Strategic Plan
2024 - 2026
About this strategic plan

In September 2023, Tiwahe Foundation’s board of directors and wisdom council convened a full day planning retreat at the Minnesota Humanities Center. The retreat and development of this plan was facilitated by Dr. Nicole MartinRogers (White Earth Nation descendant), who is an independent consultant and former Tiwahe board member.

After the retreat, Nicole worked with Tiwahe Foundation staff to refine the strategic priorities and to develop an action plan to implement the strategies. We are developing an evaluation plan that includes key performance indicators that measure our progress on implementing this plan.

We would like to thank all Tiwahe Foundation staff, board members, wisdom council members, and community members who helped shape this plan, and who will be a part of doing the hard work to make our plans turn into our reality.

Strategic Priorities: 2024 - 2026

1. Grow and engage Tiwahe Foundation’s individual donor base
2. Re-envision the Oyate Leadership Network
3. Tell the story of AIFEP and its impacts
4. Use Indigenous evaluation and program design
5. Strengthen Tiwahe Foundation’s role in the field of philanthropy
6. Strengthen Tiwahe Foundation’s role in the community
7. Make space for innovation and effectively manage change

More detail on each priority can be found on page six.
**Autumn Teaching**

We would like to introduce this strategic plan with a seasonal teaching from LeMoine LaPointe, Wisdom Council member and Tiwahe Foundation founder.

LeMoine taught us that fall is a season of preparation, a time to look to the future and ensure we're ready to get through the long winter ahead, so it is an ideal time for Tiwahe Foundation to think about strategic planning. But instead of preparing for the long winter, perhaps we are preparing ourselves to enter into spaces that weren't designed for us (philanthropy, mainstream social systems). Fall is a time to work hard. Fall is a time to renew our collective responsibility to ensure the well-being of all our relatives, including plants and animals and other people.

We are reminded of the cycle of life that is represented by autumn leaves falling to the ground to nourish the earth and support new plants that will grow again in the spring. Tiwahe Foundation is responsive to the different needs and responsibilities of each season we inhabit.

**Mission**

Our mission is to strengthen Indigenous leadership and cultural identity. We invest in and cultivate Indigenous prosperity and excellence by providing resources including grants, traditional knowledge, and learning communities that foster cultural enrichment, self-determination, and reciprocal relationships. In doing so, we create the conditions that allow our people to generate positive intergenerational ripple effects in American Indian communities.

**Vision**

Indigenous peoples in Minnesota collectively thrive and live healthy, connected, culturally-centered, and self-actualized lives, and we cultivate bold and vibrant possibilities for the future.
Values
The values below guide our relationships, decisions, gatherings, and evaluations at Tiwahe Foundation. They are rooted in Native worldviews and developed collaboratively with community and our Indigenous evaluation partners.

Below we share how these core values support and guide our strategic plan and priorities.

Honoring Family (Welcoming, Belonging, Resourcing and Reconnecting)
Tiwahe is a family and acts as a good relative who supports Native peoples in ways they can always count on.

Honoring Culture and Language
The practice and sharing of culture, language, traditional knowledge, and lifeways are Tiwahe’s identity, central to all that we do, and what connects us through past, present, and future.

Honoring Commitment
Tiwahe is very intentional about committing our current capacity and resources to partnerships with aligned values and solidarity through their mission.

Honoring Reciprocity
Tiwahe values reciprocity as transformative and impactful in all of our relationships. Reciprocal relationships are necessary to ensure creative changes are sustained for our future generations. Tiwahe facilitates opportunities to join the circle of generosity as a way to demonstrate reciprocity in our community.
Strategic Priorities 2024 - 2026

Priority #1: Grow and engage Tiwahe Foundation's individual donor base

Goal: Strengthen relationships with and commitments to Tiwahe Foundation within the American Indian and broader community; increase independence from non-Native funders and philanthropy by cultivating a strong individual donor base.

Priority #2: Re-envision the Oyate Leadership Network

Goal: Design and deliver Indigenous leadership programming through OLN that builds shared knowledge of Indigenous Leadership-in-action and meets community needs by strengthening leadership networks.

Priority #3: Tell the story of AIFEP and its impacts

Goal: American Indian community members are aware of AIFEP and the opportunities associated with it; potential and current AIFEP donors are aware of AIFEP and its deep community impacts.

Priority #4: Use Indigenous evaluation and program design

Goal: Honor and creatively utilize Indigenous approaches to evaluation that center Indigenous values and ways of knowing. Use these methods to collect and share the stories of Tiwahe Foundation and our community for learning about and sharing our impacts, and increasing our networks and positive impacts over time.
Priority #5: Strengthen Tiwahe Foundation’s role in philanthropy

Goal: Tiwahe Foundation is recognized as a model for reinventing philanthropy through Indigenous values and knowledge. Eliminate funding disparities for Native organizations. Be an epicenter for Indigenous innovation.

Priority #6: Strengthen Tiwahe Foundation’s role in the community

Goal: Twin Cities American Indian organizations are more effective at providing leadership on important issues, working together to meet the needs of community members, and identifying solutions to community issues; Tiwahe Foundation is viewed as a leading Twin Cities American Indian organization and a good relative.

Priority #7: Make space for innovation and effectively manage change

Goal: Maintain a good work-life balance and work environment for all staff. Provide opportunities for staff to use their strengths and continue learning and building relationships while also keeping Tiwahe Foundation on the cutting edge of Indigenous philanthropy and leadership work.