

MITW 2007 Strategic Plan Progress Towards Goals and Objectives



The following report provides details on progress to date for goals and objectives that were outlined in the 2007 strategic plan. Objectives with a 3 in the progress column are completed; a 2 indicates the objectives are in-progress; and a 1 denotes objectives that have not yet been started.

Education

Education Goal 1: Enhance the Quality of Education through the Adoption of Best Practices	
Obj. 1: Gap Analysis (Assessment of unmet needs regarding current educational best practices from birth to post-secondary.	2
Obj. 2: Implement best practices and policies (educational practices with a proven track record over time.	2
Obj. 3: Assure legislative support in education through leadership and capacity building.	2
Obj. 4: Review and revise education-related ordinances.	2
Obj. 5: Develop consensus among stakeholders.	2
Education Goal 2: Form Partnerships with Community Educational Institutions	
Obj. 1: Develop complementary visions for education.	1
Obj. 2: Increase school, family, and community involvement through encouragement and support.	2
Obj. 3: Develop summer jobs/internships to support higher education students.	2
Obj. 4: Develop a comprehensive plan for drug and alcohol prevention programs.	2
Education Goal 3: Assure Technology on Reservation to Support Education	
Obj. 1: Gap analysis – (unmet needs assessment: what we have compared to what we need.)	-
Obj. 2: Acquire funding.	2
Obj. 3: Provide training for tribal members.	-
Obj. 4: Provide technology tools to tribal members.	-

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Health and Family

Health Goal 1: Maintain and Expand Health Services	
Obj. 1: Conduct gap analysis	2
Obj. 2: Develop, implement, monitor, and evaluate strategies to address findings of gap analysis	-
Health Goal 2: Promote and Ensure Community and Individual Responsibility Toward Healthy Lifestyles	
Obj. 1: Provide staff training to build an alliance between community and community agencies; ONGOING	2
Obj. 2: Enhance community outreach; ONGOING	2
Obj. 3: Provide additional prevention services; ONGOING	2
Health Goal 3: Reduce the Effects of Substance Abuse on the Well-being of the Community	
Obj. 1: Identify roles of community, families, and individuals ONGOING	2
Obj. 2: Increase prevention and treatment; ONGOING	2

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Social

Social Goal 1: Support, Strengthen, & Encourage Families to Provide a Safe, Nurturing, and Stable Environment	
Obj 1: Conduct Gap Analysis	2
Obj 2: Prioritize tribal funding	2
Obj 3: Prioritize grant writing efforts	2
Obj 4: Communicate with MTL	2
Social Goal 2: Promote Interdependence (Defined as “people who are healthy enough to care for themselves & others”)	
Obj 1: Increase coping/life skills training for economic stability; ONGOING	2
Obj 2: Develop an organizational-wide volunteer process	2
Obj 3: Increase collaboration with agencies & systems to improve access to services; ONGOING	2
Obj 4: Empower communities	2
Social Goal 3: Assumption of All Human Service Programs for Menominee County/Reservation	
Obj 1: Develop a comprehensive culturally sensitive human services program for all Tribal members; ONGOING	2
Obj 2: Define service area parameters	2
Obj 3: Amend organizational structure to accommodate the assumption of programs	1
Obj 4: Fund Tribal Human Services entity	1

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Judiciary & Social

Judiciary Goal 1: Identify current resources, barriers, and needs for Law Enforcement & Court System		
Obj 1:	Identify current resources, barriers, and needs for Law Enforcement and Court System	3
Obj 2:	Gap analysis of current crime reduction strategies	2
Obj 3:	Perform human resource audits on all Justice System personnel	3
Judiciary Goal 2: Strengthen the Infrastructure Necessary to Support an Efficient and Effective Justice System		
Obj 1:	Establish a mechanism by which the Judiciary and MTL exchange information on needs, common goals, and objectives	3
Obj 2:	Ensure all areas of the Justice System are fully funded	1
Obj 3:	Development of a codified system of laws	3
Obj 4:	Decrease crime by increasing collaboration; ONGOING	2
Obj 5:	Preservation of the doctrine of the separation of powers within the tribal structure	3
Obj 6:	Create strategic alliances with surrounding communities to share training costs	1
Obj 7:	Full Seat of Supreme Court	3
Obj 8:	Enhance legal representation for anyone subject to Menominee Tribal Court Jurisdiction	1
Obj 9:	Improve ordinance development, revision, and enforcement	?
Judiciary Goal 3: Maintain and Expand Tribe's Inherent Jurisdiction and Sovereignty		
Obj 1:	Compile all relevant and historical documents that define Tribe's jurisdiction and sovereignty	1
Obj 2:	Develop and adopt a Treatise on Tribe's jurisdiction and sovereignty	1
Obj 3:	Apply and enforce Treatise	1

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Language & Culture

Language & Culture Goal 1: Gap Analysis	
Obj 1: Gap Analysis	
Obj 2: Consolidate, catalog, and unify organizational resources	2
Obj 3: Consolidate, catalog, and unify educational materials	2
Obj 4: Increase present levels of Menominee language fluency and knowledge of culture	2
Language & Culture Goal 2: Establish a standardized Menominee Language, History & Culture Curriculum PreK-16	
Obj 1: Define what Menominee Culture means	
Obj 2: Create a uniform language, history, and culture curriculum to be approved and published by the Language & Culture Commission	3
Obj 3: Implement curriculum in educational institutions on the Reservation	2
Obj 4: Increase language, history, and culture educational opportunities	2
Obj 5: Create a coursework curriculum leading to a degree in Menominee language, history, and culture	3
Obj 6: Infuse Menominee language, history, and culture in all core curricula where appropriate	2
Language & Culture Goal 3: Construct a Menominee Tribal Cultural Center	
Obj 1: Coordinate efforts and resources for the expansion of the Cultural Center	3
Obj 2: Fund and construct facility	3
Obj 3: Create immersion opportunities	3

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Language & Culture Goal 4: Increase and Improve Culture & Educational Awareness Construct a Menominee Tribal Cultural Center		
Obj 1: Increase elder involvement in programming		2
Obj 2: Provide information to community programs regarding policies and initiatives		2
Obj 3: Increase outside community awareness/knowledge of the Menominee language, history, and culture		2
Obj 4: Update the present levels of Menominee language fluency and knowledge of culture		2
Obj 5: Integrate Menominee language, history, and culture into school, work, family, and the community		2

Natural Resource/Integrated Resource Management Plan

Forest Management- GOAL 1: Improve Environmental/Cultural Protection		
Objective 1: Develop standard Best Management Practices (BMP) Ordinance	Still referencing Department Natural Resources BMP as a guide; MITW Chapter 340, Forestry Management & Development Ordinance, limits clear-cutting, even age-cutting in wetlands	2
Objective 2: Improve the procedure for prescription approval through a multi-disciplinary approach	Revised – MTE Blog, includes BIA, MITW, Cultural Resources, and Environmental Resources. Available to the public after approval by Agriculture & Forestry Committee and making a recommendation to MTL	3
Objective 3: Identify sources of natural threats and develop invasive species management plan	Forest Health Department has been created to address the threats; meet with Environmental Services, County, State, and Federal levels	3
Objective 4: Assess pesticide potential effects on traditional plant harvesting	Changed acreage and approach on invasive species plant treatments and some forest development (pesticides)	2

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Forest Management- GOAL 1: Improve Environmental/Cultural Protection (continued)		
Objective 5: Seek additional funding to create a lobbying plan	Always seeking additional funding, independent group assesses Indian Forest Management Assessment Team; reviewed program, focus group interviews	2
Forest Management- GOAL 2: Improve Planning		
Objective 1: Develop a more current and comprehensive Forest Management Plan	Integrated Resource Management Plan	2
Objective 2: Improve the procedure for prescription approval through a multi-disciplinary approach	Same wording as above	3
Objective 3: Identify a holistic approach in Forest Management	Transparency input from community members	2
Objective 4: Develop a more current and comprehensive Fire Management Plan	Ongoing; fire language in Forest Management Plan, it does need updates, but it is ongoing	2
Forest Management- GOAL 3: Develop Economic Opportunities		
Objective 1: Perform GAP Analysis	Part of the Advisory Board for Economic Development & Resiliency	2
Objective 2: Create Tribal Marketing Plan	Part of the Advisory Board for Economic Development & Resiliency	2
Objective 3: Increase funding sources to provide training & employment	Part of the Advisory Board for Economic Development & Resiliency	2

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Forest Management – Goal 4: Improve Communication		
Objective 1: Perform GAP Analysis of existing communication	MITW has created a Communication Plan in 2022; which will be used to involve community members	2
Objective 2: Develop a Communication Plan	MITW has created a Communication Plan in 2022; which will be used to involve community members	2
Forest Management– GOAL 5: Increase Environmental Education for the Menominee Community		
Objective 1: Review existing curriculum and revise or create new	Work with MISD and all the schools, to gain future managers and resources	2
Objective 2: Increase internship opportunities	BIA funding supports internship for young adults in Resource Management	2
Objective 3: Increase use of media to inform and educate public	Not in process at this time, but would be open to working with MITW Communication Plan	1
Forest Management – Goal 6: Amendment of the Menominee Constitution		
Objective 1: Gap analysis of forest operations	Has not been started	1
Objective 2: Define stumpage and identify payment options	Has not been started	1

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Land Use – GOAL 7: Increase the Effectiveness of Ordinances and Regulations		
Objective 1: Assure strict adherence to zoning ordinances and regulations	The Zoning Ordinance was amended about six months ago; the team continued strategic planning meetings, Community Development involved as well as town hall meetings to include community comments	3
Objective 2: Educate the community and Tribal leaders on zoning procedures and regulations	Communication has been minimal for education and compliance; it has occurred and is ongoing	2
Objective 3: Implement building codes	This is mainly occurring and ongoing through Community Development; the issue with Tiny Homes as there is no specifications on minimum size. There are lots available, but the septic/well is expensive.	2
Objective 4: Revision of Land Use Plan	Constitution, Article 12, Ordinance 83-5 from 1983 would need to be revisited to make a revision to the Land Use Plan	1
Objective 5: Create a Land Acquisition Plan	Policy revision went before the Administrative Committee for approval	3
Land Use – GOAL 8: Address Sustain Yield Lands		
Objective 1: Define sustained yield lands	The land has been taken from sustained yield; there has been no clear definition of sustained yield lands	2
Objective 2: Improve/develop a procedure for the removal and addition of sustained yield lands	There has been no movement on this objective	1
Objective 3: Educate the community and tribal leaders on a sustained yield	Menominee Tribal Legislature has taken land out of sustained yield; there has been no true education on this subject as sustained yield has not been defined	1

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Land Use – GOAL 9: Maintain and Improve Infrastructure		
Objective 1: Perform a gap analysis of the sanitation district	This objective has not been completed	1
Objective 2: Improve and enforce existing ordinances and regulations	Ordinances have been updated; this has been completed	3
Objective 3: Develop community public relations on solid waste issues	Has been to some degree, not been established	2
Objective 4: Perform GAP Analysis on Road maintenance	This objective has been worked on	
Land Use – GOAL 10: Increase Housing Opportunities		
Objective 1: Perform GAP Analysis	This objective has not been completed	1
Objective 2: Identify more housing locations	This objective has been completed	3
Objective 3: Continue to address housing/tenant policy	Leases are ongoing	2
Objective 4: Develop an inter-department communication procedure	No procedure has been created at this time	1
Land Use – GOAL 11: Expand and Enhance Resource Protection/Use		
Objective 1: Perform GAP Analysis		1
Land Use – GOAL 11: Increase Housing Opportunities (continued)		
Objective 2: Develop an inter-departmental communication procedure	This objective has not been completed	1
Objective 3: Develop a tourism feasibility study	This objective has not been completed	1

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Objective 4: Utilize community service programs for recreation & residential improvement	This objective has not been completed	1
Objective 5: Evaluate the potential use of unused green space	This objective has not been completed	1
Land Use – GOAL 12: Improve Communication		
Objective 1: Educate the community and tribal departments on the benefits of planning	These initiatives have been started; ongoing	2
Objective 2: Utilize tribal leaders lobbying to improve government-to-government communications regarding land use issues	These initiatives have been started; ongoing	2
Water Resources – GOAL 13: Water Use – Maintain/Improve Water Quality and Quantity Use		
Objective 1: Address cultural and spiritual use	The Environmental Services Department (ESD) monitors water quality on reservation waters and periodically checks specific waters as requested	2
Objective 2: Address issues regarding water use	The ESD has not developed a water use plan, the way water is used is governed by Chapter 512 Surface Water. Currently there is no need to develop a separate plan specifically for water use.	2
Objective 3: Educate community and Tribal Leaders on water use	The ESD works with the Environmental Resource Protection Committee and is a resource when water resource issues arise. ESD provides education to the community and tribal leaders as needed.	2

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Water Resources – GOAL 14: Water Use – Maintain/Improve Water Quality and Quantity Standard		
Objective 1: Enforcement of water quality standards	The ESD works with the public to permit activities that impact reservation waters as per Chapter 512 to ensure activities do not violate water quality standards. Also, working with the State EPA will allow enforcement of the water quality standards on all entities within the reservation boundaries.	2
Objective 2: Enforcement of groundwater standards	The Tribe does not have too many groundwater issues, so there is not a lot of activity	2
Objective 3: Assure the protection of wetlands	Currently, wetlands are governed under Chapter 512 and through the Army Corps of Engineers 404 permit program. The ESD has not needed to develop a new set of regulations.	2
Water Resources – GOAL 15: Water Use – Restoration of Impaired Surface Waters		
Objective 1*: Identify and evaluate impeded free-flowing waters	The ESD worked with the USFWS to inventory all road crossings to identify barriers and impediments. The ESD has been opportunistic in addressing impediments based on working with MTE Road, the MITW Community Development Dept., Menominee County Highway Dept., and department grant opportunities	2
Objective 2: Create restoration plan that identifies, evaluates, and restores impaired waters	The Tribe does not currently have any identified impaired waters. No work has been done on this objective.	3
* Objective 1 Note: There has been no formal plan developed due to a lack of funding to address this issue at a hierarchical level to promote stream connectivity		

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Water Resources – GOAL 16: Water Use – Reduce Non-point Source Impacts		
Objective 1: Review existing zoning ordinance to determine the protection of water quality from non-point source impacts	Review existing zoning ordinance has been reviewed in regard to nonpoint source impacts. There have been no identified changes recommended.	3
Objective 2: Review existing sanitary codes to determine the protection of water quality from private onsite waste treatment systems	The sanitary code has been reviewed. There have been no recommendations for changes to the code.	3
Water Resources – GOAL 17: Water Use – Control/Eradicate Invasive Species from Water Resources		
Objective 1: Gap Analysis on existing data	The MITW has an approved invasive species management plan. The ESD monitors the waters of the reservation for invasive plants each year	3
Objective 2*: Develop a plan to control/remove invasive species	The MITW has an approved invasive species management plan; the plan is reviewed on a periodic basis and has been amended	2
* Objective Two Note: MTE is not a signatory of the plan; it would be beneficial to have them as a signatory on future versions.		
Water Resources – GOAL 18: Develop Partnerships with Surrounding Entities to Address Outside Impacts		
Objective 1*: Identify all resource groups with common interests	The ESD works with outside entities on issues of common interest to potential impacts of reservation waters and waters downstream of the reservation. The ESD will continue to develop partnerships whenever possible and/or as needed depending on the potential impacts.	3

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Fish and Wildlife – GOAL 19: Maintain and Enhance Diversity of Native Species for Cultural Wellbeing		
Objective 1: Manage for the enhancement of subsistence and culturally important native species		
Objective 2: Educate community on importance of subsistence/cultural values and practices		
Objective 3: Assure protection of all native species		
Fish and Wildlife – GOAL 20: Improve Management Options for Terrestrial and Aquatic Habitat		
Objective 1: Identify, analyze, and inventory habitat for terrestrial species		
Objective 2: Identify, analyze, and inventory habitat for aquatic species		
Fish and Wildlife – GOAL 21: Maintain and Enhance Fish and Wildlife Population		
Objective 1: Improve Fish and Wildlife Management		
Fish and Wildlife – GOAL 22: Improve Fish and Wildlife Protection through Regulation		
Objective 1: Review existing codes and ordinances		

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Economic

Economic – GOAL 1: GAP Analysis: Legal, Financial, and Physical		
Objective 1: GAP analysis of legal resources	These three objectives are currently being worked on through the EDA grant to compile a proposal to perform the GAP analysis; regarding the impact it has on the Menominee Nation. Also, the Menominee Tribe is included in the Great Lakes Inter-Tribal Council's Comprehensive Development Strategy Report of 2019 which is completed every 5 years and is a requirement of the U.S. Dept. of Commerce's Economic Development Admin.	2
Objective 2: GAP analysis of financial resources		
Objective 3: GAP analysis of physical resources		
Economic – GOAL 2: Develop Resources to Promote and Enhance Economic Development		
Objective 1: Establish a resource network for entrepreneurs	GLITC Economic Development and Small Business Technical Assistance, the American Indian Chamber of Commerce of Wisconsin, and First American Capital Corp.	2
Objective 2: Develop loans and grants to promote business	Resources include the MITW Lending & Tax Dept., WI Native Loan Fund, WI Economic Development Corp., WI Indigenous Economic Development Corp., GL	2
Objective 3: Develop the legal structure needed to encourage business development	The Tribe has updated the WRDC Charter, Chapter 740, to combine the Menominee Fuel Station, Menominee Indian Economic Development Authority, and WRDC into one entity responsible for the economic growth of the Menominee Community.	2
Objective 4: Public relations marketing and advertisement	The businesses of WRDC operate within Chapter 18 businesses, enacted in 2010 to establish the process of rules for the operation of Tribal businesses.	2