



# Organizational Performance and Accomplishments

Reflecting recent organizational growth and activity

March 2024

## Administration

- Funds Transfer Enhanced Protection
- Creation & Maintenance of Cost Pools for Fringe & IT
- Updated & Enhanced Financial Policies
- Movement of Finance to 100% Digital
- USET Scholarship Fund Growth | Current Balance ~ \$425,000
- 20 Consecutive Years of Clean Audits
- Calumet Building Sale Negotiations
- Strategic Indirect Cost Growth & Mgmt
- USET Unrestricted "Rainy Day" Fund Growth
- Negotiated 105(l) Lease
- Intentional & Strategic Budget & Staff Growth
- Quarterly All Staff, Leadership, and Departmental Meetings
- Decolonization of Holidays – USET Recognized
- Implementation of HRIS (Paylocity)
- Various Staff Trainings, Including Extensive Onboarding Process
- New Maternity Leave Policy
- Expanded Health & Wellness Policy
- Bi-Annual Salary Audit | Retention & Competitively Attracting Talent
- Participation in Recruitment Events
- Retirement Plan Conversion (Simple to 403B)
- Strengthening Org Culture | Staff Recognition & Acknowledgement Activities
- Prioritizing Staff Certifications
- Years of Experience with USET | Senior Leadership 183 Years | Staff 235 Years
- USET / USET SPF Language Style Guide
- Overall Organizational Branding
- Various Communications Productions
- Philanthropic Relationship Building & Funding Awards
- Site Visit Responses | Customer Service Assessments
- FY2024-2028 Long Term Strategic Roadmap (2nd ever)
- Growing Compliance Competency | Greater Risk Liability Oversight
- Bylaw Amendments
- Board of Director Meeting Planning & Execution

## Program & Services

- 72 USET Programmatic Alerts
- 65 Offered Trainings/Workshops \*
- Inflation Reduction Act & Tribal Infrastructure Project | Improving Accessibility to Federal Resources for USET Membership Project Pilot
- Behavioral/Mental Health Support
- Regional Epidemiological Award Winning Support
- USET Reclaiming Native Psychological Brilliance ECHO Award Winning Series
- Dental Support Services
- SDPI/Diabetes Award Winning Support
- Expanded Best Practices Conference 2024 Pilot
- Tribal Health Innovations Growth | Unrestricted Revenue
- Member Climate Adaptation Plans Support
- Water & Wastewater Support
- Culturally Significant Plant Restoration Projects
- Community Garden | Food Sovereignty Technical Assistance
- Lead Testing Support in Childcare facilities/Schools/etc.
- 759 CEUs & Certificates to Tribal Workers
- Comprehensive Economic Development Strategy (CEDS) Report | 2024 Update
- USET Region Gross Domestic Product (GDP) Report (pending finalization)
- Tribal Enterprise Directory 2024 Update
- Section 17 Business Formation Resources
- Workforce Taskforce Creation & Research
- Small Business & Entrepreneurship Resources
- Native Vendor Resource Brokering
- Feb 2024 Award | Building Member Grant Write Services
- Regional Economic Development Promotion & Advocacy
- WHTNS National Tribal Leader Travel Support (philanthropic funded)

## Policy – Legislation - Litigation

- 174 SPF Alerts
- 91 Comments, Letters, & Testimony Submitted
- 9 Tribal Org Partnership Alerts
- Addition of In-House General Counsel
- Continued Active Amicus Brief Engagement (both National & Individual Member Case Activity)
- Advocacy & Education Interviews, Press Releases, Op-eds, Presentations (over 25 instances)\*\*
- Regional Org w/National Profile & Influence
- Overall Indian Country TN-US Relations Visioning & Thought Leadership
- Restrictive Settlement Act Advocacy
- Budget | Full & Mandatory Funding Advocacy
- Marshall Plan for Tribal Nations Advocacy
- Nation Rebuilding Advocacy (including Economic & Land Restoration)
- Offshore Wind Development Advocacy
- Constitutionality Advocacy
- Healthcare Advocacy
- Laws of General Applicability Advocacy
- Environmental and Natural Resource Advocacy
- Presidential Candidate Principles & Priorities
- Consultation Principles
- Workgroup/Taskforce/ Committee Overall Management & Staff Technical Support (over 1600 instances)\*\*\*
- New DC Office Expansion

\* Throughout the year, USET offers multiple trainings, webinars, forums, workshops, and meetings for the benefit of our member Tribal Nations and their citizens. These are available to all members, and we highly encourage your participation.

\*\* Misinformation, untruths, inaccuracies, marginalization, and invisibility of Native Americans, in addition to an often-incomplete story of our relationship with the United States, continues to be at the root of our challenges today. In an effort to change this reality by asserting our indigenous truth into the narrative, USET/USET SPF takes advantage of various media and public relations opportunities to speak its truth. USET/USET SPF staff take part in a multitude of opportunities to include our perspective including but not limited to peer reviews, coauthoring scientific papers, books, government agency documents, etc., while also participating in various interviews for publications, podcasts, radio shows, etc.

\*\*\* More than 120 regional and national workgroups/taskforces and various listening sessions/consultations are held throughout the year. In addition to the direct engagement of our members, USET/USET SPF staff take advantage of many opportunities to ensure that the interests and priorities of our region are elevated to the greatest extent possible. A comprehensive and current listing of representatives from our region is available on our [website](#).