

Culture Workgroup

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Workgroup Meeting Notes June 14, 2023

The workgroup began by reviewing the notes from the previous meeting on May 31, 2023, as we did not meet the previous week due to the MTL Retreat and facilitators not being available.

Discussion: There is still an **OBJECTIVE: gain the attendance numbers for data at different cultural events as per MTL.** This could be difficult as there are many people that come and go, without making them sign in as there isn't a specific person who is responsible for tallying the numbers. Such as Repatriation, it would be inappropriate to have members sign in to these ceremonies. How do we gain the numbers?

We began by discussing the objective of trying to gain the number of attendees at different cultural events. You wouldn't want a journal of names for attendance of an ancestor's burial. There may be someone available during different times of the day or night to try to keep a head count of the people coming to pay their respects. An idea was to give away gifts, such as a T-shirt or some other memorabilia to gauge the number of attendants.

Sturgeon Feast is tracked by the number of plates served, so there are other methods by which we can obtain the number of people attending the cultural event. There are other ways to track, we could do raffle tickets. The Omaeqnomenewak Wetohkatikamek Center uses a sign-in sheet whenever they do any type of event. At the high school, they sit by the entrance and go by the number of programs printed. So, there is a means by which we can track participation, and this will become part of the objective.

We then went on to discuss the wording of Goal One, since we no longer want the GAP Analysis. The workgroup came up with the following for Goal One:

Goal One: Prioritize accessibility of Language & Culture

The workgroup discussed that records are also at the St. Louis Franciscan headquarters as well as another facility named the Great Lakes Repository outside of Chicago. With this in mind, we need to gain all the ancestral teachings, stories and cultural belongings of the Menominee Tribe.

GOAL ONE: Workgroup believed that Goal One was more in alignment with an objective than a goal so we will keep the objectives listed below.

Goal 1: Objective 1: Consolidate, catalog, and unify educational materials.

Goal 1: Objective 2: Create standard Cultural Museum & Archival policies.

Goal 1: Objective 3: Re-evaluate and look for grant funding to assist in increasing present levels of Menominee Language fluency and knowledge.

Note from 5/24/2023 meeting; Goal 1, Objective 3: curriculum could be on the Menominee website for archives. Don't recreate the wheel, much work has gone into creating the dictionaries; there is an online dictionary that is not accessible as it is password protected. This is located at the Milwaukee Public Museum; there would need to be access for tribal members. **Decision:** Museum and Archives document – longevity overarching – futuristic! Communication is important; pass perfect – one system, one procedure, same across the board. **Standard Deaccession Policy.**

This is as far as we can go with the time limit of the meeting. We don't want to lose the work that has been created so we will continue to work through the following information at our next meeting.

GOAL TWO: Notes from May 31, 2023; there was another issue that has not been resolved; it is the History Guide that was given to Bower Printing – the CD cannot be accessed that was given by them back to the Tribe. There is an issue with

the copyrights of this book, and we cannot get back the original document from the printer. **The goal would be to get the book back as there are no ordinances created by the Menominee Tribe on copyrights of materials that belong to us.**

Goal 2, Objective 1 – Eliminate – Define what Menominee Culture means; it is a way of life.

Goal 2, Objective 1 (Previously Goal 2: Objective 2) – keep this in as it is being built upon by MLCC.

Goal 2, Objective 2 – Implement curriculum in educational institutions on the Reservation; Act 31 limits teaching only on-reservation, therefore, limiting off-reservation members.

- Education leave – what does this mean and what does it cover?
- Teachers’ workbook, Menominee Language & Culture Commission has already created the curriculum.
- Master’s program for archivists.
- Parents come in and buy language tapes and play them while they are in the car for the babies; archive – community access; no policies at this time.

Goal 2: Objective 3: remains as this is ongoing; Dan Grignon has virtual teachings from UW Madison; look at Act 31 and remove “on reservation” and open this up to off-reservation members as well.

Goal 2: Objective 4: remains as this is ongoing.

Goal 2: Objective 5: remains as this is ongoing; Act 31 requirements should include requirements of bordering schools; not just Tribal or schools located on the reservation.

REWRITE: GOAL 3: Continue Future Development of the Menominee Tribal Cultural Center

Goal 3: Objective 1: remains as this is ongoing.

Goal 3: Objective 2: Fund and expand the Cultural Center – ongoing.

Goal 3: Objective 3: Create immersion opportunities for Menominee/English within the Cultural Center – ongoing.

Create GOAL 4: Support and assist Historic Preservation

- We just lost one of the elders who was a speaker of the Menominee Language; the elder stories are a very important aspect of the Menominee way of life. There is an Institute of Museum and Library Services (IMLS) that has grant funding available for this purpose. Meet with the Grants Writing team to gain the funding necessary to do the recordings.

Goal 4: Objective 1: Gain grant funding for equipment to record elder stories.

Goal 4: Objective 2: Support Menominee students through career-oriented preparation in scientific data that is archeologically related.

Goal 4: Objective 3: Support culture, language, and history groups Regalia Circle, Repatriation, Sturgeon Feast, Lumberjack Breakfast, MenominiYou, and other grass roots programs through donations and grants

Goal 4: Objective 4: Gain Assistant Director position for Historic Preservation

- Assistant Director Position for Historic Preservation – make money through the teachings; multiple people are necessary when you look at the three people and volunteers who are responsible for the work being done now and there is currently no mentoring of another person to assist and learn from our elder Tribal Historic Preservation Officer.

Included notes from previous meetings that we will still need to discuss:

- Forester position was not funded; no control and there is a forest health issue in some of the red pines. Create an OBJECTIVE for Forest Management Goal
- Archeology – will be streamlined if anything were to occur to the current contractor.
- Tribe – sustained yield vs not sustained yield? OBJECTIVE
- Forest Management – pliable objectives

- Southeast corner not quality or value
- Grouse habitat – bring back land management, and landscape approach.
- Pre-settlement landscape
- Gathering for members; suitable for berries and/or berry production.
- Traditional collaboration
- YouTube teaching by MenominiYou
- Agricultural foods – Cultural food program; teach moms how to prep & process traditional baby foods.
- Repatriation ceremonies – get more members involved OBJECTIVE.
- OBJECTIVE: teaching the language as part of the HR Orientation; work with Joey Awonohopay & MenominiYou
- Update or get rid of Conservation Permit for the culture camp; not all participants are tribal members.
- Loss of oral history – grant-supported equipment and stipends for the elders; this is no longer available. Reaching out to elders we still have and inviting them in for stories. OBJECTIVE: Gain grant funding (speak with the Grants Writing team) OBJECTIVE
- Transfer of plot at Menominee Cemetery– not available; this is through Community Development; we need to ask Natasha to be a part of the group.
- Traditional burial – there are many aspects that are not being followed to be traditional, asking for naming at the time of burial is not traditional for cultural burial service. OBJECTIVE: encourage gaining names as part of being traditional.
- There are other traditions not being followed – women are not to wear mini-skirts and both men and women are not to drink by the fire. A travel bag is supposed to go along with the deceased; this is not being done correctly. Also, ghost supper prayer.
- Gain compensation when asking for traditional leave for cultural activities.
- Request 4 days instead of the current 3 days for grief activities.
- Cedar baths are another traditional burial practice that not many know about.

Next meeting is to be held at the Tribal Office Boardroom on Wednesday, June 21, 2023, at 9 am – 11 am.

Workgroup Meeting Notes May 31, 2023

The workgroup began by reviewing the notes from last week; the Cultural Resources Management Plan was created to gain the Tribal Historic Preservation Office. This was achieved by the creation of the Cultural Ordinance as this document became a part of the National Parks for funding. The workgroup discussed that the document should be reviewed on a *regular schedule; maybe, every five years, and should be a part of the strategic plan objectives.*

Discussion: There is still an **OBJECTIVE: gain the attendance numbers for data at different cultural events as per MTL.** This could be difficult as there are many people that come and go, without making them sign in as there isn't a specific person who is responsible for tallying the numbers. For example, with Repatriation, it would be inappropriate to have members sign in for these ceremonies. How do we gain the numbers?

Workgroup discussed rewording Goal 1: do away with the GAP Analysis, and label the Goal as **Consolidate, Catalog, and Unify organizational resources.**

Goal 1: Objective 1: Consolidate, catalog, and unify educational materials.

Goal 1: Objective 2: Create standard Cultural Museum & archival policies.

Goal 1: Objective 3: Re-evaluate and look for grant funding to assist in increasing present levels of Menominee Language fluency and knowledge.

Note from 5/24/2023 meeting; Goal 1, Objective 3: curriculum could be on the Menominee website for archives. Don't recreate the wheel, much work has gone into creating the dictionaries; there is an online dictionary that is not accessible as it is password protected. This is located at the Milwaukee Public Museum; there would need to be access for tribal members. **Decision:** Museum and Archives document – longevity overarching – futuristic! Communication is important; pass perfect – one system, one procedure, same across the board. Standard Deaccession Policy.

There is another issue that has not been resolved; it is the History Guide that was given to Bower Printing – the CD cannot be accessed that was given by them back to the Tribe. There is an issue with the copyrights of this book, and we cannot get back the original document from the printer.

GOAL 2: The goal would be to get the book back as there are no ordinances created by the Menominee Tribe on copyrights of materials that belong to us.

Objective 1 – Eliminate – Define what Menominee Culture means; it is a way of life.

Objective 1 (Previously Goal 2: Objective 2) – keep this in as it is being built upon by MLCC.

Objective 2 – Implement curriculum in educational institutions on the Reservation; Act 31 limits teaching only on reservation, therefore, limiting off-reservation members.

- Education leave – what does this mean and what does it cover?
- Teachers’ workbook, Menominee Language & Culture Commission has already created the curriculum.
- Master’s program for Archivists.
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Objective 3: remains as this is ongoing; Dan Grignon has virtual teachings from UW Madison; look at Act 31 and remove “on reservation” and open this up to off-reservation members as well.

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Objective 1: Gain grant funding for equipment to record elder stories.

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- Assistant Director Position for Historic Preservation – make money through the teachings; multiple people are necessary when you look at the three people and volunteers who are responsible for the work being done now and there is currently no mentoring of another person to assist and learn from our elder Tribal Historic Preservation Officer.

Included notes from previous meetings that we will still need to discuss:

- Forester position was not funded; no control, and forest health issues in some of the red pine. Create an OBJECTIVE for Forest Management Goal
- Archeology – will be streamlined if anything were to occur to the current contractor.

- Tribe – sustained yield vs not sustained yield? OBJECTIVE.
- Forest Management – pliable objectives
- Southeast corner not quality or value
- Grouse habitat – bring back land management and landscape approach.
- Pre-settlement landscape
- Gathering for members; suitable for berries and/or berry production
- Traditional collaboration
- YouTube teaching by MenominiYou
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- Repatriation ceremonies – get more members involved OBJECTIVE
- OBJECTIVE: teaching the language as part of the HR Orientation; work with Joey Awonohopay & MenominiYou
- Update or get rid of Conservation Permit for culture camp; not all participants are tribal members
- Loss of oral history – grant supported equipment and stipends for the elders; this is no longer available. Reaching out to elders we still have and invite them in for stories. OBJECTIVE: Gain grant funding (speak with Grants Writing team) OBJECTIVE
- Transfer of plot at Menominee Cemetery– not available; this is through Community Development; we need to ask Natasha to be a part of the group
- Traditional burial – there are many aspects that are not being followed to be traditional, asking for naming at time of burial is not traditional for cultural burial service. OBJECTIVE: encourage gaining names as part of being traditional
- There are other traditions not being followed – women are not to wear mini-skirts and both men and women are not to drink by the fire. A travel bag is supposed to go along with the deceased; this is not being done correctly. Also, ghost supper prayer.
- Gain compensation when asking for traditional leave for cultural activities
- Request 4 days instead of the current 3 days for grief activities
- Cedar baths are another traditional burial practice that not many know about

Next meeting to be held at the Tribal Office Boardroom on Wednesday, June 14, 2023, 9 am – 11 am

Workgroup Meeting Notes May 24, 2023

There is a Cultural Resources Management Plan – Becky stated that she would bring this to the next Culture Workgroup meeting for review. There is still an OBJECTIVE: gain the attendance numbers for data at different cultural events as per MTL.

Workgroup discussed Goal 1, Objective 3: curriculum could be on the Menominee website for archives. Don't recreate the wheel, much work has gone into creating the dictionaries; there is an online dictionary that is not accessible as it is password protected. This is located at the Milwaukee Public Museum; there would need to be access for tribal members. Goal 2, Objective 1 – Eliminate – Define what Menominee Culture means; it is a way of life.

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- Parents come in and buy language tapes and play them while they are in the car for the babies; archive – community access; no policies at this time.

Decision: Museum and Archives document – longevity overarching – futuristic! Communication is important; pass perfect – one system, one procedure, same across the board. Standard Deaccession Policy.

At one time, there use to be 4-day ceremonies, not 3 days; Beuprey family (Pocan) Memorial Day, at the Dells there use to be drumming & singing for a plate offering to the river, this used to be done by the Wescott family and other members would bring offerings.

Dr. Overstreet is now growing food as we did in pre-contact times; it developed relationships.

Assistant Director position for Historic Preservation – make money through the teachings; multiple people are necessary when you look at the three people and volunteers who are responsible for the work being done now and there is currently no mentoring of another person to assist and learn from our elder Tribal Historic Preservation Officer.

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- OBJECTIVE: teaching the language as part of the HR Orientation; work with Joey Awonohopay & MenominiYou
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- Request 4 days instead of the current 3 days for grief activities.
- Cedar baths are another traditional burial practice that not many know about.

The next meeting is to be held at the Tribal Office Boardroom on Wednesday, May 31, 2023, 9 am – 11 am

Workgroup Meeting Notes May 17, 2023

No meeting this week.

Workgroup Meeting Notes May 10, 2023

The workgroup reviewed the notes from the last meeting held on May 3, 2023:

- There is a Cultural Resources Management Plan – MTL made a motion to measure the data but there isn't any data to measure; OBJECTIVE: gain the attendance numbers for different cultural events.
- Forester position was not funded; no control, and forest health issues in some of the red pine.
- Create an OBJECTIVE for Forest Management Goal.
- Archeology – will be streamlined if anything were to occur to the current contractor.
- Tribe – sustained yield vs not sustained yield? OBJECTIVE.
- Forest Management – pliable objectives.
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 - Cedar baths are another traditional burial practice that not many know about.

The workgroup also looked at the previous Goals & Objectives from the original strategic plan and appreciated knowing that the Cultural Museum, Language Immersion, and other successes and collaboration are still occurring although it hasn't been communicated to the community.

Next meeting to be held at the Tribal Office Boardroom on Wednesday, May 17, 2023; 9 am – 11 am.

Workgroup Meeting Notes May 3, 2023

The workgroup reviewed the SWOT from the Director's Retreat as well as the SWOT from the original strategic plan and they discussed the following:

- There is a Cultural Resources Management Plan – MTL made a motion to measure the data but there isn't any data to measure; gain the attendance numbers for different cultural events.
- Forester position was not funded; no control and forest health, which is an issue in some of the red pine. Create an OBJECTIVE for Forest Management Goal.
- Archeology – streamline
- Tribe – sustained yield vs not sustained yield?
- Forest Management – pliable objectives.
- Southeast corner not quality or value.
- Grouse habitat – bring back land management and landscape approach.
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- Repatriation ceremonies – get more members involved.
- OBJECTIVE: teaching the language as part of the HR Orientation
- Update or get rid of Conservation Permit for the culture camp.
- Loss of oral history – grant-supported equipment and stipends for the elders; this is no longer available. Reaching out to elders we still have and inviting them in for stories.
- Transfer of plot at Menominee Cemetery– not available

- Traditional burial – there are many aspects that are not being followed to be traditional, asking for naming at the time of burial is not traditional for cultural burial service.
- There are other traditions not being followed – at the fire women are to wear long skirts, today,
 - many young women drink and smoke while standing at the fire with short skirts, this is not traditional. A travel bag is supposed to go along with the deceased; this is not being done correctly. Also, ghost supper prayer.
 - Cedar baths are another traditional burial practice that not many know about

The workgroup also looked at the previous Goals & Objectives from the original strategic plan and appreciated knowing that the Cultural Museum, Language Immersion, and other successes and collaboration are still occurring although it hasn't been communicated to the community.