2020 GLIFWC Biological Services Division
ReCharge 5

“Nourishing Our Seeds of Shared Leadership”
Held Virtually
October 22, 2020 and November 10, 2020

By
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Administrative Report 21-01

GREAT LAKES INDIAN FISH
& WILDLIFE COMMISSION
Biological Services Division
P.O. Box 9
Odanah, WI 54861
(715) 682-6619
www.glifwc.org
Biological Services Division (BSD) building trust for shared leadership via the Ropes Course in August 2017 at the first ReCharge.
Boozhoo Gizhemanidoo.
Greetings Benevolent Spirit.

Boozhoo gookoomisinaanig
Greetings to our grandmothers (spirits)

igaye gimishoomisinaanig.
and our grandfathers (spirits).

Miigwech gaa-miizhiyaang
Thank you for giving us

minogiizhigak omaa noongom.
a good day here today.

Ganawenim igo wiinawaa
Watch over those

gichi’aya’aajig miinawaa
elders and

gagwaaditoojig omawo noongom.
those that are suffering here at this time.

Miigwech gaa-miizhiyaang
Thank you for giving us

mino-bimaadiziyaang
everyone’s good health

Gookoomisinaan ezhinikaazod,
our grandmother as she is called,
ganaweniminang giiniwind omawo.
who takes care of us here.

Gakina awiinya omaa noongom.
everyone here today.

Gimiigwechiwenimaanaanig
We give thanks

ingiw manidoog namadabiwaad ondaanimak
those spirits that sit from where the winds originate

Wiidookawishinaang
Help us

ji-ezhi-ayaayaang mino-mawanji’iding
for us to have a good meeting

Ganawendan gidakiiminaan,
Watch over the earth

ji-minobimaadiziyaang.
to gain a good life.

ominawaa giiwediniwo sa go.
and in the north.

Gakina awiinya omaa noongom.
everyone here today.

Nahaaw. Mii’iwe.
Amen. That is all.

The prayer above was shared by Michael Waasegiizhig Price to start off all virtual meetings in a good way.
Biological Services Division Staff

作业舍

Biological Services Division Staff

BSD gathered around the campfire in September 2019 at ReCharge 4.

Aaron Shultz, Climate Fisheries Biologist
Adam Oja, Wildlife Technician
Adam Ray, Inland Fisheries Biologist
Alex Bohman, Forest Ecologist
Bill Mattes, Great Lakes Section Leader
Butch Mieloszyk, Inland Fish Technician
Dara Unglaube, Database Manager
Dawn White, Treaty Resource Specialist
Ed White, Inland Fish Technician
Esteban Chiriboga, Environmental Specialist
Hannah Panci, Climate Scientist
Jenny K-Bear, BSD Administrative Assistant
Joe Dan Rose, Inland Section Leader
John Coleman, Environmental Section Leader
Jonathan Gilbert, Director, BSD

Jose Estrada, Wildlife Technician
Kia Hmielewski, Data Manager
Lisa David, Manoomin Biologist
Mark Luehring, Inland Fisheries Biologist
Michael Waasegiizhig Price, TEK Specialist
Mike Plucinski, Great Lakes Technician
Miles Falck, Wildlife Section Leader
Peter David, Wildlife Biologist
Ron Parisien Sr., Wildlife Technician
Ronnie Parisien Jr., Great Lakes Fish Technician
S. Ben Michaels, Fisheries Biologist
Sara Moses, Environmental Biologist
Steve Garske, Invasive Species Coordinator
Tanya Aldred, Wildlife / Climate Biologist
Travis Bartnick, Wildlife Biologist
Introduction

What a year it has been in 2020. Our daily work routines were all disrupted as we were sent home to work. This disruption extended to our field work, but also affected our in-person gatherings like our ReCharge events. We all had to adjust to a new way of getting our work accomplished via remote desks, zoom/teams meetings, digital gatherings etc. Some have been better at adjusting than others, but we have all had our struggles.

I think our past ReCharge events have laid a good groundwork for the situation we found ourselves in during 2020. To follow the manoomin analogy, we gathered rice seed, prepared it, planted it and now we are seeing it grow. It just so happens that this growth of manoomin is happening within a changed environment, but the strength of the new manoomin regrowth has provided us a path forward.

As we have gone through the ReCharge events we have identified shared leadership as a model to implement. We have explored ways to infuse culture into our work. We have used tools such as the medicine wheel to help structure our planning. The final ReCharge before the pandemic hit was our wild rice recharge at Northwoods.

At the cultural infusing recharge (at Kemp Station) we talked about creating a ‘teaching lodge’ where we could come together to learn from each other and to teach each other. I know that I liked this idea, but struggled to see how we could build a lodge. Where would we build it? Who would maintain it? How could we use it? Lots of hard questions to answer.

Well, the pandemic and the forced remote working environment provided an answer (answers are always there if you look carefully). We can create a teaching lodge virtually. In that way we can all join in from wherever we are. The lodge is transportable going with us. And it can be as big or as small as we want.

We established the Gikenoo’aamadiwigation lodge (the place where we learn from each other). Gikenoo’aamadiwigation served as a place for the Biological Services Division employees to gather together to share together, to learn from each other, to teach each other. This teaching lodge has served as a venue to continue to gather together and has provided an opportunity to expand our recharge events.

We gather in Gikenoo’aamadiwigation for several purposes. Every Wednesday we meet to improve our Ojibwe language skills. Thanks to Michael Waasegizhig Price, our language instructor, we have been able to learn more of the language (and stories behind the language) which will improve our abilities to infuse culture into our work. We gather in Gikenoo’aamadiwigation on a monthly basis for what we have called skills training. Mostly this is a time for people to talk about hunting, fishing, gathering and activities associated with these (like cooking and eating). We have talked about leek gathering, wild berry harvest and preparation, preparing for winter, brain tanning, ice fishing, turkey hunting, lots of different activities. These skills trainings are fun, allow for socialization and are educational. They meet many objectives we have set for ReCharge events.

I am so happy and proud of all BSD employees who have participated, contributed and planned these skill training events. They have complimented and improved our planned activities associated with in-person ReCharges.
Finally we have continued to gather in our Gikenoo’aamadiiwigamig for further discussions about shared leadership and how to bring this concept forward into our glifwec workplace. This report documents this ReCharge 5 event.

As great as it has been seeing everyone in our Gikenoo’aamadiiwigamig online, I am looking forward to the time we can get together in person. Those gatherings once every 9-12 months served as valuable time to get to know each other, play together, work some, cook and eat. We can try to replicate these activities online, but it is just not the same.

But we have made something unique with our virtual skills trainings. I hope that we do not lose this unique opportunity when we return to in the office work. We can do it if we want to bad enough.

Acknowledgements

Oh gosh, how to acknowledge all who have contributed to this ReCharge. Whenever I try, I always forget someone. We need to be thankful for CAT and Annie Jones. Without colleagues like these two our events would not be as enriching. The GLIFWC ReCharge Planning Team, of course, was instrumental in setting up this ReCharge, testing all the new technologies we use, developing and refining ideas to be included. Without this team none of this would have been possible. I want to thank Jenny KB for all of her work as well. She keeps me on task and reminds me of things I forget. Chi-megwech Biizhiiins for his role in opening up with the glifwec pipe, to Waabishki-makwa or Miles ezhinikaazod for ensuring that our sacred items are properly represented and to Nigig for his closing song.

Overview

This ReCharge was conducted using a Zoom platform due to Covid-19 in person meeting restrictions. The ReCharge Planning Team was instrumental in planning, testing, and co-presenting the sessions to make sure they would work seamlessly in a virtual format.

Due to the time needed for the BSD Team to participate in the Talking Circle activity in ReCharge 5, we realized that a second virtual session was needed to complete shared leadership activities we had planned. We called this continuation “ReCharge 5.5.”

Both ReCharge sessions were organized using the Medicine Wheel planning tool that encourages reflection and action based on Self-what are bringing into a question or situation, Spirit-what is our calling or vision, Heart-what helps or hinders us, Mind-what strategies can we use, and Body-what action can we take.
GLIFWC BSD ReCharge 5- AGENDA
10/22/20 10:00 AM – 2:00 PM
Zoom meeting link: https://uwmadison.zoom.us/j/93002404351?pwd=bmU5Y2lKaTBBbi8xalBtTGIJbplRZZ09
Meeting ID: 930 0240 4351
Passcode: 475531

This agenda guide will give you more details to prepare for each of the ReCharge 5 sessions. Please read prior to ReCharge 5 so that you have everything you need to participate. Miigwech!

**Materials Needed:**
- Laptop or phone with internet connection
- A separate smartphone or phone with internet capabilities- not required but will be very helpful!
- Items to create a ceremonial or personal space
- Paper and pen
- Your patience and flexibility as we do our first virtual ReCharge

*Please check-in the ReCharge using the Zoom link above a few minutes prior to the start time so we can make sure everyone is connected and the system is working properly. The Zoom screen will be called the “presentation screen” because all sessions will be shared here.*

**Self**
- **Opening Ceremony**: Dylan Jennings and Miles

**Spirit**
- **Vision for ReCharge 5**: Remarks by Jonathan
- **Creating Ceremonial Space**: Miles
- **BREAK**: Time to prepare your space, get coffee/etc., prepare for ReCharge

**Heart**
- **Talking Circle-Gifts and Challenges During This Time**: During this session, BSD team members will be asked volunteer their thoughts in a virtual talking circle. To do this, please be ready to enable the “raise hands” option on your Zoom toolbar to indicate that everyone is in the Circle. After you have shared your thoughts, please de-select the “raise hand” feature. The session will be end when all hands are down and all have shared their thoughts.

**LUNCH and conversation- 30 MINUTES**

**Mind**
- **Kahoots Activity Reflections**: Using a smartphone, in addition to your laptop, is recommended for this activity. If you don’t have a smartphone, be ready to open a new browser window to play the game. If these aren’t available, please mark you answers on paper to participate.
- **Closing Remarks**: Jonathan
- **Traveling Song**: Joe Dan Rose

Giga-waabamin minawaa!

*Due to the time the Team needed for the Talking Circle and Reflections the remainder of ReCharge 5 was scheduled on 11/10/20 from 9:00 am-12 noon.*
ReCharge 5- 10/22/20 10 am – 2 pm via Zoom

Opening Ceremony (Self):
The ReCharge planning team considered the question: how do we begin with ceremony while in a virtual format? The team asked Dylan Jennings and Miles Falck to conduct a pipe ceremony prior to starting ReCharge 5. As part of the agenda. Miles asked participating BSD members to prepare their own space, smudge, or do whatever they felt was needed to ready themselves for reflection and learning. In this way, we hoped to start ReCharge 5 in a good way.

Vision for ReCharge 5 (Spirit):
Jonathan offered his vision for ReCharge 5 based on the work the BSD team has accomplished since it began working towards a shared leadership model. The Biological Services Division envisioned periodic gatherings among the BSD staff. The purpose of those gatherings is to get to know each other better, develop better understanding of how we infuse culture into our work, identify strategies for implementing a shared leadership style of work, and to plot our paths forward. The first four ReCharge events were held in person and in a partial outdoor setting. Obviously this ReCharge cannot be conducted like that. So we are here via zoom but I am hopeful that many of the above objectives, or at least some of them, can be accomplished.

Talking Circle-Gifts and Challenges During This Time (Heart):
Using a virtual Talking Circle, BSD team members volunteered their thoughts about the opportunities and challenges they have faced working in a virtual environment. This session went much longer than anticipated, but was extremely valuable as team members candidly shared their feelings and reconnected at a “heart” level with their colleagues.

“Reflecting on Our Journey” using Kahoots (Mind)
During ReCharge programs, we have found it useful to reflect on the BSD team’s journey towards shared leadership to reinforce our foundation for moving forward. We developed a Kahoots game as a fun way to engage the team in a virtual reflection. Eleven questions covered major activities and milestones from past ReCharges. Team members could “play” by entering their answers on their phone or computer with scores tallied on the facilitator’s presentation screen. The Kahoot game winner was given their choice of a prize that could be shared by all BSD members.

Closing Remarks and Travelling Song
Due to the time needed for the Talking Circle activity, the BSD team decided to schedule time on 11/10/20 to complete the remaining ReCharge 5 shared leadership activities.

Joe Dan Rose offered a Travelling Song to close this portion of ReCharge 5.
ReCharge 5.5: 11/20/20 9 am-12 noon via Zoom

Opening Ceremony and Prayer
ReCharge 5 continued in a good way with Dylan Jennings and Miles conducting a pipe ceremony prior to starting this virtual. Michael Waasegiizhig Price offered a prayer.

Remarks: Our ReCharge events have had several purposes; to gather together to get to know each other better, to share in some outdoor activities, to cook and eat together, but also to think about where we are going as a Division and how we want to get there. I realize in this virtual world cooking and eating together is difficult, but we were able to gather together and hopefully learn about each other during the talking circle activity in ReCharge 5. We did not have time to get to the part of the ReCharge in which we think about our direction. That is the purpose of this part of the ReCharge.
Medicine Wheel Mural Activity: BSD Team, Dr. Annie Jones and Cat Techtmann

In preparing for ReCharge 5, Dr. Annie Jones and Cat Techtmann found a virtual format, called “Mural” that could adapt for this activity. ReCharge Planning Team members Hannah, Jenny, Miles, and Dawn helped test and refine this tool prior to this session and served as a team leaders for the activity.

Using this virtual format, the Medicine Wheel Activity was used to develop action items in response to the question “how do we nourish our seeds of shared leadership and stay in balance.” This activity built on the analogy of BSD growing shared leadership being similar to the life cycle of manoomin that was developed in ReCharge 4.

This activity worked similar to when BSD had used it in person, except using “Mural” virtual post-a-notes were used to share ideas. Prior to ReCharge 5, Jonathan asked BSD team members to contribute their thoughts, concerns and feelings about shared leadership during this challenging time. These thoughts “pre-posted” into the Medicine Wheel’s Self section. Annie and Cat facilitated the discussion for each of the remaining four sections of the Medicine Wheel: Spirit, Heart, Mind and Body. BSD members were randomly assigned to Zoom breakout rooms to work through the sections of the Medicine Wheel in response to the guiding question. ReCharge team leaders were pre-assigned to breakout teams, guided discussions, and posted their team’s recommendations on the virtual Medicine Wheel.

After all sections were completed, facilitators guided the entire group in reflecting on this experience, coming back to the Self section: What lessons can I/we “take out” after examining the gifts of the medicine wheel? These responses were not recorded, but meant to help participants in their final ReCharge reflections.

This was the first time the Medicine Wheel planning activity has been conducted virtually. A special Miigwech to Hannah, Dawn, Jenny, and Miles for serving as virtual Medicine Wheel team leaders.

The BSD’s completed virtual Medicine Wheel and action items to continue nourishing the seeds of shared leadership are listed below.
ReCHARGE 5 ACTION ITEMS from Medicine Wheel Planning Activity
Organized by “themes.” Actual BSD comments are below the theme title.

Theme: Build and nurture relationships (external)
Building relationships with other beings
Rely on existing relationships
Nurture relationships: spiritual, interpersonal, staff, tribal harvesters, leaders, elders
Honor relationships
Reach out to others
Engaging harvesters

Theme: Need for self care, balance
Focus while doing something with our hands
Maintain balance
Balance
Patience
Focus on self-care. Go outside

Theme: Maintain an inclusive work environment
Welcoming/inclusive work environment
ID strengths and weaknesses
Ask for help and expertise from the Team
Demonstrate infusion: work products and relationships
Direct, straight forward dialogues with co-workers

Theme: Support for technology-virtual work capacity
How to function in a virtual world
More support for working at home-office needs
Can use technology to learn and build on shared leadership
Workflow with new technology
Learn technology
Work flow with new technology
Improve virtual access: technology cell networks, internet access and bandwidth

Theme: Need for time management in virtual world
Carving out or “institutionalizing” time to work with others, ask for help
Prioritize things we do individually and what we can do together
Work together outdoors
Prioritizing goals and objectives- letting go of non-priorities
Examine length of time needed for meetings
Work together in ways that are effective and fun
Institutionalize some of our work
So many meetings can be distracting and unfulfilling
Carve out time for teams- so much on everyone’s plate
Work/family balance
Time management
Set aside time: uninterrupted time blocks
Include # field work in evaluations
Field work a priority

**Theme: Continue Shared Leadership**
Continue building shared leadership
Support shared leadership virtually

**Theme: Need for BSD to Connect Regularly**
Talking circles at regular intervals
Respecting others
Solstice feast- Zoom Xmas party
Talking circles
Talking circles, time to reconnect during sec meetings
Check in with co-workers. Connect more
Create more opportunities to come together
Learn more about each other
Meet twice a month- lots of ways to share

**Theme: Infuse culture, Teaching Lodge, language into work**
Ojibwemowin
Using spiritual tools and sacred items
Stories
Increase the use of Ojibwemowin in work and work products
Winter story telling/cooking lessons/ornament making
Participate in Ojibwemowin lessons and ReCharge planning team- cuz we’re really cool
Dedicate time each day for cultural infusion, Ojibwemowin, read TEK
Document efforts for future use as resources: language lesson recordings, manoomin plan, birch plan

**Closing Remarks and Travelling Song**

Jonathan offered closing remarks and suggestions for next steps. Joe Dan Rose shared a travelling song to close ReCharge 5.5

*Chi Miigwech to BSD staff and ReCharge Planning Team members who for their willingness to plan and participate in this virtual event and making it a success!*
<table>
<thead>
<tr>
<th>ReCharge ACTION ITEMS</th>
<th>ReCharge 2: 12/2017 (brainstromed specific actions from ReCharge 1)</th>
<th>ReCharge 3: 8/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change Mentality (Leadership &amp; Collaboration)</td>
<td>Change Mentality</td>
<td>Recognize credibility is a 2-way street &amp; create opportunities to do so</td>
</tr>
<tr>
<td>1) Join us or else!</td>
<td>2) Lead by example</td>
<td></td>
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<tr>
<td>3) Give others opportunity to give input or leadership.</td>
<td>Be willing to offer leadership back to others.</td>
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<td>4) Develop system to request expertise from others</td>
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<tr>
<td>Improve Communication</td>
<td>Improve Communications</td>
<td></td>
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<tr>
<td>Monthly or Quarterly Brainstorming Mgs. Informal?</td>
<td>1) BSD online message board / newsletter / informal discussion</td>
<td></td>
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<tr>
<td>Regular Bio Meetings (with food)</td>
<td>2) Regular cultural awareness trainings (similar to BIO lunch)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3) Support for more opportunities for getting to know each other / staff interaction / tribal members</td>
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<tr>
<td>Designate Follow-Up Team</td>
<td>Accountability</td>
<td></td>
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<tr>
<td>Form &amp; Implement 2 Pilot Interdisciplinary Teams</td>
<td>1) Change underlying structure to organize communication appropriate way to both ‘cultures’</td>
<td></td>
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<tr>
<td>Identify Team Projects</td>
<td>2) Cultural perspective inserted into management plans, ‘scientific’ forums</td>
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<td></td>
<td>Wolf Management</td>
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<td></td>
<td>1) Communicate the value of what we are doing in ways appropriate for western and Native cultures</td>
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<td></td>
<td>2) Address structural ways of doing it (data, cultural)</td>
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### ReCharge ACTION ITEMS (continued)

<table>
<thead>
<tr>
<th>ReCharge 4: 9/2019</th>
<th>ReCharge 5: 10/2020 and 11/2020</th>
<th>ReCharge 6: 2021 or future recharges?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Present shared leadership and ReCharge actions at a GLIFWC all staff meeting</td>
<td>Maintain an inclusive work environment</td>
<td>How do we continue to be inclusive?</td>
</tr>
<tr>
<td>Invite other GLIFWC Division heads &amp; staff to ReCharges</td>
<td>Continue shared leadership</td>
<td>Share leadership and with whom?</td>
</tr>
<tr>
<td>Explore the idea of a teaching lodge</td>
<td>Build and nurture relationships (external)</td>
<td>Celebrate diversity?</td>
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<td>Offer more cultural opportunities</td>
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<td>Create opportunities?</td>
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<tr>
<td>Offer more language opportunities</td>
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<td>Expand and deepen relationships? With other beings?</td>
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<tr>
<td>Include more intertribal perspectives</td>
<td>Need for BSD to connect regularly-Talking Circles</td>
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<td>Continue learning about Ojibwe harvest and preparation techniques</td>
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<tr>
<td>Appropriate time to focus</td>
<td>Need for self care, balance</td>
<td>How do we set an example for others?</td>
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<tr>
<td>Integrate mental &amp; physical with Traditional approaches</td>
<td>Support for technology-virtual work capacity</td>
<td>How do we support one another?</td>
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<td></td>
<td>Need for effective time management in virtual world</td>
<td>Find balance?</td>
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<td>Show respect? Care for one another?</td>
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Graphic of BSD efforts to nurture seeds of shared leadership model at each recharge gathering.

- **ReCharge 5**
  - "Nourishing Our Seeds of Shared Leadership - During Challenging Times"
  - Binaakwi-Gizis and Gashkadino-Gizis 2020 (virtual)
  - Medicine Wheel Planning for next steps in BSD Shared Leadership
  - Gekinoo’amaadiwamiig Ojibwemowin weekly lessons
  - Ojibwe Skills Training Bi-Monthly
  - Teams responsible for focus area planning and implementation

- **ReCharge 4**
  - "Ginanda-gikindaamin manoomin"
  - Waatebaagaa-Gizis 2019
  - Gekinoo’amaadiwamiig Ojibwemowin weekly lessons
  - Ojibwe Skills Training Bi-Monthly
  - Teams responsible for focus area planning and implementation
  - Brown Bag lunches & special BSD team events

- **ReCharge 3**
  - "Towards Our Mission to Infuse Culture"
  - Manoominike-Gizis 2018
  - Brown Bag lunch presentations begin
  - Teams responsible for focus areas

- **ReCharge 2**
  - "Building Teamwork"
  - Manidoo-Gizisoons 2017
  - BSD Team Building & Planning

- **ReCharge 1**
  - "Sowing the Seeds of Shared Leadership"
  - Waatebagaa Gizis 2017
  - Teams Formed: IT, APM, Garage, Vehicle, ReCharge Planning, HCR
Below is a list of some of the BSD shared leadership activities that have been offered so far.

Brown Bag lunch presentations – list of all since September 2019

10/7/2020 Microsoft O365 Q&A
8/13/2020 Intern Presentations #3
8/11/2020 Intern Presentations #2
8/7/2020 Intern Presentations #1
7/30/2020 Fisher/Marten
5/14/2020 New IT Director Staff Meet & Greet
5/6/2020 ArcGIS story map developed to describe historical use by the Great Lakes Ojibwe of an area near the proposed Copperwood mine
4/9/2020 How to have awesome Zoom meetings
3/30/2020 Wiigwaas
3/4/2020 Artifishal
2/4/2020 Traditional Model Food Code
10/15/2019 Tribal Climate Adaptation Menu
8/7/2019 Mercury in Lamprey
4/10/2019 Ma'iiingan Delisting Proposal
6/6/2018 Visualizing Forest Futures: how biodiversity and Human Values Shape Decision Making Under Climate Change.
4/13/2018 Treaty 3 Enforcement
9/17/2017 Essential Elements Required for Working with American Indians
**Gikenoo'amaadiiwigamig (the place where we teach each other)**

http://data.glifwc.org/gikenooamaadiiwigamig/

Gikenoo’amaadiiwigamig – The Biological Services Division decided at one of our ReCharge events that we should create a teaching lodge. A place where people can come together to teach and learn from each other. As we originally thought about this idea we thought about it as a physical structure, a lodge. But, now that we are all separated at home the idea of a virtual lodge has risen to the top. In fact, this might be the best way to accomplish our goal of teaching and learning from each other in the long run.

After some thought the name Gikenoo’amaadiiwigamig was chosen for our lodge. This roughly translates into ‘the place where all learn’. It is a virtual lodge in which we gather on a regular basis to teach and learn.

Gikenoo’amaadiiwigamig is open to everyone, inside and outside of GLIFWC. It is an inclusive place where we all gather in a respectful and open way. Currently there are two opportunities for everyone to participate. The first is our Ojibwemowin instruction. This is a weekly gathering in which Waasegiizhig Price provides lessons on the Ojibwe language. Each lesson is posted along with a recording of each weekly zoom. A link to the weekly zoom is also provided so that anyone can join us. The second opportunity is what we call our ‘skills training’ (we have not yet established an Ojibwe word for this). Each month there will be a training session (also on zoom) so that we can teach and learn from each other about gathering/hunting/fishing activities. Each is presented on a volunteer basis with anyone who wishes to contribute being able to contribute. Check out the videos people have contributed thus far and join us for future training.

**Skills trainings:**

- January 14, 2021 - biboon activities – ice fishing
- December 21, 2020 - winter solstice – beading feathers
- November 19, 2020 - Hunting and brain-tanning
- October 22, 2020 - Talking circle recharge 5
- September 17, 2020 - Getting ready for winter
- August 13, 2020 - miin (berries)
- July 9, 2020 - mizise (turkey)
- June 11, 2020 - zhigaagawanzhiike (wild leeks)