MISSION • VALUES • VISION

MISSION

We partner with American Indian nations to develop and implement sustainable solutions to the housing needs within their communities.

VALUES

EMPOWERING TRIBAL COMMUNITIES

HEALTHY HOMES

LISTENING

SUSTAINABILITY

VISION

We envision a world where healthy and safe housing is available to all and we are all inspired to work collectively to create self-sustaining communities.

Togetherness

RED FEATHER
LETTER FROM THE EXECUTIVE DIRECTOR

Red Feather’s founders, Robert and Anita Young, were inspired to bring together indigenous and non-indigenous individuals to build bridges between the two worlds while working collectively to address the significant housing needs on the homelands and reservations of America’s first people. While many factors shape our lived experiences, we all share the same fate of being human. Each of us experiences joy and sorrow and a desire to live a healthy and fulfilling life, and having a healthy home is essential to achieving this desire. It’s easy to distance ourselves individually from others who lack access to such a reality; an out-of-site mind mentality is the norm for so many of us, regardless of whether that is homes and neighborhoods on the opposite side of town, beyond a mountain, or a distant and foreign land. We cannot escape the reality that housing disparities have a ripple effect on our lives, like a stone splashing in a lake or a seismic event sending a tidal wave across the sea. Individuals create neighborhoods, neighborhoods generate communities, and communities evolve into states and countries. Housing disparities impact us all together at the micro and macro levels. Collective responsibility is a value and moral concept deeply embedded in the cultures of numerous indigenous communities and underpinning our world’s religious philosophies. For our Red Feather family, collective responsibility is in initiatives where individuals, community members, tribal agencies, nonprofits, board members, staff, grantors, and donors collectively address housing issues. We achieve healthier homes through shared labor, resources, or knowledge, creating a sense of shared responsibility and resilience. I ask our entire Red Feather family to see our annual report theme, togetherness, as a rite of passage that symbolizes an individual’s transformative journey to forge deeper connections, strengthen bonds, and unite with a broader community. Our togetherness is a poignant reminder that our unity is a fundamental part of our human experience. We are all deeply interdependent upon one another to maintain a harmonious world. We hope you enjoy reading about our collective success in this year’s annual report and will continue to join us in widening the circle of our work.

[Signature]
Training in 2021 - 212

HOME EDUCATION

Training in 2022 - 222
Togetherness is central to Red Feather’s efforts in education initiatives that seek to foster deep relationships with homeowners to enhance the community’s well-being. At the heart of our mission is the belief that providing residents with essential knowledge facilitates their ability to maintain their homes and promote healthy indoor environments. Recognizing the profound link between housing conditions and occupants’ well-being, we aim to enable individuals to be vigilant guardians of their health, fostering greater community resilience.

A new chapter in our journey unfolds with the launch of our trades scholarship program that aims to cultivate the local workforce by investing in the critical needs of Navajo and Hopi tribal trades professionals. The program’s launch was possible due to key partnerships with individual donors who believe investing in the local workforce is critical for addressing systemic poverty barriers. By addressing structural barriers, such as lack of a trained workforce, scarcity of licensed contractors, and access to capital loans, we collectively work together towards a brighter future for the Hopi and Navajo Nations.

Red Feather’s scholarship fund can support a plethora of needs, such as educational training, licensing, insurance and bonding fees, and tool and equipment purchases. These scholarship funds play a pivotal role in the ability of our communities to leverage the increased federal funding opportunities following the closure of critical coal mines and the horrific devastation of the COVID-19 pandemic.

The investment in local trade professionals positions their businesses to receive these funds instead of the monies going to entities outside of the communities or, even worse, not accessed at all. This underscores the imperative for robust business development on the reservation. One scholarship recipient expressed, “My goal is to use my education and license to give back to the community. I want to specialize in the residential and commercial industry on and off the reservation.”

During 2022, we also continued to invest in developing Red Feather’s DIY learning courses into a digital format. Doing so allows the organization to reach a much wider audience than through classroom-oriented instruction alone. Red Feather program coordinators spent hundreds of hours delivering personalized in-home education to strengthen awareness of how housing conditions can directly impact health and pocketbooks. Families also receive culturally relevant educational resources, such as energy cost-saving strategies, that help reinforce verbal instruction and can be referenced by families in the future. Beyond practical use, these investments embody our belief in the strength of our communities to pass this information on from one generation to the next.
Native Home Resource Network (NHRN) at Red Feather Services continues to be the vibrant heart of our community, pulsing with the energy of cultural continuity and resiliency. When individuals seek our assistance, they embark on a collective journey guided by our compassionate case coordinators. These dedicated professionals don’t just offer a listening ear; they work with clients to unlock a wealth of local resources rooted in cultural heritage. This collaborative approach ensures that individuals and families are engaged in their projects, steering the path toward brighter, more secure homes while preserving cultural traditions every step of the way.

The NHRN program provides each client with a thorough home assessment, one-on-one educational experiences, and home repair action plans. Under NHRN’s umbrella, we provide micro-grants called Direct Solutions that families use to obtain construction materials, tools, or essential appliances like water heaters and cooking stoves. Direct Solutions builds local resilience by allowing homeowners to undertake many of their repairs independently, thus allowing us to stretch limited resources and extend our hand to a broader spectrum of individuals in need. Case Coordinators also distributed hundreds of health home supplies such as HEPA air filters, carbon monoxide, smoke alarms, chimney cleaning brushes, aging-in-place devices, and weatherization supplies.

Red Feather continues to honor cultural heating practices by partnering with the Northern Arizona Council of Governments, local governments, and service providers to distribute essential firewood to families in need. Beyond the cultural traditions, if the electricity fails or propane runs short, confidence can always be found in the reliability of heating with wood. Red Feather is committed to ensuring that households across the vast expanses of the Navajo and Hopi Nations have access to an adequate supply of firewood to keep their homes warm through the cold nights on the Colorado Plateau.

Thanks to the continuous donations and volunteer support from numerous partners in 2022, we continued to achieve milestones in addressing water access, sanitation, and hygiene needs by installing high-capacity handwashing stations and providing water storage tanks to ensure reliable water supply, to improve overall hygiene conditions for households without running water.

The list of partners that make up the NHRN network is vast, and we are ever grateful to each one who is part of our circle. Togetherness is truly the essence of what NHRN represents, weaving a tapestry of collaboration, support, and shared commitment to community well-being. None of this transformative work would be possible without the devoted program team here at Red Feather, whose dedication and passion continue to drive our mission forward.

<table>
<thead>
<tr>
<th>HNRN Annual Report Data 2021-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>Home Inspections</td>
</tr>
<tr>
<td>Direct Solutions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Healthy Home Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>Aging In-Place Kit (Fall prevention items)</td>
</tr>
<tr>
<td>Water Storage Tanks</td>
</tr>
<tr>
<td>Firewood</td>
</tr>
<tr>
<td>Cooking Stoves</td>
</tr>
<tr>
<td>HEPA Filters</td>
</tr>
<tr>
<td>Handwashing Stations</td>
</tr>
<tr>
<td>DIY Solar Kits</td>
</tr>
<tr>
<td>Health Heating Kits</td>
</tr>
<tr>
<td>Firewood Sheds</td>
</tr>
</tbody>
</table>
“Not only is our mission to provide and deliver Stove Ready firewood to families in need/ at risk, but also to provide a reliable well stocked inventory for families who are able to purchase a little at a time.”

“Community members have expressed their appreciation that they only need to drive a short distance to get their wood”
A narrative reflecting a collective effort of togetherness to address housing repairs lies at the foundation of Red Feather’s history. In 1994, founders Robert and Anita Young initiated the construction of the first Red Feather home, named in tribute to Katherine Red Feather. The catalyst for their actions was Katherine’s unsafe shelter, which served as her long-term residence. This historical account has evolved into our current Healthy Home Energy and Safety Improvements program, a tangible representation of our community’s dedication to providing essential home repairs to tribal members within the Hopi and Navajo Nations.

The need for housing assistance has been persistent in Indian Country for decades. However, obtaining accurate data is a challenge on multiple levels, ranging from tribal privacy concerns to limited resources, to name just a few examples. An often-cited source is a 2003 report by the U.S. Commission on Civil Rights stating that 40% of homes on reservations still fall below the federal standard for “adequate housing.” Our experience is that, sadly, this number has not decreased significantly over the years. Our work often uncovers households that have been living with numerous home repair needs for decades that would cost tens of thousands of dollars to address. These issues can cause significant health issues, which, in turn, can impact other aspects of life, such as excelling in school or the workplace, building a savings account, or creating resilient communities. These challenges emphasize the ongoing importance of the work we consistently carry out.

In 2022, our efforts focused on heating system upgrades, bathroom safety remodels, accessibility ramps, roofing, and energy solutions. Requests for electric heat and cooling and modern EPA wood stoves have continued to grow, reflecting demand for reducing indoor solid fuel emissions and awareness of the negative impacts of poor indoor air quality.

Slowly but surely, Red Feather’s catalog of reliable and capable subcontractors has continued to grow. They supply the skilled labor needed to complete our HHESI projects and, in turn, help spur economic development through job creation. Notably, a substantial portion of our workforce still originates from the Hopi and Navajo communities, highlighting our collective effort to generate job opportunities for skilled tradespeople from our partner communities. We have also continued to maintain and develop new partnerships with government agencies, private foundations, and the generosity of individual donors. Our collective community consistently rallies together to provide the resources to help our HHESI program thrive.

Our shared commitment to improving living conditions and fostering well-being remains strong. We look forward to continuing the evolution and expansion of our joint efforts. While the demand for our services consistently outpaces our available resources, our efforts remain steadfast. We are grateful for this vital program’s support and continued work.
“Our mission resonates with me because of the networking we do with Donors/Sponsors to accommodate Humanitarianism projects to Indigenous tribes, in my case it’s Navajo, Hopi, Paiutes.”

- Duane Tsinigine

HHESI Annual Report Data 2021-2022

<table>
<thead>
<tr>
<th>Type</th>
<th>2021</th>
<th>2022</th>
</tr>
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<tbody>
<tr>
<td>Accessibility</td>
<td>11</td>
<td>17</td>
</tr>
<tr>
<td>Homes Weatherized</td>
<td>109</td>
<td>224</td>
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<tr>
<td>Major Home Renovations</td>
<td>70</td>
<td>54</td>
</tr>
<tr>
<td>Heating System Improvements and Stove Swap Outs</td>
<td>95</td>
<td>228</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>285</strong></td>
<td><strong>523</strong></td>
</tr>
</tbody>
</table>

“(RF) has made and continues to make a lasting impact on Native family homes. The impact being that families are now safe, warm and have a healthy house to call home.”

- Roy Hosteen
RED FEATHER
Navajo Nation, the largest federally recognized tribe in the United States, spans over 27,000 square miles, encompassing portions of Arizona, Utah, and New Mexico. Its diverse landscape ranges from red rock mesas to high desert plateaus. Similarly, the Hopi Reservation, situated within the Navajo Nation in northeastern Arizona, covers about 2,500 square miles and is known for its mesas and buttes. Both nations have a profound connection to their ancestral lands, where traditions, ceremonies, and a deep spiritual connection to nature thrive. These expansive, geographically and culturally rich reservations offer a glimpse into the resilience and unique heritage of the Navajo and Hopi people.
Red Feather Development Group
STATEMENT OF FINANCIAL POSITION
December 31, 2022

ASSETS
Current Assets
Cash and cash equivalents $ 816,741
Grants receivable 218,061
Contributions receivable 273
Investment securities 46,276
Prepaid expenses 14,476
Right-of-use asset 13,843
Other current assets 970
Total Current Assets 1,110,640

Other Assets
Equipment - net 200
TOTAL ASSETS $ 1,110,840

LIABILITIES AND NET ASSETS
Current Liabilities
Accounts payable $ 24,690
Accrued liabilities 25,079
Lease liability - operating lease 13,843
Total Current Liabilities 63,612

Net Assets
Without donor restrictions:
Undesignated 121,825
Board-designated 170,000
Total Net Assets Without Donor Restrictions 291,825
With donor restrictions 755,403
Total Net Assets 1,047,228
TOTAL LIABILITIES AND NET ASSETS $ 1,110,840

See the accompanying notes and independent accountants’ review report.

BOARD OF DIRECTORS

Chrystel Cornelius
Board President
Executive Director of First Nations Oweesta
Oneida Nation, Turtle Mountain
Band of Chippewa Indians

Mark Hall
Board Vice President
Past Executive Director of Red Feather

Victor Burnola
Board Treasurer
Founder and Principal Consultant, Communities for Prosperity

Meghan Raftery
Board Secretary
Marketing Consultant

Eunice Begay
Board Member
Senior Program & Projects Specialist with the Navajo Nation Division of Community Development Navajo Nation

Gene Kuwanquatlawa
Board Member
Hopi Nation

Kenneth Myers
Board Member
Lead Faculty, Cocanina Community College Sustainable Building Trades, Construction Technology Management, Welding and Automotive

Sarah Echohawk
Honorary Board Member
President of AISES Pawnee Nation
## Red Feather Development Group

**STATEMENT OF ACTIVITIES**

<table>
<thead>
<tr>
<th>Year Ended December 31, 2022</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue and Support</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Individual contributions</td>
<td>$172,618</td>
<td>$48,469</td>
<td>$221,087</td>
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<tr>
<td>Corporate contributions</td>
<td>42,123</td>
<td>787,001</td>
<td>829,124</td>
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<tr>
<td>Grant revenue</td>
<td>116,466</td>
<td>770,692</td>
<td>887,158</td>
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<tr>
<td>Contributed nonfinancial assets</td>
<td>960</td>
<td>30,383</td>
<td>31,343</td>
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<tr>
<td>Contributed services</td>
<td>23,437</td>
<td>7,073</td>
<td>30,510</td>
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<tr>
<td>Other revenue</td>
<td>132</td>
<td>-</td>
<td>132</td>
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<tr>
<td><strong>Total Revenue and Support</strong></td>
<td>355,736</td>
<td>1,643,618</td>
<td>1,999,354</td>
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<tr>
<td><strong>Net Assets Released From Restrictions</strong></td>
<td>1,471,979</td>
<td>(1,471,979)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program services</td>
<td>1,521,268</td>
<td>-</td>
<td>1,521,268</td>
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<tr>
<td>General and administrative</td>
<td>250,579</td>
<td>-</td>
<td>250,579</td>
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<tr>
<td>Fundraising</td>
<td>69,253</td>
<td>-</td>
<td>69,253</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>1,841,100</td>
<td>-</td>
<td>1,841,100</td>
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<tr>
<td><strong>Change in Net Assets</strong></td>
<td>(13,385)</td>
<td>171,639</td>
<td>158,254</td>
</tr>
<tr>
<td><strong>Net Assets - Beginning of Year (Audited)</strong></td>
<td>305,210</td>
<td>583,764</td>
<td>888,974</td>
</tr>
<tr>
<td><strong>Net Assets - End of Year (Reviewed)</strong></td>
<td>$291,825</td>
<td>$755,403</td>
<td>$1,047,228</td>
</tr>
</tbody>
</table>

*See the accompanying notes and independent accountants’ review report.*

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## STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joe Seidenberg</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Delisa deVargas</td>
<td>Director of Finance and Administration</td>
</tr>
<tr>
<td>Shannon Maho</td>
<td>Program Manager</td>
</tr>
<tr>
<td>Roy Lee Hosteen</td>
<td>Four Corners Program Coordinator</td>
</tr>
<tr>
<td>Kiera Coughlan</td>
<td>Fund Development Manager</td>
</tr>
<tr>
<td>Elizabeth Freeman</td>
<td>Program Coordinator</td>
</tr>
<tr>
<td>Kayla Miller</td>
<td>Program Coordinator</td>
</tr>
<tr>
<td>Alfred Lomahquahu</td>
<td>Community Coordinator</td>
</tr>
<tr>
<td>Brian McNeal</td>
<td>Community Coordinator</td>
</tr>
<tr>
<td>Aaron Secakuku</td>
<td>Program Manager</td>
</tr>
</tbody>
</table>

*Navajo and Hopi Nations*
THANK YOU TO OUR SUPPORTERS!

Abel Household
Abigail Oliver
Akaylah Trundle
Alan Rich
Alistair Davidson
America’s Charities
Amy Donahue
Amy Kim
Andrea Sheridan
Andrew Wright
Ann and Roger Darracq and Graham
Ann Lee
Ann McDermott
Ann Whittemore
Anna and Larry Bennett
Annabella Zielsdorf
Anne Lewis
Anne Trumble
Anthony McGee
Arizona Alliance of Nonprofits
Arizona Community Foundation of Sedona
Art Smith
Ashley Chapman
Ashley Petefish
Assist to Independence
Athena Coroneos
Attila Cziglenyi
Aubrey Hampton
AUDRY POMERENING
Bank Of America
Barbara Buchanan
Barbara Cook
Barbara Epstein
Barbara Poley
Barbara Vainio
Bennett Beach
Betty Andrews
Betty Riley
Beverly Bender
Bill and Trish Harris
Bill Cunningham
Bill Nelson
Bonnie Engels
Borje Brandt
Bradly Gore
C Janet Hall
Caitlin A O’Meara
Carey Fredman
Carl and Margaret Hedlund
Carl Kassebaum and Corliss Perdaems
carol bickford
Carol Correard
Carol Doherty
Carol Marotti
Carol Ramsay
Caryn Peck
Cat Roberts
Catherine Rennert
Catherine Wright
Cathy Goodman
Cecilia Leonard
Celeste Neuhard
Celestine Hines
Central Indian Community Foundation
Chad Taylor
Charisse Castagnoli
Charlene Woodcock
Charles Amos
Charles Grooms
Charles Kaplan
Charles Scott and Mary Mortenson
Charles Scrivner
Chelsey Johnson
Chia Bradshaw
Chiquita Rollins
Chris Hedley
Christine Pado
Christine Scoville
Chyril Woolbert
Clifton Leatherwood
Clyde and Peggy Froehlich
Coconino County
Constance Trecartin
Constance Watz
Cora Wortham
Cory Jones
Courtney Dunsmore
Cynthia Davis
Cynthia Mohn
D.W. Waddell
Damien Cournche
Dana Easton
Daniel O’Donnell
Darrell Sakeve
Dave and Randi Stroh
David Crawford
David DeRousse
David Hawes
David Lavallee
David Stewart
David Taft
Davis & Smith Family Foundation
Deborah Alexander
Deborah Anderson
Deborah Barker
Deborah Dabkowski
Deborah E Anderson
Deborah Lane
Deborah Van Proeyen
Deirdre Howley
Dennis Lamb
Devon Kirsch
Diane Droeschner
Dixie McIntyre-Mittman
Dolores Taylor
Don Nelsm
Donn Thornton
Donna Nasrfield
Donna Strand
Doris Krattiger
Dorothy and John Jones
Dorothe Silvero
Douglas Terle
Edward Moreau
Eileen Sander
Elaine Villagomes
elaine minier
Elaine Stauoff
Elaine Woodriff
Eleanor Benner
Elise P Lehman
Elizabeth Gilman
Elizabeth LaGro
Elizabeth Mundie
Charitable Fund of the Gulf Coast Community Foundation
Elizabeth van der Pas
Ellie Wilson
Ely Katz
Emily Pittore
Eric Mittman
Eric Smith
Eric Zacharias
Esther Kapes
Ethan Mahoney
Eugene Schoonover
Evelina Rochenska
Fairly Kinder
Faith Lutheran Church
Faraji Douglas
Floyd Smith
Foothills Bank
Frances Sjoberg
Francis and Jeanne Hawkins
Frank Kelley
Frank Sprinkel
Frank Stonaker
Gabriella Sa
Gaila Crawford
Gary Hangartner
Gary Mongillo
Gately Family Foundation
George Viener
Give Lively
Glen and Audrey Hostetler
Glenn/Linda Feldman
Gorana Banda
Greg Yoder
Gregory Hansrote
hailey patterson
Haley Mech
Harry Crawford
Harry DeLashmatt and Lynette Lochausen
Harvey and Sharon Seidenberg
HCA Caring for the Community
Health First Foundation Northern Arizona
Heidi Hauschild
Heidi Stenner
Helen J Crow
helena duko
Henry Austin
Hillary Gross
Hillary Olsen
Hop Foundation
Hutchins Fund
Indiana United Ways, Inc.
Irene & Joseph Christ
Isaac Ingalls
Jacqueline Drake
Jacqueline Hoell
Jacyara De Oliveira
Jaime Myers
James Borneman
James R. Jennings
James Thompson
Jane Coe Smith
Jane Reynolds
Janet Spooner
Janice Kautz
Jason Wioskowski
Jay Treat
Jean Sheviak
Jeanette Anderson
Jeanette Joy
Jeanette Honanie
Jeffrey Roitman
Jennifer Flaherty
Jennifer Hershey
Jerry and Jana Soverinsky
Jerry Snow
Jessica Riedl
Jim and Lynn Rylander
Jim LaBrie
Joan Littlejohn
Joan Silverio
JoAnn McCoy
Joanna Boylan
Joaquín Brown
Jody Jordet
Joe Rios
Joe Seidenberg
John and Martha Jarboe
John and Sharon Walker
John Duggan
John Graves
John Hanson
John Richardson
John Swiss
John W. Pope Foundation
Jonathan Nichols
Jordyn Szetter
Joseph and Jacqueline Kriese
Joseph Lamb
Joseph Shelton
Joshua Meyer
Joyce Marks
Judith Clister
Judy and Stephen McClanahan
Judy Griffin