**Toward Right Relationship with Native Peoples (TRR)**

**Work Plan and Budget, 2018**

**(Oct. 1, 2017 – Sept. 30, 2018)**

**History and Development of Toward Right Relationship with Native Peoples (TRR)**

*“What really is needed is greater awareness by the broader American public…of the continuity of Indigenous Peoples within the American social political fabric…and reconciliation for the historical and ongoing wrongs that have occurred….The consequences of these wrongs are manifested in the socio-economic disadvantages that Indigenous peoples face….With greater awareness, people can take actions that are appropriate to their local circumstances.”*

-- James Anaya, the UN Special Rapporteur for Indigenous Peoples Rights

In response to this and other calls from Indigenous leaders, the Toward Right Relationship with Native Peoples project is working to raise awareness about historical and ongoing injustices committed against Native Peoples and seeking ways to build right relationship with them in accord with the UN Declaration on the Rights of Indigenous Peoples.

Quakers have a long history of seeking right relationship with Native Peoples, but we might ask ourselves the question Lucretia Mott posed to the Abington Peace Meeting in 1869: *“I wonder if, with the profession we Friends have made of care for the Indians, we have been active enough in our labor?”*

Boulder Friends have held a concern for the rights and wellbeing of Indigenous peoples since the mid-1990s when the Native American Concerns Committee formed. Many Boulder Friends have served on this committee, which changed its name to Indigenous Peoples Concerns in recognition of the global issues facing Native peoples everywhere. In 2012 the committee undertook study of the impacts of the Doctrine of Discovery and the United Nations Declaration on the Rights of Indigenous Peoples. They drafted a Minute that would repudiate the Doctrine of Discovery and support implementation of the UN Declaration, with the intention of offering it for consideration by monthly meetings within Inter-Mountain Yearly Meeting. Under a clear and strong leading, IPC committee member Paula Palmer began devoting full time to researching, consulting with Native American educators and other advisors, and working with them to develop an educational workshop that could help meetings understand these issues and prepare to take action on them. She began presenting her workshops in January 2013. Inter-Mountain Yearly Meeting and several monthly meetings, including Boulder Meeting, have since approved minutes repudiating the Doctrine of Discovery and supporting implementation of the UN Declaration on the rights of Indigenous Peoples.

In April 2013, Paula met with a Clearness Committee, and in May the Meeting approved the Clearness Committee’s report, recognizing Paula’s work as a spiritual leading. The Meeting also established a restricted Toward Right Relationship Fund, where people can give tax-deductible donations to support this work. In October 2014, the Boulder Meeting approved a Traveling Minute for Paula Palmer as she travels in ministry with the Toward Right Relationship project. The Meeting also established an Oversight Committee that oversees the TRR fund and Paula’s work as director of the Toward Right Relationship project, and a Spiritual Care Committee that provides spiritual support to Paula as she carries out her ministry. In October 2013, Paula and the Meeting signed a one-year renewable contract for her compensation as director of the Toward Right Relationship project. Since then, the meeting has approved renewal of the contract year by year. Intermountain Yearly Meeting has provided Paula a Letter of Support since 2015.

Two Native American women (Jerilyn DeCoteau, Ojibwe/Cree, and Dr. Doreen Martinez, Mescalero Apache), an Episcopalian lay volunteer (Ann Cairns), and a Denver racial justice activist (Nancy Peters) form a TRR Outreach team, promoting and facilitating workshops in Native communities, faith communities, schools and colleges. A TRR Facilitators Network has been formed of volunteers trained and certified by Paula; nine Native people and more than 60 non-Natives are now presenting Toward Right Relationship workshops through their religious, civic, and educational networks. Three versions of the workshops (one for adults in the general population; one for middle school and high school students; and one for Native groups) have been presented more than 150 times in 21 states.

In 2015, Paula was awarded Pendle Hill’s Cadbury Scholarship and Swarthmore College’s Moore Fellowship to conduct research on the roles Quakers played during the era of the Indian boarding schools. She proposed this research in response to a call from the National Native American Boarding School Healing Coalition, and she is working in close collaboration with Native people who are seeking truth, reconciliation, and healing. In April 2016, she began reporting on her research through slide presentations and articles for publication.

In 2016, the TRR outreach team began showing the documentary film “Two Rivers” as a follow-up to TRR workshop presentations. Discussions following the film screening focus on the question, “How can we work toward right relationship with Native peoples in our community?” TRR is coordinating the “Two Rivers Working Group” in Boulder, which is engaging with the Southern and Northern Arapaho tribes whose homeland includes the Boulder Valley.

In 2017 and 2018, in response to the question, “What can we do and how can we do it in the right way?”, TRR is creating a new website that will offer models and examples of positive steps toward right relationship with Native peoples.

**Toward Right Relationship with Native Peoples Mission:**

* To publicize, promote, and present the “Toward Right Relationship with Native Peoples” workshops as educational tools; create opportunities to present the programs throughout the country; and train religious, civic, and educational groups to conduct the workshops for educational purposes.
* To coordinate with Native Americans and other organizations to create and/or support meaningful processes for social change, healing, and right relationship among all the peoples of this land.

**2018 Work Plan**

**October 1, 2017 – September 30, 2018 (Fifth Year)**

**Objectives**

1. Discern, through prayer, worship, and consultation with my Spiritual Care Committee and other seasoned Friends, how to faithfully serve in the ministry of building right relationship with Native peoples.
2. Raise funds to support this work plan and meet the budget through individual and group donations, grants, honorariums, and social media fundraising strategies.
3. Present the three TRR workshops -- “*Roots of Injustice, Seeds of Change: Toward Right Relationship with America’s Native Peoples*” (for adults in the general U.S. population), “*Re-Discovering America: Understanding Colonization”(*for middle schools, high schools, and religious education programs), and *“Native History; Native Rights: Roots of Injustice, Seeds of Change,”*(for Native American communities, organizations, and tribal colleges) at least 25 times, hosted by faith communities, educational institutions, and Native organizations around the country. Note: These presentations will be given by Paula and by other TRR workshop facilitators who are trained and certified.
4. Train, certify, and coach at least 10 people to present the Toward Right Relationship with Native Peoples workshops on their own as part of the TRR Facilitators’ Network.
5. Build a support and communications system for the TRR Facilitators Network, so that facilitators continue to share and grow in effectiveness together.
6. Report findings of research on the Quaker Indian Boarding Schools through slide presentations, a film of the slide presentation, the TRR webpage, articles, pamphlets and academic papers.
7. Research, develop, and post a new webpage that offers positive models and examples of steps toward right relationship with Native peoples, including processes for acknowledgement, apology, atonement, truth and reconciliation, restorative justice, and community healing. Gather and post information about Native approaches to these processes. Consider designing a workshop where participants would create plans for carrying out such actions and processes.
8. Assist the City of Boulder in implementing its 2016 Indigenous Peoples Day Resolution, which calls for educating the populace about the Native peoples of the Boulder Valley, past and present. Help the City take steps toward truth, reconciliation, and healing between the City and the Arapaho people, whose homeland is the Boulder Valley.
9. Engage with Quaker meetings, organizations, schools, and colleges about Indigenous peoples’ concerns generally, and specifically about the Doctrine of Discovery, the UN Declaration on the Rights of Indigenous Peoples, the impacts of the Indian Boarding Schools, as well as the roles Friends have played in these issues and ways that Friends can contribute to genuine healing processes.
10. Develop partnerships with other faith communities and civic organizations to carry the Toward Right Relationship with Native Peoples ministry nationwide.
11. Develop partnerships with Native American organizations, schools, and colleges to offer the TRR workshops and to promote truth, reconciliation, and healing within Native communities.
12. Continue to develop and maintain the TRR websites ([www.boulderfriendsmeeting.org/ipc-right-relationship](http://www.boulderfriendsmeeting.org/ipc-right-relationship) and [www.boulderfriendsmeeting.org/ipc-boarding-school-research](http://www.boulderfriendsmeeting.org/ipc-boarding-school-research)); and consider ways of enhancing TRR’s presence on Facebook and perhaps other social media.
13. Undertake new project initiatives as guided by the IPC committee, Native American advisors, Quaker organizations, and the Inward Light.
14. Meet monthly with the IPC committee and the Spiritual Care Committee, and quarterly with the Oversight Committee. Submit quarterly program/financial reports and post them on the TRR website. Give verbal reports to Boulder Meeting at the invitation of the clerk.

**Proposed 2018 Budget**

**October 1, 2017 - Sept. 30, 2018 (Fifth Year)**

**Income sources:**

Workshops (honorariums, expense reimbursement, participant donations) 12,000.

Individuals 22,000.

Boulder Friends Meeting, IPC, P&SJ 750.

Grants 29,000.

**Total project income** **$63,750.**

(Note: If any funds are given to the project director personally, she signs them over to the Toward Right Relationship Fund so that the Boulder Meeting can manage all project finances.)

**Project Expenses (for one-year project period)**

Contractor, Director of Toward Right Relationship project $52,500.

Consultants and Services 5,000.

(TRR Outreach Coordinators, Video, Website development, etc.)

Travel (5 plane trips plus ground transportation, lodging, meals, $550x5) 2,750.

Conference fees (FGC, Other) 1,500.

Office equipment, supplies, printing, postage, website domain, etc 2,000.

**Total expenses** **$63,750.**

**Budget Notes:**

**Contractor compensation:** Paula receives no benefits or insurance and pays all federal and state taxes. Compensation is less than 50% of an average salary package for this job description, amounting to a significant financial contribution from her to the project. The 2018 budget increases her compensation by 5 percent over last year.

**Consultants and Services:** These include Oliver Grin for data entry; Native American Outreach directors Jerilyn DeCoteau and Dr. Doreen Martinez; website designer; and others as needs arise.

**Personnel costs** are greatly reduced by the labor of volunteers. Trained and certified TRR workshop facilitators volunteer their time. IPC committee members and dozens of additional Friends facilitate and participate in workshop presentations. The meeting’s treasurer and bookkeeper and members of the Oversight committee contribute their skills in program and financial management. The Spiritual Care committee meets with Paula monthly.

**Travel** includes airfare for 5 trips to present workshops and talks (these costs will be reimbursed by the host organizations; see workshop income above.) Cost of travel is reduced by in-kind donations. Local workshop organizers reimburse some ground transportation, some meals, and all lodging. Gifts of frequent flyer miles and travel vouchers also cut travel costs.

**Conference fees** are for conferences where Paula is presenting workshops or talks

**Total 2018 Budget** is 8% higher than the 2017 project budget. The project has met its budget for the past four years, building confidence in our ability to raise sufficient funds to carry the work forward.

**Project Director’s Projected Time Allocation 2014 2015 2016 2017 2018**

**Administration** 5% 5% 5% 5% 5%

Compose written and verbal financial and program reports

Keep workshop participation and evaluations records

Meet with IPC, Oversight Committee, Spiritual Care Committee

**Fund Raising** 10% 30% 20% 10% 10%

Research and write grant proposals

Solicit individual donations

Develop and carry out crowdsourcing

Develop and carry out social media

Networking

**The Workshops**  75% 55% 30% 35% 25%

Create and circulate publicity and correspondence

Rehearsals, presentations, and follow-up correspondence

Travel

Develop training process for volunteer facilitators

Train, certify, coach new workshop facilitators

New workshop development

**Quaker Indian School Research and Dissemination** 40% 25% 5%

Conduct field research at sites of Quaker Indian schools \*

Conduct bibliographic research as Cadbury Scholar, Pendle Hill\*

Write and submit articles for publication

Develop and deliver powerpoint presentations and lectures

Coordinate with National Native American Boarding School Healing Coalition

**Program Development**  10% 10% 5% 20% 40%

Meet with Native American and other program advisors

Research appropriate apology, restorative justice, T&R processes

Design webpage for models of apology, restorative justice, T&R processes

Explore and develop partnerships

Collaborate with Quaker organizations to advance the TRR ministry

**Boulder-Area Actions Toward Right Relationship with Native Peoples** 5% 15%

Coordinate the “Two Rivers Working Group”

Collaborate with city staff and boards and civic and educational organizations

Develop and implement plans for Arapaho Symposium

Present and participate in Indigenous Peoples Day activities

\*these activities were completed prior to FY2017