

2014 Annual Report to the Membership of the Red Cliff Band of Lake Superior Chippewa Indians



Red Cliff's New Health Center
Opened July 2014



Greetings



Boozhoo Miskwaabikong Anishinaabeg

We hope you enjoy the information contained within this report which provides a brief description of the achievements made by the Tribe and its Divisions during the past year. For a small community there is much to be proud of. Our Tribe is continually working to expand and improve services available to the membership. Unfortunately with our population growth there is a challenge of being able to address all of the needs. As a result, the Council has maintained its priority to improve its capacity for the delivery of services to the membership.

Our NEW Health Clinic opened its doors and the grand opening was beautiful! Our Health Division did a great job and many came and toured our NEW STATE OF THE ART FACILITY. Many of our tribal members have their artwork and photographs displayed in the building and what amazing talent. Kudos to our Health Administrator and Staff for a job well done! Once the move into the new Health facility occurred, there was a huge move that took place. The Tribal Administration offices moved into the former clinic building and the Family/Human Services moved into the old administration building. Our Law Enforcement and Conservation Officers also moved into the downstairs portion of the building. We currently are working to improve the signage to these buildings. Another office opened its doors and that is our NEW Child Support Agency! You will learn more about it in this report.

The Forest County Potawatomi Tribe dusted off the old shared revenue agreement that we had with them in previous years and now through this funding our elders are able to receive much needed assistance. It was a wonderful moment to see the new bus delivered for our elders use. In addition a new SUV was purchased to ensure that our elder drivers who deliver meals to the home bound have a safe reliable vehicle to continue to do so. Chi Miigwech to the Forest County Potawatomi Tribe for helping our community through this long standing relationship.

We still struggle with our Legendary Waters Resort. Due to the seasonality of our area, we have increased revenues during part of the year and then during the winter have a hard time making ends meet. When the ice caves opened we did experience a direct benefit from this beautiful phenomenon. We received professional assistance from an independent gaming group but have not had the full capability (funding) to implement all recommendations. Working to improve our operations along with maintaining and improving communications with the Shakopee Business Council continues to be a priority for the Tribal Council.

In closing, the accomplishments listed in this report would not be possible without the hard work and dedication of all Committees, Boards, Commissions, employees and of course the Tribal Council. Miigwech to our emergency services team for always being there for all of us in our time of need. And Chi-Miigwech to all the foundations and others who have provided much needed grants for our community. We hope that you find the 2014 Annual Report informative!

Chi-Miigwech Rose Soulier, Chairperson



2014 Honoree - Genevieve (Genny) Goslin



An Inspiration to our Community!



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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.



ROSE SOULIER

Chairperson

2007 Present

Term Expires (2015)



BRYAN BAINBRIDGE

Vice Chairman

2014 Present

Term Expires (2016)

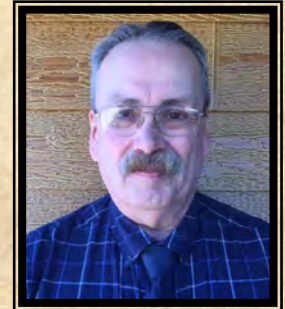


LAURA GORDON

Secretary

2010 Present

Term Expires (2016)

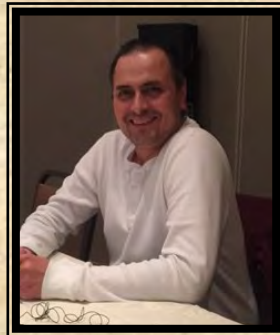


DENNIS SOULIER

Treasurer

2012 Present

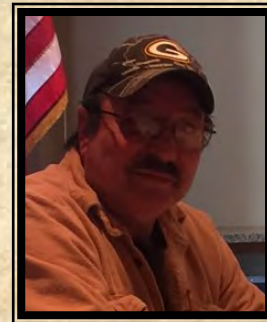
Term Expires (2015)



CHRIS BOYD, Council Member

2014 Present

Term Expires (2015)



MIKE GURNOE, Council Member

2007 Present

Term Expires (2015)



STEVEN BOYD, Council Member

2013, Present

Term Expires (2015)



JEANNE GORDON, Council Member

2010, Present

Term Expires (2016)



MARVIN DEFOE, Council Member

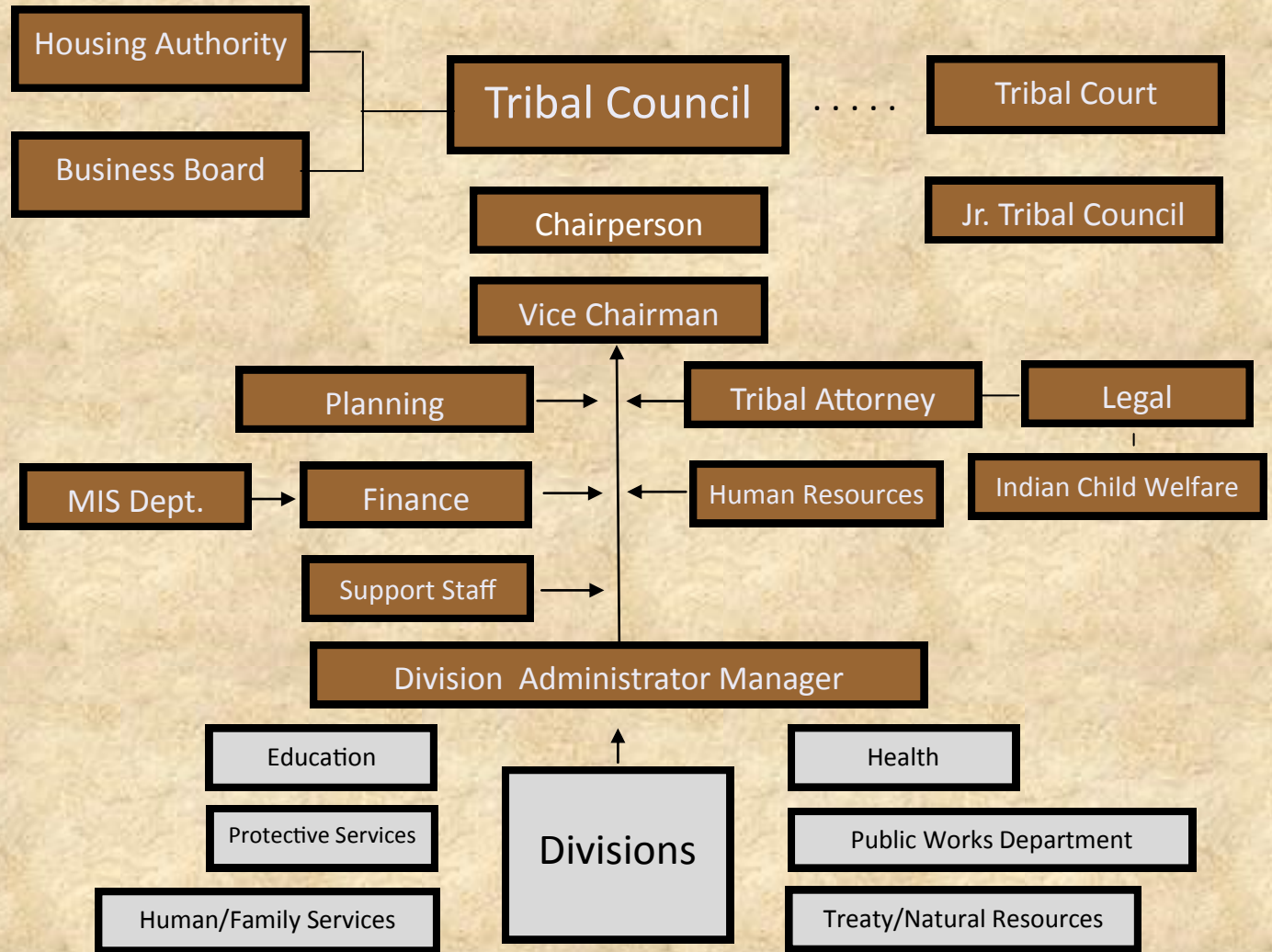
2012, Present

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 five 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 independent 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
Housing Board	Mining Task Force Committee	Elderly Steering Committee

Tribal Administration



In 2014 the Red Cliff Tribe had a very successful year, not only in the divisions, but on an administrative level. This period marked several changes in relationship to how the Red Cliff Tribe provides services to the community. One of the biggest changes that took place was the relocation of the tribal offices from the old administrative building (located west of the food distribution program) into the former Red Cliff Community Health Center offices. The “BIG MOVE” as it was called took place at the end of July and took about three days. The Red Cliff Family & Human Service Program also moved to the vacated area formerly known as tribal administration. It took quite some time for all the staff to get unpacked and settled into their new office locations. A success that was a true benefit for the Red Cliff community was the grand opening of the new clinic (located on highway 13, west of the Buffalo Bay Gas Station) about a mile. This was a dream come true not only for the tribe, but also for those tribal staff who had worked hard to make this happen.

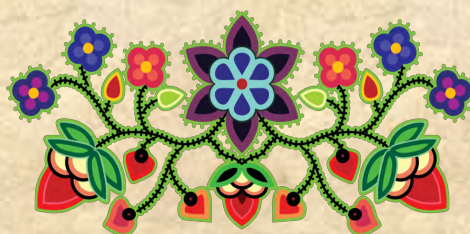
During the course of 2014, the tribe did some restructuring of the divisions. The Public Works Division was changed to a departmental status and the supervision of the Roads Department was shifted over to the Planning Department. The restructuring resulted in the hiring of a new director for the Public Works Department. Mr. Robert Powless, a Bad River tribal member, has over 25 year’s experience of working as an inspector in sanitary & water systems for Indian Health Service.

Another success was the development of the first edition of the Red Cliff Visitor’s Guide, which will be distributed throughout northern Wisconsin during the spring of 2015. The purpose of the Visitor’s Guide is to promote the Legendary Waters Resort and Convention center, but also to promote the local area and all of its splendor. The featured articles and pictures in this guide include: the history of Red Cliff, the Red Cliff Health Clinic, our Red Cliff Traditional Hoop Dancers, our Natural Resource Program, and our Frog Bay Tribal National Park. The Forest County Potawatomi Tribe provided the expertise and funding to see this endeavor become a reality. The Red Cliff Tribe hopes to continue this promotion of our beautiful area through additional editions of the Visitor Guide.

Message from Vice Chairman, Bryan Bainbridge

As the Vice Chairman of the Red Cliff Band of Lake Superior Chippewa Indians, it is my pleasure to serve our membership in this capacity. I strive first and foremost to try and make the lives of our people and community the best they can be with the help of the Tribal Council and all of our Tribal Employees. Whether I am in the office or out on travel you can always know that I am trying to make a difference for Red Cliff and Indian country as a whole speaking for our youth, elderly and the environment. Continually advocating for funding in Education, Social Services, Health Care and Natural Resources. I can’t and will never forget our sovereignty and with continued efforts to reclaim and expand our land base, we will always know we have a place and an identity on this earth as anishinaabeg. We must work together to strengthen our local economy and make sound decisions when it comes to debt services and reduction. I cannot solve all of the problems but, be reassured that I will do the best of my ability.

Miigwech,

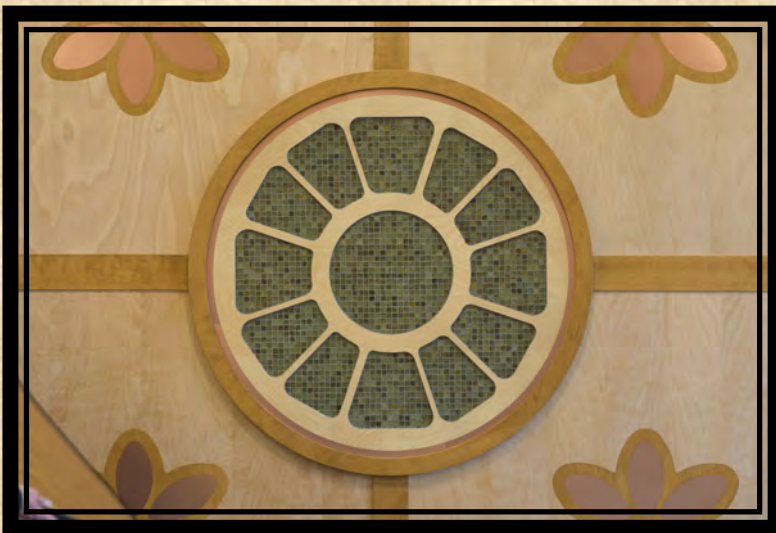


Human Resource Department

This year the Tribe made a major change in their health insurance program. The past two years the Tribe had a partially self-funded health insurance program and then a fully self-funded health insurance program. In April of 2014 the Tribe entered into the Federal Employee Health Benefits program (FEHB). This is the same program that federal employees are able to get into. Health insurance increases in the past have ranged from 9%-24%. This year increases range from 1.5% - 3%, so more dollars can be used for services to the community.

Human Resources staff along with other Tribal Administrative staff have been instrumental in a number of community gathering such as the Kids Christmas Party and Employee Appreciation Day.

The Tribe employed 359 individuals last year in full time, part time, limited term, and seasonal positions. There were 84 new hires throughout the year, 73 were Native American and 11 were non native. The total amount individual employees earned in wages was \$6,012,963.00



Red Cliff Health Center



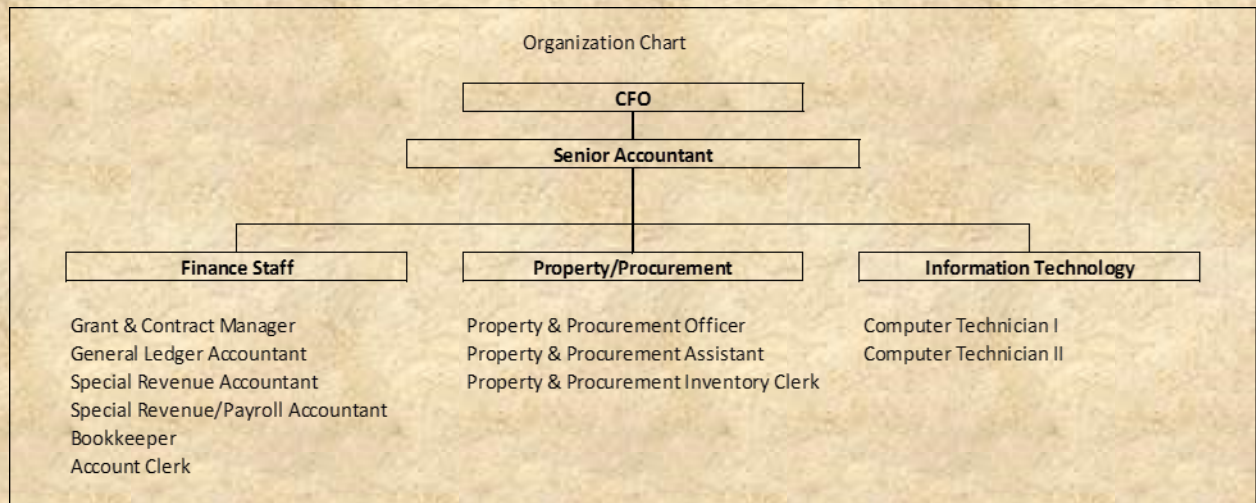
Red Cliff Health Center



Finance Department

Department Overview: The Finance Department began the 2014 year with opportunities to build upon the successes of the previous year. This occurred by having another outstanding audit. The path to self-governance is greatly enhanced when positive audit reports and sound financial management practices are pursued.

The Finance Department is comprised of finance, property/procurement, and information technology staff. The Senior Accountant, Special Revenue/Payroll Accountant, Property/Inventory Clerk, and CFO positions were filled during the year.



Excluding the Housing Authority and Legendary Waters Resort and Casino, the overall expenditures increased by \$5.3 million, a 17% increase, from \$30.7 million in 2013 to \$36.0 million in 2014. The increase was mostly due to the construction of the new Health Clinic. These expenditures were funded from a broad range of sources including grants from federal/state/tribal, foundations and other sources, in-kind contributions, third party generated revenues, and administrative cost recoveries.

Accomplishments

- Filled vacant positions
- Updated Facilities Cost Allocation Plan
- 2013 audit completed with no findings or deficiencies



Challenges

- Phase out of self-funded health insurance program
- Administrative cost recovery limitations causing negative impact on General Fund
- Limited financial resources to adequately support program matching requirements, current programs and any new strategic planning initiatives.

Forward to 2015: To build on the past and to move forward in 2015 an understanding of debt and the management of debt is paramount. During 2014 USDA-financed debt payments were made timely. Utility rate increases were approved which will have a positive impact on reducing the overall Utility department deficit. Full recovery of administrative costs along with budget constraints in discretionary spending levels will be instrumental in reducing General Fund deficit. Planned increases in revenue in 2015 will assist in managing the Tribe's debt commitments.

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.

FUNDING – New Grants Awarded 2014

- Circles of Care - \$399,998 – A 3-year planning grant to build a culturally responsive system of mental wellness for Red Cliff children and youth (ages 0-25) and their families, based upon traditional and cultural definitions of wellness; one of 11 new Tribal grants awarded nationally
- National Science Foundation - \$20,343 – a two-year grant to promote Indigenous Arts & Sciences
- Birth to 3 Program Tribal Community Grant - \$10,000 – multi-year funds awarded by the State of WI Department of Health Services for early intervention services for special needs children
- Office of Head Start One-time Grant - \$5,670 – funds to purchase a new dishwasher at ECC
- Tribal AmeriCorps worker at ECC-program cost of \$3,800, in-kind amount to program over \$25,000

Education Department

Higher Education, Job Training, and Consortium

- Awarded 120 Higher Education scholarships for tribal members seeking Baccalaureate Degrees during 2014 totaling \$115,831
- During 2014, the tribe awarded 38 Job Training scholarships for tribal members seeking Associate Degrees totaling \$24,888; \$3,100 was awarded to 8 tribal members through the Consortium program; an additional \$1,615 was spent for supportive services such as BART bus passes, gas vouchers, and application fees

Tribal Board of Education, Bayfield School, JOM, and Interim Library

- The new Tribal Board of Education was established by the Tribal Council in July 2014
- A new Interim Library was created within the new Tribal Administration Building; it is slated to open in early 2015
- Participation in cultural in-service and professional development days for teachers, staff and administration
- Served on interview committee for 15 position openings
- Provided a tour of the reservation to new school staff
- Met with Bayfield School administration regarding common core standards and shared cultural resources
- Coordinated tutoring services for students at the new Interim Library being held 3 times per week

Early Childhood Center (ECC)

Early Head Start, Head Start, Child Care, & Administration for Native Americans

- On-Site federal review April 14-17, 2014 with only one non-compliance issue. Head Start classrooms received higher than the national average in the Classroom Assessment and Scoring System (CLASS), including a personal congratulatory phone call from Captain Bob Bialas to staff and a personal invitation to an Education Manager Institute.
- In 2014 the EHS and HS served 134 children; 28 children graduated and headed off to Kindergarten in 2014, bringing the total number of Red Cliff Head Start graduates to approximately 560 children since we opened our doors at the old mission school in 1994
- Staff Education levels exceed requirements at 21% having credentials relevant to their position (CDL, fluent language speaker), 37% having an Associate's Degree, 32% having a Bachelor's Degree and 10% having a Graduate Level Degree
- Approximately 24 children per month during 2014 on the ECC waiting list for EHS or HS services
- 30 children enrolled at the ECC received child care subsidy
- 156 unique individuals attended Ojibwe Language Tables and Ojibwe Language events during 2014



Health Division

MISSION STATEMENT

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

Statistics:

Primary Care Visits- 7,155

Dental Visits – 3,613

Prescriptions Filled- 39,560

Grants Awarded:

Indian Health Service- \$3,681,696. October 2013 through September 30, 2014. The purpose of this grant is to provide medical, dental, behavioral health, community/public health, contract health, along with administrative and support services.

HRSA Grant - \$742,500. September 2010 through August 2015. This grant was awarded to assist with the purchase of equipment for the new clinic.

Special Diabetes Program for Indians-\$128,510. October 2013 through September 30, 2014. The purpose of this grant is to do outreach and aid with services that support diabetics (podiatry, nutrition, & education).

State Grants-\$174,342. This total included 11 small grants that were for specific purposes, some of which were Women's Health Outreach, Diabetes Education, Public Health Emergency, Car Seat Safety, Medical Eligibility, Immunizations, and Health Prevention.

Zaagichigaazowin-\$460,000. This grant is in the second year of a continuation grant that was awarded to develop a culturally based curriculum for Home Visiting of families.

Notah Bagay-\$28,741. May 2014 through September 2014. This was awarded to do an obesity and diabetes assessment of the community.

Great Lakes Intertribal Council-\$86,541. This total was for three awards, Rural Infant Health, Honoring Our Children, and Wisconsin Native American Tobacco Network. All three of these awards are to promote and educate mothers and their children in healthy life styles, and to stop infant mortality. Specifically by encouraging prenatal care, educating on the harmful effects of tobacco, and the importance of immunizations & well child exams.

Agriculture/Farm-\$29,496. This total was for four awards for the farm. This past year the farm purchased a tractor, provided a plant and seed giveaway, and provided education and outreach during community events.

Board of Regents of the University of Wisconsin System - \$20,000. September 2013 through July 2014. A five year grant focused on Fetal Alcohol Spectrum Disorder reduction through education, alcohol screening and brief interventions.

Narrative: During this past year, the clinic has undergone many changes and experienced many challenges. The most noticeable change is the opening of the new health center. In June the staff moved from a building of approximately 12,000 square feet to the new health center that is 31,900 square feet.

The increase in space available allowed for an increase from 8 medical exam rooms to 26; 3 dental suites to 8; small laboratory to a larger laboratory which includes private bathrooms and waiting area; Behavioral Health Suite for counselors, observation and telemedicine; Digital Radiology for faster readings and less radiation exposure to patients. The new clinic also included space for new services which should be available during the early months of 2015. The services planned are Physical Therapy and Optometry.

Human/Family Services Division

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).

Services and Programs	Numbers Served
BIA General Assistance (GA)	356 Clients
Federal Emergency Management Agency (FEMA)	\$2000 Provided food for Food Shelf
Weatherization	18 Repairs and 2 Replacements
Keep Wisconsin Warm	20 Cases
Home Energy Assistance Program (WHEAP)	202 Cases
Food Distribution	total households 1511 total participants 2336
Nutrition Education	465 Clients per year
Summer Food Program	Lunches 28077, snacks 23856, breakfast 1784
Food Shelf	15 families per month
Food Share Employment and Training (FSET)	252 Per Month/\$65,407
GLITC Community Nutrition Educator	4221 Clients
Temporary Assistance to Needy Families (TANF)	389 Families
Elderly Programs/Nutrition	75 clients per day/16,492 meals per year
Transportation/ADRS	72 transports per month
Family Violence Prevention Program	15 per month
Youth Services	Average 65 children/40 families per day
Child Support Agency Development	6 transferred cases
Prisoner Reentry Support Project	39 Clients
Family Resource Coordination	142 Clients and 4 ongoing case management
Community Service Team (CST)	Planning Phase



New Meal Delivery Vehicle



New Elderly Bus



MISSION STATEMENT

The Red Cliff Child Support Services Agency (RCCSSA) is dedicated to providing services that are delivered implementing the seven Core Anishinaabeg Values; respect, courage, honesty, wisdom, generosity, truth, humility and love as our service delivery process. Our goal is to work with parents so they may provide support for their children financially, medically and emotionally, keeping in mind at all times that the children come first.

CHILD SUPPORT AGENCY

The Red Cliff Band of Lake Superior Chippewa Indians is receiving funding from the federal government to operate a child support program under the Title IV-D of the Federal Social Security Act (42 USC 654 et.al.). The Red Cliff Child Support Services Agency will began the process of transferring cases from Bayfield County Child Support Agency and Bayfield County Court System. The Bayfield County Court recognizes the Tribe's inherent power to regulate domestic relations amongst its members. Tribal cases are identified when any member of the child support case is an enrolled member of the Red Cliff Band of Lake Superior Chippewa Indians.

Our goal is to enforce the child's right for support (financial, medical, emotional, and cultural) from both parents in order to raise the standard of living for Tribal children. The Red Cliff Child Support Services Agency is dedicated to working in collaboration with all State, National and Tribal agencies and departments to maintain an effective program that will meet the needs of families, improve the welfare of children, and strengthen Tribal sovereignty. We make every effort to strengthen family responsibilities and values through quality service and cultural integrity.

2014 CASE INVENTORY - Total Number of Open Cases: 6

Due to delays in establishing our MOU and gaining access to the KIDS system, we had only received six referrals in 2014. Once our transfer process begins in January 2015, we will be transferring 10 cases per month at a minimum from Bayfield County.

PATERNITY ESTABLISHMENT- Paternity was established in two cases, one by genetic testing and one by VPA.

CONSTITUENT SERVICES/INFORMATION DISSEMINATION - Total Number of families served: 12

Our agency regularly receives calls and inquiries by tribal members seeking information and guidance on their existing orders residing in other counties/states. We have assisted these families by directing them to appropriate agencies and/or providing them information. Per federal regulation, child support agencies are prohibited to give legal advice but we try to assist them as much as we possibly can. When appropriate, we provide them with agency brochures, parent informational booklets and other supplemental materials.



Treaty Natural Resource Division

MISSION STATEMENT

The Treaty Natural Resources Division is dedicated to preservation, protection, enhancement and sustainable management of the Red Cliff Tribal Nation's natural reserves 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.

2014 Annual Base Funding

Environmental Protection Agency (EPA)	\$305,000
Bureau of Indian Affairs (BIA)	\$572,323
Department of Natural Resources (DNR)	<u>\$ 30,490</u>
TOTAL BASE FUNDING	\$907,813

2014 Special Funding

TOTAL SPECIAL FUNDING \$1,114,061

In 2014, the Red Cliff Fisheries, Water Resources and Climate Change Programs collaborated to improve the environmental health and ecological function of the Tribe's business district near Buffalo Bay. The Water Resource program planted over 3,000 native plants around the Legendary Waters retention ponds to filter excess nutrients and reduce sediment deposits entering the lake. Fisheries staff completed a project to prevent continued erosion to the beach near the marina by rerouting storm water flows. The Climate Change program planted 5 trees along Highway 13 and the old Isle Vista parking lot to beautify the area and allow additional storm water absorption. Funds to support these projects were received from Forest Service, EPA, and NRCS. Our Division is committed to projects that better the community and environment of the Red Cliff Reservation.



Protective Services Division

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

In 2014 we received a COPS Hiring Grant in the amount of \$125,000.00. This grant is a three (3) year grant with a 75/25 match per year to be used to retain one (1) Officer for that time period. This grant is designed to allow more enforcement of controlled substance violations in the community. We also completed agreements with the State of Wisconsin and Bayfield County on funding for 2015. Those agreements have been approved and funding will be received in January of 2015.

During 2014 the Red Cliff Police Department had a total of 1381 calls entered in the case management system. Of these 317 incidents needed further investigation. This is a reduction of calls of approximately 31.5% since 2010 and an increase of approximately 25% in investigations.

During 2014 RCPD worked closely with Native American Drug and Gang Initiative (NADGI) and the State of Wisconsin on a number of controlled substance cases. These cases targeted the sales and delivery of Marijuana, Prescription medications, Methamphetamine, Cocaine, and Heroin. Over 14 pounds of marijuana was seized during just one of these investigations. A number of suspects have been arrested or referred for charges.

RCPD has also continued to work with various programs to provide presentations on controlled substance awareness. We have also started working closely with the Youth Center on a program of "Crafting with Cops". This program is set up to build a bridge of understanding and trust between Law Enforcement and the Youth of this Community. These projects, along with a close working relationship with other Tribal Departments is in large part responsible for a reduction in youth involved incidents by about 40% over the last four years. This Community should be very proud of the young people of this community for continuing this very positive trend.

Red Cliff EMS

The Red Cliff Ambulance Service handled a total of 244 calls in 2014. 167 calls required transports, 30 calls where for standby at events or fire calls, and 47 calls were non transport calls. There were a total of 21 calls when not enough crewmembers were available to respond and mutual aid was requested of another service.

Through our updated billing and collections, we have managed to reduce the debt owed by approximately \$75,000.00. We project that the EMS Service will be debt free sometime in 2015. This will allow the Department to start updating equipment and planning for the purchase of new transport vehicles as the present units begin to age. The EMS Staff has attended numerous trainings and meetings during the year as part of their continuing education.

Red Cliff Fire Department

During 2014 the Fire Department had a total of 76 calls for service. These calls included: Structure fires, Vehicle Accidents, Search and Rescue, Hazardous Materials calls, EMS assist call and other calls.

The Fire Department continues to meet and train monthly at the Fire Hall. We encourage anyone interested in joining the Fire Department to contact a member of the Protective Service Division.

A Brush Fire Fighting Truck was added to the Fire Department, thanks to the US Park Service and the BIA. This truck will allow for a quicker and more appropriate response to brush fires in remote locations.

Public Works Department

MISSION STATEMENT

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

Public Works/Facility Maintenance Department goals for the 2014 were to improve the quality of service to the tribe and its members, provide safe drinking water, improve upon waste water treatment operations, upgrade and maintain waste water treatment plant facility. The Roads Department was a part of Public Works but was transferred to the Planning Department in the early part of the year. A new Director, Robert Powless, was hired to oversee Public Works/Facilities Maintenance in July.

The Public Works Department had a number of projects that were either ongoing or getting started. Public Works employs three people that maintain the water and sewer mains, water tower, and five lift stations, six pressure reducing vaults, and the Waste Water Treatment Plant.

The Facilities Maintenance Department has a staff of fifteen people. They do a variety of jobs from housekeeping to snow plowing, cutting grass, and general upkeep of all tribal facilities.

The new clinic opened June 6, 2014. Facilities Maintenance moved Tribal Administration to the old clinic and police dept., family services, and Facilities Maintenance crew to the old Administration building. We hired two custodians and a facility manager. The water meter project started in October and the North Bradum Closed Circuit TV project started and completed in November. The IHS Scattered site project and mound replacement project were ongoing throughout the summer and fall.

Public Works Projects were:

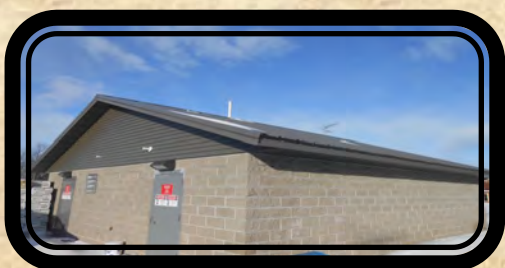
IHS BE-09-F96 North Pump House (\$1,304,340.00)

(EPA) IHS BE-11-G34 Septic Replacement 9 Homes (\$183,660.00)

IHS BE-13-J25 North Bradum Closed Circuit TV & Cleaning (\$16,865.00)

IHS BE-14-J29 Scattered Sites (\$114,415.00)

The water meter project started in October and the contractor had installed 152 meters of a possible 383 meters. Everyone that was on the list for the IHS mound replacement and scattered projects were served. The north pump house project 70-80% complete by December. Public Works started utilizing the new wells and pump house. The pump house project has been extended into next spring due to weather. The leak on the roof was fixed. Facilities Maintenance acquired a front end loader mainly for clinic parking lot, two pick-ups w/plows for facilities and elderly plowing.



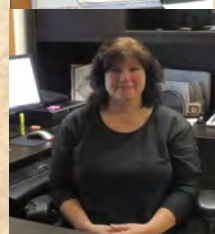
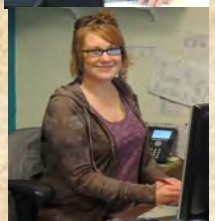
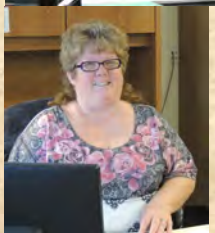
New Pump House and Systems



Housing Authority

MISSION STATEMENT

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



Tax Credit Rehab 1:

The Red Cliff Housing Authority was awarded \$7,205,552.00 to start a Tax Credit Rehab project that consisted of redevelopment, reconstruction and rehabilitation in our housing complexes. That entailed 7 units in the Hillside Housing, 17 units in the New Housing, and 8 duplex units in the Old Housing. The total number of units renovated was 40. The project started in February 2014 and will be complete by May 2015. It also provided over 25 new full time jobs in our area.

Supportive Housing:

The Red Cliff Housing Authority has been awarded \$5,830,000.00 to develop the Oski-Ombendaam (New Hope), a 24-unit apartment building. The funds came from AHP (Affordable Housing Program) Tax Credits and other home funds. This project will provide affordable, supportive housing for Red Cliff Tribal members who are homeless; with a priority given to veterans with no other housing options. It will also have staff offices, a community room and laundry facilities all on-site.

Board of Directors:

Chris Boyd—Chairperson

Laura Belanger—Vice Chair

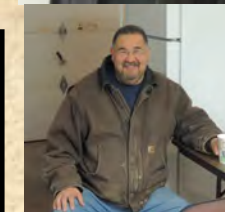
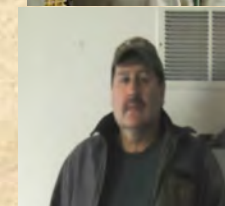
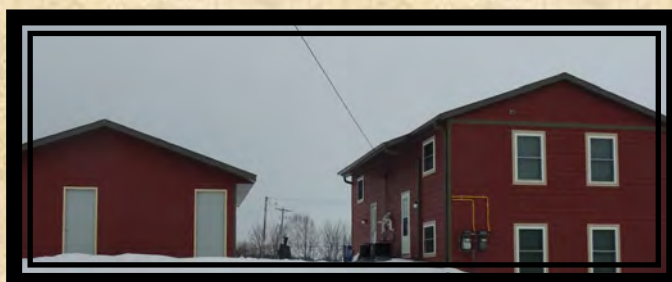
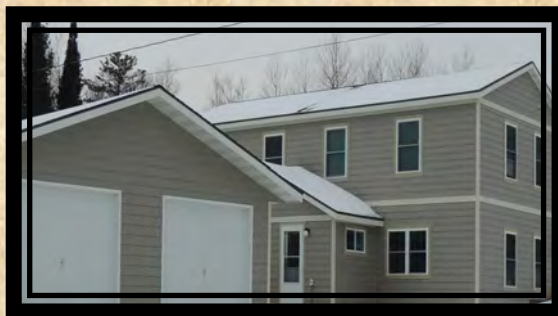
Teresa Gordon—Treasurer

Cindy Garrity—Secretary

Laura Gordon—member

Brian Boyd—member

George Duffy—member



Planning Department

Transportation

The transit system, Miskwaabekong Transit, experienced a successful year of operation. Ridership continued to meet or exceed expectations. Planning applied for and received Federal Transit Administration funding for both the operation of the system and capital improvements to the system. \$22,469 in formula funds and \$82,690 in discretionary funding. Thanks to the community for supporting ridership that topped the 10,000 mark in 2014.

Water and Sewer

- Tribe was awarded \$260,000 for IHS wells and septic systems.
- The program was transferred to the control of Public Works.

New Health Clinic

- The new Clinic was completed in May 2014

Shakopee Mdewakanton Sioux Community

- The community applied for additional funding to support LW and the application is pending.
- The pow wow grounds is near complete for the first annual pow wow at the new location.

Red Cliff Business Board

During the past year, the business board has considered further economic development on the Red Cliff Reservation including:

- The potential to acquire one existing business operation on the reservation.
- Acquisition of land.
- The development of the old Isle Vista site including initial plans and research on various economic development ventures.
- Added services and capacities at the marina, and
- Funding or financing necessary to implement these opportunities.

Program Planning and Support

- Total grants submitted: 21, To date, 3 grants have been awarded, amounting to \$546,512 for the following Tribal initiatives: CST for family services \$61,667; CDC for health clinic \$200,000; COPS for Red Cliff Police Dept. \$125,000 and WI Dept. of Children & Families \$159,845.



Early Childhood Center Drummers



Kids Christmas Party

New Clinic

After several years of planning and preparing, the new Red Cliff Community Health Center became a reality and opened its doors to the public on June 3, 2014. The new Health Center is 31,900 square feet and showcases the Ojibwe culture. This was completed using various methods throughout the Center. Entering the building you are welcomed by the inlaid pattern of fish and turtles which represent the history of the Lake Superior or Ojibwe. You can find your way through the facility by following the Woodland Indian floral designs to the lobby and patient care areas. Once in the patient care hallway, murals made from community member photos, representing the Four Hills of Life are highlighted. The Four Hills of Life philosophy and teachings were developed by an Ojibwe elder and educator and is an indigenous model and continuum of care which focuses on providing a full spectrum of care from a child's birth to an elder's last years.



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: (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.

Over the past 10 years, the staff at the Red Cliff Legal Department and Tribal Court has had the great pleasure and honor of working alongside Chief Judge, Donald Gurnoe. Don was a true professional with a personality that surpassed warm and welcoming. He took great pride in being a veteran and it showed in his determination and dedication to his duties within the Court. He will be greatly missed.

With the passing of Chief Judge Gurnoe in December 2014, Robert Buffalo, Associate Judge has stepped in to help the Court with their caseload. He brings with him 20 years of experience working within the Tribal Court. His knowledge and education in various tribal practices will benefit Red Cliff immensely.

Tish Keahna, Child Support Attorney

Tish joined the Red Cliff Tribe in September 2014. She graduated from Minnesota Law School in 1992. Her undergraduate degree is in government and politics. Tish began her career at Anishinaabe Legal Services, working on Leech Lake and White Earth Reservations in Minnesota. She has previously worked at the Lac Courte Oreilles reservation as the child support attorney. Currently, Tish is an Associate Judge of the Meskwaki Tribal Court. Tish serves on the Board of the National Tribal Child Support Association and the IRS Subcommittee of the National Association of Tribal Child Support Directors. She is licensed to practice law in Minnesota, Wisconsin, the Red Cliff Tribal Court, and admitted to the United States District Court for the Western District of Wisconsin.

2014 Tribal Court Statistics

Truancy	19 cases
Underage Alcohol	14 cases
Retail Theft	1 case
Underage violation traffic	3 cases
Child Welfare	9 new cases
Guardianship	3 new cases
Name Change	4 cases
Paternity	1 case
Child Support	1 case
Traffic	47 cases
Natural Resources	49 cases
Civil	24 cases
Domestic Violence/Harassment Restraining Orders	6 cases
Housing-Evictions	5 cases
Foreign Judgments	2 cases
Divorce	3 cases
Small Claims	1 case



Chris Boyd taking his Oath

The Legal Department continues to provide direct support to the Tribal Administration, Tribal Council and the entire Red Cliff Community. In 2014 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.

Potawatomi Shared Revenue Project

By Rob Goslin

In 2014 as a part of Red Cliff's efforts to continue building relationships with other tribal governments, we received funding from the Forest County Potawatomi Tribe (FCPT) near Crandon, Wisconsin for the amount of \$648,000.00. The funding support has allowed Red Cliff to provide more services to the elderly. In addition it has also helped support our youth programs by providing a grant writer to develop proposals to meet the needs of our youth. Although the funding has been approved for one year, it has provided needed support for our elders who live on fixed incomes. We have been able to help elders with home repairs, home ramps, snow plowing, personal emergencies, health needs, and funeral expenses.

The funds have also been used to purchase a small 12 passenger lift bus for the Red Cliff Elderly Program and a 4x4 SUV for home delivery meals. The home delivery also included delivering meals on Saturday's and holiday's. In addition a part time project coordinator was appointed to perform administrative functions. This spring tribal administration will be taking the initial steps to have a feasibility study completed related to the construction of an assisted living center/nursing home for the elderly in our community. By having this study done, the tribe hopes to determine the cost of what it would take to build such a facility, but also to identify funding sources that could help build and sustain such a facility when completed. It is anticipated the feasibility study will be completed by the fall of 2015. The tribe also hopes to purchase lake front land for such a center using the Forest County Potawatomi shared revenue funds.

The Forest County Potawatomi and our Red Cliff Tribal Government held several discussions during 2014 to discuss how we can work together in sharing resources to mutually benefit our relationship with each other. On two separate occasions both of our collaborating tribes (Red Cliff and Forest County Potawatomi) brought their divisional staff to an onsite visit at each of the communities. The sessions were very beneficial and allowed both tribes to learn more about each another as well as the needs of each community. As a result of our ongoing relationship and dialogue the Forest County Potawatomi agreed to help Red Cliff by making several donations to the tribe. In the fall of 2014, FCPT sent members of their construction crew to repair some leaks in the roof, and they also purchased and installed roof jacks to alleviate the heavy snow from falling in the playgrounds at the Red Cliff Early Childhood Center. They also donated sixty computers from their current inventory to the tribe. In late November the Forest County Potawatomi delivered a truck-load of new clothing that was distributed to the Red Cliff community. They also recognized our facility maintenance and snow removal needs and donated a plow dump truck to the tribe.

In late fall 2014, Red Cliff held two significant community events to make the project visible in Red Cliff. First, the Red Cliff elders were invited to a breakfast at the Legendary Waters Convention Center on Wednesday November 19, 2014 to give their input as to what they see as their elder needs as well as learn about what services could be available under the project. An estimated 150 individuals attended this event. On Wednesday December 17, 2014 a Christmas party was held specifically for our elderly members, with approximately 250 persons in attendance at the Legendary Waters Convention Center. The Forest County Potawatomi Tribe are helping our elders and our youth. **CHI-MIIGWECH TO THE FOREST COUNTY POTAWATOMI**



2014 Progress Report

POVERTY

- ♦ Job Placement & Training
- ♦ During 2014, the Tribe awarded 38 Job Training scholarships for tribal members seeking Associate Degrees totaling \$24,888
- ♦ \$3,100 was awarded to 8 tribal members through the Consortium program; an additional \$1,615 was spent for supportive services such as BART bus passes, gas vouchers, and application fees.
- ♦ \$800.00 was awarded to 4 Job Training applicants for Tribal members who obtained a new job/full time employment.
- ♦ The Education Division monthly newsletter features all current employment vacancies in the immediate and surrounding areas; this, partnered with individual family resource coordination serves as a means of connecting ECC families to employment opportunities of their interest.
- ♦ Resources are brought in monthly for TANF and GA clients to work with education enhancement and job skill building
- ♦ The new health center project employed many tribal members in its construction and the new center will have an expanded staff, with more jobs for Red Cliff members.
- ♦ Education Dept. spent \$11,000 for 51 people now in training/education programs.

SPACE NEEDS

- ♦ The new health center opened in June of 2014. This allowed the health center to expand its services, and by vacating the “old clinic building” allowed for 12,000 square feet of space to be utilized by other Tribal programs.
- ♦ Interim Library was resurrected at the new Tribal Administration building. Louise Robbins & company from the Univ of WI School of Library Sciences volunteered a great deal of time and energy to create the floor plan for the interim space, including ordering/purchasing furniture, shelves, computers, printer, and other supplies
- ♦ ECC continues to have waiting lists that exceed the allowable space and funding; more building space is needed to provide the identified services needed.
- ♦ The Tribe continues to address the space needed to accommodate all program needs.

SUBSTANCE ABUSE

- ♦ The Prescription Drug Policies have assisted in monitoring the use of controlled substances in the community. Random drug screens have begun for persons who have signed and agreed to the Controlled Substance contracts. The Health Center is registered with the State of Wisconsin’s Prescription Drug Monitoring Program (PDMP), which allows providers and pharmacists to check for potential over use of controlled substances prior to filling prescriptions.
- ♦ The new Health Center location was designed to allow for AODA counselors to be onsite to allow for integration into primary care. What this means is that all persons visiting the Health Center have the opportunity to see counselors immediately if they want to see a counselor or need intervention.



- ◆ Awarded one of 11 new tribal Circles of Care grants from SAMSHA.
- ◆ ECC hosted one Tribal AmeriCorps worker whose role was assisting the AODA Reduction Team and bringing awareness and resources to the community along with family resource coordination for at-risk families.

EDUCATIONAL FUNDING

- ◆ The Tribal Board of Education was established.
- ◆ Disseminated information on many different grants and scholarships available for Native Students in the Education Division newsletter
- ◆ The Education Department revised the Tribe's Higher Education policies to increase funding from \$1,800 to \$3,000 per academic year for 4 year colleges & universities, to allow scholarship funding for part-time students, and allow scholarship funding for graduate students.
- ◆ 2 Red Cliff Youth were selected to participate in the 2014 Native Youth Conference in Washington, DC which was funded by SAMSHA.
- ◆ JOM paid for registration fees for 23 native high school students to attend the WIEA Conference in 2014.
- ◆ Since 2011, the Treaty Natural Resources Division has maintained a summer Tribal Youth Internship Program, hiring 3 Red Cliff youth each summer.

DEBT SERVICE

- ◆ Forward to 2015: To build on the past and to move forward in 2015 an understanding of debt and the management of debt is paramount. During 2014 USDA-financed debt payments were made timely. Utility rate increases were approved which will have a positive impact on reducing the overall Utility department deficit. Full recovery of administrative costs along with budget constraints in discretionary spending levels will be instrumental in reducing General Fund deficit. Planned increases in revenue in 2015 will assist in managing the Tribe's debt commitments.

LAND BASE

- ◆ In 2014, the Land Office received final BIA approval of approximately a dozen residential leases of tribal trust land for members. Roughly, forty other lease applications have been received and remain in process. Additionally, the Land Office continued work with the BIA on five active fee-to-trust acquisition projects. In 2014, the Tribe continued efforts to reacquire reservation lands from private owners in accordance with tribal policy to reintegrate the Band's historic land base. The Land Office staff also worked on resolving several outstanding property tax claim disputes with Bayfield County. The Land Office also represented the Tribe's interest in several right-of-way applications involving tribal trust lands.



Legendary Waters Resort & Casino

It has been three years since Legendary Waters Resort & Casino opened its doors to serve the public. In September 2014, at the start of its fourth year, the Red Cliff Tribal Council established a Management Team to assist the Interim General Manager with daily operations. Due to seasonality, there are considerable differences in revenue generated throughout the year. Like past years, it has not been any easier this year but we are confident moving forward with securing the services of consultants to improve operations and hiring a new General Manager.

The moderately sized gaming floor consists of 250+/- Class III slot machines and games, four Blackjack tables, and one poker table. A variety of daily, monthly and special promotions are offered to our Players Club members throughout the year offering cash and merchandise prizes.

Lodging and overnight stay options include a 47 deluxe room hotel, RV and tent campground, "wilderness" campground, and a 31 seasonal slip marina with transient docking. All offer an exceptional Lake Superior and Apostle Islands view.

Wii-Kway-Ong Dining & Spirits and Minising Café will offer Spring/Summer and Fall/Winter options throughout the year. A competitive and customizable catering menu is also available.

The event center has hosted a variety of meetings, events and entertainment, most requiring on-site catering services. We always look forward to welcoming our guests so they can experience what our beautiful resort has to offer. Located on the pristine shores of Lake Superior, we offer a legendary experience!

