Honoring strong Indian families ♥ NICWA 2016 Annual Report

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Dear Friends of NICWA,

As I reflect on a landmark year of advocacy gains in critical steps to increase compliance with the Indian Child Welfare Act (ICWA), including the release of guidelines and subsequent regulations, I am proud that NICWA played a crucial role in making this happen. On December 12, 2016, the new regulations go into effect, clarifying protections for Native children and keeping more families and communities together. Children will know who they are and have a sense of belonging, and families will have the opportunity to pass on their practices and teachings, important protective factors for Native children and youth. Native children will inherit and be strengthened by their community's traditions. Your partnership helped make this happen. Together we honor the tradition of strong Indian families.

After three decades of advocacy, this was a hard fight and a hard win. Yet we anticipate continued opposition to ICWA and compliance with the regulations. We also know that the recent presidential election has created a climate of uncertainty about the future and our recent gains in Indian child welfare policy. NICWA is already hard at work defending our policy advances and positioning the next phase of our work to continue progress towards protecting the right of tribes to care for their member children and families. Historically, we have found allies on both sides of the aisle, and we will continue this tradition of bipartisan work to move policies forward that address the needs of Native children. Most importantly, NICWA is focusing our energies on ICWA compliance so that Indian children and their families receive the protections they deserve from this important rule. We have already incorporated the regulations into our training institutes, updated our online ICWA course, and anticipate a record turnout at our annual three-day conference (April 2017 in San Diego, California), the largest gathering on Native child advocacy issues, where ICWA compliance is at the core of our programming.

With your support and partnership, NICWA is on the frontlines of defending ICWA and protecting Indian families. I am humbled by NICWA's mission and appreciate this opportunity to thank you for linking arms with our board and staff to continue to advocate on behalf of Native families and tribes. I hope that you will join me this coming year in defending ICWA—through staying connected via social media, becoming a member, giving a gift, and subscribing to our mailing list through our website.

On behalf of our board of directors and staff, and most importantly those we serve, thank you!

With much gratitude,

Sarah L. Kastelic
(Alutiiq)
Executive Director

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Requests for Information

This last year saw the release of the most guidance we have received on the Indian Child Welfare Act (ICWA) since 1979. The Bureau of Indian Affairs (BIA) released new agency and state court guidelines on implementing ICWA in February 2015 and binding federal regulations in June 2016. The new federal guidance, along with some highly publicized court cases, brought a wider awareness of the law and increased the number of requests for information we receive at NICWA.

Thanks to grants from the Spirit Mountain Community Fund and the San Manuel Band of Mission Indians, NICWA expanded our capacity to provide information, referrals, and emergency telephone social work services to families threatened with the removal of their children. In one of our only direct services, NICWA provided key information to callers—including relatives, tribal and state child welfare workers, and judges and attorneys—about ICWA. NICWA spoke with families about their options to respond to the custody proceedings, whether ICWA applied to their cases, what their rights were, and where they could get additional legal counsel and access support services.

NICWA received over 800 calls in the last fiscal year requiring child welfare, social work, and technical policy expertise to support families in crisis. Within a two-week period last May, NICWA received over 70 calls following the media coverage of a Choctaw ICWA case in Los Angeles County. With the December 2016 effective date of the ICWA regulations, we anticipate an increased need for information in 2017. Providing accurate, timely information is critical to addressing complex cases before they come to the attention of national media.

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January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 New Year's Day	2	3	4 Champion for Native Children Applications Due	5	6	7
8	9	10	11	12	13	14
15	16 Martin Luther King, Jr.'s Day *(obs.)*	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

December 2016

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February 2017

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19	20	21	22	23	24	25
26	27	28				

Strengths-Based Indicators

In partnership with the Annie E. Casey Foundation and the National Congress of American Indians, NICWA published an article on the importance of using cultural values and cultural identity to develop strengths-based indicators of well-being for Indigenous children and families.

Child well-being indicators are used to develop programs and policies for children, youth, and families. However, mainstream child well-being indicators are often deficit focused and do not align with many Indigenous worldviews. Indigenous worldviews require a description of child well-being based on strengths that reflect the web of connections among the child, family, and community; cultural and spiritual practices; and individual health and stability.

Using the relational worldview framework, NICWA identified a set of strengths-based indicators to complement mainstream health-oriented measures to create a more accurate and meaningful picture of well-being for children and families in Indigenous communities. The relational worldview framework highlights the importance of balance in the four quadrants of mind, body, context, and spirit, and emphasizes that instilling cultural values and positive cultural identity is as necessary to well-being as economic security and physical health.

NICWA's policy and research teams collaborated on this project with the aim of creating a guide for policymakers and researchers to adapt child well-being indicators to better reflect Indigenous worldviews and the realities of tribal and urban American Indian and Alaska Native (AI/AN) communities. Because child well-being indicators drive important policy and funding decisions at the federal, state, and tribal/local levels, it is important to ensure that measures of AI/AN children's well-being are holistic and grounded in balance and harmony in human relationships and the natural and spiritual world.

February

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
January 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 March 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			1	2	3	4
5	6	7	8	9	10	11
12	13	14 Valentine's Day	15	16	17	18
19	20 President's Day/ Family Day (Canada) UN World Day of Social Justice	21 International Mother Tongue Day	22	23	24	25
26	27	28				

Youth Participation

Youth are at the heart of NICWA's work—central to both our mission and to the way we work in community. Youth perspectives and voices are incorporated in NICWA's approach to our work from the ground up, including our commitment to youth representatives on our board of directors.

For almost a decade, NICWA has welcomed the appointment of two youth members to our board of directors by the National Congress of American Indians Youth Commission. Every three years, the Youth Commission appoints two new youth representatives to the NICWA board. These youth representatives are charged with acting as liaisons to bring information about NICWA's initiatives back to the Youth Commission, and to advocate for youth needs and priorities on the NICWA board. Youth representatives are full voting members of NICWA's board of directors and actively contribute to discussions about the organization's current initiatives, policy goals, and strategic direction. Several youth representatives have continued to serve on the NICWA board after their Youth Commission terms have concluded.

NICWA's current two youth board members are Teressa Baldwin (Inupiaq) and Cassondra Church (Pokagon Band of Potawatomi), both elected by the Youth Commission in 2015. Teressa is the founder of Hope4Alaska, a youth suicide prevention and awareness campaign; a graduate of the University of California, San Diego; and a legislative fellow at the National Congress of American Indians. Cassondra served as co-vice president of NCAI's Youth Commission from 2014–2016, is a graduate of Michigan State University, and is pursuing a master's degree in social work at her alma mater.

March

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
February 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 April 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30			1 Early-Bird Deadline for NICWA Annual Conference	2	3	4
5	6	7	8	9	10	11
12 Daylight Savings Time *Begins*	13	14	15 World Social Work Day	16	17 St. Patrick's Day	18
19	20 First day of Spring	21	22	23	24	25
26	27	28	29	30	31	

Annual Conference

The 34th Annual Protecting Our Children National American Indian Conference on Child Abuse and Neglect, held in St. Paul, Minnesota, on April 3–6, 2016, was one of our most successful conferences ever. We hosted over 1,000 attendees, with 136 presenters and 72 workshops! We were thrilled to be back in the Midwest and enjoyed tremendous support from tribal governments in the Great Lakes region and from the local Minneapolis American Indian community.

Conference panels included using traditional practices and teachings to promote healthy development and wellness in early childhood as well as policy developments in Canada and the United States that have the potential to dramatically affect funding, service delivery, and social work practice for Indigenous children. NICWA was particularly honored to host a federal panel in which a memorandum of understanding in support of inter-agency collaboration to better promote the implementation of and compliance with the Indian Child Welfare Act was announced.

At the banquet dinner, conference attendees had the opportunity to support NICWA's work through a Las Vegas vacation raffle and paddle raise. NICWA's board of directors bestowed its greatest honor, the Champion for Native Children Award, on University of New Mexico law professor and former Assistant Secretary of Indian Affairs Kevin Washburn.

NICWA thanks our new and returning record-breaking 41 conference sponsors as well as our conference attendees. We value your partnership in strengthening the well-being of AI/AN children and families by increasing the knowledge, skill sets, and resources of those who seek to improve the lives of and outcomes for Native children and youth.

April is National Child Abuse Awareness Month

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April

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
March 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 May 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31						1 April Fool's Day
2	3	4	5	6	7	8
9	10 Passover Begins at Sundown	11	12	13	14 Good Friday	15
16 Easter	17	18	19	20	21	22 Earth Day
23	24	25	26	27	28	29
30						

35th Annual Protecting Our Children's Conference, *San Diego, CA, April 2–5*

NICWA Training Institute, *San Diego, CA, April 5–7*

Executive Transition

Thanks to the generous funding of the Kresge Foundation, NICWA has been convening 10 partner organizations from across the country since 2013 to explore issues related to executive transitions and succession planning in culturally based human service nonprofit organizations. Partners from Black Administrators in Child Welfare, the Child Welfare League of America, the Committee for Hispanic Children and Families, the Council for Native Hawaiian Advancement, the Denver Indian Family Resource Center, First Alaskans Institute, Immigrant and Refugee Community Organization, Leadership Education for Asian Pacifics, Inc., New York Council on Adoptable Children, and A Second Chance, Inc., convened in 2013, 2015, and 2016 to discuss experiences of and strategies for successful succession planning in our organizations.

This project grew out of NICWA's own experience planning for an executive transition. When NICWA's founder Terry Cross began to consider the path he wanted for his own transition out of the executive director role, he worked with then-Deputy Director Sarah Kastelic to secure funding from the Kresge Foundation to convene a group of partner organizations facing similar transitions to explore how these transitions, and succession planning more generally, may play out in unique ways within culturally based organizations that are engaged with and accountable to diverse communities. This learning community met in person several times; continues to participate in ongoing distance learning opportunities through emails, webinars, and conference calls; and all received mini-grants to pursue their own succession planning, leadership development, and capacity-building projects.

May is National Foster Care Month

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May

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4 NICWA 2018 Conference: Call for Artists Due	5 Children's Mental Health Awareness Day	6
7	8	9	10	11	12	13
14 Mother's Day	15 International Day of Families	16	17	18	19	20
21	22	23	24	25	26 Ramadan Begins at Sundown	27
28	29 Memorial Day	30	31			

April 2017

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23	24	25	26	27	28	29
30						

June 2017

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Strengthening Tribal Governance

NICWA is dedicated to strengthening tribal governance because leaders with increased information and support are better equipped to ensure their member children and families have the services they need to thrive. Our government affairs and advocacy team responds to this need through training and technical assistance, dissemination of materials, and facilitation of peer-to-peer learning. This work includes developing policies and procedures for programs, increasing knowledge of how to effectively implement laws, developing inter-governmental services and funding agreements, strengthening the human services workforce, and providing strategies on how to leverage and prioritize available resources.

Our approach ensures that formal service systems do not interrupt natural helping systems that exist within tribes. Often this work is about reclaiming tribal traditions, customs, and beliefs that have served tribal children and families so well in the past. We know that all tribes have cultural practices that are highly effective in caring for children and families. NICWA's role is to facilitate the inclusion of those culturally valued practices in partnership with communities and their leaders.

Last year, NICWA conducted seven tribal governance training sessions. We were able to reach a wide audience because trainings were conducted at national conferences that attract tribal leaders, including the National Congress of American Indians, United South and Eastern Tribes, and Affiliated Tribes of Northwest Indians, as well as our own annual conference in April.

During this same period of time, we delivered eight training sessions on the revised ICWA guidelines, provided testimony on the proposed ICWA regulations, and supported tribal leadership as they advocated for improved policies and discussed strategies for improving relationships with tribes at the U.S. Department of Health and Human Services Secretary's Tribal Advisory Committee.

June is LGBT Pride Month

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June

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
May 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 July 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31				1	2	3
4	5	6	7 NICWA Training Institute, *Portland, OR, June 6–8*	8	9	10
11	12 ICWA Regulations 1st Anniversary	13	14	15	16	17
18 Father's Day	19	20	21 First Day of Summer National Aboriginal Day *(Canada)*	22	23	24
25	26	27	28	29	30	

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May 1, 2015—April 30, 2016

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Humboldt County, California
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Office of Juvenile Justice and Delinquency Prevention
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Rose, Ahniwake
Rountree, Jennifer
San Miguel, Roban
Sargent, Dena
Silva, Carol
Smith, Leonard
Stewart, Nancylee
Strong, Lois
Teegee, Mary
Valdo, Derek
Vigil, Gil
Watson, Lisa

Abalone

Abbott-Foster, Connie
Abdiu, Sandra
Abrahamson, Heidi
Abrams, Brenda
Acosta, Amelia
Aguilar, Caroline
Ahenakew, Anita
Ahenakew, Ruth
Alholinna, Jody
Allen, Sallie
Altschul, Deborah
Alvey, Joyce
Ambrose, Gladys
Anthony, Debra
Archuleta, Gabriella
Armstrong, Carol
Atatise-Norwegian, Carrie
Atine, Christine
Aude, Arielle
Augustine-Edmund, Josephine
Axtell, Sara
Azure, Diana
Bad Wound, Shirley
Badiee, Shahrnaz
Baker, Ann
Baker, Nikki
Baldwin, Teressa
Banda, Sharon
Barnes, Alvina
Barney, Geneva
Bartgis, Jami
Barton, Dorothy
Baum, Autumn
Beakley, Angela
Beard, Martha
Bearing, Vernalyn
Beasley, Shamika
Beaver, Mary
Beckett, Jessica
Beckman-Lafave, Jennifer
Benjamin, Chris
Bertram, Lori Ann
Beston, Jackie
Bible, Elizabeth
Bigsam, Rachael
Billie, Fawn
Billy-Elliott, Diana
Binneboese, Erin
Black, Leona
Black, Travis
Blaha, Amber
Blake, Andrea
Blake, Christopher
Blake, Marlena
Blight, Shannon
Bluehorse-Swift, Laura
Bone, Renay
Bottoms, Kathy
Boyd, Rachel
Boyd, Tonya
Brady, Shawna
Brammer, Misty
Brandt, Jason
Branson, Terra
Breaux, Olinka
Brewer, Chris
Brodsky, Corey
Brown, Elaine
Brown, Karen
Bruno, Shauna
Brusuelas, Paul
Bruyere, Myrna
Buckley, Joy
Buenamea, Azucena
Buffalo, Kurt
Buffalo, Shannon
Burgess, Valerie
Burns, Darrell
Bursheim, Kay
Bush, Carolyn
Butler, Arek
Butler, Lillie
Butler, Loraine
Butler, Reggie
Byers, William
Cabral, Michelle
Cabrera, Diane
Cagey, Christine
Cain, Shirley
Calf Boss Ribs, Kathy
Candelaria, Kurvin
Carter, Vernon
Cass, Evelyn
Castagne, Catherine
Cazares-Diego, Andrea
Cecil, Cindy
Cellitti, Phoebe
Cenizal, Robyn
Cerda, Hector
Ceron, Herminia
Chae, Ann
Chaliak, Jim
Chalmers, Cathy
Chandler, Lora
Chapin, Prairie Rose
Chapman, Carizma
Charboneau, Hettie
Charles, Anthony
Chartrand, Florence
Chase, Erin
Chase, Laurie
Chavarillo, Eliza
Chilberg, Sarah
Chouteau, Camilla
Christensen, Kim
Christensen, Marilyn
Church, Cassondra
Clairmont, Bonnie
Clark, Coleen
Cochrane, Alex
Cody, Thomas
Collins, Priscella
Connor, Angela
Contois, David
Contreras, Alexis
Cook, Beverly
Cook, Nicole
Cook, Shad
Cooper, Randall
Coosewoon, Rita
Copenhaver, LaFon
Cornish, Megan
Coughlin, Terri
Craig-Oldsen, Heather
CrossBear, Shannon
Crouse Cobb, Deborah
Crudo, Tracy
Cultee, Casie
Curran, Kelly
Cutt, Martha
Dahl, Tom
Dallas, Michael
Davis, Leah
Davis, Lisa
Davis, Robert
Daw, Raymond
DeCora-Ayesh, Alana
Degener, Pam
Delgado, Evander
Delorme, Bernice
Demmert, Michelle
Denney, Robin
Denomie, Lauri
Deprez, Nicole
Deserly, Elizabeth
Dewa, Jolene
DeWitt, Angela
Dixon, Aaron
Domnick, Rose
Dressler, Dylan
Dubec, Bernice
Dude, Barbara
Dufresne, John
Duncan, Janice
Durfee, Hanna
Eason, Diana
Edwards, Emma
Eisen, Karla
Ellefson, Julie
Ellestad, June
Elliott, Grace
Ellis, Leanne
Emery, Adirian
Emery, Janet
Enos, Antoinette
Enriquez, Juan Carlos
Ereaux, Michelle
Escarte, Ozzy
Espinoza, Chrishy
Esquibell, Katelynn
Estep, Steffen
Estes, Tkay
Ettawageshik, Rochelle
Evans, Brianna
Evans, Christina
Factor, Crystal
Fairchild, Meg
Farmer, Carmen
Fauni, Jayson
Favorite, Lucy
Feliciano, Juan
Felix, Katherine
Fernandez, Judy
Fitzpatrick, Randeen
Fixico, Nancy
Fleagle, Donne
Fleming, Shea
Fodor, Brian
Fore, Rachel
Formsma, Jocelyn
Fort, Kathryn
Foxley, Adriel
Francis, Debra
Frank, Virginia
Frazer, Patty
Frizzell, Linda
Fuhrman, Kimberly
Gachupin, Henrietta
Gaede, Valorie
Garcia, Chasity
Garcia, Ruben
Garcia, Suzanne
Garza, Courtney
Genereauy, Joan
Geronimo, Natell
Gertz, Taletha
Gescheidle, Corinne
Gibson, Tamara
Gibson, Yolanda
Gilchrist, Devon
Gilman-Bagwill, Brenda
Givens-Denley, Sherrill
Glasspoole, Amanda
Glesener, David
Goddard, Tyler
Goggleye, Calvin
Gogue, Vernaline
Gokee-Rindal, Linda
Golec, Roger
Gonzales, Dawn
Gonzalez, Carlene
Gooden, Myrna
Goodthunder, Ruth
Goodwin, Cheri'
Gorman, Carlee
Gourneau, Roxanne
Gragg, Tara
Greear, Becky
Green, Gloria
Green, Morningstar
Greendeer-Rave, Michelle
Greif, Lisa
Gritz, Melissa
Grubbs, Lisa
Guetter, Amanda
Gutierrez, Stephanie
Guzman, Cynthia
Hall, Ashley
Hallingstad, Nicole
Hancock, Emily
Hanna, Dana
Hansen, Ava
Hanson Olanna, Tonya
Hanson-Hietala, Jacquelyn
Harder, Leah
Harris, Wendy
Harrison, Jahai
Harvey, Mary Ann
Harvey, Sheronnabah
Hawley, Monica
Hawthorn Mayes, Jennifer
Hawthorne, Paulie
Hay, Megan
Hazelwood, Nanette
Height, Natalia
Henderson, Traci
Herbert, Valentina
Hernandez, Ann
Herrera, Katrina
Herzberg, Linda
Hill, Kristi
Hillaire, Lutie
Hillaire, Penny
Hinton, Cora
Hitchcock, Barbara
Hoffman, Kendra
Hoffman, Shay
Holmes, Marian
Holt, Jill
Holtsoi, Robert
Homer, Frank
Homer-Lundgren, Nicole
Hong, Anthony
Hooee, Gerald
Hook, Helen
Hopkins, Angela
Hopper, Sarah
Hoskins, Laurel
Howard, Jenelle
Howard, Ryan
Howe, Regina
Howg, Tracey
Hutchason, Maggi
Iron Shooter, Stephanie
Isais, Marie
Jackson, Christine
Jacobs, Reanna
Jago, James
James, Eunice
James, Sierra
Jarobe, Karen
Jasper, Andrew
Jasper, Sarah
Jauregui, Eleanor
Jenkins, Kim
Jensen, Christos
Jewett, James
Jock, Kawenniiosta
Joe, Daphne
Joe, John
John, Jimmy
John, Willie
Johnson, Ariana
Johnson, Elizabeth
Johnson, Kris
Johnson, Ramona
Johnson, Sarah
Jones, Anderson
Jones, Lisa
Jones, Rickey
Juga, Teresa
Jurss, Leah
Kanuk, Julia
Katzeek, Margaret
Kazhe-Garcia, Sherry
Keator, Karli
Keezer, Jody
Keller, Stella
Kelly, Lawrence
Kimberly, Roberta
Kincaid, Elizabeth
King, Isar
King, Tracy
Kingbird, Wenona
Kittrell, Clint
Knife Chief, Teresa
Krantz, Sharon
Kreth, Rebecca
Kreuzer, Blair
Kronick, Will
Kuerschner, Suzie
Kuhl, Mindy
Laduke, Josie
Lafrinier-Ritchie, Anne
Lamattina, Leah
LaMere, Frank
LaMere, Jody
LaMere, Leah
LaRoque, Resa
Ledoux, Virginia

Lementino-Gasper, Claudia
Leslie, Derrick
Lightning, Emma
LIghtning-Earle, Koren
Lindley, Sharon
Little, Amanda
Logan, Linda
Logan, William
Lomanto, Amy
Longrie, Michaela
Loomis, Josephine
Lopez, Christina
Lopez, Marisol
Lopez, SanJuanita
Lorenzini, Kimberly
Louis, Helen
Luna, Steve
Macias, Tessa
Magnan, Robin
Magoosh, Joellyn
Mahaney, Laurel
Maher, Nakomis
Mahoney, Jaclyn
Mai, Marilee
Maldonado, Allie
Malone, Arthur
Malone, Crystal
Malutin, Denise
Mandamin, Audrey
Mantovani, Claudio
Many Birds, Ann
Marchand-Cecil, Cynthia
Martin, Constance
Martin, Michaelina
Martine, Kandis
Martin-Wolfe, Cindy
Mason, Shary
Matte, Paul
Matte, Virginia
Matthews, Angela
Maxwell, Patricia
Maytwayashing, Michael
McAdoo, Amanda
McBrayer, Edward
McCall, Krisstyn
McCowin, Barbara
McCreary, James
McDonald, Kim
McGeshick, Melissa
McGinnis, Robin
Medacco, Spring
Mendez, Rena
Merino, Janice
Merrifield, Joel
Metcalfe, William
Mettenburg, Jane
Michaud, Pam
Miedema, Janelle
Miller, Eleanor
Mills, Cynthia
Minnik, Wylma
Minthorn, Shelly
Miranda, Chelsie
Mitchell, John
Mitchell, Kristine
Mitchell, Nicole
Molina, Amber
Molina, Pedro
Momper, Sandy
Monette, Gerald
Monroe, Jamie
Monroe, Tanya
Montalvo, Robert
Moore, Erika
Moore, Fintan
Moore, Tori
Mora, Lliana
Morales, Glade
Morgan, Reannon
Morin, Violet
Morsaw-Banghart, Ann
Munnell, Gina
Myers, Bill
Naquayouma, Angelia
Narang, Dolly
Neis, Dorothy
Nelson, Bette
Nelson, Edith
Nelson, Kyle
Nez, Betty
Nez, Pete
Nicolai, Lisa
Noisey, Aaron
Noonan, Dennis
Norris, Brandon
North Cloud, Beaver
Oberle, Linda
Ohman, Matt
Old Person, Roy
Oldfield, Amy
Oldman, Arnella
Olsen, Chad
Ombisa Skallet, Heidi
One Bear Spang, Robyn
Ormsby, Julianna
Ortiz, Julia
Owen, Carrie
Pacini, Tracy
Padron-Plass, Lea
Palacios, Sonia
Palantone, Barbara
Panana, Dave
Paquette, Tammy
Parr, Delia
Pascual, Ashley
Pasena, Samantha
Paul, Kathy
Payne, Kara
Pearson, Cherilu
Pecora, Dian
Pecora, Peter
Pederson, Michelle
Pedro, Jay
Peralta, Maureen
Perez, Jennie
Perkins, Tatiana
Perry-Martell, Robin
Peterson, Darlene
Peterson, Evelyn
Peterson, Gary
Philbrick, Alizabeth
Plumage, Becky
Polit, Aimee
Potter, Bobbi-Jo
Powell, Misty
Price, Rebecca
Provost, Kevin
Quiver, Adelbert
Rain, Geraldine
Ramstad, Jessica
Randle, Sharon
Reano, Delfino
Red Leaf, Jacqueline
Redner, Lovina
Reer, Lynn
Reeves, Jan
Rembold, Elizabeth
Requilman-Bowden, Michelle
Resoff, Linda
Reveles, James
Rex, Loretta
Rhodes King, Irma
Rice, Marina
Rich, John
Richardson, Crystal
Richey, Pamela
Richmond, Bobby
Rigby, Cathy
Rispoli, Anthony
Robertson, Michelle
Rodriguez, Mona
Roe, Patricia
Roehr, Vincent
Rondeaux, Crystal
Rose, Laurie
Rouillard, Willow
Round Stone, Mark
Roy, Judy
Roybal, Edward
Ruis, Linda
Runnar, March
Rupert, Wallace
Russell, April
Russell, Jodi
Saddleback, Vernon
Sage, Melanie
Sailor, Nicole
Salem, Neda
Salinas, Erika
Salois, Emily Matt
Sanchez, Ariana
Sanchez, Ryan
Sanchez, Tinisha
Sanders, Diana
Sanderson, Cheryl
Sandoval, Jimel
Sasakamoose, Clayton
Sasakamoose, Lisa
Saunders, Duane
Savior, Verbena
Scalpcane, August
Scannapieco, Maria
Scheid, Tiffany
Schildt, Brent
Schmitt, Holly
Schneider-Hobbs, Darcy
Schrock, Keri
Schroeder, Marty
Schryer, Stacy
Schubert, Tina
Schug-Johnson, Leanne
Scott, Matthew
Seciwa, April
Seguin, Cynthia
Seymour, Rachele
Shapiro, Lauren
Sheperd, Kimberly
Sherrill, James
Shircel, Erik
Shireman, Joan
Siewell, Paul
Skinner, Juli
Slizewski, Michael
Small Bear, Pete
Smith, Alisha
Smith, Paula
Smith, Robert
Smith, Sandra
Smith, Shannon
Smith, Trisha
Smith, Willow
Snell, Arleata
Soder, Natalie
Soholt, Jody
Solomon, Mary Anne
Spencer, Alton
Spencer, Roger
Spoonhunter, Hidonee
Srinivasan, Parvathi
St. George, Rebecca
St. Goddard, Nathan
Stahelin, Sarah
Stand, Darren
Stark, Kekek Jason
Stark, Lisa
Starr, Maria
Stephens, Kori
Stephens, Michele
Stevens, Brandon
Stiller, Linda
Stonestand, Lorraine
Sundberg, Angela
Sundell, John
Swain, Carrie
Swanson, Tammy
Tafoya, Chris
Tanana, Heather
Tasker, Wyanet
Taylor, Nina
Tellett, Anne
Tenorio, Esther
Tenorio, Mary
Thomas, Marcel
Thompson, J'Shon
Thompson, Sue
Thorbjornsen, Brian
Tipps-Webster, Tristan
Tolbert, Renay
Tovar, Molly
Towell, Katy
Trancosa, Shawna
Trope, Jack
Tsaipi, Charlene
Tuesday, Carl
Tulee, Betsy
Tunney Rogers, Tallerita
Turgeon, Lorna
Twining Blue, Elizabeth
Ullrich, Jessica
Valandra, Dave
Valenzuela, Angela
Van Zile, Marisa
Van Zile, Nicholas
Vasquez, Valerie
Vazquez, Moises
Vedder, Laura
Velasquez, Latitia
Vetter, Rochelle
Victoroff, Carla
Vu, Lisa
Wait, Dorothy
Walker, Lenora
Walkner, Amy
Wallulatum, Vincent
Wall-Wilbert, Lisa
Waquie, Christine
Ward, LIsa
Warren, Deanna
Wass, Laura
Waters, Stacie
Watrous, Sarah Jane
Watters, Charlotte
Weaver, Stephen
Webster, Janet
Wesaw, Alex
Wesaw, Matt
Wheeler, Melanie
Wherley, Corinne
White, Craig
White, Jennifer
White Eagle, Amanda
White Eagle, Gail
White Hair, Sunshine
White Hat, Marlies
White Hawk, Sandra
Whitekiller, Virginia
Whiteman, Jeanine
Whitney, Sara
Whitworth, Brandelle
Wilcox, Carole
Wilcox, Darlene
Wilcox, Rebecca
Williams, Diana
Williams, Melissa
Williams, Nitausha
Williams, Tara
Willier, Darlene
Wilson, Chandra
Wilson, Juliann
Wilson, Juliette
Wilson, Matilda
Wilson, Todd
Wittmann, Sarah
Wittmann, Susan
Wolfe, Clifford
Wright, Natasha
Wright, Ted
Yahtin, Shawnetta
Yalch, Jacqueline
Yazzie, Melissa
Yazzie, Wilfred
Ybarra, April
Yellowhammer, Terri
York, Laurie
Young, Dana
Young, Joseph

Associate

Belcher, Vertis
George, John
Ortiz, Manuelita
Rawson, Lorianne
Zimin, Lorianne

Organizational Members

Coral

Casey Family Programs-Arizona
Casey Family Programs-Austin
Casey Family Programs-Bay Area
Casey Family Programs-Denver
Casey Family Programs-Headquarters
Casey Family Programs-Idaho
Casey Family Programs-LA County
Casey Family Programs-San Antonio
Casey Family Programs-San Diego
Casey Family Programs-Seattle
Casey Family Programs-Yakima
Delta Dental of Minnesota
Seminole Media Productions
U.S. Department of Health and Human Services

Turquoise

Ain Dah Yung Center
American Indian Health & Family Services
AMERIND Risk Management Corporation
Capacity Building Center for Tribes
Crazy Horse Memorial Foundation
Denver Indian Family Resource Center, Inc.
Handel Information Technologies
Humboldt State University, Department of Social Work
Native American Community Services
Nebraska Families Collaborative
Nevada Division of Child and Family Services
New York Council on Adoptable Children
Sonosky, Chambers, Sachse, Endreson & Perry LLP
Spirit Rock Consulting
State of Alaska Office of Children's Services
University of OK National Resource Center for Youth Services

Associate

Carlton County Public Health & Human Services

Tribal Members

Coral

Ak-Chin Indian Community
Cherokee Nation
Chickasaw Nation
Coushatta Tribe of Louisiana
Greenville Rancheria
Match-e-be-nash-she-wish Band of Pottawatomi Indians
Mescalero Tribal Human Services
Native Village of Port Lions
Pechanga Band of Luiseño Mission Indians
Pokagon Band of Potawatomi Indians

Pueblo of Pojoaque
Seminole Tribe of Florida
Sycuan Band of the Kumeyaay Nation
Tuolumne Band of Me-Wuk Indians
Twenty-Nine Palms Band of Mission Indians

Turquoise

Apache Tribe of Oklahoma ICW Prevention Program
Cedarville Rancheria
Central Council Tlingit and Haida Indian Tribes of Alaska
Cook Inlet Tribal Council
Delaware Tribe of Indians
Jamestown S'Klallam Tribe
Keweenaw Bay Indian Community
Little River Band of Ottawa Indians
Little Traverse Bay Band of Odawa Indians
Makah Nation
Mille Lacs Band of Ojibwe
Modoc Tribe of Oklahoma
Morongo Band of Mission Indians
Nisqually Indian Tribe
Nome Eskimo Community
Osage Nation
Osage Nation Social Services
Ottawa Tribe of Oklahoma
Ponca Tribe of Nebraska
Prairie Band Potawatomi Nation
Pueblo of Acoma
Pueblo of San Felipe
Quapaw Tribe of Oklahoma
Quinault Indian Nation
Sac and Fox Nation
Saint Regis Mohawk Tribe
San Carlos Apache Tribe
Santa Ynez Band of Chumash IndiansSantee Sioux Tribe of Nebraska
Seneca Nation of Indians - Salamanca
Shakopee Mdewakanton Sioux Community of Minnesota
South Naknek Village Council
Susanville Indian Rancheria
Tolowa Dee-ni' Nation
Ute Indian Tribe of the Uintah and Ouray Reservation
Wampanoag Tribe of Gay Head (Aquinnah) of Massachusetts
Wampanoag Tribe of Massachusetts (Mashpee)
Ysleta del Sur Pueblo

Please note that every effort is made possible to ensure that our Investor and Member listings are an accurate account of all gifts made during our 2016 fiscal year and as such regrets any omissions or errors that may have occurred in assembling these lists.

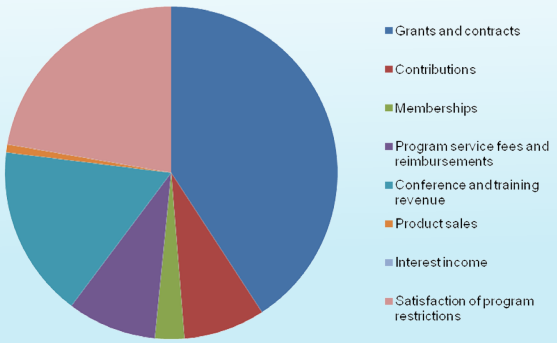
To make a correction or to request further information, please contact Kim Christensen, development director at (503) 222-4044 ext. 123.

Thanks to all our investors who make NICWA's mission possible!

FY 2016 NICWA Financials

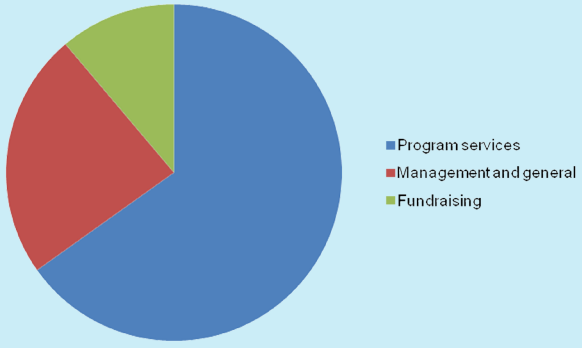
Revenues

Grants and contracts	$1,238,009
Contributions	$240,571
Memberships	$86,592
Program service fees and reimbursements	$263,490
Conference and training revenue	$506,378
Product sales	$23,573
Interest income	$16
Assets released from restrictions: Satisfaction of program restrictions	$675,796
Total	**$3,034,425**



Expenses

Program services	$2,073,876
Management and general	$752,863
Fundraising	$355,822
Total	**$3,182,561**
Net assets, beginning of year	$1,998
Revenue Over Expenses	**$(146,138)**



Community-Based Participatory Research

At NICWA, research means the "gathering of data and information to support the well-being of Native children and families." We aim to gather the best available knowledge about current developments in child welfare and children's mental health. We have a focus on cultural factors and strengths-based approaches to supporting Native children, youth, and families. We believe in the wisdom and power of community-centered and culturally based healing approaches, and we are working to help build an evidence base to support them. We also work to defend ICWA through conducting research to gather data showing how ICWA benefits Native youth, children, and families.

In our research projects, communities are treated as full partners. Community-based participatory research (CBPR) involves communities at every stage of a research project, including defining the research question, designing the study, collecting data, analyzing data, and writing up and presenting research results. For NICWA, CBPR also means inviting Native youth to participate as collaborators in our research—as partners in designing research studies, collecting data, and interpreting results.

Because we employ a CBPR method in all of the research we conduct, we have a big stake in continually improving CBPR as an effective method for communities to get data to inform their decisions and improve outcomes for their members. In fact, NICWA cares so much about continuing to strengthen the science of CBPR that we are a co-principal investigator on a five-year project, with the University of New Mexico, University of Washington, and other partners, called Engage for Equity that aims to test tools for community-academic partnership evaluation and self-assessment to support partnerships in achieving their self-determined goals.

July

National Indian Child Welfare Association • www.nicwa.org

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
June 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 August 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31						1 Canada Day
2	3	4 Independence Day	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23 30	24 31	25	26	27	28	29

Workforce Capacity and Leadership Initiative

NICWA is thrilled to partner with Meyer Memorial Trust (MMT) on a workforce capacity and leadership development project aimed at expanding our internal ability to provide community development services to reservation and urban AI/AN communities. This pilot initiative allows us to test and refine our leadership training, designed to strengthen tribal and Indian nonprofit capacity for positive change in Oregon and across the nation, by beginning with our own staff—with the goal of expanding training to university and tribal cohorts in the future.

NICWA approached this work by using a combination of staff development strategies, leadership development activities, and coaching in the office and in the field. Over the past year, seven staff had the opportunity to shadow experienced professionals in the field, and four trainings were offered for all NICWA staff in content areas such as de-escalation; trauma-informed skills building; Systems of Care 101; and question, persuade, and refer suicide prevention techniques. These experiences increased team building through collective learning experiences, coaching, and mentoring.

Additional goals of our two-year grant with MMT include a review and update of existing curriculum, an update to our online ICWA training course, clarifying the NICWA library's role in support of programmatic work, and designing a professional development model for new staff onboarding and ongoing needs.

This grant allowed NICWA to be more intentional in how we prepare staff to be successful in serving tribal communities. As a result, program staff are more confident in their work and feel that they are making a larger, more meaningful impact for those we serve. We cannot wait to expand this important work beyond NICWA staff in the coming years!

August

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
July 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		1	2	3	4	5
6 Friendship Day	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26 Women's Equality Day
27	28	29	30	31	September 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	

Community Development

NICWA's approach to technical assistance (TA) is to help find and build on solutions and resources already available in a community through empowering local leaders, program staff, and advocates in creating and implementing their own solutions. We support building problem-solving skills and strategies, facilitating community processes, and sharing technical information and knowledge so that communities can achieve their own goals.

Within this TA context, NICWA specializes in culturally appropriate practice and program design. As an Indian-led organization, NICWA has developed a relational worldview practice model that fits the Native way of acting in and viewing the world. It is not as linear as the mainstream European/American worldview, but focuses on finding the right balance of the environment, infrastructure, mission, and resources of a community, program, or system. This leads to the alignment of a tribe's services with their community's needs and resources. It encourages cross-system relationships and cooperation both within a tribe's departments (such as health care, justice, social services, and education) and allies outside a tribal community (such as county and state governments).

NICWA provided TA to 14 tribal communities over the last year through our community development work with Systems of Care grantees supported by the Substance Abuse and Mental Health Services Administration.

September is Suicide Prevention Month

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September

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Labor Day	5	6	7	8	9 Fetal Alcohol Spectrum Disorders Awareness Day
10 Grandparent's Day World Suicide Prevention Day	11	12 NICWA Training Institute, *Minneapolis, MN, September 12–14*	13	14	15	16
17	18	19	20 Rosh Hashanah Begins at Sundown	21	22 First Day of Autumn	23
24	25	26	27	28	29 Yom Kippur Begins at Sundown	30

Membership

As a national, member-based, nonprofit organization, NICWA's strength is our members: over 850 tribes, organizations, and individuals who are committed to the protection of Native children and the preservation of Native families and their cultures.

Our membership represent a variety of professions, including social workers, Indian child welfare directors, lawyers, tribal court staff and judges, adult adoptees, and foster parents/youth. We are proud of this strong and diverse group of advocates who work together to advance the vision of thriving Native children and families for generations to come.

This last year NICWA worked to improve services to our members. Our efforts resulted in increased participation in our monthly member-only webinars and e-bulletins and record-breaking member participation at our annual conference. We were thrilled to have 200 members attend the membership reception and annual meeting, where we were honored to recognize Frank LaMere (Winnebago Tribe of Nebraska) with our 2016 Member of the Year award. Additionally, 43 new members joined onsite, 72 current members took selfies and made videos for our member social media campaign, and 90 members submitted feedback surveys to inform our work in the coming year.

Thank you to our wonderful NICWA members for your support and involvement. We are committed to providing you with access to quality information, networks, and resources, and continuing to advocate with and for you and the communities you serve!

October

National Indian Child Welfare Association • www.nicwa.org

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 NICWA's 34th Anniversary	2	3	4	5	6	7
8	9 Native American Day	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31 Halloween				

September 2017

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

November 2017

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Training Institutes

Training Institutes are one of the ways NICWA members and supporters make connections with one another in the Indian child welfare field and stay abreast of the timeliest information. These are regional events held across the nation to provide training, skills building, education, and networking opportunities. These events draw individuals and groups of tribal and state child welfare workers, lawyers, judges, and educators.

Last year, NICWA trainers traveled to four states for Training Institutes: Oregon, New Mexico, Alaska, and Minnesota. These trainings were open to the public and attracted 342 participants. Attendees were able to choose from four courses: ICWA Basics, Advanced ICWA, Positive Indian Parenting (PIP), and Tribal Customary Adoption.

ICWA Basics and Advanced ICWA provided participants with the basic legal requirements of ICWA and an understanding of the practice issues involved with its implementation. Participants were given strategies for implementing ICWA and how to successfully integrate other federal and state policies that interface with ICWA. Through these two trainings, the BIA regulations were addressed, and participants increased their understanding of this new rule.

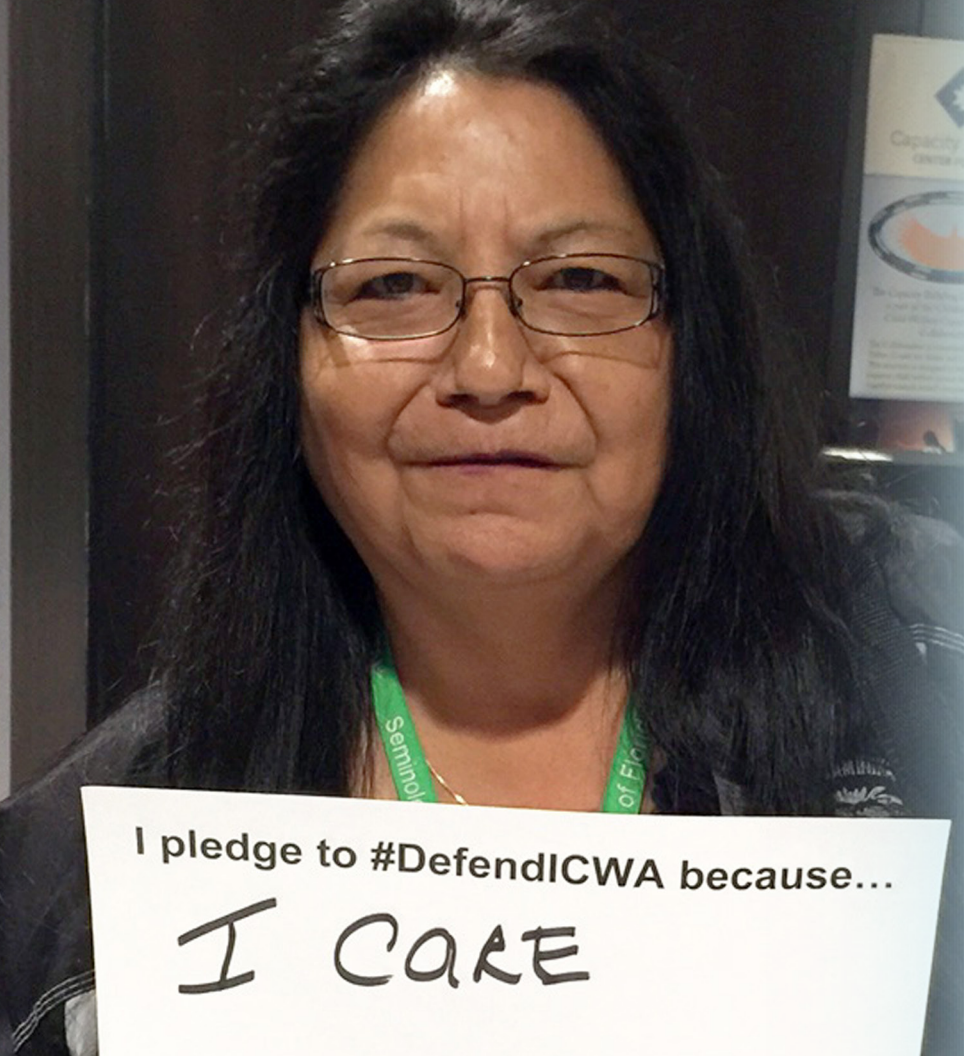
PIP, one of our most popular trainings, prepared tribal and non-tribal child welfare personnel to train AI/AN parents using a culturally specific approach. The materials presented during this training draw on the strengths of historic Indian child-rearing patterns and blend traditional values with modern skills. Tribal Customary Adoption training provided guidance on how to incorporate this concept into a tribe's code and practice through a community-driven process, reviewed actual tribal codes, and illustrated how states can support tribal customary adoption practices.

November is American Indian and Alaska Native Heritage Month

National Indian Child Welfare Association • www.nicwa.org

November

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
October 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 December 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31			1	2	3	4
5 Daylights Savings Time Ends	6	7 Election Day	8 ICWA's 39th Anniversary NICWA Training Institute, *Albuquerque, NM, November 7–9*	9	10 Veteran's Day	11
12	13	14	15 Rock Your Mocs Day	16 2018 Annual Conference Call for Presentations Due	17	18
19 National Adoption Day	20 United Nations Universal Children's Day	21	22	23 Thanksgiving	24	25
26	27	28 #GivingTuesday	29	30		



ICWA Defense

NICWA's government affairs and advocacy work is designed to meet the ongoing needs of vulnerable Native children and families through the promotion of ICWA compliance, and the protection of tribes' inherent right to protect and care for their member children and families.

Over the last several years, NICWA and our partners made tremendous gains in defense of ICWA, including the establishment of a multi-agency ICWA compliance effort between the federal Justice, Health and Human Services, and Interior departments. In addition, NICWA was a leading voice in successfully updating federal ICWA guidelines in 2015 and the subsequent release of new comprehensive regulations in 2016. We helped rally Indian Country, which resulted in 2,100 filed comments on the new proposed rule—with NICWA alone filing 50 pages of comments and recommendations.

In addition, we regularly coordinate with ICWA experts in crafting a unified public education strategy and recruiting diverse coalitions of national partners. In 2015, we worked with a coalition of leading national child and family organizations who wanted to express their support for the exemplary child welfare standards that ICWA embodies, which resulted in a broad show of support for the new ICWA regulations calling ICWA the "gold standard" of child welfare policy and practice.

We regularly engage in social media campaigns as part of our public education work about the history of, ongoing need for, and impact of ICWA to help shift the "court of public opinion" by humanizing Indian families and communities, as well as helping the public understand the need for tribes to protect their member children and the need for children to be parented by extended family, in their own community, wherever possible. An example of this work was seen in the recent crowdsourced #DefendICWA campaign, garnering 330 posts.

December

National Indian Child Welfare Association • www.nicwa.org

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
November 2017 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 January 2018 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31					1	2
3	4	5	6	7	8	9
		NICWA Training Institute, *Miami, FL, December 5–7*				
10 UN Human Rights Day	11	12 Hanukkah Begins at Sundown	13	14	15	16
17	18	19	20	21 First Day of Winter	22	23
24 New Year's Eve 31	25 Christmas	26	27	28	29	30