



# 2024 ANNUAL REPORT

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# Our STORY

As we reflect on both the challenges and successes of 2024, we are energized by the important work that continues across the Native nonprofit sector. At Native Ways Federation, the year marked a pivotal milestone with the release of our first major report, *On Our Terms: Supporting a Thriving Native Nonprofit Sector*. The response has been overwhelmingly positive, with many expressing excitement about the insights it offers and the vision it sets for the future. We are committed to building on this momentum, with the report serving as a cornerstone for our education and awareness-building efforts in 2025 and beyond.

This year, we also had the honor of presenting at the annual Native Americans in Philanthropy Conference and the Native Action Network Conference amongst fellow leaders and changemakers. We engaged with other influencers in the field, evidenced by references in various reports and interviews, and we launched our very own Native Nations and Communities 101 training, designed to equip individuals and organizations with the fundamental knowledge to engage meaningfully with Native-led nonprofits. These efforts, and so many more, are all a part of our broader commitment to fostering deeper understanding of the Native nonprofit sector and building lasting, transformative relationships with funders.

2024 also ushered in new funding relationships and strengthened existing ones—opening doors to critical opportunities that will further support Native-led nonprofits. These partnerships are key to our ability to advocate for lasting change and amplify the incredible work already happening within Native communities.

It's no secret that as we move into 2025, we are entering a period of immense and sudden change with the transition to a new political administration. Yet, as Native people, we have long navigated uncertainty with resilience and adaptability, grounded in our values and strengths. The challenges ahead may be complex, but we know that the solutions are already within our communities—and the work of advancing those solutions continues. We don't stop.

As we look ahead, we are enthusiastic to continue the growth of our two major giving day campaigns—Native Nonprofit Day and #GiveNative. These initiatives are expanding in both reach and impact, and we are excited to share more in 2025. We are deeply grateful for the support and partnership of our funders, allies, and community members over the past year. Together, we are forging a stronger, more unified Native-led nonprofit sector and driving meaningful, systemic change for Native communities.

Wopida tanka. With deepest gratitude,



CARLY BAD HEART BULL  
(FLANDREAU SANTEE DAKOTA)  
EXECUTIVE DIRECTOR

## BOARD

**Cheryl Crazy Bull (Sicangu Lakota), Chair,**  
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**John EchoHawk (Pawnee),** Native American  
Rights Fund

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

## KEY STAFF

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

**Stephanie Zadora (Seneca),** Operations and  
Programs Director

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

**Burrell Jones (Diné),** Programs Associate

## Mission

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

## Vision

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

## Strategies

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

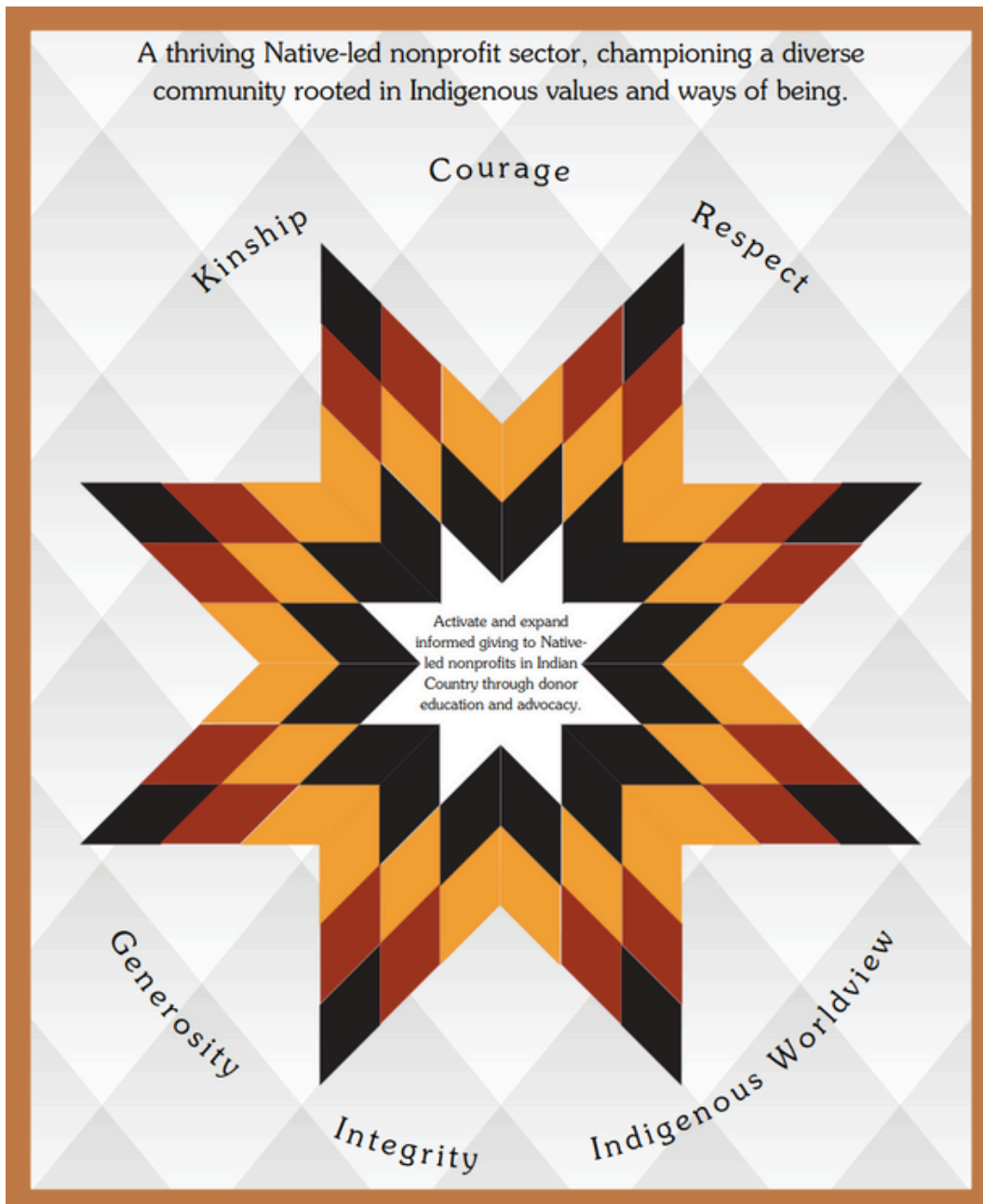
## Values

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



Mission &  
**LEADERSHIP**





## Visualizing Our Strategic Plan

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

Strengthening  
and Unifying  
Native Nonprofits

Advocating  
with and for  
Native Nonprofits

Influencing  
Philanthropic  
Systems Change

# Strategic PLAN

### Statement of Financial Position

#### Assets

Cash & Equivalents	1,307,661
Contributions Receivable	561,220
Prepaid Expenses	7,099
Contributions Receivable, net of current portion	552,168
Property, plant and equipment	609

**Total: 2,428,775**

#### Liabilities and Net Assets

Accounts Payable	2,626
Accrued Wages & Payroll Taxes	46,116
Undesignated Net Assets	803,856
Board Designated Reserves	238,296
Restricted Net Assets	1,337,881

**Total 2,428,775**

### Financial Statement

#### Support and Revenue

Contributions	1,029,186
Founder Contributions	30,000
Education & Training Revenue	8,500
Miscellaneous Income	3,150
Interest Income	9,981
In-Kind Revenue	18,000

**Total 1,098,871**

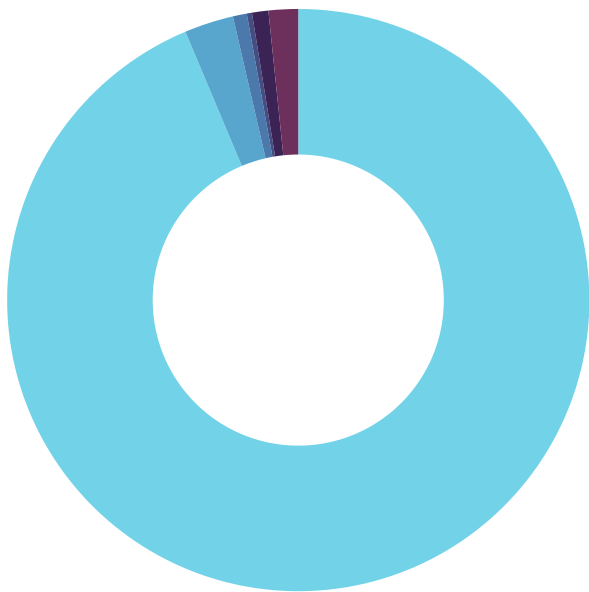
#### Operating Expenses

Program Services	482,299
Management & General	20,812
Fundraising	19,359

**Total 522,470**

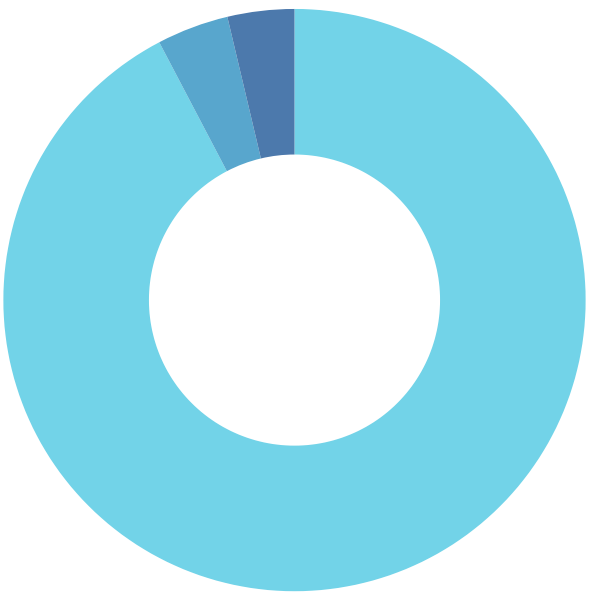
# FINANCES

Revenues



Contributions	1,029,240
Founder Contributions	30,000
Education & Training Revenue	8,500
Miscellaneous Income	3,150
Interest Income	9,981
In-Kind Revenue	18,000

Expenses



Program Services	482,299
Management & General	20,812
Fundraising	19,359

Total Revenue: \$1,098,871

Total Expenses: \$522,470

Net Assets Beginning of Year:  
\$1,803,632

Net Assests End of Year  
\$2,380,033



Thank you to Native Ways Federation's founding organizations:

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

Thank you to all foundation supporters that helped Native Ways Federation grow in 2024, including:

- The Bush Foundation
- John D. and Catherine T. MacArthur Foundation
- Wendt II, Inc.
- W.K. Kellogg Foundation



**Become a regular supporter by  
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