



strategic philanthropy:
**ASSESSING THE NEEDS OF THE
NATIVE PHILANTHROPIC SECTOR**

**WEDNESDAY, SEPTEMBER 14TH, 2005
NORTHWEST AREA FOUNDATION OFFICES**

***CONFERENCE REPORT
AND RECOMMENDATIONS***

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SEPTEMBER 14, 2005
NORTHWEST AREA FOUNDATION OFFICES
ST. PAUL, MINNESOTA**

EXECUTIVE SUMMARY

On September 14 2005, First Nations Development Institute and Native Americans in Philanthropy convened a group of Native philanthropic leaders in Minneapolis/St. Paul to discuss how we can better support the development of Native foundations and Native philanthropy. The meeting was attended by 37 people representing 24 organizations (See Appendix D for a conference participants list).

The group identified the following ways to support the Native philanthropic sector. Among the suggestions were:

1. Promote networking.
2. Provide training and technical assistance.
3. Support leadership development.
4. Conduct a national educational and public relations campaign.
5. Work with the National Indian Gaming Association (NIGA) to educate people about the philanthropic work of gaming tribes.
6. Control fraudulent nonprofits (control nonprofits that claim to be Native led but in fact do not provide resources for Native people).
7. Create a strategic plan for Native giving.
8. Provide access to mainstream funders.
9. Educate tribal leaders on issues related to philanthropy.

The group plans to reconvene in a year to provide an opportunity to continue networking and information sharing. Training will also be provided at this meeting, if funding is available. First Nations Development Institute and Native Americans in Philanthropy will continue to coordinate the needs assessment of the Native philanthropy field and marshal resources to support the strategies identified above.

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**CONFERENCE ASSESSMENT AND
RECOMMENDATIONS**

I. INTRODUCTION

On September 14 2005, First Nations Development Institute and Native Americans in Philanthropy convened a group of Native philanthropic leaders in Minneapolis/St. Paul to discuss how we can better support the development of Native foundations and Native philanthropy. The objective of this meeting was to provide insight and input into the design and implementation of a structure to support the further development of Native foundations and Native philanthropy through technical assistance, advocacy and research. The meeting was attended by 37 people representing 24 organizations (See Appendix D for a conference participants list).

II. SUPPORTING NATIVE PHILANTHROPY: NEEDS ASSESSMENT

Prior to the strategic philanthropy convening, First Nations Development Institute distributed surveys to all known Native grantmaking foundations and funds in the nation. The goal was to collect data on key issues facing Native grantmaking organizations and gain an understanding of their informational and technical assistance needs. Eleven grantmaking organizations responded, and the results of this data were summarized in a report titled, *How Can We Support Native Foundations and the Native Philanthropic Sector?* A summary of the report, and the findings of this report, is provided here.

Question: What would help you the most to improve your work?

Top answers:

- Help with fundraising to capitalize our fund
- Marketing/media/publicity training
- Peer networks to share information
- Site visits to other foundations

Question: Would you be interested in a comprehensive training institute for Native or tribal foundations?

- 10 out of 11 responded yes

Question: What do you think are the top three issues facing new and emerging tribal foundations right now?

All of the following received at least one ranking as the number one issue:

- Organizational development
 - Establishing a strong mission
 - Organizational capacity and growth and internal operations/systems
 - Internal structures within the tribal organization
- Financial management
 - Knowledge of financial/asset management
 - Investment management
- Tribal politics
 - Helping tribes/tribal members understand what a foundation is and is not
 - How to maintain a tribal foundation separate from tribal political influence and control
- Fundraising
 - Understanding how to make personal approaches to build up the relationships before asking
- Lack of support from gaming tribal foundations. Funds need to go to Native people and organizations.
- Control of fraudulent non-profits

The data collected before the conference helped frame the discussion during the conference, and in fact many of the same themes emerged during the discussion at the conference.

III. KEY THEMES EMERGING FROM THE MEETING

The data collected before the conference suggest there is a great interest in learning more skills in the areas of fundraising, publicity training, and basic organizational management, and that the mechanisms that appealed to the group of survey respondents included peer networking, mentoring and a training institute. Some issues unique to the field of Native philanthropy also emerged, including the need to work effectively (and communicate better) with tribal councils, and the need to control and expose fraudulent non-profits (of which there are many) that compete for a small pool of funding.

This section will provide a summary of the key themes that emerged from the focus group of Native nonprofit and philanthropic leaders who were present at the meeting.

Summary of Outcomes: How do We Support Native Foundations and the Native Philanthropic Sector?

To begin answering this question, conference participants worked in small groups and discussed what they would like to see happen in Native philanthropy in the next two years, writing down answers on flip charts. By the end of the day, participants had come up with the following suggestions, both through written comments and discussion.

1. Promote networking. Networking was quite possibly the dominant theme of the conference. Requests and suggestions for networking largely fell into four broad categories:

- a) A request for an online clearinghouse/database of Native philanthropic information, from basic contact information to listservs and everything in between.
- b) Requests for regional and in-person networking opportunities, such as regional conferences, alliances and partnerships.
- c) A request to develop *strategic* collaborations and partnerships with tribal funds, Native organizations, corporations, individual donors, and mainstream foundations.
- d) A request to create highly visible Native local, regional and national funds.

2. Provide training and technical assistance. Participants expressed a need for training/technical assistance at the tribal, foundation and individual level. Participants identified a need for philanthropy training for Native professionals, and education about Native issues for non-Native philanthropy professionals.

Feedback, suggestions and requests centered around opportunities for training and technical assistance in “philanthropy 101” and “Indians 101.”

Some specific comments about networking included requests to “build alliances and partnerships,” provide opportunities for “mentoring,” and the desire to “share needs and resources.”

Requests for training on specific topics include:

- a) Organizational development and information sharing
 - Policy development, starting from mission statements
 - Basic steps in setting up foundations
 - Model programs
 - Hotlines for training
- b) Leadership development
 - Internships
 - Teaching philanthropy *from a Native perspective*
 - Information resources

- Tool kits – templates, etc.
 - Readily available trainings and materials on “Indians 101”
 - Training for tribes on philanthropy (ex: a nonprofit entity is separate from the tribe)
- c) Fundraising
- Fundraising training (make fundraising “fun” and culturally appropriate)
 - Gaining access and influence
- d) Financial management
- Asset and investment management

See Appendix B: HOW TO SUPPORT NEW AND EMERGING NATIVE FOUNDATIONS for a complete list of written comments from the conference.

3. Leadership development

In addition to training and educational opportunities, participants identified a broader need for leadership development in philanthropy in Native urban and rural reservation communities. This includes creating avenues for Native participation in all levels of philanthropy including Board of Directors, finance and investment, program officers, and executive positions. This also includes encouraging and supporting of young people in the field of philanthropy, through internships and other leadership development programs.

4. Conduct a national education and public relations campaign. “Telling our story” was seen as a critical tool in supporting Native philanthropy. Participants called for development of a national Native philanthropic agenda that could educate both Indians and non-Indians about philanthropy, and dispel prevalent myths about Native wealth. Such an agenda would be multi-media and utilize current PR methods already employed by casino tribes and Native media outlets. Ideas included the following:

- a) Develop a national (pan-tribal) educational campaign to give “voice” to Native Americans and Native American philanthropy, including the following issues:
- Dispelling myths.
 - Educating about the great diversity within the Native American community.
 - Education about the history and extent of Native giving, including economic impacts.
 - The role and status of tribal gaming - empowerment and sovereignty focused.
- b) In addition to understanding the need to act collectively in order to gain a broader public understanding of Indians and tribal gaming, participants also expressed interest in access to materials from such a campaign that they could use locally. This could take the form of advertisements, public service announcements, press kits, media trainings and results from economic impact studies.

See appendix B for a complete list of written comments about “Telling our story.” The American Indian College Fund has had perhaps the most success in telling their story. They have worked with the advertising firm Wiedan + Kennedy for many years on this. Other Native organizations look to AICF as a model.

5. Work with National Indian Gaming Association (NIGA). Participants expressed a strong interest in forming a partnership with the National Indian Gaming Association (NIGA). This includes:

- a) Forming a formal, strong relationship between Native Americans in the philanthropic field and NIGA.
- b) Educating everyone, Native and non-Native alike, about Indian gaming wealth and non-wealth. For example, most people don’t understand the restrictions imposed on gaming tribes. In some states, compacts are limited geographically, thus forcing Native American gaming foundations to donate to non-Native causes. As one conference participant stated, “It’s a public relations nightmare, and we need to put a face on that.”

6. Control fraudulent nonprofits. Participants identified an emerging problem of non-profits that are not Native representing themselves as such. Some suggestions included a certification program. Part of such a certification program could also let potential donors know whether a fund is Native-led and Native-run.

7. Create a strategic plan for Native giving. A primary theme of the session was developing local, regional and national strategic plans for Native philanthropy. Such a plan would include developing research of Native giving, needs assessments of Native communities, strategic collaborations and partnerships, identification and implementation of grantmaking programs, leadership development, public relations, and evaluation of Native philanthropy.

IV. SUGGESTIONS FOR NEXT STEPS

Through discussion and small group work at this conference, key themes emerged regarding the needs of the Native philanthropic sector. Based on the themes identified at this meeting, potential next steps were identified.

The following are potential activities that could begin to address the current needs of the Native philanthropic sector:

1. Support networking and information sharing. There is clearly a need to systematically share information with participants and NAP members about the publications and other resources *already* available from FNDI and NAP.

- **First Nations Development Institute:** First Nations has many resources available on their Strengthening Native American Philanthropy webpage (<http://www.firstnations.org/philanthropy.asp>) including materials that provide instructions

for designing a tribal philanthropic program, and resources for communicating the unique tax and legal issues of Native foundations to mainstream foundations. First Nations is also compiling a database of all the Native controlled foundations and funds, and there are currently over 70 records in this database. Finally, First Nations has a web-based platform called Nativegiving.org, which provides a virtual marketplace for Native nonprofits and non-Native funders to share information and forge funding partnerships.

- **NAP:** Native Americans in Philanthropy houses a variety of resources that can be found on its webpage www.nativephilanthropy.org. It houses research on philanthropy and has as its mission establishing and maintaining a communication flow for continuous dialogue between the philanthropic and indigenous communities. NAP provides leadership development opportunities including training and education for Native people working in the field of philanthropy. A new initiative, the Circle of Leadership will begin in January 2006. NAP also provides a network for communication and resource sharing, information about mainstream philanthropy, and leadership development.

Objective A) FNDI and NAP will make an effort to disseminate the resources they have available and raise awareness of the materials available to help new and emerging nonprofits.

First Nations will use the Sovereign Philanthropy listserv to share information about resources and will continue to disseminate both hard copy materials and information about web based resources. NAP will utilize its website to disseminate information and provide web linkages to other relevant organizations and potential partners.

Objective B) Collect data from Native philanthropic organizations:

FNDI and NAP can send out an electronic notice inviting NAP members and conference participants to view nativephilanthropy.org, NativeGiving.org, firstnations.org, the Sovereign Philanthropy listserv and the electronic database. Included with this notice will be a feedback form that will allow members/participants to make requests for any specific information or networking opportunities that are not currently included in these streams of information. This will serve to inform participants, but will also serve to inform FNDI and NAP as to how many participants will respond to electronic communications.

2. Provide networking and peer learning opportunities for Native and tribal foundations.

Objective A) NAP, First Nations, and other Native philanthropic organizations will continue to coordinate small, intensive meetings where Native nonprofits can benefit from networking and peer learning opportunities.

Shelley Hanson from the Sprit Mountain Community Fund volunteered to host a meeting next year. These meetings will provide an opportunity for peer learning, networking, and technical assistance. See below for more information.

3. Provide training and technical assistance opportunities for Native and tribal foundations.

Objective A) FNDI and NAP will continue to coordinate the delivery of technical assistance and training opportunities to interested Native foundations and funds.

The coordination of annual meetings of Native foundations and funds, in addition to providing networking opportunities (mentioned above) will also include a 1 to 2 day training component on a series of topics requested by participants at the September 2005 meeting. Priority topics to cover at upcoming meetings include:

- a) Organizational management and policy development
- b) Working with tribal leadership
- c) Fundraising
- d) Publicity training
- e) Financial management

First Nations and NAP will continue to sponsor research in Native philanthropy, conduct training and leadership development institutes, facilitate networking among tribal, mainstream, corporate and other relevant philanthropic organizations.

V. CONCLUSION

In sum, the Strategic Philanthropy convening started a very important discussion about where we will go from here. We have many options available to us. The requested networking has begun and will continue as FNDI and NAP convene meetings and trainings around Native philanthropy. Future trainings, including the basic “Indians 101” and “Philanthropy 101” will be aided by leaders in our community and will be a format for developing skills in our emerging leaders, including our youth leaders. These skills should include organizational development, financial management, fundraising, and dealing with tribal politics. We will continue to strengthen our information sharing through electronic means. We can also take the input received about “telling our story” to focus in on a national media campaign to educate about Native culture and Native giving, especially through Native gaming. We will also approach the National Indian Gaming Association for their endorsement and support of our efforts.

APPENDIX A: CONFERENCE AGENDA

Strategic Philanthropy: Assessing the Needs of the Native Philanthropic Sector

Northwest Area Foundation Offices
60 Plato Boulevard East, Suite 400, St. Paul, MN 55107, phone 651-224-9635
Wednesday, September 14th, 2005

7:30-8:30	Continental Breakfast	
8:30-9:45	Opening Prayer	Cecilia Martinez, Facilitator
	Introduction and Welcome	Mike Roberts, Vice President, First Nations Development Institute
	Ice Breaker	Joy Persall, Native Americans in Philanthropy
9:45-10:00	Review of issues: How do We Support Native Foundations and the Native Philanthropic Sector?	Joy Persall, Native Americans in Philanthropy
	Overview of key learnings from survey	
10:00-10:15	Break	
10:15-11:45	<u>Strategic Philanthropy: Strategies from the Field</u> The Challenge of Fundraising and the Importance of Strategic Grantmaking: by Native People and for Native Communities – Jo-Anne Stately, the Indian Land Tenure Foundation Telling our Story: Philanthropy as Public Relations – Raejean Kanter, Forest County Potawatomi Community Foundation Culturally Appropriate Partnerships for Native Communities – Gabrielle Strong, Grotto Foundation, American Indian Family Empowerment Program	
11:45-12:45	Lunch	
12:45-2:15	Small Group Work	
	Question 1: What is the strategic nature of our giving? How can we use Native foundations to support Native causes-whether they be Native nonprofits, economic development, Native scholarship programs, or other causes? This includes thinking about collaborative funding models and other options.	
	Question 2: What is our story and how do we tell it? The importance of gaining publicity for Native American grantmaking and philanthropy.	
2:15-2:30	Break	
2:30-3:30	Question 3: What can we do to support new and emerging Native foundations?	
3:30-4:00	Wrap up and adjourn	
	Closing prayer	
5:00	Join us for dinner or dinner on your own	

APPENDIX B: CONFERENCE PROCEEDINGS

Throughout most of the day, participants worked in small groups and answered the driving questions of the conference. They then reported back their discussion points with the use of flip charts. All the bulleted points below come directly from written comments on flip charts, and the discussion surrounding each activity.

Also detailed below are four presentations:

- Review of Issues: How do We Support Native Foundations and the Native Philanthropic Sector? By Joy Persall, Native Americans in Philanthropy
- Telling our Story: Philanthropy as Public Relations by RaeJean Kanter of the Forest County Potawatomi Community Foundation
- The Challenge of Fundraising and the Importance of Strategic Grantmaking: By Native People for Native Communities by JoAnne Stately of the Indian Land Tenure Foundation
- Culturally Appropriate Partnerships for Native Communities by Gabrielle Strong of the Grotto Foundation, American Indian Family Empowerment Program

ICE BREAKER: WHAT DO YOU WANT TO SEE HAPPEN IN THE NEXT 2 YEARS AROUND NATIVE PHILANTHROPY?

We didn't get through this entire first sessions, but here are some highlights of the responses. Arrows indicate categories. Bullets indicate actual responses at the conference, both what was written on flip charts and the discussion surrounding each activity.

- Networking
 - Internet-based information distribution
 - Networking (conferences, shared info, development skills, celebrations, stronger philanthropic base, teaching fundraising, getting the word out, leadership in government)
 - More networking

- Leadership development
 - Native-led, Native-run philanthropy
 - Make fundraising “fun” and culturally appropriate
 - Leadership development for Native philanthropy (internships, model programs, teaching philanthropy *from a Native perspective*)
 - Incorporate Native values in philanthropy – potlatch, for example “we *are* philanthropists”

- Organizational development
 - Readily available trainings and materials on “Indians 101”
 - Establish dedicated positions for development work

- Other themes
 - Get a certification program in order to help sanction fraudulent Native nonprofits
 - “Move from being reactive to being proactive”
 - Education on tribal giving (ex: a nonprofit entity is separate from the tribe)

HOW DO WE SUPPORT NATIVE FOUNDATIONS AND THE NATIVE PHILANTHROPIC SECTOR?

Joy Persall, Native Americans in Philanthropy

Joy reviewed the outcomes of the survey that FNDI sent out to Native grantmaking foundations. She reviewed the reported need for:

- Help with fundraising
- Marketing/PR training
- Peer networking
- Site visits to other foundations
- 10 of 11 foundations surveyed are interested in a comprehensive training institute

Joy questioned whether leadership training is wanted or not. The answer seems to be YES. Again, the term “philanthropy 101” came up.

Networking once again was a common theme. Also, Andrea Alexander made a good case that if Indians don’t do their own leadership development, outsiders will and it risks being culturally inappropriate. David C. came back to say let’s find a way to work with mainstream funders to collaborate on the leadership training so that it won’t become culturally inappropriate.

TELLING OUR STORY: PHILANTHROPY AS PUBLIC RELATIONS

Raejean Kanter, Forest County Potawatomi Community Foundation

Raejean Kanter of the Forest County Potawatomi Community Foundation discussed publicity for the foundation's work. She stressed that in all publicity it's made clear that the money is coming from a *tribal foundation*.

They don't emphasize "giving money" – for example, they don't hand out oversized checks for show – rather, they emphasize partnerships. They network and make friends locally and they emphasize their Nativeness. How does it help? Raejean gave an example of the need for some zoning to allow casino expansion. The locals came to their defense rather than opposed them.

The foundation is always willing to educate and they accept offers to do so.

The Forest County Potawatomi Community Foundation gives \$27 million a year to a culturally appropriate Native preparatory school in Milwaukee.

Raejean pointed out that the foundation doesn't make "political" alliances, saying, "We do not buy votes." Their genuine role in the community to fight poverty and promote economic development has won them a great deal of support.

Her driving question is "Are we meeting our mission statement"? The Forest County Potawatomi Foundation is based in a mission to fight poverty, including the root causes (being proactive, not just reactive to emergencies, although they are committed to helping that, too).

From FCPCF's handout at the conference: The foundation, which began in 1993, provides \$2 million (a year?) for economic development and youth development as well as \$1 million in other charitable activities. In addition to their gaming-based funds, they actively raise money specifically for more charitable giving. In answer to the driving question, "Are we meeting our mission?" FCPCF sees a need for more finely-honed evaluative materials. They are not sure if they are reaching the most impoverished areas of Milwaukee and they see a possible need for investing more into "environmental causes" of poverty.

Mike Roberts asked how much of the foundation's grants go to Native causes, but RaeJean didn't give the number.

THE CHALLENGE OF FUNDRAISING AND THE IMPORTANCE OF STRATEGIC GRANTMAKING: BY NATIVE PEOPLE FOR NATIVE COMMUNITIES

Jo-Anne Stately, Indian Land Tenure Fund, located in the twin cities.

Let's start with some figures Jo-Anne shared with us: Baby boomers in the U.S. will inherit \$10 trillion. Fully 1/3 of the American population is made up of people of color, but they receive only 7 percent of philanthropic funding. Some talking points:

- Race does matter. We usually talk about sovereignty, not race
- “Our giving is not valued like other giving, and that has to do with race”
- A prime example of racism: by way of compacts with the states, gaming tribes must give money to charitable causes – only tribes are mandated to do this. Other corporations are not (for example, Las Vegas). This either assumes that Indians cannot or will not manage their money to include a philanthropic component or it simply reflects total ignorance about the culture of Indians.
- Media favors the needy and incompetent Indian, even subtly sometimes
- Natives are at a disadvantage due to lack of experienced in the modern philanthropic world
- Giving is a Native moral value, but the dominant economy is capitalist
- Want and need to give for immediate needs, but looking toward the future is also a traditional value
- Because of gaming (and less so, extraction leases) we have assets
- There are court challenges, too
- “Why do people want to fight us?”
- Tribal leadership deals with *a lot* of issues; gaming is only one – therefore, we need to be strategic with our giving, need marketing and PR for gaming and we need to track where that money is going – what's the return on the investment?

Questions/Answers/Discussion

In some states, compacts are limited geographically, thus forcing Native American gaming foundations to donate to non-Native causes. “It's a public relations nightmare, and we need to put a face on that.”

Loris Taylor (Center for Native American Public Radio): Regarding National Indian Gaming Association, we need to move beyond these compacts to a vision of reinvesting in Indian Country. For example, she wanted to establish a community foundation for all 21 tribes in Arizona (gaming and non-gaming). It will take working with governors to get some of those (gaming) tax dollars back in programs and services to Indian country.

Mellor Willie of NCAI: We need a national campaign of philanthropy (gaming and non-gaming) that already exists on a personal level. And we need to raise money within, not without, in order

to fulfill our own missions, not the missions of the Ford Foundation, Kellogg Foundation, or even gaming foundations.

Rick (American Indian College Fund): Donors ask, Why aren't gaming tribes doing more? But there are answers to this question. For example, the Pequots have significant debt and they're doing a lot and they've got money going to non-Indians. Another example: minutes from a meeting of the board of directors of McDonald's reveal that McDonald's doesn't give to Indian education – although it does give to other minority education funds – because they believe that all Indians get a free education, that there's money for that.

Mike Roberts, FNDI: “Why aren't you getting money from tribes?” is a racist question. Mike has a clear vision of Native giving: grants should impact Indians economically or should be good political gifts.

David Nicholson: Again, let's be proactive. What are the roots of poverty, not the symptoms. Another call to communicate broadly that Native Americans are philanthropists.

Rowena: What about guidelines for giving?

Mike: Indian philanthropy is afraid of having a singular agenda because of potential criticisms – this is a chilling effect. We need to be articulate about what we fund and why.

Jo-Anne: Part of the message needs to be: We are *still* giving and giving *more*, not giving *back*!

Loris: The radio stations can help with the media strategy.

CULTURALLY APPROPRIATE PARTNERSHIPS FOR NATIVE COMMUNITIES
Gabrielle Strong, Grotto Foundation, American Indian Family Empowerment Program

A tribal member in a mainstream foundation can be a fish out of water. The question is: how can you approach a mainstream foundation job with your own values without losing your job?!

There's talk about "knowing the donor's intent," but don't forget that it's important to educate the donor as well. Donors have a lot to learn.

"Don't placate, educate"

"Don't conform, inform"

How can a mainstream foundation support something if it's not supported in the Native community, like Native language projects?

Grotto foundation is Native-led and Native-run

Q: How do we make successful relationships with mainstream funds?

A: The receptiveness does have to be there, but then we have to have active, Native leadership that's vocal. The process needs to be consensus-driven, not majority.

Q: Is there a dialogue among Natives in mainstream philanthropy trying to advocate for Native Americans in philanthropy?

A: There's a limited ability to do that. Rowena: Affinity is very different from a seat at the table.

Support and mentoring are essential.

SMALL GROUP WORK

All the bulleted points below come directly from written comments on flip charts, and the discussion surrounding each activity.

QUESTION 1: WHAT IS THE **STRATEGIC** NATURE OF OUR GIVING?

- Types of grantmaking
 - Strategic *and* discretionary grantmaking
 - School, education, language, social change, environment, communications, arts and culture, leadership, elder needs, health care
 - Donate back to community
 - Revitalize language, culture, history

- Organizational development
 - Set up a philanthropic process
 - Access/influence: boardrooms, tribal councils, etc.
 - Education: “Indians 101” (for Natives and non-Natives on philanthropy)
 - Be a tool to build a Native American philanthropic movement
 - Goals and strategies, build website
 - Technical assistance
 - Policy development and succession planning

- Leadership development
 - Funnels of opportunity for younger and new leadership
 - Need program officers of color
 - Need Indians and other people of color on boards and setting guidelines for foundations
 - Need Native-led, Native board, Native staff foundations (NAP can lead these last 3 areas)
 - Third, ID culturally-appropriate methods
 - Mentor
 - Support Native professionalism
 - Work with cohorts throughout the continent to not just get a spot at the table, but to be heard as well
 - Don’t fit into someone else’s box of who we are, but don’t go away either

- Fundraising
 - Points of intersection (tribal and mainstream)
 - Create expectation of a \$1 billion increase into Indian Country in the next 3 years
 - Discretionary and regular giving cycles for non-Native foundations – get Native funds in there and get them to represent Indians in giving
 - Need Indians and other people of color on boards and setting guidelines for foundations
 - Educate Native and non-Native foundations to give to Native causes
 - Need strategy to address reduction of federal funds

- Networking and information distribution
 - Points of intersection (tribal and mainstream)
 - Build alliances and partnerships
 - Who are the players? Need database of all info about Native American philanthropy: who, what, where, how?
 - Network
 - Create link between Native Americans and corporations ex: Native American Indian Chamber of Commerce
 - Again, a central clearinghouse of info
 - Indigenous resource network – like network of funders of grantmakers in the arts, First Peoples Fund

- Philanthropy for economic development
 - National goal of using philanthropy to build economic development (leadership?)
 - Support research in Indian economic development impact currently
 - Philanthropy can leverage non-philanthropic economic development

- Tribal politics
 - Educate Indian tribes and landowners
 - Strengthen and improve tribal government

- Other issues, including financial management, NIGA and control of nonprofits
 - Manage assets and enterprises
 - Diversifying and addressing entrenchment in positions
 - Joint letter to NIGA to ask for a meeting to answer the question: What are gaming tribes doing?
 - Voice around strengthening philanthropy in Indian Country
 - Need an evaluative gatekeeper to ID questionable Indian nonprofits
 - Build understanding of Native American cultures and philanthropies
 - Move away from only gaming for philanthropy
 - Be proactive, not reactive
 - First, ID needs
 - Second, ID resources
 - Use moral arguments for economic causes

QUESTION 2: WHAT IS OUR STORY AND HOW DO WE TELL IT?

- What is our story?
 - Reciprocity: not just charitable recipients – we also give
 - Impact stories: economic and cultural impact
 - Tribal sovereignty, self-determination
 - What's our collective story? Individual stories?
 - What's the economic impact?
 - Communicate that Native American philanthropy exists
 - Internal message: throughout Indian Country is empowerment, success, culture and language camps

- External message: empowerment, not oppression, diversity of Native community, message of sovereignty
- Personal identity
- Dispel myths
- What is our strategy for telling our story?
 - Clarify misinformation and diversity information
 - Embrace the notion of marketing and image (difficult because Native Americans embrace humility)
 - Use all media outlets
 - Gaming tribes/NIGA
 - Empower younger generation to tell their story
 - Help NIGA to work on this
 - Tell stories in broader context – nationally, not just locally
 - Collective “branding”
 - Native American Journalists Association
 - Open forums for positive exchange of stories
 - Tell our story how our elders tell it
 - Sometimes our stories are for us, not for others – there’s a lot of “give me your story” from outsiders
 - Protect ourselves and our stories
 - Support ourselves so each step is a better model to help us go further and better

QUESTION 3: HOW DO WE SUPPORT NEW AND EMERGING NATIVE FOUNDATIONS?

- Organizational development and technical assistance
 - Policy: standards of practice, protocol, procedures
 - Frameworks for tribes re incorporation laws
 - Create resource information center
 - Incubation centers (utilize model foundations in New York and New Mexico, especially teaching how to get a new fund off the ground)
 - Determine feasibility
 - Workshops
 - Templates (letters, PSAs, etc.)
 - Tool kits
 - TA hotlines for legal, financial assistance
 - Basic steps to set up foundations
 - Offer technical training
 - Infrastructure (see Columbia River Intertribal Fish Commission – they have a strong governing structure)
- Leadership development
 - Leadership development programs
 - Work with young and interested Native leaders
 - Promote philanthropy as a profession

- Networking
 - Create regional meetings on philanthropy
 - Facilitate online networking
 - Est. network
 - Database around Native American philanthropy
 - Website
 - Site visits
 - Sharing policies
 - FNDI/NAP synthesize info
 - AICF share knowledge
 - Build relationship between NIGA and NAP
 - Missing gaps can be filled via self-help
 - Establish donor database
 - Link trainings with other national meetings
 - NCAI Nov. 1 Formal Philanthropy in Indian Country
 - Regional organizing
 - Database

- Fundraising
 - Influence tribes that give, but not necessarily through their foundations
 - Offer good fundraising training

- Other ideas
 - Maybe an overall NIGA foundation? Questionable whether we can all work together on this
 - Expand NAP's resources
 - Accountability!!!

ACTION PLANNING

- Share infrastructure needs and resources
- Develop tool kits to share (websites, grantmaking, marketing)
- Dispel gaming myths
- Website
- Case for philanthropy beyond gaming
- Needs assessment – expand on what FNDI has done
- Funding strategy
- Some of us need to step up and donate to it
- Evaluation

NEXT STEPS

- Thank yous to Andrew Lee at Nathan Cummings Foundation
- Support Baucus bill in Congress
- Become members and fund NAP
- Send questionnaire out to NAP members
- Create a plan before asking for funding for it

APPENDIX C: INTERNSHIP PROGRAMS AS LEADERSHIP DEVELOPMENT

I'd like to draw your attention first to Philip Sanchez. As an intern at the Carnegie Foundation of New York, he almost single-handedly did on a small scale what we're talking about doing on a nationwide level.

First, some background. Philip was placed in his internship through Sponsors for Educational Opportunity (SEO), an organization that places students of color in "plum" internships. All the internships are New York based, and are heavily focused in the financial sector. The philanthropy program is new. Philip worked on the Carnegie Scholars Program where he reviewed proposals from professors for scholarly research. He worked mostly on logging grant proposals. He also attended a series of seminars hosted by foundations where he met presidents and staff – in other words, he is already networking in the philanthropic community.

SEO has its own grantmaking program. Interns are asked to donate money to the program. Since most interns are getting paid pretty well in financial sector internships, the class of 2005 was able to raise \$45,000. They are required to donate half of the funds back to SEO. But then they are charged with creating a giving program for the other half – they must identify programs to give to, create giving guidelines and make site visits. Philip searched out Native nonprofits in the New York City area and found the Redhawk Native American Arts Council. He formally proposed the organization as a recipient for a grant. The SEO interns voted electronically to choose which programs would receive grant money and the Redhawk Native American Arts Council was one of them! Kudos to Philip.

* * *

Angela Fernandez and Nicole Stroobunts were interns for the Forest County Potawatomi Community Foundation in 2005. They both report a great appreciation for the internship opportunity and took some time at the Strategic Philanthropy conference of September 14, 2005 to discuss their experience.

FCPCF is a casino-funded, tribal based foundation. The interns "shadowed" Raejean Kanter, a full time employee of the foundation. They actually created a list of feedback items about their internship:

- Practical issues
 - It was important, even necessary, that the internship was paid – this, of course, means the internship does not favor those of higher class/income
 - They also had the opportunity to gain college credit for the internship
 - The flexible hours were important for them as students and as individuals who might need to have another part time job
 - They appreciate that the internship is open to all majors; they feel that they were real assets to the foundation even though they have majors outside of the philanthropic profession

- Leadership development

- They got to attend foundation meetings much like as if they were staff
 - They gained transferable skills they can take to other jobs
 - They both feel they can now go into the community and apply the knowledge they have about the funding side of how things work
 - Seeing Raejean model professional behavior was one of the most valuable parts of the experience; this is not something you can learn in the classroom
 - They learned how to run fundraisers, which will come in handy in the future in their own fields of work
 - Being mentored was “the key” for them
 - They were able to start the conversation on the evaluation aspect of the foundation’s giving – in fact they did a full-scale project. A great opportunity!
 - They presented their evaluation project to the internal review board and received professional feedback on their work
- Networking
- Networking was one of the most valuable aspects of the internship
 - They got to make site visits in the community
 - They were able to make “business card” connections
 - They expressed even more desire to network
- Other comments
- They both have a desire to continue doing work for their community
 - They wanted more day-to-day office work for that experience
 - They are having a hard time finding new interns. The reason for this is twofold: first, the communication lines to Native American students are limited; second, they are concerned that there are simply not enough Native American students who are engaged in higher education and education in general

In sum, the internship with the Forest County Potawatomi Community Foundation provided opportunities for learning professional behavior, making professional connections and making a meaningful contribution by being given a substantial project.

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