Mission

NICWA is dedicated to the well-being of American Indian and Alaska Native children and families.

Vision

Every Native child must have access to community-based, culturally appropriate services that help them grow up safe, healthy, and spiritually strong—free from abuse, neglect, sexual exploitation, and the damaging effects of substance abuse.
A Message for Our Community

Dear NICWA Members, Donors, and Friends,

Child well-being and cultural strength has always been the driver of our work, from our responsive, community-based programmatic efforts, to our specialized network of training participants, to our sovereignty-grounded advocacy in policy and practice. A positive cultural identity, bonds with extended family and tribal elders, and spiritual strength are key to creating the conditions under which Native children, youth, and families thrive. As I reflect on 2019, I am especially reminded of this fact.

Our work applies traditional teachings and practices in a contemporary context, relying on community members as vital contributors to effective, culturally competent services that meet the needs of children and families. In the 2019 fiscal year, we took the time to explicitly articulate our programmatic theory of change, which illustrates the way we work with stakeholders in tribal communities on tribal lands and in urban areas to prevent child abuse and neglect by strengthening families, communities, tribal governments, and the laws that protect them. Using the Relational Worldview model (See model on page 2), we focus on community or organizational environment, infrastructure, resources, and mission to achieve systems change at the community level. NICWA’s philosophy is that no solution developed and imposed from outside the community can ever effectively deal with the social and economic problems brought about by colonization. We believe in and facilitate locally developed and owned solutions.

Our work in partnership with communities is made even more urgent by the repeated attacks on the Indian Child Welfare Act (ICWA) and tribal sovereignty. This year marked a considerable investment in expanding and diversifying our relationships through the Protect ICWA Campaign. As a Campaign, we work to inform policy, legal, and communications strategies with the mission to uphold and protect ICWA. At major milestones in ongoing litigation, we informed and mobilized Indian Country and our allies to ensure the protections of ICWA stand.

These are only a few examples of the year’s accomplishments. As this annual report illustrates, NICWA’s work with tribes, partners, and allies is comprehensive and interconnected. We know that a major indicator of the strength of an organization is its capacity to collaborate. This report captures just a portion of all that we have been able to accomplish with those who believe in the value of doing just that: collaborating.

With your support and encouragement, we know that NICWA can continue to grow and help create a world where every Native child has access to community-based, culturally appropriate services that help them grow up safe, healthy, and spiritually strong.

With gratitude,
Sarah Kastelic, PhD, MSW (Alutiiq)
Executive Director
NICWA Board and Staff

Fiscal Year 2019 Board of Directors

**President**
Gil Vigil (Tesuque Pueblo)

**Vice President**
Rochelle Ettawageshik (Little Traverse Bay Band of Odawa Indians)

**Secretary**
W. Alex Wesaw (Pokagon Band of Potawatomi)

**Treasurer**
Gary Peterson (Skokomish)

**Members**
Teresa Baldwin (Inupiaq)
Mikah Carlos (Salt River Pima-Maricopa Indian Community)
Patricia Carter-Goodheart (Nez Perce)
Cassondra Church (Pokagon Band of Potawatomi)
Angela Connor (Choctaw)
Paul Day (Leech Lake Band of Ojibwe)
Jocelyn Formsesma (Swampy Cree)
Debra Foxcroft (Tseshaht First Nation)
Luke Madrigal (Cahuilla Band of Indians)
Aurene Martin (Bad River Band of Lake Superior Chippewa)
Robert McGhee (Porch Band of Creek Indians)
Lance Sanchez (Tohono O’odham Nation)
Mary Tenorio (Santo Domingo Pueblo)

**Board of Trustees**
John Shagonaby (Match-E-Be-Nash-She-Wish Band of Pottawatomi Indians)
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Allard Teeple (Bay Mills Indian Community)
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Derek Valdo (Acoma Pueblo)

**Staff**
Sarah Kastelic (Alutiiq), Executive Director
Terry Cross (Seneca), Founder and Senior Advisor
Kim Christensen (Ojibwe), Development Director
Brenda Nelson, Development Associate
Tristan Tipps-Webster, Member Relations Manager
Amory Zschach (Cheyenne-Arapaho descent), Strategic Communications Manager

**Operations**
Tia Begay (Dine’), Fiscal Manager
Betty Bryant, Project Coordinator
Lindsay Early (Comanche), Deputy Director
Monica Hawley (Ioway), Bookkeeper
Lauren Shapiro, Director of Events and Training
Nicole Stewart, Human Resources Coordinator
Vilma Vere, Fiscal Assistant
Sarah Wittmann, Events Manager
April Ybarra, Executive Assistant to Sarah Kastelic and Library Specialist

**Program**
Alexis Conterras (Grand Ronde), Research Assistant
Barbara Gladue (Anishinaabe), Family Engagement Specialist
Cori Matthew (Salish/Blackfeet), Director of Programs and Policy
Puneet Sahota, Research Director
David Simmons, Director of Government Affairs and Advocacy
Vickie Wulf (Nippissing First Nation), Project Coordinator

*As of the end of our fiscal year, 4/30/19*
Where We’ve Been

Each year, NICWA’s technical assistance, advocacy, training, and community development takes place in communities across the country and internationally. In 2019, we traveled to the following places to help ensure services and supports are culturally based, spiritually grounded, and centered on child safety and well-being.

Technical Assistance, Training, and Peer-to-Peer Training Activities

Technical assistance to six Systems of Care communities
A System of Care is a collaboration of organizations and resources that come together to serve youth and their families.

1. Lower Elwha Klallam Tribe - ?a? naxwi Systems of Care
2. Mescalero Apache Tribe - Mescalero System of Care
3. Montana Office of Public Instruction (OPI) - OPI Tribal Wraparound Initiative
4. Pascua Yaqui Tribe - “Sewa Uusim”: Flower Children, Our Hope, Our Light, Our Future
5. Sinte Gleska University - Tiwahie Glu Kini Pi “Bringing the Family Back to Life”
6. Tanana Chiefs Conference - Tanana Chiefs Conference System of Care

Legend

- Training Institutes
- System of Care communities
- Technical Assistance, Training, and Peer-to-Peer Training Activities

Training Institute Locations:
1. Portland, OR
2. Oklahoma City, OK
3. New Orleans, LA
4. Palm Springs, CA
5. Albuquerque, NM

Training Institute Topics:
- Cross-Cultural Skills in Indian Child Welfare
- Working with Substance-Abusing Families
- Qualified Expert Witness
- Positive Indian Parenting
- Understanding ICWA
- Tribal Customary Adoption
- In-Home Services
2019 River of Accomplishments

- **320** Online ICWA Course registrations
- **10 peer-to-peer webinars** for NICWA members
- Advisor to **Sesame Street** Foster Care Initiative
- Launched the **Protect ICWA Campaign** in response to **Brackeen v. Bernhardt**.
- 12 Native Grandfamilies advocated for raising relative children through the GrAND Voices Project at Capital Hill

**ICWA Oregon Compliance Committee**
- Partnered with Oregon State Department of Human Services to train for 20 adoption attorneys
- Assisted tribal child welfare programs to build capacity to better partner with the state to respond to the unique needs of Native children and families

**First Kids 1st Tribal Leadership Series Toolkits**
- Youth Engagement
- ICWA Advocacy
- Funding
- Child Welfare Services

**River of Accomplishments**
- 2019
- **1,352** NICWA members
- **2019** Annual Policy Priorities
  - Support Tribal Leaders
  - Defend ICWA
  - Educate for Culturally Informed Policy
  - Advocate for Federal Funding
- **1,240** requests for Information
**Information and education** for tribal leaders, tribal social services directors, federal policymakers, and mainstream advocacy organizations regarding ICWA, Family First Prevention Services Act (Family First), Child Abuse Prevention and Treatment Act, and (AFCARS)

1,352 NICWA members

**Anonymous testimony for FY2019 federal budget**

1,240 requests for Information

**Annual Policy Priorities**
- Support Tribal Leaders
- Defend ICWA
- Educate for Culturally Informed Policy
- Advocate for Federal Funding

Two tribal child welfare program reviews to strengthen tribal services and resources for children and families

First Kids 1st Tribal Community Asset Mapping toolkit—designed to support Native communities implement a youth-led process to help improve Native youth well-being in their communities
- Community asset mapping with the Confederated Tribes of Umatilla Youth Council

First ever peer-to-peer exchange for tribal Systems of Care grantees hosted by the Pueblo of San Felipe

Two new Native youth board members, Lance Sanchez (Tohono O’odham Nation) and Mikah Carlos (Salt River Pima-Maricopa Indian Community)

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37th Annual Protecting Our Children Conference:
Our Families, Our Future: Celebrating 40 Years of the Indian Child Welfare Act

Since 1987, NICWA has served tens of thousands of people advocating for the safety, health, and spiritual strength of Native children.

Each year, representatives from tribal and state child welfare departments, community members, governments, and organizations gather together for the premiere conference in Indian child welfare in the nation: the Annual Protecting Our Children National American Indian Conference on Child Abuse and Neglect.

Set at the foothills of the Sandia Mountains, NICWA’s 37th Annual Protecting Our Children Conference took place in Albuquerque, New Mexico, home to 23 tribes and a rich cultural landscape. The conference broke records, making it the highest attended NICWA conference in history and providing workshops to highlight best practices, collaborative and innovative programming, skill-building resources, cutting-edge research, and essential prevention efforts.

Conference is a space for respite and reunions between new and old friends and families. It is an embodiment of the traditional cultural belief that nurturing networks of care providers foster safety and well-being for children and youth in Native communities.

Inspiring keynote presenters and panelists spoke on strategies for protecting the Indian Child Welfare Act and ways to strengthen its implementation. Local tribal government leaders welcomed us to New Mexico and talked about their experience with ICWA. Cultural performers from both the Zia and Pojoaque Pueblos shared their stories and culture. Through workshops, general sessions, and evening events, the conference created a community where participants shared their experience, learned from one another, and walked away with valuable resources to advocate for the next generation of Native children and youth. We hope to see even more child advocates at our 2020 Annual Conference in Denver, Colorado, on March 29–April 1.

923
New NICWA Members

150+
Presenters

77
Workshops

252
Tribes

45
States & Provinces

2016 1,037
2017 1,241
2018 1,280
2019 1,552

Conference Attendance
Financials

Revenues

- Grants and contracts: $708,922
- Contributions: $484,583
- Membership: $133,410
- Program service fees and reimbursements: $336,524
- Conference and training revenue: $772,454
- Product sales: $30,680
- Interest income: $35.00
- Satisfaction of program restrictions: $627,132

Total: $3,093,740

Expenses

- Program Services: $1,645,790
- Fundraising: $389,489
- Management and general: $915,965

Total Expenses: $2,951,244

Net Assets, Beginning of year: $528,667

Revenue Over Expenses: $671,163
Investors

May 1, 2018 - April 30, 2019

Individual Donors
Abeita, Carma
Abiragi, Kristin
Ahsoak, Joshua
Atkens, Gilreath
Alexander, Laura
Alexandra, Merrin dedicated to Donna M. Abbott
Alexis, Contreras in memory of Margaret Kendrick
Alfers, Julia
Alvarado, Alexis
Anderson, Katherine
Anderson, Kirsten
Anderson, Nik
Apopada, Francesca in honor of Kevin Loretto
Appodaca, Christina
Arasin, Donna
Armendariz, Salvador
Aspa, Elvira in honor of the children of the Colorado River Indian Tribes
Atwood, Barbara
Baggett, Judy in honor of David Simmons
Bagwell, Linda
Bailey, Robert and Patti
Bailey, Susan and Warwick, W. Michael
Baker-Shenk, Philip and Charlotte
Baldomaro Lucas, Cheryl in memory of Cecelia Bearshield
Ballo, Shaua and Scott
Barnes, Aleshia in honor of
Nancy Barnes
Barney-Lees, Robin in memory of Marilyn Johnson Williams
Barrett, Kathryn
Barrett, Yvonne in memory of Muriel Sharlow
Barrios, Cathy in memory of William Thomas
Barron, Pepper
Barsotti, Elaine and Michael
Bear Comes Out, Emerlynne Beckford, Anita
Begay, Tamana
Begay, Tyleah in memory of Rosalee Scott
Belone, Desiree in honor of MMFW
Benavides, Annick
Benedict, Kate and Bennett, Thomas
Benincasa, Gabriela in honor of Vincent Fliford “Billy ThunderKloud”
Bennett, Elaine in honor of Ryan Joseph Johnson
Benson, Samantha
Bentle, Laura
Bentley, Regina
Berry, Rachel and Matthew
Biggs, Lynn in memory of David Sloan Biggs
Birk, Jennifer and Seaman, Tim
Bishop, Jennifer
Black, Ronald
Blackie, Jolene
Blake, Richard
Blank, Bruce in memory of Michael J. Miller, MD
Bogany, Julia
Boo, Mary
Boro, Justin in honor of Heather Pruzan
Brandach, Michelle
Bradley, Kelly in memory of Shae Bradley
Brantmeier, Ann in memory of my mom
Brewe, Chris
Brimecombe, Lynne and Jerome
Brinkhorst, Allison and Schulze, Becca
Brunner, Joan and Morton, Jane
Bryant, Betty in honor of Tré Bryant and James P. Nelson
Bryson, Ann McKay, in honor of beloved M.S.
Bullwinkle, Kristeen
Burgraff, Erin in honor of Wanda Campbell
Burns, Sherry and James
Burnham, Violet
Burnstead, Cate
Butler, Dawn
Butler, Terri
Caballero, Nydia
Caeasar, Michael
Cahn, Katharine and Alan
Campisi, Kristine
Capistrant, Heather in honor of Ramsey County ICWA
Caraher, Georgia
Carpenter, Diana
Carter, Tina
Casey, Jerome in honor of Clare Whalen
Casey, Kay
Catron, Destiny
Chalmers, Michelle
Chavarria, Terrie in honor of Cayden, Than Paul, Anthony, Bernard, and Marie
Ching, Jennifer
Christensen, Kim dedicated my family, Devo Team, Carol, and Rosalee
Clarke, Dana in memory of those who have gone before us
Clifford, Bev in honor of Billy ThunderKloud
Clothier, Christine S.
Cohen, Jason
Cole, Barbara
Coleman, Maria in honor of Elizabeth Ezi and Rita Stineburg, my two moms
Collins, Paul and Susan in memory of Julie Joan Collins
Connelly, Ian
Connor, Angela and David
Cook, Dorothy
Cooper, Gwendalle
Corn, Carol
Crisp, Sarah in honor of Jennifer Cahill and Joan Leigh
Crist, Roseanne
Cross, Marena
Cross, Terry and Thaler, Kristin in memory of Isabel Cross
CrossBear, Shannon in honor of Brian le Garde
Croy, Conrad
Culver, Sheryl and James
Cusheay Zepelda, Kimberly
Davies, Norman and Hoye, Vanessa
Day, Monica Roth and John
DeAloia, Mary and Paschal
Desmond, Brenda in honor of Charlotte Beatty
Devarajan, Dev and Sumathi
Diaz, Shirley
DiPono, Valerie
Diskin, Margaret in honor of William “Bill” Escoube and Charlotte Bahlke Stanley Escoube
Dobyns, Lisa Lynn in memory of Marvin James Hudson Lewis
Doud, Christine in honor of Jenny Goslin
Dreyfuss, Karen
Duerr, Laura
Duran, Elizabeth
Durham, Kim
Eanet, Lindsay
Earl, Brad
Early, Lindsay
Eberlin, Kristen and Bowers, Evan
Echowhawk, Lucille
Eichenauer, John and Fran
Elbaum, Shay
Emery, Charlotte in honor of my children and in memory of my son James
Engler-Jessen, Eva
Epps-Giddings, Yvonne
Epstein, Catherine
Erickson, Aurelia
Emrey, Danielle
Esch, Jill
Eschrig, Audrey
Etawageshik, Rochelle and Frank
Eustaquio, Joseph
Evans, Marneena
Fahey, Maura
Fairbank, Megan
Fairlamb, Betsy
Farahat, Sarah
Farmer, Carmen in honor of Marilyn Stapleton
Fast Horse, Anne in honor of Lummi Child Welfare
Faxon-Mills, Jesse
Faxon, Beverly
Feuerstein, Angie in honor of Katryn Adams
Field, Daniel
Fitzgerald, Denise in honor of JaVonte Prothro
Flanagan, Zoe and Hildenbrand, Jeramie
Fleming, Sharon
Flores, Amelia in honor of ASA BOYS
Folds, Andrea
Forman, Kathleen
Fortune, Jerry
Francis, Sharon
Franklin, Jason and Kremer, Angela
Frazier, Misty
Fuller, Renee
Funmaker, Henrietta in honor of Garrett Harmer
Gaguine, Marvin James Hudson
Gagne, Aaron and Chernay, Rebecca
Gallegos, Tami
Garcia, Alene
Gavenus, Katie
George-Bettisworth, Retchenda
George, Steven
Gallegos, Tami
Garrett Harmer
Gavagni, Marvin James Hudson
Gaussoin, Tami
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Gerdning, Alethea
Gibson, Taylor and Bechtold, David
Giesege, Claire
Ginter, Darla J. in memory of Linda Logan
Givens, Joyce in honor of John and Jennetta Givens
Glazer, Michele
Glenn-Rivera, Danielle
Gloor, Prisca
Godbhere, Denise
Gooden, Myrna in honor of grandchildren Taylor and Gabriel Hernandez
Goodkin, Gwen
Goodman, Carol in honor of Stephanie Wood
Goodman, Denise in honor of Hettie Charboneau (Cherokee Nation)
Gorter, Charlotte
Grant, Ellen
Grant, Jessica
Gray, Paul
Green, Rebecca
Greenblatt, Sarah
Griffin, Elizabeth
Grika, Jana
Gund, Charlotte
Gutoff, Bija and Koch, Daniel
Guyton, Wendy
Guzman, Cynthia
Haaga, Don
Haber, Gabrielle and Posner, Ari
Hail, Toni and Brian in memory of Linda Logan
Hamilton, Stephanie in honor of Brett Kavanaugh
Hammarlund, Jaime
Haney, Tracy
Hansel, Jona and John in honor of Eli and Lucille Quaempts
Harden, Deborah and Andrei in honor of Margaret Sporlock
Harker, C.
Harper, Krista
Harper, Tammi
Hart, Sandra
Hathaway, William and Elizabeth
Hawley, Monica in memory of Rosalee Scott
Hayden, Susan and Beaston, John
Hayes, Gail in honor of Sara
Health, Rachel
Heuer-Reisberg, Daniel and Friderike
Hicks, Darryl and Dorothy in honor of Sarah Kastelic
Hix, Lisa in honor of Josie Caroline Stanley-Reiter
Hixenez, Seaver
Hobbs, Patricia in honor of Wynema Thorn and Barbara Jackson
Hogan, Raymond and Platt, Emily
Hogg, Dana
Holden, Libby
Holt, Jill
Hopper, Steve and Cindy in honor of Sarah Hopper
Horan, Alyson and Dieckhoff, Andrew
Horsman, Carolyn and
Rodriguez, Rudy
Horwitz, Sheryl and Knudsen, Larry
Hostler, Heather in honor of Hilton Hostler, Jr.
Hoyt-McBeth, Mandi and Steve Hughes, Katie
Hunter, Dolores
Huntington, Joyce
Israel, Nancy
Ives, Tleena
Jacobs, Reanna in honor of the Lower Sioux community
Jacobs, Timothy and Mary Lou
Jager, Mary Elizabeth
James, Penney
Jennings, Madeleine
Johnson, Kristine in memory of Elizabeth Ballew
Johnston, Margaret
Jones, Francine and Laird
Jones, Nadja P. in memory of Darrell Alonzo
Jorgensen, Miriam and Smith, Timothy in honor of Sarah Kastelic
Juncker, Monte
Kade, Allison
Kamps, Christine
Kansen-Kary, Camber
Kaplan, Roberta
Kastelic, Sarah and Kristian in memory of Rosalee Scott
Kato, Jonathan
Katsikis, Melissa
Khweis, Juman
Kulhastein, Kristen
King, Kristina
Kingman, Thomas
Kline, Christine and Ed
Koch, Gerald and Rosette
Krueger, William
Kuehnert, Kim
LaGou, Candace
LaMere, Frank
Lance, Daline
LaRoque, Rea
Larson, Kim
Lassila, Kathrin
Lebel, Helen
Lee, Terry
Lerman Freeman, Esther
Leto, Kristina in honor of Angela Ingermann
Levander, Ximena
Lewis, Michael in honor of June Sepulveda
Lewis, Virginia
Lichtenbaum, Wendy
Lichtman, Rita
Lipo, Ellen
Little Sun, Jeannette
Lockhart, Bonnie
London, Miriam in honor of Sara London-Hinman
Lopez, George
Lopez, Leah
MacCarthy, Carey
Maconber, Madeline
Mahan, Alexander and Burchuk, Sasha
Malleis, David
Marchese, Miranda
Martin, Aurene in honor of Elizabeth Martin
Martin, Michael
Martinez, Art
Mason, Shary
Mathews, Rodney and Eunice
Matthew, Cori in memory of Rosalee Scott
McAdoo, Amanda
McCloud, Constance in memory of Berniece Secena
McCord, McCray, Tameka
McKinley, Sarah in honor of the Stephanie Gutierrez Family
McKinsey, Katherine
McNichol, Tim and Egan, Anne
McVicker, Matthew
Mehr, Kenneth and Ryna
Mendez, Rebecca and Evans, Mark
Mendez, Veralyn in memory of Terrance Mendez
Mickley, Moll and Chuck
Miether, Diane
Milfred, Les and Miller, Mindy
Miller, Clinton
Miller, Haley
Miller, Joseph
Miller, Peter
Milligan-Milburn, Erin
Mitchell, Margaret and Johnson, Mitchell
Miyashita, Koichi
Moen, Nicole
Mompere, Sandy in honor of Kathleen and Lincoln Falla
Montoya, David in memory of Blasa Drorame
Moore, Gregory
Moore, Janet and James
Moore, Melanie
Morgan, Rebecca in honor of Shelby Gansler Arrol
Morley, Geralyn
Morton, Sara and Millkey, Alexander
Moses-Johnson, Marcella and Lance
Mota, Tania
Mott, Vellerie
Mueller, Megan
Mullally, Kathy
Mullis, Nancy
Murillo, Erika
Nafziger, Jon
Nagler, Ray
Nakai, Maxine
Nelson, Debbie in memory of Carol Anderson
Nelson, Linda
Neroda, Kimberley
Neubauer, Tania
Newman, Carol
Newman, Joyce
Newton, Amy and Johnson, Kurt
Noah, Mariah and Taylor, Ryan
Nolley, Charles in honor of National Spiritual Assembly of Bolivia and Andres Jachkollo
Norton, Tasha
Novak, Nancy
O’Dell, Carissa
Olsen, Elen
Onstott, Ashley
Orell, Laurie

NICWA | Annual Report 2019
O’Shea, Patricia in memory of
Carbery O’Shea
O’Sullivan, Emily
Pacifico-Cogan, Danielle and
Daniel in memory of Sara
Glasgow Cogan
Packo, Denise
Panofsky, Margaret in honor of
Marta Robinson
Paschke, Linda
Patrick, Maggie
Payer, Candace
Penn, Charlotte
Peterson, Gary and Yvonne
Petoskey, Michael and Barbara
Phipps, Melissa in honor of
Monty Harding Jr.
Plaster, Mike
Polensek, Natasha
Pombo, Amy
Pranaat, Holly
Preston, Cory in honor of
Americans of Conscience
Checklist
Preston, Will
Price, Melissa
Quaid, Katherine
Ramsey, Megan
Rasmussen, Madison
Rawlings, Lynette
Raye, Nilla and Hamilton, Jack
Reading, Ann
Red Cloud-Owens, Powhatan in
honor of all my fellow veterans
Reddy Abel, Alison and David
Reese, Heather
Remington, Kathleen
Resoff, Linda
Revel, Dan
Richard, Derrak and Jennie
Rieger, Lisa
Rienks, Shauna
Rinck, Emily
Rininger, Melissa
Rivera, Lizette
Robinson, Linda
Rodriguez, Gloria
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Thanks to all our investors who make NICWA’s mission possible!

Your contributions make a huge impact and go a long way to help create a world where every Native child has access to community-based, culturally appropriate services that help them grow up safe, healthy, and spiritually strong.

Please note that every effort is made possible to ensure our Investor and Member listings are an accurate account of all gifts made during our 2019 fiscal year.

To learn more about ways to raise awareness for NICWA’s work, please email: info@nicwa.org