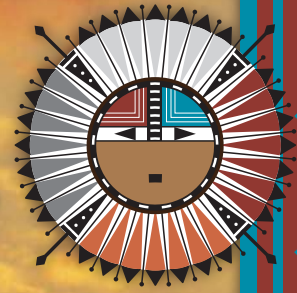


RED FEATHER

DIVERSITY

2023 ANNUAL REPORT



991

**“991 FAMILIES
RECEIVED
HEATING
ASSISTANCE.”**





THE MISSION

Red Feather's mission is inspired by a deep commitment to addressing the housing challenges faced by Native American communities while honoring their cultural traditions and values. The organization draws motivation from the principle of collective responsibility, which is rooted in Indigenous cultures and emphasizes the interconnectedness of individuals, communities, and the environment.

Red Feather's work is driven by a vision of a world where everyone has access to safe, healthy, and sustainable housing. This mission is further inspired by the resilience, resourcefulness, and cultural heritage of the Hopi and Navajo Nations, as well as the belief that collaboration, education, and innovation can create lasting change. By integrating traditional knowledge with modern solutions, Red Feather seeks to support communities and create a future where housing disparities are a thing of the past.

"The crew that came in worked hard and tirelessly and were very polite and cordial. I appreciate their time and hard work and most of all they were very respectful to home and property."

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends and Supporters,

As the nation and tribal communities continued their recovery from the COVID-19 pandemic, 2023 marked a return to our full suite of programming at Red Feather Development Group. This year, we renewed and expanded our efforts to address Indigenous communities' diverse housing challenges. The theme of this year's annual report, "Diversity," encapsulates the multifaceted approach that defines our work and drives our mission.



DIVERSITY IN PROGRAM DELIVERY

Red Feather's initiatives span three essential pillars:

- **Education:** This year, we delivered two DIY home repair workshops that empowered homeowners, provided professional training for tribal trades professionals, and offered scholarships to support emerging tribal trade businesses. These programs not only built skills but also fostered self-reliance and community empowerment.
- **Housing Assistance Case Management:** In 2023, we connected 203 families with vital housing resources, including healthy home essentials such as firewood, safety devices, and funding for homeowner-led repairs. Collaborations with local partners such as Community Strong, Pikiwini Hopi, and Tewa Warmth enabled us to deliver water and firewood to elders and families in remote areas, ensuring no one was left behind.
- **Construction Management:** Our team oversaw critical housing repairs, impacting 206 homes. Projects included roof repairs, bathroom remodeling, and the installation of aging-in-place modifications, all instrumental in improving the health and safety of community members.

Through these diverse programs, we addressed the unique challenges facing tribal communities, meeting their needs with creative and culturally appropriate solutions.

DIVERSITY IN FUNDING PORTFOLIO

This year, Red Feather benefited from a robust and diverse funding mix, including corporate sponsors, private donors, private foundations, and federal grants. A notable highlight was the substantial financial support from Coconino County through the American Rescue Plan Act, which bolstered our capacity to serve more families. This varied funding portfolio enhances our resilience, ensuring we can sustain our work even when specific funding streams fluctuate.



DIVERSITY IN STAFF COMPOSITION AND PARTNERS

A founding principle of Red Feather is the collaboration and partnership between Indigenous and non-Indigenous individuals. Doing so brings together unique perspectives that leverage diverse values and pathways. This dynamic approach has been crucial as we work within sovereign tribal nations while engaging with predominantly non-Indigenous funders. This balance is essential to the cultural relevance and efficacy of our work.

WHY DIVERSITY STRENGTHENS NONPROFITS

Diversity is not just a theme for us—it is a strategy that makes nonprofits more effective. Diverse teams combine unique perspectives and experiences to create innovative solutions. At Red Feather, the blend of Indigenous and non-Indigenous staff helps us navigate cultural complexities while building meaningful and respectful programs for the communities we serve. Similarly, a diverse funding portfolio ensures that we remain adaptable and resilient in the face of challenges, allowing us to continue meeting the needs of those who depend on us.

Research shows that organizations with diverse leadership and teams better connect with various stakeholders, making them more impactful and sustainable. For Red Feather, diversity in every facet—our programs, staff, and funding—has been the key to our long-standing success and will continue to guide us into the future.

DIVERSITY AS A GLOBAL VALUE

At a much higher level, what brings beauty to our world is the unique diversity in each one of us. While we may sometimes see ourselves divided by boundaries and differences, celebrating what makes us unique can foster understanding, connection, and growth. When we embrace diversity as a strength, we build a stronger, more inclusive future for all.

Together, let's continue to celebrate the diversity that strengthens our communities and creates a world where everyone has the opportunity to thrive.

Our dedication to diversity across programs, funding, and staff empowers us to meet challenges with creativity and resilience. These efforts are only possible because of the support of our donors, partners, and community members like you. Together, we are creating a future where healthy and safe housing is a reality for all.

From our house to yours,



Joe Seidenberg
Executive Director

RED FEATHER DEVELOPMENT GROUP: BUILDING A DIVERSE LEGACY OF RESILIENCE AND INNOVATION

Red Feather Development Group has a dynamic history rooted in service, sustainability, and partnership with Native American communities. Since its founding in 1994 by Robert and Anita Young, Red Feather has been dedicated to addressing housing challenges in Indigenous communities. Inspired by the unsafe living conditions of Katherine Red Feather, the organization began its journey by building and rehabilitating homes with the help of volunteers, creating a foundation of hope and transformation.

In the early years, Red Feather pioneered innovative housing solutions, such as the American Indian Sustainable Housing Initiative, which introduced straw-bale construction techniques to promote self-sufficiency within tribal communities. Over the years, the organization evolved, relocating to Bozeman, Montana, and later to Flagstaff, Arizona, to serve the Hopi and Navajo Nations. By integrating traditional knowledge with modern practices, Red Feather has remained a trusted partner in creating culturally relevant and sustainable housing solutions.

Red Feather's journey from its first home construction project to its current impactful programs exemplifies the enduring power of collective action. The organization remains guided by its founding principles of collaboration and respect for Indigenous traditions. By addressing modern housing challenges and honoring cultural heritage, Red Feather bridges the past and present to create a more sustainable future.

Through the unwavering support of individual donors, foundations, grants, and partners, Red Feather Development Group continues to progress and transform, proving that when we come together, healthier, safer homes are possible for all.



HEALTHY HOME ENERGY AND SAFETY IMPROVEMENTS:

DELIVERING DIVERSE SOLUTIONS

In 2023, the Healthy Home Energy and Safety Improvements (HHESI) program continued to deliver meaningful impacts across the Hopi and Navajo Nations, addressing a wide range of housing challenges with diverse solutions. Through collaboration and a focus on health, safety, and inclusivity, the program helped families create safer, more efficient, and comfortable homes. This progress was made possible through close partnerships with organizations such as **APS, Cozy Homes, and Brightline Construction**, which were instrumental in achieving these goals.

KEY ACHIEVEMENTS IN 2023

- **General Housing Repairs:** Over 200 homes (206 in total) received critical repairs, ranging from structural fixes to comprehensive safety upgrades, reflecting our commitment to fostering safe and livable homes.
- **Weatherization Projects:** 186 homes were weatherized to reduce energy loss and improve comfort, saving families money on utility bills and reducing environmental impact.

FOCUSED SAFETY AND ACCESSIBILITY IMPROVEMENTS

- **Roof Repairs:** 37 families received roof replacements or repairs, protecting their homes from water damage and enhancing structural integrity.
- **ADA Bathroom Remodels:** 51 homes were upgraded with ADA-compliant bathrooms, including walk-in showers, grab bars, and other features designed to ensure safety and accessibility for elders and individuals with disabilities.
- **Accessibility Ramps:** 10 homes were equipped with ramps, improving mobility and providing independence for those with physical challenges.

ENERGY-EFFICIENT HEATING UPGRADES

- **Wood Stoves:** 19 families received modern EPA-certified wood stoves, reducing indoor air pollution and improving heating efficiency.
- **Mini-Splits:** 21 homes were outfitted with energy-efficient mini-split systems, offering heating and cooling solutions tailored to each household's needs.



This year's accomplishments demonstrate the HHESI program's ability to address the unique needs of diverse households while respecting cultural traditions, promoting sustainable practices, and fostering economic development within the Hopi and Navajo Nations. By combining modern technology with locally sourced labor and materials, the program improved living conditions and strengthened local economies. These achievements reflect the dedication of our staff, the support of our donors, and the perseverance of the families we serve. Together, through collaboration and innovation, we are creating healthier homes and shaping a future where every home reflects the resilience and diversity of its community.



51 ◆
"51 HOMES
REMODELED
WITH ADA-
COMPLIANT
BATHROOMS."



"I would like to express Red Feather's commitment to helping seniors maintain their independence within their own homes as truly commendable."



“Just wanted to thank you and the program for helping my mom! She was so appreciative and happy telling us about her new roof and windows.”



NATIVE HOME RESOURCE NETWORK: CELEBRATING DIVERSITY IN SUPPORT AND SOLUTIONS

The Native Home Resource Network (NHRN) provides essential support for families across the Hopi and Navajo Nations, connecting individuals to vital resources and building resilient communities. In 2023, the NHRN program demonstrated the power of diversity—diverse resources, partnerships, and approaches—while addressing the unique housing needs of the communities we serve.

Through the NHRN program, we offered a wide array of solutions tailored to meet the unique challenges faced by families:

- **Home Assessments:** A total of 212 in-depth home assessments were conducted, identifying specific repair and resource needs for families. This individualized approach ensures that each home receives solutions that reflect the distinct circumstances of the household.
- **Heating Assistance:** Nearly 1,000 families (991 households) received vital heating support, ensuring warmth during the cold months and mitigating health risks associated with inadequate heating systems.
- **Healthy Home Kits Dispersed:** 101 households benefited from kits designed to address indoor air quality, energy efficiency, and safety, creating healthier living environments.
- **Direct Solutions:** 197 families benefited from microgrants to purchase materials, tools, or appliances essential for home repairs. This initiative allows homeowners to take an active role in their projects, leveraging their skills to create safer, healthier living environments.

The Native Home Resource Network (NHRN) program is dedicated to supporting households by providing firewood for heating, facilitating essential repairs, and distributing resources such as healthy home kits and aging-in-place kits, all delivered with deep respect for the traditions and values of the families and individuals we serve. This work is strengthened by a diverse network of contributors, including tribal agencies, local contractors, nonprofit organizations, and individual donors. Collaborative efforts with organizations like Wood Banks **Community Strong, Pikunivi Wood Haulers**, and the **National Forest Foundation** have been instrumental in amplifying our impact, ensuring families received vital resources through financial support and on-the-ground efforts, regardless of location or housing challenges. This year's accomplishments highlight the power of diversity, as the program combined a wide range of perspectives and approaches to address immediate housing needs and create lasting change. By equipping families with tools, knowledge, and resources, the NHRN program has helped households sustain their homes and secure a healthier future.



COMMUNITY OUTREACH AND DEVELOPMENT: CULTIVATING KNOWLEDGE AND OPPORTUNITY

At Red Feather Development Group, our **Community Outreach and Development** initiatives are guided by the principle that education and opportunity are vital to building strong, self-sustaining communities. In 2023, these programs reflected the diversity of needs and aspirations within the Hopi and Navajo Nations, bringing meaningful resources and opportunities to individuals and families.

EDUCATION WORKSHOPS: SHARING KNOWLEDGE ACROSS GENERATIONS

Red Feather facilitated two education workshops focused on equipping participants with essential skills for maintaining and improving homes. These sessions addressed technical knowledge, such as weatherization techniques and energy efficiency practices, while fostering dialogue and learning across generations. Tailored to the unique needs of participants, the workshops provided a space for both traditional knowledge and modern home repair strategies, providing families with the skills and confidence to actively maintain their homes and strengthening a sense of community in the process.

SCHOLARSHIPS: INVESTING IN THE FUTURE

Red Feather demonstrated its commitment to fostering local trades and building a resilient workforce by awarding 18 scholarships to tribal members pursuing careers in construction, home repair, and other trades essential for addressing housing challenges in their communities. These scholarships covered costs such as training, certifications, tools, equipment, and repairs, reducing barriers to entry for aspiring professionals and empowering them to contribute meaningfully to their communities. Each scholarship represented an investment not only in the individual recipient but also in the broader business community, strengthening local economies and creating a self-reliant workforce capable of meeting the housing needs of the Hopi and Navajo Nations. Through diverse initiatives such as workshops that connect families to practical solutions and scholarships that create pathways to success, Red Feather's Community Outreach and Development efforts showcased the transformative power of education, opportunity, and collaboration. These programs, supported by partnerships with tribal agencies, local organizations, individual donors, and foundations such as the **Arizona Community Foundation** and the **Gately Family Foundation**, addressed immediate needs while laying the groundwork for resilient, self-sustaining communities. They ensure that every individual has access to the tools, knowledge, and opportunities needed to succeed.

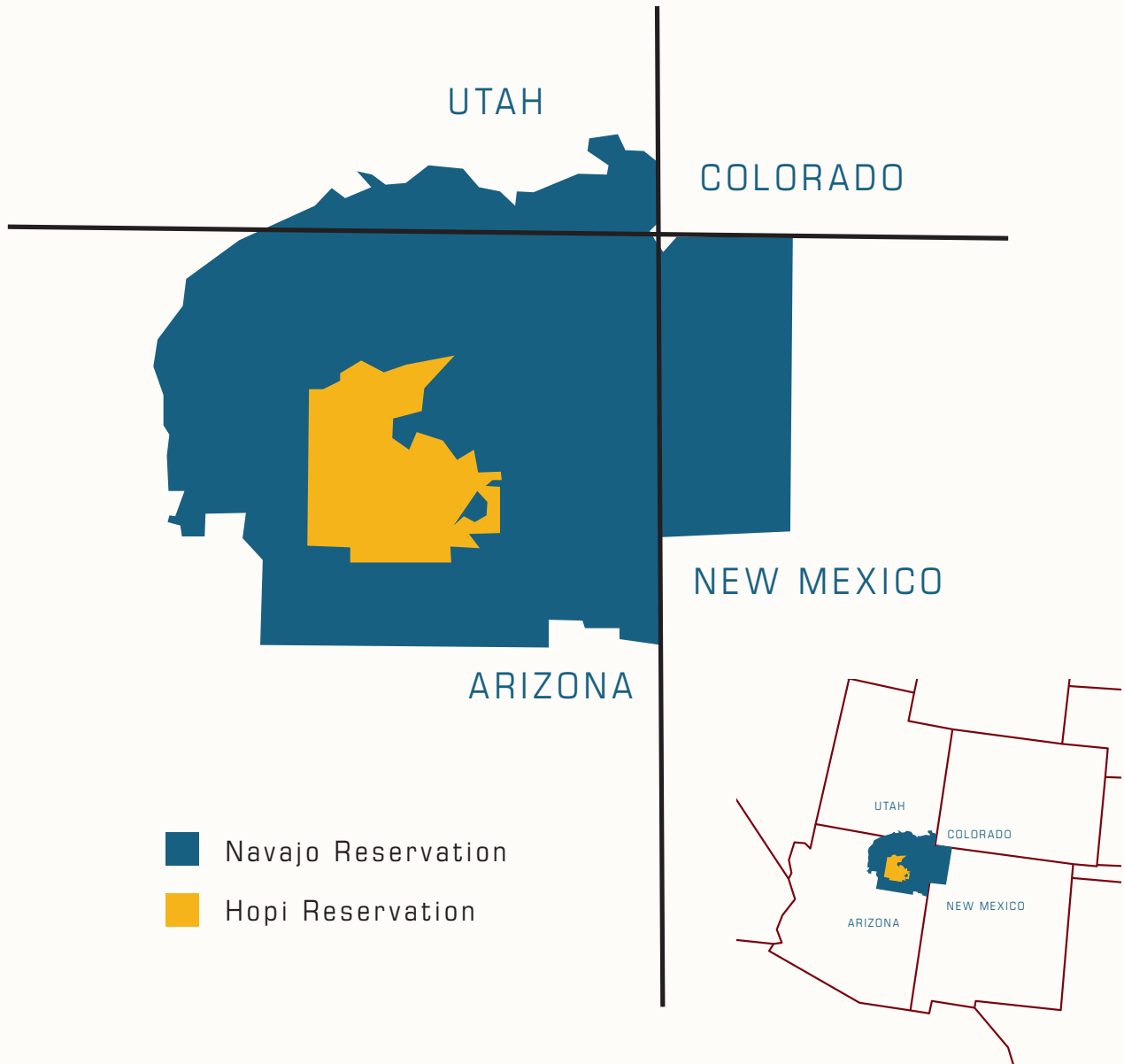


◆ 18

**“18 SCHOLARSHIPS
AWARDED TO
TRIBAL MEMBERS.”**

D I V E R S I T Y
2023 ANNUAL REPORT

The Navajo Nation spans over 27,000 square miles across Arizona, Utah, and New Mexico, making it the largest federally recognized tribal territory in the United States, while the Hopi Nation, nestled within its boundaries, encompasses approximately 2,500 square miles, reflecting a rich cultural and geographical diversity across vast, breathtaking landscapes.



RED
FEATHER



Red Feather Development Group
STATEMENT OF FINANCIAL POSISTION
YEAR ENDING 2023

	2023
<u>Assets</u>	
Current assets:	
Cash and cash equivalents	\$1,653,353
Grants receivable	660,797
Contributions receivable	-
Investment securities	49,918
Prepaid expenses	-
Right-of-use asset for operating lease	-
Other assets	-
Total current assets	2,364,068
Noncurrent assets:	
Property and equipment, net	-
Total noncurrent assets	-
Total assets	\$2,364,068
<u>Liabilities and Net Assets</u>	
Current liabilities:	
Accounts payable	\$ 20,457
Accrued liabilities	44,635
Lease commitments- Current portion	-
Total current liabilities	65,092
Net assets:	
Net assets without donor restrictions	
Undesignated	1,170,457
Board designated	170,000
Total net assets without donor restrictions	1,340,457
Net assets with donor restrictions	958,519
Total net assets	2,298,976
Total liabilities and net assets	\$2,364,068

Red Feather Development Group
STATEMENT OF ACTIVITIES
YEAR ENDING 2023

	2023		
	Without Donor Restrictions	With Donor Restrictions	Total
Operating Support and Revenue:			
Contributions from individuals	\$ 507,034	\$ 10,000	\$ 517,034
Contributions and grants - corporations	1,119,513	349,000	1,468,513
Grant revenue	655,715	678,350	1,334,065
Contributed nonfinancial assets	-	-	-
Contributed services	-	-	-
Miscellaneous income	1,730	-	1,730
Investment income	2,637	-	2,637
Net assets released from restrictions	834,234	(834,234)	-
Total operating support and revenue	3,120,863	203,116	3,323,979
Operating Expenses:			
Program services	1,706,990	-	1,706,990
Supporting services:			
General and administrative	284,247	-	284,247
Fundraising	80,994	-	80,994
Total supporting services	365,241	-	365,241
Total Expenses	2,072,231	-	2,072,231
Change in Net Assets	1,048,632	203,116	1,251,748
Net assets beginning of year (Reviewed)	291,825	755,403	1,047,228
Net assets end of year (Audited)	\$ 1,340,457	\$ 958,519	\$ 2,298,976



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 Burrola
Board Treasurer
Founder and Principal Consultant, Communities for Prosperity



Meghan Rafferty
Board Secretary
Marketing Consultant



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



Gene Kuwanquafewa
Board Member
Hopi Nation



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



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2023 ANNUAL REPORT

STAFF



Joe Seidenberg
Executive Director



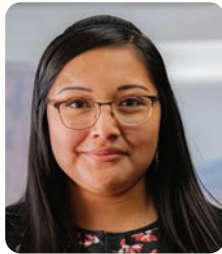
Delisa deVargas
Director of Finance and
Administration



Roy Lee Hosteen
Four Corners Program
Coordinator
Navajo Nation



Kiera Coughlan
Fund Development
Manager



Elizabeth Freeman
Program Coordinator
*Tohono O'odham, Hopi,
Acoma, Navajo Nations*



Georlinda Tsosie
Program Manager
Navajo Nation



Alfred Lomahquahu
Community Coordinator
*Hopi
Hopi Nation*



Brian McNeal
Community Coordinator
*Navajo
Navajo Nation*



Aaron Secakuku
Program Manager
Navajo and Hopi Nations



THANK YOU TO OUR SUPPORTERS!

Aaron Johnson
 Abel Household
 Abigail Oliver
 Alistair Davidson
 AMB Foundation
 America's Charities
 Amy Donahue
 Andrea Sheridan
 Andrew Wright
 Angela Remusat
 Ann Whittemore
 Anna and Larry
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 Bonnie Engels
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 Brice Stenne
 Caitlin A O'Meara
 Caitlin O'Meara
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 Hedlund
 Carla Toledo
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 Carol Russell
 Caroline Kern
 Carolyn Patterson
 Celestine Hines
 Charlene Woodcock
 Charles Kaplan
 Charles Scrivner
 Chelsey Johnson
 Christine Scoville
 Clark Chaffee
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 Constance Trecartin
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 Courtnay Hough
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 Nita Garland
 David Taft
 Davis & Smith Family
 Foundation
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 Deborah Barker
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 Diane Vosick
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 Victor Blood
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 Fellowship MCOB
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 Elaina Villagomes
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 Emmy Allen
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 Erica Takoch
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Eugene Schoonover
 Fairly Kinder
 Faraji Douglas
 FHL Bank
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 Flagstaff Rotary Club
 Francis and Jeanne
 Hawkins
 Frederick and
 Phyllis Berta
 Gail Seimy
 Gaila R Crawford
 Gary Mongillo
 George Hatch
 Glenda Johnstone
 Glenn/Linda Feldman
 Glickenhau
 Foundation
 Goodman Family
 Operating
 Foundation
 Greg Yoder
 Harry Crawford
 Harry DeLashmutt
 and Lynette
 Lochausen
 HCA Caring for the
 Community
 Health First
 Foundation
 Health First
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 Northern Arizona
 Heidi Hauschild
 Heidi Stenner
 Helen Crow
 Helena Duko
 Henry Austin
 Hilary Wheeler-Smith
 Irene & Joseph Christ
 Jacqueline Drake
 Jacqueline Hoell
 Jacyara De Oliveira
 Jaime Myers
 James Day
 James R. Jennings
 James Thompson
 Jamie Holehan
 Jane Coe Smith
 Jane Ratchford
 Janet Duke
 Janice Kautz
 Jay Baker

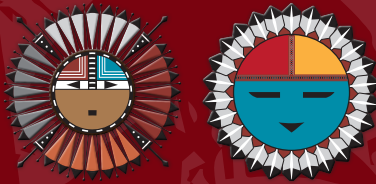
Jay Steiner
 Jean Sheviak
 Jeanette Anderson
 Jeanette Joy
 Jeffrey Rice
 Jeffrey Roitman
 Jenna Pounds
 Jennifer Hershey
 Jenny Gray
 Jeremy Hanson
 Jerry Madsen
 Jill Dygert
 Jill Hardy
 Jim Nimmer
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 John Richardson
 John Swiss
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 Jacqueline Kriese
 Joseph Calvin Shelton
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 Joshua Lawrence
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 Karen Wolstenholme
 Karl Sowa
 Karma Sushi Bar & Grill
 Katharine Woodard

D I V E R S I T Y

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Kathleen Buckstaff
Kathleen Satterfield
Kay Beeley
Kay Harrington
Ken Irwin
Keri Eakins
Kerry Steiner
Kerstin Sjoquist
Kevin and Shari
McCarthy
Kristine German
Kwen Sanderson
Lara Bertaina
Laura Minogue
Laurel Kyle
Laurel Parmelee
Laurie Childers
Leah Mor
Lebryonson John
Leslie Resnick
Linda Beck
Linda North
Linda Robbins
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Livia Stone
Lois Kolesar
Loraine Ferrara
Lydie Neill
Lyn Lewis
Lynn Berry
Lynn Zeltman
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Marcia Bernstein
Marcus Mose
Margaret Forgosh
Margit Naden
Marie Tymrak
Marie-Anne Barnhart
Marilyn Guggenheim
Marilyn Marian
Mark Dale
Mark Pelletier
Martin Garbowitz
Marty Hicok
Mary A. Ellis
Mary and Mark Ellis
Mary Catherine
Cornell
Mary Hudgins
Mary Jo Selleck
Matt's Myhrman
McMaster-Carr
Melanie Kayne
Melinda Moses
Melissa Felder
Melissa Mailloux
Meredith Cope
Meredith
Hollingsworth
Micaela Trumbull
Michael and Christina
Cozmanoff
Michael Demangone
Michael Doebeli
Michael Hotopp
Michael Whitney
Michaels Household
Michelle E. Unger
Microsoft Matching
Gifts Program
Mimi Chatlain
Miriam Daub
Monica Acosta-
Zamora
Mylinda Scott
Myriam Cardenas
Nancy Curtis
Nancy Evans
Nancy Hiltibrand
Nancy Saine
Nancy Woolson
Nancy Zalesky
Natalie Koch
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Energy Company
Network for Good
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Hernandez
Nicole Cervelle-Zonca
Nicole Frenk
Norarose Kubanyi
Paige Bellerive
Pamala Zimmerman
Parnassus Funds
Patricia and
Ronald Nelson
Patricia Baxter
Patricia Huntington
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Patty Matthews
Paul and Mitzi Tripp
Paul Pierron
Paula Denton
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Penelope Clute
Philip Giacomazza
Phyllis Motta
Polly Whitehorn
Qwest Corporation
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Ramon Martin
Randi Stroh
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Rebecca Mulligan
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McDonald
Richard and
Joyce Burkett
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Bowman
Richard Holthausen
Richard Swiss
Rick Bauchman
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Robin Harris
Robin Reed
Robyn Passig
Roger Coutant
Rommelfanger
Family Fund of
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Area Community
Foundation
Ronald & Amanda Tull
Ronald and
Amanda Tull
Roseanna Dube
Ryan and Patricia
Scarborough
San Juan County
Sandra Abel
Sandra Williamson
Sarah EchoHawk
Sarah Shiller
Sarah Wilce
Sato Mariko
Sawyer Gilbert
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Scott Smidt
Sean O'Meara
Senta Sellers
Shauna Roberts
Shawnee McDowell
Shuli Tor
Soledad Stanton
Sophia House
Sophia Seaberg-
Wood
Southern California
Edison
Stanley Jarocki
Stephanie Brown
Stephen Duggan
Stephen Hearson
Subina Mohabeer
Sue Ann Young
Sundance Holdings
Group, LLC
Susan Anderson
Susan King
Susan Mathew
Susan Szajna
Teresa Kessler-Prond
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Terry Woodward
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Richardson Trust
The Herb Block
Foundation
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Thomas Fahy
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Tina Schneider
Tom & Debby Snyder
Toni Biordi and
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Virginia Geiger
Virginia Davis
Walter Curtin
Warren Lind
Wayne and
Frances Taylor
Wells Fargo
Foundation
Wilce Wilce
William and
Suzy Filbert
William Wade
William McVeigh
Xavier Canale
YourCause, LLC
Yvonne Fallon

“What I love about Red Feather is how they train and hire local contractors whenever possible to assist the most vulnerable members of the communities they work in. By using local labor, it supports a resource in that community that can help other families.”



RED FEATHER

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