

2013 Annual Report to the Membership of the Red Cliff Band of Lake Superior Chippewa Indians



(Cover) by Gadbois Photography

Greeting

Boozhoo Miskwaabikong Anishinaabeg,

We are excited to share with you a brief description of accomplishments the Tribe and its Divisions have made during the past year. The Tribe continues to experience a steady growth in employment opportunities and constantly looks to expand services available to the membership. Our population continues to grow at a pace faster than other surrounding community, unfortunately with that comes the challenge of being able to address all of the needs. As a result the Council has maintained its priority to improve its capacity for the delivery of services to the membership.

Seeing the new health clinic being built has brought excitement to our community and our thanks go out to the Shakopee Mdewakanton Sioux Community for providing financing to the Tribe. We hope you are able to join us for the grand opening on August 20, 2014.

It has been a difficult financial year due to experiencing an under recovery in Indirect cost and the effects of sequestration. The Tribal Council took action to reduce expenses by cutting IDC employee hours including both the Chairperson and Vice-Chair positions. In this current year we also reduced expenses by not filling positions and seriously decreasing budget line items. The federal government has not lived up to its treaty obligations. We continue to advocate this whenever we meet with federal officials. Overall this has not been an easy year. Our Legendary Water Resort and Casino has also experienced financial difficulties but I believe we are on the right track to make it successful. We have secured the services of an independent gaming group to assess all facets of the resort and casino. The result will be recommendations to improve our operations.

In closing, we must acknowledge that these accomplishments would not be possible without the hard work and dedication of all Committees, Boards, Commissions, our dedicated employees and of course the Tribal Council. Miigwech to our emergency services team for being there for all of us in our time of need. And Chi-Miigwech to all the foundations and others who have provided much needed grants for our community. We hope that you find the 2013 Annual Report informative!

Chi-Miigwech

2013 Honoree



Elizabeth (Tiny) Cadotte

MISSION STATEMENT

To promote, plan and provide for the health, welfare, education, environmental protection, cultural preservation and economic well being of tribal members and to protect treaty rights now and in the future.



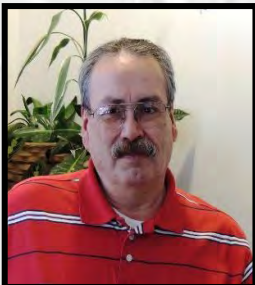
ROSE SOULIER
Chairperson
2007-Present
(Current Term Expires July, 2015)



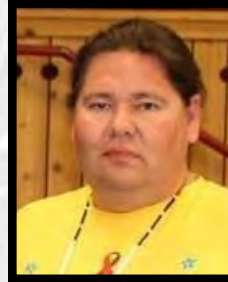
NATHAN GORDON
Vice Chairman
2012-Present
(Current Term Expires July, 2014)



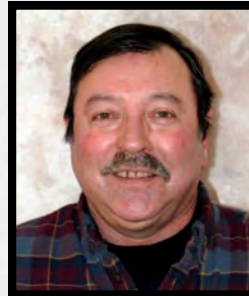
LAURA GORDON
Secretary
2010-Present
(Current Term Expires July, 2014)



DENNIS SOULIER
Treasurer
2012-Present
(Current Term Expires July, 2015)



BRYAN BAINBRIDGE
At-Large Council Member
2011-Present
(Current Term Expires July, 2015)



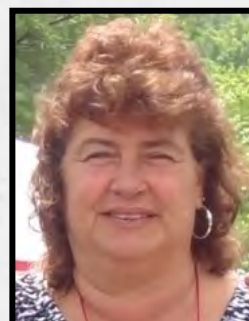
MIKE GURNOE
At-Large Council Member
2007-Present
(Current Term Expires July, 2015)



STEVEN BOYD
At-Large Council Member
2013-Present
(Current Term Expires July, 2015)



MARVIN DEFOE JR.
At-Large Council Member
2012-Present
(Current Term Expires July, 2014)



JEANNE GORDON
At Large Council Member
2010-Present
(Current Term Expires July, 2014)



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New Health Center Opening 2014

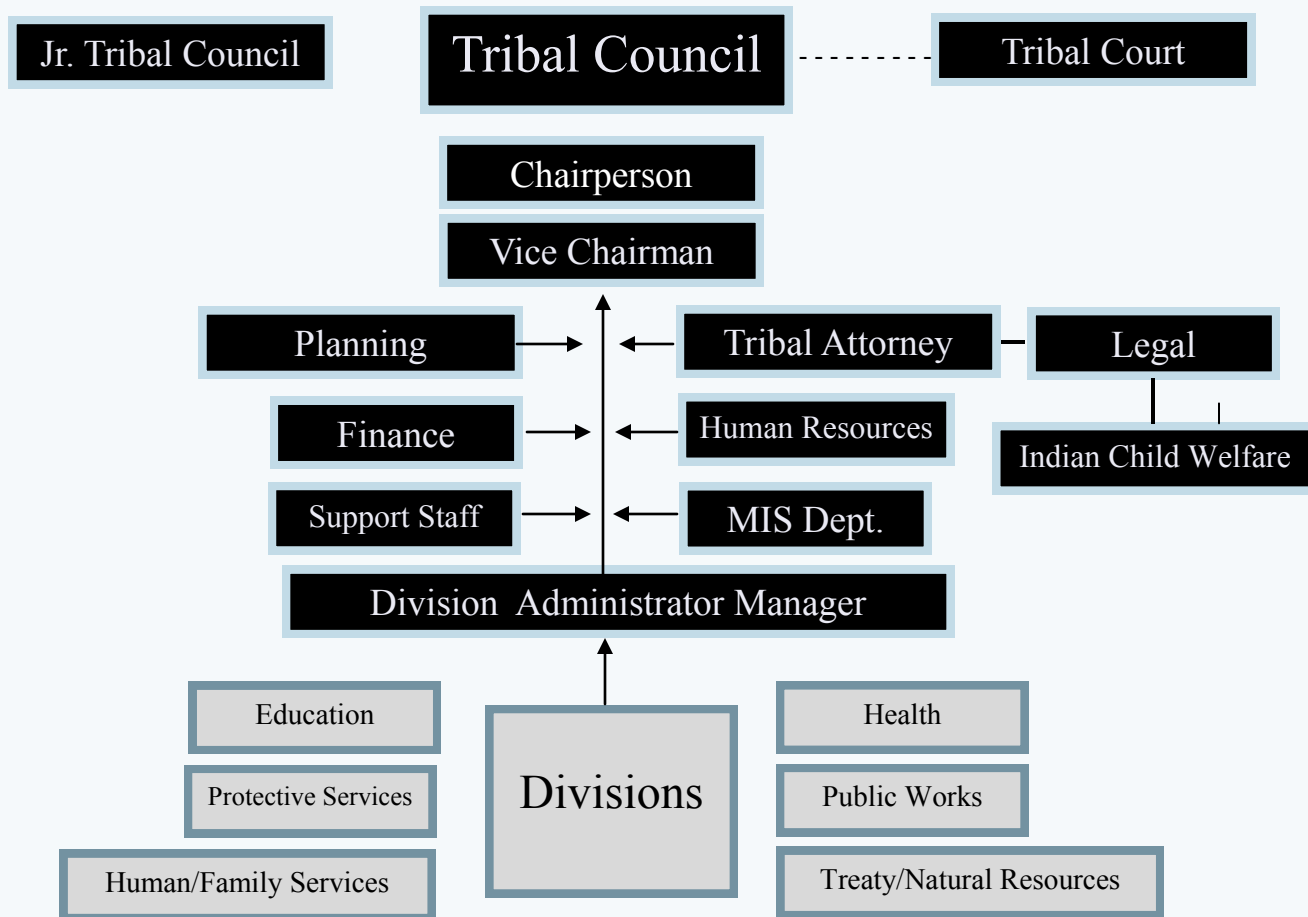
The Red Cliff Band of Lake Superior Chippewa is pleased to announce the ground breaking and the start of construction of the new Red Cliff Community Health Center. The new facility is designed to replace the existing facility of some 12,000 square feet by adding three times the space. The new 38,000 square foot facility will provide space for Alcohol and Drug Abuse Services (AODA), Business (Billing, A/R, Reception, and Medical Records), Clinic (Family Practice, Pediatrics, Optometry, Laboratory, and Imaging), Contract Health Care (CHS), Community Health (Immunization, Disease Prevention), Dental, Mental Health, Pharmacy, Physical Therapy, Sanitarian/Environmental Health, Community meeting space and Maintenance of the facilities. The services provided by the new clinic are available to everyone in Bayfield County as well as the region.

The development is financed by the Shakopee Mdewakanton Sioux Community; Dept. of Health and Human Services, Health Resources and Services Administration; Dept. of Health and Human Services, Indian Health Services; and tribal funds. It is conveniently located on Highway 13 west of Legendary Waters Resort in order to provide services to both the Red Cliff Community as well as the surrounding areas.



Organizational Structure

The Red Cliff Tribe is structured in a hierarchy system with all functions directly or indirectly reportable to the Tribal Council. The operations of the Tribe are divided into six Divisions managed by Administrators who have the responsibility to oversee all programs under their respective Division. The Administrators report directly to the Division Administrator Manager. The only exception to this reporting process is the Housing Authority which is an independently chartered organization that reports directly to the Tribal Council. This structure is a direct result of the Tribe's 1997 adopted General Management Plan, which laid the foundation for the Tribal Council's efforts to strengthen communication, streamline programmatic oversight, respond to the needs of its members and adequately address Local, State and Federal issues.



Boards, Committees & Commissions

Gaming Commission
Law Enforcement Commission
Health Board
Housing Board
Utilities Commission
Fishing Committee
Pow Wow Committee
Friends of the Dirt Committee
JOM Committee

Membership Committee
NALEMP Committee
Mining Task Force Committee
Climate Change Committee
Library Board
Elderly Steering Committee
ECC Policy Council



Tribal Administration

The Red Cliff Band of Lake Superior Chippewa Tribe welcomes Rob Goslin Sr. as our new Red Cliff Tribal Division Administrator Manager. Rob is a Red Cliff Chippewa tribal member. His Indian name translated into English means: Bird That Flashes in The Sky. He began his new position on September 6, 2013. Although the job title is new, Rob is not. He has been employed for the Tribe for more than twenty years in a variety of employment areas of program coordination, management and wellness. His most well-known strengths are his ability to relate to and advise persons from all walks of life.

Rob's educational background is thorough. He received his Associates of Liberal Arts from Haskell Indian Nations University in Lawrence, Kansas in 1978. He then moved back to Milwaukee, Wisconsin where he attended UW-Milwaukee for his bachelor's degree. He received his Bachelor of Science degree in Criminal Justice with a minor in psychology in 1980. He then relocated back to Lawrence, Kansas once again to pursue his Master of Science degree in Educational Policy & Administration with the emphasis on higher education. Rob's master's research thesis was entitled "Treaty Rights and The Rise of Post-Secondary Education for American Indians".



Rob has thoroughly enjoyed teaching several college level courses on the subject of tribal government and Native American cultures, as well as he has traveled across the United States to various tribes to share his expansive cultural and historical knowledge.

During the year the Tribe had seen several administrative changes which had a positive impact on the Red Cliff community. The efforts to strengthen community support services through collaboration have resulted in several initiatives being implemented that not only promoted the continuity of care across programs, but also planning for the expansion of services in the future. Here are some of our accomplishments for the year.

FY 2013 Major Accomplishments

- ◆ Received a \$750,000 grant from Shakopee
- ◆ Reorganization of the Divisions, combined the Human Service and Family Services Divisions
- ◆ Moved the Indian Child Welfare Department (ICW) under the Legal Department
- ◆ Ground Breaking of the new Health Clinic and started the coordination of the office move.
- ◆ Purchased Land to increase our land base
- ◆ Attend National/State/Local Conferences

Federal, State and County Boards/Committees

- ◆ BIA formulation of the funding
- ◆ National Congress of American Indians (NCAI)
- ◆ Great Lakes Inter Tribal Council (GLITC)
- ◆ Midwest Alliance Sovereign Tribes (MAST)
- ◆ Wisconsin Chippewa Federation
- ◆ State Legislative Committee
- ◆ Tribal/County Relations Committee
- ◆ Great Lakes Indian Fish & Wildlife Commission (GLIFWC)
- ◆ Voight Task Force Committee
- ◆ Quarterly Tribal Leaders Meeting with the Governor

Boozhoo! My name is Nathan Gordon, Vice Chairman of the Red Cliff Tribe. I would like to first say "CHIMIIGWECH" to the staff that works for our community through the many divisions and programs. Working as a Team is essential in providing the best services and programs to our members. I greatly appreciate all the countless hours, dedication and hard work that all staff endures on a daily-basis to better serve our community.

Support Staff

Jeanne Gordon is the Executive Secretary for the Administration. She works directly with the Chair, Vice Chair and Division Administrator Managers with everyday functions of the Administration.

Julie Gordon is the Receptionist for the Administration Offices. She answer phones for the Administration and performs clerical functions as needed.



Human Resources Department

HUMAN RESOURCES DEPARTMENT

During the past year the Human Resource Department had a very busy time period. The Department coordinated a broad range of employee services that not only included the hiring of new employees but also conducted a broad range of training sessions related to our Red Cliff tribal personnel policies. For example, in 2013 the Department conducted confidentiality training at the Red Cliff Early Childhood Center. In addition on a regular ongoing basis the Department provided technical assistance to all tribal programs regarding our group health insurance plan. On a regular basis throughout the year tribal wide updates are given to all programs regarding any personnel policy changes. As new policy is created, others are revised to reflect the needs of Tribal Government.

The Tribe employed 249 individuals during FY13. 176 of the employees were Native American and 73 were non-native. During 2013, 93 individuals were hired with 77 being Native American. The positions ranged from substitutes at ECC, seasonal and limited term employees, and full and part time employees.

TRIBAL EMPLOYEES:

Native American 71%	Non-Native	29%
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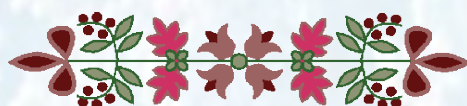
This past fiscal year some of the areas that programs and staff had to deal with were:

- ♦ Sequestration and the rising cost of health care. Both of these areas will continue to be problems faced by programs in the coming year.
- ♦ Successful Annual Employee Appreciation day, which was held at the Legendary Waters Resort and Casino; the day's events included lunch, golf tournament, scavenger hunt, slot, poker & black jack tournaments.
- ♦ February 14th, marked 40 years of service for Rick Wygonik, Human Resources Director.
- ♦ Each summer, the Tribe employs some of our youth for various departments including but not limited to; elderly program, food distribution, and fish hatchery.



Susie Gurnoe
Human Resource Assistant

Rick Wygonik
Human Resource Director



Departmental Overview

The Finance Department of the tribe during the 2013 year administered an overall estimated budget of \$28,692,000.00. Some of these funds were carried over from the previous year. This included a broad range of grants as well as other types of discretionary funds to support tribal programs as well as tribal operations. The Finance Department during this period included 11 staff for most of the year. In addition, the department managed over 72 program budgets while performing other financial functions. These functions included standard accounting practices, property/procurement, payroll, and completing financial reports.

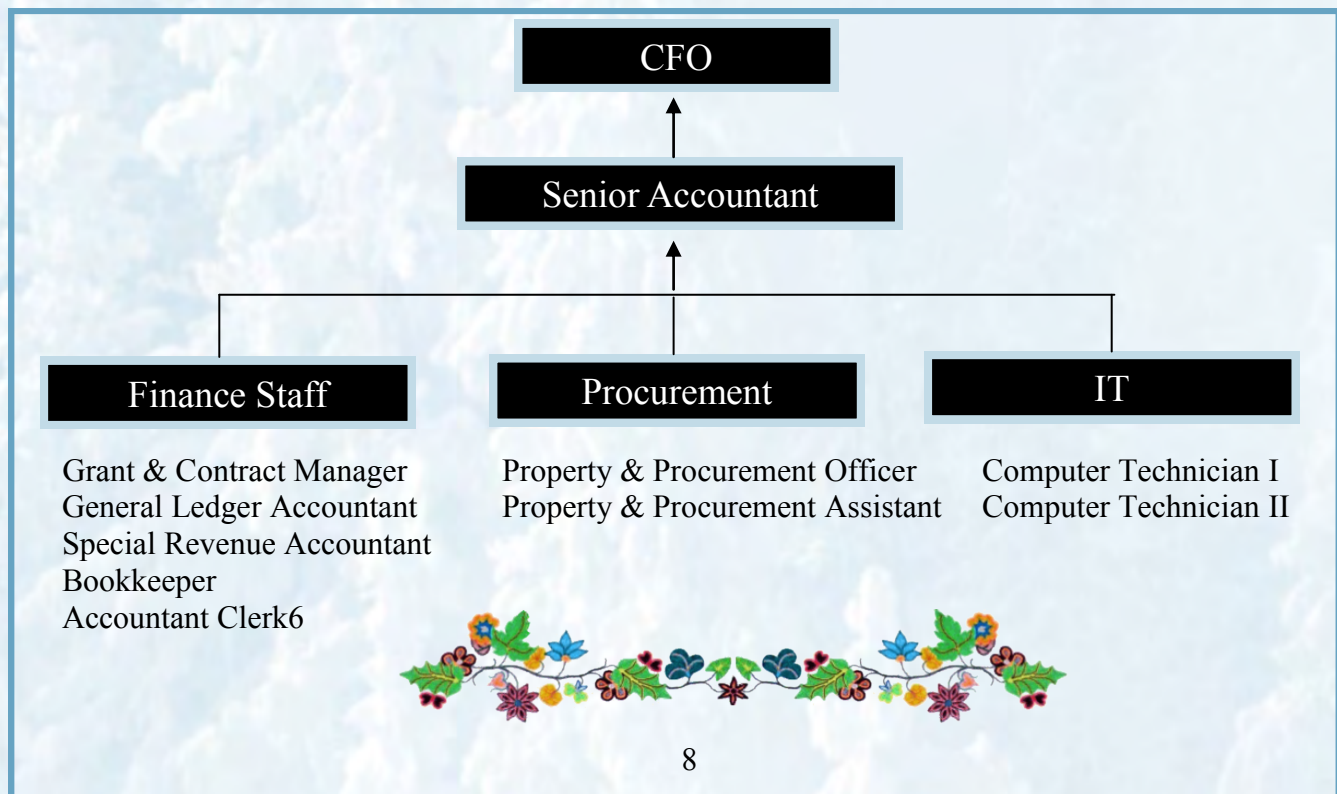
Accomplishments

- ♦ Last audit in 2012 was outstanding
- ♦ Provided comprehensive oversight of program budgets while being under staffed
- ♦ Added Senior Accountant position
- ♦ During the 2013 year, managed tribal multi-million dollar budget

Challenges

- ♦ Sequestration
- ♦ Staff turn around in department
- ♦ Without Chief Financial Officer position
- ♦ Closeout of third party accounts for past several years to balance financial records
- ♦ 2014 Indirect Cost Rate has been approved by the Tribal Council and has been submitted to the Interior Business Center for approval
- ♦ Tribal budget has been difficult to manage due to not being able to collect Indirect Cost from program
- ♦ Lack of outside funds to support tribal programs

ORGANIZATIONAL CHART OF THE FINANCE DEPARTMENT



MISSION STATEMENT

To promote lifelong learning across generations, acknowledging the value of modern education while honoring the wisdom of our Anishinaae ancestors, so that all tribal members have the capacity to walk in two worlds.

EDUCATION DEPARTMENT

Johnson O'Malley

- ◆ Honored 23 Native American high school graduates at Honor Banquet in May
- ◆ Distributed school supplies to 308 Native American students in grades K-12
- ◆ Recommended Diane Defoe as Indian Elder and Teacher of the year nominee (and winner) for the 2013 annual Wisconsin Indian Education Association (WIEA) conference
- ◆ Education Fair was held on March 11, 2013 at Legendary Waters Resort & Casino in conjunction with the Bayfield School District and other programs in the Education Department. 17 vendors and approximately 130 people attended

Higher Education

- ◆ Awarded 52 scholarships in the amount of \$50,431 to Red Cliff Tribal members pursuing Bachelor-Degrees

Job Placement & Job Training

- ◆ Awarded 23 scholarships in the amount of \$10,850 to Red Cliff Tribal members attending vocational/technical/tribal colleges

Consortium Program

- ◆ Awarded 29 tribal members with services that included GED & HSED fees, college application fees, scholarships, CNA course fees and job placement services. This program also purchased BART Bus passes, Miskwaabekong Bus passes and gas vouchers

Ginandagikendaasomin (We Seek to Learn)

- ◆ Tribe targeted funds from the Shakopee grant to contract with Wightman & Associates and consultant Boris Frank to develop a business and fundraising plan

MOU Agreement with the Bayfield School District

- ◆ The Tribe and School District continues to work on areas outlined in the MOU and recommendations that were submitted from the Listening Session.

EARLY CHILDHOOD CENTER (ECC)

Early Head Start, Head Start, and Child Care

- ◆ Ten ECC staff earned their degrees!!!! (AA, BA, MA & EdD)
- ◆ Responded to the mandatory 5.27% sequestration budget cuts in a manner resulting in the least impact to enrolled children and families. ECC continues to provide optimal services with reduced staff and reduced hours since July 1, 2013
- ◆ HS/EHS purchased a van to enhance services to children and families. The van is used primarily to connect with families and promote attainment of individualized family goals.

Administration for Native Americans – Ojibwe Language Revitalization

- ◆ Received funding from ANA for another 3 year Ojibwe language project!!!! (First ANA project ended 9/30/13)
- ◆ Provided daily Ojibwe language immersion experiences for 50 children ages 3 to 5 years old with in three Head Start classrooms
- ◆ Ojibwe language tables continued for parents, staff and community
- ◆ Received approval from ANA to upgrade the ECC security system with additional cameras and security code entry into classrooms and offices

Department of Indian Education K-Readiness

- ◆ Reduced the teacher/child ratio from 1 teacher per 8 children to 1 teacher per 6 children (1:8 to 1:6) in order to provide high quality individualized instruction.
- ◆ Provided cultural assistance and support for the annual sugar bush, weekly pow-wows and other cultural activities. This four year grant ended on 7/30/13. Additional funding is being applied for to continue this program.

Project LAUNCH (Linking Actions for Unmet Needs in Children's Health)

- ◆ Approved for a No Cost Extension Year 6 (Grant ends 8/29/14)
- ◆ Supported numerous events including: Summer Gathering, Centering Parenting, Mental health consultation, Family Swim Days, Family Resource Coordination, Assisted with securing funding for clinic's new Zaagichizaazowin Home Visiting grant (5 years, \$2.25 million) to build upon LAUNCH collaborations and evaluation.



MISSION STATEMENT

The Mission of the Red Cliff Community Health Department is to provide the highest quality, comprehensive health care in order to promote the health and wellness of the American Indian Community. Services are provided to American Indian people and their families, as well as the surrounding communities.

STATISTICS

Primary Care Visits- 5,235

Dental Visits- 3,728

Prescriptions filled- 46,887



SPONSORED ACTIVITIES

- Groundbreaking of the new clinic
- Annual November Health Fair at LWR&C
- Women's Health Event at LWR&C
- Men's Health Event held at Apostle Island Golf Course
- Annual Children's Easter Event at the Youth Center
- Bicycle Rodeo at the Youth Center
- First Aide and Noon Tent at Pow Wow
- Annual Fall Frog Bay Walk Run Waatebagaa Giizis
- Spirit Walk Run, Celebrating the Past, Present and Future



ACCOMPLISHMENTS

- The 2013 Community Service Award was presented to the Red Cliff Community Health Center by the Wisconsin Cancer Council, a statewide coalition of over 95 organizations committed to cancer control, for the Health Centers ongoing efforts in cancer education, screening, and survivorship.
- Prescription Drug Abuse Taskforce: Committee and policies created to address the community health issue of prescription drug abuse.
- The Mino Bimaadiziwin Farm Project has expanded its workable acreage, outreach to community programs (ECC, Elderly, community events), and developed a process for individual plots to be established at the farm.
- Services to infants to elderly and everything in between provided at the Health Center by Medical Doctors, Physician Assistants, Nurse Practitioners, Behavioral Health Specialists and Dental staff.
- Participation and collaboration on the Healthier Wisconsin Partnership Program grant, which aims to improve cancer reporting and health disparities related to cancer among Native Americans.
- Partnership with Marshfield Clinic mammography services, which will increase the access and ease of mammography to Red Cliff women. This is a self contained bus, which will come almost monthly to provide service to the community.



MISSION STATEMENT

Work collaboratively with compassion in providing a broad range of quality of life enhancing services to our tribal families, from cradle to grave.” bringing the seven traditional Anishinabeg Values into our service delivery methods and practice. Zaagi (Love), Oziibwaadenidiwin (Respect), Zoongide’e (Courage, Bravery), Gwayako Bimaadizirwin (Honesty), Gikendaasowin (Wisdom), Nibwaakaarwin (Humility), Debwerwin (Truth),

SERVICES/PROGRAMS

◆ BIA General Assistance (GA)	367 Clients
◆ CITGO Supplemental Heating Program	172 Families
◆ Federal Emergency Management Agency (FEMA).....	Provided Food for Food shelf
◆ Weatherization.....	9 repairs/1 replacement
◆ Keep WI Warm.....	15 cases
◆ Home Energy Assistance Program (WHEAP)	229 clients
◆ Food Distribution/ Nutrition Education.....	1013 Families/1497 Participants
◆ Summer Food Program.....	26,478 lunches 23,208 afternoon snacks
◆ Food Shelf/Food Share	1640 Clients/617 Households
◆ Food share Employment and Training (FSET)	3 cases
◆ GLITC Community Nutrition educator.....	2020 cases/USDA 610
◆ Temporary Assistance to Needy Families (TANF).....	345 Families
◆ Elderly Programs/ Nutrition	Average 83 clients per day or 19,200 meals
◆ Transportation/ ADRS.....	Average 28 clients per month
◆ Domestic/ Family Violence Prevention Program/ OVWA Legal Advocacy.....	Average 6 clients per month
◆ Indian Child Welfare	74 Non Duplicated Cases/Average 135 contacts per month
◆ Youth Prevention and alternative activities Services/ Special youth programs.....	Average 61 Kids per night/ 39 Families per month
◆ Child Support Agency development (developmental stage).....	No clients at this time.
◆ Prisoner Reentry Support Project (development stage).....	Established Waiting List
◆ Family Resource Coordination/case management.....	138 clients Average 7 Ongoing Case Management

NUMBERED SERVED



2013 Rice Camp



2013 Rice Camp

ACCOMPLISHMENTS

- ◆ Family Services received a Grant for parenting classes from the Apostle Island Community Fund.
- ◆ The Makwa House was remodeled to house the Child Support Program which will open in 2014.
- ◆ The Program was awarded a grant from UMD Medical School for a youth science project that was implemented during summer of 2013 for medicinal and food values of indigenous plants.
- ◆ Family Services, GLIFWC and Red Cliff Tribal Wardens collaborated to organize and implement the first annual (Manoomin/Ricing Project). Our community was taught to make canoes, knocking sticks, gathering rice, finishing the rice, and having a feast.
- ◆ New policies were developed to meet tribal member needs to participate in Food distribution program.
- ◆ Family Services Division along with other departments, collaborated with Law Enforcement to provide an anti bullying program.
- ◆ Human Services program assisted with emergency services to over 75 tribal families.
- ◆ Human Services received an Otto Bremer foundation grant to construct a commercial kitchen for educational, food preservation for the food shelf and entrepreneurial purposes.



2013 Rice Camp



2013 Youth Center at Bentleyville



Elders gathering at Richard Gurnoe Villa



Elders gathering at the Elderly Day Room



MISSION STATEMENT

The Treaty Natural Resources Division is dedicated to preservation, protection, enhancement and sustainable management of the Red Cliff Tribal Nation's natural resources in maintaining a balance between healthy environment, economic goals and future subsistence of all tribal members; ensuring that our future generations continue to enjoy the benefits of those places that are of significant historical, cultural and environmental

HIGHLIGHTS AND ACCOMPLISHMENTS

Restoration Activities

- ◆ The Hatchery collaborated with UWSP – NADF to address a head cut that was actively eroding sediment into Red Cliff Creek. A toewall was created to prevent further erosion.
- ◆ An aluminum walkway was constructed over the eroded footpath that tribal members walk to Eagle Bay beach. The old path was eroded, slippery and was unsafe for travel, especially for young kids and the elderly.
- ◆ Brook trout in Chicago Creek will now be able to swim upstream from the culvert on Blueberry Road thanks to the drop pools that were constructed by the Fisheries Department to raise the water back to the level of the culvert. We also decommissioned the ATV trail at the site – a recommendation first outlined in the IRMP in 2006.
- ◆ We fixed the flooding on Bradham Road by removing a beaver dam and restoring proper water flow from the hatchery to the wetland pond.

Improving Resource Management

- ◆ The Forestry and Wildlife Department completed the Emerald Ash Borer Response Plan to address the threat of EAB to Red Cliff forests. The plan was approved by Tribal Council in May 2013.
- ◆ A draft Wolf Management Plan is now available to the membership for review. The plan helps permanently protect ma'iinganag at Red Cliff.
- ◆ Tribal Council ratified an MOU with USDA- Wildlife Services to improve wildlife damage response. The MOU also created a 6 mile buffer around the reservation boundary so the Tribe may co-investigate wolf depredation and management issues.
- ◆ The Tribe's groundwater supply was thoroughly investigated in collaboration with USGS to ensure that current and future water demands are sustainable. Final reports will be made available this spring.

- ◆ The Tribe's application to pursue "Treatment as a State" for water quality standards at Red Cliff is nearing completion. Very few tribes in the Midwest have attained this distinction in their environmental programs.
- ◆ A comprehensive map of weed species and locations was completed in 2013 to help identify and control infestations. The Wardens alone treated 22 areas for purple loosestrife last summer and phragmites populations discovered were also destroyed.

Community Involvement

- ◆ The Division sponsored a number of community events throughout 2013 including the Watershed Symposium, Kid's Fishing Day, Ghost Feast, TNR Division Open House and two community listening sessions.
- ◆ Now in its 3rd official year, our summer intern program strives to introduce Red Cliff youth to natural resource careers through paid internship opportunities. Four young adults from Red Cliff interned in 2013; three at the Hatchery and one at the Environmental Office.
- ◆ Please check out our quarterly newsletter, Ganawenjigaade on the Red Cliff website!



Protective Services Division

The Protective Services Division consists of the Red Cliff Police Department, Red Cliff Ambulance Service and Red Cliff Fire Department

RED CLIFF FIRE DEPARTMENT

During 2013, the Red Cliff Fire Department has continued to provide Fire and Rescue Services not only to the Red Cliff Community, but also to the Town of Russell. The Department responds to approximately 100 calls a year. The Fire Department recently had six New Firefighters join the Department after completing Firefighter 1 Training. Jeff Hood was elected as the Fire Chief and he has begun to set up trainings and maintenance meetings for the Department. In the coming year, the Fire Department will continue to recruit new volunteers to the Department.



RED CLIFF AMBULANCE SERVICE

During 2013 the Red Cliff Ambulance Service staff has responded to 240 calls for service, including medical calls, search and rescue, and standby calls for special events, fires and training exercises.

The Department would like to welcome Stephanie Defoe on board. Stephanie is currently enrolled in the EMT Course at WITC and will complete the training this spring.

We now have Life Quest Billing in place and we hope with the use of this system to become more self sufficient financially over the next several years.

Members of the EMS Department are: Gina Lagrew (Director), Abby Hood, Terry Bauer, Mike Lagrew, Josh Newago, Damon Panek, Will Wellens, Aron Basina, Joe Lagrew, Jason Hood, Rebecca Benton and Stephanie Defoe.



RED CLIFF POLICE DEPARTMENT

During 2013, the Red Cliff Police Department seen its staffing level change to 4 Full time Officers, which includes the Chief of Police and three Patrol Officers. The Department also added a three quarter time Officer. All Officers are Certified by the State of Wisconsin as Tribal Law Enforcement Officers. The Department continues to assist the entire Division with upgrades of equipment.

Our Officers also assisted other Tribal Communities with Drug and Gang issues through the Native American Drug and Gang Initiative. Two Officers with the Department have received Title 21 Credentials with the FBI as a result of the collaboration with NADGI.

This year the Police Department received 1604 calls for service. With the increase in staffing levels and the continued quality training provided to them, the Red Cliff Police Department has reduced the reported crime rate in this Community by approximately 20 % in the past three years.

We continue to work hard to build a trusting and lasting relationship with the Community. We distributed reflective backpacks and water bottles to the children in ECC and the Bayfield Elementary School. We also purchased uniforms for the Little League Baseball Teams. Officers continue to visit weekly with the Students and Staff at both the ECC and the Bayfield School. The Department sponsored the Presentation Plaques for the presentation by Council to the Bayfield Jr. High School Girls Basketball Team for an un-defeated season and the Native Expression Dance Troupe for their performance at Lambeau Field. These young folks worked hard all year long to send a positive message not only in their Community but around the State.

The Officers of the Red Cliff Police Department continue toward their goal of making this a Department that is respected and recognized in this Community and across the State.



MISSION STATEMENT

To provide the best possible public services, in safe maintained roadways, safe drinking water, wastewater treatment operations that protect the environment and maintain safe efficient facilities to the benefit of the members we service.

In 2013, the Public Works Division continued to work to improve service and streamline the operations and costs that are shared by the Roads Maintenance, Roads Construction, Water and Sewer, and Facilities Maintenance Management Departments.

ROADS CONSTRUCTION AND MAINTENANCE DEPARTMENT:

This past year there was extensive flood damage to reservation and Russell Township connecting roadways and storm water facilities. Allen Road, Rowley Road and several locations along Blueberry Road experienced complete washouts. Working with the Federal Highways Programs, Red Cliff has been awarded over \$1.2M in emergency road repair and improvement funding that will see Rowley Road have a bridge installed and Blueberry Road at Red Cliff Creek will have the culverts replaced. A major upgrade began this past season to improve Emil Road to provide a detour route for these projects as well as access to Frog Bay Tribal National Park. The road construction was substantially completed for the North Bradum Phase II Development, and the first layer of paving occurred on Daley Road with remainder to be completed in 2014. Work on securing funding and designing water, sewer and road condition improvements to Community Drive and Pike Road continued in 2013.



WATER AND SEWER DEPARTMENT

In 2013, design work for the new North Drinking Water Well Field and North Pump House was completed. The new pumphouse construction will begin in the Spring of 2014. New Water and Sewer utilities are being installed for the North Bradum Phase II Development, and gas, electric, phone and cable have been started and are expected to be completed in early summer of 2014. The Water and Sewer Commission is continuing to work on revisions of the Water and Sewer regulations.



FACILITIES MAINTENANCE MANAGEMENT DEPARTMENT: For 2013, Facilities Management assisted in the Food Shelf Project, remodeling of the Makwa House, work on the new Pow Wow Grounds, in addition to maintaining and managing seventeen (17) Tribal facilities, some of which received new roofs this past year. We are currently in the planning stages of getting ready to staff and maintain custodial, maintenance and grounds keeping at the new Health Clinic.



MISSION STATEMENT

Our mission is to provide high quality housing and housing assistance to Red Cliff Tribal Members.

ACCOMPLISHMENTS

Completed a four plex building using ARRA funding and families have moved in.

- ◆ We currently manage 176 affordable housing units.
- ◆ We continue to assist tribal members within our service area with down-payment assistance for new home-buyers.
- ◆ We continue to assist tribal members within our service area with rental and security deposit assistance.
- ◆ We continue to provide services to the community, such as the successful tax preparation.

DIRECTION

- ◆ The organization is in the process of starting work on 40 units that will be remodeled: eight (8) duplex buildings in Old housing, seventeen (17) New Housing units and seven (7) Hillside units, using tax credits that were awarded in May 2013.
- ◆ The organization is in the process of completing an application for tax credits to build supportive housing units.
- ◆ The organization is in the process of taking HIP (Home Improvement Program) applications.



CHALLENGES

- ◆ The biggest challenge facing the housing is the need for additional homes for tribal members.

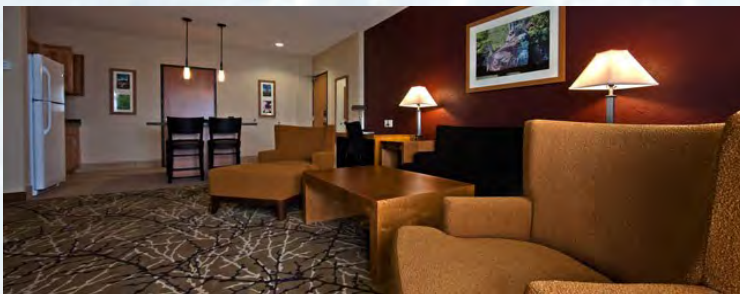
BOARD OF COMMISSIONERS

Chris Boyd, Chairman
Laura Belanger, Vice Chair
Theresa Gordon, Treasurer
Cindy Garrity, Secretary
Bob Bear
Brian Boyd
Susie Gurnoe



Legendary Waters Resort & Casino

Legendary Waters Resort & Casino has now been in operation for two (2) years as of September 2013. During the second year, a new General Manager, Chief Financial Officer, Marketing Director and Food & Beverage Director have been hired. The marketing of the property has involved expanding the direct mail program; offering both monthly mailers with player reward offers and a bounce back program rewarding players continually for their play at Legendary Waters Resort & Casino. Entertainment such as midget wrestling, hypnotist shows, impersonator shows, along with entertainment such as Chubby Checker have been booked in the Event Center to draw players to the property. Promotions have been expanded to include monthly drawings for larger prizes including a 1971 Mach 1 Mustang, which was given away for the 2nd Anniversary Celebration. The hotel, marina and campgrounds continue to attract guests to the property as added amenities. The casino floor consists of approximately 260 Class 3 gaming devices, 4 Blackjack tables and one poker table. New participation machines have been added as the play level on older ones drop off. The number of participation machines have been cut and replaced with recently retired machines purchased from Mystic Lake Casino. This saves costs to the casino and provides additional revenue. Bingo is offered on a limited basis, usually occurring monthly. The Event Center is becoming more popular for events, meetings and other functions. A sales person has been hired to promote and sell the space to attract more guests to the property.



Tribal Court

The Red Cliff Tribal Court is established and vested with the jurisdiction over all violations of the Red Cliff Band of Lake Superior Chippewa Codes and Ordinances.

The Red Cliff Tribal Court was created in 1975 under the tribal constitution of the Red Cliff Band of Lake Superior Chippewa Indians. The tribal court deals specifically with civil proceedings and over this time period has developed a Code of Laws that includes 55 chapters that governs the Red Cliff Tribe. The court includes one Chief Judge; two (2) Associate Judges; a Chief Court Clerk; a Deputy Court Clerk; and a Tribal Prosecutor, as well as a Tribal Attorney. With the enactment of the Code of Laws, Court is held daily, Monday through Friday. Initial hearings are held on Wednesday afternoons and all proceedings are based on judicial court procedure.

One of our judicial system accomplishments is the collaboration with the Bayfield County Court. Bayfield County recognized the hardship that the Red Cliff tribal members had in regards to showing up for Court in Bayfield County. Bayfield County Court is held in the Red Cliff Tribal Courthouse every other month. Bayfield County statistics show that this has led to a drop in arrest warrants for not appearing in court. The Court had 188 new cases in 2013.

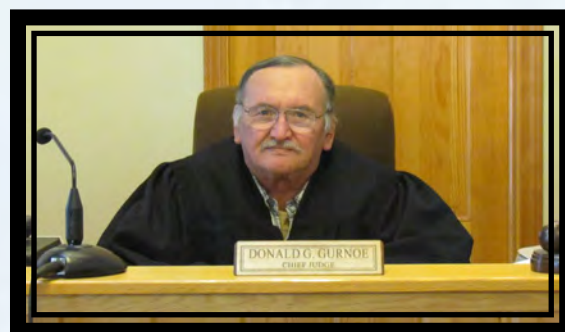
Wade Williams, Assistant Attorney/Contract Analyst/Land Specialist

Wade joined the Red Cliff Legal Department in August of 2013. He graduated from the University of Wisconsin Law School and brings over fourteen years legal experience to Red Cliff, having served from 2011-13 as in-house counsel at the Sokaogon Chippewa Community (Mole Lake). His undergraduate background is in economics, and was geared toward a career in public service. Wade has a strong interest in Indian law, cultural preservation and natural resources protection. He is licensed to practice law in the Red Cliff Tribal Court, the Wisconsin State Courts, and the U.S. Tax Court as well as in North and South Carolina (both currently inactive). Wade will be focusing on contract and land issues, and will be serving as the Tribe's Zoning Administrator.

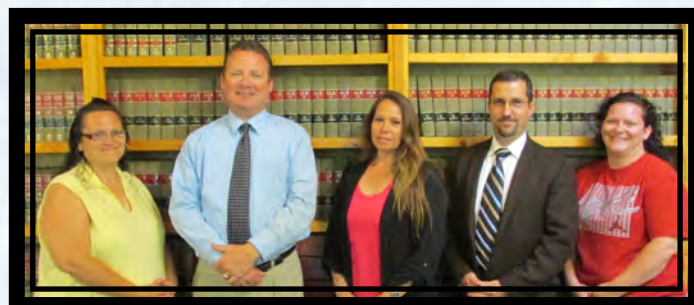


2013 Tribal Court Statistics

Truancy	13 cases
Underage Alcohol	24 cases
Underage violation traffic	2 cases
Child Welfare	8 new cases
Guardianship	5 new case
Name Change	1 case
Traffic	59 cases
Natural Resources	18 cases
Civil	9 cases
Domestic Violence Restraining Orders	6 cases
Temporary Restraining Orders	6 cases
Housing-Evictions	4 cases
Foreign Judgments	3 cases
Appeals	1 case
Divorce	7 cases
Small Claims	5 cases



Chief Judge, Donald Gurnoe



Legal Staff

Transportation

The transit system, Miskwaabekong Transit, experienced a successful year of operation. Ridership continued to meet or exceed expectations. Planning applied for additional support from the Federal Transit Administration (FTA) for both discretionary and formula funding to continue and expand the system depending upon the amount of award.

- ♦ The program was also awarded \$12,500 in Federal Highway Funds to develop a tribal transportation safety plan. The planning will be conducted in 2014.

Water and Sewer

- ♦ Tribe was awarded \$260,000 for IHS wells and septic systems.
- ♦ With this money and previous years unspent funds the tribe provided services to FEMA trailers, community connection systems and individual wells and septic systems.

New Health Clinic

- ♦ The new health clinic construction commenced this past year and at years end was approximately 75% complete. The new 38,000 sq. ft. facility will be completed in May/June of 2014.
- ♦ During construction this past year around +70% of tribal members were employed in various trades to construct the facility.
- ♦ Funding to finance the facility is from the Red Cliff Tribe, the Shakopee Mdewakanton Sioux Community, Indian Health Service and the Health Resources and Services Administration valued at \$14 M.

Shakopee Mdewakanton Sioux Community.

- ♦ The Shakopee Mdewakanton Sioux Community continued to provide support to the Red Cliff Band of Lake Superior Chippewa through grants this past year as well as previous years. This past year Red Cliff received \$750,000. Grants have supported the fishing dock rehabilitation, Legendary Waters Resort and Casino, the library and community center project, the pow wow grounds, the youth center and the early childhood center.

Program Planning and Support

- ♦ Total grants submitted: 13, amounting to \$838,753. To date, five grants have been awarded, amounting to \$317,800 for the following Tribal initiatives: Youth and Community Outreach Officer for Red Cliff Police Department, expansion activities for the Mino Bimaadiziwin Community Farm, Pow Wow booklet, and marketing of tourism and artists activities. Three grants written in November and December are pending at this time. One of these pending grants (for a dental care outreach program) resulted from a successful letter of inquiry, so chances are good that it will be approved.
- ♦ The Tribe received a non-financial award of an AmeriCorps Service Team, consisting of eight (8) AmeriCorps volunteers who worked for the Mino Bimaadiziwin Community Farm. Planning staff submitted a nomination for Frog Bay Tribal National Park for a national award from Honoring Nations, also without a monetary component.



Red Cliff New Health Center



New Floor at the Red Cliff Community Recreation Center

Red Cliff Business Board

The mission of the Business Board is to enhance the capacity of the Red Cliff Tribe by providing for the needs of its membership by creating, supporting and sustaining the infrastructure and environment conducive to individual entrepreneurship and tribally owned enterprises.

During the past year, the Red Cliff Business Development Corporation has been considering further economic development of the Red Cliff Reservation including:

- ♦ thorough analysis of gasoline and tobacco sales
- ♦ acquisition of land
- ♦ creation of the necessary infrastructure to attract business
- ♦ support for entrepreneurship within the community
- ♦ development of old Isle Vista site
- ♦ added services and capacities at the marina
- ♦ the funding or financing necessary to implement these opportunities, and
- ♦ eco-tourism

In order to add to the capacity to conduct these and other activities, the board size has increased to nine members and meetings are held every two months.

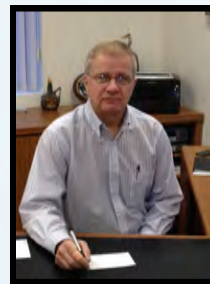
BOARD MEMBERS:



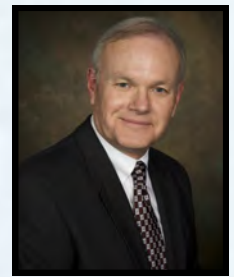
NATHAN GORDON
Vice Chairman,
Tribal Council



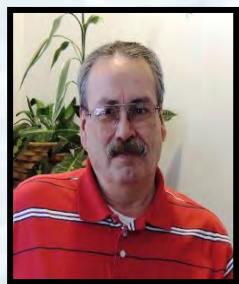
GERALD DEPERY
Deputy Director,
Great Lake Indian
Fish & Wildlife Commission



GARY GERBER
President, Chippewa
Valley Bank



MARK BUGHER
Director, Madison's University
Research Park, UW Madison



DENNIS SOULIER
Tribal Council
Treasurer



BRETT GERBER
Impact 7
Chief Executive Officer



MARVIN DEFOE
Tribal Council



THOMAS J. GORDON
Chairman, Town of Bayfield



SCOTTIE SANDSTOM
Executive Director
Bayfield County
Economic Development Corp.



2013 Progress Report

POVERTY

Goal: To create and sustain a Red Cliff Economy which supports job creation, entrepreneurship, and community economic development.

Accomplishments

- ♦ Advocated for collaboration with Northwest Wisconsin Concentrated Employment Program for more on the Job Training opportunities throughout the Tribe.
- ♦ Seeking training/OJT opportunities primarily in the Water and Wastewater operations
- ♦ Provide Education on Budgeting & Financial Management to Clients.
- ♦ Provide job site placement for GA/TANF clients to gain work skills.
- ♦ Host DVR site to enable Tribal Members easier access to this service.
- ♦ Analyzing and submitting business proposals.

SPACE NEEDS

Goal: Address the building space needs of the Red Cliff Tribe

Accomplishments

- ♦ Library Board hired consultant to prepare Business & Fundraising Plans for the new Ginanda Gikendaasomin (We Seek to Learn) future Cultural Education Center.
- ♦ With the construction of the Health Center many of the office space needs will be addressed.

SUBSTANCE ABUSE

Goal: Reduce crime and substance abuse problem on the Red Cliff Reservation.

Accomplishments

- ♦ Provided parenting & personal responsibility education to clients
- ♦ Provide case management to Clients
- ♦ Closely collaborate with Law Enforcement.
- ♦ Presentations and Workshops on drug and Alcohol abuse
- ♦ Cops connecting with kids program
- ♦ Throughout 2013 there were multiple trainings on drug trends, effects of synthetics, addressing addiction for community and staff to attend.

EDUCATIONAL FUNDING

Goal: Increase educational opportunity
Accomplishments.

- ♦ Continued Charter School planning meetings with Bayfield School
- ♦ Education Division & Treaty Natural Resources Division collaboration with University of WI on National Science Foundation grant to offer paid science-gearred internships for tribal youth
- ♦ Disseminated application information for a Summer Business Institute for Native American High School Juniors, sponsored by the Native American Finance Officers Association (NAFOA)
- ♦ Obtained Limited funding for W/WW Operator Certification Training
- ♦ Completed two successful years of summer youth intern program. In 2013, three (3) interns worked at the Hatchery and one (1) intern worked at the EPA office.

DEBT SERVICE

Accomplishments

- ♦ Conducted utilities rate study, and will pursue additional comprehensive study for utility, road and maintenance long-term planning
- ♦ Work towards refinancing finance on restructuring utility debt service.



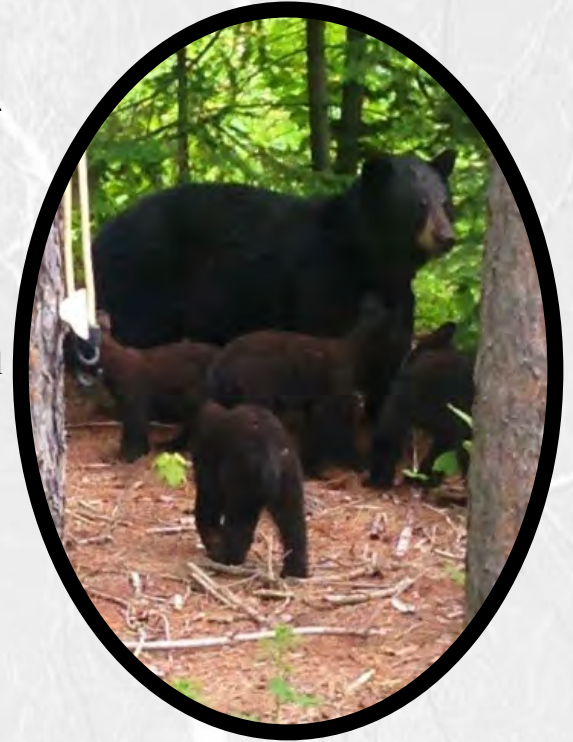
2013 ECC Kids Christmas Party



LAND BASE

In August 2013, Assistant Attorney Wade Max Williams joined the Red Cliff Legal Department managed by David Ujke, Tribal Attorney. One of Mr. Williams' roles is to serve as the Tribe's designated Land Specialist managing the Tribe's Land Office. The Land Office functions include managing tribal member applications for residential and business leases. Another is facilitating Tribal real property acquisitions, fee-to-trust transfers, and right-of-way agreements.

In 2013, the Land Office actively worked with the BIA on five fee-to-trust acquisition projects. The most notable of these is the fee-to-trust transfer of 88 acres located on Frog Bay to the create the Frog Bay Tribal National Park, a first of its kind. Also notable for 2013 are the Tribe's purchase of the Charette and Duffy Properties. The Shodeen, Charette and Duffy Properties, are the subjects of pending fee-to-trust applications. The fee-to-trust process of the "Davidson Property" and the "Sutton Triangle Property" continues to make progress.



After joining the Legal Department in August 2013, Mr. Williams began researching best practices for land information management methods for collecting, managing and storing the Tribe's land information to make it more useable, accessible, and secure. Mr. Williams began investigating the requirements for gaining security-clearance access to the BIA's database of information on the Tribe's land interests (TAAMS). Direct access to such information will increase efficiency in managing and protecting the Tribe's land interests, improving workflows within the Tribe and with the BIA.

Mr. Williams also began investigating implementation within the Land Office a computerized geographic information system (GIS) to allow the mapping of useful tribal land information, such as property boundaries, lease sites, and land use. If interconnected with the GIS users in other Tribal Divisions, such a system could support better overall land management decisions.

In October of 2013, management of the Red Cliff's Project Application and Compliance (PAC) process and the Zoning Administrator functions were transferred to Wade Williams at the Legal Department. PAC Team members cooperate and meet regularly to review PAC applications and assist applicants in complying with Tribal permitting law. The PAC Team continues to explore ways to improve the relatively new PAC process.

PAC MEMBERS

Treaty Natural Resource Administrator

Historic Preservation

Land Specialist/Floodplains Administrator (also serve as designated Zoning Administrator)

Environmental Health Specialist

Public Works Director



2013 Highlights

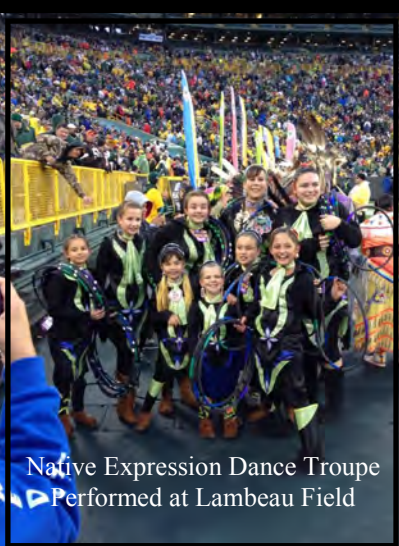
On April 6, 2013 Diane Defoe received two awards at the 2013 Wisconsin Indian Education Association's (WIEA) Annual Conference. Diane received the "Indian Educator and Indian Elder of the Year" awards. The Johnson O'Malley Parent committee and Dr. David Aslyn, Superintendent for the School District of Bayfield jointly nominated her for the "Indian Educator of the Year Award." The Red Cliff Tribal Council and Dr. David Aslyn, Superintendent for the School District of Bayfield jointly nominated her for the "Indian Elder of the Year." We are very proud of her accomplishments and contributions she has made in Indian Education in the School and our community.



The Red Cliff Band of Lake Superior Chippewa Tribe wishes to congratulate one of their fourteen-year employees, LaVonne Goslin on completing her Doctorate of Education degree from the University of Minnesota Duluth in 2013. LaVonne is employed as the Early Head Start Director.



LaVonne recently achieved her Doctorate of Education degree from the University of Minnesota Duluth in April 2013. The major emphasis of this degree was on Teaching & Learning. She was enrolled in a cohort model which uses a blend of online coursework and once a month weekend classes. LaVonne's doctoral dissertation was entitled "A Phenomenological Study of Kindergarten Suspension of Ojibwe Tribal Students in Two Wisconsin Public Schools". She has given professional presentations to the Red Cliff Young Child Wellness Council and to the Red Cliff Early Childhood Center staff. She has been invited this spring to present her dissertation to the Student Association of Social Workers at UW Superior.



Native Expression Dance Troupe
Performed at Lambeau Field



Healing Run 2013



Jr. High Girls Basketball Team Undefeated

CHIPPEWA FEDERATION

Mission Statement

To protect the natural resources, diversify economic opportunities, advance educational experiences, increase health care awareness and expand the social status of Tribal Members and Descendants of the Member Tribes. To ensure a quality of life that Members, Descendants and future generations can enjoy in perpetuity.

The Federation is comprised of and governed by the Tribal Councils of the Bad River, Lac Courte Oreilles, Lac du Flambeau, Red Cliff, Sokaogon and St. Croix Bands of Ojibwe, or "Chippewa" Indians. Each Band is a federally recognized Tribe, and is a Sovereign Nation within the United States of America.

For more information contact:
www.chippewafederation.com



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