

2022 ANNUAL REPORT


THE
CULTURAL
CONSERVANCY

“The world can seem like a grim and dark place sometimes. Coming to a place that’s like entirely community-oriented, we’re actively trying to solve problems of food sovereignty and changing the environment for the better. It’s a place of positivity and active change.”

– Jordan Torres (Choctaw/Salvadorian) 2022 Native Youth Intern
(Press Democrat, Dec. 1, 2022, online)





LETTER FROM LEADERSHIP

GREETINGS RELATIVES,

We are honored to share with you a look back at 2022 and what we were able to do together in service to Native lands, peoples, and cultures. With our circle of community, partners, and supporters, it was an incredible year of growing, tending land, and serving local, national and international Indigenous communities.

We returned to a deeper program rhythm and strengthened our partnerships as the challenges of community health continued to shift. Our Native Foodways team grew, and the gift of land allowed us to expand our community networks and nurture new connections. We hosted Tribal Youth Ambassador projects, our Media work was featured at film festivals, and we redesigned and launched our Native Youth Internship Program, which was a very special part of 2022.

I am grateful to our growing and committed staff who come together to set the pulse for our incredible work, particularly as we walk through what it means to hold land in service to community. Heron Shadow gives us the capacity to strengthen and deepen the work we do in exceptional ways, and we are honored to enter all we do rooted in the strength of our traditional systems and community visions. Deep gratitude goes to our Board of Directors – Melissa Nelson, Kimla McDonald, Stefano Varese, Lois Ellen Frank, and Debra Harry – for their exceptional leadership, mentorship, hearts, and minds in guiding us.

We invite you to join us in celebrating the strength of The Cultural Conservancy's circle – our staff, board, partners, and supporters – and all that we do together. On behalf of our entire team, thank you for your support and dedication to Indigenous lands and peoples everywhere.

Chiokoe utte'esia, chiokoe utte'esia, chiokoe utte'esia,

A handwritten signature in black ink, appearing to read 'Sara Moncada'.

Sara Moncada, CEO





MISSION

OUR MISSION is to protect and restore Indigenous cultures, empowering them in the direct application of traditional knowledge and practices on their ancestral lands. We express our mission through our strategic poetic goals which reflect our service to community.

POETIC GOALS

Animating Our Voices: Speaking our truths, dispelling silences, amplifying Indigenous stories of survivance and resilience.—**Native Seed Pod Podcast and Media**

Sharing Good Water: Offering nourishment, support, and “hydration” to each other, our partners, and communities to awaken and strengthen self-determined visions and goals.—**Mino-Niibi Fund and Te Ha Alliance**

Tending the Fire: Revitalizing Indigenous Lifeways and the sacred fires of culture through connection to lands, language, canoes, foods, and stories, as self-determined by communities.—**Foodways and Heron Shadow**



Clearing the Spring: Creating Indigenous learning spaces, contexts, and communities for decolonizing the mind and embracing Indigenous ways of learning and knowing.—**Youth and Media**

Nurturing the Soil: Deepening strong roots and supporting organizational resilience and sustainability as an ecosystem and web of relations with our local, national, and global partners and relatives.—**All**

Mending the Circle: Supporting eco-cultural health and Healing of our ancestral lands and waters and Native communities (past/present/future).—**Mino-Niibi Fund, Youth, and Land**

2022 YEAR AT A GLANCE

STRENGTHENING INTERGENERATIONAL ROOTS

- Re-Launched Native Youth Internships with hands-on learning, professional development, and community building opportunities
- Designed and built raised medicine garden beds with elder sitting benches
- Hosted safe, culturally-rooted overnight community education and revitalization workshops



UPLIFTING NATIVE VOICES AND VISIONS

- Mino-Niibi Fund awarded \$159,000 through 18 small grants to Native-led organizations, groups and knowledge-holders in 9 countries
- Completed Season 3 of Native Seed Pod podcast, a season dedicated to uplifting the voices of Native women
- TCC's partner film project "Seed Mother Coming Home" was an official selection for the imagineNATIVE Film + Media Arts Festival and the Santa Fe International Film Festival

DEEPENING OUR DANCE WITH COMMUNITY

- Welcomed 400+ community members for hands-on learning of TEK, cultural burning, Native farming, seed tending and cultural knowledge sharing
- Hosted international delegation of Indigenous academics and cultural artists from University of Auckland, New Zealand
- TCC team became a mobile workforce, stepping into community to provide land tending support for partner projects



NATIVE FOODWAYS

- Grew, sourced, donated, and distributed 16,500 pounds of nutritious, culturally appropriate foods including 900+ plant starts and 500+ Native heirloom seed packets
- Built an additional acre of stone-fruit orchards and growing fields
- Land and food justice work featured in ABC7 News Allies in Action, Eating Well's Cooking Series, and The Press Democrat



GROWING HERON SHADOW

- Planted 100+ California native trees and plants in traditional ecological restoration, increasing healthy habitat and traditional materials for weavers
- Launched large riparian zone restoration project to support healthy water habitat and larger Green Valley watershed vision
- Built new traditional food processing and storage spaces including shared outdoor community workspaces for traditional cooking and preservation

“Our vision of sustainability for the land is one that is multigenerational. We want Heron Shadow to be here and available as a place for connection, safety and knowledge sharing for my daughter’s daughter’s daughter, and as many generations as we can dream forward into the future.”

– Sara Moncada, CEO (source ABC7 Allies in Action)





400+
community
members joined us
on the land, a
382%
increase from
2021

HERON SHADOW

AN INDIGENOUS BIOCULTURAL HERITAGE OASIS

HERON SHADOW has allowed us to boundlessly deepen our service to Native lands and communities. Our traditional ecological restoration and community food distribution work has flourished at Heron Shadow and is a deep reflection of our commitment to community service and land-based self-determination.

The vision of Heron Shadow was developed in collaboration with community and in response to a clear need for a safe space on which to gather and practice land-based traditions. We are honored to be in partnership with California Indian traditional knowledge holders, elders, and leaders, including ancestral relatives of the lands, as we work to restore culturally informed traditional ecological systems in service to all.





NATIVE YOUTH INTERNSHIPS

LEARNING ON NATIVE LANDS

2022 ALLOWED US TO RE-OPEN our Native Youth Internship Program where we hosted four Indigenous youth through paid internships. Each participant created an individualized avenue of focus based on their particular areas of interest around traditional land engagement and foods. From hands on work learning Native farming to joining community program design meetings and community health projects, each intern was able to dive deeply into cultural land tending, traditional ecological knowledge, and growing foods and seeds to nourish their communities.



**DELNOR JOHNSON (KOYUKON ATHABASCAN),
FAIRBANKS, ALASKA**

"I just love that I was able to be a part of it... and able to experience everything, it's sort of so beautiful, like, literally everything. It's the childhood that we all deserved but never got. I feel confident in choosing my path forward and knowing that I can follow through on it."

CARMEN LUCICH (CHOCTAW), GUERNEVILLE, CALIFORNIA

"I come from a strong lineage of Choctaw women who, like so many others, have had so much taken from them. I live my life to reclaim these things for my lineage as it is a blessing I am here today. It is my goal to live in community amongst my people. My people being my family in blood, in choice, and in spirit. Things like relationships and ways of connecting with each other are held in a special way at The Cultural Conservancy, just fully accepting me as a person in a way that I have never experienced in any facet of my physical realm, I've got the people at Heron Shadow to thank."





NATIVE FOODWAYS

REVITALIZING TRADITIONAL FOODS, SEEDS AND DIETS

OUR NATIVE COMMUNITY food distribution work, central to the Native Foodways Program, is a deep reflection of our commitment to community service. For over a decade we have distributed thousands of pounds of local, organic produce and Native-grown traditional foods, seeds, recipes, and cultural foodways learning opportunities each year to community partners.

In 2022 we sourced, grew, donated and distributed 16,500 pounds of food during our distribution season (mid-summer to late-fall). With the addition of our new greenhouse and growing infrastructure at Heron Shadow, we also grew and distributed 900+ plant starts and 500+ Native heirloom seed packets to Native community garden projects, family plots, land revitalization projects and medicine makers across the region. We envision continuing to grow our team so that we can increase our overall capacity and lengthen our food distribution season into winter, strengthening the program to ensure it remains sustainable, collaborative, far-reaching and deeply impactful.

12,965 lbs.
of clean, organic
produce was donated, a
111% increase
from 2021

4,459 lbs.
of heirloom, traditional
produce grown, a
121% increase
from 2021

16,543 lbs.
of healthy, organic
foods were donated and
distributed to community, a
104% increase
from 2021



THE MINO-NIIBI FUND

NATIVE-TO-NATIVE GIVING

WE HOLD RECIPROCITY CENTRAL to our work, including reciprocal learning, sharing, mutual respect and honoring the right to self-determination. We are honored to work in kinship by giving through our Mino-Niibi Fund for Indigenous Cultures and the Te Ha Alliance sister networks. We completed our 2021-2022 giving season, awarding \$159,000 in 18 small grants to Native-led organizations, groups and knowledge holders in 9 countries, including 5 new grantee partners.



THE IXBALAMKÉ WEAVING COOPERATIVE (new partner) - a multigenerational group of 68 Q'eq'chi' Maya women from the village of Samac, Cobán, Guatemala. The cooperative works to revitalize and strengthen ancestral Mayan weaving traditions and future generations of cultural wealth.

TWILA CASSADORE (new partner) - a traditional knowledge holder working with San Carlos Apache, White Mountain Apache, and O'dham communities in Arizona. Working in collaboration with Morning Star Leaders to reintroduce traditional foodways back into the community through intergenerational teaching workshops.

NĀ HOA ALOHA O KA PU`UHONUA O HŌNAUNAU (returning partner) - engaging ancestral philosophies and practices through traditional ecological education, including fishing traditions, Native youth projects, and ecological stewardship work



SARA MONCADA



ALEXANDRU SALCEANU



Our media work was showcased in **5** national and international film festivals

NATIVE MEDIA

RISING NATIVE VOICES

OUR NATIVE MEDIA WORK is critical to our capacity to share with community in good protocol. As we increase access to traditional foods, medicines and practices, we are also working to expand community resources and learning tools. Our Native Media team creates accessible, culturally appropriate, Indigenous multi-media educational resources.

We are honored to have our Media and The Native Seedpod Podcast work selected for multiple film festivals, including the 2022 imagineNATIVE Film + Media Arts Festival and the 2022 Santa Fe International Film Festival. We redeveloped and launched our online Resource Library Catalogue of Knowledge Sharing, teachings and videos in response to continual community requests. Offering these teachings as easily accessible online resources allows us to reach further into community to connect, share teachings, learn from and uplift one another.



12,000+ people listened to **The Native Seed Pod**, a **30%** increase from 2021





“ I like feeding people medicine and when you feed people medicine, for me personally, I ask who grows it? Where are their hearts? What is their mission? What do they want? You can get food from anywhere, but not these ones, not with that heart that grew these.”

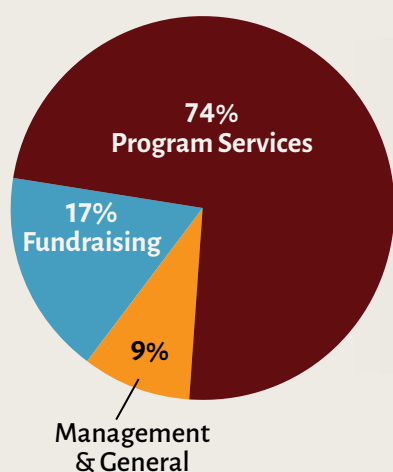
– Food Justice Partner and Native Chef Crystal Wahpepah (Native Seed Pod episode “Indigenous Food Warriors” on working with The Cultural Conservancy)



FINANCIAL HEALTH

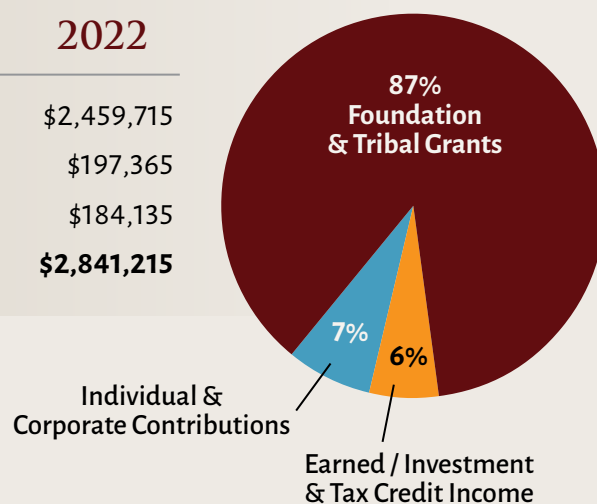
THE CULTURAL CONSERVANCY'S COMMITMENT to efficiency and financial stewardship has remained steadfast, even as our asset base and budget have grown with the addition of Heron Shadow. In 2022 we continued our string of spotless financial audits and reviews.

Last year also saw our strategic investments in fundraising capacity come to fruition as we were able to leverage a 4% increase in fundraising expenditure into a 25% increase in contributed revenue. That fundraising efficiency was matched by programmatic efficiency, as administrative streamlining allowed us to maintain low total overhead as a percentage of total expenditure. For the second year running, 74 cents of every dollar raised funded programs.



EXPENSES	2020	2021	2022
Program Services	\$762,898	\$1,189,581	\$1,318,512
Management & General	\$197,913	\$221,909	\$166,594
Fundraising	\$126,257	\$217,257	\$313,265
TOTAL EXPENSES	\$1,087,068	\$1,628,747	\$1,798,371

INCOME SOURCES	2020	2021	2022
Foundation & Tribal Grants	\$813,316	\$1,669,464	\$2,459,715
Individual & Corporate Contributions	\$61,040	\$175,615	\$197,365
Earned & Investment Income	\$15,798	\$286,226	\$184,135
TOTAL INCOME	\$890,154	\$2,131,305	\$2,841,215



CIRCLE OF KIN

2022 STAFF

Sara Moncada (Yaqui), Chief Executive Officer
Anthony Reese, Chief Operating Officer
Cynthia J. Frank (Kiowa), Chief Development Officer
Arlene Kato, Chief Program Officer
Mateo Hinojosa (Mestizo Quechua Bolivian - American), Media Director
Maya Harjo (Quapaw, Shawnee, Muscogee Creek, Seminole), Farm Manager
Evie Ferreira (Yoeme), Foodways Manager
Redbird Willie (Pomo, Paiute, Wintu, Wailaki), Land Manager
Ben Shleffar (Blackfeet), Native Foodways Farmer
Luke Reppe, Native Foodways Farmer
Heaven Estrada (Chumash), Development and Community Evaluations Manager
Alexandru Salceanu, Media Associate
Nicolá Wagenberg, Senior Program Associate


2022 BOARD OF DIRECTORS

Melissa K. Nelson, Ph.D. (Turtle Mountain Chippewa), Chair
Lois Ellen Frank, Ph.D. (Kiowa), Vice-Chair
Kimla McDonald, M.A., Secretary
Stefano Varese, Ph.D., Treasurer
Debra Harry, Ph.D. (Pyramid Lake Paiute)
Sara Moncada, M.A. (Yaqui)

2022 FUNDERS

11th Hour Project
Bancroft Foundation
Battery Powered
California Wellness Foundation
The Campbell Foundation
Ceres Trust
The Christensen Fund
The David & Lucille Packard Foundation
Eames Institute
Education for Racial Equity
Jessie Smith Noyes Foundation
Jonathan & Kathleen Altman Foundation
Kalliopeia Foundation
Manzanita Foundation
NoVo Foundation
Panta Rhea Foundation
Pawanka Fund
San Francisco Arts Commission
San Manuel Band of Mission Indians
Stupski Foundation
Tamalpais Trust

GUIDING PRINCIPLES

-  Native Peoples have a sacred relationship to the land through their genealogy, original instructions, and cultural lifeways.
-  Native Peoples and communities have a right to self-determination as outlined in the United Nations Declaration on the Rights of Indigenous Peoples.
-  Indigenous knowledge and ways of knowing and being are foundational and play an essential role in protecting environmental integrity and biological diversity.
-  The Cultural Conservancy is committed to intertribal, intergenerational transmission of knowledge, and to intercultural alliance-building.

GET INVOLVED



GIVE

Our work relies on the generosity and support of people and organizations like you. Thank you for your commitment to protecting and restoring Indigenous cultures and lifeways.

DONATE TODAY!

nativeland.org/support



VOLUNTEER

Visit the land at Heron Shadow and volunteer at our public community volunteer days. We'd love to include you in our Volunteer Circle!

Contact tcc@nativeland.org for information on our volunteer opportunities.



STEP INTO OUR CIRCLE

Support the Heron Shadow Native Land Campaign and help us create an Indigenous biocultural heritage oasis focused on the conservation and regeneration of Indigenous agriculture, Native arts and sciences and traditional lifeways.

Contact cyndi@nativeland.org



STAY CONNECTED

Receive our latest news and Heron Shadow updates by signing up for our newsletter at nativeland.org.

Explore and celebrate Native foodways, ancestral seeds, and Traditional Ecological Knowledge. Listen to The Native Seed Pod podcast at nativeseedpod.org.





OUR LAND BASES

THE PRESIDIO
San Francisco, California
Unceded Ohlone Land

INDIAN VALLEY ORGANIC FARM & GARDEN
College of Marin, Novato, California
Sovereign Territory of the Coast Miwok and Southern Pomo Peoples

HERON SHADOW
Sebastopol, California
Sovereign Territory of the Coast Miwok and Southern Pomo Peoples
including the Federated Indians of Graton Rancheria



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