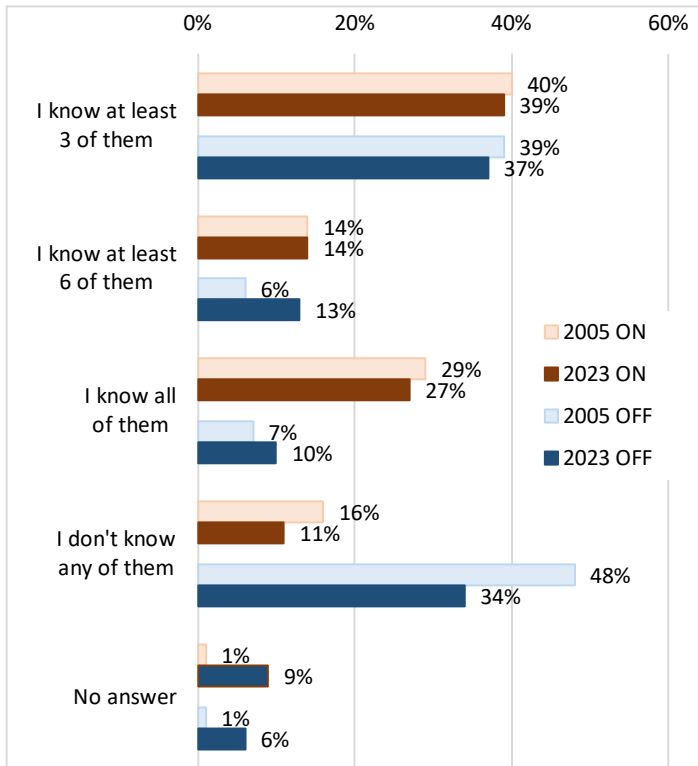


## Tribal Government

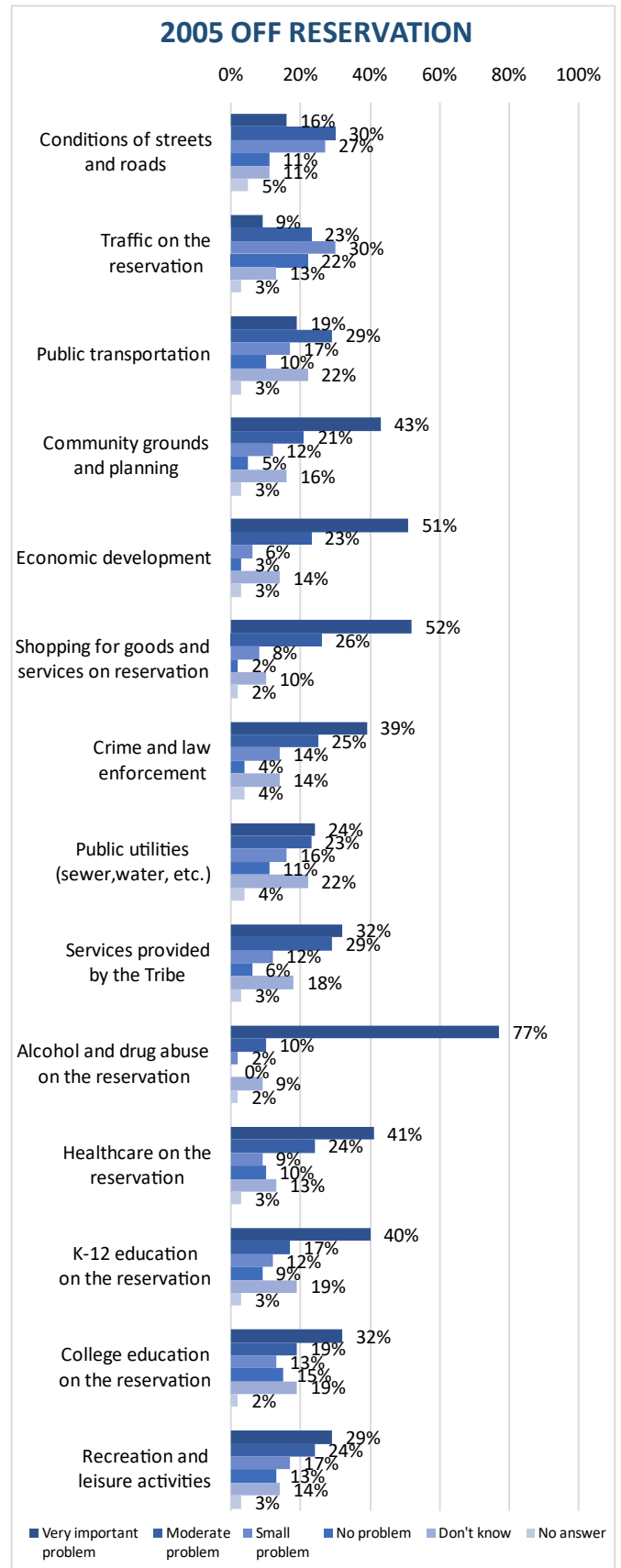
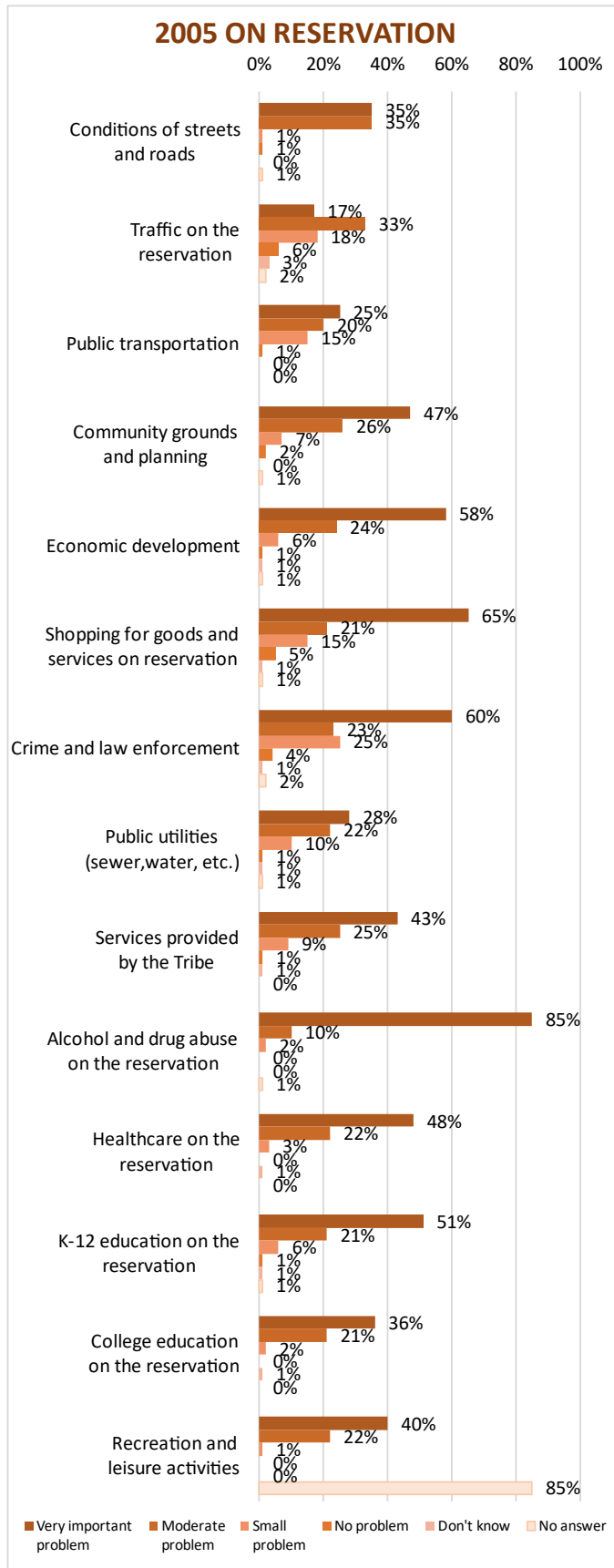
The survey included 4 questions related to Tribal Government.

Q59: How familiar are you with the members of the Menominee Tribal Legislature?

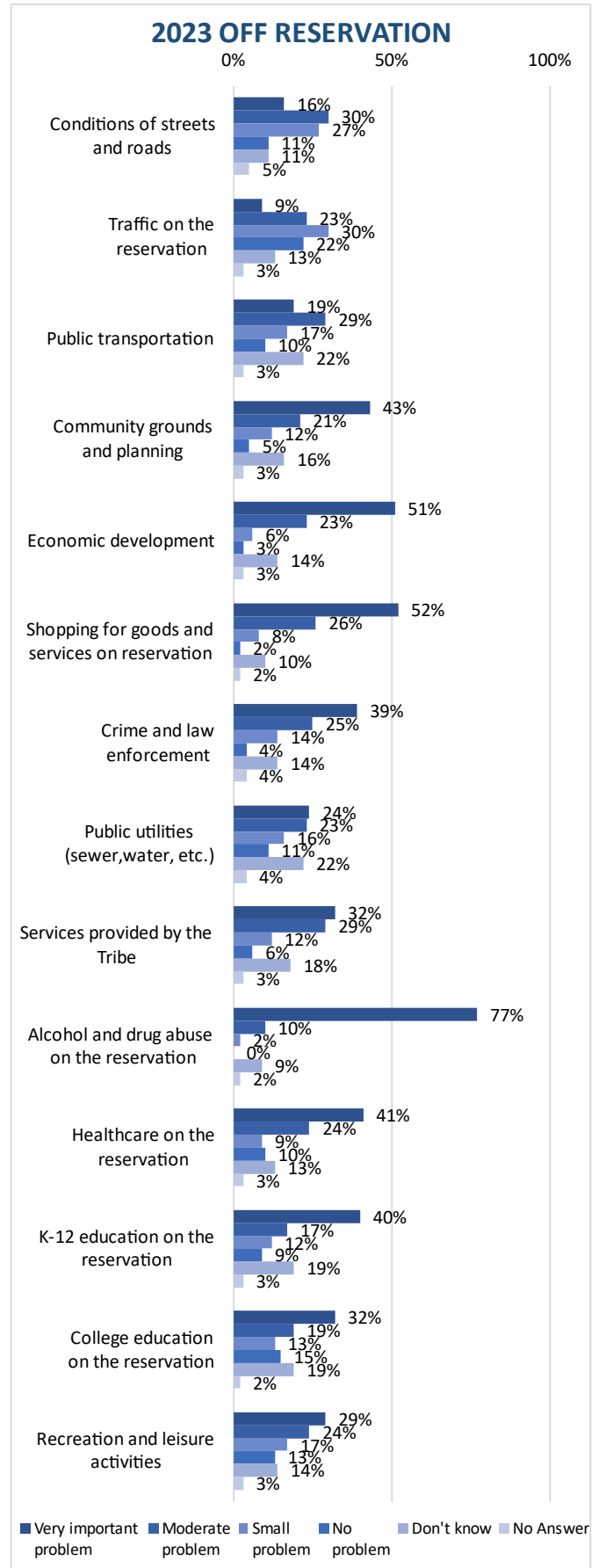
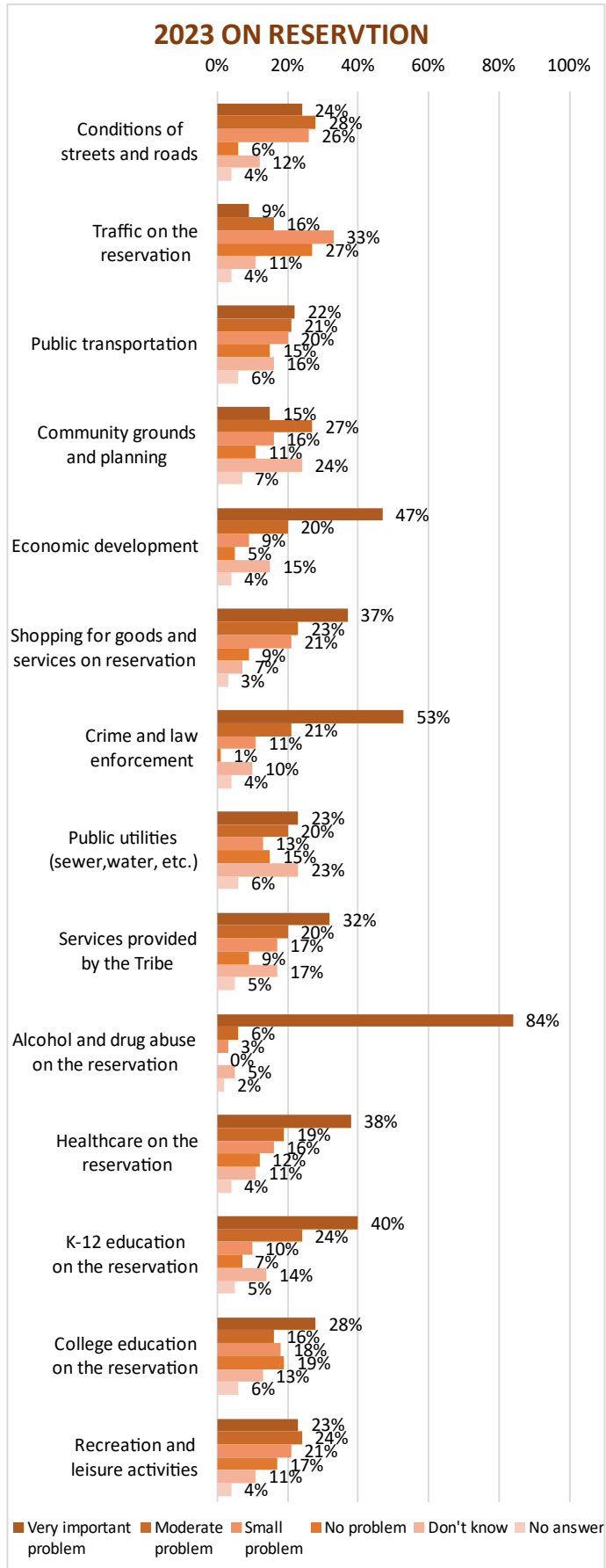


Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q60: Listed below are several areas where services and programs are overseen by the Menominee Tribal Government. Please indicate how problematic you feel these areas are for the Menominee Nation today.



Q60: (continued).



Q60: Please describe other problematic areas for the Menominee Nation today. Other comments:

**Other Comments ON RESERVATION**

- Aging needs to be more compassionate with elders. More help to elders, every elder is precious and a true gift help them as much as you can, don't just tell them, oh we are out of money. Same thing with the clinic that is letting an elder go blind, she needs cataract surgery and MTC won't pay for it.
- Financial assistance to college degree-seeking students-- we need to help on and off-reservation students who attend college. Increase the tribal grants to all enrolled members for both the spring and fall semesters. \$1200.00 a semester is ridiculously low.
- Finding money to help those individuals to move back home from their Relocation in the 60s and 70s, but then there would need to be more housing to accommodate them.
- Health Care provided at MTC is more like who you are rather than fairness to everyone. Our elders need special healthcare providers, and they are not taken care of by our clinic.  
I know an elder right now who is going blind and needs cataract surgery and the clinic won't refer her. When she goes blind, the clinic then will have to pay for her services, but why let it go that far? Mental Health is in disarray. Only the first 5 walk-ins will be seen in the Mental Health Care of the Tribal Clinic. This is ludicrous and instead of helping people who are in crisis while we have drug overdoses and deaths.
- Land for residential use.
- Nothing is provided for elders.

- The IHS Well & Septic program needs major improvement. Tribal members have a right to water & sewer repairs & installs by professional installers & management in our Tribal program in a respectful way!
- No motors on lakes except legend lake, if you are concerned about mines in Michigan then save the lakes you can do something about.
- Recreation and leisure activities should be available during off-work hours and especially on weekends.
- Remove the toxic behaviors, bullying, and disrespectful members of MTL, more youth services for homeless youth in our tribe. Some sleep in the dugouts on baseball fields during spring and summer.
- Schools are not up to par with other schools in the area; schools are off too much.
- The topic is not accurately "overseen by Tribal Government" as all our service programs are "Tribal Government." If by "overseen", you mean by the Legislature, then there should be different topics.
- The tribe does not take care of roads. Aging may plow out the elderly driveways and work parking but that's it.
- Will there ever be a fair in Keshena like the Shawano fair?
- Woodland bowl-come on, who thought it was a good idea to dump a bunch of dirt on top of trees in the bowl and kill the trees? I can't believe everyone's hem and haw about being forest keepers but couldn't manage that little stand of pine.
- Work on weaknesses.

**Other Comments OFF RESERVATION**

- Animal control.
- Each needs to be addressed to keep the Menominee People vibrant - thank you for all that is done for the care of the people.
- Job opportunities- youth.
- Providing more services for our elders so they feel safe in their homes and have help when they need it.
- Recreational vehicles on road in town.
- Small business training programs for enrolled members

- The FACE center should be open & available for students during breaks from school. That is one of the ONLY places for our youth to go and it's always closed for other functions while the students are off looking for something to do. Those functions should be scheduled on other days.
- There is so much drug and alcohol abuse. No safety.

Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q61: What do you consider are the three most serious problems that need to be addressed by the Menominee Tribal Legislature today?

ON RESERVATION:		
First	Second	Third
Addiction (2)	Access to off-reservation universities	Alcohol
Alcohol & Drug Problem (9)	Activities for kids	All
Alcohol (3)	Adequate law enforcement services	All the problems within the MITW, conflicts, and why are so many people quitting
Alcohol and drugs (6) (meth and heroin)	Affordable childcare limits people from achieving	The apartment complex and duplexes with stricter guidelines.
Conservation	Alcohol (11)	Apartments
Corruption and lying from the legislature 100% transparency	Alcohol and Drug abuse (16)	Elders should be taken care of way better. Our Elders living so poorly.
Crime (3)	Qualified employees in high-ranking positions	Assistance
Drug Abuse (10)	Available and adequate housing for all members, not just those in need. Potentially remove land from sustainable yield for improvement	Ban sexual predators from the rez, nobody needs to worry about pervs running around here. Protect kids.
Drug and alcohol problems-People are always talking about needing a place to stay or feelings of being afraid to call the cops when an overdose happens, maybe provide intensive treatment to all in need and don't convict those who call the cops about an overdose, teach it in schools early on like coping skills, why people abuse, etc. and ban alcohol on the reservation? Also giving themselves raises instead of investing them in the community.	Appointments at our clinic like dental and optical.	Be more creative with what we make with our lumber to be sold.
The number of Menominee people on hard drugs.	Available resources	Businesses
Drug overdoses - help addicts	Ban sexual predators. Kids don't need to grow up with that weighing on them, I bet most of the time they don't even get the help they need. Get those scumbags out. It's not harsh, what's harsh is enabling it. Be honest and transparent in all your decisions.	Casino renovations and assisting in growing our casinos. Improved gaming facilities.
Drug use and deaths among Menominee youth	Changing updating policy	Chairman stealing from us.
Drugs. start helping addicts medically get off drugs. help with the withdrawals	Cost of living	Communication about dealing with problems: between entities and with people.
Education (2)	Crime (3)	Court judges and court personnel need some people skills.
Elders help	Domestic Violence/Sexual assaults	Create a better working relationship with MTE.
Embezzlement	Drug epidemic (2) - Lack of adequate cultural services & follow-up.	Crime (2)
Fentanyl crisis (2)	Drug use and drug enforcement	Dealers
Financial stability of the tribe (2)	Economic development (4)	Depression/suicide
Find a way to open more lakes for members to have recreational activities.	Education (2)	Drug task force
Funding for tribal programs	Employment (2)	Drug use! (4)
Future for the youth	Educational - student funding, grants, clothing, food allotment	DV Shelters
	Foster Families (on reservation).	Drug/alcohol problem. Stricter enforcement for DUIs, and drugs!
	Find more economic development opportunities for the tribe.	Economic development (4)
		Education (2)

Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q61 Most Serious Problems: ON RESERVATION Responses (continued):		
First	Second	Third
Hard drugs and drunk driving.	Having Tribe work cohesively instead of against each other.	Elders help (4)
Health Care is mental, physical, and emotional. Stop the save a lot from selling liquor in the store which is in 3 different school zones.	Helping only FAMILY members with these programs that are supposed to be for everyone that qualifies.	Embezzlement! Higher-ups taking advantage of the funds.
Heroin/fentanyl/methamphetamine addictions/dealers.	Help for the elderly regardless of income (2).	Emotional Intelligence-with Trauma Inform Care.
Homelessness	Health care (2)	Employment (2)
Housing (7)	Housing (28) (affordable). ... or rent-to-own program.	Financial assistance.
Housing /Homeless members (2)	Housing / a new and bigger CBRF for elders.	Financial opportunity for business owners.
Housing and making people accountable. Allow for removal if the lease is not followed for another family to utilize.	Housing for the younger, middle, and elders 55 and up.	Finding better ways for communication to flow internally and externally with the community.
Housing for young adults 23-33.	I prefer not to elaborate.	Gang
Housing needs and programs	Increase law enforcement - more patrol.	Healthcare (4) of tribal members and related costs to care.
Housing/apartments to live on the reservation	Jobs (2)	Heat and home repair assistance.
I prefer not to elaborate.	K-12 education	Higher pay for employees.
Illicit drug availability	Lack of help for substance abuse.	Hire a qualified management team.
Need intensive, culturally based drug, alcohol, and generational trauma center and counseling.	Lacking Education/Lack of accountability for children in the schools.	Holding community members responsible for their actions.
Jobs	Language	Hiring qualified teachers for our kids.
Land leases (2)	Law enforcement (2) New detention center	Holidays and schedules
Laws	Legislative Members exerting power and micromanaging.	Homelessness (4)
Medical Care - households who don't have the means or support system to get to the clinic.	Less Nepotism	More housing (9) and make (apartments) are available for single/married (no children, working people.
Management of our forest.	Management of our lumber mill	Housing for the working class
Less Corruption.	Mental health (3)	Housing Needs and dilapidated junk properties cleaned up.
Mental health	More accountability of where funds are being used.	I prefer not to elaborate.
MISD isn't getting the job done. I didn't buy the last flyer; they didn't do the homework on the land. I struggled in college, my oldest struggled, and we weren't prepared.	More control of legislature members' behavior.	If anyone can't get along, must call up news stations to make us all look like high school kids on Facebook, or bully people around, Legislating is probably not the job for you. Step down, get help. I also think legislators should approve things, create, and enforce policy, and outreach. Managers can and should be capable and trained to bring the initiatives forward.
More connection with community issues.	More lighting in communities (keep children safe).	
MTL must learn to follow Constitution & Laws.	MTL micro-management	
	Need jobs	
	Neopit's main road needs to be fixed.	
	Nothing is done when brought awareness.	
	Other economic growth besides Keshena.	

Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

**Q61 Most Serious Problems: ON RESERVATION Responses (continued):**

First	Second	Third
<p>Nepotism (2). Our drug problem. Overharvest of natural resources (deer, ginseng, etc.) that could be better managed by ordinance. Overhaul of antiquated governmental systems &amp; processes.</p>	<p>Nursing home for disabled elderly. Overdoses (3). Pay Police training on how to treat troubled kids. Poor education levels</p>	<p>Jealousy Job opportunities (6) K-12 education Lack of business thriving on the reservation.</p>
<p>A place for our at-risk youth!!!! A safe place.</p>	<p>Poor MTE leadership &amp; dirty practices!</p>	<p>Lack of consistent employees- maybe teaching different careers and implementing virtual reality practicing of careers when children are young. Lack of employment at livable wages</p>
<p>Sexual learned behavior is not addressed in school districts.</p>	<p>Poverty</p>	
<p>Start working together for the people. And not for your personal biases.</p>	<p>Prosecution of criminal behavior.</p>	<p>Land availability</p>
<p>Staying out of personnel issues.</p>	<p>Protect Menominee Tribal members' rights &amp; interests.</p>	<p>Larger jail: many are released easily after a crime.</p>
<p>The Menominee Tribal Clinic needs to be investigated. Tribal Elders vs. paying for <b>fertility</b> clinics and fertility drugs while our elders go blind. Themselves (2)</p>	<p>Recovery places</p>	<p>Leadership is not for the people, lining their pockets and arguing over everything.</p>
<p>Tribal debt and how to overcome it.</p>	<p>Renewable energy. We're going to be up sh** crick soon.</p>	<p>Leadership skills</p>
<p>Tribal housing</p>	<p>Sober living/ resources for recovering addicts. Stop handouts people need to work Stop using the internal audit as a special police force.</p>	<p>Legalize marijuana to make it more accessible to members so they don't have to resort to sketchy dealers that might be lacing it with harder drugs, and then we can make a profit from it. Fewer funds misappropriation.</p>
<p>Tribal job retention, nepotism/ favoritism</p>	<p>Supervisors make sure their employees are doing their job. Theft</p>	<p>Listen to the people!!</p>
<p>Trust between legislature and members</p>	<p>Theft along Legend Lake</p>	<p>Maehnowesekiyah doing its job to help with the drug and alcohol epidemic.</p>
<p>You need people trained to manage the forest and natural resources. The basic government programs are only a sliver of what's needed</p>	<p>Transparency with the People. Treatment living for addicts. Tribal economy</p>	<p>Maintaining the financial stability of the clinic and not using third-party funds to offset other program shortfalls.</p>
<p></p>	<p>Unemployment</p>	<p>Maintaining/keeping our enrolled tribal members' job security.</p>
<p></p>	<p>Unkempt properties (2).</p>	<p>Making sure the administration is doing the tasks they are assigned.</p>
<p></p>	<p>Use of hard drugs</p>	<p>Making sure our kids are safe and our elders are taken care of.</p>
<p></p>	<p>Wages for employees</p>	<p>Menominee County/ loss of lands. Menominee Tribal Legislature Bullies.</p>
<p></p>	<p>Work environment</p>	<p>Mental Health- Suicide Prevention (3)</p>
<p></p>	<p>Workforce, not enough workers Youth and others are gang-like</p>	<p>Missing people More assistance for working people.</p>

Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

**Q61 Most Serious Problems: ON RESERVATION Responses (continued):**

First	Second	Third
	<p>Youths growing up with little to no family support. Need more positive cultural activities.</p>	<p>More help for elders under 62.</p> <p>More money for the people for the cost of living (2).</p> <p>Need to address community issues more seriously.</p> <p>Neglect of Neopit, Zoar, and SB communities and lack of infrastructure.</p> <p>Nepotism within all our major/head departments (3).</p> <p>Not enough help for housing (2).</p> <p>Overdoses</p> <p>Pain Management services at the clinic.</p> <p>Police (2)</p> <p>Poor diet/health</p> <p>Positive cultural activities for learning and sharing help strengthen who we are.</p> <p>Poverty</p> <p>Promote tourism</p> <p>Propane services</p> <p>Protect our resources &amp; our businesses.</p> <p>Public Service Funding</p> <p>Raise the amount given to Tribal Members Burial Fund.</p> <p>Repair needs for the Elderly.</p> <p>Reservation roads, state and tribal (3)</p> <p>Resources</p> <p>Safety</p> <p>Services for tribal members and elders living off the reservation.</p> <p>Small businesses (2)</p> <p>Stop pushing for the Kenosha project, too expensive.</p> <p>Sustainability (2)</p> <p>The language and culture are not being utilized enough within the families, and communities.</p> <p>Theft (2)</p> <p>Tourism</p> <p>Treatment and aftercare</p> <p>Treatment of elderly</p> <p>Tribal Police be in Neopit more. (You call but by the time they get up here whatever is going on is all over).</p> <p>Vandalism and break-ins</p> <p>Youth (4) and services for at-risk youth.</p>



Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q61: What do you consider are the three most serious problems that need to be addressed by the Menominee Tribal Legislature today (continued)?

OFF-RESERVATION:		
First	Second	Third
Affordable housing	Abuse	Abuse of power.
Alcohol (2)	Alcohol (7)	Access to Information.
Alcohol and Drug Abuse (29)	Alcohol and drug abuse, mental/physical abuse (2).	Administration for employees.
Alcoholism and drug trafficking	Alcoholism (2)	Advertising programs to members.
Appropriate housing for the elderly (accessible, close to amenities, modern)	Better utilization of forest resources (should be generating significant returns for tribal members, not just MTE employees).	Assistance.
Assistance for off-reservation elderly.	Child Abuse.	Attendance of employees.
Backroom dealing	Child Neglect.	Be held accountable.
Blood quantum, enrollment, and thinking of the next 7 generations.	Crime (4).	Bigger per cap for the elderly than the younger.
Change 1 yr. to 4 yrs. for Tribal Chair.	The crime that happens in housing.	Community issues regarding housing.
Climate change	Crimes against women.	Crime (6), vandalism, theft.
Combating Drug Use	Drugs & Alcohol Abuse (21).	Crime and law enforcement.
Crime (3)	Drug trafficking.	Crime of youth.
Corruption in Legislation/Directors	Drug dealers on the reservation (2).	Depend too much on casino revenue.
Drug Abuse Epidemic (9)	Economic development (3).	Demand action and/or funding instead of accepting silently or begging for funding and settling for the little we get.
Drug overdoses	Education (4).	Diversifying economic investment so that we can fund our programs without worrying constantly about the casino's revenue.
Drug rehabilitation	Education- I would put it first but the drug problem is severe.	Domestic violence.
Drugs (20)	Eldercare (2).	Drug and alcohol abuse (13).
Drugs and alcohol centers, rehab.	Employment & wages.	Drug dealing
Drugs and suicide	Evicting Drug Dealers.	Economic development (4).
Economic Development (5) [and manufacturing] ... other than gaming.	Fairness.	Economy (2).
Economy	Favoritism.	Education (2).
Education system (2)	Goods and services in remote communities on the rez.	Education/schools (condition of schools and need more resources).
Elder Abuse	Healthcare (2).	Elder abuse.
Government Honesty and Transparency (2)	Homelessness (2).	Elevate community economic/prosperity.
Healing generational trauma.	Homelessness as related to crime (2).	Employment – Wages (5).
Health care	Homelessness/ Housing.	Expanded gaming opportunities.
Help for elderly on/off the reservation.	Homes for non-traditional families of tribal members.	Family services.
Homelessness	Housing (15).	Focus on their purpose!!
Housing (5)	Housing counselors provide and assist low-income tenants with more resources to be more self-sufficient and encourage them to buy their own homes. Currently, many homes have no essentials such as boats, UTV, etc.	Free Internet.
Housing for elders	How to help more tribal members/ descendants with college.	Get the tribe moving forward to be able to help ALL members.
I don't live on the reservation.		
Jobs		

Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q61: OFF-RESERVATION Responses (continued):		
First	Second	Third
K-12 Education.	Improve community health outcomes.	Getting away from blood quantum is the requirement for tribal enrollment.
Know the threats that are coming at us - what is going on at the Federal Level (in Washington)? See that Tribes are in jeopardy and remain under serious threat of termination. Beware of 638 funding - it makes tribes an extension of the federal government. It is setting tribes up for termination.	Income	Handling money.
Legalization of marijuana.	Infrastructure	Healthcare – preventative (2)
Less spending	Job positions filling (2).	Higher wages (3).
Maehnowesekiyah and management of the said program (Director and Administrator).	Keep the mill working	Hiring professionals to work in the administrative branch of the Tribe.
Mental health.	Keeping culture alive	Housing for people who don't qualify for housing.
Meth, heroin, fentanyl.	Lack of essential businesses.	Homelessness
Moral code.	Land management on the reservation.	Housing (9)
Nepotism.	Job creation - decent paying jobs that you can get without a degree so that you can help to support yourself and your family.	Human Resources (ability to hire/maintain employees).
Not familiar.	Law Enforcement (2).	I only have two.
Oppose white Christian nationalism.	Law Enforcement Support / Mental health support for officers.	Increasing revenue through tribal entities.
Our actual Legislature (Legislature needs to be a full-time job).	Mend the sacred circle	Investigating the self-interested actions of Myrna and Rachel.
Overdoses/suicides.	Menominee Tribal Enterprise.	Kenosha Casino/confidentiality.
People in high-up positions steal from the tribe and are not held accountable for their actions.	Micromanaging of legislatures.	Lack of education and not getting the kids ready for college real world.
People selling drugs.	More business opportunities on the reservation.	Lack of language teaching for off-reservation tribal members.
Per cap.	Know how to exercise sovereignty and fight for the people - fight on all levels - local, state, and federal. It is way more than just fighting for a casino in Kenosha.	Lack of transparency in the MTL causes doubts, trust issues, and confusion among the community.
Removal of Myrna Warrington.	More recreation for youth.	Land acquisition. Buy more Tribal land.
Services for off-reservation members.	Off-rez programs help small businesses and educate enrolled members to help smooth out processes and bring them back.	Language teachings.
Services (repairs) for elders who own their homes.	Not enough Police (crime).	Law enforcement funding (2).
Small business education for enrolled members.	Nepotism	Mental health care.
Spirit of cooperation amongst Legislature, work together not against each other.	Officer training.	Mentorship/Volunteering.
Strengthen family.	Open meetings for Tribal members.	Missing people (2)
	Oppose republican party fascism/racism.	More elder care workers
	Poverty	More per-cap money (3).
	Removal of Rachel Fernandez.	Natural resources.
	Revenue/funding	Need more assisted living and a larger nursing home.

Menominee Indian Tribe of Wisconsin (MITW) Community Needs Survey

Q61: OFF RESERVATION Responses (continued):		
First	Second	Third
The integrity of their very own membership.	So, I have no idea about the issues.	Nepotism (2)
The need for more housing/tiny house villages.	The care of the children.	No available assistance for tribal members off-reservation.
Youth drug and alcohol (2)	The fact they took an oath to uphold the constitution and bylaws but have engaged in conduct that violates the constitution they swore to uphold. Nobody wants to talk about that. If you sit silently then you are part of the destruction of the state of our people; people know even if they aren't vocal.	Off-reservation healthcare and help (4).
Youth Education	The needs of the Tribe come before the egos of the legislature.	Our old and out-of-date casino.
	Theft (2)	Project and property management.
	Thieves still working for the Tribe.	Recreational development for youth.
	Wages	Rehab centers/treatment centers.
	Wasting of resources	Reign in law enforcement/judiciary.
	Welfare assistance	Rez-to-rez business programs.
	Welfare society	Safety.
	Youth employment	Services for off-reservation. Families.
		Small business supports (2).
		Strengthen programs for youths to be more prepared after graduation such as skills, driver's licenses, etc.
		Support U.S. and tribal constitution.
		The community faces aside from what I see on social media.
		The high taxes to live on the Menominee Reservation.
		The loss of our pride in our community.
		Transitional living for tribal members who finish treatment.
		Wasting time/money/resources on the same old ventures that have failed in the past.
		Youth (3)

Q62: How do Menominee Tribal Government decisions affect you?

Comments ON RESERVATION

- 100% This is the way I Vote!
- 50/50.
- A little 10%.
- A lot (4).
- Affects all our lives and we need more input. just to be heard.
- Affect all tribal members.
- Affects all tribal members ... How?
- A LOT! It affects all of us.
- As a Tribal member and Tribal employee, their decisions affect me in a personal and professional manner.

- A lot, unfortunately. They make choices based on their own personal gain even though they say it's for the people. I feel like we don't get a lot of say and are the ones that are affected. We have people ruining the government, not properly doing their job, and abusing it. It's honestly sad and embarrassing sometimes.
- Considerably
- Depends on the situation.
- Despite being active in my children's education, they struggle to navigate higher education. I don't think creating a charter school and giving a small group of kids better resources is the answer. Our kids need a better education, fix it. Less social media of tribal leaders, more physical work.

**Q62: Comments ON RESERVATION (continued)**

- As a Tribal member, I must trust in the legislature to make informed decisions that will represent the community positively, ensure any financial endeavors the Tribe pursues are ethical/sustainable/effective, and that all work done continues to protect our natural resources and Tribal identity.
- Directly (2) ... especially for the next generation
- disappointment
- Don't help the elderly enough.
- Employment; education.
- Everyday
- Got to live with the decisions that are made.
- Greatly (3)
- Greatly affects me and my family.
- Greatly, as I am a resident of the Menominee Reservation.
- I am a member. That's how they affect me.
- I am a Tribal member and live on the reservation, everything they do affects me or my family whether indirectly or directly.
- I am very disappointed with some of the decisions that the tribal legislators have made. example: letting people go from higher positions, not giving them a chance because of hearsay. after tribal members voted the person in
- I believe in voting.
- I do not pay attention to tribal government.
- I don't like that there has been a lot of dishonesty and unfairness lately.
- I don't know what they're really doing!
- I don't let it affect me. (2)
- I feel they can do better than being yes people to just learn the ropes to hold their positions.
- I think it affects the whole community.
- I work for the tribe.
- If they choose the wrong thing to build or develop it has an impact on all of us. The millions we paid for the FACE center. They are banning kids from being there, parents are dropping their kids off like it is a babysitting place, and it's costing a lot of money to heat that place.
- In my job and my personal life
- Is that a question, we must live with their decisions.
- It affects all aspects they make decisions on
- It all affects us as community members as well as from a broader world perspective.
- It does not affect me at all.
- It impacts many of us as a community-wide population and our families and resources. Everything is connected.
- It depends on what the decision is and how it will affect my family.
- Let's all be fair!!
- Minimal
- Moderately
- More affect
- More confident with their decision but worry about disrespect at times to each other maybe too much nepotism. Too short of a term for Chairman/women to make adequate changes.
- Most profound way possible
- Not at all that I know of
- Not being thoughtful about when and how these are being addressed.
- Not directly since I am primarily financially self-sufficient. But I would like to see these things available for friends and family around me.
- Not much, go along with it.
- Not so much because I live in Shawano.
- Not sure, just follow the rules that they put forward.
- Not too much
- Nothing I can say or do.
- Once again, the question is too grey... if by Tribal Government you mean service programs, then yes, they are affecting me, if you mean Tribal Legislature, then that is more regarding politics and those decisions don't have as much direct impact as our program services do. If the Chairman and the Legislature don't micro-manage our programs and let our directors do what they are paid to do, we will have less turmoil.
- Only as they trickle down to the little people.
- Overall affects the community.
- P\*\*ses me off.
- Problems never solved negatively, no answer.
- Profoundly
- Resources available good
- Seems like our words are just words.
- Shall we say lack of decisions? Less fluffy walks, awareness, think some leaders get stuck in the awareness rabbit hole and fail to ever attempt action. It affects me because all the glitter and Facebook likes don't do s\*\*t for my kids and grandkids that need viable resources to remain healthy, they get a decent education, real issues.
- Should have a say in it.
- Should keep in mind the best interests of all tribal members.
- Sometimes they are upset because they are not focused on what the problems are with our tribe.
- Somewhat (3)
- Somewhat - don't want to get too involved because of all the finger-pointing and animosity.
- Somewhat, but no matter what is said, the tribe is only going to do what they want regardless of what members' input is.
- This affects my place of work.

**Q62: Comments ON RESERVATION (continued)**

- The decisions may affect all members in some way or another.
- The disarray within the government can be seen throughout the Tribe.
- The Government has the authority to banish drug dealers and needs to start. This will make for a safer community.
- They impact me in every part of my life, considering that I choose to work and live here.
- Their actions make for a negative environment. Some senior MTL members are poor examples and vengeful.
- Their decisions affect every single Menominee member of the Tribe, in one way or another.  
But I think there needs to be more help for families who are affected by alcohol and drug use, and an easier way to help them help themselves. (A.A., N.A., Alanon, Teen Alanon)  
We need to break the cycle. Our future depends on it.
- Their decisions affect everyone in some fashion.
- They affect drastically.
- They affect everyone!
- They affect everything. Maybe not felt right away but you will eventually see the impact of those decisions in your everyday life.
- They affect me greatly.
- They affect me very much.
- They affect me with age limit decisions, and cost of living.
- They affect my workplace.
- They affect our children and grandchildren who haven't had a payment to their minors' funds in years. They do not make good decisions battling drug and alcohol problems. Not all but those who are dictators.
- They affect us all in one way or another.

- They affect us every day.
- They affect various aspects such as being able to gather food to eat, harvest wood for my furnace, and participate in other activities such as receiving food boxes.
- They don't (3)
- They don't because they think about themselves or their family!
- They don't care!
- They don't unless a relative.
- They don't.
- They affect all members through the decisions they make, some are financial, and some are economic. They affect us all majorly.
- They usually are just looking out for what's best for them.
- Too much politics,
- Too much money is spent on culture(buffalo) and gaming. not enough on crime, health, and housing
- Very important (3)
- Very much so, most people don't realize the amount of work MTL has to go through to address and update a problem. It will not happen just because they say so. There are processes. All aspects are addressed although some need to remember this is for the whole of the tribe not one single person or family or group.
- Very much. (2)
- What they do seems to affect everyone
- When we hear long-time tribal members are forced out of the jobs that they had been employed in. And have worked for years and years at. Disheartened, they left the tribe.
- Yes

**Q62: Comments OFF RESERVATION**

- A lot (32)
- A moderate amount. Enrolled member.
- Affect me significantly (2).
- Affects all of us.
- All areas of my life and families
- All filters down when they make poor decisions in the end a lot of people are not protected.
- As a People, it affects us all. But as an enrolled member living off the reservation, I don't have a voice here. Because I live in Shawano, I don't get to vote on matters here on the reservation that I feel I should get to.
- As a whole
- Because I live off-reservation, I don't see how it affects me, however, I work on the reservation, and that affects program delivery.

- Yes, this affects me and our entire membership in one way or another.
- Bothersome.
- By staying current with new trends/themes/ideas
- To the quality of life of my extended family
- A current employee of a tribal entity
- Depends on the issue.
- Doesn't much; don't live on the rez.
- Don't know. Few.
- Everything they do is with tribal members in mind. Every decision they make affects how our tribe is going to sustain itself for the next 25/30 years.
- Financially (2)
- Financially and educationally, they affect me.
- Formation of services.

**Q62: Comments OFF RESERVATION (continued)**

- Being raised in Niwopet and Wausau I've experienced both ways of life. The tribe's decision to exclude me from being able to get housing with a felony has forced me to live off the reservation. This has cost me my culture. Every decision affects me whether personally or through family problems.
- Decisions made in the past few years have been oppressive in nature, their overstepping of their roles and actions they condoned and participated in have devastated my family. Decisions they have made in the past few years of their blind eyes to blatant violations of the constitution and policies and procedures hurt families, hurt children, and hurt our families. While the inflicting parties sit smugly raking in meeting payers, quietly endorsing raises for themselves for meetings and tasks on time, paying their bills with task-on-time checks and special meetings (meetings that wouldn't need to be held if they weren't spending gross amounts of time discussing issues that are beyond their scope of authority, headhunting) getting funding for their pet projects and living a comfortable life.
- For the most part, negative. Because 9 people decide for the tribe.
- Greatly (2). They say where the help goes! Help-us ALL
- Healthcare, housing.
- A huge part of my life because these decisions affect my life as an enrolled member of the Menominee Nation
- I am a citizen of the tribe, so decisions affect me as a member.  
I am an employee of the tribe, so decisions affect me as an employee.
- I am a tribal member who lives off-reservation. I use the tribal clinic and do recreational activities like fishing and hunting on the rez, and I previously attended CMN. I would eventually like to work in some aspect of the tribe to give back, in a way, to my community.
- I am affected somewhat; I live off the reservation. I wish that we would be seen as important too. Why not have a representative in each major city off the reservation?
- I don't feel like they do I live in Green Bay.
- I feel like decisions are made without our consent, and without our opinions or suggestions.
- I feel like they don't affect me currently because I do not live on the reservation.
- I get frustrated because they discuss items but don't see the bigger picture.
- I have felt and/or seen the ripple effect of some decisions.
- I live off the rez, so they do, and they don't, we do not get much help off the rez so?
- I live off the reservation and the government has only a small impact on my life.
- I work for MITW. Their decision affects me as an employee.
- I work for the tribe.
- I would like to see more tribally Owned businesses.
- I'm not as concerned about myself as I am about the elders living off the reservation who cannot get assistance because of where they live, even in surrounding communities.
- In every aspect of decisions, they make for us.
- It affects my family members and ultimately me. I am proud of being a Menominee and want to see us grow positively and memorably!
- It affects my job; therefore, it affects my life.
- It doesn't
- It affects my family more because they live there and use the resources.
- It has terribly affected me. In 1956 I was born, and the whites took me away. I was 3 before the law was passed. It ruined my life and no one on the reservation cared. There should be a ceremony for those who made it back to the reservation after being taken away by social services. And given a feather for surviving what they did to us. Recognition...I was molested and heartbroken.
- It makes a difference in living on reservations or off. Too many elders must live off when older. Waste of wisdom. Need skilled nursing facilities.
- Job.
- Lack of employment and advancement opportunities. Housing and homeownership opportunities are needed (2).
- Little for off-reservation members.
- Living off the reservation makes one ineligible for things that are for people residing on the reservation.
- Minimal effect.
- Most decisions directly affect my partner, children, and work.
- Most decisions don't impact me too much in day-to-day life. I mostly use the reservation for recreation and healthcare.
- Most of the time they have no impact on my life or the life of my family. As a descendant, some of the decisions made make it illegal for me to do some things with my enrolled children. Some of the decisions have a direct effect on my children and their future.
- MTL must redistribute funds to early childhood and post-high school education.
- None really, being an off-reservation member.
- Not as much as if I lived on the reservation.
- Not as much as someone who is living on the reservation.
- Not at all.
- Not directly
- Not exactly sure since I live off the reservation.
- Not included for services as a Tribal member, because we live off the reservation.
- Not me so much, but my family members, yes
- Not much (3)



## Q62: Comments OFF RESERVATION (continued)

- Not much as I live in Milwaukee, so we receive VERY little from the tribe.
- Not often since I'm a couple of thousand miles away, but when they do it's almost always positive.
- Not sure but I would like to see more working together to solve problems and less fighting with each other. The outside is always looking to bring us down, we don't need to make it easier for them. Together we are stronger, our elders have shown us that.
- Not sure how to answer this.
- Not too much (2)
- Personally, and in the workplace
- Personally, they don't. Only a few demonstrate they are prepared for meetings (read the material), constantly leaving the meetings (especially on a "touchy subject") which leads to voting on a subject but not really knowing what they are voting on. I don't have too much faith in their decisions or that they know what's going on. Meeting payments are too high too.
- Poor
- Qualifying for programs to have necessary home repairs.
- Some decisions divide the people.
- Somewhat (3).
- Somewhat. If life was better, I may decide to move back.
- Spouse of a tribal member, children 1st descendants, tribal employee
- That I don't get enough benefits and help because they waste money and resources and make backroom deals that put money in their pockets.
- The pandemic shutdowns affected my yearly healthcare appts (dental, eyes); other than that, not much.
- Their decisions affect the entire Tribe, it's not about me or any one person, we are a TRIBE, a Nation, a community. It's troubling that this question is even posed as it is a very decisive one, I will not put my needs ahead of my community.  
We could do better as a community if we took the time to listen and learn from each other's ideas. New ideas don't mean that we lose our traditions.  
Help us regain the trust, respect, and confidence that we should have in our government.  
Help us trust the MTL more by making sure that there is complete transparency, and no hidden agendas, specifically don't call for an "Executive Meeting" whenever the MTL has to address issues that directly impact our community and lack merit for calling an "Executive Meeting".  
Why are there so many stagnant issues? There needs to be accountability.  
Why are we not moving the needle in a positive direction

- for many of the issues?  
Why do we constantly have people in places of power who lack professionalism, and are constantly trying to undermine their own staff/employees? There are so many credible grievances from reputable people in various departments and it's not addressed appropriately by the MTL.
- The issue begins with the Management Team, Internal Audit Office, and more. Specifically, the independent review process and the investigations should ensure the confidentiality of the victim(s) along with accountability and prevention, climate and culture, and victim care and support. But that doesn't happen, so there's an issue of nepotism which leads to ongoing corruption. It's very difficult to understand why people remain in power when most of their department has resigned or been fired for minor "misconduct". More than likely, it was in retaliation for the complaint. Change the General Complaint Policy! Transparency is a key element in building trust in our government. MTL should have the trust of its constituents and help us get back to a place of dignity, respect, and trust.
- Their leadership determines the direction of the Tribe and affects everyone. Their action (or inaction) can lead to devastating consequences, as well as good outcomes. Hope for positive instead of negative. It's scary.
- They affect me and my family greatly, although I live off the reservation their decisions still make an impact on my life because I work here and still come to the reservation daily.
- They directly impact the Tribe and its future, of which my children and I are a part.
- They don't affect me as much as they would if I lived on or near the reservation, but they do affect me a little
- They don't (4).
- They affect us all.
- They exclude me from getting most of the elder programs. It would be nice to get a larger per cap.
- They make decisions that affect all but tend to make decisions that benefit their agendas.
- They might not affect me directly, but they do affect the family that lives there.
- Unsure, I am not enrolled and live off the rez.
- Very important.
- Very Little.
- Very Much.
- When people abuse their power or position for personal gain.