## Form **8868**

(Rev. January 2024)

Application for Extension of Time To File an Exempt Organization Return or Excise Taxes Related to Employee Benefit Plans

Department of the Treasury Internal Revenue Service File a separate application for each return.

Go to www.irs.gov/Form8868 for the latest information.

OMB No. 1545-0047

Electronic filing (e-file). You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits. Caution: If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns. Part I - Identification Name of exempt organization, employer, or other filer, see instructions. Taxpayer identification number (TIN) Type or **Print** 56-1849598 Native Americans in Philanthropy File by the Number, street, and room or suite no. If a P.O. box, see instructions. due date for filina vour 1140 3rd St NE - 2nd Floor return. See instructions. City, town or post office, state, and ZIP code. For a foreign address, see instructions. 20002 Washington, DC Enter the Return Code for the return that this application is for (file a separate application for each return) 01 Application Is For Return | Application Is For Return Code Code Form 990 or Form 990-EZ 01 Form 4720 (other than individual) 09 Form 4720 (individual) 03 Form 5227 10 Form 990-PF 04 Form 6069 11 Form 990-T (sec. 401(a) or 408(a) trust) 12 05 Form 8870 Form 990-T (trust other than above) 06 Form 5330 (individual) 13 07 Form 5330 (other than individual) 14 Form 990-T (corporation) Form 1041-A 80 After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330. • If this application is for an extension of time to file Form 5330, you must enter the following information. Plan Name Plan Number Plan Year Ending (MM/DD/YYYY) Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions) The books are in the care of Hyco River Development, Inc. 606 South Quincy Street - Arlington, VA 22204 Telephone No. 202-631-2003 Fax No. If the organization does not have an office or place of business in the United States, check this box If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) . If this is for the whole group, check this . If it is for part of the group, check this box ..... and attach a list with the names and TINs of all members the extension is for. I request an automatic 6-month extension of time until May 15 , 20 **25** , to file the exempt organization return for the organization named above. The extension is for the organization's return for: \_\_\_\_ calendar year 20 \_\_\_\_\_ or X tax year beginning \_\_\_\_\_ JUL 1 \_\_\_\_, 20 <u>23</u>\_\_\_, and ending \_\_\_\_\_ JUN 30 . If the tax year entered in line 1 is for less than 12 months, check reason: Initial return Final return Change in accounting period 3a If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions. За If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit. 3h Balance due. Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.

\*\* PUBLIC DISCLOSURE COPY \*\*

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

OMB No. 1545-0047

Department of the Treasury Go to www.irs.gov/Form990 for instructions and the latest information. 2024 A For the 2023 calendar year, or tax year beginning JUL 1. 2023 and ending JUN Check if applicable: C Name of organization D Employer identification number Address change Native Americans in Philanthropy Name change 56-1849598 Initial return Number and street (or P.O. box if mail is not delivered to street address) Room/suite E Telephone number Final return/ termin-ated 202-991-0468 1140 3rd St NE - 2nd Floor 13,762,037. City or town, state or province, country, and ZIP or foreign postal code G Gross receipts \$ Amended return 20002 Washington, DC H(a) Is this a group return Applica-tion pending F Name and address of principal officer: Erik Stegman for subordinates? Yes X No same as C above **H(b)** Are all subordinates included? Yes Tax-exempt status:  $\mathbf{X}$  501(c)(3) 501(c) ( (insert no.) 4947(a)(1) or If "No," attach a list. See instructions www.NativePhilanthropy.org H(c) Group exemption number **K** Form of organization: X Corporation Trust Other L Year of formation: 1994 M State of legal domicile: MN Association Part I Summary Briefly describe the organization's mission or most significant activities: Native Americans in Philanthropy Activities & Governance promotes equitable and effective philanthropy in Native communities. if the organization discontinued its operations or disposed of more than 25% of its net assets. Number of voting members of the governing body (Part VI, line 1a) 9 Number of independent voting members of the governing body (Part VI, line 1b) 4 Total number of individuals employed in calendar year 2023 (Part V, line 2a) 5 8 Total number of volunteers (estimate if necessary) 6 7 a Total unrelated business revenue from Part VIII, column (C), line 12 **b** Net unrelated business taxable income from Form 990-T, Part I, line 11 7h Prior Year **Current Year** 12,714,574. 12,251,155. Contributions and grants (Part VIII, line 1h) 8 Revenue 924,398. 1,467,052. Program service revenue (Part VIII, line 2g) 28.018. 43.830. Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10 0. Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 11 13,762,037. 13,666,990. Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12 2,640,020. 2,508,654 Grants and similar amounts paid (Part IX, column (A), lines 1-3) 0. 0. 14 Benefits paid to or for members (Part IX, column (A), line 4) 2,802,666. 2,533,171. Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) Expenses 16a Professional fundraising fees (Part IX, column (A), line 11e) **b** Total fundraising expenses (Part IX, column (D), line 25) 2,907,070. 3,922,242. Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 8,080,261. 9,233,562. 18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 5,586,729. 4,528,475. Revenue less expenses. Subtract line 18 from line 12 **Beginning of Current Year End of Year** 14,738,132. 19,024,417. Total assets (Part X, line 16) 794,747 1,101,820. 21 Total liabilities (Part X, line 26) 三年 13,636,312. 229,670 Net assets or fund balances. Subtract line 21 from line 20 .....

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

,	-, \ \ \ \ \	,		
Sign	Signature of officer		Date	
	Erik Stegman, Chief Execu	tive Officer		
	Type or print name and title			
	Print/Type preparer's name	Preparer's signature	Date Check PTIN	
Paid	Steven D. Anseth, CPA	Steven D. Anseth,		)
Preparer	Firm's name Abdo		Firm's EIN 41-1397419	
Use Only	Firm's address 5201 Eden Ave Ste	250		
	Edina, MN 55436		Phone no. 952 - 835 - 9090	
May the II	RS discuss this return with the preparer shown abo	ove? See instructions	X Yes	No

Part II Signature Block

Pa	Statement of Program Service Accomplishments
	Check if Schedule O contains a response or note to any line in this Part III
1	Briefly describe the organization's mission:
	Our vision is for all Native communities to be restored to full
	health, sustainability, and self-determination. To accomplish this, we
	commit to the following goals:
	- Increase philanthropic investment in Native communities to
2	Did the organization undertake any significant program services during the year which were not listed on the
	prior Form 990 or 990-EZ?
	If "Yes," describe these new services on Schedule O.
3	Did the organization cease conducting, or make significant changes in how it conducts, any program services?
	If "Yes," describe these changes on Schedule O.
4	Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.
-	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and
	revenue, if any, for each program service reported.
4a	(Code:) (Expenses \$
<del>T</del> a	Philanthropic Engagement, Education, Training - Native Youth
	Grantmakers
	Grancinakers
	The goal of this project is to develop the leadership skills of Native
	youth leaders through the Native Youth Grantmakers program. As the
	leading national advocacy organization for Native people and Tribal
	communities in philanthropy, Native Americans in Philanthropy (NAP) is
	uniquely positioned to lead this work. NAP's mission is to challenge
	and transform the philanthropic sector to better align with Indigenous
	values, ensuring that Native voices especially those of Native youth
	are centered in decision-making processes. We believe that philanthropy
	plays a critical role in sustaining Indigenous traditions, cultures,
4b	(Code:) (Expenses \$4,679,672. including grants of \$) (Revenue \$)
	The Tribal Nations Initiative (TNI) was launched in 2021 as a new
	national platform for Tribal leaders and their staff to strategically
	engage with the philanthropic sector around their priorities as Tribal
	Nations. NAP recently completed a national listening tour where it
	co-hosted regional listening sessions with different tribes across the
	country and invited Native-led nonprofits and funders to participate in
	the dialogue. The goal was to better understand how philanthropy can
	strengthen support for Tribal priorities and identify opportunities to
	build infrastructure for Tribal philanthropy. A report has been
	published outlining what was learned from this listening tour,
	including a rich set of qualitative and quantitative data that will
	guide philanthropy in their work with Tribes.
4c	(Code: ) (Expenses \$ 112,540 • including grants of \$ ) (Revenue \$ )
	Research & Data play a key role in philanthropy, often determining who
	receives funding and whether certain programs are considered
	successful. NAP is a hub for Indigenous leadership in philanthropic
	data and advocates for more accurate and timely data on Indigenous
	communities and the decolonization of research practices.
	- Contributing to a report on the 23 research gaps in child welfare.
	- Designed a supplement to the DAPP report titled the Indigenous
	Philanthropic Professionals Report in which we analyzed national
	demographic data derived from the DAPP report with a qualitative
	component of quotes from Indigenous professionals in the sector.
	- Contributed to the Native Voices Rising report with authorship and
40	Other program services (Describe on Schedule O.)
4.	(Expenses \$ including grants of \$ ) (Revenue \$ )  Total program service expenses 7,555,025.
<u>4e</u>	Total program service expenses 7,555,025.
	Form <b>990</b> (2023)

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)?			
	If "Yes," complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		Х
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or			
	similar amounts as defined in Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to	<u> </u>		
·	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		x
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	Ť		<del></del>
•	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If</i> "Yes," <i>complete</i>	<b>-</b> '-		1
8	, ,			x
•	Schedule D, Part III	8		
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for			
	amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services?			3,7
	If "Yes," complete Schedule D, Part IV	9		<u> </u>
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			l
	or in quasi-endowments? If "Yes," complete Schedule D, Part V	10		<u> X</u>
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	X	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		Х
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		Х
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e		Х
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
-	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f		Х
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete	<u> </u>		
124	Schedule D, Parts XI and XII	12a	Х	
h		IZa	- 21	
ь	Was the organization included in consolidated, independent audited financial statements for the tax year?	40h		x
10	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional  Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	12b		X
13	Did the appropriation projection of the control of the United Otelson	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		<u> </u>
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			3,7
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		<u> </u>
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any			
	foreign organization? If "Yes," complete Schedule F, Parts II and IV	15		<u> X</u>
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			l
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		<u> X</u>
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,			_
	column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I. See instructions	17		X
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		X
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		Х
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	Х	
				-

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Pa	rt IV Checklist of Required Schedules (continued)		1	
			Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			v
00	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	. 22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete	م ا	Х	
04-	Schedule J  Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the	23	Λ	
<b>2</b> 4a				
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete	24a		x
h	Schedule K. If "No," go to line 25a			
	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?  Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease	. 240		
C	, , , ,	24c		
4	any tax-exempt bonds?  Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?			
	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit	. 240		
254	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		x
h	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and	. 200		
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If</i> "Yes," <i>complete</i>			
	Schedule L, Part I	25b		x
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current	200		<del></del>
	or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35%			
	controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		x
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee,	·		
	creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		х
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV,			
	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If</i>			
	"Yes," complete Schedule L, Part IV	28a		Х
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV			Х
	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If			
	"Yes," complete Schedule L, Part IV	28c		Х
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M			Х
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation			
	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I			X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete			
	Schedule N, Part II	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			
	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	. 33		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and			
	Part V, line 1	34		X
35 a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	. 35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity			
	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	. 35b		L
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization			١.
	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	. 37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?		l	1
	Note: All Form 990 filers are required to complete Schedule O	. 38	X	
Pa	rt V Statements Regarding Other IRS Filings and Tax Compliance			
	Check if Schedule O contains a response or note to any line in this Part V	<u></u>		Ш
		^	Yes	No
		.9		
	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	0		
C	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			

(gambling) winnings to prize winners?

1c X Form 990 (2023)

Form 990 (2023) Native Americans in Philanthropy

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

					Yes	No
<b>2</b> a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements,					
	filed for the calendar year ending with or within the year covered by this return	2a	25			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax retur	ns?		2b	Х	
За	Did the organization have unrelated business gross income of \$1,000 or more during the year?			За		Х
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule	0 .		3b		
	At any time during the calendar year, did the organization have an interest in, or a signature or other a		ity over, a			
	financial account in a foreign country (such as a bank account, securities account, or other financial a	accou	nt)?	4a		X
b	If "Yes," enter the name of the foreign country		_			
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial A	ccour	ts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		Х
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction	ction?		5b		X
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5с		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the	e orga	nization solicit			
	any contributions that were not tax deductible as charitable contributions?			6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contribution	ions o	r gifts			
	were not tax deductible?			6b		
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and ser	vices <sub> </sub>	provided to the payor?	7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was	as req	uired			
	to file Form 8282?			7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
е	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit of		:t?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contri			7f		Х
_	If the organization received a contribution of qualified intellectual property, did the organization file Fo			7g		
_	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization			7h		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained	by th	e			
_				8		
9	Sponsoring organizations maintaining donor advised funds.			0-		
	Did the sponsoring organization make any taxable distributions under section 4966?			9a_		
				9b		
10	Section 501(c)(7) organizations. Enter: Initiation fees and capital contributions included on Part VIII, line 12	10a	1			
	0	10a				
11	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	LIOD				
	Gross income from members or shareholders	11a	1			
	Gross income from other sources. (Do not net amounts due or paid to other sources against	110				
b	amounts due or received from them.)	11b				
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form		2	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		•			
а	Is the organization licensed to issue qualified health plans in more than one state?			13a		
	<b>Note:</b> See the instructions for additional information the organization must report on Schedule O.					
b	Enter the amount of reserves the organization is required to maintain by the states in which the					
	organization is licensed to issue qualified health plans	13b				
С	Enter the amount of reserves on hand	13c				
				14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedu	le O		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remune	ration	or			
	excess parachute payment(s) during the year?			15		X
	If "Yes," see the instructions and file Form 4720, Schedule N.					
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment	t incoi	ne?	16		X
	If "Yes," complete Form 4720, Schedule O.					
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any ac					
	that would result in the imposition of an excise tax under section 4951, 4952 or 4953?			17		
	If "Yes," complete Form 6069.					

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Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

	Check if Schedule O contains a response or note to any line in this Part VI			X
Sec	tion A. Governing Body and Management			
			Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	4		
	If there are material differences in voting rights among members of the governing body, or if the governing			
	body delegated broad authority to an executive committee or similar committee, explain on Schedule O.			
b	Enter the number of voting members included on line 1a, above, who are independent 1b	4		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other			
	officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision			
	of officers, directors, trustees, or key employees to a management company or other person?	3	77	X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	Х	37
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	37	X
6	Did the organization have members or stockholders?	6	Х	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or	_		v
	more members of the governing body?	7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or	l		v
_	persons other than the governing body?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		v	
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	Х	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the			Х
Sec	organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9		Λ
360	tion B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)		Vaa	Na
100	Did the organization have local chapters, branches, or affiliates?	10a	Yes	No X
	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates,	IUa		21
b		10b		
112	and branches to ensure their operations are consistent with the organization's exempt purposes?  Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Х	
	Describe on Schedule O the process, if any, used by the organization to review this Form 990.	114		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Х	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes." describe	120		
Ū	on Schedule O how this was done	12c	Х	
13	Did the organization have a written whistleblower policy?	13	Х	
14	Did the organization have a written document retention and destruction policy?	14	Х	
15	Did the process for determining compensation of the following persons include a review and approval by independent			
	persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	х	
	Other officers or key employees of the organization	15b		Х
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a			
	taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation			
	in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's			
	exempt status with respect to such arrangements?	16b		
Sec	tion C. Disclosure			
17	List the states with which a copy of this Form 990 is required to be filed			
18	Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)	s only)	availal	ole
	for public inspection. Indicate how you made these available. Check all that apply.			
	X Own website X Another's website X Upon request Other (explain on Schedule O)			
19	Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and	d finan	cial	
	statements available to the public during the tax year.			
20	State the name, address, and telephone number of the person who possesses the organization's books and records			
	Hyco River Development, Inc 202-631-2003			
	606 South Quincy Street, Arlington, VA 22204			

# Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

#### Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's current key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

(A)	(B)				C)			(D)	(E)	(F)
Name and title	Average	(do	Positio (do not check mor					Reportable	Reportable	Estimated
	hours per	box	box, unless person is both an officer and a director/trustee)				n an	compensation	compensation	amount of
	week (list any		T	<u> </u>		Ī	,	from the	from related organizations	other compensation
	hours for	direct				٥		organization	(W-2/1099-MISC/	from the
	related	tee or	ustee			ensate		(W-2/1099-MISC/	1099-NEC)	organization
	organizations	al trus	nal tr		loyee	comp		1099-NEC)		and related
	below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			organizations
(1) Erik Stegman	40.00	_	=			1 0	-			
Chief Executive Officer				Х				225,516.	0.	15,786.
(2) Jeanette Ziegler	40.00									
Chief Operating Officer				Х				185,000.	0.	3,700.
(3) Brittany Schulman	40.00									
Senior Vice President of Programs				Х				154,286.	0.	4,864.
(4) Vicky Stott	1.00									
Chair		Х		X				0.	0.	0.
(5) Matt Morton	1.00	l								
Vice Chair	1	X		X				0.	0.	0.
(6) Emily Edenshaw	1.00	l		l						
Treasurer	1 00	Х		Х				0.	0.	0.
(7) Carly Bad Heart Bull	1.00	٠,		,,						•
Secretary 7. Tabanan	1 00	Х		Х				0.	0.	0.
(8) Anthony A. Johnson Director	1.00	X						0.	0.	0
(9) Theresa Sheldon	1.00	^						0.	0.	0.
Director	1.00	X						0.	0.	0.
(10) Michael Painter	1.00	^						0.	0.	0.
Director	1.00	X						0.	0.	0.
(11) Tashina Banks Rama	1.00							•		<u> </u>
Director		х						0.	0.	0.
(12) Eileen Briggs	1.00	1								
Director		Х						0.	0.	0.
		1				_				
		1								
	1	<u> </u>	_	_	_	_				
		-								
										000

Part VII Section A. Officers, Directors, Trus	tees, Key Emp	oloye	es,	and	l Hig	ghes	t Co	ompensated Employee	s (continued)	
(A)	(B)			(0	<b>C)</b>			(D)	(E)	(F)
Name and title	Average hours per week	box,	not ch unles	s per	more son is	than o s both r/trust	an	Reportable compensation from	Reportable compensation from related	Estimated amount of other
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC/ 1099-NEC)	organizations (W-2/1099-MISC/ 1099-NEC)	compensation from the organization and related organizations
1b Subtotal	1							564,802.	0.	24,350.
c Total from continuation sheets to Part VI								0.	0.	0.
d Total (add lines 1b and 1c)								564,802.	0.	24,350.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization

3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

5 X

#### **Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

the organization. Report compensation for the dateridal year ording with or with	in the organization of tax year.	
(A)	(B)	(C)
Name and business address	Description of services	Compensation
We Are Rally, 5670 Wilshire Blvd, Suite	Marketing/Public	
820, Los Angeles, CA 90036	Relations Services	454,130.
Hyco River Development, Inc.	Accounting	
606 South Quincy St, Arlington, VA 22204	Services/Business Co	339,716.
LeBlanc Strategies, LLC	Strategy and	
8753 Evanston Avenue N, Seattle, WA 98103	Organization Consult	262,696.
Armanino LLP, 12657 Alcosta Blvd, Suite		
#500, San Ramon, CA 94583	Accounting Services	164,507.
TuttleCo, LLC	AV Recording and	
131 Seventh Ave, #304, New York, NY 10011	Photography Services	160,709.
2 Total number of independent contractors (including but not limited to those liste	d above) who received more than	
\$100,000 of compensation from the organization 5		
	·	- 000 ()

			Check if Schedule O conta	ains a rest	onse	or note to any lin	e in this Part VIII			
							(A)	(B)	(C)	(D)
							Total revenue	Related or exempt	Unrelated	Revenue excluded
								function revenue	business revenue	from tax under sections 512 - 514
() ()	4	_	Federated campaigns	1a						
Contributions, Gifts, Grants and Other Similar Amounts										
ij g			Membership dues		<del>                                     </del>					
fts, Ar			Fundraising events		<del>                                     </del>					
ig ig			Related organizations		<b>†</b>					
ns, Sim			Government grants (contribution							
utio er (		Ť	All other contributions, gifts, grant			10 051 155				
ĕŧ			similar amounts not included abov			12,251,155.				
ont od (		_	Noncash contributions included in lines 1	a-1f <b>1g</b>	<b> </b> \$	5,000.	10 051 155			
<u>0</u> <u>8</u>		h	Total. Add lines 1a-1f				12,251,155.			
						Business Code				
Ce	2	-	Fees for services			900099	516,952.	516,952.		
e vi		~	Membership dues			900099	443,937.	443,937.		
Se	(	•	Conferences			900099	338,701.	338,701.		
Program Service Revenue		-	Leadership and Education	n Progr	ams	900099	156,130.	156,130.		
ю Н		е	Consulting			900099	11,332.	11,332.		
<u>P</u>	1	f	All other program service rever	nue						
		g	Total. Add lines 2a-2f				1,467,052.			
	3		Investment income (including	dividends,	intere	est, and				
			other similar amounts)				43,830.			43,830.
	4		Income from investment of tax							
	5		Royalties							
			,	(i) Re		(ii) Personal				
	6	а	Gross rents 6a							
			Less: rental expenses 6b							
			Rental income or (loss) 6c							
			Net rental income or (loss)							
			Gross amount from sales of	(i) Secu	rities	(ii) Other				
	•	u	assets other than inventory <b>7a</b>	· · ·		( )				
		h	Less: cost or other basis							
ø			and sales expenses 7b							
her Revenue		_	Gain or (loss) 7c							
eve			. ,							
ᇤ			Net gain or (loss)		···· <u>····</u>					
	8	а	Gross income from fundraising ev	•						
Ò			including \$							
			contributions reported on line	•						
			Part IV, line 18							
			Less: direct expenses							
			Net income or (loss) from fund							
	9	а	Gross income from gaming ac		- 1					
			Part IV, line 19							
			Less: direct expenses							
			Net income or (loss) from gam		es					
	10	а	Gross sales of inventory, less i							
			and allowances			1				
		b	Less: cost of goods sold		10k					
		С	Net income or (loss) from sales	of invent	ory					
S						Business Code				
on e	11	а								
ane	-	b								
Miscellaneous Revenue		С								
Mis( B		d	All other revenue							
		е	Total. Add lines 11a-11d							
	12		Total revenue. See instructions				13,762,037.	1,467,052.	0.	43,830.

	otatement of i unctional Expense			(A)	
Secti	on 501(c)(3) and 501(c)(4) organizations must comp			npiete column (A).	X
	Check if Schedule O contains a respons	se or note to any line in t		(C)	(D)
	not include amounts reported on lines 6b, 8b, 9b, and 10b of Part VIII.	Total expenses	<b>(B)</b> Program service expenses	Management and general expenses	Fundraising expenses
1	Grants and other assistance to domestic organizations				
	and domestic governments. See Part IV, line 21	2,508,654.	2,508,654.		
2	Grants and other assistance to domestic				
	individuals. See Part IV, line 22				
3	Grants and other assistance to foreign				
	organizations, foreign governments, and foreign				
	individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors,				
	trustees, and key employees	680,001.	550,800.	61,201.	68,000.
6	Compensation not included above to disqualified				
	persons (as defined under section 4958(f)(1)) and				
	persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	1,690,087.	1,384,129.	104,459.	201,499.
8	Pension plan accruals and contributions (include				
	section 401(k) and 403(b) employer contributions)	26,842.	21,742. 214,318.	2,416. 21,384.	2,684.
9	Other employee benefits	262,528.			2,684. 26,826.
10	Payroll taxes	143,208.	116,886.	11,696.	14,626.
11	Fees for services (nonemployees):				
а	Management	46,957.		46,957.	
b	Legal	116,713.	16,119.	100,594.	
С	Accounting	186,995.	14,090.	172,905.	
d	Lobbying				
е	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g					
·	column (A), amount, list line 11g expenses on Sch O.)	1,396,064.	1,271,444.	80,827.	43,793.
12	Advertising and promotion	473,444.	429,265.	44,159.	43,793. 20. 3,684.
13	Office expenses	52,633.	35,625.	13,324.	3,684.
14	Information technology	148,568.	16,027.	132,541.	
15	Royalties				
16	Occupancy	87,011.	3,225.	81,507.	2,279.
17	Travel	689,253.	445,651.	210,751.	2,279. 32,851.
18	Payments of travel or entertainment expenses	•		·	•
	for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	645,772.	493,473.	149,937.	2,362.
20	Interest	,	,	,	•
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	13,670.		13,670.	
23	Insurance	25,444.	5,434.	18,759.	1,251.
24	Other expenses. Itemize expenses not covered	·			
	above. (List miscellaneous expenses on line 24e. If				
	line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule 0.)				
а	Bank Charges	28,498.	27,210.		1,288.
b	Miscellaneous	4,548.	225.	4,323.	,
c	Dues and Subscriptions	4,453.	708.	2,224.	1,521.
d	Bad Debt Expense	2,219.		2,219.	,
	All other expenses	=,===		=,===	
25	Total functional expenses. Add lines 1 through 24e	9,233,562.	7,555,025.	1,275,853.	402,684.
26	Joint costs. Complete this line only if the organization	- , ,	.,,		
	reported in column (B) joint costs from a combined				
	educational campaign and fundraising solicitation.				
	Check here if following SOP 98-2 (ASC 958-720)				
				I	Form <b>990</b> (2022)

		Check if Schedule O contains a response or r	ote to any	line in this Part X			
		·			<b>(A)</b> Beginning of year		<b>(B)</b> End of year
	1	Cash - non-interest-bearing			9,827,797.	1	11,428,124.
	2	Savings and temporary cash investments				2	
	3	Pledges and grants receivable, net			3,932,248.	3	4,552,469.
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any current					
		trustee, key employee, creator or founder, sul	ostantial co	entributor, or 35%			
		controlled entity or family member of any of the	nese perso	ns		5	
	6	Loans and other receivables from other disqu	alified pers	ons (as defined			
		under section 4958(f)(1)), and persons describ	ed in secti	on 4958(c)(3)(B)		6	
က္	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
<b>ĕ</b>	9	Prepaid expenses and deferred charges			46,536.	9	16,081.
	10a	Land, buildings, and equipment: cost or other	.				
		basis. Complete Part VI of Schedule D	10a	170,325. 161,031.			
	b	Less: accumulated depreciation	10b	161,031.	21,268.	10c	9,294.
	11	Investments - publicly traded securities			910,283.	11	3,018,449.
	12	Investments - other securities. See Part IV, lin	e 11			12	
	13	Investments - program-related. See Part IV, lir	ie 11			13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11				15	
	16	Total assets. Add lines 1 through 15 (must e			14,738,132.	16	19,024,417.
	17	Accounts payable and accrued expenses			890,915.	17	332,284.
	18	Grants payable			010 005	18	250,000.
	19	Deferred revenue			210,905.	19	212,463.
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Comple				21	
es	22	Loans and other payables to any current or fo					
Liabilities		trustee, key employee, creator or founder, su					
jab		controlled entity or family member of any of the				22	
-	23	Secured mortgages and notes payable to unr				23	
	24	Unsecured notes and loans payable to unrela		Г		24	
	25	Other liabilities (including federal income tax,					
		parties, and other liabilities not included on lin	ies 17-24).	Complete Part X			
	00	of Schedule D		·····	1,101,820.	25	701 717
$\dashv$	26	Total liabilities. Add lines 17 through 25	haal bar	X	1,101,020.	26	794,747.
ဖွ		Organizations that follow FASB ASC 958, or	neck nere	<u> </u>			
2	27	and complete lines 27, 28, 32, and 33.  Net assets without donor restrictions			4,193,909.	27	6,772,455.
<u> </u>	28				9,442,403.	28	11,457,215.
힐	20	Organizations that do not follow FASB ASC		ok here	J, 112, 103.	20	11,457,215.
- ₹		and complete lines 29 through 33.	, 900, Cile	, k liele			
5	29	Capital stock or trust principal, or current fund	de			29	
Net Assets or Fund Balances	30	Paid-in or capital surplus, or land, building, or				30	
Ass	31	Retained earnings, endowment, accumulated				31	
ا پِ	32	Total net assets or fund balances			13,636,312.	32	18,229,670.
<u>u</u>		. J.a accord of faile balaitous			,		19,024,417.

Pa	rt XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI		<u></u>			
1	Total revenue (must equal Part VIII, column (A), line 12)	1	13,7			
2	Total expenses (must equal Part IX, column (A), line 25)	2		33, <u>5</u>		
3	Revenue less expenses. Subtract line 2 from line 1	3		28,4		
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	13,6			
5	Net unrealized gains (losses) on investments	5		65,0	31.	
6	Donated services and use of facilities	6				
7	Investment expenses	7		-1	48.	
8	Prior period adjustments	8				
9	Other changes in net assets or fund balances (explain on Schedule O)	9			0.	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32,					
	column (B))	10	18,2	29,6	70.	
Pa	rt XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII				X	
				Yes	No	
1	Accounting method used to prepare the Form 990: Cash X Accrual Other		_			
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.					
2a	2a Were the organization's financial statements compiled or reviewed by an independent accountant?					
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed	on a				
	separate basis, consolidated basis, or both:					
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?		2t	X		
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate	basis,				
	consolidated basis, or both:					
	X Separate basis Consolidated basis Both consolidated and separate basis					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the	audit,				
	review, or compilation of its financial statements and selection of an independent accountant?					
	If the organization changed either its oversight process or selection process during the tax year, explain on Sche	edule O.				
За	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the					
	Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		3a	1	X	
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required					
	or audits, explain why on Schedule O and describe any steps taken to undergo such audits		3b			
			For	m <b>990</b>	(2023)	

332012 12-21-23

#### **SCHEDULE A**

(Form 990)

Department of the Treasury Internal Revenue Service

# **Public Charity Status and Public Support**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

Name of the organization

Employer identification number 56 - 1849598

		Nati	ve American	us in Philant	TIT OD?	<i>!</i>	3	0-10433330
Pa	ırt I	Reason for Public C	Charity Status.	(All organizations must c	omplete th	nis part.) S	ee instructions.	
The	organ	ization is not a private found	ation because it is: (F	or lines 1 through 12, cl	heck only	one box.)		
1		A church, convention of chu	urches, or associatio	n of churches described	in <b>sectio</b>	n 170(b)(1	I)(A)(i).	
2		A school described in secti	ion 170(b)(1)(A)(ii). (	Attach Schedule E (Form	n 990).)			
3		A hospital or a cooperative				(b)(1)(A)(ii	ii).	
4		A medical research organiza	ation operated in cor	njunction with a hospital	described	in sectio	n 170(b)(1)(A)(iii). Enter	the hospital's name,
		city, and state:	·				(	
5		An organization operated for	or the benefit of a col	lege or university owned	or operate	ed by a go	vernmental unit describe	ed in
_		section 170(b)(1)(A)(iv). (C		,	•	, 0		
6		A federal, state, or local gov		nental unit described in	section 17	70(h)(1)(A)	(v)	
	X	An organization that normal	-					nublic described in
•		section 170(b)(1)(A)(vi). (Co	•	itiai part of its support if	om a gove	minoritar	unit of from the general p	public described in
8		A community trust describe		1VAVvi) (Complete Part	F II \			
		•			•	nd in coni	ination with a land grant	collogo
9		An agricultural research org				-	-	-
		or university or a non-land-g	grant college of agrici	ulture (see instructions).	Enter the i	iame, city	, and state of the college	e Of
40		university:	U	there 00 1 /00/ of its accord				
10	Ш	An organization that normal						
		activities related to its exem		•				-
		income and unrelated busin		(less section 511 tax) fro	m busines	ses acqui	red by the organization a	after June 30, 1975.
		See <b>section 509(a)(2).</b> (Cor	•					
11	$\square$	An organization organized a	•	•	•			
12		An organization organized a	and operated exclusi	vely for the benefit of, to	perform tl	ne function	ns of, or to carry out the	purposes of one or
		more publicly supported org	ganizations describe	d in <b>section 509(a)(1)</b> o	r section :	509(a)(2).	See <b>section 509(a)(3).</b> (	Check the box on
		lines 12a through 12d that o	describes the type of	f supporting organization	n and comp	plete lines	12e, 12f, and 12g.	
а		■ Type I. A supporting orga	anization operated, su	upervised, or controlled	by its supp	orted org	anization(s), typically by	giving
		the supported organization	on(s) the power to reg	gularly appoint or elect a	majority o	f the direc	tors or trustees of the su	upporting
		organization. You must c	complete Part IV, Se	ctions A and B.				
b		<b>Type II.</b> A supporting orga	anization supervised	or controlled in connect	ion with its	s supporte	ed organization(s), by hav	/ing
		control or management of	f the supporting orga	anization vested in the sa	ame perso	ns that co	ntrol or manage the supp	oorted
		organization(s). You mus	t complete Part IV,	Sections A and C.				
c	: [	Type III functionally inte	grated. A supporting	g organization operated	in connect	ion with, a	and functionally integrate	ed with,
		its supported organization	n(s) (see instructions)	. You must complete F	Part IV, Se	ctions A,	D, and E.	
d		Type III non-functionally	integrated. A supp	orting organization oper	ated in cor	nnection w	vith its supported organiz	zation(s)
		that is not functionally inte	egrated. The organiz	ation generally must sati	isfy a distri	ibution rec	quirement and an attentiv	veness
		requirement (see instructi	ions). You must con	nplete Part IV, Sections	A and D,	and Part	V.	
е		Check this box if the orga	anization received a v	vritten determination from	m the IRS	that it is a	Type I, Type II, Type III	
		functionally integrated, or						
f	Ente	er the number of supported o		, , , , , , , , , , , , , , , , , , , ,				
g	ا Pro	vide the following information	about the supporte	d organization(s).				
	(	i) Name of supported	(ii) EIN	(iii) Type of organization	(iv) Is the orga in your governi	inization listed	(v) Amount of monetary	(vi) Amount of other
		organization		(described on lines 1-10 above (see instructions))	Yes	No	support (see instructions)	support (see instructions)
<b>T</b>								

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# 

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Sec	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
	Gifts, grants, contributions, and	, ,	` ,	, ,		, ,	
	membership fees received. (Do not						
	include any "unusual grants.")	2051047.	2879487.	7849757.	12714574.	12695092.	38189957.
2	Tax revenues levied for the organ-						
	ization's benefit and either paid to						
	or expended on its behalf						
3	The value of services or facilities						
	furnished by a governmental unit to						
	the organization without charge						
4	Total. Add lines 1 through 3	2051047.	2879487.	7849757.	12714574.	12695092.	38189957.
	The portion of total contributions						
	by each person (other than a						
	governmental unit or publicly						
	supported organization) included						
	on line 1 that exceeds 2% of the						
	amount shown on line 11,						
	column (f)						9136112.
6	Public support. Subtract line 5 from line 4.						29053845.
	ction B. Total Support					ı	
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
	Amounts from line 4	2051047.	2879487.	7849757.	12714574.	12695092.	38189957.
	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	23,459.	24,275.	30,878.	28,018.	43,830.	150,460.
9	Net income from unrelated business	.,	,	, , , , , , , , , , , , , , , , , , ,	, -	,	,
-	activities, whether or not the						
	business is regularly carried on						
10	Other income. Do not include gain						
	or loss from the sale of capital						
	assets (Explain in Part VI.)						
11	Total support. Add lines 7 through 10						38340417.
	Gross receipts from related activities,	etc. (see instruction	ns)		•	12 2	,831,169.
	First 5 years. If the Form 990 is for the	•	,				· · ·
	organization, check this box and stor	-		•			
Sed	tion C. Computation of Publi						
14	Public support percentage for 2023 (I	ine 6, column (f), di	vided by line 11, c	olumn (f))		14	75.78 %
15	Public support percentage from 2022	Schedule A, Part I	I, line 14			15	74.08 %
	33 1/3% support test - 2023. If the					ore, check this bo	x and
	stop here. The organization qualifies as a publicly supported organization						
b	b 33 1/3% support test - 2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box						
	and <b>stop here.</b> The organization qualifies as a publicly supported organization						
17a	10% -facts-and-circumstances test						
	and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization						
	meets the facts-and-circumstances te	st. The organizatio	n qualifies as a pul	blicly supported o	rganization		
b	10% -facts-and-circumstances test	- 2022. If the orga	anization did not c	heck a box on line	-		
	more, and if the organization meets th	_					
	organization meets the facts-and-circu				-		
18	<b>Private foundation.</b> If the organization				• • •		s
			, :	. , ,			(Form 990) 2023

## Part III | Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Sec	etion A. Public Support	siow, picase comp	oloto i dit ii.j				
Cale	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organ- ization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c	Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
	ndar year (or fiscal year beginning in)	(a) 2019	<b>(b)</b> 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
		(a) 2013	(6) 2020	(6) 2021	(d) ZOZZ	(6) 2020	(i) rotai
	Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
	Add lines 10a and 10b  Net income from unrelated business activities not included on line 10b, whether or not the business is						
12	regularly carried on  Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First 5 years. If the Form 990 is for the	e organization's fi	rst, second, third,	fourth, or fifth tax	year as a section s	501(c)(3) organization	on,
	check this box and stop here						
Sec	ction C. Computation of Publi	c Support Per	rcentage				
15	Public support percentage for 2023 (li	ne 8, column (f), c	divided by line 13,	column (f))		15	%
	Public support percentage from 2022					16	%
Sec	ction D. Computation of Inves	tment Income	e Percentage				
17	Investment income percentage for 20	23 (line 10c, colur	mn (f), divided by I	ine 13, column (f))		17	%
18	Investment income percentage from 2	<b>2022</b> Schedule A,	Part III, line 17			18	%
19a	33 1/3% support tests - 2023. If the	organization did r	not check the box	on line 14, and line	e 15 is more than 3	33 1/3%, and line 1	7 is not
	more than 33 1/3%, check this box ar	nd <b>stop here.</b> The	organization qual	ifies as a publicly s	supported organiza	ation	
b	<b>33 1/3% support tests - 2022.</b> If the line 18 is not more than 33 1/3%, che	•			•	•	
20	Private foundation. If the organization						

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Schedule A (Form 990) 2023

## Part IV | Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

### Section A. All Supporting Organizations

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **b** Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).
- **b Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?
- c Substitutions only. Was the substitution the result of an event beyond the organization's control?
- 6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.
- 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).
- 9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.
- **b** Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes." provide detail in **Part VI.**
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.
  - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

	Yes	No
1		
2		
3a		
Sa		
3b		
0.		
3c		
4a		
4b		
4c		
5a		
5b 5c		
30		
6		
6		
7		
8		
9a		
0.		
9b		
9c		
10a		
10b		
ule A (Forn	n 990)	2023

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rai	LIV	Supporting Organizations (continued)			
		·		Yes	No
11	Has t	the organization accepted a gift or contribution from any of the following persons?			
а	A per	rson who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c b	pelow, the governing body of a supported organization?	11a		
b	A fam	nily member of a person described on line 11a above?	11b		
С	A 35%	% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail	in Part VI.	11c		
Sec	tion I	B. Type I Supporting Organizations			
				Yes	No
1	Did th	he governing body, members of the governing body, officers acting in their official capacity, or membership of one or			
		supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers,			
		tors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s)			
		tively operated, supervised, or controlled the organization's activities. If the organization had more than one supported nization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the			
		orted organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2		he organization operate for the benefit of any supported organization other than the supported			
		nization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in			
		VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
		rvised, or controlled the supporting organization.	2		
Sec	tion (	C. Type II Supporting Organizations			
				Yes	No
1	Were	a majority of the organization's directors or trustees during the tax year also a majority of the directors			
		istees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
		anagement of the supporting organization was vested in the same persons that controlled or managed			
		upported organization(s).	1		
Sec	tion I	D. All Type III Supporting Organizations			
				Yes	No
1	Did th	he organization provide to each of its supported organizations, by the last day of the fifth month of the			
		nization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax			
	-	(ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the			
		nization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	-	any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
		nization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how			
		rganization maintained a close and continuous working relationship with the supported organization(s).	2		
3		ason of the relationship described on line 2, above, did the organization's supported organizations have a			
	•	ficant voice in the organization's investment policies and in directing the use of the organization's			
	-	ne or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
		orted organizations played in this regard.	3		
Sec		E. Type III Functionally Integrated Supporting Organizations			
1	Chec	ok the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
а		The organization satisfied the Activities Test. Complete line 2 below.			
b		The organization is the parent of each of its supported organizations. Complete line 3 below.			
С		The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see ins	struction	s).	
2	Activi	ities Test. Answer lines 2a and 2b below.		Yes	No
а	Did s	ubstantially all of the organization's activities during the tax year directly further the exempt purposes of			
	the si	upported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify			
		e supported organizations and explain how these activities directly furthered their exempt purposes,			
		the organization was responsive to those supported organizations, and how the organization determined			
		these activities constituted substantially all of its activities.	2a		
b		the activities described on line 2a, above, constitute activities that, but for the organization's involvement,			
		or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in			
		VI the reasons for the organization's position that its supported organization(s) would have engaged in			
		e activities but for the organization's involvement.	2b		
3		nt of Supported Organizations. <b>Answer lines 3a and 3b below.</b>			
		he organization have the power to regularly appoint or elect a majority of the officers, directors, or			
		ees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	3a		
b		he organization exercise a substantial degree of direction over the policies, programs, and activities of each			
		supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.	3b		

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Schedule A (Form 990) 2023

5

Income tax imposed in prior year

instructions).

Distributable Amount. Subtract line 5 from line 4, unless subject to

emergency temporary reduction (see instructions).

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see

6

Par	t V	Type III Non-Functionally Integrated 509(	a)(3) Supporting Orga	ınizations <sub>(continu</sub>	ıed)	
Secti	on D -	Distributions		•	·	Current Year
1	Amou	ints paid to supported organizations to accomplish exer		1		
2	Amou	ints paid to perform activity that directly furthers exemp				
	organ	izations, in excess of income from activity	2			
3	Admir	nistrative expenses paid to accomplish exempt purpose	s of supported organizations	S	3	
4	Amou	ints paid to acquire exempt-use assets			4	
5	Qualif	ied set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		5	
6		distributions (describe in Part VI). See instructions.			6	
7		annual distributions. Add lines 1 through 6.			7	
8		outions to attentive supported organizations to which th	ne organization is responsive			
		de details in <b>Part VI</b> ). See instructions.			8	
9	7	outable amount for 2023 from Section C, line 6			9	
10		B amount divided by line 9 amount			10	
	LIIIO C	amount divided by line o amount	(i)	(ii)		(iii)
Secti	on E -	Distribution Allocations (see instructions)	Excess Distributions	Underdistribution Pre-2023	ıs	Distributable Amount for 2023
1	Distrib	outable amount for 2023 from Section C, line 6				
2	Unde	rdistributions, if any, for years prior to 2023 (reason-				
	able c	cause required - explain in Part VI). See instructions.				
3	Exces	ss distributions carryover, if any, to 2023				
а	From	2018				
b	From	2019				
С	From	2020				
d	From	2021				
е	From	2022				
f	Total	of lines 3a through 3e				
g	Applie	ed to underdistributions of prior years				
h	Applie	ed to 2023 distributable amount				
i	Carry	over from 2018 not applied (see instructions)				
j	Rema	inder. Subtract lines 3g, 3h, and 3i from line 3f.				
4		outions for 2023 from Section D,				
	line 7:					
а	ilaaA	ed to underdistributions of prior years				
		ed to 2023 distributable amount				
		inder. Subtract lines 4a and 4b from line 4.				
		ining underdistributions for years prior to 2023, if				
_		Subtract lines 3g and 4a from line 2. For result greater				
	-	zero, explain in <b>Part VI.</b> See instructions.				
6		ining underdistributions for 2023. Subtract lines 3h				
Ū		b from line 1. For result greater than zero, explain in				
		/I. See instructions.				
7		ss distributions carryover to 2024. Add lines 3				
•	and 4	-				
8		down of line 7:				
		ss from 2019				
		ss from 2019				
		ss from 2021				
		ss from 2022				
е	- xces	5 HUHL 2023				

Schedule A (Form 990) 2023

# Schedule A

# Identification of Excess Contributions Included on Part II, Line 5

2023

\*\* Do Not File \*\*

\*\*\* Not Open to Public Inspection \*\*\*

Contributor's Name	Total Contributions	Excess Contributions
Skoll Foundation	1,500,000.	733,192.
William K Kellog Foundation	920,000.	153,192.
The David and Lucile Packard Foundation	850,000.	83,192.
Christensen Fund	1,950,000.	1,183,192.
Marguerite Casey Foundation	1,700,000.	933,192.
The California Endowment Fund	1,150,000.	383,192.
Doris Duke Charitable Foundation	4,000,000.	3,233,192.
William and Flora Hewlett Foundation	2,101,000.	1,334,192.
Walmart Inc	1,000,000.	233,192.
Open Society Foundation	1,250,000.	483,192.
The JPB Foundation	1,150,000.	383,192.
Total Excess Contributions to Schedule A, Part II, Line 5		9,136,112.

# Schedule B

(Form 990)

Department of the Treasury Internal Revenue Service

# **Schedule of Contributors**

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Name of the organization

Native Americans in Philanthropy

Organization type (check one):

Employer identification number

56-1849598

o. game	organization type (check one).						
Filers of		Section:					
Form 990 or 990-EZ		X 501(c)( 3 ) (enter number) organization					
		4947(a)(1) nonexempt charitable trust <b>not</b> treated as a private foundation					
		527 political organization					
Form 990	)-PF	501(c)(3) exempt private foundation					
		4947(a)(1) nonexempt charitable trust treated as a private foundation					
		501(c)(3) taxable private foundation					
		s covered by the <b>General Rule</b> or a <b>Special Rule</b> .  7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.					
General	Rule						
	· ·	filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.					
Special l	Rules						
	sections 509(a)(1) a contributor, during	n described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; line 1. Complete Parts I and II.					
	For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.						
	For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions <i>exclusively</i> for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an <i>exclusively</i> religious, charitable, etc., purpose. Don't complete any of the parts unless the <b>General Rule</b> applies to this organization because it received <i>nonexclusively</i> religious, charitable, etc., contributions totaling \$5,000 or more during the year\$						
Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).							

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2023)

Schedule B (Form 990) (2023) Page **2** 

Name of organization

Employer identification number

# Native Americans in Philanthropy

56-1849598

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional	space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$3,000,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2		\$ 1,150,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3		\$1,101,000.	Person X Payroll
(a)	(b)	(c)	(d)
No. 4	Name, address, and ZIP + 4	Total contributions  \$ 750,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
5		\$ 725,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
6		\$600,000.	Person X Payroll

Schedule B (Form 990) (2023) Page **2** 

Name of organization

Employer identification number

<u>Native</u>	Americans	in	Philanthropy	56-1849598

Part I	Contributors (see instructions). Use duplicate copies of Part I if additiona	I space is needed.	
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$600,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
8		\$\$00,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
9		\$500,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
10		\$350,000.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
11		\$\$	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
12		\$\$	Person X Payroll

Name of organization Employer identification number

# Native Americans in Philanthropy

56-1849598

Part II	Noncash Property (see instructions). Use duplicate copies of Part	Il if additional space is needed.	
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		 \$	
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
(a) No. from Part I	(b)  Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
323453 12-26			Schedule B (Form 990) (2023)

Name of organization **Employer identification number** Native Americans in Philanthropy 56-1849598 Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) \$ Use duplicate copies of Part III if additional space is needed. (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (c) Use of gift (d) Description of how gift is held Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee (a) No. from (b) Purpose of gift (d) Description of how gift is held (c) Use of gift Part I (e) Transfer of gift Transferee's name, address, and ZIP + 4 Relationship of transferor to transferee

### **SCHEDULE D** (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements
Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Employer identification number** 

Inspection

Name of the organization Native Americans in Philanthropy

56-1849598

Pa	organizations Maintaining Donor Advised organization answered "Yes" on Form 990, Part IV, line		s or Accounts. Complete if the
	organization disenses to our our coo, raintry, mis	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in w	vriting that the assets held in donor advi	sed funds
	are the organization's property, subject to the organization's e	exclusive legal control?	Yes No
6	Did the organization inform all grantees, donors, and donor ac		
	for charitable purposes and not for the benefit of the donor or		
	impermissible private benefit?		Yes No
Pai	rt II Conservation Easements. Complete if the org	anization answered "Yes" on Form 990,	Part IV, line 7.
1	Purpose(s) of conservation easements held by the organizatio	on (check all that apply).	
	Preservation of land for public use (for example, recreat	ion or education) Preservation	of a historically important land area
	Protection of natural habitat	Preservation of	of a certified historic structure
	Preservation of open space		
2	Complete lines 2a through 2d if the organization held a qualifie	ed conservation contribution in the form	of a conservation easement on the last
	day of the tax year.		Held at the End of the Tax Year
а	Total number of conservation easements		2a
b			
С	Number of conservation easements on a certified historic stru		
d	Number of conservation easements included on line 2c acquir		
	on a historic structure listed in the National Register		2d
3	Number of conservation easements modified, transferred, rele		
	year		
4	Number of states where property subject to conservation ease	ement is located	
5	Does the organization have a written policy regarding the period	odic monitoring, inspection, handling of	
	violations, and enforcement of the conservation easements it	holds?	Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting, h		
7	Amount of expenses incurred in monitoring, inspecting, handl	ling of violations, and enforcing conserv	ation easements during the year
8	Does each conservation easement reported on line 2d above	satisfy the requirements of section 170(	h)(4)(B)(i)
	and section 170(h)(4)(B)(ii)?		Yes No
9	In Part XIII, describe how the organization reports conservation	n easements in its revenue and expense	e statement and
	balance sheet, and include, if applicable, the text of the footnote	ote to the organization's financial staten	nents that describes the
	organization's accounting for conservation easements.		
Pa	rt III Organizations Maintaining Collections of	Art, Historical Treasures, or O	ther Similar Assets.
	Complete if the organization answered "Yes" on Form	990, Part IV, line 8.	
1a	If the organization elected, as permitted under FASB ASC 958	3, not to report in its revenue statement	and balance sheet works
	of art, historical treasures, or other similar assets held for publ	lic exhibition, education, or research in t	urtherance of public
	service, provide in Part XIII the text of the footnote to its finance	cial statements that describes these iter	ms.
b	If the organization elected, as permitted under FASB ASC 958	3, to report in its revenue statement and	balance sheet works of
	art, historical treasures, or other similar assets held for public	exhibition, education, or research in fur	therance of public service,
	provide the following amounts relating to these items.		
	(i) Revenue included on Form 990, Part VIII, line 1		\$
2	If the organization received or held works of art, historical trea		al gain, provide
	the following amounts required to be reported under FASB AS		
а		·	\$
	Assets included in Form 990, Part X		
	For Paperwork Reduction Act Notice, see the Instructions		Schedule D (Form 990) 2023

332051 09-28-23

# 4 Describe in Part XIII the intended uses of the organization's endowment funds. Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value	
1a Land					
<b>b</b> Buildings					
c Leasehold improvements					
<b>d</b> Equipment		79,869.	70,575.	9,294.	
e Other		90,456.	90,456.	0.	
otal. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (R))					

Schedule D (Form 990) 2023

Part VII		cans in Phil		
	Complete if the organization answered "Yes" of	n Form 990, Part IV, line	11b. See Form 990, Part X, line 12.	
(a) Descrip	tion of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or en	d-of-year market value
(1) Financia	al derivatives			
(2) Closely	held equity interests			
(3) Other				
(A)				
(B)				
(C)				
(D)				
(E)				
(F)				
(G)				
(H)				
Total. (Col. (	b) must equal Form 990, Part X, line 12, col. (B))			
Part VIII	Investments - Program Related.			
	Complete if the organization answered "Yes" o			
	(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or en	d-of-year market value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)	1) 15 200 B 177 B 10 178			
Part IX	b) must equal Form 990, Part X, line 13, col. (B))  Other Assets			
I dit ix	Complete if the organization answered "Yes" of	n Form 990 Part IV line	11d See Form 990 Part X line 15	
		Description	Tra. Oce Form 550, Fart X, line 15.	(b) Book value
(1)	(0)	2000 I PRIOTI		(b) Book value
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
	ımn (b) must equal Form 990, Part X, line 15, col.	(B))		
Part X	Other Liabilities	(2)		•
	Complete if the organization answered "Yes" of	n Form 990, Part IV, line	11e or 11f. See Form 990, Part X, line 25	i.
1.	(a) Description of liability			(b) Book value
	leral income taxes			
(2)				
(3)				
(4)				
(5)				
(5)				

Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))

Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII

Schedule D (Form 990) 2023

(7) (8)

Par	t XI Reconciliation of Revenue per Audited Financial	Statements With F	Revenue per Ret	urn	
	Complete if the organization answered "Yes" on Form 990, Part	IV, line 12a.			
1	Total revenue, gains, and other support per audited financial statement	s		1	13,826,919.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
а	Net unrealized gains (losses) on investments	2a	65,032.		
b	Donated services and use of facilities	2b			
С	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d			
е	Add lines 2a through 2d			2e	65,032. 13,761,887.
3	Subtract line 2e from line 1			3	13,761,887.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:	1 1			
а	Investment expenses not included on Form 990, Part VIII, line 7b		150.		
b	Other (Describe in Part XIII.)	4b			
С	Add lines 4a and 4b			4c	150.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, lin	ne 12.)		5	13,762,037.
Par	T XII Reconciliation of Expenses per Audited Financia		Expenses per R	eturi	ו
	Complete if the organization answered "Yes" on Form 990, Part				
1	Total expenses and losses per audited financial statements			1	9,233,562.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:	1 1			
а	Donated services and use of facilities				
b	Prior year adjustments				
С	Other losses				
d	Other (Describe in Part XIII.)	<del></del>			•
е	Add lines 2a through 2d			2e	0.
3	Subtract line 2e from line 1			3	9,233,562.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:	1 . 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b				
b	Other (Describe in Part XIII.)				0
	Add lines 4a and 4b			4c	9,233,562.
5 Dar	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, TXIII Supplemental Information	<u>line 18.)                                      </u>		5	9,233,302.
	2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to prov				

#### SCHEDULE I (Form 990)

Department of the Treasury Internal Revenue Service **Grants and Other Assistance to Organizations, Governments, and Individuals in the United States** 

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

Attach to Form 990.

Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Open to Public Inspection

		GO LO WWW.II	s.gov/Formago for	the latest informa	auon.		mopconon
Name of the organization		- D1-1111					Employer identification number
		n Philanthr	opy				56-1849598
Part I General Information on Grants ar							
1 Does the organization maintain records to							
criteria used to award the grants or assis	tance?						N
2 Describe in Part IV the organization's pro							
Part II Grants and Other Assistance to I	•				anization answered "Y	es" on Form 990, Part	t IV, line 21, for any
recipient that received more than \$	5,000. Part II can	be duplicated if addit	ional space is need	ed.	(e) NA-H   - 6	T	
1 (a) Name and address of organization or government	<b>(b)</b> EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
							Capacity Building -
Intertribal Buffalo Council							September 2024 Herders
520 Kansas City St, Suite 300							Meeting Reimbursement and
Rapid City, SD 57701	27-3029417	501(c)3	145,000.	0.			Project director Expenses
National Fish and Wildlife							
Foundation - 1133 15th Street., NW							
Suite 1000 - Washington, DC 20005	52-1384139	501(c)3	1,508,654.	0.			Conservation
USET Sovereignty Protection Fund							Education - Tribal
711 Stewarts Ferry Pike							Infrastructure
Nashville, TN 37214	35-2467915	501(c)3	605,000.	0.			Development Program
Jamestown S'Klallam							Management of Dungeness
1033 Old Blyn Hwy							and Protection Island
Sequim, WA 98382	91-0963298	Tribe	100,000.	0.			National Wildlife Refuges
							Conservation - Grant in
Bering Sea Elders							support of the Tribal
911 W. 8th Avenue, Suite 101, PMB62							Advisory Council in the
Anchorage, AK 99501	82-3556262	501(c)3	100,000.	0.			Northern Bering Sea
							Capacity building -
Environmental Policy Innovation							support
Center - 7761 Diamondback Drive -							Policy-Partnership

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

3 Enter total number of other organizations listed in the line 1 table

Schedule I (Form 990) 2023

Specialist at Dept of

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

See Part IV for Column (h) descriptions

93-3208396 501(c)3

College Park, MD 20742

50,000.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non- cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
Part IV Supplemental Information. Provide the information	ion required in Part I, lin	e 2; Part III, columr	n (b); and any other ad	Iditional information.	
art I, Line 2:					
ative Americans in Philanthrop	y provides f	unds to of	ther organi	zations for	
rogramming for the following p	rogramming p	urposes:	(1) to comp	ensate for	
xpertise and program support r	elated to ou	r mission	focused pr	ogramming;	
nd (2) for regranting of funds			_		
nvest in tribal nonprofit orga:			_		
rant application process.	<u>p</u>		: <del> </del>		
ranc applicacion process.					

Part IV Supplemental Information
Name of Organization or Government: Bering Sea Elders
(h) Purpose of Grant or Assistance: Conservation - Grant in support of
the Tribal Advisory Council in the Northern Bering Sea Climate Resilience
Area
Name of Organization or Government:
Environmental Policy Innovation Center
(h) Purpose of Grant or Assistance: Capacity building - support
Policy-Partnership Specialist at Dept of Interior Office of Assist
Secretary, Indian Affairs

### SCHEDULE J (Form 990)

**Compensation Information** 

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

Attach to Form 990.

OMB No. 1545-0047

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization

Go to www.irs.gov/Form990 for instructions and the latest information.

Native Americans in Philanthropy
Questions Regarding Compensation

Employer identification number 56-1849598

			Yes	No
<b>1</b> a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990,			
	Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments  Health or social club dues or initiation fees			
	Discretionary spending account Personal services (such as maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or			
	reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors,			
	trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?	2		
3	Indicate which, if any, of the following the organization used to establish the compensation of the organization's			
	CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to			
	establish compensation of the CEO/Executive Director, but explain in Part III.			
	Compensation committee Written employment contract			
	Independent compensation consultant			
	Form 990 of other organizations    X Approval by the board or compensation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing			
	organization or a related organization:			
	Receive a severance payment or change-of-control payment?	4a		X
	Participate in or receive payment from a supplemental nonqualified retirement plan?	4b		X
С	Participate in or receive payment from an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the revenues of:			37
a	The organization?	5a		X
b	Any related organization?	5b		
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation			
	contingent on the net earnings of:			7
а	The organization?	6a		X
b	Any related organization?	6b		
-	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments	_		Х
	not described on lines 5 and 6? If "Yes," describe in Part III	7		<u> ^</u>
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the			х
0	initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III  If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in	8		
9	Regulations section 53.4958-6(c)?	9		
	neuriauria aecurii 33.4930°0101?	. 9		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2023

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

56-1849598

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W	I-2 and/or 1099-MIS0 compensation	C and/or 1099-NEC	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	in column (B)
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990
(1) Erik Stegman	(i)	225,516.	0.	0.	15,786.	0.	241,302.	0.
Chief Executive Officer	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) Jeanette Ziegler	(i)	185,000.	0.	0.	3,700.	0.	188,700.	0.
Chief Operating Officer	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) Brittany Schulman	(i)	154,286.	0.	0.	4,864.	0.	159,150.	0.
Senior Vice President of Programs	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
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	(ii)							
	(i)							_
	(ii)							_
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Schedule J (Form 990) 2023

Part III   Supplemental Information
Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.
Part I, Line 3:
Market studies conducted by independent source or our PEO; annual increases
based on what the market dictates and factors in economic conditions. Most
recent changes were evaluated using information from our consulting firm,
LeaderFit, and compared to compensation studies from United Philanthropy
Forum. A cross assessment of affinity partners was also used to determine
how similar situated organizations compensate executives based on the size
and scope of the organization and trajectory. The CEO increase is reviewed
by the Board of Directors and subject to a vote.

## SCHEDULE O (Form 990)

Department of the Treasury

Internal Revenue Service

# Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for the latest information.

2023
Open to Public Inspection

OMB No. 1545-0047

Name of the organization

Native Americans in Philanthropy

Employer identification number 56-1849598

Form 990, Part I, Line 1, Description of Organization Mission:				
With more than 30 years of experience, we work closely with our				
counterpart organizations advocating for Tribal communities. NAP				
amplifies Indigenous voices and educates funders about the rich				
cultural strengths of our communities, past injustices, and the				
resilience of Native Peoples to pave the path forward. We support				
several communities that work together to build knowledge, community,				
priorities, and power in the sector. These networks include Native				
professionals in philanthropy, elected Tribal leaders, Native youth				
leaders, and Native non-profit leaders. NAP is a Native-led				
organization that reshapes the philanthropic sector by applying				
Indigenous values to build more impactful and authentic relationships				
in philanthropy.				
Form 990, Part III, Line 1, Description of Organization Mission:				
strengthen and expand community-based solutions.				
- Strengthen support for Native, philanthropic, and non-profit leaders				
to increase Native representation in the sector.				
- Improve the availability of regular, reliable data and Indigenous-led				
research on Native communities and their relation to philanthropy.				
- Support Tribal Nations with more opportunities for awareness,				

Form 990, Part III, Line 4a, Program Service Accomplishments:

connection, and collaboration with each other and with the

and worldviews. To this end, we advocate for more substantial

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2023

philanthropic sector.

Native Americans in Philanthropy

investments in Tribal communities and work diligently to align these
investments with the values and aspirations of Native people.

The Native Youth Grantmakers program is designed for Indigenous youth aged 18-24 who are connected to their community (urban, rural, or reservation) and want to grow their leadership skills, advocate for Native youth and youth programs, and learn more about the philanthropic

This program is a year-long course designed to be both in-person and virtual and embraces Indigenous values that can help create conditions for all communities to thrive. The Native Youth Grantmakers program is designed to empower Native youth by developing their leadership skills, building peer-to-peer networks, and increasing their active engagement within the philanthropic sector. Recognizing the vital role that Native youth play in movement-building within their communities, the program aims to create a platform where young leaders can learn from one another, coordinate strategies, and build relationships that will support their future endeavors in philanthropy or other fields.

During this reporting period, the activities included several key
gatherings, each offering opportunities for network building, insight
into the philanthropic sector, community learning, and reflection. The
gatherings focused on themes such as building relationships, which
established connections among participants and with the broader
philanthropic community, and growing networks, which enhanced
collaboration by expanding peer-to-peer networks and introducing
participants to new contacts within the sector. Youth were engaged and
empowered to take ownership of their roles within the movement,

Schedule O (Form 990) 2023

sector.

Name of the organization

Native Americans in Philanthropy

Employer identification number
56-1849598

fostering accountability and a deeper understanding of shared goals.

Additional gatherings further enriched the program, with several cross functional events with other youth-centered programs, and meeting with funders. Through site visits to foundations and nonprofits, participants learn about the philanthropic landscape, engage with key stakeholders, and build community among peers. By centering the voices and power of Native youth within a philanthropic community of practice, we not only foster the next generation of Native leaders but also influence the philanthropic sector to better support Indigenous-led initiatives. This multi-faceted approach advances NAP's long-term goal of restoring Indigenous prosperity through aligned philanthropic investments.

Native Philanthropic Professionals Working Group

NAP connects Native people working in philanthropy, provides targeted resources, and supports growth as an individual and community member.

NPPWG members participate in quarterly meetings and can access NAP's library of reports and resources. These include its monthly Membership Education Sessions, which explore how Native people are tackling current and historical challenges and provide a forum to share best practices and personal stories. These sessions are designed for members working in the philanthropic sector who want to engage in deep conversations in the field and develop closer community connections.

Circle of Leadership Academy Program (CoLA)

Schedule O (Form 990) 2023 Page **2** 

Native Americans in Philanthropy

This program is for early to mid-career Native professionals who want to move into philanthropic leadership. Philanthropic leadership includes executive, board, and trustee leaders of large and small foundations, community and family foundations, as well as Native-led and tribal foundations. The goal of the program is to identify, support, and build Indigenous models of leadership within the philanthropic sector by increasing the number of Native professionals in executive, board, and trustee leadership positions, while also creating a supportive ecosystem for Native leaders that reinforces cultural identity and Indigenous worldviews. The format of this program includes network meetings, mentorship, and professional development

Tribal Philanthropy Coalition

workshops.

The Tribal Philanthropy Coalition is a community of practice to support, connect, and elevate the work of Tribal professionals working in the areas of grant making, grant seeking, and philanthropy for their Tribe. Tribal Leaders, Tribal philanthropy professionals, Tribal grant writers, Tribal Directors/managers and/or Tribal planners are encouraged to join this coalition to network with other professionals doing similar work, learn from others, share your priorities, challenges, needs and develop strategies together to elevate Tribal philanthropy to support Native communities.

Native Voices Rising

Native Voices Rising is a research, donor education, re-granting, and

Native Americans in Philanthropy

Capacity-building collaborative created and led by Common Counsel

Foundation and Native Americans in Philanthropy. Native Voices Rising

is designed to support organizing, advocacy and civic engagement in

American Indian, Alaska Native, and Native Hawaiian communities.

Since its inception in 2013, Native Voices Rising has awarded over \$9

million general operating support grants to Native-led organizations.

Eligible organizations are rooted in a Native community, led by Native

people, hold a vision for change that improves the lives of Native

community members, engage the community to take action together and/or

seek to affect the policies and rules that govern the community.

Native Voices Rising serves as a mechanism to build broad-based

philanthropic support for grassroots groups led by and for Native

communities and to amplify Native voices elevating indigenous solutions

to historic harms and society's most pressing issues.

In 2021, NVR launched its inaugural Advisory Council, composed of nine

Native leaders, with deep experience around philanthropy and grassroots

Native nonprofits. Advisory Council members serve as thought partners

around NVR's strategy, programming, and organizational

development. In late 2022, NAP and Common Counsel announced \$10 million

was raised for the 10-year anniversary, and \$3.5 million was moved to

Native led organizations in 2023 with multi-year grants for the first

time since inception.

Form 990, Part III, Line 4b, Program Service Accomplishments:

In partnership with the Biodiversity Funders Group (BFG), NAP created
the Tribal Nations Conservation and Climate Collaborative. This is a
cross-sector partnership with Tribes that seeks to strategically
connect philanthropic investments with Native-led technical assistance,
and federal coordination, to support Tribes in their conservation and
nature-based climate projects. It consists of a pooled fund, a
philanthropic pledge, a funder learning community, and federal
coordination facilitated through NAP's MOU with the Department of
Interior (DOI) to stand up the Office of Strategic Partnerships.

Since the launch, funding for conservation and climate related work has been raised. Through an MOU with the National Fish and Wildlife Foundation (NFWF), NAP guaranteed and met the match for all Tribal applicants awarded under the America the Beautiful Challenge (ATBC). Over a three year period, NAP will leverage \$4.0 million to ensure funding is accessible to Tribes. Additionally, we provided joint technical assistance with our nonprofit and government partners. The overarching goal is to advance existing landscape conservation plans and/or propose to knit together a diverse stakeholder partnership that develops and/or implements new conservation plans. As part of this, projects should address priority species and/or habitat conservation actions identified in existing plans or other species recovery or conservation plans. Projects that are informed by Indigenous Knowledge (IK) and promote Tribal co-stewardship are also encouraged. With a renewed interest in returning bison to their traditional territories, from funders to government, NAP is playing a central role. Collaborating with partners such as the World Wildlife Fund (WWF), The Nature Conservancy, and the Intertribal Buffalo Council, promising

Schedule O (Form 990) 2023

**Employer identification number** 

Name of the organization

Name of the organization

Native Americans in Philanthropy

Dilot projects are being identified, and additional funding for bison

restoration is being sought.

NAP continued its efforts in funder education through its quarterly

learning series with the Biodiversity Funders Group, which serves as a

new space for funders to learn about strategies and opportunities in

Tribal conservation from the field. Convenings range from critical

minerals and co-management, and NAP has embarked on new areas including

offshore wind, oceans, and marine stewardship.

NAP is focused this year on building the organization's internal capacity to support the programming within the collaborative,

strengthen public-private partnerships, and partner pledges. Through this opportunity, vetted projects can be aligned with organizations seeking ways to advance conservation and make long term commitments direct with Tribes while supporting the critical work of NAP.

Through our MOU with the DOI, NAP has staffed the Office of Strategic

Partnerships. Collectively, we are working with Tribes, Tribal

organizations, and philanthropy to build an ecosystem of federal

agencies, philanthropy, private sector organizations, and NGOs to

increase coordination and resources available to Tribes and Native-led

organizations. Embedded in this work is collaboration with the White

House Council on Native American Affairs and other Federal agencies

that house initiatives focused on conservation, economic development,

and revitalizing Native languages through public-private engagement

between philanthropy, Tribal organizations, and the business sector.

NAP's work in this area is building public-private partnerships with

Native Americans in Philanthropy 56-1849598

local and international foundations and NGOs, as well as businesses and other private sector entities in the realm of conservation and co-stewardship, economic development, climate resiliency and adaptation as well as education initiatives including those strengthening Native languages and cultural revitalization.

Form 990, Part III, Line 4c, Program Service Accomplishments:

analyses of qualitative data sets.

- Initiated, managed, and authored a study and report on assessing

  factors of accountability between community foundations and Native

  communities. This work has been expanded to look at improving equity

  and accountability between community foundations and tribal communities

  in a multi-year project.
- Partnered with Bridgespan Group on a research report that seeks to stimulate non-Native philanthropic support for Native communities.
- Contributed to the 2023 Tribal Nations Listening Session Report, with the central purpose of creating a clearer roadmap for increased investment and philanthropic partnerships with Tribal Nations and the communities they serve.

Form 990, Part VI, Section A, line 4:

The Organization restated their Articles of Incorporation on 11/17/2023 and their Bylaws on 8/4/2023.

Form 990, Part VI, Section A, line 6:

The two classes of members are general and affiliate. General members are

Native peoples who serve as staff, governing body members, or official

representatives of corporate, foundation, or Native grantmaking

**Employer identification number** 

Name of the organization

Schedule O (Form 990) 2023 Page 2

Name of the organization

Native Americans in Philanthropy

Employer identification number 56-1849598

organizations. Affiliate members are persons and organizations concerned
about advancing issues facing Native peoples. Neither membership has voting
rights. With the adoption of the new Articles of Incorporation and Bylaws,
the Organization transitioned to having no voting members.

Form 990, Part VI, Section B, line 11b:

Board members are presented with draft copies of the Form 990 along with all required schedules and attachments. The Board is asked to review the Form 990 and then approve it.

Form 990, Part VI, Section B, Line 12c:

The conflict of interest policy was renewed by the Board of Directors in 2023. The policy covers members of the Board of Directors, Officers, and staff and requires disclosure supplements to be completed on an annual basis. Additionally, covered individuals have a duty to disclose the existence of his or her financial interest and all materials facts to the Board of Directors and/or the Executive Committee. If an interested person recuses himself or herself from the matter where the actual or potential conflict exists, the Board of Directors or Executive Committee documents such recusal and the procedures for addressing the conflict in the meeting minutes per the policy's requirements. If the interested person desires to participate in the matter after disclosure of the financial interest and all material facts, and after any discussion with the interested person, he or she shall leave the Board of Directors or Executive Committee meeting while the determination of a conflict of interests is discussed and voted upon by the remaining Board of Directors or Committee Members to determine if a conflict of interest exists. The minutes of the Board of Directors and Excutive Committee shall contain all proceedings related to conflicts of

Schedule O (Form 990) 2023

Schedule O (Form 990) 2023	Page 2
Name of the organization  Native Americans in Philanthropy	Employer identification number 56-1849598
interest.	
Form 990, Part VI, Section B, Line 15a:	
The Executive Committee meets annually to review compen	sation for the Chief
Executive Officer and the CEO reviews compensation for	all other staff in
the organization. Compensation deliberation and discuss	sion is based on
industry wide data available on compensation for simila	arly situated
organizations, salary surveys for the field, and consul	ting salary reviews
available to the organization. The Board reviewed the C	CEOs performance for
the past year and compensation was adjusted to be refle	ective of the
organization's growth and to align with peers. Board me	embers are made aware
of key staff salary information to ensure internal equi	.ty.
Form 990, Part VI, Section C, Line 19:	
The Organization makes its governing documents, conflic	t of interest
policy, and financial statements available to the publi	c upon request.
Form 990, Part IX, Line 11g, Other Fees:	
Payroll Processing:	
Program service expenses	25,274.
Management and general expenses	26,318.
Fundraising expenses	6,990.
Total expenses	58,582.
Other Consulting Services:	
Program service expenses	1,224,965.
Management and general expenses	37,029.
Fundraising expenses	29,763.
332212 11-14-23 47	Schedule O (Form 990) 2023

Schedule O (Form 990) 2023 Page **2** 

Name of the organization  Native Americans in Philanthropy	Employer identification number 56-1849598
Total expenses	1,291,757.
Web Development:	
Program service expenses	3,792.
Management and general expenses	2,270.
Fundraising expenses	7,040.
Total expenses	13,102.
Staff and Project Support:	
Program service expenses	17,413.
Management and general expenses	5,840.
Fundraising expenses	0.
Total expenses	23,253.
Systems Admin:	
Program service expenses	0.
Management and general expenses	9,370.
Fundraising expenses	0.
Total expenses	9,370.
Total Other Fees on Form 990, Part IX, line 11g, Col A	1,396,064.
Form 990, Part XII, Line 2c	
The process has not changed from the prior year.	

# TAX RETURN FILING INSTRUCTIONS

CALIFORNIA FORM 199

# FOR THE YEAR ENDING

June 30, 2024

Prepared For:		
Native Americans in Philan	thropy	
1140 3rd St NE - 2nd Floor		
Washington, DC 20002		
Prepared By:		
Abdo		
5201 Eden Ave Ste 250		
Edina, MN 55436		
To be Signed and Dated By:		
Not applicable		
Amount of Tax:		
Total Tax	\$	0
Less: payments and credits	\$	Ö
Plus: other amount	\$	0
Plus: interest and penalties	\$	0
No payment is required	\$	
Overpayment:		
Credited to your estimated tax	\$	0
Other amount		0
Refunded to you	\$	0
Make Check Payable To:		
-		
Not applicable		
Mail Tax Return and Check (if applicable	) То:	
		g. If you wish to have it transmitted
		ce. We will then submit the electronic
return to the FTB. Do not r	nail the paper copy of	f the return to the FTB.
Return Must be Mailed On or Before:		
Not applicable		
Special Instructions:		
opeciai ilistructions.		

# TAX RETURN FILING INSTRUCTIONS

**CALIFORNIA FORM RRF-1** 

#### FOR THE YEAR ENDING

June 30, 2024

Prepared F	or:	
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Native Americans in Philanthropy 1140 3rd St NE - 2nd Floor Washington, DC 20002

# Prepared By:

Abdo 5201 Eden Ave Ste 250 Edina, MN 55436

#### **Amount of Tax:**

Balance due of \$400

## Make Check Payable To:

Department of Justice

#### Mail Tax Return To:

Registry of Charities and Fundraisers P.O. Box 903447 Sacramento, CA 94203-4470

# Return must be mailed on or before:

November 15, 2024

# **Special Instructions:**

The report should be signed and dated by an authorized individual(s).

TAXABLE YEAR

**California Exempt Organization** Annual Information Return

328941 12-26-23 **FORM** 

Calculate War 2023 or fiscal year beginning (emoldsbyyyy) 07/01/2023 and ending (emoldsbyyyy) 06/30/2024  Corporation or completed in some war war and the completed in the complete of the co	202	3 Annual Information	on Return					199	<del></del>
NATIVE AMERICANS IN PHILANTHROPY    Agreement information is deep residence from the part of the programment	Calendar Yea	r 2023 or fiscal year beginning (mm/dd/yyyy)	07/01/2023	, and ending (	mm/dd/yyy	/y)	06	5/30/2024	<u> </u>
First return	Corporation/Org	anization name			Cali	fornia corp	oration	number	
First   Firs			n.an			4065	001	1	
The product and the second provided and the production of the product of the pr			ROPY				201	<u>-                                      </u>	
State   A	Additional infor	ation. See instructions.					849	1598	
State   Stat	Street address (	suite or room)					043	7390	
Sale   DC   20 00 2   20									
Foreign province/standscrounty  Foreign province/standscrounty					State	ZIP code			
A First return	WASHIN	GTON			DC	2000	2		
B Amended return    Ves	Foreign country	name	Foreign province/state/county			Foreign p	ostal co	ode	
Part I   Complete Part I unless not required to file this form. See General Information B and C.  1   Gross sales or receipts from other sources. From Side 2, Part II, line 8   1   1,510,882   00   2   Gross dues and assessments from members and affiliates   2   00   3   Gross contributions, gifts, grants, and similar amounts received   STMT 1   4   3   12,251,155   00   4   Total gross receipts for filing requirement test. Add line 1 through line 3.  This line must be completed. If the result is less than \$50,000, see General Information B   4   13,762,037   00   5   Cost of goods sold   6   6   00   7   Total costs. Add line 5 and line 6   7   00   8   Total gross income. Subtract line 7 from line 4   9   9,229,185   00   9   Total expenses and disbursements. From Side 2, Part II, line 18   9   9,229,185   00   10   Excess of receipts over expenses and disbursements. Subtract line 9 from line 8   10   4,532,852   00   11   Total payments   9   11   00   12   Use tax. See General Information K   9   11   00   13   Payments balance. If line 11 is more than line 12, subtract line 12 from line 1   9   14   00   14   Use tax balance. If line 12 is more than line 11, subtract line 11 from line 12   14   00   16   Balance due. Add line 12 and line 15. Then subtract line 11 from line 12   14   00   16   Balance due. Add line 12 and line 15. Then subtract line 11 from line 12   10   10   16   Balance due. Add line 12 and line 15. Then subtract line 11 from line 12   10   10   17   Check if   11   11   12   12   12   12   12   1	B Amended C IRC Sect D Final info Enter date E Check ac F Federal r (4) X G Is this a H Is this or	d return ion 4947(a)(1) trust prmation return? Dissolved Surrendered (Withdrawn) N counting method: (1) Cash (2) X Accrua eturn filed? (1) 990T (2) 990PF (3) Other 990 series group filing? See instructions ganization in a group exemption	Yes X No Yes X No J If exem engage terged/Reorganized  I (3) Other Sch H (990)  Yes X No Yes X No IRS auc  O Is feder	orted to the FTB? pt under R&TC Sold in political activer ganization exemple enter the gross reganization a limitorganization file faxable income? reganization under dited in a prior years at Form 1023/102	See instruction 2370 ities? See in pt under Ra eccipts from 100 cm. audit by the ar?	ctions D1d, has 1 nstruction &TC Sect m nonme company or Form 10 ne IRS or	the org ns. ion 23 mber /? 09 to has th	ganization Yes 2  ganization Yes 2  8701g? Yes 2  sources Yes 2  Yes 2  Yes 2	X No X No X No X No X No
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Total costs. Add line 5 and line 6   7   00	Revenues			6					
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10   Excess of receipts over expenses and disbursements. Subtract line 9 from line 8   10   4 , 532 , 652   00	Evnancas	9 Total expenses and disbursements. From S	Side 2, Part II, line 18				9		
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Use Only Use Only = Telephone		(or yours, ARDO						41-1397419	
	-	if self- employed) 5201 EDEN AVE ST	E 250					Telephone	90
			er shown above? See instructions	S		• X	Yes	<del>-</del>	

## NATIVE AMERICANS IN PHILANTHROPY

Part II Organizations with gross receipts of more than \$50,000 and private foundations regardless of amount of gross receipts - complete Part II or furnish substitute information.

328951	12-26-23

Second			1	Gross sales or receipts from all b	usiness activities. See instru	ctions		•	1	00
Secretary   Secr			2	Interest				•	2	43,830 00
Receips   4 Gross roralis			3						3	00
Second color	Rece	ipts	4						4	00
Other   Gross amount received from sale of assets (See instructions)   SEE STATEMENT 2   1, 467,052   0	from		5						5	00
To their income	Other	r	6	Gross amount received from sale	of assets (See instructions)			•	6	00
8 1 7541 yos sales or receipts from other sources, Add line 1 through line 7. Enter here and on Side 1, Part I, line 9 9 Contributions, oight, grants, and similar amounts paid 10 Disbursements to or for members 11 Compensation of offices, directors, and trustiess 12 1, 690, 001 or 12 0 Their salaries and wages 12 0 Their salaries and wages 13 Interest 14 1 Taxes 15 Rents 15 Rents 16 8 7, 0.01 or 15 0 February 17 Other expenses and disbursements 18 7 Their expenses and disbursements 19 Their expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9 17 Their expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9 18 That expenses and disbursements. Add line 9 through line 17. Enter here and on Side 1, Part I, line 9 10 Cash 10 Cash 11 Cash 12 Cash 13 Cash 14 Cash 15 Rents 16 Office of taxable year 16 Investments in checkvable 19 Representation of the Dronds 10 Investments in stock 10 Investments in other bonds 10 Investments in other bonds 10 Investments in other bonds 11 Cash 12 Companies of the Dronds 13 Investments of the Dronds 14 Investments STMT 6 15 Rents of taxable year 16 Investments in other bonds 10 Investments in other bonds 11 Cash 12 Companies of taxable year 13 Investments STMT 6 14 Companies of taxable year 14 A Companies of taxable year 15 Read and state government obligations 15 Rederal and state government obligations 16 Investments in other bonds 16 Investments in other bonds 17 Investments in other bonds 18 Other investments 19 Caphala and the worth 19 Companies of taxable year 19 Caphala state of the properties of the proper	Sourc	ces	7	Other income	,		SEE STA	ATEMENT 2 •	7	1,467,052 00
SCAPTEMENT 3			8	Total gross sales or receipts from	n other sources. Add line 1 th	nrough	line 7. Enter here and o	on Side 1, Part I, line 1	8	1,510,882 00
10   Disbursements to or for members   11   Compensation of officers, directors, and frustees   SEE STATEMENT 4   1   680 , 0.01   column   12   0   11   690 , 0.087   column   12   1   690 , 0.087   column   13   14   143 , 2.08   column   15   6   6   6   7   7   1   1   1   7   7   7   7   7			9						9	
12 Other salaries and wages			10	Disbursements to or for member	S			•	10	00
12 Other salaries and wages			11	Compensation of officers, directo	ors, and trustees		SEE STA	ATEMENT 4 •	11	680,001 00
Expenses   13   Interest			12							1,690,087 00
14   Taxes	Expe	nses	13							00
Disburse  ments   15   Rents   16   Depreciation and depletion (See instructions)   16   Depreciation and depletion (See instructions)   18   Total expenses and disbursements   SEE STATEMENT 5   16   9,293   00   17   4,110,931   00   18   9,229,185   00   18			14							
March   16   Depreciation and depletion (See instructions)   17   Other expenses and disbursements   SEE STATEMENT   5   17   4, 110, 93   0     18   9, 229, 185   18   18   18   18   18   18   18	Disbu	ırse-	15							
17				Depreciation and depletion (See i	instructions)			•		
18   7,22   185   co.		•		Other expenses and disbursemen	nts		SEE STA	ATEMENT 5 •		
Schedule L   Balance Sheet   Beginning of taxable year   End of taxable year				Total expenses and disbursemen	ts. Add line 9 through line 17	7. Fnter	here and on Side 1. Pa	nrt I. line 9		
Assets	Sch	edul		· · · · · · · · · · · · · · · · · · ·						
Cash	Asset	ts			(a)		(b)	(c)		(d)
2 Net accounts receivable 3 Net notes receivable 4 Inventories 5 Federal and state government obligations 6 Investments in other bonds 7 Investments in stock 8 Mortgage loans 9 Other investments STMT 6 10 a Depreciable assets 1 Leas accumulated depreciation 1 Land 1 L	1 (	Cash					9,827,797			• 11,428,124
Net notes receivable	2 1									
4 Inventories										•
6 Investments in other bonds 6 Investments in other bonds 7 Investments in stock 8 Mortgage loans 9 Other investments STMT 6 10 a Depreciable assets 5 Less accumulated depreciation 11 Land 12 Other assets 15 STMT 7 13 Total assets 14 Accounts payable 14 Accounts payable 15 Contributions, gifts, or grants payable 16 Bonds and notes payable 17 Mortgages payable 18 Other liabilities 18 TMT 8 19 Capital stock or principal fund 20 Patid-in or capital surplus. Attach reconciliation Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books 1 Net income per books this year. Attach schedule 5 Expenses recorded on books this year. Attach schedule 5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8										•
6 Investments in other bonds 7 Investments in stock 8 Mortgage loans 9 Other investments STMT 6 10 a Depreciable assets b Less accumulated depreciation 147,361 21,268 161,031 9,294 11 Land 12 Other assets STMT 7 3,978,784 4,568,550 13 Total assets 144,738,132 19,024,417 14 Accounts payable 8 890,915 6 Bonds and notes payable 16 Bonds and notes payable 17 Mortgages payable 18 Other liabilities STMT 8 210,905 19 Capital stock or principal fund 20 Paid-in or capital surplus. Attach reconciliation of income per books with income per return Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000. 1 Net income per books 1 Hori income per books 1 Hori income tax 2 Expenses recorded on books this year. Attach schedule 5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8										•
7   Investments in stock   8   Mortgage loans   9     9   Other investments   STMT   6     16   168,629   170,325     17   17,361   21,268   161,031   9,294     11   Land   9     12   Other assets   STMT   7   3,978,784   4,568,550     13   Total assets   14,738,132   19,024,417     14   Accounts payable   890,915   332,284     15   Contributions, gifts, or grants payable   9     16   Bonds and notes payable   9     17   Mortgages payable   9     18   Other liabilities   STMT   8   210,905   212,463     19   Paid-in or capital surplus. Attach reconciliation   214,738,132   19,024,417     18   Capital stock or principal fund   9     17   Retained earnings or income fund   13,636,312   9     18   Retained earnings or income fund   14,738,132   19,024,417     19   Capital surplus. Attach reconciliation of income per books with income per return   Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.     1   Net income per books   9   4,532,852   7   Income recorded on books this year not included in this return. Attach schedule   9     10   Total. Add line 7 and line 8   9										•
8 Mortgage loans 9 Other investments STMT 6 10 a Depreciable assets b Less accumulated depreciation 11 Land 12 Other assets STMT 7 13 Total assets 147,361 21,268 161,031 9,294 11 Land 12 Other assets STMT 7 13 Total assets 144,738,132 19,024,417 13 Total assets 144,738,132 19,024,417 15 Contributions, gifts, or grants payable 16 Bonds and notes payable 17 Mortgages payable 18 Other liabilities STMT 8 19 Capital stock or principal fund 20 Paid-in or capital surplus. Attach reconciliation 21 Retained earnings or income fund 21 Retained earnings or income fund 22 Total liabilities and net worth 23 Exchedule M-1 Reconciliation of income per books with income per return  Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books 2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year. Attach schedule 5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8										•
9 Other investments										•
10 a Depreciable assets   168,629   170,325							910,283			• 3,018,449
Land	10 a	Depr	eciabl	le assets	168,629		·		25	
11   Land	b	Less	accui	mulated depreciation			21,268			9,294
13 Total assets					·		•	,		
13 Total assets	12 (	Other a	ssets	STMT 7			3,978,784			• 4,568,550
Liabilities and net worth  14 Accounts payable  15 Contributions, gifts, or grants payable  16 Bonds and notes payable  17 Mortgages payable  18 Other liabilities  19 Capital stock or principal fund  20 Paid-in or capital surplus. Attach reconciliation  21 Retained earnings or income fund  22 Total liabilities and net worth  25 Schedule M-1  26 Reconciliation of income per books with income per return  Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books  2 Federal income tax  3 Excess of capital losses over capital gains  4 Income not recorded on books this year.  Attach schedule  5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8							14,738,132			
15 Contributions, gifts, or grants payable 16 Bonds and notes payable 17 Mortgages payable 18 Other liabilities 19 Capital stock or principal fund 20 Paid-in or capital surplus. Attach reconciliation 21 Retained earnings or income fund 22 Total liabilities and net worth 25 Total liabilities and net worth 26 Paid-in or capital surplus. Attach reconciliation 27 Total liabilities and net worth 28 Chedule M-1 29 Reconciliation of income per books with income per return 20 Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books 2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year. Attach schedule 5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8										
15 Contributions, gifts, or grants payable  16 Bonds and notes payable  17 Mortgages payable  18 Other liabilities  STMT 8  19 Capital stock or principal fund  20 Paid-in or capital surplus. Attach reconciliation  21 Retained earnings or income fund  22 Total liabilities and net worth  Schedule M-1  Reconciliation of income per books with income per return  Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books  2 Federal income tax  3 Excess of capital losses over capital gains  4 Income not recorded on books this year.  Attach schedule  5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8	14 /	Accoun	ts pay	yable T			890,915			• 332,284
16 Bonds and notes payable 17 Mortgages payable 18 Other liabilities 19 Capital stock or principal fund 20 Paid-in or capital surplus. Attach reconciliation 21 Retained earnings or income fund 22 Total liabilities and net worth 22 Total liabilities and net worth 23 Reconciliation of income per books with income per return  Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books 2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year.  Attach schedule 5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8										• 250,000
17 Mortgages payable 18 Other liabilities STMT 8 19 Capital stock or principal fund 20 Paid-in or capital surplus. Attach reconciliation 21 Retained earnings or income fund 22 Total liabilities and net worth 22 Total liabilities and net worth 23 Reconciliation of income per books with income per return 26 Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books 2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year. Attach schedule 5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8										•
18 Other liabilities STMT 8  19 Capital stock or principal fund  20 Paid-in or capital surplus. Attach reconcilitation  21 Retained earnings or income fund  22 Total liabilities and net worth  23 Reconciliation of income per books with income per return  Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books  2 Federal income tax  3 Excess of capital losses over capital gains  4 Income not recorded on books this year.  Attach schedule  5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8	17 N	Mortga	aes p	avable						•
19 Capital stock or principal fund 20 Paid-in or capital surplus. Attach reconciliation 21 Retained earnings or income fund 22 Total liabilities and net worth 313,636,312 417,738,132 519,024,417  Schedule M-1 8 Reconciliation of income per books with income per return Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books 2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year. Attach schedule 5 Expenses recorded on books this year not 9 Total. Add line 7 and line 8	18 (	Other li	abiliti	es STMT 8			210,905			212,463
21 Retained earnings or income fund 22 Total liabilities and net worth 3	19 (	Capital	stock	or principal fund						•
21 Retained earnings or income fund 22 Total liabilities and net worth  Schedule M-1  Reconciliation of income per books with income per return  Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books 2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year.  Attach schedule 5 Expenses recorded on books this year not  1 Attach schedule  1 3, 636, 312  1 4, 738, 132  1 9, 024, 417  1 19, 024, 417										•
22 Total liabilities and net worth  Schedule M-1 Reconciliation of income per books with income per return  Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books  2 Federal income tax  3 Excess of capital losses over capital gains  4 Income not recorded on books this year.  Attach schedule  5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8										<ul><li>18,229,670</li></ul>
Do not complete this schedule if the amount on Schedule L, line 13, column (d), is less than \$50,000.  1 Net income per books							14,738,132			19,024,417
1 Net income per books 2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year. Attach schedule 5 Expenses recorded on books this year not  • 4 , 532 , 852  • 5 Income recorded on books this year not included in this return. Attach schedule • 8 Deductions in this return not charged against book income this year.  Attach schedule • 9 Total. Add line 7 and line 8	Sch	edul	e M							
2 Federal income tax 3 Excess of capital losses over capital gains 4 Income not recorded on books this year. Attach schedule 5 Expenses recorded on books this year not  • Income not recorded on books this year.  • Income not included in this return. Attach schedule  against book income this year.  Attach schedule  • Income not recorded on books this year.  Attach schedule  • Income not recorded on books this year.  Attach schedule  • Income not recorded on books this year.  Attach schedule  • Income not recorded on books this year.  Attach schedule					1					
3 Excess of capital losses over capital gains       •       8 Deductions in this return not charged against book income this year.         4 Income not recorded on books this year.       •       Attach schedule         5 Expenses recorded on books this year not       •       9 Total. Add line 7 and line 8						852				
4 Income not recorded on books this year.       against book income this year.         Attach schedule       ■         5 Expenses recorded on books this year not       9 Total. Add line 7 and line 8									е	•
Attach schedule  5 Expenses recorded on books this year not  9 Total. Add line 7 and line 8								-		
5 Expenses recorded on books this year not 9 Total. Add line 7 and line 8				•						
										•
deducted in this return. Attach schedule 10 Net income per return.						0.50	· ·			4 530 050
6 Total. Add line 1 through line 5         4,532,852         Subtract line 9 from line 6         4,532,852	<u>6</u> 1	otal. A	dd lin	ne 1 through line 5	4,532,	852	Subtract line 9 fr	om line 6		4,532,852

CA 199	Cash Contributions Included on Part I, Line 3	Statement 1		
Contributor's Name	Contributor's Address	Date of Gift	Amount	
Doris Duke Charitable Foundation	650 5th Ave Fl 19 New York City, NY 10019	12/19/23	3,000,000.	
The JPB Foundation	875 3rd Avenue, 29th Floor New York, NY 10022	08/31/23	1,150,000.	
William and Flora Hewlett Foundation	2121 Sand Hill Road Menlo Park, CA 94025	09/18/23	1,101,000.	
Charles Stewart Mott Foundation	503 Saginaw St., Suite 1200 Flint, MI 48502	09/20/23	750,000.	
Association of Black Foundation	55 Exchange Place New York, NY 10005	06/28/24	725,000.	
William K. Kellogg Foundation	One Michigan Avenue East Battle Creek, MI 49017	08/30/23	600,000.	
Wend Collective	1550 Larimer Street, Ste 680 Denver, CO 80202	07/21/23	600,000.	
Water Foundation	3335 Watt Avenue, Suite B, PMB 233 Sacramento, CA 95821	06/28/24	500,000.	
The John D. and Catherine T. MacArthur Foundation	1350 West Winnemac Avenue, #3 Chicago, IL 60640	10/20/23	500,000.	
The David and Lucile Packard Foundation	343 Second Street Los Atlos, CA 94022	11/10/23	350,000.	
Borealis Philanthropy	114 Sansome Street, Suite 600 San Francisco, CA 94104	03/15/24	281,219.	
ClimateWorks Foundation	235 Montgomery Street San Francisco, CA 94104	11/15/23	275,000.	
Total included on line 3			9,832,219.	

CA 199	Other Income	Statement 2
Description		Amount
Fees for services Membership dues Conferences Leadership and Education Progra Consulting	ms	516,952. 443,937. 338,701. 156,130. 11,332.
Total to Form 199, Part II, lin	e 7	1,467,052.

CA 199	Cash Contributions, Gifts, and Similar Amounts Pa		Statement 3
Activity Classificati	on: Program grants and art co	ntest awards	
Donees Name	Donees Address	Relationship	Amount
National Fish and Wildlife Foundation	1133 15th St NW, Suite 1000 - Washington, DC 20005	None	1,508,654.
Donees Name	Donees Address	Relationship	Amount
USET Sovereignty Protection Fund	711 Stewarts Ferry Pike - Nashville, TN 37214	None	605,000.
Donees Name	Donees Address	Relationship	Amount
Intertribal Buffalo Council	520 Kansas City St, Suite 300 - Rapid City, SD 57701	None	145,000.
Donees Name	Donees Address	Relationship	Amount
Jamestow S'Klallam	1033 Old Blyn Hwy - Sequim, WA 98382	None	100,000.
Donees Name	Donees Address	Relationship	Amount
Bering Sea Elders	911 W. 8th Avenue, Suite 101, PMB62 - Anchorage, AK 99501	None	100,000.
Donees Name	Donees Address	Relationship	Amount
Environmental Policy Innovation Center	7761 Diamondback Drive - College Park, MD 20742	None	50,000.
	Total for this Activity		2,508,654.
Total included on For	rm 199, Part II, line 9		2,508,654.

CA 199 Compensation of Officers,	Directors and Trustees Sta	atement 4
Name and Address	Title and Average Hrs Worked/Wk Co	ompensation
Erik Stegman 1140 3rd St NE - 2nd Floor Washington, DC 20002	Chief Executive Officer	0.
Jeanette Ziegler 1140 3rd St NE - 2nd Floor Washington, DC 20002	Chief Operating Officer 40.00	0.
Brittany Schulman 1140 3rd St NE - 2nd Floor Washington, DC 20002	Senior Vice President of P 40.00	0.
Vicky Stott 1140 3rd St NE - 2nd Floor Washington, DC 20002	Chair 1.00	0.
Matt Morton 1140 3rd St NE - 2nd Floor Washington, DC 20002	Vice Chair 1.00	0.
Emily Edenshaw 1140 3rd St NE - 2nd Floor Washington, DC 20002	Treasurer 1.00	0.
Carly Bad Heart Bull 1140 3rd St NE - 2nd Floor Washington, DC 20002	Secretary 1.00	0.
Anthony A. Johnson 1140 3rd St NE - 2nd Floor Washington, DC 20002	Director 1.00	0.
Theresa Sheldon 1140 3rd St NE - 2nd Floor Washington, DC 20002	Director 1.00	0.
Michael Painter 1140 3rd St NE - 2nd Floor Washington, DC 20002	Director 1.00	0.
Tashina Banks Rama 1140 3rd St NE - 2nd Floor Washington, DC 20002	Director 1.00	0.

Eileen Briggs

Director 1140 3rd St NE - 2nd Floor Washington, DC 20002 1.00 0.

Total to Form 199, Part II, line 11

0.

CA 199	Other Expenses	Statement 5
Description		Amount
Bank Charges		28,498.
Miscellaneous		4,548.
Dues and Subscriptions		4,453.
Bad Debt Expense		2,219.
Pension plan contributions		26,842.
Other employee benefits		262,528.
Management fees		46,957.
Legal fees		116,713.
Accounting fees		186,995.
Other professional fees		1,396,064.
Advertising and promotion		473,444.
Office expenses		52,633.
Information technology		148,568.
Travel		689,253.
Conferences and conventions		645,772.
Insurance		25,444.
Total to Form 199, Part II,	line 17	4,110,931.
CA 199	Other Investments	Statement 6

CA 199	Other Investments		Statement 6
Description		Beg. of Year	End of Year
Investments	-	910,283.	3,018,449.
Total to Form 199, Schedule L,	line 9	910,283.	3,018,449.

CA 199	Other Assets		Statement 7
Description		Beg. of Year	End of Year
Pledges and Grants Receivable Prepaid Expenses and Deferred Ch	narges	3,932,248. 46,536.	4,552,469. 16,081.
Total to Form 199, Schedule L, 1	ine 12	3,978,784.	4,568,550.
CA 199	Other Liabilitie	s	Statement 8
Description		Beg. of Year	End of Year
Deferred Revenue		210,905.	212,463.
Total to Form 199, Schedule L, 1	ine 18	210,905.	212,463.
CA 199	Fund Balances		Statement 9
Description		Beg. of Year	End of Year
Net assets without donor restriction		4,193,909.	6,772,455. 11,457,215.
Total to Form 199, Schedule L, 1	ine 21	13,636,312.	18,229,670.