

MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: February 18, 2025

[Zoom Link](#)

I. **Call to order:** Migizi calls the meeting to order at 5:34pm

II. Roll call

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

Not Present: Niizhwaasanangookwe Miigis Gonzalez, Jiigewegaabaw Joe Nayquonabe, Jr.

Others present: none

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

III. Approval of minutes from last meetings

Link to DATES of last regular Board Meeting meeting minutes:

[November 25, 2024 MIIN Board of Directors Meeting Minutes](#)

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

IV. New Topics

- a) Executive Director Report - Questions & Comments: Additional options are being considered to bring in additional speakers from other communities; Is Kekek still the attorney for MIIN? No, he is not. For the past 14 months we have used a MN-based lawyer - Glen McCluskey; Brief Review on big changes to MIIN Bylaws being the number of Directors, the creation of Class A and Class B status of Directors to stagger terms, and the addition of Annual Directors Meeting; smaller changes being Directors' roles and E.D. role as "President"; Clarification on \$5,000.00 increase in Organizational Budget; 2024 Audit is complete and the auditors have nothing but positive comments; Media Manager RFP has been extended; E.D. would like to develop an "app" to replace the daily text option to save money and provide enhanced options for audio tracks and other archived materials - an RFP is currently being developed → Question on if additional RFPs will be done for future contractors for the labor-portion of

to 2025 Organizational Budget (see Executive Director's Report); ONJ Workplan is presented; Differentiated Job Duties Report/Documentation; Regranting Announcements - Bush Project allows for \$100,000.00 per year; Discussion on Youth Fellowship Awards and tightening up the plan for monitoring, application, selection, and implementation - also discussion on the amount of the award;

- c) Fund the Ojibwe People's Dictionary letter-writing Campaign - presented by Nora Livesay of the OPD (Tabled from February 2025 meeting): The Interim Dean has received several letters in support of the University of MN supporting the OPD, The CLA Dean would like to meet with the MIIN Board in the Fall of 2025 to hear input on the OPD and needs for its use - This meeting will be coordinated with MIIN E.D.;
- d) Hiring an Investment Manager (Tabled from February 2025 meeting): continue to Table this for a future meeting once the MIIN Investment Policies are updated

V. Action Items

- a) Approve changes to the 2025 MIIN Organizational Budget.
- b) Accept the 2024 Audit.
- c) Accept the Director's financial and investment reports.
- d) Approve Form 1099.

Baabitaw makes a motion to approve items a) and d) above, second by Migizi, no discussion, unanimously approved

Migizi makes a motion to approve items b) and c) above, second by Baabitaw, no discussion, unanimously approved


VI. Ongoing Topics

- a) none

VII. Adjournment

Meeting was adjourned at 7:31pm

Signature: _____

A handwritten signature in black ink, appearing to be 'Migizi', is written over a horizontal line that serves as a signature line.

MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: May 12, 2025

[Zoom Link](#)

I. **Call to order:** Migizi calls the meeting to order at 5:30pm

II. Roll call

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

Not Present:, Jiigewegaabaw Joe Nayquonabe, Jr.

Others present: none

Motion to approve the agenda by Baabiitaw, second by Niizhwaasanangookwe, no discussion, approved 3-0 - Niizhwaasanangookwe abstains

III. Approval of minutes from last meetings

Link to DATES of last regular Board Meeting meeting minutes:

[February 18, 2024 MIIN Board of Directors Meeting Minutes](#)

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

IV. New Topics

- a) 2024 Audit Presentation - Emily Donahue Auditor - this is the first time MIIN is conducting an audit due to the large amount of funds provided/pledged to MIIN in 2024; no comparable years of information; Question on 3 types of Cash Flows by Baabiitaw - just a clarification on how it's written and how a negative balance is indicated; 7 Notes of the Report are explained; Audit of Letters - there are Significant Accounting Estimates that are subject to change; Management Advisory Letter - can be discussed and addressed later: recommendation to add four (4) policies - Capitalization and Functional Expense Reporting, Cyber Security, and Password Protection; "The audit literally could not have gone better."
- b) Executive Director Report - Several presentations in the last few months, On-going discussion with BSU on MN Secondary Licensure programming, Data Collection from Schools has begun - 55% complete; Several items in the changes

creating an “app” - subscriptions would be restrictive, so this would be an open-access archival app, the idea of expanding this “app” beyond the original idea into other things is important to consider as this moves forward; In regards to ONJ, we will want to take our time and do it well to present it to the public and any remastering of audio files - reach out to others who have already reworked/re-transcribed some of the files; E.D. shares how taking on the ONJ and OPD might impact our Non-profit status; Discussion on the hiring of an investment manager - this item will be tabled until next meeting and we will try to get additional Directors to review this prior to that meeting;

- b) Fund the Ojibwe People’s Dictionary letter-writing Campaign - shared by Nora Livesay of the OPD - not addressed by the Directors, move to next meeting’s agenda

V. Action Items

- a) Approve changes to the MIIN Articles of Incorporation
- b) Approve changes to the MIIN Bylaws
- c) Approve change of mailing address to P.O. Box 308 Hayward WI 54843
- d) Approve hire of investment manager - TABLED
- e) Approve change to the Organizational Budget
- f) Approve ‘Leave: Holiday’ policy change
- g) Approve ‘Pay’ policy change
- h) Approve acquisition of ONJ
- i) Ratification of the email voting approval of the Executive Director’s annual review, salary increase, and bonus

Baabitaw makes a motion to approve all items above, except d), second by Migizi, no discussion, unanimously approved

VI. Ongoing Topics

- a) none

VII. Adjournment

Meeting was adjourned at 6:59pm

Signature: _____

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MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: August 11, 2025

[Zoom Link](#)

I. **Call to order:** Migizi calls the meeting to order at 5:30pm

II. Roll call

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

Not Present: Baabiiyaw Melissa Boyd, Jiigewegaabaw Joe Nayquonabe, Jr.

Others present: Zhaangweshi (MIIN)

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:

[May 12, 2025 MIIN Board of Directors Meeting Minutes](#)

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

IV. New Topics

- a) [Executive Director Report](#) - information on next week's Bush Board Meeting Presentation has been shared; Contract has been added for Baseline Data on Indigenous Language Instruction in MN; Professional Development coming up in the Fall for Immersion Staff; Hoping Ningaabii'anok will rejoin us for bi-weekly sessions for MIIN language sessions; Three Fellows have been selected and will be notified tomorrow (August 12, 2025); Wiidanokiinding Grants are still open, and we are still accepting applications; Media projects are in process and planning is being done for future projects (Podcast, Video Shorts, etc.); Establishing classes for MIIN Board Directors to adjust the rotation of terms, this still needs to be completed; Discussion on plans for use of any remaining unspent funds within a fiscal year; Considerations for a MIIN Endowment and setting that up were discussed; Bemidji State University agreement status - budget and MOU are finished for Year 1 and awaiting approval by the Board of

Directors, the status of future years for sustainability of the project by BSU are still being negotiated; Table the Story Project for a future meeting; Reschedule the Q4 Board of Directors Meeting for week of October 13-17, 2025 - Executive Director will follow-up to set the specific dates;

- b) Executive Session - motion to move to Executive Session by Naawakwe, seconded by Migizi, discussion on waiting to see if Baabiitaw is joining the meeting, Directors decided to move forward into Executive Session; Directors move out of Executive Session and return to regular Board of Directors Meeting

V. Action Items

- a) Approve COLA policy
- b) Approve PTO policy addition
- c) Approve BSU MOU and Year 1 Budget
- d) Establish Classes for Board rotation (Table for Q4 Board Meeting)
- e) Set new date for Q4 Board meeting (Tabled for future Decision)

Migizi makes a motion to approve items above a) → c), second by Naawakwe, no discussion, unanimously approved

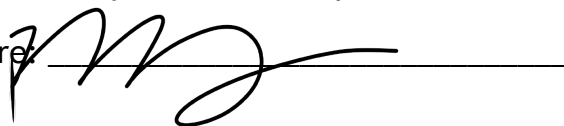
VI. Ongoing Topics

- a) Hiring an Investment Manager (Tabled from February & May 2025 meeting)
*tabled again for a future meeting

VII. Adjournment

Meeting was adjourned at 7:21pm

Signature: _____

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MIIN - Midwest Indigenous Immersion Network

Meeting Minutes

Date: October 15, 2025

[Zoom Link](#)

I. Call to order: calls the meeting to order at 1:14pm

***Note: The meeting was conducted in Ojibwemowin with key topics and all decisions translated into English and recorded here.*

II. Roll call

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

Not Present:

Others present: Weshki-ganawenjigaazojig - Giizhibimi-ayaakwe Alyza Savage,
Diindiisii Alicia Corbiere, Niigaani-binesiikwe Hannah Orie; Burton Warrington
(Contractor)

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

III. Approval of minutes from last meetings

Link to DATES of last regular Board Meeting meeting minutes:

[August 11, 2025 MIIN Board of Directors Meeting Minutes](#)

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

IV. New Topics

- a) [Director's Report](#) - Migizi asks a question on Assessment and Evaluation;
Baabiitaw asks a question on our mission statement being posted on the MIIN website in both languages; Baabiitaw asks a question on how the Officer positions work - the suggestion is made to do things like drum where board directors can nominate one or more replacements for their seat and then the Board will vote and invite that individual to consider - Migizi agrees;
Clarification on the Budget Summary for FY26 and non-use of nearly \$400K of Assessment & Evaluation funds for this year - clarified by E.D. that this won't be used in the year so asking for less for FY26;

Discussion: Type of work and location of work for contractor Ombishkebines;
Presented highlights: E.D. MIIN Logic Draft made by contractor - no questions or discussion; Creating Classes of Directors into Class A and Class B → Class A = Migizi and Naawakwe; Class B = Miigis, Baabiitaw, Bizhikiins

- b) *Ojibwe vocab created for Meetings: Make motion aka Move = mamaajise → niwii-mamaajise; 2nd a motion = nakwe'amaw → ninakwe'amawaa; Approve = Giishpin bezhigwendamaan inwen "enh"; Opposed = Giishpin dash wii-aanawendaman inwen "Gaa"; It's unanimous = Gibeshigwendaamin; Abstentions = Wii-bakeyaakonidizo na awiya?

V. Action Items

- a) Approve New Director - Bizhikiins aka Dylan Jennings
- b) Establish Classes for Board seats: Migizi and Naawakwe are identified as Class A; Niizhwaasanangookwe, Baabiitaw, and Bizhikiins are identified as Class B
- c) Establish Date/Quarter for the Annual Board of Directors Meeting to be the 4th Quarter MIIN Board meeting in November of each year
- d) Annual Election of Officers (Chair, Vice Chair, Secretary, Treasurer): Migizi asks if people want to leave their office, who will move into those spots; E.D. asks that Niizhwaasanangookwe stay in as Chair; Niizhwaasanangookwe agrees to stay as the Chair; Migizi asks if Baabiitaw wants to stay as the Treasurer and she agrees to do that; Migizi agrees to stay as the Vice Chair; Migizi asks if Naawakwe wants to change out of Secretary - Naawakwe considered it. Naawakwe agrees to stay in the role of Secretary

Baabiitaw makes a motion to approve items above a) → c) only, second by Migizi, clarification on the MIIN Annual Meeting Q4, unanimously approved

Baabiitaw makes a motion to approve items above d), second by Bizhikiins, no questions, unanimously approved

VI. Ongoing Topics

- a) Hiring an Investment Manager (Tabled from February, May, & August 2025 meeting) - no longer need to talk on this for now

VII. Adjournment

Meeting was adjourned at 2:25pm

Signature: 