



Honoring strong Indian families ♥ NICWA 2016 Annual Report

NICWA Staff Members

Executive	Operations	Programs		
Kim Christensen <i>(Ojibwe)</i> <i>Development Director</i>	Tia Begay <i>(Diné)</i> <i>Financial Services Manager</i>	Matthew Scott <i>(Siletz)</i> <i>Director of Operations</i>	Adam Becenti <i>(Diné)</i> <i>Community Development Specialist</i>	Crys O'Grady <i>Research Manager</i>
Terry Cross <i>(Seneca)</i> <i>Founder and Senior Advisor</i>	Alexis Contreras <i>(Grand Ronde)</i> <i>Project Coordinator and Research Assistant</i>	Lauren Shapiro <i>Director of Events and Training</i>	Barbara Gladue <i>(Anishinaabe)</i> <i>Family Engagement Specialist</i>	Puneet Sahota <i>Research Director</i>
Brenda Hernandez <i>Development Associate</i>	Valorie Gaede <i>(Shoshone Bannock)</i> <i>Project Coordinator</i>	Sarah Wittmann <i>Event Coordinator</i>	Shanna Knight <i>ICWA Specialist</i>	David Simmons <i>Director of Government Affairs and Advocacy</i>
Sarah Kastelic <i>(Alutiiq)</i> <i>Executive Director</i>	Emily Hancock <i>Project Coordinator</i>	Chandra Wilson <i>(Klamath-Modoc)</i> <i>Human Resources Manager</i>	Jackie Malstrom <i>(Akimel O'odham/Yaqui)</i> <i>Youth Engagement Specialist</i>	Alton Spencer <i>Community Development Specialist</i>
Tristan Tipps-Webster <i>Member Relations Manager</i>	Monica Hawley <i>(Ioway)</i> <i>Bookkeeper</i>	April Ybarra <i>Executive Assistant to Sarah Kastelic and Library Specialist</i>	Cori Matthew <i>(Salish and Blackfeet)</i> <i>Director of Programs & Policy</i>	
	Sarah Hopper <i>Operations Coordinator</i>			



NICWA

Dear Friends of NICWA,

As I reflect on a landmark year of advocacy gains in critical steps to increase compliance with the Indian Child Welfare Act (ICWA), including the release of guidelines and subsequent regulations, I am proud that NICWA played a crucial role in making this happen. On December 12, 2016, the new regulations go into effect, clarifying protections for Native children and keeping more families and communities together. Children will know who they are and have a sense of belonging, and families will have the opportunity to pass on their practices and teachings, important protective factors for Native children and youth. Native children will inherit and be strengthened by their community's traditions. Your partnership helped make this happen. Together we honor the tradition of strong Indian families.

After three decades of advocacy, this was a hard fight and a hard win. Yet we anticipate continued opposition to ICWA and compliance with the regulations. We also know that the recent presidential election has created a climate of uncertainty about the future and our recent gains in Indian child welfare policy. NICWA is already hard at work defending our policy advances and positioning the next phase of our work to continue progress towards protecting the right of tribes to care for their member children and families. Historically, we have found allies on both sides of the aisle, and we will continue this tradition of bipartisan work to move policies forward that address the needs of Native children. Most importantly, NICWA is focusing our energies on ICWA compliance so that Indian children and their families receive the protections they deserve from this important rule. We have already incorporated the regulations into our training institutes, updated our online ICWA course, and anticipate a record turnout at our annual three-day conference (April 2017 in San Diego, California), the largest gathering on Native child advocacy issues, where ICWA compliance is at the core of our programming.

With your support and partnership, NICWA is on the frontlines of defending ICWA and protecting Indian families. I am humbled by NICWA's mission and appreciate this opportunity to thank you for linking arms with our board and staff to continue to advocate on behalf of Native families and tribes. I hope that you will join me this coming year in defending ICWA—through staying connected via social media, becoming a member, giving a gift, and subscribing to our mailing list through our website.

On behalf of our board of directors and staff, and most importantly those we serve, thank you!

With much gratitude,

Sarah L. Kastelic

Sarah L. Kastelic
(Alutiiq)
Executive Director



Board of Directors

Officers

President:

Gil Vigil
(Tesuque Pueblo)

Vice President:

Rochelle Ettawageshik
(Little Traverse Bay
Bands of Odawa Indians)

Secretary:

Alex Wesaw
(Pokagon Band of Potawatomi)

Treasurer:

Gary Peterson
(Skokomish)

Members

Teresa Baldwin
(Inupiaq)
NCAI Youth Commission

Patricia Carter-Goodheart
(Nez Perce)

Cassandra Church
(Pokagon Band of Potawatomi)
NCAI Youth Commission

Angela Connor
(Choctaw)

Paul Day
(Leech Lake Band of Ojibwe)

Jennifer Elliott
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Jocelyn Formsma
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Luke Madrigal
(Cahuilla Band of Indians)

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Superior Chippewa)

Robert McGhee
(Poarch Band of Creek Indians)

Theodore Nelson, Sr.
(Seminole Tribe of Florida)

Mary Tenorio
(Santo Domingo Pueblo)

Derek C. Valdo
(Acoma Pueblo)

Board of Trustees

Chair:

John Shagonaby
(Match-e-be-nash-she-wish
Band of Pottawatomi Indians)

Members:

Brad Earl
(Nez Perce descent)

Sherry Salway Black
(Oglala Lakota)



Requests for Information

This last year saw the release of the most guidance we have received on the Indian Child Welfare Act (ICWA) since 1979. The Bureau of Indian Affairs (BIA) released new agency and state court guidelines on implementing ICWA in February 2015 and binding federal regulations in June 2016. The new federal guidance, along with some highly publicized court cases, brought a wider awareness of the law and increased the number of requests for information we receive at NICWA.

Thanks to grants from the Spirit Mountain Community Fund and the San Manuel Band of Mission Indians, NICWA expanded our capacity to provide information, referrals, and emergency telephone social work services to families threatened with the removal of their children. In one of our only direct services, NICWA provided key information to callers—including relatives, tribal and state child welfare workers, and judges and attorneys—about ICWA. NICWA spoke with families about their options to respond to the custody proceedings, whether ICWA applied to their cases, what their rights were, and where they could get additional legal counsel and access support services.

NICWA received over 800 calls in the last fiscal year requiring child welfare, social work, and technical policy expertise to support families in crisis. Within a two-week period last May, NICWA received over 70 calls following the media coverage of a Choctaw ICWA case in Los Angeles County. With the December 2016 effective date of the ICWA regulations, we anticipate an increased need for information in 2017. Providing accurate, timely information is critical to addressing complex cases before they come to the attention of national media.

National Indian Child Welfare Association • www.nicwa.org

January

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Strengths-Based Indicators

In partnership with the Annie E. Casey Foundation and the National Congress of American Indians, NICWA published an article on the importance of using cultural values and cultural identity to develop strengths-based indicators of well-being for Indigenous children and families.

Child well-being indicators are used to develop programs and policies for children, youth, and families. However, mainstream child well-being indicators are often deficit focused and do not align with many Indigenous worldviews. Indigenous worldviews require a description of child well-being based on strengths that reflect the web of connections among the child, family, and community; cultural and spiritual practices; and individual health and stability.


Using the relational worldview framework, NICWA identified a set of strengths-based indicators to complement mainstream health-oriented measures to create a more

accurate and meaningful picture of well-being for children and families in Indigenous communities. The relational worldview framework highlights the importance of balance in the four quadrants of mind, body, context, and spirit, and emphasizes that instilling cultural values and positive cultural identity is as necessary to well-being as economic security and physical health.

NICWA’s policy and research teams collaborated on this project with the aim of creating a guide for policymakers and researchers to adapt child well-being indicators to better reflect Indigenous worldviews and the realities of tribal and urban American Indian and Alaska Native (AI/AN) communities. Because child well-being indicators drive important policy and funding decisions at the federal, state, and tribal/local levels, it is important to ensure that measures of AI/AN children’s well-being are holistic and grounded in balance and harmony in human relationships and the natural and spiritual world.

February

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Youth Participation

Youth are at the heart of NICWA's work—central to both our mission and to the way we work in community. Youth perspectives and voices are incorporated in NICWA's approach to our work from the ground up, including our commitment to youth representatives on our board of directors.

For almost a decade, NICWA has welcomed the appointment of two youth members to our board of directors by the National Congress of American Indians Youth Commission. Every three years, the Youth Commission appoints two new youth representatives to the NICWA board. These youth representatives are charged with acting as liaisons to bring information about NICWA's initiatives back to the Youth Commission, and to advocate for youth needs and priorities on the NICWA board. Youth representatives are full voting members of NICWA's board of directors and actively contribute to discussions about the organization's current initiatives, policy goals, and strategic direction. Several youth representatives have continued to serve on the NICWA board after their Youth Commission terms have concluded.

NICWA's current two youth board members are Teresa Baldwin (Inupiaq) and Cassandra Church (Pokagon Band of Potawatomi), both elected by the Youth Commission in 2015. Teresa is the founder of Hope4Alaska, a youth suicide prevention and awareness campaign; a graduate of the University of California, San Diego; and a legislative fellow at the National Congress of American Indians. Cassandra served as co-vice president of NCAI's Youth Commission from 2014–2016, is a graduate of Michigan State University, and is pursuing a master's degree in social work at her alma mater.

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March

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Annual Conference

The 34th Annual Protecting Our Children National American Indian Conference on Child Abuse and Neglect, held in St. Paul, Minnesota, on April 3-6, 2016, was one of our most successful conferences ever. We hosted over 1,000 attendees, with 136 presenters and 72 workshops! We were thrilled to be back in the Midwest and enjoyed tremendous support from tribal governments in the Great Lakes region and from the local Minneapolis American Indian community.

Conference panels included using traditional practices and teachings to promote healthy development and wellness in early childhood as well as policy developments in Canada and the United States that have the potential to dramatically affect funding, service delivery, and social work practice for Indigenous children. NICWA was particularly honored to host a federal panel in which a memorandum of understanding in support of inter-agency collaboration to better promote the implementation of and compliance with the Indian Child Welfare Act was announced.

At the banquet dinner, conference attendees had the opportunity to support NICWA's work through a Las Vegas vacation raffle and paddle raise. NICWA's board of directors bestowed its greatest honor, the Champion for Native Children Award, on University of New Mexico law professor and former Assistant Secretary of Indian Affairs Kevin Washburn.

NICWA thanks our new and returning record-breaking 41 conference sponsors as well as our conference attendees. We value your partnership in strengthening the well-being of AI/AN children and families by increasing the knowledge, skill sets, and resources of those who seek to improve the lives of and outcomes for Native children and youth.



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April

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Executive Transition

Thanks to the generous funding of the Kresge Foundation, NICWA has been convening 10 partner organizations from across the country since 2013 to explore issues related to executive transitions and succession planning in culturally based human service nonprofit organizations. Partners from Black Administrators in Child Welfare, the Child Welfare League of America, the Committee for Hispanic Children and Families, the Council for Native Hawaiian Advancement, the Denver Indian Family Resource Center, First Alaskans Institute, Immigrant and Refugee Community Organization, Leadership Education for Asian Pacifics, Inc., New York Council on Adoptable Children, and A Second Chance, Inc., convened in 2013, 2015, and 2016 to discuss experiences of and strategies for successful succession planning in our organizations.

This project grew out of NICWA's own experience planning for an executive transition. When NICWA's founder Terry Cross began to consider the path he wanted for his own transition out of the executive director role, he worked with then-Deputy Director Sarah Kastelic to secure funding from the Kresge Foundation to convene a group of partner organizations facing similar transitions to explore how these transitions, and succession planning more generally, may play out in unique ways within culturally based organizations that are engaged with and accountable to diverse communities. This learning community met in person several times; continues to participate in ongoing distance learning opportunities through emails, webinars, and conference calls; and all received mini-grants to pursue their own succession planning, leadership development, and capacity-building projects.

May is National Foster Care Month

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May

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4 NICWA 2018 Conference: Call for Artists Due	5 Children's Mental Health Awareness Day	6
7	8	9	10	11	12	13
14 Mother's Day	15 International Day of Families	16	17	18	19	20
21	22	23	24	25	26 Ramadan Begins at Sundown	27
28	29 Memorial Day	30	31	<div> <div> April 2017 </div> <div> <div>S</div><div>M</div><div>T</div><div>W</div><div>T</div><div>F</div><div>S</div> <div> 23 24 30 </div> <div> 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 </div> <div> 1 8 15 22 29 </div> </div> </div> <div> <div>June 2017</div> <div> <div>S</div><div>M</div><div>T</div><div>W</div><div>T</div><div>F</div><div>S</div> <div> 25 26 27 28 29 30 </div> <div> 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 </div> <div> 1 8 15 22 29 </div> </div> </div>		



Strengthening Tribal Governance

NICWA is dedicated to strengthening tribal governance because leaders with increased information and support are better equipped to ensure their member children and families have the services they need to thrive. Our government affairs and advocacy team responds to this need through training and technical assistance, dissemination of materials, and facilitation of peer-to-peer learning. This work includes developing policies and procedures for programs, increasing knowledge of how to effectively implement laws, developing inter-governmental services and funding agreements, strengthening the human services workforce, and providing strategies on how to leverage and prioritize available resources.

Our approach ensures that formal service systems do not interrupt natural helping systems that exist within tribes. Often this work is about reclaiming tribal traditions, customs, and beliefs that have served tribal children and families so well in the past. We know that all tribes have cultural practices that are highly effective in caring for children and families. NICWA's role is to facilitate the inclusion of those culturally valued practices in partnership with communities and their leaders.

Last year, NICWA conducted seven tribal governance training sessions. We were able to reach a wide audience because trainings were conducted at national conferences that attract tribal leaders, including the National Congress of American Indians, United South and Eastern Tribes, and Affiliated Tribes of Northwest Indians, as well as our own annual conference in April.

During this same period of time, we delivered eight training sessions on the revised ICWA guidelines, provided testimony on the proposed ICWA regulations, and supported tribal leadership as they advocated for improved policies and discussed strategies for improving relationships with tribes at the U.S. Department of Health and Human Services Secretary's Tribal Advisory Committee.

June is LGBT Pride Month

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June

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>May 2017</p> <p>S M T W T F S</p> <p>1 2 3 4 5 6</p> <p>7 8 9 10 11 12 13</p> <p>14 15 16 17 18 19 20</p> <p>21 22 23 24 25 26 27</p> <p>28 29 30 31</p>	<p>July 2017</p> <p>S M T W T F S</p> <p>2 3 4 5 6 7 8</p> <p>9 10 11 12 13 14 15</p> <p>16 17 18 19 20 21 22</p> <p>23 24 25 26 27 28 29</p> <p>30 31</p>			1	2	3
4	5	6	7	8	9	10
		NICWA Training Institute, Portland, OR, June 6-8				
11	12	13	14	15	16	17
	ICWA Regulations 1 st Anniversary					
18	19	20	21	22	23	24
Father's Day			First Day of Summer National Aboriginal Day (Canada)			
25	26	27	28	29	30	

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Pasena, Samantha
Paul, Kathy
Payne, Kara
Pearson, Cherilu
Pecora, Dian
Pecora, Peter
Pederson, Michelle
Pedro, Jay
Peralta, Maureen
Perez, Jennie
Perkins, Tatiana
Perry-Martell, Robin
Peterson, Darlene
Peterson, Evelyn
Peterson, Gary
Philbrick, Alizabeth
Plumage, Becky
Polit, Aimee
Potter, Bobbi-Jo
Powell, Misty
Price, Rebecca
Provost, Kevin
Quiver, Adelbert
Rain, Geraldine
Ramstad, Jessica
Randle, Sharon
Reano, Delfino
Red Leaf, Jacqueline
Redner, Lovina
Reer, Lynn
Reeves, Jan
Rembold, Elizabeth

Requilman-Bowden, Michelle
Resoff, Linda
Reveles, James
Rex, Loretta
Rhodes King, Irma
Rice, Marina
Rich, John
Richardson, Crystal
Richey, Pamela
Richmond, Bobby
Rigby, Cathy
Rispoli, Anthony
Robertson, Michelle
Rodriguez, Mona
Roe, Patricia
Roehr, Vincent
Rondeaux, Crystal
Rose, Laurie
Rouillard, Willow
Round Stone, Mark
Roy, Judy
Roybal, Edward
Ruis, Linda
Runnar, March
Rupert, Wallace
Russell, April
Russell, Jodi
Saddleback, Vernon
Sage, Melanie
Sailor, Nicole
Salem, Neda
Salinas, Erika
Salois, Emily Matt
Sanchez, Ariana
Sanchez, Ryan
Sanchez, Tinisha

Sanders, Diana
Sanderson, Cheryl
Sandoval, Jimel
Sasakamoose, Clayton
Sasakamoose, Lisa
Saunders, Duane
Savior, Verbena
Scalpcane, August
Scannapieco, Maria
Scheid, Tiffany
Schildt, Brent
Schmitt, Holly
Schneider-Hobbs, Darcy
Schrock, Keri
Schroeder, Marty
Schryer, Stacy
Schubert, Tina
Schug-Johnson, Leanne
Scott, Matthew
Seciwa, April
Seguin, Cynthia
Seymour, Rachele
Shapiro, Lauren
Sheperd, Kimberly
Sherrill, James
Shircel, Erik
Shireman, Joan
Siewell, Paul
Skinner, Juli
Slizewski, Michael
Small Bear, Pete
Smith, Alisha
Smith, Paula
Smith, Robert
Smith, Sandra
Smith, Shannon
Smith, Trisha

Smith, Willow
Snell, Arleata
Soder, Natalie
Soholt, Jody
Solomon, Mary Anne
Spencer, Alton
Spencer, Roger
Spoonhunter, Hidonee
Srinivasan, Parvathi
St. George, Rebecca
St. Goddard, Nathan
Stahelin, Sarah
Stand, Darren
Stark, Kekek Jason
Stark, Lisa
Starr, Maria
Stephens, Kori
Stephens, Michele
Stevens, Brandon
Stiller, Linda
Stoneland, Lorraine
Sundberg, Angela
Sundell, John
Swain, Carrie
Swanson, Tammy
Tafoya, Chris
Tanana, Heather
Tasker, Wyonet
Taylor, Nina
Tellett, Anne
Tenorio, Esther
Tenorio, Mary
Thomas, Marcel
Thompson, J'Shon
Thompson, Sue
Thorbjornsen, Brian
Tipps-Webster, Tristan

Tolbert, Renay
Tovar, Molly
Towell, Katy
Trancosa, Shawna
Trobe, Jack
Tsaipi, Charlene
Tuesday, Carl
Tulee, Betsy
Tunney Rogers, Tallerita
Turgeon, Lorna
Twining Blue, Elizabeth
Ullrich, Jessica
Valandra, Dave
Valenzuela, Angela
Van Zile, Marisa
Van Zile, Nicholas
Vasquez, Valerie
Vazquez, Moises
Vedder, Laura
Velasquez, Latitia
Vetter, Rochelle
Victoroff, Carla
Vu, Lisa
Wait, Dorothy
Walker, Lenora
Walkner, Amy
Wallulatum, Vincent
Wall-Wilbert, Lisa
Waquie, Christine
Ward, LIsa
Warren, Deanna
Wass, Laura
Waters, Stacie
Watrous, Sarah Jane
Watters, Charlotte
Weaver, Stephen
Webster, Janet

Wesaw, Alex
Wesaw, Matt
Wheeler, Melanie
Wherley, Corinne
White, Craig
White, Jennifer
White Eagle, Amanda
White Eagle, Gail
White Hair, Sunshine
White Hat, Marlies
White Hawk, Sandra
Whitekiller, Virginia
Whiteman, Jeanine
Whitney, Sara
Whitworth, Brandelle
Wilcox, Carole
Wilcox, Darlene
Wilcox, Rebecca
Williams, Diana
Williams, Melissa
Williams, Nitausha
Williams, Tara
Willier, Darlene
Wilson, Chandra
Wilson, Juliann
Wilson, Juliette
Wilson, Matilda
Wilson, Todd
Wittmann, Sarah
Wittmann, Susan
Wolfe, Clifford
Wright, Natasha
Wright, Ted
Yahtin, Shawnetta
Yalch, Jacqueline
Yazzie, Melissa
Yazzie, Wilfred

Ybarra, April
Yellowhammer, Terri
York, Laurie
Young, Dana
Young, Joseph

Associate

Belcher, Vertis
George, John
Ortiz, Manuelita
Rawson, Lorianne
Zimin, Lorianne

Organizational Members

Coral

Casey Family Programs-Arizona
Casey Family Programs-Austin
Casey Family Programs-Bay Area
Casey Family Programs-Denver
Casey Family Programs-Headquarters
Casey Family Programs-Idaho
Casey Family Programs-LA County
Casey Family Programs-San Antonio
Casey Family Programs-San Diego

Casey Family Programs-Seattle
Casey Family Programs-Yakima
Delta Dental of Minnesota
Seminole Media Productions
U.S. Department of Health and Human Services

Turquoise

Ain Dah Yung Center
American Indian Health & Family Services
AMERIND Risk Management Corporation
Capacity Building Center for Tribes
Crazy Horse Memorial Foundation
Denver Indian Family Resource Center, Inc.
Handel Information Technologies
Humboldt State University, Department of Social Work
Native American Community Services
Nebraska Families Collaborative
Nevada Division of Child and Family Services
New York Council on Adoptable Children

Sonosky, Chambers, Sachse, Endreson & Perry LLP
Spirit Rock Consulting
State of Alaska Office of Children's Services
University of OK National Resource Center for Youth Services

Associate

Carlton County Public Health & Human Services

Tribal Members

Coral

Ak-Chin Indian Community
Cherokee Nation
Chickasaw Nation
Coushatta Tribe of Louisiana
Greenville Rancheria
Match-e-be-nash-she-wish Band of Pottawatomis Indians
Mescalero Tribal Human Services
Native Village of Port Lions
Pechanga Band of Luiseño Mission Indians
Pokagon Band of Potawatomi Indians

Pueblo of Pojoaque
Seminole Tribe of Florida
Sycuan Band of the
Kumeyaay Nation
Tuolumne Band of
Me-Wuk Indians
Twenty-Nine Palms Band
of Mission Indians

Turquoise

Apache Tribe of Oklahoma
ICW Prevention
Program
Cedarville Rancheria

Central Council Tlingit
and Haida Indian Tribes
of Alaska
Cook Inlet Tribal Council
Delaware Tribe of Indians
Jamestown S'Klallam Tribe
Keweenaw Bay Indian
Community
Little River Band of
Ottawa Indians
Little Traverse Bay Band
of Odawa Indians
Makah Nation
Mille Lacs Band of Ojibwe
Modoc Tribe of Oklahoma
Morongo Band of Mission
Indians

Nisqually Indian Tribe
Nome Eskimo Community
Osage Nation
Osage Nation Social
Services
Ottawa Tribe of Oklahoma
Ponca Tribe of Nebraska
Prairie Band Potawatomi
Nation
Pueblo of Acoma
Pueblo of San Felipe
Quapaw Tribe of
Oklahoma
Quinault Indian Nation
Sac and Fox Nation
Saint Regis Mohawk Tribe
San Carlos Apache Tribe

Santa Ynez Band of
Chumash Indians
Santee
Sioux Tribe
of Nebraska
Seneca Nation of Indians -
Salamanca
Shakopee Mdewakanton
Sioux Community of
Minnesota
South Naknek Village
Council
Susanville Indian
Rancheria
Tolowa Dee-ni' Nation
Ute Indian Tribe of
the Uintah and Ouray
Reservation

Wampanoag Tribe of
Gay Head (Aquinnah)
of Massachusetts
Wampanoag Tribe of
Massachusetts
(Mashpee)
Ysleta del Sur Pueblo

Please note that every effort is made possible to ensure that our Investor and Member listings are an accurate account of all gifts made during our 2016 fiscal year and as such regrets any omissions or errors that may have occurred in assembling these lists.

To make a correction or to request further information, please contact Kim Christensen, development director at (503) 222-4044 ext. 123.

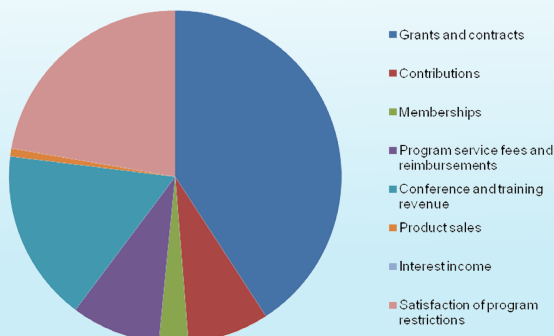


Thanks to all our investors
who make NICWA's mission possible!

FY 2016 NICWA Financials

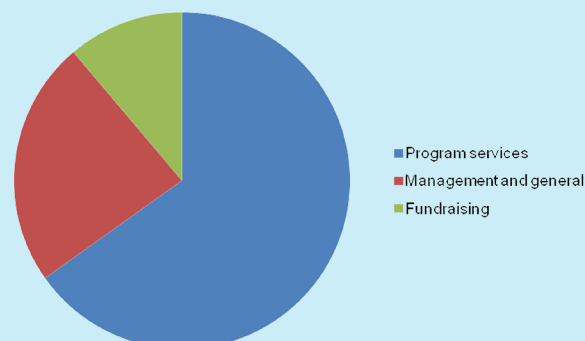
Revenues

Grants and contracts	\$1,238,009
Contributions	\$240,571
Memberships	\$86,592
Program service fees and reimbursements	\$263,490
Conference and training revenue	\$506,378
Product sales	\$23,573
Interest income	\$16
Assets released from restrictions: Satisfaction of program restrictions	\$675,796
Total	\$3,034,425



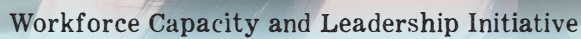
Expenses

Program services	\$2,073,876
Management and general	\$752,863
Fundraising	\$355,822
Total	\$3,182,561



Net assets, beginning of year \$1,998

Revenue Over Expenses \$(146,138)



This grant allowed NICWA to be more intentional in how we prepare staff to be successful in serving tribal communities. As a result, program staff are more confident in their work and feel that they are making a larger, more meaningful impact for those we serve. We cannot wait to expand this important work beyond NICWA staff in the coming years!

August

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3	4 Labor Day	5	6	7	8	9 Fetal Alcohol Spectrum Disorders Awareness Day																																																																																				
10 Grandparent's Day World Suicide Prevention Day	11	12 NICWA Training Institute, Minneapolis, MN, September 12–14	13	14	15	16																																																																																				
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Membership

As a national, member-based, nonprofit organization, NICWA's strength is our members: over 850 tribes, organizations, and individuals who are committed to the protection of Native children and the preservation of Native families and their cultures.

Our membership represent a variety of professions, including social workers, Indian child welfare directors, lawyers, tribal court staff and judges, adult adoptees, and foster parents/youth. We are proud of this strong and diverse group of advocates who work together to advance the vision of thriving Native children and families for generations to come.

This last year NICWA worked to improve services to our members. Our efforts resulted in increased participation in our monthly member-only webinars and

e-bulletins and record-breaking member participation at our annual conference. We were thrilled to have 200 members attend the membership reception and annual meeting, where we were honored to recognize Frank LaMere (Winnebago Tribe of Nebraska) with our 2016 Member of the Year award. Additionally, 43 new members joined onsite, 72 current members took selfies and made videos for our member social media campaign, and 90 members submitted feedback surveys to inform our work in the coming year.

Thank you to our wonderful NICWA members for your support and involvement. We are committed to providing you with access to quality information, networks, and resources, and continuing to advocate with and for you and the communities you serve!

October

National Indian Child Welfare Association • www.nicwa.org

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1 NICWA's 34 th Anniversary	2	3	4	5	6	7																																																																																				
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Training Institutes

Training Institutes are one of the ways NICWA members and supporters make connections with one another in the Indian child welfare field and stay abreast of the timeliest information. These are regional events held across the nation to provide training, skills building, education, and networking opportunities. These events draw individuals and groups of tribal and state child welfare workers, lawyers, judges, and educators.

Last year, NICWA trainers traveled to four states for Training Institutes: Oregon, New Mexico, Alaska, and Minnesota. These trainings were open to the public and attracted 342 participants. Attendees were able to choose from four courses: ICWA Basics, Advanced ICWA, Positive Indian Parenting (PIP), and Tribal Customary Adoption.

ICWA Basics and Advanced ICWA provided participants with the basic legal

requirements of ICWA and an understanding of the practice issues involved with its implementation. Participants were given strategies for implementing ICWA and how to successfully integrate other federal and state policies that interface with ICWA. Through these two trainings, the BIA regulations were addressed, and participants increased their understanding of this new rule.

PIP, one of our most popular trainings, prepared tribal and non-tribal child welfare personnel to train AI/AN parents using a culturally specific approach. The materials presented during this training draw on the strengths of historic Indian child-rearing patterns and blend traditional values with modern skills. Tribal Customary Adoption training provided guidance on how to incorporate this concept into a tribe's code and practice through a community-driven process, reviewed actual tribal codes, and illustrated how states can support tribal customary adoption practices.

November is American Indian and Alaska Native Heritage Month

National Indian Child Welfare Association • www.nicwa.org

November

SUNDAY							MONDAY							TUESDAY					WEDNESDAY					THURSDAY				FRIDAY				SATURDAY																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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A woman with long dark hair and glasses, wearing a green lanyard, holds a white sign. The sign reads: "I pledge to #DefendICWA because... I CARE". The background is dark and out of focus, with a poster visible on the right.

Over the last several years, NICWA and our partners made tremendous gains in defense of ICWA, including the establishment of a multi-agency ICWA compliance effort between the federal Justice, Health and Human Services, and Interior departments. In addition, NICWA was a leading voice in successfully updating federal ICWA guidelines in 2015 and the subsequent release of new comprehensive regulations in 2016. We helped rally Indian Country, which resulted in 2,100 filed comments on the new proposed rule—with NICWA alone filing 50 pages of comments and recommendations.

We regularly engage in social media campaigns as part of our public education work about the history of, ongoing need for, and impact of ICWA to help shift the “court of public opinion” by humanizing Indian families and communities, as well as helping the public understand the need for tribes to protect their member children and the need for children to be parented by extended family, in their own community, wherever possible. An example of this work was seen in the recent crowdsourced #DefendICWA campaign, garnering 330 posts.

I CARE

National Indian Child Welfare Association • www.nicwa.org

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<div>November 2017</div> <div> <div>S</div> <div>M</div> <div>T</div> <div>W</div> <div>T</div> <div>F</div> <div>S</div> </div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div> <div>11</div> <div>12</div> <div>13</div> <div>14</div> <div>15</div> <div>16</div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> <div>26</div> <div>27</div> <div>28</div> <div>29</div> <div>30</div> </div>	<div>January 2018</div> <div> <div>S</div> <div>M</div> <div>T</div> <div>W</div> <div>T</div> <div>F</div> <div>S</div> </div> <div> <div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div> <div>11</div> <div>12</div> <div>13</div> <div>14</div> <div>15</div> <div>16</div> <div>17</div> <div>18</div> <div>19</div> <div>20</div> <div>21</div> <div>22</div> <div>23</div> <div>24</div> <div>25</div> <div>26</div> <div>27</div> <div>28</div> <div>29</div> <div>30</div> <div>31</div> </div>	1	2	3	4	5
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UN Human Rights Day						
17	18	19	20	21	22	23
24	25	26	27	28	29	30
New Year's Eve	Christmas					
31						

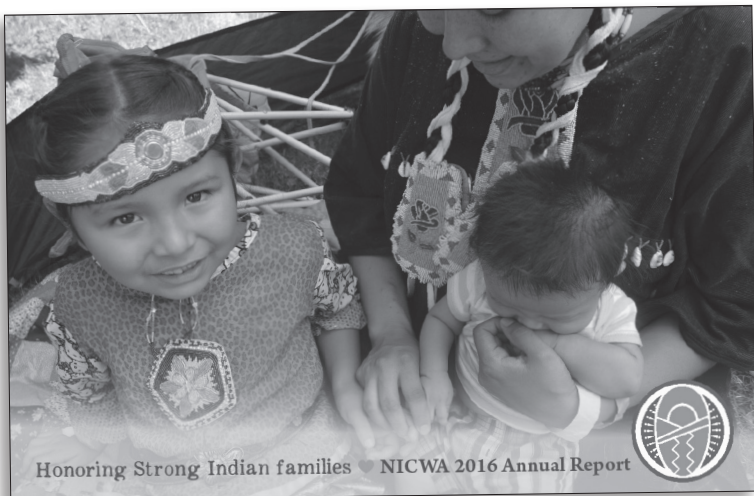
NICWA is proud to share with you our 2016 annual report
in the form of a 2017 calendar!



This is our gift to thank you for your support and partnership in our work.

Stay connected to us year-round by celebrating the tremendous gains made on behalf of Native children and their families this last year.

- NICWA Board and Staff



Honoring Strong Indian families ♥ NICWA 2016 Annual Report

P.S. Join us for **opportunities to participate** further in our work in 2017
through items **highlighted** in our calendar!



National Indian Child Welfare Association
5100 SW Macadam Avenue, Suite 300
Portland, OR 97239

2017 Calendar Inside

Honoring strong Indian families!