



SWEET GRASS CONSULTING, LLC



Merry Christmas and Happy Holidays everyone! We are thankful, as always, for family, friends, and good health. Similar to last year, 2021 has been one of struggle for many, but one of growth and positive change too.

We wanted to give thanks to the Nations, families, and organizations we have worked with and share some of our highlights for 2021!

Andrea, Michael, Alyssa, and Mary

SWEET GRASS CONSULTING 2021 MILESTONES

Sweet Grass's contextual and cultural understanding of the Native CDFI markets is unsurpassed in the field. When we have projects that come up, it is so natural to utilize Sweet Grass because we save time and money not having to over explain our markets. We appreciate the work they do to stay informed about our markets and to continually amplify our voices on the ground!

Lakota Vogel
Four Bands Community Fund



Worked with more than 19 Native Nations in 8 states.

- Continued relationships with 25 partners
- Developed new relationships with 7 partners.

I like your style. It's formal, but also laid back. We get down to business without it being too serious. Loved working with you all, can't wait to do it again!

Skya Ducheneaux
Akiptan, Inc.

CONTRACTS

Completed 25 contracts with 25 partners throughout 8 states.

- Signed our 241st contract!
- Finished our 8th year as an LLC
- Started 61 new engagements



PARTNERS & CLIENTS

Working collaboratively, [we] have persisted to find pathways and workarounds to now efficiently utilize OTIS/Outcome Tracker to collect, manage, analyze and report out on FACC client impact metrics and populate our various private sector, state, and federal compliance reporting requirements.

Gary Mejchar
First American Capital Corporation

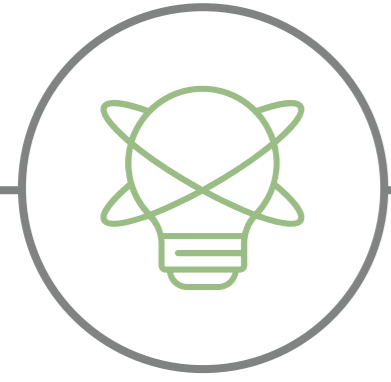
OUR STRATEGIC PLANNING

Provided strategic planning services to five organizations

Our first strategic planning contract ever was awarded in 2021. We are excited to be providing data driven planning services!



IMPACT



FOUR BANDS ANNUAL BUSINESS ASSESSMENT

We work with Four Bands Community Fund to analyze and produce an annual report based on their annual business loan client evaluation. This is the 4th time we have done this report.



TANKA FUND IMPACT MEASUREMENT SYSTEM

Sweet Grass is working with Tanka Fund and local buffalo caretakers to measure activities, outputs, and outcomes associated with Tanka Funds technical assistance with and support of buffalo operations and environments. The results will be used to further guide and direct Tanka Fund's efforts, demonstrate impact and growth to individuals and families, and highlight prairie and cultural restoration from buffalo caretaking.



AKIPTAN SALESFORCE BUILD

We were contracted to build Akiptan's impact measurement system in salesforce and support them in training and reporting.



NALAC THEORY OF CHANGE AND LOGIC MODEL UPDATES

We first worked with the National Association of Latino Arts and Culture in 2019 to develop their theory of change and logic model. We worked with them again in 2021 to update those documents to reflect their current strategies and efforts.



SUPPORTIVE TECHNICAL ASSISTANCE

Sweet Grass has started working with two Oregon business technical assistance networks to provide them with database technical assistance, reporting, and impact measurement recommendations.

RESEARCH



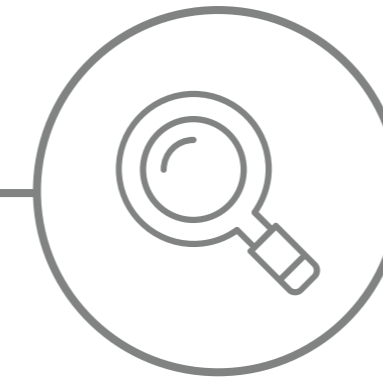
HOUSING MARKET STUDY

Worked with Minnesota Housing Partnership and Mountain T.O.P to conduct Grundy County, Tennessee's first every Housing Strengths and Needs Assessment.



LOCAL FOODS MARKET STUDY

Worked with REDCO's Sicangu Food Sovereignty Initiative, Mission, SD. to determine the socio-economic and cultural feasibility of developing a local food market.



FEASIBILITY STUDY

Worked with the Leech Lake Band of Ojibwe to produce a feasibility study for their proposed housing construction industry workforce development program. This collaborative effort provided informed next steps on construction-focused training programs, developing a panelized housing manufacturing facility, and offering a variety of mortgage and financing options to Band members to buy affordable housing produced by the facility.



Flawless performance and were key to operating the project in a team environment. Always available and on task. Sweet Grass became more co-workers than contractors.

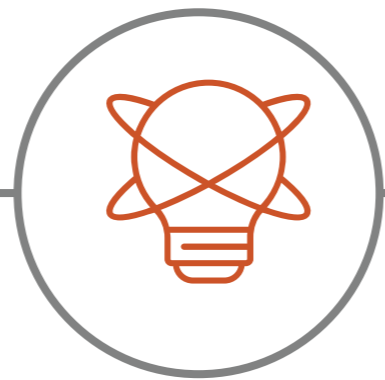
Randy Finn
Leech Lake
Band of Ojibwe

STRATEGY



DISASTER RECOVERY PLAN

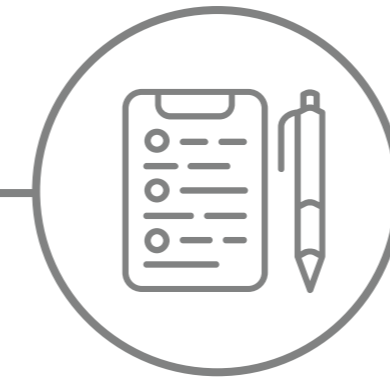
We are working in partnership with NACDC – Financial Services to produce a Disaster and Recovery and Resiliency Economic Development Plan for the Blackfeet Tribe with a specific focus on a response for local businesses. We are conducting research and soliciting community and business feedback to understand the impact of the pandemic on local businesses and then developing a plan with input from the Tribe and community to meet the needs of local businesses.



STRATEGIC PLANNING

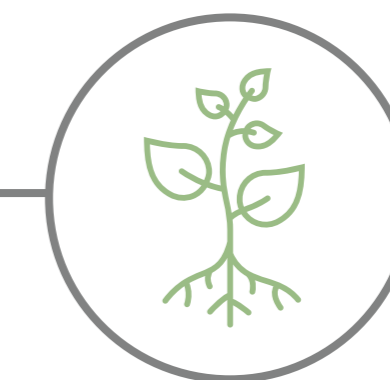
We worked with five organizations in 2021 to help them develop strategic plans to guide their activities, programs, and impact for the future.

Region Five Development Commission
Intertribal Agriculture Council
The Blandin Foundation
Tanka Fund
Akiptan



NRCS TRIBAL SPEAKER SERIES

Sweet Grass facilitated a series of online meetings with Native producers in California to help inform the Natural Resources Conservation Service's policy work on controlled fire burns to include cultural practices and knowledge.



INDIGENOUS STEWARDSHIP PUBLICATION

Sweet Grass received an invite to submit a chapter to a John Hopkins University Press compilation about Indigenous Wildlife Management. Richard T. Sherman, Oglala Lakḥóta hunter, gatherer, ethnobotanist, and wildlife biologist was interested, and the Fall and Winter of 2020 was spent typing up stories from Richard's life and lessons from the Indigenous Stewardship Model. Richard showcased the model in the mid-80's, but it is a conglomeration of Indigenous values, ideas, and actions toward the environment and community. The chapter provides insights on stewardship, an alternative to management.

OTHER FUN STUFF!

WE NOW FORMALLY EVALUATE OUR CONTRACTS WITH A CLIENT SATISFACTION SURVEY!

We continued to invest in socially responsible mutual funds.

ZOOM

781 meetings
2,456.65 total hours
2,748 participants
Avg of 51 hrs per employee per month



ALYSSA AND MARY BOTH RECEIVED PROMOTIONS AND VISITED STEAMBOAT FOR A RELAXATION RETREAT

SALESFORCE CERTIFIED

Administrator

formstack for salesforce certified partner

Mary provided 876.62 hours in Salesforce Administrative Support!

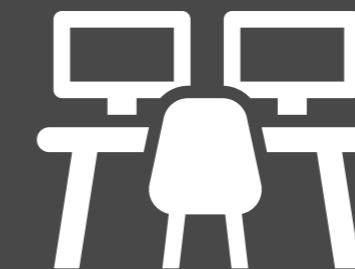
Certified



Corporation

WE ARE NOW B-CORP CERTIFIED

PURCHASED OUR OFFICE BUILDING



ANNUAL LITTLEMOON INDIGENOUS RESEARCHER SCHOLARSHIP

Thanks to generous donors, we were able to provide a \$3,500 scholarship and 240 hours of in-depth data analysis and reporting skills to Seth Allard – a Social Work Ph.D. student at Wayne State University. Seth was a key asset in several of our projects in 2021 and we wish him the best in his research efforts!

Alyssa purchased a home and finished her final year as the Board Chair of Leanna's Closet.

Andrea and Alyssa both added a new puppy to their families.

