

# *2015 Annual Report*



*To the Membership of the  
Red Cliff Band of Lake Superior Chippewa Indians*





*Boozhoo Miskwaabikong Anishinaabeg*

*As you read through the Annual Report, we hope the brief descriptions of services provided and the accomplishments throughout each Division are very informative. You will see that for such a small community we make a very big impact not only here in Red Cliff but in all the surrounding communities. We should all be proud of how we have grown and for all the positive impacts that we have made and continue to do.*

*Our 37th annual Oshki – Maajiitaawin (New Beginnings) Traditional Pow wow was held up in the new grounds this year. Because of all the hard work from our Tribal Council, Tribal Staff and Community Volunteers, it was a success. It started out in the spring of the year as the snow melted. Just about all of the landscaping had to be done within a three month time period from rock picking, grading, seeding and mulching. After that we just crossed our fingers and hoped for grass to grow. In the end with all the dedicated people and help from Mother Nature, we had grass for this celebration and gathering at the new location in 2015*

*The Forest County Potawatomi Tribe continued its support through our shared revenue agreement and it has helped our community greatly. We continue to support our elders in many different ways including continued support for our Elderly Feeding Program so that they can supply a meal on Saturdays. We also have a grant writer that seeks funding for the youth along with the elderly. One other important thing to mention is that the Tribal Council contracted out to do a feasibility study to look at an Assisted Living/Nursing Home for our people so that maybe one day our elders can stay in Red Cliff instead of having to leave the place they call home for care. We continue to explore all options.*

*Legendary Waters Resort and Casino still is a struggle. Because of the seasonality of the area we continue to try and make this business a success. As we make changes we must rely on the employees of Legendary Waters as well as our membership to take ownership in this business to make it as successful as possible.*

*Another highlight this year, is the Red Cliff Housing Authority broke ground for the Supportive Housing project Ashik – Om-bendaam (New Hope) and we look forward to the grand opening later in the spring of 2016. With the multiple units and additional services along with housing we will be able to meet more of the needs of our community.*

*As we move into 2016, the Tribal Council is taking a different approach on how we set our priorities. We will be doing a Strategic Plan that will be focused on and driven by the membership. In order to have a thriving community we must do better at engaging the community, and listening. We will be hosting community gatherings to hear and gather information so as we make plans and move forward it is in the best interest of the membership and our community. We guarantee it will be a positive change and movement focusing on our people, language, culture, land and history. You will see great things happening in the coming year.*

*I cannot forget to thank all of our Tribal Staff, Boards, Committees, Commissions, all the funding agencies and supporters that keep us going so that we can continue to support and meet the needs of our people.*

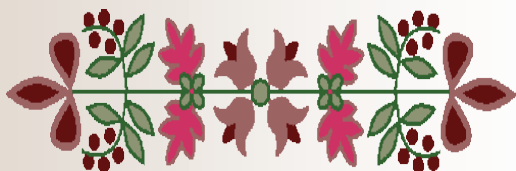
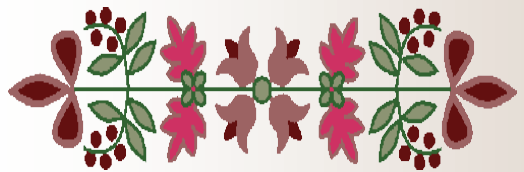
*Chi-Miigwech,  
Bryan J. Bainbridge, Chairman*



## 2015 Honoree – Caroline Cadotte



The Red Cliff Band would like to honor Caroline Cadotte daughter of Frank VanderVenter and Susan Belanger as the Eldest Elder of the Red Cliff Band. She will be celebrating her 93rd Birthday on August 23rd, 2016



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# Tribal Council

## 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.*



**BRYAN BAINBRIDGE**

Chairman

2015-Present

Term Expires (2017)



**NATHAN GORDON**

Vice Chairman

2015-Present

Term Expires (2016)



**LAURA GORDON**

Secretary

2010-Present

Term Expires (2016)



**KRYSTLE TOPPING**

Treasurer

2015-Present

Term Expires (2017)



**CHRIS BOYD, Council Member**

2014-Present

Term Expires (2017)



**DANIEL DUFFY, Council Member**

2015-Present

Term Expires (2017)



**STEVEN BOYD, Council Member**

2013-Present

Term Expires (2017)



**JEANNE GORDON, Council Member**

2010-Present

Term Expires (2016)



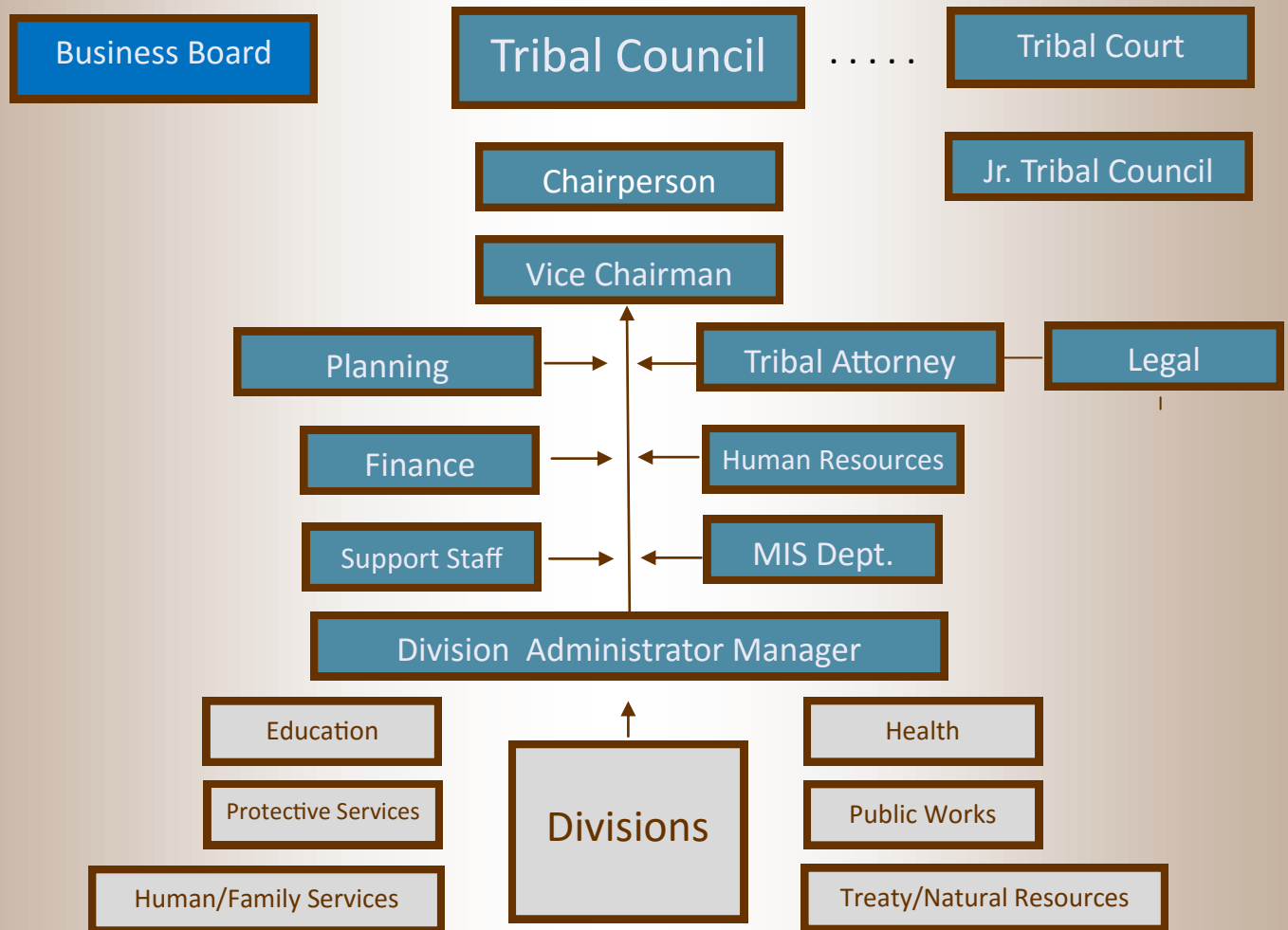
**MARVIN DEFOE, Council Member**

2012-Present

Term Expires (2016)

# 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 seven 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.

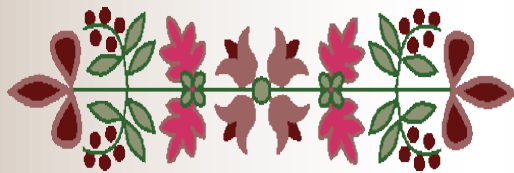


## Boards, Committees & Commissions

Gaming Commission	Fishing Committee	NALEMP Committee
Law Enforcement Commission	Friends of the Dirt Committee	Library Board
Health Board	JOM Committee	Board of Education
Utilities Commission	Membership Committee	ECC Policy Council

# Administration

The Tribe has a new IT Coordinator that was hired in 2015. Theron Rutyna is a native of rural West Branch, Michigan. He attended college at Michigan Technological University studying engineering, communications, and the arts. He has obtained his Master's degree in Information Systems. Theron was a member of the Army National Guard, 46<sup>th</sup> Military Police Company. He has worked for various IT companies and groups for over 20 years. Most recently, he was the Technical Manager for HSI Business Center in Ashland. Theron's interests include medieval history studies, historical sword combat, and classic car restoration. Theron and his partner, Jessie Hall, live in Ashland with no children, but four cats and an elderly dog.



The Tribe hired a new Planning Administrator in April of 2015, Ellen Kwiatkowski, who had previously been working with Red Cliff as a contracted grant writer under the Potawatami revenue sharing agreement. Her professional experience includes 20 plus years working on strategic planning, program development, conservation planning, land acquisition, non-profit administration, partnership development, grant writing, fundraising, and sustainable agriculture. Ellen's career has ranged from grass roots development work in Latin America as a Peace Corps volunteer in her early twenties, to international conservation project development and planning, and land acquisition for conservation purposes in Delaware and Wisconsin. Ellen will be working with the rest of the Planning Department staff on developing a strategic plan for the Tribe, securing grants to fund tribal priorities, and advancing repatriation of Red Cliff land back to the Tribe. A resident of the Town of Bayfield, Ellen and her husband, Eric Carlson, own Blue Vista Farm where they raised their children Seth and Simon Roca and Alex and Rita Carlson. Ellen's interests include plant medicine, spending as much time in the woods and her garden as much possible and cooking yummy food from both.



Rob Goslin Retired as the Division Administrator Manager.

Rob has served as Tribal Administrator since 2013. Prior to that, he worked as a grants writer, in planning, at the Early Childhood Center and many other areas of the Tribe.

He has been an asset to our organization and we're sad to see him go but happy for him at the same time and wish Rob well in his future pursuits.





## *Human Resource Department*

The Human Resources Department expanded its staff during this last year. An Employee Benefits Specialist position was added to assist employees with the Tribes benefit package. The Tribe updated its Employee Handbook during the year and will continue updating it during the next year. At the end of the fiscal year the Tribe implemented a new time clock system. It's anticipated that the system will be in all the Tribal buildings by the end of January 2016.

At the end of the year the Tribe employed 277 employees, 211 were Native American and 66 were non-native Americans.

The two main activities the department plans and oversees are the Employee Appreciation Day and the Kids Christmas Party. Both events would not be a success without the assistance of other employees from the Divisions/Programs of the Tribe.

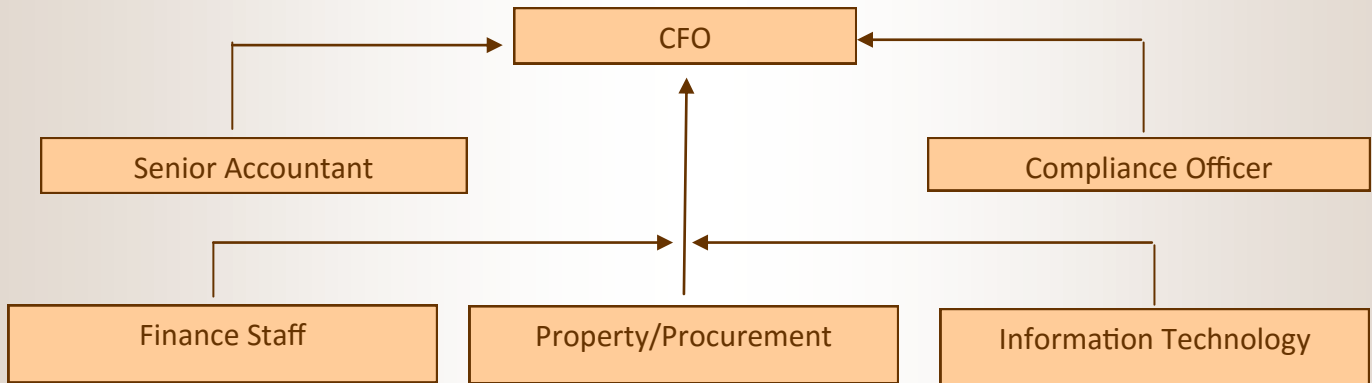
The Department is composed of Richard Wygonik, Human Resources Director, Susie Gurnoe, Human Resources Assistant and Cheri Defoe, Employee Benefits Specialist.



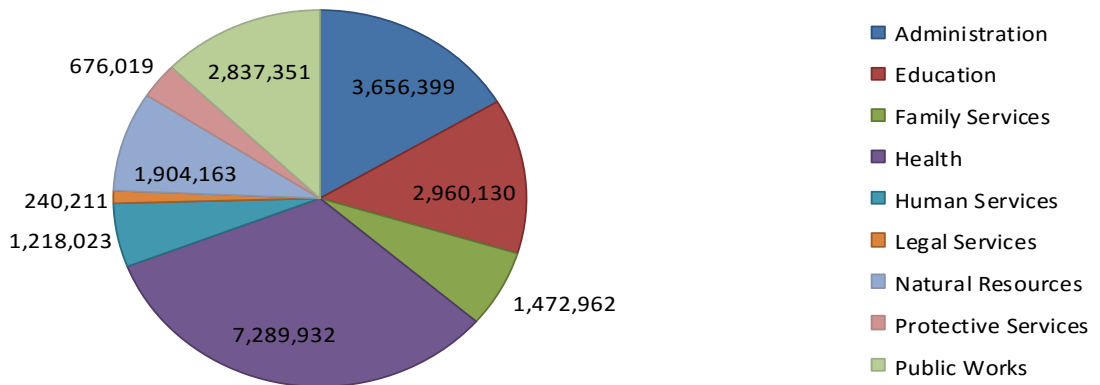


# Finance Department

## ORGANIZATION CHART



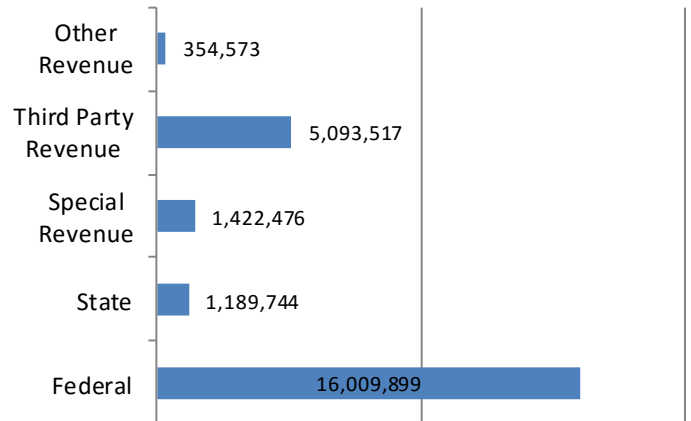
## Expenses By Division-FY 15 83.5% Direct Service to Members



## Highlights

FY 2014 audit completed with no findings. Three consecutive clean audits provides the Tribe the ability to pursue self-governance.

- Debt payments on Health Center and USDA financed debt made in a timely manner
- I/T Director position was filled and a five year asset management plan was created.
- The Compliance Officer position was filled strengthen adherence to program rules/ regulations.



## MAJOR REVENUE BY SOURCE



# Education Division

## MISSION STATEMENT

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

### New Grants Awarded 2015

- Institute of Museum and Library Services grant: \$7,000 for Library operations and programming
- Apostle Islands Area Community Fund grant: \$4,000 to support traditional regalia making and other cultural activities through the Library
- Apostle Island Area Community Fund: \$3,794 for Platform Tent at the Early Childhood Center
- Office of Head Start one-time supplemental funding: \$17,680 to repair sidewalk in Early Head Start outdoor play space.
- Birth to Three Tribal Community Grant: \$10,000 for early intervention services for special needs children
- Tribal Americorps at ECC: \$4,000 cost to program and over \$25,000 in-kind services to EHS

### Education Department & Red Cliff Tribal Library

- Opening Ceremony for the new interim Tribal Library at the Tribal Administration building was held on April 18, 2015. This would not have been possible without the assistance and support of Louise Robbins, Omar Polar, and our friends at the UW-Madison School of Library Science
- Awarded 87 Higher Education scholarships for tribal members seeking Baccalaureate Degrees in during 2015 totaling \$127,845.
- During 2015, the tribe awarded 16 Job Training scholarships for tribal members seeking Associate Degrees totaling \$13,488.

•

### Early Head Start & Head Start

- EHS and HS served 135 children/prenatal women and families in 2015.
- EHS and HS had 1,366 volunteers in 2015, accumulating approximately \$369,375.00 in donated time, services and goods.
- ECC Sugar Bush produced approximately 22 gallons of maple syrup.
- ECC graduation July 23<sup>rd</sup> featured 28 Head Start graduates, over 300 people in attendance and lots of hard work by the ECC staff, especially the amazing kitchen staff!

### Child Care

- Red Cliff took a lead role in partnering with the State to develop a certification system of “Train the Trainers” in Tribal communities throughout the state. Red Cliff now has trainers for Wisconsin Model Early Learning Standards (WMELS), Shaken Baby Syndrome, Ages and Stages Questionnaire-Social Emotional (ASQ SE).

### Administration for Native Americans

- The ECC is working to revitalize the Ojibwe language in the Red Cliff community through an Administration for Native Americans – Native American Language Preservation and Maintenance (ANA) grant. This grant utilizes the Ojibwe language to teach the children enrolled in the Head Start and Kindergarten classrooms as well as, their families, their teachers, and their community!
- Community scale Ojibwe language revitalization efforts continue through language tables and cultural learning sessions.

Language Table Location	Adults attended (over 18)	Youth attended (under 18)	Total Attendees
Youth Center	7	31	38
Bayfield School District	24	0	24
Thursday nights ECC	32	31	63
TOTALS	63	62	125

- Additional community activities supported by this ANA grant during 2015 include the ECC's Ojibwe Language Winter Gathering, the ECC's Summer Gathering, Raspberry Language Camp, and the Red Cliff Annual Pow-wow.

#### **Circles of Care Project – Substance Abuse and Mental Health Services Administration (SAMHSA)**

- The Circles of Care Project goal is, "Through targeted planning, merge generational, professional and overall community perspective regarding mental health and substance abuse needs of the Red Cliff population, age birth to 25."
- The project's defined purpose is to help us understand the best ways to promote culturally appropriate mental health and substance abuse service system evaluation, utilizing the Red Cliff's community's voice as the expert.
- During 2015 Project Year 1, The Circles of Care Team sponsored a number of community events throughout the year and completed several project deliverables.



**2015 ECC Head Start Graduates: Class of 2034**



**Platform tent added in school in forest**

#### **Success Story:**

- The Early Childhood Center recognizes that the experience of play in nature is essential and important to the well-being of all children.
- With the funding from the Apostle Island Area Community Fund, an affiliate of the Duluth Superior Area Community Foundation, and support from the Volunteer in Mission Ministry Group, during the summer of 2015 the Red Cliff Early Childhood Center added a platform tent to their School Forest.
- The addition of the platform tent has provided an outdoor learning space that young children and teachers will be able to use for many years. The tent provides a shaded and protected space outdoor where teachers are able to tie traditional practices and teachings into daily lessons and then connect them with child developmental outcomes, demonstrating how traditional cultural practices help prepare children as life-long learners.



# Health Division

## MISSION STATEMENT

*The mission of the Red Cliff Community Health Center is compassionate health and wellness services centered on our customers, their families and our community.*

### Statistics:

Primary Care Visits- 5,129  
Dental Visits – 4,437  
Prescriptions Filled- 36,999  
Laboratory Tests-12,535

Physical Therapy Visits-302  
Optical Exams-33  
X-rays Performed-438



**Narrative:** During this past fiscal year, the most positive changes were seen in the addition of on-site **physical therapy** which began in May, 2015 and **optical services** which began in June, 2015. These services are still new to us but we are working to make improvements and plan on expanding the hours available for these services during the next year.

The **challenges** this past year were related to many staffing changes. We have seen an increase in the number of clinic staff but this also included many challenges as roles changed and responsibilities expanded for some positions. We hope to continue to work to recruit new staff to fill our current vacancies in hope of increasing services to meet the needs of the community.

During this past year the pharmacy was able to upgrade its system to RX30 and implement the **pharmacy robot** Parata Max. These new systems have allowed the pharmacy staff to be more efficient in all aspects of the pharmacy. The new systems allows for enhanced workflow in the pharmacy including full tracking ability of prescriptions, scanning of prescription hard copies directly into patients' profiles to ensure accuracy, online refills for patient convenience, and automated phone system, just to name a few. The pharmacy has greatly increased our efficiency in filling and billing for prescriptions. We look forward to expanding the pharmacist's clinical duties in the coming year, including providing Medication Therapy management to our patients.

A new **Cancer Support Group** was begun in September of 2015. This group meets on a monthly basis and is designed to support persons who are living with or are survivors of cancer. Any person who is or has battled cancer along with their support persons (families and friends) are welcome to attend this group.

Some of the community activities that we sponsored or participated in were:

October 29; the Annual Health Fair  
January thru March; Losin' It Campaign  
April 3; Easter (Ziigwan) Event  
July 3, 4, 5; Annual Red Cliff PowWow  
July 29; Pink Shawl Event  
August 20; 55 Plus Expo  
August 5; Water Walk  
September 20; Fall Festival  
September 28; Grandfathers Feast



# Protective Services

## MISSION STATEMENT

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

### **Red Cliff Police Department**

During 2015 the Police Department has made many changes: A new video surveillance system has been started throughout the Community. This system will allow for monitoring of Tribal Buildings and assets for the prevention and investigation of property loss, damage and personal injury incidents.

The RCPD has begun to add resources to our investigative tool box by being able to do forensic evidence collection of electronic devices. This capability is not available in this area by any other Department; previously the nearest resource for this was in Superior Wisconsin.

RCPD has also worked closely with the RCIT Department to provide funding and assistance in building the Tribe's Internet infrastructure.

RCPD has also been in the forefront of the Drug Investigations that have produced numerous arrests and charges in the Bayfield County area.

In 2015 the RCPD again handled as many arrest and referral for charges to the District Attorney's Office than the other (3) three Police Departments combined. RCPD had 115 arrests and 108 referrals to the District Attorney for charges. Combined numbers for Bayfield PD, Washburn PD and Iron River PD equaled 115 Arrests and **118 Referrals for charges.**

### **Red Cliff Fire Department**

The Red Cliff Fire Department began work on fund raising activities to help cover the cost of new turn out gear for the Department personnel. The cost of this gear is approximately \$3,100.00 per Firefighter and the Department needs to raise over \$65,000.00 in order to equip the entire staff. A raffle is being conducted by the Department and the drawing for the prizes will be held on March 6, 2016 at the Annual Pancake Feed that will be held the same day at Legendary Waters Resort and Casino.

Late in 2015 we added a new Emergency call notification system to the Fire and EMS Departments. This system sends alert messages to all responders via their smart phones, and allows the staff to make immediate notification to the station of their response status. This system is used by Mason Fire Department and now Bayfield and Washburn Departments are looking into the system. This does not replace the pager system in place, but enhances it.

**EMS ASSIST- 27, WATER RESCUE-1, LANDING ZONE-1, ALARMS-3, VEHICLE FIRES-2, ACCIDENTS-5, STRUCTURE FIRES-2, WILDLAND-9EMS Department.**

EMS 2015	Patient transports	Fire/Event Standby	No Transport Cancelled	Respond for Mutual Aid	Intercepts/ None Available/ Life flight	No crew available	RC Mutual Aid Requests
Totals	161	25	55	6	90	10	4

# Family/Human Services

## 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 Anishinaabeg Values into our service delivery methods and practice. Zaagi (Love), Oziibwaadenidiwin (Respect), Zoongide'e (Courage/Bravery), Gwayako Bimaadiziwin (Honesty), Gikendaasowin (Wisdom), Nibwaakaawin (Humility) and Debwewin**

SERVICES AND PROGRAMS	NUMBERS SERVED
BIA General Assistance (GA)	270 Clients
Temporary Assistance to Needy Families (TANF)	300 Families
Federal Emergency Management Agency (FEMA)	We received \$2,500 in FEMA funding and purchased food for the food shelf. (no IDC or FM is taken out of this funding)
Weatherization	17 Heating Repairs / 2 Heating Units Replacements
Keep Wisconsin Warm	14 Clients / \$2000.00
Home Energy Assistance Program (WHEAP)	204 Total Cases
Food Distribution	2826 Total Participation
GLITC Community Nutrition Educator	13813 Total Participation
Summer Food Program	Total Lunches 26794 Total Snacks 23696
Food Shelf	958 Individuals / 272 Total Households 7824.61 Pounds Served this year
Food Share Employment and Training (FSET)	Total Referrals 26 / Used all 3 Time Limited Benefits 17 / Referrals but now have Exemptions 6 / Able-Bodied Adults Without Dependents met working requirements 3
Elderly Programs/Nutrition	7050 Congregate Meals 14005 Home Delivery Meals
Transportation / ADRS	50 Client Contacts
Family Violence Prevention Program	300 Client Cases / Average 25 Clients per month
Youth Services	Youth 8956 / Adults 3644 / Total 12600 per year
Child Support Agency Development	Total Cases for FY 15 114 / Open TANF cases 44 / Open non-TANF cases 70 / Open Cases at any time during the FY15 with Support Order 111
Community Service Team (CST)	7 Referrals / 2 Active Families
Brighter Futures Initiative (BFI)	Mondays/Wednesdays = Average 9 at each session Total: 13 Youth Served
Re-Entry Program	50 Clients
Indian Child Welfare (ICW)	366 ICWA Cases / ICW Program received a total of 145 Reports/ Referrals



## Brighter Futures Initiative:

The BFI program will offer prevention and intervention activities and is administered through the Family/Human Services Department, which will work closely with the Family Violence Prevention Program (FVPP) and Youth Services Department to organize long-term and short-term prevention activities, recruit young participants, and conduct programs, most of which will occur in the Youth Center facility.

The targeted population will include Red Cliff's youth ages 12 to 18. The BFI staff will present a full version of the Life Skills Training (LST) curriculum, and evidence based program. This will directly address the benchmark of preventing and reducing the incidence of youth alcohol and other drug use and abuse. It also builds interpersonal skills, such as communication and decision making, vital for increasing adolescent self-sufficiency skills necessary and preventing youth violence and delinquent behaviors. In addition Family Services group facilitators will incorporate the Discovery Dating curriculum, a promising practice that builds on Native American values, and the Stand Up and Speak Out program, an evidenced informed curriculum, to address and prevent youth violence and bullying.

Parents or Caregivers can also refer their children to participate in the BFI Program.

Family/Human Services would like to welcome the new staff this year, Welcome All.

Brian Boyd – Child Support – 5/12/15  
Misty Nordin – Youth Center Director – 6/4/15  
Jake Gordon – Youth Center – 6/17/15  
Peter Newago – CST/BFI Supervisor – 7/15/15  
Marvin Defoe – Re-Entry Program – 7/29/15  
Josh Gordon – BFI Program – 8/31/15  
Gena Mertig – BFI Program – 10/19/15  
Johanna Wilson – Child Support – 10/22/15



The Tribe received back packs from Walking Shield filled with a variety of wonderful items. All K-8 students were served.



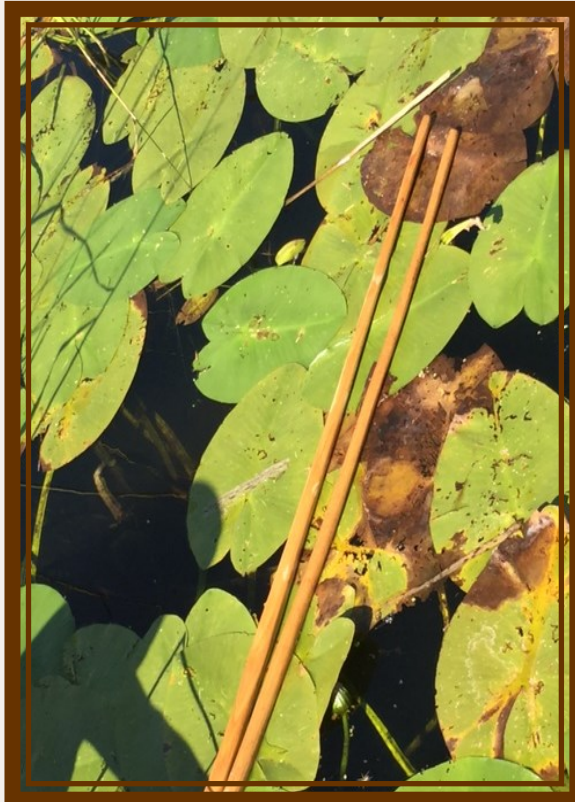
# Treaty Natural Resource Division

## MISSION STATEMENT

*The Treaty Natural Resources Division is dedicated to the 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 importance.*



**Division staff photo taken in July 2015** back row from left: Chad Abel, Vince LA Fernier, Eyan Hanson-Gordon, Ernie Grooms, Lance Bresette, Mike Poch, Chase Meierotto, Trevor Wilk, Ed Boyd Jr. middle row from left: Gary Defoe Jr., Melonee Montano, Linda Nguyen, Fran Cadotte, Zach Peterson, Shyenne Gordon, Gabrielle VanBergen, Ron Nordin front row from left: Mike Defoe, Jeremy St.Arnold, Shelly Gurnoe, Mikayla Defoe, Mark Duffy and Lucas Cadotte. Missing from photo: Beth Raboin



Wild rice was a focal point of our programming in 2015. 14 new monitoring sites were added by the Water Resources Program to test water quality in ricing areas of the Sand, Frog and Raspberry systems. The Environmental Dept. helped with a series of wild rice events, including a workshop to make knockers and a community harvest event on Chippewa Lake. The Division also seeded 462 pounds of rice on 4.2 acres of ricing grounds in September to enhance future community harvests.





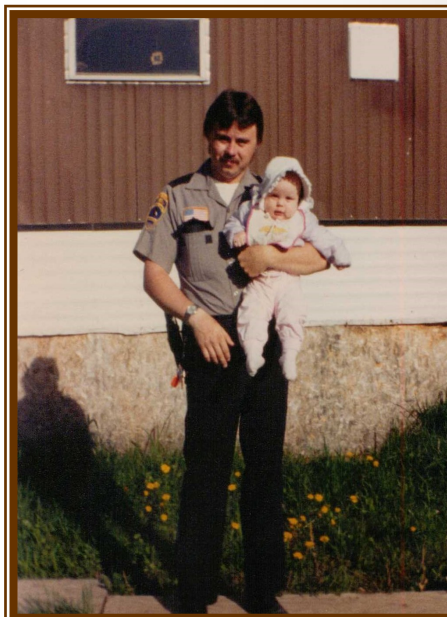
A major erosion control project at Legendary Waters was completed in 2015. An estimated 300 cubic yards of soil had eroded from this location into Buffalo Bay. The Division was able to secure project funding from NRCS and in-kind from DOT to restore the area.



Lake Superior fishery management continues to be the cornerstone of our program. In 2015, 49,500 feet of gill net was lifted during fishery assessments. The Fisheries Department also purchased a used tug (below) that will be restored in 2016 for assessment purposes.



2015 marked the 4th year of our summer intern program. In addition to working with the Division, the interns also spend time with WI DNR and USFS-Washburn. Mikayla Defoe, Eyan Hanson-Gordon and Shyenne Gordon were awarded a \$250 scholarship for successfully completing the 2015 intern program.

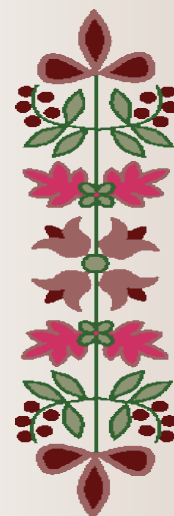


**Mark Duffy** celebrated 30 years of service as a Red Cliff Warden in 2015. Congratulations, Mark!

Only in recent years has Mark begun sharing his infinite wisdom with younger staff on how to always keep looking busy.



The Division hosted the "Mining Alternatives Summit" January 7-9 at Red Cliff in response to the GTAC proposal to mine the Penokee Range in the Bad River watershed. GTAC withdrew their mining application March 24.







# Public Works

## MISSION STATEMENT

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

In 2015, Public Works Department worked to improve service to its customers and the surrounding area. Improvements were made to help out budgetary constraints while keeping service to an optimum. The Wastewater Treatment Plant houses Public Works, Facilities Maintenance, and the Roads Department. The Roads Department is its own separate entity. The Public Works Department and Facilities Maintenance has a staff of sixteen people under one director. Facilities Maintenance is responsible for the general upkeep of fourteen tribal buildings which include mowing grass, snowplowing driveways and parking lots, housekeeping, shoveling sidewalks, elderly driveway plowing, and a variety of other duties and small projects.

The Public Works Department maintains the Wastewater Treatment Plant, water tower, five lift stations, six pressure reducing valve vaults, and all community sewer and water mains. During the 2015 construction year, Public Works had a number of projects that were completed: The new pump house project was completed, four new services were added to the community water and sewer system, rehabbed the pressure reducing vault at casino, repaired piping in the aerobic digester at WWTP, added fire protection to community by extending water main on Blueberry Rd, replaced the programmable logic controller at WWTP. The staff attended training to update their water and sewer licenses. We did get some projects done although IHS sanitation department had a major turnover.

IHS-Water Meter Project is still ongoing.

IHS Projects that were completed:

- North Pump house project
- Septic Replacement project
- Scattered Site project
- Programmable Logic Controller (PLC) system repair

We have three major projects slated for the 2016 construction year funded by Indian Health Service:

Scattered sites project (6+ sites) so far.

Inflow/ Infiltration project for the north sewer system

Old Housing sewer main replacement/rehab project.

Facilities Maintenance Department completed the following major projects during the 2015 season:

The Buffalo Bay Fish House and First American Prevention Center were torn down.

The Farm/VISTA and Indian Child Welfare buildings received new roofs.

Powwow grounds were completed for annual powwow.

Repaired bridge between courthouse and family services

Built new trail/bridge between courthouse and new administration building

Future (2016) FM projects include razing the old Joe Duffy and Cesario houses, and re-roof fire hall buildings, and upgrading the powwow grounds.

# Legal Department/Tribal Court

## Legal Department and 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 court deals specifically with civil proceedings. The court consists of: (1) one Chief Judge; (2) two Associate Judges; a Chief Court Clerk; a Deputy Court Clerk; a Tribal Prosecutor; (2) two Tribal Attorneys; and a Tribal Child Support Attorney. Court is held daily, Monday-Friday.

## Steven E. Boulley, Chief Judge

On September 29, 2015, the Tribal Council appointed Steven E. Boulley as Chief Judge of the Tribal Court. Judge Boulley is a former Tribal Prosecutor and has over (20) twenty years of experience working within the Tribal Court. He also has worked as a guardian ad litem (GAL) in child welfare cases in the Red Cliff Tribal Court and the Bad River Tribal Court. His knowledge and experience will benefit the entire Red Cliff community.



## Tribal Court Statistics

Truancy	16 Cases	Names Change	2 Cases
Underage Alcohol	15 Cases	Child Support	110 Cases Transferred/New
Theft-parties to a violation	2 Cases	Traffic	46 Cases
Petty Theft	2 Cases	Natural Resources	32 Cases
ATV Equipment Violations	2 Cases	Housing	10 Cases
Underage Violation Traffic	1 Case	Disorderly Conduct	6 Cases
Child Welfare	18 Cases	Divorce	3 Cases
Enable of Child to be Truant	6 Cases	Custody	5 Cases
Guardianship	4 New Cases	Trespass to Land	1 Case
Termination of Parental Rights	2 Cases		
Possession of Paraphernalia	1 Case		
DV/Harassment Restraining Orders	8 Cases		



The Legal Department continues to provide direct support to the Tribal Administration, Tribal Council, and the entire Red Cliff Community. In 2015, the Department continued its efforts to assist in providing for the needs of the tribal membership in a variety of matters ranging from treaty rights protection to recovery of the reservation land base.

## MISSION STATEMENT

***To provide expertise and services in comprehensive and strategic planning efforts, project development and grant preparation for government programs, land base recovery, facility construction and the management of transportation infrastructure while preserving the tribe's unique heritage, culture, and environment.***

In early Spring of 2015 the Planning Department gained an experienced Administrator in Ellen Kwiatkowski, but said goodbye to Tribal Planner, Randy Hella as he retired in late summer. Randy was instrumental in projects such as the STH 13 Enhancement project, the planning and construction of both Legendary Waters Casino and the New Red Cliff Clinic and will be sorely missed. The Planning Department also had two new hires late in the year that included Beth Paap, Program Planner, and Marilyn Miller, Tribal Planner.

### Transportation

Efforts are ongoing to secure funding for a Transportation Center in which to house the Road Maintenance and Transit Programs, the latest effort being the submission of a grant application to the U.S. Department of Transportation's National Infrastructure Investment or TIGER program. The amount of funding sought was \$3,944,886 for capital improvements and equipment purchases.

Miskwaabikong Transit has purchased another bus and, we look forward to having it road ready in spring. Ridership continues to climb as we surpassed 17,000 riders in 2015! It is our plan to operate two busses during the busiest times of the day in the peak season. Miigwetch for your continued support!

### Strategic Plan Development

Back in 1995, the Tribe approved a General Management Plan. Many of our community members participated in the development of that plan through multiple workshops that were open to all tribal members. Since that time, the plan has served as a guide for many working in Red Cliff tribal government but the time has come for a new plan. Tribal government is currently in the early stages of developing a strategic plan for the Tribe.

"During the past year or more, the Tribal Council has been meeting with program directors to hear concerns, listen to suggestions and develop mid to long range plans that will allow the programs and departments to operate more efficiently while saving the tribe money," said Chairman Bainbridge. In addition to consulting and brainstorming with the directors, the Council has also participated in several tribal council "retreats", led by the Planning Department. The sessions are aimed at strengthening working and interpersonal relationships between council members while allowing the group to strategize on ways to build the nation.

### Seeking Community Input

Community input is an integral part of the development of a strategic plan. Over the next several months, the Council will hold a series of sessions to engage our community members in the process, much like the General Management Plan of the nineties.

According to Chairman Bainbridge, "We're going to ask the membership to help guide this process and determine the direction they want the tribe to go in. That means all facets of our nation: culturally, economically, educationally - we expect that our membership will rise to the occasion and embrace these positive changes. We need to get to a place where everyone takes responsibility for what happens in the community. We have great people here who have been through a lot - which makes us stronger. I'm certain we're on the right path and look to our people to guide us to where we want to be."



## Cover Story



It was a historic night at the Bayfield County Courthouse on Tuesday, December 15th, 2015. It was the first ever joint meeting between the Red Cliff Tribal Council and Bayfield County Board of Supervisors. The meeting was several years in the making and long overdue.

"This is a historical event. Tonight we grow bigger than our differences and offer to everyone, regardless of our historical rights and wrongs, a friendly welcome and outstretched hand," said Bayfield County Board Chairman Dennis Pocernich.

"It's very important to know what our goals are; know how we do business. If we can't get past that. If we can't understand it. We can't move forward," said Red Cliff Tribal Chairman Bryan Bainbridge, referencing the need to open lines of communication among the two governments. "It all starts with building a bridge. After tonight, hopefully we'll all have a better understanding of our wants, goals and needs," continued Bainbridge.



After a round of introductions by board members from each side and members of the gallery, Tribal Attorney Dave Ujke presented an overview of the history of Red Cliff, which included a crash course on federal Indian policy and Indian law.



In turn, John Carlson, Bayfield County Corporation Counsel, provided a brief outline of Bayfield County programs and vital statistics.

According to the presentations, the Tribe is the largest employer in the county, employing 500 people. The county is the second largest, employing just under 200.

## *Supportive Housing (New Hope) 2015*

### **The Red Cliff Band to Break Ground on Supportive Housing Project**

The Red Cliff Band of Lake Superior Chippewa Indians, in conjunction with their Chippewa Housing Authority, has been approved to construct 24 new housing units located on the Red Cliff Reservation. The Tribe will hold a ground breaking ceremony on Thursday, June 25, 2015 at 3:00 pm at the site location. The project, named Oski-Ombendaam (New Hope) Housing Development, will be located near the intersection of Blueberry and Pageant Roads in Red Cliff, Wisconsin.

The project will be funded through financing from the Low-Income Housing Tax Credit (LIHTC) and HOME Programs; and will target general-occupancy households with income of up to 30%, 50% and 60% of Area Median Household Income (AMHI). In addition to general- occupancy, these units will provide supportive services to veterans, homeless and those individuals at-risk of becoming homeless. The Oski-Ombendaam Housing Development will be comprised of nine studio units, six 1-bedroom garden-style units, two 2-bedroom units, and seven 3-bedroom townhouse-style units. Additionally, the entire development will consist of three, 2-story buildings.

The project is part of a larger plan to implement holistic approaches in addressing the many challenges faced by Tribal Members. "American Indians suffer from a disproportionate amount of health disparities, including mental health, AODA and historic trauma," said Red Cliff Vice-Chairman Bryan Bainbridge. "This project will ensure individuals who may be facing personal challenges or crisis situations have the support and resources needed to maintain a healthy lifestyle, In addition to the supportive services offered, the project also provides much needed housing for the community.

The Oski-Ombendaam Housing Development will be operated under the Native American Housing Assistance and Self Determination Act (NAHASDA) guidelines. Each unit features modern amenities such as electric range, refrigerator, dishwasher garbage disposal, wall-unit air conditioning, carpet, window blinds and microwave oven. There will also be community amenities such as on-site management, laundry facility, community room and a picnic area.





## *How Does It Work?*

### **WHY TAX CREDIT ADMISSION IS DIFFERENT**

Tax Credit housing is fairly new to Red Cliff. The program allows for high-quality development to be brought to this community, but it also requires more careful management. The money used to construct the homes comes in part from loans and grants, but much comes from outside **investors**. The investors made housing dollars available to Red Cliff in exchange for at least 15 years worth of IRS tax benefits, during which time the investors and agencies will regularly inspect the homes, RCHA's operations, and the project's financial track record.

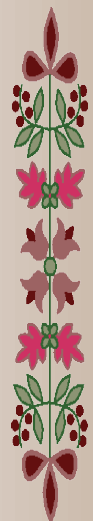
To the tenant, housing cost in Tax Credit units is a fraction of the cost of market rents. For Red Cliff Housing Authority (RCHA), having loans and investors means the housing is more expensive and more regulated, and so RCHA must monitor timely rent payment and unit care by tenants. A successful Tax Credit program begins with careful tenant selection.

Selection of individual families for each unit is no longer done by the Housing Board or by staff. Instead, the Housing Board, on the recommendation of its oversight agencies, The Staff mainly serve to verify the data and notify applicants. Only where difficult questions of tenant background arise, such as criminal record or rental history, will RCHA staff or the Housing Board become more directly involved in screening of individual applicants.

### **Our Project Manager for the Supportive Housing is Howard Bresette.....**

The Red Cliff Housing Authority will provide property management in the Red Cliff Supportive Housing Project. The following Red Cliff Tribal Divisions are going to provide supportive services to residents of the New Hope Project: AODA and Mental Health, Early Childhood Center and Family Services.

The Red Cliff Housing Authority continues to provide the community with snow removal (those living in the housing), Down Payment and Rental Assistance within our service area, and Tax Preparation services to the community.







In its fourth year of operations, LWRC continues to experience financial difficulties. In addressing these problems, the Tribal Council has worked with its lender, Shakopee Mdewakanton Sioux Community, to provide additional assistance. A complete Business Plan was developed, an independent consulting group was engaged and an experience General Manage was hired this past May. Additional experienced staff were also hired including a Controller, Executive Chef, a conference Sales person and a new Marketing Manager.

The snowmobile trail access has been negotiated for the next two seasons which provides an easy connection to the main Bayfield County trails. A closer working relationship has been established with both the local Bayfield and County tourism organizations. A more cost effective marketing program has been put into place focusing on rewarding active players and analyzing our player's club data base to stimulate increased play.

With its complete 'resort' facilities including four-star quality hotel rooms and dining facilities, LW is focusing on a year round recreational and gaming experience for both individual and groups in our regional market. New programs will continue to be developed that emphasize the natural beauty and completeness of the facilities. Repeat customers continue to rave about the quality of the resort and new customer are surprised at what they have found. All agree that LW is in fact a 'legendary experience'.

