee Tribal Cultural Museum HVAC system was upgraded with automated controls. There are many tribal artifacts being stored at this facility and it is imperative that these artifacts are stored in a controlled environment. Heat, Humidity and air pollution will contribute to the deterioration of artifacts. The upgrade provides for the system to monitor and adjust temperature and humidity automatically, this will ensure that our culturally important items are preserved.

Zoar Ceremonial facility HVAC upgrades. Furnaces, Air conditioners and exhaust fans were all replaced with high efficiency equipment. This facility is used frequently by the Zoar community and the system was not working correctly. The new equipment installation provides for comfortable conditions during ceremonies and other events held at the facility.

Facilities staff worked closely with the IT Department on upgrading fire and burglar alarms at various tribal facilities. The upgrades also included card access controls for employees. IT has changed vendors for fire and security systems/monitoring and planned upgrades over the next few years are being implemented for all tribal facilities.

The cashier's office was moved from the lower level of Tribal Headquarters Building to the third floor. This move allows for all Finance Department functions to be located together. Tribal Facilities staff created a walk up window in the hallway for the Tribal Cashier to conduct business with the public.

Tribal Administration conference room carpet was in need of replacement. After removing the old carpet, Facilities staff found the original wood flooring to be in great condition. The original maple wood flooring was sanded down and refinished with several coats of clear floor polish.

The lower level of Maehnowesekiyah was remodeled by Tribal Facilities staff to make new office space for Tribal Family Services. This was a large, time consuming project which required removing cabinetry, constructing walls, new paint, flooring replacement and installing office partitions. Family Services staff moved into the space in June 2021. The move has allowed the Family Services department to serve tribal members in a much more suitable space.

The construction of the new Family and Community Engagement Center was being completed at the end of the 2021 year. This facility will provide areas for the Menominee Tribe to host events, fitness area, walking track, large gymnasium and Youth Development Office space. The Menominee Tribal Clinic is currently being designed to be a future expansion of the Family Center. Eventually this will be a large campus which will house the Clinic, CBRF/elderly center, Emergency Medical Services and Youth Services departments.

Family Services

Carol Corn, Director

Menominee Tribal Family Services relocated to the lower level of Maehnowesekiyah Wellness Center at N2150 White Cedar. MTFS consists of a Director, Assistant Director, Child Welfare Assistant, Family Preservation worker, Lead Social Worker, two (2) ICWA Social Workers and three (3) Child Protection Social Workers. These positions are all paid through BIA funding and supplement with Tribal funds. Positions paid with other funding: Access worker (tribal funds), two (2) Investigators (tribal funds), Social worker through a CTAS grant, two (2) wraparound workers through a Federal Victim Set-aside grant, two (2) Crisis Response workers through a Federal Opioid grant, a Coordinated Services Team worker (state grant), a Kinship Care/Independent Living worker (state grants), A youth Mentor Manager and a Youth Mentor for a total of 22 positions.

Beginning June 2020, the Menominee Tribe implemented its Children's Code. MTFS, in addition to ICWA, provides primary child protection services. Menominee Tribal Youth Services worked with MTFS to provide the Youth Justice services of the Children's Code. MTFS welcomed a Youth Mentor Manager and Youth Mentor in June 2021 to address Youth Justice referrals and services.

The philosophy of MTFS is to provide services and to prevent the breakup of families. Both child protection services and youth justice services offer early intervention and support. Court intervention sought only when necessary. MTFS is building prevention services and collaborations within the community. MTFS applied for and received a Wisconsin Prevention Board grant that will allow expanded prevention services in the community. MTFS applied for a grant to assist in financial support to keep families together and support families who are in the process of reunification. MTFS received 1282 calls in FY21.

MTFS received two short-term grants this year. Title IV-B provided funds to purchase masks, disinfecting wipes, and stands and hand sanitizer dispensers. These items shared with the new Family Center. Another grant assisted with purchasing MP3 players, which downloaded with flute music from Menominee Flute player Wade Fernandez, several supportive parenting books and Menominee language. These MP3 players were shared with community members along with masks, hygiene products and Dairy Queen Gift cards.

The majority of staff worked in office/in community through the pandemic. Family Services workers reached out to families on a regular basis throughout the pandemic. MTFS provided transportation, including to medical appointments for children/families that needed special medical care in Appleton and Milwaukee. MTFS delivered food boxes, masks and disinfecting wipes/sprays to families in need.

The Family Preservation worker maintained contact through phone, email and in March provided in person therapy using social distancing. The Family Preservation worker facilitates outreach activities as community support through the College of Menominee Nation Library's online programming. "Art in the Cloud" teen group Zoom meeting and "Breathe and Bead" community Zoom recorded sessions, reflecting our ability to reach community beyond in-person contact.

The CST worker engaged with seven families during the pandemic, providing services and supports remotely via skype, zoom and Microsoft Teams. In addition, She is trained in Positive Indian Parenting and Strengthening Parenting curriculums. She converted the curriculums to packets mailed to clients during the pandemic to complete parenting remotely. She spoke with parents via zoom/skype, telephone and in jail to follow up on each lesson completed. She then created a PowerPoint to be able to provide the class virtually. June began in-person class since the pandemic began, using the classroom at the Community Resource Center. As a result of the parenting classes, parents have requested a Parent Support Group. This group has been meeting Thursday afternoons at the Community Resource Center. Eleven (11) families completed parenting in FY21.

We have two crisis response workers who support clients in need of Alcohol or other Drug Abuse services. We work closely with Maehnowesekiyah and other agencies to provide timely assessments and seek a funding source to pay for those services. For clients that have children, MTFS is able to help support the client in making arrangements for child care and meet the needs of the children while the parent is engaged in services. Forty-seven (47) individuals received assistance with AODA services in FY21.

Netāēnawemākanak Services: MTFS has two wraparound workers who coordinate supports for the families engaged in their service. The goal to ensure families re-assume primary responsibility, with guidance from the Department, concerning children's safety and well-being to eliminate the need for Court intervention. The services place the child or youth and family at the center of services and support. The family's needs drive all of the work with support from a team of professionals and natural supports. Thirty-six (36) children received support during FY21.

The Kinship Care worker maintained an average of 39 relative caregivers who are supporting 72 children. The Kinship worker provides services through an Independent Living grant. This grant is for youth who are in out of home care and 14 or older. MTFS serves Menominee children off and on the Reservation. Nine (9) children served in FY21. Four (4) youth employed and received assistance with work clothes, transportation costs and documents needed to obtain employment. Two (2) youth began college classes in September. Youth receive support in education, employment, housing, health & well-being and community connections. The worker collaborates with other IL programs including the Regional IL worker.

Bree's Closet is a room dedicated to Brianne Goss. BriAnne was a Social Worker with Family Services when she passed in a car accident. BriAnne's family fundraises and provides clothing, hygiene, dolls and toys for children in need. In addition, this year they provided items such as car seats and handmade hygiene bags. Community members donate clothes and other items on a regular basis. Wade Fernandez provided MTFS with diapers, wipes, masks, and hand sanitizer and hygiene products to share with community members in need throughout the last year. Menominee Maintenance provided MTFS with a washer and dryer, installation scheduled for next month. One hundred forty-one (141) families received assistance through Bree's Closet in FY21. We express our continued gratitude to the families that support this resource.

For FY22, MTFS will provide support and resources to our families to build a stronger healthier community. All of the employees at Family Services strive to adhere to our mission, vision and values when advocating for Menominee families.

Food Distribution

Nancy Boyd, Program Manager

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 2021, we distributed 8,087 cases of food to 3,037 participants of Food Distribution, the participant count went down from last year by 2,152, this could be due to COVID-19 Food Share benefits increase, and clients were able to receive full monthly benefit of Food Share regardless of income so many clients switched to Food Share. Also, all families with school aged children received Food Share benefits to help feed the children when at home. We have heard from several families that they did not have any room for any more food. We distributed 73,383 pounds of TEFAP (The Emergency Food Assistance Program) and 132,898 pounds of donated food to 3,232 participants. This year there was an increase in food available due to COVID 19. We were grateful to have surplus foods to add to our pantry boxes. Also, Farmer's to Family, Food Pac Boxes and Feeding America Family boxes have been distributed throughout the community when available.

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 the TEFAP Pantry we purchase food items from Feeding America in Little Chute with funds received from Menominee County grant. We are thankful to Menominee County because we are able to add more food items to the pantry with the funding. We also pick up food through Feeding America from Antigo and Shawano Wal-Mart stores. We must weigh and tally the pounds and report them to Feeding America and in the TEFAP report, then we are able to distribute to our food pantry participants. SAFPARC of Shawano, also donates food items when they have excess products. We have had several food box distributions for anyone who desired them. The picture below is some items we have received through DPI with the CARES ACT funding to purchase extra foods to distribute to our community.



Food Distribution has received some Covid Relief funding to help improve the services we provide. We had a carport type addition added on to the building so clients can “drive thru” to receive their food. Clients and staff are protected from inclement weather.



We also received funding to purchase 2 cargo vans and refurbish one into refrigeration. This helps significantly for deliveries and picking up foods for our Pantry.



Our Food Distribution Program Nutrition Education Grant (FDPNE) for 2020-21 is going well the 2 part time Nutrition Educators have video cooking classes, the classes can be found on MITW-Multimedia you tube. Also they conducted no contact taste testing. The Nutrition Educator called the clients and set up appointments to home deliver a taste testing sample to leave on their porch and had them call to complete the surveys. There was a lot of positive feedback. The Nutrition Educators are working with our home-delivery clients, letting them know of all of the services offered at FDP and let them know that we are here

to serve them. They include the telephone numbers and email addresses for the FDP personnel and ask them to feel free to contact us if there is anything that we can do to assist them.



The Midwest/Northeast Region Nutrition Advisory Grant funds are supported by the Bay Mills Tribe of Michigan. We are still part of the Midwest/Northeast Nutrition Advisory Committee. We have met virtually and conduct surveys from each ITO to develop a Calendar and Nutrition Guide that features healthy recipes native to our region and highlights USDA foods. The calendars are one of the accomplishments and are given to all participating Midwest/Northeast FDPIR households. Other nutrition items such as cookbooks and nutrition incentives that promote healthy eating and physical activity are ordered and given out to all participating households each year as well. 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

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 current Gaming Commissioners and their terms:

		Term Expires:
Bobbi Jo Delabreau	Chairperson	August 2022
Brooke Demarce	Vice Chairperson	July 2022
Orrin Waupoose	Secretary	August 2024
Darrell O'Kachekum	Commissioner	July 2023
Kathy Pamonicutt	Commissioner	August 2024

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
Russell Wilber	Compliance Auditor	November	2017 – present

History: The Menominee Tribal Gaming Commission was established in 1992 and has been in existence for 29 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 five Commissioners, no office and no staff, then in December of 1993 an Executive Director was hired and an office was opened at the Neopit Fire Station. Shortly after that an Administrative Assistant was hired and we were moved to the 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 six staff members.

Responsibility:

The Menominee Tribal Gaming Commission was established pursuant to the Menominee Tribe's Chapter 347, Article III - Gaming Code. This code allow the Gaming Commission 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 members;
- 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 we make every effort to 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, 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; all gaming licenses have been completed on time, all mandatory audits have been completed on time with no material audit findings, and self-regulation continues to be maintained for 21 years.

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.

Historic Preservation/Logging Museum

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

COVID 19 PANDEMIC

The COVID 19 PANDEMIC once again played big role in curtailing and eliminating many of our goals and objectives for this year. Most of our annual events were cancelled such as the Menominee Sturgeon Feast and Celebration Pow-wow, (2) Menominee Youth Culture Camps, Lumberjack Breakfast and Cultural Heritage Day, Miles of Art, and annual Arts and Crafts Fairs. The office did stay open and adhered to all COVID RESTRICTIONS with masks; social distancing and hand sanitizer was available at the front desk. The office did stay open to the public and people could enter with masks. Groups of ten or more were not allowed for tours.

NATIVE AMERICAN GRAVES PROTECTION AND REPATRIATION ACT (NAGPRA)

There was good news from the University of Michigan at Ann Arbor in reference to the tribes Cultural Affiliation Claim. The University approved our Cultural Affiliation claim for nine of our ancestors human remains and associated funerary objects that were excavated from the Riverside Cemetery on the banks of the Menominee River located in Menominee, Michigan. The State of Michigan also approved our Cultural Affiliation Claim for our ancestor's human remains and associated funerary objects from the White Rapids mound group located on the banks of the Menominee River near the proposed Back Forty Mine Site. The department is also working with the Milwaukee Public Museum on the proposed transfer of 54 Menominee ancestors and their associated funerary objects that were excavated from the Riverside Cemetery located in Menominee, Michigan. The repatriation is a result of our Cultural Affiliation claim that was approved by the museum. The department is also working with the University of Wisconsin-Madison's Anthropology department to repatriation two Menominee ancestors and their funerary objects from Raddick site and mounds located on Shawano Lake.

PROPOSED BACK FORTY MINE

The department continues to work with the lawyers from Earth Justice and tribal legal staff in opposition to the proposed Back Forty Mine. On July 16, 2021, the director traveled to the Menominee River Water Celebration that was held on Stephenson Island on the Menominee River in Marinette, Wisconsin. The participants at the celebration were the Menominee Indian Tribe of Wisconsin, the Indigenous Caucus of the Western Mining Action Network and the Coalition to SAVE the Menominee River and local supporters in opposition to the proposed Back Forty Mine. The director spoke about the Menominee tribe's presence on the Menominee River for thousands of years and said a Menominee prayer before the Water Ceremony that was conducted by Native American Women in attendance at the celebration.

MENOMINEE RIVER-SIXTY ISLANDS NATIONAL REGISTER NOMINATION

The National Register of Historic Places Nomination for the Sixty Islands area of the Menominee River is completed and has been reviewed by the Wisconsin State Historical Society-National Register Coordinator.

The nomination will now go on the agenda of the Wisconsin State Historical Society Review in November of this year. Because the Sixty Islands area of the Menominee River is located on both sites of the Menominee River of Wisconsin and Michigan the Michigan office of the State Historic Preservation Office will also have to review the nomination and this did not happen as of yet. When both Wisconsin and Michigan SHPO's agree and approve of the nomination, it will be sent to the National Park Service for their review.

WOLF RIVER ARCHAEOLOGICAL DISTRICT

The department in collaboration with Dr. David Overstreet completed the Wolf River Archaeological District-National Register of Historic Places nomination. The nomination is now being reviewed by the National Register review office at the Wisconsin State Historical Society. The Wolf River Archaeological District is a document that contains extends the length of the Wolf River a one-quarter mile from Keshena Falls up the Wolf River to the northern boundary of the reservation and contains archaeological sites, mounds, burial sites, sacred sites and other ceremonial sites.

SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT

The department continues to monitor "federal undertakings" as defined in the National Historic Preservation Act (NHPA). The NHPA mandates "consultation" with the Tribal Historic Preservation Officer to assess historic properties in the "area of potential effect" of the federal undertaking and if the projects uses federal funding, occurs on trust land or is in need of a federal permit. Most of the "consultation" results in the need for archaeological survey or monitoring of the proposed project. Some of the projects we worked on are the Duquain Road to VV West road project through Keshena, Charter fiber cable instillation, Alliant Energy electrical pole replacement with underground cable and cell tower construction on the reservation. These projects needed archaeological surveys and/or monitoring by qualified monitors. The THPO is also a signatory on all Menominee Tribal Enterprises forestry prescriptions. Other federal agency reviews of federal undertakings were with the Federal Communications Commission, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Emergency Management Agency, Indian Health Service, US Forest Service and Department of Interior.

MENOMINEE CULTURAL MUSEUM

Tours of the museum resumed with COVID restrictions being followed with masks, social distancing and hand sanitizer was available. Only 10 people were allowed in the museum at one time and we did not have any school groups touring the museum. We are planning some now exhibits featuring archaeological specimens that were donated to the museum by an individual who lived near the mouth of the Wolf River and Lake Poygan where to artifacts came from. Dr. Overstreet and Monea Warrington created the exhibit that is now on display. We are planning a traditional Menominee exhibit of three Menominee (1 man and 2 women) in traditional Menominee regalia with one representing a Gold Star mother should be completed soon. A tribal member Dale (Kookuloo) Peters donated a sturgeon a carved out of pipe stone and images of the five Menominee clans itched on pipestone now on exhibit. Menominee artist Alex Menore, Jr.-Gokey painted a mural of Bear Trap falls scene behind the Ancestral Bear carving and it is really awesome.

MENOMINEE LOGGING MUSEUM

Tours of the museum resumed with COVID restrictions being followed with masks, social distancing and hand sanitizer. Only 10 people were allowed at one time to tour the museum and no school groups toured the museum. A new metal roof was put on the Bunkhouse and Cook Shanty and more renovations is planned in the future to the logging museum buildings. The department in collaboration with other departments is submitting a grant to secure renovation funding.

UNIVERSITY OF WISCONSIN OSHKOSH-NAGPRA

The department was contacted by the University of Wisconsin Oshkosh (UWO) regarding their discovery of undocumented human remains, associated funerary objects and unassociated funerary objects. UWO officials notified several tribes of their discovery and scheduled meetings via zoom to talk about the issue. This issue falls under the Native American Graves Protection and Repatriation Act and inventories of the remains were sent to tribes for future repatriation. The director made a site visit to UWO to view the remains and smudged the remains. The director was named to the UWO NAGPRA Advisory Committee who will be overseeing the progress of repatriation of the ancestors to tribes.

CHIEF OSHKOSH MEMORIAL

The department is working with the City of Oshkosh, City Council and Landmarks Committee on the language of five plaques that will surround the Chief Oshkosh Statue in Menominee Park. The plaques tell the history of the Menominee Tribe and the accomplishments and legacy of Chief Oshkosh. The director with other Menominee attended the City of Oshkosh Landmarks Committee meeting to express our opinions of the plaques. On November 9, 2021, the City of Oshkosh City Council voted unanimously to approve all five plaques for the statue.

ARCHAEOLOGICAL DATA BASE

The department worked in collaboration with our Tribal Land Management Department, Community Development and archeologist Dr. David Overstreet and his staff to develop an archaeological database for existing tribal lots that could be available for land leasing and recreational use. The department had several meetings with the departments to finalize a listing of available lots for leasing. The database will be a valuable document to have when considering where tribal members can lease land in the future.

CULTURAL RESOURCE VIOLATION-MENOMINEE FOREST

The department received notice that an historic property was damaged by forest management activity in the Menominee forest. The historic property “red-lined” with red paint that signifies an archeological buffer area around the historic property and should have been free from “ground disturbing activity”. The violation to the historic property was reported to the department and the violation was investigated by our Conservation Department.

STURGEON GIVE AWAY

The pandemic did not allow us to have our Annual Sturgeon Feast and Celebration Pow-wow however, we did ask the tribe’s Incident Command Team to have the giveaway. We asked the Wisconsin Department of Natural Resources for six sturgeon for the giveaway that took place on a Saturday and over 200 boxes containing sturgeon, wild rice and a maple sugar cake were given away. People were able to drive into the museum, pick up a box of sturgeon, and drive out. Thank you to all volunteers and staff who helped with the give-away.

SUMMER ARCHAEOLOGY PROGRAM

The Summer Archaeology Program in collaboration with archaeologist Dr. David Overstreet, Community Development and the College of Menominee Nation. Ten Menominee College and pre-college students participated in six-week program learning the techniques of archaeology from Dr. Overstreet and Monea Warrington. The students also earned college credits from CMN’s Learn and Earn Program and were paid stipends for their work. Some of the techniques the students learned were how conduct archaeological surveys, excavations, mapping, and monitoring. The purpose of the program is to get tribal members interested in the archaeology because of the need for trained archaeologists on the reservation.

MENOMINEE WOMEN PRESERVING TRADITIONAL CRAFTS

This summer a group of Menominee women met here at the logging museum to preserve one of the tribe’s traditional crafts “Black Ash Basket making”. The women spent the weekend pounding the black ash logs to make strips for the baskets. This happened because of the threat of the emerald ash bore to ash trees here on the reservation. The women camped out here at the museum all weekend and of course, COVID restrictions were followed with masks, social distancing and plenty of hand sanitizer. The black ash strips will be saved for future basket making projects.

UNIVERSITY OF WISCONSIN STEVENS POINT-FORGOTTEN BURIAL GROUND

The department continues to work with the University of Wisconsin Stevens Point and their recognition of an historic “forgotten burial ground” that discovered on their campus. The burial ground was discovered and was a result of an 1800’s smallpox epidemic that swept the area. The Menominee, Potawatomi and Hochunk occupied Stevens Point area at that time and it was a time of turmoil for the tribes because of the treaties and tribes were on the move. A permanent memorial is being planned burial ground and University officials are developing a Cultural Resource Management Plan for the campus with the input of tribe.

Housing

Wayne Wilber, Director

Summary of Services:

The last two years of operations have been some of the most difficult and indecisive as we all are learning with how to live with the realities of Covid. Operating in a primarily serviced based program has been extremely difficult as we balance the effects of Covid against what is often times the safety of our employees and staff. As much as we have tried to make things as “normal” as possible, we have learned “normal” evolves and changes all the time, depending on the situation. As a Director, this has been the biggest challenge the past two years in trying to keep our department offering the services needed by our tenants. 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 40 Team Members- Director, Maintenance Manager, Planner/Grant Writer, Accounts Receivable Supervisor, Accounts Receivable Technician, Secretary/Receptionist, four (4) Resident Service Team Members, Occupancy Clerk, Compliance Officer, two (2) Inventory Team Members, Maintenance Secretary/Receptionist, Inspector, two (2) Cleaning Team Members, six (6) Maintenance Team Members, seven (7) Home Rehab Team Members, two (2) Landscaping/Maintenance Team Member and seven (7) 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 178 single family units; 84 low-rent single family units; 66 various elderly/mixed apartments; 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, although some immediate occupancy is available in select areas such as Zoar & South Branch.

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, which must be completed and approved prior to any service work to be completed.

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, approval is required prior to any service work to be completed.

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. The program restrictions are very difficult for our Tribal members to be approved for service, but applications are still submitted each year.

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. The service area for this project is within the boundaries of the Reservation.

IHBG- 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. Approved applicants for the program are only eligible to receive services once under the program guidelines.

IHBG- 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 homes 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 (14) 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

Due to Covid restrictions, the Eagle's Nest Emergency Shelter had a year where it was more beneficial to ensure existing people in the EN had a safe place from Covid. Thus, our numbers for the year were extremely low, but this was primarily due to restrictions on occupancy for emergency shelters. While some were able to move on and find a permanent place to stay, others were not able to find permanent places and continued to work with programs they were referred to. 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, 2020 to September 30, 2021, the Eagle's Nest Emergency Shelter served 18 families comprised of 28 children and 26 adults.

The Transitional Units had 3 families total occupy them for the year.

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 a Program Assistant who they meet with to address their needs. 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;

Menominee Tribal Housing Department- COVID-19 Emergency Rental Assistance Program.

Many donations come into the Eagle's Nest during the year and are distributed among the Residents. 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 or other programming.

The Eagle's Nest Manager and Housing Director receive the complaints and concerns regarding the Eagle's Nest and they investigate and take corrective action when necessary.

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.

Department Accomplishments:

MTHD has six remaining units under the Tax Credit 1 Home Ownership Program in Middle Village. MTHD assisted in funding the community; and the Thanksgiving Turkey Dinner donation.

MTHD has donated funds for many community events/programs this past year including Drive Up Halloween Event at the Fairgrounds and in Neopit, Culture Camp, Youth Baseball, Community Fireworks in Middle Village and sponsoring the Thanksgiving Turkey Dinners for Housing families in need.

Under the Home Repair Loan Program, MTHD continues to assist private home Tribal members with loans for various improvements, repairs or renovations made to their homes. The past year, MTHD assisted Tribal members with emergency furnace replacements, roof replacements, interior remodeling, appliance replacements, window replacements, siding replacements, outdoor woodstove additions, sewer/septic repairs, electrical repairs, flood damage repairs and hot water heater replacements. Overall, with the expansions made in this program, we are able to assist most Tribal members either through programming or through this loan program when they need assistance.

Through additional funding from ONAP, MTHD created additional opportunities for homeless Tribal member seeking assistance by increasing our Rental Assistance/Security Deposit Assistance to maximum payments of \$700 per month to applicants. This increased assisted Tribal members with paying their rent and security deposits so they could secure more permanent housing options.

Through additional funding from ONAP, MTHD increased the amount of funding under the Elderly and Disabled Assistance Program to private homeowners who qualify to \$12,500. This increase assists with improvements such as roof replacement, windows, doors, bathroom, etc.

The Market Based Rental Program purchased one (1) additional unit for options to rent, this unit continues to be rehabbed and will continue working on the septic replacement needed before occupancy can occur. Overall, the program offers a unique niche to Tribal members who are searching for rental options. MTHD hopes to obtain more units this year for Tribal members to utilize.

Covid Emergency Rental Assistance Program assisted Tribal members with paying for rent and utility arrears balances for rental units. Also, it assisted with paying security deposits and future rents for Tribal members renting from any sources. The program assisted with paying over \$700,000 for Tribal members from April – September 30. The program will continue to operate until the funding for the program is exhausted, as well as beginning to operate the Homeowner's Assistance Funding portion in the upcoming year.

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, with the biggest difference being taking Covid into consideration. 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 continue to move toward improving relationships with tenants and delivering our services as best as we can; 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 utilize the changing effects of Covid on all our departments and lifestyles.

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.

Human Resources

Felicia Gatz-Waupoose, Director

General Overview

The mission of the Human Resources Department is to:

- Partner with all departments and programs to recruit, select, and retain high quality employees.
- Provide individual employees access to every resource and opportunity available to help them achieve the highest level of success in their position.
- Work as a team to develop and apply policies, benefits, training and development opportunities and employee recognition strategies that foster a spirit of success, knowledge, cooperation and satisfaction with all departments.

COVID-19

The Human Resource department has worked with all employees to approve Emergency Sick leave in the case that an employee is subject/advised to quarantine/isolate, has symptoms of COVID-19, need to care for another individual who is subject to quarantine or need to care for a child because their school or childcare provider is closed due to COVID-19. The Human Resource department continued to limit the public within the building and moving on phone or video interviews and by appointment meetings with employees needing service. The video/conference phone for the Administrative Assistant continued to assist the public with little to no contact and added a secure drop box outside the building.

HRIS

The Human Resource Department and the IT Department began work on the implementation of the new Human Resource information system. The system will integrate the records and files for employees that are currently maintained separately by both HR and the Insurance Department. This also included a change on how applicants were notified for interviews and the process has become an electronic notification via email.

Staffing

During this fiscal year the Human Resources Department consists of six staff members: Interim Director, Recruitment and Retention Manager, Payroll Coordinator, Payroll Technician, Employee Relations Technician, Data Entry Technician and Administrative Assistant.

The following graph depicts the gross annual salary for fiscal year 2021 ending September 30, 2020 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, 2020. This does not indicate that we had started with 1020 employees at the start of the fiscal year.

Fiscal Year	10/1/2020 – 9/30/2021	10/1/2019 – 9/30/2020
Payroll	\$ 40,162,755.72	\$ 36,583,019.07
Employee Count	1020	1060

Human Resources Vacancy, Recruitment & Retention Efforts

The information depicted below details the current year ending September 30, 2021 and that for comparison the year ending September 30, 2020 concerning job openings, interviews, resignations, discharges and layoffs.

	10/01/2019 – 09/30/2020	10/01/2019 – 09/30/2020
Job Openings – First	125	209
Job Openings – Second	170	NA
Applicants – Menominee	895	870

Applicants – Desc, Other	104	NA
Interviews – Menominee	407	509
Interviews – Desc, Other	104	NA
Hires Made – Menominee	58	NA
Hires Made – Desc, Other	36	NA
Transfer – Director Request Menominee	49	NA
Transfer – Director Request Desc, Other	3	NA
Transfer – by Interview Menominee	30	NA
Transfer – by Interview Desc, Other	13	NA
Emergency Hire (OCT – JAN)	20	59
Resignations	112	124
Discharges	81	51
Layoff/leaves	54	150

**format for reporting change requested in February and April is reason for NA on report*

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, MDMA/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 provided with an opportunity to participate in the Employee Assistance Program. Employees may also be subject to disciplinary actions as severe as termination in some cases, due to regulatory requirements. This graph represents the number of positive tests that we had for the current year ending September 30, 2021.

Positives -Drug Testing	10/01/2020 – 09/30/2021	10/01/2019 – 09/30/2020
Alcohol	6	3
Synthetic	0	0
Marijuana	14	3
Cocaine	4	0
Other (Prescription Drugs)	18	2
Total	42	8
Total Tests Administered	445	NA

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. With resignation of the EAP Coordinator in March 2020 the EAP program switched to referrals to Menominee Tribal Clinic Behavioral Health and Maehnowesekiyah Wellness Center depending on the need of the employee. Human Resources receives and processes administrative referrals (employees referred by Supervisor) and self-referrals to the EAP program.

Employee Assistance Program	10/01/2020 - 09/30/2021	10/01/2019– 09/30/2020
Administrative Referral	4	11
Self-Referral	13	16

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 FY 2021. ***Please note this report was changed in February and no longer tracked for this fiscal year.***

Background Checks	10/01/2020 – 01/30/2021	10/01/2019 – 09/30/2020
Local	82	413
State	131	422
Federal	75	283
Motor Vehicle	16	140
Sex Offender	74	265

Appeals (Employment related)

The Menominee Indian Tribe's Appeals process is the method that affords Tribal employees due process concerning employment actions pertaining Disciplinary/Termination of employment with the Tribe, Unemployment Compensation Challenges, and Tribal Preference Appeals. This table represents the total number of hearings that were either conducted/participated in by the Human Resources Department during the fiscal year ending 2021.

- 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 in 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.
- The Unemployment Compensation Hearing is an external hearing process and is based on the decisions made for Unemployment Compensation benefits by the State of Wisconsin.
- The Tribal Preference Appeals hearing is a process conducted by the Tribal Preference Board. The Human Resources Department serves in a role to review & approve hiring decisions; if an appeal is filed by an eligible tribal member, the HR Department provides information to the Tribal Preference Hearing Board for the hearing process in accordance with Chapter 170 of the Code of the Menominee Indian Tribe of Wisconsin.

Below is a summary of the Appeals cases for the fiscal year, ending September 30, 2021.

	10/01/2020 – 09/30/2021	10/01/2019 – 09/30/2020
Appeals	11	2
Resolutions/Management	NA	0
Resolutions/Employee	NA	2
Unemployment Compensation Hearings	2	1
Tribal Preference Appeals	0	0

Information Technology

Neil Elgin, 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 a Helpdesk Specialist, two Desktop Support Specialists, an IT Support Specialist, two Network Specialists, a Network Administrator, a Network Engineer and a Service Manager. Application Development/Software Support has four Developers, a Multimedia Specialist, a Content Development Specialist, and a Software Application Specialist.

IT supports all the hardware (PCs, printers, phones, servers, switches, cameras, card access), and software (Word, Excel, email, applications, databases, web sites, digital signage) that the organization uses across twenty-six different sites. We also handle inventory tracking and provide bulk printing services. Support is available for the day-to-day business and on call for operations that run 24x7.

Year in Review

- This year focused on security upgrades, supporting remote workers, and providing information to Tribal members through various avenues.
- Tribal Office Boardroom enhancements were completed and we now have the ability to live stream and record all MTL meetings from that location.
- The multimedia group also assisted with live streaming events at several locations to keep the public informed of the Tribe’s activities. Many successful events were presented to the public using available technologies including YouTube and Zoom.
- Vaccination incentive portals were created to distribute payments to Tribal members and employees.
- Coordinated with various vendors on technology equipment installs at the new Family and Community Engagement Center including network infrastructure, camera systems, security systems, audio visual equipment, and public Wi-Fi access.
- Building security systems were upgraded at several facilities to replace obsolete equipment and provide better security and safety to employees and the public.
- A new body and squad car camera system was implemented for the Tribal Police department.
- A new fingerprinting system was installed for the Gaming Commission.
- Several updates completed to our network infrastructure including hardware and software to ensure Tribal data is protected.
- Basic Technology replacements proved to be a challenge as IT equipment became difficult to procure. Lead times when ordering certain equipment has stretched to six months or more. With careful planning we were able to receive new PCs and laptops to replace aging equipment according to our schedule.

- IT received and responded to over 7,400 requests for support.

Year Ahead

- Continue upgrading tribal security systems, as budgets allow, to save departments money, protect Tribal assets, and provide a safe working environment.
- A document management system will be rolled out to departments to streamline filing and document retrieval.
- Website enhancements planned to give better access to member information and communicate events, activities, and other relevant information to Tribal members.
- Basic Technology upgrades will continue to prevent downtime for any departments of the Tribe.
- Assist WRDC in becoming independent using their own network and data center.
- Several infrastructure upgrades including camera server replacements and an enterprise faxing system based on our technology replacement schedule.

IT does not consider itself so much a separate department but as an extension of all the departments we serve. One third of our budget goes directly back to departments in terms of hardware and software. IT staff fill needs that would be hard for a single department to afford but which are still needed throughout the organization. We strive to make technology accessible and easy to use for everyone involved.

Insurance

Felicia Gatz-Waupoose, Interim 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; Family Medical Leave. 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.

COVID-19 Pandemic

The Insurance Department has worked closely with our consultants Cottingham & Butler to stay up to date on changes regarding COVID-19 that will affect our employees' benefits. Early on an amendment was made to our healthcare plan to cover COVID testing, office visit, urgent care center, telemedicine visits and emergency room visits related to the testing would be paid at 100% not subject to deductible or coinsurance. Additional changes have been made to better serve our employees including changing location of offices to minimize traffic within the building, adding a secure drop off box outside of the building, posting COVID related updates and information on the Insurance Wellness Facebook page.

Staffing

The Insurance Department consists of three staff members: two Benefit Specialists and a Leave Benefits Specialist.

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 FY2020, the Tribe's healthcare plan covered 753 employees with a total of 1682 lives. Annual premiums collected totaled 15,148,766.37 while claim payments (12,954,526), Medical, Administration and Contractual Services (997,892).

The Nurses' Hotline, which is open to both employees and Tribal members, received sixty five (65) calls in FY2020.

Dental

Employees are provided dental insurance from Delta Dental. In FY2020, the annual maximum benefit was \$2000. Dental insurance was provided to 817 employees insurance, 2,178 total members covered and paid claims amounted to \$692,687.

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 \$1,000 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 FY2020, 492 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 FY2020, voluntary Long Term Disability covered 317 employees. During FY2020, 151 employees received short-term disability benefits, five (5) employees received Long Term Benefits in FY2020 sixty six (66) employees received FMLA leave.

Workers Compensation Plan

MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2020, twenty nine (29) workers' compensation claims were reported and 0 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 09/30/2021 were **\$53,074,839.09** representing 1,282 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 FY2020, 117 loans were processed, fifteen (15) hardship withdrawals and 366 distributions made.

Burial Benefit

The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a \$3,500 burial assistance benefit and \$200 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2020, 27 deaths COVID-19 related, 117 burial assistance payments totaling \$432,839.80 and wake assistance payments of \$19,200.00 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 FY2020, the property coverage premium was \$472,028.17 liability coverage including general, auto and premises liability among others had an annual cost of \$271,823.87. Insurance provides coverage through Tribal First Insurance for all rental units and Housing buildings at an annual cost of \$154,336.00.

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 FY2020, ninety three (93) employees contributed \$143,289.58 to Flexible Spending accounts.

Employee Wellness Benefits

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 FY2020, forty five (45) employees took advantage of the Healthy Lifestyle Benefit for a total of 3,142.82.

Internal Audit

Alicia Wilke, Director

Eva Johnson, Staff Auditor

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 2021 Highlights

During Fiscal Year 2021, Internal Audit completed the following assignments:

- ✓ Five cash receipt audits
- ✓ One preliminary program audit
- ✓ Four follow-up audits

- ✓ Three internal investigative engagements
- ✓ Time on Task Review
- ✓ Eight agency reviews
- ✓ Tracking, review, and resolution of seven improper activity reports
- ✓ Nine Child and Adult Care Food Program compliance reviews of Daycare, Wapatam Head Start, and DKB Head Start
- ✓ Preparation of monthly packets for the Chair's Office Oversight Committee and consultation to that committee
- ✓ Preparation of monthly MTL credit card review and quarterly reports
- ✓ Preparation and submission of MTL Quarterly Summary of Expense for Menominee Nation News
- ✓ Compilation of the Chairman's Office, Annual Expenditure and Variance Report
- ✓ Quarterly reporting and monthly review of Menominee Tribal Legislature credit card use
- ✓ Facilitated the external audit process for the 401K Audit with the Tribe's external audit firm, RSM US LLC.
- ✓ Facilitated the external audit process for the Compliance and Financial Audit with the Tribe's external audit firm, RSM US LLC.
- ✓ Completion of the Action Plan on the Audit Findings
- ✓ Attended ten meetings of the Menominee Tribal Legislature
- ✓ Assisted two departments with policy development
- ✓ Completion of the three year risk assessment
- ✓ Attended the Addiction Education Forum
- ✓ Two office moves
- ✓ Completed annual CACFP training

Single Audit FY2020

As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's external audit firm, RSM US LLC, on the review and near completion of the Fiscal Year 2020 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
- Provided assistance in gathering backup for items selected for audit
- 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

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.
- ❖ 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.
- ❖ 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.

Judiciary

Bridget Long, Chief Justice

Recognition

This past year has brought many changes to the Menominee Tribal Court. It is with great respect that the 2021 Annual report to the membership begin with the honoring of two Menominee Tribal Chief Justices, whom have served this community and brought dignity and humility to the bench.

The Honorable Justice Stephan Grochowski began her judicial career as a Lower Court Judge for the Menominee Tribal Court in 1997. Judge Grochowski completed four terms as a Lower Court Judge, until she was appoint to the position of Chief Justice of the Menominee Tribal Supreme Court. The Honorable Justice Grochowski dedicated her strong but compassionate leadership abilities to the judiciary for twenty four years. In the span of time as the Supreme Court Justice, she presided over seven different lower court Judges, teaching, supporting and guiding each one to be the best Judge they could be for the Menominee People. The Honorable Justice Grochowski’s knowledge of the law, compassion for her community and strong leadership will always be a foundation for the Court.

The Honorable Justice Robert Kittecon announced his retirement from the bench in October of 2021. Justice Kittecon began his exemplary career in 1983 as a Lower Court Judge of Menominee Tribal Court. In 2003 he began his role as the Chief Justice of the Supreme Court. In 2012, Justice Kittecon was appointed to the bench as an Associate Supreme Court Justice, hearing appeals case and stepping to serve as interim Chief Justice when needed. Throughout his thirty-eight year tenure, Justice Kittecon set the bar for judicial excellence and commitment to this Tribes Justice system. Throughout times of transition and change, Justice Kittecon’s dedication to maintaining a strong judiciary for the Menominee People has never wavered. The Honorable Justice Kittecon’s judicial excellence and unwavering strength will continue to serve as the model for all Menominee Tribal Court Judges and Justices to follow in his legacy.

The impact of Honorable Justice Grochowski and Honorable Justice Kittecon’s service has continually strengthened the Menominee Tribal Court and ensured the tribes future as a sovereign nation presiding over its own affairs. Their task was no small measure, yet their accomplishments were momentous. We thank each of them for their dedicated service to this Tribe.

Responsibility and Authority

The Menominee Tribal Court is established by Article V of the Menominee Tribal Constitution and exercises it authority consistent with Article III, Section 2 and Section 3 of the Constitution. Menominee Tribal Court has general and original jurisdiction of criminal matters and civil matters arising within the boundaries of the Menominee Indian Reservation between individuals subject to tribal jurisdiction.

The Menominee Tribal Judiciary consists of one Supreme Court, seated with one Chief Justice and two Associate Justices. The Judiciary has one lower court, seated with two lower court Judges. The Chief Justice is responsible for the over-all administration of the Court and has the authority, along with the two Associate Justices, to hear all appeals of decisions and orders of the lower court. The two lower court Judges have the authority to hear lower court cases, issue decisions and orders in those cases, compel witness to appear, conduct trials, take testimony, issue warrant and bonds as well as other authority that arises in their duty as a Judicial Officer of the Court.

Court Staff

There are four full time Deputy Clerk of Courts that share the responsibility of managing twenty eight dockets. Each docket requires case management from the Clerks, as each one contains multiple cases with each case requiring data entry, copying, scanning, and filing. The Deputy Clerks are also responsible for the processing of all payments made on fines, fee's and services. Every Deputy Clerk takes an oath upon hire and receives training to become a certified Clerk of Court. All of the Clerks have trainings after certification that keeps them advanced in the most current knowledge in their field. The four deputy clerks are overseen by one clerk of court. The Clerk of Court manages the main court schedule for the two lower court judges and the three Supreme Court justices. The Clerk of Court is also responsible for the record keeping of the Court and the processing of all appeals cases. The Clerk of Court manages multiple dockets as assigned to provide coverage for one or more of the deputy clerks. The court bailiff is responsible for the overall security of the court, the court staff, the judges, and jurors. The bailiff also provides service of summons signed by the Judges and works with the Clerk of Court on jury management. The bailiff has training and certification from the Federal Law Enforcement Training Center that include, first aid, CPR, oleoresin capsicum spray use, arrest and ground defense, and baton tactics.

The Office Manager is responsible for the processing of accounts payable for the court, and maintains a record of all wage assignments, coordinates the budgeting process, provides oversight of the budget and inventory, and provides support to the Chief Justice in the management of the Judiciary budget and coordination of projects.

COVID-19 and Modifications for Safety

In March of 2020 the COVID-19 pandemic brought many new challenges and closures nationwide. Closing the Judicial branch of the Tribal Government was not an option. It is imperative that the court system operate at some level in times of emergency for the protection and service to the community. So during the pandemic, the court modified many of its procedures to ensure all those who had to attend court, were able to do so in a safe and clean environment. The court operated at full capacity with a full staff working in the office throughout the pandemic. Maintaining full operations for the community was possible due to the sheer dedication of the court staff to their job duties and oath.

Changes Happening

On September 1st, 2021 the Court schedule was updated to meet the needs of the community. The Court now opens at 7:30 A.M., closes for lunch from 12:30 P.M. to 1:00 P.M. re-opens after lunch at 1:00 P.M. and closes at 5:00 P.M. This schedule is Monday through Friday, with the exception of tribally recognized holidays.

The extended hours of thirty minutes before and after the Tribes regular work hours and remaining open thirty minutes into the lunch hour, were done so those individuals whom have court business, such as filings or fines to pay, now have a convenient option to take care of their court business without interrupting their work day.

On November 8th, 2021, the 5:00 P.M. Monday night truancy docket and the 5:00 P.M. Tuesday night underage drinking and curfew dockets were both adjusted to the new time of 4:00 P.M. This time change is in-line with the new court schedule, but more importantly, with families in mind, as the later time of 5:00 P.M. disrupts dinner and homework times.

With the Justware case management system coming to an end in service, the court will be transitioning over to a new case management system in 2022.

With the updating of the Courts cash handling policy and procedures on November 1st 2021, and with the assistance of the finance department and the I.T. department, the Court plans to accept credit and debit card payments.

Case Numbers

Court Cases and Hearings from October 1, 2020 to September 30, 2021:

Civil Cases Filed	1,024	Criminal Cases Filed	309
Civil Court Hearings	2,086	Criminal Court Hearings	2,112

The court hearing numbers are higher than the cases filed numbers for each the civil and criminal court for two reasons:

1. Cases have multiple court appearances after the initial filing of the civil petition or after the filing of a criminal complaint. A Court hearing is when a Judge goes on record with a case and the parties involved appear in Court. Thus, criminal and civil court held over 2,000 hearings, respectively, in FY 2020 -2021.
2. For both civil and criminal matters, a case filed only means certain documents were filed with the court. For instance, a criminal complaint will be filed only once, but the same complaint may have multiple hearings.

Land Management

Douglas Cox, Director

ITEMS OF HIGH-PRIORITY

As the new Land Management Department for the Tribe began in December 2020, we realized a great opportunity to serve the Tribal Members with quality service dedicated solely to lands issues. Numerous requests immediately came in from Tribal Members inquiring about the availability of leasable lands with the Reservation. Calls received are addressed by the Director and the Real Estate Coordinator when related to land lease and land use questions. The priority during the first year has been to assure that the Tribal Members are being responded to and that they are provided explanations as how we are here to assist them and proceeding forward with getting them into leasable lands.

Much of our initial work started with planning toward the issue of getting a list of “current” available lots. Chapter 138 enactment has changed the requirements of archeological and environmental approvals and this had resulted in a bottleneck of lots not able to be made available until THPO and Environmental Staff clear them. We scheduled a meeting with THPO and his Staff to develop a process that addressed the interim period and come up with a list of available lots.

A serious effort is underway to address the many zoning issues both within our zoned districts and within the zoning code itself. We began this by forming a working team that included staff from LMD, CDD, Department of Agriculture, Housing and external coordination with Menominee County and UW Madison Indigenous Law Institute. We completed the proposed physical land zoning changes and are moving into the draft code amendments. Public Meetings will be scheduled in late 2021 or early 2022 and the proposed changes will then be presented to the Committee and then MTL for final approval.

Budget set up was initiated and the Department is now funded under three separate Federal Contracts that include Real Estate and Aid to Tribal Government. It was also evident that a request would need to be made to the Budget and Finance Committee for a Tribal Budget supplement.

Department Organizational Items:

Office space was originally planned for the Gordon Dickey Building, but it was determined by the Maintenance Department that the available office spaces would be given to Wolf River Development. Land Management is now established at the existing Community Development Department (CDD) building and it has suited the needs for the Staff and especially the public needs during our first year, as most of the public is now aware that Real Estate is within the CDD building. This has aided in our goal of Trauma Smart Service for Tribal Members that are searching for information or have appointments on land transactional issues.

LMD now has the capability to take payments directly from member that come in looking to secure their land leases and also for renewals of recreational land assignment leases. This is a big step forward in providing better service to Tribal Members, where they previously would have to travel to multiple stops in order to get their leases paid and processed. There are still a few growing pains with this, but the response is mostly positive from the membership.

DAILY OPERATIONS OF LAND MANAGEMENT

Coordination with Community Development:

- LMD coordinated with CDD regarding clean ups of abandoned properties. Files were provided to the Department from CDD, so that we could begin management of the project. Environmental Services handled the contract management and there were several properties that were cleared and eventually became available for leasing.
- Worked with CDD Project Manager on right of ways project that is part of the COVID Relief funding to install upgrades and new service areas of Charter and Alliant infrastructure. The coordination included review of all right of way maps to check accuracy and survey lines. GIS work was also conducted on confirmation of line placement and potential to create a CSM type of document.
- CDD provided transition assistance with technical and administrative issues, which has helped the Department greatly. LMD continues to utilize the administrative support and at times assistance is provided from CDD for field crews.

Public Service with Land Use Issues

- Our Real Estate Coordinator conducts land lease orientation with successful lease applicants, which is an informational process designed to assist new leasees in gaining a better understanding of what is needed to proceed once the lease is approved and what assistance we have available to them throughout.
- The Department receives numerous daily calls with inquires about available lands and how to apply. These are handled by both the Director and the Real Estate Coordinator.
- Calls are also received from Tribal Members asking for assistance with the lease transfer and heirship situations. The Department will assist with getting them the most accurate information on the steps required to complete a transfer or heirship, but if it requires probate, we will help to educate them and provide the proper references out of MITW Code, then they are advised to go through Tribal Courts.
- The Department transitioned over a number of services previously housed in CDD, including Administration of Zoning and associated permitting functions. The transition is coordinated between the CDD and LMD Directors.
- The Department GIS Coordinator continued the process of merging current MITW Parcel dataset with provided TAAMS parcel dataset to create a County-wide parcel dataset.
- Our GIS Coordinator provided mapping assistance for the Charter Expansion project and attended conference calls. Created maps showing the current build based on CAD files provided.
- Lands survey assistance is provided on a limited basis, and as numerous leases are being processed this is a service that is high in demand. It is also typically only seasonally available as winter months make locations of corners and staking very challenging.
- Provided numerous project support to MITW Departments including; Historic Preservation, Utilities, Community Development, Housing and Aging.

This first year has been busy and challenging, but it is a pleasure to be able to assist the community in land use and land resource issues. Staff is working diligently to respond in a trauma informed and smart process that we continue to refine as we move forward. The public seems to be recognizing the role and effort that the new Department is taking. We are all looking forward to continued successes.

Language and Culture

Joey Pakahcekaew Awonohopay, Director

Since 2015 we have been training Menominee Tribal members to be Immersion Classroom Teachers in our Tribes Early Childhood Services Department in birth to 5 years of age. Menominee Tribal Legislature supported and funded the first Menominee Immersion Trainee Program during the fall of 2015 which kicked off our program in January 2016. Since that time we have successfully prepared and trained many Menominee Tribal Members to be Immersion Teachers and Classroom Teachers. An important distinguishing difference between our Menominee Teachers is: Immersion Teachers teach everything in the language while our Bilingual Classroom Teachers teach specific aspects about the language. Language & Culture is very proud to report we have certified 23 Menominee Tribal Members during the Annual Testing Process in June 2021!! This is one of the largest groups of classroom bilingual Teachers and Immersion Teachers ever certified capable of teaching in an Immersion setting, bilingual classroom setting or community classes.

In September of 2017, Menominee families entrusted our team at ECS to speak Menominee while passing on our rich traditions, values and culture. On a daily bases our beautiful language can be heard through speech, songs, stories and games with our babies. This is very different than the traditional bilingual language rooms in our existing schools. In Immersion, our language is the medium of instruction and communication. You will hear our original language, Omāēqnomenēweqnaesen spoken in any of our Immersion rooms. Since that time we have opened multiple Menominee Language Immersion rooms to keep up with the growing needs of our Menominee babies. In the fall of 2021 the need for expansion was great and we opened our final room in Head start at the Deloris K Boyd Center. The new room created space for more Menominee children to enter the Immersion program. It has been an amazing journey and we have no plans to slow down any time soon as we are continuing to build capacity with the new group of Immersion Trainees that will start in January of 2022. We have obtained our short term 5-year goal of creating multiple Immersion speaking rooms at Tribal daycare and Tribal head Start. Now our focus turns to our long range 10-year plan to continue building relations with MISD and a new Chartered Immersion School under their umbrella. We continue to work very diligently to build Immersion programing and unique opportunities for our Menominee Immersion babies as they grow. Through the hard work and determination of many, we will see our first Menominee speakers in over 80 years with our Menominee Immersion babies.

We continue to assess our goals on an annually bases, and again we continue to examine the way we are preparing our Bilingual Teachers for the classroom with the proper Professional Development to make them classroom ready now and in the future. All our Bilingual Menominee Language Teachers have been and continue to be a huge part of our focus. Not only do we assist 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. These testing procedures give 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 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 people. We have had to make may tough decisions when it came to keeping the dreams alive of our elders. We are now seeing the comprehension and fluency blossom of all our Teachers along with their knowledge and passion for our language.

Despite the pandemic, the Commission continues to implement changes, adjust goals and our journey ahead 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 (with the passing of elders, I fear this number is even lower)**. We have many Tribal members that know some words, to some Tribal members that know many words and some simple phrases, and today there are second language speakers that are very functional which means they can communicate any daily task and conversation all in Menominee without using English to express themselves. 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 move away from the edge of our language being highly endangered.

It is heartbreak we have not been able to host our longest standing gathering of elders and Tribal members the “Keckīwak Māwacēsenok” (They gather the elders). This has always been a place our elders have come to share stories of old and rekindle the language. Also we would tell and share stories, teach language, provide one-on-one mentorship with Teachers/community members and look over Language curriculum for accuracy with the elders. The Keckīwak elders eagerly await the day when we can safely all come back together. Also in the years past MLCC through a partnership with UW Extension has been annually sponsoring a series of Traditional Winter story telling events during the long cold months. Unfortunately, due to the pandemic we have not been able to meet in person, and so we are looking at different venues to continue this rich part of our culture and history.

Dictionaries & Books for purchase-

Berry Picking Story- \$10

Beginners Dictionary \$15

Intermediate Dictionary- \$20

Law Enforcement

Keith Tourtillott, Chief of Police

MISSION STATEMENT

The men and women of the Menominee Tribal Police Department (METP) 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.

TRIBAL POLICE DEPARTMENT

The Department has undergone many changes over the last year, from having a new Chief of Police elected to the creation of a Police Commission. METP’s approved organizational chart for last year 2020 consisted of 26 certified officer positions and 8 civilian positions. However, as the department moved forward, by February 2021 there were only 16 certified officers and 4 civilian employees. In many cases, the shifts only had 2 patrol units active. Due to the availability of resources METP’s organization structure attempts to maintain 3 patrol units per shift, 2 Detectives, a Property Specialist, 2 power shift patrol officers, 4 civilian support staff and having an on-call scheduled from within patrol.

From a service delivery standpoint, METP does not manage Detention, or oversee Crime Victim or supervise in any way Dispatch. Though each of those functions are integral parts of the primary operation of law enforcement, they have been removed from the managerial abilities of METP. What continues to be part of METP’s service is the Sex Offender Registration program, Community Service Officer and Police School Resource Officer.

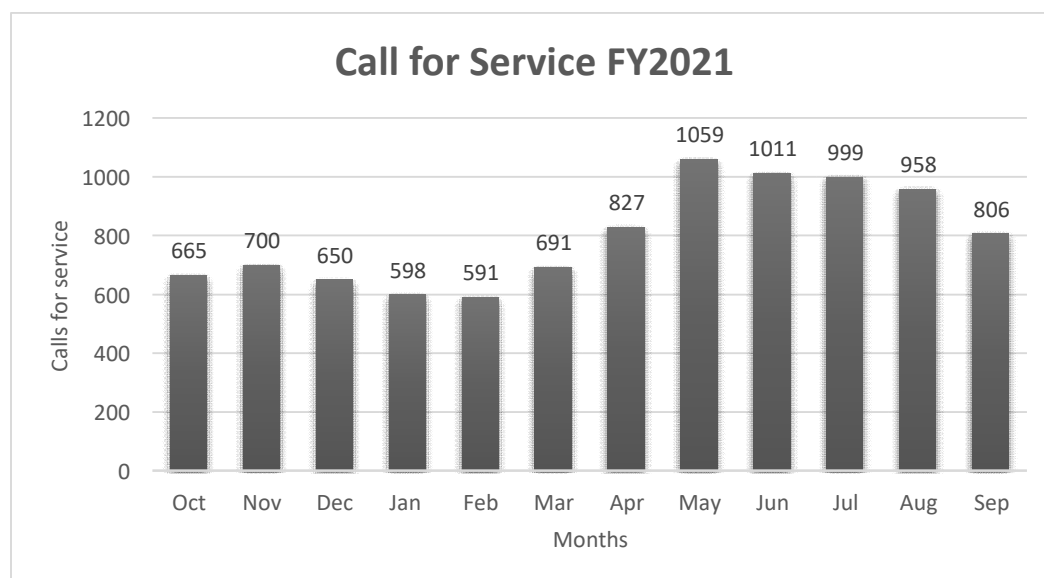
Managerially, METP functions under a team approach, with the Deputy Chief, Lead Detective and Office Manager responsible for helping to address the concerns and operations of the department in an advisory capacity to the Chief of Police. The Chief of Police reports directly to the Police Commission and continues to communicate with the Law Enforcement & Resource Protection Committee along with the Drug Task Force.

The Police Commission was created by ordinance in July of 2020. However, the final appointment to the Commission happened a year later and the Commission began its training in July of 2021 and was completed on October 9th, 2021. The Commission's purpose is to provide for the independent supervision of the Chief of Police and oversight for METP while supporting the Tribe's duty to maintain the health, safety and welfare of the community.

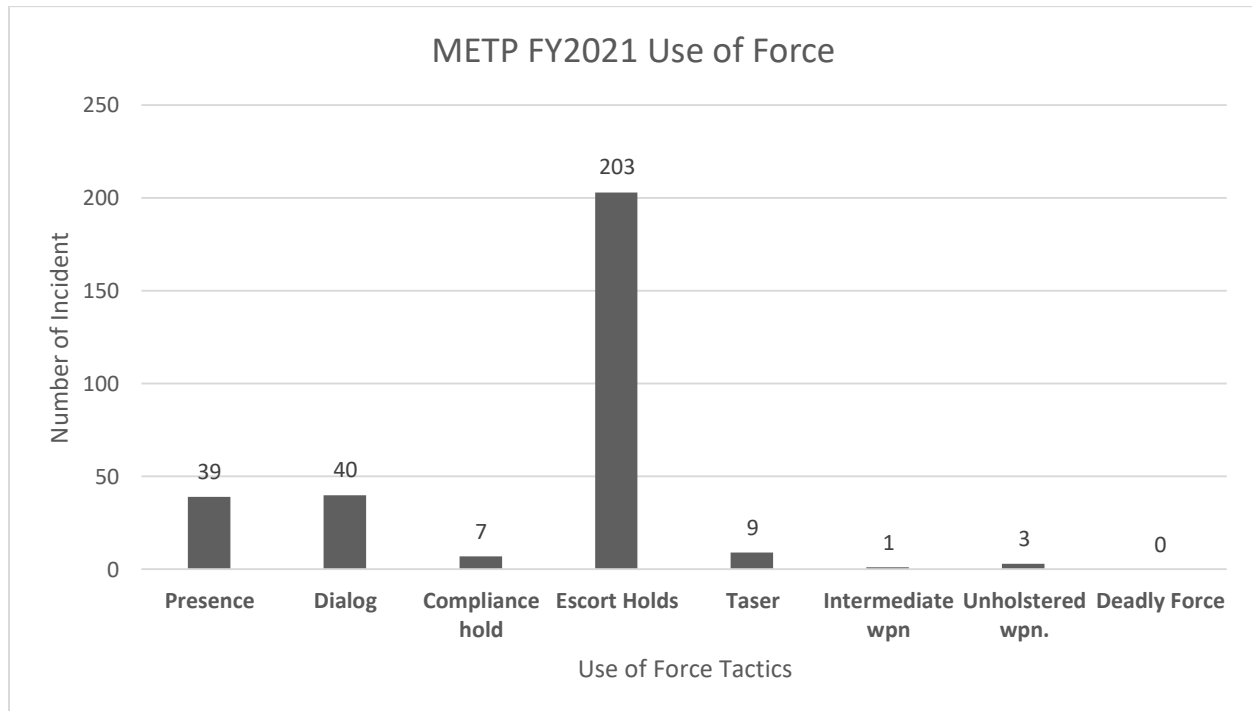
METP is proud to report that the Neopit Precinct is now complete and has experienced community programming. The department has conducted squad meetings, training sessions and patrol use, in addition to SORNA interviews or meetings. A number of community meetings have been held there with Boots and other groups that work with the department in our community policing efforts. The only agency that has officially requested use of the building has been the U.W. Extension's 4H program for some of their youth activities.

Since the COVID-19 outbreak, the department has experienced fluctuating calls for service. Due to the past curfew restrictions, calls for service and response had reduced, which makes sense. However, as depicted in our following graph, the rate has increased nearly 18% over last year and is 5% higher than the last 5 years. Moreover, since last year, drug arrests have increased by 15%, overdoses by 22% (even with Narcan so readily available), EM1's by 32% and response to calls related to suicide more than 1 and half times greater than last year. The data suggests that our community is experiencing major mental health issues that could be related to the pandemic and we know our officers are spending a great deal more time addressing mental health concerns.

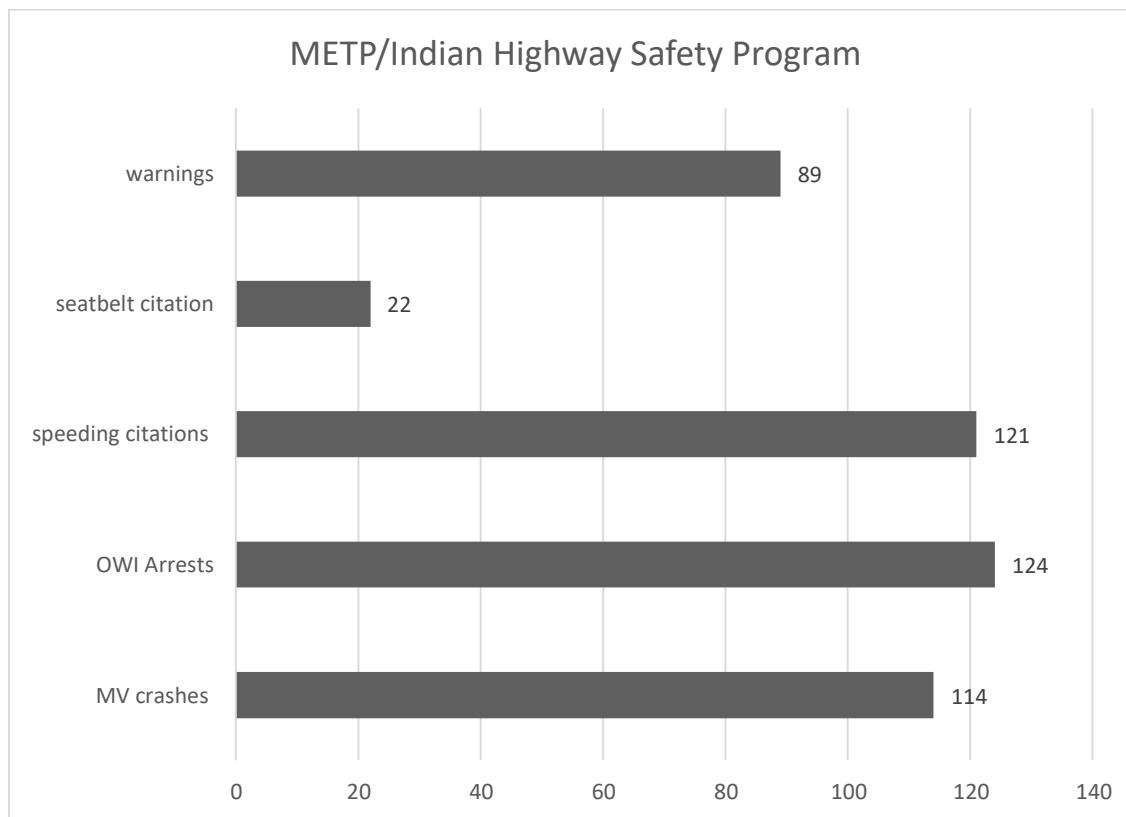
During the fiscal year 2021 the number of calls for service generated by the Menominee Tribal Police department totaled 9,555. This number is an 18% increase from fiscal year 2020. The purpose is believed to be a result of the impacts from the imposed curfew in attempts to address the COVID-19 Pandemic.



The Menominee Tribal Police Department records the use of force when arrests are made. This fiscal year the METP had a total of 302 use of force tactics. The common use of force is the escort hold. One intermediate weapon is the use of the K-9. Three un-holstered service weapons, based on severity of incident. No deadly forced used.



The Menominee Tribal Police Department and the Bureau of Indian Affairs, Indian Highway Safety Program continue the partnership to provide the Menominee Indian Reservation with an Indian Highway Safety Officer. The Highway Safety Officer’s primary mission is to reduce the number motor vehicle fatalities, crashes, OWI arrests and provide educational presentations to the community. The Indian Highway safety program allows the police department to provide funding for officers to participate in national campaigns such as, “Click it or Ticket”, “Drive Sober or get pulled Over”, and “Don’t Shatter the Dream”.



SEXUAL OFFENDER REGISTRY AND NOTIFICATION PROGRAM

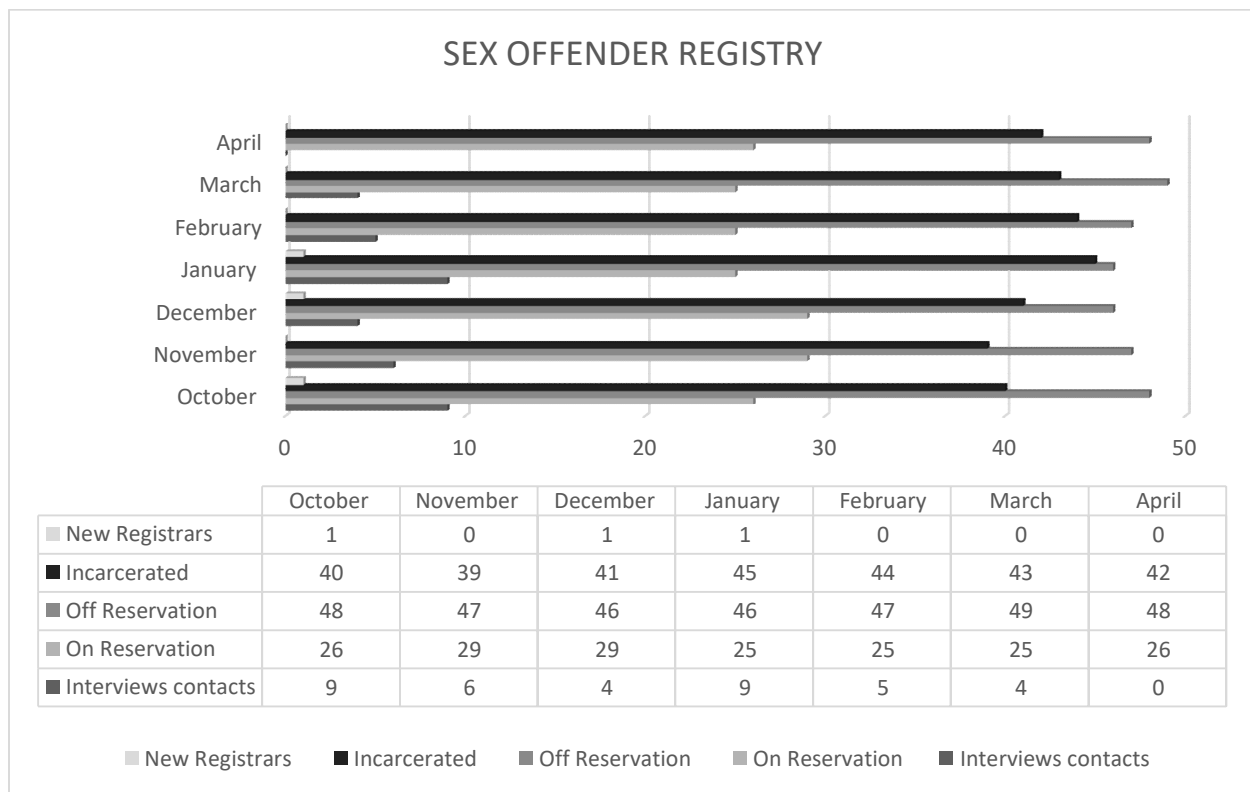
The goal of the sex offender registry and notification program (SORN) is to provide registration to those individuals who have been found guilty of a sexual crime while providing community information and education about native registered sex offenders. In the last fiscal year, the SORN program received 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.

For fiscal year 2020, a total of 185 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 26.42 each month. There were 3 new individuals registered with the Menominee Tribal Sex Offender Registry.

There was one violation of Tribal Sex Offender Registry rules that required referral to the Tribal Prosecutor for criminal charges.

Due to medical leave, stats were only compiled for seven months.



NATIVE AMERICAN DRUG AND GANG INITIATIVE (NADGI)

The NADGI task force is a collaboration between Tribal Law Enforcement Agencies, Wisconsin Department of Justice, Division of Criminal Investigation and the Federal Bureau of Investigation (Green Bay Office) is designed to combat drugs and gang related crimes in Indian Country. The Menominee Tribal Police Department (METP) is one of the most active departments and play a huge role in the NADGI Task Force.

This fiscal year the Menominee Tribal Police Department, along with METP NADGI Team Members were responsible for seizing the following over this last fiscal year:

- Currency- \$3,215
- Marijuana/THC- 2224.4 grams
- Cocaine- 93.21 grams
- Meth/Crystal Meth- 198.95 grams
- Heroin/Fentanyl- 24.51 grams
- Other Scheduled Drugs- 368 prescription pills

This resulted in 85 incidents being sent to the Tribal Prosecutor for prosecution. Of these 85, three reached the level of being sent to the U.S. Attorney's Office for Federal Charges.

INVESTIGATIONS

The investigative department currently consists of 2 Detectives and an Evidence Specialist. However, if staffing permitted there should be a third detective. The detectives currently alternate on-call weeks and are responsible for major criminal investigations and follow-up investigations that patrol officers cannot

do. Both Detectives hold Special Deputations with the FBI (Title 21 and Title 18) that allow them to follow up their investigations off the reservation.

Some of the major cases this past year have been the continued investigation of Katelyn Kelley's disappearance and the recovery of her remains in March of 2021. This investigation is being coinvestigated by the FBI. Another case that was from February 2021 in which NADGI Team members recovered nearly 50 grams of Methamphetamine and a loaded revolver from a traffic stop. This resulted in both local and federal charges for the native driver of the vehicle and federal charges for the non-native passenger of the vehicle. This investigation also led to information to the Lac Du Flambeau Tribal Police further drug investigations in their jurisdiction. One of our highest profile cases was the homicide of Cory Grignon on February 1, 2021. This investigation is still pending but has been forwarded to the U.S. Attorney's Office for indictment.

These cases are only represent a small fraction of investigation being handled by METP Detectives. Frequently they investigate Child Abuse, Aggravated Assault, Drug and Sexual Abuse cases, just to name a few.

Legal Services

Department Description

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); and Toni Caldwell, Legislation and Policy Specialist.

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.

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 the departments provide, to tribal members, more trauma-informed and able to best meet the needs of the Menominee Community.

Changes for FY2022

Menominee Tribal Code Chapter 98 Government Plan was amended in June of 2021. This amendment placed the supervision of the Prosecutors Office under the renamed Legal Division. While this amendment occurred in FY2021 these structural changes to the Legal Division will be implemented in FY2022.

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 LexisNexis. 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

Michael Wescott Jr., Interim Director

The Lending and Tribal Taxes Department consists of three operations. The Tribal Loan Fund, Tax Commissioners Office and the Tribal Consumer Financial Services Regulatory Authority. The department has two employees: Michael Wescott Jr., Interim Director, and Doris Latender, Lending/Tax Specialist. 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.

Loan Fund

The Menominee Loan Fund provides a means for eligible applicants to obtain financing for personal/emergency, home improvement, home down payment and business revolving loans as specified with authority delegated through its Plan of Operation. The department presents and submits monthly reports to the Budget and Finance Committee and is supervised by Tribal Administration.

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: Yvette Ducane, Karla Kitson, Barbara Caldwell, Brianne Tepiew and Ramona Webster.

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 807 personal loans with a cumulative total of \$1,092,150.00 for FY2021. The maximum loan level is \$2,000.

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 no business loan inquiries made for FY2021.

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. Eleven (11) loans were issued for a collective amount of \$65,300.00. Applicants must show home ownership, home owner's insurance along with quotes for which how the proceeds of the loan will be used. The maximum loan amount for this loan type is \$7,500.

The Emergency Fuel Fund (EFF) purpose is to assist Menominee Tribal Members during the heating season. Funds become available from October 1st to March 31st. 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 189 loans issued for a total of \$94,500.00 for FY2021. The maximum loan for this loan type is \$500.

The Housing Down Payment Fund offers loans to Menominee Tribal Members who are in the process of purchasing a home. Three (3) loans have been issued for a collective amount of \$20,731.00. The maximum amount for this loan type is \$7,500.

All inquiries regarding individual eligibility should be referred to the department at 715-799-5139 to ensure policies and procedures are communicated and understood.

Tax Commissioner

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.

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

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 FY21, the VITA Site Coordinator and three staff completed 634 tax returns with a total of \$1,431,508 in federal refunds and earned income credit of \$414,508.00, as well as other tax credits and stimulus recovery payments. Due to the COVID pandemic, most tax preparation was done by drop off method.

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.

Tribal Consumer Financial Services Regulatory Authority

The Tribal Legislature enacted Chapter 22 of the Menominee Tribal Code entitles Tribal Consumer Financial Services Regulation. The Regulatory Authority is charged with the implementation and enforcement of the Tribal Consumer Financial Services Regulatory Chapter and all other regulations

promulgated by the Authority of the Tribe relating to Consumer Financial Services activities and associated licensing requirements.

Goals for FY2022

To provide more on-line services for Loan Fund such as providing the capability of allowing tribal members to view their accounts on-line and update the on-line application process.

Maehnowesekiyah Wellness Center

Addie Caldwell, 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 death.

HISTORY: Maehnowesekiyah (“We Will All Feel Better”) Wellness Center was founded in 1986 in Middle Village at the site of the former Volland’s farmhouse. Its vision was to provide alcohol and other drugs abuse (AODA) services to community members and their families. Renovations of the property occurred quickly to accommodate the increasing demand for services from the community. The renovations that were completed resulted in additional guest rooms, bathrooms and a large meeting room. This paved the way to opening the property as a 16 bed Community Based Residential Facility. The building was officially dedicated to the memory of Mary Jane Cox (1919-1989), citing her efforts in assisting community members lead healthy and chemical-free lives.

SERVICE OVERVIEW:

Maehnowesekiyah Wellness Center provides several different levels of care to the community which are always delivered in a trauma informed and culturally relevant manner. All clinicians at the agency are trained in American Society of Addiction Medicine (ASAM) Criteria, which assists in providing an accurate and detailed assessment and treatment plan for all clients. The ASAM criteria correlates to the level of care system in place at the agency and places individuals in different programs based on their reported/observed needs.

Maehnowesekiyah Wellness Center’s lowest level of care is our Alcohol and Other Drug Education Group, which runs eight (8) consecutive weeks, for 2 hours a week and provides a structured program focused on cultivating basic understanding and relapse prevention to participants. The agency also provides individual counseling and psychotherapy for both addiction and mental health. Once recommended for this level of care, a counselor/therapist is assigned who will develop a personalized client-centered treatment plan and outline for session content. Generally, individual services will run anywhere between 6-8 sessions for chemical concerns and potentially longer for co-occurring or mental health based needs. The agency also offers primary day treatment which consists of 6 weeks of intensive 4 hour groups, 4 times a week. If an individual’s needs exceed what Primary Day can offer, a residential referral may occur.

The agency also offers a 24-week Batterer’s Intervention Program for domestic violence offenders. This group offers an extensive amount of education, reflection, assessment and aims to increase accountability in all offenders. The Batterer’s Intervention Program has two running groups, one for males and another for females. These groups have both a male and female facilitator to exemplify a positive relationship between the two and to offer both gender perspectives to participants. The program has went through several programming enhancements over the last year to include more accountability based activities,

historical trauma education, traditional belief integration, missing and murdered relative awareness, skill building activities and peer feedback opportunities.

SERVICE DELIVERY CHANGES/IMPROVEMENTS:

For 35 years, the agency continues to offer healthy opportunities to our people in the form of pro-social activities and continuous options for those who may be struggling with both mental health and addiction issues. One of our largest changes in the last year has been our switch from being a dual diagnosis program to a co-occurring program. This change was made to offer more comprehensive care to clients, as the underlying belief with a co-occurring program is that mental health issues lead individuals to self-medicate and turn to unhealthy coping methods. This switch has streamlined our ability to address historical trauma, generational trauma and other trauma based issues concurrently with addiction. The approach itself allows for holistic treatment that is geared toward addressing all issues, instead of separating issues and working on them separately like a dual-diagnosis model of treatment.

To help with delivering a co-occurring program to the community, the agency is constantly looking for resources, clinicians and opportunities for partnership with both tribal programs and beyond. A great example of this comes from a partnership with UW-Milwaukee and their Counseling Psychology Doctoral Program. The Life is Sacred Project has two primary goals which focus on identify service gaps in mental and behavioral health and also identifying challenges associated with those who have completed suicide. This partnership has brought several internship placements for doctoral students who are providing assessment, therapy and psychological testing to clients. The internship placements have helped increase our service capacity and have enhanced the ability to access timely services to community members. Maehnowesekiyah Wellness Center has worked hard at continuing to offer these services after the Life is Sacred Project finishes through sustainability-minded decision making and pursuing other grant opportunities.

The treatment approaches and programming at Maehnowesekiyah Wellness Center is regularly reviewed and with new leadership, an emphasis of utilizing the most current evidence based practices coupled with continuous training initiatives for all staff, are of the highest importance. Recently, all agency staff were trained in responding to crisis and suicide and how to successfully work together to run a co-occurring treatment program, regardless of your role at the agency. Enhancements to screening and response have allowed the agency to address mental health issues and addiction emergencies in a more comprehensive and streamlined way. With the continued encouragement from our Peer Support Specialists and partner programs, such as Family Services and the Menominee Tribal Police Department, individuals have more access to support and encouragement for treatment needs. A more recent collaboration is in the works with the Menominee Tribal Clinic and their Medically Assisted Treatment Program. A recent grant award through the Great Lakes Intertribal Counsel will result in increased collaboration between the two programs so more treatment options are readily available to clients. The agency will continue to practice the belief that recovery can look different for everyone. Being able to have options and having the ability to make your own treatment plan is critical for a sustained and successful recovery.

Maehnowesekiyah Wellness Center also has expanded support to community members and their families who may be dealing with someone who is struggling with addiction. New evening support groups based on the Smart Recovery Model have been integrated at the agency and are offered weekly and open to any community members. The Friends and Family Group which is aimed at providing support to those who have friends or loved ones struggling with addiction run on Tuesdays from 4:45 pm-6 pm. The Community Resource for Addiction Group is for those who may be struggling or have struggled and they run on Thursdays from 4:45 pm-6 pm. The agency will continue to expand its afterhours and weekend support so there are resources available on demand in the coming months.

COVID-19 ADAPTATIONS:

COVID-19 had a severe impact on agency services over the last year. To ensure that the agency was still providing the much needed services to the community we began offering telehealth options to clients.

Telehealth allowed for a safe alternative to getting treatment in our multiple levels of care without having to leave your home; our counselors and clinicians also preformed assessments and case management via phone. The pandemic also had a significant impact on our ability to offer residential treatment at the agency. Due to tribal mandates/restrictions, staff layoffs and being deemed a quarantine location, our residential program was shut down in April 2020. With the closing of our residential program, the agency began offering residential referrals out to other treatment facilities within the state. The referral locations are selected based on each client's personal needs. Some examples of this could include pregnancy, moms with children, specific mental health needs, spiritual/indigenous based programming, etc. These treatment referrals continue to occur and are paid for in full by the agency. The agency has had many great success stories from clients who have received the opportunity to be referred out for treatment. Client tracking efforts show an increase in successful recovery for many participants. The ability to offer treatment away from the reservation, does appear to be a contributor for success for many, as they are able to better focus on themselves in a new environment with new opportunities.

FUTURE:

Over the last 2 years, Maehnowesekiyah Wellness Center has continued to find ways to adapt to the community needs while also navigating the pandemic. In the future, Maehnowesekiyah Wellness Center is excited to focus on sustainability of clinicians through creative means and partner projects. Partnerships with educational institutions and other indigenous communities/agencies will be at the forefront of these efforts.

The agency will also continue to indigenize programming and build cultural resources through collaboration with other tribal programs. Maehnowesekiyah Wellness Center hopes to build a learning collaborative based around culture and gardening in the next year where community involvement will play a key role in its success. The role of culture in programming at the agency is of highest importance as it plays a significant role in prevention efforts for community members and their families.

Maehnowesekiyah Wellness Center will continue to work on addressing service gaps in both mental health and addiction and we are excited to announce the agency will be working on creating a detoxification program for the community. Historically, the agency has struggled significantly with finding adequate and local resources to help with detoxification needs. Having a program available to community members would result in faster and more personalized care, which in turn yields more long-term successes for our community members.

CURRENT STAFF:

Addie Caldwell- Director of Wellness Programs

Kristi Arnold- Business Manager

Randal Chevalier- Office Manager

Lisa Kelley- Client Records Specialist

Georgia Tourtillott- Receptionist

Jennifer Wilber- AODA Treatment Supervisor

Natalie Cornelius- Substance Abuse Counselor

Michael Bartosch- Batterer's Intervention Facilitator

Ronaele Clasen- Case Manager

Warren Warrington- Zero Suicide Survivor Liaison

Maun-yan Peterson-Sadler- Peer Support Specialist

ElRoy Waupoose-Fox- Peer Support Specialist

Pamela Sporleder- Registered Nurse

Lyle Tucker- Residential House Supervisor

Moneejon Chevalier- Intake Worker

Michael Boivin- Head Cook

Dana Monda- Assistant Cook

Wayne Connahvichnah- Facilities Technician

UW-MILWAUKEE PARTNERS:

Dr. Leah Rouse- UW Associate Professor/Site Advisor

Matthew Reiland- Intern

Roberto Garcia- Intern

Rachel Skarsten-Intern

Kristin Weber- Intern

Tory Mertz- Intern

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

Soon after Restoration in 1976, the news department was established with the help of a BIA grant of \$175,000 and was known as Menominee Tribal News. It began as a monthly publication intending to inform tribal members of the many programs that became available through Restoration. Within a couple years, the newspaper became more community oriented whereas reporters would cover community activities in addition to reporting on program updates. The demand for the Menominee Tribal News increased within and outside the community. In January 1989 it went from a monthly publication to a semi-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. Initially, the e-News contained summaries of articles that were in the print edition and was provided free of charge to all that sign up. Beginning in March of 2020, due to the COVID-19 pandemic, an electronic copy of the full newspaper was included in the e-News and provided free of charge to ensure people had access to important information being shared. MNN e-News is sent out via email on the same schedule as the print edition. We continue to sell the newspaper at various sites in and around the reservation.

It has been the goal of the Menominee Nation News (M.N.N.) to publish a semi-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. The department is 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:

<u>1st class</u>	<u>3rd Class</u>
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. Credit/debit card payments are also accepted by calling (715) 799-5167 or online at www.menominee-nsn.gov and clicking on the pay online button at the top of the page.

Subscriptions begin at the beginning of the month.

Sign up for the e-News by texting the word “MENOMINEE” to 22828

• **Non-Subscription Sales:** As of October 2021, we have a total of sixteen (17) distribution sites where the newspaper can be purchased. This includes seven (8) sites in Keshena, one (1) site in Neopit/Middle Village, one (1) site in Gresham, one (1) site in Bowler, and six (6) 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. Under Menominee Tribal Ordinance #20-20 the department was awarded \$300,048 for fiscal year 2021 operations. The department was also appropriated salary and fringe dollars in the amount of \$40,331 from tribally received funds from various CARES Act sources based upon the staff who were part of the tribal response to the COVID-19 pandemic.

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. The annual income goal for FY 2021 was set at \$47,787. The total amount generated was \$39,373.54 coming in short by \$8,113.46. This is the second year in a row in over 10 years, the department did not meet the projection. *Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general fund.*

OTHER

The department continued to assist the COVID-19 Incident Command Team with communication outreach via our e-News, Facebook and the digital version of the newspaper.

We continue to offer the full newspaper as a free pdf download via the e-News for all to stay informed during the pandemic.

Operation of Tribal Government

Ron Corn Sr., Tribal Chairman

The operation of Tribal Government is the executive and legislative division of our Menominee Nation, and embodies a diversity of administrative offices and committees, commissions, and task forces.

The governing body of the Menominee Nation is the Menominee Tribal Legislature, which consists of nine (9) members. The Tribe maintains several standing committees, commissions, and task forces to help inform and guide decisions made by the Menominee Tribal Legislature.

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; Crystal Chapman-Chevalier, Executive Director; Linda Peters, Office Manager; David Kitson, Executive Assistant; Megan Smith, Executive Assistant; Kristy Corn, Recording Clerk; Nicole Escalante, Receptionist/Clerical Assistant; Barbara Caldwell, Receptionist; and Melissa Cook, Intergovernmental Affairs Manager.

OPERATION OF TRIBAL GOVERNMENT ACCOMPLISHMENTS

This past year was an extremely busy year with the ongoing COVID-19 pandemic, operation of the Tribal government and Tribal Legislative initiatives. Not only was it crucial to maintain governmental operations and services as best as we could, it had to be done while keeping people safe from a seemingly ever-encroaching virus. Everyone from all levels and in all departments and entities came together to protect our community. We can take comfort and pride in knowing that, in trying times such as these, we have such dauntless tribal community and employees.

COVID-19 Pandemic

Throughout this past year, we continue to operate within the COVID-19 pandemic, emergency orders, and new variants. The Tribe continues to enforce COVID-19 safety protocols, including masking and social distancing protocols and testing, vaccination, and steady education and outreach efforts. We can take pride that we took into consideration the whole Menominee Tribal community during this challenging time and worked side by side with our local, tribal, state, and federal partners.

Our Tribe received federal relief funding, through CARES Act and the recent American Rescue Plan Act. Federal CARES Act provided funds for governmental programs to make building improvements, to purchase equipment to respond to and mitigate the COVID-19 pandemic, acquire emergency housing, as well as two \$400 relief payments to Tribal members. It also provided funds to our Enterprises, including Menominee Casino, MTE, and WRDC to help alleviate the loss of revenues and mitigate the spread of the pandemic.

For the recent American Rescue Plan funding, the Tribe received \$65,509,615 in funding. We have an opportunity to meet some of the needs of our Tribal members and invest in the future of our Tribe in order to impact the lives of future generations of Menominee Tribal members. Menominee Tribal Legislature undertook priority planning sessions and sought tribal member input related to the American Recovery Plan Act (ARPA) funding. The Tribe received \$66,509,615.98 in ARPA funding. To date, initiatives have been approved for housing, elders services, economic development, healthcare, drug epidemic and treatment, food security and sovereignty, emergency management and utility infrastructure, education and government services, and direct general assistance payments to tribal members.

Tribal Enrolled Members COVID-19 Pandemic Payments

Tribal Legislature authorized two tribal distribution payments this past year, which were funded from the CARES Act, ARP Act, and Menominee Tribal Clinic Third Party revenue funds. A COVID-19 Vaccination incentive for \$500 was authorized for fully vaccinated enrolled Menominee Tribal members and Menominee Tribal employees. Direct payments to Tribal members was authorized for \$1,200 for adult tribal members 18 to 64 and \$2,500 for tribal members 65 years and older.

Cell Tower and Internet Expansion

We are excited about our Tribe's recent cell tower and internet expansion efforts for our Reservation lands. Our Tribe used our CARES funds for building of infrastructure needed to establish a broadband network. One of the most important components of the infrastructure are communication towers. To that end, our Tribe is working with Bug Tussel Wireless to construct 6 towers, which will provide broadband and cellular services. Tower locations will include Rushes Lake, Middle Village, Lake Noseum, Highway M West, Highway M East, and near the intersection of Highway 55 and County Highway B. These are major steps forward in our efforts to address our connectivity challenges

Chairman's Office Reorganization

The Chairman's Office undertook reorganization in an effort to improve efficiency, accountability, and customer service to our membership. An Executive Director will oversee the Chairman's Office and will supervise the majority of the operation of tribal government. The re-organization plan will add staff to the office to assist in the daily duties, and improve upon the services provided to Tribal Leadership, departments, and membership. This will be achieved through improved organization, research, assistance, and communication.

Tribe shifted many services, meetings, and community connections virtually and online. 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. The Tribal Government receives funds through three major sources: (1) Tribal Revenues generated through a variety

of sources, with the Menominee Casino being the largest revenue source for the Operation of Tribal Government and third party revenue generated by our Menominee Tribal Clinic programs; (2) funds from contracts and grants awarded by federal, state, private, and other entities, and (3) funds assessed by the Tribes (indirect cost assessment, administrative overhead, and the like) for administering compacts, contracts, grants, and other funds that operate the Tribal Government. The operating budget for the Tribal Government is made up of these three major funding sources as approved by the Tribal Legislature.

The Tribe noted the heavy economic toll the COVID-19 pandemic has taken on our tribal community. The Tribe has had to either fully close or reduce operations at our casino and businesses, since May 2020. During this past year, the operation of tribal government was supported in part by federal Coronavirus funding, including American Rescue Plan Act (ARPA) Coronavirus State and Local Fiscal Recovery Funds (CSLFRF), and Coronavirus Aid, Relief, and Economic Security (CARES) Act.

Despite the ongoing economic, health, and security struggle brought on from the pandemic the operation of Tribal Government will continue to work diligently to improve the lives of the Tribal Membership, through the direction of Tribal Leadership and within the parameters put forth by our governing documents. Tribal members are encouraged to learn more and get involved in Tribal Government through a multitude of methods including the Tribal Members Only portal, Committee Community Member appointments, and meeting attendance and participation offered both in person and virtually.

Probation/Parole

Diana Taubel, Director

Description:

Pursuant to Menominee Tribal Code *Chapter 132 Law Enforcement, Article VI Probation and Parole*, our duties and guidelines are outlined in the ordinance. The department is headed by Probation/Parole Director Diana Taubel. The department has an Assistant Probation/Parole Officer, Rebecca McCann. PO McCann supervises all criminal and domestic violence clients who are 30 years or younger and Director Taubel supervises all criminal and domestic violence clients who are 31 and older as well as all Sexual Assault offenders. Staff attends various community committees and meetings such as Community Coordinated Response Team, Multi-Disciplinary Team, Chairman Oversight Committee and the Enforcement and Resource Protection Committee. The Probation Director also provides support, on-going referrals, participates in case consultations and completes reporting and budgeting for the Treatment Alternative and Diversion grant. The department has one Administrative Assistant whose main objective is to gather and provide information for monthly, annual and BIA reports, order and track all office supplies and equipment, maintain supplies, greet and assist clients as well as data entry and scanning of closed cases into the Justware database.

Kākāēcec Diversion Program:

The department was again awarded the Department of Justice Treatment Alternative and Diversion grant this year. The Kākāēcec (Empowering Oneself) Diversion Program consists of a Diversion Coordinator as well as a team of members from Maehnowesekiyah Wellness Center, Tribal Court, Law Enforcement, Menominee Detention Facility, Tribal Administration, the Probation Director and Prosecutor. The program is geared toward those 17 years and older who commit non-violent crimes in which alcohol and/or drugs were 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, fines, 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. The program offers Moral Reconciliation Therapy (MRT) classes to clients. To meet the needs of clients, this class is now being offered two times a week and clients are required to attend both weekly sessions. Clients are also required to report either in person or via phone depending on their level of supervision. The program had 12 referrals this year and at end of the fiscal year, had eleven active clients. The program had one graduate this fiscal year with some on the verge of graduating. The Diversion Coordinator attended the following training: Tribal Probation Academy through the National Criminal Justice Training Center (NCJTC) of Fox Valley Technical College, Wisconsin Association of Treatment Court Professionals (WATCP) annual conference and NCJTC Restorative Justice Facilitator Training.

Probation Services:

The department supervises all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. The department's monthly caseload averaged 30 active Probation/Parole clients with an overall total of 212 clients. Due to some client's having multiple cases, the overall cases for the year was 276. 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 weekly. 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, Drivers Education, employment, etc. depending on individual client needs.

COVID-19:

The department continues to follow the Tribe's State of Emergency COVID-19 Orders. When entering the Wilmer Peters Sr. Judicial Center, all probation clients/visitors are required to have an appointment, sign in, wear a mask and practice social distancing. Staff attended most meetings/workgroups via Zoom or phone call.

Other Training:

Assistant PO McCann completed Tribal Probation Academy through the National Criminal Justice Training Center (NCJTC) of Fox Valley Technical College.

Staff also attended the following training: Co-Occurring Disorders Simplified; Nature or Nurture? The Impact of Genetics and the Environment on Addiction; Breaking Point: Why Community Supervision Agencies Need to Embrace Technology in Order to Remain Effective and TAD CY22 Grant Webinar.

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. That case load has been divided between the Director and the Assistant Probation Officer. Also, with four employees we have a need for additional office space.

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.

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 probation rules and are facing revocation. Although the code states steps should be considered in every case as possible alternatives to revocation, it is not mandatory and is offered on a case-by-case basis. The Alternative to Revocation/Treatment Agreement (ATR) was created as an alternative by allowing the client to sign the ATR, agreeing to certain conditions of probation, such as deadlines to pay fines, complete community ATR hours (community service), complete AODA counseling, submit job applications, etc. It is the department's hope that the extra conditions will benefit the clients' needs. This year, 33 ATRs were signed.

The department also offers a Formal Warning to repeat clients to re-emphasize the necessity of compliance to their Probation/Parole Rules and court ordered conditions. Conditions specific to their case, such as deadlines to complete AODA/DV assessments, deadlines to pay fines, complete work searches if unemployed, etc. are included. These conditions give clients specific deadlines to keep them on track in hopes of successfully completing this probation case. This year, 13 Formal Warnings were signed.

The department continues to request budget monies for the cost of witnessed urinalysis testing at the Menominee Tribal Clinic and Maehnowesekiyah Wellness Center. If client tests positive, more intensive counseling is required.

Other:

The department continues to utilize the department vehicle which has been used for employee training opportunities, meetings and transport of clients to inpatient facilities and treatment appointments. Due to the fact the department doesn't utilize the vehicle on a daily basis, Menominee Detention Facility continues to utilize the vehicle for transports and split the cost.

Statistical Information	P&P Dept. #'s	Statistical Information	P&P Dept. #'s
Total Cases at Year End	276	Arrested Clients for the Year	58
Total Clients at Year End	212	ATR's given for the year	33
Clients with Multiple Orders	42	Released & Revoked Clients at years End	65
Active Clients at Year End	30	Statement of Facts for the Year	41
Absconders at Year End	145	Clients With Tolled Time	0
Clients Incarcerated at Years End	33	Kākāēcec Referrals	12
Wanted Clients at Years End	07	Kākāēcec Assessments Completed	6
Kākāēcec Graduates	1	Kākāēcec Active Clients	11

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, which includes:

- 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 consultation.

Staffing

The current staff includes the Tribal Prosecutor, Assistant Tribal Prosecutor, Domestic Violence Prosecutor and two Legal Secretaries.

Accomplishments

The Prosecutor's Office continues to take into account the principles of trauma informed. This past year, the Prosecutor's Office continued referrals to the KĀKĀĒCEC treatment diversion program for non-violent drug offenders who struggle with addiction. This has resulted in dozens of referrals to the program for individuals who would otherwise be facing jail and a criminal record.

Statistical Data (According to JustWare)

Top 20 Charges Added

147	550-1 343.05(3)A ~ Oper wo Valid DL
146	550-1 343.44(1)B ~ Oper while Revoked
136	290-12 ~ Disorderly Conduct
136	550-1 346.63(1)A ~ OWI
114	550-1 343.44(1)A ~ Oper While Suspended
69	290-2(a) ~ Battery
62	550-1 346.57(5) ~ Speed Restrictions - Zone and Posted Limits
61	550-1 346.63(1)B ~ PAC
57	120 Att. 11.73 ~ Disobedience to Lawful Orders of Court
57	306-18 ~ Drugs and Drug Paraphernalia - Possession of a Controlled Substance or Controlled Substance Analog
54	290-35 ~ Resisting or Obstructing Officers
46	550-1 341.04(1) ~ Non Registration
40	120 Att. 11.51 ~ Malicious Mischief
37	550-1 344.62(1) ~ Motor Vehicle Liability Insurance Required
36	306-23 ~ Drugs and Drug Paraphernalia - Possession of Drug Paraphernalia
32	368-43 ~ Child Neglect
26	290-74 ~ Theft
26	550-1 346.19(1) ~ Fyr to Stop for EM Veh
26	550-1 346.62(2) ~ Reckless Driving
25	250-2 125.07(4)(b) ~ Alcohol Beverage Control-125.07(4)(b)-Underage Drinking

Total Cases Added by Case Type

668	Prosecutor Motor Vehicle
356	Prosecutor Criminal
140	Prosecutor Ordinance
124	Prosecutor Domestic Violence
85	Prosecutor Commitment
34	Prosecutor CHIPS
24	Prosecutor Juvenile
2	Prosecutor Adult Sexual Assault
1	Prosecutor Child Sexual Assault

Public Defender's Office

Martina Gauthier, Director

The Menominee Public Defender's Office (MPD) provides legal representation to those charged criminally in the Menominee Tribal Court System. Eligibility relies on the passing of an income and assets test. We work with multiple attorneys and law organizations to provide client representation. Due to conflicts of interest in working with the population and the very small pool of contract attorneys, securing representation immediately is difficult. Attorneys also have ethical considerations when deciding to accept a case. Our office is in the process of networking to obtain new contract attorneys.

Adjustments made concerning the COVID-19 pandemic have become much more manageable. MPD was able to hold applications at the office, court, and over the phone. We now schedule meetings with clients at our office following Tribal COVID-19 guidelines. Office practices include mandatory mask usage, signing in upon entrance, running an air filter/socially distancing, and providing masks/hand sanitizer as needed. Partially due to lifts in COVID-19 restrictions, MPD has been gaining traction within the community. There seems to be more word spreading of our department, with recent clients applying that have come from the suggestion of friends or other Tribal departments.



We've also been working to personalize our department with the addition of a logo and slogan that reflects a stronger Menominee identity to the office. The logo was made in a woodland floral design, and a Menominee title named for the office work and mission. **Nātamowekowikamek** – A place where people help/where the helpers are. We were aided in these efforts by the following Tribal departments: Menominee Language and Culture Commission and Information Technology.

Reforming our public image towards something more traditional was not only a matter of representation/advertising, but a method of connection to the public. This approach took into account that there are some among the Native community with a general distrust of governmental departments, and how that might deter Tribal members in any way. The added logo and name in part provide a greater sense of trust and security between those we serve, stressing our Tribal identity and mission to serve the community.

We want to acknowledge the effect that trauma can have on a community, and in what ways that can affect the ability applicants have to reach out or complete select tasks. MPD does not make assumptions of any kind regarding schooling, physical/mental/emotional health, etc. and relies on self-disclosure from clients to identify any barriers to communication. Our office seeks to establish a trust level with clients and empower them to participate in their defense. Recent Public Defender training is focusing on trauma-related responses of clients when engaging in police encounters and court appearances.

When looking at trauma we also look deeper into our own system at the MPD office, and where there may be room for improvement. We've made a handful of new letters and resources to provide to applicants, including a contact sheet of paid attorneys working in the area. Depending on availability, MPD will go to greater lengths than done previously to ensure an applicant's initial application is complete. We have

frequent discussions on what points of the process may be unnecessary or where work can be combined. We take great care to see that any clients in vulnerable or difficult situations are offered the most support our department can offer.

We have a few completed goals from 2020 that help the department to gain a stronger structure within the community:

- + Increased Community Outreach: Presence in local farmers market. We handed out brochures and contact information while giving information on what we do and how to apply in a low-stress environment.
- + Lightened COVID restrictions allowing for higher rate of applicants. In person applications and a greater time spent in court allow for more interaction with prospective clients. This also allows for MPD to establish our presence at court.
- + Secured an additional Contractual Attorney in February 2021, who has represented an estimated 40 clients since.

Menominee Tribal News recently wrote an article about the Department which was very in-depth and informative. Our office has also deployed “tear-off” sheets with our phone and information at various community gathering places, i.e. the Post Office, Sav-a-lot, etc.

Following our 2020 goals, we set out to achieve a few others concerning increased collaboration with the Tribal Courts and department growth. We receive many requests for representation in civil matters. Until the point is reached where we may meet more of the public demand, there needs to be more support for those without counsel. We have a wide array of topics/ideas to share with the Tribal court, which includes teamed efforts for assisting the public. This will center on simplifying the steps taken by applicants throughout their efforts to receive service between the MPD department, Tribal Court, and Prosecutors office, as well as providing general assistance to those who are unable to get any representation. Better yet, the addition of a staff attorney would allow us to take a greater number of cases, possibly even outside of our current criminal-only restrictions. We’d also be interested in volunteering for CMN’s yearly Halloween candy handout, a night out against crime and possibly an open house during the Menominee contest powwow (all modified/delayed public events due to COVID-19).

We have begun sending out surveys to each client after case closure in order to complete grant evaluation. While our response rate has been low, we are actively seeking feedback for opportunities to improve our services. To address our low response rate, we are considering any incentives that MPD may offer in the future.

MPD has provided representation for over 160 cases. Although we had an initial goal of 250 within the end of our three year grant, the pandemic and employee turnover led to sizable gaps in service. Despite the continual challenges the department has faced, we’ve now hit a stride having on average 8 clients accepted per month for the last six months (with 10 applying on average). The majority of the cases without representation are ineligible or hire private counsel while on the wait list. While we have accepted 160 cases, there have been over 235 applications (this amount is an underestimate, if the applicant never provided a case number or criminal complaint we cannot store it in our data system). Had we secured reliable staffing sooner and there not been a pandemic, achieving this goal would have been very attainable. Luckily MPD has received a one year extension for our year three funding and will have time to accommodate for any shortcomings.

Transit Services

Gary Pyawasay, Director

Menominee Department of Transit Services (MDOTS) provides direct transportation services for Menominee Regional Public Transit along with the following established partnerships:

- Tribal Clinic
- Early Childhood Services-Head Start
- Tribal School
- Aging & Long Term Care
- Community Resource Center
- Housing-Eagles Nest
- Menominee County
- Menominee County Health and Human Services
- Menominee Indian School District
- Langlade County
- Shawano County Department of Social Services
- City of Shawano Taxi Service (City Cab)
- Inklusia
- IRIS
- Lakeland Care District

In addition to direct transportation services, MDOTS also assists MITW Departments and community agencies with transportation needs, vehicle maintenance/repair and snow plowing/salting services.

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.

Transportation Services and COVID-19 Effect

The Menominee Department of Transit Services provided 101,949 passenger trips during FY2021 logging 52,006 service hours and traveling 926,302 miles in public transit services. This is a 35,341 or 26% decrease in the number of passenger trips compared to FY2020. This decrease is mainly tied to the COVID-19 Pandemic which once again led to a reduction in route offerings where all fixed and fixed/flex routes to areas outside the Reservation and City of Shawano being temporarily halted. The specific routes affected are the Green Bay, Fox Cities and Milwaukee routes and these routes continued on pause as of the end of FY21. Medical and ADA routes continued to be unaffected in FY2021 as services were provided throughout the entire service area.

Other COVID-19 related actions include:

- Vehicle Precautions: MDOTS continues to follow the Federal Transit Administration mask mandate where all passengers and the driver are required to wear a mask while in our buses and vans. Bus rider physical distancing seating remained in place for most of FY2021 where riders from different households are restricted to every row with alternating seats (no rider seated directly behind another rider) and when riding in a van, passengers are not allowed to ride in the front seat. Also on all school buses, seat dividers have been installed for the MTS, Head Start and Shawano School Tripper services which allow for rider capacity to double while maintaining physical distance seating. Physical distance seating was relaxed in August by the Incident Command Team with instructions to institute distance seating when ridership in the vehicle allows.
- Vehicle Sanitation: Drivers are cleaning and disinfecting commonly touched surfaces in the vehicle at the end of each shift and between transporting passengers who are visibly

sick. In addition, Housekeeping staff is cleaning vehicles on a rotating basis using a UV Sanitizer along with using a disinfecting chemical on high touch surfaces of hand rail, steering wheel and cockpit area.

- Transporting COVID Positive Passengers: MDOTS performed 32 transports of COVID positive passengers in FY2021. Staff followed the procedure of using personal protective equipment for the driver and passenger, social distance seating in the vehicle and sanitation of the vehicle before it is put back in service.
- Meal Deliveries: In addition to the regular elder meal deliveries, Transit staff and vehicles were/are used to coordinate routes and deliver meals to Head Start children and other identified families on the Reservation. These deliveries ended in the spring of 2021.
- Garage Bay Use for Drive Up Tests: MDOTS staff worked with the Incident Command Team and National Guard to plan the drive up COVID-19 Testing availability held in the MDOTS Garage Bay every other Tuesday from November 2, 2020 through March 2, 2021.

In addition, the Department's dispatch centers fielded 76,364 calls across all services areas.

Ridership History					
	FY2017	FY2018	FY2019	FY2020	FY2021
Passenger Trips	94,531	204,472	236,972	137,290	101,949
Service Hours	76,585	75,942	81,300	58,360	52,006
Miles	1,707,798	1,681,077	1,711,465	1,128,362	926,302

Agency Breakdown - FY 2021				
	MITW	Langlade Co.	Shawano Co.	Shawano-City Cab
Passenger Trips	50,860	17,772	6,843	26,474
Service Hours	32,087	4,970	3,105	11,834
Miles	638,698	85,754	79,374	122,476

Phone Calls Handled By Service Area - FY2021		
MITW	Langlade Co.	Shawano-City Cab
38,279	10,586	27,499

Vehicle Maintenance

MDOTS employs seven full-time mechanics who are Automotive Service Excellence (ASE) certified in numerous areas from automotive maintenance to medium truck and bus repair. The department offers a variety of services including towing and road side assistance available to all MITW and community departments. Mechanics are able to work on anything from lawn mowers and small engine repair to motor replacements and transmission repair all the way to semi and front end loader repair. Our most recent hire has a background in body work and paint which allowed MDOTS to add that to the list of things available through the vehicle maintenance service area. Staff are also able to arrange warranty work for vehicles under the factory warranty and MDOTS is an authorized service center for General Services Administration (GSA) vehicles. Vehicle maintenance hours are from 5:00 AM until 10:30 PM on Monday thru Friday and weekend on-call services are available as needed. Staff currently maintains the MDOTS fleet of 77 vehicles (31 transit buses, 17 school buses, 27 vans, and 2 trucks) as well as services several Tribal and non-Tribal department vehicles such as the Tribal Police, Housing, Maintenance, Tribal Clinic-EMS, Community Development, Community Resources Center, Menominee Indian School District and MTE-Forestry. This

past year we have started servicing Menominee County, Menominee County Sheriff's Department, Menominee Post Office, Shawano Ambulance, and Stockbridge Police Department vehicles. Safety projects completed in FY2021 include installing sleeping child alarms in the school buses that did not have them and replacement of child car seats in all of the Transit buses and vans. With the driver shortage the department is facing, some of the mechanic staff has also filled in driving school bus routes and sports trips when needed.

FY2021 Completed Work Orders	
Agency	Work Orders
Shawano City Cab	114
General Service Administration	389
Langlade County	83
MDOTS	724
Outside Departments	305
Shawano County Human Services	72
TOTAL	1687

Fleet and Inventory Management

In FY2021 the department transferred out its last two IT Programmer positions. Using the funds previously allocated to one of these positions, MDOTS brought aboard a Fleet and Inventory Manager. The Fleet & Inventory Manager has the responsibility of maintaining and monitoring the vehicle fleet and supply/equipment inventory of MDOTS. This position ensures that all vehicles are properly registered, insured, inspected, and decaled along with having all the appropriate safety equipment installed before being placed on the road. A quarterly inspection process was created to ensure these items are in all vehicles operated by MDOTS along with checks on body damage and the vehicle safety equipment is properly working. A Vehicle Replacement Schedule that follows State, Federal, and local standards was also created by the Fleet and Inventory Manager in FY2021. We have performed two inventory checks on mechanic parts and supplies, as opposed to the previous once a year; inventory checks will now be done every four months. To better track the maintenance and housekeeping supplies and tools, we developed a system to help oversee what is coming in and what is being used. Other functions of this position include leading the department's vehicle GPS tracking program (more detail is provided later in this report) and entering mechanic parts/supplies into the Transportation Database.

Early in FY2021, MDOTS ordered five new replacement buses for public transportation services, but due to COVID delays Ford Motor Company has yet to fill these orders. We anticipate delivery of these vehicles to be late in 2022.

Facility Maintenance

The MDOTS Facility Maintenance/Housekeeping service area has the responsibility of maintaining the Transit Facility and vehicles in a clean and safe manner for all customers. Staffing includes 2 full-time Maintenance staff and 2 full-time Housekeepers. Staff is onsite Monday through Friday from 7:00 AM to 10:30 PM with Maintenance staff on-call for the weekend shift to assist Transit staff and visitors with any issues related to the facility. In addition to the normal maintenance and cleaning of the facility and vehicles, staff provided assistance to other departments as follows:

- Assisted MITW Departments and Menominee Indian High School with plowing and salting of parking lots.
- Assisted Menominee Tribal Clinic with use of garage bay for drive-up COVID-19 and Flu shot testing.
- Assisted Keshena Animal Help and Rescue by hosting a semiannual pet clinic in the garage bay.

Fiscal Year 2021 Completed Projects:

- Set up Apex fire extinguisher training, Pressure Washer Training for all MDOT employees.
- Radiant and Snow Melt Geo Thermal Boilers Heat Exchangers cleaned for winter season.
- Finance and IT Departments moved, wall installed to create 2 employee office for Finance Account Technician office area.
- Transportation Coordinator moved to IT Office. Coordinators office now Inventory Fleet Managers office.
- Trolley Tracks removed from floor and ceiling sealed, space created for employees to wash their vehicles.
- 3 exterior doors replaced along with hardware.
- Door Bell installed at Front Entrance and Mechanic Shop alerting employees of visitors present.
- Parking lot circuit ran in bus garage and bull bracket made to hold LED Parking Lot light North entrance. Major improvement for employees to see north lot at night.
- DELTA Controllers for North and South Entrance gates replaced.
- Long Range Reader South exit replaced.
- DELTA Controller for 1st floor access replaced.
- Building Fire Alarm Panel replaced.
- Maintenance Truck M1216 received a new DXT Plow.

Staffing:

At full staff MDOTS has 127 employees which includes:

- Transportation Operations: (2) Shift Supervisors, (1) Langlade Site Area Supervisor, (19) Full-Time Drivers, (55) Part-Time Drivers, (2) On-Call Drivers and (13) Bus Monitors/Transit Aides
- Dispatch Operations: (1) Mobility Manager/Dispatch Supervisor, (2) Scheduling Assistants, (4) Full-Time Dispatchers, (10) Part-Time Dispatchers and (2) Receptionist/Clerical Assistants
- 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
- Administration: (1) Transportation Director, (1) Transportation Coordinator, (1) Transit Finance Manager, (1) Account Technician and (1) Fleet and Inventory Manager

Other Notable Items from Fiscal Year 2021

GPS Vehicle Tracking: As of the end of August 2021 all department vehicles are up and running with GPS tracking capability through our selected vendor Azuga. In addition to the main benefit of vehicle location tracking, this system also provides the following benefits: monitoring of driver performance while behind the wheel (i.e. speeding, heavy acceleration and sudden breaking alerts), driver idling alerts and vehicle diagnostic service notices. There is also a driver rewards program that can be administered through this system. Before leaving the department, our former Programmers successfully tested the Azuga system's ability to link to the department's website to show route maps along with a "Where's my bus" option for customers to view live bus locations. This is a feature we will be reaching out to the IT Department to add it to our website in the future.

Menominee Transportation Advisory Committee: Late in FY2020, MDOTS started the process to re-establish the Menominee Transportation Advisory Committee through the confirmation of individuals to serve as committee members from MITW and Menominee community partners. MDOTS resumed the quarterly MTAC meetings in FY2021 through virtual means with meetings occurring in April and August of 2021. The MTAC meeting brings together entities that have an established partnership with MDOTS in the Menominee community along with a few others Menominee agencies that use our services on a regular basis to discuss transportation services delivery.

Wisconsin DMV: MDOTS continued its partnership with the State of Wisconsin-Department of Administration where Division of Motor Vehicles (DMV) leases space in the MDOTS Facility to provide services on a two days per week basis (Monday and Wednesday). The agreement was renewed in FY2021 to continue for a three year period.

Compliance Review: In June 2021 MDOTS participated in its five year Compliance Site Review through the Wisconsin Department of Transportation. The review resulted in five findings in the following areas: Oil change records showing some were not completed within established intervals; establishment of a vehicle replacement schedule; update policy on passengers who engage in violent, seriously disruptive, or illegal conduct; adding Wisconsin Relay Number on brochures and website; and update Drug and Alcohol Testing Policy to most recent template. Also identified were the following two advisory actions: holding of public hearing when there are significant changes in services (Antigo site) and tracking of passenger disability when recoding any trip denial. We are pleased to report there were no financial findings that came up in this compliance review. Late in FY2021, proof of compliance for the five findings and two advisory actions was submitted to the WisDOT Oversight Manager and we have since received approval on all areas which completes the review process.

Items for Fiscal Year 2022:

Driver Recruitment: Driver recruitment is an area that will again be a focus for MDOTS Administration in FY2022 as the department is facing a driver shortage. As of the date of this report we have a total of 22 part-time openings for School Bus Drivers (9 openings) and Van/Small Bus Drivers (13 openings) for the public transit area. Further extending our recruitment efforts, seeking new partnerships/grants to allow for wage increase to remain competitive with area transportation providers and reexamining our Commercial Driver's License training program are a few of the ideas we will be pursuing in FY2022 with the hopes of recruiting new drivers and retaining the drivers we currently have on board.

Tribal Departments Vehicle Maintenance/Repairs: MDOTS is working to streamline the process for MITW departments to request vehicle maintenance/repairs services through the use of our Transportation Application. Preliminary discussions have occurred with the IT Director on the possibility of providing other departments with limited access to our application to request services. The process would call for departments to enter mileage on a monthly basis which would then use application settings to automatically generate a request for maintenance services that are tracked on a mileage interval (i.e. oil changes, tire rotations). Departments would also be able to report vehicle defects in the application and in doing so a work order request would be generated; this is the exact process MDOTS uses to identify and repair issues with its buses and vans.

Customer Satisfaction Survey: In FY2022, MDOTS would like to conduct another customer satisfaction survey of riders and vehicle maintenance customers in an attempt to identify the value of services provided by the department. Due to the reduced ridership we are seeing from the COVID pandemic, it was decided to wait until ridership moves closer to normal levels in an attempt to reach the riders who use our services.

Tribal School

Lori Corn, Principal/Administrator

MTS is a Bureau of Indian Education School servicing K-8 students and the Wapatam Early Headstart birth to 4 year olds. MTS is accredited, through Cognia School Improvement and Accreditation Network. Cognia's performance standards are known worldwide. Our Vision; MTS 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: MTS 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. The circumstances of the COVID-19 Pandemic in SY20-21 created a national emergency, and has resulted in extraordinary circumstances for schools across the nation. MTS receives guidance from the MTS Board of Education, the Bureau of Indian Education, and the Menominee Indian Tribe of Wisconsin. The safety and wellbeing of our students and staff is at the forefront of our decision-making. MTS Teachers and staff have been working diligently to deliver the same rigorous curriculum that has always been offered while safely moving forward. The mode of instruction for SY21-22 is; in person with a virtual option. To rebound academic achievement MTS is implementing a student intervention program called Response to Intervention (RtI). RtI is a universal program which helps increase student achievement by providing academic, behavior and social-emotional intervention support. Full time highly qualified reading and math interventionist are on staff to provide individualize support. Weekly assessments are administered to provide accurate and individualized learning plans for every student. All three educational strategies support students as we return after the COVID-19 Pandemic. Family nights continue to be an excellent opportunity to provide supplemental math and reading materials to work on at home. Weekly electronic school announcements are sent out using the MTS Facebook page, NASIS Emergency Messenger system, MTS school website and email.

Funding- The Bureau of Indian Education (BIE) provides Indian School Equalization Program (ISEP) funding for MTS students who are enrolled in a federally recognized tribe or have a combination of ¼ blood degree quantum from federally-recognized tribes. Part B/IDEA (Special Education), Title IIA Teacher Quality, Title I, Facilities Operation & Maintenance, and Title VII Indian Education. Other funds; Wisconsin DPI Food Program, tribal funds, and various grant dollars.

Customers and clients – how are you helping tribal members and positively impacting lives? With the assistance of MITW Emergency Management Services heating and cooling stations are provided in times of power outages. MTS installed two new shower facilities in the boys and girls locker room for emergency use.

Changes in service delivery in order to respond to the effects of trauma in our community? The MTS school Social Worker and Dean of Students work with Tribal entities to assist families. Platforms used include the ACES Universal Screener, the Zones of Regulation and Trauma Informed Care education to develop a multi-tiered plan of support.

Improvements made during the past year to make access to services easier for Tribal members. Mitigation efforts to prevent the spread of COVID include a school wide upgrade of the HVAC systems to improve air quality, and the purchase of the latest CDC approved sanitizing equipment which allows maintenance staff to quickly and safely sanitize entire classrooms in minutes.

New programming you are considering to expand services. MTS partners with MITW Youth Service Department to provide social emotional support for students. Youth Services is delivering a suicide prevention curriculum for Middle School. This community partnership is beneficial, it connects students directly to resources within the community.

Participation in Community Engagement efforts aimed at improving community health. MTS/MTC is offering a convenient vaccination site in the school gym for children on November 12th. The vaccine clinic is open for all children of the community regardless of what school they attend.

How you are using the goal and objectives from the strategic plan to improve service delivery. MTS works with the BIE to secure funding to sustain school improvement efforts for our building and grounds, provide free PPE and keep student technology devices current. We are diligently lobbying the BIE/BIA to assist MITW in providing funding for a replacement school building.

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 us 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. The MTS athletic program offers volleyball, basketball, cross country, football, flag football, softball and golf. Fall athletes excelled in cross country and volleyball. One of our 3rd Grade female students ran against 8th Grade students at an invite. She exhibited confidence and placed 18th overall. A 7th Grade male student placed 18 out of 54 students. The 5th Grade and 8th Grade volleyball teams went undefeated.

Youth Services

Michael Waupoose, Director

DESCRIPTION OF THE DEPARTMENT: The Youth Services Department (YSD) offices are now located at the Menominee Recreation Center. The YSD consisted of employees: Administrative Assistant, Youth Recreation Monitor, Adolescent Health Educator, Youth Advocate, Native Connections Coordinator, Youth Prevention Worker, Youth Prevention Coordinator, two J.O.M. Youth Outreach Workers, Prevention Specialist, Prevention Worker, and Director of Youth Services. 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.

FY2021 Program Areas

Build Healthy Individuals & Families, Stabilize and Reunify Families, Reduce Instances of Juvenile Delinquency – Increase Youth/Family Knowledge, Continue Collaboration, Partnerships/Sponsorships & Meetings.

FY2021 Strategic Plan Areas

Increase and Improve Culture and Educational Awareness, Form Partnerships with Community Educational Institutions, Promote and Ensure Community and Individual Responsibility

DEPARTMENT HIGHLIGHTS: At the end of July 2021 construction was completed for the Family And Community Engagement Center with YSD moving into the building near the end of Sept. 2021. The following is a list of some of our largest events and activities that occurred within YSD: Drive Through Halloween Trick-or-Treat, Breakfast from Santa, Virtual Mental Health Awareness walk, Back to School Supplies Distribution. Attendance at these events alone was over combined total attendance at these events alone was over 1,000 community members. YSD collaborated with the Menominee Indian School District & the Menominee Tribal School to provide prevention programming during school year (virtual & in-person). YSD also collaborated with fellow MITW Departments, Menominee County, Menominee Tribal School, Menominee Indian School District, Woodland Boys & Girls Club, Menominee Tribal Police Department and other local agencies. YSD continued to collaborate with MITW-Family Services and Menominee Tribal Police on the Menominee Indian Tribe of Wisconsin's Children's Code. The MITW-Children's Code is a family-centered approach that places family as the primary source for understanding the needs and challenges of the child, with the belief that the child is best served in the context of families and that families are best served in the context of their community. Working with families to keep the child in the home or with relative care whenever safe and possible is best practice for child welfare, the family, and the community.

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, **Advocacy Program** is for youth ages 11-19. This program is one-on-one 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** for youth ages 4-17 to help give youth support, guidance, and to also engage them in positive and healthy activities, **Boys & Girls Prevention Circle** is currently a general support group for youth in grades 6 - 9. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, & post-secondary education. **Native American Life Skills** is a youth suicide prevention curriculum that was facilitated throughout the 2020-2021 school year to students in the 6th and 8th grades.

Appendix A: Financial Report

Stephanie Awonohopay, Finance Manager

The Finance Department is responsible for establishing and maintaining the accounting system, internal controls, and developing the accounting procedures manual for the Tribe as well as assisting with the audit of tribal accounts on an annual basis. Under the Government Plan, the Finance Department duties include but are not limited to:

- Enforce or implement directives or initiatives received from the Chairperson or Management Team
- Provide technical and professional assistance to the Legislature, Chairperson, and Management Team in the development and implementation of government-wide policies and initiatives
- Provide and coordinate periodic training to directors and program managers on financial administration

The Department structure includes the Accountant Group, Accounts Payable, and Accounts Receivable. The full staff consists of a director, an accounting supervisor, six accountant/fiscal monitors, an accounts payable coordinator, two accounts payable clerks, an accounts receivable coordinator, two accounts receivable specialists, one accounts receivable technician/cashier, a system support specialist and an office manager.

Significant events:

RSM US LLP is the tribe's current external auditor and conducts a full financial audit each year. The annual audit for FY2020 was received in December 2021 due to the COVID-19 extension. In addition to the external audit, the Tribe has various site and desk reviews and audits conducted by various funding agencies throughout the year.

The past year the Finance Department has been difficult, as have all departments with the Tribe, in having to continue operating amid the pandemic. COVID has caused delays in audits, work, and adjustments needed to accommodate partial work from home and government shutdowns. Throughout the pandemic, finance has continued to monitor and process all necessary financial transactions to ensure the Tribe is able to provide needed services to the Tribal Membership.

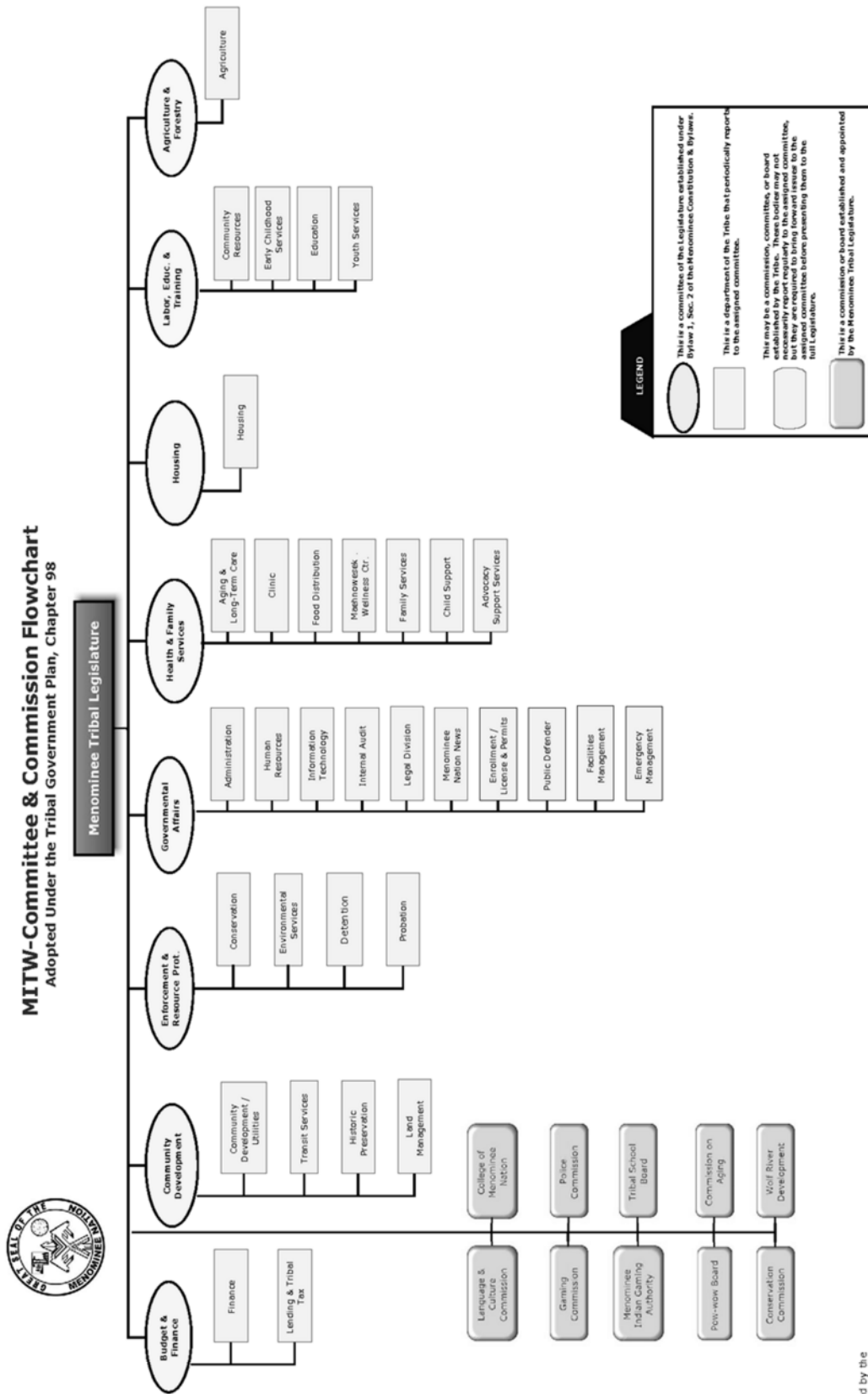
The Finance Department is still working on the final close of the Fiscal Year, so the preliminary financial statements will be distributed at the annual general council meeting. The Tribe receives funding from Tribal, Federal, State, and Other Non-Major funding sources.

The following reports will be distributed at the Annual General Council Meeting:

- **Balance Sheet:**
 - **Includes Investments (Reserve, Burial, Education, Healthcare Judgment Funds).**
- **Fiscal Year 2021 Budgets by Ordinance Format**
 - **Tribal Non-Restricted Budget**
 - **Program and Restricted Use Budget**
- **Indirect Cost Report**
- **Summary Expenditure Report by Funding Source**
- **COVID-19 Funding Breakdown with YTD Expense**



Appendix C: Committee Flowchart

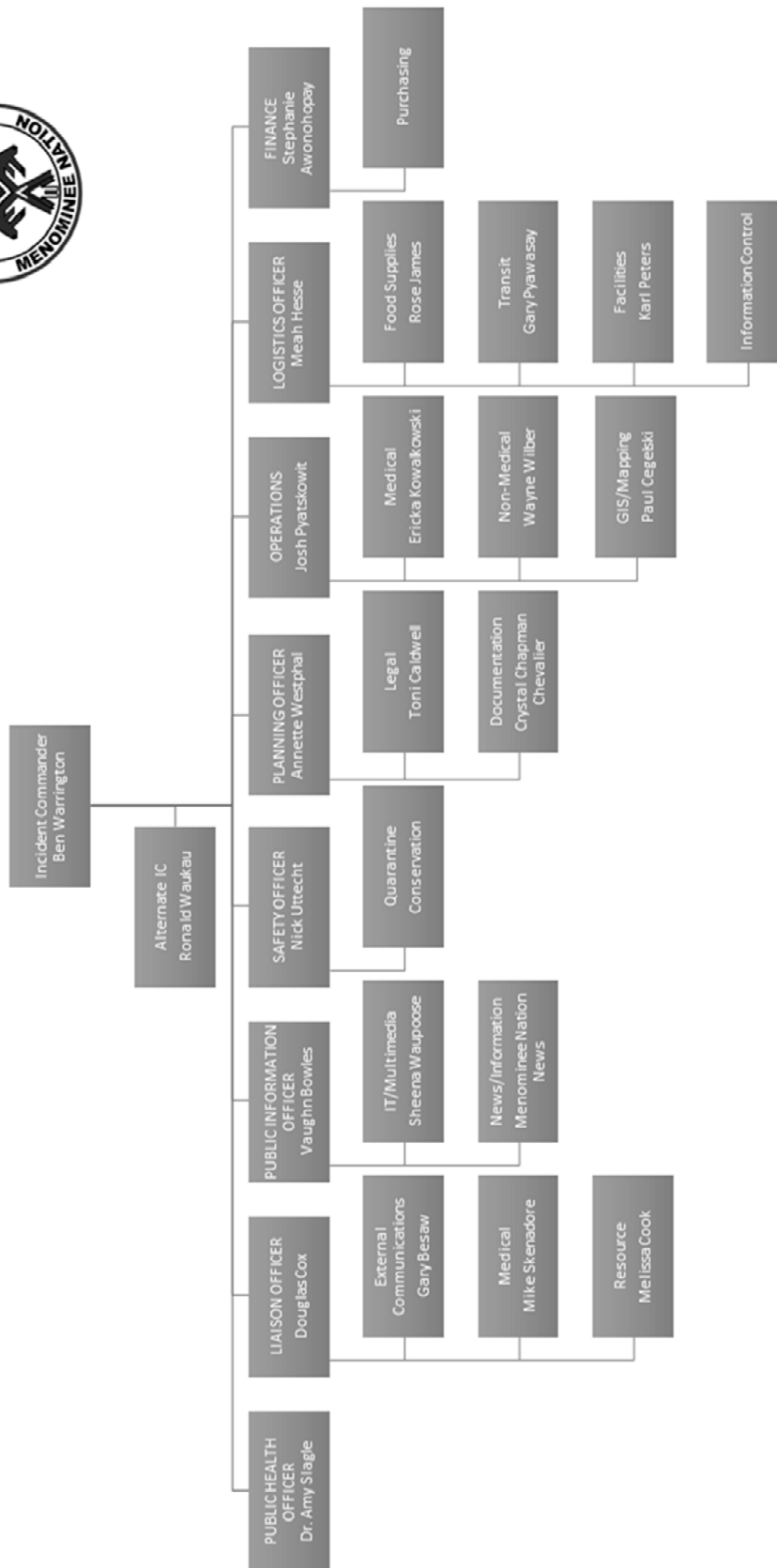


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Appendix D: COVID-19 Incident Command Team



Menominee Tribe COVID-19 Team



Updated: 11/2021



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

