



***Ho-Chunk
Nation Annual
Report***



2019-2020

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Marlon WhiteEagle
President of the Ho-Chunk Nation



Michael Sallaway
Executive Administrative Officer



Christopher Bush
Executive Accounts Manager



Nathaniel Longtail
*Executive Legislative
Information Officer*



Cinnamon Lonetree
Executive Secretary



Ken Luchterhand
Public Relations Officer



Anthony Falcon
Business Services Auditor



Hope Reynosa
Presidential Aide



President's Message:

Greetings to one and all.

The past year has been full of challenges. We've had a great deal of successes during the year, along with trials and tribulations.

We've experienced the Coronavirus, which is the first pandemic for our tribal government since its formation. For the first time, we've experienced what it's like to close our casino doors for nearly a quarter of a year.

The pandemic put our business operations into the spotlight, bringing out the areas where we need to improve to be able to be successful. For years we've talked about separating business from government and economic diversification. The casino closures gave a glimpse of what life without gaming revenue really looks like.

With those challenges, we overcame and adapted quickly. Our ability to rise above the most difficult of times with courage and strength has been our best-known Ho-Chunk trait.

In Ho-Chunk culture and the history books, we were known to be a fearless warrior society. Today, we still are a warrior society. Except our battlefields have now shifted from the actual warring fields to the classrooms courtrooms and the boardrooms.

With our Ho-Chunk pride, our tribal elementary, middle, and high school students should fill honor roll lists wherever Ho-Chunk students attend school. Our college students should be on the dean's list in the nation's top colleges and universities.

Currently, our candidate pool for Executive Directors is limited within our executive departments. We need Ho-Chunks to earn college degrees in the fields of business, accounting, law, medicine, education, communication, journalism, government, and engineering.

With our Ho-Chunk pride, we can annihilate assimilation and the social pressure to conform to societal norms not our own. We can achieve our individual educational goals and professional success on our own terms as members of a sovereign Indian Nation.

Over the last year, I've analyzed the why

and how of our successes and failures as a tribal government organization. Dealing with COVID-19, in some ways, exposed our weaknesses as well as our strengths.

Since 1994, when the Nation adopted its new Constitution, we've made great strides for ourselves in the Indian Gaming market. But over the years, we haven't changed where we stand to benefit the most, and that's our business structure.

Governments of all types are funded with a tax base. We have no tax base.

Before Indian Gaming, we were largely funded by federal grant dollars. And once the casino revenue started coming in, we let some of the federal funding sources lapse.

We've built housing and government office buildings, began funding more new programs and services, and expanded our workforce. For those people who are tribal accountants and heads of households, you know all of those listed get entered into the debit column. That's money going out the door.

But what we've failed to see is how the Nation has overspent for at least the last decade. Our audits show that to be true.

We need increased transparency in the budget process. With annual budgets being a yearly occurrence, they should follow the normal legislative process. That historically been kept from the public or tribal members.

We've asked the executive departments to seek out grants that align with their departmental goals, instead of relying on net profit distribution (NPD) funds.

Additionally, the development of a grants manual has begun and is near completion. The Infor Lawson software implementation slowed the finalization of the grants manual as the process would be changed.

Two quick points on Infor Lawson. It began more than six years ago, and a normal implementation takes about one year to complete. It began because producing financial reports, like cash flow and liquidity reports,

which weren't being produced for several years.

Other than overall restructuring, what we do have in our control is expenses. We have operating and payroll expenses that are negotiable and discretionary.

On the operating expenses, we are looking at ways to cut costs and saving money. Our IT does a great job working with vendors to negotiate savings. We are looking to reduce the number of copier/printers on our network to save on the purchasing of equipment and supplies, which drastically reduces operating expenses.

We have added new General Terms and Conditions language within our contracts with vendors. Additionally, we saw a lot of auto increase and auto-renew contracts, so we're stopping that practice when we can. We want to keep our vendors competitive and ensure we receive the best service and price.

We're working to redevelop both the training for orientation and management. We are also looking to develop a new way to conduct annual performance evaluations to create an overall better working environment.

One of the major projects that the Ho-Chunk Nation has embarked upon is the implementation of Project Forward, which is a plan that included expansion building projects at each of our casinos. When you look at the Project Forward shortcomings, like adding politics to business decisions, not living up to industry standards, and relying on old feasibility studies, you begin to understand how we can improve and reach best practices when projects come before us.

Project Forward essentially redirected \$20 million annually to a loan payment. The increase in revenue since Project Forward has been complete has not paid for the additional payments and expenses. These expenses have taken away from other programs and services that can be offered.

We learned a great deal from Project Forward and perhaps we can move forward more wisely in the future.

We wouldn't need to take loans to complete upgrades and renovations as we did with Project



Marlon WhiteEagle

President of the Ho-Chunk Nation

Forward if we change our Business Ordinance to allow our business entities to reorganize as tribally chartered corporations.

We can set up a tax and any other fees for these tribally chartered corporations to pay the tribal government, and the remaining profits can go to their capital projects.

We also can allow tribal entrepreneurs and other profit and non-profit organizations to operating on tribal land. This will answer both the call for economic diversification and further creating our tribal economy.

With this direction as our collective goal as a tribal government organization, we can improve our individual and community quality of life.

The past year has been disruptive and sometimes chaotic. However, sometimes through stressful times we change the way we do things, often for the better. Hopefully the improvements we have made during this pandemic will improve our procedures from now on.

If nothing else, we will have survived this ordeal and make us adaptable to anything that is thrown at us.

With that in mind, we know we can have a great future for the Ho-Chunk people.



Phyllis Smoke
*Executive Director
Administration*



Michael Rave
*Executive Director
Business*



Nącge Piiga
Wąkaja Hiugiga
Nehomah Thundercloud
Executive Director - Education



Kiana Beaudin
*Executive Director
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Samson Falcon
*Executive Director
Heritage Preservation*



Heather Cloud
*Executive Director
Housing*



*Department of Justice
Attorney General position
unfilled at this time*



Angela Ward
*Executive Director
Labor*



Tina Brown
*Interim Executive Director
Natural Resources*



Kimberly Lonetree
*Executive Director
Personnel*



Rosella Stanley
*Executive Director
Social Services*



*Treasury
Executive Director
unfilled at this time*



Ho-Chunk Nation Executive Branch

Department of Administration

The Department of Administration provides direct services to Ho-Chunk members through branch offices and community centers, the newsletter, the House of Wellness, District One Community Center, and Tribal Office Building. Supportive services to other departments and government branches are provided through executive office maintenance and security, mailroom and courier service, computer and telecommunications system operation, vehicle fleet maintenance, and planning and development services.

In early 2020, the COVID-19 devastated the Nation's economy, employment, and social sectors. Prioritization for recovering from this pandemic should be not only be immediate crisis management but also long-term stabilization.

Administration's number one priority will be protecting the health and safety of the Nation's most precious resource, the people, which means both the membership and employees. Administration had to reduce staff in response to the pandemic and gaming/business closures. The start of the pandemic changed how facilities are used.

Major Accomplishments in 2019-2020

Facilities

- Maintenance completed minor renovations at multiple facilities to include repairs at all Head Start facilities; flooring at the Green bay Branch Office; DNR office remodel; Maintenance garage expansion; and walls for Food Distribution and Museum; Neeshla Pow Wow grounds.



- The Co-Ed Volleyball League was held from October 2019-January 2020, in Tomah. Trophies were awarded to four teams, and the first place team received bags.

- Due to COVID-19 changes made to the front patient registration/triage center, safe entryways, locker rooms changed to Doctor/Nurses clean station, Radio Issuance, Surge Structure and patrol, parking, Curbside Pharmacy Services. Readjusting and accommodating Administration essential staff to remote worksites with all HCN Staff and Non-HCN Staff.
- Green Bay's Mayor Eric Genrich declared Monday, October 14, as Indigenous People's Day. He invited the Ho-Chunk, Oneida, and Menominee and held a Proclamation signing ceremony at the City Hall.
- The city also commemorated the event by selecting three different nights to display our Nation's colors on their bridges. Ho-Chunk Nation's was Monday, October 28, 2019, the Ho-Chunk Nation's flag was brought and displayed over one of the bridges held by some of our members and their families.
- New partnership between the Ho-Chunk Nation and American Indian Center located in Chicago.

Information Technology (IT)

- Enhanced functionality of financial software replacing previously inadequate software that was in place for over 25 years.
- Virtual Server upgrade in our 7 Datacenters. Streamlining server capacity while decreasing the server footprint and lowering energy costs.
- Tribal Office Building data center Core Switch and 50% government Edge Switch upgrade. Upgrading switching capabilities to the Nations network back bone replacing end of life equipment over 15 years old.
- Negotiated and Planned Security Enterprise Agreement. Cyber Security tools for monitoring and protecting sensitive data entering and leaving the Nations network replacing antiquated equipment that was end of life/support. Saving \$2.86M over five years.
- Player Kiosk Upgrade HCG-BRF Kiosks for Player Club Cards – Prizes, Promotions, and Redemptions. Taking a load of direct contact and Rewards Club Staff.

- IGT Upgrade expanded features and functionality to the Slot Accounting System software.
- New website. Secure, reliable, standardized, and more functional.

Hocak Worak (Newsletter)

- Distributed 24 issues to just under 4,000 subscribers and 600 copies for distribution in various Ho-Chunk facilities.
- The inaugural news video aired October 10, 2019, on the Hocak Worak YouTube channel and Facebook page.
- The first Facebook live stream featured a portion of the 2019 General Council on September 14, 2019.
- Reporters and Editor captured 14,161 plus images of Ho-Chunk Nation events and other events that include Ho-Chunk Nation members.
- Standardized the Hocak Worak profile logo across all social media sites and on videos.

Realty

- Register of Deeds processed 103 recordings of originals documents of the Nation's lands including but not limited to: Deeds, Easements, various leases, real estate mortgages, shelter agreements, satisfaction of mortgage/ shelter agreements, and probates.
- Logged 121 occurrences of serving and assisting HC Members with matters such as but not limited to: searching County and BIA records to provide fee and trust property information such as land inventory, deeds, mortgages, and probates of family members.
- UAS Program Administrator has conducted 40+ flights of Nation owned lands, covering approximately 100+ acres.
- Continue to work on the Nation's 14+ pending fee to trust applications with about 26 acres converting from Fee Simple to Trust status.

Planning and Development

- Along with the Department of Social Services, completed substantial construction of the Independent Living Center.
- Drafted a Land Plan Commission Handbook, Grant Manual, and Emergency Planning Handbook. Revisions are ongoing.

Transportation

- Became an eMV Partner with the WisDOT; enabling electronic vehicle titling and registration.
- Completed license plate designs and received 300 government plates and 200 member plates.
- Met with various departments and Ho-Chunk entities to better understand the Nation's transportation needs.
- Facilitated the bidding, contracting, purchasing, and delivery of vehicles to government and enterprise operations.
- Vehicles acquired: eight cars/vans, four trucks, and two implements/heavy equipment.

Major Goals in 2020-2021

- Finish implementing the Security Enterprise Agreement – Continuing to strengthen the Nation's intellectual assets by minimalizing security threats and vulnerabilities.
- Get all of the Administration Buildings on line in the HVAC program.
- Implement the Tribal Licensing and vehicle registration service.
- Implement new land acquisition policies via the drafting of a new Land Development Team handbook. Seek consultation with the impacted departments.
- Seeking grant funding to offset NPD operational costs.
- Focus on restructuring divisions within the Department of Administration.



Department of Business

The Department of Business provides management direction, oversight, and support to our revenue-generating enterprises; this includes our Casinos, Hotels, C-Stores, Campgrounds and Bingo facilities. The Department of Business is integral to generating revenues for the Nation; these funds are used for our Ho-Chunk Nation's Governmental Programs & Operations, various Tribal services, and Per-Capita distributions.

Mission

Our Tribe's Department of Business seeks to maximize the profitability of all the Nation's business enterprises through effective management and administration. In doing so, the Department shall safeguard the interests of the Nation, enhance the sovereignty of the Nation, and exercise stewardship over those resources committed to it by the Nation and foreign jurisdictions.



Ho-Chunk Gaming-Nekoosa

Major Accomplishments in 2019 – 2020

- Began work on the Beloit conceptual design and completed feasibility studies.
- Worked with the Ho-Chunk Gaming Project Teams on an IGT Advantage gaming system upgrade at all Ho-Chunk Gaming locations.
- Worked with Ho-Chunk Gaming project team and began an ATM and Ticket Redemption kiosk installation project at all Ho-Chunk Gaming locations.
- Worked with Whitetail Crossing Project team and completed a Wholesale Distributor RFP and contract.

- Worked with Whitetail Crossing Project team and completed a Credit Card Firewall Equipment installation, Passport POS system upgrade and an EMV Fuel Pump system installation project.
- Worked with Whitetail Crossing Project team and completed tank infrastructure repairs at Baraboo, Black River Falls and Wittenberg.
- Worked with Ho-Chunk Gaming Wittenberg and installed a scaffold for servicing roof top unit.
- Worked with Ho-Chunk Gaming Marketing and Revenue Audit on an IGT consulting and training services project to assist operations with making effective use of the IGT Advantage system to streamline e-comping to better serve our guests.
- Worked with Ho-Chunk Nation Project Team on an Infor Lawson accounting system installation project.
- Worked with Ho-Chunk Gaming Wittenberg and reconfigured roof RTUs to control humidity on the gaming floor.



Ho-Chunk Gaming-Wisconsin Dells

Major Goals for 2019-2020

- Continue working on Beloit conception design, begin working on the schematic design and work with Treasury to review funding options.
- Continue working with Ho-Chunk Gaming project team with the ATM and Ticket Redemption kiosk installation project at all Ho-Chunk Gaming locations.

- Work with the Ho-Chunk Gaming Project Teams on a Merchant Service payment card processing RFP.
- In cooperation with Ho-Chunk Gaming Project Teams, upgrade all Food and Beverage outlets with InfoGenesis EMV compliant upgrades. EMV “Europay, MasterCard and Visa” compliance refers to a specification for the technical requirement of chip-enabled payment devices.
- Collaborate with IT on a Production Wi-Fi installation project for gaming and business applications.
- Continue working with Whitetail Crossing project team with new C-stores in Baraboo, Black River Falls and Wittenberg.
- Complete Research and Development for the following projects:
 - o Gift Cards Setup at all Ho-Chunk Gaming Hotel and Food and Beverage locations
 - o Tribal One Platform for C-store
 - o Promotional Kiosks at Whitetail Crossing C-stores for in store Player Club redemptions
- Establish an entertainment company built for Ho-Chunk gaming enterprises. Steps toward this goal will include social media, online

- merchandising, social networking, and event services development.
- Establish e-commerce strategy the Ho-Chunk Nation Business Department for all online commerce related to sports, gaming, and marketing.
- Ho-Chunk Gaming Marketing is developing and rolling out a Global Marketing Ad Campaign. In partnership we Discover Wisconsin we will leverage the power of TV & Digital video to share Ho-Chunk Nation’s stories and promote our Ho-Chunk Gaming’s casino experience.



Ho-Chunk Gaming-Madison



Department of Education

The Department of Education is focused on bringing cohesion to the work of its divisions and unity of purpose in the Department to increase overall educational engagement of Ho-Chunk students and parents, which we believe, in time, will lead to increases in educational attainment and achievement of Ho-Chunk students. Our efforts will continue to center on providing student and parent support at all educational levels and assisting students and parents as they engage with educational institutions and processes utilizing the Department's programs and services.

The Department is also working with other Departments within the Nation to meet the Nations' goals in other areas, including financial literacy education to fulfill the revised Per Capita Distribution Ordinance for our graduating seniors poised to claim their trust funds; disability services of funding, technical assistance, and support (working with the Department of Social Services and Department of Health); and assisting in the development of teaching strategies and skills to increase proficiency of learners of the Ho-Chunk language (in partnership with the Department of Heritage Preservation's Language Division). Many of these are long-term goals requiring long-term strategies.

Major Accomplishments in 2019-2020

Education Administration

- Enrollment Office requested reviews of 18 high school diplomas for adherence to the Per Capita Distribution Ordinance.
- Worked with the Black River Falls School District on its Culturally Relevant Teaching initiative; including continued professional development opportunities of Ho-Chunk history, kinship, and communities for first year teachers and school board members

- Participate in monthly Equity Meetings with three school districts: Nekoosa, Wisconsin Rapids, and Port Edwards
- Three Board of Director Meetings were scheduled but quorum was not reached to hold the meetings. We have been unable to secure a full board, we still have trouble filling District 2.

Educational Disabilities

- Collaborative agreements in process with outside agencies: Wisconsin State Parent Education Initiative (WSPEI), Cooperative Education Supportive Agencies (CESA), Transition Improvement Grant (TIG), and WI Department of Public Instruction (DPI)
- Collaborative agreement with HCN programs: Head Start & Youth Services
- Co-sponsored fall and spring family events between HCN (Youth Services & Education), WSPEI, and TIG
- Assisted families with requests in the following areas: annual IEP support, intensive IEP support for critical cases, higher education, 504 eligibility, IEP eligibility, transition referrals, PreK-12 application requests, Honor Your Future (HYF) accommodations, consults with HCN departments (language, social services, youth services), consults with parent call-ins, referral follow-ups (from HCN departments & outside agencies)

Hoocak EE Cooni Learning Center

- Contracts were created for two substitute Assistant Teachers for the 2019-2020 Academic school year
- Opening date for the fourth school year at Hoocak Ee Cooni Waziperes Hocira was September 16, 2019.
- The school year unexpectedly closed due to Stay At Home Orders in March 2020
- Strengthening Families Through Early Care and Education in November 2019 - Power of Play Book Club for August, September and October 2019
- Staff participated in the Eco-Healthy Child Care Course through a grant written by the Ho-Chunk Nation Health Department
- Implement Power of Play philosophy with Hoocak being the vehicle for instruction.

Head Start

- Awarded federal continuation grant, continuing to implement necessary changes to comply with ERSEA requirements.
- Successfully completed the Federal Supplemental Grants to increase days and hours of service for the remaining 3 centers, Summer Programming Grant, COVID-19 Grant, and the COLA Grant for 20/21, and await notices of award.
- Full implementation of the Head Start School Readiness goals to meet Federal and State standards continues to be accomplished.
- An emergency action plan continues to be updated and utilized in order to universalize the handling of all potential hazards to include intruders.

School Community Relations

- All SCR personnel except two were laid off due to COVID-19. Remaining staff assisted families and students with educational and academic support.
- Family Enrichment Wellness Retreat cancelled due to COVID-19.
- Made contact with school administrators across Wisconsin.
- Attended meetings to help incorporate culturally responsive teaching practices within school districts around the state.
- IEC projects and events: School district pow wows, Parent information fairs, cultural exhibits, diversity week, back to school bash, information fairs.
- Talking circles in the Black River Falls, Baraboo, and Wisconsin Rapids.

Higher Education

- The biggest accomplishment for the Higher Education Division was the fact that we provided scholarships to over 250 enrolled Ho-Chunk members.
- Approximately 70% of our student population is age 18-34, whereas 30% of our student population is older than 35 years old.
- Students who are older than 25 are commonly referred to as “non-traditional-aged students”, but it is still interesting to note that our student population is getting younger.

Culture & Community Education

- Three S.E.E.D. groups for the 2019-2020 School Year were put on hold in March due to school closures and stay at home orders. Groups met via Zoom to finish the year.
- Collaboration with UW-Madison Earth Partnership to provide virtual Indigenous Arts & Sciences summer programming for Ho-Chunk youth and local educators.
- Trained 40 local educators in environmental science and Ho-Chunk culture and 15 Ho-Chunk youth attended the annual Goja Howaite Hi youth environmental science camp.

Major Goals in 2020-2021

- Our most important goals for FY 2021 are to continue to serve our students in these uncertain times. We will increase production of video conferencing for advising purposes, we will create videos designed to answer frequently asked questions, and will continue to remain in contact with our students in order to promote their success. The COVID-19 era has thrown us all into chaos, and we will do our utmost to help our students through these times.



The School District of Black River Falls Board recognized the efforts of Salena Lemieux, John Dick, and Dawson McAndrew (not pictured) with the Talking Circles. Students have the opportunity to work with these strong mentors and learn more about Ho-Chunk traditional cultural stories and to use those stories as a springboard for open dialogue into relevant life topics.

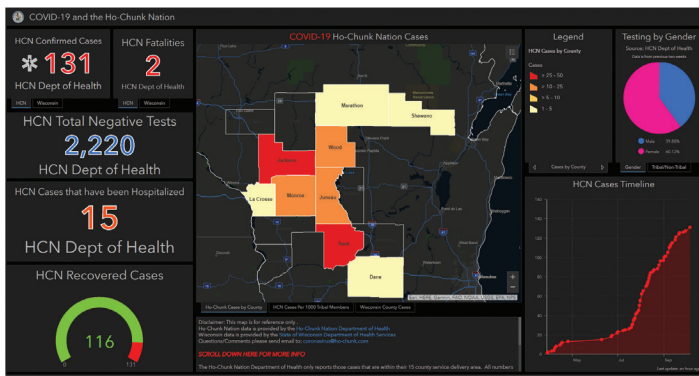
Department of Health

The Ho-Chunk Nation Department of Health has dedicated health professionals working hard every day to improve the lives of Tribal members. This multi-faceted health organization evolves to meet the client's different needs. It is teamwork and commitment to our community that drives the Health Department to continually strive to improve the health and wellbeing of Tribal members for current and future generations.

Mission: The mission of the Ho-Chunk Nation Department of Health is to optimize wellness in our community. In doing so, we are committed to the Ho-Chunk cultural philosophy of complete physical, mental, social, and spiritual well-being.

Major Accomplishments in 2019-2020

- To respond to the COVID-19 Pandemic the Health Department opened an Incident Command System (ICS) which is a management system designed to enable effective and efficient incident management by integrating a combination of facilities, equipment, personnel, procedures, and communications operating within the Health Department to provide safe delivery of services to our community members.



ICS's COVID-19 Dashboard

- The Brownfields program was added to the Environmental Health Division and continues to build the capacity of EH Science programs using grant funds to support the positions of the Environmental Technician and Environmental Specialist.

- Construction projects completed within the scope of the Environmental Health Programs include the following: Construction of a new well for the Indian Heights community to improve water quality; Construction of a new well in Ho-Chunk Che Nunk to further address high nitrates in the community which will improve water quality and reduce administration requirements; Onsite well and septic numbers of completed construction projects through the IHS 121 grant include 10 residential sites; Environmental Health resolved 13 septic system emergencies, 16 out of water emergencies and educated 61 Tribal members on well, septic, and water treatment systems.
- The Environmental Health Program Manager coordinated with the national Public Health Accreditation Board to complete the onsite audit of the Environmental Health and Community Health Programs. The department continues to complete all standards and measures to become accredited.
- Community Health hosted the Hunter-Gatherer Event (February 29, 2020) - Community-based event featuring nationally-renowned Indigenous Chefs, nutritionists, foragers and local organic growers providing instruction and education on the value of Indigenous Food Systems.
- The Community Health Representative Program was brought back to Community Health as of September 2019.
- As of February 2020 all Community Health Nursing positions have been filled.
- QI Division set up Active Shooter Training for the HHCC in January, 2020. Training took place at the HCG-BRF bingo hall, and live-action scenarios took place at HHCC.
- Ho-Chunk Nation received Letter of Intent to Award for services outlined in GFO-SA20195URWSUD on December 16, 2019 (Revised) Urban Rural Women's Substance Use Services Grant. We will be designing this program around our newly opened Hosto Pii Hoci house. The intent is to have a safe place for women to stay while they wait to enter treatment.
- Tele-Health Services have increased access to psychiatric care.

- In Fiscal Year (FY) 19-20, the Pharmacy Division continued to serve as the primary pharmacy for both the Ho-Chunk Tribal Members and Ho-Chunk employees. The Pharmacy Division is on track to fill a record number of prescriptions by the end of FY 19-20 at 106,981 total prescriptions, up 6% from the previous year.
- The Pharmacy Division added a new job position: Pharmacy Provider Network Manager. This position filled a long-standing need to help with advanced pharmacy billing and pharmacy third party insurance contracting.
- Finance Division completed implementation, training and transition of changes surrounding Infor Lawson Accounting system.
- Developed process with the Office of the Inspector General to meet regulatory requirements and maintain Medicare and Medicaid participation.

Major Goals in 2020-2021

- The Environmental Health Injury Prevention Program will seek grant funding through IHS and CDC to continue motor vehicle injury prevention programming, as well as, provide support to the child passenger safety program. The new funding cycle will be for an additional 5 years of programming.
- The Environmental Health Division has been requested to move the community water and wastewater program towards a more self-sustaining model. This will require updating the rates within the community. The goal of the program will be to implement this change next fiscal year by working with our Finance Director and Legislative body.
- Expand Community Health Telehealth services.
- Fill all Community Health Representative open positions.
- The Quality Improvement Division will improve compliance with student file documentation.
- Hire an Epidemiologist.
- Complete the policies and procedures as well as protocols for Behavioral Health to provide Intoxicated Driver Assessments at each of the seven outpatient offices.
- Complete the application process for Comprehensive Community Services (CCS) this is a program that helps individuals of all ages live their best life by providing supports that address their unique needs related to mental health and substance use.
- Incorporate herbal medicine into our current pharmacy services to align the pharmacy program with the Health Department Strategic Plan pillar of Honoring the Ho-Chunk Way.
- Create and implement an Individual Development Plan (IDP) for every pharmacy employee.
- Create a deficiency-free financial audit environment and maintain our Self-Governance Status as an Indian Self Determination Act Title V Enterprise.
- Develop and implement strategies to increase the Health Department's service line offerings. This will attract more patients into the clinic and grow revenue to offset expenses and finance future growth.



Nekoosa Satellite Office



Department of Heritage

Preservation

The mission of the Department of Heritage Preservation is to “research, archive, protect, and conserve Tribal historical and cultural information. In doing so, the Department shall safeguard the interests of the Nation, enhance the sovereignty of the Nation, and exercise stewardship over those resources committed to it by the Nation and foreign jurisdictions.” Furthering this mission, the Cultural Resources Division vision statement reads *“As we continue to seek to protect Hoocak culture through research, awareness and activism, as we seek to preserve our culture by shouldering preservation roles and responsibilities, we will create avenues of perpetuation for our own by way of ensuring accurate education, interaction and advocacy of our culture”*

“Hąke bik’iginiwąje” Do not Give Up

Major Accomplishments in 2019-2020

Cultural Resources Division

- A fee for services system began generating income specific for preservation use by the THPO in April of 2016 and have since placed into the approximately 1.7 million dollars in a restricted account for THPO preservation purposes.
- Participated in the Wingra Case that went through three levels of State courts ending with a Supreme Court Decision in favor of the State & Ho-Chunk Nation, to not allow a permit to disturb a State cataloged burial site.
- Participated with the State to approve amendments to Wisconsin Statute 157.70 (Burial Law) & Wisconsin Administrative Code 44.40, enhancing the law to better protect and preserve Wisconsin burial sites.
- Continued to enhance the list of counties within various states that are pertinent to the Section 106/NAGPRA and TCNS work, to include: Wisconsin, Iowa, Michigan, Indiana, Illinois, Minnesota, Nebraska, South Dakota, Kansas, and Missouri.
- Completed ten (10) Ground Penetrating Radar requests by tribal members for reburials

- Completed One (1) National Park Service THPO Grant (2018)
- Applied for and received One (1) NPS THPO Grant (2019)

Office of Tribal Enrollment

- Enrolled 41 new members
- Processed 58 bereavement donations
- Created 934 Tribal ID’s
- Created 276 New Records (Pending Applications)
- Implement Electronic Address Verification Process (AVF)
- Launched the Electronic AVF program
- Developed user friendly fillable Enrollment forms.

Division of Veterans Affairs

- Attended 6thrd Annual National Gathering of American Indian Veterans in Wheaton, IL.
- Ho-Chunk Nation Veterans (Posts 129, 442 and 556) participated in the Celebration of Freedom in Portage, WI with the American Legion headquarters.
- Attended CVSOA Fall Conference
- Tribal Veterans Service Officer was appointed to the VA Advisory Committee for Minority Veterans by VA Secretary Robert Wilkie.
- Veterans Day pow wow in Volk Field
- Veterans Day pow wow at UWEC
- Attended NACVSO Leadership Summit
- Mission Act & Congressional Liaison meeting at Tomah VA
- Layoffs, budget cuts and started working remotely (due to COVID-19)

Museum and Cultural Center

- Grand Opening
- Indian Community School ICS presentations
- Pop Up Museums
- Cultural Skills classes
- Cultural Skills competitions
- Winter Camp 2019

Language Division

- Second cohort of the Online Pathway Program in Youth Services had begun but was suspended with the Safer at Home order and staff layoffs.

- Development of materials for K-8 learners had begun prior to the Safer at Home order. This work will resume once staff and operations have resumed.
- The HOIT'E program has made more Hoocak learning material available to our general tribal membership. The program helped us reach more adult learners and helped break the ice for those who may have been hesitant about learning Hooçk in the past.
- The UW-Madison TLAM (tribal Libraries, Archives and Museums) course students returned for their fourth year of working with the Language Division to catalog and archive language resources.
- Due to the pandemic and the social distancing required, the students were not able to continue the translation/transcription work, but they could identify and prioritize the recordings which the speakers could work on once they are able.
- Eminent speakers worked with the apprentices toward their goals outlined by the Hoocak Academy, Language Apprentice Program and also assisted with the Listeners Project.
- Eminent speakers helped to develop learning tools, assisted in teaching community classes, High School classes, Social media sessions and special sessions for crafts and culture.
- Successfully developed children's stories into video format for viewer consumption. Including a 30 min children's movie dubbed in Hoocak.
- Two Apprentices transferred into Hooçk Instructor II positions within the Hooçk Academy to begin the next phase of their language revitalization careers.
- Two Apprentices served as assistants with the Hooçk Rapid Word count project



Rapid Word Collection Workshop

- Linguist to offer Hooçk language classes through the University of Wisconsin-Madison American Indian Studies Program.

Major Goals in 2020-2021

- Improve Security measures for the Electronic AVF program.
- Evaluate and Update Standard Operating Procedures.
- Research past denied applications to identify HCN tribal descendants
- OTE Planning and Development of research room for members to research records and information
- Planning and development to increase language classes at community centers and branch office locations.
- Continue Skillpath training for Language Apprentice Program.
- Continue increasing First Listeners project.



First Listeners Project

- Continue developing language teacher corps.
- Continue to facilitate the repatriation processes established through NAGPRA and various State burial laws.
- Continue to establish better preservation management practices for Nation owned Traditional Cultural Properties.

Department of Housing

The Department of Housing is continually working on revising current policies and laws to maintain compliance with Ho-Chunk Nation codes, and providing improved services to the members. The following are divisions within the Department of Housing that provide services to the Ho-Chunk Nation membership: Heavy Equipment, Home Ownership, Rental Management, and Ho-Chunk Nation Roads Program.

Major Accomplishments in 2019-2020

Housing & Public Works

- Spring Clean Up endured suspension of services for the fiscal year 2019 – 2020.
- Benevolent services provided for tribal members, including: portable toilets (suspended during emergency declaration), tents, water buffalos, and graveside assistance.
- Implemented new policy for rental of water buffalos for the tribal membership.
- Audit of all tenant files within the property rental software. Research new rental management software which is InforLawson compliant and compatible.
- Training on Rural Development accounting and compliance, Section 184 Housing and Low-Income Housing Tax Credits.
- Training on WHEDA services available for housing opportunities.
- Decreased the number of vendors with charge accounts to increase accountability and reduce costs for the Department of Housing.
- Implemented streamline processes and greater efficiency of tracking of budgetary line items.

Heavy Equipment

- Assisted executive offices with sweeping of parking lots.
- Snow removal for trust land in Mauston community.
- Posted waste removal signs for Mauston community.
- Waste removal in Timber Run, Indian Mission, and Mauston.
- Religious site development in Tomah
- Assisted Department of Business with Campground project.

- Assisted with grounds maintenance in Wisconsin Dells.
- Emergency Assistance for tribal members to with hazard tree removal on properties that had trees blow over in storms in Wood and Shawano counties.



Wright Property

- Assisted Department of Health with COVID-19 emergency response, including testing sites, tents, and other duties in the Black River Falls and Wisconsin Dells communities.

Home Ownership Office

- Twelve (12) tribal members received the Down Payment Assistance (DPA) \$50,000 grant.
- Ten (10) Home Repair Loans (HRL) were approved.
- Eight (8) Elder Roofs were replaced.
- The Home Ownership Office now oversees waste management operations for the Housing Department.
- Transferred all Home Ownership Office files to HCN Records Department, creating a database system to promote efficiency, transparency, and creating improved safe and accurate record keeping.
- The Home Ownership Office also assisted in the task of scanning all files into the database system.
- Funded 2 Home Ownership Program (HOP) homes with carry-over funding from the 2018-2019 fiscal year.
- Received fifty HOP applications, two applicants returned the proper documentation and have been accepted into the HOP.
- Assisted with intake during the COVID-19 emergency declaration.

- Created policies and processes to assist with providing relief to tribal members during the COVID-19 emergency declaration.
- Assisted with seeking out and applying for outside funding to assist tribal members during the COVID-19 emergency.
- Provided assistance to the property rental team during the COVID-19 emergency.

Rental Management

- Conducted the annual inspection of all units and doing work orders to address identified issues
- Replaced needed furnaces, central air conditioners, water heaters, refrigerators, and stoves.
- Inventoried all assets within rental management operations and rental units.
- Audit performed of all files for applicants and tenants
- Implemented task tracker to monitor progress of work orders.
- Implemented measures to increase efficiency of staff and work performed and safety of team members in response to the COVID-19 pandemic.
- Methamphetamine training for all rental management team members.
- 10-hours OSHA team training for all rental management team members.
- Completed MOU with HHCD for property management of units in Green Bay, Wittenberg, Milwaukee, and Minneapolis.
- Rental Management will increase by 18 rental units in Wisconsin Dells with the transition of the HOME project.

Roads Division

- Developed and cultivated strong relationships with local units of government including but not limited to counties, towns and villages. These relationships have allowed the Nation to pursue and process APAR Agreements.
- Completed the Long Range Transportation Plan (LRTP) which is available for viewing at the Tribal Roads Division office.

- Completed projects over the last year both tribal and cooperative agreements. Those projects are located in Marathon County, Wood County, Shawano County, Monroe County, Juneau County, Jackson County and La Crosse County.
- Most all road maintenance functions are performed in-house including but not limited to Traffic sign repair and installation; Shouldering; Mowing and brush clearing of rights of way; Crack Sealing; Culvert replacements; Bus shelter repair and maintenance.

Major Goals in 2020-2021

- The goal of the Ho-Chunk Nation Tribal Roads Division is to continue constructing and maintaining roads and appurtenances for Tribal Members and to be sensitive to the needs of the Nation.
- Increase in staff maintenance crews to work on preventative maintenance as well as annual maintenance and renovations.
- Continue to upgrade lighting, flooring, and exterior to improve the appearance and the longevity of the units.
- Update and assist with writing policies and procedures for the Home Ownership Program as needed.
- Seek out grant funding that will improve the Home Ownership Office and its Programs for tribal members, their families, and communities.
- The Heavy Equipment Team is currently trying to replace a few machines due to the age of the equipment: Mini excavator, John Deere track loader, and Vermeer wood chipper.
- Finalize the Heavy Equipment Policy and procedures.



Department of Justice

The Department of Justice is responsible for providing legal services to the Nation and coordinating the activities of the other Divisions within the Department. The Department of Justice consists of six (6) divisions: the legal services, Contracts, Law Enforcement, Surveillance, Compliance, and Election Board.

The mission is set forth by the Ho-Chunk Nation Legislature in the Department of Justice Establishment and Organization Act of 2001 reads: “The Department of Justice (“Department”), as part of the Executive Branch, is committed to defending the sovereignty of the Ho-Chunk Nation (“Nation”) and representing the Nation on those matters that concern the Nation’s interests and welfare. The Department will serve the Nation in Tribal, State and Federal forums.”

Major Accomplishments in 2019-2020

Justice Department

- Provided ongoing legal advice to departments, agencies, commissions, and boards of the Ho-Chunk Nation.
- By virtue of the Ho-Chunk Nation Presidential Emergency Declaration, the Department of Justice had activated its COOP Plan on April 02, 2020 with all legal requests being addressed through a hotline email to address such issues.
- Hired an in-house prosecutor in order to address the adoption of the Ho-Chunk Nation Criminal Code and cases, which require criminal enforcement on the Nation’s lands.
- During this COVID 19 pandemic, the Department of Justice continues to offer critical and essential services, including policing, surveillance, drug testing, and background checks. The Department of Justice is also under limited services. Communication continues through phone, teleconferencing, and email with clients and other individuals.

Compliance Division

- Conducted 20 investigations during FY20 including, but not limited to: 7 sexual harassment/harassment, 3 Ethics/Financial, 2 whistle blower, 2 layoff, 1 Gaming, and 4 alleged ERA violations.
- Approximately 2,205 drug tests were conducted in accordance with the Nation’s Drug & Alcohol policy that resulted in a 3.9% positive rate.

Election Board

- Since the Swearing-in Ceremony in July of 2019, there have been no other elections. Due to cost-saving measures instituted by the COVID pandemic the Election Board has eliminated all non-essential meetings. The Board is ready to meet if there is a sudden need for an election. The Board will also meet in the coming months to begin to prepare for the elections to be held in 2021.

Police Department

- The Ho-Chunk Nation Police Department has become fully staffed and is able to patrol our own lands and properties with a fully staffed department.
- We were able to hire a Drug Enforcement Agent who focus will be on organizations and individuals who grow, manufacture, and distribute drugs within the Ho-Chunk Nation lands.
- With the presence of our law enforcement officers it will deter criminal activity and we will be able to keep Ho-Chunk communities safe.
- We were able to make presentations for the communities using our In Plain Sight demonstrations and the Halloween Safety Event. We also provided Drug Identification Training for the areas with the Native American Drug and Gang Initiative Coordinator.
- This department was awarded a federal COPS Grant for \$203,000 for law enforcement equipment and training. This grant assist with tribal community policing.



Surveillance Division

- Ho-Chunk Gaming – Wisconsin Dells had 9 investigations pre-shutdown and 4 investigations since facility reopened on July 1st for a total of 13 investigations completed. During which time, Investigators assisted another facility due to staffing shortages.
- Continued to be active in loss prevention for the C-Store and facility during furloughs and Casino shut down, producing 108 reports between April and June.
- Ho-Chunk Gaming – Nekoosa Surveillance and Security Management conducted 107 investigations, wrote 429 Incident Reports and conducted 1010 reviews. The IP conversion project was completed in the beginning of the 2020 fiscal year.
- Ho-Chunk Gaming Black River Falls completed 534 investigations.
- No Findings with regard to Internal and External audits for FY 19-20.
- Ho-Chunk Gaming - Madison surveillance wrote 349 incident reports; Performed 100 reviews; 13 investigations. Facility closure 03/17-05/27 due to the Coronavirus Pandemic.
- Ho-Chunk Gaming - Wittenberg Surveillance completed over 450 Incident Reports and conducted 64 investigations. With the reopening of the Casino, the Surveillance Department adjusted to the challenges presented with new and/or updated procedures.

Major Goals in 2020-2021

- The Compliance Division goals and objectives for FY21 are to continue following our strategic plan and maintaining the high level of compliance with all regulatory requirements outlined in the various tribal, state and federal codes specific to our areas of responsibilities. However, due to the COVID-19 pandemic and the current operation under the Continuing of Operations Plans (COOP) and various resolutions certain aspects of the Compliance Division strategic plan are put on hold because of reduced staffing and emergency procedures currently in effect.
- The Compliance Division has set is to complete the revision to the vendor module of the Gaming Commission's PRYME gaming licensing.
- The following goals will help the Surveillance Division to achieve it vision: Improve Communication, Improve Knowledge, Identify Risk, Building Leadership Skills, Maintain Integrity, generate high quality reports, Improve efficiency and effectiveness, Improve technological proficiency, develop teamwork skills, and improve intra and inter-divisional communication.

Department of Labor

The Department of Labor's (DOL) mission statement reads as, *"Will provide job skills and training opportunities for Ho-Chunk members and employees to promote a sustainable workforce."* Currently, DOL will be working on revamping the mission statement to reflect all divisions under the department, as well as the Establishment Act.

Throughout Fiscal Year 2019/2020, until COVID-19 hit, the Department has had the ability to maintain its functions in providing training for those tribal members, employed and unemployed; provide safety support to the Nation's branches of government and departments and the Nation's membership. The Federal 477 Program (477) and Tribal Workforce Development (TWD) staff has received several trainings regarding Case Management and Train-the-Trainer programs to assist in employment and training soft skills trainings.

Major Accomplishments in 2019-2020

Elder Community Work Program

- The Elder Community Work Program (ECWP) has maintained thirty-one (31) elders employed in accordance with their worksite agreements and budget appropriations (arts & crafts; language & culture; office settings; and non-profit agencies).
- Prior to COVID-19, the last elder worker was in the hiring process, but due to the hiring freeze was put on hold.
- The ECWP has a continued waiting list of Elders looking to be part of the ECWP.
- The ECWP also has achieved its goal of having elders attend national events regarding health and education, as well as trainings/conferences that covered topics, which range from Establishing a Foundation for Justice to the White Bison Training, and more.

Federal 477 Program

- The Federal 477 Program (477) assisted 50 clients with employment and training which included soft skills training; employment supportive services; limited term training (LTT); referred 181 to other opportunities if they do not meet the guideline requirements; and, upgrading the database for better client tracking.

- 477 has also looked into ways that can assist in advertising for the Labor department to get us noticed more in our communities.



477 Program

- 477 has collaborated with TWD on Community Outreach in going out into the many tribal communities to sign up potential clients.

Tribal Workforce Development

- Tribal Workforce Development (TWD) held a training at the beginning of the fiscal year in conjunction with the Building Trades of Wisconsin and Big Step Program – Multi-Core Craft Curriculum (MC3). The curriculum is a basic overview of all trades to give the clients/participants a chance to see where they would best fit. Four (4) Ho-Chunk tribal members attended.



MC3 Training held in Madison

- Working on a new program called the Temporary Service Workers (TSW). The program assists departments with short-term needs such as when an employee took vacation and would be out for more than a week.

- TSW would eventually become a division within Labor once all programming is developed.
- Increased community outreach by collaborating with 477 to where both divisions go out into the community on a chosen day each month.
- Working with WisDOT and companies who bid on projects that are on or near Ho-Chunk lands per the Native American Hiring Provision set forth by the Tribal Labor Advisory Committee (TLAC).

Safety

- The Safety Division had amendments to the Safety Establishment Acts and multiple subsection ordinances approved by the Ho-Chunk Nation Legislature.
- Completed 61 safety inspections of the tribal facilities that are required to have their annual facility inspection.
- Conducted 38 various required safety trainings for the Nation's employees and tribal members.
- Held safety orientations, along with the normal orientation in Personnel, to 131 hired employees (non-tribal and tribal).
- The Safety Division also attended 167 meetings throughout the fiscal year pertaining to safety, such as Safety Workgroups for each facility, etc.

Inspections

- The Residential Construction Inspector during this fiscal year has completed 5 reports (include permits/condition reports), 83 inspections (include general/code/existing home inspection), attended 10 trainings required for the position, as well as attending 16 meetings throughout the year that pertained to inspections.

Youth Employment

- The Youth Employment Program had 26 youth workers who worked in the various places within the Nation and outside of the nation. This program allows the youth to earn money and learn what it means to be an effective employee.

NPD Training

- Training has assisted 125 HCN employees in training opportunities required by their employment with the Nation, with 66 being tribally enrolled members/employees.

Major Goals in 2020-2021

- ECWP will continue to meet the part-time employment needs of those elders 62 years of age and older that are looking to better themselves with becoming productive community members in a healthy and safe environment.
- ECWP will also continue to revise the Elder Worker and Division Manager Job descriptions that will reflect the 10-year Strategic Plan as a permanent division of the Labor Department.
- The 477 Federal Program and Tribal Workforce Development are looking at creating more in-house training opportunities for tribal membership that may enable them to gain the skills necessary in finding, obtaining and retaining employment.
- The goal for the Residential Construction Inspector is to look into bringing back another Inspector position to assist in the various duties. The other goal is to improve the Residential Construction Ordinance and to maintain their state and federal residential inspection certificates.
- One major goal for Safety and Emergency Management is to make it a division within Labor as it was years ago.
- The main goal for the Youth Employment Program is to make it a viable program for the tribal youth. The main idea is to teach our youth the importance of working. It will also teach them the importance of having a good work ethic and customer service skills. This program may also assist the youth in determining what they would like to major in college.

Department of Natural Resources

The Department of Natural Resources is responsible for managing, exercising stewardship, and applying sound conservation practices over all of the Nation's lands and its natural resources.



Agricultural Lease Field – Kickapoo Valley Reserve

The Agricultural Division is responsible for management and oversight of all agricultural lands and leases on Ho-Chunk Nation tribal lands. Currently, the Agricultural Division consists only of a Manager. Long term goals and strategies of this division will be drafted within the Integrated Natural Resources Management Plan (INRMP). Future development within the division will require additional resources and support that may come through grants and or Ho-Chunk Nation dollars.

The Land Management Division is responsible for land management and conservation practices for all Ho-Chunk Nation tribal lands. In addition to that, the Land Management Division works with various agencies such as Natural Resources Conservation Service (NRCS), Farm Service Agency (FSA), Nature Conservancy, Wisconsin DNR, and many others to provide best management practices and funding sources for project work on Ho-Chunk Nation Lands. The Lands Division consists of a Land Management Division Manager and seven (7) Lands Specialists.

The Wildlife Division is responsible for monitoring and enhancing habitat for native wildlife species on the Nation's lands. The Division conducts wildlife surveys, aids in environmental

assessments by providing endangered resource reviews, works closely with state and federal wildlife agencies and officials to better manage wildlife resources, and provides outreach and educational programs for tribal members. The Wildlife Division consists of a Wildlife Biologist.

The Forestry Division is responsible for managing tribal forests and forestry resources on Nation lands. The Division is split into two sections; Rural Forestry and Urban Forestry. Rural Forestry provides oversight and management of outlying forests and commercial timber lands. Urban Forestry provides oversight and management of areas of trees situated in areas proximate to housing, commercial and government structures, parks, and the pow wow grounds on tribal lands. Both sections utilize forestry management planning to administer best management practices to improve the health of forestry resources, protect human health and safety, while safeguarding property. The Forestry Division consists of a Forestry Division Manager, Rural Forester and Urban Forester.

Major Accomplishments in 2019-2020

- Provided educational outreach to various youth through the DNR Summer Youth Program and Ho-Chunk Earth Day.
- Mowing and brush work on twenty (20) HCN properties.
- Broadcast and spot spraying for invasive species throughout approximately three (3) acres on various properties.
- Repaired erosion issues on Hay Valley, Blackhawk, Rockton, Old 131, and Indian Creek Trails in the Kickapoo Valley Reserve. Three (3) dozen timbers were used and over 40 yards of limestone for the repairs.
- Updated no-trespass posting signs in preparation for the 2019-20 hunting season on the William Sam/Brockway Parcels, J. Winneshiek, Darst, Kubina and Leasum Ward properties.
- Cleared and maintained nineteen (19) miles of multi-use trails throughout the Kickapoo Valley Reserve, Rockland, Kingsley Bend, White Otter, and Muscoda properties.

- Assessed Wildland Urban Interface (WUI) needs for the upcoming Wazee Subdivision to create a Fire Management Plan and educational awareness to build a “Fire-Wise Community.” A meeting with BIA Forestry/Fire Officials was held in the fall of 2019 to assess and address operational needs. A request for \$130,000 in funding was submitted to BIA in the spring of 2020 to support this project.
- Professional Staff Development included various certifications in Fire, 1st Aid, Blood Borne Pathogens, Workplace Violence, Fire Extinguisher Operations, Invasive Species, and chemical safety trainings, and OSHA training.
- Worked with Nation members to complete forest product harvest permits for tribal lands.
- Oversight of a timber harvest on the Nine Eagles property that salvaged storm damaged trees and harvested over-mature pine plantations.
- Collected stand-level forestry data on Trust and Allotment properties in accordance with requirements of BIA Stand Exam grant.
- Revised the Nation’s Emerald Ash Borer Management Plan in order to reflect changes in state regulations and current population trends of the insect.
- Worked with Wisconsin DNR on planning timber harvests for the Nation’s properties enrolled in the Managed Forest Law (MFL) program.
- Hiring of a Community Forester.

Major Goals in 2020-2021

- Develop assessment tools to generate an in-house data set of natural resource assets to be implemented within an Integrated Natural Resources Management Plan.



Prescribed Burn at Mq̄Wak̄q̄q̄k

- Review of annual DNR project process and procedures with the intent to update or create standard operating procedures and policies as needed.
- Assessment of tribal lands for agricultural suitability to assist with the writing of Agriculture plan
- Continued efforts in trying to gain support for an inter-tribal hemp coop.
- Collect forest stand data on each of the Ho-Chunk Nation’s properties. Forest stand data will be used to develop a Forest Management Plans for each property.
- Continue to improve the overall health of the forested properties. This includes establishing forest wildlife habitat and invasive species control.
- Assist in the development of an Integrated Natural Resource Management Plan (INRMP).
- Expand involvement and collaboration efforts with state and federal wildlife management within the HCN ancestral homeland.



Department of Personnel

The Ho-Chunk Nation Department of Personnel shall administer timely, equitable, and high-quality human resource services to the Ho-Chunk Nation and its employees. In doing so, the Department shall safeguard the interests of the Nation, enhance the sovereignty of the Nation, and exercise stewardship over those resources committed to it by the Nation and foreign jurisdictions.

Major Accomplishments in 2019-2020

Personnel Management Division

The Personnel Management Division is responsible for maintaining employment and employee data, processing changes of employment status, recruiting qualified applicants (with the assistance of the different departments), providing orientation training, and ensuring consistent policy practices.

- During the past fiscal year, the Personnel Management Division can report that the Ho-Chunk Nation employed as many as 3,186 employees at one time.
- Prior to laying off individuals for COVID-19, the percentage of Ho-Chunk Nation enrolled members employed was 33%, or a total of 1,048.
- In the hiring of our own tribal members, we are on average with other tribes with gaming casinos across the United States. During the past fiscal year, there were 775 jobs posted with nearly 4,000 people applying for employment.
- The Nation hired a total of 848 individuals; 266 of which were enrolled Ho-Chunk members.
- 460 individuals were on a form of leave of absence throughout the year.
- 3,252 left employment with the Nation; 427 of those were resignations, 2,173 were layoffs, 617 were involuntary discharges, and the remainder were the end of labor program employees.

- For actual paperwork for the Nation's employees, there was a total of 9,258 status change notices processed, which comes to 175 documents per week. With each status change form that needs to be processed, the document has to be reviewed to ensure that policy and protocol are being followed. This calls for open communication with the various departments and facilities of the Nation. Once the paperwork is correct, the information is then entered in the AS400 Harris Data computer system, reviewed for accuracy, and the paperwork is then filed in the individual's personnel file.

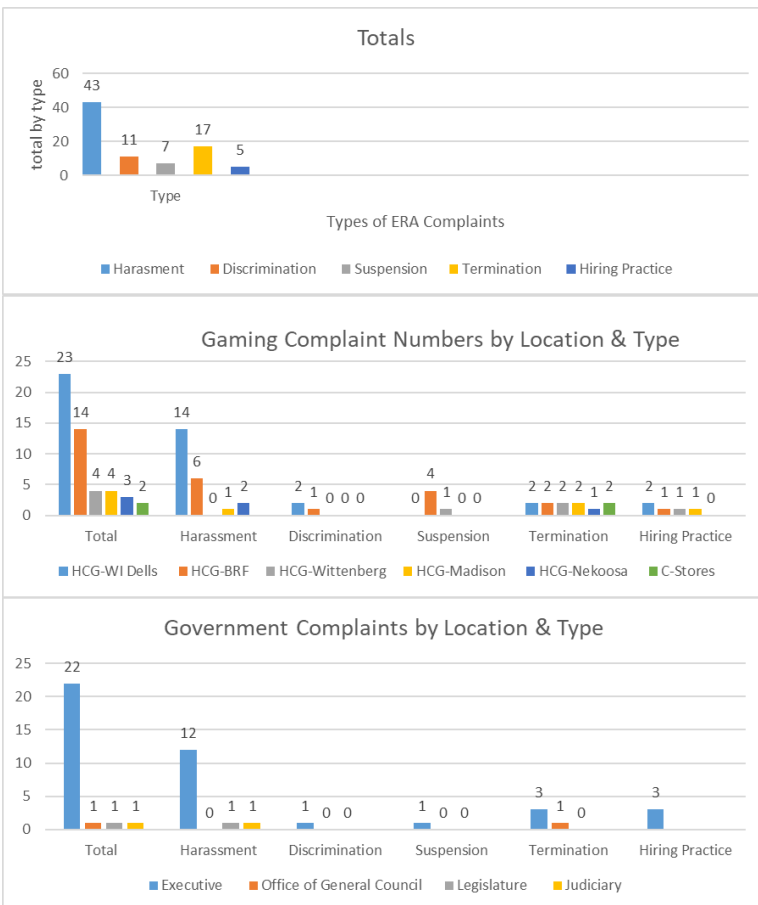
Insurance Division

- 401K Employer Match = \$1,216,395.34 (as of 05-09-20)
- 401K Participants = 2204
 - Total Participant Balance = \$50,265,833
 - Average Participant Balance = \$22,807
- Work comp Claims = \$496,414.57 (as of April 2020)
- Dental Claims = \$1,662,042.80 (as of 05-12-20)
- Health & Vision Claims = \$51,763,224.73 (as of 05-12-20)
- # of individuals covered under the elder plan = 933
- # of employees covered under the tribal plan = 753
- # of employees covered under the non-tribal plan = 1442
- # of employees covered under tribal dental/vision only plan = 1
- # of employees covered under non-tribal dental/vision only plan = 77
- Insurance Plans 2019-2020:
 - Auxiant — Health & Vision Third Party Administrator
 - Delta Dental — Dental Administrator Hartford Life — Life & Disability Insurer

Major Goals in 2020-2021

- Major goals for this fiscal year (2019—2020) include the completion of the Ho-Chunk Nation Supervisor’s Manual along with a training module completed, so supervisors of the Nation are informed of their responsibilities to the Nation and to their employees. We also want to complete various training presentations on the Employment Relations Act of 2004 to help both supervisors and employees fulfill their responsibilities in a competent manner. We are finishing Phase 1 of Infor Lawson and hope to begin with Phase 2 after the current pandemic of COVID-19 passes. This software will be able to allow Personnel to complete things in a professional and efficient manner.
- Evaluate wellness program vendors
- Conduct Insurance orientations via Webex
- Conduct Open Enrollment online

Complaints



Department of Social Services

The mission of the HCN Department of Social Services is to “provide guidance, supportive, and preventative services using Ho-Chunk Culture to promote and maintain a safe, healthy, non-abusive lifestyle.” There are seven Divisions within the Department of Social Services: Child and Family Services, Community Supportive Services, Child Support, Domestic Abuse, Youth Services, Tribal Aging and Independent Living Facility.

Major Accomplishments in 2019-2020

Child and Family Services

- Secured Funding from State of WI-DCF: Independent Living Skills, Kinship, High Cost Pool and submitted time study reporting for Title IV-E pass through funds, Alzheimer Caregiver, Birth to Three and ADRS
- Secured Funding from Administration for Children and Family: Title IV B Part 1 and Part 2, Family First funding
- Completed Kerseys Personality inventories and learned how to build a positive working environment. July 16, 2019
- HCN DOJ training on Native American Children’s Safety Act and the Indian Family Violence and Prevention Act.
- Social Services All Staff – Mandatory Reporter Training by HCN DOJ-September 6, 2019
- Motivational Interviewing Training– September 17 and 18, 2019
- Historical Trauma and impact on the Ho-Chunk Nation-HCN DOJ-December 4, 2019
- Drug Endangered Children Community Training-National DEC presenters-January 23, 2020
- Current Drug Trends Training-February 26, 2020
- Continued training on webinars by social work staff for accreditation of Social Worker certifications
- Title IV-E funding pass through claim was
- \$342,087.00 from August and November, 2019 and February 2020.
- CFS will be receiving the same funds as counties, based on Title IV-E Families First concept. The amount that Ho-Chunk Nation CFS will receive is approximately \$49,000.00.

Community Supportive Services

- The second Warrior Women’s Retreat was held at our Ho-Chunk RV Resort and Campground in Lyndon Station, WI.
- 15 facilitators were trained from the Language, Social Services, and Behavioral Health Divisions in the Mending Broken Hearts Curriculum.
- Continued collaboration with HCN Youth Services, Behavioral Health, Domestic Abuse and HIR Wellness to provide services to our Milwaukee tribal members.
- Co-wrote new 3 year grant plan for CCDF Federal Child Care grant, according to new federal grant guidelines.



Child Support Agency

- During the first 9 months of the HCN Fiscal Year 19-20, the CSA collected \$1,469,561.
- The HCN CSA has 100% membership in the National Tribal Child Support Association (NTCSA). The NTCSA is a non-profit 501c (3) corporation dedicated to promoting the interest of tribal children and providing opportunities for the benefit of communities throughout Indian County.
- The director of the Ho-Chunk Nation Child Support Agency is treasurer of the National Association of Tribal Child Support Directors (NATCSD) for a third term.

Domestic Abuse Division

- Met goal of being 95% grant funded.
- Sponsored one DA Advocate and Tribal Legislator to attend the 4th Annual Tribal Governments Program National Summit which is a mandatory attendance for OVW Grant.
- Sponsored the HCN DA Division Director, Executive Director of Social Services and HCN Tribal Police Investigator to attend the “Strengthening Sovereign Response to Sex Trafficking in Indian Country”.

- Partnered with New Horizons of La Crosse, Domestic Violence and Sexual Assault Agency, to raise awareness of MMIW and produced a collaborative video.
- 65 clients received services from the DA Division in the areas of Domestic Violence, Sexual Assault, Stalking, Human/Sex Trafficking, and Teen Dating Violence.
- Accepted into the WCASA – Wisconsin Coalition of against Sexual Assault – Tribal/Rural Program Development Initiative.

Youth Services Division

- Attended Drug Identification Training for all YS Staff, quarterly all area events.
- All Area Culture Day with Heritage Preservation at the D1CC, ASIST for all YS.
- Making History Class and Life Skills, Teen Summit at Chula Vista Resort.
- Mending Broken Hearts Facilitation training, SAFE talk training along with the regular Monday through Thursday afterschool program.
- Hired Chef Cleveland to help with healthy menu plans for YS.
- Completed 2 all area events for the youth.
- Started working with HHCD on gardens.
- Collaborated with HCN Language Department to receive online Pathways language classes.

Tribal Aging Division

- Served a total of 14,761 home delivered meals and 18,469 congregate meals.
- Completed a total of 6,522 transports
- Participated in: the Wisconsin Tribal Aging Unit Association, the Tribal Benefit Specialists meetings, the Achievement, Commitment and Excellence or ACE meetings, the Nutrition Directors meetings and the Regional Nutrition Staff training.
- Renewed the annual Department of Transportation and GWAAR grants.
- Renewed the Title VI Grant.

Independent Living

- Approval of Admissions and Occupancy Policy, opening doors for occupancy October 1, 2019.
- Established occupancy for six elders
- Established working collaborations with other departments/divisions within HCN.
- Established residency on google maps
- Closed ICB Grant for construction funding.
- Completed Strategic plan with guidance from Planning Division.
- Establish guidelines in response to COVID-19 immediately.

Major Goals of Social Services in 2020-2021

- Organize a week long, collaborative “Family, Culture, and Healing Camp”.
- Reduce NPD reliance by seeking a variety of funding opportunities.
- Complete restructuring of multiple divisions.





Department of Treasury

Annual Report 2019-2020

The accomplishments to date have brought major change to the Treasury and most importantly to the Nation. Accomplishments have occurred in both tangible and intangible means; the intangible is that of a paradigm shift in the way Treasury operates and functions while the tangible are the active results as were performed.

Major Accomplishments in 2019-2020

- Infor Lawson: The Infor Lawson project was stagnant due to a number of reasons. Quick analysis and change occurred with the realignment of the Steering Committee placing tribal members and employees at the helm. With this, real change, action and implementation began. Introducing a solutions based approach to the Team emphasized resolving challenges and focusing on answers. The teams of consultants were re-evaluated, deadlines were emphasized, and daily motivational meetings were initiated. AP went live on December 1, the GL reconciled, and data migrations were finalized. In an effort to manage the contract costs, Treasury took on training with a majority of the organization providing positive feedback. To date, the Treasury Team drove the implementation of a long awaited project. There are challenges that remain but the Team has developed skills to lead new module implementation.
- Renegotiation of CLA contracts and engagement letters to prepare and present the Quarterly Combining Financial Statements to PNC. The engagement letters as were signed in May 2019, overlooked the need for the development of the Quarterly Combining Financial Statements. A review and analysis of the RFP, contract and engagement letters drove the need to renegotiate auditor services.
- Negotiation with PNC regarding the CURE/ DEFAULT covenant resulting from lack of appropriate engagement letters and contracts. Worked diligently with the auditors to cure a possible default on the PNC loan agreement.
- Annual audit review of all gaming and Tribal Government financial statements, the 401K audit and continual oversight of the Quarterly Combining Financial Statements. Established sound working relationship with the current and former auditors and reincorporated reporting into the annual audit.
- Enhanced the Investment Portfolio report by creating a one page easy to read overview of the various investment portfolios. Developed a report card to better manage performance and returns, encouraged the Committee to release a joint letter regarding the CTF and introduced new methods of reporting.
- Budget, trending and data analytics were introduced as a means to view financial information indifferently, fair, and without biasedness. Participated in the budget process and review.
- Strategic Planning came as a group effort where all teams shared insight and ideas on how the department can evolve and transform from a data repository and report generator to data analysis and interpretation.
- Cash Flow, Liquidity, AP, and cost analysis along with projections are now standard reports. Collaborated with PNC to develop and tailor a liquidity analysis of which the format will be used with other PNC clients. This analysis provides a financial overview from a wider perspective incorporating key documents and statements.



Hinuk hiza huk
Karena Thundercloud
District 1 - Vice President



Wiic Hamaqani Wiiga
Hinu Helgesen Smith
District 1



George Stacy
District 1



Conroy Greendeer Jr.
District 2



Wipamakereiga
Kristin White Eagle
District 2



Stephanie Begay
District 2



Darren Brinegar
District 3



Coonaqe Huuk
Lawrence Walker Jr.
District 3



Sarah Lemieux
District 3



Haaq hija
Kathy Lone Tree-Whiterabbit
District 4



Matthew Mullen
District 4



Robert TwoBears
District 4



Paul Fox
District 4



Ho-Chunk Nation Legislature

Annual Report

The Ho-Chunk Nation Legislature is comprised of thirteen Representatives, each elected from their community in one of the four districts. Legislative Meetings are held bi-weekly.

There are also monthly subcommittee meetings which include Development, Housing, Administration, Finance and Health, Social Services & Insurance Sub-Committees. There are 12 District Meetings held each month in Black River Falls, Baraboo, Wausau, Tomah, Nekoosa, Wittenberg, La Crosse, Madison, Milwaukee, Green Bay, St. Paul and Chicago.

Area meetings have been postponed from March to July in order to protect our population from the COVID-19 epidemic. Area meetings have resumed in August with precautions as advised by the HCN Department of Health and the Centers for Disease Control and Prevention.

Legislative Objectives

The Ho-Chunk Nation Legislature creates and enacts laws, codes, ordinances, resolutions and statutes. The Legislature authorizes expenditures and appropriates funds for all branches of the Ho-Chunk Nation.

Legislature Highlights

New Legislators & Re-elected Legislators

A general election was held in June 2019 and the Ho-Chunk Nation Legislature welcomed five new representatives and three re-elected legislators to the legislative body. The Legislators took the Oath of Office in July 2020. The Representatives are District 1 Representative George Stacy, District 2 Representative Conroy Greendeer, Jr., District 3 Representatives Darren Brinegar and Sarah Lemieux, and District 4 Representative Paul Fox. A special election was held in District 2 with Representative Stephanie Begay taking office.

The Ho-Chunk Nation Legislature selected a new Vice President (Karena Thundercloud, D1), Tribal Secretary (Hinuu Smith, D1) and Sub-Committee Chairs, Co-Chairs, and Members.

New Gaming Commissioners

The Ho-Chunk Nation Legislature held interviews and has appointed Gaming Commissioners Michael Owen & Quentin Allen in August 2020. The two gaming commissioners were sworn into office in September 2020. The gaming commission is an independent regulatory authority responsible for oversight, training, and enforcement of gaming regulatory matters.

Assistance Programs

Legislators have been prioritizing programs that are assisting tribal members during the novel coronavirus pandemic. We have been seeing widespread concerns with health, personal safety, financial security, and related issues. The Legislature voted to release a stimulus using tribal gaming revenue. After careful consideration, the Legislature also voted to utilize a large portion of CARES Act funding as direct financial assistance (COFA) to tribal members who have experienced financial impacts of the pandemic. Tribal members must submit an application to receive the COFA.

Capital Improvements

The Legislature approved appropriations the Department of Business requested for capital improvements at many of the Ho-Chunk Gaming locations in order to increase the overall efficacy of the facilities and generate additional revenue. The legislature also approved appropriations for non-gaming locations in order to sustain and update those facilities.

Rights of Nature Workgroup

A Rights of Nature Workgroup has been meeting to determine the best course moving forward with incorporating the rights of nature into the Ho-Chunk Nation's constitution, laws, regulations, and processes.

The Rights of Nature is the recognition that individual pieces and parts of nature has rights and should not be treated as merely property nor resources to be exploited.

Land into Trust

The Legislature submits resolutions to the Bureau of Indian Affairs for placing land into trust status, in order to prevent the sale or blocking encumbrances of those lands for purposes that are not in the best interest of the Nation.

The Ho-Chunk Nation is in the final stages of its gaming fee-to-trust application for the Beloit Project. This development is expected to raise tens of millions in additional revenue for the tribe. As of late September, the application has gained federal approval but awaits Governor Evers' concurrence in the two-part determination.

Funding and Appropriations

The Nation has three main sources of funding: Revenues, Grants, and Contracts. The revenues we receive are for performing services, providing goods, or gaming revenue; we receive several grants from state and federal partners to provide programming and outreach; and we perform many self-governance functions for our tribal members, descendants, and others which are funded by contracts and compacts authorized by Congress through Public Law 638. The Legislature accepts these agreements for funding if they are beneficial for the tribe.

The Legislature distributes the funds in accordance with the Budget and Appropriations Act. Those budgets are based on revenue projections from the Department of Business and with the advice of the treasurer.

Protecting Sovereignty

The Legislature adopted resolutions to support and defend federal cases which, if decided adversely, could diminish tribal sovereignty. One of the most egregious cases is *Brackeen v. Bernhardt* (formerly *Zinke, Sec. of the Interior*). The original decision in the case was that the Indian Child Welfare Act is a race-based law and not a political classification, therefore it is unconstitutional. The Appeals Court for the 5th Circuit recently overturned that ruling, saying that Indian law is indeed a political classification. This was a triumph for the Ho-Chunk Nation and all Indian Country.

Another Supreme Court of the United States decision of national prominence is *McGirt v. Oklahoma*. The court determined that the Muscogee Creek Nation's reservation boundaries were never deliberately disestablished. This is an important jurisdictional issue – especially in non-Public Law 280 states where the state lacks criminal jurisdiction on tribal lands.



The Wisconsin Legislature considered a series of adoption bills that would have been detrimental to the rights of Indian children and their parents. The bills were taken up to expedite the adoption process. While we understand the intent, the complexities and potential pitfalls were too great. Reps. Hinu Smith (D1) and Sarah Lemieux (D3) spoke with several members of the state legislature to persuade them that those series of adoption bills could have been damaging to tribal members.



Ho-Chunk Nation officials meet with Madison Mayor Satya Rhodes-Conway.

Intergovernmental Agreements

An intergovernmental agreement (IGA) is used between two governments or governmental entities to provide a service, consolidate resources, or develops a mutual understanding. The Legislature is constitutionally delegated the task of negotiating and enacting all intergovernmental agreements. The Nation has approved county and tribal law enforcement cooperative agreements for Jackson, Juneau, Sauk, Shawano, Wood, and Monroe Counties.

Ho-Chunk Transportation Authority

The Legislature adopted a resolution creating the Ho-Chunk Transportation Authority, Inc. as an independently chartered organization that plans, develops, constructs, and maintains the roads relative to the Ho-Chunk Nation's residential and enterprise properties. Their mission is to provide safe, well maintained roadways for the Nation's membership as well as the general public. The Legislature has selected Brett Blackdeer as the Chief Roads Officer.



US Census

The US Census is required on a decennial basis. The census is designed to take a snapshot of the demographics of the United States and is used for several critical purposes such as designating US Representatives and in budget formulas. The Ho-Chunk Nation population and too many American Indians across the US have been undercounted and misrepresented since the census began.

The tribe will benefit from having accurate numbers because many federal funding models rely upon census data when formulating distributions. Increased funding is used for health services, housing/HHCDA, and education.

Inter-Tribal Relations with Otoe

Rep. Lawrence Walker (D3) and former Rep. Kathy DeCamp (D3) have been working very closely with the Otoe-Missouria Tribe of Indians from Oklahoma over the past few years. The Otoe originated from this region and are relatives of the Ho-Chunk Nation.

The Otoe came back to Wisconsin BRF in 2018 with a wild, unbroken stallion/colt that was “fresh off the range.” He was delivered and gifted to HCN at the Memorial Day pow wow. Lance Rave and Memphis Cleveland have been breaking the horse, which is now trained enough to be near people and sometimes ridden.



It was once a tradition that you would bring a horse to a public gathering and gift it to people, families, or clans that you highly revered. Other tribes, primarily those in the South-Central region, still do the public gift of horses. Through this gift, the Otoe representative says that he represents the healing of the tribes coming back together – so he’s a healing horse. The Otoe horse was named Waxopini Pii “Good Spirit” at 2019 Memorial Day pow wow by then-President Wilfrid Cleveland.

Your legislators are always serving the needs of the Ho-Chunk Nation. We are available for inquiries and can be reached at the Tribal Office Building in Black River Falls, Wisconsin. You can call 715-284-9343 ext. 1286 or by emailing Legislature@ho-Chunk.com to speak with your representative or a staff member.

Ho-Chunk Nation Supreme Court



Hinuk pii
Tricia A. Zunker
Associate Justice
UCLA School of Law



Wanašipga
Todd R. Matha
Chief Justice
University of Minnesota Law School



David J.W. Klauser
Associate Justice
DU Sturm College of Law

Ho-Chunk Nation Trial Court



Haahe Maani
JoAnn Jones
Associate Judge 1
University of Wisconsin, Law School



Ahugipara wiinga
Jo Deen B. Lowe
Chief Judge
University of Wisconsin, Law School



Rašcaṭ'iwiga
Mary Jo B. Hunter
Associate Judge 2
UCLA School of Law

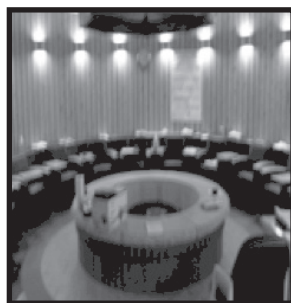
Ho-Chunk Nation Traditional Court



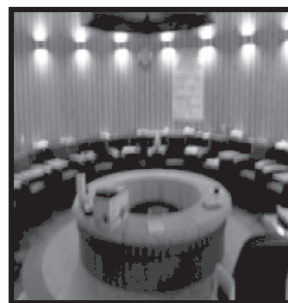
Nojiga
Chief Clayton D. Winneshiek
Thunder Clan



Huwä Cöni
Wade Blackdeer
Deer Clan



Francis Decorah
Native American Church



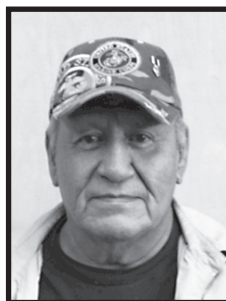
Robert Funmaker, Jr.
Bear Clan



Wacabanažiga
Cecil R. Garvin Sr.
Deer Clan



Na Go Monee
James Greendeer
Deer Clan



Kužogewega
Roy C. Greengrass
Thunder Clan



Erajikerewahiga
Thomas E. Hopinkah
Eagle Clan



Martin Littlewolf, Jr.
Native American Church



Jipgubega
Richard R. Mann
Warrior Clan



Maqxiga
Andrew Thundercloud III
Thunder Clan



Quentin Thundercloud
Thunder Clan

Ho-Chunk Nation Judiciary

Annual Summary

During the pandemic, the Judiciary Branch continues to serve the constitutional role of interpreting and applying Ho-Chunk Nation Law. Currently and until future notice, the court facility is closed to the public and hearings are conducted remotely. Due to budgetary concerns, the hours of the court are modified to Monday through Thursday, 8:00 a.m. to 4:30 p.m. Additional information regarding the courts and filing matters is available on the Nation's Judiciary webpage.

Separate courts comprise the Ho-Chunk Nation Judiciary: Supreme Court, Trial Court, Traditional Court, Healing to Wellness Court and the Family Wellness Court. Each court attempts to resolve disputes arising between or amongst government agencies, officials and private parties, and in the case of the Healing to Wellness Court, provides an alternative to incarceration for drug and alcohol offenses in accordance with best practices of evidence based treatment courts.

HO-CHUNK NATION SUPREME COURT UPDATE

The Judicial Branch serves as an essential bulwark against efforts - de liberate or inadvertent - to diminish the Nation's sovereignty, and the Supreme Court insures the enduring functionality of this defense. The Judiciary, as a whole, performs this integral role through conscientious and timely resolution of disputes. In this regard, the People have entrusted the Supreme Court with the solemn responsibility of providing final binding constitutional interpretations. The Supreme Court also provides ultimate resolution of significant controversies concerning the proper application of law to deep-rooted conflicts. Even further, the Supreme Court manages and oversees the proper operation of the Judiciary by adopting necessary rules for and sanctioning practice within our tribal jurisdiction.

During the past year, the Supreme Court addressed four appellate cases, performed several procedural rule revisions, and in furtherance of its juridical obligations, the Court issued several orders to facilitate the community's ability to access to the Judiciary processes.

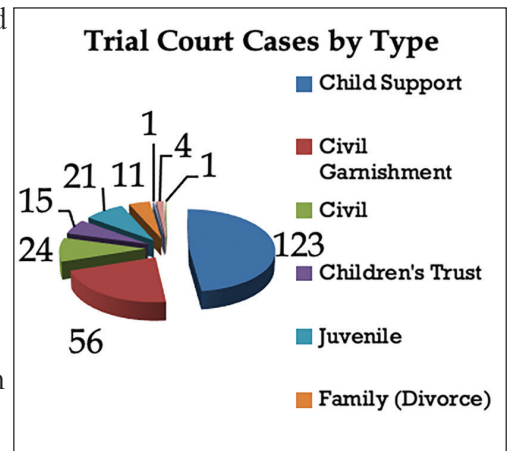
The Court undertakes a duty to continually educate and inform the membership about the court system. Consequently judicial library resources were updated in each district. The Supreme Court also planned for a Youth Law Day—which has been suspended due to the pandemic.

For any questions, comments or concerns about these updates or other Supreme Court matters, please contact

Court Administrator/ Clerk of Court Mary Thunder who currently serves the Supreme Court at: Mary.Thunder@ho-chunk.com or at (715) 284-2722.

Major Accomplishments in 2019-2020

- In the period from July 1, 2019 to June 30, 2020 the Trial Court received 256 new cases. This represents a decrease in new cases. In addition to recent filings,



the Trial Court exercises continuing jurisdiction over approximately 1,000 combined juvenile, child support and incompetent trust fund cases with the need for periodic review and potential revision of each file.

- The Judiciary engages in public outreach to positively engage the public and to encourage Ho-Chunk member participation in the judicial process.
- The Trial Court established a COVID-19 response team to address issues that stemmed from the pandemic and the group recommended adjustments and policies accordingly to permit continuity of operations. Outreach included virtual attendance at a variety of meetings with the Legislative and Executive Branches and meetings with other tribal and state courts that were facing similar issues during the pandemic.

- The Nation's Supreme Court was instrumental in adopting orders that facilitated the modified hours, electronic filing, and permitted the Trial Court the flexibility to be able continue its services. The Supreme Court remains available and will be having a virtual meeting on November 1, 2020.
- Outreach contact with local governmental collaborative partners included regular interaction with Judge Becker at Jackson County; participation in a meeting with Wisconsin Supreme Court Justices and Wisconsin's Tribal Court judges held at the Nation's Madison area office in May.
- Regular participation and ongoing professional development through the Wisconsin Tribal Judges Association continues. The Nation hosted the training and meeting for the WTJA fall quarterly meeting this past year, and hosted the meeting in May. Tribal Court judges in Wisconsin have been able to attend the annual gathering of the Wisconsin Court judges for educational credits and to share with and educate the State judges and justices. Ongoing educational outreach to state counterparts on the bench continues.
- The Court's clerks are active in the Wisconsin Tribal Court Clerk's Association, a professional organization focusing on tribal court operational and case management issues and the education and professional advancement of the Court's Clerks. Administrator/Clerk of Court Mary Thunder, Deputy Clerk Margaret Falcon, Clerks Jennifer Orozco, Tabitha Ostrem, and Kelly Kondell (Baker). Clerk Kondell served as the President of the Organization.
- Seek greater automation and efficiency in file and documents management and will add an additional level of security to the Judiciary's records.
- Retain staff. Invest in their training and skills enhancement in order to improve the quality and time of responsiveness and accuracy in attention to detail.
- Continue with infrastructure development, seeking efficiencies and engaging in best practices to assure procedural due process, fairness and objectivity in decision making.
- Making the case law and decisions easier to access for all.
- To implement and facilitate ongoing essential health and security elements necessary to maintain and enhance the physical facilities to make the judiciary facility a safe and more efficient workplace during the pandemic. This extends to operational and energy conservation perspectives.
- The Court's staff attorney will remain available to assist tribal and Ho-Chunk bar members in accessing public Court records, the law and forms and to provide generic information about the Court and judicial processes. Currently David Wilson continues to serve the Court as the Senior Staff Attorney. The post of Staff Attorney was filled by Naomi Whitehead.
- Exploration of resources that allow for flexibility in tribal member participation in Judiciary proceedings will be taken up along with strategic planning regarding the Justice System development. The pandemic caused a rapid response reaction in the IT capacity of the judiciary.
- Before the Wellness Courts expand to accept additional participants or can consider additional geographic locales the Nation must reach jurisdictional and operational accord. This will be part of a governmental effort to take steps to draft, approve and implement necessary legislation. Adequate funding would also need to be a factor. We are looking to grants to assist with the expenses associated with the Court and have received a TAD grant from Wisconsin and the US Department of Justice.

Major Goals for 2019-2020

- As the Nation prepares to address more complex and varied areas of substantive law and related jurisdictional issues, the Judiciary must continue capacity building to be able to efficiently address the statutory responsibilities of enacted legislation. It is the judiciary branch goal to:
- Develop and maintain a stable, capable and professional workforce that will support the Nation's Judiciary branch as it grows to address the justice system needs of the Nation.

- The Nation and its Trial Court continue collaboration with Jackson County. The County exercises underlying criminal jurisdictional authority in the cases referred and accepted by the Healing to Wellness Court and the two governments are jointly reviewing the Dreug Endangered Children Program for implementing other evidence-based programming which involve entire family units. The team has made great strides in implementing the culturally relevant evidence based treatment programming.

Request for your involvement

The Court is in particular need of a larger roster of Guardians ad litem and guardians due to expanded need in child custody matters and adult guardianship matters, and encourages individuals interested in serving to contact the senior staff attorney. If you are interested, please reach out to David Wilson at 715/284-2722 with your contact information.

- Coming up this winter/early 2021 year will be the Guardian ad Litem Training. No dates have been set yet. Watch the website and the Worak for the announcements regarding the date and time.
- Lay Advocacy training is generally offered in alternating years. Contact the staff attorney if you are interested in the 2021 training. TBD.
- General information about the Court is available at the Judiciary webpage which is in the process of being revised <https://ho-chunknation.com/government/judicial-branch/>
- Implementing the Criminal Code remains a focus of an internal working group of individuals from the Judiciary and other branches. Meetings were suspended during late 2019 to the present. However, work is ongoing at the Judiciary.

TRIAL COURT UPDATE

The Court staff has worked together in service to the Nation and its members. The Trial Court Judges are Hon. JoAnn Jones, and Hon. Mary Jo Hunter, Associate Judges of the Trial Court; and Hon. Jo Deen B. Lowe, Chief Judge of the Trial Court. The Court Administrator-Clerk of Court for the Trial Court is Mary F. Thunder.

The staff of the Judiciary branch also includes: Jennifer Orozco, Records Manager; Margaret Falcon, Deputy Clerk; Tabitha Ostrem, Assistant Court Clerk; Keith Rapp, Judiciary Application Specialist; Robert Mann, Project Coordinator

(Healing to Wellness Court); David Wilson, Senior Staff Attorney; and Nicole Thunder-Kiesow, Paralegal II.

This year we welcomed new staff members: Dawson McAndrew, (Bailiff-Process Server) Interim Court Security Director; Naomi Whitehead, Staff Attorney-Law Clerk (temporarily lay off); and Damian Ostrem, Security Officer (temporarily lay off).

The Court also had to temporarily lay off the following staff as part of our budget reduction due to the Coronavirus Pandemic: Peter Camacho and Brian Lopez, Maintenance Workers I; John Falcon, Bailiff-Process Server; and Lisa Kline, Supreme Court Clerk.

Transitions


The following staff have moved on from the Judiciary Branch Courts: Ruth Garvin, Behavioral Health Clinician; Cora Redbird, Case Manager; Robert Baker, Bailiff-Process Server; Samantha Oswitch, Staff Attorney-Law Clerk; Amanda Thundercloud, Records Manager; and Assistant Clerk of Court Kelly Kondell. We thank them for their service to the Ho-Chunk Nation Judiciary.

HCN TRADITIONAL COURT UPDATES

The Traditional Court plays an active role in providing knowledge of custom, traditions and Ho-Chunk core values to members referred to them by court processes and through social services programming, or via self-referral.

The Court participated in a Peacemaker review session with the HCN Peacemaker trainees and Presiding Project Judge JoAnn Jones. The session was a learning experience and provided the Traditional Court members and participants with additional insight as to matters that may require further attention. The compressed exercise took place within a two hour time frame. The support of the traditional court as engaged community members is important. They have played a significant role in the peacemaking project. Their desire for additional knowledge about matters confronting the court such as the criminal code implications, and to learn more about the impacts of substance use in our community is readily apparent. They are involved in seeking wellbeing and justice within our communities.

Due to an abundance of caution and the desire to limit the spread of the COVID-19 virus, the



Traditional Court meetings were suspended. The possibility of virtual and fewer meetings of this court exists. We will work with the elders to address concerns as budget and personal health and safety concerns permit during this pandemic.

The Court lost elder Earl Blackdeer. Mr. Blackdeer was a strong supporter of the Peacemaker program and had actively engaged in the training so that he knew the program well. The Judiciary will miss Mr. Earl Blackdeer.

WELLNESS COURT UPDATE

- Due to budget constraints, the Healing to Wellness and Family Wellness Court teams did not attend National training this year. However, they were able to participate in the Wisconsin Department of Justice Judiciary Training event for Treatment Court Judges in Madison, WI. Judges Hunter and Lowe and Robert Mann were able to share their experiences with our Tribal Wellness Court and discuss issues of diversity, due process, self-care, engage in role playing and problem solving exercises which enriched our experiences. Use of available resources and team training were highlighted as a means to assure a court and team's alignment with the best practices for treatment courts. As instructors and participants the experience was positive.

- This past fiscal year the Healing to Wellness Court participants advanced within the programming. Outreach to interested individuals proved to be difficult. The pandemic has had a negative impact in that challenges to communication with the Wellness Court and team were temporarily suspended. However, program coordinator Robert Mann remained available to assist tribal members that contacted the court or him directly. Several applications were held pending final resolution of outstanding cases in other jurisdictions.

The Wellness Court team works with individual tribal members in Jackson County, Sauk and continues to work to expand to provide services to tribal member residents in other nearby counties. The court hopes to be able to collaboratively working with other jurisdictions' drug courts for those Ho-Chunk tribal members that are at high-risk of committing other criminal offenses and have high needs relating to substance use—especially for those who are willing to participate in treatment court as an alternative to incarceration. The Wellness court will continue to work on expansion of service to other geographic areas as safety and budget permit.

If you are interested in the Wellness Court, please call 715/284-2722 and ask for Robert Mann.

First Nations Community Financial

First Nations Community Financial (FNCF) is a state chartered, not-for-profit Native Community Development Financial Institution (CDFI). We offer much more than just lending!

FNCF provides many financial opportunities for members of our Native American communities. Financial literacy, technical support, programs and services are designed exclusively for our community members. In order to best serve our community's needs FNCF currently partners with the Ho-Chunk Nation, Ho-Chunk Housing and Community Development Agency (HHCDA) and Wisconsin Indian Business Alliance (WIBA) to design a wide range of financial products and services for the Communities and its members. Nationally, there are over 100 CDFI's within Indian Country. First Nations Community Financial is unique because it is the only Native CDFI to serve more communities than any other.



FNCF Team

MISSION

Our Mission is to deliver exemplary services by providing financial education, training, and access to capital to support sustainable business and community development while improving the quality of life within our communities.

PROGRAMS AND SERVICES

FNCF offers a range of products and services to include, fresh start, auto, consumer, mortgages, microenterprise, and holiday loan products. Our latest and greatest loan product is our Family Roots Home Loan!

Our services include one-on-one credit coaching and group based financial workshops covering topics that include personal finance, investing, homeownership and business plan development.

Our target market is Ho-Chunk and other Tribal Members however, the majority of our products and services are available to all community members. Our consumer, fresh start and auto loans are also now available to employees of the Ho-Chunk Nation.

Family Roots Home Loan

Our Family Roots Home Loan is a mortgage loan for first time homebuyers. At this moment we are in the "pilot" phase of this product. This loan incorporates Pathways Home, a homebuyer education curriculum that prepares first time homebuyers with information needed to buy your first home. It includes, calculating affordability, budgeting, and application process, meeting financial obligations, and protecting your investment.



We provided 5 Pathway Home classes; one in Milwaukee, Minneapolis, Madison, WI Dells, and virtual serving 41 people. In June 2020, during COVID our staff developed the class into a virtual setting which was very successful!



LENDING HIGHLIGHTS HOME LOAN

Dawson McAndrew is a Ho-Chunk Nation tribal member with a family to care and provide for. Dawson had been living in tribal housing for about 6 years and had the dream of homeownership. As a veteran of the United States Marine Core he has done a lot of traveling and was ready to plant some roots and buy a home of his own. He started his journey with First Nations Community Financial (FNCF) back in 2014, where he took out a credit repair loan to clean up a few minor problems on his credit report. Then in 2018 he purchased a car with the help of FNCF that supported his consistent employment with the Ho-Chunk Nation. Now he's enjoying the many benefits of homeownership including equity, tax breaks and control over his environment. "I've always wanted to own my own home, and to have the freedom to do what I wanted to do in my own house," he says. The days of renting from tribal housing are behind him. FNCF made the process easier for him from beginning to end. Once he found the house he was looking for, he closed on it within 90 days. Dawson and his young family are now enjoying all the benefits homeownership has to offer!

Fresh Start Loan

Our Fresh Start loan product repairs credit to give borrowers another chance at producing "a fresh financial start". Many of our borrowers utilize payday lenders to make ends meet and end up in payday loan cycles they cannot escape. FNCF steps in to consolidate high interest or existing debt and provide a more manageable payment structure that enables borrowers to successfully pay off a loan, which results in improved credit. We also use this loan as a tool to help prepare our borrowers interested in homeownership to help clean up their credit where needed. FNCF staff provide an individualized, custom credit coaching session to create and set realistic, attainable financial goals. In the short-term, these borrowers have their high interest rate debt paid off. In the long term, they are gaining financial skills, repairing credit, and therefore becoming eligible for other asset building endeavors.

Auto Loan

Our Auto loan product has assisted community members purchase a vehicle. Due to the limited access to public transportation within our rural communities. After purchasing a vehicle community members now have their own independence and reliability by having their own vehicle. The financial education provided prevents customers from choosing predatory auto lenders, and also creates financial savviness focused on household budgeting.

Hokinac Loan

Our Hokinac Loan product is more general than the auto and credit repair products and so are its short-term and long-term impacts. FNCF is filling a very important gap with this product. Our consumer loan borrowers often have little to no credit history or poor credit. They are approaching FNCF to help establish their credit, pay bills or have a little extra spending money in their pockets. Banks do not feel comfortable making loans to higher risk borrowers and payday lenders would trap them in debt cycles. FNCF is here to assist!

Holiday Loan

Last Holiday season we rolled out our Holiday Loan Product. It allows individuals and families to enjoy their holiday seasons; trips to visit family, gifts for children, food for special holiday meals without harming themselves financially by turning to predatory loan vendors. This is a short term loan with a maximum amount of \$500.00 and is only available October 15th –December 15. This loan was available to HCN Tribal Members and employees of the Ho-Chunk Nation.

Research shows financial issues make it difficult to respond to other issues in one’s life. We hope to assist our borrowers to respond holistically to the challenges they face. In FY 2019, FNCF closed on loans where we assisted 1.448 borrowers to stay current with their bills, avoid predatory lenders, and become savvier financially. We are active in the community to provide financial education that is needed because knowledge is power. This fiscal year 2019 was wonderful growth and engaging, we look forward to even more in fiscal year 2020.

Major Accomplishments in 2019-2020

First Nations Community Financial holds or participates in several events each year that are community based where we provide educational, civic or cultural activities that benefit our borrowers, families and community members.

Once COVID-19 hit in March 2020 we increased our Emergency loan amount to help alleviate expenses during this unprecedented time. All loan payments were deferred for three months and we froze our reports to our collections agency so people who were financially hurting from the pandemic could get some relief. We also have been forgoing any late fees to help our clients stay on top of payments. Proactively, we have communicated via email blasts, letters, social media posting and our website, notifications to work with us for further loan relief options that will continue in the upcoming year.



FNCF donated school supplies and money to the local Head Starts and Black River Falls school district.



FNCF also donated school supplies to HCN Legislature to distribute to Pine Ridge reservation to help the Oglala Lakota in a time of need.



Our staff were able to help volunteer and distribute food boxes during the Farm to Families Food Box program during the pandemic.



FNCF donated school supplies to the Black River Falls public school system for those students in need.

three growing Wisconsin based CDFIs, is strong as ever and expected to become a pioneer with our work towards becoming one.

We are striving to become a monumental positive influence throughout the upper Midwest, building the strength of our communities. Through our technical services, we hope to strengthen our role within the community. Our goal is to become an integral part with financial support of our indigenous and surrounding communities. Our continued work is to strengthen our impacts in the communities through events, sponsorships and financial education in fun and innovative ways!

THINGS TO COME IN 2021

- In the upcoming year we look forward to growing our Family Roots Home Loan portfolio. We are working together with HHCD, Ho-Chunk Housing Community Development Authority, Housing Department and Housing Committee to partner with the goal of getting more tribal members into home ownership.
- With the housing efforts, we are also working to get a partnership with Bay Bank to begin packaging Section 184 loans for home ownership of tribal members on trust land.
- We are focusing on getting our microbusiness loan product updated and beginning fund deployment. We have previous small business loan offerings but used an outdated curriculum and process that wasn't working anymore. Our focus is to build a foundation that provides success for the new or existing businesses that we support to grow, thrive and succeed in their industry. We hope to roll out the new and improved micro-business loans by the end of the fiscal year in a responsible, and innovative way!
- We are capitalizing on the great, innovative work we do with WIBA-Wisconsin Indian Business Alliance. Our partnership with

Ho-Chunk Housing and Community Development

Mission Statement: *To foster a strong, healthy community, of which Ho-Chunk Nation members can be proud—through providing members with quality, affordable housing and programs that help meet social, cultural, and community needs.*

Ho-Chunk Housing and Community Development Agency is the Tribally Designated Housing Entity (TDHE) of the Ho-Chunk Nation. We receive annual funding from the US Department of Housing and Urban Development's (HUD's) Office of Native American Programs.

We have long been a part of the Ho-Chunk community, helping to meet the affordable-housing needs of Nation community members. The HHCDCA service area includes the Wisconsin counties of Adams, Clark, Columbia, Crawford, Dane, Eau Claire, Jackson, Juneau, La Crosse, Marathon, Monroe, Sauk, Shawano, Trempealeau, Vernon, and Wood; Houston County, Minnesota; the Chicago, Minneapolis, and Milwaukee metro areas; and all Ho-Chunk Nation (HCN) households nationwide.

Our services are provided by long-serving staff, from *Executive Director Neil Whitegull* to skilled Maintenance Workers. All HHCDCA departmental directors are Ho-Chunk Nation community members, as are all members of the policy-making HHCDCA Board of Commissioners. Our board reflects the diverse backgrounds of Nation members:

- District 1: *Lori Pettibone*, HCN Behavioral Health, Addiction Services Coordinator, and Former HCN Legislator, Tribal Collaboration Committee member.
- District 1: *Kelly Jo Funmaker*, Independent Living Director, and former Executive Administrative Officer for Office of the HCN President, Tribal Collaboration Committee member.
- District 2: *Anjanette Cleveland*, HCN Community Member.
- District 2: *Francis Decorab*, Former Executive Director, HCN Department of Housing.

- District 2: *Lucinda Lonetree*, HHCDCA Community Member.
- District 2: *Gerald Cleveland*, Former HCN Legislator.
- District 3: *Lanette Walker*, a former HCN Youth Service Director, HCN Community Members.
- District 3: *Bonnie Smith*, HHCDCA Chakh-Hah-Chee Community Member.
- District 3: *Cheri Bybre*, Milwaukee HCN Branch Office Coordinator.
- District 4: *Mike Goze*, Executive Director, American Indian Community Development Corporation (Minneapolis), and Former HCN Legislator.
- District 4: *John Dall*, Chicago Graphic Artist and Former HCN Legislator.



**Wakajazii
Neil Whitegull**
Executive Director

Projects This Year:

- *Veterans Supportive Housing.* The 10-unit Sii Woonazi Hocira Veterans Supportive Housing (VSH) facility in East Sandpillow Village draws its inspiration from the traditional Hocak value of honoring our veterans: "We serve those who served us."
- HHCDCA administers VSH for the Nation. The facility provides a quality home for homeless and other Nation veterans who need a permanent place to stay, following a "housing first" model. When needed, the HHCDCA Case Manager, Brandon Winneshiek helps connect veterans with supportive services.
- *District 3 Development: Ho-Chunk Prairie Property (formerly the Allen Property).* Completed the construction & development of 12 new HCN duplex rental units on Nation land in Wisconsin Dells. HHCDCA leases one of the rental units specific for a low-income family.

- *Assumed property management of Ho-Chunk Nation rental properties in Milwaukee, Green Bay and Minneapolis.*
- *Covid-19 Pandemic Action Planning.* In the past year, HHCDA staff were faced with how to deal with a pandemic in 2020. In-depth safety training and communication both internal and external were handled in the following areas:
 - *Procurement and distribution of cleaning kits for disinfection of HHCDA rental units.*
 - *Occupancy and Maintenance procedures were halted until strict safety measures could be safe for everyone.*
 - *Assisted with Farms to Family meal deliveries in Chicago, Chakh Ha Chee, BRF, La Crosse, Madison, and Wisconsin Dells*
 - *Provided Rental, Mortgage and Utility Assistance to Ho-Chunk Nation Members in all HCN Legislative Districts*

**Operations - Tenant Services/
Maintenance**

Raven Rosin, Director

The Tenant Services (TS) Department manages and administers 279 affordable rental and Mutual Help units and also provides rental assistance, in addition to homeownership training, to Nation members. TS takes rental applications, screens applicants, compiles applicant waiting lists, performs preoccupancy training, performs annual renter re-certifications, and provides daily assistance to tenants and potential applicants.

- *Tenant Services Programs:*
 - *Post-Secondary Education Rental Assistance.* Provides up to \$300/month for eligible HCN recipients and a maximum of \$2,400/year.
 - *Rental Assistance Program.* Provides rental assistance of up to \$700 to low-income HCN applicants for one month's rent. Assistance is limited to once per year for any eligible tenant.
 - *Metro Rent Subsidy Program.* This program is in its fourth year of operation. This program provides *ongoing* rental assistance to Nation members in the Nation's large urban areas, with assistance based upon income and family size. The program was later expanded to the Chicago and Milwaukee metro areas and was expanded to Madison this year.

- Tenant Services (TS) continued to provide preoccupancy training to new tenants, educating them on their responsibilities as tenants and HHCDA's as landlord.
- TS performed intake and eligibility screening, examining each applicant's background for criminal history and considering landlord, credit, and character references.
- Last year, 279 HHCDA units were inspected by the HHCDA Building Inspector, to insure they continued to meet housing quality standards.

HHCDA continued to partner with First Nations and Ho-Chunk Tribal Housing to conducted Homebuyer Education classes, to prepare prospective homebuyers for homeownership.

HHCDA provided Down-payment Assistance grants of up to \$10,000 to eligible low-income and first-time homebuyers.

Maintenance

The HHCDA Maintenance Department's skilled workers provide routine and non-routine repairs to our housing stock of 279 units. Our workers jumped in to help get food to Hocak families during the pandemic by assisting HCN Health Department with Farm to Families project.



Farm to Families food boxes hauled to Chicago, IL and distributed.



HHCDA Maintenance workers jumped in and assisted the Ho-Chunk Nation Health Department with the Farm to Families food boxes to families in need.

Modernization and Development Division

Jeff Hendricks, Director

Other Activities-

- HHCD's Tribal Repair & Improvement Program (TRIP). Administered by Development Division, the TRIP program provides grants for rehab work on homes owned by low-income Nation members. The TRIP-funded projects must be for necessary repairs, and cannot be cosmetic repairs or homeowner neglect.
- Necessary repairs and replacements to each TRIP home were identified by inspection. Eligible repairs ranged from minor repairs to ones needed to bring homes up to housing standards. These repairs included window, door, siding, drywall, and roof replacement.

Community Projects

- HHCD's parks and green spaces were maintained by the Modernization and Development Department.
- HHCD continued to maintain its community centers, which are available for rental for various tribal functions. These centers are located in Indian Mission, Indian Heights, Chakh-Hah-Chee, and Blue Wing



Roy Littlegeorge and Kelvin updated basketball hoop for the community youth.



Blue Wing Village family/community center being renovated to make the main entrance safe for elders and physically disabled.

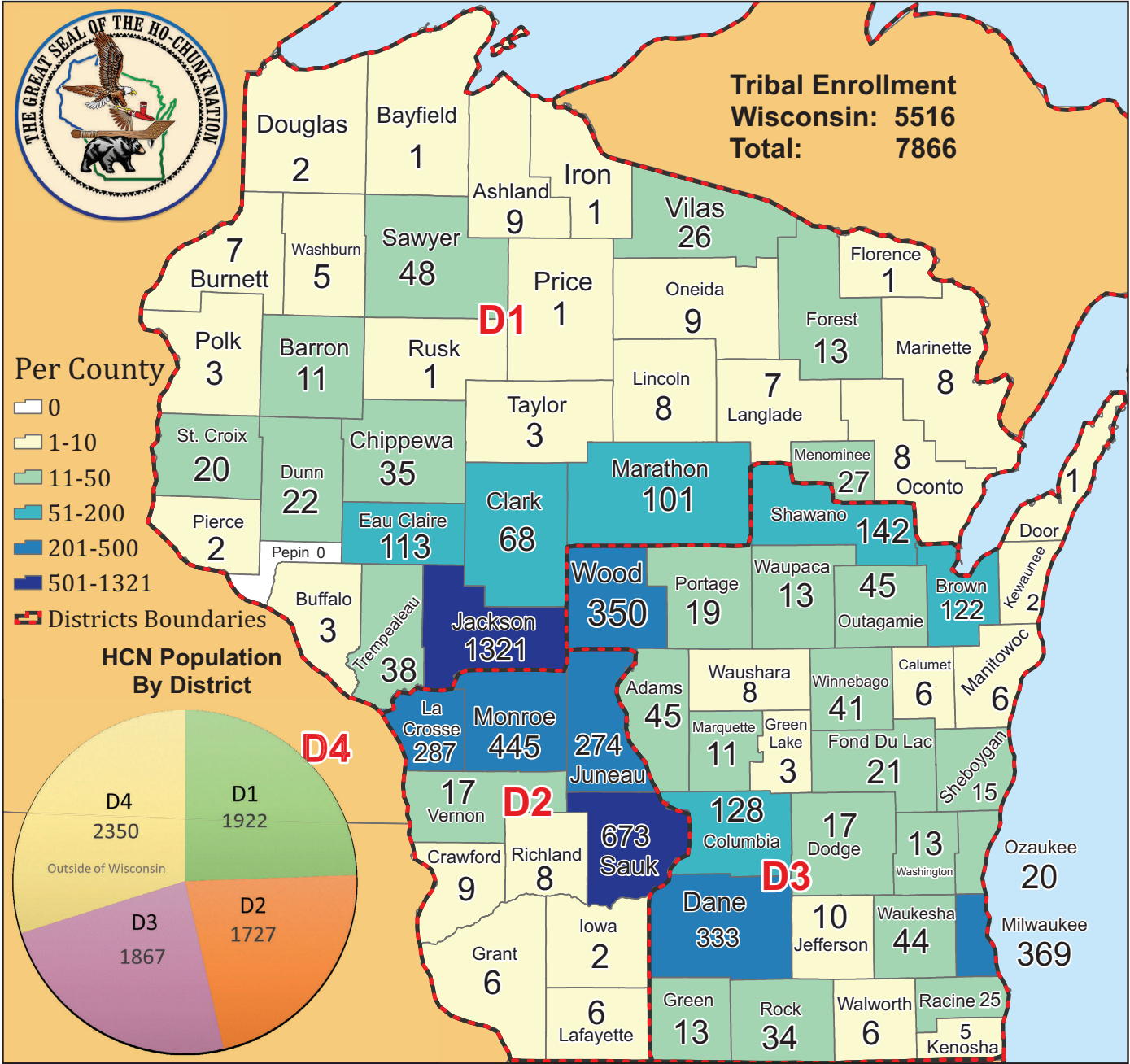


Above and Below: Sandpillow Village HHCD elder tenants, Sandra Blackdeer and Ernestine Helgeson joined forces to grow a garden between their rentals. They give much credit to their sons and grandsons that helped.



- HHCD's Garden Coordinator worked with four Ho-Chunk Nation communities—Blue Wing, Indian Heights, Ho-Chunk Village, and BRF—to have 10' X 10' plots tilled for Ho-Chunk families that were interested in growing vegetables in the yards during the Covid-19 pandemic; this is another version of safety measures taken by the *Community Organic Gardens Program*.
- In conjunction with the garden program, HHCD explores the idea and planning of a "Family Resource Center" that provides supportive services and necessities for families to get through the covid-19 pandemic. HHCD takes great pride in working relationships with the Ho-Chunk Nation Tribal Departments and elected Officials.
- HHCD also provides property management of Ho-Chunk Nation rentals units that are not under HUD rental income requirements. These 62 rental units are in Milwaukee, Chakh Ha Chee Village, Potch Chee Nunk, Indian Heights Village and Minneapolis.

Ho-Chunk Nation Enrollment: October 2020



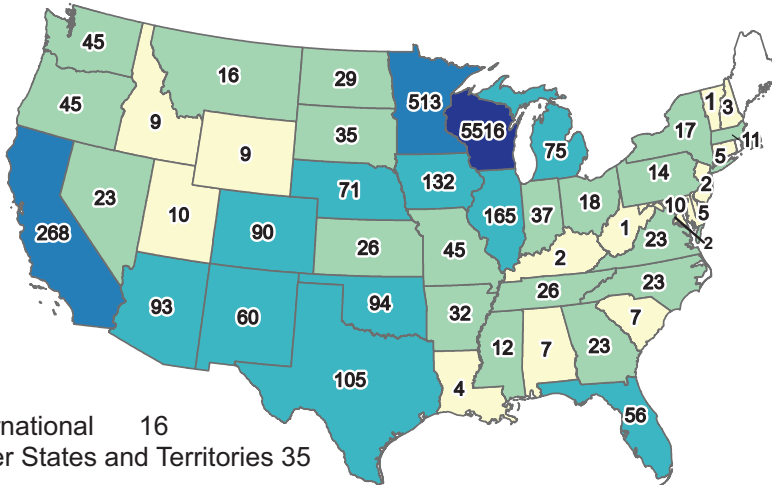
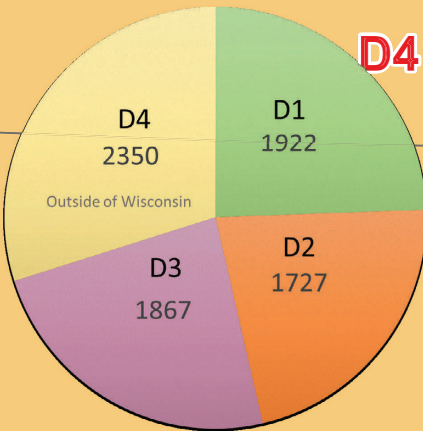
Tribal Enrollment
Wisconsin: 5516
Total: 7866

Per County



Districts Boundaries

HCN Population By District



President	Marlon WhiteEagle
District	Representative
1	Karen Thundercloud (V.P.) Hinu Smith George Stacy
2	Stephanie Begay Conroy Greendeer, Jr. Kristin WhiteEagle
3	Darren Brinegar Sarah Lemieux Lawrence Walker, Jr.
4	Paul Fox Kathyleen Lone Tree-Whiterabbit Matt Mullen Robert TwoBears