

2026-2027

# NNAHRA

## Sponsorship Packages

SEPTEMBER 28-30, 2026

HILTON HAWAIIAN VILLAGE WAIKIKI BEACH RESORT



## ABOUT US

The National Native American Human Resources Association (NNAHRA) is a nonprofit organization comprised of a 501(c)(6) Association and a 501(c)(3) Foundation. Our mission is to serve, support, and guide human resources professionals and tribal leaders working throughout Indigenous Country. NNAHRA provides educational events, valuable resources, professional certifications, and a strong network dedicated to preserving tribal sovereignty, strengthening self-sufficiency, and ensuring the right to self-govern.

## OUR HISTORY

NNAHRA began in 1996 as a small, grassroots gathering of four tribes from the Pacific Northwest coming together to share challenges, collaborate, and elevate personnel practices. What started with just four participants has grown into a national organization of more than 2,000 active members representing over 400 tribes. Now in our 30th year, NNAHRA continues to honor its origins while evolving to meet the needs of a rapidly changing HR landscape in Tribal Country.

### Empowering HR Professionals and Tribal Leaders

NNAHRA is deeply committed to supporting those who serve their communities by navigating the unique complexities of human resources and leadership within Indigenous organizations. Our programs, certifications, and workshops are thoughtfully designed to address critical areas such as:

- Benefits and compensation
- Succession planning
- Employee and labor relations
- Mental health awareness
- Workforce development
- Leadership and professional growth

Through a tailored curriculum and culturally grounded training, we empower HR professionals and leaders with the tools, knowledge, and confidence they need to foster healthy, resilient, and future-focused workplaces.

## SIGNATURE CERTIFICATIONS & PROFESSIONAL PATHWAYS

NNAHRA offers a suite of nationally recognized certifications and developmental programs that support HR professionals, managers, and adjudicators across Tribal Country, including:

### • THRP – Tribal Human Resources Professional Certification

A comprehensive certification designed for HR professionals working in Tribal organizations, focused on legal frameworks, sovereignty, and HR best practices specific to Indigenous Country.

### • TMP – Tribal Management Professional Certification

A leadership-focused program designed for supervisors, managers, and emerging leaders. TMP strengthens management skills, develops communication and team-building practices, and expands leadership capacity in Tribal organizations.

- **TAP – Tribal Adjudication Professional Certification**

A specialized certification created for those working within tribal court systems, regulatory roles, or administrative hearing processes. TAP equips professionals with essential knowledge in due process, compliance, investigations, and adjudication frameworks within tribal governance.

Together, THRP, TMP, and TAP form a powerful professional development pathway that elevates HR, leadership, and compliance excellence across all levels of Tribal operations.

- **Annual Conference & National Network**

Each year, NNAHRA hosts its annual conference, bringing together hundreds of HR professionals, tribal leaders, and Native organizations for three days of powerful learning, collaboration, and community. Through workshops, keynote sessions, leadership discussions, and networking events, the conference strengthens connections and drives collective growth across Tribal Country.

### **Building Stronger, More Resilient Communities**

As NNAHRA continues to expand its reach and offerings, we remain honored to serve as a bridge connecting HR professionals, tribal leaders, and Indigenous organizations nationwide. Together, we are shaping the future of human resources and leadership in Tribal Country – elevating knowledge, strengthening communities, and supporting sovereignty with every step.

## **NNAHRA ACTIVITIES AND ACCOMPLISHMENTS**

Annual conference with attendance increasing annually with:

- Over 900+ attendees
- Over 400 tribes represented
- Expected attendance of 600+ in 2026

Development and Educational Summits launched in 2010. Focused topics have included:

- Benefits and Compensation
- Training and Development
- Succession Planning and Mentoring
- Law and Indian Country
- Recruitment and Retention
- Mental Health Awareness
- Women Empowerment
- Legal Series – Employee Relations and New Legislation
- Artificial Intelligence

## **NNAHRA CERTIFICATIONS:**

- Development of the Tribal Human Resources Professional (THRP) Certification in 2010
- Over 3,000 certified through NNAHRA and affiliate
- Assumed the role of first-party administrator of THRP in partnership with Drummond, Woodsum & MacMahon (DWM) on September 21, 2015
- Improved the curriculum of certification training
- Introduction of Advanced THRP (THRP II) Certification

- Tribal Adjudication Certification Program - TAP
- Tribal Management Certification Program - TMP
- Introduction of Tribal Leadership Workshop
- On-demand learning for NNAHRA members
- Partnership with InnoVision Marketing Group on marketing plan and strategy
- Assistance with job announcement benefit to support tribes in their recruiting efforts
- Continued working with an established advisory board to assist in the advisement of grant funding opportunities, new educational and program offerings, sponsorships, and capacity building
- Administration of NNAHRA's California Indian Gaming Wage Survey and the Pacific Northwest Indian Gaming Wage Survey

## NNAHRA GOALS

**Wage Surveys:** Expand wage survey offerings to tribal governments in 2024.

**Membership Services:** Enhance membership services; regional chapter creation; social media enhanced shared resources.

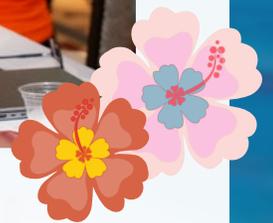
**Relationship Building:** Serve as a bridge connecting other Native American nonprofit organizations to improve human resources/organization development presence in areas of government leadership and operations.

**Networking:** Serve as a bridge connecting those working for Native organizations or tribal governments to become a resource for each other.

**Administration:** Identify and select full-time staff to fully carry out the mission and goals of the volunteer board of professionals.

**Partnership:** Gain support of individual, corporation, and government entities to increase NNAHRA visibility and support of the mission to create and sustain a viable workforce of tribal area community members. Identify grants to fund additional staff and programs to further support our membership.

**Consulting:** Provide best practice consulting by providing assessment, administration, and technical assistance for Tribes and their enterprises.



## WHAT WE DO

### Our Vision

Our vision is to be recognized and valued as the organization of choice to advocate, research, and educate on behalf of Tribal human resources professionals throughout Indigenous Country. We are committed to protecting and honoring tribal sovereignty and jurisdiction through meaningful, strategic, and culturally grounded human resources practices.

### Our Mission

Our mission is to provide timely, trusted information and resources to those serving and leading Tribal governments and enterprises in all areas of people management, employment policy development, leadership development, and capacity building across Indigenous Country.

### Our History

NNAHRA began as a grassroots effort when four tribes came together to share challenges, collaborate, and strengthen their personnel practices. Those early meetings grew into regional conferences, which soon expanded into a national network. Now, in our 30th year and beyond, NNAHRA continues to advance, support, and advocate for Tribal Nations by staying true to our foundational goals:

### Core Commitments

- Serving Tribal HR professionals through education and certification, including our flagship THRP – Tribal Human Resources Professional Certification
- Expanding leadership excellence through the TMP – Tribal Management Professional Certification, designed to strengthen supervisory and management skills across Tribal organizations
- Supporting compliance and due process through the TAP – Tribal Adjudication Professional Certification, ensuring fair, consistent, and culturally aligned adjudication practices
- Maintaining THRP Certification by offering timely, informative quarterly summits focused on emerging issues, regulations, and HR trends
- Monitoring, advocating, and engaging at the federal level on matters impacting Tribal workplace regulations, sovereignty, and HR practices
- Researching, surveying, and informing members of best workplace practices through data, reports, communication channels, and Tribal HR insights
- Applying for and securing grants to build capacity, support education, and strengthen Native-led HR programs across the country
- Providing direct services to Tribes and Tribal organizations, including employment policy development, organizational structuring, and on-site HR and leadership training

## WHO WE ARE

- We are a team of professionals made up of an elected board of directors, an appointed advisory committee, and supporting staff members.
- Our board of directors are each employed by a tribe or tribal organization. Members serve voluntarily and are eligible for re-election after each term.
- Our advisory committee is comprised of professionals serving Indian Country who are appointed by the board to serve two-year terms. Areas of expertise include law, technology, education, philanthropy, and finance. Advisors, in turn, serve the board in their profession to successfully support and operate NNAHRA.
- Our staff consists of dedicated professionals with years of experience in tribal affairs in Indian Country. In many cases, staff members contribute to furthering NNAHRA's mission by being elected and appointed to seats on the board and advisory committee.



SPONSOR BENEFITS:	\$30,000 Premier Leaders Circle	\$20,000 Premier Turquoise	\$15,000 Premier Sapphire	\$10,000 Platinum	\$7,500 Silver	\$5,000 Coral
Registrations	✓ 5 Tickets	✓ 4 Tickets	✓ 3 Tickets	✓ 2 Tickets	✓ 2 Tickets	✓ 2 Tickets
Invitation to pre-conference event with NNAHRA Board of Directors	✓ 5 Tickets	✓ 4 Tickets	✓ 3 Tickets	✓ 2 Tickets	✓ 2 Tickets	✓ 2 Tickets
Conference exhibitor booth 6x10 table with skirted table & 2 chairs	✓ Prime Location	✓ Prime Location	✓ Prime Location	✓	✓	✓
Corporate membership for each sponsor attendee	✓	✓				
Virtual logo displayed at Main Stage before General Session	✓	✓				
Conference private meeting area	✓	✓	✓			
Pre-conference promotion	✓	✓	✓	✓	✓	✓
Conference introduction	✓	✓	✓			
General Session presence to share how you support Indigenous Country	✓					
Video for advertisement at Annual Conference	✓ 20-second video	✓ 15-second video	✓ 10-second video			
Conference attendee list pre-conference	✓	✓				
Conference attendee list post-conference	✓	✓	✓	✓	✓	
Virtual presence via sponsorship listing, to include gamification at conference	✓	✓	✓	✓	✓	
Lead capture tool for conference	✓	✓	✓	✓	✓	
Feature story on the NNAHRA website and email to NNAHRA members	✓	✓				
Podium recognition at the conference banquet and awards ceremony	✓	✓	✓			
NNAHRA membership list	✓	✓				
Featured on NNAHRA press release	✓	✓				
Quarterly email recognition	✓	✓	✓			
Summit conference sponsorship and attendee list	✓	✓	✓			
Complimentary job postings on the NNAHRA website	✓	✓	✓	✓	✓	✓
Recorded webinars	✓	✓	✓	✓	✓	
Organization listing on the NNAHRA website	✓	✓	✓	✓	✓	✓
Organization webinars on the NNAHRA website	✓	✓	✓	✓	✓	
Resources available on the NNAHRA membership page, blogs, podcasts, and organization information	✓	✓	✓	✓	✓	
Branding at the 2026-2027 NNAHRA Summit	✓	✓	✓			
Opportunity to host a 2026-2027 scheduled educational NNAHRA program with up to 100 attendees	✓					
Quarterly email recognition to NNAHRA membership	✓	✓				
Sponsor spotlight on NNAHRA home page	✓					
LIVE webinar for Premier Turquoise	✓	✓				
Social media posts: LinkedIn, X, Facebook, and Instagram	✓ 8 posts a month	✓ 6 posts a month	✓ 5 posts a month	✓ 3 posts a month	✓ 2 posts a month	✓ 1 post a month

A LA CARTE OPTIONS	OVERVIEW	COST
Conference App Sponsor	Your organization will be branded, and you will receive a post-conference list. Includes booth location. Limited to one sponsor per conference. <i>*See Platinum</i>	\$13,500
Opening Registration Reception Sponsor	Extend a warm welcome to attendees by sponsoring the Kickoff Registration. Does not include a booth. Limited to one sponsor per conference.	\$10,000
Conference Tote Sponsor	Your logo or name will appear on one side of the conference tote bag each attendee will receive at registration. Includes booth and table cloth. Limited to one sponsor per conference.	\$6,800
Photobooth/360 Camera at Gala	A sponsored photo booth at the conference and a branded 360° camera experience at the gala offer fun, high-traffic engagement while showcasing your organization in every photo and video shared by attendees. Includes booth. These activations provide memorable experiences and powerful visibility, keeping your brand front-and-center throughout the event. Limited to one per conference.	\$6,500
Charging Station	Charging stations provide attendees with a convenient place to power their devices throughout the conference, increasing engagement and time spent in event spaces. Includes booth. This sponsorship offers high-visibility branding opportunities, placing your company front-and-center as a supporter of attendee comfort and connectivity. Limited to one per conference.	\$6,000
Coffee Break Sponsor	Your logo or name will appear at the buffet table and be announced at the conference. Does not include a booth. Limited to three sponsors per conference.	\$5,000
 Lanyard Sponsor	Your company name or logo alternating with NNAHRA on the lanyards given to every attendee. Does not include a booth. Limited to one sponsor per conference.	\$3,000

## 30TH ANNUAL SPONSORS SCHEDULE

### Sunday, Sept. 27, 2026

Registration and booth setup: 1:00PM to 7:00PM

Welcome reception with Board of Directors: 4:00PM

**Invitation only for sponsors and speakers**

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### Monday, Sept. 28, 2026

**Conference Day 1:** 7:30AM to 5:00PM

Breakfast/lunch will be provided

NNAHRA Reception: 6:00PM

**Please do NOT book events during our NNAHRA event**

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### Tuesday, Sept. 29, 2026

**Conference Day 2:** 7:30AM to 5:00PM

Breakfast/lunch will be provided

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### Wednesday, Sept. 30, 2026

**Conference Day 3:** 7:30AM to 4:00PM

Breakdown is at 3:30 PM.

No exceptions, unless approved by Janet Borland

Breakfast/lunch will be provided

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## SPONSOR GUIDELINES

Are you hosting an event for conference attendees, or would you like to apply to be a speaker at the 30th Annual Conference?

Please email **Janet Borland** - [JBorland@NNAHRA.org](mailto:JBorland@NNAHRA.org)

### WHOVA CONFERENCE APP - 8/28/26

Email will be sent to all attendees. Check SPAM/Junk, and download the WHOVA app. You will be able to collect all your leads digitally.

### Premier Sponsor Lounge

Assigned room will be available for Premier Sponsors only.

### Booth Prizes/Giveaway

You can bring a booth prize and coordinate how winners receive prizes. You may also have a picture of the prize and ship the item to the winner.

## **NNAHRA BINGO**

This will be done through the WHOVA app via the Passport Contest. Additional details will be provided soon.

## **Exhibitor Tables**

- All tables will have black linen tablecloths.
- You will be provided (1) 6' table with black linen, (2) chairs, and (1) wastebasket per exhibitor space.
- Displays at booth should not extend beyond 5' depth, including tables and chairs in hallways.
- Please clear any oversized displays with your point of contact to be sure there is space within your booth footprint for your display. Premium Sponsors will receive larger space.
- Shipping instructions will be sent to Sponsors by end of July 2026.
- Please do not leave valuables at booths overnight.

## **BECOME A SPONSOR**

The National Native American Human Resources Association (NNAHRA) is a nonprofit organization comprised of HR professionals working for or providing professional services to Native American Tribes throughout North America. The association began in 1996 between four tribes meeting to network in the Pacific Northwest. NNAHRA has evolved into a major national organization with regional and national conferences benefiting all those who work with Native American communities and businesses. NNAHRA has achieved national prominence with 1,000+ Tribal Government and Tribal Enterprise members and growth. Please join our Native American Tribal Governments and Enterprises by supporting NNAHRA.

## **WHY PARTNER WITH NNAHRA?**

- A nonprofit organization dedicated only to the education and support of HR/OD professionals across Indigenous Country. A volunteer board coordinates all membership services.
- A membership of nearly 2,000 human resources professionals and tribal leaders from over 400 tribes
- An annual conference with the attendance of over 600+ human resources professionals and leaders.
- An annual two-day summit with a focus on current issues.
- Direct connection to decision makers in Indigenous Country HR Administration, Organizational Development, HRIS, Benefits, and Compensation, and Employee Relations.

To apply for Sponsorship, visit: [NNAHRA.org/Sponsors/Become-A-Sponsor/](https://NNAHRA.org/Sponsors/Become-A-Sponsor/)

## INFORMATIVE IMPORTANT LINKS

About NNAHRA - [NNAHRA](#)

THE NNAHRA BOARD DIRECTORS - [Board of Directors – NNAHRA](#)

THE NNAHRA STAFF - [Staff – NNAHRA](#)

NNAHRA Advisory Committee - [Advisory Committee – NNAHRA](#)



## TESTIMONIALS

“As the National Tribal Strategic Alliance Executive for the University of Phoenix, it is such an honor to collaborate with and support the efforts of the National Native American Human Resources Association (NNAHRA). Being a sponsor for NNAHRA is more than just contributing money or resources that help them provide service to their members; it is about participating in the enrichment of virtually every part of Indigenous Country through their HR teams. NNAHRA is an amazing organization with dedicated individuals who are committed to their mission of supporting HR professionals and tribal leaders. Most of their team is volunteer, but you would never know that by their extraordinary efforts, amazing conferences, and specialized HR training.”

**-Patrick Horning, MBA, MAEd, National Tribal Strategic Alliance Executive/University of Phoenix**

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“The annual NNAHRA conference is one of the best places to catch up with industry leaders and learn more about the latest Tribally focused HR topics. This conference allows us to connect with our clients and industry peers as well as other professionals in attendance. The venues, speakers, and overall atmosphere really lead to an amazing three-day experience. The sessions are well planned, and the content is directly relevant to the challenges we face day to day. I would consider this to be the top Tribal conference to attend!”

**-Jason Jones, Tribal First**

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“NNAHRA has been a fantastic partner for NAVA Benefits. They constantly ask for feedback on how we can better partner with one another. They’ve allowed us to build strong relationships that have helped NAVA in terms of revenue and feedback on our product roadmap.”

**-Marcel Ocampo, Partner & Market Director**

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“Soaring Bird Solutions has been honored to sponsor the NNAHRA annual conference for the last few years. It has given us the opportunity to meet human resource decision-makers that we would not normally be able to reach. The sessions are highly relevant to Indigenous Country and the general vibe from the attendees is that of excitement and engagement. The leadership team at NNAHRA genuinely cares about the issues affecting HR in Indian Country and does an amazing job.”

**-Karla Bylund, CEO, Soaring Bird Solutions**