

The background features a large, vibrant red poinsettia flower. In the center of the flower is a stylized logo consisting of a dark red central petal, two blue side petals, and a yellow and green base. The background is white with scattered colorful dots in blue, green, yellow, and red. The text is overlaid on the upper portion of the flower.

Minnesota Indian Women's Resource Center  
**Annual Report 2012**



*“We must intentionally use a holistic framework that incorporates all generations and systems in designing and delivering strength-based community services.”*

Dear Friends and Supporters of MIWRC,

I love the focus of our report to the community and all stakeholders for 2012 on intergenerational hope – for what else should we focus on but the continued healing and wellness of all members of our families? We cannot silo one individual or one issue and approach it as the sole problem requiring our attention; rather, we must intentionally use a holistic framework that incorporates all generations and systems in designing and delivering strength-based community services.

In the past year, this agency once again served over 4,000 individuals with a continuum of direct service, community engagement, and systems change activities.

We joined a national network of individuals and organizations dedicated to re-igniting the movement to end violence against girls and women through our membership in the NoVo Foundation’s Move to End Violence. The agency embarked on an exploration of what a more culturally congruent leadership structure looks like for a Native non-profit, and is now building internal leadership development protocols within our workforce. Our focus on combining thoughtful research and community input has helped us create innovative new services to better meet the needs of our community, urge transformational social change, and ground our operations in transparency and accountability.

We never do this work in a vacuum. We rely upon partners and supporters like you. As I write this, we are finalizing our 2014–2016 Strategic Plan. It gives us a clear direction – to focus on being proactive, connected, and courageous. Our community deserves no less from us and we look forward to working with all of you to build the hope of the next generation.

Thank you!

Suzanne Koepplinger  
Executive Director

*“When one sits in the Hoop of  
The People one must be  
responsible, because all of  
Creation is related.  
And the hurt of one is the hurt of  
all. And the honor of one is the  
honor of all.  
And whatever we do  
effects everything in the  
universe.”*

*- White Buffalo Calf Woman*

MIWRC is a non-profit community organization providing social services and education to American Indian women and their families. Established in 1984 by four local Native women, our Mission is to empower American Indian women and families to exercise their cultural values and integrity, and to achieve sustainable life ways, while advocating for justice and equity.

This mission has been accomplished by holding close the cultural teachings and strengths of the American Indian community. MIWRC is led by American Indian women on every level – 75% of our 39 full-time and 3 part-time employees identify as American Indian or American Indian-multiracial, and over 90% are female. Nine of MIWRC's 12 Board members are women, and eight Board members are American Indian. Because many MIWRC staff members are themselves survivors of boarding school and relocation displacement, intergenerational economic and health disparities, and sexual and/or intimate partner violence, “survivor leadership” is an inherent aspect of our agency culture.

This internal wisdom has become an effective guide for steering us towards addressing topics that are most crucial to the long-term health and future of our community. Our programming and community involvement gets to the root problems of chemical and mental health, sexual and domestic violence, and overall historical trauma.

Our involvement with the **NoVo Foundation's Move to End Violence (MEV)** helped us to incorporate lessons learned into our 2014-2016 Strategic Planning process. We spent much of 2012 refining our **Organizational Healing: Toward Shared Leadership Project**, a shared-leadership management model designed to build agency sustainability and internal leadership capacity among both directors and front-line staff. Through this work, we have developed a stronger and more focused image of our agency vision to be collaborative leaders building intergenerational hope, health, cultural prosperity and education for American Indian women and families.



*intergenerational hope*

# health

**Historically the health of women has been looked to as a determining factor for the health of their communities. Our programming creates spaces where the sacredness and intergenerational wisdom of women is revered and given back the power to heal their families and the younger generations.**

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Due to the high rates of sexual violence and exploitation perpetrated upon American Indian women, MIWRC engages in extensive systems-change efforts around the issue of gender-based violence and commercial sexual exploitation/sex trafficking of indigenous women and children.

Our work has resulted in requests for training and technical assistance from tribes, facilitated the inclusion of trafficked women in the reauthorization of the **Violence Against Women Act (VAWA)** and the development of new protocols with Hennepin County Child Protection teams, and forged a highly effective new partnership with the Minneapolis Police Department. MIWRC's expertise and research were instrumental to the 2011 passage of The Safe Harbor for Youth Act, a new state statute decriminalizing juveniles who have been victims of sex trafficking. Since that time, we have worked with our partners on the Human Trafficking Task Force to develop a statewide housing and services model for all exploited youth in the state. The Safe Harbor/No Wrong Door for Services bill proposes comprehensive healing and housing

**“We can only be what we give ourselves the power to be.” - Native Proverb**

programming for youth who have been victims of sex trafficking. Anticipating the need to demonstrate the fiscal implications of this new model program, MIWRC recently commissioned a new study to help stakeholders better understand how prevention and early intervention impact the taxpayers. In September 2012, we released Early Intervention to Avoid Sex Trading and Trafficking of Minnesota's Female Youth: a Benefit-Cost Analysis – a report demonstrating a \$34-\$1 return on investment in early intervention services for girls at high risk for sex trafficking.



**We provide an environment based in cultural strengths, and seek the recommendations and wisdom of our community elders and other experts in Native wellness. Everything we do at MIWRC is grounded in the belief that we must pass on to our younger generations cultural protective factors to positively influence their lives and instill in them hope and the ability to learn through their own life experience.**

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Our community-based activities and our Sacred Journey programs have long centered on cultural strengths as the basis for recovery. The healing power of culture is a central tenet of our **Nokomis Endaad** outpatient treatment program. This innovative program represents at its foundation the hopes and dreams of Native women who want to heal from sexual trauma, addictions, mental health issues, and culture-based co-occurring disorders (eg. loss of culture, language, and family roles; unresolved grief and shame) and live sober and fulfilling lives.

# cultural prosperity



**Our programming emphasizes the need to serve children and their parents at the same time. This approach is essential to helping both succeed. The Cherish the Children Learning Center promotes healthy development and educational competency for children, while parents receive information, resource referrals, and services that help build their parenting and job skills, financial literacy, and environmental and home health knowledge.**

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Residents of our Supportive Housing units enjoy safe housing and an array of support services tailored to meet their needs, including budgeting workshops, information on how to build good rent credit, and access to youth programs and parenting groups. The Emergency Apartment offers temporary shelter for homeless families or women in crisis. MIWRC staff help transition these families into alternative housing or shelter. One full-time staff works with the community to transition homeless women and children or unaccompanied youth into suitable housing.

Life Skills Parenting is designed to both reunify children with parents and prevent child protection interventions, and includes a parenting group and in-home mentoring. The **Indian Child Welfare Act (ICWA)** Coordinator works closely with Minnesota tribes to ensure culturally appropriate services are provided to tribal members in need of family stabilization or reunification services.

The MIWRC Learning Center and library computers are available for community use and staff are ready to provide assistance with job searches and resume writing. Fact sheets are created on topics of interest to our families, working professionals and policy makers. Regular workshops and training sessions bring deep insight into topics such as historical trauma, resources for kinship caregivers, and other issues.

The Learning Center also participated in the creation of Gifts from the Sacred Circle: A Native Traditional Parenting Curriculum for Families Affected by **Fetal Alcohol Spectrum Disorders (FASD)**. This innovative parenting curriculum utilizes a cultural-strengths approach to help families where FASD may be present, to stay together and maximize learning for FASD impacted children. Gifts from the Sacred Circle is available at [www.hazelden.org](http://www.hazelden.org).

# education



**Cherish the Children Learning Center (CCLC) A Success Story** - Lena started beading at age four. Her creativity and cultural art involvement was encouraged by her parents, teachers, and the staff at MIWRC. She sold her work at local American Indian community craft shows, including one held at MIWRC, starting at age five. After she left CCLC, her love for art continued into other mediums. When she began attending public school, her paintings were chosen for display at the Bloomington Art Center. In 5th grade she was honored with having her artistic rendition of an eagle chosen as the image for her school's spirit wear. Lena completed her 5th grade year with academic honors and has hopes of attending an arts high school. Just like many Native artists, Lena uses art as a positive outlet, constantly creating and working to hone her abilities. For Lena, art has become a part of her being, her life, her future, and her history.

*“It’s [the art] like the language we’re losing. We’ve got to immerse them...we got to keep it going...because no one else can do it.” - Lakota woman artist*

# Donors 2012

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 Poseley, Lisa  
 Prange, June  
 Premo, Tara A.

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 Wright, Melissa  
 Yates, Pamela

## Revenue & Support

Contributions	\$632,723
Grants/Contracts	\$1,067,662
United Way	\$137,542
Program Services	\$991,801
Rental and Other Income	\$18,782
<b>Total Revenue &amp; Support</b>	<b>\$2,848,510</b>

## Expenses by Department

Child Care	\$585,427
Family Stabilization	\$510,001
Supportive Housing	\$163,823
Learning Center	\$272,297
Chemical Health	\$594,539
Sacred Journey Services	\$401,811
Administrative & Fundraising	\$685,666
<b>Total Expenses</b>	<b>\$3,213,564</b>

## Assets

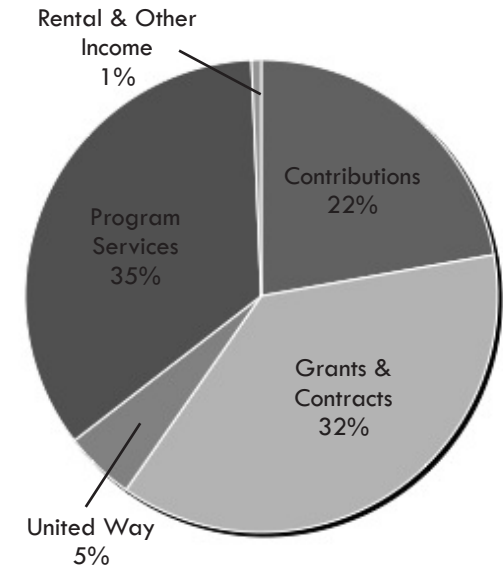
Cash and Investments	\$526,260
Grants & Accounts Receivable	\$611,535
Prepaid Expenses	\$21,448
Property & Equipment Net	\$1,268,145
<b>Total Assets</b>	<b>\$2,427,388</b>

## Liabilities & Net Assets

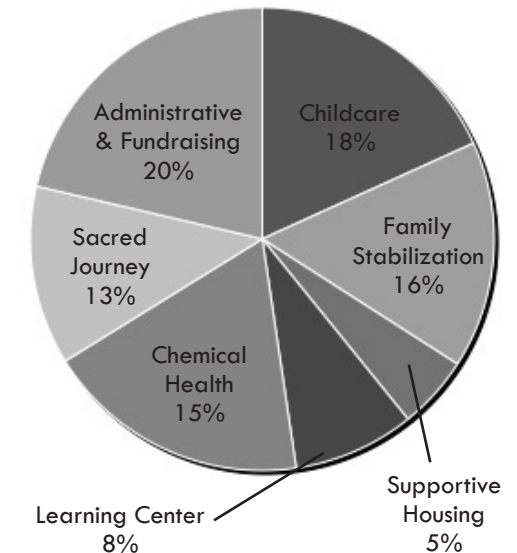
<b>Liabilities</b>	
Current Liabilities	\$233,962
Notes Payable	\$1,883,960
<b>Total Liabilities</b>	<b>\$2,117,922</b>

<b>Net Assets</b>	
Temporarily Restricted	\$637,451
Unrestricted	(\$327,985)
<b>Total Net Assets</b>	<b>\$309,466</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$2,427,388</b>

## Revenue & Support



## Expenses



## Leadership Staff

Carolyn Bordeaux, Ed.D.  
[Nokomis Endaad Treatment Director](#)

Joni Buffalohead, Ph.D.  
[Director of Operations](#)

Suzanne Kincade  
[Human Resources Director](#)

Suzanne Koepflinger, M.A.  
[Executive Director](#)

Jo Lightfeather, B.A.  
[Learning Center Director](#)

Lori Magnuson, B.A., C.P.A.  
[Finance Director](#)

Salvador Pacheco  
[Director of Facility and Security Services](#)

Heather Reynolds, B.S.  
[Cherish the Children  
Learning Center Director](#)

Linda Eagle Speaker  
[Sacred Journey Program Director](#)

Lorraine White, M.A.  
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## Minnesota Indian Women's Resource Center

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MIWRC is a registered 501(c)3 Non-profit organization and has received the Charity Navigator 4 Star Rating and the Guidestar Gold Exchange Rating. Donations are tax deductible.