Annual Report

RED FEATHER

RESILIENCE
RESILIENCE

MISSION

VALUES

VISION

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.
LETTER FROM THE
Executive Director

We selected “Resilience” as the theme for Red Feather’s 2018 annual report because we keep hearing it all around us. Navajo and Hopi communities share their people’s long history of withstanding extreme hardship. These are resilient cultures and people. Health experts tell us how improvements in indoor air quality make families less susceptible to chronic diseases like asthma. These are resilient families. Our weatherization professionals tell us treatments they are applying to roofs are waterproof and windproof, helping increase the life-expectancy of the entire structure. These are resilient homes. And in our own strategic planning meetings, our board and staff discussed ways we can prepare for foreseeable and even unforeseeable challenges ahead. This is a resilient organization.

There is a strong desire for self-sufficiency among the Navajo and Hopi people we work with. When facing a problem most people ask to be shown how to fix it so that they can solve a similar problem on their own in the future. This is an important characteristic of resilience. At the same time, another important characteristic of resilience is having a reliable level of support when it is needed. We recognized this year that cultures, individuals and organizations that can support themselves but also can put the support of others to good use have the healthiest outlook on whatever challenges they may face. They are resilient.

On behalf of the Red Feather staff and board, we are sincerely grateful to have such a caring and generous group of supporters. You are helping Red Feather and the Navajo and Hopi communities we serve become more resilient and we thank you.

Sincerely,

Mark Hall
Board of Directors

Sara Echohawk  
Board President  
CEO of American Indian Science Engineering Society (AISES)  
Pawnee Nation

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

Meghan Raftery  
Board Member  
Marketing Consultant

Mayfa Natoni  
Board Member  
Hopi Tribe  
Navajo Nation

Our Staff

Mark Hall  
Executive Director

Joe Seidenberg  
Programs Director

Delisa deVargas  
Accounting & Administrative Manager

“I am so proud to be a part of Red Feather. All too often, the critically needed services we provide are not available in Native communities. I wish there were more organizations like Red Feather so we could reach all of the Native communities who desperately need the kind of support we offer.”

Sarah Echohawk (Pawnee Nation of Oklahoma)  
Chair, Red Feather Board of Directors  
Chief Executive Officer, American Indian Science and Engineering Society (AISES)
Education AND Homeowner Workshops

Students of Red Feather do-it-yourself workshops come away with not only the knowledge, tools and materials to solve minor home health and safety repairs, but also a greater appreciation for the connection between home maintenance and family health. Classroom education is combined with hands-on practice at student homes to ensure graduates have the confidence to utilize the tools and materials in the kits they receive upon successful completion of the course.

Knowing how to do things yourself is an important characteristic of resilience. We've been hearing people ask for more workshops. In 2018 Red Feather saw tremendous demand for Education in both Hopi and Navajo communities with most workshops having long waiting lists. While workshop graduates were reduced in 2018, we were able to develop a new healthy heating class to educate homeowners on the health and safety risks associated with heating their homes.

Courses delivered included: DIY Home Weatherization, Women's DIY Home Repair, Aging In-Place Elder Home Assessments, and Healthy Heating.

EDUCATION METRICS

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Workshops Delivered</td>
<td>11</td>
<td>7</td>
</tr>
<tr>
<td>Educational Workshop Graduates</td>
<td>166</td>
<td>117</td>
</tr>
<tr>
<td>Student Homes Weatherized or Repaired During Workshops</td>
<td>17</td>
<td>10</td>
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</tbody>
</table>
Native Home Resource Network (NHRN)

NHRN is a case management program that helps Navajo and Hopi families resolve their own home health and safety risks. Some common risks include: leaking roofs, a common source of mold; inadequate insulation, which can result in prolonged dangerous temperatures for infants and elderly (or extraordinary energy consumption); and accessibility impediments for the disabled and elderly. Case managers work directly with the families to first prioritize the most urgent housing needs and then determine what resources the family is able to contribute. Often the family will have money to purchase materials but will need assistance with labor, or they will have family members who can perform the labor but need assistance purchasing the materials. Once the needed resources are understood we utilize our national network of materials manufacturers, government agencies, and individual donors to seek materials and funding; and we leverage our local network of professional contractors for implementation.

NHRN METRICS

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Referrals, Advice, Application Assistance</td>
<td>12</td>
<td>23</td>
</tr>
<tr>
<td>Accessibility Ramps</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Fundraising, Donation Solicitation, Volunteer Recruiting, Construction Management</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Awaiting Assistance</td>
<td>13</td>
<td>29</td>
</tr>
<tr>
<td>Total Hours of Red Feather Staff Time on NHRN</td>
<td>590</td>
<td>906</td>
</tr>
</tbody>
</table>
Home Improvement and Weatherization

For some of the most vulnerable members of the community, often elders or families with a member who is disabled, we provide oversight for construction projects. This typically includes producing scopes of work, hiring local professionals, coordinating volunteers, ordering materials, and managing the budget. We also weatherize homes through a contract we have with APS to make their limited income customers’ homes more energy efficient. We hire local professionals to do the work, which brings new money into their communities. For the second year in a row our weatherization contractor CozyHome LLC has employed two full time Hopi professionals, Wilfred Kaye and Delridge Koinva.

HOMES WEATHERIZED

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>APS Homes Weatherized</td>
<td>41</td>
<td>48</td>
</tr>
</tbody>
</table>

“I live in a Hogan with two windows and this past winter my daughter had put some coal in my woodstove without my knowing about it. I woke up in the middle of the night to a strange beeping noise. At first I didn’t know what it was cause I had never heard that sound before. Then I realized it was the carbon monoxide alarm that I got at the Red Feather weatherization workshop. I quickly woke up my grandkids and we all went outside. It’s a good thing because the kids were complaining about headaches and feeling sick. I’m glad for the workshop and the kit that Red Feather gave us. It probably saved our lives.”

Lula Nez Tsosie, Cameron Chapter Farm Board Representative
Red Feather Development Group
STATEMENT OF FINANCIAL POSITION
*Unaudited financial information as of December 31, 2018 and 2017

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td></td>
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</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$195,994</td>
<td>$85,154</td>
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<tr>
<td>Pledges and Grants Receivable</td>
<td>$383,520</td>
<td>$5,000</td>
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<tr>
<td>Accounts Receivable</td>
<td>$7,795</td>
<td>$43,878</td>
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<tr>
<td>Total Current Assets</td>
<td>$587,309</td>
<td>$134,032</td>
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<tr>
<td>Vehicles &amp; Equipment, Net of Depreciation</td>
<td>$1,191</td>
<td>$1,637</td>
</tr>
<tr>
<td>Other Assets</td>
<td>$7,110</td>
<td>$8,636</td>
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<tr>
<td>Total Assets</td>
<td>$595,610</td>
<td>$144,306</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES &amp; NET ASSETS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable &amp; Accrued Liabilities</td>
<td>$13,177</td>
<td>$21,545</td>
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<tr>
<td>Grants Payable</td>
<td>$60,000</td>
<td>$5,000</td>
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<tr>
<td>Deferred Revenue</td>
<td>$323,520</td>
<td>$ -</td>
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<tr>
<td>Payroll Liabilities</td>
<td>$866</td>
<td>$3,970</td>
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<tr>
<td>Total Liabilities</td>
<td>$397,563</td>
<td>$30,515</td>
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<table>
<thead>
<tr>
<th>Net Assets</th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets With Donor Restrictions</td>
<td>$162,531</td>
<td>$134,622</td>
</tr>
<tr>
<td>Net Assets Without Donor Restrictions</td>
<td>$(114,485)</td>
<td>$(170,832)</td>
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<tr>
<td>Net Assets With Board-Designated Restrictions</td>
<td>$150,000</td>
<td>$150,000</td>
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<tr>
<td>Total Net Assets</td>
<td>$198,047</td>
<td>$113,790</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total Liabilities &amp; Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$595,610</td>
<td>$144,306</td>
</tr>
</tbody>
</table>
Red Feather Development Group
STATEMENT OF ACTIVITIES
*for the years ended December 31, 2018 and 2017

<table>
<thead>
<tr>
<th>REVENUE AND SUPPORT</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$75,393</td>
<td>$51,889</td>
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<tr>
<td>Corporate</td>
<td>$376,930</td>
<td>$341,325</td>
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<tr>
<td>Foundation, Gov’t &amp; Educ. Institution</td>
<td>$120,842</td>
<td>$70,791</td>
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<tr>
<td>In-Kind Goods and Services</td>
<td>$3,082</td>
<td>$10,354</td>
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<tr>
<td>Other Income</td>
<td>$3,107</td>
<td>$3,101</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$579,356</strong></td>
<td><strong>$477,460</strong></td>
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<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economic &amp; Community Development</td>
<td>$15,452</td>
<td>$22,321</td>
</tr>
<tr>
<td>Education &amp; Homeowner Workshops</td>
<td>$50,024</td>
<td>$52,199</td>
</tr>
<tr>
<td>Home Improvements &amp; Weatherizations</td>
<td>$274,154</td>
<td>$203,595</td>
</tr>
<tr>
<td>Native Home Resource Network (NHRN)</td>
<td>$39,703</td>
<td>$49,451</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$379,333</strong></td>
<td><strong>$327,567</strong></td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$96,528</td>
<td>$116,268</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$19,239</td>
<td>$34,285</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$495,099</strong></td>
<td><strong>$478,120</strong></td>
</tr>
<tr>
<td>NET ASSETS, beginning of year</td>
<td>$113,790</td>
<td>$114,450</td>
</tr>
<tr>
<td>Changes in Net Assets (Net Income)</td>
<td>$84,256</td>
<td>$(660)</td>
</tr>
<tr>
<td><strong>NET ASSETS, end of year</strong></td>
<td><strong>$198,047</strong></td>
<td><strong>$113,790</strong></td>
</tr>
</tbody>
</table>
Thank You TO OUR Supporters!

Abel, Sandra K.
Agnese Nelms Haury Program in Environmental and Social Justice
Akers, Laura
Alliance of Arizona Nonprofits-Arizona Gives Day 2018
Amazon Smile Foundation
Anderson Zurmuehlen & Co. P.C.
Anderson, Barbara
Anderson, Jeanette
Anderson, Pia
Andrews, Betty B.
Angie James
Anonymous Donors
Anthony
APS (Arizona Public Service) - Corporate Giving
APS (Arizona Public Service) - Energy Wise Low Income Weatherization Program
Aspey, Fritz
ASSIST to Independence
Attias Family Foundation
Baker, Myra
Baker, Scott
Bassetti, Megan
Begay, Eunice
Beeley, Kay
Bennier, Eleanor
Benson, Lori & Ricky
Bernd, Dean & Lisa (In Memory of Sen. John McCain)
Bickford, Carol
Black Elk, Theresa
Black Elk, Winona S.
Black, George & Deborah
Blair, Gerald & Zilpha
BNSF Railway Foundation
Boeing-YourCause, LLC
Trustee for Boeing
Bonfire Shirt Sales
Boyer, Jean
Brazil, Joel
Breeden, Jill (In Memory of Richard Hammersberg)
Brennan, Sally
Brian Mayer, PhD
Brinkley, Candace
Brown, Tisch
Buchanan, Barbara
Buller, Tim
Bundy, Sarah
Burkett, Joyce & Richard
Caliendo, Alison
Cameron Chapter of the Navajo Nation
Cañizo, Thea
Cañizo, Thea (In Memory of Sergio Cañizo)
Cardeñas, Myriam
Cate, Carrie (In Honor of my sister, Cathy)
Chaffee, Clark
Chamberlain, Eli
Charlene Saltz
Childs, Thomas & Lisa Vicario
Chris C. Baker
Ciccarello, Sarah
Clister, Judith
Collins, Caroline
Conrad, Michael II
Cook, Barbara
Cornelius, Chrystel
Cornell, M.
 Cotter, Lynn
Cozmanoff, Christina & Michael
CozyHome, LLC
Crawford, Harry E.
Crest Insurance, Tom Turner
Crockett, Gene
Crossing Worlds Hopi Project
Cunningham, Martin & Ruth (In Honor of Catherine Cunningham)
Cziglenyi, Attila
Dale, Mark
Davis, Virginia
DeGaris-Jain, Lois
DeLashmutt, Harry & Lynette Lochausen
Delbridge Koinva
deVargas, Delisa
deVargas, Paloma
Dias, Jacqueline & Lad
Drain, Karen
Drake, Jackie
Driscoll Strawberry Associates, Matching Gifts
Duneman, Gary
eBay for Charity Seller Donations
EchoHawk, Sarah
Ellis, Ann Frances
Ellis, Mary A.
Englander, Renee
Enterprise Rent A Car
Epstein, David
Facebook Donations
Faith Lutheran Church
Federal Home Loan Bank of San Francisco, AHEAD Program
Ferrara, Loraine
Fischer, Ray & Janet
Freedman, Rebecca
Frenk, Nicole
Froelich, Peggy & Clyde
Gadd, Jean F.
Getzwiller, Steve & Gail
Gifford, Barry
Giordano, Felix
Giving Tuesday
GoFundMe
Goodin, Colleen
Gould-Martin, Katherine
Graham, Roger & Ann
Gruber, Robert E.
Guggenheim, Marilyn
Gulf Coast Community Foundation–
Elizabeth Mundie Charitable Fund
Hall, Byron & Janet
Hall, Mark
Hallett, Matthew
Hansen, Sam
Harbaugh, Darla
Harbor Freight Tools
Harding, Ken
Harris, Trish & Bill
Harrison, Ruth N.
Harry Nutumya
Hatch, George
Hawkins, Chuck & Sandi
Hedlund, Carl & Margaret
Hills Lees, Laura
Hiltibrand, Nancy
Hinde, Linda
Hoell, Jacqueline
Home Depot
Home Depot Foundation
Hopi Cultural Center
Hopi Fire Department
Hopi Health and Human
Service Department
Hopi Veterans Memorial Center
Howell, Vernon & Julie
Hudgins, Mary
Huntington, Patricia
Jack Johnson
Jacob, Katherine
Jake
James, Angelina
Jaroe, John & Martha
Jennifer Joseph
Jennings, James R.
JoAnne Styborsky
Jocewica, Justin
John W. Pope Foundation
Jones, Michael & Cynthia
Joy, Jeannette
Justin Hilary
Kaplan, Charles
Kendal Charitable Funds– Promising
Innovations Program
Kern, Caroline
Kessler-Prond, Teresa
Kidde
Kim, Amy (In Memory of
Maynard Sundman)
Kinder, Fairly
Kirsch, Martha
Kis-Aani Catering Service
Kleeman, Patrick
Kolesar, Daniel & Lois
Krehbiel, Stephanie
Kriese, Joseph & Jacqueline
Lamb, Dennis (In Memory
of Sparky, BFF)
Lamb, Joseph
Lane, Deborah
Larry Lucero
Lauzon, Marcia (In Memory of
my husband, Henry Paul Boyle,
Blackfeet Tribal Member)
Lavallee, David
Lee, Ann Marie
Leonard, LuAnn
Lester, Kristin
Lewis, Alice
Lewis, Kristina
Liberty Mutual Foundation–
Give With Liberty
Lind, Julene
Lisa Jane Hardy, MA, PhD
Livingston, Monte & Louise
Loren Anderson Photography
MacDonald, Jody
Maiden, Diane
Maziarz, Rosemary
McClanahan Family Fund
McClanahan, Stephen & Judy
McDonald, Richard & Jane
McIntyre-Mittman, Dixie
McLaughlin, Scott
Michaels, Paul
Michelle Webster
Microsoft Matching Gifts Program
Mihm, Bernard & Kathleen
Milich, June (In Honor of Beatrice
Weiller & Bill Weiller)
Miller, Jacqueline (In Memory
of Eleanor Hall)
Miller, Jason
Misunas, Moira
Moe, Leah
Montana Junk Removal
Montana Moving & Labor, LLC
Moore, Roderick
Moreau, Edward
Morgan Craft
Mosgofiana, Danya
Moss, William
Mulligan, Rebecca
Museum of Northern Arizona
Myhrman, Matts
Nagy, Karen
National Fireplace Institute
Natoni, Mayfa
Nelson, Pat and Ron
New York Life Insurance–
NYLPAC Contributions
Nixon, Patti
Nizhoni Ranch Gallery
Northern Arizona University
Nuvamsa, Monica
Nuvayestewa, Marissa
Oullette, Joan
Passig, Robyn
Paul, Al and Shirley
PayPal Giving Fund
Penhorwood, David & Barbara
Pietila, Patty (In Memory
of Eleanor Hall)
Price, Joseph & Carolyn
Pride Foundation– CMR Fund
for a Better World
Pudas, Michelle (In Honor of Mark Hall)
Puhuyaoma, Arlene
Raftery, Meghan
Ratchford, Jane
Ray Davis
Reed, Robin
Reed, Robin (In Honor of
the Hopi people)
Resnick, Leslie
Rhodes, Robert
Richardson, Ann
Ridder, Jaynanne
Rivera, Mary Anne
Rogers, Theresa (In Honor of Mark Hall)
Rogers, Thomas
Roitman, Jeffrey
Rollins, Chiquita
Saine, Nancy
Samples, James & Marianne
Sanderson, Kwen
Sanderson, Kwen (In Honor of Mark Sanderson)
Sandler, Daniel
Sandoval, Denise
Satterfield, Kathleen
Scarborough, Patricia
Schoonover, Eugene
Schwartz Wolverton, Kristina
Scott, Charles
Scott, Mylinda
Scrivner, Charles E.
Seattle Foundation
Seidenberg, Harvey & Sharon
Seidenberg, Joseph
Selby, David
Sellner, Deanna
Serge Handschin
Shannon Maho
Shashoua, Karen
Shelton, J C
Simpson, Shawn
Sisulak, Thomas
Sjoquist, Kerstin
Smidt, Scott
Smith, Eric W.
Smith, Sarah Jane (In Memory of Richard Hammersberg, From His Family)
Snyder, Thomas & Debby
Southern California Edison (SCE)- 4 Corners Wood and Coal Burning Appliance Replacement & Home Weatherization Project (WCBAR), jointly administered with APS
SouthFace Solar & Electric
Soverinsky, Jerry
Spiessl, Ron & Sandy
Star Printing
Stauff, Elaine
Stewart, Blake
Stone, Livia
Stralo, Kevin & Susan
Stroh, Dave & Randi
Stuck, Thomas
Sumner Koch
Sunlight Community Church
Sunwest Bank Charitable Foundation
Sutton, Ray
Suttivireson, Nancy
Suvak, Arlene
Swiss, John
Swiss, Richard J.
Swoope, Jan
Tafoya, Ryan
Taft, David (In Honor of Jesus, Merry Christmas)
Taylor, Dolores
Taylor, Frances & Wayne
Thompson, Brian & Carol
Thompson, Felicia
Thompson, Kathleen
Thompson, Stephanie
TK Design Studio
Tolosa, Marita
Tom Kucera
Tracy, Karen
Trumbull, Micaela
Truneckova, Jirina
Tuba City Chapter of the Navajo Nation
Tull, Ronald & Amanda
United Way for Greater Austin
United Way of the Columbia-Willamette
United Way Sun Valley
UnitedHealth
University of Arizona Foundation
University of Missouri
USDA Rural Development- Housing Preservation Grant Program
Van Vleet, Marguerite & Richard
Vargas, Joseph & Susan
Village of Bacavi
Village of Kykotsmovi
Village of Tewa
Vitalyst Health Foundation
von Pentz, Robert
Waddell, D.W.
Wade, William E. III
Wainwright, Carla
Walker, Sharon
Walter Phelps
Warrington, Merry
Webster, Earlene
Weeks, Edith
Wells Fargo Foundation
Wellstein, Ingeborg
Werner, Terrence
Wilce, Sarah
Wilce, Sarah (In Memory of Jerry Honawa)
Wilfred Kaye
Wilson, Julie
Wolstenholme, Karen
Woodcock, Charlene
Wright, Andrew
Yamamori, Steve
Yusko, Cary (In Honor of Janet Hall, Happy Birthday)
Yusko, Cary (In Honor of Michael R. Yusko, Happy Birthday)
Zalesky, Nancy
Zelma Yellowhorse