

FY2012 Tribal Priorities Tracking

Priority #1: Poverty		
Overall Goal		
TO CREATE AND SUSTAIN A RED CLIFF ECONOMY WHICH SUPPORTS JOB CREATION, ENTREPRENEURSHIP, AND COMMUNITY ECONOMIC DEVELOPMENT		
OBJECTIVE	ACTIVITY	STATUS
TO PROMOTE TRIBAL PROGRAMS, EDUCATION, TRAINING, AND SMALL BUSINESS ENTERPRISES TO PROVIDE ENTREPRENEURIAL OPPORTUNITIES AND JOBS THAT FOSTER ECONOMIC DEVELOPMENT	Identify needed skill levels of positions for Divisions	1/12/12 HR: Work with Directors and Administrators in reviewing job announcements with regards to educational and work experience requirements.
	Coordinate with Agencies to assist in identification of the existing skill levels of individuals	1/12/12 HR: Contacted other Tribes and sharing job descriptions and other information. Work with DOT on construction projects. 1/12/12 PL: Support of GLITC USDA RBEG proposal for small business supportive services. 1/12/12 HS: TANF department is meeting with all WI Tribal TANF agencies for Tribal TANF Plan Sharing to rewrite the TANF plan for the new 3 yr. plan. Both GA and TANF work with all divisions for participants to have skill oriented work placement to increase employability. FSET, GA, and TANF work with different Agencies such as NWCEP, VERNA and WITC to assist participants to identify their skills and how to improve upon them.
DEVELOP AN EMPLOYMENT SKILLS TRAINING AND JOB RETENTION PROGRAM	Establish and promote an intern program	1/12/2012 PW: Identifying LTE and Internship opportunities of summer 2012 and beyond. 1/12/2012 NR: We expect 4-5 interns next summer with funding support through DNR and NRCS.

FY2012 Tribal Priorities Tracking

		<p>2/8/2012 NR: We are cooperating on a college-aged tribal intern with NRCS and Bad River – this position is posted on the Red Cliff website until Feb 24. We have also solidified 4 intern positions in cooperation with the DNR (1 college-aged and 3 high school Red Cliff youth). WE EXPECT TO HAVE THIS OPPORTUNITY AVAILABLE EVERY YEAR MOVING FORWARD.</p> <p>1/12/2012 HR: Work with programs that currently use internships and assist them in recruitment activities if funding for it is Tribal.</p>
	<p>Establish professional development opportunities, continuing education and training</p>	<p>1/12/2012 PW: Identifying training program pertinent to our operations. The water and sewer operators are on track to get their operator certificates and have been attending training. Next will be Roads and Facilities.</p> <p>1/12/2012 NR: Always have had this for staff.</p> <p>1/12/2012 ED: The ECC has a well-established system of training and professional development in place which they can share with the HR dept and other divisions.</p> <p>1/12/2012 HS: Considering how to expand skills to enhance administration of the program budgets, grant writing and professionalism in the work place.</p>

FY2012 Tribal Priorities Tracking

<i>Priority #2: Space Needs</i>		
Overall Goal		
ADDRESS THE BUILDING SPACE NEEDS OF THE RED CLIFF TRIBE		
OBJECTIVE	ACTIVITY	STATUS
CONDUCT NEEDS ASSESSMENT	Develop survey to assess office space needs	<p>1/12/2012 PW: Facilities surveys have been completed in the past. These are being entered into a spreadsheet along with current and long-term maintenance needs. In addition, with the hiring of a facilities manager and the adoption of a management database, division and department heads will be interviewed to discuss space needs and potential funding. This will then be added to the database, and put into motion.</p> <p>1/12/2012 PL: Finishing DOE Energy Block Grant of energy audits of water/sewer plant, Tribal admin building & ECC.</p> <p>2/8/2012 NR: We have a few upgrade needs in our office space but currently have enough space for staff with the reopening of the broodstock office across the street. In the long-term, we could use a new space for the Wardens to free up police headquarters.</p>
	Solicit community input into community facility needs	3/21/2012 ED: A community input session for the new proposed Ginanda-Gikendaamin (We Seek To Learn) library/community learning center was held on 11-29-12.
	Retain an A&E Consultant to assist, as needed	3/13/2012 HD: Obtained financing for the construction of the new Health Center, which once built and occupied, will allow re-purposing of the current health facility for other Tribal programs.

FY2012 Tribal Priorities Tracking

		<p>3/21/2012: An architect has been working with the Ginanda-Gikendaamin committee on plans for the proposed facility. He prepared a draft architectural drawing for the community input session in November. Thus far his work has been pro-bono.</p>
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FY2012 Tribal Priorities Tracking

<i>Priority #3: Substance Abuse</i>		
Overall Goal		
REDUCE CRIME AND SUBSTANCE ABUSE PROBLEM ON THE RED CLIFF RESERVATION		
OBJECTIVE	ACTIVITY	STATUS
ESTABLISH BASE LINE DATA RELATED TO THE IMPACT OF CRIME AND SUBSTANCE ABUSE ON THE RED CLIFF RESERVATION	Conduct demographic data gathering, looking back over a three-year period, relative to crime committed while under the influence of alcohol or drugs	<p>1/12/2012 PW: No action at this time other than compliance to the graffiti reporting policy.</p> <p>1/24/12 PS: The current CODY system, which is used for data gathering for law enforcement, does not have the capabilities to track offenses committed which may have and these issues. Chief Mertig has initiated conversation with Bayfield County Sheriff's Department and they have agreed to make this part of the system during their upgrading process. This should be available in the very near future.</p>
IDENTIFYING THE TRADITIONAL ANISHINAABE VALUES RELATING TO CRIME AND SUBSTANCE ABUSE WHICH WOULD ALSO CONSIDER MULTI-GENERATIONAL TRAUMA	Reinforce traditional Anishinabe values and ethics "way of life"	1/12/2012 FS: Incorporated traditional Anishinaabeg values into the Mission, philosophy service methods and of Division.
	Develop a culturally sensitivity training program	3/21/2012: Asked Rob Goslin, tribal elder and historian, to prepare a power point presentation on cultural sensitivity which could be used to orient new tribal employees as well as other non-tribal agencies. Rob is willing to provide train-the-trainer services to the tribe along with developing the power point.
CONDUCT AN ASSESSMENT OF THE CURRENT TREATMENT PROGRAMS, TO DETERMINE STRENGTHS, EFFECTIVENESS, AND AREAS FOR IMPROVEMENT	Obtain independent consultant to assist in the development of evaluation points, process, and procedures for evaluating effectiveness	<p>1/12/2012 HD: A contract is currently in place with White Pine Consulting to conduct a comprehensive evaluation of the entire AODA Program. The evaluation process has begun.</p> <p>3/5/12 HD: Report was received from White Pine Consulting on Deliverable #1: review of treatment policies, practices and outcomes. Counselors were</p>

FY2012 Tribal Priorities Tracking

		<p>interviewed. Recommendations given. Deliverable #2: review existing information regarding the extent of the need for AODA services. Information was reviewed and recommendations given. Deliverable #3 financial: a conference call is scheduled for March 16.</p> <p>3/16/2012 HD: A conference call was held on March 16 to discuss information required to complete Deliverable #3 of the AODA evaluation on the financial aspects of the program. The final report is expected within 30-45 days.</p>
	<p>Conduct satisfaction survey from past and current clients, on substance abuse services provided from internal Tribal and external Tribal facilities for residential treatment and aftercare</p>	<p>1/12/12 HD: Interviews will be completed as part of the AODA evaluation. The interviews will be with current and past clients of the programs.</p> <p>3/5/12 HD: Interviews were done with several stakeholders including Administration, staff and clients, Corrections and the County. The summaries are available and recommendations given.</p>

FY2012 Tribal Priorities Tracking

<i>Priority #4: Land Base</i>		
Overall Goal		
NEED TO INCREASE LAND BASE ON THE RED CLIFF RESERVATION		
OBJECTIVE	ACTIVITY	STATUS
DEVELOPMENT OF LAND ACQUISITION PLAN, INCLUDING THE EXPLORATION OF ESTABLISHING A LAND ACQUISITION FUND	Review and update existing land use plan	1/12/12 PW: Working in cooperation with planning on PW needs and involvement in future development.
	Hold public meeting on existing land use plan	
	Assess methodologies to establish Land Acquisition Fund	<p>1/12/12 NR: We are doing a number of things to add to the land base.</p> <p>2/8/12 NR: We have submitted a funding request for a 50 acre land parcel near Raspberry and 160 acres near Frog Bay. We are also working with BRC for the other 80 acre parcel for Frog Bay Tribal National Park. We are set to receive over 100 acres of DNR land back to the Tribe in 2012 as well. We would like to initiate low intensity forestry practices for funding additional land purchases within tribal boundaries.</p> <p>1/12/12 TC/TO: The Tribe is currently working with the Bayfield Regional Conservancy to utilize all available resources to acquire land.</p> <p>1/12/12 TC/TO: Legal is working on a process/policy for land acquisition and funding for the purchasing of land.</p>

FY2012 Tribal Priorities Tracking

Priority #5: Educational Funding

**Overall Goal
INCREASE EDUCATIONAL OPPORTUNITIES FOR TRAINING MEMBERS, INCLUDING THE INTEGRATION OF A TRIBAL
ELDER PRESENCE IN THE PLANNED ACTIVITIES**

OBJECTIVE	ACTIVITY	STATUS
ESTABLISH MENTORSHIPS/INTERNSHIPS PROGRAM	Sponsor community wide sessions on development of a mentorship internship program	
	Identify a pool of Community resource persons to serve as mentor internship “role models”	<p>1/12/12 ED: Retrieved lists of native graduates from Bayfield high school from 1993-2011 as a start.</p> <p>1/12/12 HR: Maintain list of LTE employees</p>
	Coordinate with Tribal Divisions to offer mentorships/internships within the Tribal setting	<p>1/12/12 PW: Action from the stand point of community education and outreach in initiatives for water and sewer conservation. Looking at possible grant or shared funds for this outreach. Could be internship potential.</p> <p>1/12/12 NR: 4-5 interns this summer and probably every summer moving forward.</p> <p>1/12/12 ED: The ECC has internship opportunities available; currently have an intern through LCO college for our language program.</p> <p>1/12/12 HD: Currently the Health Center allows students from Universities, Colleges, and Vocational Training programs to complete some clinical work (Internship, Externship, and Clinical Experience) on-site.</p>

FY2012 Tribal Priorities Tracking

		<p>1/12/12 HR: Assisted programs in recruitment and selection process. Use WIC Work Experience program to provide internship type positions.</p> <p>3/16/2012 HD: The Wisconsin Express students will be offered an opportunity to visit the Health Center in May. This program allows students studying various health professions to witness care in a rural setting.</p>
	<p>Explore funding sources to support mentorships internship efforts</p>	<p>1/12/12 NR: Funding assistance from DNR and NRCS.</p> <p>1/12/12 ED: 1) Funding from Wisconsin Indian Consortia could be used to support limited term internships. 2) The ECC is always looking for subs (classroom, bus drivers & kitchen) and will pay subs to job shadow prior to actual subbing.</p> <p>1/12/12 HR: Have been using Wisconsin Indian Consortium funds.</p> <p>2/9/12 HR: Attended Job Fair at Northland College and had 13 students stop at my table</p>
<p>DEVELOP A TRIBAL TRAINING/PROFESSIONAL DEVELOPMENT PROGRAM</p>	<p>Determining the training needs of each Division, including all other Tribal Departments</p>	<p>1/12/12 PW: Identifying training program pertinent to our operations. In particular the water and sewer operators are on track to get their operator certificates and have been attending training. Next will be Roads and Facilities.</p> <p>1/12/12 ED: (noted earlier) The ECC has a well-established system of training and professional development in place which they can share with the HR dept and other divisions.</p>
	<p>Develop training which is</p>	<p>1/12/12 ED: The ECC Training/Technical Assistance</p>

FY2012 Tribal Priorities Tracking

	culturally appropriate of the Red Cliff Tribe, Community, and area	Plan can be used as a template.
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FY2012 Tribal Priorities Tracking

<i>Priority #6 Debt Service</i>		
Overall Goal		
FINANCIAL PLAN FOR DEBT SERVICE REDUCTION		
OBJECTIVE	ACTIVITY	STATUS
ASSURE TRIBAL DIVISIONS ARE IN COMPLIANCE WITH TRIBAL AND FUNDING AGENCY REQUIREMENTS BY OPERATING WITHIN BUDGETS	Update the Tribal Financial Policies and Procedures to assure compliance is done with funding received	<p>1/12/12 PW: Action from the stand point of maintaining debt service reserve accounts for USDA-RD Loans. Would suggest that we consider refinancing these under a lender that could consolidate and offer lower rate.</p> <p>1/12/12 TO: We are in the process of identifying areas of concern and will be updating the policies to reflect best practices.</p>
	Increase access to MIP by the Division Administrators to assure compliance	<p>1/12/12 PW: Identifying cliché's in the process and practices to aid in the resolution.</p> <p>1/12/12 TO: The integrity of the security systems are being reviewed and updated so that the system can be accessed by authorized users only.</p>
DEVELOP A PLAN FOR USE OF THIRD PARTY FUNDS RECEIVED BY DIVISIONS FOR DEBT SERVICE REDUCTION	Development of a Tribal Organizational wide Third Party Funds Policy	
DEVELOP A CASINO PROFITS PLAN FOR DEBT SERVICE REDUCTION	Sponsor Community Wide session(s) to solicit in-put on Priorities for consideration on potential funding availability, i.e., elders, youth services, funeral fund, etc.	
	Development of a Casino Profits Plan	1/12/12 TO: Developed a process for utilizing casino profits and tax revenue on general governmental expenses, which the council approved.