

Gaa-Miskwaabikaang

ANNUAL REPORT

FY 2023



Revitalization.
Sovereignty.
Growth.

For The Tribal Membership
Red Cliff Band of Lake Superior



MESSAGE FROM THE CHAIR



Boozhoo Aaniin Gaa-Miskwaabikaang, it is my honor to present this annual report on the Tribe's operations and accomplishments over the past year. We are excited to prepare this for you each year moving

forward. This report will focus on the Tribe's happenings during the Fiscal Year of 2023 (October 2022 - September 2023).

As we reflect on the past year, we are proud of these accomplishments and how they align with not only our mission, but with our commitment to honoring our ancestors, revitalizing culture and language, and paving the way for our future generations.

Cultural Center & Major Construction:

The Tribal Council approved \$2.5 million to construct a multi-purpose Cultural Center for community use and wellness. You may have seen the construction progress on the backside of the Cultural Grounds off Nuzzo Road over the past year. The Cultural Center is expected to be completed during this upcoming summer of 2024. The Courthouse Expansion project has been completed. You can find updates on our other major construction projects in the coming pages.

Housing Developments:

The Tribal Council continues to prioritize increasing housing for our membership. The community housing project on Blueberry Road (former Shodeen property) is underway. Construction is expected to begin Spring/Summer 2024. The Tribal Council has also approved a project of \$5 million to construct a new elderly housing complex with 12 apartment-style units.

Fiber to Home Project:

The Tribe received an \$8 million grant to bring fiber broadband service and high-speed internet to all tribal homes and programs within Tribal jurisdiction, including tribal member homes in the Town of Russell and the Belanger Settlement. This will have great impact on our members' ability to work from home, pursue online education, access telehealth, and more.

Addressing the drug crisis:

Red Cliff Police Department and Tribal Council have initiated a federal drug trafficking investigation, targeting narcotics to and within Indian Country. Simply talking about the drug crisis is not enough, and we are proud to be taking this issue head on.

Economic Development:

Tribal Council has approved the relocation of Buffalo Bay Store to the former Isle Vista Casino site across from Legendary Waters. Community feedback has indicated the "commercial corridor" would be a great location to provide business lease opportunities for the membership. We are still in the planning phases of this.

Language and Culture Revitalization:

Our efforts to increase language and culture proficiency continue to grow! Our Ojibwemowin Teaching & Training program aims to create proficient language teachers so they may become full-time Ojibwemowin teachers. Howah!

If you have any questions about this report, please attend a Tribal Council meeting and get involved.

Miigwech,
Nicole L. Boyd
Tribal Council Chairwoman





TRIBAL COUNCIL

Gaa-Miskwaabikaang is governed by an elected nine-member Tribal Council. Each council member serves a two-year term. Elections occur annually in May and July. Council meetings are held twice per month and are open to community members. Meeting information can be found on the Tribe's website.

The Tribal Council works to promote, plan, and provide for the health, welfare, education, environmental protection, cultural preservation and economic wellbeing of tribal members and to protect treaty rights now and in the future.



NICOLE BOYD

*Chairwoman
July 2023-Present
Term Expires July 2025*

RICHARD PETERSON

*Vice Chair
July 2022-Present
Term Expires July 2024*

NORA CADOTTE

*Secretary
July 2022-Present
Term Expires July 2024*

LAURA GORDON

*Treasurer
July 2023-Present
Term Expires July 2025*

SCOTT BABINEAU

*Member At-Large
July 2022-Present
Term Expires July 2024*

ERNIE GROOMS

*Member At-Large
July 2022-Present
Term Expires July 2024*

DAVID CURRAN

*Member At-Large
July 2023-Present
Term Expires July 2025*

BRYAN BAINBRIDGE

*Member At-Large
July 2023-Present
Term Expires July 2025*

VINCENT BRESSETTE

*Member At-Large
July 2023-Present
Term Expires July 2025*



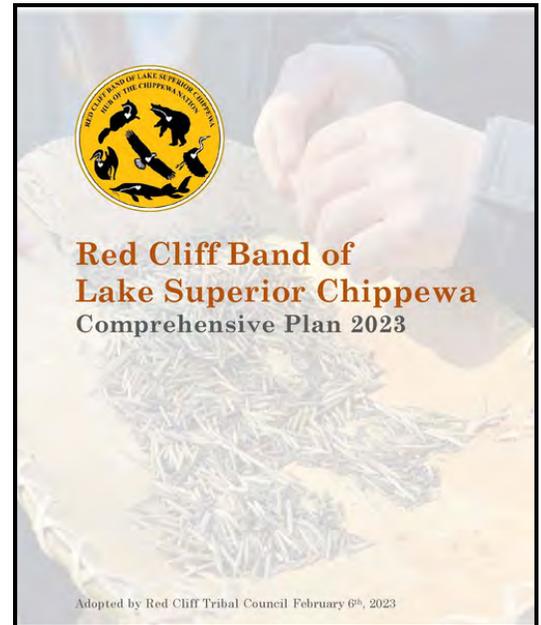


ADMINISTRATION HIGHLIGHTS

COMPREHENSIVE PLAN APPROVED

The Tribal Council formally approved and adopted the Red Cliff Comprehensive Plan on February 6, 2023. This Comprehensive Plan will serve as a guide for daily and long-range decisions made to improve the quality of life for the Gaa-Miskwaabikaang Nation. The plan seeks to connect Anishinaabe history to present day conditions in order to create a better tomorrow for the generations to come. As a sovereign nation, this plan can also be used as a tool to inform local, state, and federal government as to the Tribe’s self-determined vision for growth.

The Plan is a “living” document that will be adapted over time to align with the vision, values, and conditions that the community is experiencing. View the entire plan online at www.redcliff-nsn.gov/compplan or stop by the Administration Building.



COMMERCIAL ZONE MASTER PLAN APPROVED

The Tribal Council formally approved and adopted the Commercial Zone Master Plan on January 24, 2023. The Plan outlines the potential of the “commercial corridor,” a 2.5 mile-long area adjacent to Highway 13 where most of the existing commercial and community activity takes place. It focuses on the 50-acre former Isle Vista Casino property and a 1.5-acre lakefront property known as the former Living Adventures property.

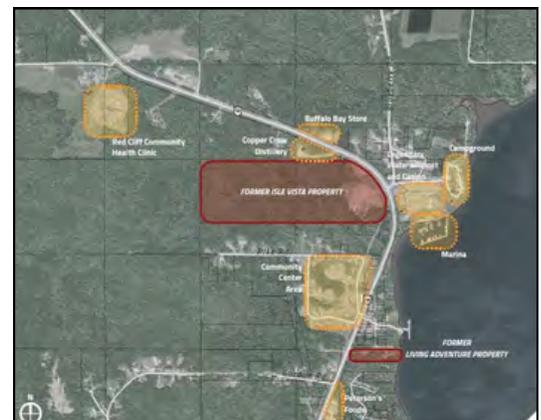
The Plan includes ways the Tribe can enhance the community’s well-being in the context of planning commercial development. The Tribal Council has approved the relocation of Buffalo Bay Store to the former Isle Vista site across from Legendary Waters.



The Commercial Zone Master Plan underwent several rounds of community feedback and focus group engagement sessions.

FINANCE MANAGER HIRED

After several years without a permanent Finance Manager, the Tribe has secured this position to oversee our fiscal responsibilities and distributions. This position is crucial to ensuring the Tribe’s finances are in compliance and our financial planning needs are met.



The Commercial Zone Master Plan project boundary and key locations.





MAJOR COMMUNITY PROJECTS

HOUSING DEVELOPMENT

The community housing project located on Blueberry Road (former Shodeen property) is expected to provide a total of 50 units. DSGW from Duluth, MN is contracted for design and engineering of the site and homes. Preliminary design of roadways, utilities, and overall site layout are in progress. The site survey and wetland delineation have been completed this summer. Preliminary clearing of roadways and utility locations will begin this fall to facilitate the geotechnical evaluation. Design of individual housing units and apartment buildings is underway. Construction of roadways and housing units is likely to begin Spring/Summer 2024.

ELDERLY HOUSING

The Tribal Council has committed \$5M toward this project that is expected to provide 12 units specifically for elders. Red Cliff Chippewa Housing Authority applied for but was not awarded highly competitive funding for this project from HUD (Indian Housing Block Grant). A site has not been confirmed.

LEASE SITE CLEANUP

Approximately \$1M was awarded from HUD and IHS, along with Tribal funds to clean up 30 sites. Seven lease sites have already undergone successful cleanup efforts, marking a crucial step towards restoring housing sites. The project is expected to clean up remaining sites scheduled for the fall through spring seasons. Additional lease site moratoriums and environmental assessments will be conducted prior to clean up of this next round of cleanup sites. This dedicated effort reflects the Environmental Department's commitment to environmental stewardship, fostering a healthier environment for our community and housing sites.

CHICAGO CREEK CULVERT REPLACEMENT

BIA funds will be used to replace the Chicago Creek culvert. A feasibility study is ongoing to examine the most suitable approach to replacing the failing culvert. This study will look at several possible alternatives including a traditional culvert, a concrete box culvert, or a bridge. The field work has been completed and the study is scheduled for completion this year with the design phase to follow soon after.

BLUEBERRY ROAD

BIA High Priority Project Funds were awarded for resurfacing and site-specific safety improvements along Blueberry Road from Highway 13 to North Bradum Road. Work will be done in conjunction with the Chicago Creek culvert replacement project. Work is scheduled for 2024.





MAJOR PROJECTS CONTINUED

TRANSPORTATION FACILITY

\$5M of Federal Department of Transportation funds are being used to construct a new transportation facility on Hwy 13, north of the Brood Stock building. The partial clearing of the site has been completed along with a geotechnical survey. Our design team is finalizing the schedule for releasing requests for bids on the construction of the new facility. Two plow trucks, a motor grader, and wheel loader have been ordered along with the purchase of a wheel excavator.

NUZZO ROAD INFRASTRUCTURE / ROAD IMPROVEMENTS

Northland Engineering from Duluth, MN has been contracted to complete the plans for this project. Utilities (water, sewer, electricity and fiber optic cable) under the footprint of the EMS and Cultural Center projects were completed as part of those projects this Fall. Improvements to Nuzzo Road and the remaining utilities under this project will be completed in Spring 2024. A contractor has not yet been selected for the Road improvements.

FIBER TO HOME

\$8M of NTIA funding is being used to install 80 miles of fiber optic cable, which will bring broadband service and high-speed internet to all tribal homes, government programs, and businesses within Red Cliff jurisdiction. This also includes tribal member homes in the Town of Russell and within the Belanger Settlement. Ground installation is scheduled to begin March-April of 2024. This project will open up opportunities for the community to access more education, telehealth services, job opportunities, and economic growth.

ECC SOLAR PROJECT

The ECC Solar Project has been completed. This is the first major micro-grid solar project in Red Cliff! All photo-voltaic solar panels have been installed. Installation of interior components, such as control panels and battery storage are completed and operating. This project also provided solar installation education and on-the-job training for community members.

EMS FACILITY

Indian Community Block Grant funding from HUD is being used to construct a new emergency medical services facility located at 37100 St. on Hwy 13. Covid-19 funding was also utilized. Completion is scheduled for Winter 2023-24. Move in for the EMS Facility is scheduled to occur beginning in 2024. Final site work (e.g., final paving of parking lot and access drive) is scheduled for Spring 2024.





MAJOR PROJECTS CONTINUED

POLICE STATION

\$1.4M from the U.S. Department of Justice - Bureau of Justice Assistance is being used to construct a new police station. Preliminary site and building plans have been completed. The police station will be constructed next to the new EMS Facility.

HEALTH CENTER RETAINING WALL

Northland Engineering has been contracted to provide an engineering analysis of the failing retaining wall and to complete plans. Reconstruction / repair is scheduled for Summer 2024.

CULTURAL CENTER

Black Wolf Construction from Bayfield/Washburn, WI was secured as the Contractor for the construction of the Cultural Center. DSGW completed the design work. Construction started in Fall 2023 on the back side of the Cultural Grounds off Hwy 13 and Nuzzo Road. Completion of the building and site are slated for Summer 2024. The Cultural Center is expected to provide more culture, wellness, and gathering opportunities.



WELLNESS FACILITY

The Tribal Council has identified a wellness center as a high priority project that requires comprehensive feasibility. The Phase 1 market analysis was completed in August. Community engagement sessions took place to get feedback on proposed facilities and services. Funds and location have not yet been secured.

ECC BUS GARAGE / FENCING

Construction of a new bus garage and expansion of outdoor classrooms were completed in August. The new bus garage will provide valuable room for the buses to be parked as well as much needed storage and work area for ECC maintenance.

BUFFALO BAY STORE

A feasibility study was completed with funding from an EDA grant. The Tribal Council approved the site of the new store to be at the former Isle Vista Casino site. Phase 1 environmental assessment and a site survey have been completed. Next steps will be securing an Architecture & Engineering (A&E) firm to complete plans for a new store.





EXTERNAL AFFAIRS

Tribal Council Members and Tribal Employees work with a variety of local, regional, state, and national partners to advocate and maintain relationships with Tribal and non-Tribal entities. This is an important aspect of Gaa-Miskwaabikaang's sovereignty.



2022-23 Tribal Council and Bayfield County Board of Supervisors held a joint meeting on June 8, 2022 for the first time since 2015. Red Cliff reclaimed ownership of all Tribal land previously held by Bayfield County, and the two governments signed a joint proclamation to collaboratively protect the area's water.

Chairwoman Boyd with Wisconsin Governor Tony Evers.

1854 TAX CASE

Red Cliff, Bad River, Lac Courte Oreilles, and Lac du Flambeau Bands won a Seventh Circuit Tax Appeal that ruled the State of Wisconsin cannot impose property taxes on lands owned by the tribes or their members within the permanent homelands they negotiated in the Treaty of 1854. The Court rejected the State's argument that any time land passed on non-Indian ownership to Indian ownership, it remained taxable.

RED CLIFF BECOMES FIRST TRIBAL NATION TO BE SIGNATORY TO THE JOINT STRATEGIC PLAN FOR MANAGEMENT OF THE GREAT LAKES FISHERIES

Red Cliff now sits at the table with eight US states, Province of Ontario, Great Lakes Indian Fish & Wildlife Commission, Chippewa Ottawa Resource Authority, and 1854 Treaty Authority as agencies that share management authority across the Great Lakes. The Joint Strategic Plan allows Red Cliff to participate in fish stocking & harvesting objectives; develop lake management plans; and set priorities for research, management, and law enforcement for the Great Lakes.

WHITE HOUSE TRIBAL NATIONS SUMMIT

President Biden signed an Executive Order on Reforming Federal Funding and Support for Tribal Nations at the 2023 Summit. The Order underscores more respect for Tribal Nations' sovereignty. It will create more access to federal funding for Tribes and Native-owned businesses.





BOARDS & COMMITTEES

The Red Cliff Tribal Government includes various boards, committees, commissions, and task forces that serve as an extension of the Tribal Council.

These entities provide a communication channel between elected officials, Tribal staff, and the community. Discussion of issues and a broad range of ideas and expertise are brought to the public decision-making process.

ELECTION BOARD

The Red Cliff Election Board is responsible for conducting all Tribal elections as codified in the Red Cliff Code of Law Chapter 32. The Election Board is appointed no later than 30 days prior to the election and serves until the results of the election are certified. Election Board members must be eligible to vote in the Red Cliff Tribal Election.

GAMING COMMISSION

The Red Cliff Gaming Commission is responsible for implementing the provisions of the Indian Gaming Regulatory Act and of the Red Cliff gaming ordinance, as codified in the Red Cliff Code of Law Chapter 17 Section 10. The primary responsibility of the Gaming Commission is to oversee and regulate gaming within the jurisdiction of the Red Cliff Reservation and to ensure gaming activities are conducted fairly and honestly.

HOUSING BOARD

The Red Cliff Housing Board is responsible for implementing the provisions of the Red Cliff Code of Law Chapter 19 pertaining to the Red Cliff Chippewa Housing Authority. The primary responsibility of the Housing Board is to establish policy, legal, and fiscal responsibilities for all matters concerning housing, tenants, and homebuyers within the jurisdiction of the Red Cliff Reservation.

HEALTH BOARD

The Red Cliff Health Board is responsible for policies that affect the services of the Red Cliff Community Health Center. The Health Center is responsible for ensuring health and wellness services are provided with professionalism, sensitivity, courtesy, and respect.

LAW ENFORCEMENT COMMISSION

The Red Cliff Law Enforcement Commission is responsible for upholding the duties as outlined in Chapter 42 of the Red Cliff Code of Laws. The Law Enforcement Commission consults with and provides direction as necessary to the Chief of Police of the Red Cliff Police Department on all matters concerning the delivery of law enforcement services to the tribal community. The Commission has the authority to review, revise and implement Department Standard Operating Procedures.





BOARDS & COMMITTEES CONTINUED

UTILITIES COMMISSION

The Red Cliff Utilities Commission is responsible for upholding the duties as outlined in Chapter 34 of the Red Cliff Code of Laws. The management, operation and control of the public water and sewer system is vested in the Red Cliff Utilities Commission. The Red Cliff Utilities Commission has authority to establish, impose and adjust rates for the provision of water and sewer services to those connected to the public water and/or sewer utility, including the authority to set fees for connection and re-establishment of services and such other fees and penalties it may deem appropriate to effectively manage the public water and sewer system.

BUSINESS DEVELOPMENT CORPORATION

The Red Cliff Business Development Corporation oversees the enterprises owned and operated by the Red Cliff Band of Lake Superior Chippewa. The BDC provides economic development guidance and resources.

FISHING COMMITTEE

The Red Cliff Fishing Committee provides input into the regulations outlined in Chapter 7 of the Red Cliff Code of Laws which oversees the operations of Red Cliff commercial fishing.

FAMILY & HUMAN SERVICES COMMITTEE

The Family & Human Services Committee is responsible for providing input into vision, goals, priorities, and policies pertaining to programs and services that fall under the Family & Human Services Division, including elderly, youth, ICW, child support, and food distribution programs.

JOM COMMITTEE

The Red Cliff Johnson O'Malley Committee assists in the development, implementation and evaluation of programs developed by the Bayfield School District to specifically meet the academic needs of Native American students. The Johnson O'Malley funds help to financially assist efforts designed to meet the specialized and unique educational needs of eligible Indian students, including programs supplemental to the regular school program and school operational support.

AND MANY MORE! INTERESTED IN SERVING YOUR COMMUNITY?

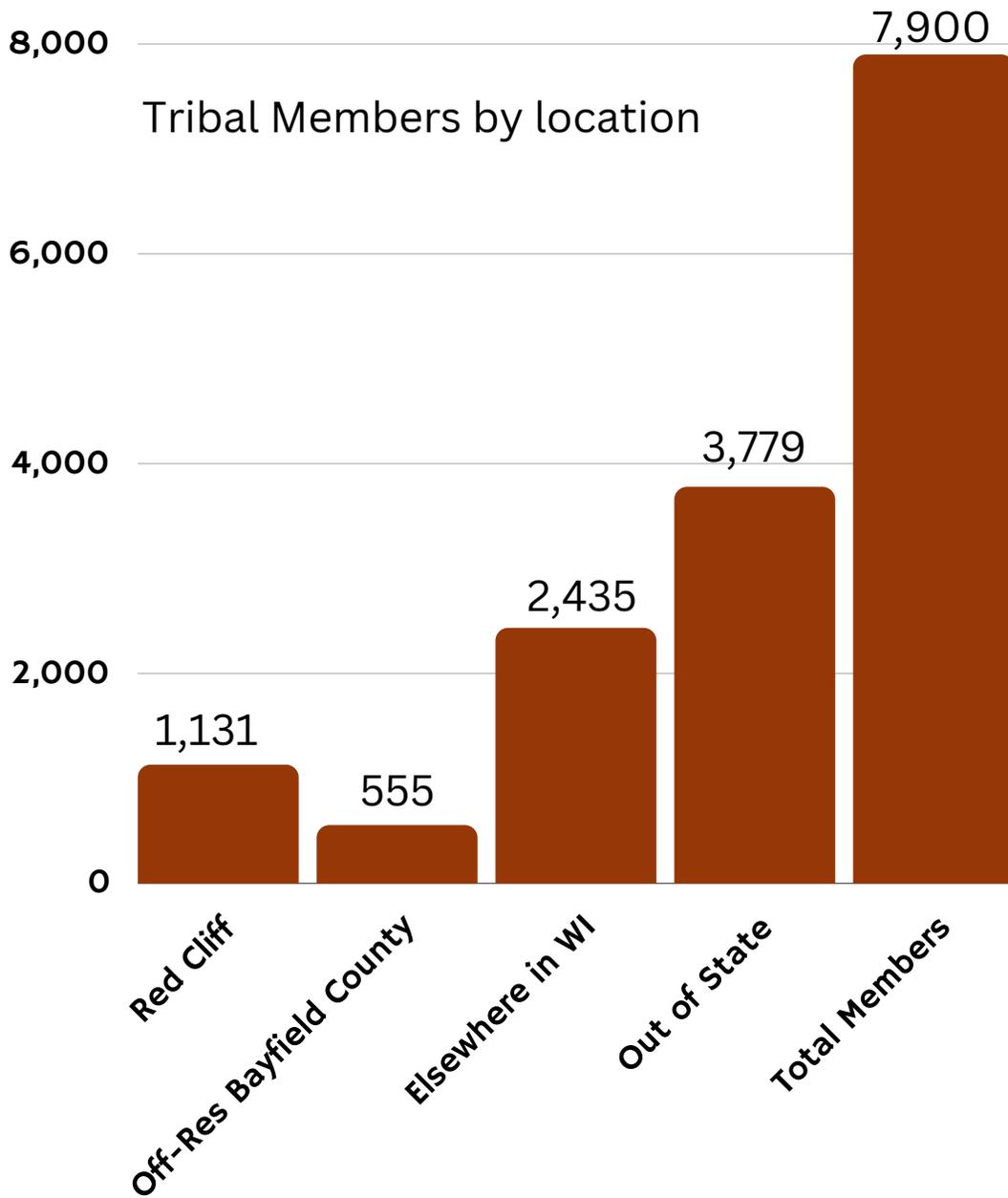
We also have a Membership Committee, Cemetery Committee, Constitution Committee, ECC Policy Council, and more. Our community becomes better when we have members dedicated to serving in our Tribal government. Learn more and apply on our website or at the Tribal Administration Building.

You do not have to live in Red Cliff to be on a committee!





TRIBAL MEMBERSHIP



159
NEW ENROLLED
MEMBERS IN 2023

80
ENROLLED THROUGH
AUTOMATIC
MEMBERSHIP

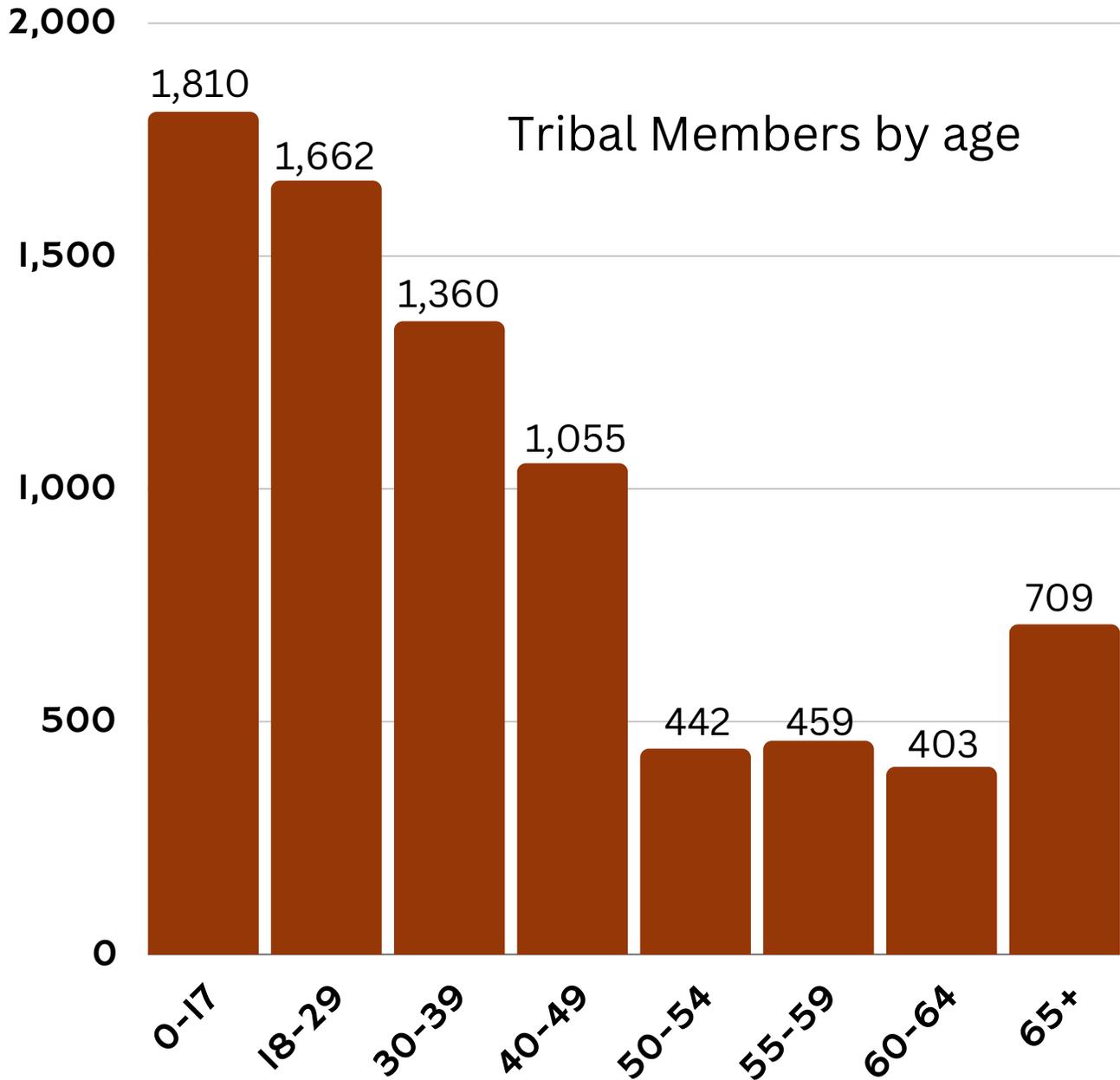
79
ENROLLED THROUGH
JULY 2023 ADOPTION
REFERENDUM





TRIBAL MEMBERSHIP

CONTINUED





HEALTH & WELLNESS

The Red Cliff Community Health Center serves Gaa-Miskwaabikaang and the surrounding areas, offering a variety of medical, dental, pharmaceutical, behavioral health, and community health services.

Our professional providers and staff are here to ensure you receive efficient, compassionate, culturally sensitive healthcare that is responsive to your needs, right here in your community.

MEDICAL SERVICES

The Red Cliff Community Health Center provided primary care services through two Internal Medicine Physicians, a Physician Assistant, and a Pediatrician. A part-time physician serves as RCCHC Medical Director. RCCHC also offered a Physical Medicine & Rehabilitation Physician. These providers are supported by a Clinic Manager, Clinic Nurse, three Medical Assistants, and one CNA. Red Cliff Primary Care follows the patient-centered, medical home model.

Total Medical Visits: 3,944

- General Adult - 3,091
- Physical Medicine & Rehabilitation - 78
- Pediatric - 825

RCCHC also facilitated rotations for medical students throughout the year.

- Four Physician Assistants
- Three first-year medical students
- One fourth-year medical student
- Two of the 2023 students are Red Cliff Tribal Members

LABORATORY SERVICES

The RCCHC laboratory is operated by the Laboratory Technician under the direction of a contracted Laboratory Director/Consultant.

- 1,425 patients received laboratory services
- 15,384 tests performed on site
- 3,960 tests sent out
- 604 drug tests performed on employees as directed by the Tribe's Drug Policy





HEALTH & WELLNESS CONTINUED

CHIROPRACTIC SERVICES

Services focused on the diagnosis and treatment of neuromuscular disorders with an emphasis on treatment through manual adjustment and/or manipulation of the spine.

- Total number of chiropractic visits - 909



PHYSICAL THERAPY

Physical Therapy services are provided on site by one full time Physical Therapist. Services include orthopedic and manual medicine of the spine and extremities. Referrals are received via primary care and outside providers.

- Total number of physical therapy visits - 410

RADIOLOGY SERVICES

General radiology services were provided on site by a part-time certified Radiology Technologist. All imaging is completed utilizing digital technology; read on site and transmitted for confirmatory reading by Radiologists Associates of Duluth. Mobile mammogram services are provided on a monthly basis.

- Patients seen on-site for x-ray services - 204
- Number of x-rays performed - 216
- Total number of mammograms performed - 111



PODIATRY SERVICES

Red Cliff contracts for the services for diabetic foot care to reduce amputations and complications from the disease.

- Total number of podiatry visits - 222

DIETICIAN

Red Cliff contracts for dietician services to offer nutrition counseling to diabetic patients and to help patients with a healthy way to lose weight.

- Total number of dietician visits - 51





BEHAVIORAL HEALTH SERVICES

Mental Health services are provided by three full time Licensed Professional Counselors, one part time Licensed Professional Counselor, and one part time Licensed Psychologist. A Licensed Marriage and Family Therapist was hired in the last quarter. Two of the positions hold dual mental health/AODA certification. Services are provided at the following outpatient sites: Red Cliff Health Center, Mishomis Wellness Center, and the Bayfield School District. The program is certified by the State of Wisconsin. A total of 2,686 behavioral health visits were provided.

Substance abuse services are provided on site at the Mishomis Wellness Center, a satellite office of the Health Division. Services are provided by one full-time substance abuse counselor to include prevention, counseling, evaluation, assessments, and referrals. The program is certified by the State of Wisconsin as well as certified for the Intoxicated Driver Program.

The Comprehensive Community Services (CCS) program is operated at a satellite office under the Health Division. It is staffed by a CCS Administrator, Service Facilitators, one Service Facilitator/Peer Specialist and an Intake/Administrative Assistant.

Wrap Around Care Program is a Tribal wide program. It provides case management utilizing a multi-disciplinary team approach. At the end of the fiscal year, 29 clients were enrolled in the program.

Tele-behavioral health services are provided through the IHS Buyback Program. This is a service where the provider is in another location and the client is on site. The visit occurs over secure telehealth connection. Our tele-behavioral health provider had 186 visits.

The Noojimo'iwewin Drop-In Center provides a safe and sober environment for community members in recovery. There are three Peer Specialists that provide peer support and event coordination. A total of 324 peer support services were provided by telehealth and by in-person appointments. A total of 960 clients participated in activities.

The Mishomis Recovery Wellness Center provides live-in peer run sober living services to up to six males. There are day and night managers along with relief workers who provide a daily schedule of recovery-oriented activities. Clients are required to engage in wrap around services with a service plan that is closely monitored by their service team.





HEALTH & WELLNESS CONTINUED

PURCHASED AND REFERRED CARE (PRC)

The Purchased and Referred Care (PRC) program is for medical/dental care that is provided away from Red Cliff Health, and allows members the potential to have their care visits paid for by Indian Health Services. This program is maintained by a full time Administrator and Medical Benefits Specialist.

A total of 348 separate individuals received services through the Purchased and Referred Care Program during this fiscal year. The program expended \$940,255 for medical, optical, and dental services.

DENTAL SERVICES

Dental services were provided through the direct care dental clinic. Two full time General Dentists, five Dental Assistants and two Hygienists provided care on site. A full-time Pediatric Dentist provides routine care on site and surgical care at Memorial Medical Center Hospital. A full-time office manager is responsible for business functions such as prior approvals, billing, etc. The dental staff provided 5,245 visits for FY 2023.

COMMUNITY HEALTH SERVICES

The Community Health staffing consists of a full-time Administrator and two full-time Community Health Representatives (CHR). Both nursing positions became vacant and remain so due to recruiting challenges. The goal of the Community Health Department is to provide health and wellness activities for the community.

The following are a list of services provided by the Community Health Department in 2023:

- Medication deliveries – 396
- Medical transports – 156
- PHN Visits (home visits, vaccines): 53
- SAFE needle exchange - 26
- Optical services including dispensing (138), adjusting/repairing: (31)
- WIC visits: 64 clients
- Mass Vaccination Clinics: 5



Caretakers of the medicine, protectors of your health





PROTECTIVE SERVICES

EMERGENCY MEDICAL SERVICES

The Red Cliff EMS Department is supported by one full-time EMT and 9 volunteers. There was a total of 339 calls for the year, with 201 of those resulting in transport. There were 19 missed calls due to staffing.

The EMS Director and one EMT achieved Community EMS certification from Hennepin County Technical College.



COVID-19 PANDEMIC RESPONSE

The Covid-19 pandemic response continued through the 2023 fiscal year. The Public Health Emergency was declared ended in May 2023. Red Cliff continued to provide surveillance, testing and vaccination efforts to mitigate negative outcomes from Covid-19.

- Testing - 383 (does not include dispensing at-home test kits)
- Vaccination - 472 COVID vaccines given in 2023

RED CLIFF POLICE DEPARTMENT

The Red Cliff Police Department operates with a Chief of Police, Patrol Sergeant, four full-time Patrol Officers, and one part-time Patrol Officer, along with a Department Manager, Victim Services Specialist, and Administrative Assistant who also assists members with vehicle registration.

New squad computers and radar units were installed, and all squad vehicles were stocked with Narcan and first aid kits. Our officers and staff attended training courses to maintain certifications and improve on their abilities to serve the community.

Addressing the drug crisis in our community and across the entire region is a priority for the Tribal Council and the Police Department. RCPD initiated a federal drug trafficking investigation, targeting the trafficking of narcotics to and within Indian Country. It is an ongoing investigation with Bayfield County Sheriff's Office, Ashland County Sheriff's Office, Wisconsin State Patrol, Bureau of Indian Affairs, Native American Drug and Gang Initiative, High Intensity Drug Trafficking Areas, Lac Courte Oreilles Tribal Police Department, Iron River Police Department, Superior Police Department, and the US Attorney's Office.

353 Tribal plate registrations were processed throughout the year. The Victim Services office helped 21 victims with services such as mental health, referrals to Tribal programs, transportation, emergency housing, restraining order assistance, and more.





EDUCATION

The Red Cliff Education Division is committed to growing and providing opportunities for community members. From the Early Childhood Center to the Red Cliff Library and various programming, Red Cliff youth and adults have many ways to become more active in traditional learning. For those interested in pursuing higher education degrees, Red Cliff is a Lac Courte Oreilles Ojibwe University outreach site. Scholarship opportunities and job placement programs are also provided to Tribal Members.



Education Division staff and volunteers help distribute at the annual school supply giveaway.

School supplies are provided for free to Tribal youth so they can be better prepared for school!

GINANDA GIKENDAASOMIN LIBRARY

The Education Department worked hard to increase regular programming at the Library over this past year. Community members have access to groups and services like Crafters Niche, monthly book club, resume and job application assistance, free internet access, and more.

The Library is located at the Cultural Grounds:
36750 Hwy 13.



Ojibwemowin Story Time with Haley Jo!



The Library coordinated and hosted a College & Career Fair at Legendary Waters. Staff and programs plan to host these opportunities regularly for students, employers, and community members.





EDUCATION CONTINUED

EDUCATION DIVISION ADMINISTRATOR POSITION REINSTATED

We welcomed Giiwedinebinesiikwe Edye Washington to lead our Education Division. Edye has served in education for over 20 years and is the founder of the Misaabekong Ojibwe Immersion Program in Duluth, MN. Aho!

CLASS OF 2023 HONOR BANQUET

The Education Department hosted an Honor Banquet at Legendary Waters to celebrate the Bayfield High School graduates! Elder Guyaushk (Jim Pete) performed an opening ceremony, and drum group Wiigwam Express performed honor songs. Chi-Miigwech to local businesses that donated raffle items: Howl Adventure Center, Harbor House Sweets, Apostle Islands Booksellers, and Honest Dog Books.



\$201,000
AMOUNT DISTRIBUTED
IN SCHOLARSHIPS IN
2023

103
SCHOLARSHIPS
AWARDED TO TRIBAL
MEMBERS

41
JOB TRAINING & JOB
PLACEMENT PROGRAM
PARTICIPANTS

557
PATRON VISITS AT
THE LIBRARY





EDUCATION CONTINUED

EARLY CHILDHOOD CENTER

The Red Cliff ECC offers Early Head Start Home Based, Early Head Start Center Based, and Head Start Center Based options that serve Red Cliff and the surrounding areas. The ECC incorporates traditional Ojibwe values to promote the spiritual, emotional, physical, and cognitive wellness of children, families, and community.

The ECC served 94 children and 77 families. The ECC operated with 30 staff for Head Start and Early Head Start, and another 3 staff at the Child Care Center.

Volunteers play a big role throughout the year, including parents! Ranger Steve from the Park Service regularly shared activities, books, and information with the children. We had Tribal Council members, Division Administrators, and Police Officers reading to classrooms. The Fire Department even brought a truck and Brandon Weatherz from WDIO Duluth visited.

In addition to the new bus garage, the ECC also expanded its outdoor classroom space with five 100x100 ft fenced in outdoor learning areas. This coming Spring the ECC will also be adding composting toilets and “outhouses” so children do not have to leave the outdoor space, which helps ensure staff maintain the proper ratio on the playground.

The ECC operates with funding from the Office of Head Start, HS State, State Birth to 3, 4K through the Bayfield School and the PDG Language Revitalization grant.



The ECC had a wonderful visit from WDIO Duluth Weatherman Brandon Weatherz! The kids & staff enjoyed several fun demonstrations and wild experiments!



The ECC ensures our children are learning & having fun with activities like this foam party!

ZHAWENIMIKAANG CHILD CARE CENTER

The Zhawenimikaang Child Care Center hired a full-time Director and the Center began accepting child applications in December 2023 for ages 6 weeks - 5 years! Building and playground adjustments were made which enabled the Center to receive state licensure. The Child Care Center is beginning care operations in January 2024.

The Center has two rooms ready to open and a large motor room set up. There are two teachers and the center will be welcoming a third teacher in January 2024. As more staff are hired, capacity to accept more children will continue to grow. The Center is expected to help families and parents find more consistent work opportunities.

The Center operates primarily using Child Care Development Funds.





FAMILY & HUMAN SERVICES

The Red Cliff Family & Human Services Division encompasses many programs dedicated to working collaboratively with compassion to provide life-enhancing services to our Tribal families, from cradle to grave. Programs incorporate the seven traditional Anishinaabeg values into our offerings.

FOOD DISTRIBUTION PROGRAM

Clients Served: 574
Household Members: 678
Stock Boxes: 452
Badger Boxes: 1,677
Tribal Elder Food Boxes: 3,000



DOMESTIC VIOLENCE / FAMILY VIOLENCE PREVENTION PROGRAM

Assisted 43 adult clients with: financial assistance; household needs; emergency housing; counseling services; clothing for children; court cases, and more. Assistance extended to their children, totaling 101 children affected by family violence.

Provided funding for 16 children to attend Equine Therapy throughout the year.

Raising Awareness: Hosted several awareness events for domestic violence, sexual assault, MMIW, weekly activities to encourage family involvement and unity.

Collaboration with other wellness tribal programs and events throughout the year.



INDIAN CHILD WELFARE

Red Cliff ICW staff acted on 144 ICW cases. Staff act on cases in several ways to best serve the child, including participating in state court hearings; participating in case planning; transferring cases to Tribal Court; placement with relatives; placement in Indian foster homes; placement in non-Indian foster homes; placement in group homes; child remains in home with family preservation services.

Red Cliff ICW hosted a series of Foster Care Open House events to celebrate our current Foster Care Families, and to offer information for anyone interested in becoming a Foster Care parent. Chi-Miigwech to our ICW Staff and our Foster Care Families – You make a world of difference!





FAMILY & HUMAN SERVICES CONTINUED

TANF & GA

Temporary Assistance for Needy Families and General Assistance programs provide monthly assistance to individuals and families experiencing hardship. These programs aim to financially help with things like housing/utilities, food, vehicle repairs, and more.

TANF: 216 Families
GA: 277 Individuals

ELDERLY PROGRAMMING

The Elder Program offers daily meals for in-person dining, pickup, or home-delivery. Group Trips are offered for activities like shopping and entertainment. Group trips are also organized to attend Elder gatherings like the Great Lakes Native American Elder Association meetings.

Elder Dining & Feeding: 148 Elders - 19,569 Meals

HONORING BARB DEPERRY & DONNIE GORDON

Barb DePerry and Donnie Gordon were honored this year for their long-time service to Gaa-Miskwaabikaang. Barb is retiring after 17 years of volunteering, and Donnie is retiring after 18 years of service to the Tribe.

Donnie and Barb were the Meals on Wheels driver and volunteer. They delivered thousands of meals, and have saved many lives by checking in on our elders daily while delivering meals even through heavy snow and rain.

We celebrated with a feast and presented gifts to Barb and Donnie for all of their hard work in serving our community. People like Barb and Donnie are what make Gaa-Miskwaabikaang so special.



The quilts gifted to Barb and Donnie were made by Maxine Babineau. Aho!





FAMILY & HUMAN SERVICES CONTINUED

ECONOMIC SUPPORT & INCOME MAINTENANCE

This program helps members find out if they are eligible for state and federal benefit programs, and helps with the application and renewal process for these benefits.

State Food Stamp / Foodshare Benefits Recipients: 610

Elderly & Disabled Coverage: 35

Medicare Beneficiaries & Family Planning Services: 32

BadgerCare Plus: 648

CHILD SUPPORT SERVICES AGENCY

Red Cliff Child Support Services Agency provides five primary services: Establish paternity or fatherhood, including genetic testing; establish court orders for child support; collect and enforce child support court orders; help families modify court orders when things change.

RCCSSA collected a total of \$120,366 in child support for 2023.

Cases with resolved paternity: 198

Current open cases: 223

BOYS & GIRLS CLUB OF GITCHIGAMI / BRIGHTER FUTURES INITIATIVE

Boys & Girls Club staff provide programs based on youth development to build self-confidence and foster a sense of cultural identity, including Health & Life Skills; Character & Leadership; Cultural Arts; Sports, Recreation, Fitness; Education & Career. Membership is FREE.

The Boys & Girls Club had 4,791 youth visits! The Brighter Futures Initiative added on another 331 youth served.

The Club successfully hosted its first annual Youth Pow Wow! They are set to host the 2nd Annual Youth Pow Wow in March 2024.



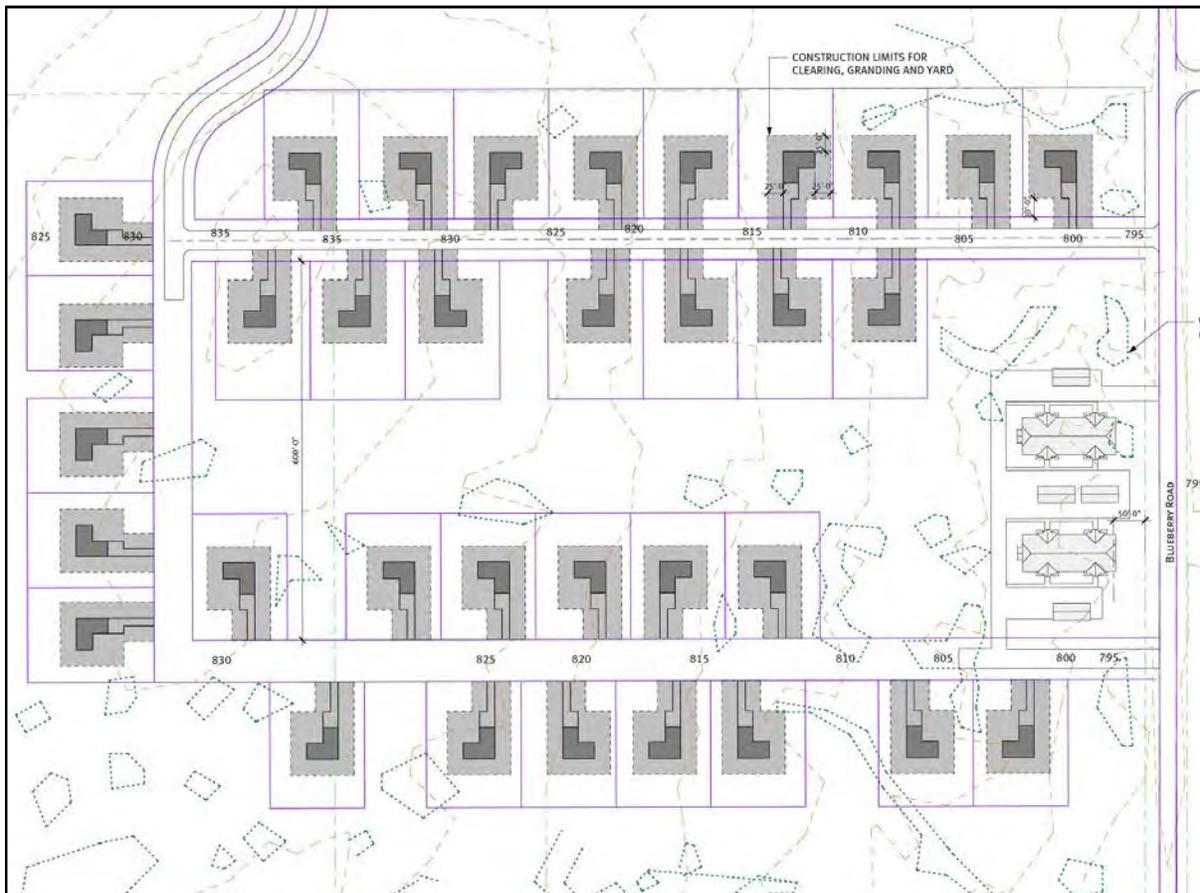


HOUSING

HOUSING PROJECT AT FORMER SHODEEN PROPERTY

The community housing project on Blueberry Road (former Shodeen property) is underway. Construction is expected to begin Spring/Summer 2024. This project is expected to add another 50 units.

The Tribal Council is committed to providing more opportunities for our members to come home and live in Gaa-Miskwaabikaang. Projects like this continue to address the housing shortage.



HOME OWNER - HOME BUYER PROGRAM

The HO-HB Program assists members with buying homes, including down payment assistance and homebuyer education.

HO-HB sold 11 homes and provided homebuyer education to 10 members. The program also helped an additional six members with \$7,500 each for down payment assistance.





TRIBAL HISTORIC PRESERVATION

The Red Cliff Tribal Historic Preservation Office offered many cultural, language, gatherings, and entertainment offerings over the past year. Our THPO staff does a wonderful job providing these opportunities for the community and visitors. The Tribal Council is dedicated to ensuring the preservation and growth of our culture for future generations.

ISKIGAMIZIGAN IKIDOWINAN

THPO collaborated with the Communications Department to create online, video, and print resources for community members to learn about Iskigamizigan (sugar bush) vocabulary.



PHRASE OF THE WEEK

THPO provides a word or phrase for each week of the year! This is a great tool for quickly learning useful phrases.

WEEKLY LANGUAGE TABLE

Ojibwemowin Language Trainees lead a weekly language table open to all community members. This is a fun group that meets in the evenings.

ROSETTA STONE OJIBWE CLASS

The Tribe offered a Rosetta Stone Ojibwe class that provided a more formal in-class setting for those interested in committing to learning on a more in-depth level. This incorporated classwork and assignments.

CAMPS & GATHERINGS

Anishinaabemowin Gabeshiwin had 311 registrants. Biboon Gabeshiwin had 207 registrants. Spearing Camp had ~150 participants. Community feedback and participation indicates a strong desire for these cultural opportunities. We will continue to provide these for the community!

OJIBWEMOWIN TEACHING & TRAINING PROGRAM

Six full-time students are immersed in Ojibwemowin studies as part of the Teaching & Training Program. It aims to build proficient speakers who could then teach Ojibwemowin as a career or job path.

Right: Anishinaabemowin Language-Culture Coordinator Mishkwaa-desi Calvin Hartwig leads a lesson.





TREATY NATURAL RESOURCES

WILDLIFE & FORESTRY

Staff captured and GPS collared an adult wolf in the Little Sioux pack territory. Aged 4-6 years and weighing 90 lbs, this is the largest wolf handled by the department to date.

Staff will be able to track the territory of this pack and will use data to assist studies related to wolves feeding on CWD positive deer.



FISH HATCHERY

The Fish Hatchery raises Coaster Brook Trout in the hatchery and Walleye in the outdoor ponds. Walleye are raised to bolster populations in inland lakes where tribal members spear in the spring. The Coaster Brook Trout program restores the species to historic levels in nearshore areas of Lake Superior. Red Cliff stocked 5,362 Walleye in Middle Eau Claire Lake, and 15,000 Brook Trout in Lake Superior.

FISHERIES DEPARTMENT

Fisheries Program staff took the lead in setting gill nets to collect data from lake trout and whitefish. Data helps inform sea lamprey control efforts and fishing regulations. Most fish this year came out with no or few sea lamprey wounds.

ENVIRONMENTAL DEPARTMENT

The Environmental Department encompasses several programs that directly benefit the community, including programs for water, air, environmental justice, transfer station, environmental response, and manoomin stewardship, managing invasive species, and more. ENV hosted a manoomin re-seeding event in Raspberry River!

The Wetlands Monitoring Program partnered with Wisconsin Wetlands Association to produce a series of videos about the importance of protecting our wetlands. Our Environmental Justice Specialist plays a major role in protecting our land and water by reviewing documents related to mines and pipelines.

CONSERVATION WARDENS

Our Conservation Wardens hosted an Elderly Deer Hunt, enabling hunters to donate deer to be used for our elders!





TREATY NATURAL RESOURCES

MINO BIMAADIZIWIN GITIGAANIN - RED CLIFF FARM

Mino Bimaadiziwin Gitigaanin is an important piece of our overall tribal sovereignty. The Farm grows vegetables, tends medicine beds, raises chickens, cares for the apple orchards, runs an annual sugarbush, and composts fish remains from the Red Cliff Fish Company.

Farm Staff host food workshops, gatherings, and student field trips. They also produce a weekly farm stand featuring a sliding scale payment system, and a Community Supported Agriculture Farm Share program throughout the summer months.



684
CSA Farm Share Boxes distributed in 2023!

\$9,000+
Value of produce distributed from our Farm Stand for FREE in 2023.



60+
Workshops, Farm Tours, Field Trips & community events we helped with in 2023!

~500
Students attended field trips to the Eagle Bay Sugarbush in 2023



\$909,300
Food Sovereignty grant funding applied for in 2023



\$332,579
Grant funding received in 2023 so far!



3,421
Plants given away during our Plant & Seed Give-Away.



43,000 lbs
Fish waste composted in 2023

\$0 spent on purchasing compost to nourish the Farm's garden beds in 2023!



8,000 lbs
Amount of fresh produce grown at the Farm in 2023:



\$38,787
Value of traditional food the Farm is purchasing from Red Cliff producers in 2023!






FINANCES

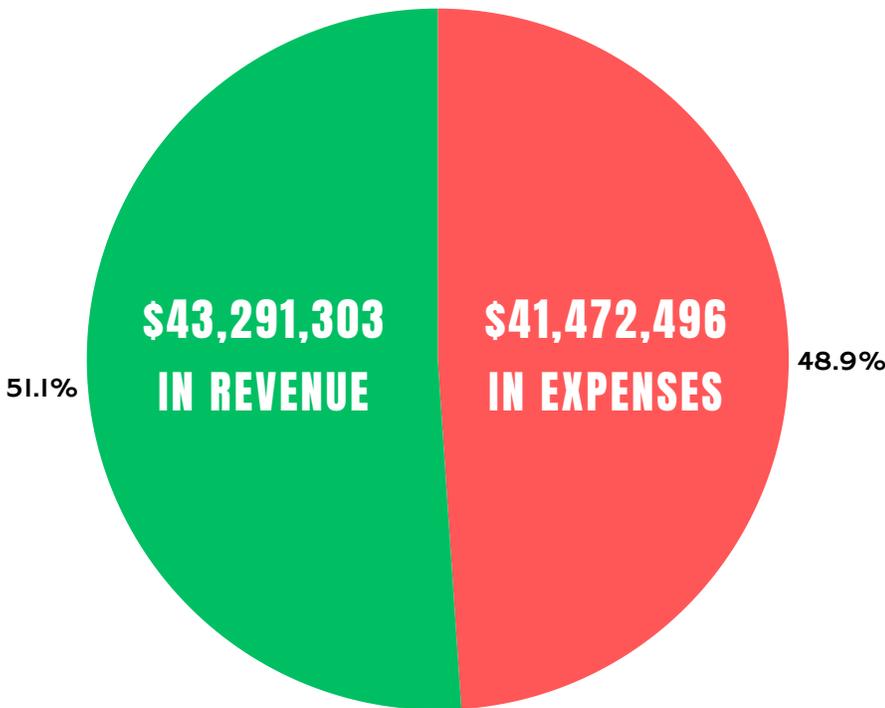
GROWTH AND LONG-TERM PLANNING

The Tribal Council continues to assess feedback from the membership to direct projects and spending that best serve both the short- and long-term interests of Gaa-Miskwaabikaang. In future reports we're excited to show the growth over several years of extensive planning and community feedback.

In Fiscal Year 2023, the Tribe earned \$43,291,303 in revenues and expended \$41,472,496. The \$1,818,800 surplus of revenues over expenses will be used to support the Tribe's ongoing operations and community services, along with investments that will benefit our future generations.

The Tribe expended \$19,140,150 in total payroll during FY23. This shows the Tribe's commitment to providing sustainable job opportunities and long-term career options. The Tribe is also managing 513 active awarded grants consisting of local, state, and federal funding.

REVENUE VS. EXPENSES





LEGENDARY WATERS RESORT & CASINO

Fiscal Year 2023 was one of the most successful years Legendary Waters (LW) has experienced regarding finances, team members, and technology. While the property is still under the debt requirement for the facility's development, we saw spectacular growth in the following areas:

1. Visits to the facility were 216,000 compared to 210,000 in 2022.
2. Slot revenue was up 11%.
3. Food and Beverage revenue increased by 40%.
4. Event Center revenue increased by 39%.
5. Hotel Revenue increased 23%.
6. The Marina and Campground remained similar year over year.

The fiscal year 2023 also allowed LW to implement a retention bonus for every team member, regardless of when they started. Team Members could earn additional compensation if they remained employed through November 1st. The retention bonus was in addition to an already aggressive incentive program that every team member can qualify for with attendance, service, and even working extra hours.

The Rewards Club saw a full year of tiered player recognition and special events. This method of guest marketing was the first at Legendary Waters and proved to be highly successful, leading to further growth and segmentation in Fiscal 2024. Under the areas of technology, Legendary Waters conducted a complete transformation in their food and beverage system, a complete upgrade to a cloud-based system for their hotel management system, and set in motion a full technology upgrade for the gaming tracking system and player marketing software. All of these improvements not only modernized Legendary Waters' capabilities, but make it much easier to continue being successful in the future.

Looking forward to 2024, Legendary Waters has about a dozen critical goals in sight that include further player marketing development, customer service programming, key technology and property improvements, and leadership development.

Legendary Waters continues to host an annual Winter Pow Wow along with countless events and live entertainment for both the membership and visitors. Buffalo Bay Campground also hosts a free camping week for Tribal Members in honor of Larry and Jeanne Gordon.





SECRETARIAL ELECTION PROCESS

A Secretarial Election was held on November 29, 2022 through the United States Department of Interior and Bureau of Indian Affairs, with three proposed amendments to the Red Cliff Constitution and Bylaws. All three amendments passed and have been adopted, which removed federal oversight over the Tribe's ability to amend its own constitution. This was a big win for the Tribe and our sovereignty.

Amendment A

The Preamble was amended by removing reference to the Secretary of the Interior's approval of the 1991 revised Constitution and clarifying that the revised Constitution supersedes the Red Cliff Band's 1936 Constitution. The updated Preamble now reads:

We, the members of the Red Cliff Band of Lake Superior Chippewa Indians in the State of Wisconsin, in order to re-establish our tribal organization; to conserve our tribal property; to develop our common resources; to promote the welfare of ourselves and our descendants; to form business and other organizations; to enjoy certain rights of home rule; and to provide for our people education in vocational and trade schools and institutions of higher learning, do ordain and establish this constitution and by-laws. This revised Constitution, adopted and approved on February 15, 1991, shall supersede the Constitution that was adopted and approved on June 1, 1936, in accordance with the Indian Reorganization Act of June 18, 1934, as amended.

Amendment B

Article IX - Amendments was updated by removing the Secretary of the Interior from calling future elections and approving amendments to the Constitution. Future elections will be Tribal elections and held under Tribal authority. Article IX now reads:

ARTICLE IX - AMENDMENTS

Section 1. Amendment by Tribal Council. Amendments to this Constitution and Bylaws may be proposed by the Tribal Council. Proposed amendments agreed to by seven members of the Tribal Council shall be placed on the ballot at the next General election by order of the Chairperson.

Section 2. Amendment by Petition. Amendments to this Constitution and Bylaws may be proposed by petition of the members eligible to vote. The petition shall include the full text of the proposed amendment and signed by not less than twenty-five percent (25%) of the total number of voters in the last Red Cliff annual General election, according to tribal law. The Chairperson shall order the amendment to be placed on the ballot at the next General election.

Section 3. Any election called for the purpose of amending the Constitution and Bylaws shall be conducted according to tribal law by the Election Board. The Red Cliff Code of Laws shall set forth election procedures.

This Constitution and Bylaws may only be amended through a majority vote of eligible voters. Ratified amendments to the Constitution and Bylaws shall become effective thirty (30) days after certification of the final election results.

Amendment C

Amendment C updated the Constitution and Bylaws by striking Article XVI - Adoption of Constitution and Bylaws in entirety thereby removing the description of the adoption of the 1991 revised Constitution.





HUMAN RESOURCES & JOBS

The Red Cliff Tribe offers a variety of employment opportunities with competitive salaries and benefits. Opportunities include jobs in education, health care, social services, natural resources, law enforcement, public works, hospitality, and more.

ONLINE APPLICATION SYSTEM

The HR Department implemented a new online application system, making the application process more streamlined for community members seeking employment.

EMPLOYMENT STATISTICS FY 2023

The Red Cliff Tribe is consistently one of the largest employers in Bayfield County, with more than 260 employees.

Native Preference: 77 employees were hired in FY 2023. 53 of those are Tribal Members from Red Cliff and other Tribes.

WE'RE HIRING

FEDERAL
EMPLOYEE
HEALTH
PLANS

DENTAL
+ FAMILY
COVERAGE

401K
GOVERNMENT
RETIREMENT
PLAN

SHORT-
TERM
DISABILITY
& LIFE
INSURANCE

GENEROUS
LEAVE &
PAID
HOLIDAYS

BENEFITS ALSO INCLUDE PAID WELLNESS TIME, BAYFIELD REC CENTER DISCOUNTS, AND MORE!

VIEW ALL OPENINGS AND APPLY ONLINE AT:

www.redcliff-nsn.gov/careers

Find a job to help you, your family, and your community!



Chi-Miigwech

If you have any questions about what is in this Annual Report, please reach out to the Tribal Administration Building at 715-779-3700, attend a Tribal Council meeting, or email communications@redcliff-nsn.gov

Gaa-Miskwaabikaang thrives when we have active community members working to ensure our ancestors are honored and our future generations' needs are met.

Red Cliff Band of Lake Superior
88455 Pike Road
Bayfield, WI 54814

www.redcliff-nsn.gov

715-779-3700

