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White Earth Land Recovery Project

Boozhoo Indinawemaaganidog, (Hello All my relatives)

2020 delivered many different things. It brought us a world pandemic that still exists today. We have walked into a new normal of masks, social distance, and hand sanitizer. It has given us insight to appreciate teachers, paras, daycare providers, and others who take care of our children and grandchildren daily. It showed the value of nurses and other health care workers. This pandemic grew closer families, and appreciation for those we had to distance from. George Floyd became a common name in our households. A new awareness of systemic racism has risen to a level of great concern within our governments. Conversations across our Nation about diversity, equity, and inclusion have opened up and we, here at White Earth Land Recovery Project, continue our work to promote the elements of justice throughout our community in a good way.

Over the year 2020, we changed protocols in our business. We changed policies to comply with the pandemic and we changed projects to meet the needs of our community. In January, our focus was on feeding families through meals in our communities and integrating an education element at each gathering. Education consisted of teachings from our Thirteen Moons Nutrition Curriculum and other cultural teachings. With one community meal served in February the pandemic changed what we needed to do. Instead of community meals we distributed meal kits to families across our reservation. We collaborated with the Tribal Council to a center for distribution of necessities such as toilet paper, hand sanitizers, and other cleaning products to Callaway. We also had to change how we worked within our community radio station.

As we move forward into the new year, we will continue our dedication to our community, and we will recognize and use our gifts to better serve our people.

"If your gift is to encourage others, be encouraging. If it is giving, give generously. If our Creator has given you leadership ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly." Unknown

Miigwech,



Margaret "Maggie" Rousu
She/Her/Hers
Executive Director
With the organization since 2012

White Earth Land Recovery Project serves the Anishinaabeg of White Earth Indian Reservation.
Board of Directors is a committed volunteer board representative of the community we serve.

Judy Fairbanks
Board Chair 2014
White Earth Member
Elder/Cultural Advisor

Steve Larsen
Board Treasurer 2008
Business Manager

Vince Olsen
Board Recorder
White Earth Member
Elder/Cultural Advisor

Teresa Rojas
Member at Large
White Earth Descendent

Carleen Hisgun
Member at Large
Instructor
White Earth Tribal & Community
College

White Earth Land Recovery Project's staff is a committed team of community members.
Each comes with gifts to share with our community and are valued within the organization.



Margaret "Maggie" Rousu, has been with the organization since 2012. In 2013 she became the General Manager of KKWE Nijii Radio. Coming to the organization with a bachelor's degree in Social Work, Maggie felt this was an opportunity to practice her education on the macro level, by working with and in her community. In August of 2018, she became Interim Executive Director and in 2020 officially became the Executive Director. Her commitment to community has been seen throughout her career working in her tribal community since completing her degree in 2005. She is a daughter, a mother, a grandma, a sister, a friend, a volunteer, and she plays many more roles. Maggie is a member of the White Earth Band of Ojibwe, Minnesota Chippewa Tribe.



Peggy Lewis, Accountant, has been with the organization since March of 2017. She fills in where needed throughout the organization and is a valued team member. She is also a daughter, a wife, a mother, a grandmother, and committed community member. Peggy holds an AAS in Accounting, a Certificate in Web Development, and a Payroll Specialist Diploma. Peggy is a member of the White Earth Band of Ojibwe, Minnesota Chippewa Tribe.



Faith Ahlgreen, Assistant Manager/Program Director, Nijii Radio, has been with the organization as a volunteer before June of 2017. Then on June 26th, 2017 she became the Legacy Project Coordinator and volunteer coordinator. In 2019, Faith became the Program Director. In the role as Program Director, she actively seeks out programming that is consistent with Anishinaabeg values and the community we serve. She leads live event broadcasts and plays a major role in the decision making within the station. Faith is the loving mother of three and devoted grandmother to two.



Char Ellis, Project Coordinator, has been with the organization since July of 2018. Char brings a wealth of community knowledge and community connections to the organization. Char has been a valued member in the community of White Earth for years. She has provided a safe environment for children in foster care over the past three years. She advocates for the wellbeing of all community members. Currently she is a volunteer delegate working on constitution reform for the Minnesota Chippewa Tribe. Char is a member of the White Earth Band of Ojibwe, Minnesota Chippewa Tribe.



Samuel Lerud, Accountant, has been with the organization since 2018. Sam grew up on the White Earth Reservation. He completed his bachelor's degree in Accounting from Rasmussen College in May of 2018 and has since overseen Accounts Payable at White Earth Land Recovery Project. He is the father of six and a valued member of the community.



Grace "Waawaate Ikwe" Roberts, Project Coordinator has been with the organization in the capacity of volunteer since 2011 when she co-hosted a radio show called "Puff & Stash" when the station was first established. She went on to develop a show called "Reviving with Grace" which brought Ojibwe language, Culture, and aspects of Anishnaabe spirituality alive and on air. She was hired as a Project Coordinator in April of 2019. She currently coordinates organization projects across the reservation and in neighboring communities. Grace is a member of the Mille Lacs Band of Ojibwe, Minnesota Chippewa Tribe.



Larissa Fineday, Native Harvest Manager, came to us in a unique way, she needed to complete community service hours. During her community service hours it was evident that she had the skills to become a successful employee. Larissa was hired on November 13, 2019. Four months later, March 2020, the store manager resigned due to the pandemic. Larissa stepped up and showed us that she can manage the store in a good way and became store manager in April of 2020. While making value added products, and keeping happy satisfied customers, Larissa still makes time to help wherever needed. Larissa is a loving mother of five, a grandmother to one boy, and expecting another grandchild soon. She is a member of the Bois Forte Band of Ojibwe, Minnesota Chippewa Tribe.



Cassidy Lerud, Wellness Coordinator, is a descendent of the White Earth Band of Ojibwe. She's lived on the reservation her whole life. A valued employee since August of 2020, Cassidy's work includes meal kits as a pandemic response, finding wellness service providers for staff such as chiropractic service, Reiki and massage therapists. She led the way in developing the employee wellness room. She said "I believe that our wellness program has had a positive impact on our employees! Working with our community with meal kits has had a positive impact and has helped tremendously as the COVID pandemic hit our Reservation." Cassidy is the mother of six, and a student working on a bachelor's degree in human services.



Terry Goodsky, DJ/Host of Talking with Terry, Nijii Radio, has been with the organization since late 2014, as a contractor to produce radio programming. Coming from KBFT, with a wealth of recording and interviewing skills, he quickly became an asset to the station with his dependability, cultural knowledge, and connections. At the end of 2020 he officially became an employee! Terry also teaches Ojibwe drumming and songs to youth in the White Earth Community. Terry is an enrolled member of the Bois Forte Band of Ojibwe, Minnesota Chippewa Tribe.



Our Projects

Food Security and Sovereignty

Pandemic Response

2020 was filled with changes that impacted our normal programming. Our project which addressed food insecurity in tribal communities had to be transformed. The Saturday food program, which served one meal a month to a selected one of five remote tribal communities was one of these projects. These meals fed anywhere from 25 to 40 individuals who gathered for a meal and education. We served foods indigenous to our tribal population along with some processed foods, but our focus was on our Wild Rice, Maple Syrup, Corn, and Wild Foods. The Covid-19 pandemic prompted a revamping of this gathering. The talented staff of WELRP came together, masked up and socially distanced, to develop a project to continue to meet the needs of our families. The idea of delivering meal kits to families every three weeks was the best solution. Each kit came with all the ingredients to create a full meal for four individuals. Each kit came with at least one food item indigenous to the Anishinaabeg of White Earth. We opened the project to the full reservation exterior boundaries thus not limiting it to one remote community each month. This allowed us to serve 160 to 320 individuals each month. From April 2020 through December, we were able to provide 640 meal kits to families in need also sharing nutrition information in each kit.



WELRP Staff preparing meal kits to deliver across White Earth including blue berries, raspberries, and coffee from Spotted Horse Coffee Company.



A traditional dish of butternut squash and maple syrup. Squash grown on the Native Harvest farm located on Round Lake.

Raised Bed Gardens & Tilling

White Earth Land Recovery Project distributed twenty raised bed gardens to Elders and disabled community members, and we tilled 22 gardens. We recognized stronger than ever the need for families to be able to grow their own food. We observed previous raised beds across our communities, many which were unused because they were only raised off the ground about 12 inches and did not have soil furnished. After many discussions with our elders, we learned that many were unable to get onto the ground and the raised gardens were still too hard for most to plant and weed. Our solution was to create a raised bed garden that was ergonomically healthy for our elders to tend. A contract to build twenty raised beds was signed into and included soil from the bog lands on our reservation. We received a very welcomed and appreciative response from the elders who received raised beds. The quality was excellent being built with treated lumber to last for years and recycled plastic culvert tubing. Along with the raised bed garden, we supplied the soil, seeds, and starter plants. See below.



Healing and Wellness

White Earth Land Recovery Project believes adamantly in our mission. We believe that our people cannot heal without a return to our cultural and spiritual values. Our medicine wheel represents areas of wellness that each person needs to be whole and healthy. Those are Intellectual, Emotional, Spiritual, and Physical. In 2019 WELRP joined with our community to develop an organizational strategic plan. This gathering developed community consensus and directs our actions. With foundation support, our Mind Body Medicine Project continues. Mind-body medicine uses the power of thoughts and emotions to influence physical health. We have one fully certified Mind Body Medicine Practitioner leading groups across our reservation. We have five others moving towards certification. The curriculum teaches skills such as soft belly breathing, mindful actions, and how movement affects emotion and thought. These are skills that that indigenous people used in the past to stay healthy. The organization is working to eliminate health disparities through placing services that promote wellness throughout our reservation and within our organization. We were able to create a wellness room within our building. A space with ample exercise equipment and space to hold Mind Body Medicine groups open to the public.



A space to renew the body and mind.

Traditional Wild Rice Camp

In the fall we sponsored a day long Wild Rice Camp. Campers came from across the reservation to learn the history of our wild rice, traditional harvesting and finishing, other traditional arts & crafts. WELRP provided a traditional meal of squash with maple syrup, chicken & wild rice soup, wild rice fry bread, and wojapi. Due to the rain we were unable to get out in the canoe to harvest the rice, but because we were prepared we were able to parch donated unprocessed wild rice in a large cast iron kettle, jig the hulls off, and winnow the rice in winnowing baskets the youth made during camp. Even in the rain we had a successful camp at Little Elbow Lake campground.



Learning to do
traditional
porcupine
quill work on
birch bark



Enjoying a
traditional
favorite of
wild rice soup

The campers were able to choose from a variety of crafts to learn. Above are five youth that made birch bark winnowing baskets.



A young
student and
the teacher



Enjoying the
smoldering
fire &
preparing to
finish rice.

18th Annual Great Lakes Indigenous Farming Conference Collaboration with the 4th Annual Indigenous Hemp Conference

So many changes we experienced during the year. Our annual conference had to evolve and became virtual. Although the everyone missed the social connect of an in-person conference, it was a great success. Registration was opened to 200 people and filled quickly. Presenters from across Turtle Island shared their wisdom. The conference theme was “Let the knowledge of our past be the wisdom of our future.” Key presenters were: Helga Garza, who leads efforts that have increased equitable access to healthy local food, by removing structural barriers such as price, availability, policy climate, and increasing nutritional knowledge through curriculum development of a holistic family-based wellness program that is bilingual, culturally relevant, and community based; Jose Lasalle, an inventor in the fields of renewable energy, green building, and water filtration; and Dr. Martin Reinhardt is an Anishinaabe Ojibway citizen of the Sault Ste. Marie Tribe of Chippewa Indians from Michigan. He is a tenured professor and chair of Native American Studies at Northern Michigan University and his current research focuses on revitalizing relationships between humans and Indigenous plants and animals of the Great Lakes Region. These are only three of the forty plus presenters.



KKWE 89.9 FM
Niijii Radio

2020 brought forth much change in the station. With the new federal and state requirements, a remodel to our modest station was necessary. With funding provided by the Corporation for Public Broadcast we were able to move from a small 10 x 10 on air studio, to a studio which can accommodate four people at one time and keep within social distance recommendations. We constructed a new production studio, a new office space, and a welcoming lobby.



Framing it up!



Walls are up.



The NEW
ON-AIR
STUDIO
Where the
Ojibwe
Language
thrives.



With support from the Arts and Cultural Heritage fund from the State of Minnesota we were able to share cultural wisdom and crafting with youth from various school districts in our listening area through a project called Ojibwe Arts Rising.



Student from
Waubun School
District #435
with a beaded
pop socket.

Nijjii Radio in collaboration with The New York Mills Cultural Center hosted a cultural exchange between the Finnish culture in New York Mills and the Anishinaabe culture of White Earth. The exchange included foods, dancing, language, and stories. Teachings of the indigenous population of Finland and the Anishinabeg amazed those gathered as they related to the similarities.



Muskie Day 2020
Nevis, Minnesota

Nijjii Radio collaborated with the City of Nevis to present Muskie Day. A day of music, art, and culture. A celebration of a community we live in and serve. Nijjii Radio hosted Native American and alternative genre musicians and artists at this day long event. A demonstration of Anishnaabe dancing and drumming was a highlight of the day as the dancers and most attending joined together in a traditional round dance; a dance that promotes friendship and unity.



The round dance commences.



Moccasin Class
completed in
Nevis School
District # 308

Due to the pandemic restrictions, we were only able to complete two in person sessions during the year. Later into the pandemic we completed a virtual Painting with Grace.



Cultural Exchange Project



Native Harvest

Native Harvest is the retail store owned and operated by White Earth Land Recovery. The store actively stimulates the local economy by purchasing goods and services from our local crafters, vendors, and harvesters. The store is filled with local value-added products, Anishinaabe arts and crafts, and food produced in our USDA certified kitchen. Native Harvest purchased over 40,000 dollars of wild rice, berries used in our syrups and jellies, birch bark crafts, and value-added products. All profits go to support the activities of White Earth Land Recovery Project.



The Native Harvest Farm

Food was grown at the Farm. Food for the people, whole and fresh, to nourish our bodies and minds. The Native Harvest Farm grew fresh produce which was distributed across the Reservation in meal kits as a response to the pandemic. Tomatoes, onions, and squash were just a few of the nutrient rich foods that were grown. Throughout the growing season youth engaged in traditional ways of planting, growing, harvesting, and preserving.



Planting with youth.



The nutrient rich harvest



Growing community food in the high tunnel



Youth braiding corn to dry, a traditional practice.

White Earth Land Recovery Project
Profit and Loss
January - December 2020

	<u>Total</u>
Income	
Direct Public Support	
Individ, Business Contributions	24,571.43
Total Direct Public Support	\$ 24,571.43
Grant Income	
Restricted Grant Income	42,500.00
Unrestricted Grant Income	377,300.00
Total Grant Income	\$ 419,800.00
Investments	
Interest-Savings, Short-term CD	1.24
Total Investments	\$ 1.24
Other Types of Income	
Miscellaneous Revenue	502.18
Rent Income	19,200.00
Total Other Types of Income	\$ 19,702.18
Program Income	
Indigenous Farming Conference	54,468.58
Program Service Fees	-737.92
Total Program Income	\$ 53,730.66
Sales of Product Income	2,250.00
Uncategorized Income	260,451.80
Total Income	\$ 780,507.31
Gross Profit	\$ 780,507.31
Expenses	
Business Expenses	

Native Harvest
Profit and Loss
January - December 2020

	<u>Total</u>
Income	
Discounts given	-735.74
Fundraising Income	
Donations	2,100.00
Total Fundraising Income	\$ 2,100.00
Program Income	
Retail Sales	77,865.51
Returns & Allowances	-88.63
Shipping Income	102.02
Wholesale Sales	8,869.44
Total Program Income	\$ 87,748.34
Sales of Product Income	1,857.80
Shipping Income	190.16
Shopify Income	118,270.35
Uncategorized Income	31,472.78
Total Income	\$ 240,903.79
Cost of Goods Sold	
Cost of Goods Sold	-115.50
Merchant Account Fees	29,504.82
Shipping	2,016.58
Supplies & Materials - COGS	87,646.81
Total Cost of Goods Sold	\$ 119,052.71
Total Cost of Goods Sold	\$ 119,052.71
Gross Profit	\$ 121,851.08
Expenses	

Nijili Broadcast Corporation
Profit and Loss
January - December 2020

	<u>Total</u>
Income	
Fundraising Income	784.00
Grant Income	
Grant Income	259,673.00
Total Grant Income	\$ 259,673.00
Investments	
Interest-Savings, Short-term CD	173.82
Total Investments	\$ 173.82
Program Income	
Individ, Business Contributions	949.35
Merchandise Sales	4,050.21
Underwriting Income	38,664.53
Total Program Income	\$ 43,664.09
Services	47,390.25
Uncategorized Income	15.00
Total Income	\$ 351,700.16
Gross Profit	\$ 351,700.16
Expenses	
Business Expenses	
Dues & Subscriptions	9,880.95
Licenses, Fees & Permits	8,026.00
Memberships	510.00
Total Business Expenses	\$ 18,416.95
Contract Services	5,000.00
Accounting Fees	11,250.00

Business Registration Fees	65.00	Business Expenses		Outside Contract Services-1099-NEC	50,570.12
Dues & Subscriptions	3,474.50	Licenses & Permits	500.00	Total Contract Services	\$ 66,820.12
Total Business Expenses	\$ 3,539.50	Total Business Expenses	\$ 500.00	Facilities and Equipment	
Contract Services		Contract Services		Equip Rental and Maintenance	44,549.25
Accounting Fees	5,000.00	Outside Contract Services	2,407.50	Janitorial Services	476.78
Outside Contract Services-1099-NEC	36,368.05	Total Contract Services	\$ 2,407.50	Rent & Utilities	28,562.94
Total Contract Services	\$ 41,368.05	Facilities & Equipment		Total Facilities and Equipment	\$ 73,588.97
Facilities and Equipment		Janitorial Expense	72.00	Fundraising Expenses	
Facility and Equipment Rentals	65,451.62	Property Taxes	912.00	Supplies	1,375.30
Janitorial Services	811.00	Repairs and Maintenance	1,211.27	Total Fundraising Expenses	\$ 1,375.30
Property Taxes	102.00	Utilities	3,663.10	Office/General Administrative Expenses	204.87
Repairs and Maintenance	8,278.34	Total Facilities & Equipment	\$ 5,858.37	Operations	
Utilities	23,356.92	Operations		Advertising	240.84
Total Facilities and Equipment	\$ 97,999.88	Advertising and Promotion	67.50	Automobile Expense	1,343.77
License Renewal	329.46	Automobile Expense	417.84	Bank Fees	110.00
Operations		Bank Service Charges	137.25	Postage, Mailing Service	47.67
Advertising & Promotion	238.00	Fuel	292.76	Supplies	13,946.74
Automobile Expense	968.86	Office Supplies	80.00	Telephone & Internet	3,700.69
Bank Fees	330.01	Supplies	2,615.69	Total Operations	\$ 19,389.71
Interest Expense	9,012.99	Telephone Expense	1,804.00	Other Types of Expenses	
Payroll Expenses	12,223.97	Total Operations	\$ 5,415.04	Other Costs	7,360.24
Payroll Wages	141,918.62	Other Types of Expenses	560.96	Total Other Types of Expenses	\$ 7,360.24
Postage, Mailing Service	369.98	Reimbursed Expense	36,797.12	Payroll Expenses Workers Comp	928.58
Printing and Copying	661.79	Total Other Types of Expenses	\$ 37,358.08	Payroll Expenses	
Supplies	19,186.06	Purchases	646.66	Taxes	10,665.00
Telephone	6,627.55	Shopify Fees	5,664.58	Wages	127,301.68
Total Operations	\$ 191,538.03	Travel & Meetings		Total Payroll Expenses	\$ 137,966.68
Other Types of Expenses		Meals and Entertainment	166.52	Purchases	497.00

Insurance - Liability, D and O	45,660.33
Vehicle Insurance	44.00
Work Comp	901.78
Total Insurance - Liability, D and O	\$ 46,506.11
Other Costs	2,871.14
Total Other Types of Expenses	\$ 49,377.25
Purchases	4,196.51
Reimbursed Expenses	227.99
Travel and Meetings	
Conference, Convention, Meeting	1,075.00
Meals	91.72
Training and Education	11,100.00
Travel	6,046.04
Total Travel and Meetings	\$ 18,312.76
Uncategorized Expense	260,394.12
Total Expenses	\$ 667,285.55
Net Operating Income	\$ 113,221.76
Net Income	\$ 113,221.76

Travel	26.41
Total Travel & Meetings	\$ 192.93
Uncategorized Expense	29,941.18
Total Expenses	\$ 88,184.24
Net Operating Income	\$ 33,666.84
Net Income	\$ 33,666.84

Reimbursements	350.00
Travel and Meetings	764.56
Conference, Convention, Meeting	2,366.33
Travel	1,542.53
Total Travel and Meetings	\$ 4,673.42
Uncategorized Expense	110.00
Total Expenses	\$ 331,681.84
Net Operating Income	\$ 20,018.32
Other Expenses	
Reimbursed Expenses	2,540.95
Total Other Expenses	\$ 2,540.95
Net Other Income	\$ 2,540.95
Net Income	\$ 17,477.37

MIIGWECH!

Thank You!

We could not do what we do without the support of our philanthropic community of Minnesota & beyond!

The Minneapolis Foundation
Ceres Land Trust
Bush Foundation
Triskeles Foundation
Headwaters Foundation for
Justice
Saint Paul & Minnesota
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Margaret Gair
John & Janice Sayre
Kathryn A Beyer
Brooke Manley
Network for Good
Seamus P Metress
Amazon Smile
The Benevity Community
Impact Fund
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