Red Feather
...Walking the Path of Partnership

Annual Report 2014-2015 and 2016 Mid-Year Update
Who Are We?

Our Vision

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

Our Mission

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

Our Values

Working together with our tribal partners, listening, sustainability, healthy homes, empowering tribal communities.
The Red Feather Team

Board

Sarah Echohawk, Board President
Pawnee Nation

Glenn Wright, Vice-Chair

Chrystel Cornelius, Treasurer
Oneida Nation,
Turtle Mountain Band of Chippewa Indians

Meghan Raftery, Secretary

Dave Kodama, Board Member

Mayfa Natoni, Board Member
Hopi Tribe, Navajo Nation

Staff

Mark Hall, Executive Director

John Marian, Education Program Director
Northern Plains Program Director

Joe Seidenberg, Program Director

Delisa deVargas, Accounting and Administration Manager

Ellary Kramka, AmeriCorps, VISTA
Community Housing Analysis
In Memoriam

Red Feather family members who have passed, leaving the world a better place because of how they lived their lives.

Jesse Juare - Jesse first began volunteering on Red Feather builds at Northern Cheyenne where his wife and teenage children currently reside. Jesse enrolled in Red Feather’s Indigenous Builder Exchange and traveled to Hopi where he learned skills that allowed him to help many friends and strangers alike in both the Northern Cheyenne and Hopi communities. Many have remarked that he was not only a hard-working volunteer who gave his time freely to those in need, but had such a friendly demeanor that he captivated the hearts of many volunteers. We don’t doubt that many joined and remain a part of the Red Feather family because of Jesse’s spirit that we will always cherish.

Dan Akee - Dan Akee volunteered to fight for his country – a country that had historically taken his people’s land and was attempting to wipe out their culture. When he first failed a physical exam he kept trying to enlist until they took him. He joined a group of Navajos who used their language in World War II to convey thousands of secret messages that were never understood by the enemy and have been heralded as one of the factors leading to the defeat of the Axis forces. After the war he started a family, built a home for them, overcame post-war struggles and eventually turned to a higher spiritual power to guide the rest of his life. In 2015 through the generosity of the Red Feather family and many from his community, the home he built but had recently been forced to abandon due to disrepair was renovated. Sgt Major Akee died in that home – a hero, a patriarch to 120 grandchildren and great grandchildren, and with a peace knowing his family would have a safe healthy home to live in for years to come.

Ervin N. Martin - Ervin Martin grew up on a farm in rural Indiana, served in the Korean War and after attending college at Indiana University started an advertising firm that he ran with his sister Libbie until he retired. As is sadly not uncommon for war veterans he struggled with alcoholism and eventually overcame it later in life. He spent his retirement years writing poetry, feeding the animals that would come to his yard and enjoying the splendors of nature. Upon his death he left nearly his entire estate to four charities of which Red Feather was one. At the time Red Feather was facing possible bankruptcy and his bequest breathed new life into our work. We are forever grateful for this man’s generous gift and we try to embody his compassionate spirit in our work.
Dear Friends of Red Feather

Red Feather’s mission is to partner with American Indian nations to develop and implement sustainable solutions to the housing needs within their communities. To us, partnership means listening and adapting in order to best utilize each other’s strengths. Partnership is the type of relationship where both parties are willing to give what they can because working together will create better results than working independently. We try to foster these relationships with the tribes that we serve, and with the individuals and organizations that make our assistance possible. The idea of partnership is so integral to everything we do here at Red Feather that the theme of this Annual Report and Mid-Year Update is *Walking the Path of Partnership*.

We sincerely hope you will walk with us through this report to learn how, together, Red Feather and its network of partners, including you!, are helping to empower members of the Hopi, Navajo and Northern Cheyenne Tribes to create healthier homes for their families. Thank you to all who have helped us get this far on our journey and to those that will be with us as we continue forward.

Mark Hall, Executive Director
What We’ve Been Up To

2014
63 Tribal members served through educational workshops
86 volunteers donating their time
9 weatherized homes
26 Tribal members given the skills & equipment to weatherize their own homes

2015
164 Tribal members served through educational workshops
112 volunteers donating their time
19 weatherized homes
124 Tribal members given the skills & equipment to weatherize their own homes

2016 Jan-Sep
201 Tribal members served through educational workshops
126 volunteers donating their time
23 weatherized homes
67 Tribal members given the skills & equipment to weatherize their own homes
21.7% of all Native American homes are female led, with no husband present (U.S. Census Bureau)

In our 2013 listening session with the N. Cheyenne tribe, women’s only DIY classes were requested.

From 2014 to 2015, Red Feather taught 36 women basic home maintenance in women’s only classes.

$1.1 billion: the current level of funding needed for adequate housing in Native American communities (Coalition for Indian Housing and Development)

$586,385: The money Red Feather has since given directly to the construction of one new home and the like-new renovation of two additional homes.

Hopi tribal members specifically asked for financial assistance with new home construction and renovation in our 2013 listening session.
Red Feather Development Group

STATEMENT OF FINANCIAL POSITION
*Unaudited financial information as of December 31, 2015 and 2014

ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td></td>
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<tr>
<td>Cash and Cash Equivalents</td>
<td>$271,499</td>
<td>$31,818</td>
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<td>Accounts Receivable</td>
<td>$43,913</td>
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<td>Total Current Assets</td>
<td>$315,412</td>
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<td>Vehicles &amp; Equipment, Net of Depreciation</td>
<td>$1,806</td>
<td>$5,468</td>
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<tr>
<td>Other Assets</td>
<td>$18,190</td>
<td>$15,880</td>
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<tr>
<td>Total Assets</td>
<td>$335,408</td>
<td>$58,191</td>
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</table>

LIABILITIES & NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
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<tr>
<td>Accounts Payable</td>
<td>$9,885</td>
<td>$27,961</td>
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<tr>
<td>Accrued Liabilities</td>
<td>$13,271</td>
<td>$73,165</td>
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<td>Payroll Liabilities</td>
<td>$7,646</td>
<td>$18,653</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$304,607</td>
<td>$(61,587)</td>
</tr>
<tr>
<td>Total Liabilities &amp; Net Assets</td>
<td>$335,408</td>
<td>$58,191</td>
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</table>

Detail of Revenue Sources:

<table>
<thead>
<tr>
<th>Detail of Revenue Sources:</th>
<th>Unrestricted</th>
<th>Temporarily Restricted &amp; Board-Designated</th>
<th>In-Kind</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
<td>2014</td>
<td>2015</td>
</tr>
<tr>
<td></td>
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<td>2015</td>
<td>2014</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2015</td>
<td>2014</td>
</tr>
<tr>
<td>Individual</td>
<td>$105,357</td>
<td>$93,954</td>
<td>$12,786</td>
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<tr>
<td>Corporate</td>
<td>$5,772</td>
<td>$11,164</td>
<td>$116,200</td>
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<tr>
<td>Foundation, Gov’t &amp; Educational</td>
<td>$10,112</td>
<td>$44,672</td>
<td>$41,248</td>
</tr>
<tr>
<td>Homeowner Contributions</td>
<td>$-</td>
<td>$-</td>
<td>$2,500</td>
</tr>
<tr>
<td>Volunteer Fees &amp; Service Hours</td>
<td>$-</td>
<td>$17,710</td>
<td>$-</td>
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<tr>
<td>Board Member Contributions</td>
<td>$15,529</td>
<td>$11,970</td>
<td>$11,373</td>
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<tr>
<td>Staff &amp; Other Related Party</td>
<td>$5,937</td>
<td>$9,803</td>
<td>$146</td>
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<tr>
<td>Estate Bequest</td>
<td>$349,247</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td>Other Income</td>
<td>$21,724</td>
<td>$4,749</td>
<td>$-</td>
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<tr>
<td>Total Revenue</td>
<td>$513,679</td>
<td>$194,021</td>
<td>$334,253</td>
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<tr>
<td></td>
<td>$183,035</td>
<td>$30,309</td>
<td>$10,260</td>
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STATEMENT OF ACTIVITIES
*for the years ended December 31, 2015 and 2014

SUPPORT AND REVENUE

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
<th>2015</th>
<th>2014</th>
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<tbody>
<tr>
<td>Individual</td>
<td>$126,418</td>
<td>$94,413</td>
<td>14.4%</td>
<td>24.4%</td>
</tr>
<tr>
<td>Corporate</td>
<td>$126,029</td>
<td>$69,947</td>
<td>14.4%</td>
<td>18.1%</td>
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<tr>
<td>Foundation, Gov’t &amp; Educ. Institution</td>
<td>$51,361</td>
<td>$100,371</td>
<td>5.8%</td>
<td>25.9%</td>
</tr>
<tr>
<td>Homeowner Contributions</td>
<td>$2,500</td>
<td>$78,324</td>
<td>0.3%</td>
<td>20.2%</td>
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<tr>
<td>Volunteer Fees &amp; In-Kind Service Hrs</td>
<td>$17,920</td>
<td>$17,710</td>
<td>2.0%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Board Member Contributions</td>
<td>$26,902</td>
<td>$11,970</td>
<td>3.1%</td>
<td>3.1%</td>
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<tr>
<td>Staff &amp; Other Related Party</td>
<td>$6,140</td>
<td>$9,833</td>
<td>0.7%</td>
<td>2.5%</td>
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<tr>
<td>Estate Bequest</td>
<td>$499,247</td>
<td>-</td>
<td>56.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other Income</td>
<td>$21,724</td>
<td>$4,749</td>
<td>2.5%</td>
<td>1.2%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$878,241</td>
<td>$387,316</td>
<td>100.0%</td>
<td>100.0%</td>
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EXPENSES

<table>
<thead>
<tr>
<th>Program Expense</th>
<th>2015</th>
<th>2014</th>
<th>2015</th>
<th>2014</th>
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<tbody>
<tr>
<td>Healthy Homes Program</td>
<td>$94,678</td>
<td>$37,648</td>
<td>18.5%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Navajo- Akee Home Renov (NHRN)</td>
<td>$90,236</td>
<td>-</td>
<td></td>
<td></td>
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<tr>
<td>Access Improvement Projects</td>
<td>-</td>
<td>$29,438</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Home Health Assessment</td>
<td>$2,698</td>
<td>$455</td>
<td></td>
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<tr>
<td>Other Healthy Homes Program Exp</td>
<td>$1,744</td>
<td>$7,755</td>
<td></td>
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<tr>
<td>Education Program</td>
<td>$47,338</td>
<td>$23,912</td>
<td>9.2%</td>
<td>4.3%</td>
</tr>
<tr>
<td>D-I-Y &amp; Weatherization Workshops</td>
<td>$47,176</td>
<td>$23,717</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Education Program Expense</td>
<td>$161</td>
<td>$195</td>
<td></td>
<td></td>
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<tr>
<td>Straw Bale Construction Program</td>
<td>$38,589</td>
<td>$248,039</td>
<td>7.5%</td>
<td>44.9%</td>
</tr>
<tr>
<td>Hopi- Sekayumptewa Build</td>
<td>$38,355</td>
<td>$243,735</td>
<td></td>
<td></td>
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<tr>
<td>Other Construction Program Exp</td>
<td>$234</td>
<td>$4,304</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Development Program</td>
<td>$16,166</td>
<td>$3,599</td>
<td>3.2%</td>
<td>0.7%</td>
</tr>
<tr>
<td>Strategic Planning &amp; General Program</td>
<td>$22,482</td>
<td>$10,115</td>
<td>4.4%</td>
<td>1.8%</td>
</tr>
<tr>
<td>Direct Program Payroll</td>
<td>$114,920</td>
<td>$94,954</td>
<td>22.4%</td>
<td>17.2%</td>
</tr>
<tr>
<td><strong>Total Program Expense</strong></td>
<td>$334,173</td>
<td>$418,267</td>
<td>65.3%</td>
<td>75.8%</td>
</tr>
</tbody>
</table>

Supporting Services

| Administrative Expense                | $113,352   | $102,214   | 22.1%   | 18.5%   |
| Fundraising Expense                   | $64,522    | $31,648    | 12.6%   | 5.7%    |
| **Total Support Services Expense**   | $177,874   | $133,862   | 34.7%   | 24.2%   |
| **Total Expense**                     | $512,047   | $552,129   | 100.0%  | 100.0%  |

NET ASSETS, beginning of year | $61,587 | $103,226 |
Changes in net assets | $366,194 | $(164,813) |
**NET ASSETS, end of year** | $304,607 | $(61,587) |
Workshops & Programs

Do-It-Yourself (DIY)
Healthy Homes Workshop Series

The intent of the DIY courses is to empower homeowners with the knowledge, skills, and materials to improve their own homes and the health of all of its occupants. Through a combination of classroom education and hands-on-learning, tribal members learn how to independently identify safety risks and repair their homes. Upon successful completion of a workshop, tribal members earn a DIY Kit that provides them with basic materials and tools to implement the repairs learned during the workshop.

Home Health and Safety Assessment

A key component of reducing housing related health issues is to identify the specific hazards within the home that pose a risk to its occupants. Participants receive a comprehensive home health assessment, instruction on the leading remedies that could improve occupant health, informational packets, and a healthy home kit. The process empowers homeowners to take actionable steps toward creating a healthier living environment.

Native Home Resource Network (NHRN)

NHRN links homeowners with a Red Feather case manager who helps identify critical housing repair needs such as mold mitigation or handicap accessibility, and helps the homeowner find available resources to address them. Candidates for this program are typically not capable of solving the problem themselves, either because they are physically not able, or because the project requires professional expertise. Case Management services include: grant and loan application assistance to fund the work, identification of professional services within the community to do the work, and if needed assistance throughout the project. Prioritization to participate in the program is given to the elderly, veterans, disabled, and families with children suffering from housing-related health issues, like asthma.
"I learned so much from this DIY course! It was awesome, fantastic, amazing!"

-Hopi Tribal member, 2015

"This weatherization course was the first time I have been informed of this kind of information! I learned how to keep my home warm, how to handle mold, and how to maintain my home."

-Navajo Tribal member, 2015
Over the past few years, home weatherization has become one of Red Feather’s bedrock programs in the southwest with our partners from the Hopi Tribe and Navajo Nation. Thanks to our relationship with APS and the Hopi Village of Shungopavi, we piloted an expanded program in 2016 with amazing results. In just six months, weatherization expert Eli Chamberlain of CozyHomes, LLC, with three locally hired professionals, substantially weatherized 18 homes in Shungopavi. With nearly double the occupancy rates of non-tribal homes, each home weatherization impacts an average of 5 family members. Combined with our Do-It-Yourself weatherization workshops from the past two years, these programs have resulted in over 300 Hopis and Navajos living in healthier, more energy efficient homes. We are grateful to APS for funding these programs that not only help families stay warm while lowering their monthly energy bills, but also create new jobs in these communities.

Another effort that is benefiting from strong partnerships is aimed at improving the home environments of most vulnerable tribal members. With partners from Northern Arizona University’s Center for American Indian Resilience, the Institute for Tribal Environmental Professionals, and the Hopi Tribe’s Department of Health and Human Services, we are training Community Health Representatives (CHRs), who pay in-home visits to the sick and elderly. Thanks to the expertise of our partners, the CHRs have received two trainings on how to identify health and safety risks in their patients’ homes, and this winter will be taking what they’ve learned into the field to perform home assessments, educational outreach, and deliver do-it-yourself healthy home kits to 20 families.

In 2015 we launched another new program, Red Feather’s Native Home Resource Network (NHRN) which is intended to match resources with those who need them. An example of an early successful case was Lupita Claushee, one of our DIY Weatherization students. We were not able to weatherize her home as part of the workshop because of pervasive mold. Frustrated by identifying this health risk, but not being able to help, led us to begin searching for a solution. Because Lupita’s husband Pete is a Korean War Veteran, we contacted Eunice Begay and the Department of Navajo Veterans Affairs- Western Agency and together we were able to help the family qualify for a new home, which is currently under construction. Despite having made no public announcement of this program, Red Feather has been contacted by over 40 families seeking housing assistance. We are hopeful we can solve their cases like the Claushee’s.

We could not do this important work without the support from all of our steadfast partners including each individual donor.

Ahéhee’y/ Kwakwa/Thank You,

Joe Seidenberg

Program Director - Southwest
12% of Native American children develop asthma, double the national average. Asthma can be triggered by a lack of cleaning, or cleaning with certain chemicals like bleach (Center for Disease Control).

More than 300 Native Americans have received free green cleaning kits from Red Feather and our sponsors since 2013, with instructions on how to maintain cleanliness without Asthma-triggering chemicals.
Knowing where someone lives. Being able to follow directions by mile markers and house colors. Knowing how to get to the “West side.” Giving visitors directions to the Mennonite church. Understanding how the sorrow of the Northern Cheyenne people drove them to break out of their prison in Oklahoma to return to their homelands in Montana. These are but a few examples of how Red Feather connects with the Northern Cheyenne community.

Our personal relationships bond us further with the people. We are fortunate in that our contacts and allies are scattered throughout the tribe in positions of importance, including leaders on the tribal council and executive administration, directors of local nonprofits and tribal agencies, and elders who still practice the old ways. These relationships don’t care if we are “outsiders,” but are thankful that someone is listening and willing to help the neediest. Our job as a non-Indian organization is to listen to the needs of the community and respond to fill the gaps. We’ve built partnerships to address these disparities.

- Through our partnership with the Tribal Housing Authority, we taught over 160 low rent tenants safer ways to deal with pests and clean their homes; and how to save on home energy. Through these workshops, we heard many more people ask for help related to moisture and mold problems. In response, we are developing an outreach program that will be piloted in early 2017 to address the problem.
- In partnership with St. Labre Indian School, Catholic Heart Work Camp, Group Work Camp, Northern Cheyenne Tribal Schools Busby, Northern Cheyenne Tribal Housing Authority and Northern Cheyenne’s Housing Improvement Program, Red Feather helped enable two volunteer driven repair blitzes that resulted in repairs being done on over 90 homes this summer.
- For the Bilford Curley home renovation project, Red Feather coordinated funding across tribal and federal agencies, materials donors, individual donors and volunteers, and contracted with Northern Cheyenne builders to keep as much of the funding in the community as possible. Many people came together to work toward a common purpose, and a disabled elder veteran and his family were able to move into a like-new home after living for years in unsafe, inefficient, and unhealthy conditions. Through this project, we expect Mr. Curley’s utilities bills to be cut in half!

Community. Cooperation. Assimilation. Listening. Relationships. As non-members, we don’t know all the nuances of what’s “best” to improve housing conditions. But as an organization working with the community, we listen every time we meet with our partners or lead a workshop. This is grassroots qualitative research. Listening with a good heart is the key to delivering programs that are valuable to the community.

Thank you,

John Marian

Program Director - Northern Plains
Ways to Support Our Work

Donate

For a small organization, Red Feather has been able to help in big ways. Even still, we dream of increasing our impact! We continue to look for new ways to maximize not only the amount of money spent directly on programs, but also on the amount paid to tribal businesses and professionals. Every donation – no matter what the size – helps in so many ways. As our supporters increase, so do the numbers of tribal families, elders, and disabled we can reach with our programs. Red Feather Development Group is a not-for-profit 501 (c) (3) organization and charitable contributions are tax-deductible for income, gift, and estate tax purposes. (Tax ID # 91-1632134).

To make a one-time donation or to sign up for our automated monthly giving plan please visit www.redfeather.org

Keep up with Red Feather

Sign up for our e-newsletter to keep up with the latest news from Red Feather! You can sign up to receive our quarterly e-newsletter at www.redfeather.org

Be Social

www.facebook.com/redfeatherdevelopment
Dear Members, Donors, Sponsors, and Volunteers

Where do we begin with saying thanks? The time, resources, and finances you have so generously given have all been a part of changing the narrative in Indian Country. Every dollar helps to close the gap between the amount of money needed for healthy housing on the reservations and the amount of money being supplied. Statistically speaking, out of every minority group in the United States, Native Americans are facing the worst rates of poverty and the poorest health.

Your partnership is actively fighting this statistic. Red Feather has seen stories of despair turn into stories of hope, and stories of dependence turn into stories of empowerment. All of those transformations began with you. Thank you for joining us in our journey to work collectively toward self-sustaining communities. Thank you for widening our reach. Thank you for giving, and know that every hour, every resource, and every dollar you have invested in Red Feather is growing exponentially into a healthy future for many.

Thank you!

Abel, Sandra
Abrams, Linda
Adams, Kim
Adams, Robert
Adams, Troy
Aelbers, Gigi
Akee, Danny and Marie
Akers, Laura
Albert, Wayne
Allen, Gary and Rosalie
Allen, Scott and Margie
Allred, Joseph
Allred, Michael D
AmazonSmile Foundation
AMB Foundation
Amend, Joseph and Stephanie
Ames, Michele
Amos I Jr., Charles C.
Anderson, Barbara
Anderson, Deborah E.
Anderson, Derek
Anderson, Jeanette
Anderson, Matts D
Anderson, Pia
Andrews, Betty
Ann Kirkpatrick’s Office
APS Arizona Public Service
Arizona Community Foundation
Arnold, Allison
Aspey, Frederick
Attias Fund of the Liberty Hill Foundation
Aungst, William
Ayuson, Mary
Bachman, William and Jane
Baer, Donellen
Bahnimptewa, Tiffany
Baitinger, Zach
Baker, Myra
Baker, Scott and Barb
Baker-Smith, Joanne
Bandimere, Kaley
BARIndustries, Inc.
Barnes, Leon and Barbara
Barnhill, MJ
Baron, Peggy
Barton, Julie
Bartan, Keith
Bassetti, Moira
Bauchman, Rick
Bavasi, Chris
Beach, Ruth Ann
Bear, Seth Hollow Horn
Beuch, George
Beaudin, Marc
Becker, Judy and David
Becker, Tammy
Begay, Eunice
Begosh, Marbeth
Beiser, Steve and Antoinette
Beitelz, Amber
Bell, Robert F.
Bender, Beverly
Benner, Eleanor
Bennett, Linda
Benson, Mitzi
Benson, Nicole
Benson, Ricky and Lori
Benson, Shanna L
Berglund, Beth
Berman, Chris
Bernd, Dean and Lisa
Berrol, Ronn
Berube, Noel
Biordi, Toni and Charlie DiGangi
Birdbear, Alan
Bishop, Eddie and Lorraine
Bishop, Lorene
Black Elk-Noel, Theresa
Black, Charles L.
Black, George
Black, Laura
Bloch, Melanie
Block, Patrick
BNSF Railway Foundation
Boeing Co. Community Fund
Bolt, Ray
Bouchard, Joan
Bowen, Karen
Boyer, Gary
Boyer, Raymond
Boyle, Dennis
Bozeman Area Community Foundation
Bozeman, Lydia Jane
Bradford, Stephanie
Brandon, Melanie
Branham, Mary Ann
Brazil, Joel
Brennan, Marilyn and James
Brennan, Sally
Bridenbaker, Lindsay
Brinkley, Candace
Bristow, Patrick L.
Bromwell, Joanne
Brooks, Andrew
Brooks, Shawn
Brooks, Terry
Brow, Kathryn
Brown, Brandy A
Brown, Elise
Brown, Tisch
Brown, Tony Grey
Brown, Wayne
Brumis, Peter and Linda
Bryan, Deborah J.
Buchanan, Barbara
Buffo, Mark
Burkett, Richard and Joyce
Burrell, Gregory
Bury, Shirley
Kraft, Doris
Kranz, Deborah
Kriese, Joseph and Jacqueline
Lagiglia, Michael A.
Lamb, Dennis
Lamb, Joseph
Lane, Deborah
Lanske, James
Lasko, Britta-Lena
Lauzon, Marcia
Lavallee, David
Law-Sullivan, Jennifer
Layne, Robert and Candace Stanton-Layne
Lea, Ben
Leaf, Daniel and Barb
Lee, Ann Marie
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Liberty Mutual’s Give with Liberty Program
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Maurice, Francois
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Microsoft Giving Campaign
Microsoft Matching Gifts Program
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Miller, Robert
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Nai, Amber
Nathans-Kelly, Traci M
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Nettleton, Rich and Sarah
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Nijemcevic, Tatjana
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Oughton, Doreen
Owings, Cynthia and Graham
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Price, Joe and Carolyn
Princess Anne Family Practice
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Redwood, Jacqueline
Special thanks to Christopher Cote (First Nations Oweesta Corporation), and Ellary Kramka for the design and production of this report.