

MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: February 19, 2024

[Zoom Link](#)

I. Call to order

Board Chair Miigis Gonzalez calls to order the regular meeting of the MIIN Board of Directors at 5:30pm on February 19, 2024 via ZOOM meeting.

II. Roll call

Secretary Wm Howes conducts a roll call: William Howes III, Melissa Boyd, Miigis Gonzalez, Joe Nayquonabe, Jr., Michael Sullivan, Dustin Burnette (E.D.)

Members absent: none

Motion to approve tonight's Agenda by M. Boyd, seconded by J. Nayquonabe; no discussion - Approved unanimously

III. Approval of minutes from last meeting

Link to DATES of last meeting meeting minutes: Motion to approve the minutes by M. Boyd, seconded by M. Sullivan, no discussion - Approved unanimously

[November 27, 2023 MIIN Board of Directors Meeting](#)

IV. New Topics

a) [OPD Editor Report](#)

1. Would any MIIN board members be interested in volunteering to discuss features and/or to beta test features for the community-enabled editing software?
2. Is there any collaboration that MIIN would be interested in doing in regards to gathering the feedback from OPD Dictionary users about the web design?
3. Informal OPD agreement with MIIN - What are the goals of the grant? Mobile friendly website; faster/more efficient website options; and enable community editing and entries. MIIN as an Advisory Board - who is initiating the formal side of an official agreement between OPD and MIIN? It really is John Nichols and Nora Livesay, as the OPD is truly just hosted by the University of MN. There are administrative issues at the University of MN that are slowing this down. M. Sullivan recommends that OPD submits an official agreement to the UofM

leadership and the UofM initiates the formal agreement with MIIN. M. Boyd recommends that the American Indian Studies Board Chair, Vicente Diaz, at UofM receives the MOU and he presents it to leadership. N. Livesay will make it a part of her performance evaluation and push it forward through the appropriate official channels.

b) [Executive Director Report](#)

Veracity Pros will take over CPA services for MIIN; How does MIIN better network with donors and members to bring in funding? This is a future long-term goal of MIIN efforts to ensure MIIN is considered for contract work and/or specific translation services; MPR messaging from Board members? Naawakwe will help with FDL specific things and things in general; Baabiitaw will help; Migizi will help as well; Joe will help as well;

c) Revisions to the Policies in the area of adding Retirement and Salary Negotiations related to selection of various benefits like Health Benefits

V. Action Items

a) [OPD Partnership Agreement \(MOU\)](#)

b) [Less Commonly Taught Languages Grant Application](#)

c) [Red Cliff Band of Lake Superior Chippewa](#) (contract)

d) [Personnel Policies](#) pg. 43, XII - specifically the Retirement rate

e) Contractor - Aazhoo-bines

f) [Organizational Budget Modification](#)

g) [CPA service with Veracity Pros](#)

Approval of all Action Items a) through g): unanimously approved with edits to health insurance coverage starting immediately on date of hire.

VI. Ongoing Topics

a) none

VII. Adjournment - meeting adjourned at 7:29pm

Minutes submitted by: William Howes III

Minutes approved by:  _____

MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: May 13, 2024

[Zoom Link](#)

I. Call to order

Board Chair Miigis Gonzalez calls to order the regular meeting of the MIIN Board of Directors at 5:37pm

II. Roll call

Secretary Wm Howes conducts a roll call Migizi Michael Sullivan, Sr., Naawakwe William Howes III, Baabiitaw Melissa Boyd, Niizhwaasanangookwe Miigis Gonzalez, and Gimiwan Dustin Burnette (Executive Director)

*Not present: Jiigewegaabaw Joe Nayquonabe, Jr.

Motion to approve the agenda, second by Naawakwe, no discussion, unanimously approved

III. Approval of minutes from last meeting

Link to DATES of last meeting meeting minutes:

[February 19, 2024 MIIN Board of Directors Meeting Minutes](#)

Naawakwe motion to approve, second by Baabiitaw, no discussion, unanimously approved

IV. New Topics

- a) Update on status of LCOOU Teacher Licensure Project (request by Naawakwe): this will be provided during the Executive Director Report
- b) [Executive Director Report](#) - Questions & Comments: The application to the Bush Foundation is a major project and success so far; Mid-June is a good timeline for knowing the future status of the application to Bush Foundation; It is agreed that the new Policy on employee benefits be adjusted to read that the benefits be made available immediately upon accepting employment; Baabiitaw and Jiigewe-gaabaw will be working with Gimiwan on Investment Policies; Upcoming 2-day Strategic Planning for the Board: possibly the first week of November; MIIN continues to advocate for LCOOU and an education

MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: August 12, 2024

[Zoom Link](#)

I. Call to order

Board Chair Miigis Gonzalez calls to order the regular meeting of the MIIN Board of Directors at 5:33pm

II. Roll call

Secretary Wm Howes conducts a roll call: Naawakwe William Howes III, Baabiitaw Melissa Boyd, Niizhwaasanangookwe Miigis Gonzalez, and Gimiwan Dustin Burnette (Executive Director), Migizi Michael Sullivan, Sr., Jiigewegaabaw Joe Nayquonabe, Jr.,

Others present: Nora Livesay, Chris Hammerly

Motion to approve the agenda by Baabiitaw, second by Naawakwe, no discussion, unanimously approved

Motion to amend the agenda by Baabiitaw, second by Naawakwe, no discussion, unanimously approved to remove an item

III. Approval of minutes from last meeting

Link to DATES of last meeting meeting minutes:

[May 13, 2024 MIIN Board of Directors Meeting Minutes](#)

Naawakwe motion to approve, second by Niizhwaasanangookwe, no discussion, unanimously approved

IV. New Topics

- a) Nora (OPD): report to the Board was sent via email that includes various updates; Chris Hammerly was also present to share about the updates to the new “Ojibwe Search” aspect of the OPD - by building a “morphological parser” that allows a user to search with more complex inflectional forms and improving the “Search” option - This update will be uploaded June 30, 2025; Offer/request for Public Version (wordlist) of OPD on github.com; Offer/request for Spell Check and Predictive Text tools option; Offer/request

for Automatic Verb Conjugator app to use OPD data but needs a deal with the For-Profit entity that would develop and offer this; Dr. John Nichols will be presented these options as well and the Board will have time to consider these future development options; Question on the progress on a formal agreement between the University of MN and MIIN for the MIIN Board to serve as the Ojibwe Cultural Advisory Committee of the OPD - This is not yet in-place;

- b) [Executive Director Report](#)
- c) Funding: Luce Foundation additional funding provided; Bush Foundation is up for approval by the Bush Foundation Board that is meeting this week;
- d) MIIN Board of Directors Strategic Planning 2024 - revisit this after our earlier conversations tonight on development
- e) Organizational and Economic Development - questions about the need and the role that group/organization would play; board members share ideas and thoughts on next steps; EOS system and book, strength from within by the Board and staff, consider what Burton might do with more time with us, know what we want from an organization and be sure it is in the proposal; this is also a part of the Bush Grant proposal and will need to develop this more if approved or determine if that remains as part of that grant
- f) Board Management System - recommended by service agencies that we are not a large enough organization yet for most specific Board software
- g) [PTO Rollover, Translation Guidelines and Continuing Education](#): these are initial drafts and will be revisited as work is done to update them; various comments are made to each of the three areas and the E.D. added comments and made edits directly to the GoogleDocs for each

V. Action Items

- a) Special Meeting Requested Wednesday, October 16th, 2024, to approve Bush Grant acceptance (if approved)
- b) [Organizational Budget Modification](#)
- c) [Minnesota Annual Reporting Form C2](#)


Motion to approve Action Items a) - c) by Baabiitaw, second by Jiigwewegaabaw, no discussion, passes unanimously

VI. Ongoing Topics

- a) LCOOU Teacher Training Track

VII. Adjournment

Meeting was adjourned at 7:44pm

Signature: 

program there, but not recruiting students because there is not an education program in place yet.

V. Action Items

- a) [Tax Filings](#)
- b) WEND 2024 funding
- c) Service Requests by other organizations - Algoma
- d) Policy Change
- e) [Organizational Budget Modification](#)
- f) LCOOU [Scholarship](#)
- g) Burton Warrington [Contract](#)

*Move to approve with the necessary change to the Policy Change by Baabiitaw, second by Niizhwaasanangookwe; Question by Migizi on LCOOU Scholarship on the requirements, number of students, qualifications, etc. and E.D. Gimiwan clarifies by reading the actual MOU and Addendum between MIIN and LCOOU and identifies one change necessary in the Addendum to state "...enrolled in Education coursework" and add "d. This funding does not need to be spent in the 2024-25 school year" to ensure it supports students in the future Education program; Baabiitaw asks a question on using marketing around students who are selected for the scholarship; Niizhwaasanangookwe asks "Will the Immersion Track be starting in Fall 2025?" Yes, hopefully; Discussion on a possible future Golf Tournament fundraiser for Scholarships; No further discussion; **Motion to approve all Action Items a) through g) passes unanimously.**

VI. Ongoing Topics

- a) none

VII. Adjournment

Meeting was adjourned at 6:40pm

Signature: 

MIIN - Midwest Indigenous Immersion Network Special Meeting Minutes

Date: October 16, 2024

[Zoom Link](#)

I. Call to order

Board Chair Niizhwaasanangookwe called to order the special meeting of the MIIN Board of Directors at 7:01pm on October 16, 2024 at Zoom.

II. Roll call

Naawakwe conducted a roll call.

The following persons were present: Naawakwe William Howes III, Baabiitaw Melissa Boyd, Niizhwaasanangookwe Miigis Gonzalez, and Gimiwan Dustin Burnette (Executive Director), Migizi Michael Sullivan, Sr., Jiigewegaabaw Joe Nayquonabe, Jr.

III. Approval of minutes from last meeting - Not Applicable

IV. Ongoing Topics

- a) Ongoing topic/summary of discussion

V. New Topics

- a) Director's Report for Special Meeting - link
First issue is Bush Foundation Grant Agreement - no comments or questions; Budget Modification: modifications were made to be able to accept the Bush Foundation Grant - no comments or questions; Interview committee for new hires - no comments or questions; Date and direction of 2024 Fall MIIN Board Retreat - no comments or questions; Conflict of Interest disclosure - no comments or questions
- b) Board goes to closed session
- c) Board decision on Interviews: Executive Director will recuse themselves from interviews (note that this conflicts with current HR policy and a discussion was had that approved this decision by the board based on the disclosed conflict of interest by the Executive Director), interview committee will be Baabiitaw, Niizhwaasanangookwe, and Burton; Executive Director will draft interview questions and scoring rubric that

will be shared with all Board members to provide input; MIIN staff will coordinate the scheduling of the interviews

VI. Action Items


- a) Approve the Bush Foundation Grant Agreement.
- b) Appoint 2 board members to the interview committee.
- c) Approve modifications to the organizational budget.
- d) Agree on date and direction of 2024 two-day Fall MIIN Board Retreat - November 14 & 15, 2024.
- e) Make a decision regarding Conflict of Interest disclosure.

Baabitaw makes a motion to approve all five action items, seconded by Migizi, no discussion - motion approved unanimously

VII. Adjournment

Board Chair Niizhwaasanangookwe adjourned the meeting at 7:49pm.

Minutes submitted by: Naawakwe

Minutes approved by:  _____

MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: November 25, 2024

[Zoom Link](#)

I. **Call to order:** Niizhwaasanangookwe calls the meeting to order at 7:03pm

II. Roll call

Present: Naawakwe William Howes III, Baabiitaw Melissa Boyd, Niizhwaasanangookwe Miigis Gonzalez, and Gimiwan Dustin Burnette (Executive Director), Migizi Michael Sullivan, Sr.

Others present: none

Motion to approve the agenda by Migizi, second by Naawakwe, no discussion, unanimously approved

III. Approval of minutes from last meetings

Link to DATES of last regular Board Meeting meeting minutes:

[August 12, 2024 MIIN Board of Directors Meeting Minutes](#)

Motion to approve the minutes by Baabiitaw, second by Migizi, no discussion, unanimously approved

Link to DATES of Special Meeting meeting minutes:

[October 16, 2024 MIIN Board of Directors Special Meeting Minutes](#)

Motion to approve the minutes by Naawakwe, second by Baabiitaw, no discussion, unanimously approved

IV. New Topics

- a) Executive Director Report - Questions & Comments: Are we still doing PLCs? Yes, but participation has been low. Staff are looking for new ways to increase participation. Possible ideas are incentives, Masterclasses, etc.. Question on whether our PLC is counted by MN school districts for their relicensure? E.D. will get back to the Board on this. Recommendation to build-up the Organizational Flow-chart of job duties - this has begun with a new chart and will continue to be strengthened. Lerner Books - the plan is to sell the remaining 180 copies of each of the 16 books at the full retail price at various

conferences and gatherings. LCOOU and BSU teacher licensure programs should have staff onsite and externally (Adult Education Coordinator and Community Outreach Coordinator) for recruitment and retention of students. Selection of the Audit Contractor - Hawkins Ash is identified as the choice by the Board. Discussion on the future need for investment in the development of high quality Social Media/PR for MIIN.

V. Action Items

- a) Approve the 2025 Organizational Budget
- b) Approve proposed policies:
 - Leave
 - PTO Rollover
 - PTO & Sick Leave accrual
 - Continuing Education
 - Professional Language Work Guidelines
 - Investment Policies
 - Credit Card Use Policy
 - Document Retention & Destruction
- c) Select Audit Contractor
- d) Indemnification of Gimiwan Dustin Burnette for MOA liability

Baabitaw makes a motion to approve all items above, with the number one ranked candidate identified as the choice of Audit Contractor, second by Migizi, no discussion, unanimously approved

VI. Ongoing Topics

- a) none

VII. Adjournment

Meeting was adjourned at 8:32pm

Signature:  _____