

## Great Lake Indian Fish and Wildlife Commission (GLIFWC)



<b>Project Title:</b>	GLIFWC's ANA Ceded Territory Manoomin (Wild Rice) Program
<b>Award Amount:</b>	\$361,143
<b>Type of Grant:</b>	Social and Economic Development Strategies
<b>Project Period:</b>	Sept. 2007 – Sept. 2009
<b>Grantee Type:</b>	Tribal Consortium

### PROJECT SNAPSHOT

- 3 jobs created
- 70 elders involved
- 337 youth involved
- \$50,382 in resources leveraged
- 2 individuals trained
- 30 partnerships formed

### BACKGROUND

Formed in 1984, the Great Lakes Indian Fish and Wildlife Commission (GLIFWC) is a natural resource management consortium comprised of eleven sovereign Ojibwe member governments in Wisconsin, Minnesota and Michigan. Member tribes control 58,469 acres of land ceded to them in the Chippewa treaties of 1836, 1837, 1842 and 1854. GLIFWC assists its member bands in the implementation and protection of off-reservation treaty rights and natural resource management.

Wild rice, or *manoomin*, plays an important role in the lives of Ojibwe people, and is a healthy dietary staple. Production remains an important source of income for many tribal members in GLIFWC's member

tribes. In recent years the traditional harvesting and production of wild rice have greatly declined, and as elders pass on, the knowledge and stories are lost with them.

### PURPOSE AND OBJECTIVES

The purpose of the project was to implement a cultural revitalization initiative to increase the number of tribal members harvesting wild rice and ensure the continuation of cultural traditions among tribal youth.

The project's first objective was to implement an intertribal community education strategy in 11 communities. Elders from the participating tribes met with project staff to provide information on the importance of traditional wild rice harvesting and processing. Project staff then used this information to develop posters, brochures, nutritional information supplements, and a website for the *manoomin* project. Project staff made 21,300 copies of an informational insert for inclusion in GLIFWC's monthly newsletter. Many of these materials include recipes for wild rice and lists of traditional rice processors located near all GLIFWC tribes.

The project's second objective was to

conduct intergenerational cultural workshops on wild rice harvesting, processing, and cooking. The purpose of the workshops was to teach tribal youth harvesting and processing techniques to facilitate the continuance of Anishinaabe traditions and off-reservation *manoomin* harvesting. After purchasing two canoes and other necessary equipment, the project director traveled across the region to deliver the workshops. The two three-day long workshops focused on topics such as off-reservation harvesting, canoe safety, processing/harvesting, permitting processes, and enforcement of rules and regulations surrounding the harvesting season. Tribal elders also participated in the trainings through storytelling and native language presentations. Over the course of the project, 337 youth participated in the workshops.

The project's third objective was to complete a wild rice inventory covering a 16,841 square mile area in Minnesota and Wisconsin. Throughout the two years, project staff collected and entered data into a centralized database to be utilized for future reference in determining ricing patterns and abundance levels. Possible information to be gleaned from this inventory includes where rice is growing well, where it is losing ground, harvesting sites, and areas for reseeded. The database includes information from aerial photographs, ground surveys, and interviews with harvesters.

The project's fourth objective was to develop a community food system and expand capacity for community wild rice processing. Project staff met with six tribal *manoomin* processors to discuss current processing equipment designs and identify emerging technology in the field. Project staff then developed a contract with a manufacturer; rice processors can now lease equipment from GLIFWC granted they

agree to provide a percentage of their product to the organization for the community food system. Fourteen lease contracts have been signed to date. Over 100 pounds of rice have been collected, some of which was sent to tribal service members in Iraq, distributed to tribal youth and elder programs, and used in cooking demonstrations.

#### OUTCOMES AND COMMUNITY IMPACT

By participating in the workshops, tribal youth learned about and practiced traditional wild rice harvesting and processing, thereby strengthening their cultural identity. Many learned words in their native language and heard stories from their elders, providing an important intergenerational link. Workshop participants also gained valuable skills such as canoe safety, and experienced the pride of making their own tools. The project director, William Cadotte, expressed, "This project brought together young and old. The elders told [the youth] stories about how to process the wild rice."

Tribal elders experienced pride in sharing their knowledge with the youth. They enjoyed participating in the workshops and expressed their desire to continue working to promote traditional ricing practices.

Tribal rice processors saw their businesses promoted through the project's marketing campaign, providing them with increased business and income. What may have been a side project for some now has long-term business viability. Many processors also benefited from upgraded equipment through GLIFWC's leasing opportunities.

Finally, the rice inventory database is an invaluable tool which links 20 years of wild rice harvesting and monitoring data, and will assist in protecting and enhancing this valuable resource for generations to come.

## Lac Courte Oreilles Band of Lake Superior Chippewa Indians



<b>Project Title:</b>	The “Greening” of the LCO Development Corporation
<b>Award Amount:</b>	\$191,336
<b>Type of Grant:</b>	Social and Economic Development Strategies
<b>Project Period:</b>	Sept. 2008 – Dec. 2009
<b>Grantee Type:</b>	Tribe

### PROJECT SNAPSHOT

- 3 jobs created
- 1 Native American consultant hired
- \$102,955 in resources leveraged
- 35 individuals trained
- 7 partnerships formed

### BACKGROUND

The Lac Courte Oreilles (LCO) Band of Lake Superior Chippewa is a member of the Ojibwa Nation. Established by an 1854 treaty the 76,465 acre reservation lies northern Wisconsin. Just over 2,800 of the total 5,474 tribal members reside on the reservation.

Northern Wisconsin’s economy is largely tourism-based, with the largest industries being the public sector, food and beverage, and recreation. Until recently there was a construction boom as tourists purchased lakefront properties to build homes. Due to changes in the national economy and the decline in the housing market, tourism activity has dwindled, negatively impacting the local economy. The unemployment rate for LCO is 75%, as reported in a 2003 BIA Indian Labor Force report. In order to

overcome this serious challenge, the Tribe prioritized the construction company, LCO Development, for funding because it has the greatest potential for increased employment opportunities. However, LCO Development is currently lacking the administrative infrastructure, management staff, tools and equipment, and skilled staff necessary to function as a successful enterprise.

### PURPOSE AND OBJECTIVES

The purpose of this project was to build the capacity of LCO Development to operate as a successful construction company.

The project’s first set of objectives was to appoint a new board of directors, contract with an accountant to establish a financial/contract management system, including revised policies and procedures (P&P), and train project staff on any new software or company P&P changes. A lack of response to the notice of recruitment caused delays in appointing a new board of directors, and the initial board orientation meeting did not occur until the end of July. In December 2008, project staff developed a request for proposal (RFP) to contract with a financial consultant. Two unsuccessful postings of the RFP resulted in a revised

solicitation and third posting; the accountant was not hired until the end of July 2009. Once on board, the accountant revised LCO Development’s P&P’s and control measures, established company accounting books and a general ledger, and facilitated the transfer of old financial data into the new system.

LCO Development purchased the SAGE Masterbuilder System software to manage the company’s records. Two staff members received training on the new program in the first months of the project. Staff training on the new accounting system and the transfer of old data depended on the work of the accountant, therefore were significantly delayed. LCO Development staff did not complete the transfer of all data by the end of the project. The tribal council is still in the process of approving the new LCO Development P&P handbook. Project staff also attended national conferences on new building techniques to improve LCO Development’s competitiveness in the construction industry. The project received a three-month no-cost extension to compensate for the time lost in appointing the new board members and hiring the accountant.

The project’s second set of objectives was to become certified as a Wisconsin apprenticeship program, a Small Business Administration (SBA) small disadvantaged business program (8(a) certification), and an SBA HUBZone program. After further investigation, project staff determined LCO Development had already participated in the 8(a) program and therefore could not reapply for 8(a) status. To overcome this challenge, the tribe established a new company, called the Superior Chippewa Corporation, under which LCO Development will be a subsidiary. The Corporation then submitted an application for 8(a) status but did not become certified by the project’s end date. Approval by the SBA is expected by mid-April 2010.

Further research also determined the LCO Development was already HUBZone certified. Finally, the project director began working with the Department of Workforce Development to determine the state requirements for certification as an apprenticeship program. The project director developed guidelines for the apprenticeship program in order to inform the tribe as to the changes and requirements necessary to implement such a program. The project director then submitted the guidelines to the board and tribal council for approval. Once the guidelines are approved, project staff will develop the actual apprenticeship program, which the project director expects to implement within the next two years.

**OUTCOMES AND COMMUNITY IMPACT**

Project staff at LCO Development helped build the capacity of the organization to function in an efficient, sustainable, and profitable manner. The company is now well positioned to take on housing projects for both tribal members and non-native residents in the area.

The LCO Housing Authority will benefit from a new partner in tribal housing projects, increasing their organizational capacity as well. Additionally, due to LCO Development staff members’ new training, the quality of houses provided to tribal members will improve.

## Lac du Flambeau Band of Lake Superior Chippewa Indians



<b>Project Title:</b>	Lac du Flambeau Water Regulatory Enhancement Project
<b>Award Amount:</b>	\$138,862
<b>Type of Grant:</b>	Environmental
<b>Project Period:</b>	Sept. 2007 – Sept. 2009
<b>Grantee Type:</b>	Tribe

### PROJECT SNAPSHOT

- 1 job created
- 52 elders involved
- \$36,551 in resources leveraged
- 50 individuals trained
- 12 partnerships formed
- 3 environmental codes/regulations/ordinances developed
- 3 environmental codes/regulations/ordinances enforced

### BACKGROUND

The Lac du Flambeau Band of Lake Superior Chippewa Reservation is located in the north central portion of Wisconsin. Most of the reservation is located in Vilas County, with small portions in Iron and Oneida Counties. There is a total enrollment of 3,057 band members with approximately 1,608 residing on the reservation.

Forty-eight percent of the Lac du Flambeau Reservation is covered by water. The tribe formally adopted water codes and currently

enforces them through the tribal court system. However, as the codes are not federally approved, they are not enforceable on all (tribal and non-tribal) point source activities on the reservation. There is also opposition from the non-native community living on or near the reservation, realtors, and land developers regarding water code enforcement in their areas. Additionally, there is generally a low level of environmental awareness amongst tribal community members. Combined, these issues pose constant threats to water quality on the reservation.

### PURPOSE AND OBJECTIVES

The purpose of the project was to: revise the tribe's water regulations, incorporating the community's vision and scientific data; improve tribal technical capacity to develop and implement the regulations; and increase the community's knowledge regarding water management and the environment.

The project's first objective was to obtain a clear community vision for improvement of the current water regulations. During the

project’s first year, staff developed and distributed a public survey to determine how tribal members use water on the reservation. Mailed to 2,575 tribal members, the overall response rate was 16 percent, or 417 surveys. The survey mailings also included an educational video about the water cycle. Project staff held two public meetings during which they distributed the original tribal water codes for review. Project staff also organized an annual educational event for the public in order to increase awareness regarding water protection. Based on the results of the survey, comments on the water codes, and additional community input, the project staff established an idea of the community vision for improving water regulation.

The project’s second objective was to improve technical and program capacity to create and implement revised water regulations. Project staff participated in three trainings, and two members received certificates in watershed management. Project staff gave presentations on water quality standards at conferences such as the Surface Water Monitoring and Standards meeting for states and tribes. Staff members also trained tribal employees on best practices in water management

The project’s third objective was to revise the existing regulations. Building off the information collected in the project’s first year and utilizing new skills learned during training, project staff worked to revise three existing codes. A summer legal intern compiled and reviewed all comments submitted and made revisions as necessary. Project staff also sent the codes out for comment to technical advisors from the Environmental Protection Agency (EPA), Indian Health Services (IHS) and Natural Resources Conservation Service (NRCS), all of which provided comments. The tribe’s water resource specialist then drafted new codes with assistance from contracted

lawyers. After a 30-day public comment period, completed revisions to the three codes were submitted for tribal council approval by the end of the project.

**OUTCOMES AND COMMUNITY IMPACT**

The local community, both Native and non-Native, now have safer drinking water which leads to improved human and wildlife health and habitat. People make better use of their resources and practice increased stewardship. The comments received from the public on the revised codes were both fewer in number than during the comment period on the original codes and more relevant, indicating increased awareness of water regulation.

As a result of public meetings and training, tribal program managers now work together better to support and enforce water regulation on the reservation.

The water resource department’s staff increased their capacity to manage and implement programs, leading to higher enforcement of the new regulations and improved community awareness through educational events.

Federal agencies use Lac du Flambeau as an example for other tribes. The agencies also have an increased education and awareness of tribes’ needs regarding water code development and enforcement.

*“Everyone sees better how water connects us all.”*

Gretchen Watkins,  
Water Resource Specialist

## St. Croix Chippewa Indians of Wisconsin



<b>Project Title:</b>	St. Croix Ojibwemowin Plan for an Immersion Language Nest with Multi-Media Curriculum
<b>Award Amount:</b>	\$127,000
<b>Type of Grant:</b>	Language
<b>Project Period:</b>	Sept. 2008 – Sept. 2009
<b>Grantee Type:</b>	Tribe

### PROJECT SNAPSHOT

- 2 jobs created
- 35 elders involved
- \$21,955 in resources leveraged
- 20 individuals trained
- 10 partnerships formed
- 4 adults increased their ability to speak a native language

### BACKGROUND

The St. Croix Chippewa Indians of Wisconsin (SCCIW) is a federally recognized tribe located in the northwest corner of Wisconsin. The tribe lost federal recognition in 1854, but regained it under the Indian Reorganization Act of 1934. The tribe has no reservation lands, but holds some tracts in trust as tribal lands. The tribe's 1,034 enrolled members live predominantly within four counties in Wisconsin.

Beginning in 2007, the St. Croix Education Department began collecting information to determine tribal member interest and commitment to preservation of Ojibwemowin, the Ojibwe language, as well

as tribal member fluency levels. The results demonstrated the language's importance to tribal members and their support for its preservation, as well as the presence of a limited number of fluent and semi-fluent speakers. Although the tribe had made some efforts in the past to implement language classes, no comprehensive system for language learning existed.

### PURPOSE AND OBJECTIVES

The purpose of this project was to design an immersion language nest for pre-school students. A key characteristic of the new curriculum was to be its multi-media format.

The project's first objective was to research at least six language nest program models and design a program appropriate for SCCIW based upon the findings. Staff began by establishing a Tribal Language Advisory Team (TLAT), comprised of parents, elder speakers, and key participants of the tribe's ceremonial activities. Staff and TLAT members conducted visits to six language immersion programs, including the Ho-Chunk Tribe, University of Minnesota Duluth, and a Hawaiian language immersion program. Staff and the TLAT then held six

community information sessions with other community members to discuss findings from the visits and developed the pre-school language immersion nest curriculum based on the feedback.

The next objective was to identify, document, and organize SCCIW language resources to support the language nest. Staff coordinated with the tribe's historical preservation staff to secure language materials from the tribe's archives. Staff was unable to secure such documentation, but did receive some language materials recorded during the previous year's youth summer camp. Staff then interviewed 32 tribal elders to determine the feasibility of including them as teachers in the pre-school language nest. Staff reported some resistance to this idea, however, as many elders were still seeking language learning themselves.

The final objective was to research examples of effective multi-media language curricula from which to develop a prototype curriculum with an accompanying language CD for the tribe. To do so, staff planned to work with a tribally-owned software firm. After several months, however, the software firm was unable to complete the CD and staff was unable to develop multi-media materials for the project. Staff did, however, secure language nest materials from an Ojibwe language immersion program to help guide future curriculum development efforts.

#### **OUTCOMES AND COMMUNITY IMPACT**

For the tribe, the act of conducting onsite visits to Ojibwe-speaking tribes strengthened bonds and inter-tribal efforts to preserve the Ojibwe-language. The visits to non-Ojibwe speaking programs helped the language staff network with members of the wider language preservation movement, thereby establishing key relationships with experienced practitioners.

The planning process also helped many elders confront historical trauma associated with language repression that occurred during childhood. Several elders reported the project reawakened their language memories and strongly support efforts made by project staff. The importance of language preservation efforts focused on youth was also a consistent theme amongst the elders. When asked to discuss the importance of the project to the tribe, elder Dora Ammann shared, "This project was sorely needed. The language nest is important because it helps kids speak by the time they're ready for school. If we got just one or two kids speaking, it would be a huge change."

To maintain the project's momentum, the tribe successfully competed for an additional ANA grant to implement the planned language nest curriculum, focusing on teaching parents how to speak Ojibwemowin to their newborns. One of the new project's objectives is to train multi-generational teaching teams to staff the immersion nest.

*"I have seen a lot of positive change in the past year through this project and our potential is being unlocked."*

Marlene Songetay, Tribal Member