



STRATEGIC PLAN

Created By

Natwani Coalition

A Program of The Hopi Foundation

January 9-11, 2024
Tunatya Conference Room
Legacy Inn
Moenkopi, AZ

Natwani Coalition 10-Year Strategic Plan

*Facilitated and documented for The Natwani Coalition
By Indigenous Collaboration, P.B.C.*



Contents

This report contains the results of the 2024 strategic planning of the Natwani Coalition. There are five sections to this report.



3 – 8 Organizational History & Current Environment

This section of the report holds the results of five conversations designed to begin the strategic planning work planted in the history of Hopi traditional farming practices as well as the current reality of the Natwani Coalition. These include responses to questions on basic data, trends, accomplishments and advantages.



9 - 12 Practical Vision

This section of the report holds Natwani Coalition's Vision. When the Coalition's mission is carried forward well, what is in place in 2034 that serves the Hopi people and the individual villages? The group's consensus and motivating image of the future is stated.



13 – 15 Underlying Contradictions Workshop

This section of the report represents the group's analysis of issues and obstacles blocking progress toward the Vision. This insightful look at contradictions assists the group in assuring its development strategies are grounded in reality.



16 – 18 Strategic Directions Workshop

This section documents the five-year development strategies targeted by Natwani Coalition. The actions are woven into strategic directions that provide the group with clear statements of the priorities driving decision making.



19 – 32 Implementation Calendar, Task Teams, Participants

This section documents the accomplishments targeted for completion in Year One, along with the calendared effort and individual implementation sheets completed by the small teams who self-selected to work on task arenas.



History & Current Environment Scan

In setting the stage to embark on planning, it is significant to create a “snapshot” of the landscape for traditional Hopi farming as it currently exists ~ shaped by the history of the work, people, community and their impact on the consciousness and readiness of the Natwani team to undertake planning.

In this session participants shared information on the 80+ year history of traditional farming practices at Hopi. The group generated data and information to discuss this history as it lives in the memories and stories of participants. Then, the group conducted a scan of the current reality, drawing out facts, trends, advantages and recent accomplishments that frame the environment of considerations and impacts on Natwani’s work. These discussions help set the stage for the creation of a practical vision that is grounded in the reality of Natwani Coalition and its stakeholder community.

The shared history was developed by everyone in the group and began by asking participants to consider the following focus question:

What Practices, Efforts & Approaches Make Up The Shared History of Carrying Traditional Farming Forward At Hopi?

History Grounding Natwani Coalition’s Vision

<p><i>Strong Hopi Agriculture Identity; Outer World Policies, Experiences & Values Shift What We Value & How We Adapt Lifeway</i></p>	<p><i>Strong Hopi Agriculture Identity; Outer World Policies, Experiences & Values Shift What We Value & How We Adapt Lifeway</i></p>	<p><i>Full Buy-In to Assimilated Values; See Ourselves As Part of U.S. – Invested Identity As Member of U.S.</i></p>	<p><i>Keeping Up w/Joneses; See Language Loss; Shifting Practices: Stop Maintaining Rock Walls, Bigger Fields, Dust Bowls. Field Work Focus On Convenience; Work Quick Then Go Home or To Town</i></p>
<p>Pre 1940</p>	<p>1940</p>	<p>1960</p>	<p>1980</p>
<ul style="list-style-type: none"> • Hopi Tribal Government formed (1936) 	<ul style="list-style-type: none"> • Substance abuse (influence) • Big community farming • Movement toward jobs & away from fields (‘30s & ‘40s) • WWII – Alcohol introduction. Railroad came through • Economic & value shift away from farming to cash & wage jobs (‘40s & ‘50s) • Hopi Credit established to provide loans to farmers & ranchers (1952) • Farm Bill – food commodification (‘30s & 40s) 	<ul style="list-style-type: none"> • Government food programs – pulled away from healthy eating (1960) • Missing generations (boarding schools) • No high school @ Hopi until 1986. Local schools were Flagstaff, Winslow, Tuba City • A Better Chance program • Various Natwani gathered for storytelling • Trading w/Navajos or other Natives (melons, corn for mutton) • Vietnam war – adult males gone, & alcoholism • Tribe resourced through coal \$ and became biggest employer • “Me” and “I” became more of focus instead of family • Farming practices more focused on culture & religious aspects instead of just feeding people • Inter-marriage w/non-Hopis prompts conversations like who will take over fields? • First astronauts to walk on the moon (1969) • Adults acclimated to having jobs – including women • TV, radio – more exposure & conveniences. Access to many more things 	<ul style="list-style-type: none"> • Use of tractors: those who can afford it, makes time to do other stuff, hire others to do planting and harvest • Family coming together to harvest • Planting parties • Family coming together to plant • Men coming together to clean ditches • More technology + electricity + running water in each home • Harshness among people because of boarding school experiences ...not how elders are expected or envisioned • Planting became have to, not want to... discipline (way of life) • Extreme drought (1996)

History Grounding Natwani Coalition’s Vision (continued)

<i>Revival of Focused Efforts, Recognizing Losses to Families & Communities & Organizing to Address Them, Using What We Have & What We Know</i>	<i>Covid Awakened Us to Need for Traditional Farming – We Relied on Who We Are as Hopi to Get Through It. Now We Reverted to Convenience & Comforts of What We’re Used to Without Structures to Support Next Generations Carrying On Our Farming Ways</i>	
2000s	2013s	2023s
<ul style="list-style-type: none"> • Natwani food assessment was done 2006 • Gathering of plants – edibles – slowed down • 1st Hopi Farmers Market 2004 • Elders were still alive • 2000 more tractors used • Summer youth programs • 2003 1st Natwani strategic plan • Natwani Coalition is formed 2004 • 2006-2008 +/- 6 families @ peak; Wepo terrace garden restoration project by Natwani with kids and families • Natwani grants allows funding for families, e.g. recovery gardens • Natwani CAB created to get programming traction into community effort • Hopi Food Co-Op; sharing food knowledge, preparation, interests 	<ul style="list-style-type: none"> • COVID 19 – people had ‘ah-ha’ moment around food access, growing, sharing & food distribution • Flooding 2010, 2016, 2021 • Severe lockdown for 1 year during COVID – planting on hold, ceremonies on hold • Loss of teachers & ceremonials due to COVID for several years • Loss of generation of people who completely self-identified as ‘farmer’ • 2014 Hopi Tutskwa Permaculture established out of Food Assessment to teach sustainable living • Cattle reduction due to drought • Dependence on store bought food • 2013 drought impacts farming • Hard drought of 2018 impacts farming, planting • Attended 1st Natwani Coalition symposium 2019 • Decline in terrace farming 	<ul style="list-style-type: none"> • Women more prevalent as sole farmers • 4 families planting on terraces • Hopi Food Co-op now handles Farmer’s Market

Current Reality

Environmental Scan: Basic Data

These are facts, measurable information and statistics about the current reality for Natwani

- Substance abuse is a factor in the loss of traditional farming
- 115 – 130 individuals who participate in farmer’s market
- 4 youth out of 17 adults participated in planting HSAPC Recovery Garden
- 50% of Moenkopi fields are being utilized
- 75% of Hopi fields being used
- About 3 years to start a new field & yield results
- Farmer’s market generates around \$700 - \$1000 per market
- 150 individual grantees & 15 programs / non-profits / villages grantees under partnership / community capacity grants
- NC serves at least 9K people through outreach, granting, programming and events.
- What # of local beef is being consumed locally – less than 1%. 99% goes to markets off rez.
- 12 mini grants given out this year
- Natwani is 20 years old
- Value system has changed over the last 100 years
- Types of foods have changed – taste palate 80% naakwayi food
- Climate change is impacting our traditional farming practices

Environmental Scan: Positive (+) Trends

Trends are shifts or changes that are occurring around us and are not done yet. Positive trends are beneficial to our forward momentum, like the crest of a wave that a surfer might ride. They provide lift and support our efforts.

- Single women headed households
- Single parent households
- People getting creative with gardening techniques
- Learning food preservation techniques – modern / old
- Post COVID – more gardening activities
- Modern machinery
- Year-round growing with green houses – land needs time to rest
- Irrigated fields (has its history in certain locations)
- More hoop houses
- Folks planning mostly blue & white corn
- NC has a network to rely on
- People are still farming
- More people are interested in collecting edible plants

- Increase in composting / vermicomposting
- Dry farming techniques in Moenkopi
- Increased growing of veggies non-native to our area because of alternate gardening (lasagna beds / hoop houses)
- Water harvesting

Environmental Scan: **Negative (-) Trends**

Trends are shifts or changes that are occurring around us and are not done yet. Negative trends present obstacles that hinder our forward momentum. They complicate and diffuse our efforts.

- Single women headed households
- Single parent households
- Replanting more – animals / birds / elk / deer hungry
- Stealing / raiding crops
- Less planting parties – harvest
- Less sharing of harvest and seeds
- Change in traditional foods for ceremonies
- Modern machinery
- Year-round growing with green houses – land needs time to rest
- Irrigated fields (has its history in certain locations)
- Importing outside fields
- Folks planting mostly blue & white corn
- Types of foods have changed – taste palate 80% naakwayi food
- Climate change is affecting the grow cycle of our crops

Environmental Scan: **Advantages**

Advantages are strengths, resources or expertise we possess that position us to make powerful and significant strides.

- Who's in the room – lots of experienced farmers
- Support from our families for our endeavors
- Collecting / storing seeds to share with new farmers
- Partnerships with other farming organizations (U of A, Tutskwa, T.O.)
- Funding
- Non-profit organization
- Traditional farming knowledge
- Technology creates greater access to knowledge
- Access to Elders
- Use of lavayi in teaching
- Motivation to be successful
- Systems of interdependence to support farming
- Cot savings with growing our own foods (food prep knowledge)

- Sustainable seeds / practices
- Max Taylor (knowledge of land based foods / plants)
- National collaborations
- Seclusion, no outside influence to an extent
- Willingness to be present at NC events
- NC being a non-profit to be adaptable to community needs
- A lot of funding opportunities for food security / “social disadvantage”
- Roberta is a MASTER GARDENER / WORM MASTER 😊
- Willingness to share knowledge
- Unique farming tradition overall
- Access to people / resources with innovative farming techniques / systems

Environmental Scan: Recent Accomplishments (2-3 year)

Recent accomplishments give us a sense of confidence as we look toward our continued achievement.

- Coalition established endowment to support microgrants. \$250K starting corpus
- Endowment currently generating \$12K - \$13K annually for grants
- NC carried on the technical assistance workshop for the community during COVID-19
- NC started podcasts and became formalized – now easily accessible through apps / radio / website.
- Collaborations LO / FRTEP / HTP / Hopi library around workshops brought variety to farming / gardening / livestock & HSAP
- Increased activity in farmers market
- Increased the population of garden farming
- Increased poultry farming – (egg production)
- Through mini grants piki houses were repaired
- Farm Talk series (KUYI Radio, Podcasts)
- 1FKN Network participation and connections
- First NAF grant
- Staying operational
- Having a large social media presence
- Collaboration with other Tribes
- Successful fundraising
- Hosting outside groups
- Consistent outreach / info booths
- Curriculum development for youth @ local schools
- Finding innovative ways to stay connected through COVID, Zoom series



Practical Vision

Everyone owns the vision of the future. We each hold it in our imagination. In this workshop, participants are invited to bring their imagination and optimism to the table and help weave a complete picture of how Natwani's work can meaningfully impact the future. The workshop moved the conversation to a broader scope, with participants talking about the motivating image of the future that compels action.

Participants were asked to discuss and describe the desired future that would be achieved through the work of the Natwani Team. It is this image of the long-range future that inspires and motivates progress over time.

The focus question before the group was:

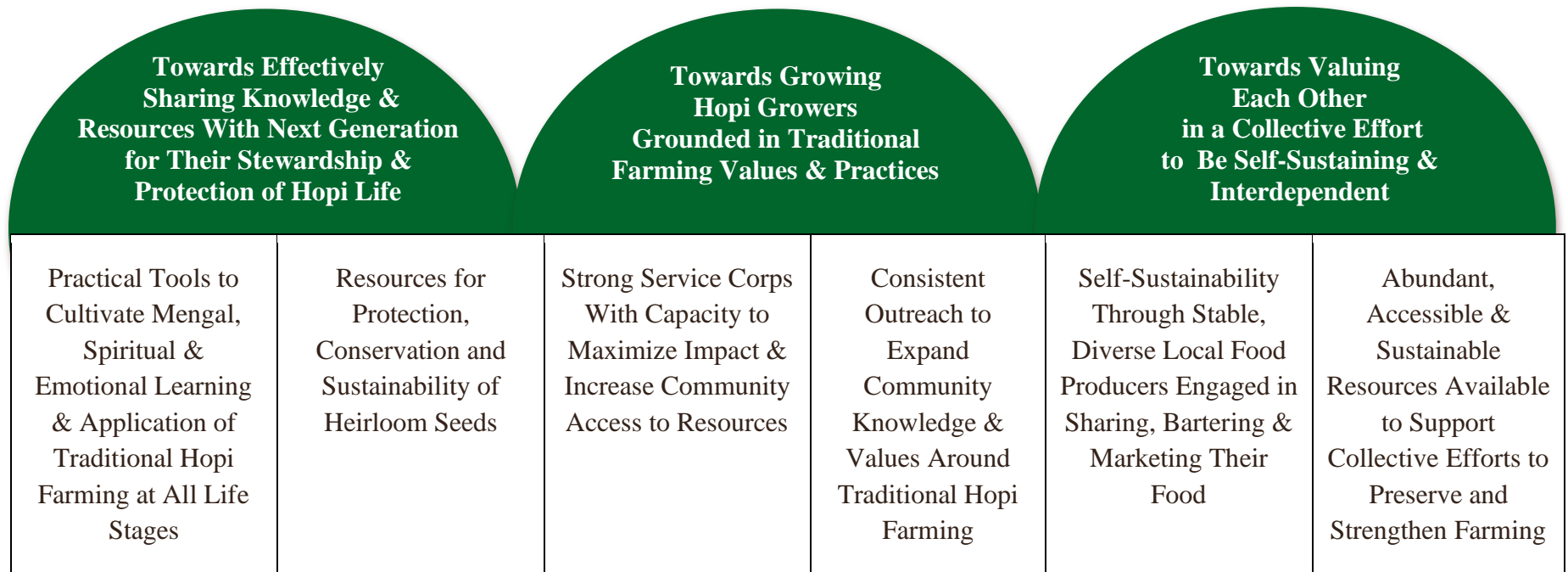
What Do We See in Place in 2034 That Tells Us Natwani Coalition is Powerfully Advancing Its Mission & Work to Support Hopi & Tewa Farming Traditions?



Vision 2034

Consensus Vision Statements

The following statements represent the group’s consensus after discussing the individual elements of the vision. These Vision Elements capture the group’s insight on their collective intent in each arena. The bubbles on top describe the desirable result of what the vision elements move Natwani and Hopi towards in the future. The elements in the center represent the keystone, or those elements that provide the *strength* and *balance* for the overall vision. The ones on either side are supporting elements.



Vision Brainstorm Data

This is the brainstorm data that was the result of the first round of vision discussions. It represents the ideas of many people. The bulleted brainstorm data itself does not represent the consensus of the group but it is an important link to what people were thinking about as they discussed each of these vision clusters. The groupings and consensus emerged from this seed data. Some ideas are specific; others are more general. They all help us imagine the future 10 years from now.

PRACTICAL TOOLS TO CULTIVATE MENGAL, SPIRITUAL & EMOTIONAL LEARNING & APPLICATION OF TRADITIONAL HOPI FARMING AT ALL LIFE STAGES

- Neeveni curriculum being used community wide
- Natwani Coalition taught to 9th graders
- In 2034, Natwani will have an updated version of the Natwani for Youth curriculum
- Established technology based information for youth; example: pod casts, videos
- Curriculum for 2nd/ 3rd graders in all schools

RESOURCES FOR PROTECTION, CONSERVATION AND SUSTAINABILITY OF HEIRLOOM SEEDS

- Active community efforts for the protection of Hopi heirloom seeds
- In 2034, Natwani will have an established seed bank and barter system in place in Kykotsmovi
- Invest/ incorporate village seed banks

STRONG SERVICE CORPS WITH CAPACITY TO MAXIMIZE IMPACT & INCREASE COMMUNITY ACCESS TO RESOURCES

- Increase the program staff to 6-8 members
- 4 member team to optimize programming
- Natwani has established Moenkopi satellite office
- In 2034 Natwani will be fully staffed with at least 4-5 employees
- Data systems on our food economy in place to report on a regular basis
- Standardized process for data collection on farming input and output

CONSISTENT OUTREACH TO EXPAND COMMUNITY KNOWLEDGE & VALUES AROUND TRADITIONAL HOPI FARMING

- Education on various ecosystems on Hopi
- Education on agricultural and ceremonial cycle and its value in farming
- Over the next 10 years, Natawani will host 2-3 symposiums across Hopi reservation regarding farming, gardening & ranching
- Education in traditional roles / responsibilities in regards to farming / providing

- Established community based members who assist individuals with harvesting, planning, etc.
- Education for each phase of life – roles & responsibilities in families, clans & villages
- Moenkopi specific education & sharing on approaches to environment & ecosystem management in farming practices
- Support groups & mentors are established for young farmers

SELF-SUSTAINABILITY THROUGH STABLE, DIVERSE LOCAL FOOD PRODUCERS ENGAGED IN SHARING, BARTERING & MARKETING THEIR FOOD

- Natwani is supporting meat processing/ packaging program
- 5 regional community gardens
- Natwani is supporting local farmers & ranchers to promote farm/ranch to table menus @ local restaurants
- Increase of food producers at the Hopi food markets (20-50 # increase)
- Natwani supports a local meat market, open to neighboring communities
- Partnership with 20 Hopi Master Gardners
- Greenhouses for community based kitchens; educational for food production & processing of food

ABUNDANT, ACCESSIBLE & SUSTAINABLE RESOURCES AVAILABLE TO SUPPORT COLLECTIVE EFFORTS TO PRESERVE AND STRENGTHEN FARMING

- 15-20 grants awarded annually
- Agri Tourism? Micro grant for using / engaging bahana labor to do stuff
- Endowments at \$1M or more
- Be able to increase micro-grant award amounts to \$4,000
- Community based piiki/ corn grind building for village member use
- Invest in eco-friendly farm equipment for local rental



Underlying Contradictions

The focus of the Underlying Contradictions workshop is analysis. The underlying contradictions workshop asks the question:

*What are the Obstacles
Blocking Progress Towards the Vision?*

Honest dialogue is required for this clear-headed analysis of the organization's issues. The group's analysis of contradictions is at the heart of this workshop. Participants grappled with the issues and obstacles blocking the Team's Strategic Vision and determined that there were six underlying contradictions. These are shown in the swirl on the next page moving from the most disruptive at the center to the least disruptive.

Underlying Contradictions Data

FRACTURED FAMILY RELATIONSHIPS AND UNCLEAR PATHWAYS FOR PEOPLE TO LEARN, CONNECT TO & TEACH ABOUT HOPI LANGUAGE, RELATIONSHIPS & PRACTICES

- Unclear consensus on how we address change in traditional practices
- Underutilized & neglected language & preservation of knowledge
- Underdeveloped access to learning Hopi traditional knowledge
- Unchallenged assimilation into dominant culture (easy life)
- Unclear pathways for people to connect to traditional teaching & learning
- Limited spaces for Hopi learners to grow in a safe & nurturing environment

INDIVIDUALITY OF VILLAGES PREVENT ONE-SIZE-FITS-ALL PROGRAMMING & REQUIRES MORE RESOURCES FROM NATWANI TO ENGAGE WITH THEM EFFECTIVELY TO DEVELOP LONG-TERM BUY-IN & OWNERSHIP

- Villages have unclear expectations of sustainable solutions to farming challenges
- Conflicting opinions amongst villages
- Competing priorities in leadership roles

PARTIALLY DEVELOPED UNDERSTANDING OF WHO & WHAT NATWANI IS, WHAT IT DOES, & HOW IT DOES IT – LIMITS WAYS PEOPLE SEE THEMSELVES CONNECTING TO OR BENEFITING FROM WORKING WITH US

- Idle progress on MOU for shared office space for HSAPC @ Natwani
- Uncoordinated planning for outreach
- Unaware or uninterested people to apply for NC vacant positions
- High turnover in staffing which stalls progress
- Inconsistent applicants to create a full NC team

OUR LIFESTYLES ARE STUCK IN 8-5 COLONIZED MODEL & WE HAVEN'T CREATIVELY FIGURED OUT HOW TO BE ECONOMICALLY BALANCED IN OUR TRADITIONAL FARMING TRADITIONS

- Incomplete farming network – Natwani list
- Becoming a full-time traditional farmer / grower creates an economic uncertainty
- Female farmers have to do it all themselves because no male in household
- Contemporary examples of how to live as a farmer are obscured by sense that it's either / or

INCONSISTENT EDUCATION & COMMUNITY DIALOG ON HOPI SEEDS, THE RISKS TO THEM, CARE FOR THEM, AND WHY IT'S IMPORTANT

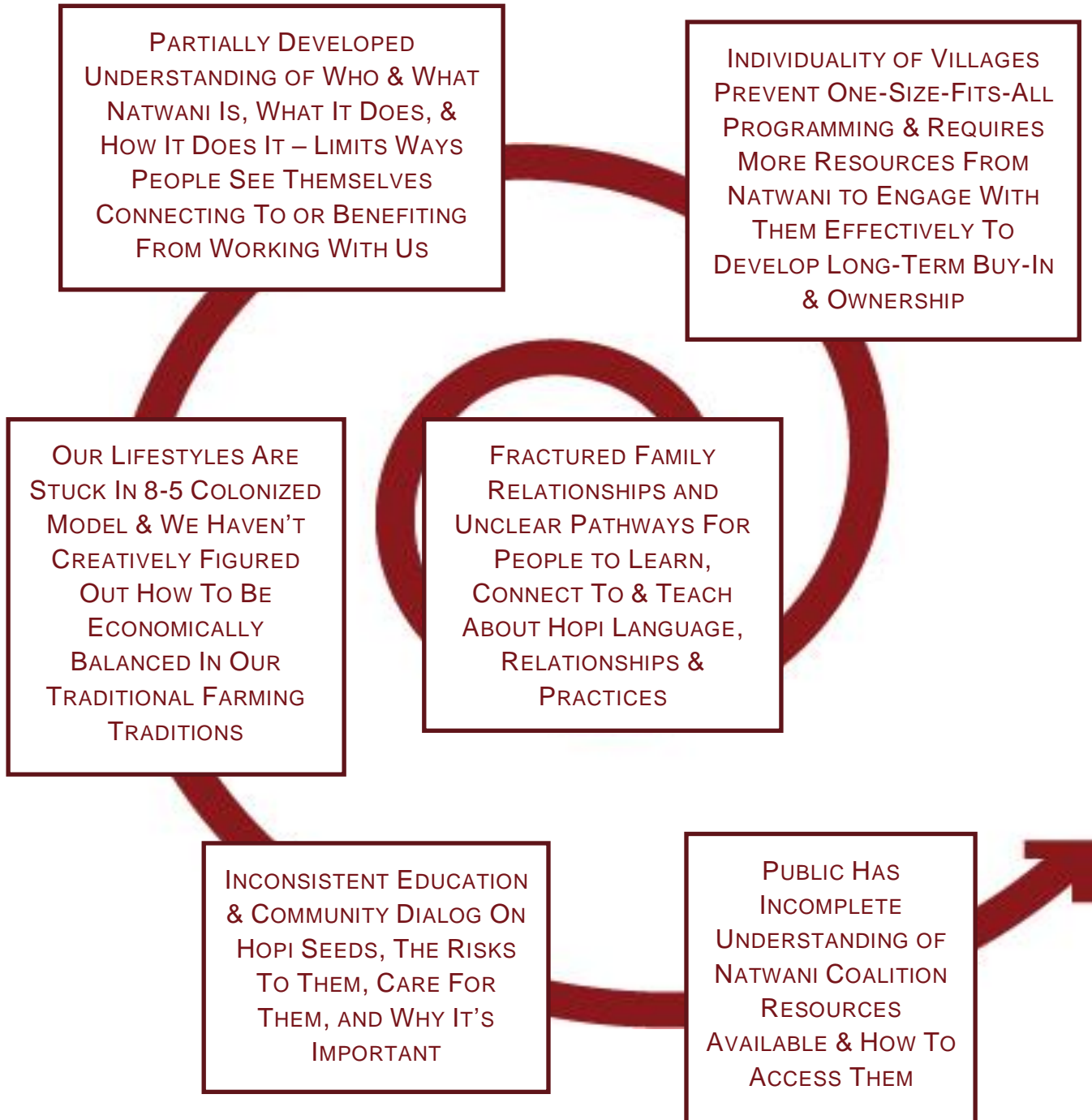
- It's against Hopi tradition to sell seeds. We can't part with our children
- Incomplete seed catalog
- Limited knowledge on the dangers of seed contamination to Hopi seeds
- People are unclear on what seed contamination is

PUBLIC HAS INCOMPLETE UNDERSTANDING OF NATWANI COALITION RESOURCES AVAILABLE & HOW TO ACCESS THEM

- Uncoordinated & inflexible programming for simultaneous services
- Organizations working independently on same programming
- General public has no knowledge of grant application experience for micro-grants
- Limited spaces for Hopi learners to grow in a safe & nurturing environment

Contradictions “Swirl”

The issues identified are plotted onto this swirl with those that are the most distracting at the center and working their way outward:





Strategies for 2024-2029

In this workshop participants developed potential actions that could be taken in the next five years to guide work toward Natwani’s 10 Year Vision. The group then wove those action elements into strategies. The group identified actions that activate vision activities and actions that address the contradictions. The strategies then came together through group dialogue, which in-turn, led to consensus statements describing the *strategic approach* to the work moving forward.

MEASURING & REPORTING IMPACT

- Convene focus groups to update Natwani curriculum
- Assess village needs & willingness to partner with NC
- Document things but only, solely for Hopi use
- Complete new food assessment
- Develop standardized data collection
- Document ways our community culturally or socially addresses seed sovereignty

PROTECTING & STRENGTHENING OUR HEIRLOOM SEED KNOWLEDGE

- Prioritize conversation around seed history / importance
- Evaluate options to complete seed catalog

CREATING NEW PROGRAMMING

- Create group / club activities around Native plant ID, soil, restoration work
- Develop a mentorship program
- Establish a Neeveni curriculum
- Mobilize community farmers & seed savers to develop workshops and curriculum
- Create a volunteer program to help females with planting, harvesting, etc

BEING INTENTIONAL IN HOW WE FOCUS & GROW OUR OPERATIONS & CAPACITY

- Initiate a million-dollar endowment campaign for NC mini grants
- Establish bi-monthly “set” CAB meetings
- Create a contact list of community members to call on if needed for Natwani programs
- Coordinate collaboration amongst programs offering similar services
- Evaluate Natwani staffing capacity to meet objectives of Natwani plan

ORGANIZING ENGAGEMENT TO GROW HOPI GROWERS

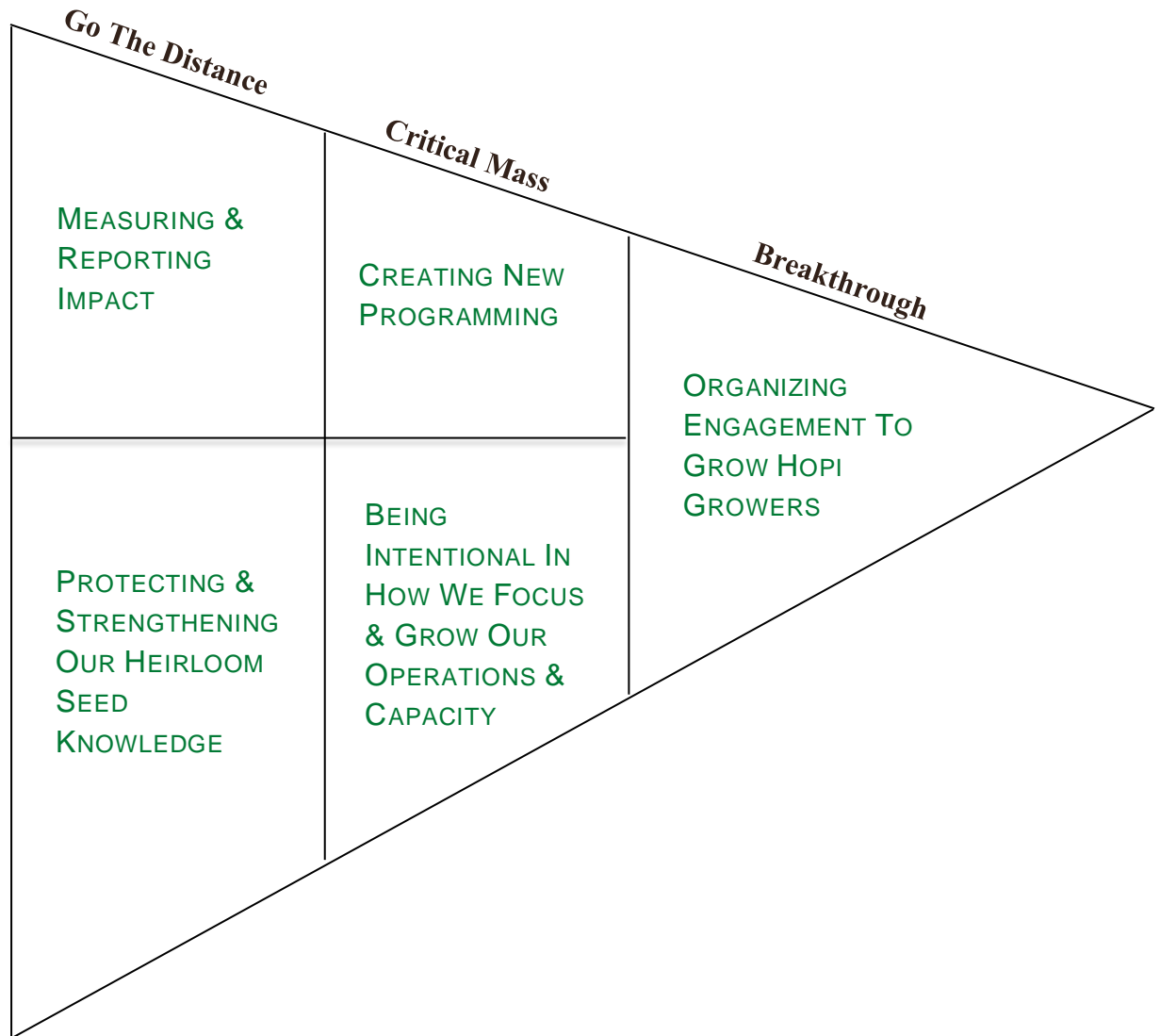
- Connect with remaining elders before they leave
- Establish “farming work schedule” for jobs on Hopi rather than a normal 8-to-5
- Implements annual hands-on learning
- Launch educational forums on who Natwani is
- Engage community with potluck meetings (Hopi foods)
- Support establishment of Moenkopi Farmer’s Market
- Follow-up with Farmer’s Forum (round table discussion)
- Organize symposium to activate CAB members
- Utilize offline and online marketing techniques
- Train others in the NFYP curriculum
- Maximize role of Farm Talk for consistent outreach & sharing of cultural values

Strategic Opportunities

The group was asked to review the 5 Year strategies and determine what the arrangement of the strategies would be if one particular strategy is at the forefront, creating new opportunities, momentum or involvement in the overall work to achieve the vision of the group. The group acknowledged that ALL of the strategies are significant in the effort to move ahead and arrived at the following arrangement of five- year strategies.

What Actions Can Be Taken Over The Next 5 Years To Address The Obstacles and Mobilize The Vision for Natwani Coalition?

The front of the arrow represents that effort which creates *breakthrough* opportunity for Natwani; at the center are those which produce *critical mass* in the effort; at the rear are those strategies which create *lift and stability* to assure distance in the trajectory of the work.





Implementation & Next Steps

Achieving meaningful change is a long-term effort that requires the coordinated, persistent involvement of many to launch the work that paves the way for community readiness, asset deployment and collective support and contribution to the process.

In the implementation workshop, all participants are asked to identify what work needs to be done to move each of the strategies ahead as well as identify which piece of the puzzle they will work on to support the whole group's effort. Participants self-selected onto small work teams, and mapped out the timeline of effort they will undertake – individually and together – to build momentum toward achieving their vision of the future.

The timeline calendar lists the major accomplishments of each of the small teams which represent the Community Advisory Board and Program staff.

This information is supplemented by the planning sheets of the small teams, spelling out who will do what in the first quarter of the calendar year to begin achieving and accumulating small successes that move toward the desired future articulated by the whole group.

The following page provides a guide to all the fields on the implementation sheet, followed by filled-out implementation sheets from the task teams in the strategic planning session. A blank planning sheet is also included to assist small teams in continuing to meet, update small team plans and map out further tasks for implementation.

Implementation Sheet Guide

Accomplishment:
This is the accomplishment listed in the calendar

Implementation Steps:
Step-by-step actions to achieve this accomplishment.

Step: list the specific action that needs to be taken

When: Put a DATE. When will this step be completed. No “ASAP”.

Who: Put a specific person’s name who is responsible for doing this step. *Only put names of people who are on the team.* Anyone outside the team is not aware of the task, not bought in and has not committed responsibility.

If the step needs to be taken by someone outside of the team (e.g. Another department, a community member, etc), then add that person’s name to the “Collaborator” box, and the step here should be “Talk with XXX about doing this step”, and the Who should be whoever’s going to talk to them.

ACCOMPLISHMENT		
1	2	3
4	5	
IMPLEMENTATION STEPS	WHEN	WHO
1		
2		
3		
4		
5		
SPECIAL CONSIDERATIONS	COLLABORATORS	TEAM
RESOURCES NEEDED:		CHAMPION:

Special Considerations:
Factors that might impact the efforts that need to be taken into account. (e.g. holidays, vacation schedules, etc.)

Resources Needed:
Special equipment or resources needed to carry this out.

Collaborators:
People outside of your group that need to be part of this effort. Could be people from another department, or community members, etc. One of the steps should be to reach out to this person and secure their involvement

Team:
Those of you on the team that are taking on this effort.

Champion: Choose a Champion from the team, a person who will be the point of contact, and put their name in the bottom section. The champion is not the one responsible for all the work – they are the primary point of contact and reporting to about progress and reports progress to the rest of the team and other stakeholders.

ACCOMPLISHMENT

Develop a data collection plan HFM



IMPLEMENTATION STEPS	WHEN	WHO
1 Identify type of data currently collected	Jan 2024	NC
2 Identify new data that has not been collected	Jan 2024	NC
3 Develop mru w/ Hopi Farmers Market partners for sharing info.	Feb 2024	NC
4 Update forms for data collection	March 2024	NC
5		

SPECIAL CONSIDERATIONS HFM

- Request data from partners
- Form is already in place, just needs to be updated.

COLLABORATORS

- HTPI
- FRTA
- Food Co-op
- Wellness Center

TEAM

Janine
Kyle
Lorett

CHAMPION:

Kyle

RESOURCES NEEDED:

-

ACCOMPLISHMENT

Have a plan set for Endowment building by June 2024.



IMPLEMENTATION STEPS	WHEN	WHO
1 Draft a Case statement "What is fund for + why is it needed"	1 st Qtr by March	Rhile CAB + staff
2 Develop FR Goal + benchmark over 10yr timeline 2024-2034.	March	CAB + staff
3 Develop strategies how want raise the money (ie campaigns events, seed run)	March	CAB + staff
4 Engage CAB in outreach + events	June - Dec	CAB + staff
5 Reporting + Tracking until goal is reached.	Quarterly or Bi-Annually	Staff

SPECIAL CONSIDERATIONS
 Evaluate CAB + staff on Endowment building + how it works

COLLABORATORS
 HF
 ACF

TEAM
 Monica
 Max

CHAMPION:
 Monica

RESOURCES NEEDED:

ACCOMPLISHMENT

Start planning Symposium for 2024 - use topics under engagement create an agenda from this.



IMPLEMENTATION STEPS

WHEN

WHO

1	Schedule planning w/ CAB.	Feb (1st/2nd wk) (increasingly April)	NC Staff Planning Team (CAB + staff)
2	Develop Agenda + Activities	March (1 st /2 nd week)	NC Staff
3	Prepare a budget	March (3 rd /4 th week)	NC Staff
4	Secure a venue ^{+ Date}	March 31 st	NC Staff
5	Secure speakers + guests ^{Entertain-ment} b. Engage Vols PA ^(Oshdam, other tribe)	April 1 st week Also May-June	Planning Team Planning Team

SPECIAL CONSIDERATIONS
 * Past symposium agendas
 * 20th Anniversary Theme

RESOURCES NEEDED:
 Funding budget: sponsors, donors, grants
 TBD further by agenda

COLLABORATORS
 FRTP
 Hzi Tutokna Perm
 Hzi Food Co-op
 Hzi 3 Meas (4-11 prog)
 Hzi Tutnqai
 IFKN partners
 Clay Brascamp
 (resuque)

TEAM
 Monica
 Max
 Val

CHAMPION:
 TBD

Santa Ana Pueblo (Schkeme)
 Hzi 3 Can Ranch
 Hzi Beef Proj (Carland Nuvaki)
 INDIGENOUS COLLABORATION

ACCOMPLISHMENT

Update neeveni information in the Natwani curriculum.



IMPLEMENTATION STEPS	WHEN	WHO
1	1 st QUARTER JAN. - MARCH	ROBERTA
2		MAX
3	APRIL	
4		
5		

SPECIAL CONSIDERATIONS
MAX'S NOTES ON NEEVENI
CPO REPORTS

COLLABORATORS
ERIN REGGS

TEAM
NATWANI
STAFF
CAB MEMBERS

CHAMPION:
MAX

RESOURCES NEEDED: CONSULTING BUDGET
CONSULTING CONTRACT

ACCOMPLISHMENT

Engage network of programs quarterly to eliminate duplication of services and establish possible collaboration



IMPLEMENTATION STEPS	WHEN	WHO
1 Identify programs with similar services	Feb 29	RS
2 Make contact to establish joint meeting	Feb 29	RS
3 Create quarterly calendar		RS
4 Discuss plans & schedule		Team
5		

SPECIAL CONSIDERATIONS

RESOURCES NEEDED: contact list

COLLABORATORS

- FRTEP
- HTPI
- AL-Hopi
- HOPI CO-OP
- Master gardeners

TEAM

CH, RS
SB

CHAMPION:

RS

ACCOMPLISHMENT

Host 5 regional meetings to inform community about NC mission & impact



IMPLEMENTATION STEPS	WHEN	WHO
1 Gather program information to package & present	Jan 31	RS, KN
2 Establish ^{meeting} location for each region (YP/Keams, 1st, 2nd, 3rd, & Moenkopi)	Jan 31	Deanna Dean
3 Pilot presentation to CAB & HF Staff	Feb 23	RS, KN
4 Present	End of Feb March	RS, KN
5		

SPECIAL CONSIDERATIONS
Bean dance,

COLLABORATORS
- CAB
- HF staff
- Villages

TEAM
Cody
Robertta
Steven

CHAMPION:
CH

RESOURCES NEEDED: brochures, NC powerpoint, history, NC charter mission statement, village contact list

ACCOMPLISHMENT

Host informational sessions in each ~~village~~ ^{Region} village for microgrants. (create calendar)



IMPLEMENTATION STEPS

WHEN

WHO

2.	1. Create calendar for 5 regions	Feb. 15	NC staff
3.	2. Gather tools & resources	Jan. 31	RS
1.	3. Establish contact w/ communities.	Jan 31	RS Deanna
	4. Pilot Practice presentation to CAB & Admin	1st CAB meeting	RS, KN
	5. Implement	End of March	RS, KN

SPECIAL CONSIDERATIONS

Bean Dance,

COLLABORATORS

- CAB
- HF Admin
- Village Admin
Admins

TEAM

Cody
Roberta
Steven

RESOURCES NEEDED: Grant app, scoring sheet, guidelines,

CHAMPION:

RS

ACCOMPLISHMENT



IMPLEMENTATION STEPS

- 1
- 2
- 3
- 4
- 5

WHEN

WHO

SPECIAL CONSIDERATIONS

COLLABORATORS

TEAM

RESOURCES NEEDED:

2 Year Implementation Calendar – Natwani Coalition

Task Team	Q1 – Jan-Mar	Q2 – Apr-Jun	Q3 – Jul-Sep	Q4 – Sep-Dec	Year 2
<p>Data Development</p> <ul style="list-style-type: none"> ✓ Kyle ✓ Loretta ✓ Janine 	<ul style="list-style-type: none"> • Develop a data collection plan – Hopi Farmer’s Market 		<ul style="list-style-type: none"> • Identify people with the knowledge and organize a list for reference contact • Collect knowledge / pictures of neeveni • Develop standardized practices to collect: # of active farmers; rainfall; acreage 	<ul style="list-style-type: none"> • Meet with each community to assess their farming / ag needs 	<ul style="list-style-type: none"> • Develop collaboration with Hopi Tribe departments to provide knowledge resources at public library
<p>Communicating Knowledge</p> <ul style="list-style-type: none"> ✓ Valerie ✓ Monica ✓ Max 	<ul style="list-style-type: none"> • Establish monthly CAB meetings • Submit timely content to HF newsletter to update public – quarterly • Start planning Symposium for 2024 – use topics under engagement & create an agenda from this • Update neveni information in the Natwani curriculum 	<ul style="list-style-type: none"> • Establish a strong staffing capacity to start engaging and moving forward • Have a plan set by June 2024 for endowment building • 		<ul style="list-style-type: none"> • Create 10-week session program to meet once a week around neeveni 	

2 Year Implementation Calendar – Natwani Coalition (Continued)

Task Team	Q1 – Jan-Mar	Q2 – Apr-Jun	Q3 – Jul-Sep	Q4 – Sep-Dec	Year 2
<p>Organizing & Community Engagement</p> <p>✓ Cody ✓ Roberta ✓ Steven</p>	<ul style="list-style-type: none"> • Host informational sessions in each village for microgrants. Create calendar • Engage network of programs quarterly to eliminate duplication of services & possible collaboration • Host 5 regional meetings to inform community about NC mission & impact 	<ul style="list-style-type: none"> • Implement spring / fall seed saving workshops and discussions (2 annually) • Coordinate with Hopi Master Gardeners to create support system for new gardeners / farmers • Celebrate 20th Anniversary of NC & combine with Symposium. Target June date 	<ul style="list-style-type: none"> • Host at least 1 Hopi Farmer’s Market at Moenkopi 	<ul style="list-style-type: none"> • Trust & relationship-building with elders through 1-on-1 quarterly meetings 	<ul style="list-style-type: none"> • By 2025 support establishment of Farmer’s Market in Moenkopi

Next Steps

- Documentation to Kyle, Roberta & Monica by Friday, January 19
- Distribute printed copy to CAB by Wed, Jan 24 @ CAB Meeting
- Schedule CAB meeting for 1/24/24. Invite participants and attendees from this strategic planning session to attend.

Participants, Natwani Coalition Strategic Planning January 9-11, 2024

Name	Title / Role	Email
Loretta Goldtooth	Community Advisory Board	lgoldtooth@yahoo.com
Kyle Nutumya	Natwani Coalition Program Manager	Kyle.nutmya@hopifoundation.org
Hannah Honani	Hopi Foundation Operations Director	Hannah.Honani@hopifoundation.org
Bryan Humetewa	HSAPC Program Manager	Bryan.Humetewa@hopifoundation.org
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Max Taylor	Community Advisory Board	Mt.bluecanyon@gmail.com
Monica Nuvamsa	Hopi Foundation Executive Director	Nuvamsa@hopifoundation.org
Roberta Sequi	Natwani Coalition Program Associate	roberta.sequi@hopifoundation.org
Cody Honani	Hopi Foundation Development Manager	Cody.honani@hopifoundation.org
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Steven Bahnimptewa	Community Advisory Board	STBahnimptewa@hopi.nsn.us
Janine Bahnimptewa		jbahnimptewa@yahoo.com

Facilitators, Indigenous Collaboration, P.B.C.

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Paul Kabotie	Facilitator / Documentation	pkabotie@indcollab.com