



RIGHT RELATIONS
COLLABORATIVE

2025 Reciprocity Report

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Welcome

Greetings to our kin, allies, and accomplices,

Welcome to the third annual Reciprocity Report of the Right Relations Collaborative. We appreciate your continued witnessing of our work to transform relationships between the philanthropic sector and Indigenous people who are transforming the world around them.

Each year, we emphasize key teachings and ideas that have carried us in our work and that we believe will enrich you as well, both personally and professionally. This year, we are not amplifying new ideas; we are asking you to go deeper. Get generational in your thinking, and support that approach with generous, unrestricted, long-term grant commitments. Understand that trust is a two-way street in your relationships. Develop the personal tools to process the big feelings that come up when you undertake decolonizing work. And stay ready to be brave.

Since our last report, we've done deep work to protect the spirit and sovereignty of our vision. We've grown our cohort of Funder Partners and expanded our offerings through new and renewed Auntieships and gifts to the Indigenous organizations making grassroots change in our communities. We've become a fully independent institution, standing on our own feet with the support of our kin beside us. And we've continued to strengthen our vision for the future.

Read on to learn more about how that vision makes room for you to step into your leadership and support us.

Respectfully,

Marilyn Baptiste
K'aayhlt'aa Haanas (Valine Brown)
Nuskmata (Jacinda Mack)

Our People



Nuskmata
(Jacinda Mack)
AUNTIES COUNCIL



Marilyn Baptiste
AUNTIES COUNCIL



K'aayhlt'aa Haanas
(Valine Brown)
AUNTIES COUNCIL



Cúagilákv
(Jess Housty)
CO-LEAD

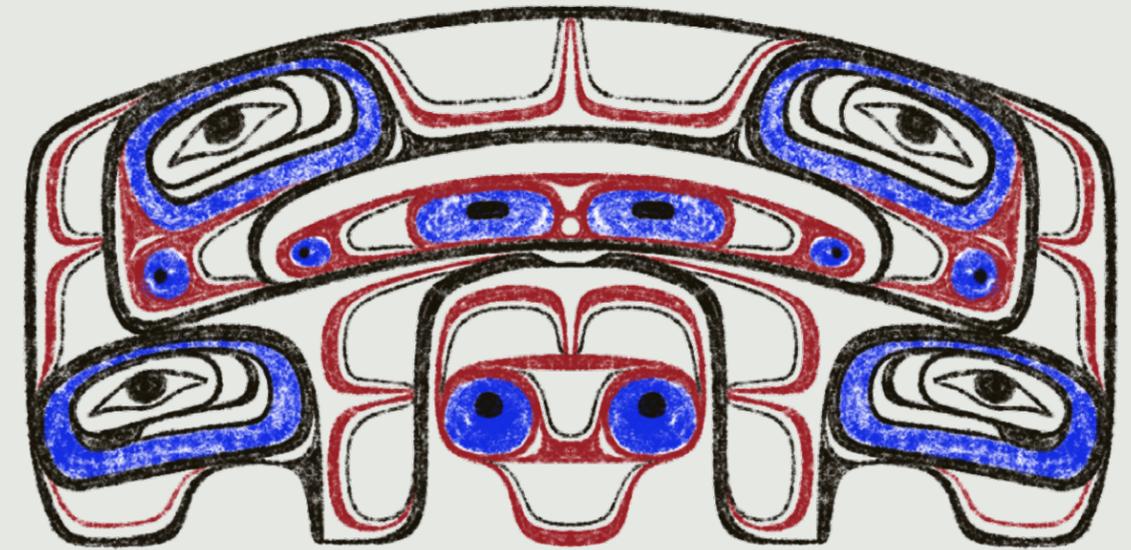


Kim Hardy
CO-LEAD



Lindsay Pugh
FINANCE AND
OPERATIONS LEAD

FUNDER PARTNERS



Indigenous Gift Recipients

The Right Relations Collaborative is grateful to be in relationship with a growing network of Indigenous partners who are doing the big work of creating and nurturing beautiful pathways to connect philanthropy to their homelands in a good way. Learn more about them on their websites, throughout this report, or by finding direct ways to support their work.

Coastal Foodways

is a support hub for community food champions who are building food systems resilience where they live and thrive in the Central Coast of what's known as BC.

Coastal Indigenous Leaders Alliance

is the evolution of SWŪZENITEL and is an Indigenous Food Systems Initiative that centers Indigenous law and culture working with peoples ancestral to the lands colonially known as Southern Vancouver Island.

Dawn Morrison

is a Secwépemc food champion working at every scale from the grassroots to the international. She is the Director of the Working Group on Indigenous Food Sovereignty (WGIFS).

Gitanyow Hereditary Chiefs

are mobilizing to stop the proposed Ksi Lisims LNG project and the Prince Rupert Gas Transmission pipeline.

Haida Gwaii Museum

An important backbone organization for repatriation, art, culture and language, Haida Gwaii Museum is an integral organization for connection in Haida homelands.

Lax'Yip Firekeepers

is doing youth-led work in spaces like language revitalization, animal welfare, community learning, storytelling, and land defense in Gitxsan territory.

Moccasin Footprint Society

supports grassroots solutions and takes action to make a difference in Nuxalk and Secwepemc home communities.

Qqs Projects Society

is a Heiltsuk charitable non-profit serving programs spanning the social, cultural and natural values and customs that have strengthened Heiltsuk people since the time of Creation.

Sech'iziqi Arts and Culture Society

Sech'iziqi, meaning "the ones who come after me," is a women-led society uplifting culture and language through creative media (especially film) in Tsilquotin homelands. The work is guided by elders and aims to strengthen connection to the land, culture, arts, and people.

Standing Together

supports good work in Cariboo/ Tsilhqot'in homelands focusing on reconnection and healing, restoring lands, and protecting waters.

Swilawiid Sustainability Society

is a community-centered and culturally guided organization that cares deeply about the sustainability and well-being of Haida Gwaii, actively working to contribute to healthy communities, lands, air and waters.

Ts'msyen Cultural Society

Supports the development of food security, sovereignty, wellness, culture, Sm'algyax language, environmental projects and initiatives.

Uy Netulh

Focused on giving community a place to heal from the historical impacts of colonialism: the removal of homelands to the reserve system, from the violence of residential schools and the myriad of intergenerational trauma experienced by Indigenous Peoples.

Hltaaxuulang K'inGad K'aadsgiidaay

Also known as Summer Time with Family, is a seasonal opportunity for Haida children and families to be in the Haida language, together, while on the lands and waters. Through songs, stories, games, and exploration, families learn Xaayda Kil for children 0-6 with their parents.

Spotlight on Gatherings

Land-Based Learning Retreats

In July 2024 and 2025, we hosted our second and third annual Land-Based Learning Retreats in the Koeye Watershed. Our Funder Partners joined RRC's Co-Leads and Indigenous leaders for transformative learning rooted in place, story, and relationship.

Breathing deep on the lands and waters, being around a fire together, and holding sacred space in the bighouse with Heiltsuk youth all open up opportunities for us to connect our values to the world around us and to put them into practice in our relationships. Doing this together on the land accelerates our learning – not just through our formal dialogue but also through the authentic moments of connection, stories, experiences, and reflection.

Funder Partners were invited to unlearn and reimagine their roles, inspired by the strength and vision of Indigenous partners leading work grounded in ancestral knowledge with new visions for the future. We get comfortable talking about ways that patriarchy, colonization, and capitalism feed white supremacy culture and foster harms and inequities that we will no longer tolerate. With the courage offered by the land, we talked about our personal and collective responsibility to instigate transformative change.

In this space of transformative change, we continue to build enduring and right relationships that will nourish us – as we take on our sacred work of nourishing others.

Urban Retreat

In a loving and energizing urban gathering in October 2024, the Aunties Council came together in Vancouver to reconnect, celebrate, and deepen the internal work that sustains and strengthens our Collaborative. This time was filled with joy, laughter, and powerful moments of communion – an opportunity to honor each other's wisdom and presence while tending to the foundational work that keeps us rooted and resilient.

Together, we scoped new resources to support our collective vision, shaped the evolving direction of our shared giftmaking practices, and ensured that our governance structures remain strong and aligned with our values. We also took time to connect with some of our Indigenous Partners and to share a meal with some of our Funder Partners, rooting our urban gathering in the same relational joy and power as our digital and land-based gatherings.

And as we marked our transition to independence, this gathering served as a vital pause to reflect, recalibrate, and recommit. Together, we blended shared wisdom and vision into strengthened governance systems and mapping a pathway to the abundant, decolonial future we deeply believe in. This gathering was both a celebration and a strategic leap into what comes next!

We are Truth-Based Philanthropy

We hear a lot about “trust-based philanthropy.” While Right Relations Collaborative is often categorized as such, we feel it’s more accurate to refer to our work as “truth-based philanthropy”. RRC’s model of Indigenous-led philanthropy requires both Funder Partners and Indigenous Partners to share their truths, rooted in reciprocal abundance and care, as the foundation of right relationship.

The more truth and authenticity there is, the stronger the trust. “Trust-based philanthropy” hands over funding to an organization with the understanding that they know best and should be trusted to do it without funder influence. The challenge with this is that it absolves the funder, or money holder, of their responsibility and accountability to the organization, movement or community they are attempting to support. It leaves the organization and community blind to where the funding comes from and how the money holder is addressing harms caused by the source of the philanthropy. When we center truth, there is accountability – and trust will follow.

Engaging in philanthropy without addressing the inequities and harms that have been caused by capitalism and colonization is bypassing the truth. When we hold the truth front and center, we see a magical, powerful, reciprocal trust emerge between Indigenous leaders and Funder Partners. It takes work, vulnerability, and courage to achieve shared truth and, once we do, it becomes very clear what is our respective responsibility and work to do together. Funder Partners begin to see where they can remove barriers, share and collaborate with other funders, and address the harms their investment portfolios might be perpetuating.

How do you know you’re doing truth-based philanthropy?

- ✓ You can easily share your money story
- ✓ Your grant partners understand where the money originates, how it has caused harm, and what you’ve done to repair that harm
- ✓ You understand your work in bringing learning from your philanthropy to your investments so your investments also align with the values behind your giving
- ✓ Your grant partners know when/ if they will be receiving further funding from you/your organization
- ✓ Your grant partners understand who else you are funding
- ✓ You understand your positionality and know how you can leverage it in support of a grant recipient beyond the funding you give
- ✓ You feel invested in the success of your community partner’s work

Trust-based philanthropy is an important step in your evolution. But truth-based philanthropy is a gift rooted in reciprocity and mutual care that will elevate your practice and ground you in shared abundance.

Responsibilities for Funders

Categorize your grant recipients using The Circle’s I4DM Definitional Matrix and reflect on what proportion of your funding goes to Indigenous-led work.

Uplift what’s been made invisible - speak and name the unseen labour, wisdom, and networks that are so often invisibilized by conventional philanthropy. Celebrate interdependence and name your people!

Develop a personal practice that helps you to process your feelings and discomfort so you can show up with resilience and power. Learn more in Jess’ Co-Lead Reflection!

Notice fractures and disconnections within philanthropy and the financial service system. By naming capitalism and the broader extractive system that underpin philanthropy, we set the table for money holders to integrate the values we are waking up to in philanthropy – across the financial service sector as a whole.

They say if you claim to be someone’s ally but aren’t getting hit by the stones thrown at them – you aren’t standing close enough. Say yes to your Indigenous partners when they ask you and teach you to be a good ally!

Use your power, privilege, and audience to amplify Indigenous voices and Indigenous work into new places and spaces – including the work of the Collaborative.

Reflect on last year’s Reciprocity Report and use its questions to practice reflecting on whether you’re gatekeeping or being extractive in your relationships.

Get comfortable talking and thinking about white supremacy culture and how it pervades our sector and our human experience. And commit to uprooting it!



Funder Partners Report Out

Over the last year, we implemented a new accountability structure for Funder Partners: we host monthly meetings where they, supported by their peers and RRC's co-leads, do the initial work of talking through their challenges and evolving practices. And quarterly, they are joined by the Aunties Council for a Funder Accountability Circle where they can report out on the good work they're doing to dismantle white supremacy culture and more fully bring the values of right relationship back to their own institutions.

Here are some of the major milestones reported out by our Funder Partners in the last year, supported by RRC:

- 3 Funder Partners have used The Circle's I4DM matrix to evaluate all their grantees
- Many RRC Funder Partners have made bold shifts in the allocation of their funding to Indigenous-led organizations
- Many RRC Funder Partners have incorporated the Auntiedotes to White Supremacy worksheet into team meetings to hold important conversations about removing barriers
- All RRC Funder Partners have been socializing RRC with new potential Funder Partners
- Several RRC Funder Partners have responded to the need for non-charitable funds by making non-qualified donee grants and examining how to rewrite charitable bylaws to enable these kinds of gifts
- 1 Funder Partner has implemented, as part of their process, a policy that requires Settler NGO applicants to demonstrate right relationship with Indigenous communities where they operate

These commitments are important as each Funder Partner has their own unique barriers to overcome and "work to do." In our Accountability Circle, we have also illuminated many **shared Funder Partner responsibilities we will collectively work on to reduce the burden on Indigenous Partners:**

- Work together towards shared transparency for Indigenous Partners seeking funding
- Collaboratively garner feedback and participation from Indigenous Partners
- Use Funder Partner influence and privilege for the benefit of Indigenous Partners
- Hold each other accountable to the standards of care, trust and responsibility we have created and come to expect of our RRC community

Funder Partner Quotes:

"I'm truly thankful to have been in discussion with and learn from the Aunties and other dedicated funders, to imagine (and directly shape) the future we want to collectively bring into being: one where our contributions aim to address - and redress - the socioeconomic gap between Indigenous and non-Indigenous peoples through building prosperity with and by Indigenous peoples. I appreciate the time, resources, and brave spaces we are given in our funder accountability circles - one where we are encouraged to humbly examine our internalized beliefs and how they show up in our granting practice."

- Naomi Graham, McConnell Foundation

"The Right Relations Collaborative has not only redefined what ethical philanthropic engagement with Indigenous communities looks like but has also challenged us at MakeWay to reimagine some of our own practices—to rethink funding, decision-making, and accountability. The RRC continues to push the sector to move beyond performative allyship and into genuine, long-term commitment to justice and equity."

- Lee Burton, MakeWay

"Spending time with the Aunties has been a wonderful gift, experiencing their grace and grit in creating community capacity. I have learned about courage and persistence, humour in the face of disappointment and connecting across boundaries to build a better future."

- Susan Wright, Wright Family Fund

"The best example of the learnings offered by the Aunties/RRC was the importance of my voice as a tool for funder accountability - funders so rarely share our voice and words in communal spaces. RRC has helped clarify my leadership, role and responsibility to use my voice in effective ways with accountability to Indigenous colleagues and partners. We are learning, and experiencing, how to use our positionality and power as an ally."

-Carolynn Beaty, Sitka Foundation

Spotlight on All One Fund

We were deeply encouraged to strengthen our partnership with the All One Fund when they entrusted the Right Relations Collaborative's Aunties Council with the responsibility of stewarding a one-time gift of \$1 million. This gift will be directed entirely to the work of Indigenous Partners nurturing place-based relationships in their ancestral homelands — a powerful act of trust and recognition.

From All One Fund: *"We are so grateful to be in partnership with RRC and for the guidance of the Auntie's Council. Their leadership has expanded our understanding of what right relationship means in practice. Through this partnership, we've connected funding to Indigenous community organizations we might never have known — or been in relationship with — without their wisdom."*

"We recognize that true change doesn't come just from funding Indigenous partners — it comes from transferring decision-making power. Giving this \$1 million directly

to the Aunties isn't charity; it's a long-overdue correction. They know what is needed. Our role is to listen, follow, and support — without conditions."

"It's been both a relief and an honour to move this money into the hands of Indigenous Aunties who hold deep responsibility for their homelands. Watching them use these funds to strengthen relationships, uplift community, and move with clarity and care has shown us what gifting in right relationship really looks, and feels like. We are learning that the best funder work we can do is to trust, hold the truth without getting stuck by it and ."

This investment not only supports critical work in community — it also strengthens a network of Indigenous leaders who have been quietly organizing and stewarding reciprocal systems of gifting and mutual aid for generations. Their leadership shows us that resource sharing, done in right relationship, builds power in self-determined systems.

"Knowing the Aunties are stewarding this gift allows us to focus on how the rest of our capital — not just our philanthropy — can align with being in right relationship."

All One Fund's contribution is powerful not just because of its size — but because it signals a shift. A shift toward trust, toward repair, and toward futures rooted in Indigenous community based leadership.



Our Transition to Independence

When we started the Right Relations Collaborative in 2020, our vision sprang up organically from experience of our Co-Leads and the Aunties Council and their collective wisdom derived from long relationships with and within the philanthropic sector. In our early days, one of our Funder Partners, MakeWay Foundation, agreed to provide an administrative home to our work. We are grateful for this act of loving service to the Aunties' vision!

After planning a thoughtful transition to independence, we stepped fully into our own strength in late 2024. The Right Relations Collaborative is now established as a BC Society, where we manage our operations and our gifts to non-qualified donees. We are also thrilled to be in relationship with the Vancity Community Foundation to manage a Donor-Advised Fund (DAF) where we manage our gifts to charitable organizations.

We feel grounded and proud as we develop a framework for governance, administration, policies and practices that are grounded in Indigenous wisdom and in the relational approach that characterizes all our work. We are creating an institution where our systems reflect our values, and where our ongoing learning helps us to adapt and evolve into more nuanced collaborators with our Funder Partners, and more supportive kin to our Indigenous Partners.

As our cohort of Funder Partners grows and we deepen our relational giftmaking practices, we invite you to share in our joy that we can do this good work as an autonomous and deeply connected Collaborative!



Co-Lead Reflections: Jess

As we reflect on another season of shared revolutionary learning at Right Relations Collaborative, I'm struck that the barriers to doing this work well are so normalized that we often fail to see how they're disrupting our relationships and collaborations – in every sector.

Those barriers? Ego and dysregulated emotions.

These stumbling blocks harm the people around us as ego centers “me” in relationship power dynamics to the detriment of “us,” and a dysregulated nervous system reduces our resilience and puts the weight of our unprocessed emotions on other people. But it doesn't have to be this way.

We must develop a set of personal practices that support our resilience. We must learn how to identify and process our feelings. We must learn what makes us feel grounded, safe, and able to regulate our nervous systems. Because we must show up as our whole, powerful, and vibrant selves in the big work of transforming our world.

And particularly for Funder Partners, who inherently wield a different power under capitalism and colonialism, it is imperative to understand how ego and emotional

dysregulation might impact your behavior, your work practices, and the way you show up in community with those around you. Failure to make the connections between your emotional behavior and your place within capitalist/colonial power dynamics is an inadvertent admission of white supremacy culture into your practice, and we invite extra vigilance from you to ground yourself in self-knowledge and resilience so you can be the strongest possible partner to the systemically oppressed and generationally visionary Indigenous leaders in your circles.

Ultimately, we are responsible for stewarding and protecting our own bodies, our own emotions, and our own nervous systems so that we can show up with and for others in a spirit of healing and shared power. Nurturing our resilience leads to better trust and communication, increased empathy and accountability, and stronger relationships. It helps us to be in this work for the long haul. And it reduces instances of our dysregulation harming the people around us.

Our hard emotions are valid – I'd even argue that they're sacred and necessary. But so is our ability to process them, transform them into revolutionary love, and use them to feed the big work that's before us!



Co-Lead Reflections: Kim

As we move into our fifth year together — and our first year as an independent, Indigenous-led enterprise — this entity, co-created through intuition, care, and collective courage, is beginning to reveal its full power. We are filled with gratitude for the Indigenous Partners and Funder allies who have walked alongside us with heart, vision, and abundance.

Three themes continue to shape our path: **power, responsibility, and community** — each reimagined through the lens of *relational abundance*.

RRC is shifting how **power** in philanthropy is understood. Rather than something to guard or fear, we see power as something to be shared and reclaimed — through empathy, joy, and generosity. Our Funder Partners embrace new forms of power — showing up with vulnerability and building trust. In our Funder Accountability Circle, we are deepening our collective power literacy. If we want to grow systems rooted in abundance, we must notice where we've accepted powerlessness — and shift it.

Conventional philanthropy often frames **responsibility** solely as fiduciary duty to capital and institutions. Indigenous philanthropy locates responsibility in relationship — grounded in care for land, kin and future generations.

At RRC, responsibility calls us to tend to our power in ways that honour community-defined visions. Our Funder Partners are stepping into this deeper responsibility with humility, curiosity, and care, stepping into ecosystems of repair and regeneration.

Being in **community** is a practice — one that capitalism has made easy to forget. The financial sector has trained us to operate in isolation, to prioritize control over connection. But at RRC, we are relearning what it means to move in rhythm with others. We are practicing interdependence: knowing when to step forward and when to step back, how to honour our boundaries while remaining deeply connected. We are trusting that interdependence is how we thrive.

In this time of uncertainty and transformation all around us, what grounds me is the abundance that flows through this work. Indigenous Aunties have been stewarding the infrastructure for resource-sharing for generations. The role of Settler philanthropy is not to invent — but to align, listen, and organize around what already works.

Community-led, movement-held funds are a return – to what is natural, generative, and whole. When we move money into these spaces, we aren't just funding — we are participating in the circulation of abundance that nourishes our shared success.

Uplifting Our Resources

Engagement Framework 2.0

When we created the Right Relations Collaborative, we knew it would be imperative to cultivate a space where shared values set the table for the feast we'd enjoy together. As our work has evolved, so has our [Engagement Framework](#). Completing this document is the first step in the journey of being in relationship with us; it invites honesty, clarity, and vulnerability from potential Funder Partners and gives our Aunties Council the information they need to understand if someone is aligned with our values and our work.

Please visit our website to find a fillable version of the Engagement Framework. If you are a wealth holder who believes they are values aligned, please reach out today! Please note that for efficient use of the Aunties Council's time, one-time gifts less than \$10,000 may not require a completed and accepted Framework.

Why are you interested in joining the Right Relations Collaborative? What benefits will you derive, and what value can you add?

Summarize your "money story." What is the source of the wealth you distribute? Is that accumulation of wealth rooted in ongoing harm and extraction, or historical harm and extraction? How are you redressing the harm?

How have you demonstrated leadership in identifying and uprooting white supremacy culture in your philanthropy? What support do you need for your continued unlearning and vigilance?

What is the nature of your relationship with the Nation(s) whose homelands are the location of your foundation/company/etc.?

What do the concepts of #LandBack and #CashBack mean to you? How do you activate support for these concepts in your work?

Other Resources

Our Aunties Council and Community Partners have shared feedback on the harms and lack of transparency embedded in many of the requests they receive to share their expertise at gatherings and events. We created two resources to help address this issue. One, written for Settler event planners, is a checklist that functions as a simple guide to [working ethically and generously with Indigenous speakers](#). A second, written for our Indigenous cousins, is a [questionnaire](#) to help obtain the information they need to decide if the opportunity being extended is safe and respectful!

We have also created a document with [Guidance for Finance Staff Preparing T4As](#). Incorrectly completed T4As can have serious tax implications for some Indigenous collaborators, and the pathway to preparing them correctly and respectfully is clear and simple. This is essential reading for all Settler organizations who benefit from the energy and wisdom of Indigenous people to advise them or participate in their work.





Meet the Artist / Sharing Gratitude

Acknowledgements

The Co-Leads and Aunties Council extend our love and appreciation to Sherry Yano and Naomi Graham, who represented Funder Partners at our table and brought a huge amount of vulnerability and leadership to their time with the Collaborative. You carry our love and appreciation with you as you move into new places and spaces that we know will benefit from your care and wisdom!

About the Artist and Art

The exceptional artwork in this Reciprocity Report comes from artist Anuximana (Jade Hanuse) of Nuxalk, Kwakwaka'wakw and Wuikinuxv ancestry. Anuximana created the beautiful bentwood boxes, representing the wealth being shared and distributed.

“ These boxes are used to carry goods and traded all over - they are universal along the coast. Small differences can be found for different villages but they all carry the same values and rules. The skeleton of the design is an abstract embodiment of raven freeing the light. The four salmon head designs signify the rule of four. Mouse Woman is also depicted and was said to travel all over the coast as the messenger of the supernatural beings.”

- Anuximana



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