

2016 Annual Report

*To The Membership Of The
Red Cliff Band Of Lake Superior Chippewa Indians*



*Repatriating Our Past, Reestablishing
Our Foundation For The Future*



Boozhoo/Aaniin Miskwaabikong Anishinaabeg,

Again, it is my honor to write and recap on the operations and the accomplishments for the year of 2016. Before going on, I would like to recognize the efforts that are put forward by the Tribal Council, Tribal Staff and our Community. Not just for this year, but for the previous year and the many years that have come and gone before us. It is important to make sure we remember the struggles that have come before us and the many people that have paved the way so we can build off of their efforts and accomplishments. Be assured, that we wouldn't be here if it wasn't for them.



Of course you will read on the efforts put forward on the "Zero Deficit Plan" and the importance of taking a hard look and making some changes that may make people a little uncomfortable at times, because of change, and operating out of the norm, but if we don't do it now and recognize the importance of being fiscally responsible, we are limiting our ability to advance and doing a disservice to our future Leaders and the membership. Moving in this direction to make it more palatable, "Zero Deficit Plan", was changed to the "*Plan to Self-Governance*". We continue to work hard towards this goal moving forward and we see the light at the end of the tunnel.

We have also embarked on an initiative that builds on and further strengthens our Tribal Sovereignty' it is called our "*Land Repatriation Plan*". This is more than an initiative to capture and repatriate our original reservation lands that were lost in the many decades of wrong doing and misunderstandings. It is the actions being taken by our Tribal Council in recognizing how important our land base is when it comes to our identity and cultural revitalization. As you may have noticed on the cover, there is a statement which says "Repatriating Our Past, Reestablishing Our Foundation For The Future". I say this because it is an integral part of our Tribal Sovereignty as well as defining us as the Red Cliff Band of Lake Superior Chippewa Indians. As history has shown, what was tried and fortunately had failed, left behind trauma and hardship. The attempts at taking our land and language has had its affects and this is just one way of healing the wounds and doing what is right.

The Forest County Potawatomi Tribe continues support through our shared revenue agreement which has helped our community greatly. They also provide support through their very generous staff in numerous fields of service. Throughout the years we have been able to build a bond and relationship like no other. Words can't express the great appreciation for all that they have done and continue to do.

One thing that I can't forget and is very important to remember, is the legacies we are carrying on and building not only as Tribal Leaders and Staff, but as individuals as well. We also have to remember that as we build these legacies, we are remembering that we are building them for "All" of the membership and people of our community. We have to continue being creative as we move forward never forgetting the next seven generations and beyond, as our ancestors have instilled in us through many generations. We have to continue building and working towards the end goals whether it be in Education, Culture and Language Preservation, Family and Community Wellness and building the Tribal Economy and Integrity as a whole. If we only go so far, we will never fulfill our collective or even individual goals. As we all hold the rights to our own opinions and thoughts, we should continue the discussions as we progress. But, we still need to share the same vision and that is to benefit all around our community. If we don't, than we must realign our priorities, never giving up hope and continue the vision for all guiding us into the future. We must continue moving forward in a positive direction.

I hope you find this report informative as it highlights some of the accomplishments and activities we have done throughout the Tribe, Tribal Programs and Tribal Entities this year.

Chii Miigwech,

Bryan J. Bainbridge, Chairman





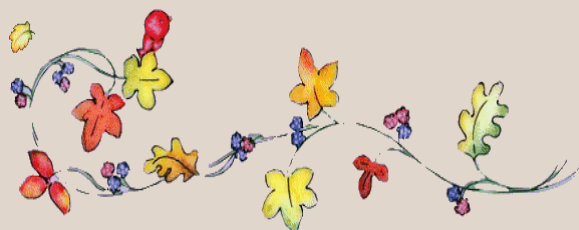
2016 Honoree – Mary Louise Gary



The Red Cliff Band would like to honor Mary Lou Gary the daughter of Angus Defoe and Charlotte Cadotte, as the Second Eldest Elder of the Red Cliff Band. She will be celebrating her 89th Birthday on May, 6th, 2017

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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 (2018)

MERCIE GORDON

Secretary

2016-Present

Term Expires (2018)

KRYSTLE TOPPING

Treasurer

2015-Present

Term Expires (2017)

JEANNE GORDON, Council Member

2010-Present

Term Expires (2018)

ANTONE BASINA, Council Member

2016-Present

Term Expires (2018)

STEVEN BOYD, Council Member

2013-Present

Term Expires (2017)

CHRIS BOYD, Council Member

2014-Present

Term Expires (2017)

DANIEL DUFFY, Council Member

2015-Present

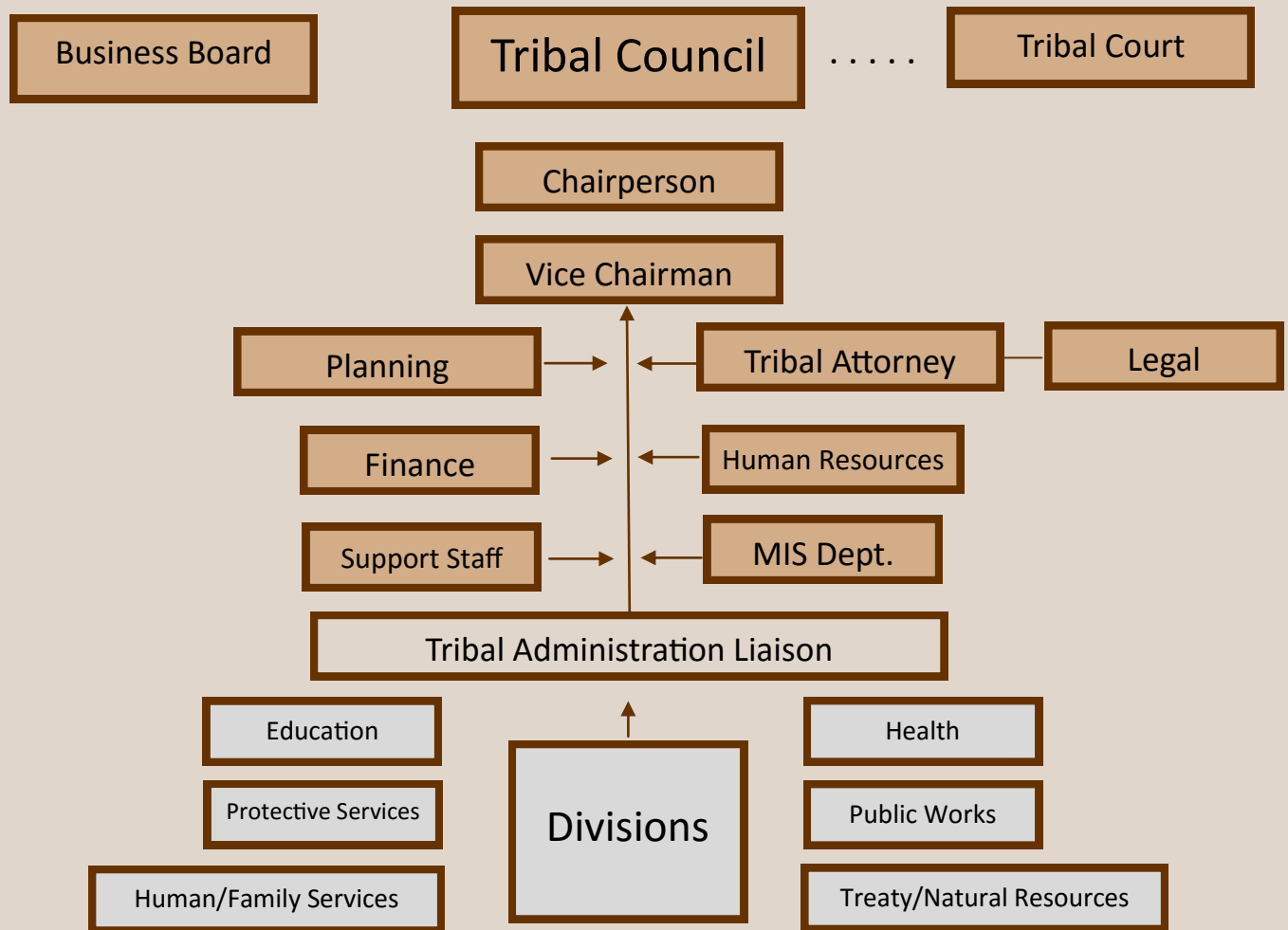
Term Expires (2017)



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

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

Administration Highlights



2016 has been a year of big projects and challenges in the IT Department. This report will run through the highlights of the 2016's projects and developments as well as the plans for 2017.

Projects:

The department has accomplished a large number of major infrastructure projects this calendar year. We are looking forward to several more in 2017. Our major 2016 projects were:

Fiber Optic Project: Red Cliff has its first private fiber optic data system as of October 2016. The fiber serves the government buildings in the main campus area: Food Distribution, FHS, PD, ICW, Courthouse, Child Support, EPA, and Admin. With a sizable donation of time and materials from the Forest County Potawatomi (over \$100,000 in labor and materials), the system is up and serving the employees.

Courthouse Revamp: The department assisted the courthouse in the implementation of a Court Management system and court stenographer system. A new server was implemented for these systems and other enhancements were made such as video communications with Bayfield County.

New Accounting and File servers: The department replaced the file and accounting servers this year. These new servers expand the tech capacity of the Tribal Government and provide increased reliability.

Security Cameras: In 2016, security systems were added to the Treaty Natural Resources buildings, and New Hope. Cameras were added to many other locations on campus. RCPD and the IT Department were able to use video surveillance to determine the perpetrator for many incidents throughout the year.

Centralized Antivirus: Symantec Endpoint Security has been purchased and deployed throughout the Tribe in order to centrally manage the antivirus system and remove the myriad of un-managed and non-functional systems. The centrally managed system is intended to help protect the Tribe in the event of a virus outbreak or attack.

Increased Backup Coverage: With the implementation of both cloud and redundant physical backup systems, the IT Department is working to provide a minimum of backup for the data stored in our widely disbursed systems. Within the next six months, we hope to bring all tribal buildings up to a minimum specification for data backup.

Housing Authority Contract: The IT Department is continuing to provide support for the Housing Authority through Tribal Contract. The department did considerable work in the New Hope project opening to get security cameras, phones, and offices up and running.

Casino Contract: The IT Department is assisting the Casino in transitioning to Symphony. Symphony is a new, fully integrated, hospitality suite designed to allow all of the hotel, casino, and food systems to talk on the same system. This will relieve many problems with workflow amongst the casino departments.

First Net and Intergovernmental cooperation: The IT Department has been attending Local, State, and National meetings for the implementation of the First Net First Responders' network as well as many other state and local interoperability meetings. We have gained considerable knowledge in these endeavors as well as being able to lend our expertise to other tribes and government organizations.

Administration Highlights Cont.

Document Management System and Scanning: The Child Support agency is supporting and testing the rollout of document scanning, archiving, and management for the overall tribe. Using the Laserfiche document management system, the department will be working to scan in old paper documents and free up space.

Electronic forms: Working with the HR Department, IT will be developing electronic forms to replace many of our paper forms. This will represent a huge cost savings over time.

Grants management system: The Planning department is working with the IT department to implement eCivis, a global grants management system. This system will bring the management of our portfolio of over 166 grants into centralized control. This project is also in conjunction with the Forest County Potawatomi.

Future Plans:

The department is looking at several major projects in 2017 as well as handling the unexpected. Here are some of the plans for the next year:

Complete the Fiber Optic System. In 2017, the departments need to find money and time to complete the fiber optic system by running fiber to the remaining government buildings: Clinic, TNR, Broodstock, Mishomis, New Hope, ECC, Water Sewer, Housing, and the Youth Center. This is a major undertaking and we are hoping to find sufficient funding soon.

Phone system integration: Work with TLX Communications, the IT Department is working to connect all of the existing Avaya phone systems together into one system. This allows direct extension dialing and greater consistency between buildings.

System Redundancy: We are working to make our servers, backups, and shares redundant so that loss of one system does not bring down the entire service.

Training: The IT Department will be holding several training sessions for employees throughout 2017. These sessions will help increase understanding on technology and the systems that we are implementing.

Bryan Bainbridge
37900 Bishop Loop
Bayfield, WI 54814

Dear Bryan,

The National Center for American Indian Enterprise Development (NCAIED) is honored to notify you that you have been selected as a recipient of our prestigious "Native American 40 Under 40" award. As you may know, this very special award recognition was created eight years ago to acknowledge those emerging Native American, Alaska Native, and First Nation citizens between 18 and 39 years of age who have demonstrated leadership, initiative, and dedication to achieve significant contributions to Native communities throughout North America. On behalf of the Board of Directors and the NCAIED organization, we are proud to present you with this award. You are a true embodiment of what the NCAIED stands for, and a shining example of the economic future and advancement of Indian country.





The Red Cliff Band of Lake Superior Chippewa has unique status when opening and operating businesses. The tribe with its sovereign status and operating on tribally-owned “trust” land, where the profits are not taxable by the county, state, or federal government makes it unique from anywhere else in the country. The tax exemption in effect serves to offset the problem tribes have in raising capital on trust lands. Tribal businesses provide jobs for tribal members, helping to relieve a significant unemployment and underemployment problem on reservations. These business start-ups help the Red Cliff tribe create and build their own

economy where the Red Cliff dollar is circulated and funds are spent on-reservation. The genesis of this economy happened on Friday, August 19, 2016 with the grand opening of Red Cliff Smoke Shop located in the Legendary Waters Casino. The smoke shop provides to casino patrons and surrounding community discounted tobacco products unlike anywhere else.

It was with this concept in mind that the Red Cliff Tribal Council decide to assert its sovereignty into their business development through the establish Red Cliff Business Development Corporation (RCBDC) designed to initiate tribal business development. Through the tribe’s planning program and business consulting group, Blue Stone was contracted to draft a working business plan. The RCBDC in July 2016 hired a new CEO, Don June to head the project. The smoke shop hired four employees from the local community injecting approximately \$82,000 per year into the community as wages and salary.



Human Resource Department



Human Resources provides; Advocacy for fair and equitable treatment of all employees, toward achieving the highest employee morale and productivity with organizational effectiveness, training & development. Facilitating to manage change and the pursuit of excellence in all employee-oriented programs, while influencing positive management-workforce relationships.

Employment Statistic 2016

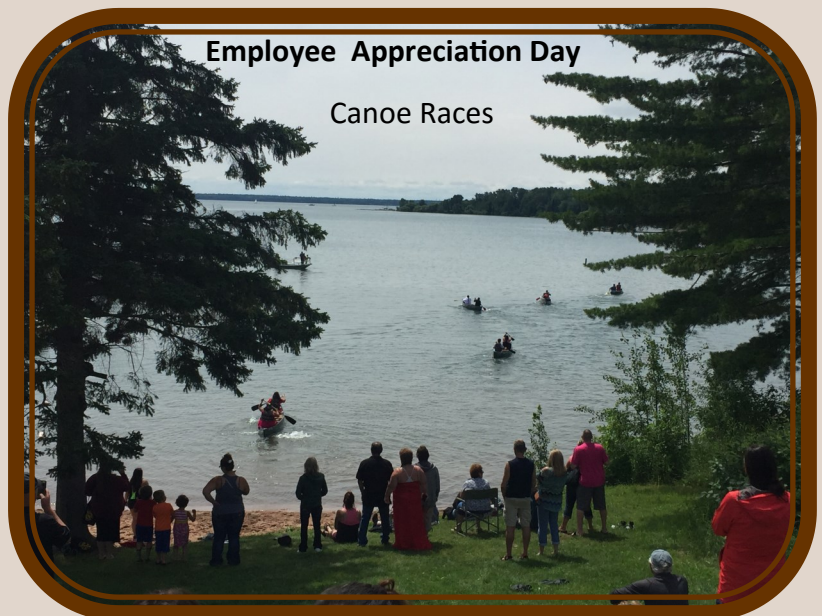
- The Tribe is currently the largest Employer in Bayfield County.
- 47 Native American and 26 Non Native were hired in 2016.
- Annual Payroll for 2016 was \$7,839,144.06.
- The HR Department also participates in the planning of the Employee Appreciate Day, Children's Christmas Celebration, Pow wow and Events that are planned by Administration.

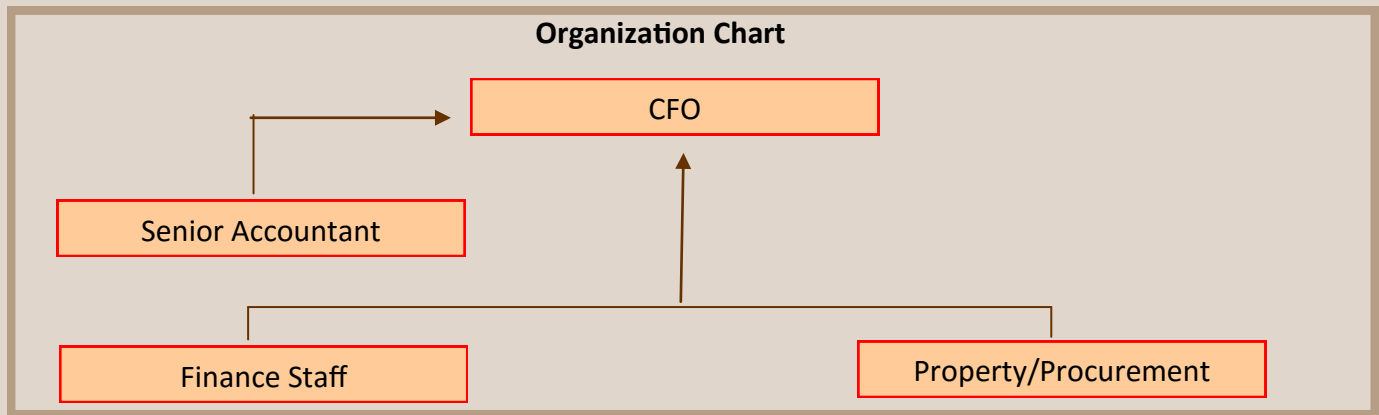
BENEFITS OFFERED TO EMPLOYEES

The Red Cliff Tribe offers full-time employees a benefits package that includes: Health Insurance, which the employee pays 12% of the premium; Dental Insurance, which is paid by the Tribe; Life Insurance, which is paid by the Tribe; Short Term Disability, which is paid by the Tribe; Long Term Disability, which the employee covers. When an employee reaches a year of employment with us, they are eligible for the 401k through the Tribe. The Tribe will contribute 3% to the employees 401k and the employee can match or contribute more. We also offer supplemental insurances such as AFLAC, Asurity and Globe Life.

Each employee will receive 16 hours of General Leave/Paid Time Off each month. While an employee is on their Probationary Period, which is 90 days, they will accumulate the General Leave/Paid Time Off. After 5 years of service with the Tribe, the employee will receive 20 hours of General Leave/Paid Time Off per month.

The Tribe also offers 12 paid Holidays throughout the year for the employees.





Department Overview: The Finance Department began the 2016 year with opportunities to build upon the successes of the previous years. This occurred by having no findings on the annual Single Audit. This was the 4th consecutive year without an audit findings. The *path to self-governance* is greatly enhanced when positive audit reports and sound financial management practices are pursued.

Accomplishments

- ⇒ Filled vacant positions
- ⇒ FY 2015 audit completed with no findings or deficiencies
- ⇒ Updated Facilities Cost Allocation Plan
- ⇒ Presented training on budgets, travel, and Procurement/Contracts
- ⇒ Processed over 12,000 checks totaling over 19 million dollars

Major Accomplishment

For the first time in Tribal history received the approved Indirect Cost Proposal with the Internal Business Center prior to the beginning of the Tribe's Fiscal Year.

Challenges

- ⇒ Filling the Chief Financial Officer Position
- ⇒ Administrative cost recovery limitations causing negative impact on the General Fund

Forward to 2017

- ⇒ Completing the revision to the Financial Policies
- ⇒ Completion of the FY 2016 audit
- ⇒ Early submission and approval of the FY 2018 Indirect Cost Proposal
- ⇒ Presentation of additional training

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 2016

- Race to the Top \$10,000 grant for mental health consultation and training on social-emotional development
- Race to the Top \$4,750 Gardens to Children mini-grant to promote gardening
- 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; actual value is over \$25,000
- National Science Foundation 3-year sub-award grant from University of WI totaling \$33,414 during year one
- Head Start/Early Head Start Extended Services grant \$262,984 to extend the number of hours of service annually for 2 of 3 Head Start classrooms and all 4 Early Head Start classrooms

Education Department

- During 2016, the tribe awarded 26 Job Training scholarships for tribal members seeking Associate Degrees. 5 students were part time, 11 were full time, plus 10 pending scholarships, totaling \$22,950
- Awarded 61 Higher Education scholarships for tribal members seeking Baccalaureate Degrees plus 1 seeking a Graduate degree during 2016 totaling \$96,750



Early Head Start & Head Start

- EHS and HS served 140 children/prenatal women and families in 2016.
- EHS and HS had 671 volunteers in 2016, accumulating approximately \$169,535 in donated time, services and goods.
- ECC received \$10,000 Race to the Top Early Challenge Learning Grant to support social-emotional development of children and enhance Mental Wellness services.
- ECC graduation July 28th held at Legendary Waters featured 20 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) and Darkness to Light. Current Train the Trainer efforts also include Indigenous Developmentally Appropriate Practice.



Ojibwe Language Revitalization

- Although funding for language revitalization through ANA has ended, the ECC continues to work to revitalize the Ojibwe language in the Red Cliff community by using the language as much as possible with children enrolled at ECC
- Community-driven Ojibwe language revitalization efforts continued through language tables and culture and will resume in 2017.

Education Division-Cont.



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

- The Circles of Care Project Mission and Purpose is, “Through Community Participatory Approach, utilize the Red Cliff community member’s voice as an expert to inform the project related to the overall wellness, mental health and substance abuse needs of the Red Cliff population, age birth to 25 and their families.”
- Project Goal: The information/words provided by Red Cliff community members will be utilized to create a plan, also known as a “blueprint”. At the end of the project, this blueprint will be utilized in both tribal planning and in additional federal funding requests to implement the community member suggested system changes in the Red Cliff community.
- During 2016 Project Year and through targeted outreach, multi-divisional collaboration and direct staff project staff participation at Bayfield School, there was a significant increase in Red Cliff community member participation and feedback to the project.
- What’s New? In 2016, the Circles of Care Project began the first 100% Red Cliff Community Member Ad-Hoc Advisory Council consisting of youth and adult participants, whose mission is to provide a system of perpetual feedback to the project’s planning, evaluation, and events.



Success Story: ECC Summer Gathering 2016

The Early Childhood Center hosted the seventh annual Summer Gathering July 26-28th, 2016. Activities were held daily from 9-2 with the final day featuring the annual ECC graduation and mini Pow Wow. This annual event features many collaborating partners that provide funds and resources to make this event such a success. A special miigwech to the following: Zaagichigaaowin Home Visiting program, ANA Ojibwe Language program, the Circles of Care project, the Apostle Islands Area Community Foundation, JOM and the various Tribal programs that dedicated time and/or other resources to the planning and implementation of this event!



The 2016 Summer Gathering featured over 250 participants over the first two days and 312 non-staff in attendance on graduation day. Special activities included smoking fish, dream catchers, bandolier bags, story boards, bird feeders, watershed activities, nutrition activities, cradle boards, literacy activities and logo contest, key chains, clay projects, face painting, moccasin making, beaded projects, hair ties, Ojibwemowin games, a petting zoo and even a dunk tank!



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	4637	Physical Therapy Visits	769
Dental Visits	4302	Optical Service	275
Prescriptions Filled	34719	X-rays Performed	557
Laboratory Tests	11896	Chiropractic Performed	506

Narrative:

Although we stopped Physical Therapy services, the expansion of chiropractic services and mental health proved to be exciting for us as we now have 4 Mental Health Counselors on our staff. We are currently trying to make improvements and get all services up and running. We welcomed a number of new faces during the year including; Dr. Steve Miszkeiwicz, Medical Director, Dr. Tiffany Darling, Dr. Ellie Hydari, Dentist and Barb Nevala Nurse Practitioner and 2 AODA Counselors. The new Fiscal Year will be a year of positive change.

The **Challenges** this past year were largely due to staffing. We saw a change in Administration, Physicians and a few other positions. We are continuing to recruit the best possible staff to meet our community's service needs.

Alcohol and Drug services. This service was greatly needed within our community. We made partnerships along the way allowing us to reach more patients who need these services. We now have service locations at Bayfield School and in the City of Washburn. We also evaluated the Mishomis house and decided that a Alcohol and Drug day center was the best use of the property. There are many services in this expanding area; we now offer group therapy, youth services as well as evaluation and Telemedicine.

In 2016 Red Cliff Community Health Center began providing medical services to residents and seasonal workers on Madeline Island. Our Nurse Practitioner provided these services on Tuesday mornings and has established a medical presence on the Island.

The Red Cliff Community Health Center expanded their behavioral health services through partnership with Northlakes in Washburn, WI. This site provides behavioral health services to tribal and non-tribal individuals and families within the Chequamegon Bay Area. This partnership allows tribal members living off the reservation an option to receive services in a comfortable environment that is closer to their home.

Community activities:

February thru April-Lose yourself in Health Fitness Challenge
March 25-Ziigwan Festival
July 2-3-Red Cliff PowWow
July 11-Rabies Clinic
July 23-Bike Rodeo
August 17-55+ Expo
September 2-4-Red Cliff Days
September 17-Fall Festival





Zaagichigaazowin Benchmark Accomplishments

Exceeding Federal Standards from FY2015 to FY2016

Overall, the Zaagichigaazowin program **met and exceeded** the ACF's rigorous standards for improvement, in both process and outcome benchmarks. The ZHV program demonstrated **improvement in 6 of 6 benchmark domains**, exceeding the ACF standard of improvement of 4 of 6 benchmarks. Overall, the ZHV program demonstrated **improvement in 31 out of 36 benchmark constructs**.

Outcome Accomplishments – ZHV Family Outcomes in FY2015 & FY2016

Medical Care

- 93% of ZHV Mothers received adequate prenatal care †
- 86% of ZHV mothers attended a postpartum medical appointment within 2 months of the birth of their baby †
- 100% of ZHV families had health insurance*
- 89% of ZHV clients have an identified primary care provider †

Reproductive Health

- 78% of ZHV mothers completed a Reproductive Life Plan with their home visitor †
- 100% of ZHV mothers decreased their prenatal tobacco use during enrollment*
- 70% of ZHV mothers breastfed for at least 6 months*

Mental Health

- 100% of ZHV clients received a screening for depression*
- 88% of ZHV clients received a screening for stress†

Parenting and Child Development

- 80% of ZHV families showed improvement in their support for children's learning and development, knowledge of child development, and their parent-child relationship during their involvement in the program*
- 80% of ZHV babies showed improvement in social readiness, cognitive capacity, temperament, social-emotional capacity, and physical development during their enrollment in the program*

Family Safety

- 100% of ZHV families received information about injury prevention*
- 57% of ZHV clients received an a domestic violence screening †
- 100% of ZHV clients who screened positive for domestic violence using were offered a referral *
- ZHV had no families with substantiated cases of child abuse or neglect *

Resources

- 58% of ZHV families showed improvement in their economic resources during their involvement in the program*
- 53% of ZHV families increased their hours of work or education during their enrollment in the program*
- 100% of ZHV families who demonstrated a need were offered a referral for that need*

Outcome Improvements

Medical Care

ZHV mothers who received adequate prenatal care increased from 85% to 93%

ZHV mothers who attended a postpartum care visit increased from 38% to 86%

ZHV children who had ER visits decreased from 17% to 9%

Human/Family 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 (Truth).

HUMAN and FAMILY SERVICES

Number of Clients served FY'16

ICW 25 formal cases and 27 informal cases

TANF 314 families spending \$155,179 on cash benefits

General Assistance 177 Clients spending \$49,921 on cash benefits

FSET 46 Clients served

IM (food share, child care eligibility, Medical Assistance, EBT) 661 households

Energy Assistance 194 households

Food Distribution 1756 Clients

Summer Food Program 10364 snacks served, 10797 lunches served.

Domestic Violence-5% Sexual Assault, 90% Domestic Violence, 5% Stalking. Serving 70 Adults, 10 Children

2016 Youth Center Statistics

Youth	Adults	Total
6615	3091	9706



Red Cliff
CHILD SUPPORT
SERVICES AGENCY



Program Highlights for FY 2016

- Paternity Establishment rate of 97%
- Support Order Establishment Rate increased by 23 % from the previous year.
- Caseload increased by 35%
- Overall collections of current and past due support increased by 477% over the previous fiscal year.
- Our arrears collection rate increased by 10%.
- A total of \$147,462.05 was collected and distributed to families.



Elderly Meal Chart for FY 16



FY 16 Meal Counts Month	No. Congregate Meals	No. HDM Meals	Total No of Meals
Oct-15	630	1318	1,948
Nov-15	589	1152	1,741
Dec-15	642	1330	1,972
Jan-16	600	1004	1,644
Feb-16	661	808	1,469
Mar-16	596	1237	1,833
Apr-16	731	1263	1,994
May-16	649	1179	1,828
Apr-16	666	1239	1,905
Jul-16	548	1140	1,688
Aug-16	690	1321	2,011
Sep-16	556	1137	1,693
Total	7,558.00	14,128.00	21,726.00

Brighter Futures Initiative

The Number of youth served was 124 for the year of 2016. 36 youth were served in the first Quarter (January-March) 17 female 19 male of the 36 we had one African American, one Caucasian and 34 Native American. During this quarter we taught them Life Skills curriculum (Botvins) we met in the school twice a week Mondays and Wednesdays, we also met twice a week after school at the Red Cliff Youth center and Family/Human service Building.

The second quarter (April – June) we served 23 youth. 12 Female and 11 Male we had two Caucasian, one African American and 20 Native Americans. During this time we taught Discovery Dating curriculum (Wise Women Gathering).

The third quarter (July- September) we served 24 youth 11 Female and 13 Males of these we had one African American, two Caucasian and 21 Native American. During this quarter we taught Money Management with the help of UW extension.

The fourth quarter (October –December) we had 41 youth participate 24 Female and 17 Male 3 Hispanic, two African American, five Caucasian and 31 Native American. The last quarter we taught Anti-bullying curriculum. Stand up speak out.

For the whole year of 2016 we held our after school groups. During these groups, we tried to teach the seven teachings (Truth, Honesty, Humility, Respect, Courage, Love and Wisdom) and have fun activities for the youth. The ages for all the groups range from 11 to 17.

Coordinated Service Teams 2016

CST 2016 I have had 10 referrals from different departments and individuals, of those 10 referrals I am currently working with Five Clients. All clients I have been working with in 2016. One of the referrals did not qualify for the CST program the other four choose not to participate with CST.

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.

Land Recovery within the Reservation Boundaries

The Division was successful in purchasing a 33 acre parcel near Schooner Bay for conservation purposes through Great Lakes Restoration Initiative funding provided by BIA. This parcel was owned by the Wisconsin DNR and is the second major tribal acquisition of DNR land in recent years. In 2014, 114 acres of former tribal lands owned by DNR in Raspberry Bay was also reacquired by Red Cliff.

The Division also assisted in the purchase of a 23 acre lakeshore parcel on Merchant Road and 19 acre parcel at the corner of Bradham Road and Hwy 13 in 2016.

In total, the Division has assisted the Tribe in recovering 326 acres of former reservation lands since 2011, and we are hopeful that an additional 160 acres will be acquired in 2017 for conservation purposes through ongoing efforts.



Manoomin

A community wild rice processing and seeding event was held for the first time in September 2016. 140 pounds of manoomin was seeded by TNR staff and community members at Raspberry Campground, and tribal members demonstrated traditional and modern methods of parching, hulling and winnowing. We look forward to continuing this event with our partners from other tribal divisions in 2017!



2016 was our third consecutive year of seeding manoomin in 3.5 acres of the lower Raspberry, and as you can see from the above photo, our wild rice stands are really starting to take hold!





Fish baffle during installation—
low water levels and rapid flow

Chicago Creek Fish Ladder

Chicago Creek is one of only 3 reservation streams where brook trout were caught during a comprehensive electro-fishing assessment in 2016. The 180 ft. Chicago Creek culvert on Blueberry Rd had been previously identified as a fish barrier. The Division installed a fish baffle inside the culvert to raise water levels and provide resting areas for migrating fish. We plan to complete a follow-up assessment of the baffle in 2017 to confirm the culvert is no longer inhibiting fish movements.



Installing the fish ladder required hand-placing all of the stone and material inside the culvert. Thanks to the hearty individuals who made this project a success!



Completed fish baffle with deep
resting areas



Wildlife program staff continue to capture amazing images of wolf, American marten, and fisher on Red Cliff lands (above left and above right). In 2016, wildlife staff successfully trapped and collared a fisher to better understand the animal's habitat use and movement patterns, and they were also successful in collecting genetics from an individual American marten at Red Cliff for the first time.

Pictured left is Wildlife Tech Ron Nordin, Jr. with 2016 youth interns Mijen Armstrong, Shyenne Gordon and Ceaira Gordon. 2016 marked the fifth year of our tribal youth intern program!

EPA approved our first Emissions Inventory, which is an assessment of air pollutant sources within our tribal boundaries, in 2016. The Emissions Inventory, completed by staff member Ernie Grooms, will help us establish ways to keep our area pristine and is the first step in establishing tribal air quality standards that reflect Red Cliff's environmental ethos.



Positive things are happening at Mino Bimaadiziwin, the Red Cliff tribal farm. 2016 was the first year the Tribe was able to hire a dedicated, full-time Farm Manager. Beginning a weekly farmer's market (left) was a 2016 farm highlight in addition to many improvements made to the farm grounds.



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 benefits of the member we service.

In 2016, 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 has a staff of three people and Facilities Maintenance has a staff of fifteen people under one director. Facilities Maintenance is responsible for the general upkeep of nineteen tribal buildings which include mowing grass, snowplowing driveways and parking lots, housekeeping, shoveling sidewalks, elderly driveway plowing, and variety of other duties and small projects.

The Public Works Department maintains the Wastewater Treatment Plant, one water tower, five lift stations, six pressure reducing valve vaults, and all community sewer and water mains. During the 2016 construction year, Public Works had a number of projects that were completed: The Inflow & Infiltration (I&I, BE-15-J58) project was completed. This consisted of cleaning and televising of 26,000+ feet of 6", 8" and 10" sewer mains. Two sewer main breaks were discovered and repaired. Twelve new individual water and sewer system connections/rehabs were completed through three different projects (BE-11-G34, BE-14-J29, and BE-16-J70) this past year. The water meter project was completed. A utility rate study is currently being done. Revised chapters 25 and 34 of the Red Cliff Code of Laws. They are now chapter 34. The staff attended training to update their water and sewer licenses. The clinic crew went to electrical training.

Accomplishments:

- The Makwa House, Fire Hall, and Hatcheries buildings received new roofs.
- Powwow grounds were completed for annual powwow. Ongoing project.
- Repaired bridge between courthouse and family services.
- Replaced trail/bridge between courthouse and new Administration Building.
- Cesario House torn down.
- Updated fire alarm system at Early Childhood Center.
- Mishomis House had two boilers replaced.

Facilities Maintenance currently has ongoing projects that include installing a generator at Fire Hall, make-up air handling unit at the Early Childhood Center and erecting a pole barn for the FM crew.

Tribal Energy Program:

Secured an energy grant from the State Energy Office totaling \$75,000.00 dollars. The grant funded the replacement of the existing air handling unit with controls at the Family Services building, replace the natural gas air handling unit in attic, upgrade to centralized controls for in-floor heat, and upgrade to variable hood flow at the Early Childhood Center kitchen.

Protective Services



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 2016 the Police Department has made many changes: A new video surveillance system has been continually expanded 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 had staffing reduced to 4 full time officers from a level of 5 full time and 1 part time. This is due to funding reductions and hiring difficulties.

RCPD has now added onboard computer systems into our squads. These systems are mandated by the State of Wisconsin and will allow Officers to access much more information right from the vehicle and hopefully become more efficient. The computer systems do have limitations in our area do to lack of cell-phone and data coverage.



In 2016 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. This again was accomplished with a reduction in staffing. In 2016 the Police Department handled a total of 1539 calls for service and 348 Investigations.

Red Cliff EMS

Red Cliff Fire Department

The Red Cliff Fire Department has continued with training and recruitment efforts and has new firefighters getting ready to attend Firefighter 1 training in the early months of 2017.

Major Activities

- Data Entry into Leaders/Wards Databases for Billing and Statistical Purposes (Each patient/event takes approximately 1.5 hours to complete).
- Repairs for tires, alignments, air conditioning issues are being finally completed .

Accomplishments

- With Continued support from LifeQuest Billing Services, we are continues to receive money for billing.
- All current EMT's are CPR certified and have a valid EMT License.
- Two EMP's are Nationally Registered-Completed all requirements and are recertified.

Legal Department/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: Steven E. Boulley, Chief Judge; Gwen Topping, Associate Judge; Heather Deragon, Clerk of Court. The legal department consists of: Dave Ujke, Tribal Attorney; Wade Williams, Tribal Attorney; Laura Belanger, Tribal Prosecutor; and Shauneah Claremboux, Receptionist/Assistant Clerk of Court.

Gwendolyn M. S. Topping, Associate Judge

In August 2016, the Red Cliff Tribal Council appointed Gwendolyn Topping as an Associate Judge. Prior to being appointed to the bench, Judge Topping had worked for ten years in the Indian Child Welfare field. She also worked for two years with a day treatment program that serviced youth. In addition to her experience in human services, Judge Topping has recently earned her Bachelor's degree in Broad Field Social Studies. Her education and experience will be an asset to the court and the community.



2016 Tribal Court Statistics

Truancy	16 cases	Disorderly Conduct	2 cases
Underage Alcohol	9 cases	Possession of Paraphernalia	3 cases
Underage violation traffic	5 cases	Housing	7 cases
Child Welfare	16 new cases	Divorce	8 cases
Open Child Welfare	17 cases	Appeals	2 cases
Custody	9 cases	Small Claims	2 cases
Guardianship	3 new cases	Personnel Appeals	2 cases
Traffic	64 cases	Civil Action	1 case
Natural Resources	19 cases	Enable of Child to be truant	5 cases
Domestic Violence/Harassment Restraining Orders			19 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.

New Developments

A new development for the Court is we now have video conferencing. Those individuals who are incarcerated in Bayfield County Jail or Ashland County Jail can appear in Red Cliff Tribal Court via our video conference system. The way this will work is if a person has a hearing scheduled in Red Cliff Tribal Court and they are incarcerated in Bayfield or Ashland County Jail, they are to inform their jailor and Red Cliff Tribal Court of their desire to appear via video and the proper arrangements will be made that allows for video participation.

Another aspect of video conferencing will be that some individuals will be able to appear in Bayfield County Court via the video conference. This access will be on a case by case basis as arranged through Bayfield County Court.



Our Red Cliff Community Vision and Strategic Plan

The Tribal Council has been working diligently to create a strategic plan for the Tribe. In addition to our Mission Statement, this plan includes clear Visions for the future of the Tribe, with these reflected in clearly defined goals and objectives for future generations.

In order to make sure the plan was in alignment with the community needs, the Tribal Council held a series of community gatherings between August and November 2016 to find out what the people see as their vision for the future. This input was a key step in the strategic planning process. As a result of these efforts, 572 comments were gathered through a series of public events including:

August 31, Old Pow Wow grounds Community Vision Gathering and feast.

September 10, Youth Center Community Vision Gathering and feast.

September 21, Bayfield School Junior and Senior High Student Visioning Focus Groups.

September – October, Individual and small group interviews with tribal Elders were held; Comment Boxes were placed throughout the community.

November 2, Visioning Community Gathering and feast .

The final Visioning community event held on November 2nd shared an overview of the results with the community. Tribal leadership expressed their appreciation for the comments and community involvement by the many families, youth, individuals and Elders whose comments contributed directly to the future plans of the Red Cliff community.

In addition, feedback about community needs was gathered by staff at the Division level, who are working daily with the many programs and projects affecting the daily lives of our people.

All of this input has been important to the development of Visions for the future of the Tribe.

The Vision of the Red Cliff Band of Lake Superior Chippewa is...

...**A Sovereign Tribal Government** exists with the structure, ability and knowledge to serve as an effective advocate and leader, exercising informed decision-making in providing for the well-being of Tribal members and the Red Cliff community.

...**Our people** are healthy, safe, with strong multigenerational connections, honoring each other and united with our off-reservation tribal members. We celebrate our Anishinaabe culture often at community gathering spaces to ensure our children, youth, and elders have a shared understanding of our history, language, and traditions that strengthens our cultural identity.

...**Our land** is sacred and we uphold our responsibility to protect, defend, and reclaim our traditional space while preserving natural resources, ensuring our forests are healthy, our air quality and waters are clean, our traditional food sources bountiful, and wildlife is plentiful.

...**Our economy** is robust, diverse, and sustained by gainfully employed, educated and skilled tribal members who also encourage and support local entrepreneurs and business ventures that are aligned with tribal goals for environmental protection, tourism, and community well-being.

Legendary Waters Resort and Casino



A number of positive steps were taken in the fifth year of operations but the basic structural problems continue to affect the operations. With additional funding from Shakopee, the gaming machines were finally paid off so the Casino now owns all the gaming machines. Additionally, a number of recommendations made by the consulting group were implemented resulting in some overall cost savings. Unfortunately, the high seasonality of the location continues to be a challenge in stabilizing the operations.

With the mild winter last year, marketing plans that focused on increasing snowmobile and ice fishing customers were not realized. These plans are being continued currently. A second sales person has been added to focus on business and social groups. Future bookings have resulted from these efforts. The Resort did experience its most successful summer season ever with hotel occupancies exceeding budget projections for the months of July through October.

A meeting has been held with the lender and it is anticipated that a solution can be reached to the satisfaction of both parties. It is apparent that LWRC is moving in the right direction and as it matures is an important part of the regional economy.

38th Traditional Pow Wow



The 39th Annual Traditional Pow Wow will be held

June 30, July 1st, 2nd and 3rd, 2017

2016 Red Cliff Days



Red Cliff Tribe celebrated its inaugural Red Cliff Days on September 1 through September 5, 2016 during Labor Day weekend. The event began with an official opening ceremony performed by the local Red Cliff VFW and Red Cliff Drum kicking off five full days of family-oriented activities and entertainment, all highlighting Red Cliff's history and culture. In addition to a full carnival midway and both craft and food concessions, there were arts and crafts work-

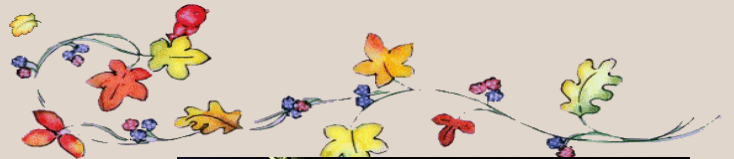


shops, Native American cultural song and dance exhibitions,

games, kid's bounce house, live music, farmer's market, an adult and youth basketball tournament, sailboat rides, canoe races and more. In addition to the traditional native culture and heritage of Red Cliff, the event also highlighted the rich fishing history that permeates the entire southern shore of Lake Superior. Visitors enjoyed locally harvested Lake Superior fish and toured a commercial fishing vessel. Part of the festivi-

ties featured an eco-friendly sky lantern launch followed by fireworks, sailboat and marine craft "light up the night" at dusk event and an all-you-can-eat pancake feed. On the final day, the Red Cliff VFW and Red Cliff Drum performed the official closing ceremony.

This fun-filled and successful event will continue on an annual basis during Labor Day weekend.



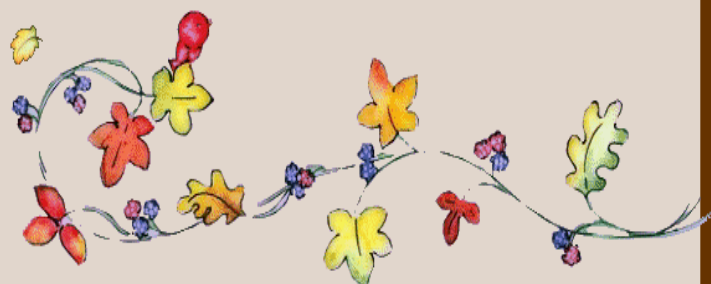
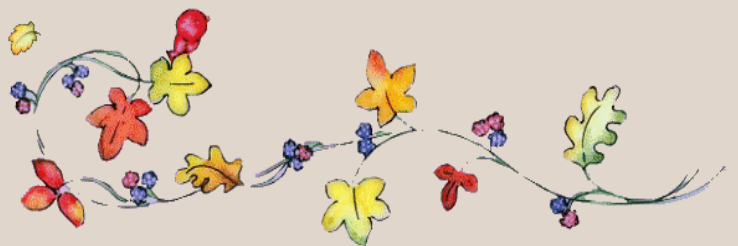
Oski Ombendaam - New Hope Supportive Housing Complex Opens Doors 2016

After over a year in development and much anticipation, the Red Cliff Band's new supportive housing complex Oski Ombendaam opened its doors Tuesday, August 30th.

The grand opening, complete with a ribbon cutting ceremony and blessing, saw officials from the Wisconsin Housing and Economic Development Association, tribal council and project partners turn out for the opening.

Oski Ombendaam will serve as a model for healthy living by assisting individuals in recovery from AODA, mental health and other co-occurring disorders through a host of wrap around services. Those services include counseling for chemical dependency, post-traumatic stress disorder and other behavioral health issues, transportation to and from appointments and life training skills.

The complex is comprised of three buildings that house 24 apartment units. Two of the three buildings are townhomes, and the third includes garden-style apartments. The townhomes have individual entries, and each apartment includes window treatments, air conditioning, stove, refrigerator, a parking space, microwave, dishwasher and garbage disposal. In addition, the New Hope project includes a community room, laundry room, playground, supportive services office and an onsite leasing office.



2016 highlights



Red Cliff's 2016 Korean Culture Exchange



August 3rd, 2016

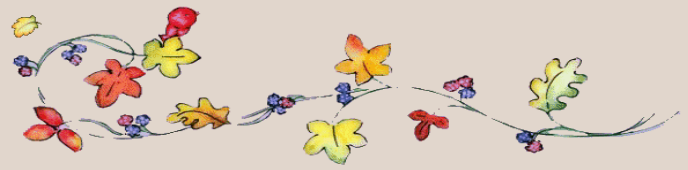
- 8-11AM— Hike to Frog Bay Beach
- 12 PM— Lunch @ the Red Cliff Youth Center
- 1-6PM— Korean Activities @ Red Cliff Youth Center
- 6-8PM— Korean Camp Visiting Hours (NEW Pow Wow Grounds)
- 9-10PM— Campfire and S'mores (NEW Pow Wow Grounds)

August 4th, 2016

- 12 PM— Lunch @ the Red Cliff Youth Center
- 1-3PM— Korean Activities @ Red Cliff Youth Center
- 4-5pm— Feast @ the NEW Pow Wow Grounds
- 5-7pm— Korean Red Cliff Culture Exchange
- 7-9pm— Korean Camp Visiting Hours

If you have any questions, Please feel free to contact Misty or Scooter at Red Cliff Youth Center— 715-779-3722





Original Land Returns to Red Cliff Band of Lake Superior Chippewa Tribal Ownership

One of the many successes the Red Cliff Tribe has had during the past year was the return of the Merchant Property to Tribal ownership. Red Cliff Tribal Chairman Bryan Bainbridge, who has attributed his many years of working for the Tribe, in both Treaty/Natural Resources as well as serving on the Tribal Council, is why he has gained a vast interest in returning land to Tribal ownership. He believes it is even more critical when the land had been lost historically for various reasons. Through his vast interest in restoring the Tribe's land base, private funding was secured that would allow the Tribe to purchase this property. The Merchant property is located along the Lake Superior shoreline, directly across from Chicago Creek. This parcel of land is a part of the original allotted land designated under the sixth clause of the second article of the Chippewa Treaty of September 30, 1854. This treaty established the selection of land on or near the lake shore and it included an estimated four sections of land—roughly 2,592.61 acres. However, in 1863 the boundary line of the reservation expanded to include an estimated 14,000 acres which occurred after several governmental land orders took place. An estimated 204 allotments were made during the allotment era.



The land selected for the original boundary included property within the land description of Township 51, Range 3 West of the Fourth Meridian and certain lands within Township 51, Range 4 West of the Fourth Meridian. It was from this land base the original allotments were created as well as the Merchant Property. According to our Red Cliff Tribal allotment records, the Merchant Property was assigned to Chief-Chay-Chee-Que-On of the Buffalo family in 1860. By 1885, Joseph Dijordan alias Joseph Artichoe was listed as the allottee. By 1920 the property became taxable and ownership was shifted to a non-tribal member. The purchase of this property was very important for the Tribe. Not only did this sacred parcel return to Tribal ownership, but it was located on the valuable shoreline within the original boundaries.



Once the Merchant Property was returned to Tribal ownership, the Red Cliff Tribal Council held a celebration by hosting a community feast on September 30, 2016. Tribal elder community members brought their sacred ceremonial pipes to conduct a blessing ceremony along with tribal members who sang a honor song on the drum. Various speakers spoke of the importance of the community event—with tribal and community members in attendance.

Although there have been many suggestions and informal discussions regarding future potential uses of this sacred property, future community input still needs to be gathered before any final decisions can be made regarding the best use of this property for the Red Cliff community.