

2024

Annual REPORT

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Tribal-ISAC Annual Report

A Year in Review for 2024 & A Look Ahead to 2025

Tribal Share Board and Tribal-ISAC Steering Committee Review

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Tribal-ISAC 2024 Annual Report Introduction

The Tribal-ISAC is the security information sharing platform and community for tribes and tribal enterprises across the United States. Founded under Tribal Share as a 501c3 non-profit and operated as a volunteer organization since 2021, the significant volunteer accomplishments are representative of the desire of the organization's growing membership to achieve the group's important purpose and mission. Tribal-ISAC Members believe that better preparedness and security is achievable by working closely together in a trusted relationship.

Overall, 2024 was another successful year that saw moderate growth in membership, awareness campaigns, and secured staffing by the Tribal Share and Tribal-ISAC teams and community. From a financial and funding perspective, 2024 was a year of sustained achievement for the Tribal-ISAC with small income boosts from new memberships. Currently, the organization is financially stable and sustainable on its own, but has yet to achieve the growth, reach and access to additional funding sources that can help the organization reach its larger goals.

This year we have added an advocacy component to our work. Our efforts to navigate standardization and reporting requirements have been instrumental in safeguarding sovereignty. Our work alongside over 70 tribes has never been more vital. Our collective voice has been crucial in ensuring that sovereignty is reflected in regulations and standards. We have amplified the reach of tribal voices amongst government and industry through public and private consultations with our members. We have also enhanced the meaningful participation of our members in policy and funding dialogues by connecting them with legal counsel and industry representatives. Our collective action has fostered accountability of related sectors and improved the advocacy posture of tribal entities. As we look ahead, we are confident that as we continue to grow in partnerships and services that we will strengthen the cybersecurity posture of Indian Country together.

At the start of 2024, the Tribal-ISAC Steering Committee listed three primary goals to enhance support of the important mission and purpose of Tribal-ISAC in better preparing and securing all Native American tribes and their enterprises. The goals were interdependent upon each other, and are listed below along with a short summary on the success level in achieving them.

Summary of 2024 Tribal-ISAC Priorities and Goals

1. Continue to increase revenue/funding and grow membership

- a. Increased Revenue: While we reached 96.40% of our total revenue budget in 2024, increasing revenue is a critical goal that remains in place each year and is perhaps the most important goal to allow us to achieve our overall mission. In 2024 we increased total revenue by approximately \$39,000 over 2023. Page 10 highlights financial details. The two main revenue sources that contributed to the increase in 2024 include: membership sales with a \$22,000 increase and the charity golf outing with a \$12,000 increase over 2023. The Tribal-ISAC ended 2024 with approximately \$131,000 cash in the bank. In 2024 a reserve fund in the form of a money market account was established in effort to gain interest higher than a checking account can yield. This fund fluctuates and holds any cash up to \$100,000 that is not required for monthly expenses. Tribal-ISAC will be looking to add new membership services from cash and added revenue in 2025 for the second consecutive year. A dependable Tribal-ISAC contract employee was secured in 2024, which should produce more positive results in obtaining and locating opportunities for new funding.
- b. Membership growth: We continue to grow membership. Page 13 highlights membership details. The active roster of cybersecurity professionals increased from 176 professionals at the end of 2023 to 295 as of 12/31/2024. Membership accounts also increase from 48. At the end of 2023 to 83 as of 12/31/24.

2. Add new membership service(s) using both existing cash on hand and 2024 revenue

- a. Summary: We surpassed revenue expectations in 2024 and have planned ambitious goals for 2025 that will expand membership services now that a support position has been filled more consistently to coordinate volunteers and track initiatives. There is interest in providing talent development opportunities to the membership and producing a Tribal Report. Initiatives will balance leadership and technical offerings based opportunities to engage the members.

3. Produce tangible deliverables from all Tribal-ISAC working groups/committees

- a. Summary: The 4 Working Groups are meeting regularly as of the last quarter of 2024. They have produced infographics to express each group's mission, achievements, cadence, and plans for 2025.
- b. The welcome group i) launched monthly meet & greet meetings, ii) developed an onboarding presentation, provided administrative contact information, and iv) shared dates and the cadence of events.
- c. The repository group has i) obtained premium and nonprofit accounts, ii) drafted a file structure, iii) provided administrative access, and iv) recruited management assistance.
- d. The leading practice group i) restructured the focus of the legal working group to include policies and procedures. ii) added additional subject matter resources to the group, and iii) established a cadence for collaboration.
- e. The standards group i) expressed tribal concerns about standardization to GLI, ii) engaged with CISA about the effects of CIRCIA on tribes, and iii) assumed an advisory role in standardization.
- f. We also had steering committee members attend the MS-ISAC Annual Meeting, TribalNet, IGA, G2E, CISA's Tribal Consultation about CIRCIA, THSAC, and NCI throughout the year on Tribal-ISAC's behalf.

Tribal Share Board

The Tribal-Share board met twice in 2024- Q1 and Q4. General overview of priorities, goals, financials, approved budget and status/progress updates on core initiatives. All materials, logistics and coordination of the meeting were handled by the TribalHub team, led by Tribal Share Board Chair, Mike Day, and Tribal Share Board Treasurer/Secretary, Shannon Bouschor.

There were no changes in board members in 2024 or anticipated changes moving into 2025.

Tribal Share Board as of 12/31/2024

Mike Day

CHAIRPERSON, TRIBAL SHARE
EXECUTIVE OFFICER, TRIBALHUB

Shannon Bouschor

SECRETARY AND TREASURER, TRIBAL SHARE
DIRECTOR OF OPERATIONS, TRIBALHUB

Renita DiStefano

BOARD MEMBER, TRIBAL SHARE
FOUNDER, PRESIDENT & CEO, SECOND DERIVATIVE, LLC

Jon James

BOARD MEMBER, TRIBAL SHARE
DIRECTOR, INFORMATION SECURITY CHEROKEE NATION

Dawn McGrady

BOARD MEMBER, TRIBAL SHARE
DIRECTOR OF FINANCE, LITTLE RIVER CASINO RESORT

Tribal-ISAC Steering Committee

The Tribal-ISAC Steering Committee held 12 official Steering Committee meetings with additional time spent on topical meetings, correspondence via email, in-person, and outside of meetings. TribalHub was the main facilitator and coordinator of all meetings, meeting materials, prep and follow up.

2024 Vote Highlights

In addition to general approval of minutes, financials and meeting materials, there are THREE significant votes to highlight:

1. Reserve fund established
2. Over \$11,000 earmarked to BakerHostetler for CIRCIA response
3. Additional revenue stream established by having Tribal-ISAC as the no cost sponsor of the Cybersecurity Summit and recipient of funds from the associated charity golf outing

Tribal-ISAC Steering Committee as of 12/31/2024

Chairperson

Mike Day

EXECUTIVE OFFICER, TRIBALHUB

Voting Steering Committee Members

Lee Edberg

DIRECTOR OF CYBERSECURITY, MYSTIC LAKE CASINO HOTEL, SHAKOPEE MDEWAKANTON SIOUX
COMMUNITY

Adam Gruscynski

IT DIRECTOR, POTAWATOMI HOTEL & CASINO

Adam Morrison

CIO, MISSISSIPPI BAND OF CHOCTAW INDIANS

Robin Villareal

CIO, GILA RIVER RESORTS & CASINOS

Non-Voting Steering Committee Members

Toni Pepper

CEO, PEPPER CONSULTING LLC

Patrick Tinklenberg

VICE PRESIDENT OF IT, SYCUAN CASINO

2024 Tribal-ISAC Active Working Groups

Welcome Working Group - Repository Working Group - Legal Agreements Working Group - Standards Working Group

Welcome Working Group

Mission: Provide an inviting and valuable onboarding process including i) hosting meet & greet meetings, ii) reviewing value proposition, iii) sharing resources availability information, and iv) explaining engagement opportunities.

- **Volunteer Members - 6**
- **Meetings - Monthly for 1 hour**
- **What's next**
 - Continue meet & greets
 - Establish hosting protocols
 - Update the onboarding presentation
 - Connect with the repository

Repository Working Group

Mission: Provide secure access to shared information including i) selecting a secure and affordable platform, ii) developing and maintaining the file structure, iii) setting and managing access levels, and iv) coordinating document review and release.

- **Volunteer Members - 6**
- **Meetings - Bi-weekly for 1 hour**
- **What's next**
 - Test the platform
 - Provide working group access
 - Establish posting protocols
 - Expand access to members

Leading Practice Working Group (Formerly Legal Agreements Working Group)

Mission: Identify and provide leading practices including requesting leading practices for review, establishing a governance structure for dissemination, and communicating resource availability.

- **Volunteer Members - 9**
- **Meetings - Monthly for 1 hour**
- **What's next**
 - Establish governance structure
 - Ensure collaborative review
 - Deliver leading practices

Standards Working Group

Mission: - Provide insights into resources that assist tribes in achieving greater cybersecurity maturity including assessing resources available to tribes, sharing scaled recommendations, engaging membership to explore resource options.

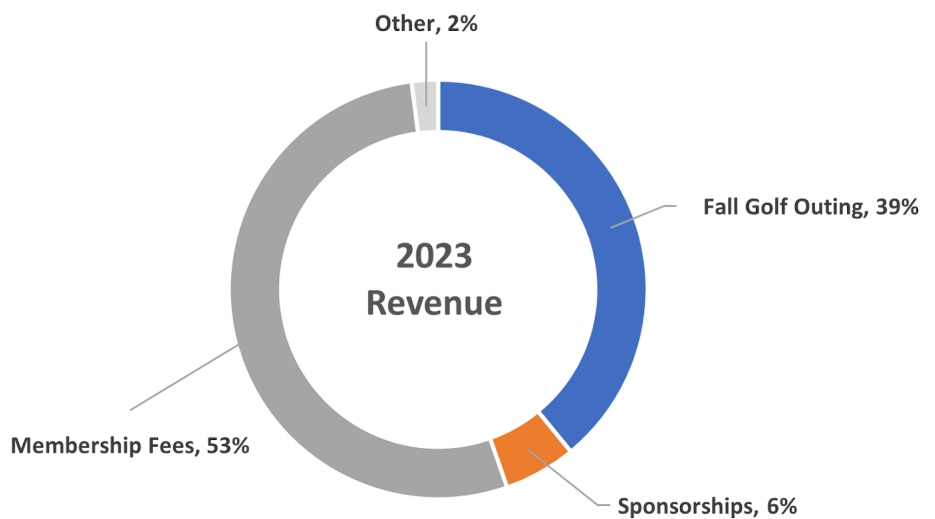
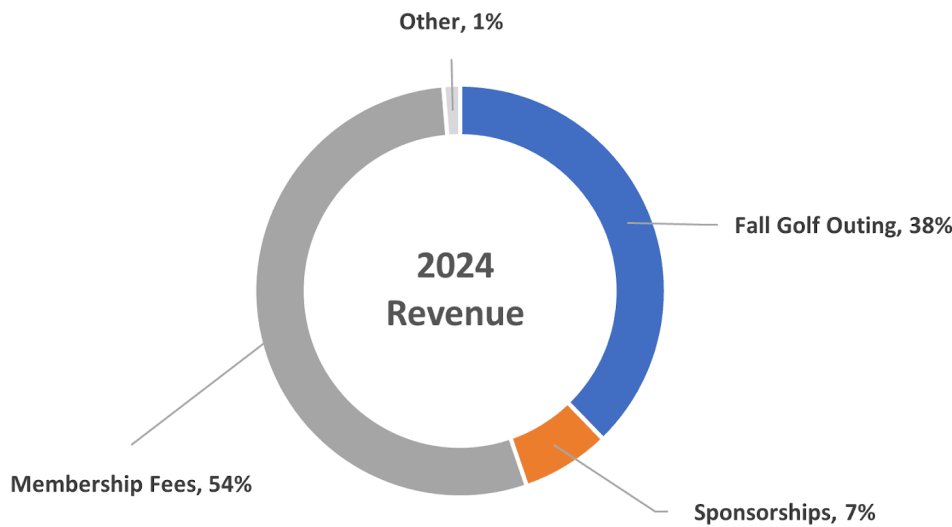
- **Volunteer Members - 7**
- **Meetings - Monthly for 1 hour**
- **What's next**
 - Advise on incident response protocols
 - Develop guidelines for standards
 - Establish a maturity ladder

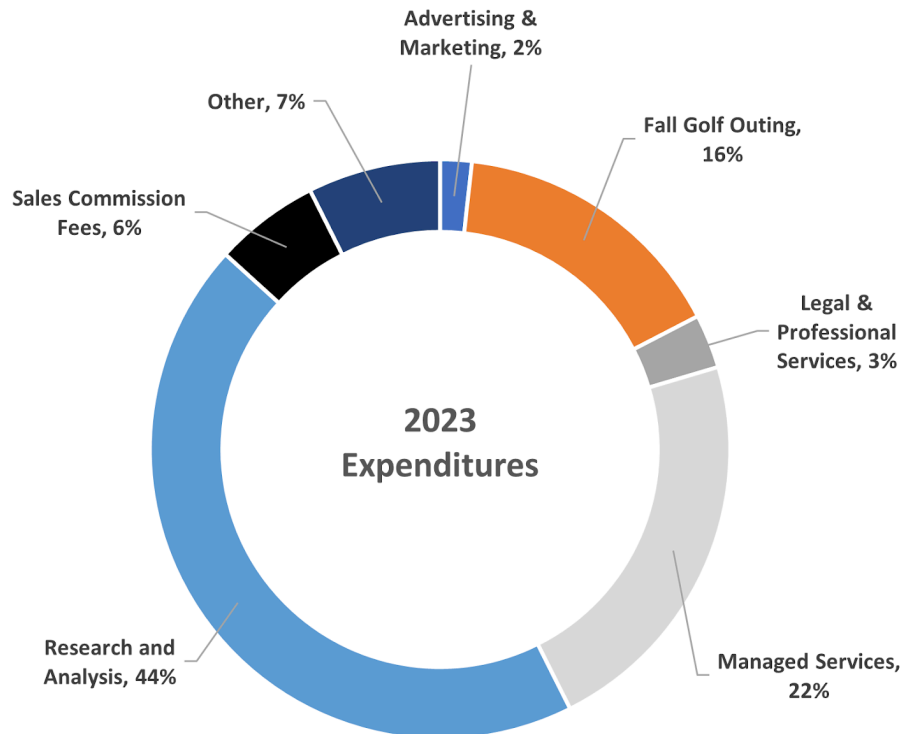
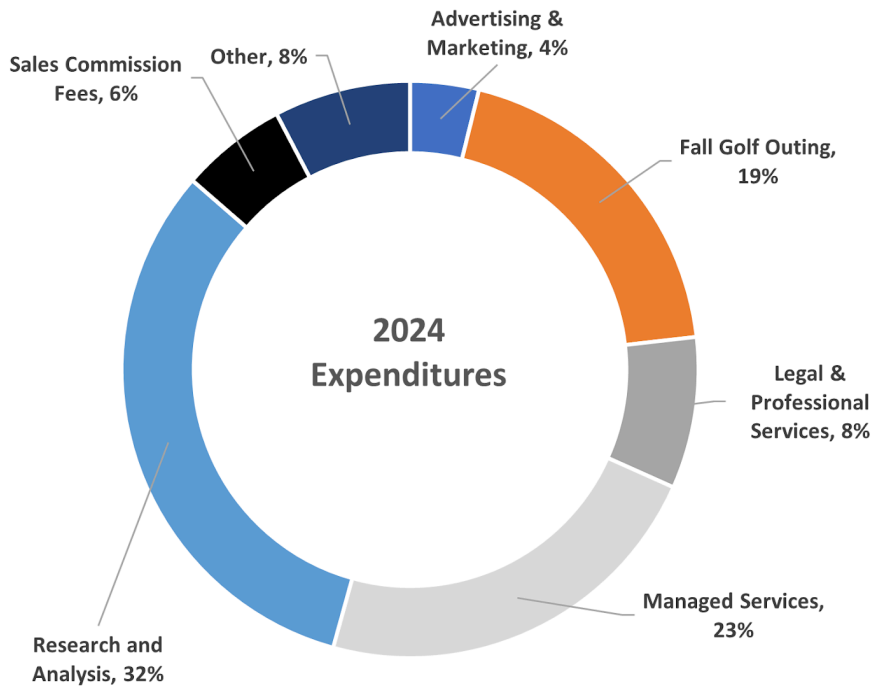


Photos of Steering Committee Members, Membership Representative, and Gate-15 leading the Speed Solutions Session at TribalNet

Tribal Share Financials

As was stated in the Annual Report introduction, 2024 was a year of sustained achievement for the Tribal-ISAC with an income boost from new memberships and the charity golf outing. Currently, the organization is financially stable and sustainable on its own, but has yet to achieve the growth, reach and access to additional funding sources that can help the organization reach its larger goals. Year-end review with the Tribal Share Board and Tribal-ISAC Steering Committee will determine how to expand member services or achieve other Tribal-ISAC goals with revenues that exceed expenses.





	Jan - Dec 2024	Jan - Dec 2023 (PY)	Change	% Change
Revenue				
Donations and Events	97,276.00	75,985.00	21,291.00	2.28
Sponsorship- Standard	16,500.00	11,000.00	5,500.00	50.00%
Tribal ISAC Membership Fees	127,400.00	104,999.94	22,400.06	21.33%
Total Revenue	\$236,176.00	\$196,984.94	\$39,191.06	19.90%
Expenditures				
Operating	32,800.08			
Events	40,536.27	23,377.67	17,158.60	0.70
Resources and Analyst	106,020.00	92,680.00	13,340.00	0.50
Charitable Contributions	1,000.00	500	500	100.00%
Legal Services	11,167.50		11,167.50	
Total Expenditures	\$205,720.24	\$149,502.40	\$56,217.84	37.60%
Other Revenue				
Interest Earned	\$2,872.35		\$2,872.35	
Total Other Revenue	\$2,872.35	\$0.00	\$2,872.35	
Net Income	\$33,328.11	\$47,482.54	-\$14,154.43	-29.81%



Photos of Tribal-ISAC Participation at the 3rd Annual Charity Golf Outing and TribalNet

Tribal-ISAC Membership

By the Numbers

Membership saw a 67.61% roster increase of 119 cybersecurity professionals on the membership roster from 2023 (176 professionals) to December 2024 (295 professionals). The majority of our membership is from the following tribal verticals (in order):

- Gaming
- Gaming & Government (one IT division overseeing both)
- Government
- Health

2024 saw the addition of our first tribal gaming commissioners and law enforcement accounts. There was also an increase in non-gaming accounts.

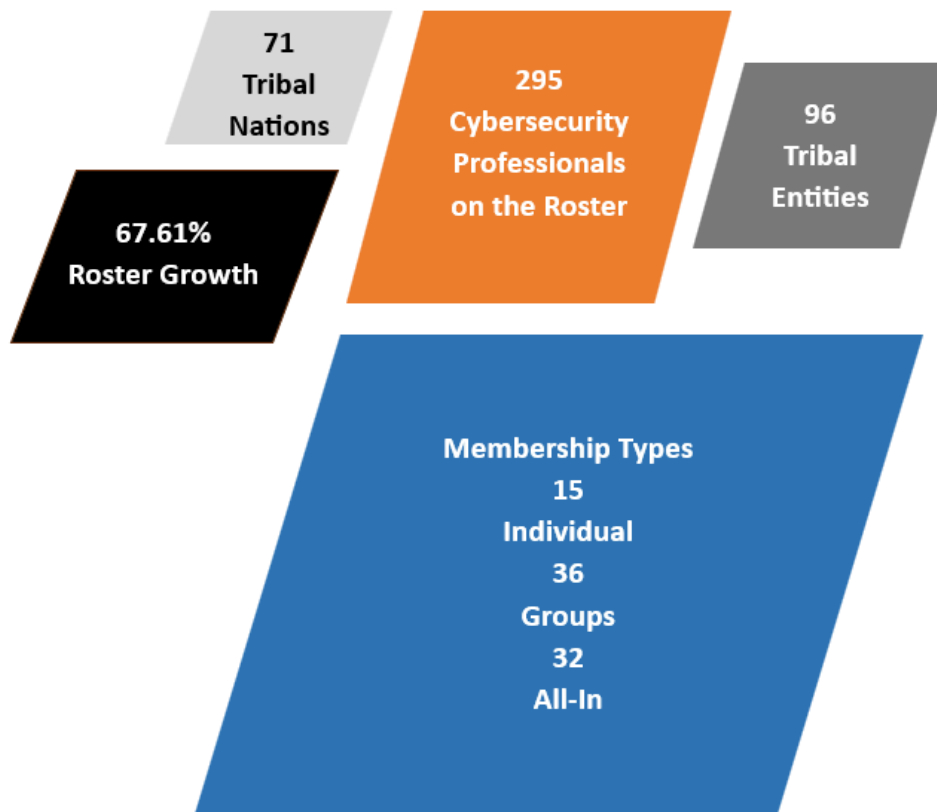
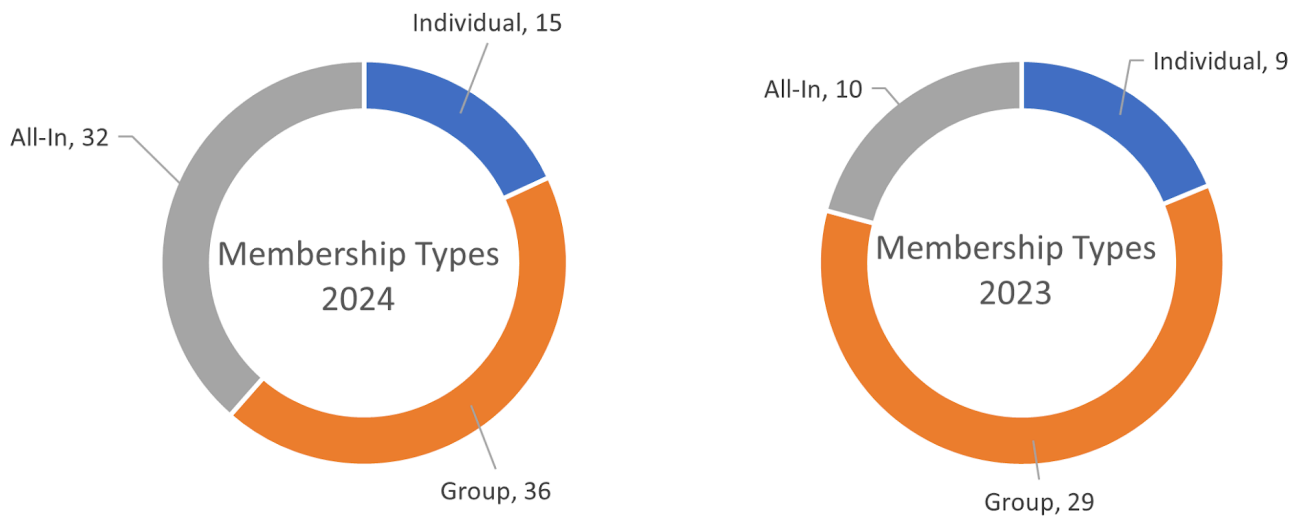


Image generated from 2024 membership roster statistics

There are 15 Individual Memberships, 36 group Membership rosters, and 32 all-in Membership rosters. In some cases there are multiple tribal verticals sharing 1 tribal-wide Membership roster.



Group memberships allow up to 4 members and are the most common requested membership type. The most common upgrade type in 2024 is from an existing Group Membership upgraded to an All-in Membership. In 2024 we are continuing to see a recognizable uptick in existing TribalHub Members looking to upgrade their Membership to include a Tribal-ISAC Membership and started to see new members request Tribal-ISAC membership first. This appears to be a direct result of increased marketing of Tribal-ISAC to existing TribalHub Members, outreach at TribalHub events, and maintained connectivity with industry and federal agencies. Placement of Tribal-ISAC marketing materials and active direct sales of Tribal-ISAC membership at 7 regional events was influential in both exposure and in new membership in 2024.

2024 Membership Sales Overview

Membership experienced moderate growth in 2024 due to concerted and strategic efforts and resources dedicated to multiple channel marketing and sales outreach. The collaborative Tribal-ISAC session at the nationwide 2024 TribalNet Conference and Tradeshow offered cybersecurity minded conference attendees an immersive experience where they could interact with their peers on the issues tribes face in cybersecurity while collaboratively discussing potential solutions as a group with their industry peers. Expected 2024 Membership sales goals set by Tribal-ISAC leadership of \$125,000.00 were met and exceeded by \$2,600.00 for a total of \$127,600.00 including new memberships and renewals. January was the slowest month, at \$6,000. The strongest cash revenue months for membership were April and July at \$16,000 each. The September 2024 TribalNet Conference helped to yield a strong Q4 that exceeded sales goals for the year.

Member Engagement 2024

10% of members are engaged in leadership positions (i.e. Board, Steering Committee, and Working Groups) within the Tribal-ISAC and over 15% are engaged in planning supporting events with our partner TribalHub. Further, the Tribal-ISAC community discussion board had 118 active members engaging with and sharing information in 2024 including 4,700 page views, which is a 55% increase in active members and 172% increase in page views from 2023.

The Tribal-ISAC hosted 11 meetings in 2024. No meeting was held in September to accommodate travel to TribalNet, TribalHub's nationwide technology focused conference and tradeshow. Engagement was visibly increased in 2024 with more members participating and interacting in monthly meetings. Meeting attendance has grown to an average of 81 participants per meeting from 48. Meeting topics included:

Quarter 4

SIEM Tools

Open Source Security Tools

Business Continuity

Quarter 3

GLI Security Standards

PCI DSS 4.0

Quarter 2

The Cyber Incident Reporting for Critical Infrastructure Act

Security Incident Response

Bring Your Own Device

Quarter 1

FBI Cybersecurity Threats

National Council of ISAC's & Tribal Homeland Security Advisory Council Update

Vulnerability Management

Meetings with GLI and BakerHostetler about standards and CIRCIA respectively were timely additions to the meeting agendas that allowed members to learn how their tribe may be affected and how to respond. Roundtable discussions and Steering Committee Member updates allow the

members to share their own experiences, learn from each other, and hear about the Tribal-ISAC's work to advocate on their behalf.

2024 Tribal-ISAC Membership Marketing and Growth Strategies

The value proposition of Tribal-ISAC Membership continued to resonate in 2024 for those who would receive the most impactful and immediate improvements from engaging in a cybersecurity-focused community based on information sharing into their overall cybersecurity structure.

The three most effective new membership value propositions in 2024 were:

1. Members who want the data of the The Daily Dispatch and cyber analyst reports, to attend Tribal-ISAC Member Meetings, and obtain resources from TribalHub.
2. Members who want strictly the cybersecurity shared data and do not desire further engagement with meetings.
3. Members who want to support the cause and passively attend meetings with topics that interest them the most.

Marketing campaigns maintained a public view of a nonprofit Tribal-ISAC that was clearly independent of their industry partner TribalHub, and acting entirely independently as well. Primary forms of outreach included 1:1 outreach, peer to peer, leads driven by Steering Committee, and email campaigns targeted to both IT and Non-IT titles by TribalHub to their database. LinkedIn campaigns are also planned for 2025 to promote membership with followers, as well as secondary and tertiary staff contacts and add targeted messaging for Data Privacy Week. We will start 2025 by delivering a year-end recap campaign of 2024 to all Tribal-ISAC Members to bring greater awareness to the accomplishments and value of the Tribal-ISAC.

Gate-15 Research/Analyst Report

Gate-15 is a contracted research/analyst and resource that provides ongoing support to the continued maturing of the Tribal-ISAC. Curated threat intelligence focused on the primary verticals of tribes (i.e. government, health, gaming & hospitality, and other enterprises) is their mission and primary deliverable. Specifically, Gate 15 provides a senior risk analyst and team to support the Tribal-ISAC by providing:

- Threat Analysis (IT and OT)
- Cyber Threat Intelligence
- Incident Response
- Malware Analysis (IT)
- Daily Highlights (Daily Dispatch delivered to all members each business day)
- Security Awareness/Education
- Ad-hoc Emerging Threat Advisories
- Threat Briefings/Webinars
- Monthly Threat Reports (3 each month)
- NATIVE Report (**N**orth **A**merican **T**ribal **I**ncidents, **V**ulnerabilities & **E**xploits)- qty 12/yr
- CHIEF (Cyber Hygiene Information, Education & Fundamentals)- qty 12/yr
- Security Awareness – PassItOn!- qty 12/yr



Image generated from selected 2024 Gate-15 statistics

Highlights and Activities of Gate-15 for 2024

- Posted daily FSLTT update of documents to the portal
- Distributed The Tribal-ISAC Dispatch Highlights via email and portal (daily)
- Posted other relevant information to the portal as appropriate (including closely following the CrowdStrike incident)
- Provided suggested content for Tribal-ISAC LinkedIn posts
- Participated in the monthly Tribal-ISAC membership meetings and Steering Committee meetings upon request
- Hosted tabletop exercise at the 25th Annual TribalNet Conference for the Cybersecurity Track
- Posted eCrime Ransomware data leak report for Tribal-ISAC members
- Authored two articles on cybersecurity to be included in TribalHub's magazine- distributed to all Tribal-ISAC members
- Addressed any reported incidents from tribes
- Delivered a Ransomware Resilience webinar in January
- Provided facilitation for the opening of the session of the Tribal Cybersecurity Summit
- Facilitated a session on workshop planning during TribalNet for 30-40 Tribal-ISAC Members
- Forwarded Tribal-ISAC reports to NCI as needed
- Featured Michelle Bouschor and two Tribal-ISAC Members on the Gate 15 podcast during TribalNet
- Supported a Tribal-ISAC Member event during TribalNet

Detailed Q1, Q2, Q3, Q4 reports are available for Tribal Share and Tribal-ISAC Steering Committee Members. Although no increase in cost for Gate-15 services occurred in 2024, it is still one of our most expensive services with over \$66,000 dedicated annually.

Federal/State Recognition and Participation

- **The Cybersecurity and Infrastructure Security Agency (CISA) and The Cyber Incident Reporting for Critical Infrastructure Act (CIRCIA)**
- **National Council of ISAC's (NCI)**
- **Tribal Homeland Security Advisory Council (THSAC)**

TESTIMONIALS

"I am grateful to Tribal-ISAC for expending resources and ensuring Tribal voices are heard on this issue [CIRCIA]. The impact to Tribal organizations and communities could be sizable so thank you for fighting the good fight."

- Paula Starr, CIO, Cherokee Nation

"The Tribal-ISAC is more than just a resource. It is a community. A community of Tribal technology and security leaders striving to make each of us safer, more secure, and better informed about threats that can impact our Tribes, businesses, and communities. I am a member of the Tribal-ISAC and actively participate in this organization because I know that when we all work together, we can accomplish much more than each of us can alone."

- Patrick Tinklenberg, VP of IT, Sycuan Casino

Cybersecurity and Infrastructure Security Agency (CISA)

CISA proposed the Cyber Incident Reporting for Critical Infrastructure Act (CIRCIA) on April 4, 2024. If enacted, this could require reporting all cyber incidents affecting tribes to the Federal Government. Tribal-ISAC responded in writing on July 3, 2024, emphasizing that this rule could negatively impact tribal governments and income-generating enterprises through referral for debarment or suspension from Federal programs in the event of non-compliance. We urged CISA to consult with all tribes and consider exemptions for sovereign nations to minimize these impacts.

As of October 14, 2024, tribal consultations with the Federal Government were made available. Kimi Gordy from BakerHostetler attended the November Membership Meeting to answer questions about the consultations. Steering Committee Member Lee Edberg spoke on behalf of the Tribal-ISAC to reiterate our members' concerns during one of the two consultation calls. Tribal-ISAC engaged BakerHostetler for legal advice and guidance to draft a CIRCIA response on behalf of Tribal-ISAC members. The response was submitted in writing on December 16, 2024 to reiterate our points. We emailed both of our response letters, the initial set of publicly available responses sent to CISA by tribes, the call for consultations, and a template response to the call for consultation directly to our members.

TESTIMONIALS

“Our work is not done, and there are many more opportunities ahead of us, but I can share that the Tribal-ISAC is known and well respected amongst the federal agencies and other ISAC’s. Our voice matters and our collaboration is appreciated, which was expressed to me by Mr. Rodney Lockett, former CISA Director, newly acquired DHS Director.”

– Lee Edberg, Director of Cybersecurity, Mystic Lake Casino Hotel, Shakopee Mdewakanton Sioux Community

National Council of ISAC’s (NCI)

This is our second year of membership in the NCI, a coordinating body designed to maximize information flow across and among key private and non-federal critical infrastructures and with the federal government. We now have consistent staff representation at NCI meetings and attended our first in person meeting and distributed an informational document to NCI partners explaining the value-added and complementary nature of Tribal-ISAC.

Tribal Homeland Security Council (THSAC)

Lee Edberg, Tribal-ISAC Steering Committee Member, and Renita DiStefano, Tribal Share Board Member, represented the Tribal-ISAC on this Advisory Council. The council has been assigned three topics:

- Cybersecurity
- Grant funding
- Missing people

The council met in Washington, DC on December 10th 2024. The Council recommended that federal agencies work together, become more integrated, clarify communication channels, provide education, and respect sovereignty. Tribal-ISAC was recommended as a conduit for engaging tribes regarding cybersecurity including associated grants.

Reflecting on his THSAC service, Lee stated “Our work is not done, and there are many more opportunities ahead of us, but I can share that the Tribal-ISAC is known and well respected amongst the federal agencies and other ISAC’s. Our voice matters and our collaboration is appreciated, which was expressed to me by Mr. Rodney Lockett, former CISA Director, newly acquired DHS Director.” In 2025, the new, incoming U.S. President and administration may continue with this Council or could move in a different direction.

Sponsorships

A sponsorship packet update was approved in January 2024 with Visionary, Giving, Golf, and general donation levels. We also produced a sponsorship card for distribution at 2024 TribalHub events. Further, Tribal-ISAC sponsorship opportunities were discussed at the 2024 TribalNet nationwide conference and tradeshow vendors meeting. There remains opportunity for growth in sponsorships and potential to drive this revenue stream in the future to include Giving Sponsors and increase general donations. LinkedIn and email campaigns are planned for 2025 to promote Visionary and Giving Sponsorships with followers, secondary and tertiary staff contacts, past sponsors, and TribalHub event vendors. The total sponsorships in 2024 were lower than anticipated or projected with the exception of the Golf Outing.

2024 Visionary Sponsors

SentinelOne

Synergy Information Solutions

Donations

Carahsoft

Third Annual Charity Golf Outing

The Annual Tribal Share Golf Outing is one of the primary funding sources for Tribal Share. TribalHub is the contracted company to host, coordinate, manage and operate the golf outing in conjunction with their annual nationwide TribalNet conference and tradeshow.

The 3rd Annual Tribal Share Golf Outing was held at the Arroyo Golf Club in Las Vegas, NV the Sunday before the TribalNet Conference. All participants and funds support the efforts of the Tribal-ISAC.

In 2024 there was an increase in participation from both players and sponsors. An anticipated increase in expenses was experienced due to location while revenue remained similar to the previous year (-3.9% change in net revenue).

By the Numbers:

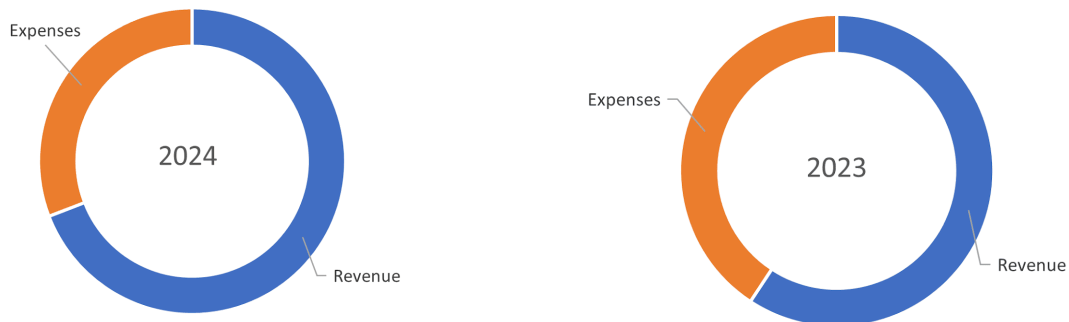
96 golfers, growth of 19% over 2023

25 sponsors, consistent with 2023

Financial Comparison Year to Year:

2024: \$89,176 revenue - \$39,786 expenses= Net \$49,389

2023: \$74,775 revenue - \$23,377 expenses= Net \$51,397



The golf outing is not only one of the largest revenue streams for Tribal Share, it brings awareness to the Tribal-ISAC efforts and mission. The event was promoted using direct emails to those registered for the TribalNet Conference & Tradeshow, using social media posts, with direct links on the Tribal-ISAC website, and on the TribalNet Conference website.

Golf Sponsors

Title Sponsor: Synergy

Welcome Bag Sponsor: Red River / ZScaler

Welcome Party Sponsor: SHI International Corp. & Samsung

Survival Kit Sponsor: Gila River Resorts and Casinos

Drink Sponsor: EVERI

Lunch Sponsor: OneNeck

Prize Sponsor: Konica Minolta Business Solutions

Specialty Hole Sponsors

Hole in One: ITsavvy | Poker Run: BigGreen IT | Corn Hole Todd: CDW | Roll the Dice: Arctic IT

Hole Sponsors:

WWT | Second Derivative | Rego Consulting | IBM | Immedia | Pentera | Forward Progress | Wipfli | Bulletproof, a GLI | Company | ISSE | Crestron Electronics, Inc. | Cellebrite

With the increased revenue and net profit of the golf outing, the Tribal-ISAC Steering Committee approved a donation of \$1,000 to American Indian Science and Engineering Society (AISES). This

donation underscores Tribal Share's dedication to promoting education, diversity, and inclusivity in the fields of science, technology, engineering, and mathematics (STEM) for Indigenous Youth. Since the first Tribal Share golf tournament in 2022, the event has grown, giving Tribal-ISAC financial support needed to double our donation and continue to raise awareness of the organization's mission and goals through a press release.



Photo of 3rd Annual Golf Outing Participants in at Arroyo Golf Club Las Vegas, Nevada

Plans for the 4th Annual Tribal Share Golf Outing are in the works for the Reno / Tahoe area on September 14, 2025 - the Sunday before the 26th Annual TribalNet Conference. Plans for a second charity golf tournament, the 1st Annual Par-Tee Fore Cybersecurity Golf Outing, are in the works for Miami, FL on February 25, 2025 at the Miccosukee Golf & Country Club - the Tuesday before TribalHub's 5th Cybersecurity Summit. We look forward to increasing participation not only with players but also sponsors, and are planning for another donation to AISES during TribalNet 2025 as well.

Industry Participation/Networking and Events

TribalHub Cybersecurity Summit – TribalNet Annual Conference – MS-ISAC event

2024 marks a year where Tribal-ISAC continues to gain traction as a trusted and familiar name among Indian Country. Attending consultation calls, webinars, and other events, there is a noticeable uptick in seeing and hearing others speaking about Tribal-ISAC rather than just our own group or our partner TribalHub doing so. This is a big accomplishment. Having representation at industry events is part of the strategy to continue that trend. In 2024, Tribal Share Board members, Tribal-ISAC Steering Committee members and general membership attended several events throughout the year like Indian Gaming Association (IGA), G2E, and others while informally promoting Tribal-ISAC. Plans to host a workshop in conjunction with an industry event are in the works for 2025. Details of three notable 2024 events with purpose and intention are included below.

TribalHub Cybersecurity Summit

Participation as a sponsor for the 2024 TribalHub Cybersecurity Summit gave the Tribal-ISAC a good amount of promotion along with the opportunity to host a booth at the virtual event. Tribal-ISAC leadership also hosted a panel session titled *Get Better Connected to Your Tribal Resources*. External marketing from TribalHub for this event was executed. In addition, Tribal-ISAC used LinkedIn to promote the sponsorship, sent emails to encourage attendance to current ISAC members and used the attendee list as a sales lead tool. The virtual booth also included information about the Tribal-ISAC including the most updated information packet, member benefits list, justification letter and more.

TribalNet Annual Conference

At the 25th Annual TribalNet Conference & Tradeshow, TribalHub gave the Tribal-ISAC a no cost sponsorship wherein Tribal-ISAC was promoted as the sponsor of the Cybersecurity Track. Tribal-ISAC hosted an informational exhibit across from Tribal-Hub in 2024 to share membership and sponsorship opportunities with vendors and attendees. This included pre-promotion in event emails and signage during the TribalNet event as well as a VIP area for members during the first two days of TribalNet. In addition, Tribal-ISAC hosted a “Speed Solution Session”. This session was led by the Tribal-ISAC Steering Committee members. The immersive session gave attendees an experience of what it’s like to be a Tribal-ISAC member. This session was open to those employed by tribal governments, gaming enterprises or health facilities. Over 70 participants attended, and over 20 participants became prospective members. During the Speed Solution Session, outreach

cards were distributed to those who may want to learn more about Tribal-ISAC membership. These leads were collected and followed up on post conference. Similar sessions occurred at the two TribalHub regional events following TribalNet and are planned for all TribalHub's regionals and the Cybersecurity Summit in 2025.

MS-ISAC Annual Conference

During the 2024 MS-ISAC Annual Conference in Orlando, Tribal-ISAC coordinated the travel for Tribal Share Chair, Mike Day, to attend the event and show our collaboration with the organization. In addition, we organized dinner for any tribe who was in attendance with approximately 10 attendees. Posts were made to the Tribal-ISAC LinkedIn page during the event.



Photo of Tribal-ISAC at the MS-ISAC Annual Meeting in Orlando, Florida

Administrative Services

Tribal-ISAC relies on volunteer services as well as paid services from Gate-15 and both paid and complimentary services from TribalHub. The Gate-15 section of this report highlights their services, however is certainly not an all-inclusive list of the value they provide and work that is done and not necessarily documented. This would hold true also for TribalHub, the main coordinator for all the administrative work for Tribal-ISAC.

TribalHub services include but are not limited to

- Steering Committee Meetings- including invites, agenda, minutes, hosting and follow up
- Member Meetings- including invites, agenda, identifying and coordinating with speakers and on topics, hosting and follow up
- Assist in facilitating working groups and Microsoft TEAMS platform
- Financials- Payables, Receivables, Monthly Reporting, Cash Flow Management, Budgets
- 501C-3 entity requirements- Year-End Statements/Letters, Taxes, Insurance, SAM registration, any filings or required reporting
- Coordination of representation at industry events
- Golf Outing Coordination
- Marketing & Engagement
- Management of Website, Community Platform, Social Media, all design and presentations
- Processing Sponsorships & Donations
- Producing Annual Report- gathering information required to present to the Tribal Share Board and Tribal-ISAC Steering Committee

2025 – Projections & Priorities

The Tribal-ISAC is proud of its accomplishments since its formation in 2021, but the Steering Committee and entire membership remain united and focused on growth and expanding the capabilities and reach of the Tribal-ISAC community in 2025.

In January of 2025 the Tribal Share Board and Tribal-ISAC Steering Committee will be presented with the budget on page 30 for approval.

A goal of Tribal-ISAC as a 501c-3 is not to hold cash in excess of the reserve fund, looking instead at ways to grow services to members. **Goals for 2025 include:**

1. Produce the first annual nationwide tribal cybersecurity report
2. Provide new talent development opportunities (e.g. scholarships / mentorships)
3. Provide tribes direct assistance with Cybersecurity grant writing and management
4. Continue to increase revenue/funding and grow membership
5. Establish Working Group operational improvements to increase productivity and deliverables



Photo of the Tribal-ISAC Steering Committee presenting the donation to AISES at TribalNet

Contact info@tribalisac.org for additional information.