

Health Pillar Workgroup Meeting Notes

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Health Workgroup Directors/Departments

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Discussion pursued for consideration of the goals and objectives. The workgroup came up with the following changes:

- Behavioral Health (Heading):
 - Goal 1 – Maintain and Expand Health/**Prevention Services**
 - Objective 1: Review MTC 5-year Business Operations Plan; specific for Behavioral Health and AODA at Maehnowesekiyah.
 - put over to Admin Committee or HR Dept Efficient flow – specialist expanded services for Physical Therapy; Massage Therapy and Acupuncture when available
 - **Increase number of beds for AODA aftercare**
 - **accurate data analysis of client services, right now it is all rough data**

Create Objective 4 - Aftercare services for transitional and other support groups such as NA, and Smart Recovery options; education and the need for a Coordinator, so there is a position that can easily create these reports

- **Tele-health for jail clients – IT Department still has the equipment to assist in making this a reality; all of the equipment is out of warranty; could be a risk**

Objective 5: Add other types of nature based therapies (Prevention & Behavioral Health) - Maehno

Goal 2 – Promote and Ensure Community and Individual Responsibility Toward Healthy Lifestyles

Employee Perks (heading): Needs to go over to HR Dept/Admin Committee

- Insurance plan revert back to allowing spouse on plan regardless of insurance availability
- Incentives for employees who work out
- Employee wellness checks
- Workout area in office building

- Staffing (heading): Needs to go over to HR Dept/Admin Committee
 - Clinic staff retention
 - Recruitment Plan for providers
 - Workforce issues; compensation & retention issues
 - Expand out to reach more people for jobs; go beyond using Tribe's website
 - Succession planning for health programs
- **Wellness (heading):**
 - **Develop walking/biking trails between communities**
 - Goal 2 – new objective; Exercise Groups
 - Funding for new bigger clinic to provide more services
 - Nurse hotline (need a person who is familiar with our services/not someone from Indiana); initially send to HR for insurance purposes; the clinic side should develop the triage
 - **Walk-in clinic;**

Auxiliary Services (extracurricular)

- Surgery Center – at cost separate from clinic
- Aging and family service departments
- Respite Care – foster care, adult day care
- Adult Daycare Center
- Trauma Informed Care (heading): GOAL 2, Objective 1
 - Should be expanded; needs more individualized training availability
 - Should be a part of the Community Engagement Workshop – 90 day work plans
 - Trauma informed care specific to departments
 - Trauma informed –starting with HR & carrying forward
- No Heading – GOAL 1

NOTE: The workgroup decided that Homelessness is to go over to the Social Workgroup as part of their goals and objectives. Also, Day Care – Child care for the employee should go over to the Economic Workgroup.

The information provided by MTC is included in the invitation for the next meeting located at the Tribal Office Boardroom, Tuesday, June 27, 2023 at 1 p.m. – 3 p.m.

Workgroup Meeting Notes June 13, 2023

No meeting this week.

Workgroup Meeting Notes May 30, 2023

The workgroup began by reviewing the notes from 5/23/2023 and worked through the 2007 Goals & Objectives to define:

Behavioral Health (Heading):

Goal 1 – Maintain and Expand Health Services Change Goal 1 to read: Maintain & Expand Current Services

Objective 1: Review MTC 5-year Business Operations Plan; create specific Operations Plan for Behavioral Health, Aging & Family Services, as well as and AODA at Maehnowesekiyah.

Objective 2: Develop, Implement, monitor, and evaluate strategies to address findings of 5-year MTC Business Operations Plan

Staff recruitment and retention Workgroup decided to hand this over to Administration since HR falls under them.

Objective 3: Recruit & Retain Providers; create Efficient flow – specialist expanded services for Physical Therapy; Massage Therapy and Acupuncture when available; Flow of plan from Detox to treatment.

Objective 4: Tele-health for jail clients – IT Department still has the equipment to assist in making this a reality.

Goal 2 – Promote and Ensure Community and Individual Responsibility Toward Healthy Lifestyles

Objective 1 – More space – need more beds; accurate data analysis, right now it is all rough data

Create Objective 4 - Aftercare services for transitional and other support groups such as NA, and Smart Recovery options; education and the need for a Coordinator, so there is a position that can easily create these reports.

Employee Perks (heading):

- Insurance plan revert to allowing spouse on plan regardless of insurance availability
- Incentives for employees who work out
- Employee wellness checks
- Workout area in office building
- Trauma Informed Care as part of HR Orientation; find ways to become more creative.

Staffing (heading):

Goal 1: Objective 3; Staff Recruitment & Retention; workgroup decided to hand this over to Administration since HR falls under them.

- Clinic staff retention
- Recruitment Plan for providers
- Workforce issues; compensation & retention issues
- Exercising – paid back with lower costs; has this ever happened – lower health care costs for employees who work out
- Budget management on wage growth projections
- Expand out to reach more people for jobs; go beyond using Tribe's website.
- Succession planning for health programs

Wellness (heading):

Goal 2: Objective 5 (new objective) Exercise Groups

- Develop walking/biking trails between communities.
 - Clinic Services (heading): GOAL 1

Goal 2 – new objective; Exercise Groups; Exercise groups for more staff self-care options.

- Funding for new bigger clinic to provide more services.
- Nurse hotline (need a person who is familiar with our services/not someone from Indiana) Goal 2: Objective 3: this was an insurance component – ThedaCare EMS should have a Care Coordinator position for EMS – see what it does and is it worth having; gain statistics to determine the worth
- Satellite clinics/services – certain days; workgroup was not certain on this as it would need to be designated under Federal; which could make it difficult to obtain, but there are entities off-reservation like United Health and others who work with Medicare and they have the ability to work from home
- Telehealth for the jail clients – Under Goal 1: Objective 4
- Surgery Center – at cost; this will not be included.
- Walk-in clinic this is already occurring at certain times in the Dental Department.
- Add other types of nature-based therapies – medicinal plants (Prevention & Behavioral Health)

Trauma Informed Care (heading):

GOAL 2, Objective 1

- Should be a part of the Community Engagement Workshop – include in the 90-day work plans; MISD, MTC and Tribe pitch in to supply the consultant – this is no longer getting out to the community; you only see tribal department Directors.
- Trauma-informed care specific to departments.
- Trauma informed –starting with HR & carrying forward.

No Heading – GOAL 1 Create a new goal for Youth Intervention – look at Children’s Code

Objective 1: gain consent form approved by Governmental Affairs for child protection

- Aging and family service departments
- Respite Care – foster care, adult day care
- Adult Daycare Center

NOTE: The workgroup decided that Homelessness is to go over to the Social Workgroup as part of their goals and objectives. Also, Day Care – Childcare for the employee should go over to the Economic Workgroup.

The information provided by MTC is included in the invitation for the next meeting located at the Tribal Office Boardroom, Tuesday, June 13, 2023, at 1 p.m. – 3 p.m.

NOTE: There will be no Workgroup Meeting next week, Tuesday, June 6, 2023 as Facilitators will be at the MTL Retreat.

Workgroup Meeting Notes May 23, 2023

The workgroup reviewed the notes from the last meeting and the information that Jerry Waukau provided for the Patient Satisfaction Survey for Pharmacy from June 1 to June 7, 2022. The Workgroup was impressed with the results of filling prescriptions at 11 minutes, which is two minutes faster than the previous year. The survey indicated that tribal members are very appreciative of the pickup service and excellent job that the staff are doing at Menominee Tribal Clinic in the pharmacy area. Plans are to continue prescription drive-thru services; they now have a pharmacist who is expanding the 340B formulary.

After discussion of what is happening for MTC, the workgroup went into developing the post-it notes for consideration of the goals and objectives. The workgroup came up with six different groupings:

Behavioral Health (Heading):

Goal 1 – Maintain and Expand Health Services

Objective 1: Review MTC's 5-year Business Operations Plan; specific for Behavioral Health and AODA at Maehnowesekiyah.

- Staff recruitment and retention
- Efficient flow – specialist expanded services for Physical Therapy; Massage Therapy and Acupuncture when available
- Tele-health for jail clients – IT Department still has the equipment to assist in making this a reality

Goal 2 – Promote and Ensure Community and Individual Responsibility Toward Healthy Lifestyles

Objective 1 – More space – need more beds; accurate data analysis, right now it is all rough data

Create Objective 4 - Aftercare services for transitional and other support groups such as NA, and Smart Recovery options; education and the need for a Coordinator, so there is a position that can easily create these reports

Employee Perks (heading):

- Insurance plans revert to allowing spouse on plan regardless of insurance availability.
- Incentives for employees who work out.
- Employee wellness checks.
- Workout area in the office building.

Staffing (heading):

- Clinic staff retention.
- Recruitment Plan for providers.
- Workforce issues; compensation & retention issues.
- Expand out to reach more people for jobs; go beyond using Tribe's website.
- Succession planning for health programs

Wellness (heading):

- Develop walking/biking trails between communities.

Clinic Services (heading): GOAL 1

Goal 2 – new objective; Exercise Groups

- Funding for new bigger clinic to provide more services.
- Nurse hotline (need a person who is familiar with our services/not someone from Indiana).
- Satellite clinics/services – certain days.
- Tele-health for jail clients.
- Surgery Center – at cost.
- Walk-in clinic.
- Add other types of nature-based therapies (Prevention & Behavioral Health)
- Trauma Informed Care (heading): GOAL 2, Objective 1
 - Should be a part of the Community Engagement Workshop – 90-day work plans.
 - Trauma-informed care specific to departments.
 - Trauma informed –starting with HR & carrying forward.
- No Heading – GOAL 1
 - Aging and family service departments.
 - Respite Care – foster care, adult day care.
 - Adult Daycare Center.

NOTE: The workgroup decided that Homelessness is to go over to the Social Workgroup as part of their goals and objectives. Also, Day Care – Childcare for the employee should go over to the Economic Workgroup.

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Workgroup Meeting Notes May 16, 2023

The workgroup reviewed the notes from last meeting and the information that Jerry Waukau provided for the Patient Satisfaction Survey from March 2022. The process for developing goals & objectives was discussed and the group was given time to create their post-it notes to place on the board and the following items were discussed:

- No shows for Maehnowesekiyah and MTC are hurtful to the services provided.
- Compliance vs. non-compliance of appointments; cutting off patients who did this regularly was not successful.
- High no show rate for MAT & Behavioral Health – highest was at 50%.
- Plans are to continue the prescription drive-thru as this is a success; Patient Satisfaction Survey will be provided by Jerry Waukau to share with the workgroup at the next meeting. They have a pharmacist who is using the 340B to create the formulary.
- Keeping and maintaining mid-level providers; dental chairs were once 4 chairs, now it is 16 chairs; once had 3 Behavioral Health providers, now they have 11; with 8 being therapists.
- The clinic only has a \$1.5M Contract Health budget.
- The Children’s Code must be updated, there is a huge gap for youth services.

After a discussion of what is happening for MTC, the workgroup went into developing the post-it notes for consideration of the goals and objectives. The workgroup came up with six different groupings:

- Behavioral Health (Heading):
 - Emergency Mental Health-after hours and end of day
 - Youth Treatment Facility (AODA & Mental Health)
 - Flow of plan for Detox & Treatment
 - Have a specific group of people who credential all clinical providers (insurance purposes)
 - Integration & care; consolidation between departments
 - Expanded security at the treatment center
 - More programming for inmates
 - Tele-health for jail clients
 - Youth intervention (looks at Children’s Code)
- Employee Perks (heading):
 - Lower healthcare costs for employees who work out
 - Insurance plan revert back to allowing spouse on plan regardless of insurance availability
 - Incentives for employees who work out
 - Employee wellness checks
 - Workout area in office building
- Staffing (heading):
 - Clinic staff retention
 - Recruitment Plan for providers
 - Workforce issues; compensation & retention issues
 - Expand out to reach more people for jobs; go beyond using Tribe’s website
 - Succession planning for health programs
- Wellness (heading):
 - Develop walking/biking trails between communities
- Clinic Services
 - Funding for new bigger clinic to provide more services
 - Nurse hotline
 - Satellite clinics/services – certain days
 - Tele-health for the jail clients

- Surgery Center – at cost
- Walk-in clinic
- Add other types of nature based therapies (Prevention & Behavioral Health)
- Trauma Informed Care (heading):
 - Trauma informed care specific to departments
 - Trauma informed –starting with HR & carrying forward
- No Heading
 - Respite Care – foster care, adult day care
 - Adult Daycare Center

NOTE: The workgroup decided that Homelessness is to go over to the Social Workgroup as part of their goals and objectives. Also, Day Care – Child care for the employee should go over to the Economic Workgroup.

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Workgroup Meeting Notes May 9, 2023

In reviewing the Comparative Data from the Community Needs Survey from 2005-2023; it was discussed that data from the Patient Satisfaction Surveys from MTC will be used as the information in the Community Needs Survey is minimal compared to the data that is provided. Jerry Waukau will provide the information for review at the next Workgroup meeting. The following items were discussed:

- People using the clinic vs. people’s perception
- Salary levels (comparison) wage – market value of all professionals – workforce
- We should be looking at all Business Sustainability Plans – an Operations Plan – cash flow
- Codes & Ordinances so people follow the guidelines; entitlements

We should be getting the other strategic plans to the table to discuss the goals and objectives for the opioid and drug abuse issues that have been set as a priority; this being referred to as an Operational Plan.

The information provided by MTC is included in the invitation for next meeting located at the Tribal Office Boardroom, Tuesday, May 16, 2023 at 1 p.m. – 3 p.m.

Workgroup Meeting Notes May 2, 2023

In reviewing the SWOT Analysis from the original strategic plan and the SWOT created at the 2023 Director’s Retreat. The following items were discussed:

STRENGTHS

- Duplication of services; utilize the resources we have by consolidating the strategic plan with DAIT, MTC, & Indigenous Pact; so we are not creating the wheel over and over again without moving forward
- Target advertising
- Pay scale comparisons – it is difficult to gain & retain qualified health professionals if we are not in the ballpark.
- Check out what has worked; look at the patterns.
- Leadership is key.

WEAKNESSES

- Credential traditional healers
- Entitlement of tribal members

OPPORTUNITIES

- Healthy nutrition – natural fats, foods, healthy snack bags sent home on weekends for children, positive influence for gardening, and teach food preservation skills.
- Promote dancing among the youth – dance camp, dance lessons – those that want to have can be done by the Internet today.
- Behavioral support groups – grief services.
- Apps to assist in tracking health measures.

THREATS

- 3rd party must pick up budget, restricted funds.

NOTE: Invite the following stakeholders to the Health Workgroup:

- Indigenous Pact - Annette Westphal, Addie Caldwell, Ben Warrington
- Menominee County - Shannon Wilber
- Housing Department -Wayne Wilber
- MISD – Wendell Waukau
- MTE – Mike Skenandore
- DAIT – Ben Warrington, Addie Caldwell, Jerry Waukau, Lori Corn, Keith Tourtillott, Mark Waukau, Nick Uttecht