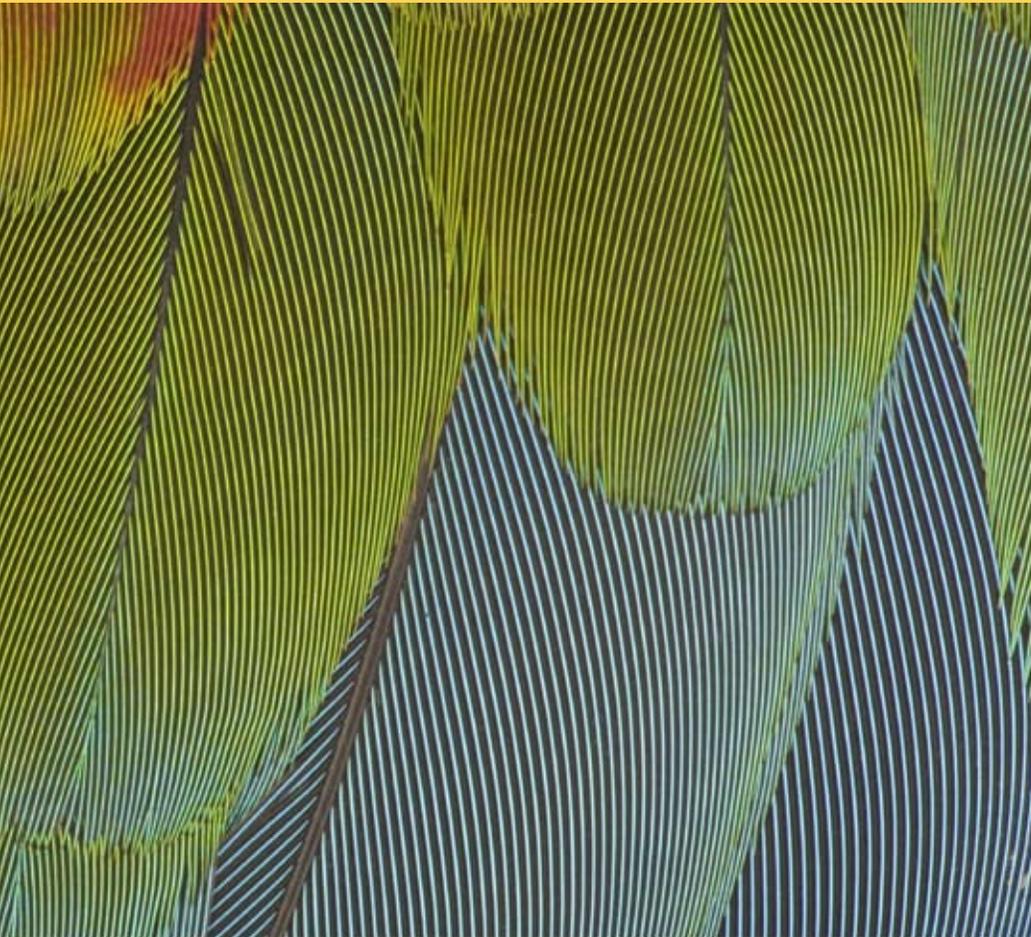




**Native Americans in Philanthropy**  
**2009–10 *Annual Report***



# From Values to Vision:

**BUILDING ON  
OUR PAST  
TO SHAPE  
THE FUTURE**



**Native Americans in Philanthropy (NAP) started its journey 20 years ago.** Throughout this journey NAP has committed to advancing philanthropic practices grounded in Native values and traditions. We are proud of the path that we have traveled and the role NAP has played in the philanthropic sector through education, engagement and empowerment strategies.

In 2009 & 2010, Native Americans in Philanthropy Board of Directors crafted our strategic framework that serves as the guiding posts for our work as we move forward. Through gatherings nationally and regionally over the past two years, NAP continued to advance dialogue in the field of philanthropy and Indian Country, strengthened our internal governance standards, and built staff capacity. We invested infrastructure systems to create on a progressive framework prepared to help manage the anticipated growth, including website upgrade and increased social networking capabilities. The Native Philanthropy Institutes continue to expand relationship building, trust, knowledge sharing and action for grantmakers with strategic impact intentions and for nonprofits learning to access resources. Most importantly, Native Americans in Philanthropy's membership base grew stronger, more engaged and poised for action.

We enter a new decade and a new direction for our journey. This path brings us to a place of transition. After seven years of blazing the path as Executive Director, Joy Persall transitioned the NAP's staff leadership to a new trailblazer, Carly Hare.

Native Americans in Philanthropy will continue to advance dialogue in the field of philanthropy and Indian Country through gatherings nationally and regionally. Through our new regional action network organizing approach – and 20th Anniversary Journey – we are fostering philanthropic engagement that is committed to the well being of Native people and their families. NAP is organizing a movement building campaign “Weaving Leadership, Indigenous People and Resources”. We are excited about the future, the opportunities and deepening relationships, as we gather with you in regional dialogue and movement building.

We look forward to seeing you on the journey!

Hiriwe Turahe,

A handwritten signature in black ink that reads "Carly Hare". The signature is fluid and cursive, with a large initial 'C'.

Carly Hare (Pawnee/Yankton)

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# History & Mission

Native Americans in Philanthropy was founded in 1990 as a 501c(3) non-profit membership organization to promote, facilitate and celebrate the role of philanthropy in building stronger Native communities enhanced by the Native spirit of generosity.

- To advocate within the philanthropic community the promotion, development, effectiveness and growth of philanthropy in Native communities
- To leverage and expand the sources of philanthropic dollars going toward Native issues and concerns, and
- To build the capacity for expanding and managing Native philanthropic institutions and programs.

To advance the mission of NAP, our framework for the future is centered on the following three Strategic Directions:

**Engage** *Native and non-Native practitioners of philanthropy to focus on sustainable Native communities;*

**Educate** *to instill Native philanthropic values into contemporary practice; and*

**Empower** *Native philanthropic leadership to be effective practitioners.*

The organization is governed by a 10-member board of directors who are nominated by the membership. One-third of NAP's members are traditional and tribal philanthropic professionals and organizations, another third are Native and non-Native nonprofit grantseeking organizations, another third are individuals in and out of philanthropy who have an interest in Native issues and communities.

## 2009-2010 HIGHLIGHTS

### Membership & Services

Over the period 2009-2010, Native Americans in Philanthropy's membership fluctuated steadily between 110-140 members. Revenue generated from memberships declined as a direct result of the economic downturn in 2009. However, most of NAP's members chose to remain members but at a reduced membership level.

### Leadership and Development

Native Americans in Philanthropy's second Circle of Leaders cohort completed their fellowship program. A graduation ceremony was held in May 2010 and was hosted by the Minneapolis Foundation. A number of the seven Native fellows have begun to pursue or have advanced in their philanthropy careers.

### Building Bridges through Partnerships

The past two years Native Americans in Philanthropy has had many unique opportunities to engage and deepen relationships that included a special forum developed with First Nations to host Emerging Leaders in Philanthropy (EPIP). In addition, NAP partnered with Asian American/Pacific Islanders in Philanthropy (AAPIP) to host a site tour to Camp Amache Japanese Internment site and Cheyenne Arapahoe Massacre site in southeast Colorado.

### Communications

The organization hired Y. Elaine Stephens as its Director of Development and Communications; this hire allowed for a dedicated staff member to build on the current infrastructure to improve member relations and expand outreach to tribal and mainstream philanthropy.

# A Closer Look

## Membership and Services

Like so many in philanthropy, Native Americans in Philanthropy was effected by the devastating impact of the financial crisis. The organization feels fortunate the Native and philanthropic communities value the work that we have and continue to do. Instead of ending their memberships, they chose to continue to partner staying on as members (although at a lower member level) or worked with Native Americans in Philanthropy to craft unique and innovative ways to partner and foster growth and support for the organization. The recently revised membership structure based on Native-themed “clan” designations allowed this transition seamless.

## Leadership and Development

The second cohort of seven fellows graduated from the Circle of Leaders program in 2010. This cohort represented fellows from the Midwest, Northwest regions. As part of the program, participants gained insight into tribal philanthropy at the Tulalip Tribes, mainstream philanthropy at Grotto Foundation, and on the ground community building at the Hopi Education Foundation and Cherokee Preservation Foundation. Since beginning the program fellows have continued to be engage and exercise their leadership skills in and outside philanthropy in their respective communities.

Circle of Leaders is an 18-month leadership development program for selected Native participants interested in careers in philanthropy. The program is designed to educate, empower and engage candidates with philanthropy that includes, but is not limited to monthly leadership workshops and national convenings with Native and non-Native leaders in philanthropy. Deeper engagement opportunities with philanthropic and community partners provide additional support to their ongoing learning.

**Building Bridges through Partnerships** Native Americans in Philanthropy continued to refine the Art of Giving program (AoG); fund development curriculum grounded in Native values and traditions. Native organizations learn about leveraging resources and bringing cultural



knowledge from their communities into the philanthropic discussion that poises participants to take their deepened understanding of philanthropy back into the communities they serve. Native Americans in Philanthropy is currently working with tribes and funders to coordinate regional AoG sessions for their grantees across the nation.

The Board Education Initiative (BEI) provides context for understanding the diverse Native communities, increase and sustain understanding of current and relevant issues, and promote ongoing learning with community partners.

The purpose of this education and engagement series initiative is to deepen the understanding of largely mainstream philanthropic organizations working with Native (and diverse) communities in order to expand cultural competence and to enhance strategic and impactful grantmaking to Native communities. More specifically, Native Americans in Philanthropy is working with ClearWay Minnesota on its smoking cessation initiative. Native Americans in Philanthropy has developed a four-part symposium series; the first three around

general understanding and knowledge of Native communities and issues as a fourth outlining the ceremonial significance of tobacco in Native communities.

In 2010, Native Americans in Philanthropy partnered with Asian Americans/Pacific Islanders (AAPI) to host a joint site-tour to Camp Amache Japanese Internment site and the Cheyenne-Arapahoe Massacre site in southeast Colorado. The event—over 2 years in the making—focused on the short-and long-term impact of historical trauma. The poignant two-day tour was promoted as part of the Council on Foundations annual conference and Native Philanthropy Institute activities.

Over 50 individuals including AAPI and NAP staff attended the overnight trip representing funders, Native and non-Native non-profits and educators. Internees as well as descendants of the internees and massacre survivors were among the participants. At each site a remembrance and honor ceremony was held where powerful storytelling was shared. It was the first event of its kind and continues to be shared within the philanthropic community.

## Communications

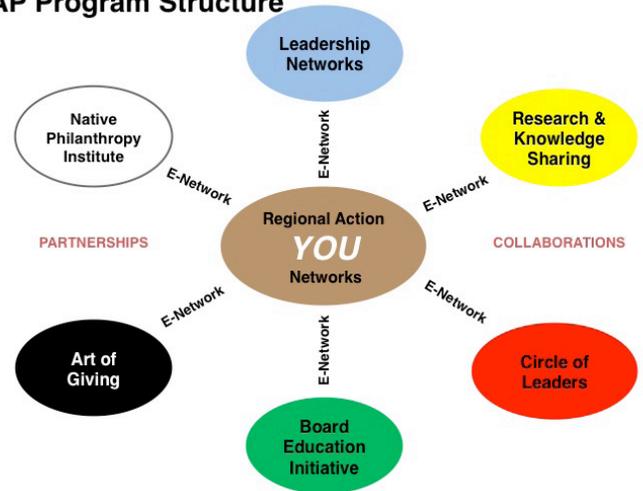
NAP Board and staff devised a strategic framework and moving organization and membership to deeper levels of engagement, communication, partnerships through program service and national advocacy. This movement is rooted in a regional structure that allows NAP-member relationships to be more reciprocal—and less one-directional—as well as facilitate space for members to engage with one another to better leverage resources and knowledge center. All with the purpose of strengthen philanthropic efforts across Indian Country.

# 2010 And Beyond

## NAP Regional Action Networks



## NAP Program Structure



Guided by our mission and strategic framework, Native Americans in Philanthropy is implementing a regional action network to organize philanthropic hubs (virtually and on-the-ground) connected nationally with members and allies that are dedicated to advancing philanthropic practices grounded in native values and traditions. With input from NAP membership, we have identified approaches to deepen regional (and thus national) member engagement through strategically focusing and enhancing our programming for impact.

Through the Regional Action Networks (RAN), gatherings of Native and philanthropic representatives will discuss and define actions on both individual and collective action to improve the effectiveness of grant making in Indian Country; in addition, raising the profile and importance of leadership in Indian Country. Each RAN will be organized in collaboration with member organizations – funders, tribes and nonprofits – who wish to engage in dialog and relationship building and gain greater context for the varied Native community realities and experiences that philanthropy can learn from and share with their sector colleagues. The RANs will create deeper learning opportunities for both Native people, tribal and mainstream foundations and encourage new behaviors, even action, as they are armed with greater knowledge. The RANs will also provide opportunities to deepening relationships between tribes, urban Native communities and philanthropy. Through the work of each RAN, NAP seeks to improve grantmaking and community-building outcomes in Indian Country. There will be two primary ways for members, partners,

and allies to engage with Native Americans in Philanthropy (and its national and on-the-ground programs) and with each other through user-identified networks called the E-Network and National Leadership Networks:

**E-Network:** The next generation of the Native Americans in Philanthropy online environment (website 2.0) will serve as a user-identified, multimedia, interactive “portal” used to engage and connect networking, communication, and relevant resources and tools for NAP’s members and visitors at-large. It serves as a link between established philanthropic organizations, smaller non-profits and Native communities (rural and urban). The network will be enhanced to provide streaming content and learning modules designed to create and ensure access to knowledge sharing through the utilization of innovative communications technologies for a positive impact across Indian Country.

### National Leadership Networks

**(NLN):** NAP is committed to nurturing intentional networks that add value to Native leadership and capacity-building programs. Together these hubs will form the backbone of an emerging local network that will be connected nationally through our E-Network. Dialogue originating within the E-Network will be furthered through direct engagement on the ground at conferences and other gatherings, thus resulting in stronger relationships that impact people personally and professionally. We will have identified key audience and communities within National Leadership Networks and will connect members regionally and nationally to an audience of their peers.

Native Americans in Philanthropy will introduce our Regional Action Networks during our 20th Anniversary Journey. Within each region, we will offer member support to access our E-Network and Leadership Networks. The organization will also continue to offer on-the-ground programming that includes the: Circle of Leaders, Art of Giving, and Board Education Initiative.

# The Numbers

**Membership in Native Americans in Philanthropy** grew to 123 members in 2010 representing traditional and tribal philanthropic professionals and organizations.

## MEMBERSHIP REVENUE



2009



2010

Native and non-Native nonprofit organizations, another third are individuals in and out of philanthropy who have an interest in Native issues and communities. One-year memberships were included in the '10 Institute registration and sponsorship fees. As result, new memberships increased over 15 percent.

The membership restructure in 2008 played a critical role in helping Native Americans in Philanthropy retain current members and in attracting new individual members by allowing for varying levels of membership levels.

Membership listing can be found online at [nativephilanthropy.org](http://nativephilanthropy.org)

## BOARD OF DIRECTORS

Shelley Butler-Allen (*08-10 Treasurer*)  
 Louis Delgado (*Emeritus*)  
 Carly Hare (*08-10*)  
 Susan Jenkins (*10*)  
 LaVon Lee (*08-10*)  
 Ricardo Lopez (*08, Sect/Treasurer; 09-10 Vice Chair*)  
 Lori Pourier (*09, Vice Chair*)  
 Monica Nuvamsa (*09-10*)  
 Carla Roberts (*08-10*)  
 Ron Rowell (*08; 09-10, Chair*)  
 Philip Sanchez (*08-10*)  
 Dawn Spears (*08-10, Secretary*)

## STAFF

Doug Cook, *Membership & Administrative Assistant (08-10)*  
 David Cournoyer, *Director of Resource and Program Development (08-10)*  
 Carly Hare, *Executive Director*  
 Jennifer Fairbanks, *Administrative Assistant*  
 Kathy Forliti, *Administrative Assistant*  
 Dan Lemm, *Associate Director of Programs*  
 Garrett Palmer, *Administrative Assistant (08-09)*  
 Joy Persall, *Executive Director (03-10)*  
 Y. Elaine Stephens, *Director of Development and Communications*

## Many thanks for the significant philanthropic contributions from:

California Wellness Foundation	Northwest Area Foundation
Casey Family Programs	Otto Bremer Foundation
C. S. Mott Foundation	Rockefeller Philanthropic Advisors
Denver Foundation	San Manuel Band of Mission Indians
Ford Foundation	Shakopee Mdewakanton Sioux Community
Marguerite Casey Foundation	Tulalip Tribes
Nathan Cummings Foundation	W.K. Kellogg Foundation

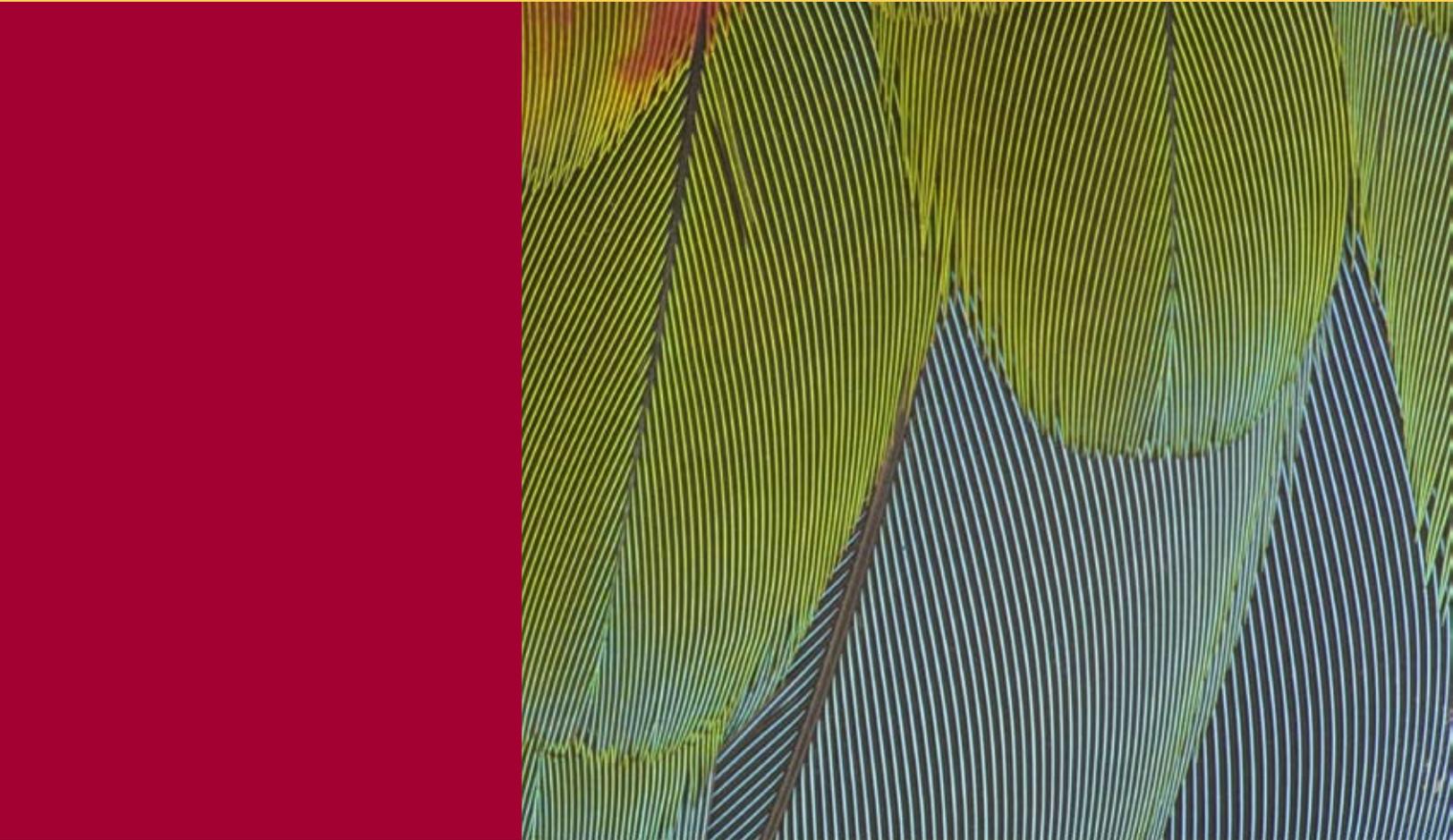
## Many thanks for the support by philanthropic partners from:

Asian Americans/Pacific Islanders in Philanthropy	Cherokee Preservation Foundation
Council on Foundations	Joint Affinity Group
Denver Indian Center	

# The Numbers

## Native Americans in Philanthropy Statement of Activities Year Ended June 30, 2010 with Comparative Totals for 2009

	2010			2009
	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL	
<b>SUPPORT AND REVENUE</b>				
Membership	\$80,600		\$80,600	\$91,530
Grants and contributions	87,623	165,000	252,623	303,620
In-kind donations	2,014		2,014	16,964
Registration	25,125		25,125	52,988
Interest income	3,891		3,891	2,705
Miscellaneous income	2,260		2,260	5,238
Net assets released from restrictions	101,647	(101,647)		
<b>Total Support and Revenue</b>	<b>303,160</b>	<b>63,353</b>	<b>366,513</b>	<b>473,045</b>
<b>EXPENSES</b>				
Program and services	483,657		483,657	451,568
Supporting and services				
Management and general	111,457		111,457	75,504
Fundraising	33,447		33,447	26,214
Membership	9,206		9,206	17,914
<b>Total Supporting Services</b>	<b>154,110</b>		<b>154,110</b>	<b>119,632</b>
<b>Total Expenses</b>	<b>637,767</b>		<b>637,767</b>	<b>571,200</b>
<b>CHANGE IN NET ASSETS</b>				
	(334,607)	63,353	(271,254)	(98,155)
Net Assets, beginning of year	535,835	76,716	612,551	710,706
<b>Net assets, end of year</b>	<b>\$201,228</b>	<b>\$140,069</b>	<b>\$341,297</b>	<b>\$612,551</b>



## **Native Americans in Philanthropy**

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