Native American Rights Fund

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Report Generated on: 12/11/2023

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NARF’s objectives are to protect the rights of and seek justice for tribes and Native peoples. In the words of Executive Director John Echohawk, "We ask for nothing more, and will accept nothing less than the U.S. Government keeping the promises it has made to Native Americans." NARF currently represents more than 60 tribes in 20 states on a wide range of critical matters, including land into trust, federal recognition, subsistence hunting & fishing, federal trust responsibilities, protection of sacred places, voting rights, sovereign immunity, Indian Child Welfare, water rights and environmental issues.
PROGRAMS

1. National Indian Law Library
   Population(s) served: Indigenous peoples, Adults

2. Litigation and Client Services
   Population(s) served: Indigenous peoples

POPULATIONS SERVED

1. Adults
2. Indigenous peoples
3. American Indians

COMPLIANCE

- IRS Pub 78 Verified as of November 2023
- IRS BMF 509(a) (1) as of November 13, 2023
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
- 13 Number of Independent Board Members
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, May 2023

National Indian Law Library

Population(s) Served:
- Indigenous people
- General/Unspecified

National repository of, and clearinghouse for, materials in Indian law. Collects and distributes catalogues and other materials used for legal and educational purposes. Provides reference and research assistance.

Litigation and Client Services

Population(s) Served:
- Indigenous people

Provides legal representation, assistance and education to Native American People
CHARTING IMPACT

What is the organization aiming to accomplish?

- Protect the sovereignty, natural resources, language and traditions of Native Americans.
- Enforce the treaty, constitutional and statutory rights of Native Americans.
- Educate the public, elected officials and regulatory agencies on the rights of Native peoples.
- Federal recognition of all tribes
- Shelby fix
- Carcieri fix

What are the organization's key strategies for making this happen?

- Produce publications, presentations and archives detailing the rights of Native Americans and the responsibilities of the government to protect and enforce those obligations.
- Inform governments and their agencies of rights violations.
- Initiate legal action if rights violations are not rectified voluntarily.

What are the organization's capabilities for doing this?

- Seventeen staff attorneys
- The worlds largest archive of tribal documents
- Three offices easily and readily accessible to tribes and Federal Government offices strategically situated.
- Funding of twenty five Indian Legal Services offices in Indian Country
- Formal and Informal cooperation with law schools, private law firms, expert witnesses, government agencies, consultants and other Native nonprofits.

What have and haven't they accomplished so far?

Accomplished
- American Indian Religious Freedom Act
- Native American Voting Rights Coalition
- U.S. v. Washington
- Native American Graves Protection and Repatriation Act
- Indian Child Welfare Act
- Menomonee Restoration
- Trust Reform
- Supreme Court Victories
- Supreme Court Project
- Alaska Voting Rights/Native language voting materials
- TEDNA securing of federal appropriations
- Klamath Basin Adjudication water volume victories
- Agua Caliente groundwater rights determination
- Shinnecock recognition (as well as a number of other tribes)
- Katie John v. United States

Yet to accomplish
- Federal recognition of all tribes
- "Shelby fix"
- "Carcieri fix'
Financials

FISCAL YEAR START: 10/01
FISCAL YEAR END: 09/30
Financials audited by an independent accountant

Financial Trends Analysis
Business Model Indicators

## Profitability

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
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<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$901,550</td>
<td>$551,673</td>
<td>$2,302,563</td>
<td>$19,107,971</td>
<td>-$7,088,762</td>
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<tr>
<td>As a % of expenses</td>
<td>7.1%</td>
<td>4.4%</td>
<td>20.1%</td>
<td>138.4%</td>
<td>-49.3%</td>
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<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$835,400</td>
<td>$490,736</td>
<td>$2,240,117</td>
<td>$18,973,856</td>
<td>-$7,290,450</td>
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<tr>
<td>As a % of expenses</td>
<td>6.5%</td>
<td>3.9%</td>
<td>19.4%</td>
<td>136.1%</td>
<td>-50.0%</td>
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</tbody>
</table>

## Revenue Composition

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
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</thead>
<tbody>
<tr>
<td>Total revenue (unrestricted &amp; restricted)</td>
<td>$13,265,349</td>
<td>$13,057,847</td>
<td>$16,394,707</td>
<td>$30,510,271</td>
<td>$17,548,546</td>
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<tr>
<td>Total revenue, % change over prior year</td>
<td>-56.9%</td>
<td>-1.6%</td>
<td>25.6%</td>
<td>86.1%</td>
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<tr>
<td>Program services revenue</td>
<td>10.1%</td>
<td>3.7%</td>
<td>3.6%</td>
<td>22.6%</td>
<td>5.5%</td>
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<tr>
<td>Membership dues</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
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<tr>
<td>Investment income</td>
<td>9.6%</td>
<td>12.1%</td>
<td>9.0%</td>
<td>4.5%</td>
<td>6.4%</td>
</tr>
<tr>
<td>Government grants</td>
<td>15.5%</td>
<td>21.2%</td>
<td>8.2%</td>
<td>8.4%</td>
<td>6.5%</td>
</tr>
<tr>
<td>All other grants and contributions</td>
<td>61.6%</td>
<td>60.5%</td>
<td>70.5%</td>
<td>48.4%</td>
<td>77.5%</td>
</tr>
<tr>
<td>Other revenue</td>
<td>3.2%</td>
<td>2.5%</td>
<td>8.7%</td>
<td>16.1%</td>
<td>4.2%</td>
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</table>

## Expense Composition

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<th>2021</th>
<th>2022</th>
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</thead>
<tbody>
<tr>
<td>Total expenses before depreciation</td>
<td>$12,754,275</td>
<td>$12,677,716</td>
<td>$11,460,649</td>
<td>$13,804,967</td>
<td>$14,375,935</td>
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<tr>
<td>Total expenses, % change over prior year</td>
<td>16.0%</td>
<td>-0.6%</td>
<td>-9.6%</td>
<td>20.5%</td>
<td>4.1%</td>
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<tr>
<td>Personnel</td>
<td>46.7%</td>
<td>47.6%</td>
<td>52.2%</td>
<td>49.3%</td>
<td>57.1%</td>
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<tr>
<td>Professional Fees</td>
<td>13.1%</td>
<td>8.7%</td>
<td>15.9%</td>
<td>23.4%</td>
<td>11.7%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>2.5%</td>
<td>2.4%</td>
<td>3.6%</td>
<td>3.2%</td>
<td>3.7%</td>
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<tr>
<td>Interest</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.5%</td>
<td>0.0%</td>
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<tr>
<td>Pass-Through</td>
<td>8.7%</td>
<td>5.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
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<tr>
<td>All other expenses</td>
<td>29.0%</td>
<td>36.3%</td>
<td>28.3%</td>
<td>23.6%</td>
<td>27.5%</td>
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Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
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<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$12,820,425</td>
<td>$12,738,653</td>
<td>$11,523,095</td>
<td>$13,939,082</td>
<td>$14,577,623</td>
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<tr>
<td>One Month of Savings</td>
<td>$1,062,856</td>
<td>$1,056,476</td>
<td>$955,054</td>
<td>$1,150,414</td>
<td>$1,197,995</td>
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<td>Debt Principal Repayment</td>
<td>$0</td>
<td>$0</td>
<td>$19,010</td>
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<td>Fixed Asset Additions</td>
<td>$942,853</td>
<td>$125,170</td>
<td>$86,747</td>
<td>$7,680,789</td>
<td>$2,208,124</td>
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<tr>
<td>Total Full Costs (estimated)</td>
<td>$14,826,134</td>
<td>$13,920,299</td>
<td>$12,583,906</td>
<td>$22,791,272</td>
<td>$18,002,216</td>
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</tbody>
</table>

Capital Structure Indicators

Liquidity

| Months of cash                          | 4.1     | 3.0     | 5.7     | 7.9     | 3.9     |
| Months of cash and investments          | 38.9    | 39.6    | 48.6    | 45.7    | 35.8    |
| Months of estimated liquid unrestricted net assets | 36.1    | 36.8    | 43.0    | 45.6    | 36.0    |

Balance Sheet Composition

| Cash                                    | $4,336,625 | $3,186,005 | $5,459,355 | $9,053,297 | $4,631,036 |
| Investments                             | $37,044,923 | $38,669,064 | $40,940,734 | $43,560,875 | $38,312,774 |
| Receivables                             | $2,725,824 | $2,572,671 | $3,266,436 | $11,192,640 | $10,662,274 |
| Gross land, buildings, and equipment (LBE) | $2,302,513 | $2,373,766 | $1,653,982 | $9,244,957  | $11,428,710 |
| Accumulated depreciation (% of LBE)     | 51.8%    | 50.5%    | 27.5%    | 5.4%      | 5.9%      |
| Liabilities (as % of assets)            | 3.5%     | 3.1%     | 3.9%     | 2.1%      | 3.0%      |
| Unrestricted net assets                 | $39,453,057 | $39,943,793 | $42,183,910 | $61,157,766 | $53,867,316 |
| Temporarily restricted net assets       | $3,397,513 | $3,447,512 | N/A      | N/A      | N/A      |
| Permanently restricted net assets       | $1,027,503 | $1,034,947 | N/A      | N/A      | N/A      |
| Total restricted net assets             | $4,425,016 | $4,482,459 | $7,066,996 | $10,115,367 | $8,913,048 |
| Total net assets                        | $43,878,073 | $44,426,252 | $49,250,906 | $71,273,133 | $62,780,364 |

Key Data Checks

<table>
<thead>
<tr>
<th>Material Data Errors</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
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<tbody>
<tr>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit’s financial condition. Please consult the 990s of any potentially related affiliates for additional information.

Formulas for key metrics

- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
Operations

Source: Self-Reported by Organization, May 2023

EXECUTIVE DIRECTOR

Mr. John E Echohawk

John Echohawk, a Pawnee, is the Executive Director of NARF. He was the first graduate of the University of New Mexico’s special program to train Indian lawyers, and was a founding member of the American Indian Law Students Association while in law school. John has been with NARF since its inception, having served continuously as Executive Director since 1977. He has been recognized as one of the 100 most influential lawyers in America by the National Law Journal since 1988 and has received numerous service awards and other recognition for his leadership in the Indian law field. He serves on the Boards of the American Indian Resources Institute, the Association on American Indian Affairs, the National Committee for Responsive Philanthropy, Natural Resources Defense Council, and the National Center for American Indian Enterprise Development. B.A., University of New Mexico (1967); J.D., University of New Mexico (1970); Reginald Heber Smith Fellow (1970-72); Native American Rights Fund (August 1970 to present); admitted to practice law in Colorado.

DEPUTY DIRECTOR

Matthew Campbell

BOARD CHAIR

Lacy Horn
Cherokee Nation
Term: 2017 - 2023

BOARD CO-CHAIR

Kenneth Kahn
Santa Ynez Band of Chumash Indians
Term: 2017 - 2023

BOARD MEMBERS

Lacey Horn
Cherokee Nation
Kenneth Kahn
Santa Ynez Band of Chumash Indians
Camille Kalama
Native Hawaiian
Rhonda Pitka
Athabascan/Inupiaq
Rebecca Miles
Nez Perce Tribe
Robert Miguel
Ak-Chin Indian Community
Rebecca Crooks Stratton
Shakopee Mdewakanton Sioux
Jamie Azure
Turtle Mountain Band of Chippewa
Geoffrey Blackwell
AMERIND
Stephanie Bryan
Poarch Band of Creek Indians
Gayla Hoseth
Curyung Tribe
Michael Petoskey

NUMBER OF EMPLOYEES

Source: IRS Form 990

<table>
<thead>
<tr>
<th>YEAR</th>
<th>EMPLOYEES</th>
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</thead>
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<tr>
<td>2010</td>
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<td>2021</td>
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<tr>
<td>2022</td>
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</tbody>
</table>

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Grand Traverse Band of Ottawa Chippewa Indians

Louie Ungaro
Muckleshoot Indian Tribe
# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
## FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Echohawk</td>
<td>EXECUTIVE DIRECTOR</td>
<td>$249,330</td>
<td>$28,997</td>
<td>$0</td>
</tr>
<tr>
<td>David Gover Litigation Mgmt</td>
<td>COMMITTEE (THROUGH MARCH 2022)</td>
<td>$183,951</td>
<td>$52,177</td>
<td>$0</td>
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<tr>
<td>Michael Kennedy</td>
<td>CHIEF FINANCIAL OFFICER</td>
<td>$162,424</td>
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<tr>
<td>Matthew Campbell</td>
<td>DEPUTY DIRECTOR</td>
<td>$159,092</td>
<td>$32,186</td>
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<tr>
<td>Erin Dougherty Lynch Litigation Mgmt</td>
<td>MGMT COMMITTEE THROUGH MAR2022</td>
<td>$156,955</td>
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<td>Donald Ragona</td>
<td>DEVELOPMENT DIRECTOR</td>
<td>$153,771</td>
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<tr>
<td>Ronald Mack Corporate Secretary</td>
<td>(THROUGH DECEMBER 2021)</td>
<td>$122,444</td>
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<td>Sarah Trujillo Palacios</td>
<td>CORPORATE SECRETARY</td>
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<td>Jamie Azure</td>
<td>BOARD MEMBER</td>
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<tr>
<td>Michael Petoskey</td>
<td>BOARD MEMBER</td>
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<td>Stephanie Bryan</td>
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<tr>
<td>Anita Mitchell Board Member</td>
<td>(THROUGH NOVEMBER 2021)</td>
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<tr>
<td>Rebecca Crooks-Stratton</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>Louie Ungaro</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Kenneth Kahn</td>
<td>VICE-CHAIRMAN</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Rhonda Pitka</td>
<td>BOARD MEMBER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Camille Kalama</td>
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<td>$0</td>
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<td>$0</td>
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<tr>
<td>Derek Valdo Board Member</td>
<td>(THROUGH JANUARY 2022)</td>
<td>$0</td>
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<tr>
<td>Rebecca Miles</td>
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<tr>
<td>Geoffrey Blackwell</td>
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<tr>
<td>Lacey Horn</td>
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<td>Robert Miguel</td>
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<tr>
<td>Gayla Hoseth</td>
<td>BOARD MEMBER</td>
<td>$0</td>
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<td>$0</td>
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</tbody>
</table>
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Echohawk</td>
<td>EXECUTIVE DIRECTOR</td>
<td>$238,258</td>
<td>$41,525</td>
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<tr>
<td>David Gover</td>
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<td>$179,735</td>
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<tr>
<td>Matthew Campbell</td>
<td>LITIGATION MGMT COMMITTEE</td>
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<tr>
<td>Donald Ragona</td>
<td>DEVELOPMENT DIRECTOR</td>
<td>$149,020</td>
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<td>Erin Dougherty Lynch</td>
<td>LITIGATION MGMT COMMITTEE</td>
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<td>Michael Kennedy</td>
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<td>Jamie Azure</td>
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<tr>
<td>Michael Petoskey</td>
<td>BOARD MEMBER</td>
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<td>Stephanie Bryan</td>
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<tr>
<td>Anita Mitchell</td>
<td>BOARD MEMBER</td>
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<tr>
<td>Rebecca Crooks-Stratton</td>
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<tr>
<td>Michael Smith-Thru 5721</td>
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<tr>
<td>Kenneth Kahn</td>
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<td>Camille Kalama</td>
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### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2020**

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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2019

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### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

#### FISCAL YEAR 2018

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<th>Name</th>
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## HIGHEST PAID EMPLOYEES
### FISCAL YEAR 2022

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## HIGHEST PAID EMPLOYEES
### FISCAL YEAR 2021

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## HIGHEST PAID EMPLOYEES
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## HIGHEST PAID EMPLOYEES
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## HIGHEST PAID EMPLOYEES
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FISCAL YEAR 2022

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### Contractors

FISCAL YEAR 2021

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### Contractors

FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Type of Service</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ridolfi Environmental</td>
<td>500 UNION ST STE 1010, SEATTLE 98101</td>
<td>ENVIR. STUDIES</td>
<td>$183,032</td>
</tr>
</tbody>
</table>
### Professional fundraisers

**FISCAL YEAR 2022**

<table>
<thead>
<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>INNOVIRRE STUDIOS INC</td>
<td>DIRECT MAIL</td>
<td>$3,708,446</td>
<td>$3,672,446</td>
<td>$36,000</td>
</tr>
</tbody>
</table>

### Professional fundraisers

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>INNOVIRRE STUDIOS INC</td>
<td>DIRECT MAIL</td>
<td>$3,459,380</td>
<td>$3,426,380</td>
<td>$33,000</td>
</tr>
</tbody>
</table>

### Professional fundraisers

**FISCAL YEAR 2020**

<table>
<thead>
<tr>
<th>Fundraiser name</th>
<th>Type of service</th>
<th>Gross receipts from fundraising</th>
<th>Retained by organization</th>
<th>Paid to fundraiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>INNOVIRRE STUDIOS INC</td>
<td>DIRECT MAIL</td>
<td>$2,657,446</td>
<td>$2,624,446</td>
<td>$33,000</td>
</tr>
</tbody>
</table>
## Paid Preparers

### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>FORVIS LLP</td>
<td>111 South Tejon Suite 800, Colorado Springs CO 809039848 USA</td>
<td>719-471-4290</td>
<td></td>
</tr>
</tbody>
</table>

### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>BKD LLP</td>
<td>111 South Tejon Suite 800, Colorado Springs CO 809039848 USA</td>
<td>7194714290</td>
<td></td>
</tr>
</tbody>
</table>

### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>BKD LLP</td>
<td>111 South Tejon Suite 800, Colorado Springs CO 809039848 USA</td>
<td>719-471-4290</td>
<td></td>
</tr>
</tbody>
</table>
**BOARD LEADERSHIP PRACTICES**

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

<table>
<thead>
<tr>
<th><strong>BOARD ORIENTATION &amp; EDUCATION</strong></th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>CEO OVERSIGHT</strong></th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has the board conducted a formal, written assessment of the chief executive within the past year?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>ETHICS &amp; TRANSPARENCY</strong></th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>BOARD COMPOSITION</strong></th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>BOARD PERFORMANCE</strong></th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has the board conducted a formal, written self-assessment of its performance within the past three years?</td>
<td></td>
</tr>
</tbody>
</table>
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization's co-leader identifies as:

- **Race & Ethnicity**: Native American/American Indian/Alaska Native/Indigenous
- **Gender Identity**: Male, Not transgender (cisgender)
- **Sexual Orientation**: Heterosexual or Straight
- **Disability Status**: Person without a disability

The organization's other co-leader identifies as:

- **Race & Ethnicity**: Native American/American Indian/Alaska Native/Indigenous
- **Gender Identity**: Male, Not transgender (cisgender)
- **Sexual Orientation**: Heterosexual or Straight
- **Disability Status**: Person without a disability

### Race & Ethnicity

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian/Asian American</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Hispanic/Latino/Latinx</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native American/American Indian/Alaska</td>
<td>100%</td>
<td>50%</td>
<td>75%</td>
</tr>
<tr>
<td>Native/Indigenous</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>White/Caucasian/European</td>
<td>0%</td>
<td>34%</td>
<td>25%</td>
</tr>
<tr>
<td>Multi-Racial/Multi-Ethnic (2+ races/ethnicities)</td>
<td>0%</td>
<td>12%</td>
<td>0%</td>
</tr>
<tr>
<td>People who prefer to identify with another race or ethnicity</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Gender Identity

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>64%</td>
<td>40%</td>
<td>25%</td>
</tr>
<tr>
<td>Male</td>
<td>46%</td>
<td>60%</td>
<td>75%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>6%</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Sexual Orientation

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
<th>Senior Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gay, Lesbian, Bisexual</td>
<td>0%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>Heterosexual or Straight</td>
<td>100%</td>
<td>96%</td>
<td>100%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Disability

<table>
<thead>
<tr>
<th></th>
<th>Board Members</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person with a disability</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Person without a disability</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Unknown or decline to state</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Equity Strategies  Last Updated: 05/20/2022

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✓ We review compensation data across the organization (and by staff levels) to identify disparities by race.

✓ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

Policies and processes

✓ We use a vetting process to identify vendors and partners that share our commitment to race equity.

✓ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✓ We have community representation at the board level, either on the board itself or through a community advisory board.

✓ We measure and then disaggregate job satisfaction and retention data by race, function, level, and/or team.

✓ We engage everyone, from the board to staff levels of the organization, in race equity work and ensure that individuals understand their roles in creating culture such that one's race identity has no influence on how they fare within the organization.
# Appendix

## Key Documents

### IRS Forms 990

<table>
<thead>
<tr>
<th>Year</th>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>990</td>
</tr>
<tr>
<td>2021</td>
<td>990</td>
</tr>
<tr>
<td>2021</td>
<td>990</td>
</tr>
<tr>
<td>2021</td>
<td>990</td>
</tr>
<tr>
<td>2020</td>
<td>990</td>
</tr>
<tr>
<td>2019</td>
<td>990</td>
</tr>
</tbody>
</table>

### IRS Forms 990T

<table>
<thead>
<tr>
<th>Year</th>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>990T</td>
</tr>
</tbody>
</table>

### Audited Financial Statements

<table>
<thead>
<tr>
<th>Year</th>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>Audited Financial Statement</td>
</tr>
<tr>
<td>2021</td>
<td>Audited Financial Statement</td>
</tr>
</tbody>
</table>

### Key Organization Documents

<table>
<thead>
<tr>
<th>Document</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter of Determination</td>
</tr>
<tr>
<td>2021 Annual Report</td>
</tr>
<tr>
<td>2020 Annual Report</td>
</tr>
<tr>
<td>Key Revenue &amp; Expense Data from Form 990</td>
</tr>
<tr>
<td>Key Balance Sheet Data from Form 990</td>
</tr>
</tbody>
</table>
Native American Rights Fund

Aka NARF
1506 Broadway
Boulder, CO 80302

✔ Foundation Status Code: PC*
✔ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American Rights Fund</td>
<td>Boulder, CO</td>
<td>November 2023</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>Deductibility status description</th>
</tr>
</thead>
<tbody>
<tr>
<td>84-0611876</td>
<td>A public charity (50% deductibility limitation).</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IRS BMF Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organization name</td>
</tr>
<tr>
<td>NATIVE AMERICAN RIGHTS FUND</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EIN</th>
<th>IRS subsection</th>
<th>Ruling date</th>
</tr>
</thead>
<tbody>
<tr>
<td>84-0611876</td>
<td>This organization is a 501(c)(3) Public Charity</td>
<td>07/1971</td>
</tr>
</tbody>
</table>

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Learn more

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509(a)(1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.