



**2019 GLIFWC Biological Services Division
“ReCharge 4 – ginanda-gikendaamin manoomin”
(We seek to learn it – manoomin)**

By

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Administrative Report – 19-07
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GREAT LAKES INDIAN FISH
& WILDLIFE COMMISSION
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Chi miigwech

Once again many people helped create a great ReCharge IV! Chi miigwech to Cathy Techtmann, Environmental Outreach Specialist at UW-Extension, who assisted with planning, facilitation and reporting on the entire gathering. Roger Labine, Water Resource Technician for the Lac Vieux Desert Band, shared with us his knowledge and love of manoomin. He led the instructional workshops on Day 2. David Bisonette, Lac Courte Oreilles community college professor, joined us for dinner and led a discussion around the campfire of the cultural and historical importance of manoomin. He shared his knowledge of the historical significance especially to the Ojibwe that lived in this area. Owen Schwartz, Community Dietician at the Commission, educated the group on the nutritional benefits of manoomin while demonstrating how to make manoomin flour and puffed or popped rice. A big chi miigwech to Jenny K-Bear for her work in preparing the logistics and reporting for ReCharge 4, creating a professional development experience that built the capacity and camaraderie of our BSD team. Finally, Peter and Lisa David, who have dedicated a significant portion of their careers to understanding and protecting manoomin, shared some of the challenges that we will all face together. You can feel from all of our helpers the love and concern for manoomin, for ojbwe people and the area we now live in. We greatly appreciate the time and efforts of everyone.





GLIFWC Biological Services Division ReCharge 4, September 23-25, 2019

Biological Services Division Staff Present

(See photo above, listed alphabetically.)

Tanya Aldred, Wildlife / Climate Change Biologist
Travis Bartnick, Wildlife Biologist
John Coleman, Environmental Section Leader
Lisa David, Manoomin Biologist
Peter David, Wildlife Biologist
Jose Estrada, Wildlife Technician
Miles Falck, Wildlife Section Leader
Steve Garske, Invasive Species Coordinator
Jonathan Gilbert, Director, BSD
Kia Hmielewski, Data Manager
Jenny Krueger-Bear, Division Administrative Assistant
Mark Luehring, Inland Fisheries Biologist
Bill Mattes, Great Lakes Section Leader
Sara Moses, Environmental Biologist
Adam Oja, Wildlife Technician
Hannah Panci, Climate Change Scientist
Ronnie Parisien Jr., Great Lakes Fish Technician
Adam Ray, Inland Fisheries Biologist
Joe Dan Rose, Inland Fisheries Section Leader
Aaron Shultz, Climate Change Inland Fisheries Biologist
Dara Unglaube, Database Manager
Dawn White, Treaty Resource Specialist
Alex Wrobel, Forest Ecologist

Guests:

Roger Labine, Lac Vieux Desert Rice Keeper
Ann McCammon-Soltis, Director, DIA
Catherine Techtmann, UW-Extension

Not pictured:

Esteban Chiriboga, Environmental Specialist
S. Ben Michaels, Fisheries Biologist
Butch Mieloszyk, Inland Fisheries Technician
Ron Parisien Sr., Wildlife Technician
Mike Plucinski, Great Lakes Technician
Ed White, Inland Fisheries Technician.

Introduction

The Biological Services Division (BSD) of the Great Lakes Indian Fish and Wildlife Commission has held a series of gatherings during the past few years. Early on the BSD struggled with what to call these gatherings. The word 'retreat' is often used to describe gatherings such as this. But, that word implies a going back or retreating. The BSD wanted something to imply going forward, or charging ahead. Thus, the word ReCharge came about.

These gatherings, or ReCharges have had a couple of overriding objectives mostly involving developing a team-work approach to our jobs. The BSD needed time to get to know each other and to appreciate our differences and strengthen our commonalities. We also wanted to explore different management styles for our BSD workplace that would encourage a team approach.

ReCharge I was held August 22-24, 2017 at Camp Jorn, Wisconsin (see Admin Report 17-04, 2017 GLIFWC Biological Services Division ReCharge). At ReCharge I, the BSD explored differences in personality types and examined our leadership style. The theme that emerged from ReCharge I was 'shared leadership'. It is this theme that was worked on during the past year. ReCharge I also reinforced the team building aspect of these gatherings. The BSD decided that this was an important function that should be continued and decided to try to gather twice per year.

ReCharge II was held during the winter of 2017-2018 and decidedly low key. It was held at Lakewoods resort over a two-day period (February 7-8). The first day was activity day with ice fishing and skiing as the favorite activities. That evening the attendees had Wes and Jenny Ballinger come to tell us stories (as the season was appropriate for them). The final day we met as the BSD to assess how we were progressing with the new leadership style and team building activities. One of the recommendations coming from this self-assessment was that our ReCharge events needed to be more structured.

A **Medicine Wheel Shared Leadership Workshop** was held on December 5, 2017 (see Administrative Report 17-09, Medicine Wheel Shared Leadership Workshop). The intent of this workshop was to explore how to use the medicine wheel model in our work. To think with all four elements of the medicine wheel (spirit, heart, mind, and body). The attendees also discussed the obstacles as well as the support that is already in place or needs to be implemented in order to follow this model. This workshop was supplemental to our progression and is considered to be part of reCharge II.

ReCharge III was held August 21-23, 2018 at Kemp Biological Station in Minocqua, Wisconsin (see Administrative Report 18-01, 2018 GLIFWC Biological Services Division ReCharge 3: Toward Our Mission to Infuse Culture). Using a shared leadership approach, a ReCharge team was formed to help plan recharge events. The team listened to the feedback from the previous ReCharges and thus the ReCharge III gathering was more structured. The theme of the ReCharge was infusing Ojibwe culture into our science work within BSD. Respecting the different perspectives within the Team, ReCharge III was purposefully designed to first build an understanding of the importance of culture and language as critical elements in understanding Anishinaabe world view. The recharge team identified opening ceremonies, planned meals, and evening activities that reinforced cultural traditions and values. The recharge attendees then engaged in structured activities to create strategies that would move the BSD towards meeting the goal of infusing Anishinaabe culture and traditional knowledge into their natural resource protection and enhancement activities.

ReCharge IV, the subject of this report, was held on September 23-25, 2019 at Heartwood Conference Center & Retreat in Trego, Wisconsin.

The ReCharge Team decided that physical activities were an important part of the ReCharge. Additionally, the team felt it was important to learn about the harvest and use of the natural resources the Division protects for the seventh generation. ReCharge IV was the Manoomin ReCharge. The main theme of the reCharge centered

around manoomin,. We wanted to learn as much as possible about this gift. Division staff were given the opportunity to gather manoomin prior to the ReCharge. Roger Labine and David Bisonette were invited to help share their knowledge of manoomin.

As can be seen in the following sections of this report, the BSD continues to seek ways to move forward in the various objectives that have been set out for ourselves (e.g. shared leadership, infusion of culture, improved communication). This ReCharge offered time at the beginning to reflect our progress, or lack thereof, towards our shared goals and then at the end to plan for future actions to reach those goals.

A major part of this ReCharge was day two processing manoomin, making rice sticks (bawa'iganaak), push poles (gaandakii-igan) and a stirring paddle for parching (gaapizigewabwiins). This was an active, outdoor day, in accordance with past ReCharge feedback. There were also lessons about preparing manoomin for flour or popped rice. The flour was used in a pancake contest the following morning.

Some details and the results are outlined in this report. The report also offers a blueprint for the BSD moving forward. Especially important are the pages at the end (pages 18-21) that summarize the activities and the future actions derived from those activities.

The feedback received about ReCharge IV was mostly positive. The location was ideal, Heartwoods is in a beautiful setting. The facilities were great. We stayed in duplex cabins each with their own kitchen, dining, and living area. The cabins were located right next to the restaurant that was opened just for our group to use as a meeting space and for meals. There was a great space right outside of the cabins with a firepit and room for the various activities including making rice knockers, processing manoomin, and cooking with manoomin. The cookout on the second day reinforced the team building aspect of the gathering.

Figure below is from the manoomin stewardship plan (pg. 13).

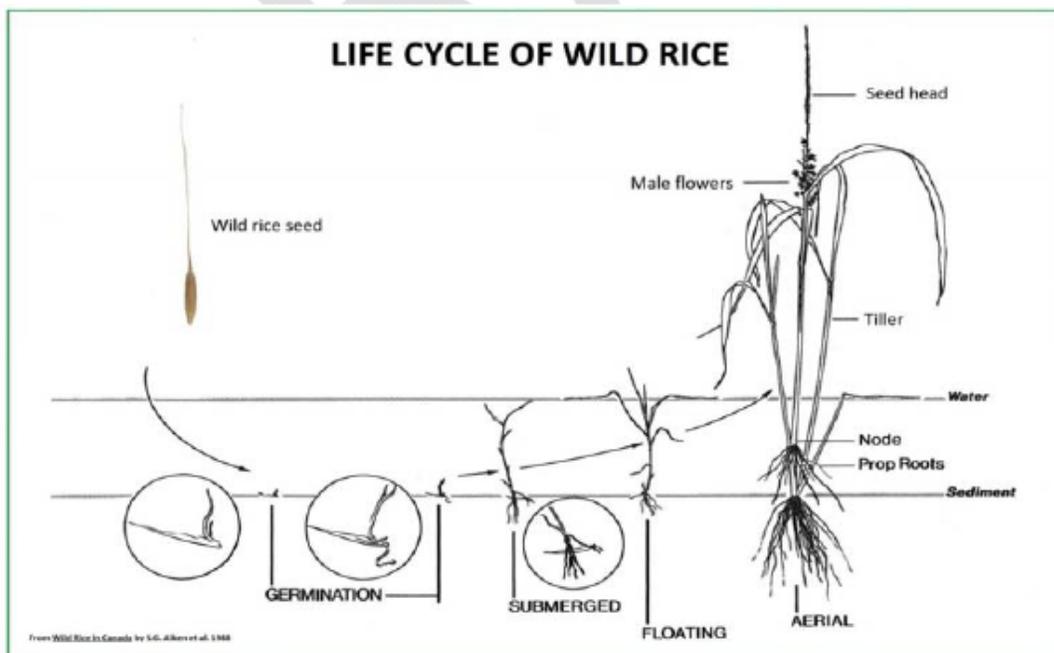


Figure 7. The life cycle of manoomin, adapted from Wild Rice in Canada, A.G. Aiken, et al.

Reflections on “ReCharge1, 2 and “ReCharge3” -Why we are here?

The Biological Services Division ReCharges have evolved over time. The ReCharge Team has thought about how to best structure these events. The Team liked the idea of incorporating harvesting and processing activities in to each ReCharge. In order to follow the seasonal round, moving from resource to resource as the seasons changed, the team realized that the best way to do this was to hold a ReCharge every 9 months or so. In that way ReCharges will be held in each season and activities for the ReCharge can be geared towards the appropriate season. This will hopefully allow everyone in BSD to be able to participate in most of the reCharges and not interfere with seasonal field work.

This ReCharge IV had as its theme Manoomin.

These reCharges have seemed to follow the life cycle of manoomin. Manoomin goes through many life stages including: germination, the submerged leafy stage, floating leaf, aerial shoots, flowering, then ripening, harvesting, and re-seeding. The BSD has gone through the early stages with the development and implementation of the shared leadership style. The Division has entered into the maturing phases of manoomin development with the Medicine Wheel training and the infusion of culture into our work ReCharge. It seems now the Division is at the reseeding phase, where the BSD takes the steps into the next generation of manoomin. Our future. Where we go from here. Hopefully as the Division moves forward we can continue to remember what we have done in the past and use that to guide what we do in the future.

ReCharge IV is designed to help the Division meet these two goals; remember what we have done, and, plan for our actions into the future. Interspersed between these two goals was the opportunity to learn about wild rice harvest and processing. Cooking and eating together, in addition to building good teamwork, reinforces the Ojibwe tradition of having food at all events. As the next generation of manoomin grows it will be interesting to see where these ReCharges take the Division.

REFLECTION ACTIVITY: The “Deck of Reflections”

Reflecting on what has been accomplished in past ReCharge professional development retreats (ReCharge 1-2017, ReCharge 2-2017, and ReCharge 3-2018) is important to setting the foundation for ReCharge 4. We created a fun, interactive reflective activity called “The Deck of Reflections” designed to get the BSD’s staff thinking about what they have accomplished and what was working for the unit.

At the front of the room, a large felt board was divided into three sections, each representing one of the past ReCharge events. BSD staff were divided into three teams, representing one of the ReCharge events.



Bartering for cards

A deck of “reflection cards” was created featuring images and action statements from each ReCharge. Cards were color coded to correspond to one of the ReCharge events. The deck also held “wild cards” which required anyone holding them to write down a personal reflection on the card and post it, unless they could pass that card to another person. Teams were instructed to accumulate all of the reflection cards and action items corresponding to the ReCharge event their team represented. Individuals had to barter with other teams for cards to complete their set. If an individual held a wild card, they could use it or buff and exchange it with another player. Once each Team had accumulated all of its cards, members posted them on the felt board according to their ReCharge event, in whatever arrangement they felt was appropriate.

Once all of the reflection cards were posted, each BSD staff member was given a supply of yellow, blue, and red adhesive dots and asked to rank each of the activity cards posted on the felt board as to whether this was an action item was working for the BSD unit (yellow dot), somewhat working (blue), or not working (red). These past action items would be used in the Visioning Activity on Day 3.



Reflection cards were posted according to the corresponding ReCharge event

RANKING ACTION ITEMS-"Deck of Reflections" Activity	Yellow	Red	Blue	Totals
	Working	Kind of working	Not working	
ReCharge 1				
Improve Communications	12	5	0	17
Form and implement 2 Interdisciplinary Teams	13	0	1	14
Change Mentality	5	8	1	14
Designate Follow-Up Teams	0	5	8	13
Bio meetings with food	0	2	17	19
Identify Team Projects	18	0	0	18
Monthly/Quarterly Brainstorming Meetings, Informal	1	9	5	15
ReCharge 2				
Accountability-Lifeways-Treaty implementation	2	7	3	12
Strengthen relationship, use skills, build confidence-camaraderie	4	4	0	8
Integrate Tribal perspectives, non-tribal communities to incorporate	4	5	0	9
Bigger Picture Thinking	0	12	10	22
ReCharge 3				
Incorporate Ojibwe stories, knowledge, Minawaajimo	0	8	8	16
Organize a teaching lodge	0	11	8	19
Offer more cultural learning experiences & resources for staff	13	3	2	18
Recognize credibility is a 2-way street & create opportunities to do so	0	2	13	15
Participate in traditional harvest opportunities	14	2	0	16
Learn traditional stories so we can pass them on	1	8	12	21
TOTALS	87	91	88	266

Action items identified in past ReCharge events were ranked according to whether they were "working", "kind of working" or "not working" for the BSD unit. These actions would be revisited in the Visioning Activity on Day 3.

Action items that were "working" for the BSD Team included:

- ↑ Improving communications
- ↑ Form and implement 2 pilot interdisciplinary teams
- ↑ Identify team projects
- ↑ Offer more cultural experiences and resources for staff
- ↑ Participating in traditional harvest opportunities

Action items that were "kind of working" included:

- ↔ Changing mentality
- ↔ Protecting Sovereignty through Accountability, Resource Protection, Culture/Lifeways, Treaty Implementation
- ↔ Bigger picture thinking
- ↔ Incorporating Ojibwe stories, knowledge, Minawaajimo
- ↔ Organize a teaching lodge

Action items that were "not working" included:

- ↓ Bio meetings with food
- ↓ Designation follow-up teams
- ↓ Recognizing that credibility is a 2-way street and creating opportunities to do so
- ↓ Learning traditional stories so we can pass them on

Campfire Discussion: big picture of cultural/historical importance of manoomin

Manoomin, which translates into “the good berry” in ojibwe has always been and continues to be culturally and traditionally significant food of the Ojibwe people. Wild rice is key to the ecology of many waterbodies as well as an important food source for other non-human beings. During this campfire talk David Bisonette and Roger Labine told stories and lessons and teachings about manoomin from their personal perspectives. The local history of manoomin was told as well.



Day 2 Manoomin activities: preparing for harvest

Roger Labine, manoomin educator from LVD, taught the group every step to help care for manoomin from making tools for harvesting to hand-cleaning rice. He started by instructing everyone on how to make bawa'iganaak (rice knockers) out of giizhikisag (a piece of cedar wood). Peter David went to work making a gaandakii-igan (a push pole) which is used to navigate the canoe through the wild rice beds and is less destructive to the plants than a paddle. Canoe paddles can dig into the ground and uproot the rice plants. A few others decided to make gaapizigewabwiins (a stirring paddle for wild rice parching). Roger also discussed the proper ways and tools needed to harvest manoomin responsibly as well as factors that can negatively affect the health of rice lakes including improper ricing or over-ricing and pollution.



The group making ricing sticks or bawa'iganaak (rice knockers). Peter David went to work making a gaandakii-igan (a push pole - used to navigate the canoe through the wild rice beds and is less destructive than a paddle).



Day 2 Manoomin activities continued: Nutritional benefits and cooking with manoomin

Owen Schwartz, GLIFWC's Community Dietician, shared some of the knowledge and skills learned while working on the "Mino Wiisinidaa! Let's Eat Good!" cookbook project. This cookbook includes recipes featuring traditional Anishinaabe foods which support a healthy lifestyle and was a great resource for this gathering.



Owen showed the group the equipment needed and the process to grind manoomin into meal or flour.



Owen also demonstrated how to make "puffed" or "popped" rice and then served as part of a granola bar.



Day 2 Manoomin activities continued: Stages of processing rice



Drying – Rice must be dried right away to reduce the moisture content. Rice can mold if not properly dried.



Gaapizan (Parching) – further reduces moisture content and makes it easier to remove the hull that surrounds each

Freshly harvested or “green” rice is not ready to eat until it has been “finished”. The basic steps in traditional wild rice finishing include: drying, parching, jigging or threshing, and winnowing.



Bawishkam (threshing or jigging or dancing): A small pit was dug and lined with a tarp which the parched rice was placed into. Dancers wore moccasins and used a v-shaped railing to prevent too much weight from being placed on the rice.



Nooshkaatoon (Winnowing) – The parched rice is tossed in the air and the hull is blown away with the action of the tosser and the aid of the wind.



Freshly danced manoomin ready for the nooshkaachinaagan (winnowing tray or basket)



Machine-processing: the manoomin-ator



Hand-processing: Dara Unglaube may also be called the manoomin-ator

Day 2 Evening Cookout:

Dinner Cookout

- Walleye cheek soup (prepared by Dawn)
- Squash (prepared by Bill)
- Wild rice brats (grilled by Jose and Ronnie)
- Salad w/ maple mustard vinaigrette and puffed rice (prepared by Owen)
- Teas – labrador, rose hip, sumac, bergamot (prepared by CAT)



Day 3 -Wednesday, September 25



The winning pancakes using wild rice flour were made by CAT. Runners-up included Hannah Panci and Jenny K-Bear.



The unbiased judges were Heartwood employees (the chef, a manager, and maintenance man)

Towards Our Mission to Infuse Culture

GLIFWC Commission Biological Services Division ReCharge 4



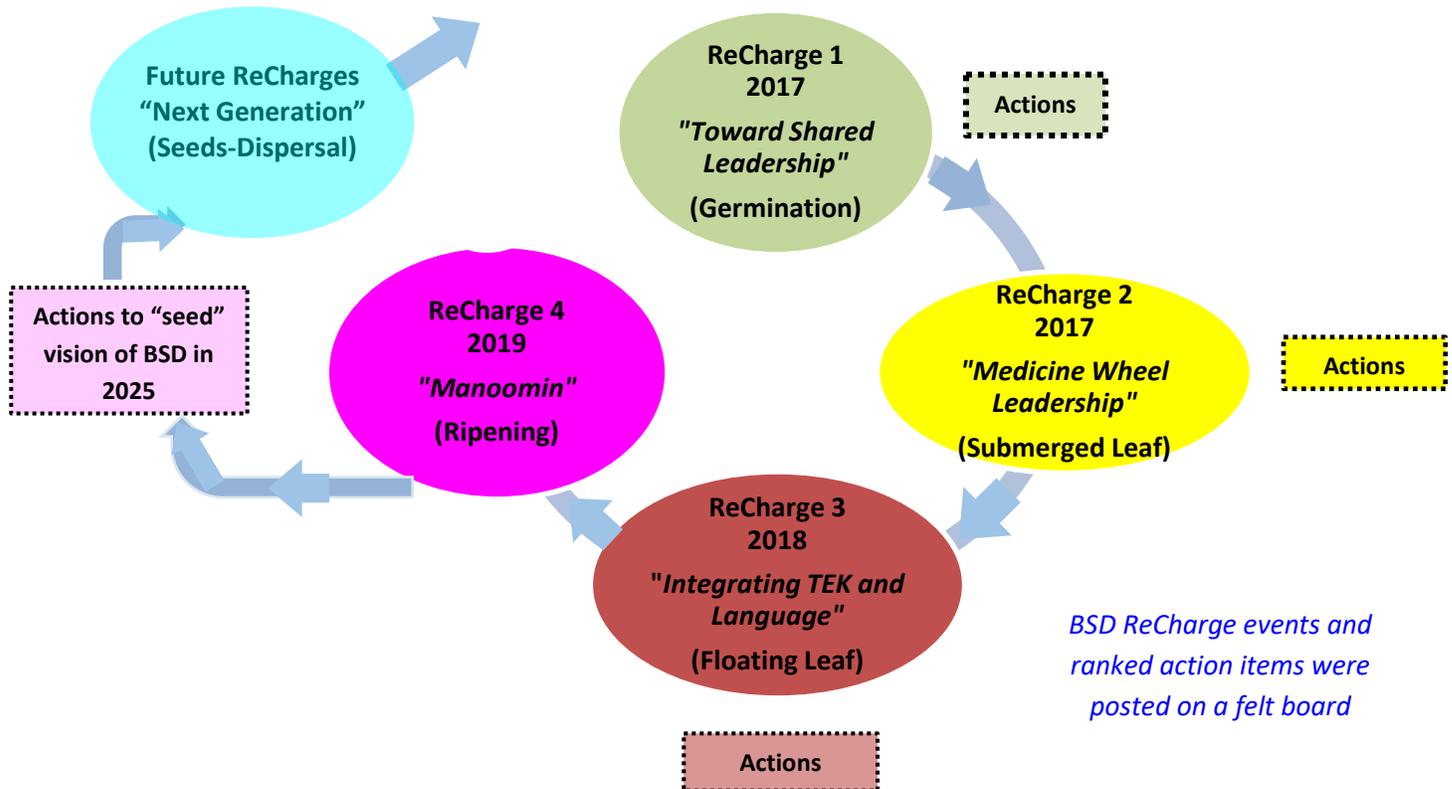
Visioning Activity: Sowing the Seeds for BSD-2025

This activity builds upon the “Deck of Reflections” activity that kicked off ReCharge 4. In that activity, BSD members ranked action items from each of the past ReCharge professional development retreats as to whether they were “working”, “kind of working”, or “not working at all.”

The purpose of this activity is to vision the next steps for the BSD to achieve its goals of moving toward a shared leadership model and integrating Ojibwe culture and language into their operations by the year 2025. The 5-year time period was selected because it is in the foreseeable future and represents a time when the next cycle of four ReCharge events will be completed.

To introduce this activity, an analogy was made between the ReCharge events and the life cycle of manoomin. ReCharge 1, which introduced the idea of BSD moving toward a model of shared leadership, was likened to the germination of manoomin. ReCharge 2 was compared to manoomin’s submerged leaf stage as the idea of shared leadership was beginning to grow and the BSD team learned about using the Medicine Wheel and other leadership tools. ReCharge 3 was compared to manoomin’s floating leaf stage, when the new shared leadership model and integration of Ojibwe TEK and language was still tenuous and could have been swept away, except for the trust and determination of BSD staff. ReCharge 4 reflects the ripening of these leadership seeds and their harvest that will create a vision for BSD in the future.

The purpose of this Visioning Activity was to determine what “seeds”, in terms of previously identified action items and new recommendations from ReCharge 4 should seed a vision for the BSD in the future.



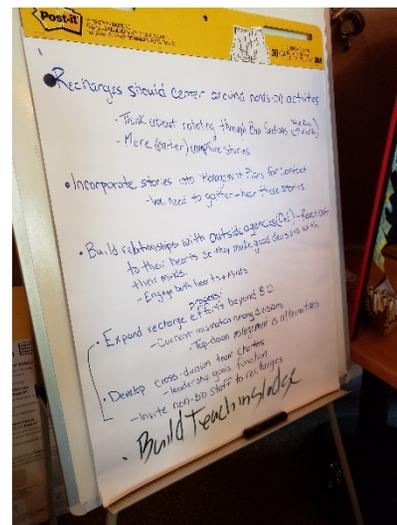
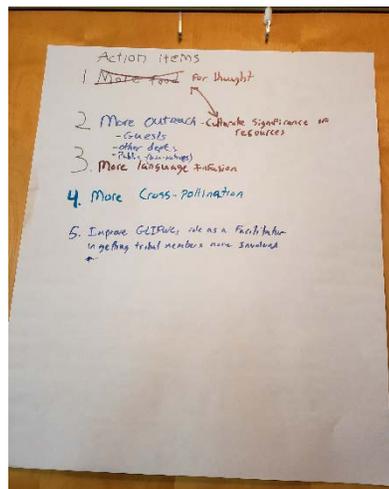
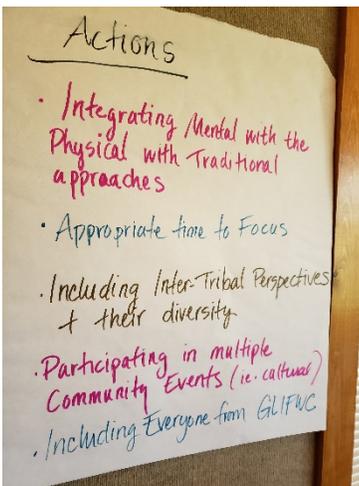
In preparation for this activity, action items from each of the past ReCharge events that were ranked during the Reflections Activity on Day 1. These were posted in a circular progression on the felt board as shown above. These results were reviewed with the entire BSD team.

The BSD staff were divided into three teams. On a sheet of flip chart paper, teams were asked to identify any new action items they felt came forth from ReCharge 4. Each team reported out their ReCharge 4 action recommendations which were written on a post a note and posted on the ReCharge 4 section of the felt board.

BSD staff were asked, “which of these action items are most important to ‘seeding’ a vision for the Division in 2025?” Each BSD staff member received 5 sticky dots to rank all posted action items. Just like harvesting manoomin, not all the action ideas received support to become part of the ReCharge 4 “harvest.” Some were posted to a “parking lot” or received lower rankings.



Identifying action steps for BSD's future vision



ReCharge 4 actions were shared, then all action items were ranked to “seed” the future direction of BSD

The following results represent the actions the BSD team identified are important in moving the Division forward. This the “harvest” of actions first germinated in ReCharge 1, matured through ReCharge 2 and 3, and identified in ReCharge 4. These will be used to seed the future of the BSD. The rankings of actions with similar intent were combined to give an overall total. Actions receiving lower rankings may indicate that this action has been addressed, rather than a lack of support.

20 Dots

- Gather and integrate stories into management plans-11 dots; combined with “Work to incorporate Ojibwe stories, knowledge in presentations, reports, and research agendas. MAPS! Minawaajimo-Good Stories”-9 dots (ReCharge 3)

15 Dots

- Invite non-BSD divisions to ReCharge-11 dots; combined with “Expand ReCharge to other GLIFWC units”- 1 dot and “Include everyone from GLIFWC in ReCharges”-4 dots

9 Dots

- Appropriate time to focus
- Integrate mental and physical with Traditional approaches

8 Dots

- ReCharges are hands-on

7 Dots

- Build a Teaching Lodge (also identified in ReCharge 3)
- Learn from cultural stories so we can pass them on
- We will offer more cultural learning opportunities & provide more related resources for staff
- Participate in traditional harvest opportunities

5 Dots

- Include Inter-Tribal perspectives and their diversity

4 Dots

- More language infusion

3 Dots

- More (earlier) campfire stories
- Emphasize reaching out to the heart when building relations
- More cultural significance and caring
- Participate in outside community events

2 Dots

- Recognize credibility is a 2-way street and create opportunities to do so (ReCharge 3)
- Identify Team projects (ReCharge 1)
- Lifeways/Culture, Resource Protection, Treaty Implementation (ReCharge 2)
- Rotate ReCharge cultural focus (i.e. wild rice for ReCharge 4) to other BSD sections (i.e... Wildlife)
- Build relationships with outside agencies



Action items that were identified and ranked to help “seed” a vision for BSD

One dot

- Monthly or Quarterly meetings, Informal, options? (ReCharge 1)
- Designate Team Follow-Up (ReCharge 1)
- Integrate Tribal perspectives, non-tribal communities to incorporate, right boots on the ground (ReCharge 2)
- Bigger picture thinking (ReCharge 2)
- More outreach, working with others
- Improve involvement of Tribes

Parking Lot

- More cross pollination
- Develop team charters

What's Next?

The BSD staff were asked to identify next steps that could be taken now to provide fertile ground for growing the action “seeds” coming out of ReCharge 4. Their recommendations are to:

1. Present shared leadership and ReCharge actions at a GLIFWC all staff meeting
2. Invite other GLIFWC Division heads and staff to ReCharges so they can bring back knowledge. *However there was also concern expressed about including other divisions which could alter the BSD team synergy created in ReCharge events*
3. Explore the idea of a teaching lodge, whether a physical structure, or gathering of people. In the context of teaching lodge, gather and integrate Ojibwe stories and lessons, offer more cultural opportunities, offer language learning opportunities include more intertribal perspectives
4. Continue learning about Ojibwe harvest and preparation techniques



Tanya Aldred depicted her perspective of how GLIFWC's divisions align within the Medicine Wheel leadership framework, with BSD being in the "mental" realm, and all divisions connected by the heart.

Resources

GLIFWC's 2010 Strategic Plan

<https://data.glifwc.org/archive.bio/GLIFWC%202010%20Strategic%20Plan.pdf>

GLIFWC's Cookbook: *Mino Wiisinidaa! Let's Eat Good!: Traditional Foods for Healthy Living.*

<http://www.glifwc.org/publications/#Cookbook>

GLIFWC brochures about wild rice:

- *Harvesting Wild Rice in a Good Way*
http://glifwc.org/publications/pdf/HarvestWildrice_Brochure.pdf
- *Manoomin: The Good Berry*
http://www.glifwc.org/publications/pdf/Goodberry_Brochure.pdf
- *Wild Rice brochure*
http://www.glifwc.org/publications/pdf/Wildrice_Brochure.pdf

GLIFWC supplement about wild rice:

- *Mazinaigan Supplement: Anishinaabe manoomin*
https://www.glifwc.org/publications/pdf/Fall2008_Manoomin_Supplement.pdf
- *Mazinaigan Supplement: Ricing with Tommy Sky A Sequel to Growing Up Ojibwe*
https://www.glifwc.org/publications/pdf/Ricing_Supplement.pdf

The Ways story. *Manoomin: Food That Grows on the Water with Fred Ackley Jr., Sokaogon Chippewa of Mole Lake*

<https://theways.org/story/manoomin.html>

Fond du Lac Band of Lake Superior Chippewa: Health Impact Statement

Expanding the Narrative of Tribal Health: The Effects of Wild Rice Water Quality Rule Changes on Tribal Health <http://www.fdlrez.com/RM/downloads/WQSHIA.pdf>

**2019 GLIFWC Biological Services Division
 “reCharge 4 – Manoomin theme”
 Heartwoods Conference Center, Trego, WI
 September 23-25, 2019
 AGENDA**

Day 1 - Monday, Sept 23

12 noon	Arrive at Heartwoods Conference Center. (BYO lunch or eat prior to arrival)
1:00 pm:	Opening ceremony Welcome by Jonathan Gilbert.
1:30-3:00	Reflection Activity: what we covered in past ReCharges, what’s working/not, shared leadership, infusion of TEK, progress, setting the stage for ReCharge 4 (Jonathan, CAT)
Afternoon	free time
Dinner @ 5 pm	Pine lodge Restaurant BREAKS as needed
Campfire @ 6pm	David Bisonette and Roger Labine Discussion: big picture of cultural/historical importance of manoomin

Day 2 - Tuesday, Sept 24

7:30am	Breakfast in the restaurant
Morning	Roger Labine Manoomin activities done by stations: 1) Traditional manoomin prep, 2) modern manoomin prep, 3) manoomin food prep-Owen Stations will include: ricing sticks, push pole – demo only, drying, parching, threshing, winnowing, machine processing, sorting and cleaning, Owen Schwartz - nutritional info, grinding into flour, puffed or popped rice.
11:30am	Lunch in the restaurant
Afternoon	Manoomin activities continue

- 6 pm Dinner Cookout – team-building activity.
- Walleye cheek soup (prepared by Dawn)
 - Squash (prepared by Bill)
 - Wild rice brats (grilled by Jose and Ronnie)
 - Salad w/ maple mustard vinaigrette and puffed rice
 - Teas – sweet fern, sumac, cedar, labrador (prepared by CAT)
- Campfire: David Bisonette, Roger Labine, Peter and Lisa David –
Manoomin management discussion

Wednesday, Sept 25

- 7:30am Breakfast: ***Pancake cook-off*** using manoomin flour
- Anyone that wants to try making their very best pancakes using the manoomin flour made w/ Owen on Tuesday is welcome to join the cook-off. Bring your recipes and secret ingredients. We will select a panel of judges and a prize will go to the person(s) that make the best pancakes!!!
- 9:30 am: Infusion of culture into the Manoomin Plan- Peter and Lisa David
Manoomin Plan- what worked/didn't work
- 10:15-11am: Looking Forward Activity (CAT and Brian)
Jon – What's next?
- Closing Closing remarks: Jonathan
Closing ceremony
- 12 noon Lunch in the restaurant
- Leave for Home