

THE CHAMIZA FOUNDATION

And

New Mexico Pueblo Tribes

WORKING IN PARTNERSHIP

1989 - 2009

TWENTY-YEAR REPORT & IMPACT SUMMARY

Officers:

James L. Phillips, Chairman
Marjorie Phillips Elliott, Vice-Chair
Letitia E. Frank, President
Diane Reyna, Vice President
Hayes Lewis, Treasurer
Joann K. Phillips, Secretary & Assistant Treasurer
Jonathan Batkin, Assistant Secretary

Directors:

Ted Jojola
Cynthia Chavez Lamar
Gifford Phillips
Estevan Rael-Galvez
Beverly R. Singer,
Alice Phillips Swistel
Mia Toya
Brian Vallo

Founding Board Director:

Alphonso Ortiz, 4/30/39 - 1/28/97

Lifetime Directors:

Agnes M. Dill
Edward T. Hall
Joe S. Sando

Staff:

Donna Vogel, Executive Director

Legal Counsel:

James Rubin, Esq.



The Chamiza Foundation—History and Philosophy

The Chamiza Foundation was formally established in late 1989 with a modest endowment from Gifford and Joann Phillips. The foundation's mission continues to be to provide support for programs that help ensure the continuity and "living" preservation of Pueblo culture and tradition. During its twenty-year history, Chamiza has provided grant support to all nineteen New Mexico Pueblos for programs that could be classified as "preservation of traditional life ways." Since 1989 the foundation has made 339 grant awards totaling \$2,353,513. Approximately 90 percent of grants have been awarded directly to Pueblo tribes or tribal entities, while 10 percent have been awarded to non-tribal organizations conducting programs requested by the tribes and serving their purposes.

The spectrum of giving in the early years included support for language programs, traditional arts programs for youth, oral history projects and traditional farming. The very first grant in 1989 was awarded to the Eight Northern Pueblo Indian Council for an awning for the Annual ENIPC Art Fair. Other early grants included support for: the repair of a roof on an adobe house at Taos Pueblo so a Taos Pueblo potter could continue making pottery; and the development of a Tewa dictionary at San Juan Pueblo.

Today Chamiza's giving priorities still include: Language Revitalization; Education/Youth Programs; Preservation of Traditional Life Ways; and Traditional Arts Instruction.

Language Revitalization: Language programs are of central concern to all the Pueblos. Most notable among the many language initiatives funded by Chamiza is the Keres Training Institute of the Linguistic Institute for Native Americans (LINA). LINA, the first language consortium of Pueblo communities, was supported by a multi-year partnership between Chamiza, the Lannan Foundation, and McCune Charitable Foundation. Also supported have been important programs at Acoma, Cochiti, Isleta, Laguna, Nambe, Ohkay Owingeh, Picuris, Pojoaque, Sandia, San Ildefonso, Santa Ana, Santa Clara, Taos, Tesuque, Zia, and Zuni Pueblos.

Education/Youth Programs: Programs for youth and in support of tribal history have included youth programs in archeology at Jemez and Sandia Pueblos; acquisition of archival materials at Jemez and Zia; workshops for Pueblo librarians held at Santa Fe Indian School; studies of the environment and ecology by Tesuque youth; the Solstice Project's film, "The Mystery of Chaco Canyon," and the development of educational materials related to the science of this ancestral Pueblo site, for use in educational programs in the Pueblos.

Preservation of Tribal Life Ways: The preservation and transmission of traditional activities has been a high priority. Such projects supported by grants have included stone quarrying, Pueblo architecture and building techniques, agriculture and farming, corn processing, oven-building, cooking practices, childbearing practices, parenting, identification of plants for ceremonial uses, transmission of songs and dances, and identification of sacred sites.

Traditional Arts Instruction: Many funded programs have centered on traditional Pueblo arts. These have included pottery, embroidery, silversmithing and jewelry, weaving, basketry, gourd-painting, sculpture, and the making of moccasins, drums, and bows and arrows. Typically instruction is not just in “making,” but in the traditional foundation of the processes: trans-generational learning, the meaning of images, the importance of gathering and using materials, and the relationship of the object to its cultural matrix, usually with a strong language component.

The entire Phillips family—Gifford and Joann, along with their son James L. Phillips and their daughters Marjorie Phillips Elliott and Alice Phillips Swistel—continue to be involved in the foundation’s work. The Pueblo members of the board are the key to the success of the foundation’s giving. They help guide the foundation not in dictating or interfering with the Pueblo communities’ ideas about what their needs are and how they should be addressed, but to remain focused on increased understanding by building relationships and partnerships. The foundation is honored to have currently seven Pueblo members of the Board: Hayes Lewis, Zuni; Diane Reyna, Taos; Ted Jojola, Isleta; Cynthia Chavez Lamar, San Felipe; Beverly Singer, Santa Clara; Mia Toya, Jemez; and Brian Vallo, Acoma. Lifetime Directors include Joe Sando, Jemez; and Agnes Dill, Isleta. Others on the board include professionals who are deeply committed to understanding the needs and interests of New Mexico’s Pueblo people: Jonathan Batkin, Director of the Wheelwright Museum for the American Indian, Letitia Frank, Historian, and Estevan Rael-Galvez, New Mexico State Historian.

Gifford Phillips believes that the premise on which the Chamiza Foundation was established—that the preservation of Pueblo culture was of vital and timely concern to New Mexicans—remains true to this day. However he is quick to remind us that the foundation has never seen its purpose to be the preservation of Pueblo culture as an interesting antiquity. Rather he believes that Pueblo culture offers a model lifeway from which all peoples in our country could learn. Indeed, Pueblo culture and its values are to be envied, and their sustenance is imperative. That belief will continue to guide the Chamiza Foundation’s mission in the years to come.

Chamiza Foundation—Grantmaking Philosophy

Since 1989, the Chamiza Foundation has been committed to a grassroots approach to grant making that supports tribal efforts to effect positive and innovative change to sustain Pueblo culture and tradition within New Mexico's nineteen Pueblo tribal communities. In April, 2008, the foundation organized a dialogue session to provide an opportunity for an exchange of ideas and perspectives, between Chamiza grantees and Foundation representatives about the results and impacts of the foundation's grant making over the years.

The Foundation believes that a grassroots approach to grant making is a healthy alternative to conventional grant making and that it can be more effective in working with Pueblo communities. A grassroots approach is based on on-going collaboration and respectful relationship which provide opportunities for the board and staff to learn about new perspectives and ways of thinking about the needs and interests of Pueblo communities. On-going, positive relationships are crucial to developing a deeper understanding of the "real" issues in Pueblo communities, and to building the trust and increased credibility with Pueblo people necessary for long-term collaboration.

Chamiza's approach to grant making is less about what gets funded and more about how people on both sides of the grant making equation, the grantor and the grantee, combine a modest amount of money with a maximum degree of collaboration to get something done for the benefit of Pueblo people and communities. By focusing on relationship and outreach, the foundation intends to provide grant resources in a manner that builds capacity and empowers people to act, "to do the work themselves", for the benefit of their communities.

The foundation's application and grant making process is designed in a way not to be overwhelming, intrusive or confusing. Pueblo community leaders access the foundation through a simple application and review process. Decisions are made within weeks of proposal submission and review by the Board of Directors, a board which includes substantial representation from Pueblo tribes. Pueblo members of the board provide invaluable guidance and insight to help insure that grants are focused on projects and programs that address issues that most keenly affect Pueblo communities. Funds are made available according to project requirements and timelines. Progress and final reporting requirements are flexible and straightforward, and project results and outcomes are communicated to the board through presentations and site visits. To help create an even playing field in regard to access to funding, the foundation's Executive Director is available for consultation regarding questions related to everything from proposal development to project implementation and reporting.

Community Dialogue Session—Purpose and Approach

In 2008 a community dialogue session was held to obtain feedback from Chamiza Foundation grantees for the purpose of evaluating the results and impacts of the foundation's grant making. The intent was to create an environment for open discussion and feedback about the quality of the foundations grant making process since the establishment of the Foundation in 1989. The planned outcome was for Chamiza board and staff to hear the thoughts and perspectives of Chamiza grantees about the quality of the foundation's grant making process and its consistency with the organization's mission.

Chamiza board and staff utilized an *appreciative inquiry* approach which is based on a process that respects and honors people for their contributions. The process focused on four areas of questioning: 1. Strengths, 2. Opportunities, 3. Aspirations, and 4. Results.

Session participants were divided into small groups and asked to consider a series of questions related to each of the four areas. Each group discussion was facilitated by a Chamiza board or staff member.

Discussion questions for each area of inquiry were:

Strengths: Identify and share positive experiences in your work with the Chamiza Foundation.

- What has been working in terms of the grant making process with Chamiza? What changes have you seen in the process or with funding priorities? What have been the results of those changes?
- How could the Chamiza Foundation do more to strengthen its grant making and outreach efforts?

Opportunities: Identify ways in which your experience with the Chamiza Foundation has been empowering or has expanded your ideas for future possibilities.

- What opportunities have developed as a result of Chamiza funding?
- What other opportunities could Chamiza provide to assist you in your work in your community?

Aspirations: Discuss the impact of Chamiza's support on future project planning.

- How could your work with the Chamiza Foundation be enhanced?
- Considering Chamiza's mission, what other community needs could be addressed with support from Chamiza?
- What changes could Chamiza make in terms of funding priorities?

Results: Describe your relationship with Chamiza and the impact of funding on your community and the quality of project implementation.

- How has Chamiza funding impacted your program efforts and community?
- What changes would you like to see in terms of your relationship with Chamiza or with the grant making process?
- How is Chamiza perceived in your community? Level of trust?

Following the small group discussions, the group reconvened to discuss ideas about the future: plans for new project initiatives, best practices regarding current project initiatives and ideas about future opportunities to share feedback and exchange ideas.

FEEDBACK SUMMARY:

Nearly one hundred responses were categorized qualitatively relative to the questions about Strengths * Opportunities * Aspirations and *Results.

STRENGTHS:

Participants recognized Chamiza's strengths in five areas: Process, Outreach, Respect, Recognition of 'Real' Community Needs, and Relationship. The following sections further summarize participants' feedback relative to these areas.

Process— For many grantees, Chamiza's overall process for grant-making was given high marks. They explained that working with other grant making organizations is often overwhelming and confusing. Based on participant responses, the most effective and efficient elements of Chamiza's grant-making process are:

Proposal format
includes future
planning

User-friendly
application format

Flexible and timely
distribution of grant
awards

Less restrictive and
flexible budget format

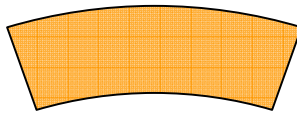
A simple end-of-project
final report

Outreach– Dialogue session participants shared very positive feelings about Chamiza’s outreach efforts and priorities. They agreed that communication with community members is critical in the pre-application process, since many Pueblo communities, program managers and project staff have little or no experience seeking outside funding from private foundations. It has been evident to grantees that the Chamiza Foundation staff is available to visit with tribal leaders and program directors to discuss community needs relative to the foundation’s grant making mission. Face to face visits were seen as necessary to develop positive and respectful working relationships. The timeline below illustrates grantees’ perspectives about the kinds of outreach activities carried out by the Chamiza Foundation. Foundation grantees have concluded that these activities are critical to the overall success of grant making in Pueblo communities.

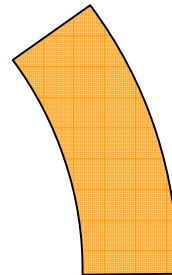


Respect –Twenty years ago the founders of the Chamiza Foundation consulted with Alphonso Ortiz, an Ohkay Owingeh Pueblo elder and scholar and established a unique board structure that includes seven Pueblo members to guide the foundation to help insure that it would work in a way that was sensitive to and respectful of the many facets of Pueblo livelihood, specifically the traditional and ceremonial calendar and cultural activities in each Pueblo. Grantees agreed that Chamiza demonstrates as it carries out its work an awareness of and deference to the communities’ involvement in traditional and cultural activities. Dialogue participants added other examples of the Chamiza Foundation’s practice of respect. The diagram below illustrates how Chamiza, as an outside organization, works respectfully with the Pueblos and supports them in their efforts to sustain their cultural identity. Grantees agreed that sharing the core value of respect is the key to creating positive and enduring relationships.

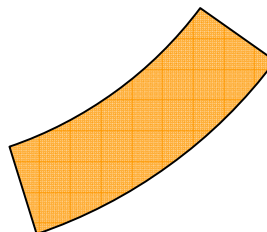
Chamiza supports projects that demonstrate Pueblo values, beliefs & community-based decision-making



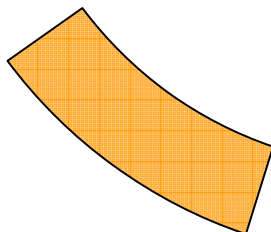
Chamiza is aware of cultural calendar and understands cultural protocol



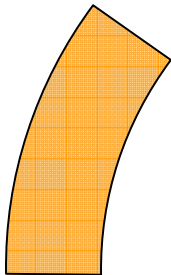
Chamiza respects cultural traditions and community dynamics



Chamiza gives us ownership that enhances our sense of community



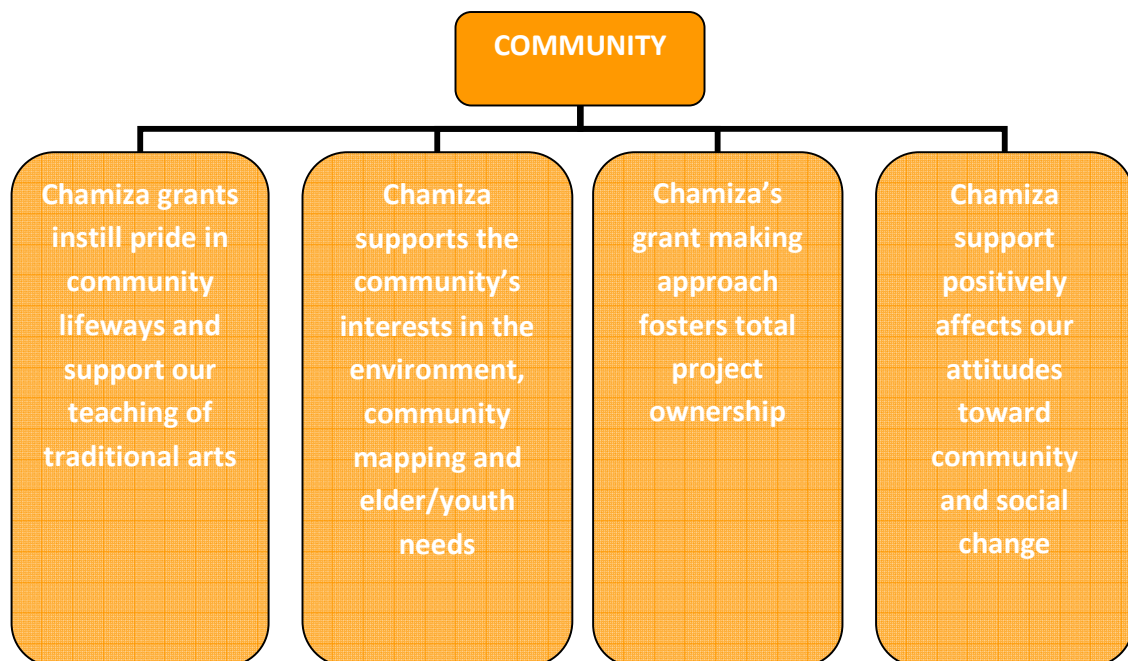
Chamiza staff and board believe in the value of our community projects



Recognition of “Real” Community Needs – Participants in the Community Dialogue recognized Chamiza’s dedication to understanding and supporting what participants called the ‘real’ needs in their communities. According to their responses, the Chamiza foundation’s acknowledgement of the communities’ assessment of the real needs creates the development of positive self esteem and identity, a sense of ownership of the project and its outcomes, and strengthens community programs.

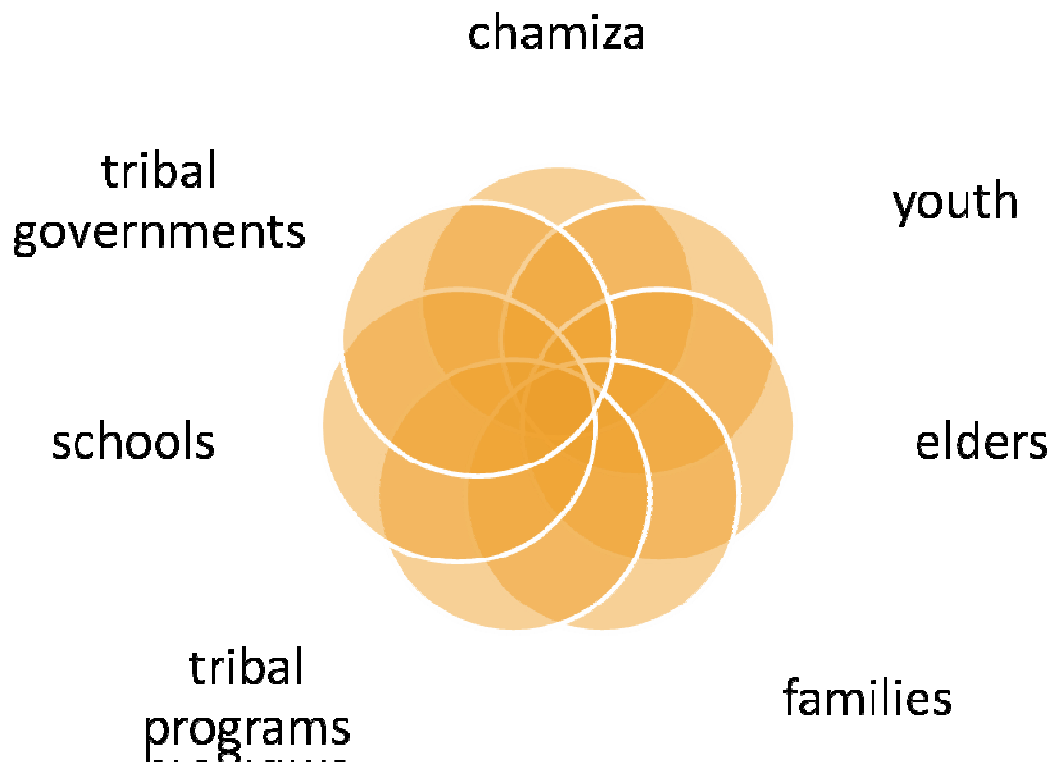
“Oftentimes, as one participant commented, other grantors are very restrictive as to what we can do to strengthen our community programs. They tend to tell us how to run our programs and try to define what our outcomes should be. Chamiza has a sense of our real needs and recognizes that sometimes our cultural survival depends on carrying out a project in our own way. For example, if we don’t address language loss in our community in the way we feel is best, we are going to lose it completely. The Chamiza grant has let us approach language preservation in the way we see as most effective.” – Participant and Chamiza grantee

The following are four community-building themes identified by participants:



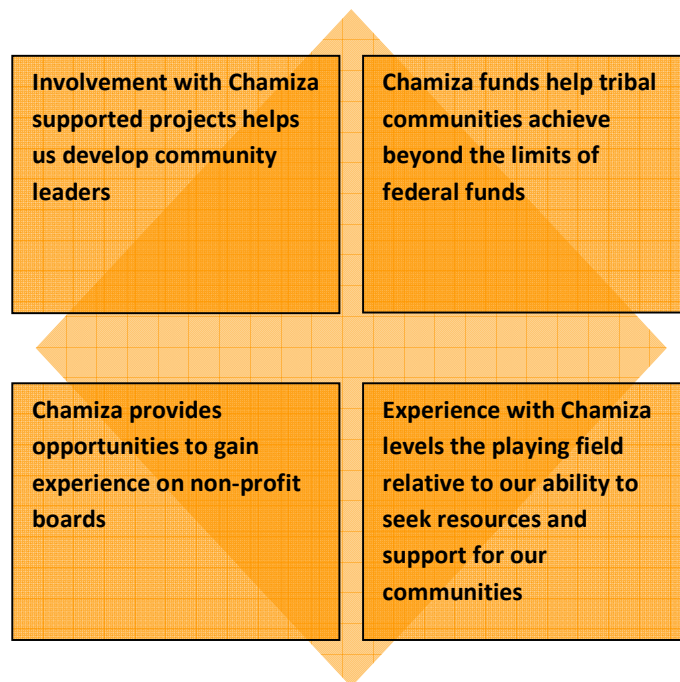
Relationships – Chamiza’s grant making approach is based on on-going collaboration and respectful relationship. A partnership approach provides opportunities for the board and staff to learn about new perspectives and ways of thinking about the needs and interests of Pueblo communities. On-going, positive relationships are crucial to developing a deeper understanding of the “real” issues in Pueblo communities, and to building the trust and increased credibility with Pueblo people necessary for long-term successful collaboration.

Grantees point to improved relationships and inter-connections within their communities as a result of Chamiza support. See diagram below.



OPPORTUNITIES-Building Capacity/Empowerment

Dialogue participants identified several ways in which their experience with the Chamiza Foundation empowered them or others in their communities and in turn expanded their sense of future possibilities—grant support for programs that engage youth have motivated youth to connect with their communities in a more culturally significant way—confidence and self-esteem are increased as a result of being involved in community projects—tribal members are more involved in work that benefits the community as a whole—experience with the grant application and implementation process has increased overall project management skills. Participants also recognized other ways in which involvement with the Chamiza Foundation increased their capacity to engage more effectively with philanthropy. See below.



ASPIRATIONS

The intention of the Foundation is to establish its priorities in a way that is congruent with present and future needs in Pueblo communities. It is important to have ongoing dialogue in order to understand how the community assesses its needs and what initiatives it envisions to address those needs. This dialogue session was a wonderful opportunity to ask grantees directly about their perspectives about future needs and how to address them. The Foundation is also interested in learning about how it can improve and enhance the quality of its collaboration with Pueblo communities. The diagram below highlights participants' key responses relative to ideas for future priorities:

<u>Outreach</u>	<u>Communication</u>	<u>Tools</u>	<u>Workshops</u>	<u>Long Term Needs</u>
-Attendance of Chamiza board members at site visits and project presentations	-Develop an online newsletter	-Develop a project evaluation form	-Yearly dialogue with grantees	-Language preservation programs (including parents)
-Chamiza staff to mentor applicants not funded	-Provide additional information on website	-Provide model application template on website	-Host a best practices event	-Create collaborative tribal projects & proposals with appropriate tribal institutions
	-Showcase funded projects, i.e., on website	-Create a NM Foundations list for communities	-Proposal writing, program design, money management, and proposal review workshops	-Reach community sustainability
		-Provide technical assistance for program design	-Networking event with other funders	-Preserve and maintain traditional knowledge
				-Develop policy at tribal level resulting from projects

RESULTS

Group participants identified a number of positive outcomes and impacts in their communities as a result of their direct experience with the Chamiza Foundation.

- 1. The Chamiza Foundation's support has fostered more willingness to ask for help from other private foundations*
- 2. Increased project development capacity for small scale to community-wide initiatives*
- 3. More community participation in funded projects*
- 4. It is evident that the Pueblos have more interest in developing new and innovative project ideas*
- 5. Increased trust has led to community interest and involvement*
- 6. More innovative traditional arts projects for youth are being created*
- 7. Inclusion of technology in language and cultural preservation programs*
- 8. There are more programs that connect art, culture and language*
- 9. Funded projects are helping sustain cultural practices*
- 10. Chamiza support has helped to strengthen commitment to language preservation*
- 11. Chamiza support has helped improve connection of individuals, families, and the community with tribal council and tribal government*

Board and Staff Reflections:

*This unprecedented gathering of Chamiza Foundation Grantees was monumental in many ways. As a first time event, the session was well attended and very well represented in terms of the 19 Pueblo Indian communities and project scope (both past and present). Due to such a well-organized format and a comfortable atmosphere, all of the Pueblo representatives and Chamiza Board members and staff had the opportunity to engage in the important and stress-free conversation related to experiences working with the Foundation, and to discuss the impact Chamiza supported projects have had on their communities. Moreover, the conversations which led to the identification of how the Chamiza Foundation can continue to maintain its involvement with helping these communities preserve and perpetuate aspects of their cultures was most valuable and timely. As a Chamiza Board member and Pueblo tribal member, I am grateful to have been a part of this important process, and I look forward to this level of engagement with the Pueblo representatives who are all very committed and working so hard to make a positive difference in their respective communities. - **Brian Vallo, Chamiza Board Member/ Acoma Pueblo***

*It was gratifying to see the dedicated recipients of Chamiza funds in one place. I felt honored to be a part of an organization that empowers people to act on behalf of their communities. The gathering was an opportunity for the grantees to meet and learn about each other as well as their programs. It was an opportunity for the facilitators to gain insight to the funding process from the perspective of the grantee. The gathering was a valuable and empowering experience. - **Diane Reyna, Chamiza Board Vice-President/Taos Pueblo***

*The recently held meeting with tribal grantees to obtain their ideas, recommendations and descriptions of community impacts regarding the Chamiza Foundation funding and process is an excellent example of the due diligence in relationships that has characterized the leadership of the Chamiza Foundation. This speaks well of the founders and the Board of Trustees as we continue in our collective efforts to build positive and culturally supportive relationships with tribes and communities. - **Hayes Lewis, Chamiza Board Treasurer/ Zuni Pueblo***

*The community dialogue session provided an opportunity for the members of the Chamiza board and staff to hear first hand from those the foundation serves about the effectiveness of its grant making process. It is my hope that this is just the beginning of an on-going conversation that will allow the Chamiza Foundation to continue to serve the best interests of New Mexico's Pueblo communities in the spirit of collaboration and with ever-deepening respect. - **Donna Vogel, Executive Director***