



STRENGTHENING TRIBAL GOVERNANCE



INTER TRIBAL COUNCIL OF ARIZONA

ANNUAL REPORT | 2016



MISSION

TO PROVIDE MEMBER
TRIBES WITH THE
MEANS FOR ACTION ON
MATTERS THAT AFFECT
THEM COLLECTIVELY
AND INDIVIDUALLY,
PROMOTE TRIBAL
SOVEREIGNTY, AND
STRENGTHEN TRIBAL
GOVERNMENTS.

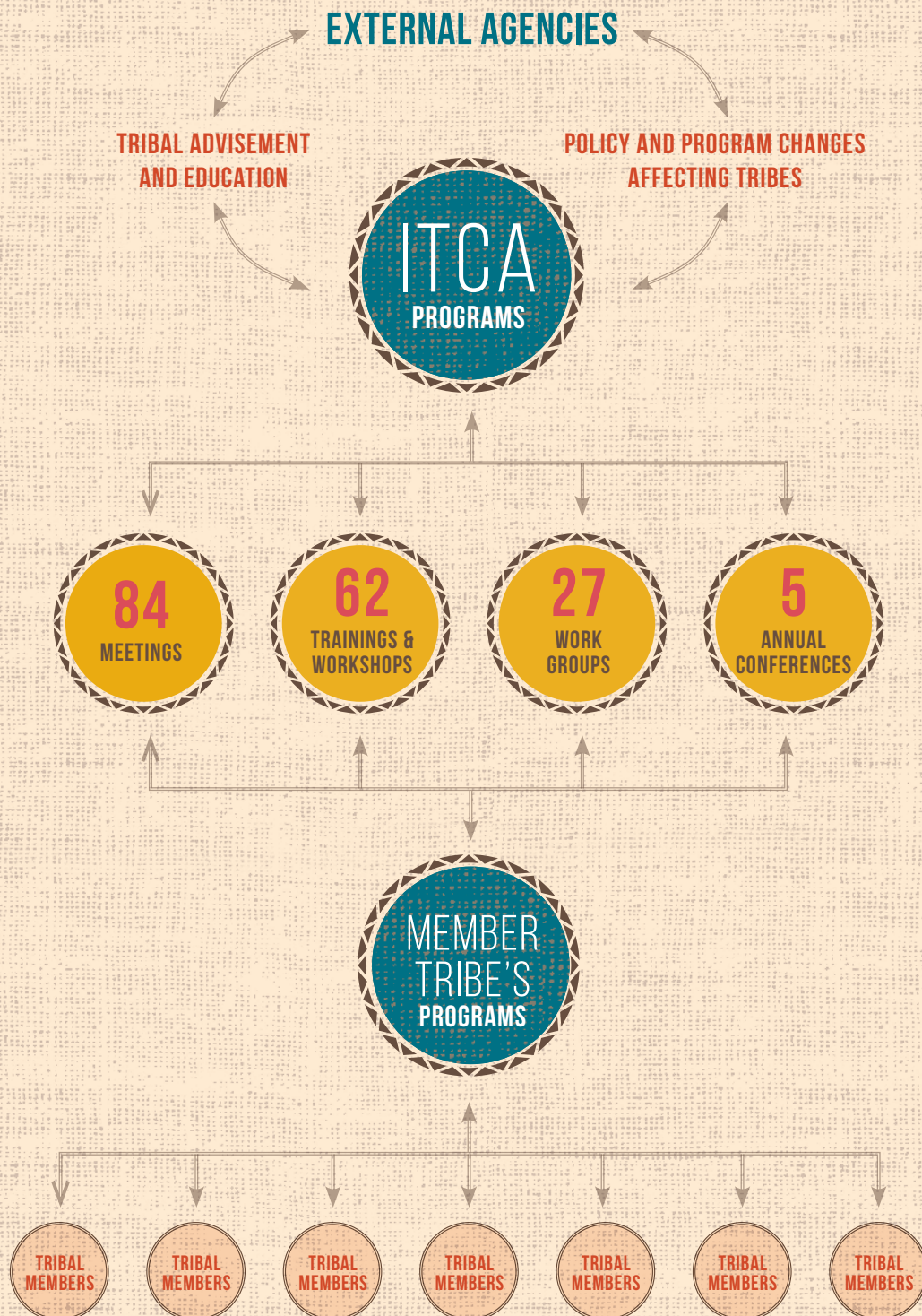


TABLE OF CONTENTS

HOW ITCA STRENGTHENS TRIBAL GOVERNANCE.....	2
LETTER FROM THE PRESIDENT	3
AN INTERVIEW WITH THE ITCA EXECUTIVE TEAM	4
OUR TEAM.....	6
2016 HIGHLIGHTS	7
25 PROGRAMS & ACTIVITIES.....	8
FEATURED PROGRAMS	10
FINANCIALS.....	14
LIFETIME ACHIEVEMENT RECOGNITION	15
VOLUNTEER OF THE YEAR AWARD	15
IN MEMORIAM, ALICE JEAN MORGAN	16
IN MEMORIAM, MR. PETE HOMER, JR.	17



HOW ITCA STRENGTHENS TRIBAL GOVERNANCE



DEAR FRIENDS

On behalf of the Inter Tribal Council of Arizona Executive Board, I am pleased to present to you the 2016 ITCA Annual Report. In 2015, we celebrated the 40th Anniversary of the establishment of the non-profit arm of ITCA. In that report, we highlighted pillar programs that have long-time supported tribal programs and American Indians living in Arizona. In this report, we highlight programs that strengthen tribal governance. Strengthening tribal governance is at the core mission of ITCA including taking action on matters that affect our Member Tribes individually or collectively and promoting tribal sovereignty. How does ITCA strengthen the governance of its Member Tribes? This occurs through thoughtful planning and coordination of programs that help to build the capacity of the Tribes these programs serve. In this report, we highlight programs that increase educational opportunities, improve child well-being, protect human health through good environmental stewardship, and increase healthy habits through tribal community action.

As Tribal Leaders, we have first-hand experience understanding the issues we face in our respective tribal communities. Once an issue is identified, we then look to ITCA to coordinate a forum to discuss these issues. These forums help to strategize a plan to finding solutions which often results in ITCA serving as a clearinghouse of information, continued forum coordination, training and technical assistance, and funding to build our capacity to resolving these issues. This process is guided by Tribal Leaders and ITCA Executive Leadership and is managed in a way that respects our shared values of respecting tribal sovereignty, our people, and our environment.

IT IS ONLY THROUGH THESE SHARED VALUES WHERE ITCA HAS FOSTERED A MEANINGFUL RELATIONSHIP WITH THE MEMBER TRIBES. ITCA CAN SERVE AS A MODEL TO OTHER COUNTY, STATE, AND FEDERAL AGENCIES WORKING WITH TRIBES.

Please join me in reflecting on the many successes of ITCA in 2016, and the work moving forward to continue to strengthen the governance of Tribes. I am honored to serve as President/CEO of ITCA and I thank my fellow Tribal Leaders, ITCA staff, and volunteers who have made ITCA strong.

Jane Russell-Winiecki
President, Inter Tribal Council of Arizona, Inc.

EXECUTIVE BOARD



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Jane Russell-Winiecki
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Yavapai-Apache Nation

FIRST VICE-PRESIDENT

Terry Rambler
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San Carlos Apache Tribe

SECOND VICE-PRESIDENT

Delbert Ray
President
Salt River Pima-Maricopa
Indian Community

SECRETARY/TREASURER

Delia M. Carlyle
Council Member
Ak-Chin Indian Community

PROCESS, POLICY AND PUTTING STAFF FIRST

An interview with the ITCA Executive Team by April Tinhorn, Tinhorn Consulting, LLC

It's been over three years since Maria Dadgar, Executive Director, and Travis L. Lane, Assistant Director, took on the ITCA leadership. Read how they have respectfully expanded upon 40 years of ITCA traditions.

Maria Dadgar {MD //}

I have a high level of respect for the folks who came before me. When I became the Executive Director I was not real vocal because I came in to observe the culture, blend in, and then slowly, as the world changes, respond. ITCA is a living organization. People see and experience new things. The environment changes, and as leaders, we respond.

Travis Lane {TD //}

I wanted to continue the legacy of what ITCA has been doing for the past 40 years. I shared with Maria that Alberta had the legacy information in her archives. I'd like ITCA to continue to do what we've done so well for the past 40 years.



What do you do?

MD // How do we maintain culture, structure, organization, and build membership tribes? As the Executive Director I take it seriously as all the liability and responsibility fall on my shoulders. Anything can go wrong, so I have to have foresight and steer the ship in a way that minimizes potential for liability. The Assistant Director is my #1 support person as he shares his knowledge of history, has the same goals for ITCA, provides for strong teams, and serves to build capacity.



TL // I oversee the departments that provide programs and services to tribes, while Maria oversees administration, finance, and IT.



How do you do it together?

MD // Constant communication! We meet regularly to make sure we both have the same information so our decisions are well integrated, thought out, and enhance, not take away from, operations. For example, if an environmental staff member asked me a question, I'd have them ask their boss, Travis. It's my job to remind them there's a process. Travis does the same. We both are big on process, policy, and putting staff first. Travis is a great advocate for the team. My focus is on the bottom line and tribal leaders.



TL // Maria is the external face of ITCA. The liability piece is on her shoulders. I'm more of the internal person interacting with our programs.



What are 3 words you would use to describe the other?

MD // Dedicated, analytical, and communicator. Travis is good at analyzing situations, and policy. He communicates very well both in the written word and during meetings. I can put him on the spot at a tribal meeting and he's great.



TL // Thoughtful, teaches, and inspires. Maria is thoughtful in how she makes decisions. She picks moments to learn something about a situation. Maria's outlook in life and demeanor inspires leadership with the staff.

Fun Fact

Before Maria and Travis came to ITCA, they both had ties to the Washington Internships for Native Students (WINS). Maria was the WINS Co-founder in the 1990s, and Travis was an intern in 2001.

Q&A



What do you admire about the other?



MD // TL Trust. It's what our relationship is based on.

Share an experience when you realized you were are a leadership team.



MD // It was actually our first difficult situation. A staffer didn't come to work so HR did a welfare check. Travis and I were in a meeting when we were told a team member passed away. We made eye contact. The crisis management team was called and then we had a staff meeting where we shared what happened to our colleague. I spoke first, then Travis. This was our bonding moment.

A lot of what we do requires us to be front and center to lead. How do you handle a crisis? How do you move forward? Individual integrity is the integrity of the organization. Our goal is to operate that way. I lean heavily on Travis. We balance each other out as he's a rock and I'm a risk taker. Our staff loves seeing us sitting in the executive room talking. It gives them the confidence to do good work and to believe in the cause. It's a part of the legacy of ITCA.



TL // I was thinking the same thing. It was the moment that staff looked up to us for leadership and guidance.

Trust.
It's what our
relationship is based on.



What is your leadership style? Has it changed since working as a team?

MD // There's a book that talks about management by walking around. I can't always walk around, but I have an open door policy. Tribal Leaders stop in to talk. Walking around means formal and staff meetings. We're managing both down (staff) and up (21 board members tribal leaders). We are working directors, not figure heads.



TL // It's not about the work, but the people. It's all about relations. There is no scolding or negative remarks. I believe in fostering positive relations with our team.



Anything else you'd like to share?

MD // A political advocacy arm was created. Leaders have relied on ITCA for leadership in terms of what they face- water rights, land into trust, and environmental impact. We monitor all issues that impact ITCA and member tribes. Two years ago we had a retreat with our member tribes. Since that retreat, we have expanded programs and services. Tribal water departments have received training and certification on a national level. The Good Health and Wellness project has expanded relationships into Nevada. We've responded to the Zika virus. Our network has expanded. We respond to issues that are important to our programs because they impact our member tribes.



TL // I admire how Maria represents ITCA. Her sense of diplomacy is admirable as it's a new way of the public looking at ITCA.

OUR TEAM

Executive Director | **Maria Dadgar**

Assistant Director | **Travis Lane**

ADMINISTRATION

Office Manager | **Verna Monenerkit**

Front Desk Receptionist | **Felisa Hoffman**

Administrative Assistant | **Naida Mansfield**

Administrative Assistant | **Kathy Davis**

Administrative Assistant/Travel Coordinator | **Bernadette Guy**

Graphic Designer | **April Wesley**

AREA AGENCY ON AGING

Director | **Laurai Atcitty**

Project Manager | **Cynthia Freeman**

Caregiver Support Program Coordinator | **Mary Weston**

Public Benefits/Independent Living Support Specialist | **Stephanie Barehand**

Program Specialist | **Roxanne Thomas**

TRIBAL WATER DEPARTMENT

Tribal Water Director | **Brian Bennon**

Water & Energy Technical Assistance Manager | **Bruce Robinson**

Certification & Training Manager | **Vacant**

Environmental Specialist | **Maya Cruz**

Environmental Specialist | **Tyler Sam**

Environmental Specialist | **Quannee Oosahwe**

Environmental Specialist | **Marguerite Sheehan**

Administrative Assistant | **Michelle Ragsdale**



ENVIRONMENTAL QUALITY PROGRAMS

Pesticide Program Manager | **Africa Dorame-Avalos**

Pesticide Support Specialist | **Delia Rodriguez**

Solid Waste Environmental Coordinator | **Brian Davidson**

Air Quality Environmental Specialist | **Shaina White**

Emergency Preparedness/Public Safety Program Coordinator | **Nathan Nixon**

FACILITIES

Facilities Maintenance Coordinator | **Gary Shupla**

FINANCE

Director of Accounting | **Tom Mike**

Grant/Contract Accountant | **Karen Primmer**

Accounts Payable Specialist | **Elva Yazzie**

HEALTH & HUMAN SERVICES

Director | **Gwenda Gorman**

Health Program Manager | **Verna Johnson**

Health Promotions Specialist | **Glenda Tovar**

Health Promotions Specialist | **Madison Fulton**

Health Promotions Specialist | **Eric Hardy**

HEALTH SYSTEMS

Director | **Alida Montiel**

HUMAN RESOURCES

Human Resources Director | **Ruby Santa Cruz**

Network Support Services

IT Manager | **Scott Svatora**





TRIBAL EPIDEMIOLOGY CENTER

Director | **Jamie Ritchey**

Epidemiologist II | **Erica Weis**

Epidemiologist II | **Vanessa Dodge**

Epidemiologist II | **Emery Tahy**

Epidemiologist II | **Maureen Brophy**

Epidemiologist II | **Anne van Duijnhoven**

Project Manager | **Esther Corbett**

ArcGIS Fellow | **Jonathan Davis**

Administrative Specialist | **Flor Olivas**

SPECIAL SUPPLEMENTAL NUTRITION PROGRAM FOR WOMEN, INFANTS AND CHILDREN

Director | **Mindy Jossefides**

Nutrition Manager | **Brandy Warwick-Thier**

Breastfeeding Specialist | **Claresa Bedonie**

WIC Nutrition Services Coordinator | **Sara Najafi**

WIC Nutrition Services Coordinator | **Laura Munson**

Vendor Specialist | **Mallory Phelps**

Administrative Assistant | **Jennifer Roubideaux**



2016 HIGHLIGHTS



TRIBAL YOUTH AGING OUT OF FOSTER CARE MAY HAVE EXTENDED HEALTH COVERAGE UNTIL 26 YEARS OLD



Until recently, aged out foster youth lost health insurance coverage at age 18. Now, there is a form that tribal social services can submit to the state to ensure medical coverage for "equity issue" tribal youth in custody until age 26. Aged out youth under 26 years old can apply for AHCCCS coverage without an income requirement.



YAVAPAI APACHE COMMUNITY GARDEN

In 2005, the Yavapai Apache created a community garden that had issues. Once the Good Health and Wellness in Indian Country provided technical assistance, the garden beds took off.



COMPLETED INTEGRATED SOLID WASTE (ISW) PLAN ACCELERATES FUNDING PROCESS

Tribes are proud of the land and their environment. In most instances, tribes are held up in the funding process until the ISW plan is completed. However, by helping the San Carlos and Yavapai Apache Prescott Tribes complete the Integrated Solid Waste Plan and having the approval of tribal council, these tribes essentially saved time as they moved forward in the funding process. The sooner an application is submitted for funding, potentially the sooner the tribal community will have improved solid waste and environmental services.



LEVEL 4 EMISSIONS INVENTORY FOR TOHONO O'ODHAM NATION COMPLETED WITH GUIDANCE BY THE ITCA TAQP

A Level 4 Emissions Inventory is important because it can read air pollution sources that ultimately affect the health of the community. This "snapshot" identifies air pollution sources beyond the reservation by a 10-mile buffer and can be used as supporting documentation for air quality monitoring.

25 PROGRAMS & ACTIVITIES



- 1 American Indian Research Center for Health
- 2 Area Agency on Aging Older American Act Title III
- 3 Area Agency on Aging Caregiver Support Program
- 4 Area Agency on Aging Evidence-Based Falls Prevention Program
- 5 Administration for Children, Youth, and Families
- 6 Center for Disease Control & Prevention // Chronic Diseases
- 7 Center for Disease Control & Prevention // Tobacco
- 8 Hazardous Materials Emergency Preparedness Program
- 9 HIV/AIDS Prevention and Engagement in Care
- 10 Indian Country Intelligence Network
- 11 Indian Health Service Budget Formulation
- 12 Northwest Portland Area Indian Health Board HIV Prevention
- 13 Pesticide Enforcement Program and Worker Safety Program
- 14 Tribal Air Quality Program
- 15 Tribal Child Care Coordination
- 16 Tribal Teen Pregnancy Prevention Program
- 17 Tribal Epidemiology Center // Indian Health Service
- 18 Tribal Epidemiology Center // National Indian Health Board
- 19 Tribal Epidemiology Center // Tribal Motor Vehicle Insurance Prevention
- 20 Tribal Solid Waste Grant // Technical Assistance
- 21 Tribal Solid Waste Program
- 22 Tribal Water Systems
- 23 Underground Storage Tank Inspection for Tribes in Arizona
- 24 Women, Infants and Children
- 25 Workforce Innovation and Opportunity Act

“THE STAFF HAS A PASSION TO WORK FOR THE TRIBES. THEY HAVE DEDICATION AND PASSION ... [AND ARE] KNOWLEDGEABLE ABOUT TRIBES AND HAVE GOOD RELATIONSHIPS WITH TRIBAL PARTNERS.”

- GWENDA GORMAN

Health & Human Services Director



FEATURED PROGRAMS

- // AMERICAN INDIAN RESEARCH CENTER FOR HEALTH
- // THE GOOD HEALTH AND WELLNESS IN INDIAN COUNTRY
- // THE TRIBAL AIR QUALITY PROGRAM
- // THE TRIBAL CHILD CARE COORDINATION
- // THE TRIBAL SOLID WASTE MANAGEMENT PROGRAM



One way the ITCA helps member tribes strengthen tribal governance is through its 25 on-going programs. Five programs are featured in this year's annual report: the **American Indian Research Center for Health (AIRCH)**, **Good Health and Wellness in Indian Country (GHWIC)**, the **Tribal Air Quality Program (TAQP)**, the **Tribal Child Care Coordination (TCCC)**, and the **Tribal Solid Waste Management Program (TSWMP)**. What do these programs do? The American Indian Research Center for Health Student Development Core recruits, trains, and graduates American Indian students in health research while the Good Health and Wellness in Indian Country provides leadership, training and technical

assistance (T/TA) to support Tribes to prevent chronic diseases and enhance existing chronic disease services. The Tribal Air Quality Program acts as an information hub for ITCA member tribes by keeping current on policy updates, processes, and best practices so this timely information can be shared with them. The Tribal Child Care Coordination promotes solutions for the development and/or enhancement of services that meet the childcare needs of member tribal communities. The Tribal Solid Waste Management Program provides assistance to tribes in managing their solid waste programs and issues on their lands by encouraging waste diversion, composting, education and operating recycling programs.



KEY ACTIVITIES IN TRIBAL COMMUNITIES

The **American Indian Research Center for Health** was funded to train 4 students, but was able to train 9 students. Students are brought on to co-author and lead papers. Publishing papers matters when a student is trying to get into graduate school or apply for medical jobs.

The Good Health and Wellness in Indian Country received CDC funding in 2014 to work with 13 Tribes from Arizona (7), Nevada (4), and Utah (2) to provide support to the Tribes. The ITCA provided a number of T/TA to Tribes in the areas of coalition building and sustainability, strategic planning, preparing site coordinators for tribal council or board presentations, developing partnerships, leveraging resources, Infographic training, and program evaluation, to name a few. Overall Tribes have utilized the resources and tools provided by ITCA to strengthen their leadership skills as site coordinators, maintain stronger coalitions, and utilize their language and culture as another approach to implement the GHWIC Project.

The Tribal Air Quality program completed a Level 4 Emissions Inventory for the Tohono O'odham Nation. A Level 4-air pollution inventory is more informational than other inventories as it cites sources 10 miles outside the reservation. It provided a snapshot to the community of where pollution is coming from—big industrial plants, agriculture fields and equipment and road sources. If needed, the level 4 emissions inventory can be used as supporting document for air quality monitoring. This matters because air quality effects their public health.

The Tribal Child Care Coordination is an on-going effort that does not have an end date. Really, the TCCC looks out for tribes by examining service experiences in tribal communities. For example, the TCCC shares how home providers and tribes can utilize existing state home providers. They work with the state on how existing resources can be applied to tribal programs and work with tribes to examine how external services are experience in tribal communities.



The Tribal Solid Waste Management Program had three initiatives to raise awareness, while honoring tribal values, with tribal environmental professionals, youth, and the public. First, the TSWMP works with tribal environmental professionals and public works at two annual round table discussions on tribal solid waste where the topics range from recycling to seven-year solid waste plans. At the Regional Tribal Operations Committee (RTOC) meeting, over 46 tribal nations from Arizona, Nevada, and California, raised concerns that are relayed by ITCA, as a one unified voice, to the EPA. Secondly, the TSWMP and Health and Human Services held a two and a half day Youth Summit with over 100 Arizona tribal students, ranging in age from 12-19 years old.

The purpose of the summit was to expose tribal students to the idea that the environment impacts not only their homelands, but that it can have an adverse impact on their health. Third, to raise public awareness, a solid waste documentary showcasing the Tohono O'odham Nation, White Mountain Apache Tribe, Hopi Tribe, and the Havasupai Tribe) was filmed and edited by the Metropolitan School for the Arts instructor. The documentary aims to show tribal youth the challenges of solid waste and hopes to showcase the importance of tribal communities to do their part in recycling and diverting waste.

"WE'RE AN EXTRA SET OF EYES LOOKING OUT FOR TRIBAL CHILD CARE.
WE READ TO KEEP UP ON WHAT'S IMPACTING TRIBAL CHILDCARE NEXT."

VERNA M. JOHNSON

Project Manager, Tribal Child Care Coordination (TCCC)



CREATING CHANGE IN TRIBAL COMMUNITIES

The American Indian Research Center for Health trains Native students to conduct research accurately, timely, and honoring Native traditions. AIRCH provides multiple ways to practice what one would back home, which includes partnering and growing one's community.

The Good Health and Wellness in Indian Country provides onsite technical assistance to site coordinators that are at varying levels of familiarity with policy, assessments, and logic models used to build capacity. Lasting change occurs when people lead it from the community directly affected and GHWIC has seen positive movement from coalitions made up of tribal member who talk to their tribal councils and partners.

The Tribal Air Quality Program covers air quality topics that may be new to tribes. TAQP asks what the tribes' programs goals are and helps expand knowledge about air quality. Some tribal programs air quality programs are established, while others aren't.

The Tribal Child Care Coordination program helps tribes make informed decisions by providing information about childcare audits, training, researching policy, and connecting the right people and resources. Ultimately, tribes make child care decisions.

The Tribal Solid Waste Management Program (TSWMP) helped two tribes complete Integrated Solid Waste Training and provided a youth summit to over 100 tribal youth.



ENVIRONMENTAL AND SOLID WASTE ALL
TIES INTO HUMAN HEALTH AND TRIBAL
VALUES. I FIND TRIBES ADVOCATE TO
KEEP ENVIRONMENT PRISTINE MORE SO
THAN OTHER COMMUNITIES.

—BRIAN DAVIDSON, SOLID WASTE

Environmental Coordinator



HOW DO THESE ACTIVITIES SUPPORT ITCA'S MISSION?

The American Indian Research Center for Health supports the ITCA mission by teaching Native students to think critically so they will have a voice for healthy and educated communities. Tribal communities directly benefit from decision-making that is well thought out and grounded in respect, reciprocity, responsibility, and one's cultural teachings. In line with tribal sovereignty, when member tribes own their projects it helps build community support.

For this reason, the **Good Health and Wellness in Indian Country** includes community members in coalition policy presented culturally appropriate to their tribal councils.

The Tribal Air Quality Program supports sovereignty to move along issues in air quality. In Air Quality, tribal working groups work with outside agencies and experts to further develop programs.

The Tribal Child Care Coordination examines tribal needs and challenges to determine how they can best help tribal programs stay in compliance. For example, the TCCC identifies challenges with ICWA cases while looking for ways to strengthen relationships between the state and tribes. Tribal childcare programs can contract with the state to receive money, but there are requirements that the TCCC can help with.

Simply, the **Tribal Solid Waste Management Program** helps tribes help themselves. The TSWP trains and advocates for tribes.



FINANCIALS

Year ending September 30, 2016

STATEMENT OF ACTIVITIES

Revenue and Other Support

Grants and Awards	\$ 15,655,699
Infant formula rebate revenue	2,125,590
Donated facilities and supplies	179,614
Contributions	5,900
Investment Revenue/Rental Income/Other	24,119

Total Revenue And Support 17,990,922

Expenses

Program Services	16,811,065
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Supporting Activities

Management and general	1,118,687
Fund raising/Grant solicitation	15,958

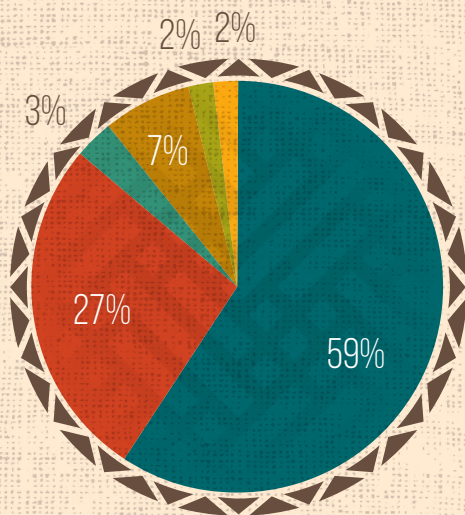
Total Expenses 17,945,710

Change in net assets (45,212)

Change in net assets (45,212)

Net assets-Beginning of year \$2,698,740

Net Assets-End Of Year \$2,743,952



ITCA revenue totaled \$17,990,923 for fiscal year ending 9/30/16. The majority of revenue was obtained from federal sources (95%). State sources were (3%) and other funding sources, including contributions, accounted for 2% of revenue.

- \$10,625,767 U.S. Dept. of Agriculture
Includes Infant Formula Rebate Revenue
- \$4,926,135 U.S. Dept. of Health and Human Service
- \$493,092 State of Arizona
- \$1,189,382 Environmental Programs
- \$425,360 Other Federal Programs
- \$331,187 Other Funding

STATEMENT OF FINANCIAL POSITION

Current Assets

Cash	\$ 491,855
Grants and Awards Receivable	2,809,696
Prepaid Expenses	2,999
Other Receivables	19,765

Total Current Assets 3,324,315

Property and Equipment, net 2,085,339

TOTAL ASSETS 5,409,654

LIABILITIES AND NET ASSETS

Current Liabilities

Accounts Payable	1,886,379
Accrued Expenses	218,051
Funds held in trust	40,292
Current portion of long-term debt	55,635

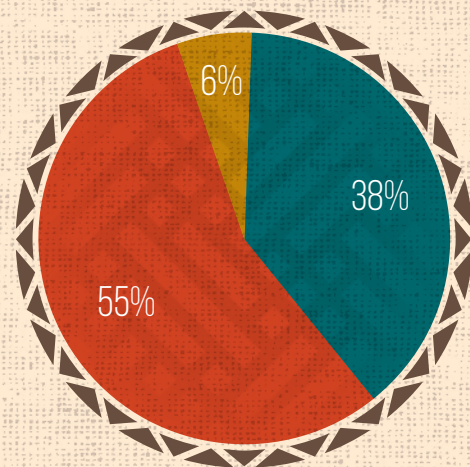
Total Current Liability 2,200,357

Long-term debt, net of current portion 465,345

Net Assets-Unrestricted

Controlling interest	2,701,379
Temporarily Restricted	42,573

Total Liabilities & Net Assets 5,409,654



The functional expenses totaled \$17,945,710. The majority of ITCA funds (94%) support the tribal programs via the pass-through of funding to member tribal governments or through the provision of training and technical assistance to tribes. The balance of funds (6%) supports administration of the organization.

- \$9,959,231 Tribal Pass-through
- \$6,851,834 Tribal Support
- \$1,134,645 ITCA Administration



DR. PATRICK McMULLEN

ITCA is proud to recognize the many achievements and contributions by **Dr. Patrick McMullen** to ITCA. Patrick received his doctorate in Sociology from ASU in 2004. The dissertation topic was, "Federal Environmental Legislation and Tribal Sovereignty: An Empirical Study of Social Power." Patrick began his work at ITCA beginning in 1992, later working as the ITCA Environmental Programs Director.

In 2003, Patrick began a six year span working in Washington, DC, as personal staff to Senator McCain, and then as McCain's staff on the Senate Committee on Indian Affairs. After returning to Arizona in 2009, Patrick again was hired by ITCA working as the Community Development Director. Patrick was requested by the ITCA Executive Board in 2012 to temporarily fill the position of Assistant Director, and later Acting Executive Director. Patrick retired from ITCA in May 2015. ITCA is extremely pleased that Patrick played such a critical role as ITCA was transitioning into new leadership. Patrick continues to serve ITCA as a consultant supporting the Tribal Leader Water Policy Council.

JOYCE LOPEZ

Joyce Lopez, a member of the Gila River Indian Community, has been a longtime supporter of the activities of ITCA serving in roles as board member of the Arizona Council on Aging, Arizona Native Vote, and the Gila River Voter Registration Board. The Arizona Indian Council on Aging (AICOA) is the elder advisory council that supports the Inter Tribal Council of Arizona, Inc. — Area Agency on Aging, Region 8 (ITCA-AAA).

They are organized to review, advise, recommend and advocate for services provided by the Older Americans Act, while supporting the organization's mission. The council meets on a quarterly basis in September, December, March and June. The membership is comprised of a Representative and Alternate from 21 Member Tribes of ITCA.

Ms. Joyce Lopez has been appointed by the Gila River Indian Community to the AICOA Advisory Council as an Alternate, Representative and recently as an Officer-At-Large from March 2012 - August 2017. She is a strong advocate for elder concerns and has attended the Tribal Leaders Congressional Week on multiple occasions to represent AICOA and other Tribal communities in Arizona.



Joyce has supported the Arizona Native Vote by serving as the Native Vote Coordinator on behalf of the Gila River Indian Community. She has served on the Gila River Voter Registration Board, which was the recipient of the Harry Austin and Frank Harrison Citizenship Award. In 2016, ITCA set up a phone bank reminding American Indians and Alaska Natives to vote on Election Day and inform them of their polling location. Joyce was a volunteer for this effort. We thank Joyce for her many years of service to ITCA and tribal communities across Arizona.





IN MEMORIAM

ALICE JEAN MORGAN GLENDALE, ARIZONA

October 26, 1936 – April 23, 2017

Originally from Washington, DC, Alice joined the ITCA team on November 25, 1985, and retired as the Director of Accounting in March 2013. She was honored at the ITCA 40th anniversary celebration for the longest years of service (28+ years).

When she wasn't working, you could find her at a dog show or training for one. For over 20 years, she instructed dog obedience training every Saturday at Phoenix College. She was like the grandmother you never had. She always had a gift for her co-workers' children and dog treats in her desk.

After Alice retired from ITCA, she was asked to come out of retirement and work with ITCA due to her dedication to her profession. Alice left behind her husband of 63 years, Bill Morgan, whom she's known since high school; her daughters, Jeanne Holleran-Phillips and Susan Morgan and two grandchildren, Emily Holleran and Brady Morgan and her four-legged "fur babies," Rocky and Reba.

On behalf of ITCA staff, we wish to honor Alice for her service to Tribes in Arizona.



**SHE WAS LIKE THE
GRANDMOTHER YOU
NEVER HAD. SHE
ALWAYS HAD A GIFT
FOR HER CO-WORKERS'
CHILDREN AND DOG
TREATS IN HER DESK.**

IN MEMORIAM

MR. HOMER, JR. MOHAVE MEMBER OF THE COLORADO RIVER INDIAN TRIBES

July 22, 1936 – September 30, 2017

On behalf of the Inter Tribal Council of Arizona (ITCA) Board of Directors, our dedicated staff, and the American Indian Business Community, we honor the memory of the late Mr. Pete Homer, Jr., — ITCA's first Executive Director.

Mr. Homer was a member of the Colorado River Indian Tribes (CRIT) and spent his career working diligently on behalf of American Indian Economic Development and jobs creation. After working in California, Arizona and Texas, Mr. Homer took a position in Washington, D.C., with the U.S. Department of Labor as Director of the Division of Indian and Native American Programs.

Throughout his career, Mr. Homer worked tirelessly to establish Native American Program Offices within Federal Government Agencies including the Department of Justice, the Small Business Administration, the Department of Energy and others. Mr. Homer's work led to the strengthening of Tribal Sovereignty and improving the Federal Government's ability to fulfill its Trust Responsibility.



An untiring advocate for American Indian enterprise and small business development, Mr. Homer co-founded the National Indian Business Association (NIBA) to further Federal Contracting opportunities for Individually-Owned American Indian businesses as well as Tribally-Owned enterprise operations.

Within our American Indian culture, the passing of one of our warriors is a loss shared by all. Because of Mr. Homer's indelible connection to ITCA and Tribes across the United States, we wish to acknowledge his valuable contributions to the American Indian Business Community nationally as his efforts will forever be recognized.

We wish Mr. Homer's family, friends, tribal members, and business associates — peace and comfort in their treasured memories.

Respectfully,

ITCA Board of Directors and Staff



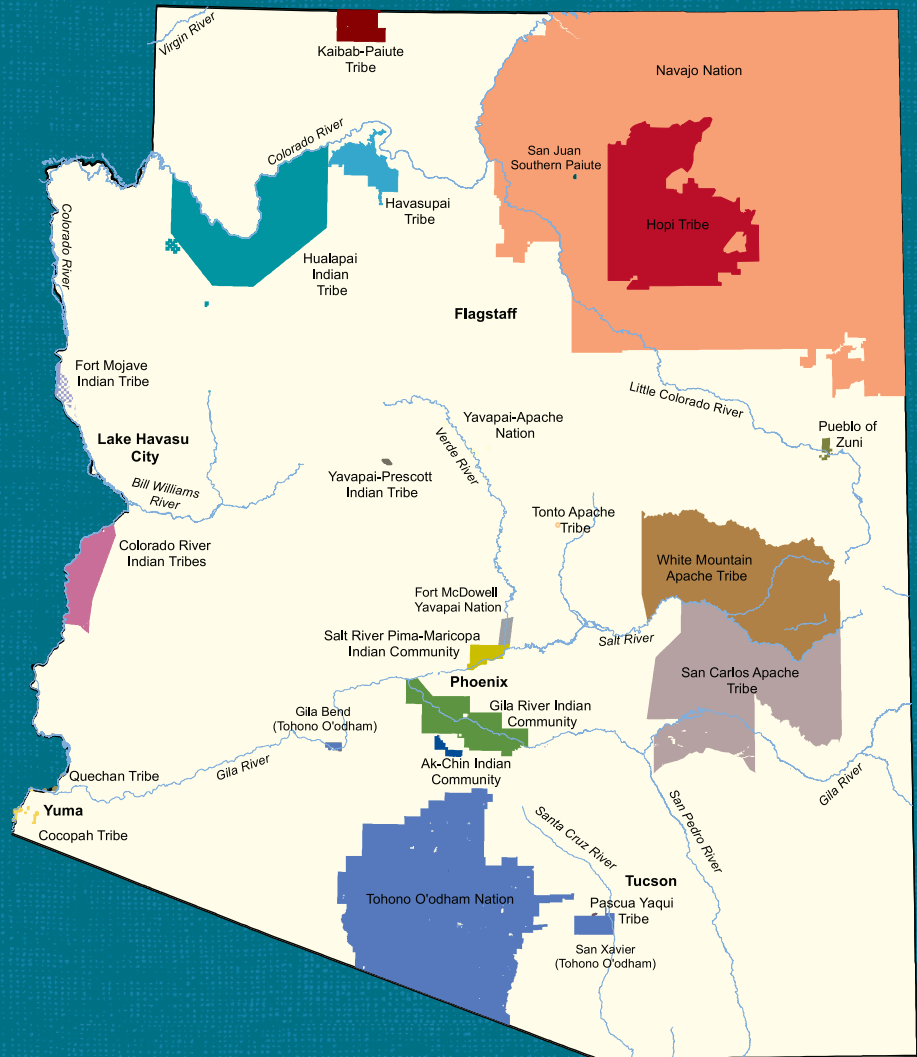
SUPPORT ITCA

- 1 **VOLUNTEER** at one of our conferences or events.
- 2 **SHARE** the good work ITCA is doing within our tribal communities on your social media channels, chatting with friends, family, and colleagues, and sharing your stories with us! We'd love to hear from you.
- 3 **DONATE** funds to one or more of ITCA's programs.

For more information, please contact us at
info@itcaonline.com

MEMBER TRIBES

-  Ak-Chin Indian Community
-  Cocopah Indian Tribe
-  Colorado River Indian Tribes
-  Fort McDowell Yavapai Nation
-  Fort Mojave Indian Tribe
-  Gila River Indian Community
-  Havasupai Tribe
-  Hopi Tribe
-  Hualapai Tribe
-  Kaibab-Paiute Tribe
-  Pascua Yaqui Tribe
-  Pueblo of Zuni
-  Quechan Tribe
-  Salt River Pima-Maricopa Indian Community
-  San Carlos Apache Tribe
-  San Juan Southern Paiute Tribe
-  Tohono O'odham Nation
-  Tonto Apache Tribe
-  White Mountain Apache Tribe
-  Yavapai-Apache Nation
-  Yavapai-Prescott Indian Tribe



AK-CHIN
INDIAN COMMUNITY



COCOPAH
INDIAN TRIBE



COLORADO RIVER
INDIAN TRIBES



FORT MCDOWELL
YAVAPAI NATION



FORT MOJAVE
INDIAN TRIBE



GILA RIVER INDIAN
COMMUNITY



HAVASUPAI
TRIBE



HOP
I TRIBE



HUALAPAI
TRIBE



KAIBAB-
PAIUTE TRIBE



PASCUA
YAQUI TRIBE



PUEBLO
OF ZUNI



QUECHAN
TRIBE



SALT RIVER PIMA-MARICOPA
INDIAN COMMUNITY



SAN JUAN SOUTHERN
PAIUTE TRIBE



SAN CARLOS
APACHE TRIBE



TOHONO
O'ODHAM NATION



TONTO
APACHE TRIBE



WHITE MOUNTAIN
APACHE TRIBE



YAVAPAI-
APACHE NATION



YAVAPAI-PRESCOTT
INDIAN TRIBE