



2023 ANNUAL REPORT

As I entered my third year as Executive Director and our second year as an operationally independent nonprofit, our board sought a refined mission, articulated vision, and a strategic plan. We are proud to share:

- Our mission is to activate and expand informed giving to Native-led nonprofits in Indian Country through donor education and advocacy.
- We envision a thriving Native-led nonprofit sector, championing a diverse community rooted in Indigenous values and ways of being.
- Our three key strategy areas are: 1) Strengthening and Unifying Native Nonprofits; 2) Advocating for and with Native Nonprofits; and 3) Influencing Philanthropic Systems Change.

Each of our strategies are interconnected and influence each other. In our ongoing focus group initiative in collaboration with Melvin Consulting, PLLC, we identified unifying themes that Native nonprofit and philanthropy leaders shared about what it means to thrive and what is needed to get there. In 2023, as we wrapped up the final virtual sessions and an in-person session, we began writing a report of our findings as a resource that we and Native-led nonprofits can use to influence the practices and policies of foundations and philanthropy serving organizations.

We also continued to grow the efforts and impact of our giving days for Native nonprofits – Native Nonprofit Day in May and GiveNative on Giving Tuesday in November. We provide resources with a unified voice and resources that Native nonprofits can use to advocate for themselves and strengthen their strategies around storytelling, fundraising, and calls to action. We also sought their feedback through workshops and surveys. A new resource piloted for GiveNative – a list of participating Native-led nonprofits – highlighted the diversity and breadth of work happening year-round and promoted direct support of their efforts. We have been able to reach more foundations and philanthropy serving organizations who want to support Native-led nonprofits and seek our guidance on how to best do so.

All this work informs how we advocated for Native nonprofits throughout the year in conference sessions, panel conversations, educational trainings for foundations, interviews, blogs, and more. Additionally, our work grows externally, we also grow internally. We added a new role, hiring Burrell Jones as our Programs Associate to support the work of the newly promoted Operations and Programs Director, Stephanie Zadora. We have added tools to support our ability to manage and communicate with our growing constituency, including social media management software and customer relations management software.

With the generous support of our founding organizations, funders, partners, donors and allies, we look forward to continuing the work of uniting Native-led nonprofits and influencing philanthropy through education and advocacy.



CARLY BAD HEART BULL
(FLANDREAU SANTEE DAKOTA)
EXECUTIVE DIRECTOR



Our
STORY

BOARD

Cheryl Crazy Bull (Sicangu Lakota), Chair,
American Indian College Fund

Sarah Kastelic (Alutiiq), Vice Chair, National
Indian Child Welfare Association

Mike Roberts (Tlingit), Treasurer, First
Nations Development Institute

Sarah EchoHawk (Pawnee), Secretary,
American Indian Science and Engineering
Society

John EchoHawk (Pawnee), Native American
Rights Fund

Shannon O'Loughlin (Choctaw Nation),
Association on American Indian Affairs

KEY STAFF

**Carly Bad Heart Bull, JD (Flandreau Santee
Dakota),** Executive Director

Stephanie Zadora (Seneca), Operations and
Programs Director

Brittany VanSnepton (Sault Ste. Marie),
Communications and Marketing Manager

Burrell Jones (Diné), Programs Associate

Mission

Our mission is to activate and expand informed giving to Native-led nonprofits in Indian Country through donor education and advocacy.

Vision

We envision a thriving Native-led nonprofit sector, championing a diverse community rooted in Indigenous values and ways of being.

Strategies

1. Strengthening and Unifying Native Nonprofits
2. Advocating With and for Native Nonprofits
3. Influencing Philanthropic Systems Change

Values

- Kinship
- Integrity
- Respect
- Generosity
- Courage
- Indigenous Worldview



Mission &
LEADERSHIP



Visualizing Our Strategic Plan

Our Vision, visually represented by a Star Quilt, is achieved by joining the strategies, visually represented by the diamond pieces. The strategies are grounded by our mission and rely on each other to complete the star and hold the quilt together. Our values are woven throughout our work. Learn more at NativeWays.org/about.

Strengthening and Unifying Native Nonprofits

Advocating with and for Native Nonprofits

Influencing Philanthropic Systems Change

Strategic PLAN

Statement of Financial Position

Assets

Cash & Equivalents	1,365,058
Contributions Receivable	414,100
Prepaid Expenses	7,009
Contributions Receivable, net of current portion	89,226
Property, plant and equipment	1,584

Total: 1,876,977

Liabilities and Net Assets

Accounts Payable	23,558
Accrued Wages & Payroll Taxes	49,787
Undesignated Net Assets	849,912
Board Designated Reserves	128,220
Restricted Net Assets	825,500

Total 1,876,977

Financial Statement

Support and Revenue

Contributions	1,189,689
Founder Contributions	30,000
Education & Training Revenue	1,000
Miscellaneous Income	1,921
Interest Income	8,342
In-Kind Revenue	18,375

Total 1,249,327

Operating Expenses

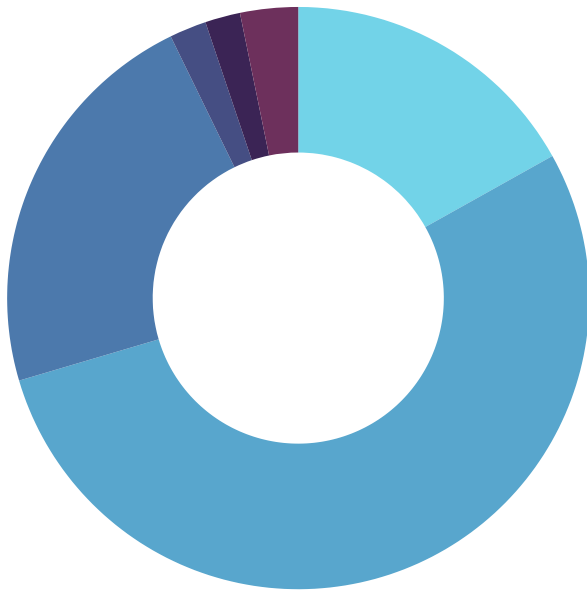
Program Services	504,366
Management & General	24,809
Fundraising	18,606

Total 547,781

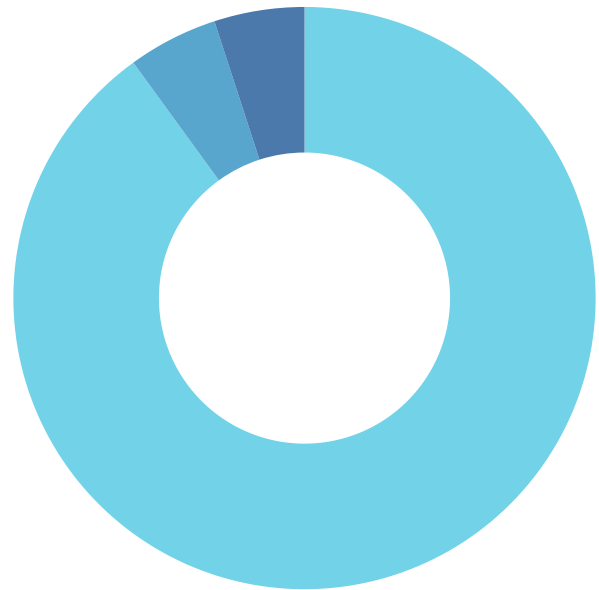








FINANCES




Revenues



Expenses



	Contributions	1,189,689
	Founder Contributions	30,000
	Education & Training Revenue	1,000
	Miscellaneous Income	1,921
	Interest Income	8,342
	In-Kind Revenue	18,375

	Program Services	504,366
	Management & General	24,809
	Fundraising	18,606

Total Revenue: \$1,249,327

Total Expenses: \$547,781

**Net Assets Beginning of Year:
\$1,102,086**

**Revenue Over Expenses:
\$1,803,632**

Thank you to Native Ways Federation's founding organizations:

- American Indian College Fund
- American Indian Science and Engineering Society
- Association on American Indian Affairs
- First Nations Development Institute
- National Indian Child Welfare Association
- Native American Rights Fund

Thank you to all foundation supporters that helped Native Ways Federation grow in 2023, including:

- The Bush Foundation
- John D. and Catherine T. MacArthur Foundation
- Ford Foundation
- Northwest Area Foundation
- Wend II, Inc.
- W.K. Kellogg Foundation



Become a regular supporter by setting up your monthly gift at nativeways.org/donate



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