



2024 ANNUAL REPORT

WWW.REDBUDRESOURCEGROUP.ORG
REDBUD RESOURCE GROUP.
501C3
EIN: 851919822

416 AVIATION BLVD. STE. E
SANTA ROSA, CA, 95403

MARKING A YEAR OF COLLECTIVE IMPACT.



125 organizations trained through Redbud’s public Going Beyond Land Acknowledgements training.



35 institutions with robust Tribal Relations Strategic Plans developed and ready to implement across California.



167,000 Students with teachers who are prepared to teach culturally competent, accurate Native Studies lessons.



50 Native educators prepared to write place based Native studies curricula.

We Learn, We Plan. We Act.

Empathy, accountability, and optimism lie at the heart of Redbud’s mission to bridge Native and non-Native communities for the sake of our planet, our children, and our plant and animal relations. As “warm demanders” in the Tribal Relations sector, we collaborate with both Tribal and non-Tribal entities to envision and realize solutions rooted in Native ways of knowing.

Through training thousands across the environmental, educational, and tribal sectors, we’ve seen a real readiness from audiences to confront the legacy of U.S. colonization head-on. When we understand the roots of today’s environmental and public health challenges, we’re able to design better solutions, faster. This history—this legacy—belongs to everyone. Examining it isn’t about creating divides but about clarity, illumination, and motivation to reshape our future so that all relations can thrive in a clean, safe environment for generations to come.

In 2024, Redbud continued to grow, expanding our Tribal Relations programming to deepen our commitment to institutional change. Through our Right Relations program, we helped **35 institutions—including policymakers, resource managers, and cultural influencers—develop strategic plans for tribal relations.** These plans have the power to create ripples far into the future, bringing up new generations of leaders in an environment that values and centers Native perspectives.

Our Native capacity-building programs in education and environmental spaces create a strong foundation of support and accountability for Native leaders stepping into roles as teachers, stewards, culture bearers, and advocates for their Tribes. By centering Native voices, we are ensuring they are no longer pushed to the margins of public consciousness. Our intertribal youth programs further empower Native youth, fostering confidence to embrace their identities, draw strength from the resilience of their ancestors, and actively shape the future they envision.

Across all our programs, **a key theme has been transforming lessons learned into actionable plans for the future.** Together, we are building alliances across Tribes and institutions, channeling resources toward Indian Country, creating opportunities for Tribal self-advocacy, and working to dismantle harmful policies. As Native people, we are helping allies step up to *go beyond land acknowledgments*, Indigenizing systems, reclaiming our narratives, and building collective power.

Rooted in respect, relationships, and reciprocity, we stand ready to support our communities in turning learning into real-world solutions—be it policy, programs, or cultural practices. Today, as the urgency to create a safe and thriving environment grows, it’s more important than ever to lean into the challenging work of restoring Native ways of being and knowing to the land we all share.

We look forward to another year of connection!

With Respect,
Taylor Pennewell



We're in this together.

Redbud Resource Group improves public health outcomes for Native American communities through education, research, and community partnerships.




We equip organizations, institutions, and employers to become trusted and valued partners with Native peoples and their communities. By bridging knowledge gaps through public health and education research, our programs drive meaningful change and improve outcomes for communities experiencing chronic disparities.

Restoring Right Relations

Cultivating Strengths within Indian Country

Redbud's Native Capacity-Building program reminds emerging Native leaders that we are not alone in our efforts to address the ongoing impacts of colonialism on our bodies, families, ecosystems, and cultures. Over the past year, our intertribal cohort came together to share knowledge through workshops, field trips, roundtable discussions, and strategic planning sessions. Most importantly, we left with deep, trusting relationships rooted in common understandings of our shared histories and responsibility to care for our ancestral ecosystems and cultural ways of life.



"It was an amazing experience being a part of the Restoring Right Relations program. A year filled with so many highlights from genuine laughter, meeting Elders, and learning of the old ways. It's hard to choose just one moment to call my favorite. I love the sense of family and support that comes from being a part of this group..."

- Matthew Williford Jr., Konkow Valley Band of Maidu Indians



Crystal Brown joined *Restoring Right Relations* alongside her sister Angela and cousin Magan from Berry Creek Rancheria in Butte County, California - an area where Tribes are fighting to protect traditional stewardship practices and lifeways amidst significant ecological damage from the State Water Project and deadly wildfires such as the Camp Fire and North Complex Fires. In *Restoring Right Relations*, Crystal and other Maidu participants engaged in cultural stewardship practices shared by neighboring Tribes. Now, they are bringing those practices back to Maidu territory to guide large-scale environmental restoration projects. These efforts hold the potential to revitalize ecosystems, strengthen food sovereignty, enhance fire and water resilience, protect endangered species, and safeguard cultural practices such as language and ceremony for future generations.

The “New” Old Way.

The inaugural cohort of *Restoring Right Relations* gathered on a rainy day in February 2024 on Mishewal Wappo land at Sugarloaf Ridge State Park in Sonoma County, California. Around a fire, Tribal members Desirae and Alyx welcomed us with song and blessing, marking the beginning of our shared journey.

That day, we dove into difficult but necessary conversations. Through maps and storytelling, we explored the ongoing ecological and public health impacts of colonization on Native peoples and ecosystems. Reflecting on our own lives, we acknowledged that colonization is not just a past event but an ongoing reality, and we identified resilient patterns within our families, plants, and animal relatives. Together, we envisioned the resources—physical, emotional, financial—needed to revitalize ceremonies, language, and other practices essential to the health and wellness of our people and the planet.

After a day of profound learning, we were grounded in the understanding that as Native people, it is our responsibility to stand up for and care for the land, water, and plant and animal relatives who have endured, just as we have, the near-collapse of their communities. We are one of those communities as well.

“It felt good to be in a program with Native people who had shared experiences. I want to thank Redbud Resource Group for organizing all of these cultural exchanges, where we learned about the different ways that Native people are making positive changes in their communities. I learned a lot of new tools that I can bring back to my community, and I feel like I have a support system now.”
- Desirae Harp, Mishewal Wappo

Caption: Program participants remove invasive Evening Primrose from the shores of Clear Lake alongside the Tribal EcoRestoration Alliance. Evening Primrose competes with Tule, a culturally significant plant responsible for cleaning waterways and used in a wide variety of cultural settings for California Native peoples. Participants learned about seed collecting, and how to return Tule back to our ancestral waterways.

In solidarity, we recommitted ourselves to the ancestral relationships that sustain us, traveling across Tribal territories to exchange knowledge: knowledge of land and water stewardship, knowledge to create and run thriving Native businesses, knowledge to secure the return of ancestral lands, and knowledge on negotiating and collaborating with Western institutions for the shared benefit of all.

Together, we supported each other in envisioning and planning a stronger future for our families and Tribes. We sharpened our tools—self-advocacy, strategic planning, collaboration, stewardship—and gained the confidence and clarity needed to do the deeply emotional and laborious work of protecting our homelands.

Restoring Right Relations is more than a program; it is a movement. It offers a new, creative, productive, and healthy way for Native people to address the challenges we have inherited, so that our children and grandchildren are free from these burdens and can fully embrace who they are as Native people.



Right Relations: Climate Momentum with Native Knowledge at the Center

Redbud's partnership with TOGETHER Bay Area has blossomed into a multi-year, multi-level Tribal Relations education program that prepares institutions, agencies, and businesses to become valued partners with local Native Tribes and communities. Right Relations hosts a tight-knit cohort of folks whose work is dedicated to building healthy lands and waters within the San Francisco Bay Area.

"Our team is incredibly grateful we were part of the Right Relations experience... We gained an invaluable amount of understanding about the importance - and complexity - of reconciling with our shared history and forming trusting relationships over time in thoughtful ways..."

- James, Arthur, Lisa, and Linus, Right Relations program participants from John Muir Land Trust



Nothing sparks change more than seeing peers lead through innovation, planning, and policy shifts. This year, the **San Francisco Public Utilities Commission (SFPUC)** hosted our cohort to share how they are expanding land access for local Tribes, particularly the Muwekma Ohlone. SFPUC plans to broaden its Tribal Relations work across the water systems it manages, which span many Tribal territories across California’s Central Valley, foothills, and Sierra Nevadas.

Building Collective Capacity.

Humans created the systems we live in, and humans can change them. Native people understand this deeply—our ancestors actively stewarded the land, introducing purposeful disruptions like fire to create more resilient ecosystems and strengthen the natural materials essential to our cultures. Right Relations, a collaborative program between Redbud Resource Group and TOGETHER Bay Area, empowers those with access to natural resources in the Bay Area to commit to institutional change that returns Native ways of knowing to our shared landscapes, for the shared benefit of all of us who call the Bay Area home.

Our *Right Relations* cohorts—two groups representing 35 institutions, agencies, businesses, and organizations managing the San Francisco Bay Area’s vast natural resources—are setting a national standard for Tribal Relations. Through workshops, discussions with Native leaders, and fieldwork on Tribally stewarded lands, participants explore the complexities of relationship-building with Tribes. **Participants examine intersections between Indigenous and Western perspectives, gaining insights into environmental challenges and discovering impactful Indigenous-led solutions.**

2024 Participant Commitments

Strategic Plan Highlights:

- **Collaborate to reduce institutional barriers to tribal land access, cultural land use, and traditional land management.**
- **Provide funding towards projects that build tribal capacity to steward land.**
- **Work with tribes to protect sacred sites and to return ancestral remains and cultural items.**
- **Dedicate time and resources towards relationship building with Native tribes and communities.**
- **Prioritize co-stewardship, land access, and ancestral land return in organizational strategic plans.**

This year, we had the privilege of learning from **Sogorea Te’ Land Trust, Chairman Emeritus Reno Franklin of the Kashia Band of Pomo Indians, Tribal Historic Preservation Officer Jedediah Brown of Berry Creek Rancheria, the Association of Ramaytush Ohlone, and the American Indian Cultural District of San Francisco.** Together, we explored topics related to Tribal sovereignty, cultural resource preservation, ancestral land return, policy change, and much more.

At the conclusion of our *Right Relations* program, each group presents an official Tribal Relations Plan to the cohort, establishing a framework for accountability. **As groups update policies and commit to supporting Tribal sovereignty, others are encouraged to follow suit.** This positive ripple effect across the Bay Area, a region of over 7.7 million people and a biodiversity hotspot, is creating new opportunities for Tribes to engage in stewardship, reclaim ancestral lands, take on political leadership, and revitalize cultural practices—proven strategies that strengthen ecosystems and waterways for future generations.



Caption: San Francisco’s American Indian Cultural District (AICD) and the Association of Ramaytush Ohlone (ARO) share their work and political perspectives with the 2024 Right Relations cohort. Led by Sharaya Souza, AICD has published vast reports detailing the erasure and lack of infrastructure for Native peoples in San Francisco. In partnership with ARO and many more, her team has successfully lobbied for infrastructure developments ranging from housing, to cultural resource management, to art installations, to employment support for Native families and veterans.



Education: Returning Respect, Relationships, and Reciprocity to All Children

Now, more than ever, youth need education that roots them in their common humanity with their peers and helps them find a purposeful role in their communities. Redbud's education programs are rooted in the Indigenous belief that children can do hard things, with the support of healthy adults. Telling them the truth, inviting them to use their tools to make decisions and solve problems, guiding them towards deep and meaningful relationships with the world around them, and helping them build a toolbox for self-care, are educational strategies used in Native cultures for millenia.

Through youth eco-cultural programming, teacher training, and curriculum development rooted in The 3 R's (Respect, Relationship, and Reciprocity), Redbud is returning a sense of place, belonging, and agency to our places of learning.



Safety to Be Who We Are.

Redbud's Wisdom Weaver's Summer Camp, held at Ya-Ka-Ama Indian Education Center, brought Native middle school students together for a week of eco-cultural education. Intertribal Native youth cooked California Native foods, wove baskets, processed dogbane, learned Southern Pomo language, and discovered the importance of caring for our natural and cultural resources, all while deepening life long friendships.



Redbud's Native Education programming offered opportunities for educators to build their capacity to create strengths based, localized Native Studies lessons. In 2024, Redbud worked with over **60 Native-serving educators**, who teach in settings ranging from large public schools to Tribal schools, to review and create Indigenous lessons that are standards-aligned and interdisciplinary.

Caption: Artist Joseph Byron and educator Maggie Peters shared their perspectives on how art acts as a powerful tool for processing California's complex history, highlighting how Native communities leverage cultural resilience to overcome challenges.

The Future Depends on the Stories We Tell.

Improving relationships between schools and Native communities is essential for lessening the impacts of schooling on Native children. Moreover, **all American students can gain empowerment through the values, resilience, and innovation that Native cultures bring.** With Native perspectives largely absent from the curriculum for centuries, Tribes are now working to fill gaps in curriculum and relationships. Redbud's teacher training programs empower Native educators to share their stories and prepare all teachers to implement high-quality Native Studies lessons, helping our youth return to the principles of respect, reciprocity, and relationship within our communities.

This year, Redbud launched our Gold Rush curriculum, *Weaving the Future, Confronting the Past: California's Origins and Complex Settler Relations*, as part of a statewide initiative to broaden genocide education to include the experiences of diverse groups. Drawing on Dr. Benjamin Madley's book *An American Genocide*, these lessons illuminate how unchecked hate, dehumanization and polarization can escalate into violence. Through this curriculum, students are encouraged to address these dynamics within their own communities, helping to build a supportive, diverse school environment where every student's rights are respected and protected. Strengths-based, trauma-informed, and leveled for diverse learners, the unit emphasizes the importance of resilience, community, and culture in overcoming adversity.

"I had so much fun collaborating with other Native educators and interacting with the curriculum. The [Gold Rush & CA Indian Genocide] curriculum is exceptional, especially as it is taught through a California Native perspective. I recommend it to educators in my school district and to the California Teachers Association."

- Vanessa Yava (Dine'/Hopi/Tewa), Middle School Science Teacher

"Redbud Resource Group's thoughtful, well-organized, and standards-based lessons empowered me and my students to uncover critical issues in California's history this year. "Teaching the California Indian Genocide" is an invaluable training for every teacher in our state. The Unit Intro and Timeline Reference materials were immensely helpful in guiding our discourse throughout the unit. The lesson plans were thorough and easy to follow and adapt for the learners in my room. By the end of the unit, my students were able to analyze indigenous experiences in California and Lake County through a genocide studies lens, and engaged with indigenous artistic and cultural practice as a form of resistance. The lessons also served as a catalyst for further inspiration and inquiry in our social studies classroom. The historical analysis skills honed in this unit are an invaluable resource for young people in the 21st Century." - **Jacob Gill, KUSD Teacher**

Caption: Intertribal educators participate in Redbud's professional development training. Educators provide significant feedback on our curricula, informing our revision process.



Documenting the Many Ways to #LandBack

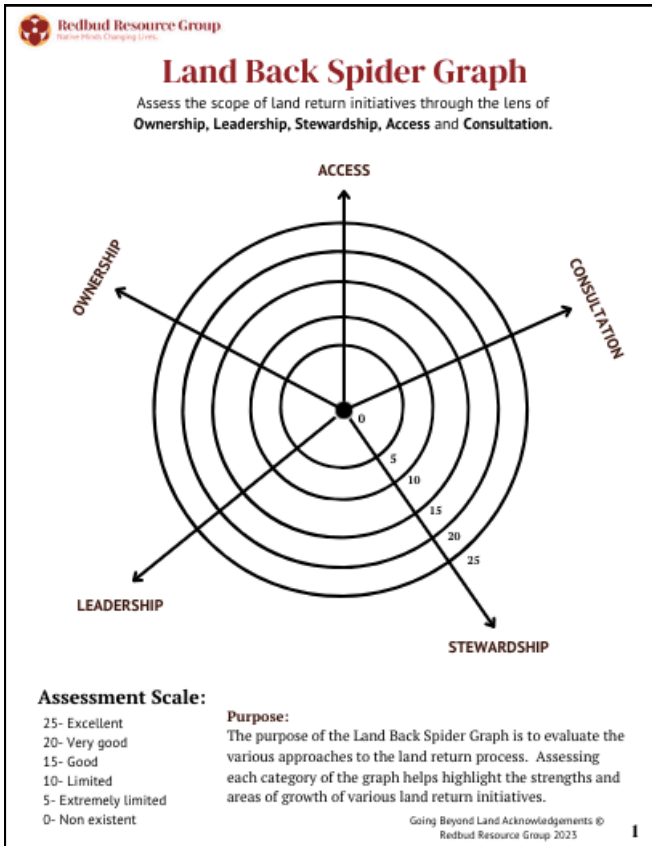
When conversations between communities become stagnant, it can be helpful to have a mediator to keep up the momentum and steer us in a productive direction. To keep the conversation flowing, Redbud continues to develop tools to help Tribes and their partners imagine and plan for a brighter future.

Our Land Back Spider Graph, for example, illuminates ways in which Tribes and landowners align when it comes to designing “Land Back” initiatives. We know it’s rare for Tribes and landowners to be on the same page entirely when it comes to perspectives on Indigenous land return; there are legal, ethical, political and practical considerations that can overwhelm and stifle negotiations. The Land Back Spider Graph asks all parties to assess the status of their Land Back initiative through five lenses: Ownership, Leadership, Stewardship, Consultation, and Access, asking questions about what’s possible and what’s not, so that Tribes and their collaborators can zoom in on the most important priorities for all parties. Indigenous Land Return comes in many forms. Rather than focus on what isn’t on the table, Redbud’s Land Back Spider Graph tool highlights the many possibilities that do exist.

Implementing the “Impossible”

“At TERA we have started to use the Land Back Spider graph to gauge how much our projects can actively help our tribal communities. The elements within the graph mirror the work we do from project work to prescribed/cultural fire. Our efforts can be measured when using the graph on our work. Exchanging of resources among agencies like Redbud Resource Group and TERA is paramount when pushing for any tribal sovereignty.” - Jordan Reyes, Tribal Eco-Restoration Alliance

Our Resources: New Additions



Caption (above): Corrina Gould, Director of Sogorea Te Land Trust, sits for an interview for Redbud's "Steps to Land Back" film series. The new episode will be released in early 2025.

Caption (left): Redbud's Land Back Spider Graph helps Tribes and landowning entities strategize ancestral land return projects by examining the wide spectrum of #LandBack.

2025 Program Expansions



Caption: Chairman Matthew Williford Sr. of the Konkow Valley Band of Maidu Indians uses Redbud's Steps to Land Back series to teach Butte College about the impact of ancestral land return on the community of Concow Valley post-Camp Fire.

Feather River Advocacy Project

Native peoples cannot implement Indigenous ways of stewarding lands and waters if we do not have an active relationship with our ancestral homelands. Having a connection to one's land of origin is what defines Indigenous identity. **In 2025, we are building Tribal capacity to steward land and water in the Feather River Watershed, a watershed that has been deeply engineered by dams, diversions, mining, and more, and is a primary water source for central and southern California farms and cities.** Feather River Tribal people will engage in a course in which participants deepen their understanding of their watershed from a cultural, historical, political, and scientific lens, preparing themselves to collectively advocate for the river far into the future.





Bringing Redbud's Resources to the Medical Field

Redbud Co-founder Madison Esposito and her team piloted "Seeing Our Native Patients" in 2024 with 100 practicing medical professionals and medical students. The workshop provided essential training for Native-serving healthcare providers, covering topics such as intergenerational trauma, jurisdictional challenges related to abuse and murder cases, and culturally responsive interventions. Participants also connected with Native-led organizations, including the Sovereign Bodies Institute, which supports Native abuse survivors and their families. In 2025, Redbud plans to expand "Seeing Our Native Patients" workshops to reach hospitals and Indian Health Clinics in California and beyond, broadening its impact and strengthening culturally competent care in Native communities.

Caption: (left to right) Dr. Antoinette Martinez (Chumash) Madison Esposito (Maidu), Katlin Wilson (Rincon Band of Luiseño Indians), and Dakota MacColl (Lac La Ronge Indian Band) piloting the Seeing Our Native Patients workshop at the 2024 Association of American Indian Physician's National Conference.

Healing Our Bodies, Minds, Spirits, and Environment: Why Addressing Native Treatment in the Western Medical System is Central to Redbud's Mission

When Redbud co-founder Madison Esposito began her Master's program in Public Health at Harvard University, she was already aware of the significant gaps in healthcare data, funding, and culturally-aligned care available to Native communities nationwide. At Harvard, she confronted Native erasure in the medical field firsthand while co-designing a maternal care intervention in partnership with the Indian Health Center in Boston. When a course intern dismissed her project with a low score and the comment, "There are no Native people left in Boston, so the intervention is irrelevant," Madison faced a familiar challenge for Native people: the need to educate those who should already know better. She explained that Native people do exist and highlighted how the healthcare infrastructure in Boston had been chronically underserving and erasing Native peoples throughout the city. This exchange fueled Madison's determination to take action, leading to the founding of Redbud Resource Group.

Redbud's work addresses the public health impacts of cultural erasure through comprehensive, community-focused interventions. **Redbud began by working with educational institutions to correct harmful stereotypes that affect Native youth. We then expanded to support Tribal Land Back and stewardship initiatives, fostering healing through cultural revitalization. Finally, Redbud turns its attention to the medical field, aiming to disrupt cycles of harm perpetuated by culturally uninformed healthcare systems.**

Between 2020 and 2023, Redbud established a strong foundation in education and stewardship. In 2024, Madison and a team of Native medical students, including Katlin Wilson (Rincon Band of Luiseño Indians) and Dakota MacColl (Lac La Ronge Indian Band) launched *Seeing Our Native Patients*, completing Redbud's holistic, three-pronged approach to Native health and wellness.

While Redbud's educational and stewardship programs restore wellness through learning, land restoration, and cultural revitalization, improving medical care remains essential. *Seeing Our Native Patients* addresses this critical need by equipping Native-serving healthcare providers with the cultural knowledge necessary for competent, respectful care. This program provides interactive learning opportunities that help providers refine their skills and deepen their understanding of the lasting impacts of historical trauma, the Missing and Murdered Indigenous Women epidemic, and the impacts that cultural genocide and ecocide on Native health.

By transforming medical care for Native people, Redbud strengthens the foundation of community health, contributing to a broader vision of wellness and resilience for future generations.



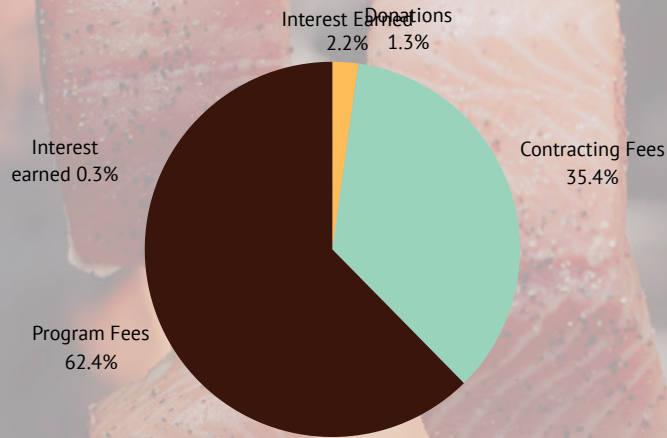
Caption: Madison Esposito and Dakota MacColl record case study modules of "Seeing Our Native Patients". The modules provide first-hand insight into the Missing and Murdered Women Epidemic, and offers strategies for medical professionals to provide culturally sensitive interventions to patients who may be at high risk of abuse. One training participant reflected: "I love that the team gave specific ways we as providers can implement into our practice, even as med students! I will take away some exercises and apply it to my medical journey. Ahéhee (thank you)"



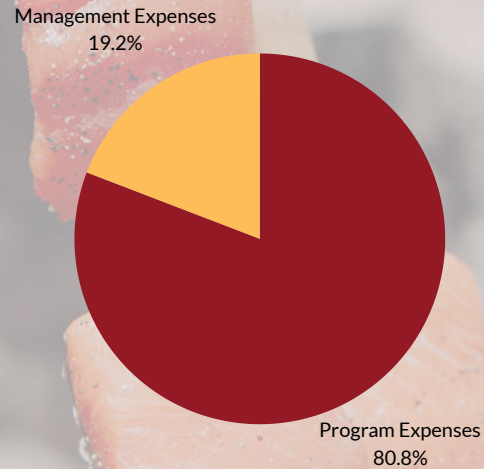
Financial Snapshot

Financial Summary: January 2024–October 2024 (Unaudited)

Revenue



Expenditures



Deferred Revenue (Earmarked for 2025 Programs and Expenses): \$380,714.35

Unrestricted Net Revenue Earmarked for Reserve Fund: \$25,000

Total Net Revenue: \$405,714.35

For a detailed breakdown of Redbud Resource Group's financial standing, please visit www.redbudresourcegroup.org for access to previous 990 Forms.

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EIN: 851919822

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Each month, our team curates events, trainings, and educational opportunities for communities to strengthen their understanding of Native cultures and ways of knowing.

Join our newsletter today at www.redbudresourcegroup.org.

Spread the Word!

Our website and youtube channel feature dozens of high quality, effective resources for building Native capacity, improving tribal relations, and educating people of all ages about the history and strengths of Native peoples. Know someone who could benefit from our resources or trainings? Spread the word!

