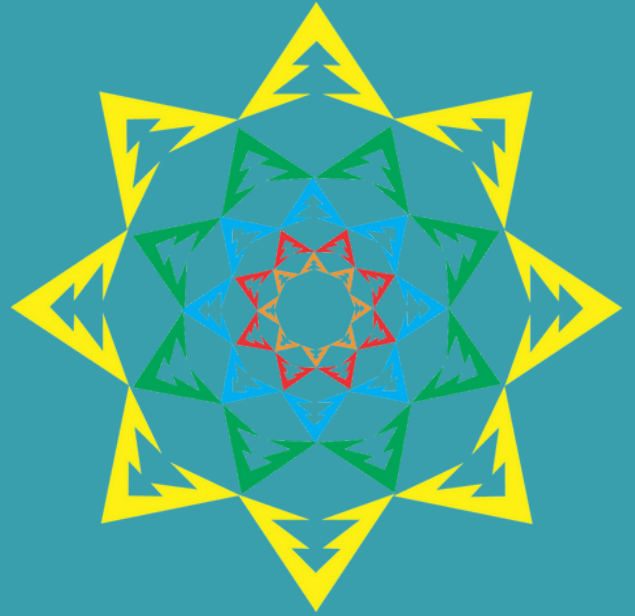


ANNUAL REPORT 2024



T R I B A L
LEADERSHIP COUNCIL



TRIBAL LEADERSHIP COUNCIL
FOUNDATION

A WORD FROM THE PRESIDENT

Welcome to the 2024 TLC Annual Report. 2024 was a year of significant growth for the organization. In 2023 we ended the year with a \$6,000 budget. Consolidated audited financial statements are available on our website for calendar year 2024.

TLC has launched new programs in addition to our Annual Tribal Leadership Conference. We have started offering certification courses through our partnerships with KOSO Strategies, the National Native American Human Resources Association, and Oklahoma State University. We have also started our Mentorship Program - Building Future Leaders. The first cohort is scheduled to start in the spring of 2025.

The Board of Directors has grown to eight (8) members. We are pleased to welcome the new Directors to the organization. We have also created the Finance Committee which will also serve as our Investment and Audit Committees until such time as they are separated.

We have begun a webinar series. Our first webinar is with REDW “General Financial Statement Review for Leadership”. This will be held in February and followed by other webinars we are planning for the future.

The 2025 Tribal Leadership Conference will feature two certifications on Monday prior to the conference. This year’s conference will be June 23-26th at the Palms in Las Vegas. We hope you will join us there.



NE YI WA (THANK YOU)
JUSTIN BARRETT
PRESIDENT

BOARD OF DIRECTORS



JUSTIN BARRETT, TMP
PRESIDENT
EASTERN SHAWNEE TRIBE



ANDREW "DRU" ALEJANDRE, TMP
VICE PRESIDENT
PASKENTA BAND OF NOMLAKI INDIANS



JAMES SIVA
SECRETARY
MORONGO BAND OF MISSION INDIANS



MAURICIA CHAVARRIA, MBA, TMP
TREASURER
PUEBLO OF SANTA CLARA



STEVEN ORIHEULA, MBA
BOARD MEMBER
BISHOP PAIUTE TRIBE

BOARD OF DIRECTORS



MARCENELLA "MARCY" LAFERR
BOARD MEMBER
KIOWA TRIBE



PRESLEY "PREZ" REDEYE
BOARD MEMBER
SENECA NATION OF INDIANS



THOMAS LOZANO
BOARD MEMBER
ENTERPRISE RANCHERIA

We are pleased to welcome Marcy, Prez, and Thomas to the Board of Directors for the 2025-2026 term. Each one brings invaluable experience to the organization and we look forward to working with them.

2025 BUDGET OVERVIEW

BY: TREASURER MAURICIA CHAVARRIA, MBA, TMP

The 2025 Budget was approved by the Board of Directors with advice from the CPA firm that has been engaged. The CPA firm advised on the functional allocation of program expenditures and determined the ratio in which to allocate expenditures. For a more detailed budget, please contact me at mauricia@triballeadershipcouncil.com

REVENUES

- CONTRIBUTIONS \$10,000
- GRANTS \$40,000
- CERTIFICATIONS \$84,500
- EVENT REVENUES \$654,300
 - LESS: EVENT EXPENSES (\$377,565.12)
- **TOTAL REVENUES \$411,143.88**

EXPENDITURES

- COMPENSATION \$127,200
- EQUIPMENT \$3,000
- CONSULTANTS & CONTRACT SERVICES \$52,500
- LEGAL \$5,000
- ACCOUNTING \$15,000
- SUPPLIES \$1,500
- RENT \$41,250
- CONFERENCES & MEETINGS \$10,000
- MEALS & ENTERTAINMENT \$5,000
- TRAVEL \$20,000
- GRANTS \$40,000
- CONTRIBUTIONS/SPONSORSHIPS \$15,000
- DEVELOPMENT & FUNDRAISING \$21,000
- BANK FEES \$500
- INSURANCE \$4,000
- POSTAGE \$500
- SOFTWARE \$2,000
- OTHER \$150
- **TOTAL EXPENDITURES \$363,600**

FUNCTIONAL ALLOCATION

PROGRAM SERVICES \$325,930
SUPPORT SERVICES \$37,670
TOTAL EXPENDITURES \$363,600

CHANGE IN NET ASSETS

\$46,543.88

2024 FINANCIAL REPORT

BY: TREASURER MAURICIA CHAVARRIA, MBA, TMP

STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2024

ASSETS

Cash and Cash Equivalents \$15,244
Prepaid Expenses \$76,925
Total Assets \$92,169

LIABILITIES AND NET ASSETS

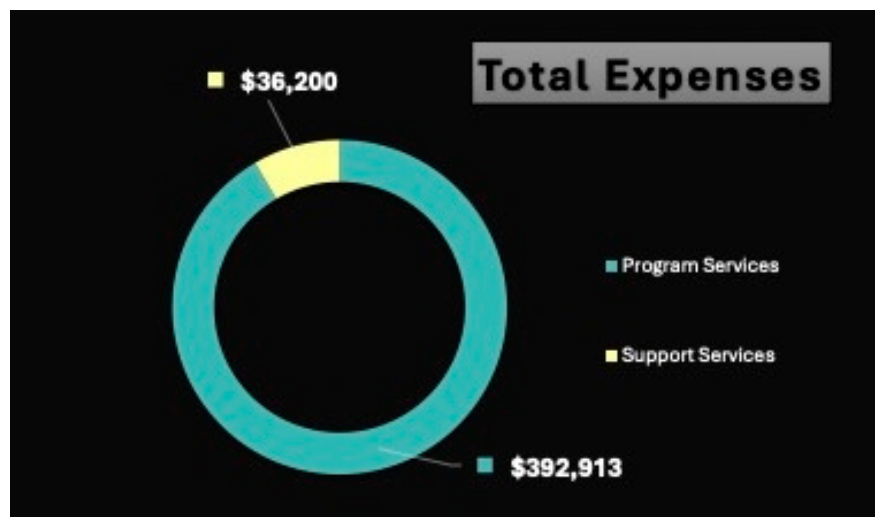
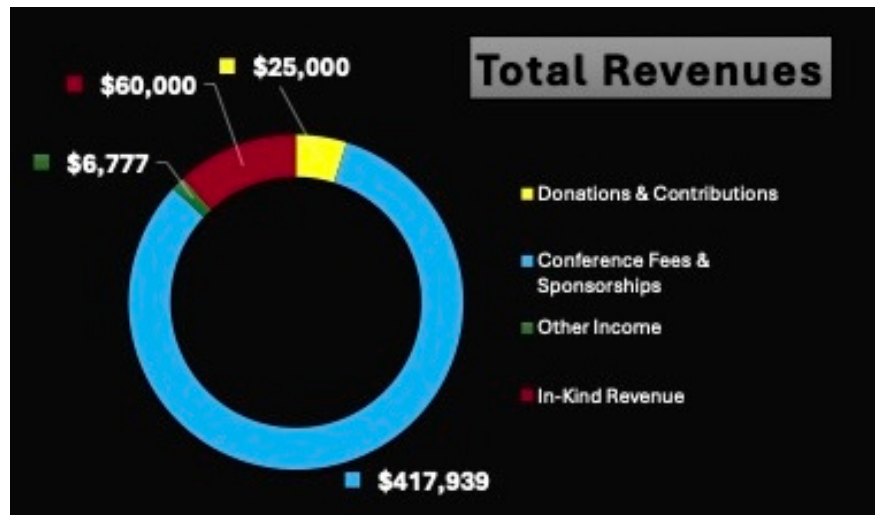
LIABILITIES

Unearned Revenue \$8,806
Total Liabilities \$8,806

NET ASSETS

Without Donor Restrictions \$83,363
With Donor Restrictions \$0.00
Total Net Assets \$83,363

Total Liabilities and Net Assets \$92,169



To view a copy of our 2024 Audited Financial Statements and Independent Auditors Report for 2024 please use the following link:
<https://triballeadershipcouncil.com/wp-content/uploads/2025/02/TLC-2024-Audit-Final99.pdf>

2024 FOUNDATION REPORT

BY: FOUNDATION CHAIR ANDREW ALEJANDRE, TMP



ANDREW "DRU" ALEJANDRE, TMP
FOUNDATION CHAIR
PASKENTA BAND OF NOMLAKI INDIANS



JUSTIN BARRETT, TMP
FOUNDATION MEMBER
EASTERN SHAWNEE TRIBE

The Foundation awards all scholarships and makes contributions to various other organizations or causes. In 2024 the Foundation awarded the following scholarships:

- Seven (7) for tribal leaders to attend RES
- Three (3) for tribal leaders to attend the Tribal Leadership Conference
- Two (2) for tribal leaders to attend the NCAI Annual Convention
- One (1) to a tribal leader to attend an executive education program

The Foundation is looking forward to 2025 where we are already planning on raising funds to continue to award travel scholarships to tribal leaders. We have committed funds to the Women in Tribal Gaming Symposium to fund the Ambassadors travel and hotel accommodations.

2024 RESERVATION ECONOMIC SUMMIT (RES) SCHOLARSHIP RECIPIENTS



NATORI NAYLOR
VICE CHAIRWOMAN
NORTH FORK RANCHERIA OF MONO
INDIANS OF CALIFORNIA



SCOTT DISMORE
CO-CHAIR
PAKAN'YANI MAIDU OF
STRAWBERRY VALLEY RANCHERIA



JUNE NACHOR
VICE CHAIRWOMAN
TEJON INDIAN TRIBE



KIANA SCRUGGS
TRIBAL COUNCILOR
EASTERN PEQUOT TRIBAL NATION

2024 RESERVATION ECONOMIC SUMMIT (RES) SCHOLARSHIP RECIPIENTS



RACHEL FERNANDEZ
EXECUTIVE DIRECTOR
MAEQTEKUAHKIHKIW METAEMOHSAK, INC



NICOLE BOYD
CHAIRWOMAN
RED CLIFF BAND OF LAKE SUPERIOR CHIPPEWA



SEAN NORWALL
INTERGOVERNMENTAL AFFAIRS OFFICER
ALABAMA QUASSARTE TRIBAL TOWN

2024 TRIBAL LEADERSHIP CONFERENCE SCHOLARSHIP RECIPIENTS



BERNICE TAYLOR
SECRETARY/TREASURER
ST. CROIX CHIPPEWA INDIANS OF WISCONSIN



ALICE KASSANAVOID
COMMITTEE MEMBER
COMANCHE NATION



JENNIFER HEMINOKEY
CHAIRWOMAN
FORT SILL APACHE TRIBE

2024 NCAI ANNUAL CONVENTION SCHOLARSHIP RECIPIENTS



ANDREA MARTINEZ
CHAIRWOMAN
WALKER RIVER PAIUTE TRIBE



SHAWNA HOTCH
TRIBAL COUNCILWOMAN
CHILKAT INDIAN VILLAGE

2024 EXECUTIVE EDUCATION WORKSHOP SCHOLARSHIP RECIPIENTS



PROGRAM:

LEADING PEOPLE AND INVESTING TO BUILD
SUSTAINABLE COMMUNITIES

HOST ORGANIZATION:

NAFOA

UNIVERSITY:

HARVARD BUSINESS SCHOOL

RECEIPIENT:

STEVEN ORIHEULA, MBA
CHAIRMAN
BISHOP PAIUTE TRIBE

2024 LEADERSHIP AWARDS



LIFETIME LEADERSHIP AWARD

This award recognizes a Tribal Leader who has served their membership through many phases over the years. Continuously adapting their leadership to the ever-changing environment of their nation. Fostering relationships with other governments and advocating their inherent rights, they are a leader that has left a remarkable imprint for the future generations.

LYNN "NAY" VALBUENA
CHAIRWOMAN
SAN MANUEL BAND OF MISSION INDIANS

LEADER OF TOMORROW AWARD

This award recognizes the up-and-coming leaders. This leader has made an entrance to remember, and they have only begun their trail of service to create a better tomorrow

STEVEN ORIHUELA
CHAIRMAN
BISHOP PAIUTE TRIBE



LEADER OF TODAY AWARD

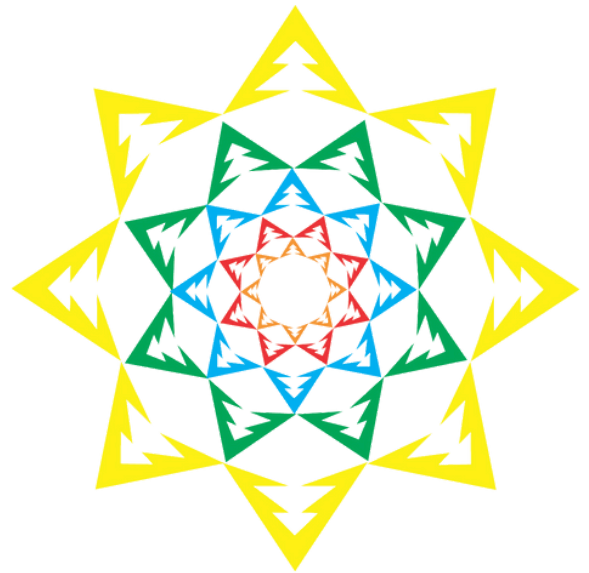
The leader of today exemplifies passion, organization, and action. They are thought leaders taking action to maintain sovereignty while creating change for the preservation of their culture and sustainability of their membership.

COLE MILLER
CHAIRMAN
SHAKOPEE MDEWAKANTON SIOUX COMMUNIITY

**TLC wants to thank all our
sponsors and supporters
throughout 2024.**



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LEADERSHIP COUNCIL



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FOUNDATION