



Ziiibiwing Center of Anishinabe Culture & Lifeways
 6650 E. Broadway
 Mt. Pleasant, Michigan 48858
www.sagchip.org/ziiibiwing



ZIIBIWING CENTER
of Anishinabe Culture & Lifeways



**Diba Jimooyung
 Our Story**

The name of our people, Anishinabe, means "first man lowered from above and placed on the Earth". The Anishinabek (plural) are descendents of this original man.

Who we are and our origins are very unique. We have our own Creation story. Many Anishinabek believe that the Creator placed us in North America near the Great Salt Water (East Coast). We had established societies and family structures with our own language and spiritual beliefs. Many Anishinabek believe that we were given Seven Prophecies from the Creator. These Prophecies were foretold many generations before European contact. These Seven Prophecies will always guide the future of the Anishinabek.

Take a journey with us.
 Let us tell you our story.

*4-Year
 Report 2004-2008*

Our Mission

The Ziibiwing Center is a distinctive treasure created to provide an enriched, diversified, and culturally relevant educational experience.

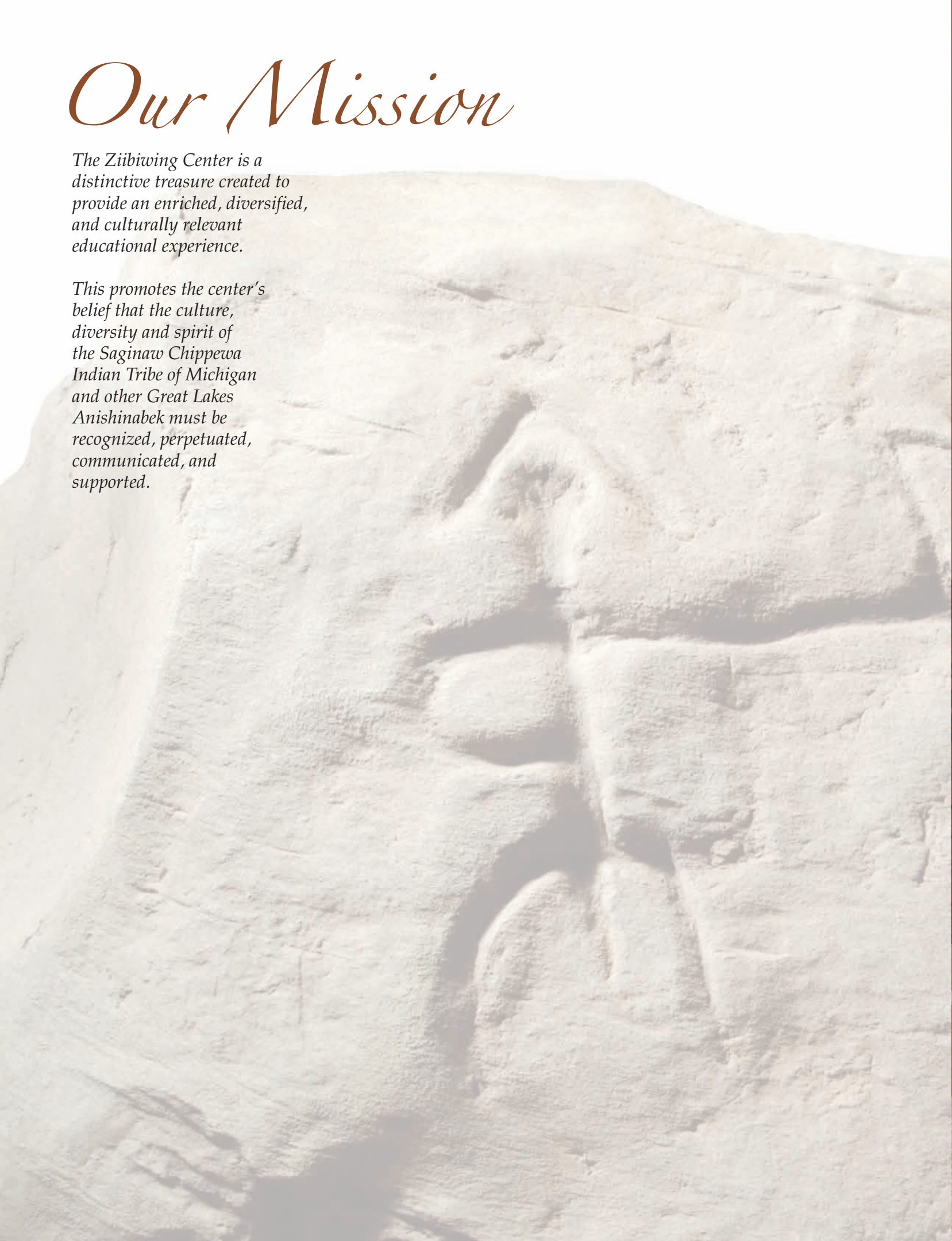
This promotes the center's belief that the culture, diversity and spirit of the Saginaw Chippewa Indian Tribe of Michigan and other Great Lakes Anishinabek must be recognized, perpetuated, communicated, and supported.

Kina Go Ndo Nowemaagananaanik - All Our Relations

Miigwetch (all that you give we hold in the highest regard) to those who have contributed, encouraged, nurtured, and supported the Ziibiwing Center's emergence, development, and growth. Our 4-Year Report is dedicated to all our relations – past, present, and future.

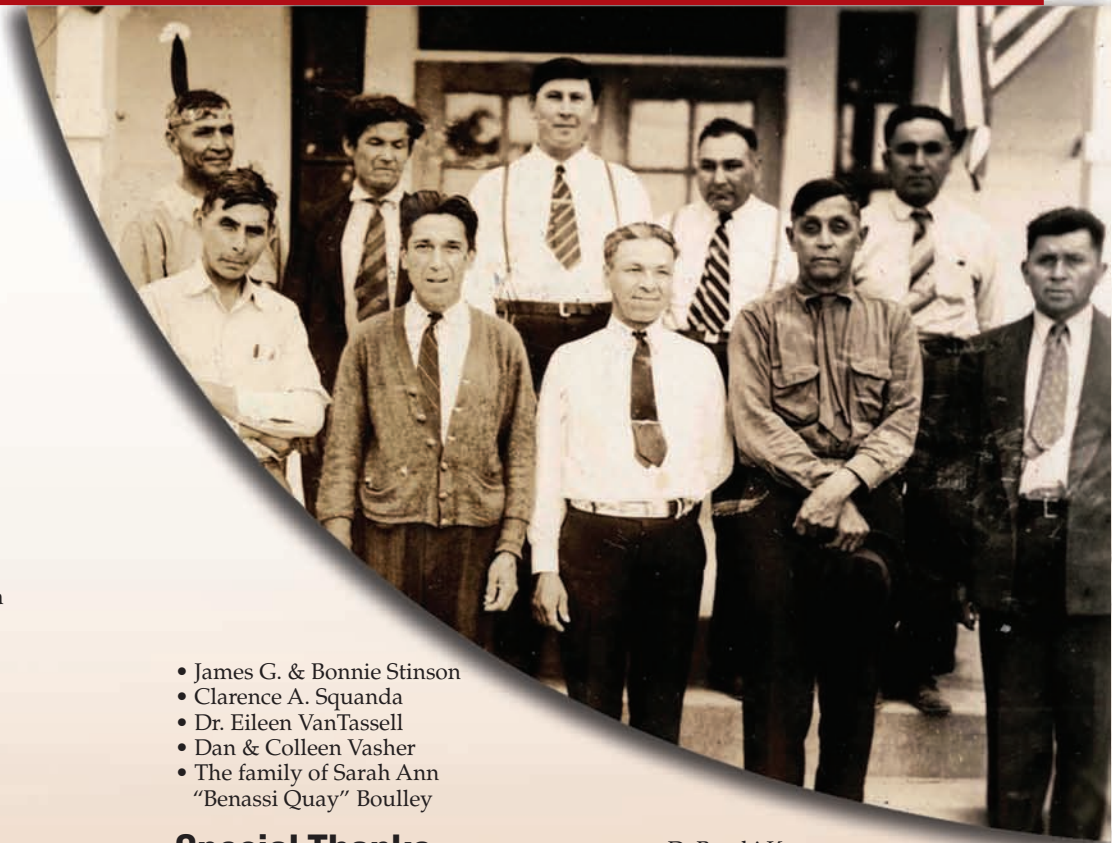
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- James G. & Bonnie Stinson
- Clarence A. Squanda
- Dr. Eileen VanTassel
- Dan & Colleen Vasher
- The family of Sarah Ann "Benassi Quay" Boulley

Special Thanks

- Amanda (Falcon) Agosto
- André & Associates Interpretation and Design Ltd.
- Dr. Sonya Atalay
- Edward Benton Banai
- Dick Bancroft
- Ruben Blackcloud
- Janine Bowechop & the Makah Cultural and Research Center
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- Saginaw Chippewa Tribal Members
- Mike Slasinski
- Joe Sowmick
- Gilbert Williams
- Ziibiwing Center Board of Directors
- Ziibiwing Center Members

Memorial



**Mercedes Benz
March 9, 1960 - December 20, 2007**

Mercedes was born on March 9, 1960 in Ft. Belvoir, Virginia, the daughter of the late Charles Henry and Marjorie (Davis) Benz. Mercedes was a member of the Saginaw Chippewa Indian Tribe of Michigan and enjoyed spending time with her grandchildren, playing softball, cleaning, babysitting all of the kids, walking, hiking, popcorn rides, and poker parties. She worked as the Facilities Department's Administrative Assistant.

Mercedes' Ziibiwing Center family misses her very much.

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Boozhoo Tribal Council, Tribal Members, and Ziibiwing Center Members,

It is my distinct pleasure to present you with our 4-Year Report. This report chronicles the journey our organization has taken since the Ziibiwing Center officially opened its doors on May 21, 2004. Although, the Ziibiwing story goes back much further – back to 1994 to be exact. True to the founding principles of the Ziibiwing Cultural Society, the center was envisioned and established to acknowledge, honor, and perpetuate the strength, pride, success, and determination of our past for all future generations. And still today, at the heart of Ziibiwing’s daily work is righting the wrongs of the past – our organization continues to serve the tribe as the Historic Preservation Office; locating ancestral remains and their associated funerary objects for repatriation and reburial, as well as protecting burial, cemetery, and sacred sites.

As stewards of the resources bequeathed by the Saginaw Chippewa Indian Tribe of Michigan, individual tribal members, and outside donors, we continually measure our services and monitor the needs of the tribal community. We take our work and obligations very seriously as we assist the Tribal Council in local, state, and national efforts to protect tribal interests. Barb Madison, Historical & Genealogical Indian Researcher, who has worked on behalf of the tribe recalls:

“I have been acquainted with the Ziibiwing Cultural Center for over 10 years and remember when they first began collecting documents and artifacts to preserve their tribal history. Starting in a small three-bedroom home on the reservation with canoes hanging from the rafters in the basement, the tribe has now moved to their new facility with humidity controlled archives to preserve their historical documents as well as cultural and traditional tribal artifacts. The museum and research center, through its exhibits helps to educate the members of the tribe and also visitors to the center regarding the history and culture of the Saginaw Chippewa Tribe.”

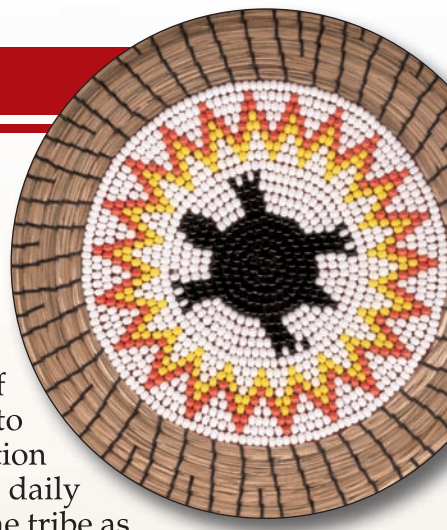
Why is the preservation and promotion of our history, culture, and language so important? We live in a time when the future of our children is very often at the center of our collective concerns. When it comes to American Indian children, the statistics are very alarming. Yet statistics also show that children who are rich in their culture succeed at higher rates than those who do not possess a cultural background. Therefore, the Ziibiwing Center is honored to assist the community in being a component of the tribe that provides a cultural foundation for our youth through our exhibitions, activities, and programs. The strength of Anishinabe communities has always been the children and a vision for a better tomorrow.

Since the early years of the Saginaw Chippewa Indian Tribe of Michigan’s reorganization, a place like the Ziibiwing Center was envisioned by the leadership. In the 1980s under Chief Arnold Sowmick’s administration, the dream of a tribal museum was also discussed. In 1996, this dream started to be become actualized by Bonnie Ekdahl, Paul Johnson, Dustin Davis, Charmaine Benz, and a small Ziibiwing Cultural Society team.

Over the years there were many who served on Tribal Council and Ziibiwing’s Board of Directors, as well as countless Ziibiwing staff, supporters, and contributors who played a vital role in the center’s development. For all of you, we are very grateful. We could not have accomplished what we presented in this report if it were not for your direction, funding, time, energy, and guidance. On behalf of the Ziibiwing team, I want to say “Miigwetch” for your continued trust and support of our efforts.

I hope our 4-Year Report clearly demonstrates the commitment, dedication, love, and respect our Board of Directors and staff have for our work and the mission of the Ziibiwing Center. The Saginaw Chippewa Indian Tribe of Michigan can truly take great pride in its state-of-the-art, tribally-owned and operated cultural center and museum for it is one of the best. The Ziibiwing Center is a shining example for Indian Country and the world.

Miigwetch,
Shannon Martin, Director
Ziibiwing Center of Anishinabe Culture & Lifeways



January 2009

Anishinabemowin Club	January 14 & 28
Lil’ Language Warriors Club	January 15 & 29
Performance Circle Sign-Up	January 20
Performance Circle Class	January 27
New Changing Exhibition Opens	January 31

February 2009

Performance Circle Class	February 3, 10, 17, 24
Anishinabemowin Club	February 11 & 25
Lil’ Language Warriors Club	February 12 & 26
Collection Showing	February 21

March 2009

Performance Circle Class	March 3, 10, 17, 24
Artist-In-Residence Workshop	March 9-13
Anishinabemowin Club	March 11 & 25
Lil’ Language Warriors Club	March 12 & 26
Vernal Equinox Feast	March 20

April 2009

Performance Circle Class	April 7, 14, 21, 28
Anishinabemowin Club	April 8 & 22
Lil’ Language Warriors Club	April 9 & 23
Earth Day/Wild Rice Week	April 20-24

May 2009

Performance Circle Graduation	May 12
Anishinabemowin Club	May 13 & 27
Lil’ Language Warriors Club	May 14 & 28
Collection Showing	May 16

June 2009

Anishinabemowin Club	June 10 & 24
Lil’ Language Warriors Club	June 11 & 25
Artist-In-Residence Workshop	June 15-19
Summer Solstice Feast	June 21

July 2009

American Indian Dances	July 4, 11, 18, 25
Anishinabemowin Club	July 8 & 22
Lil’ Language Warriors Club	July 9 & 23
NativeFest - Car Bingo	July 29
NativeFest - Music & Comedy	July 30
NativeFest - Collection Showing	July 31

August 2009

Changing Exhibition Closes	August 1
Anishinabemowin Club	August 12 & 26
Lil’ Language Warriors Club	August 13 & 27

September 2009

Performance Circle Sign-Up	September 8
Anishinabemowin Club	September 9 & 23
Lil’ Language Warriors Club	September 10 & 24
Monarch Butterfly Release	September 12
Artist-In-Residence Workshop	September 14-18
Performance Circle Class	September 15, 22, 29
Autumn Equinox Feast	September 22

October 2009

Performance Circle Class	October 6, 13, 20, 27
Anishinabemowin Club	October 14 & 28
Lil’ Language Warriors Club	October 15 & 29
Eagle Feather Cleansing	October 21
Eagle Feather Honoring	October 22 & 23
Eagle Feather Feast	October 23

November 2009

Performance Circle Class	November 3, 10, 17, 24
Spirit Feast	November 6
Artist-In-Residence Workshop	November 9-13
Lil’ Language Warriors Club	November 12
Collection Showing	November 14
Anishinabemowin Club	November 25

December 2009

Performance Circle Class	December 1 & 8
Anishinabe Santa	December 5 & 12
Anishinabemowin Club	December 9
Lil’ Language Warriors Club	December 10
Performance Circle Graduation	December 15
Winter Solstice Feast	December 21



At the Sanilac Petroglyphs, there is a teaching called ebmodaakowet, the archer. Ebmodaakowet symbolizes our Anishinabek ancestors and their promise to teach the next Seven Generations. Ebmodaakowet shoots an arrow of knowledge and wisdom into the future. Our team feels that the Ziibiwing Center is a modern-day ebmodaakowet.

The Ziibiwing Center Board of Directors and staff look forward to many more years of bringing forth knowledge and providing opportunities for future generations to become engaged with the center. Our team is preparing to develop a new 5-10 year Strategic Plan that incorporates our Four Strategic Themes that we implemented four years ago: Cultural Education & Programming, People Performance, Reputation for Excellence, and Ziibiwing Center Growth.

Guided by our Four Strategic Themes, we would like to introduce one ongoing project and two upcoming initiatives that the Ziibiwing Center is undertaking:

Loving Mother Earth Program

This program was implemented to further tribal efforts in recycling efforts to reduce, reuse, and recycle. The “Flip & Switch” motto reminds us to make sure our lights are turned off when equipment is not in use; therefore not wasting electricity. Ziibiwing also prints on the flip-side of used paper for all internal documents; which reduces our dependence on copy paper.

The staff is updated on the Loving Mother Earth Program at our quarterly meetings. We report how much paper/electricity has been used and not used compared to previous months.



Intellectual Property Issues in Cultural Heritage (IPinCH)

This project represents an international, interdisciplinary collaboration among more than 50 scholars and 25 partnering organizations embarking on an unprecedented and timely investigation of intellectual property (IP) issues in cultural heritage that represent emergent local and global interpretations of culture, rights, and knowledge.

The Ziibiwing Center is a partnering organization and will conduct research on the Sanilac Petroglyphs with noted Ojibway scholar, Dr. Sonya Atalay (Indiana University).

The IPinCH objectives are:

- To document the diversity of principles, interpretations, and actions arising in response to IP issues in cultural heritage worldwide;
- To analyze the many implications of these situations;
- To generate more robust theoretical understandings as well as norms of best practices; and
- To make these findings available to stakeholders—from Aboriginal communities to professional organizations to government agencies—to develop and refine their own theories, principles, policies and practices.

Visit the website for updates at:
<http://cgi.sfu.ca/~ipinch/cgi-bin/>

Detroit Institute of Arts (DIA): The Anishinaabe Exhibition Project

In a broad, collaborative initiative, the DIA will enter into partnerships with an international group of major art museums, smaller community-based cultural centers on reservations and a diverse group of curators, academic scholars, community leaders and artists to organize a multifaceted exhibition and Anishnaabe “information bank,” exploring new studies in Anishnaabe art, history, culture, and worldview. The Anishnaabe Exhibition Project can serve as a powerful antidote to the kinds of casual information available to both children and adults about “Indians” and “Aboriginals,” and thus correct popularly assumed stereotypes and biases.

The Ziibiwing Center will be involved in this intensive, five-year collaboration.

Boozhoo
Tribal Council and
Ziibiwing Center
Members,

We are grateful and honored to serve the Ziibiwing Center as its formal Board of Directors. The center has influenced so many members of the tribal community in such a positive way while educating our neighbors and the non-Indian community. Our board has been able to give direction to the art shows and exhibits; as well as encouraging donations of significant historical and cultural material. Our participation has also brought forth a sharing of old photographs of Saginaw Chippewa tribal members’ relatives, their homes, and activities throughout time. Many tribal members would not trust any other organization to properly display their relatives with such pride as the Ziibiwing Center has done under our guidance.

Our activities on the Board of Directors has allowed university and high school professionals to seek explanations from our displays rather than having to turn to many discriminatory history books that have misinformed students about the Saginaw Chippewa Indian Tribe of Michigan. We have been able to encourage Ziibiwing’s staff members in their work and research by our review and support. We also assist the Ziibiwing staff in providing more exposure to our proud displays and activities such as language and dance programs.

It has been a wonderful experience to help the Ziibiwing Center staff create displays of our history, our beliefs, and our ancestors, and to see these displays bring about pride and great accomplishment. It is just as inspiring to see our work influence young children to now expect people to speak the Ojibway language and to eagerly inquire about our clan system, our social structures, and our political history as a sovereign nation. There is no other place where we can see a fraction of these positive results. Our work has truly assisted in raising the standard of pride in Anishinabe history and traditions.

It is wonderful to know that as the Board of Directors we were a part of this historical change in creating a museum and cultural center. We can



proudly say that we helped steward the Ziibiwing Center through its humble beginnings to it now becoming nationally-recognized as an exemplary organization.

Miigwetch,
Ziibiwing Center Board of Directors
Ziibiwing Center of Anishinabe Culture & Lifeways

Back Row, Left to Right:
 Terry Bonnau, Joan Webkamigad, Kenneth Douglas, Ronald Douglas,
 Craig Waynee, and Mang Webkamigad

Front Row, Left to Right:
 Phyllis Kequom, Harold Gould, Jim Walker, Diane Morley, Jeff Sprague,
 and Stella Falsetta

10,000+ Years ago

Anishinabek lived along the Atlantic seaboard from what is now Nova Scotia to the Carolinas

900 AD

Anishinabek began the Great Walk to the Great Lakes area and beyond

1200-1300s

Anishinabek established the Three Fires Confederacy throughout the Great Lakes. The Three Fires Confederacy includes the Ojibway (Chippewa), Odawa (Ottawa), and Odawatomí (Potawatomi)

1640

First European visitors (French) make contact with Anishinabek in Baawaating (Sault Ste. Marie)

1795-1838

The Saginaw Chippewa sign seven treaties with the United States, ceding nearly all of their land

1855 and 1864

The Saginaw Chippewa sign two treaties with the United States which establish the Isabella Indian Reservation

1924

Indian Citizenship Act established

1937

Saginaw Chippewa Indian Tribe is reorganized under the Indian Reorganization Act

1972

Saginaw Chippewa Indian Tribe opens first gaming operation, Car Bingo

1999

Soaring Eagle Casino & Resort opens

2000

Saginaw Chippewa Indian Tribe becomes largest employer in Isabella County

2004

Ziibiwing Center of Anishinabe Culture & Lifeways opens

History of the Tribe

The Saginaw Chippewa Indian Tribe of Michigan is comprised of three bands of Ojibway (Saginaw, Black River, Swan Creek), who lived primarily in the Eastern region of what is now Michigan. Our ancestors lived in this area for hundreds of years prior to the appearance of European settlers. Two hundred years after their arrival, they claimed all but a few acres of the land where our ancestors had made their homes. The last treaties we signed with the United States in 1855 and 1864, established the Isabella Indian Reservation. Totaling over 130,000 acres, this land was divided into privately-owned allotments establishing a permanent home for our tribal membership.

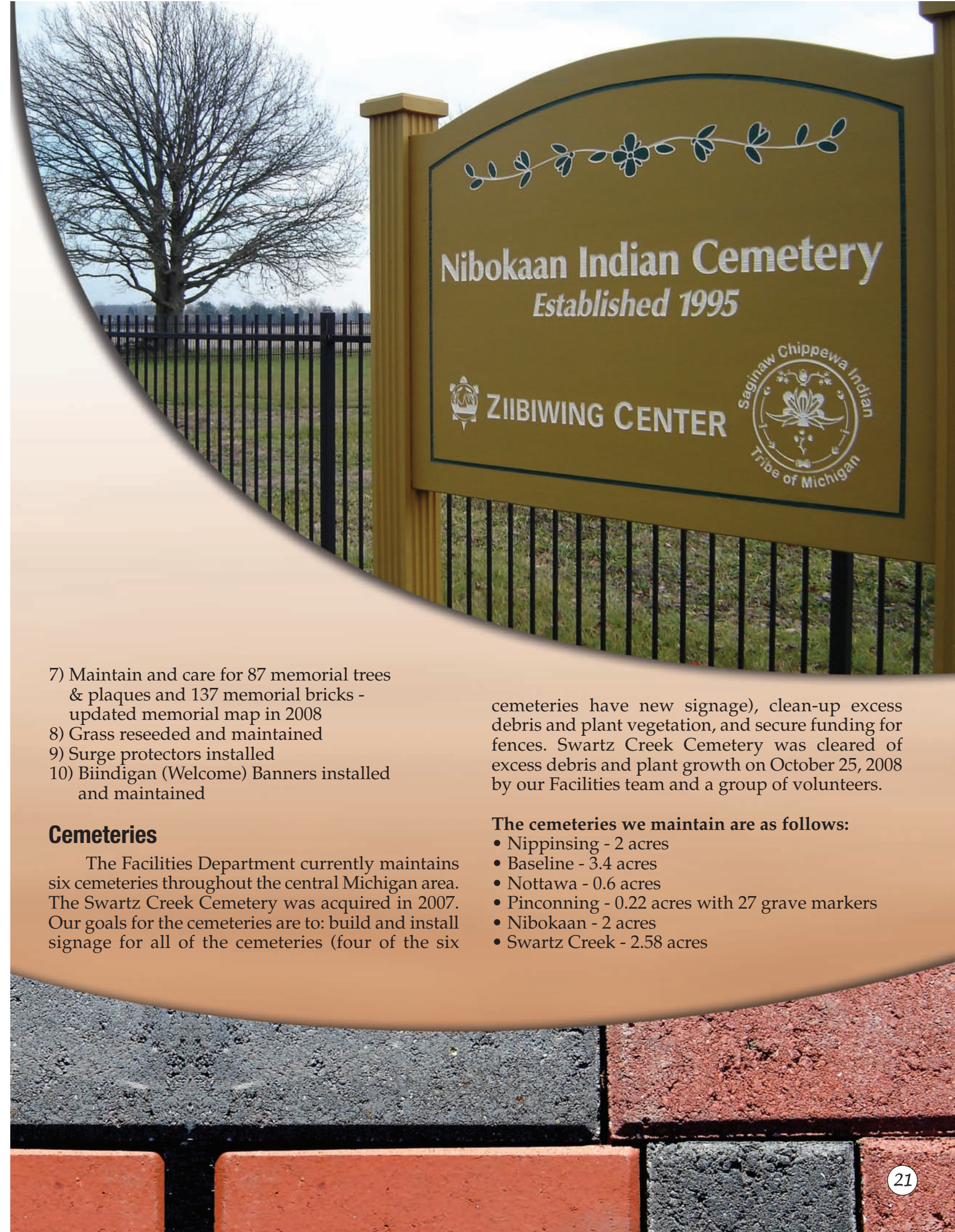


When our people moved to the Isabella Indian Reservation the conditions were extremely grim and our annuity payments were delayed, causing many of our people to succumb to hunger and sickness. During this time, Isabella County had some of the best stands of white pine in the whole state of Michigan and lumbermen were eager to swindle us out of our lands. Many of our people sold their allotments to lumber sharks for a small fraction of their value. For many, selling their allotment was the only way to feed their families. This, coupled with numerous shoddy deals between Indian Agents and timber barons, led to a rapid dispossession of our land base. Of the more than 1,500 allotments issued to our ancestors in the late 1800s, only a handful of these were owned by tribal members by 1934.

In 1934 the Indian Reorganization Act (IRA) was passed, which sought to improve conditions for tribes in the United States. The IRA required tribes to adopt a constitution and elect a tribal council in order to be a federally-recognized tribe. We elected our first tribal council and adopted our constitution in 1937. At this time, our tribe acquired 500 acres east of Mt. Pleasant to establish a land base for our people.

Through the resiliency of our ancestors we have endured and overcome many obstacles that were placed before us. The recent success of our gaming and entertainment operation has enabled us to better provide for the needs of our community. Housing, health care, and educational opportunities have greatly improved in the past twenty years for the tribal membership. The tribe also provides opportunities for our non-Native neighbors as the largest employer in Isabella County.

Our economic success has also given us the means to reclaim the history of our people and share it with the rest of the world. The 34,349 sq. ft. Ziibiwing Center of Anishinabe Culture & Lifeways was established in May of 2004 with that goal in mind. Our cultural center and tribal museum honors the ancestors, who against tremendous odds, protected and passed down the cultural knowledge, language, and teachings of our people.



- 7) Maintain and care for 87 memorial trees & plaques and 137 memorial bricks - updated memorial map in 2008
- 8) Grass reseeded and maintained
- 9) Surge protectors installed
- 10) Biindigan (Welcome) Banners installed and maintained

Cemeteries

The Facilities Department currently maintains six cemeteries throughout the central Michigan area. The Swartz Creek Cemetery was acquired in 2007. Our goals for the cemeteries are to: build and install signage for all of the cemeteries (four of the six

cemeteries have new signage), clean-up excess debris and plant vegetation, and secure funding for fences. Swartz Creek Cemetery was cleared of excess debris and plant growth on October 25, 2008 by our Facilities team and a group of volunteers.

The cemeteries we maintain are as follows:

- Nippinsing - 2 acres
- Baseline - 3.4 acres
- Nottawa - 0.6 acres
- Pinconning - 0.22 acres with 27 grave markers
- Nibokaan - 2 acres
- Swartz Creek - 2.58 acres

The Facilities Department maintains the Ziibiwing Center's campus to assist the faculty in fulfilling its teaching, research, and community service responsibilities. We provide services and support in a high quality, cost-effective manner through a work force of highly-skilled employees. We promote teamwork and cooperation among the departments of the Ziibiwing Center.

Staff Training

More knowledgeable, skilled, and capable employees directly impact the Ziibiwing Center's ability to satisfy customers, resolve problems and crises, and adapt to changing conditions. The Facilities Department is committed to the professional growth of their employees while providing a safe, learning environment for community members, guests, and fellow staff.

The Facilities Department exemplifies quality customer service through cross-training, skills acquisition, assessing processes for efficiency, museum staff support services, and teamwork. The department focused on updating records and manuals for their team in 2007 & 2008.

Facilities Department training courses include:

- Microsoft & computer proficiency

- Microsoft Excel spreadsheets
- Outlook e-mail & calendar management
- Peoplesoft software
- Basics Telephone Skills
- Conducting Effective Meetings (mandatory)
- CPR
- Blood Borne Pathogen (mandatory)
- S.P.I.L.L.S.
- High Lift
- Sexual Harassment (mandatory)
- First Responders to Hazardous Materials
- Bomb training (mandatory)
- Tornado & fire drills
- Evacuation

Building Maintenance

New items or improvements the Ziibiwing Center has made in the last 4 years include:

- 1) Stained Ziibiwing Center exterior in 2006
- 2) Painted interior
- 3) Replaced discussion room carpet in 2006
- 4) Welded doors
- 5) Fixed cracks in asphalt in 2008
- 6) Repaired boiler and leaks in roof

Grounds - Improvement & Care

Improvements in the beauty of the Ziibiwing Center grounds and the indigenous plant reserve include:

- 1) 12-head sprinkler system was installed in 2006
- 2) Implemented a \$15,000 landscape improvement plan to improve the appearance of the grounds (created a natural plant walkway)
- 3) Ongoing Ni-Bami brick and tree placement
- 4) Annuals (plants) are pruned, weeded, and maintained yearly
- 5) Increase indigenous plantings
- 6) Signs made for cemeteries



Anishinabek — The People

The name of our people, Anishinabe, means first one lowered from above and placed on the Mother Earth. Today's Anishinabek (plural) are descendants of this original one. Before first contact with Europeans, the indigenous people of this continent had well-established communities with distinct languages, values, governance, and spirituality. Agriculture, aquaculture, herbal medicinal practices, and vast trade networks were successfully in place. We, the *Anishinabek* (Original People) of the Great Lakes, have our own Creation story, language, and many traditions and ceremonies that have survived and are still practiced today. We have been called Ojibway or Chippewa, Odawa or Ottawa, Odawatomi or Potawatomi, Cree, Menominee, Ho-Chunk or Winnebago, and Algonquin. We are Nations whose languages are similar, whose cultures are close, and whose lands are often shared. Today we number over 50,000 people throughout the Great Lakes.



Akiing — The Land

The Anishinabek have always revered the land and waterways. Though we were forced to cede our lands through treaties, we have never spiritually separated ourselves from our place on Mother Earth. Our connection with these lands resides in each one of us. We continue to use the land and water as a source of economic and spiritual support for our lives and communities. The lands we called home and waterways that we traversed all had a name and were very significant to us. *Ziibiwing*, the name of our cultural center and museum, means by the river. This name was chosen to honor an ancestral gathering place along the Chippewa River near the city of Mt. Pleasant.



Kinoomaagegamik — The Teaching Place

Envisioned for many years by the Saginaw Chippewa people, the Ziibiwing Center of Anishinabe Culture & Lifeways represents a place of teaching, learning, sharing, and healing. Surrounded by an indigenous wildflower meadow and medicinal plants, the Ziibiwing Center faces an easterly direction to greet the new day and welcome the eastern direction's gift of knowledge. The entrance of the building reflects the beauty and ingenuity of a traditional *Anishinabek kinoomaagegamik* (teaching lodge). Once inside the Ziibiwing Center, you will find yourself standing in the Great Lodge Lobby. The lobby incorporates cedar arches and paneling, a "smoke hole" at the center, and natural rock inlay of Anishinabe floral motif complete with a Sacred Fire representation in the flooring. The Great Lodge Lobby opens to the 9,000 sq. ft. Diba Jimooyung (Telling Our Story) permanent exhibit, changing exhibition gallery, research center, Ojibway language immersion room, gift shop, Wi-Fi coffee/media lounge, and meeting rooms.

The Ziibiwing Center gives the citizens of the Saginaw Chippewa Indian Tribe of Michigan, as well as the citizens of the world, an opportunity to experience the richness of our Anishinabe heritage, culture, language, and ingenuity. Yearly, the Ziibiwing Center's administration exercises fiscal responsibility as a means of achieving our mission by creatively seeking financial support to supplement our governmental budget and securing the long-term viability of the center.

This is accomplished internally through our educational classes, dance presentations, retail gift shops, exhibit admissions, speaker's bureau, meeting room bookings, and collaborative tribal departmental programming. We actively seek external funding opportunities through grants, sponsorships, donations, partnership funding, and awards programs. Volunteers and interns also help to reduce the cost of events, as well as play a vital role in our success.

Ziibiwing nurtures collaborations and sees these relationships as a powerful process for increasing organizational sustainability. We actively work with other tribal departments, historical societies, museums, and national organizations. Our collaborations have stimulated more ideas, reduced the need for scarce resources, and have brought more visibility to our organization through marketing, referrals, and community support.

Internal Support:

- **Volunteers:** Community members lend their expertise and time to numerous events throughout the year. We serve as an ongoing site for community service workers to fulfill their legal requirements.
- **Donations:** Our community members have generously donated/loaned a variety of artifacts to our permanent collection, changing exhibitions, and collection showings. Community members also donate supplies for our educational classes.
- **Internal Requests for Assistance (2006-2008):** Ziibiwing Center staff has logged 4,698 requests for their historical, cultural, or language expertise from Saginaw Chippewa tribal entities.
- **Leadership and Career Development Interns:** The tribe's Higher Education Department has provided us with two Leadership Interns and one Career Development Intern.

- **Collaborations:** Over the years we have worked internally with many departments including:
 - Tribal Council
 - Public Relations
 - Soaring Eagle Casino & Resort
 - Saganing Eagle's Landing Casino
 - Bingo Department
 - Education Department
 - Behavioral Health
 - Human Resources
 - Saginaw Chippewa Tribal College
 - Nimkee Memorial Wellness Center
 - Seventh Generation
 - Housing Department
 - At-Large Program
 - Soaring Eagle Inn & Conference Center
 - Andahwod Continuing Care Community & Aging Services



College Interns, Leadership & Career Development Interns, and a NATHPO Fellow



2007

- Created and implemented in-store surveys
- Updated and modified café menu & catering procedures
- Developed and implemented a new employee packet
- Provided café food deliveries to all tribal businesses to increase sales
- Installed MICROS POS Systems in all retail stores to sell and accept Soaring Eagle Casino & Resort Gift Cards
- Installed a new cappuccino machine, trained staff, and implemented a new drink menu
- Updated Commercial Services Policies & Procedures
- Investigated opening a new retail store in Frankenmuth, Michigan - after the market research was completed, the team did not proceed due to Michigan's poor economy and other negative factors

Total Income from 4 retail locations - \$134,916
Total Sales from 4 retail locations - \$2,014,512

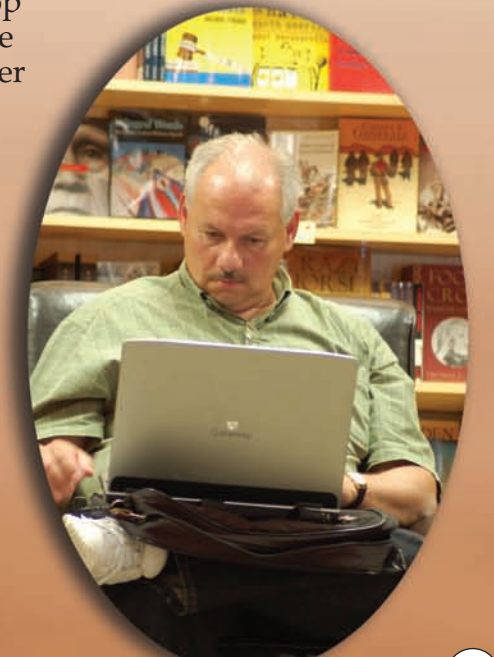
2008

- Implemented a Weekend Fine Art & Sculpture Sale
- Revised outdated Commercial Services Policies & Procedures – cash handling, deposits, holidays, and other sections in need of improvement
- Hosted the Ziibiwing Center Birthday Sale (earned over \$6,000 in two days)
- Provided nine sales and over sixteen promotions
- Implemented a new POS system to increase customer processing speed and improve customer service

- Accepted Soaring Eagle Casino & Resort Player's Club comp dollars in all retail locations (late June); increased sales in gift shops by \$100,000 per month
- Installed a new cash counter and store fixtures to modernize and update the look in the Dawe-Wi-Gamigoonse (Main) Gift Shop
- Transformed the Ziibiwing Center Café into a profitable book area with Wi-Fi, grab-and-go snacks, and a comfortable media lounge

Total Income from 4 retail locations - \$123,775

Total Sales from 4 retail locations - \$2,248,869



Commercial Services

To purchase and promote culturally relevant materials that support the Saginaw Chippewa Indian Tribe of Michigan and other Great Lakes Anishinabek while upholding the Indian Arts and Crafts Act of 1990 when selling and displaying North American Indian art.

The Commercial Services Department has worked extremely hard over the past four years to improve sales and productivity while decreasing costs and overhead. A strong focus has been placed on customer service, as well as a conviction that the customer always comes first.

Over the past four years, the Commercial Services Department supported over 175 North American Indian vendors and is currently working with approximately 35 artists on a regular basis. These artists are able to supply the demand of cultural material that our customers enjoy purchasing.

The team firmly believes in the mission and is committed to the goals of the organization. They also understand that profits are used to support the Ziibiwing Center's services, programs, and efforts to preserve culture and language for the tribal community. The Commercial Services

Department feels that this deeper meaning helps motivate and educate not only the retail staff, but all of the customers who support the Ziibiwing retail stores.

2005

Total Income from 4 retail locations - \$247,997

Total Sales from 4 retail locations - \$2,098,724

2006

- New menu was designed and implemented in the Ziibiwing Center Café
- Updated the Point-of-Sale (POS) Payment Tech System with new credit card securities and upgraded the POS Info Touch System
- Started the Anishinabe Santa program with the assistance of the Ziibiwing Center staff
- Worked with the Accounting Department to separate all four retail stores on the monthly financials and yearly budget
- Provided new uniform shirts to improve employee image and boost staff moral
- Helped organize and cater the Diba Jimooyung history book reception
- Retyped and made a digital file for Commercial Services Policies & Procedures

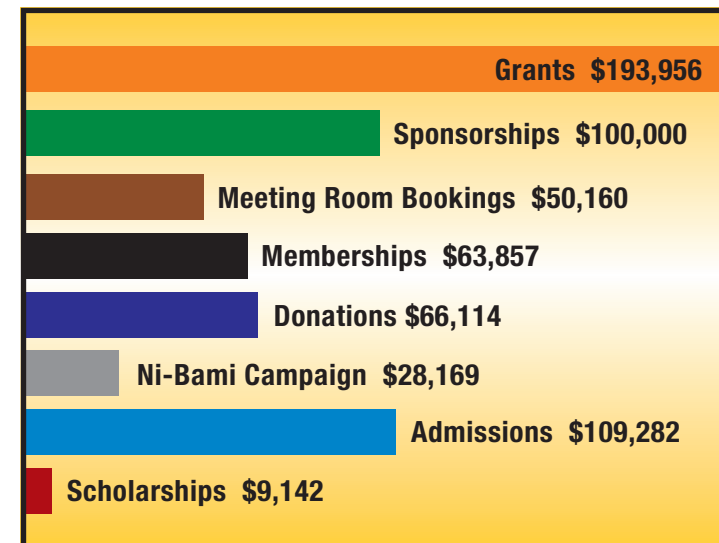
Total Income from 4 retail locations - \$100,224

Total Sales from 4 retail locations - \$2,037,154

External Support:

- **Grants:** \$193,956
- **Sponsorships:** \$100,000
- **Meeting Room Bookings:** \$50,160
- **Memberships:** \$63,857
- **Donations:** \$66,114
- **Ni-Bami Campaign:** \$28,169 (137 bricks & 87 trees)
- **Admissions:** \$109,282
- **Tours:** 627 with 22,727 admissions purchased
- **External Requests for Assistance (2006-2008):** Ziibiwing Center staff has logged 12,055 requests for their historical, cultural, or language expertise from outside entities and individuals.
- **Scholarships:** \$9,142

- 1) *The Financial and Organizational Sustainability Workshop:* Three-day workshop, hotel, meals, and mileage provided by the Kellogg Foundation for the Ziibiwing Center Director and Assistant Director to participate in October 2005.
- 2) *Managing a Small Archive Workshop - A Workshop for Native Museums and Cultural Centers:* Scholarship for Research Center Coordinator to participate in Window Rock, Arizona April 9-13, 2007.
- 3) *Archive Training:* Scholarship for Research Center Coordinator to participate in the "Guardians of Language, Memory, and Lifeways: Tribal Archives, Libraries, and Museums" Conference in Oklahoma City, Oklahoma October 23-25, 2007.
- 4) *Tribal Museum Leadership Institute:* All expenses paid for the Ziibiwing Center Director to participate and present a workshop about the Ziibiwing Center March 24-28, 2008 in Clewiston, Florida.
- 5) *National Association of Tribal Historic Preservation Officers (NATHPO):* All expenses paid for the Ziibiwing Center Director and NATHPO Fellow to participate in the Annual Meeting and present a workshop about the Ziibiwing Center September 24-26, 2008 in Washington, DC.
- 6) *American Indian Alaskan Native Tourism Association:* All expenses paid for the Ziibiwing Center Director to participate and present a workshop about tribal museums at the American Indian Tourism Conference September 29-October 1, 2008 in Coeur D'Alene, Idaho.



• Internships and Volunteers:

1) *College Interns:* Eight undergraduate students from Central Michigan University and one National Association of Tribal Historic Preservation Officers' Fellowship (\$3,000 stipend) to a Saginaw Chippewa Indian tribal member from July-September 2008.

2) *Volunteers:* Twelve to fifteen School of Social Work students from Grand Valley State University spend two weeks every April working in the center.

• **Collaborations:** Over the past four years we have built relationships with the following external institutions and organizations: Frankenmuth Historical Society, National Museum of the American Indian, National Association of Tribal Historic Preservation Officers, Michigan Anishinaabek Cultural Protection & Repatriation Alliance, Michigan State University & MSU Museum, Central Michigan University, Nokomis Learning Center, Saginaw Children's Museum, Sesquicentennial Committee of Isabella County, Forest Hills Nature Center, Chippewa Nature Center, Pine River Nature Center, Michigan English Language Arts Bias and Sensitivity Committee, World Intellectual Property Organization (Geneva, Switzerland), Nickelodeon's World Wide Day of Play, Chicago's Field Museum, Jesse Besser Museum, American Association of Museums, Michigan Museums Association, Bay County Museum, Midland Historical Society, University of Michigan's Exhibit Museum, Grand Valley State University, Oregon Museum of Science & Industry, Stone Crest Apartments, National City, Charles Schwab & Co., Inc., HATS, Mt. Pleasant Chamber of Commerce, Mt. Pleasant Rental Center, and Mt. Pleasant Convention and Visitors Bureau. ⑦



The Administrative Department continually seeks grant opportunities to financially support the center's mission and strategic plan. Our board and community also guide these decisions based on the needs they communicate to us about the Ziibiwing Center's future. We have been very successful in securing grants to assist with repatriation efforts; as well as the revitalization and preservation of Anishinabemowin for our community members.

Future milestones for the Ziibiwing Center include: accreditation from the American Association of Museums (AAM), equipment and building expansion efforts, advanced/specialized professional development training, and establishing a permanent endowment. We hope to leverage outside funding to accomplish these initiatives.

2004 Kellogg Foundation Mini-Grant

A day-long experiential and interactive learning opportunity that provided essential revitalization knowledge and methodology for cultural and language speakers, teachers, and students. Leaders and elders of the Maori Nation who were instrumental in their language and cultural recovery movement shared their success stories. The Maori facilitators led the Anishinabek participants through interactive exercises and shared their proven techniques.

In addition to planning and implementing this learning opportunity, staff from the Ziibiwing Center and young American Indian scholars accompanied the Maori elders and leaders to the grand opening of the National Museum of the American Indian in Washington, D.C. where the dialogue surrounding cultural and language revitalization continued. Ideas and plans for future exchanges were explored by Anishinabek and Maori while attending and participating in this historic event.

2005 NAGPRA - Native American Graves Protection & Repatriation Act Grant

The Saginaw Chippewa Indian Tribe of Michigan's Ziibiwing Center initiated consultation with the University of Michigan in Ann Arbor regarding the disposition of culturally unaffiliated Native American human remains, funerary objects, and items of cultural patrimony.

Four Step NAGPRA Consultative Plan:

- 1) Acquire and review inventory lists and written information about the culturally unaffiliated ancestral remains, funerary objects, and items of cultural patrimony housed at the University of Michigan in Ann Arbor, Michigan.
- 2) Review gathered material and consult with tribal historians to cross-reference findings.
- 3) Site visit to the University of Michigan.
- 4) Develop a plan of action for the disposition of culturally unaffiliated human remains, funerary objects, and items of cultural patrimony.

2005 IMLS MAP Grant Institute of Museum & Library Services: Museum Assessment Program

An important step in improving the Ziibiwing Center's professional operations. MAP provided valuable peer consultation that helped our organization to cope with change and gave thoughtful suggestions that will lead the way to future success.

The assessment program included:

- 1) *Institutional Assessment:* Supported an independent professional overview of the management and operations of the entire Ziibiwing Center.
- 2) *Collections Management Assessment:* Supported an independent professional review of collections use, planning, and policies & procedures in the context of overall operations.
- 3) *Public Dimension Assessment:* Supported an independent professional evaluation of the way in which the Ziibiwing Center serves its community and audiences.
- 4) *Governance Assessment:* Provided an independent professional examination of the roles, responsibilities, and performance of the governing authorities and advisory boards.



Cemetery, Saganing Indian Cemetery, Swartz Creek Indian Cemetery, and the Nibokaan Cemetery, a cemetery solely dedicated as the final resting place for repatriated ancestral remains.

Cultural Resource Reviews

The Ziibiwing Center answers notifications from the Federal Communication Commission and other federal agencies regarding undertakings that include the proposed construction of telecommunications towers and other construction projects. These cultural resource reviews are required under Section 106 of the National Historic Preservation Act and protect the cultural resources/traditional cultural properties of the Saginaw Chippewa Indian Tribe of Michigan (SCIT).

The Ziibiwing Center has identified 29 Counties in the State of Michigan that are of concern. Area 1 as identified by the Michigan Anishinaabek Cultural Preservation and Repatriation Alliance (MACPRA) and the SCIT include: Genessee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Shiawassee, St. Clair, Washtenaw, and Wayne.

Area 4 as identified by MACPRA and the SCIT include: Alcona, Arenac, Bay, Clare, Clinton, Eaton, Gladwin, Gratiot, Huron, Ingham, Iosco, Isabella, Midland, Ogema, Oscoda, Saginaw, Sanilac, and Tuscola.

In 2007, the Ziibiwing Center answered 964 cultural resource reviews on behalf of the SCIT.

MACPRA, Repatriation & Reburial

The Ziibiwing Center works collaboratively with the Michigan Anishinaabek Cultural Preservation and Repatriation Alliance (MACPRA) to protect and preserve all tribal cultural resources past, present, and future. MACPRA consists of all the federally-recognized American Indian tribes and the two state historic tribes in the State of Michigan.

In 2006 the Ziibiwing Center, in conjunction with MACPRA, repatriated and reburied culturally affiliated ancestral remains numbering 9 individuals and their associated funerary objects from the Jesse Besser Museum in Alpena, Michigan. On December 14, 2007 the Ziibiwing Center, in conjunction with MACPRA, repatriated and reburied 3 individuals in cooperation with the Oakland County Medical Examiner's Office.

These ancestors were inadvertently discovered in White Lake Township, Oakland County, Michigan.

Collections & Acquisitions

The Ziibiwing Center maintains, preserves, and acquires culturally relevant materials that support the Saginaw Chippewa Indian Tribe of Michigan. The Ziibiwing Center utilizes the collections to educate and validate our history, story, political identity, and our ways of life.

The Ziibiwing Center's vast collection of documentary and cultural materials is often referred to as the "heart of our organization." Valuable records and documents of historical interest are available for research and three-dimensional objects provide education through exhibitions and presentations.

A safe and secure environment is essential to the care of the collections. Humidity, temperature, and pests are monitored daily to ensure the greatest longevity. The Tribal Collections Room is guarded by a high security system; and the Sacred and Ceremonial Collection requires the highest level of restricted access.

In conjunction with the processes of accessioning new material, cataloging the history of an object, inventorying and lending/borrowing, the Ziibiwing Center assumes responsibility for the physical and spiritual care of the collections.

In 2007, the ZC Collections Committee acquired 1,483 objects including 2 black ash baskets made by Chief David Shoppenagon and 9 birch-bark scrolls that are beneficial to the cultural and spiritual well-being of the tribe.

Research Center

The Research Center documents the life of the Saginaw Chippewa Indian Tribe of Michigan and other Great Lakes Anishinabek. The archival materials are acquired through purchase, donations, loans, and departmental transfers and are essential to maintaining and developing the collection. Materials such as: oral histories, treaties, base rolls, letters, unpublished notes & manuscripts, records of tribal & governmental operations, photographs, and much more are vital to telling our story.

The Research Center is committed to eliminating the primary barrier to telling our story, which simply put – is the recognition that we have existing knowledge and records of immense value that aide us in our continued socio-political development as a sovereign nation. The Research Center has assisted 6,541 patrons since 2004.

The Ziibiwing Center is empowered with the responsibility to recognize, promote, and communicate the culture and history of the Saginaw Chippewa Indian Tribe of Michigan, the Great Lakes Anishinabek, and other indigenous cultures through appropriate exhibitions. The Cultural Resource Management department works collaboratively with other Ziibiwing Center departments to develop the collections and Ziibiwing Center exhibits.

Changing Exhibitions

May 20, 2004

Caleb E. Calkins Collection: A Legacy from Turtle Island

Our inaugural changing exhibit showcased rare and unique North American Indian art and artifacts from the Caleb E. Calkins Collection.

January 22, 2005

Wow! I Didn't Know That: Anishinabek Gifts to the World

This exhibit focused on how the indigenous people of the Americas were of paramount importance in shaping innovations and societies of today's world.

September 30, 2005

The Enduring Spirit of Our People: A Photographic Retrospective of the Saginaw Chippewa Indian Tribe of Michigan

The story of the Saginaw Chippewa Indian Tribe of Michigan's faith, perseverance, and resiliency as told through photographs and complimented by artifacts. The exhibit is housed in three locations: the Ziibiwing Center, the Soaring Eagle Casino & Resort, and the Tribal Operations Building.

January 28, 2006

Woodcarvers of the Saginaw Chippewa

This exhibit presented the art of woodcarving or wood sculpture by Frank Alberts, Smokey Joe Jackson, Gene Salgat, and Robert Waynee.

July 31, 2006

Powwow: Celebrations of Life

35 Years of Powwow Posters by Joe Liles

The exhibit presented intriguing poster art by Joe Liles, a renowned illustrator and photographer.

January 26, 2007

Woven by Tradition: Black Ash Baskets of the Great Lakes Anishinabek

This exhibit focused on the intricacies of basket weaving and the complexities of basket design.

January 26, 2008

Hanta Po: All of You Out of My Way

The exhibit featured a photographic retrospective of the American Indian Movement from 1968-2006 by

world-renowned photographer, Dick Bancroft. The Ziibiwing Center held a grand opening on Saturday, January 26, 2008 that included American Indian Movement (AIM) co-founders Eddie Benton Banai, Pat Bellanger, and Clyde Bellecourt. A panel discussion followed with clever mediation by Dick Bancroft. AIM book club, film, and panel discussions were sponsored from March-June.

Collection Showings

July 19-20, 2004	Taos Society of Artists' Paintings
October 18-19, 2004	Miniature Baskets
January 17-18, 2005	Southwest Textiles
April 18-19, 2005	Historical Documents of the Saginaw Chippewa

June 16, 2005	Coiled Basketry of the Tohono O'odham
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July 30, 2005	Pueblo Pottery
August 20, 2005	Anishinabek Beadwork
September 22, 2005	Stone Sculptures of the Saginaw Chippewa

October 29, 2005	Anishinabek Quillwork
December 17, 2005	Look Into Rare Books
February 25, 2006	Anishinabek Cradleboards
April 22, 2006	Navajo Blankets & Rugs
June 24, 2006	E.I. Couse Paintings
August 26, 2006	Hopi Katsina Dolls
November 16-18, 2006	Community Quillwork
February 17, 2007	Anishinabek Beadwork
May 19, 2007	Hubert Wackerman Paintings
September 22, 2007	Pueblo Pottery
November 17, 2007	Navajo Textiles
February 23, 2008	Beaded Bandoleer Bags
May 31, 2008	Beaded Moccasins
August 1, 2008	Naub-cow-zo-win Disks

Historic Preservation

In December of 1997, the Saginaw Chippewa Indian Tribe of Michigan established its Historic Preservation Office. As appointed by the Tribal Council, the Ziibiwing Center will locate, preserve, protect, and maintain the tribe's historic and cultural resources and handle all Native American Graves Protection and Repatriation Act (NAGPRA) related issues including repatriation and reburial.

Cemeteries

The Ziibiwing Center maintains seven historic cemeteries: Baseline Cemetery, Maloney Road Cemetery, Nippinsing Cemetery, Nottawa

2005 IMLS CAP Grant Institute of Museum & Library Services: Conservation Assessment Program

CAP funds a survey report, an overall assessment of the conditions of a museum's environment and collections to identify conservation needs and priorities. The survey report provided the Ziibiwing Center with an overview of issues relating to collections and building care (including environmental conditions), exhibitions, storage, the condition of the collections & building, and collection policies. CAP utilizes a global approach to identifying conservation needs including all issues of a museum's operations that affect collections and building care.

The survey report aids the museum in the following areas:

- 1) Providing recommendations for conservation action, both immediate and long term.
- 2) Providing the basis for the development of a long-range institutional plan for the care and preservation of our collections and building.
- 3) Serving as a fund-raising tool for implementation of future conservation projects.

2005/2006/2007 IMLS Grant Institute of Museum & Library Services: Native American/Native Hawaiian Museum Services Program

The goal of the IMLS grants was for the Ziibiwing Center to implement the "Anishinabemowin-Speaking Our Language" project and continue its progress in response to recommendations from the Saginaw Chippewa Language Revitalization and Preservation Initiative Survey.

Project Objective 1:

Hire a full-time fluent speaker to coordinate all language services/activities.

1.1 Action step: Process appropriate documents with Tribal Human Resources Department to post the job announcement.

Project Objective 2:

Record and catalog recordings of fluent speakers.

2.1 Action step: Develop a relationship with speakers to facilitate recording sessions.

2.2 Action step: Begin recording fluent speakers.

2.3 Action step: Create a record keeping process that integrates with existing Research Center policies.

Project Objective 3:

Develop immersion opportunities via the language center within the Ziibiwing Research Center.

3.1 Action step: Create an "immersion room" that facilitates ultimate exposure to existing language resources.

3.2 Action step: Community development strategies to maximize involvement.

3.3 Action step: Develop four immersion workshops with a multi-generational emphasis.

3.4 Action step: Implement four immersion workshops with a multi-generational emphasis.

Michigan Council for Arts and Cultural Affairs (MCACA) Mini-Grant 2007-2008

The goal of the MCACA mini-grant is to continue strengthening the Anishinabemowin Language Immersion Program. We requested support in the following area: compensation of artists' time and mileage to support immersion activities.

The main project activities were:

- 1) Anishinabemowin Immersion workshops: Twice monthly workshops for 10 – 20 participants featuring at least two fluent speakers of Anishinabemowin to provide immersion activities for two hours.
- 2) Seven fluent speakers to provide immersion activities for one-day events each quarter.



Gold Muse Award - Creation Theatre Production

The Gold Muse Award was presented to the Ziibiwing Center in 2005 from the American Association of Museums' Media and Technology Committee for the

"Recognition of the highest standards of excellence in the use of media and technology for interpretation and education in history and culture."

This prestigious award is sought after by some of the finest museums in the country each year. Judges for the award stated that our Creation Theatre was a

"Beautifully conceived use of technology to bring traditional storytelling to a larger audience creating an experience that learners, regardless of age, will not soon forget."



2006 Museum Award - Ziibiwing Center

The Michigan Cultural Alliance presented the 2006 Museum Award to the Ziibiwing Center on May 15, 2006. This award was given

"In celebration of outstanding creativity and commitment to building Michigan into a state that values, supports and uses culture to make our communities better places to live, work and visit."



2008 Harvard University "Honoring Nations" Award

At the heart of Honoring Nations is the principle that tribes themselves hold the key to generating social, political, cultural, and economic prosperity and that self-governance plays a crucial role in building and sustaining strong, healthy Indian nations. Honoring Nations serves as a vehicle for collectively celebrating our many and diverse successes; fostering pride and confidence in the ability of American Indian governments to improve the well-being of their respective communities and citizens. The Ziibiwing Center received a \$10,000 Honors Award to share our story.



2007 & 2008 Employee Fitness Challenge Trophies

The Ziibiwing Center has won the First and Second Annual Employee Fitness Challenge trophies. This is a competition between approximately 60 tribal departments sponsored by the Nimkee Memorial Wellness Center. Employees earn points by walking laps and navigating an obstacle course. The event promotes our mission to lead a healthy lifestyle in the tradition of our ancestors.

The Ziibiwing Center staff has proven to be a highly-motivated team that is supportive of one another. Our department is proud of the trophies and enjoys promoting events with Nimkee through community awareness displays. The Ziibiwing staff looks forward to the annual Employee Fitness Challenge.



- 1) *Cradleboard/Dikinaagan Project*: Participants learn the skills needed to make and use a cradleboard while learning about gender roles.
- 2) *Plant Medicine Walk*: The grounds of the Ziibiwing Center are utilized as a natural classroom to teach guests about the Anishinabe use of plants.
- 3) *Anishinabemowin Club*: Supportive language class for adult learners of Anishinabemowin.
- 4) *Lil' Language Warriors Club*: Adult/child interactive class promoting Anishinabemowin usage.
- 5) *Anishinabe Performance Circle Class*: Promotes and enhances the positive self image of Anishinabe children through the use of traditional Anishinabe arts (storytelling, dance, music, and language), and prepares our youth as Anishinabe leaders in a multi-cultural society.
- 6) *Regalia-Making*: Instructs the parents of the Performance Circle participants in assembling dance regalia.
- 7) *Song & Dance Presentations*: Song & dance presentations educate students about the past and present while supporting American Indian Heritage Month festivities. We also showcase six styles of American Indian dancing to the general public every Saturday in July.
- 8) *Mother Earth Day Activities*: Special activities and programs offered for Mother Earth Day, revolving around recycling efforts, conservation, and environmental concerns.
- 9) *Wild Rice Day Activities*: Special activities and programs made available to visiting groups on the topic of wild rice and its conservation.
- 10) *Monarch Butterfly Day*: A special day that provides cultural and educational activities for school children to honor the Monarch Butterfly.
- 11) *Community Projects*: Public interest projects created to provide opportunities in beading, sewing, and painting.
- 12) *Speaker's Bureau*: Provides information on the culture and history of the Anishinabek. Assists the Residential Treatment Center clients with recovery.
- 13) *Promotional "Road Show" Booth*: A traveling display that shares information about the center and all of its upcoming events.

Anishinabemowin: Our Language

Including our language as a vital and necessary tool to be used in telling our story was one of the elements that stood firm throughout the ten-year planning cycle of the Ziibiwing Center. Our language is a gift from the Creator as it affirms our philosophy of the world and incorporating this unique perspective into a public venue proved to be very challenging. The result is an active and engaging cultural center which showcases our language in many formats.

The Ziibiwing Center is positioned to be a dynamic champion for saving our language, and we believe the hope of fluency lies with the children in our community. We will continue to strive to ignite the excitement and revitalize Anishinabemowin.

Language Milestones at the Ziibiwing Center:

- All the rooms and many services/program titles are presented in Ojibway
- Diba Jimooyung "Telling Our Story" permanent exhibit text panels and multi-media units offer opportunities to engage with the language.
- Anishinabemowin Club, a language program, began in May 2004 and currently continues.
- Tribal Council Resolution 06-097 passed supporting Ziibiwing Center language efforts.
- Permission was granted to use funds to record SCIT elder fluent speakers in an effort to save the dialect for future generations.
- An Ojibway Language Immersion Room was created within the Research Center in 2006.
- Since 2005, a grant has been submitted to and funded yearly by the Institute of Museum and Library Services to support language efforts.
- National Museum of the American Indian's "Symposium on Indigenous Language Preservation" was hosted in 2006.
- In 2007 a Visitor Services position was modified to hire a fluent speaker to support staff and integrate language efforts in all aspects of the center's services.
- Anishinabemowin Strategic Plan written in 2007.
- Received a Michigan Council for Arts and Cultural Affairs Grant to help fund language efforts for 2007-2008.
- In January 2008 the Lil' Language Warriors Club was implemented in an effort to encourage the goal of fluency for families with young children.
- Ziibiwing participated in the Anishinabemowin Language Revitalization Committee in 2008.

To contribute and support the growth and productivity of the Ziibiwing Center mission through research, development, production & presentation of culturally relevant activities, educational materials, publications, and exhibits.

Marketing & Promotions

The Marketing & Promotions team, with assistance from the Administrative team, defined the area and target market in which we would be most successful. Through planning and evaluating surveys and demographical data, the team has been able to identify what promotions work best. The team has also been able to create production schedules, timetables, and task lists that guide key personnel.

The Marketing & Promotions team's focus includes:

- Developing a long-term ad campaign
- Upholding the center's graphic standards
- Designing and developing all promotional brochures, newsletters, and publications
- Providing oversight in the development and maintenance of the Ziibiwing Center's website
- Promoting the Calendar of Events through ads, flyers, emails, and website
- Nurturing partnerships with individuals and organizations of influence
- Seeking more opportunities to promote the Ziibiwing Center

Visitor Services

The Visitor Services team serves as the primary point of contact for the Ziibiwing Center. The Visitor Services staff members are responsible for providing quality educational information about the Anishinabek and the Ziibiwing Center while ensuring a positive guest experience.

Educational Resources:

- 1) *Interpretive tours with American Indian guides:* Provide the history of the Saginaw Chippewa Indian Tribe of Michigan and the Great Lakes Anishinabek. Guided tours of the Diba Jimooyung "Telling Our Story" permanent exhibit and changing exhibitions. Tours are tailored to suit the needs of individual groups while focusing on the Seven Prophecies as a means to guide guests through our history.
- 2) *Culture Kit Presentation:* Visitor Services staff present culturally significant items in a "show and tell" manner to visiting school

groups. These hands-on activities give a meaningful glimpse into the lifestyle, heritage, and culture of the Anishinabek people of the Great Lakes.

Games:

- 1) *Clan Animal:* A language game with storytelling that teaches visitors about the clan animal system.

Woodland Arts & Crafts:

- 1) *Clan Medallion:* While making a clan medallion necklace, visitors learn about our clan system and how animals help the Anishinabek.
- 2) *Dream Catcher:* Visitors learn the about the usage, meaning, and construction of a dream catcher.
- 3) *Medicine Pouch:* While learning about the environment, visitors construct a medicine pouch.
- 4) *Beaded Necklaces/Bracelets:* Visitors bead and learn about the history and use of beads as a trade item.
- 5) *Bone Choker/Wristlet:* While creating an item of personal adornment, visitors learn about the usage of bones and other natural materials.

Scavenger Hunt(s):

Engages visitors with the information provided in the permanent exhibit (questionnaire format). Different educational levels available, along with a version for Girl Scouts & Boy Scouts to assist them with earning a merit badge.

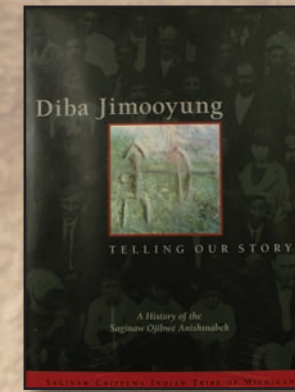
Educational Videos:

A large variety of North American Indian educational videos are available for viewing while visiting the Ziibiwing Center.

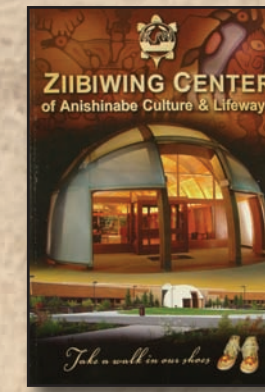
Cultural Education Opportunities:

Community members and guests spearhead the language and cultural initiatives by providing the Ziibiwing Center staff their recommendations through surveys and discussions. Classes or instructional opportunities are structured in a friendly, supportive manner.

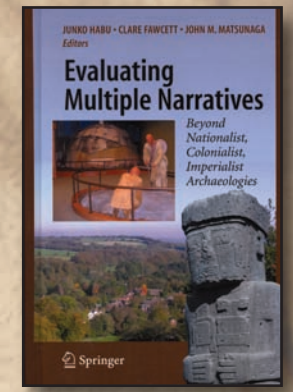
Publications



Diba Jimooyung: Telling Our Story
A History of the
Saginaw Ojibwe Anishinabek



Ziibiwing Center of Anishinabe
Culture & Lifeways
Take a Walk in Our Shoes

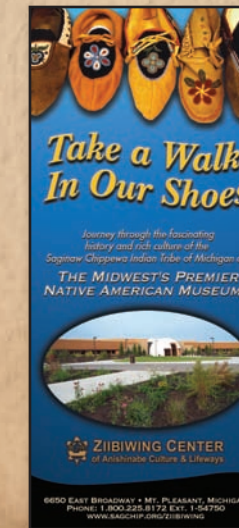


Evaluating Multiple Narratives
Beyond Nationalist, Colonialist,
Imperialist Archaeologies

Promotional Collateral



7th Indigenous Peoples Art Market
24-Page Artist Biography Book



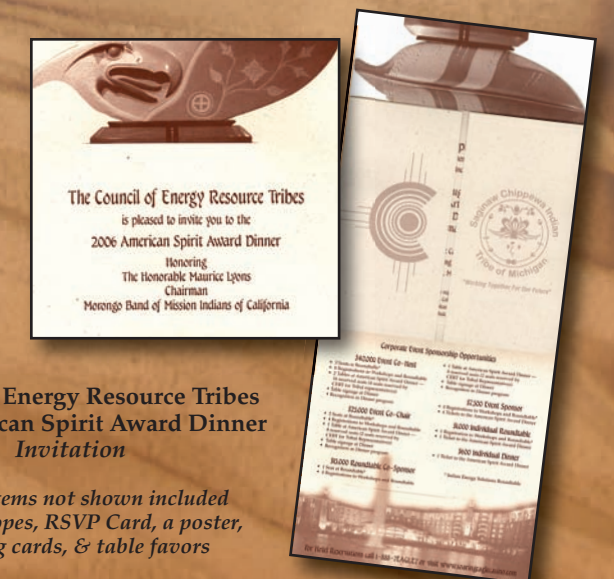
Take a Walk In Our Shoes
20-Page Informational Brochure



Changing Exhibition Rack Cards



NativeFest: A 3-Day Celebration of
American Indian Culture
Flyer



Council of Energy Resource Tribes
2006 American Spirit Award Dinner
Invitation

Project items not shown included
two envelopes, RSVP Card, a poster,
greeting cards, & table favors

Organizational Chart

