

**Native American Recovery Fund Zone Grant
Grantee Convening
May 23, 2022
Indian Pueblo Cultural Center (Silver Room)
Agenda and Notes from the Day**

8:00 am - 8:30 am Breakfast

8:30 am - 8:45 am Welcome - JoAnn Melchor, CEO, NM Foundation

8:45 am - 10:00 am Shall We Break the Ice? (what are your gifts?)

10:00 am - 11:00 am **Dreaming Big: If money wasn't an issue.**
(see your feedback below)

11:00 am - 11:30 am - **NARFZ Grant overview presentation JoAnn and Henry**
(see PPT below)

11:30 am - 12:00 pm - Like a Spiderweb- Is it working? Or Networking?

Lunch 12:00 pm - 1:00 pm (not a working lunch)

1:00 pm - 2:00 pm - **Dreaming Even Bigger- A conversation about funders**
(see your feedback below)

2:00 pm Snacks

2:15 pm - 2:45 pm - Community Connectors: Who needs to be at the table?

2:45 pm - 3:00 pm - Closing

End 3:00 pm (Safe Travels!)

Appendix

- Native-led organizations/groups that support you and your organization
- Convening participant list and contact information

Dreaming Big: If money wasn't an issue.

If you had unlimited resources, what would you love to see your organization doing in the future?

How do you know when your work is thriving and successful?

Can you identify any gaps?

Mckinley County Health Alliance - Christopher Hudson and Jean Philips

- For the community;
- Build and buy hogans, and apartment buildings. Get people in housing
- Locally grown staff. Provide training and support to overcome barriers. Staff to support people coming out of homelessness.
- Organize and train tenants.
- At least 10 full-time staff
- Physical community space and office, the Rio Grande Community Development Corporation (like)
- Paid training/internship program - grow our own bc we know our communities have the solutions.
- Bribe all decision-makers to leave

Jicarilla Apache Nation - Department of Youth, Jimmy James, and Paolo Vicenti

- Expanding the MOTO program to provide more opportunities for youth to advance in the fields of motorsports; pro-athletes, mechanics, host motocross/Arena Cross
- Buy all our land back.
- Start college in Dulce.
- New Youth Center or Youth Campus that is eco-friendly and self-sustainable. More youth programs based on traditional values/culture. Like horses and running and outdoor programs. Education, hunting, and fishing. The language program is not currently not with kids, so expand it - immersion school. Arts program w/youth.
- More staff training for the community - a lot of people that don't know all the issues.

YAKANAL - John Ahmie, Kyle Swimmer, Lisa Esquibel

- Establish bee colonies throughout the villages of laguna (~60) including training.
- Network with other pueblos to establish bee colonies on their lands.
- Process facility for manufacturing bee products - wax, honey, pollen, propolis (therapy from the stings in the health industry).
- Outreach program for schools and other communities to educate on the importance of bees.
- Establish a known brand and funds back into the community.
- Vertical integration for everything. They've reached out to high school welding to help. Would be great to build our own hives, establish our own, and process and market products. Processing plants would also handle agriculture stuff. Grow more farmers and beekeepers, agricultural keepers. Pueblo does not have agricultural debt (Pueblo of Laguna).

- A stable water source and infrastructure with more access to water for farmers, it will allow agriculture to thrive in our community. With more agriculture products we have more resources that will allow us to start a processing center and storage facility. Processing and storage facilities for everyone in the community. Farm to Table concept that will start within Laguna Pueblo and connect to the Indigenous communities throughout New Mexico and beyond. Growth knowledge hub (i.e. to share - traditional building methods, seed banks, etc.,)
- more Headquarters and paid staff.

Ancestral Lands Corps - Chas Robles, Ticika Dominick

- Starting youth council, so programming designed by youth.
- Sustainable food systems. Global and international food programming.
- Higher pay, like \$20 an hour.
- Expand farmer training program (started in Acoma) but partnering with Zuni Pueblo. Exchange ideas, methods, and seeds.
- Traditional building programs - housing insecurity - provide housing to our communities but also prepare our youth folks in construction and trade.
- Better paid apprenticeships and internships to learn from elders.
- Providing office space and also being a resource for the community.
- Incorporate focus on environmental justice, because partners with federal agencies and they don't always focus on that.
- More staff.
- Increase member/participant support - case workers to our staff, career placement, college placement, mental health support, case workers, GED, and Mentorship.
- Language programs - have youth captive working on the land, instill language.
- Pay tuition/scholarships.
- Year-round youth programs - engage youngest participants through out the year.

Santa Clara Pueblo Forestry - Garrett Altmann, Jude Chavarria

- Capacity development - funding to support youth, grant, and planning coordinators. Administrators provide grants but need more.
- Transition youth from seasonal to regular/permanent employees - technicians, heavy equipment operators, college degree but also other trades - viable options.
- Develop external capacity to assist others. Capacity to expand and work outside tribal boundaries, ie. Hermit's peak fires can help with restoration - have a strike team to help out. Provide tribal representation and support.
- Vehicle and equipment upgrades. First electric fleet for the forest department (\$30K), GPS, computers, other technical equipment, etc. Uniforms to add some formality - we are professional and want to add that.
- Planning support - NEPA, Biological, Archaeological

Trees, Water and People - James Calabaza, Sebastian Africano

- Open a regional office in NM (long drive now). Space for meetings with tribal partners bounce ideas, leverage resources, etc.

- Increase awareness of TWP in NM (tribal and nontribal communities) - Albuquerque, Santa Fe - the work we are doing and our approach. Working with tribes can be challenging but also inspiring. Passing on how to work with tribes.
- Increase and strengthen the intertribal coalition. Santo Domingo Pueblo, Jemez Pueblo, and Cochiti Pueblo - working with them and they are collaborating post-wildfire.
- Increase Native individuals in local ecosystems restoration chain - local capacity. Create sustainable jobs and workforce development in these communities - western and Indigenous ecological knowledge.
- Tackle environmental issues at the root vs. surface level. How can we reshuffle and redirect funding to be able to tackle these issues at the root?
- Collaboration with regional organizations. Open more doors to collaborate with others - get this generation more outdoors - through youth programs. Leveraging resources/information.
- Be more inclusive in conferences and conventions - opens up networking and professional development. Experiences, like the Santa Clara wildfires, could be shared and collaborative learning.
- More inclusivity of Native voices in conferences/conventions - networking and systems change.

Native Women Lead - Jaime Gloshey

- \$100 Million Fund to catalyze and catapult Indigenous women entrepreneurs. Power a movement.
- An inclusive, caring organization that supports the leadership and economic mobility of our network.
- A comprehensive benefits package for our staff that was inspired by Freeform org, they offer 100% covered healthcare, four-day work week, childcare, life insurance/long term disability, legal, accident, pet insurance, retirement, unlimited vacation, wealth stipend, professional stipend, etc. Would love to have the same aspects. Cost and scarcity mindset can hinder us, but we don't want it to.
- Professional development - Coaching, mentoring, education and skill-building.
- Economic Justice - closing the racial wealth gap, living wages, access and opportunity to live/work in our ancestral homelands, escalators to wealth-building options, and safety nets.
- Running our first Indigenous women retreat center as a sustainable revenue-generating strategy
- Employ Indigenous women all across turtle island to continue to power our movement - regionally and nationally.

American Indians for Opportunity (AIO) - Laura Harris, Robert Adams

- In Albuquerque/Bernalillo, a community-driven, intergenerational Urban Indigenous Resource Center that is grounded in Indigenous values and worldviews where communities can engage in cultural and civic activities and responsibilities, build political power to reach equity - economically and socially and in health and education so that we can care for all our relatives.

- “Urban Indian is not an identity, it is an experience”
- “What’s good for Natives is good for Albuquerque.”
- Worldwide Indigenous community self-determination with the world adopting Indigenous values which will cure the world of its current ills.
- Indigenous nonprofit - Social Agreement that moves us from the culture of oppression and scarcity model toward redistribution and reciprocity. Nurture collaborative relationships, not competition. Respect community self-determination/voice not engage in predatory fundraising.

Pojoaque Pueblo - Linda Bronson-Wood

- Family Children Services
- Food vouchers for anyone who needs them with no restrictions.
- Foster homes - relatives licensing staff on tribal land.
- Pay relatives decent so parents can get what they need.
- Larger building, more staff, more vehicles.

San Felipe Pueblo - Michael Sandoval, Edmund Chavez, Pinu’u Stout

- To gather all data on all water uses for our Pueblo to be ready for an unforeseen water adjudication.
- To buy all needed irrigation equipment to expand services to our community farmers. Equipment to get data for water. Have the community learn about what they do, not just what they see. Irrigation system.
- Office staff. Homes, roads, and bridges.
- To upgrade the entire irrigation system for it to be more efficient. Put Move Lands back into production (farming)
- To have the capacity (supervision, tools, vehicles, \$...) to hire so many tribal members each year to achieve the goals, go back and rework the areas, and give everyone who wants a place to work for collective goals. And see improvements in fields, revegetation, solid waste, range supporting practices wildlife....because of course the land sustains the people.
- Seed grazing land betterment for vegetation grazing/land restoration.
- To see a shift in politics in DC so that the values represented here: heal, support, care, grow, earth, youth, elders, safety, community - are the priorities over money replace (the NOW economy) with a past/future based value system.
- Gaps: Funding, staff, space.
- Community: more land base (buy), More economic development, Run our own school (Not BIE).

Nihi Ké Baa’ - Kim Smith

- To have a construction crew that is paid and the equipment necessary. Right now we are renting the machines. We are also using our personal vehicles.
- Rebuild a sustainable economy that is rooted in grassroots equity.
- To fund a citizen scientist research institute.

- To create an orphanage/community that supports the regenerative kinship of Diné lifeways. But also serves as a safe space for all including unsheltered relatives. Native Hogwarts - what it means to be indigenous, kinship, safe space.
- To build a sustainable community that is centered on ceremony and ancestral building and growing techniques.
- To be autonomous.
- To have adequate payroll and health insurance. We are all volunteers right now.
- Gaps: Nonprofit, gatekeeping challenges. Funding doesn't trickle down to the grassroots level. Inflation costs (gas and supplies) require the funding to go faster than intended. The gap - living wages are different and they are also increasing.

NARFZ Grant overview presentation JoAnn and Henry

JoAnn Melchor, Executive Director at New Mexico Foundation, and Henry Rael, Director of Strategy and Initiatives at McCune Foundation share how the Native American Recovery Zone Grant Fund was started and the opportunity for grantees to help shape the programming and design.

NATIVE AMERICAN RECOVERY FUND ZONE GRANT

For Tribal Communities in New Mexico



\$4.0 Million Committed

Participating Funders:

Albuquerque Community Foundation, Anchorum St. Vincent, Anderson Foundation, Annie E. Casey Foundation, Aspen Institute, Bank of America, Chamiza Foundation, Colorado River Sustainability Campaign, Con Alma Foundation, McCune Foundation, Native American Advised Fund, Santa Fe Community Foundation, Thornburg Foundation, Walton Family Foundation, Water Funders Initiative, Wells Fargo Foundation and W.K. Kellogg Foundation.

NATIVE AMERICAN RECOVERY FUND ZONE GRANT For Tribal Communities in New Mexico



**Native
American
Relief Fund**



**NM
Collaborative
Zone Grant**

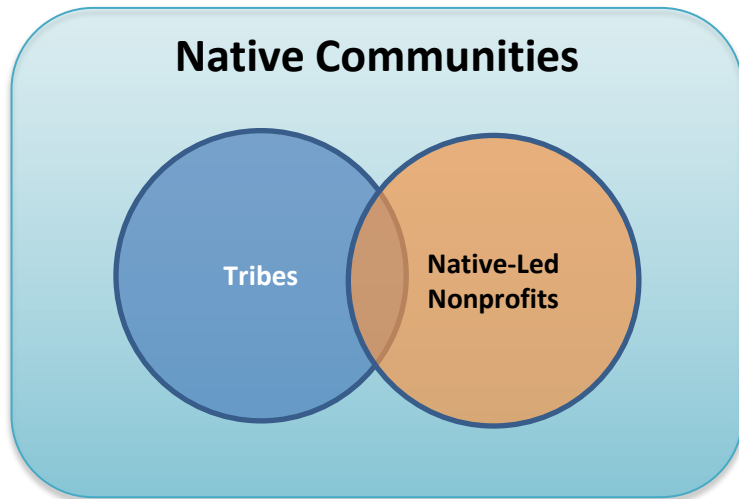
The **Native American Recovery Fund zone grant** provides flexible, catalytic grants to support an enhanced, Native-led recovery infrastructure for Tribes in New Mexico and to support connection with Federal and philanthropic funding as appropriate.

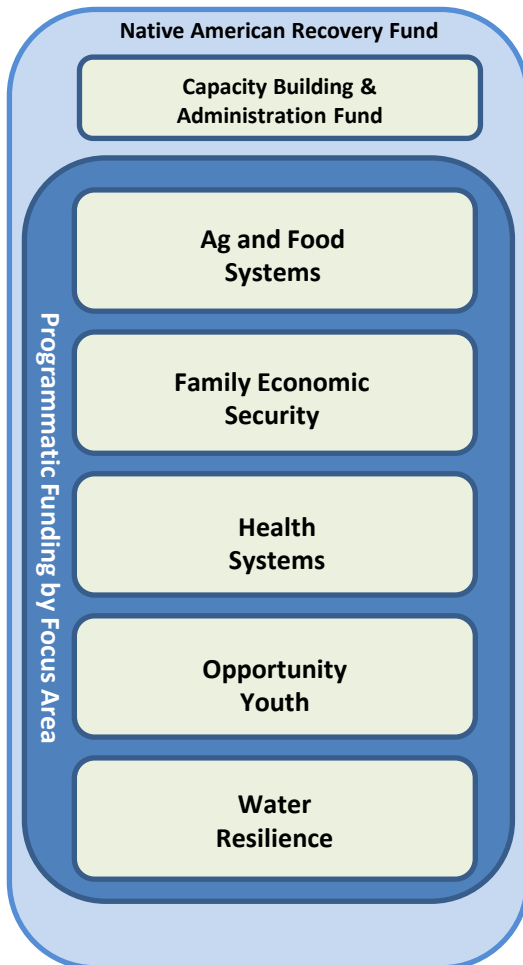
- American Rescue Plan Act of 2021
- Infrastructure Act
- Other Federal Opportunities

Investments in Native American Communities in New Mexico



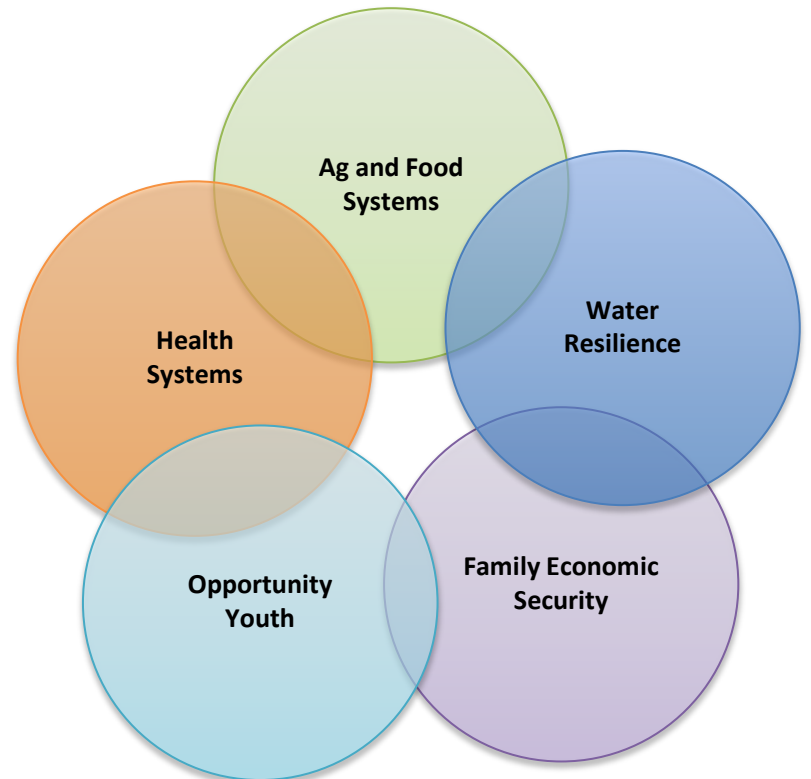
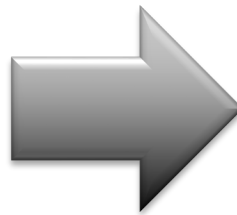
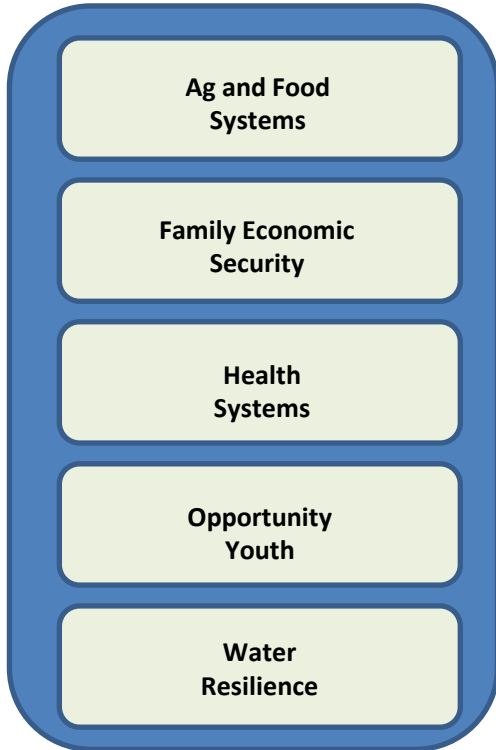
Local, Regional & National Philanthropy





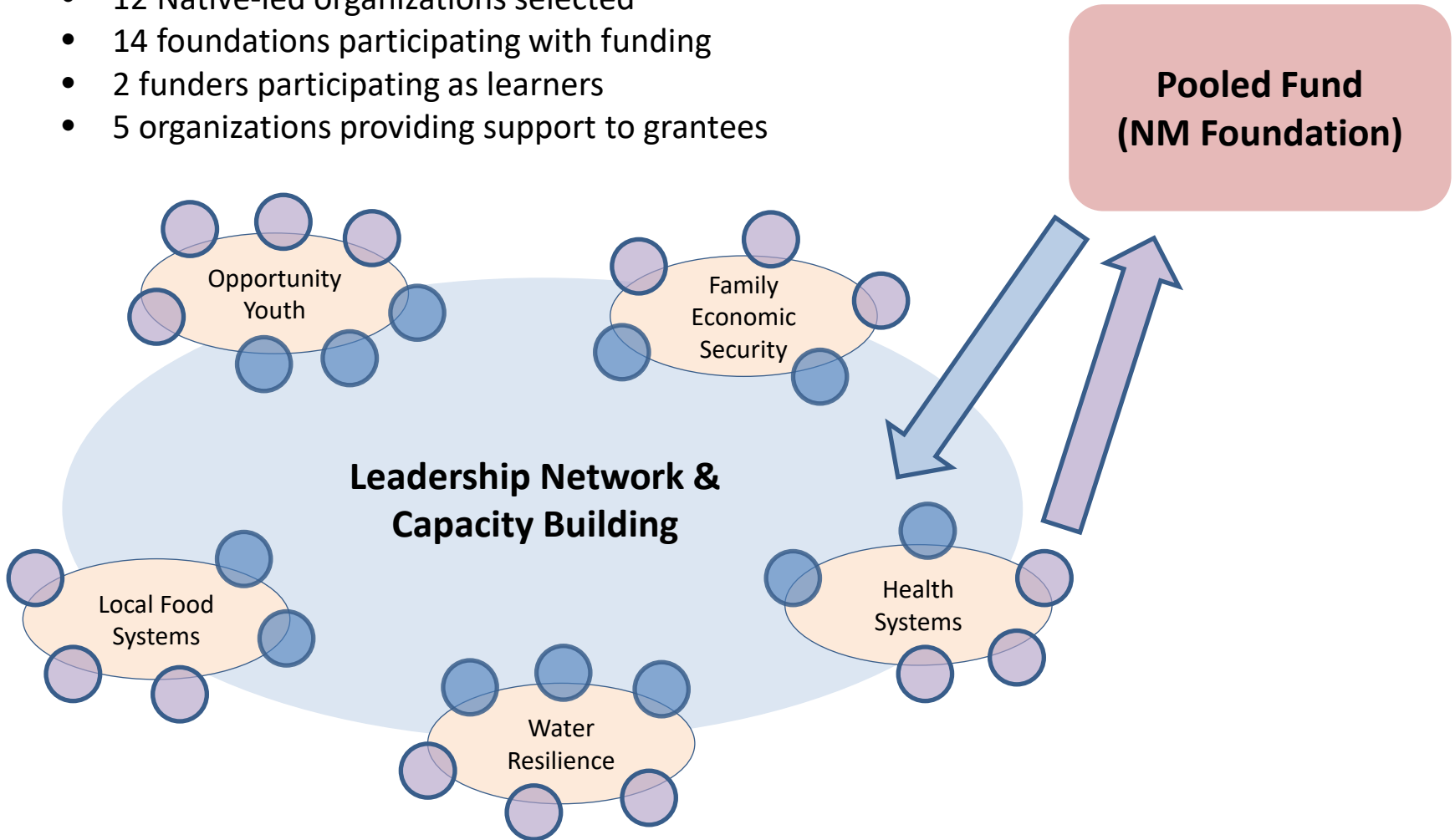
Within Each Focus Area:

- 2-3 Grantees, each receiving Phase 1 grants of \$25,000 in early 2022 with follow-on implementation funding (\$100,000 in 2022 and 2023, all unrestricted)
- Each grantee also receives:
 - Assessment of Fed opportunities
 - Finance review and capacity building
 - Leaders will receive stipends, technical support and training to support their participation over the course of 18 – 24 months, including development of a Leadership Network to support peer-to-peer learning
- “Strategy Table” brings together leaders and funders
- Participatory grantmaking component
- All programmatic elements of community leaders support and Strategy Table management being developed and implemented by Native-led organizations



By the numbers...

- More than 16 community leaders (10 Native) and 38 funders (7 Native) participating in strategy tables and implementation
- More than 30 strategy table meetings
- 12 Native-led organizations selected
- 14 foundations participating with funding
- 2 funders participating as learners
- 5 organizations providing support to grantees



Fundraising Status

Phase I "Support" Grants

Total Grants Budget: \$2,700,000.00

Committed so Far: ~ \$2,400,000.00

12 grantees selected across the five Areas of Interest, each receiving a three year grant, including \$25,000 in Year 1 and \$100,000 each in Year 2 and Year 3.

Leadership Capacity Building Network

Total Budget: \$900,000.00

Committed so Far: ~\$800,000.00

Support, training, networking, peer-to-peer learning and technical support for leaders from the Phase I grantees as well as a number of additional grassroots leaders.

Administration & Expertise

Total Budget: \$500,000.00

Committed so Far: ~ \$460,000.00

Grants administration, facilitation, program design, community engagement and other programmatic functions (most of which driven by Native-led organizations) are critical for the success of this Fund.

Phase II "Participatory" Grants

Total Grants Budget: \$2,000,000.00

Committed so Far: \$75,000.00

Eight \$25,000 grants in 2022 and eight \$25,000 grants in 2023 with decision making driven by participatory grantmaking process.

Where will we go from here?

- What are our shared values?
- What are the networks that should be connected to this?
- How can this Fund support more opportunities for Native leadership?
- What else could this network do?
- What is our commitment to this and why?



Dreaming Even Bigger- A conversation about funders

This discussion was centered around how participants/grantees envision their relationship with funders. What kind of relationship would they like to have with funders? How does this relationship mirror their relationships with others?

What is super important to you about building relationships between your organization and funders?

- Transparency
- Equitable power dynamic
- Long-term thinking/strategy
- Honesty
- Communication
- Engagement
- Shared vision/goals/values/mission
- Reliability
- Integrity
- Always apply for funding
- Flexible funding
- Loyalty
- Commitment
- Trust
- Willing to learn/grow/open-mindedness
- Realistic expectations
- Know when to end things
- Reciprocal relationship
- Meet org where they are at
- Do ask permission
- Standing in true solidarity.
- Walk your talk - don't make money off of the harm you ask/expect us to lead.
- Give bigger grants - expect us to do the most for 5K
- Actively undo the underfunding of Indigenous serving orgs or indigenous-led orgs
- Amplify and advocate our work
- Do not slow down work
- Share and connect relationships
- Honor tribal protocol and political power
- Ease of application and reporting - staff are overstretched for time
- Honor and understand our measures of success - not always quantifiable by Western standards
- Long term
- Alignment of vision and values
- Consent i.e. no means no
- Less reporting, more supporting
- A strong relationship will lead to recommendations to other funders
- More funders every year = more complete projects

Are there any boundaries?

- Ceremony
- Proprietary knowledge
- Free prior and informed consent
- Respect protocol and knowledge
- Intel property/data sovereignty
- Not tokenizing
- Dispresecting sovereignty
- No means no
- No nonconsensual media
- No site visits or overbearing oversight
- Data/report sharing
- Strict timelines
- Deficit mindset
- Respect our preference (i.e Indian)
- Be mindful of generational and historical trauma
- Educating themselves not us (no free emotional labor)
- Do not assume or push non-indigenous worldviews and stereotypes
- Do not portray our people in a negative light
- No decisions without us
- No poverty porn
- Respecting cultural calendars (feasts/religious)
- Consider “right of ways” - jurisdictional boundaries - boundary issues between tribes/pueblos
- We don’t work for the funder
- Abuse/harassment will not be permitted - protect our youth/people

What would be great for funders to know in order to best partner with your organization?

- Capacity limitations
- We will leverage our resources to cost/resource
- Tribal confidentiality
- Tribes are not monolithic
- Tribes are sovereign governments- we know how to solve our own problems
- Respect
- Tribal protocol - cultural, political, process, policies
- We are prioritizing unrestricted money
- We define success
- What we create is our ID
- We want long term commitments and funding
- We have ultimate decision making
- Specific/individual tribal needs
- We don't chase money
- Tribal issues/problem areas of community

- There are no shortcuts
- We're learning too
- Fund the journey not just the desired destination
- Cultural values
- Our commitment to family. Community
- Knowing our priorities shift
- No assumptions - direct communication
- Realistic culturally responsive evaluations
- Creative solutions
- Org. timelines financial alignment
- Our communities have trauma
- Tech challenges
- Come to our communities
- Orgs don't speak for Tribes but can be good partners
- Differentiate Tribes from orgs
- It's complex being Indigenous

How do you know there is trust and transparency?

- I have no trust because there is no transparency
- Knowing and sharing (being included) helps with trust
- Funder education of all aspects - political/social issues of project
- Built-in accountability mechanisms
- No micro-managing
- No misunderstandings
- Clearly defined scope of work
- Clear roles, goals and responsibilities
- Fewer strings
- No engagement, just extraction
- They follow trends
- No diversity in foundations/funders
- No relationships built
- Involved in whole process from design to decision making
- No decisions for us, without us
- Prioritizing our needs/wants
- Clear intentions and impact
- Outreach effective communication
- Candid conversations
- Adhering to the scope of work
- Not putting in waivers
- Following specifications
- Receptive to new ideas
- Flexible
- No bias/know your bias
- Being involved in funding development

- Giving and receiving feedback
- Respecting boundaries
- Payment on time
- Unrestricted funding
- Community knows our funders
- Clear communication of funding source

What would make things spicy? (what would you like to see with funders, moving beyond the status quo)

- Real-time and honest feedback
- Employee/participant appreciation days!
- Unrestricted long-term funding
- Create summer internship opportunities
- Green and red chile at all events :)
- Field trips and gatherings at project areas/communities
- Movie/media production in place of a written report that is funded by foundation
- Have the funders experience the youth programs/active participation
- Accepting anecdotal evidence
- Marketing assistance/PR
- Connection to other funders
- Hosting network events
- Guaranteed future funding
- Stipends eg. childcare, food, gas
- Financial education/tax
- Reciprocal reports ex. Give report cards to funders
- Stay in the room to hear community voice
- Stop funding/supporting foundations/corps that harm our communities
- Hire in-state experts/tribal experts
- Let us talk salty (real talk) to you
- No reporting required
- Hold politicians/corps just as accountable as you hold us
- Connect to other funders, movers, shakers, decision-makers
- Feast invites instead of report
- Pay equity
- Sunset your fund give away all your money
- No decisions for us without us

APPENDIX

Who are some Native-led organizations/groups that support you and your organization?

(This list is also in an [excel spreadsheet](#) to update/add)

- Native Voice Network (National Coalition of Native-led Organizations)
- National Urban Indian Family Coalition
- New Mexico Social Justice Equity Institute
- Indigenous Lifeways
- NDN Collective
- Changing Women Initiative
- Pueblo Action Alliance
- Wings of America, (Dustin Martin, ED)
- Native Health Initiative (NHI) (Shannon Fleg) Community Asset-based mapping
- La Plaza Institute
- Los Jardines Institute
- Zuni Youth Enrichment Program
- Pueblo of Isleta Dept of health
- Colorado Plateau Foundation
- First Nations Development Institute
- First Nations Community Health Initiative
- Native American Community Academy
- Traditional healers
- LANL Foundation (Los Alamos National Laboratory)
- Strengthening Families
- Prevent Child Abuse
- Native Pathways, Indigenous Evaluation
- Rocky Mountain Youth Corps
- Larry and Mattie Foster (Mckinley County) LPFoster49@gmail.com
- Diné Council of Elders (Noreen Kelly) noreenkellymcsd@gmail.com
- Navajo Nation Breastfeeding Coalition (Amanda Singer)
dinationbreastfeeding@gmail.com
- Sonlatsa 'Sunshine' Jim-Martin (Mckinley County) sonlatsa.sunshine@gmail.com
- Strong Families, McKinley (Althea Yazzie) altheayazzie6@gmail.com
- All Pueblo Council of Governors
- National Indian Youth Leadership Project
- Tribal Historic Preservation Offices

Are there any consultants that could support you or others in their work?

- 7 Sisters
- Kim Baca
- Roanhorse Consulting
- Deedra Vicenti, Healing through Juicing, 505-427-6539
- Dr. Shelly Valdez, evaluation facilitation and consultation

- Charlene Carr, NMSU Ag Extension Office
- 6th World Solutions and NDN Collective, Janene Yazzie, janene.y@sixth-world.com
- Diné Center for Research and Evaluation
- Paolo Vicenti, Dulce, NM, 505-860-7291

**Grantee Convening Participant List
May 23, 2022**

Name	Organization	Email	Title
Laura Harris	Americans for Indian Opportunity	lharris@aio.org	Executive Director
Robert Adams	Americans for Indian Opportunity	radams@aio.org	Operations Director
Chas Robles	Conservation Legacy (Ancestral Lands Conservation Corps)	chrisbhudson15@gmail.com	Corps Director
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Paolo Vicenti	Jicarilla Apache Nation - Dept of Youth	pvicenti@yahoo.com	
Robin Benedict	Jicarilla Apache Nation - Dept of Youth	doyjanmail@yahoo.com	Director, Dept. of Youth
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Jaime Gloshey	Native Women Lead	jaime@nativewomenlead.org	Co-Director
Kimberly Smith	Nihi K'e Baa'	nihikebaa@gmail.com	Project Lead
Linda Bronson-Wood	Pojoaque Pueblo	lbronson-wood@pojoaque.org	Director, Family and Children's Services Dept.
Reyes Devore	Pueblo Action Alliance	rdevore54@gmail.com	Unable to attend
Edmund Chavez	San Felipe Pueblo	edmundc@sfpueblo.com	

Michael Sandoval	San Felipe Pueblo	michaelt@sfpueblo.com	Water Resources Specialist/Council man
Pinu'u Stout	San Felipe Pueblo	pstout@sfpueblo.com	Dept of Natural Resources Director
Garrett Altmann	Santa Clara Pueblo	galtmann@santaclarapueblo.org	Forestry GIS Coordinator/Project Mgr
Jude Chavarria	Santa Clara Pueblo	jtchavarria@santaclarapueblo.org	
James Calabaza	Trees, Water & People	james@treeswaterpeople.org	Indigenous Lands Program Director
Sebastian Africano	Trees, Water & People	sebastian@treeswaterpeople.org	Executive Director
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Kyle Swimmer	YAKANAL	Laguna.swimmer1680@gmail.com	Project Leader
Lisa Esquibel	YAKANAL	lisaesquibel@gmail.com	Program Coordinator
Core Team and Consultants			
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