

MENOMINEE INDIAN TRIBE OF WISCONSIN 2023 STRATEGIC PLANNING

COMMUNITY MEETINGS EVALUATION REPORT



Keshena Senior Center | July 25, 2023
Neopit Senior Center | July 26, 2023
Menominee Casino and Resort | July 31, 2023

Introduction and Overview

The Menominee Indian Tribe of Wisconsin (MITW) Administration Department invited Tribal community members to attend two meetings with Elders and a dinner meeting that was open to all MITW Tribal members. The purpose of the meetings was to review the strategic planning process to date, share successes that were achieved through the 2007 strategic plan, and provide an overview of the initial 2023 workgroup plans with the participants.

Community Member Participants

The meeting at the Keshena Senior Center included 15 participants:

Kathleen K. Waukau	Stan Waupoose	Mary James Askinette
Mark Miller	Byron Wilber	Kevin Kaquatosh
Mario Munoz	Georgiana Tucker	Debbie Caldwell
Candice Firgens	W. Waupochick	Lynette Maskewit
Ralph Caldwell	Orlin Webster	Ronald Tucker

The meeting at the Neopit Senior Center included 21 participants:

Leila Gauthier	Mike Cook	Karolin Awonohopay
Cathy Waukau	Diane Waukau	Stephen Miller
William Penass	Stan Latender	David Askinette
Michael Cantrell Jr.	Lee Ann Nacotee	Shannon Tucker
Joseph Notinokey, Jr.	Pat Tourtillott	Louise Madosh
Ray Fish	Gwen Awonohopay	Gene Caldwell
Dale Peters	Marie Grignon	John Notinokey

The Community Meeting at the Menominee Casino and Resort included 58 participants.

Dorine Brown	L. Anton Daruk	Bernadette Bear
Bernadine Kersey	Lela Schwitzer	Anmarie Johnson

Landon	Dennis Grignon	Tel Waupekenay
Steven Waupekenay	Mary Jane Askenette	Chantel Alveshire
Jeanette Perez	Annie (Anna) Jones	Desirae Wilber
Richard A. Dodge	Joan B. Lord	Justin Wilber, Jr.
Brianne Tepiew	Candice Figgins	Rebel Wilber
Kim Hill	Marcus Grignon	Janice Peters
Marci Hawpetoss	Martina Hand	Elroy Waupoose
Patricia Peters	Randal Chevalier	Myrna Warrington
Daynell Grignon	Kathleen K. Waukau	Jane Pamanet
Johanna Gauthier	Mavis Neconish	Catherine Waukau
Jayne Blacker	Rose Wayka	Marla Mahkimetas
Ernie Real Bird	DeeAnn Waupoose	Shelly Dick
Mary Isham	Avari Fernandez	Debra Mahkimetas
Becky Brunette	Chris Caldwell	Eugene Caldwell
Kim Oshkeshequoam	Gwen Shawano	Melissa Besaw
Michael Waubanascum	Keith Tourtillott	Barbara Askinette
Bubbles Dixon	Keith Waupekenay	Georgette Coon

Meeting Notes

The community meeting began with a prayer and then a meal. Brenda Tomow then provided an overview of the MITW 2007 Strategic Plan accomplishments. This included a discussion on goals/objectives that were completed and those that are ongoing/not started yet. The participants were referred to the website to view the current goals/objectives and notes from the workgroup meetings. The website also includes SurveyMonkey links to provide feedback on each planning pillar (Culture/Language, Economic Development, Education, Health, Justice, Natural Resources, and Social). Participants were provided with an opportunity to ask questions and provide comments throughout the meeting. Their comments included the following:

Collaboration

- Collaboration with the Menominee County HHS ... it's the kids that are the most important – we need to help the kids.

Community Considerations

- Include drug dogs to check cars coming onto the reservation.
- The tribal cultural center – is building on to the current center – not creating another building.

Environmental

- Keep a close eye on the water rights and preservation needs moving forward.
- Future threat: exclusive entities – Legend Lakers – racism is palpable. We need to get the county board to create an ordinance that will prohibit exclusive efforts. We must have policies that prohibit this threat from being formed to exclude Menominee people from participating on the reservation.

Meeting Notes (continued)

Other Comments

- Who worked on the children's code – family services and legal services? Stress the forward movement of Menominee culture. Does the legal team and social services have the traditional/cultural ways in mind when making codes related to children? If tribal members are not knowledgeable about traditional teachings and practices, they will not have the capacity to keep that as a priority. Want entities working with tribal youth to be mindful of the needs of Menominee traditions.
- Drug situation – will the children even want to learn about language and culture?

Other Comments (continued)

- Why isn't the Land of the Menominee sign able to be lit?
- Why is the US Flag flown above the Tribal flag? Why isn't the tribal flag flown on the high school construction site?

Planning Process

- Meetings in person are important to ensuring that all tribal members have a voice in the planning process.
- 2005 – 2023 is a long gap for doing surveys. Please don't do another long gap.
- Can the plan include any protections for Tribal rights – to protect for the future?
- There should be a new survey that meets the needs of 2023 – meet with community members who live on the reservation to get their feedback on current events/issues.
- Appreciate all the hard work being done by tribal programs – they work hard and get burnt out. Work hard with this plan to involve tribal members here. Some may not be able to read – how can you eliminate barriers to getting their contribution – the ones that it matters the most about – think about the young ones – and those who have not been born yet. We should be working together here to work on how we are treated – we shouldn't be treated poorly by employees – respect and professionalism – trauma – turns them to drug use and misuse.
- Spend more time in-person meetings within the communities. This will help create an understanding of meeting people where they live. There are problems with equity and equality – access to technology, transportation, etc. Ride a school bus to see what it's like for our children.
- Post on bulletin boards – don't assume everyone has access to technology. The goal should be equity and equality.
- Invite everyone to the table to share their ideas and opinions.

Revenue

- Ensure other revenue streams other than gaming.

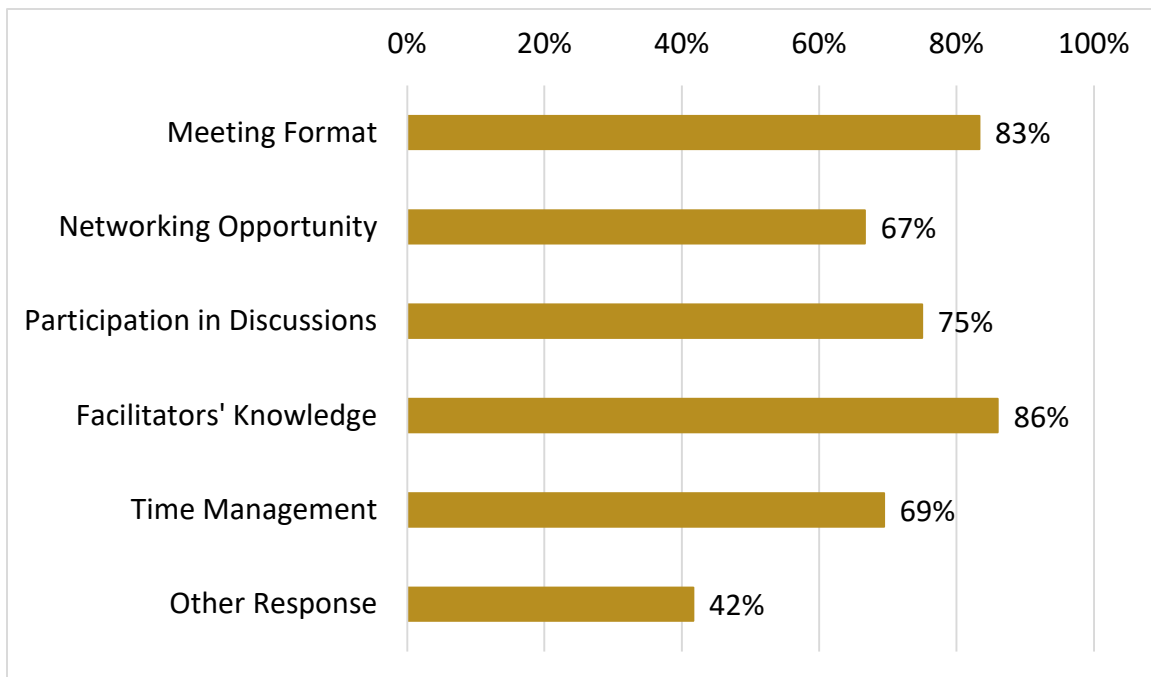
Technology

- CMN has technology access for tribal members.
- The plan should be updated to ensure we protect ourselves from cyber-attacks.

The meeting adjourned at 8:00 pm.

Evaluation Summary Findings

Participants were asked to rate the meetings for the aspects they found most valuable. The responses are outlined as follows:



Other responses included:

Resources and Services

- Outreach from Crime Victims, being I have suffered severely from an awful beating earlier this year. I am still waiting for some justice from this.
- I wanted to hear more about providing more jobs in places of community service, such as police officers, community officers, social services, and housing.
- Programs for off-the-reservation elders in rural communities.

Strategic Planning Process

- Strategic Plan for Housing all the homeless Tribal members - that currently must overburden family members. Plan an Apartment program - project - construction.
- Brainstorm a new meeting format. This reading from a PowerPoint and drowning us with information, like a general Tribal Council meeting, needs to change. Allowing us to read the information during dinner and discuss would be a reasonable method.
- This meeting was not what I expected. It was a report out; not a collaborative information session to seek the public's input. It was a "sit and get" activity that feels perfunctory, just to check a box.
- Mary Askenette, PO Box 937, Keshena, WI 54135 - send the comparative data report and the goals/objectives.
- Elders need a handout of meeting notebook or pamphlet, not after the meeting. I did not like how it was run - very redundant.

Other responses included (continued):

Strategic Planning Process (continued)

- No hard copies were available for the meeting.
- Being considerate of people's opinions and taking in the information to help our community.

Youth

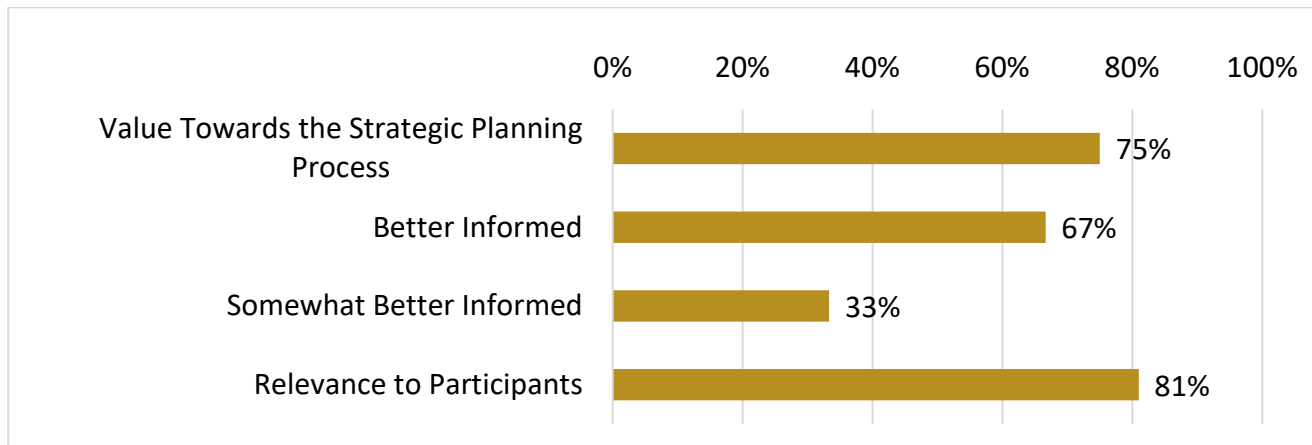
- More understanding - younger children need to know who they are; we need more help; children, understanding about drugs and alcohol.

General Comments

- Too cold; no breaks.
- Dinner was good.

Satisfaction Ratings

Participants were asked to rate the meeting's overall value in helping them learn more about the strategic planning process. Their ratings were combined and averaged. On a scale of 1-10, with 10 being highly satisfied, the average rating was 7.5 out of 10 were satisfied with the meeting's overall value in helping to develop the strategic planning process. 6.6 out of 10 felt better informed on the strategic planning process because of this meeting; 3.3 out of 10 felt somewhat well informed.



Additional Comments or Observations:

Participants were asked for additional comments or observations related to the strategic planning process or this meeting. Their responses included:

Middle Village:

- The needs of the Middle Village area are much forgotten all the time: a park, recreational center for internet access with computers, transportation, store, emergency shelter for us, and an area for Middle Village residents to hold meetings.
- More resources for Middle Village Recreation Center, with Wi-Fi access.
- Resource Center or Shelter for Middle Village. Trees for Middle Village.
- Middle Village area infrastructure, transportation/transit extended hours.

Additional Comments or Observations (continued):

Communication:

- Meet with people.
- More community meetings; easy access to materials.

Community Issues:

- Drugs/opioid epidemic.
- Combating the drug situation.

Community Resources:

- Hire a security guard/officer to patrol Sav-A-Lot and Family Dollar for theft prevention. Prosecute shoplifters. More D.V. Shelters; more homeless shelters; more housing/apartments; sober living shelters/homes; more storm shelters; radio stations promoting positive cultural values - even if broadcast only one day/week; offer cultural courses such as recycling 101, etc. and how this relates to becoming a positive Menominee role model for children. Have daycare and Head Start be aware of the air quality index - keep kids indoors if appropriate.
- Upgrade the funeral payment to \$5,000.
- Economic – we still need a laundromat for our community. This primary need makes us rely on off-reservation businesses who take our dollars and disabuse us when they vote for politicians who do support us in policy.
- Housing; participate in the homeless situation on our Reservation.

Housing:

- Need a bigger building for Elders' housing. Need a meeting, with other Indian Tribes, about different challenges; happening and giving some help to one another. Housing - need to get more houses for the people who need housing on the Rez. Houses cleaned up that need cleaning from drug use. Indian people want to move back, that are living off the Rez - they need housing. Below, land, CBRF - they need Elderly apartments.
- We need more housing, building with our logs - timber from our mill.
- Make the free-2-Play better - like \$25.

Meeting Format:

- Would prefer to have a paper copy of the PowerPoint and strategic plan to follow along. Going through the objectives was too fast to comprehend. Some of the items on objectives were vague - for example, on the Education portion, one item said, "Department of Public Instruction". What does that mean?
- Should have made copies of the plan available for the public at the meeting. Many who attended were older and may not have it available.
- I need to read the plan before I can ask a specific question that pertains to a specific topic.
- The meeting presentation was well done, but the only problem I had personally was it was too cold in the room, and it hurt my bones.

Additional Comments or Observations (continued):

Meeting Format (continued):

- Went over everything too fast. Didn't understand why they needed a retreat to go over our strategic planning. Said it was training - yeah, right! When our casino could be used, and all three different groups could have come together as one and discussed it! It seems like a lot of money was spent elsewhere and where's the report they all did? When do we get that - 2025? So many plans yet when do they all get finalized by the MTL and Community? When if any does the community get involved with the strategic planning part? Do we? Seems like this isn't going to be resolved soon.

Planning Process:

- Let's do some focus groups. The grants team can help. :)
- I had to dig for the strategic plan and jump through hoops to locate it on the website. The same with the meeting notice. I feel as though we are doing the bare minimum as a Tribe to finalize the plan. Disappointed as a Tribal member because we continue to follow the same routine: shining up s**t to make it look like gold.
- NOTE: Add exclusive entities [LLPOA]: don't see their plans; how is it this entity can exist; excluding people from the territory; why is the sign not lit up?
- Need survey updated. Need to talk to community meetings and spend some time in communities. Understand bringing paper to Tribal members. There is disparity and inequality. Really need to come out in communities; work at involving Tribal members; eliminate barriers to get good comments. Post on boards - paper for people who do not have internet access. The meeting was not posted on the web - there was no Zoom tonight.
- Develop a plan for utilizing Elders as volunteers (and a written sheet - one could fill out to know what to expect.) Thank you. Utilize the experience and wisdom from lives well lived. Thank you.
- Include community-initiated groups and how can the Tribe help them to flourish.

General Comments:

- Consider riding a school bus - riding on highways. A lot of employees are burnt out. Tribal members are "bosses"; work out how you treat members.
- No additional comments currently. Waewaenen. Maybe offer more free play - \$10-15.
- A threat to contemplate is artificial intelligence and taking our stories/images and language.
- Please always consider talking with our kids. It is crucial for many generations to come. And by any chance, ask the schools around here what they want to see for our community. Children will ask you so many questions. Thank you for listening.
- Thank you. Great meeting.
- Dorine Brown, 4580 SW 109th Road, Lake Butler, FL 32054 (send a copy of the materials - no internet access).

Observations

Location

The location worked well for the community meeting, and it was good that a meal and prize drawings were included, which enhanced participation in the meeting. If time had permitted, more meetings would help enhance participation by a greater number of community members.

Participants

Participants were engaged in the meeting, asked good questions, and provided excellent written feedback on the evaluation forms. Some participants would have liked to have hard copies of the materials to review and use when following along with the presentation. Overall, the meeting participants had the opportunity to be brought up to speed in the planning process and how this process will become a more integral part of the Tribe's approach to addressing the needs of the Tribe.

Recommendations for the Future:

Key points that were made during the meeting included the following:

1. The information on the website/app is hard to find – is there a way to create a shortcut to get there more easily?
2. The community survey was long and did not reach a great number of individuals. Consider smaller, more frequent surveys in the future.
3. Communication is key to keeping the community informed on progress towards completion of the new goals and objectives.

Additional meetings would help engage more community members and gain more community insight into the Tribe's operating procedures and future needs; however, this is not possible due to the timeline for the completion of the plan. As the plan is updated, there might be value in including additional opportunities to gain feedback from the community.