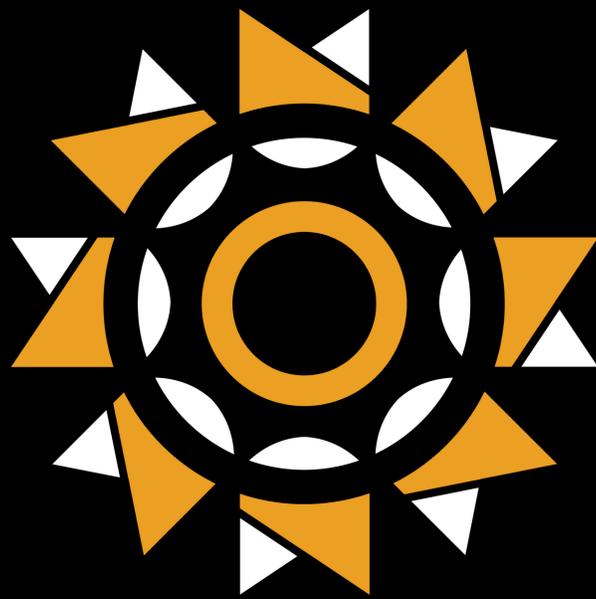


2025
**IMPACT
REPORT**



**TRIBAL ENERGY
ALTERNATIVES**
— A GRID AFFILIATE —

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A MESSAGE FROM OUR EXECUTIVE LEADERSHIP



As we reflect on 2025, we do so with deep gratitude and renewed commitment to the Tribal communities we serve. This year was one of both challenge and transformation for Tribal Energy Alternatives. Amid shifting funding landscapes and the loss of critical Solar for All support, TEA adapted, strengthened its resolve, and continued advancing Tribal energy sovereignty through community-driven clean energy solutions, workforce development, and technical assistance across Indian Country.

Despite these obstacles, 2025 reaffirmed the power of collective action. We worked alongside Tribal Nations, grantees, trainees, partners, and supporters to build local capacity, invest in Tribal talent, and uphold the inherent right of Tribes to determine their own energy futures. From on-the-ground solar installations to convenings that foster collaboration and shared learning, TEA's impact this year reflects resilience, innovation, and an unwavering focus on people and place.

This Impact Report highlights the progress made possible by our partners, donors, and communities. As we look ahead, we remain committed to growing sustainably, advocating for equitable energy policies, and ensuring Tribal Nations have the tools and resources needed to lead in the clean energy transition. Thank you for standing with us and being part of this work.

In solidarity and service,
Tanksi Clairmont & Talia Martin
Co-Executive Directors
Tribal Energy Alternatives

TRIBAL ENERGY ALTERNATIVES BOARD OF DIRECTORS



Board of Directors from L-R: Dan Wiggins, Collette Brown-Rodriguez, Fawn Sharp, John Lewis

Introduction

The Tribal Energy Alternatives (TEA) Board of Directors is a dedicated group of Tribal leaders, energy professionals, and community advocates who guide the organization's mission to advance energy sovereignty and sustainability across Indian Country. Grounded in Tribal values and lived experience, the Board brings diverse expertise and perspectives to ensure TEA remains responsive, accountable, and aligned with the priorities of the Tribal Nations it serves.

Purpose

The purpose of the TEA Board of Directors is to provide strategic leadership, governance, and oversight in support of TEA's mission. The Board works to uphold organizational integrity, strengthen partnerships, support long-term sustainability, and champion policies and programs that expand clean energy access, workforce development, and economic opportunity for Tribal communities. Through thoughtful stewardship, the Board ensures TEA's work advances Tribal self-determination and lasting community impact.

AFFILIATE HISTORY



TRIBAL ENERGY ALTERNATIVES
— A GRID AFFILIATE —



In 2025, the GRID Alternatives National Tribal Program underwent a historic transformation, becoming **Tribal Energy Alternatives (TEA)** and emerging as a fully fledged affiliate of GRID Alternatives. This evolution marked a significant milestone as TEA became GRID's first Native-led affiliate organization, rooted in Tribal sovereignty and guided by Indigenous leadership. With the establishment of its own independent 501(c)(3) nonprofit status, TEA gained the ability to more directly serve Tribal Nations, Native communities, and partners while remaining aligned with GRID's mission and values. This transition strengthened TEA's capacity to lead culturally grounded clean energy, workforce development, and energy sovereignty initiatives—by Native people, for Native communities—while continuing to collaborate closely with GRID Alternatives to expand equitable access to renewable energy across Indian Country.

This past year, TEA awarded \$4.7 million in funding to tribes and tribal individuals through the Tribal Solar Accelerator Fund grant program and Workforce Development & Education programming. TEA supported the deployment of 2.1 megawatts of solar through funding and direct solar installation projects while engaging with tribes across 20 states. These investments not only expanded access to clean, reliable energy but are projected to generate \$7.3 million in lifetime energy savings for Tribal communities. TEA continued building a strong Native workforce by training 142 trainees, ensuring that Tribes are equipped with the skills, capacity, and leadership needed to drive their own energy futures for generations to come.

ORGANIZATION OVERVIEW



Tribal Energy Alternatives (TEA) is a Native-led affiliate of GRID Alternatives, dedicated to advancing energy sovereignty, sustainability, and economic opportunity for Tribal Nations and Indigenous communities. Through community-centered clean energy projects, workforce development, and technical assistance, TEA supports Tribes in building local capacity and exercising self-determination over their energy futures.

In 2025, the organization entered a new chapter with a strategic rebrand that brought together the GRID Alternatives National Tribal Program and the Tribal Solar Accelerator Fund under one unified identity: Tribal Energy Alternatives. This transition established TEA as a more cohesive and visible platform for Tribal energy work within the GRID Alternatives network, grounded in Tribal leadership, cultural values, and deep relationships across Indian Country. The TEA brand reflects a stronger, more aligned approach to serving Tribal communities by integrating programmatic expertise, technical support, workforce development, and partnership-building under a single name. As an affiliate of GRID Alternatives, TEA builds on a strong foundation of impact while charting a forward-looking path focused on resilience, equity, and long-term sustainability.

By honoring Tribal sovereignty and investing in people and place, TEA works to ensure Tribal Nations are leaders in the clean energy transition and beneficiaries of its lasting economic and environmental benefits.

VISION

Our vision is a balanced transition to energy sovereignty for Tribal Nations grounded in traditional values for future generations.

MISSION

Our mission is to support Tribal Nations build community-powered solutions to advance economic and environmental justice through sustainable energy.

TRIBAL SUSTAINABILITY SUMMIT



Building Tribal Energy Sovereignty, Powering one project at a time

The Annual Tribal Sustainability Summit brought together Tribal partners (grantees), tribal leaders, workforce trainees, and industry professionals from across Indian Country to learn, collaborate, and to encourage forward-thinking dialogue. The summit focused on advancing Tribal sustainability, clean energy sovereignty, and workforce development, a real testament to our theme of *“Building Tribal Energy Sovereignty, Powering one project at a time”*.

Participants engaged in meaningful discussions that elevated Tribal voices, highlighted innovative projects, and shared practical strategies for implementing sustainable solutions, and career pathways to reinforce the importance of investing in both people and projects to build long-term Tribal energy resilience.

The Summit also strengthened relationships between Tribes and industry partners, creating space for collaboration grounded in respect for Tribal sovereignty and self-determination. By centering Tribal leadership and lived experience, the gathering affirmed that Tribes are not only participants in the clean energy transition—but leaders shaping its future.



Panelists from San Ildefonso Services LLC & Cheyenne and Arapaho Housing Authority moderated by Simon Wood - TEA Construction Director

Tribal Sustainability Summit Key Takeaways:

- Tribal Energy Alternatives programs (TSAF grantmaking, WFD, tribal construction team) are building an ecosystem of tribal energy partners, experts, and innovators across Indian Country.
- Tribal Energy Alternatives is creating a space to foster collaboration and innovation between tribes, community members, funders, and industry rooted in culture and community.
- Tribal Energy Alternatives work is mobilizing action and driving measurable change and impactful programming because we listen and adapt to the needs of our tribal communities.

GRANT PROGRAMS



**TRIBAL SOLAR
ACCELERATOR FUND**
GRID Alternatives

The Tribal Solar Accelerator Fund (TSAF) is TEA’s grantmaking program designed to support Tribal nations in their efforts to deploy solar energy systems and expand clean energy access across tribal lands. TSAF provides funding to help tribes overcome the financial and logistical barriers to solar energy adoption, allowing them to develop projects that reduce energy costs, increase energy independence, train local tribal members while creating job opportunities.



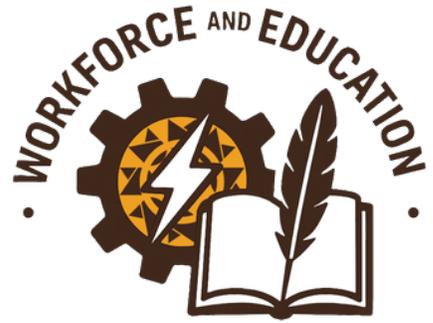
Our annual grantmaking programs are one-year grants that support project funding and capacity building efforts:

- Facility/Residential Grant up to \$200,000
- Gap Funding Grant up to \$250,000
- Capacity Building Grant up to \$200,000
- Energy Planning Grant up to \$50,000

2025 TSAF GRANT IMPACT DATA

Total Grant Funding Disbursed	\$4.2M	Total Facility Installs Supported	7
Total TSAF Grantees	27	Total Residential Installs Supported	27
Total kW supported	1496	Total Trainees Supported	12
Total States Served	14	Total Lifetime Savings Supported	\$4.9M

WORKFORCE DEVELOPMENT



The TEA Education and Workforce Development Team had a fruitful year collaboratively working with internal and external partners to complete a total of seventeen education and workforce programs. Our programs consisted of experiential learning, leadership programming, a Tribal College and University (TCU) convening and on and off-site solar installation training. The team worked with various Tribal nations, tribal colleges and Universities, industry partners, and tribal-led organizations. All programs consisted of a pay as you learn model and were adapted to offer in person and remote learning opportunities. The TEA Education and Workforce Development Team built out their Tribal Technical Training team and a expanded work in our Tribal Energy Associates program with the addition of a Curriculum Developer and a dedicated WFD staff member for California.. Workforce and education development programming continues to be developed and designed to support the ongoing need of building a diverse and skilled workforce in tribal renewable energy.



LEADERSHIP PROGRAM



SOLAR INSTALL TRAININGS



PROGRAM IMPACTS



Total Program Participants	Total Funding Dispersed	Tribal Nations Represented	WFD Programs
130	\$434K	49	17

SOLAR INSTALLATION



TEA technical and construction staff partner with Tribal Nations to develop and install solar photovoltaic (PV) systems on tribal homes and community facilities. These projects can range from single rooftop solar installations to large-scale projects that meet the Tribes energy goals and community needs. In addition to providing a source of clean, local, renewable energy, these projects typically reduce energy bills for households by 75-90%, savings that can be re-invested in the community.

Every TEA installation is an opportunity for the community to learn about solar installation and related energy issues on Tribal lands. TEA staff work directly with Tribal offices to develop and design systems in compliance with Tribal, state, and utility regulations for interconnection, siting, and permitting energy projects. TEA connects local workforce with training opportunities through tribal colleges and TEA's WFD Programs. TEA trainers and installers provide trainees with hands-on solar training and connections to local solar companies; offers workshops, safety and energy efficiency education.

In 2025, Tribal Energy Alternatives (TEA) partnered with Tribal Nations and community organizations to deliver solar projects that strengthen energy sovereignty, reduce household energy burdens, and invest in local workforce development. Annually, TEA installs an average of 500 kW-DC of solar energy in Indian Country. Each project reflects a commitment to community-led clean energy solutions rooted in place, culture, and long-term resilience.

Number of Installations	166	
Total Solar KW Installed	575 KW-DC	
Production	736 MW HRS	
Single-Family Projects	61	
Lifetime Cost Savings	\$2.39 M	

CALIFORNIA RESOURCES



In 2025, The TEA California Resources program served as a critical intermediary between the California GRID Regional Offices, California State Governmental Organizations and Tribal Nations.

The development and execution of broad strategies ensure a consistent delivery of culturally attuned, community-centered support services that support and strengthen existing CA tribal partners in how they pursue their energy goals.

TEA California Resources program engages in sustained, respectful dialogue with Federal recognized Tribes and Tribal organizations to learn energy barriers and priorities along with collaborating with GRID regional offices on a case-by-case basis to implement culturally responsive outreach initiatives, informational presentations, and pathways to funding resources, including grants, technical assistance, and policy advocacy support. The program also supports GRID regional offices with coordination and communication with the Investor-Owned Utilities on interconnection barriers on tribal lands.

2025 Funding wins for TEA + GRID CA Regions

- California Jobs First Initiative- Regional Investment Initiative (RII) Tribal Investment Phase Owens Valley Career Development Center
- Berry Creek Maidu Indians of California - California Jobs First Initiative- Redwood Rise Catalyst Funds



Tribal Policy collaboration comments:

- Draft Guidelines issued by the California Energy Commission (“CEC”) for the Equitable Building Decarbonization (“EBD”) Tribal Direct Install Program
- Docket Number 22-DECARB-03; In the Matter of the Equitable Building Decarbonization Tribal Direct Install Program Draft Guidelines

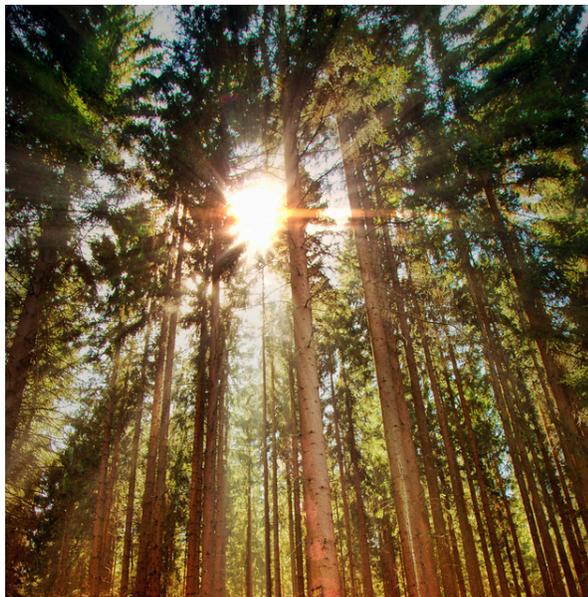
TRIBAL POLICY



TRIBAL POLICY PROGRAM

TRIBAL ENERGY ALTERNATIVES

In 2025, Tribal Energy Alternatives (TEA) advanced Tribal clean energy policy through multi-state advocacy, coalition leadership, and strategic regulatory engagement rooted in Tribal sovereignty and self-determination. Working across eight states, TEA supported ten bills, submitted or drafted eleven regulatory filings, engaged in six coalitions, and produced five policy tools to expand Tribal access to distributed energy resources, state funding, and clean energy incentives while strengthening Tribal participation in utility and regulatory processes. TEA's work elevated Tribal voices in critical venues such as public utilities commissions, protected Tribal authority in clean energy program design, and built lasting policy precedents. Rather than measuring success solely by legislative wins, TEA's impact is reflected in systems changed and capacity built, resulting in increased investment in Tribal clean energy, expanded affordability and access, and stronger recognition of Tribal sovereignty across state and federal policy arenas.



2025 Policy Priorities

- Expand Tribal access to distributed energy solutions
- Establish state level Tribal set asides and funding
- Strengthen Tribal participation in regulatory processes

Coalitions Joined	Regulatory Filings	Bill Supports/ Passed	Projects Engaged Tools Produced	Opinion Pieces	Total States Engaged In
6	11	10	5	2	8

THANK YOU TO OUR FUNDERS

On behalf of Tribal Energy Alternatives, we would like to express our heartfelt appreciation to our foundation, corporate, and individual donors in 2025! Tribal Energy Alternatives is committed to uplifting tribal communities' voices and needs in an equitable and sustainable way and we couldn't have done it without supporters like you. Your belief in our mission and vision enables us to continue reaching out to more tribes each year. Together, we are supporting tribes in moving toward tribal energy sovereignty! Again, we extend our deepest gratitude for your generous support and dedication to our vision and mission at TEA!

Pilamayaye (Thank you)

Tanksi Clairmont (Sisseton-Wahpeton Dakota/Sicangu Lakota)
Co-Executive Director Tribal Energy Alternatives - A GRID Alternatives Affiliate

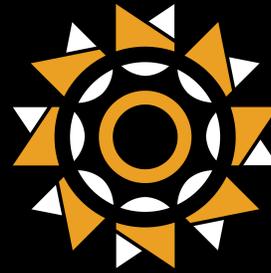
2025 FOUNDATION AND CORPORATE FUNDERS

Waverley Street Foundation
AES Foundation
All Points North Foundation
Google
Invenergy
Invest In Our Future
Meyers Memorial Trust
Patagonia
Vineyard Offshore
Avant Energy
Sally Mead Hands Foundation
USBank Foundation
Portland Clean Energy Fund

2025 TRIBAL IMPACT CIRCLE DONORS \$1000+ ANNUAL GIFTS

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CONTACT US



**TRIBAL ENERGY
ALTERNATIVES**
— A GRID AFFILIATE —

Email
tribal@tribalalternatives.org

Website
www.tribalalternatives.org

