College of Menominee Nation
KESHENA • GREEN BAY

ANNUAL REPORT
2024 - 2025







CAMPUSES AND CONTACTS

The College of Menominee Nation (CMN) is located in Northeastern Wisconsin in the homeland of the Menominee People. The College's flagship campus is in Keshena on the Menominee Reservation. CMN also serves students from facilities in Green Bay, 45 miles southeast of the main campus. The rural and urban locations share faculty and most programs. Students may elect to study at either or both locations.

Keshena Campus
N172 Highway 47/55
P.O. Box 1179
Keshena, WI 54135
715-799-5600
Toll free: 800-567-2344

Green Bay Campus
2733 S. Ridge Road
Green Bay, WI 54304
920-965-0070
Toll free: 800-567-2344

www.menominee.edu

College of Menominee Nation
@cmnedu
@cmnedu
College of Menominee Nation



Reporting on 2024–2025

A Message from President Caldwell

Posoh nec Omāēqnomenēwak, Netāēnawemākanak, mesek māwaw new wēyak!

Welcome to a snapshot of the College of Menominee Nation's 2024-2025 year! As President of the College of Menominee Nation, I am pleased to share this report with our Menominee Tribal membership, all our relations, and those who seek to understand who we are and what we do.

The College continues the pursuit of our mission and "heart" work of educating the next generation of leaders, thinkers, and doers. As one of 35 Tribally-led, fully accredited, place-based institutions of higher education in the United States, collectively known as Tribal Colleges and Universities (TCUs), CMN continues to grow and be resilient.

We cannot do this work alone, and it is due to many tribal and non-tribally-led partners that we can succeed as an institution in support of our students. Whether from the American Indian Higher Education Consortium (AIHEC), the members of the organizing committee for the Seventh Generation Inter-Tribal Leadership Summit, the foundational legacies of those who have walked on, or the consideration and pledging of time from individuals such as yourself, the support we receive allows our enduring success to continue.

Our institution continues to make itself known, both locally and abroad, as we navigate the uncertainty brought on by the shifting social, political, and economic environments. By scanning the QR code on this page, you'll find a repository of stories from news organizations across the nation that acknowledge the good work CMN continues to do.

During this past reporting year, we experienced many ups and downs, but always navigated through by keeping our students at the center of our work. The landscapes we work in may shift, but we remain resolute, making decisions today, rooted in our past, and looking to our future. We invite you to visit our campus, to see the work that is being done, and to be a part of that decision-making force for good.

Eneq (*that is all*),
Christopher Caldwell, Ph.D.
President, College of Menominee Nation







Board of Directors 2024-2025

All are enrolled members of the Menominee Indian Tribe.
Gary L. Frechette, *Chairman*
Sara LaBarge, *Vice-Chairwoman*
Crystal Chapman-Chevalier
Shannon M. Chapman
Michael Delabrue
Tina Tourtillott
Justin Lepscier











Class of 2025

In the following list of the graduating class of 2025 from CMN, *** signifies highest honors, ** signifies high honors, and * signifies honors.

Bachelor of Science Degree:

Business Administration - Darla Asenbrener*, Jodi Skenandore, Commencement Student Speaker Joshua Shawanokasic **
Elementary/Middle School Education - Cassie Jo Russell, Chloe Knope, Corinna Charles, Kayla Stefanski *, Schuylar Davids *, Jenna Dehne **, Kelsey Kitson **

Bachelor of Arts Degree:

Education - Miranda Gollnow*

Associate of Arts and Sciences Degree:

Business Administration - Alison Corn, Jennifer L. Adams, Joshua James Besaw, Sr., Lacy L. Dixon, Tabatha Thundercloud, Tina M. Roskom, Kenane Hill **, Sky Rebecka Gonzalez **

Digital Media - Krysanda Bissonette, Emerald Jules Otradovec **

Early Childhood Education - Celine L. Martin, Jennifer Evelyn Marie Notinokey, Susan Rose Webster, Chemon Alana Rickert *, Dawn M. Wilber *

Liberal Studies/Humanities - Virginia Terrio, Emerald Jules Otradovec

Natural Resources - Jeffrey Vele, Jr.

Public Administration - Sereen Frion, Annette R. Peters, Alison Corn

Technical Diplomas:

CNC Machinist - Joseph P. Holsten

Welding - Noah Jay Joseph Tachick **,
Thomas John Ejnik, Jr. ***

Electricity - Aptickasic Hawpetoss II, Benjamin A. Waupoose, Chad Reiter-Wilber, Deved Alexzander Solenos-House, Emilio Alex Menchaca, Gabriel Arthur, Peter J. Husby, Ryan R. Fish, Jr., Wendell J. Penass Jr.,
Noah S Mahkimetas-Kurkiewicz **



CMN Purchases The Neopit Community Outreach Center

The College of Menominee Nation has established a specialty center in Neopit, grounded in academic and employer partnerships to support sustainable forest management and related workforce needs. Through this initiative, CMN would like to expand workforce development, education, and training opportunities tailored specifically to the community and its unique economic and cultural context.

The Neopit Community Outreach Center has been supported by a Federal CDS grant, the Menominee Indian Tribe of Wisconsin, and private foundations. This collaborative investment underscores a shared commitment to regional economic growth through postsecondary education, hands-on workforce training, and strategic partnerships with area employers. CMN staff and Menominee Tribal Enterprises personnel have begun writing collaboratively for other funding opportunities.

A flagship effort within this initiative is the renovation of the **Neopit Community Outreach Center**. With improvements designed to enhance training space, technology access, and program delivery, the project illustrates the College's dedication to connecting academic programming with local labor needs—particularly in forestry, natural resources, and skilled trades. The center will serve as a hub for career pathways, skill development, and future employment opportunities, strengthening the workforce and supporting long-term economic sustainability in the Neopit community.







Reporting on 2024-2025

Teacher Education in 2025

The College of Menominee Nation's Teacher Education Department continues to strengthen its commitment to building community, connection, and culturally grounded teacher preparation. Through strong relationships with students and partner communities, we create meaningful pathways for future teachers to achieve educational and professional goals. This past year, seven graduates from the Bachelor of Science in Elementary/Middle School Education program earned their teaching licenses, stepping into classrooms across our region where qualified educators are greatly needed.





Our new teachers now serve students in Bowler, Gillett, Oneida Nation, Menominee Early Childhood Services/Head Start, Bonduel Middle School, and Keshena Primary School, making tangible impacts in the communities supporting their journeys. One graduate, formerly a cook at a local school, returned to CMN to complete her degree, an inspiring reminder of perseverance and purpose. Another, deeply passionate about Menominee language and culture, now works with kindergarten students to spark curiosity and pride in learning about language, identity, and place. A third graduate, teaching middle school science, is embracing the opportunity to bring inquiry and experiential learning to life, helping students connect classroom lessons with the world around them. Together, these stories reflect the community-centered values that define CMN Teacher Education.

Recent program growth continues to expand opportunities for future teachers. A new Early Childhood Certificate builds upon the Child Development Associate (CDA) credential and leads into the Associate of Arts in Early Childhood program. Our Indigenous-Centered Culturally Responsive Teaching Certificate is designed to help educators integrate Indigenous knowledge and worldviews into classrooms. Supported by funding from AICF, the Head Start - TCU Partnership Project, the Office of Special Education, and the Indian Education Professional Development Grant, we are able to provide resources and guidance that make degree completion and teacher licensure attainable. As graduates enter local and regional schools, they bring the values of relationship, reciprocity, and care—offering the same encouragement and support that guided them on their own path to becoming educators.

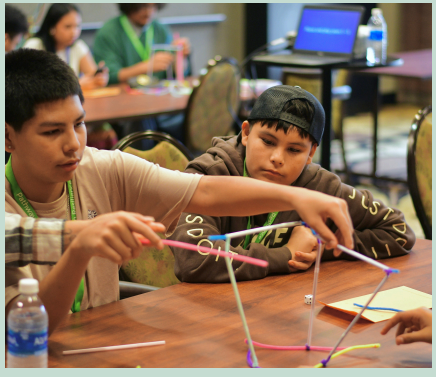


Pathways to Resilience Summit 2025



Hosted by the College of Menominee Nation, the Pathways to Resilience Youth Summit 2025 brought together more than 90 youth from Indigenous communities across Wisconsin and Illinois for a day of connection, growth, and inspiration.

Before the idea for the summit took shape, members of the Department of Continuing Education met with local youth to listen and learn about their needs when it comes to mental health resources and support within our community. During those conversations, the youth spoke openly about the challenges they face and the importance of creating spaces where they can come together to heal, grow, and celebrate who they are. From those powerful discussions came one clear vision: to host a Native Youth Mental Health Summit for their peers.



In collaboration with community partners, the Woodland Boys and Girls Club and the Native American Center for Health Professions (NACHP), the summit provided a series of engaging breakout sessions designed to support mental well-being, build self-confidence, and encourage youth to reconnect with their stories: their past, present, and the path forward. Participants also had the opportunity to hear from inspiring keynote speakers who shared their personal journeys and spoke on topics that truly matter to Indigenous youth today. The event created a space for empowerment, reflection, and resilience, strengthening the next generation of leaders within our communities.

Looking ahead, the Department of Continuing Education hope to continue hosting the Pathways to Resilience Youth Summit each year, building on this momentum to provide more opportunities for youth to connect, learn, and grow together in culture, wellness, and leadership.





Sustainable Development Institute Highlights

The Sustainable Development Institute continues to promote sustainable values on campus, in the community, and beyond the borders of the Menominee Indian Reservation. Our core focus areas include Indigenous food sovereignty, energy sovereignty, climate change adaptation, and Indigenous research. SDI is unique in that:
1) the Menominee Theoretical Model of Sustainability guides our work.
2) Menominee and Indigenous knowledge are core to projects, planning, and operations.
The following is just a snapshot of major projects SDI led in this past year:



Cultural Foodways Project.
In collaboration with the Menominee Tribal Historic Preservation Department, the Sustainable Development Institute hosted 15 in-person cultural food workshops from September 2024 to August 30, 2025. We highlighted traditional Menominee foods; 11 events were held at Historic Preservation, 1 event was hosted at the High school, and 3 events were hosted with the Kaehkenawapahtaeq Charter School. Our goal was to ensure participants were given different recipes and tasting experiences that connected to our Menominee moons, local foods, and seasons.



Community Building.
The Sustainable Development Institute is partnering with the University of Wisconsin-Madison Extension on a Centers for Disease Control grant. The overall goal of the grant is to build healthier communities. The Sustainable Development Institute tagged along with MenominiyoU during their community pow wows during the summer of 2025 to do some community outreach. SDI hosted a community mapping session with the Zoar community. The purpose of our attendance was to gather input on pedestrian routes, hang out areas, unsafe areas, and areas for improvement. Zoar community members created multiple maps with community enhancement features in specific locations (picnic tables, planters, benches). With support from Tribal partners like Community Development and Menominee Tribal House Authority, it is our goal to add enhancements to the community in the next year.



SDI and Menominee Department of Agriculture and Food Systems.
In 2025, the Sustainable Development Institute (SDI) established a partnership with the Menominee Department of Agriculture and Food Systems (DAFS), through its internship programming, providing experiential learning, cultural stewardship, and climate adaptation experiences for college students. This internship experience was designed to build a holistic understanding of campus and community perspectives on water and climate change. Interns engaged in a range of activities, including:

- ***Research and Data Translation:*** Investigating topics such as wild rice revitalization, climate impacts on regional waterways, and threats to the Wolf River watershed. Interns synthesized qualitative and quantitative data into accessible formats for community use,
- ***Learning and Facilitation:*** Developing confidence in group facilitation and public speaking while enhancing science communication skills, both oral and written.
- ***Wild Rice Restoration:*** Participating in local restoration efforts and learning about conservation techniques, seed ball creation, and the cultural significance of rice,
- ***Community Engagement:*** Assisting with events, creating outreach materials (infographics, flyers, posters), and promoting relationships with water through storytelling and education. These efforts reflect SDI and DAFS's shared vision to cultivate informed, empowered, and connected communities through Menominee-led sustainability practices.

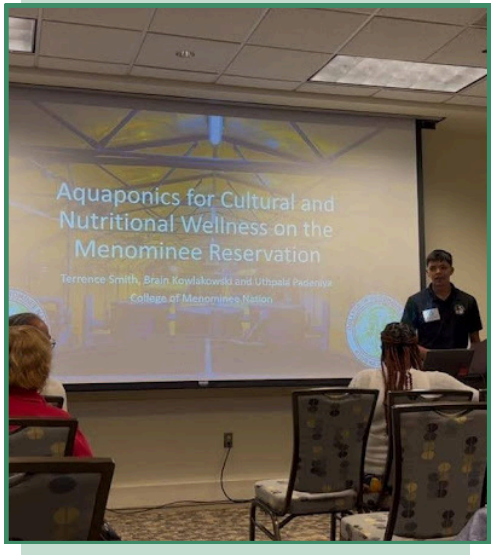


CMN Represents at Aquaponics Conference

The 14th Annual Aquaponics Conference, was held in Maryland from September 15th to 18th, 2025, uniting educators, researchers, farmers, and innovators from around the world to share their advances and knowledge in aquaponics. The conference served as a hub for exploring new technologies, research, commercial applications and STEM educational experiences that integrate aquaculture and hydroponics to create sustainable food production systems.

Representing the College of Menominee Nation, Terrance Smith, a Senior at Shawano High School and the student worker at CMN's Aquaponics facility, earned second place for Best Oral Presentation for his talk titled, "Aquaponics for Cultural and Nutritional Wellness on the Menominee Reservation." His talk captured wide attention for its focus on food sovereignty for Tribal communities. His presentation highlighted CMN's Aquaponics initiative, the community centered aquaponics projects designed to enhance the access to affordable, culturally relevant food for Menominee tribal members on the Reservation, which has limited year-round agricultural capacity.

Terrance also talked about how the CMN's aquaponics initiative engages youth and community members in training, tours, and hands-on learning activities focused on producing both vegetables and fish, despite the region's challenging climate. Terrance's recognition is a proud achievement for the College of Menominee Nation. His success reflects the growing leadership of CMN in sustainable food systems, educational innovation as well as the dedication of young tribal scholars working to strengthen their communities through science and culture.



CMN & MNHS Stages *You're Not Alone*

Text from Dr. Ryan Winn, as featured in the Shawano Leader

For one of the College of Menominee Nation's cohorts from Menominee Nation High School, the play was their fellow actor Rikki Latender's script, *You're Not Alone*, and the roles required of them were unlike any other they'd undertaken.

The student-theater practitioners were participating in CMN's Learn and Earn program. Funded by a grant from the state of Wisconsin, the program allows high school juniors and seniors to get a head start in college while gaining confidence in their ability to succeed in higher education."

Playwright turned actor Latender said, "I really appreciated how supportive and encouraging we all were throughout the course. We created a space where it felt safe to take risks and grow, which helped me build confidence as an actor."

For the full story, please scan the QR code.



2025 Seven Generation Inter-Tribal Leadership Summit

The Seven Generations Inter-Tribal Leadership Summit was developed to bring together Native Nations, Tribal Colleges, and educational institutions to share innovative initiatives, create a strong community of practice, and build relationships within and between the educational institutions that serve our Native Nations.

Since 2019, the College of Menominee Nation, in partnership with Lac Court Oreilles Ojibwe University and UW Systems, has annually created a summit that continues to bring forward the goal of information sharing, building upon a community of practice and creating space for sharing of our cultural heritage and language. The Summit is structured around four pillars: Education, Environment, Economic & Workforce Development, and Health & Safety - all areas of importance to the communities we serve.

The first seven years of the Summit has had the Lac Court Oreilles Ojibwe University as the host. In 2026, the College of Menominee Nation will be hosting the event at our Keshena Campus for the first time, from September 30th to October 2nd. The event runs three days with presenters from various walks of life and cultural and networking that allow our Wisconsin Tribal Colleges to learn from and share with our UW System partner.













2025 Student Speaker, Joshua Shawanokasic



I'm from the Menominee Indian Reservation and grew up surrounded by its culture and values while attending Shawano Schools. Sports were a big part of my upbringing—especially golf and basketball—though I've had to step back from the court these days. My greatest joy is spending time with my fantastic wife, Larenda, our three daughters—Lindaya, Lainey, and Lynnae—and our two dogs, Malakai and Nala.

Being a father is the most fulfilling role in my life. I love watching my girls grow and thrive, especially seeing the same competitive spirit I had as a kid. I'm big on hard work and perseverance, and doing my best to pass those values on to them.

Professionally, I've served as a Patrolman with the Shawano and Menominee Police Departments for over nine years. I take pride in upholding state laws and local ordinances. Still, I love connecting with our community through events like National Night Out, Cone with a Cop, Shop with a Cop, or shooting hoops with neighborhood kids while on duty. I've been honored with life-saving awards, commendations for going above and beyond, and I'm a departmental trainer in several areas.

My commitment to service, family, and community is at the heart of everything I do.

Faculty of the Year, Audra Castonia

Text from Dr. Ryan Winn, originally in the Shawano Leader

Math has been called many things, some of which can't be printed in this column. Yet, CMN's faculty of the year awardee Audra Castonia sees the subject as an attractive means to enrich her students' lives.

"I believe in the beauty of mathematics that surrounds us and the power of numbers to shape our everyday lives," she said. "My goal is to help all students appreciate and understand math by fostering curiosity, using songs and analogies to build strong, relatable connections to the material, and inspiring them to grow, learn and strive for their best." Teaching at the college since January 2020, Castonia completed her bachelor's degree at the University of Wisconsin-Stevens Point and her master's degree at the UW-Oshkosh. CMN is not her first teaching gig, thereby giving her a depth of experience to draw from.

"Audra has also served as the CMN faculty representative implementing Carnegie Math Pathways as an initiative within Project Success and Achieving the Dream," [CMN CAO Geraldine] Sanapaw said. "She has also assisted the full-time faculty in creating the Regular and Substantive Interaction Training for in-person and online faculty at CMN and has participated in the Quality Matters training to adapt and teach our college algebra course in the online format."



Her dedication to her teaching and her students' success makes for a winning formula. One might even call it a thing of beauty.

Student Spotlight: Chenoa Webster

Chenoa Webster was chosen to be the College of Menominee Nation's 2024 Student of the Year. She received an Associate Degree in Early Childhood Education from CMN last May, and is continuing to obtain her Bachelor's in Elementary/Middle School Education.



Webster has always had a passion for working with children and youth development and decided to return to college after being at the top level of her field that she could without having a degree, but feeling like she was not reaching her full potential. She has been at CMN since the fall of 2020 and has fully immersed herself in the CMN community. Webster's academic experiences are noteworthy, including receiving the Indigenous Education Student internship at CMN's Sustainable Development Institute, leading her to amazing opportunities including traveling to Alaska and Norway for cultural exchanges, presenting in Denver, Colorado at the FALCON Conference, and her involvement in the Kenatamowonawak Early Childhood Educators Project in which she led talking circles with her peers.

Recently, Webster had the opportunity to attend the American Indian College Fund Board of Trustees' Fall Board Meeting as a Student Representative, sharing her TCU experience and presenting the Haudenosaunee Thanksgiving Address.
Webster's work, both locally and abroad, is emblematic of the bond between an individual and their community, and a beacon for our student body at CMN to aspire to. The College is proud to call her part of our student body and looks forward to her future accomplishments.

"Tribal colleges like CMN offer a positive, safe, and culturally responsive space to learn, grow, and heal. CMN is that special place for me, and I will be forever grateful for my experiences here that will continue to guide and inspire me for the rest of my life... I am honored and humbled to be selected as Student of the Year and will represent CMN well in all aspects and endeavors."

– Chenoa Webster

Privately-Funded Scholarships

Privately-Funded Scholarships are created from the donations made by individuals, families, corporations, foundations, alumni, faculty, staff, and others to the College of Menominee Nation. The College of Menominee Nation's Advancement Office established the awards and award criteria with donor approval. Privately funded scholarship awards are based on professional standards and donor restrictions.

"I had the honor of hearing [Ernest L. Stevens, Jr.] speak as a guest at the CMN commencement. His words about leadership, perseverance, and serving our communities left a lasting impression on me. Knowing that this scholarship reflects the same values he championed makes this recognition even more meaningful."

– Brooke Demarce

"This scholarship will allow me to pursue my degree in Business Administration at CMN. I am committed to working hard to reach my academic and career goals, and I truly appreciate your sponsorship. I am extremely grateful for this honor."

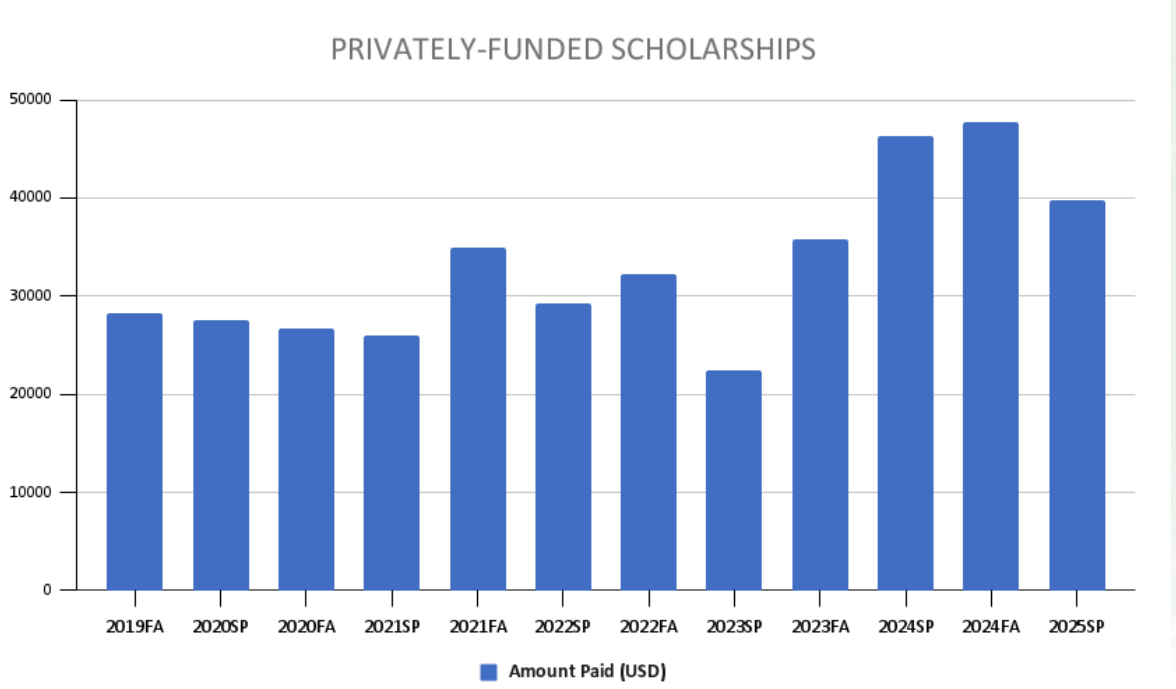
– Alec White

"The Keckiw Natamowaewak Kaekenamak, "An Elder Helps Them Learn It" scholarship will help lift some of the weight off my shoulders, and encourage me to keep going. My goal is to continue teaching Menominee children and one day become a counselor, so I can better serve my community. Knowing people like you and your family care about helping students reach their goals means so much."

– Maria Gomez

PURPOSES:

- Provide scholarship applicants with insights and instruction on effectively communicating their abilities and interests through an essay and application process.
- Introduce students to philanthropic giving through personal experience with donors.
- Provide stewardship for funds contributed to the College
- Sustain the College and advance its mission through thoughtful and purposeful recruitment and retention efforts



Financial Reports

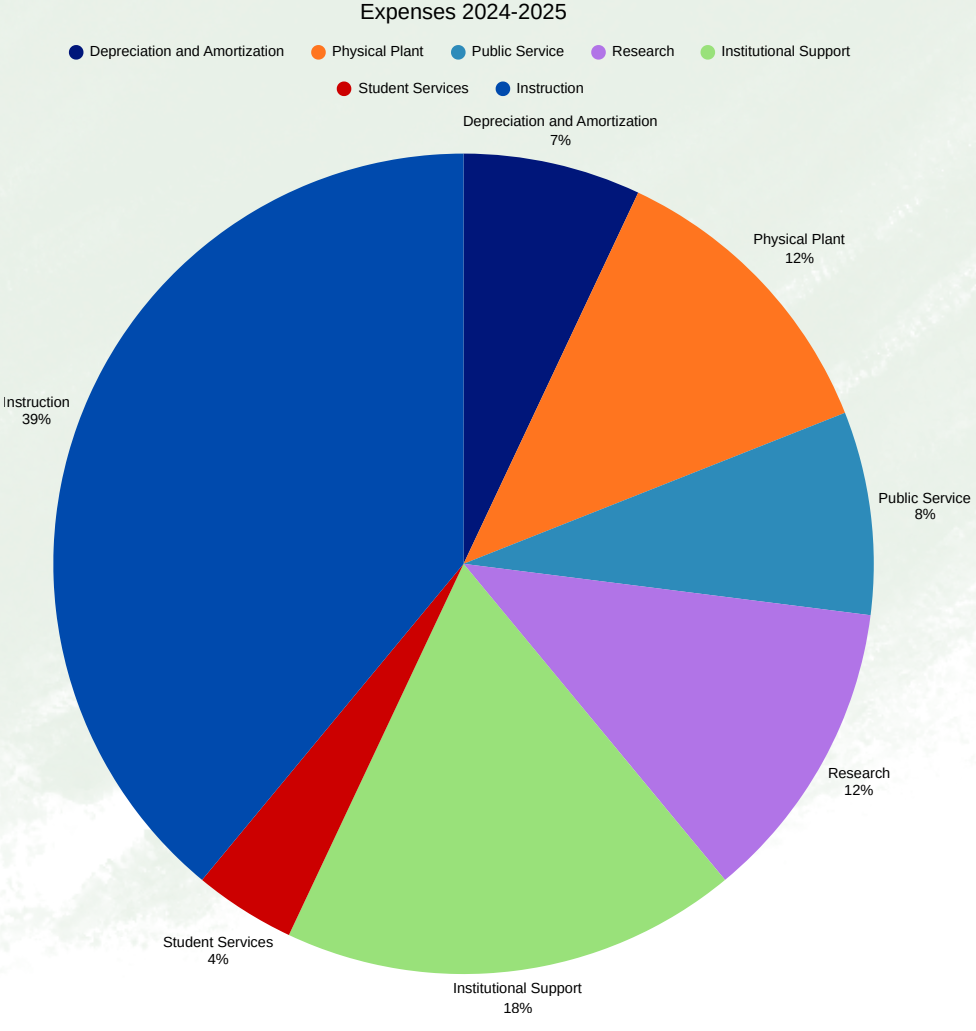
The College of Menominee Nation remained financially stable in 2025, pushing ahead while keeping the focus on student success. Our operating revenue increased to $14.85 million, which allowed us to maintain services and support the core work of the college. 97% of our operating revenue came from federal and state grants, which allows CMN to keep tuition low and maintain access for Tribal students. The remaining revenue came from local grants and other small income sources, and there was no net revenue from student fees because scholarships fully covered those costs.

Most of our spending went where it should—directly into instruction. We spent $6.18 million on classroom teaching, faculty, and course delivery. We also put $643,000 into student services such as advising, tutoring, and other supports that help students stay enrolled and finish their programs.

We used $2.88 million for institutional support, which covers required administrative functions like payroll, technology, and compliance. Spending for research increased to $1.89 million, tied to grant-funded work focused on Tribal priorities and student learning. Public service programs, including culture, language, and community outreach, totaled $1.28 million.

We invested $2.0 million in physical plant to keep both campuses running, covering utilities, repairs, and building operations. $1.17 million went toward depreciation, which is the ongoing cost of maintaining and replacing long-term assets. In addition to regular facilities spending, CMN purchased the former MTE Office Building in Neopit. This was a strategic investment meant to expand CMN's presence in the Neopit area and make services more accessible to local residents.

At the end of the year, CMN increased its net position by $1.8 million. We will continue to operate responsibly, support our students, and build long-term stability.



Programs of Study

Bachelor of Arts
Education
Integrated Studies in Sustainability
Public Administration

Bachelor of Science
Business Administration
Elementary/Middle School Education
Sustainable Agriculture

Associate of Applied Science
Substance Abuse Counselor
Pre-Engineering Technology

Associate of Arts and Sciences
Biological and Physical Sciences
Business Administration
Digital Media
Early Child Education
Geoscience
Liberal Studies
Natural Resources
Public Administration

Technical Diplomas
CNC Machinist
Electricity
Medical Office Technician
Sustainable Residential Building Systems
Welding

Technical Certificates
IT Support

Mission

As a Land Grant institution of higher education chartered by the Menominee People, the College of Menominee Nation infuses learning with American Indian culture and prepares students for leadership, careers, and advanced studies in a multicultural world. The College commits to research and promotion, perpetuation, and nurturance of American Indian language and scholarship.

Vision

An American Indian center for lifelong learning, integrating exemplary academic preparation and research to enhance nation building.

Values

American Indian Culture
Community Engagement
Culture of Service
Diversity
Ethical Behavior
Sustainability

Accreditation

The College is accredited by the Higher Learning Commission (hlcommission.org).

The Bachelor of Science program in Elementary/Middle School Education is approved by the Wisconsin Department of Public Instruction.

The Associate of Applied Science program in Substance Abuse Counseling is recognized by the State of Wisconsin for the purposes of receiving a state license.

The Wisconsin Department of Public Instruction approves CMN's Education degrees. The State of Wisconsin also recognizes up to 360 hours toward the Substance Abuse Counselor - In-Training (SAC-IT) credential.

Affiliations

The College is a member of the American Indian Higher Education Consortium (AIHEC) and a partner institution with the American Indian College Fund.

Congressional authorization in 1994 made CMN one of only three institutions of higher learning in Wisconsin to have Land Grant status.

ROUND DANCE 2025

CULTURAL GATHERING


Youth Boys Side Step Winners






2nd Place - Adult Hand Drum


1st Place - Adult Hand Drum




Adult Men's Side Step Winners


Adult Women's Side Step Champion


3rd Place - Adult Hand Drum


Youth Girls Side Step Winners


Adult 2-Step Winners

