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# USET and USET SPF Strategy Session

**Executive Summary** 



### Session Overview

- On March 28, senior leaders from across USET and USET SPF came together to define a shared 2028 vision and articulate a five-year strategy to achieve it.
- We Achieved:
  - Alignment around a shared, bold, 2028 vision for USET and USET SPF.
  - The articulation of a five-year strategic roadmap that will drive the collective execution of our vision, including,
  - Our unique value proposition.
  - Our measurable 2028 vision.
  - Our indigenous values.
  - Our key focus areas.
  - The critical initiatives for each focus area.

## Our Journey



Kitcki Carroll, USET/USET SPF Executive Director, kicked-off the session by sharing our purpose and objectives, as well as our current mission statements and key focus areas.



Participants integrated their individual points of view into a shared view of our past, present, and future business landscape.

Participants individually explored a variety of curated materials to refamiliarize themselves with the current USET and USET SPF strategy and input from the broader organization.

Reading Lounge:



Next, participants turned their attention to designing their personal ideal future states for USET in 2028. Teams then synthesized their perspectives into shared drafts of our vision, value proposition, and key focus areas.

**Perspectives:** 



## Our Journey



Then, participants turned their attention to articulating the values that define our culture by sharing stories of behaviors within USET we would like to keep or change.



### Synthesis:

Participants reflected on the work accomplished and aligned around a refined 2028 strategic roadmap, including: a measurable vision, our value proposition, and four key focus areas

Building on the work previously completed, the large group identified themes from our shared stories and aligned around the values that will define how we will work together to achieve our vision.

Our Indigenous Values:



The session concluded with teams sharing their work followed by a large group discussion to identify the initiatives that will be most critical to complete in order to execute our strategic roadmap.

**Critical Initiatives:** 

#### **USET Mission**

Uphold, protect, and advance Tribal sovereignty and Nation rebuilding through capacity building, organization/government development, technical assistance, advocacy, partnership, and resource development that improves the quality of life and overall wellbeing of Indian people.

#### **USET SPF Strategic Purpose**

The overarching purpose of the USET SPF is to uphold, protect, and advance the inherent sovereign authorities and rights of USET SPF member Tribal Nations through assertive advocacy and diplomacy.

#### **Our Value Prop**

We are a progressive and visionary voice of indigenous justice led by sovereign nations and informed by the earliest foundations of tribal-U.S. relations.

#### **USET 2028 Vision**

We will be the recognized leader and model in the advancement of tribal sovereignty, diplomacy, and nation rebuilding through authentic, innovative, and intentional organizational growth, advocacy and support.

**Our Focus** 

Areas

#### Our Indigenous Values

We value...

- Respect
- Relationships
- A justice orientation
- Intentional Innovation
- Responsibility
- Passion
- TBD

TBD

Support Nation rebuilding that leads to strong Tribal governments, a healthy society, rich cultural practices, an educated populous, abundant natural resources, capital investment, and economic and social sustainability.

#### 2028 Goals

- Provide innovative support services
- Advocate for fulfillment of trust and treaty obligations
- Continue to expand strategic litigation
- Provide advocacy tools, trainings, and resources to help tribal nations uphold, and advance sovereignty.

2028 Goals

educational opportunities

#### 2028 Goals

- Operationalize internal branding
- Increase visibility through intentional outreach and messaging

#### Definition

Increased understanding and awareness of the need for narrative change, the decolonization of methods and processes, and language modernization.

#### **Nation Rebuilding & Advancement**

#### **Leadership Development**

· Provide increased

opportunities

· Establish mentorship

#### **Organizational Development**

Indigenous Truth

#### 2028 Goals

- Diversify our revenue portfolio to more proactively respond to member needs
- Create, assess, and refine governance and guidance documents
- Expand and establish operational infrastructure competencies
- · Recruit and retain talent
- Build networks and partnerships

#### Definition

Develop the most effective and impactful inter-tribal organization throughout Indian Country by securing diverse financial resources, attracting the highest quality talent, establishing organization systems to support program growth and efficiency, and building networks of partners with resources to achieve USET's goals and objectives.

#### Definition

Develop strong, competent, and passionate leaders, especially generational leadership, who represent Tribal Nations' interests as board members, Tribally selected officials, and committee chairpersons, as well as leaders in organizations and communities, to deliver a strong voice and ensures the health, wellbeing, and self-determination of future generations.

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## Next Steps

- Share process and seek input from USET/USET SPF Executive Officers Committee, Tribal Leadership and organization staff.
- Further define "Indigenous Truth" focus area
- Further refine "Nation Rebuilding and Advancement" focus area definition
  - Cross reference previous "Uphold, Protect, and Advance Tribal Nation Sovereignty" focus area definition
- Review and affirm strategic roadmap language (i.e., mission, strategy, etc.)
- Finalize our indigenous values
- Design strategic roadmap rollout program
- Submit to USET/USET SPF Board of Directors for final approval at the USET SPF Annual Board Meeting in October 2023.