

Zagamok Anishnaabek  
Anishnaabemowin Kinoomaadwinan



**Giisoonh Mazinagan**  
**Niizhing Mdaaswaak Shi Midaaswi-shi-niizhwaaswi**

2017



**Baapaashkaakoodin Giizis      Popping Trees Moon**

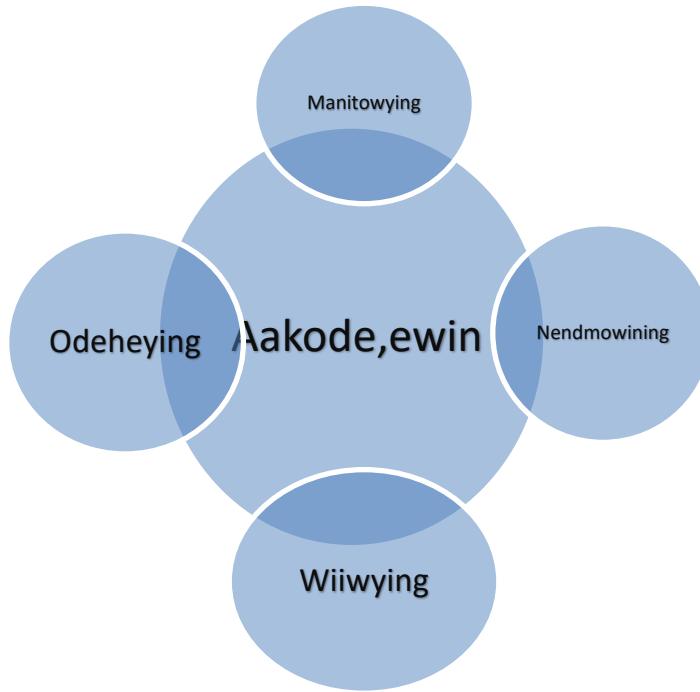


**GWEYAKWAADZIWIN - HONESTY**  
***GWEYAK ZHICHIGEN KINA GEGOO EZHCHIGEYAN.***  
***DO WHAT IS RIGHT IN EVERYTHING YOU DO.***

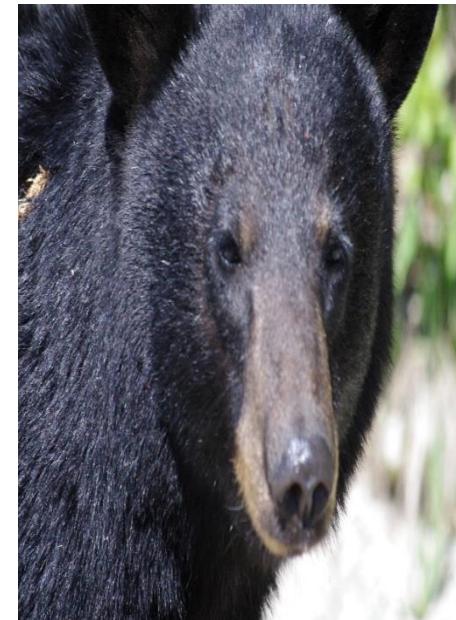
# Baapaashkaakodin Giizis January 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
1 Bezhik <b>Shki nimkodaading</b>	2 Niish	3 Nswi	4 Niiwin	5 Naanan	6 Ngodwaaswi <b>Ogimaa Giizhgat</b>	7 Niizhwaaswi
8 Nshwaaswi	9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niwin
15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik
22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niwin	25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi
29 Niishtana-shi-zhaangswi	30 Nsimdana	31 Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year			Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	

## ***Makwa Giizis***



## ***Bear Moon***



### **Aakode,ewin – Bravery**

Mshkawziwin miinwaa mshkawendmowin gweyak wii zhichgeng  
Having the strength of Mind, Body, Heart and Spirit to do what is right.  
(aakwaade'ewin)

# Makwa Giizis February 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year	Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	1 Bezhik	2 Niish	3 Nswi	4 Niiwin	
5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi	9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik
12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin <b>Ode Giizhgat</b>	15 Mdaaswi-shi-naanann	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi
19 Mdaaswi-shi-zhaangswi	20 Niishtana Family Day	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niiwin	25 Niishtana-shi-naanan
26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi				

***Naabdin Giizis***

***Crusting Snow Moon***



***Shkode – Fire Giizis – Sun***

***Giizis do ngizwaan Goonan maanda pii, ni gzhide ge.  
The Sun melts the snow at this time and it gets warmer.***

# Naabdin Giizis      March 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	SWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year	Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	1 Bezhik	2 Niish	3 Nswi	4 Niiwin	
5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi	9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik
12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin	15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi
19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niiwin	25 Niishtana-shi-naanan
26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtanaa – shi-zhaangswi	30 Nsimdana	31 Nsimdana - shi-Bezhik	

# Ziizbaakdoke Giizis    Maple Sugar Moon



**ZAAGIDWIN – LOVE**

*Zaagidzan – Love yourself*

**ZAA GTOON GBIMAADZIWIN, ZAA GISH GWIIJI BEMAADIZ, MIINWAA KINA GEGOO.**

***Love your life, and others. and love everything***

# Ziizbaakdoke Giizis April 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year		Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day			1Bezhik  Kchi Giibaasge We'weshsachige Giizhgat	
2 Niish	3 Nswi	4 Niiwin	5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi
9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niwin  Kchi twaa Jiibaatoo Giizhgat	15 Mdaaswi-shi-naanan
16 Mdaaswi-shi-ngodwaaswi <b>Baakwang</b>	17 Mdaaswi-shi-niizhwaaswi Shkwaa Baakwang	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish
23 Niishtana-shi-nswi	24 Niishtana-shi-niwin	25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi
30 Nsimdana						

## **Zaag'bagaa Giizis Budding Trees Moon**



**Minaadendmowin – Respect**  
**Kina gego minaachtoon, Bemaadzidjig miinwaa Akiing Eteg.**  
**Respect everything around, life and everything on Earth.**

# Zaagbagaa Giizis

May 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
	1 Bezhik	2 Niish	3 Nswi	4 Niiwin	5 Naanan	6 Ngodwaaswi
7 Niizhwaaswi	8 Nshwaaswi	9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi
14 Mdaaswi-shi-niwin <b>Gashi Giizhgat</b>	15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi	20 Niishtana
21 Niishtana-shi-bezhik	22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niwin	25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi
28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi	30 Nsimdana	31 Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month	Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day Ngo baboon – One year		

# Waabgonii Giizis



# *Blooming Trees Moon*



- Soil
- Black Earth



- Sand
- gravel



- beach sand
- sand box sand

***Shkakmik Kwe- Mother Earth***  
***Mii maampii kina Mino Bimaadziwin enjibaamgak.***  
***This is where all good life comes from.***

# Waab'gonii Giizis June 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year		Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	1 Beshik	2 Niish	3 Nswi	
4 Niiwin	5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi	9 Zhaangswi	10 Mdaaswi
11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin	15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi
18 Mdaaswi-shi-nshwaaswi <b>Noos Giizhgat</b>	19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 niishtana-shi-bezhik <b>Anishnaabe Giizhgat</b>	22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niiwin
25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi	30 Nsimdana	

**Miin Giizis**

**Berry Moon**



Four Sacred Elements, Fire , Water, Earth and Air Photo Courtesy Rob Assinewe

**Dibaadendizwin - Humility**  
**Bangii gowetgo giinwind daawmin maampii gidkamik.**  
**We are only a small part of creation.**

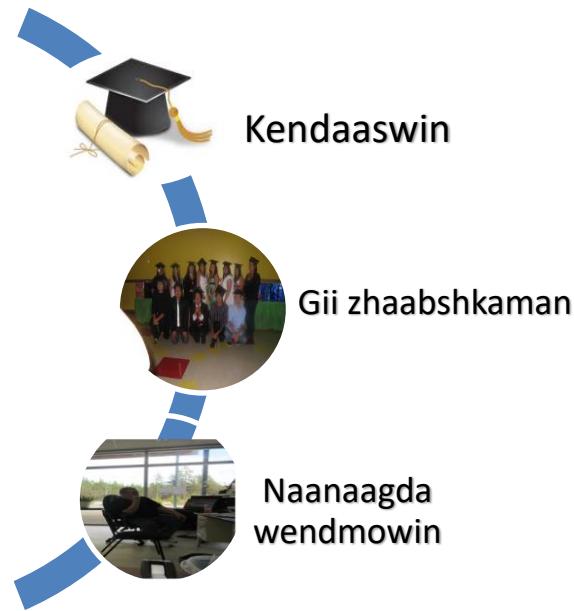
# Miin Giizis July 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year	Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day					1 Bezhik  Canada Giihgat
2 Niish	3 Nswi	4 Niiwin	5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi
9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin	15 Mdaaswi-shi-naanan
16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish
23 Niishtana-shi-nswi	24 Niishtana-shi-niiwin	25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi
30 Nsimdana	31 Nsimdana shi-bezhik					

# ***Manoomini Giizis***



# ***Grains Moon***



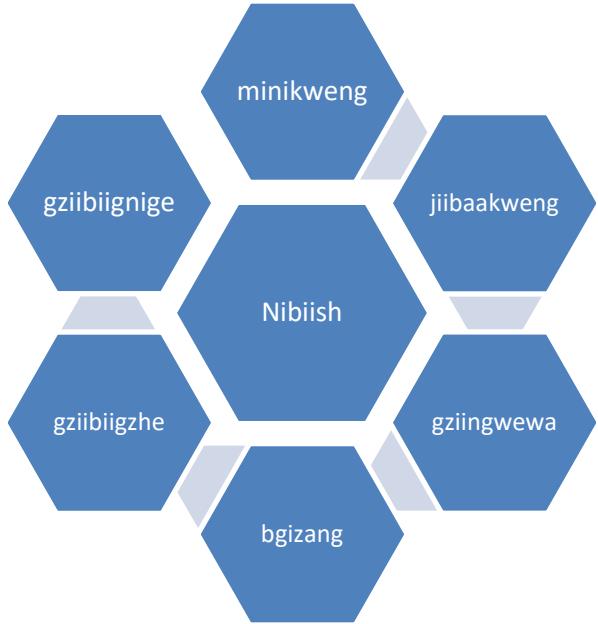
**Kina wiya aabdik wii nakiitaan wii wiikjitood nbwaakaawin.  
It is everyone's responsibility to strive for wisdom.  
Minik go bemaadzid wiya dankiitaan maanda.  
It is a lifelong experience.**

# Manomini Giizis

August 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
		1 Bezhik	2 Niish	3 Nswi	4 Niiwin	5 Naanan
6 Ngodwaaswi	7 Niizhwaaswi <i>Odena Giizhgat</i>	8 Nshwaaswi	9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish
13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niwin	15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi
20 Niishtana	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niwin	25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi
27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi	30 Nsimdana	31 Nsimdana-shi-bezhik	Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month	Ngo B'boon - One year Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day

# ***Waab'bagaa Giizis Leaves Changing Colour Moon***



## **Nibiish- Water**

Shkakmik-kwe doskwe'aabiin aawan nibiish.

Water is mother earth's veins.

# Waab'bagaa Giizis

September 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year				Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	1 Bezhik	2 Niish Anishnaabemowin
3 Nswi	4 Niiwi <b>Nookii Giizhgat</b>	5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi	9 Zhaangswi
10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin	15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi
17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish	23 Niishtana-shi-nswi
24 Niishtana-shi-niiwin	25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi	30 Nsimdana

# Binaakwii Giizis Falling Leaves Moon

*“ Ndawenjgem Maanda pii” This is hunting Season*



- Baashksigan
- Gdaa'aakwe
- Pkonge
- mookmaanan
- Mooz wiyaas
- Zaasgokwaadan

*Debwewin – Truth*

*Miyaa go ezhwebak dibaajmang.  
Speak the real truth.*

# Binaakwii Giizis October 2017

MIIGWECHIWE GIIZHGT	NTAM GIIZHGT	NIISH GIIZHGT	NSWI GIIZHGT	NIIWO GIIZHGT	NAANOO GIIZHGT	ODETOO GIIZHGT
1 Bezhik	2 Niish	3 Nswi	4 Niiwin	5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi
8 Nshwaaswi	9 Zhaangswi <b>Kchi</b> <b>Miigwechiwe</b> <b>Giihgat</b>	10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin
15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik
22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niiwin	25 Niishtana-shi-naanan	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi
29 Niishtana-shi-zhaangswi	30 Nsimdana <b>Jiibay Giizhgat</b>	31 Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year			Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	

**Shkadin Giizis**

***Freezing Moon***



*Memorial Monument at Enji Wijgaabwitaadying Gamik placed in memory of Peace keepers  
Minaach'chigazawag zhimagnishag maampii.  
We honour our soldiers here.*

***Asiniin, Aazhbikoon – Rock and minerals  
Niibna do gigishkaanaawaan kinoomaadwinan.  
These contain lots of teachings.***

# Shkadin Giizis November 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year	Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	1 Bezhik  Tasenhwang	2 Niish	3 Nswi	4 Niiwin	
5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi	9 Zhaangswi	10 Mdaaswi	11 Mdaaswi-shi-bezhik Zhimaagnish Giizhgat
12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin	15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi	17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi
19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish	23 Niishtana-shi-nswi	24 Niishtana-shi-niiwin	25 Niishtana-shi-naanan
26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi	30 Nsimdana		

# Biboon Giizis

# *Winter Moon*



**Noodin – Air**

**Manitowan noodin, gaawiin gwaamdaziinaan, gmooshtoonaan dash wiigo.**  
**Air is spirit, we don't see it but we feel it.**

# Biboon

December 2017

MIIGWECHIWE GIIZHGAT	NTAM GIIZHGAT	NIISH GIIZHGAT	NSWI GIIZHGAT	NIIWO GIIZHGAT	NAANOO GIIZHGAT	ODETOO GIIZHGAT
Maadgiza – Beginning of the Month Aaptoogza – Halfway through the Month Shkwaagza - End of the month Ngo B'boon - One year				Ngo Giizis - One month Ngoding pmisek - One week Ngo Giizhgat - One day	1 Bezhik	2 Niish
3 Nswi	4 Niiwin	5 Naanan	6 Ngodwaaswi	7 Niizhwaaswi	8 Nshwaaswi	9 Zhaangswi
10 Mdaaswi	11 Mdaaswi-shi-bezhik	12 Mdaaswi-shi-niish	13 Mdaaswi-shi-nswi	14 Mdaaswi-shi-niiwin	15 Mdaaswi-shi-naanan	16 Mdaaswi-shi-ngodwaaswi
17 Mdaaswi-shi-niizhwaaswi	18 Mdaaswi-shi-nshwaaswi	19 Mdaaswi-shi-zhaangswi	20 Niishtana	21 Niishtana-shi-bezhik	22 Niishtana-shi-niish	23 Niishtana-shi-nswi
24 Niishtana-shi-niiwin  31 Nsimdana-shi-bezhik	25 Niishtana-shi-naanan <b>Niibaa Namaang</b>	26 Niishtana-shi-ngodwaaswi	27 Niishtana-shi-niizhwaaswi	28 Niishtana-shi-nshwaaswi	29 Niishtana-shi-zhaangswi	30 Nsimdana

## **Manito Giizis**

## ***Spirit Moon***

***Not all Native communities use the same name for months of the year. Based on the phases of the moon, and what happens during that time, there will be different names for each moon.***

***Anishnaabe life is centered around what the weather is like and what” Shkakmik” kwe, Mother Earth has to offer as each phase of the moon changes .“Gnookmisnaan” our Grandmother moon is our guide.***

***In the past there were thirteen moons listed but now, since we are following the twelve month calendar, some moons are different. There is one moon which is recognized as a winter moon that falls somewhere between B’boon Giizis minwaa Ziizbaakdoke Giizis. This is Manito Giizis.***

***Manito is the name for the Spirit. A Spirit is something that we do not see. We feel and experience it. Therefore it is fitting that there is no specific month to celebrate Manito Giizis. We celebrate it in the winter.***





*Midaaswi –shi-nswi giizisook mzinshinwag mishiikenh kanaakoong.  
There are 13 partitions on the turtle's back. Mii mnik e yaa waad dibik giizisook ngo  
biboon. These are said to represent the 13 moons in one year.*

*Niishtana shi nshwaaswi tenoon aachkingaanhsan giitaaying kanaakoong.*

*There are 28 partitions on the edge of turtle's back.*

*Niishtana shi nshwaasgoon tshitaa miinwaa wii zaagiyet dibik giizis.*

*It takes 28 days for the moon to show up again.*



*In our commitment to language and culture revitalization, Sagamok continuously strives to use our natural resource base, human and environmental, to improve and increase our language fluency by providing language and cultural opportunities to every member of the community and workforce.*

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