

The mission of Native Americans for Community Action Inc. is to provide preventive wellness strategies and empower and advocate for Native peoples and others in need, in order to create a healthy community based on Harmony, Respect, and Indigenous Values.

# Native Americans for Community Action, Inc.

## Annual Report 2023



# NACA

NATIVE AMERICANS  
FOR COMMUNITY ACTION

Going on 53 years strong, Native Americans for Community Action, Inc. (NACA) has provided services to the Native American and non-Native peoples of Flagstaff, Coconino County, and the surrounding area.

NACA continued to improve and expand our health and wellness programs with the assistance of various grants, donations, sponsors, and Indian Health Services. Our program aims to incorporate Indigenous values, hence, using a cultural approach to build strength and persistence as a foundation for our prevention programs.

I remain proud of our company's perseverance and of what our employees have achieved, collectively and individually. We have never stopped focusing on the whole individual and providing sensitive and compassionate care to our patients and our community. I often remind our employees that the work we do matters and has impact.

I am optimistic about the future generally, and our organization specifically, with the support and momentum of our sponsors and donations. We will work continuously with our Indian Health Services Navajo Region, and as an Urban Indian Organization, to deliver quality services.

Nihee ayyooaoni Binahji  
Bidziilgo ahil nideilnish

Let's work together, let's grow stronger, let's build on the love that's already here.

-Christopher David, CEO





Native Americans for Community Action, Inc. provides quality healthcare services to the Native and non-Native populations of Flagstaff, and other surrounding communities. NACA accepts and provides services to all ethnic groups of all ages, focusing on holistic and family care, and we prioritize the overall wellbeing of our patients by honoring their customs, culture, and beliefs. Our providers and all clinic staff have had extensive experience and training in working with Native American patients.

At NACA, we provide our patients with an array of medical services, from pediatrics to adult and women's health, mental health services and programs, economic development programs, and community outreach projects.

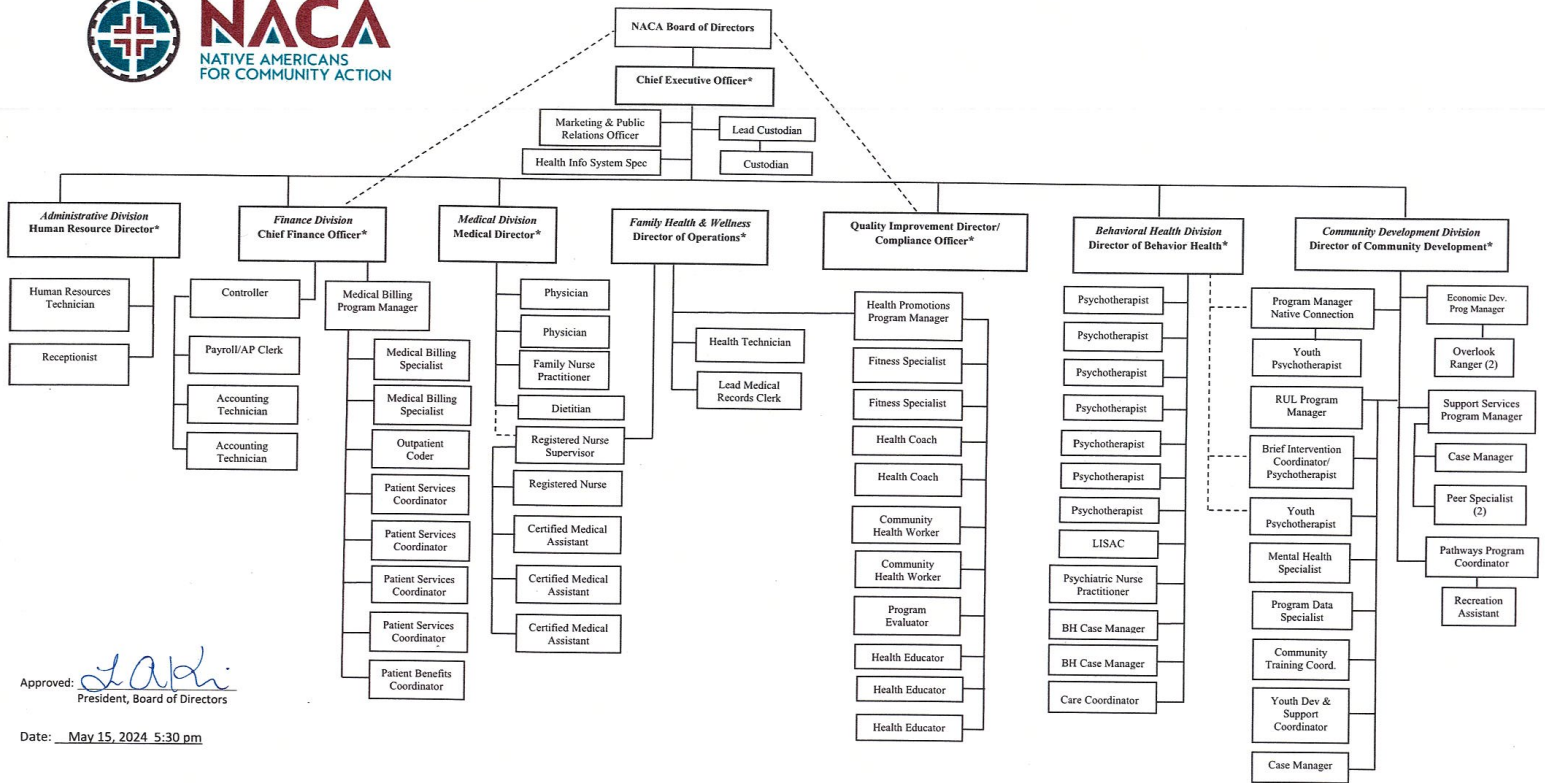


# Board of Directors

3 to 5 in total - Positions include: President, Vice-President, Secretary, Treasurer

# Departments

7 in total - Administration, Finance, Billing, Community Development, Behavioral Health, Family Health Clinic, Health Promotion



Approved: *L. A. K.*  
President, Board of Directors

Date: May 15, 2024 5:30 pm

\*Director Committee Members



## Where We're Located

1500 E. Cedar Ave.,  
Flagstaff, AZ 86004

General Services Administration  
Suite 56  
(928) 526-2968  
[outreach@nacainc.org](mailto:outreach@nacainc.org)



Wellness Center  
Suite 52  
(928) 773-1245 ext. 221  
[hpwc@nacainc.org](mailto:hpwc@nacainc.org)

Family Health Center  
Suite 26  
(928) 773-1245  
[fhwc@nacainc.org](mailto:fhwc@nacainc.org)



If possible, patients can avoid the ER/Urgent Care by calling a **live NACA Registered Nurse (RN)** to discuss urgent medical questions/concerns. To use NACA's Registered Nurse Triage line, established patients can call the Family Health Center, after hours. Triage line availability does not apply to unexpected NACA closures, such as inclement weather, unless otherwise specified.

## NACA Annual Events

Mammogram and Cervical Screening Event

Sacred Mountain Prayer Run

Missing and Murdered Indigenous Peoples Awareness Day

Spring Into Summer Hiking Series

Resolution Month

Drive Thru Food Distribution

Native American Heritage Week

Rock Your Mocs

Coat and Frybread Taco Drive

Truth and Reconciliation Awareness Day

Back to School Blessing and School Supply Distribution

Suicide Prevention Month Prayer Hike

Fall Into Fitness



## Social Media

**Website:** [www.nacainc.org](http://www.nacainc.org)

**Facebook:** NACA Flagstaff

**Instagram:** NACA\_flagstaff



**LinkedIn:** Native Americans for  
Community Action, Inc.

**Tik Tok:** NACA Inc.

**YouTube:** NACA Inc

LinkedIn



Yelp

Google Business Review





## Family Health Center

Throughout this year, NACA Family Health Center has made significant strides in enhancing our services, improving patient care, and fostering a culture of continuous improvement. Here are some highlights of our key achievements and initiatives:

In 2023, NACA successfully launched the NextGen EHR system in our primary and behavioral health care settings. This modern system has streamlined our administrative processes, improved documentation accuracy, and enhanced communication among healthcare providers. The implementation of NextGen has enabled us to provide more efficient and comprehensive care to our patients.

NACA is currently in the process of developing a patient portal to provide our patients with secure access to their medical records, prescription refills, and communication with healthcare providers. The patient portal will empower our patients to take an active role in managing their health and engaging with our healthcare team.

NACA's commitment to excellence in healthcare delivery is reflected in our ongoing efforts to provide professional training and development opportunities to our staff. Through continuous education and training programs, NACA ensures that our healthcare providers and staff remain updated on the latest medical practices, technologies, and regulations.

NACA is actively pursuing accreditation from the Accreditation Association for Ambulatory Health Care (AAAHC) to demonstrate our commitment to quality, safety, and excellence in patient care. The accreditation process serves as a framework for evaluating and improving our healthcare services to meet the highest standards of care. NACA will serve as a patient centered medical home (PCMH). At the core of the PCMH model is the concept of a healthcare team that works collaboratively to address the diverse needs of each patient. Our primary care setting serves as the patient's medical home, where they receive continuous and coordinated care that is tailored to their individual preferences and requirements. Through proactive care management, care coordination, and patient engagement strategies, we strive to empower our patients to actively participate in their healthcare journey and achieve their health goals.

NACA continues to foster relationships with established partners in the healthcare industry while also seeking new collaborations to expand our network and enhance our service offerings. By building strong partnerships, NACA aims to improve access to care, facilitate care coordination, and promote better health outcomes for our patients.

NACA has enhanced our housekeeping program to uphold cleanliness, hygiene, and safety standards across our facilities. Through improved cleaning practices, staff training, and quality assurance measures, NACA aims to create a safe and sanitary environment that promotes the well-being of our patients and staff.

NACA is proud of the improvements made in 2023 and remains committed to delivering exceptional care, fostering innovation, and building strong partnerships within the healthcare community. NACA thanks Flagstaff and surrounding areas for continued support and look forward to another year of growth and success.







## Behavioral Health Center

Behavioral health needs in our community continue to rise. The emotional fallout from the pandemic are still evident in the numbers we are seeing in our unit. We are seeing an increase in anxiety and depression amongst our patients, along with increases in substance abuse and intimate partner violence.

The graph presented in this section shows longitudinal data from 2019 through 2023. Please note that due to a change in electronic health records we could get good data “apples to apples” if you will, for half of 2023. Therefore, the data you see for 2023 is simply a doubling of 6 months of good data.

What does the data tell us; well from 2019 to 2023 our contacts increased by 3154 contacts. Contacts are measured as any behavioral health or substance abuse contact; they could also be intakes or case-management contacts. The data outlined in the graph does not account for all the contacts in the final tally.

The most unsettling data is the increase in DV contacts, we can see that from 2019 to 2023 DV contacts increased by 2285. In 2019 we had 1 DV group that met 2x a week, in 2023 we have 4 DV groups that meet 2x a week, quadrupling the number of groups over this time.

Substance abuse group contacts have also risen over this period increasing by 843 contacts.

Also, individual therapy contacts have increased by 618 contacts.

This graph also illustrates the dip in contacts at the height of the pandemic.

Overall, I think this graph really shows what our Behavioral Health Department is providing to the community. But who are the people that really make this department run. I have a great crew of therapists that deliver high quality services to our community. I think it important to just bullet them out, so you get a snapshot of those serving.

Dr. Cori Perkins, EdD, Cori has been with us since 2021 and practiced in our community and on the Hopi reservation for over 20+ years. She is trained in EMDR, and CBT and can effectively treat patients that have experienced trauma.

Verda Denetsosie, LISAC leads our substance abuse department and has been with NACA 30+ years.

Jonathan Yellowhair, LPC here since 2020, he helps Verda in the SAP program and does individual therapy. Jonathan is also trained in EMDR and CBT.

Hannah Bennett, LCSW here since 2020. Hannah does a bit of everything; she does SAP and DV groups and also sees patients for individual therapy.

Teri Navakuku, LMSW here since 2019. Teri also does a bit of everything, she does DV groups, individual therapy and is also trained in EMDR and CBT. Teri is also stationed full time in the Tuba City Area. She practices out of an office provided by the Tuba City Regional Healthcare Corporation.

Kyra Vandervere, LMSW comes to us from NAU's MSW program. She is approaching her first year of service to her community and does DV groups and individual therapy.

Monica Whicker, LAC is the newest addition to the NACA BH team. She also does DV groups and individual therapy employing CBT. Monica is currently being trained in DBT.

Berkley McMurray, DNP, PNHP is also new to our unit, and she brings psychiatry to NACA BH. Berkley comes to us from Tuba City Regional Healthcare Corporation. Berkley is an invaluable resource on the unit.

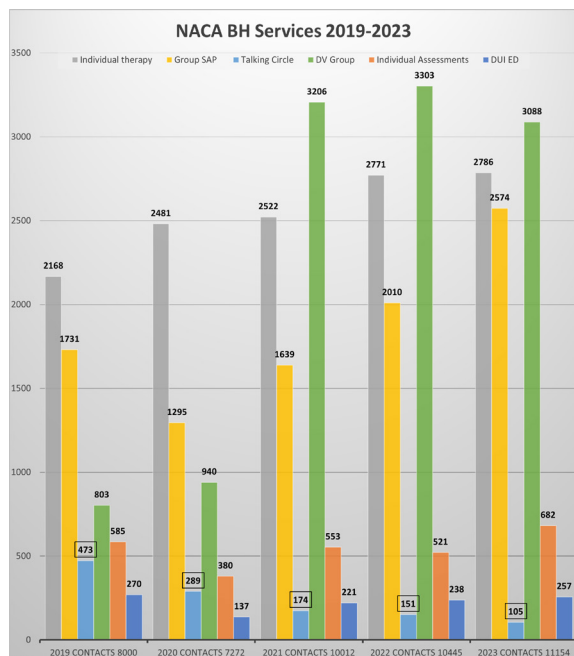
Monica Begay is our case-coordinator who provides case-management services for Berkley's patients, does some intakes for BH and seems to be able to help community members who are experiencing some type of gap in services.

Gary Davis, CPS is our lead when it comes to intakes. Gary has been with the department since 2014. Gary also does a lot of community outreach doing trainings for schools and the communities from here to Hopi and Tuba City and beyond. Gary also performs intakes one day a week out of the Tuba City Regional Healthcare Corporation.

Jim Benally is our Traditional Practitioner and has worked and volunteered for NACA for 30+ years. Jim runs Talking Circle 2x a month, he also teaches our DUI education courses 2x monthly.

Curtis Randolph PhD, LPC has been with NACA since 2015 and practiced in the community for 29 years, 5 of those years exclusively on the Hopi reservation at Hopi Jr./Sr. High School also serving 18 Navajo Head Starts across the Navajo Nation.

These folks make up our team here in NACA BH and they are the folks who consistently provide high quality services to our community members. As one can see, over half of my staff are Native, serving Native peoples. It is my hope to continue to grow our unit to meet the needs of our community and beyond.



Data extracted from RPMS Daisy Barney, Clinical Applications Coordinator

Please note 2023 data is only an estimation due to switching EHRs mid-year.

Also note total contacts for the year also include case-management and other contacts not graphed.

Data set compiled: Curtis Randolph PhD, LPC Director of Behavioral Health 6/25/2024

Native Americans for Community Action, Inc (NACA) Urban Indian Organization (UIO), Flagstaff, AZ



## Health Promotions

The NACA Health Promotion team supports 4 grants. The grants are the Good Health and Wellness in Indian country (GHWIC), Tribal practices in Indian Country (TPWIC), Special Diabetes program for Indians (SDPI) , and the IHS 4 in 1 grant.

### GHWIC


NACA Health Promotion has implemented a breastfeeding initiative in partnership with Northern Arizona University that improves lactation support and access to pods on the NAU campus. Some activities completed included mapping current lactation spaces (14) and increasing awareness and resource-sharing for Native American mothers through QR codes that are disseminated widely. For implementation and continuity, NACA and NAU have formed a Lactation Committee that meets regularly. The partnership has also created a university-wide lactation policy. Colorful posters were made that were posted throughout campus, which had a picture of an Indigenous woman breastfeeding her child. NACA continues to place breastfeeding signage in additional community locations and worksites.

The NACA team has adapted the CDC's National Diabetes Prevention Program, Prevent T2 curriculum, to their own program called Strong Spirit, Strong Heart, which has a strong cultural aspect. Also, the team had condensed the program from 16 to 8 weeks to keep participants engaged. To encourage ongoing participation and completion of the program, the NACA team has also included flexibility by offering one-on-one meetings for those who can't make the group meeting times. The 8-week program includes nutritious eating, stress management, and physical activity topics.

Another activity that the NACA team implements is the Working on Wellness (WOW) program. This program emphasizes the importance of employee wellness in the workplace and identifies resources and activities to encourage wellness. Examples of various WOW activities include group fitness activities, coworker walking activities, zoom classes for movement at desks, meditation, mindfulness practices, free blood pressure, and Hemoglobin A1C checks. Also notable are organized awareness walks, such as the MMIW Awareness Walk. The NACA organization is supportive of the WOW activities, as employees are allowed up to 2 hours per week (paid) time for fitness and wellness activities. Other WOW activities include chair stretching or tea/coffee walks that allow employees from different departments to come together. An array of activities are available for WOW program participants, and attendance and employee engagement remain strong. The number of employee visits is at its highest this calendar year.

### TPWIC

NACA holds Beading Circles, where participants take part in beading as medicine by practicing mindfulness and creating community. NACA has held two, 5-week cohorts in 2023. Another Strategy 1 Activity is a Cedar Harvest Workshop, a 2-part workshop that teaches community members traditional Navajo and Hopi harvesting practices. They also teach participants how to make cedar and juniper bundles. The NACA team also teaches the significance of herbs and also highlights the importance of gratitude, and all ages and skill levels are welcome. An additional Strategy 1 Activity is the Back to School Blessing and Hiking Series; a prayer, motivational talk, and smudging were provided to students and their families who attended. At this event, cultural teachings and knowledge were shared, and NACA staff noted that it was great to see everyone learn something new and express interest in cultural teachings.



The event was followed by a short hike to Picture Canyon, located within the city limits of Flagstaff. The Blessing and Hiking Series involved collaboration with multiple departments within NACA, such as the Community Support Services, which handed out school supplies to students, and the Reach Your Life Suicide Prevention program, which provided behavioral health and emotional guidance. A Cultural & Community Healthy Fair was held on November 3rd in Flagstaff, bringing together several NACA community partners and presentations. These examples are ways that NACA can provide many family and community activities that connect cultural teachings to health and wellness.

The NACA Team participated in the City of Flagstaff Earth Day Celebration, where city organizations participate and show the community different ways they can get involved with Earth conservation initiatives. For Earth Day, the NACA TPWIC team gathered staff and community members to assist with cleanup efforts, as well as held a documentary screening about Indigenous food systems. The NACA team noted that this event had reinforced the Indigenous teachings of respect and stewardship of Mother Earth. Another Strategy 5 activity is a Community Garden Activity, where they have three raised garden plots at a local community recreation center. Gardening activities include a blessing, seed planting, crop harvesting, food demonstrations, and garden workshops. Education is also provided on traditional gardening practices and ancestral foods. The Gardening Activities allow people of all ages to come together to participate in tending the garden. The harvested crops are shared with community members through food demonstrations and seed gifting. Another Strategy 5 activity is a 6-week online class called Native Food for Life. This class provides information on ancestral, plant-based eating to prevent diabetes and other chronic diseases. The class curriculum is provided by the Physician's Committee on Responsible Medicine, and the sessions include a check-in followed by discussion, informational videos, goal-setting, and weekly milestone challenges. There is also a follow-up session 1-month after the course has concluded, where the NACA TPWIC team can hear any challenges and successes, as well as hold a virtual potluck.

Another Strategy 6 activity is the community walks/runs. These events include the Missing and Murdered Indigenous Women & People (MMIW/MMIP) Awareness Day event, which began with a Morning Prayer and Awareness Walk followed by a Restorative Yoga Session with smudging. Another event is the 41st Annual NACA Sacred Mountain Prayer Run, representing the intersection between physical, spiritual, emotional, and social wellness. There were 155 participants, and it continues to be a successful and long-term event. The Truth & Reconciliation/Orange Shirt Day Awareness walk was a 2-mile walk to raise awareness of the history of boarding in the U.S. and Canada and to support survivors and families of those who did not return. This event was held in late September 2023. The Rock Your Mocs 2K/5K Walk & Run was held in November 2023 and is an event to pay homage to Native American Heritage Month. An additional Strategy 6 activity is the Run 4 Renewal Traditional Running Program. This is a 6-week training program that engages participants with the spirit of running. The program offers weekly group sessions that allow participants to share and learn traditional values and stories associated with running. Topics within the program include goal setting using a medicine wheel model, an overview of running basics and nutrition, running anatomy, and the cultural aspects of running.

#### 4 in 1

The Health promotion staff provide 19 middle school students with nutrition and physical education on a weekly basis. They have interactive sessions with the children at their Pathways after school program. The team also provides health and wellness sessions for Behavioral Health participants twice a month.

#### SDPI

The Health promotion team provides Diabetes education, Physical exercise instruction, group fitness classes, and Retinopathy eye exams. The target population is given a wide variety of opportunities to learn from different educational programs at no cost. The Health promotion team also hosts a Hiking series in Flagstaff in the Summer months and co hosts the Run 4 Renewal program and the Sacred Mountain Prayer run.





## Community Development

### Mission:

To provide preventative wellness strategies, empower, and advocate for Native people and others in the need to create a healthy community based on Harmony, Respect, and Indigenous values.

### Supportive Services Program:

To provide partnership services to organizations, offering PPEs, coats, sweaters, bed rolls, tents, and hygiene supplies to unsheltered relatives. Regular rounds are made, especially during the cold and wet seasons.

### Reach UR Life Program:

Success in providing training that may be difficult to discuss, with a focus on celebrating life. Offers suicide prevention training and aims to build safe communities in small towns with readily available local resources. Incorporates Indigenous traditional modalities into prevention techniques.

### Economic Development Program:

Provides support to Native American entrepreneurs for the last 3 decades. Expands selling locations for arts, crafts, and jewelry vendors. Builds partnerships with government entities like the Coconino National Forest Service and the Grand Canyon National Park Services to provide safe spaces for selling, contributing to economic vitality and sustainability for families.

### Pathway Youth Program:

Offers an afterschool program, including tutoring for homework, drug and alcohol prevention education, and physical activities for the well-being of youth. Focuses on building resilience in healthy behaviors and lifestyles. The holistic approach of NACA, incorporating cultural values, economic support, youth development, and preventative wellness, reflects a deep commitment to community well-being. The success and impact of the organization are evident in the positive outcomes and the gratitude expressed toward the staff and community members.

## Reach Ur Life

Reach UR Life is a Garrett Lee Smith, grant funded, native youth suicide prevention program through the Substance Abuse and Mental Health Services Administration. We have finished Year 4 and began the last year of this 5-year grant program. Throughout the 2023 year, Reach UR Life bid farewell to team members as they continue their educational journey and welcomed new staff to the team. We continue to accomplish grant goals and deliverables. The team has expanded our partnerships in 2023 to include Winslow Residential Hall, Ponderosa High School, and Pine Forest Charter School. We continue to maintain our 12 partnerships including Northland Family Help Center, Tuba City Regional Health Care Corporation, Northern Arizona Healthcare Behavioral Health, Flagstaff Unified School District's Coconino, Flagstaff and Summit High Schools, STAR School, Flagstaff Bordertown

Dormitory, Flagstaff Unified School District’s Native American Education Support Program and Student Support Services, NACA Pathways Program and Coconino County Juvenile Center. Additionally, the RUL team did a great job in screenings and referrals to youth and providing training to the workforce and community.

<b>2023</b>	<b>S1 (screening)</b>	<b>R1 (referrals)</b>	<b>AC1 (receiving services after referral)</b>	<b>WD1 (mental health workforce receiving training)</b>	<b>TR1 (workforce receiving training)</b>
<b>Y4Q1 Jan 1 - Mar 31, 2023</b>	140	125	96 (76.8%)	42	197
<b>Y4Q2 Apr 1 - June 30, 2023</b>	159	136	101 (74.2%)	46	154
<b>Y4Q3 July 1 - Sept 30, 2023</b>	158	137	104 (75.9%)	98	72
<b>Y4Q4 Oct 1 - Dec 31, 2023</b>	343	138	95 (68.8%)	34	168
<b>2023 Total</b>	<b>800</b>	<b>536</b>	<b>74%</b>	<b>220</b>	<b>591</b>

Trainings included (43) total: SafeTALK, ASIST, ASIST T4T, Grief, Trauma Informed Care with Compassion Fatigue and Practicing positivity, Cultural Humility, Mental Health First Aid, QPR & QPR self-paced, Motivational Interviewing, CAMS, Substance Abuse, Conflict Resolution, De-escalation, Sources of Strength, Flute Playing, and Medicine Bag Making. In addition to these trainings, the team also brought our Life Skills program to Flagstaff Unified School District’s high schools to provide the students with presentations on Pronouns 101, Organization, Coping with Anxiety, and Self Care.

Much of Reach UR Life’s work is embedded within culture, as culture is prevention. So, throughout 2023 we were able to lead multiple trainings on Substance Abuse and Suicide Prevention with an Indigenous lens to Flagstaff Bordertown Dormitory staff to better equip them with the tools necessary to communicate and care for native students. Additionally, the team provided Talking Circles to students at FBD to help them process their stressors and anxieties. Another great achievement was providing a Cultural Humility panel discussion to FUSD Student Support Services department; A department that oversees about 20 counselors, and social workers throughout the district. The panelists discussed how they foster cultural humility in their work, staying accountable, and being aware of their biases. Additionally, Reach UR Life provided ASIST T4T, Sources of Strength and QPR facilitator training - Providing these trainings allows for those participating organizations to develop sustainability and continue the work internally.

In addition to training and technical support, Reach UR Life supports sustainable change, within its healthcare partners, by developing policies, such as screening all patients that are being seen, follow ups and warm handoffs. The team also assists our schools in creating postvention policies. These policies address the gaps in the system to ensure no one falls through the cracks. Much of Reach UR Life’s work is based around community and partnership. With the dedication and support from our partners, we are creating a suicide safer community for our neighbors and youth.





## Pathways After School Program for Youth

From the beginning of 2023, NACA Pathways youth program experienced significant progress working with other NACA departments and community partners, together striving to meet the needs of the students and their families.

In August 2022, Brooke de Heer, a NAU professor and faculty mentor for students involved in a certificate program for adolescent behavioral health, hoped to regain community partnerships with the NACA Pathways Youth Program. In the past, she mentioned that the Institute for Translational Research Education in Adolescent Substance Use (ITRE) interns worked with past Pathways directors. The students briefly involved the needs of assessment related to Pathways programming and an evaluation of The Beauty Way curriculum. In April of 2023, Kateri was invited to the 10th Annual conference (ITRE) in Tampa, Florida. There she gave a presentation about Native Americans for Community Action, Inc, and the Pathways Youth Program. From that conference, Kateri has been working with three students, two from NAU and one from USF. The engagement projects and new activities with the students have been a great experience.

In February of 2023, Kateri Slim was hired as the Pathways Program Coordinator. Later that year in May, Guyliliane Kuete was hired as the recreational assistant, thus began more positive changes made within the program. With an additional staff hired on, Pathways was successful in hosting a summer program. The summer program was four weeks of educational activities and one fun field trip at the end of the summer. Each week had a different theme which consisted of Nature, Indigenous Astronomy, Substance Prevention, and Back to School Goals. The program was held every other week, and each week there were different students enrolled, with 30 students who registered for the Summer Pathways Youth Program.

During the summer of 2023, NACA Reach Your Life program purposed a partnership with Pathways in hopes for the program to incorporate their curriculum Sources of Strength. The mission of Sources of Strength is to prevent adverse outcomes by increasing wellbeing, help-seeking, resiliency, healthy coping, and belonging. Sources of Strength moves beyond a singular focus on risk factors by utilizing an upstream approach for youth suicide prevention. This upstream model strengthens multiple sources of support, or protective factors, for young people so that when times get hard, they have strengths to rely on. Since beginning this curriculum, Pathways students have shown much engagement in the lessons presented by Guyliliane Kuete, Pathways Recreational Assistant.

Another partnership that was rekindled in 2023 within the NACA Pathways program is with NACA Health Promotion. In the beginning of September, Health promotion began their bi-weekly visits. They started out the semester with post-assessments of physical skills, which involved sit ups, push-ups, truck lifts and pacers. Other activities they've shared with the students include oral hygiene, winter planting, importance of mental health and cultural embracement.

In August of 2023, FUSD returned to school starting the 2023-2024 school year. Pathways' first day back in session was August 14th, the program successfully met their enrollment quota of 15 students and later decided to extend the roster to 20 students, due to the number of applicants placed on the waiting list. During the school year, Pathways coordinated three weekend activities in hopes of building a great relationship with the students and their families.

In September, Pathways hosted a Back to School BBQ, welcoming new and old participants to the program. During this event, parents were informed of what to expect from Pathways and were encouraged to be involved within the program. In October, Pathways held a Halloween themed event. Students and their families were encouraged to dress up and participate in the fun educational activities. And lastly, In December Pathways had a gingerbread house decorating party. Parents and family members were invited to help their students. During this event, parents were informed of how the program was going and what is expected with the new year and school semester. Each event was a success with the amount of support and volunteers.

In 2024 Pathways will continue to strive and work harder to meet the needs of the students and their families within the community.





## Economic Development

The Overlook Program has been a part of the NACA organization for over 30 years. We had many changes within the program, positive changes, changes that work. Dorothy Denetsosie Gishie, former Program Coordinator, has found ways to make it work with paperwork and when to hold the lottery, and many other logistics that go along with the progress of the Overlook Program. Currently we have over 150 vendors registered, and hold permits that are valid for 2 years. About 90 percent of them are return vendors year after year. They have children growing up and now they themselves, all grown up, are selling at the Overlook. There are generations of families that started their own business of selling Genuine handmade Native American Arts and Crafts at the Overlook Vista. Overlook Vista is located on Coconino National Forest, so NACA (Dorothy) has accomplished a lot by signing permits for vendors to sell at the Overlook Vista in partnership with the Coconino National Forest Service. In 2015, she signed a 20-year special use permit that will expire in 2035.

We also have a special use permit with Grand Canyon National Forest Service, we currently have 2 other sites that operate from May 2023 to October 2023. Those sites are located at the Tusayan Museum and Grand Canyon Visitors Center. And it has been open to us from the National Park Service and partnering with them to make this a reality for NACA, which Dorothy herself has worked on for many years. The vendors are ecstatic and look forward to selling at the Canyon each year. We are very grateful for this partnership, and we will be signing another permit to operate for the 2024 season.

For the Overlook site we have 16 selling spaces and the Tusayan Museum has 7 and the Grand Canyon Visitors Center has 4 spaces. In the future for the Economic Development Program, we will work to get a fourth site at the North Rim of the Grand Canyon. We are always looking for more sites.

The Rangers at the Overlook site are George James and Jacob Cook, they work daily to make sure everything is working and ready to go each day that we're open at the Overlook Vista. The hours of operation vary from fall, winter, spring and summer.

The Ranger for the Grand Canyon's 2 sites is Jordan Kewanwytewa, he is excited to work there again this spring and throughout summer 2024.

The program is very lucky to have dedicated employees for each of the sites.

In October 2023, we had the Annual Orientation for close to 166 vendors with my team in attendance. All those vendors are now permitted to sell at the Overlook and Grand Canyon Visitors Center and the Tusayan Museum, the permits are good for 2 years. We offer orientations regularly throughout the year to give opportunity to vendors to join the program.

During the winter of 2023 we had to close the Overlook at least 5 days each in January, February and December. Other impending situations we encounter are road closures of Highway 89A. The Overlook was also closed for road work at the bottom of the Oak Creek Canyon. ADOT closed the road for 14 days in December.

We have monthly lottery, which is usually on the second Sunday of each month. We also have wholesalers that come and sale to the vendors on lottery Sunday. I have 2 people that help each lottery in selling spaces to the vendors. Darrell Acothley and Alicia Johnson are dependable and help with the whole lottery process.



## Supportive Services

NACA has implemented the Support Services Program for many reasons, but ultimately to provide financial support to families and individuals that run into unexpected life situations. However, since funding changes annually, some of the services provided through this program may become exhausted or limited. This will cause limited assistance from time to time. The Support Services Program depends on grant funded guidelines and the needs of the community members. Eligibility requirements and services by the specified grant may be broad or specific depending on the amount of funding available.

Support Services 2023 Annual Report	January	February	March	April	May	June	July	August	September	October	November	December	TOTAL
<b>Basic Needs</b>													
<i>Bus Passes</i>	30	83	103	99	122	133	107	111	140	132	102	72	1,234
<i>Food/Gas Cards</i>	0	0	6	9	12	6	11	8	8	5	4	8	77
<i>TracFone's</i>	0	0	3	0	10	5	12	17	10	16	10	3	86
<i>TracFone Refills</i>	0	0	0	1	2	8	7	7	12	4	9	9	59
<i>Better Bucks</i>	0	114	302	140	140	144	108	104	95	64	55	60	1,326
<i>Clothing Vouchers</i>	1	1	4	0	0	0	0	4	12	7	5	6	40
<i>Sack Lunches</i>	160	160	160	160	160	160	160	160	160	160	160	160	3,600
<b>FINANCIAL ASSISTANCE</b>													
<i>Ceremonial</i>	0	0	1	1	0	0	0	0	0	0	0	0	2
<i>Educational Enhancement</i>	0	0	1	2	0	0	0	0	0	1	0	0	4
<i>Burial</i>	0	0	1	2	1	1	5	5	0	1	1	2	19
<i>Taylor House</i>	0	0	0	4	1	1	4	2	0	2	0	0	14
<i>Rental</i>	0	0	5	5	0	3	2	3	2	0	3	1	24
<i>Utilities</i>	0	0	2	3	1	0	0	1	1	1	1	1	11

**Bus Passes:** 30 in January, 83 in February, 103 in March, 99 in April, 122 in May, 133 in June, 107 in July, 111 in August, 140 in September, 132 in October, 102 in November, and 72 in December.

**TOTAL: 1,234**

**Food/Gas Cards:** 6 in March, 9 in April, 12 in May, 6 in June, 11 in July, 8 in August, 8 in September, 5 in October, 4 in November, and 8 in December. **TOTAL: 77**

**TracFone's:** 3 in March, 10 in May, 5 in June, 12 in July, 17 in August, 10 in September, 16 in October, 10 in November, and 3 in December. **TOTAL: 86**

**TracFone Refills:** 1 in April, 2 in May, 8 in June, 7 in July, 7 in August, 12 in September, 4 in October, 9 in November, and 9 in December. **TOTAL: 59**

**Better Bucks:** 114 in February, 302 in March, 140 in April, 140 in May, 144 in June, 108 in July, 104 in August, 95 in September, 64 in October, 55 in November, and 60 in December. **TOTAL: 1,326**

**Clothing Vouchers:** 1 in January, 1 in February, 4 in March, 4 in August, 12 in September, 7 in October, 5 in November, and 6 in December. **TOTAL: 40**

**Sack Lunches:** 160 sacks of lunches were delivered each month during 2023. **TOTAL: 3,600**

**Ceremonial Assistance:** 1 in March and 1 in April. **TOTAL: 2**

**Educational Enhancement Assistance:** 1 in March, 2 in April, and 1 in October. **TOTAL: 4**

**Burial Assistance:** 1 in March, 2 in April, 1 in May, 1 June, 5 in July, 5 in August, 1 in October, 1 in November, and 1 in December. **TOTAL: 19**

**Taylor House:** 4 in April, 1 in May, 1 in June, 4 in July, 2 in August, and 2 in October. **TOTAL: 14**

**Rental Assistance:** 5 in March, 5 in April, 3 in June, 2 in July, 3 in August, 2 in September, 3 in November, and 1 in December. **TOTAL: 24**

**Utilities Assistance:** 2 in March, 3 in April, 1 in May, 1 in August, 1 in September, 1 in October, 1 in November, and 1 in December. **TOTAL: 11**



## Quality Improvement and Compliance

In 2023, QI & C implemented staff training on Safety, Emergency, Compliance and QI. During the training, NACA staff were presented with NACA's new Emergency & Disaster Response Plan. The plan prepares staff for potential emergency scenarios and provides step by step guidance for the immediate response that staff should take in the event of an emergency.

The Family Health Clinic & Behavioral Health location is required to conduct four drills per year to meet IHS, OSHA and AAAHC regulations. NACA conducted four successful drills this year, some of which were even performed during clinic hours involving patients. All NACA facilities participated in the annual Fire Drill in November.

The NACA Emergency Notification System known as Red Alert Pocket Stop was established in 2023 as a means of communication to NACA staff in the event of an emergency. The system is also used to communicate to staff in the event of an office closure or delayed start in the event of inclement weather. The system has been successfully utilized.

QI & C participated in the City of Flagstaff's development of the Community Response Plan. NACA identified services we can provide in the event of a community disaster and have been included in the final plan as a resource. NACA also participated in a disaster preparedness workshop with NAU.

	Code Red Fire	Code Blue Medical CPR AED	Code Silver Lockdown	Code Pink Child Abduction
<b>Family Health Center Behavioral Health Health Promotions</b>	11/28/2023	1/26/2023	9/21/2023	5/30/2023
<b>Wellness Center Administration</b>	11/28/2023 11/28/2023		9/21/2023	5/30/2023

NACA's QI Program and QI Plan were created and implemented in 2023. Five Performance Improvement Projects (PIP) were identified and four have been implemented. The last PIP has been targeted for 2024.

NACA Performance Improvements Projects	
PIP	Quality Activities
<b>PIP #1</b> Develop a Robust Infection Control Program	
<b>PIP #2</b> Utilize GPRA measures to identify patient safety risks	
<b>PIP #3</b> Expand chronic disease management programs targeting diseases prevalent with the native population.	
<b>PIP #4</b> Develop and implement a Quality Improvement Program	
<b>PIP# 5</b> Enhance Safety Compliance and Emergency program	

NACA completed its first Plan Do Study Act in 2023. The goal was to improve Hand Hygiene Compliance due to compliance rates falling below the national standard. By the end of 2023, due to ongoing education with clinical staff, NACA exceeded the goal by ending the year with a 93% compliance rate.

NACA also assessed and measured PHQ9 completion rates in 2023. Initial measurements indicated PHQ9s were not being completed consistently. However, RUL BH and FHC worked together at each QIC reviewing and following up on data reports and were able to determine that NACA is exceeding the IHS benchmark.

Quality Improvement & Compliance made significant gains in 2023. The IHS 2021 audit found zero QI standards in full compliance. The 2023 IHS audit found 20 standards fully compliant.

Other QI & C projects in 2023 included:

- FIAT, Active Shooter, Human Trafficking trainings for all NACA staff
- A full year of compliance with Patient Satisfaction Surveys
- Began preparations for AAAHC accreditation and made significant headway
- Took steps to improve the Credentialing and Privileging process, including bringing Modio Credentialing Services onboard
- Creation of QUEST dashboard to monitor inspections, audits, QIC committee, emergency management activities and other important QI duties
- Creation of Risk Management Plan
- Creation of a Policy Matrix and updates all expired policies

and much more.





## Human Resources

Human Resources accomplished all functions at its highest level to serve employees, outside agencies, and the Flagstaff community in 2023. Some of the HR responsibilities included recruitment, onboarding, training, staff and committee meetings, performance evaluations, recordkeeping and maintenance, policy revisions, job fairs, benefit processing, employee relations, and HR audits.

Some of the highlights accomplished by Human Resources:

- Recruitment of twenty-six (26) positions.
- Renewal of HealthStream learning module for employee development as mandated by IHS and ADHS. In addition, added the new Dynamic Health for clinical training and CPR training. The 2023 completion rate for HealthStream assignments was 99.18%.
- Renewal of the employee assistant program, Jorgensen Brooks Group, to continue and provide EAP services for NACA employees.
- Conducted four (4) new employee orientations for all new staff.
- Provide updates on HR and employee benefits during the staff meetings.
- HR consultant finalized the NACA compensation study.
- Assisted with the recruitment of two (2) new board of directors.
- Addition of new credentialing service for all providers.
- One employee (1) employee was recognized for 10 years of service with NACA.
- The new minimum wage was implemented to comply with the city of Flagstaff minimum wage law.
- Policy updates or revision of new or current HR policies and procedures.
- Retention committee assisted with the employee engagement survey.
- The Human Resources Strategic Plan Committee had another successful year working on the objectives identified to increase employee retention. Some of the achievements were:
  - Increase working on wellness program participation, annual NACA coat and native taco drive, employee recognition program, PTO donation policy, employee engagement survey, and completing the compensation study.
- Virtual job fairs conducted by HR Staff.





## Finance

### Finance Division Purpose

Native Americans for Community Action (NACA) Finance Division is established to serve as the non-profit fiduciary responsibility to ensure that the organizational assets are recorded and expended with funding intent through mission collaboration with NACA programs funded by private, public, federal and state local funds. The Finance Division management operates to the compliance with the requirements of laws, regulations, contracts, and grants applicable to its federal programs.

NACA is a non-profit 501 © (3) corporation formed under the laws of the state of Arizona in accordance with the IRS determination dated August 30, 1972 and is exempt from the payment of income taxes under such determinations.

### Finance Division, Program and Asset Impact

NACA Finance Division manages the cash and cash equivalents through statement of cash flows considering current cash flow coupled with reported investments.

NACA Finance Division records and manages property and equipment at fair value with depreciation considerations in accordance the federal standards and impairment of long-lived assets.

NACA Finance Division manages and recognizes revenue from grants and contribution sources as well as Patient Fees and revenues in a framework for measuring fair value established by the Accounting Standards Codification Levels.

#### NATIVE AMERICANS FOR COMMUNITY ACTION, INC. STATEMENT OF FINANCIAL POSITION December 31, 2022

##### ASSETS

##### CURRENT ASSETS

Cash	\$	12,276,302
Investments		264,120
Grants receivable		142,473
Patient fees receivable		325,343
Prepaid expenses		84,732
		<u>13,092,970</u>

TOTAL CURRENT ASSETS

##### NONCURRENT ASSETS

Operating lease right-of-use asset		2,733,014
Property and equipment, net		251,353
		<u>2,984,367</u>

TOTAL NONCURRENT ASSETS

TOTAL ASSETS

##### LIABILITIES AND NET ASSETS

##### CURRENT LIABILITIES

Accounts payable	\$	121,142
Payroll and related liabilities		238,568
Finance lease liability, current portion		3,392
Accrued compensated absences		125,636
Other liabilities - Due to AHCCCS		664,804
Deferred revenue		10,724,625
Operating lease liabilities, current portion		175,927
		<u>12,054,094</u>

TOTAL CURRENT LIABILITIES

##### LONG-TERM LIABILITIES

Operating lease liabilities, net of current portion		2,557,087
		<u>2,557,087</u>

LONG-TERM LIABILITIES

TOTAL LIABILITIES

##### NET ASSETS

Without donor restrictions		1,466,156
		<u>1,466,156</u>

TOTAL NET ASSETS

TOTAL LIABILITIES AND NET ASSETS

##### REVENUES AND OTHER SUPPORT

Grant income	\$	4,403,819
Health service fees		1,703,256
Rental income		257,595
Contributions		92,548
Investment loss		(27,587)
		<u>6,429,631</u>

TOTAL REVENUES AND OTHER SUPPORT

##### EXPENSES

Program services		5,256,159
Management and general		1,060,099
		<u>6,316,258</u>

TOTAL EXPENSES

CHANGE IN NET ASSETS

##### NET ASSETS WITHOUT DONOR RESTRICTIONS BEGINNING OF YEAR

1,352,783

NET ASSETS WITHOUT DONOR RESTRICTIONS END OF YEAR

\$ 1,466,156

CASH FLOWS FROM OPERATING ACTIVITIES	
Change in net assets	\$ 113,373
Adjustments to reconcile change in net assets to cash provided (used) by operating activities:	
Depreciation	62,607
Amortization of lease right-of-use assets	162,195
Realized and unrealized (gain)/loss	38,710
Decrease (increase) in:	
Grants receivable	471,207
Patient fees receivable	(213,033)
Prepaid expenses	(14,723)
Increase (decrease) in:	
Accounts payable	(32,339)
Payroll liabilities	254
Accrued compensated absences	(21,425)
Deferred revenue	(219,180)
Operating lease liabilities	(162,195)
	<u>185,451</u>
NET CASH PROVIDED (USED) BY OPERATING ACTIVITIES	
CASH FLOWS FROM INVESTING ACTIVITIES	
Reinvestment of dividends and interest	(2,550)
Purchase of property and equipment	(5,088)
	<u>(7,638)</u>
NET CASH PROVIDED (USED) BY INVESTING ACTIVITIES	
NET INCREASE (DECREASE) IN CASH	177,813
CASH AT BEGINNING OF YEAR	12,098,489
CASH AT END OF YEAR	<u>\$ 12,276,302</u>

NACA's financial assets as of December 31, 2022 available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date are comprised of the following:

Cash and cash equivalents	\$ 12,276,302
Grant receivables	142,473
Patient receivables	325,343
Investments	<u>264,120</u>
Financial assets available for expenditures	<u>\$ 13,008,238</u>

Investments are a combination of various exchange traded funds and money market funds. Grant receivables are reimbursements due to NACA by the many grants it maintains in which NACA incurs the expense from its General Fund with expected reimbursement from the grant. The grant receivables are receivables from various federal agencies. The patient fees receivables balance is due from third party insurance providers as well as FHC and BH patients.

NACA's strategy is to have cash and cash equivalents without donor restriction to meet 60 days of normal cash operating expenses, which on average, is approximately \$17,334. Additionally, approximately 50-60% of NACA's revenues are provided through grants from IHS of which NACA has renewed its Urban Health Clinic grant for a five-year period, providing more consistent funding resources.

NACA records its administrative and program income and expense reports as indicated by IRS rules and regulations as reported in the organization 990. NACA's financial Assets as of December 31, 2022 available for general expenditure without donor or other restrictions limiting their use.

	Program Services	
	Behavioral Health Services	Health Services
Salaries	\$ 1,019,516	\$ 1,752,290
Employee related expenses	154,082	242,063
Professional and outside services	190,764	189,501
Lease expense	119,838	182,083
Advertising	11,062	32,642
Materials and supplies	34,566	328,858
Utilities	6,819	47,669
Insurance	-	6,624
Repairs and maintenance	5,464	98,818
Travel	40,329	54,264
Training	3,825	20,386.00
Meetings	21,669	21,736
Postage	-	3,497
Dues and subscriptions	2,897	14,261
Recruiting	3,626	3,493.00
Direct assistance to individuals	-	-
Use fees	16,905	660
Printing	5,531	11,086
Medical equipment	-	4,374
Leasehold improvements	-	-
Other miscellaneous	<u>14,806</u>	<u>161,026</u>
Total expenses before depreciation	1,651,699	3,175,331
Depreciation	<u>18,880</u>	<u>32,450</u>
Total Expenses	<u>\$ 1,670,579</u>	<u>\$ 3,207,781</u>

	Program Services			Management and General	Total Expenses
	Overlook	Other Program Services	Total Program Services		
Salaries	\$ 141,160	\$ 22,938	\$ 2,935,904	\$ 444,846	\$ 3,380,750
Employee related expenses	23,234	6,945	426,324	80,041	506,365
Professional and outside services	2,000	4,640	386,905	196,491	583,396
Lease expense	15,808	-	317,729	79,970	397,699
Advertising	885	1,109	45,698	17,213	62,911
Materials and supplies	8,733	853	373,010	27,184	400,194
Utilities	8,461	728	63,677	26,238	89,915
Insurance	-	-	6,624	39,880	46,504
Repairs and maintenance	12,901	-	117,183	47,600	164,783
Travel	3,707	1,329	99,629	11,060	110,689
Training	-	-	24,211	11,984	36,195
Meetings	1,645	-	45,050	4,500	49,550
Postage	-	-	3,497	2,951	6,448
Dues and subscriptions	439	-	17,597	21,973	39,570
Recruiting	329	-	7,448	16,380	23,828
Direct assistance to individuals	-	39,432	39,432	-	39,432
Use fees	2,098	-	19,663	-	19,663
Printing	-	-	16,617	2,365	18,982
Medical equipment	-	-	4,374	-	4,374
Leasehold improvements	102	-	102	-	102
Other miscellaneous	<u>26,366</u>	<u>48,918</u>	<u>251,116</u>	<u>21,185</u>	<u>272,301</u>
Total expenses before depreciation	247,868	126,892	5,201,790	1,051,861	6,253,651
Depreciation	<u>2,614</u>	<u>425</u>	<u>54,369</u>	<u>8,238</u>	<u>62,607</u>
Total Expenses	<u>\$ 250,482</u>	<u>\$ 127,317</u>	<u>\$ 5,256,159</u>	<u>\$ 1,060,099</u>	<u>\$ 6,316,258</u>

NACA Grant receivables are due to NACA from a combined partnership with federal agencies supporting the NACA mission and deliverables based on post reimbursement expenditures. NACA emulates its financial grant reporting that is outlined in The Federal Grant and Cooperative Agreement Act, passed in 1977, set out to guide government agencies in their use of Federal funds defined by the roles of contracts, cooperative agreements, and grants as indicated in the current financial reports.

Federal Grantor/Pass-through Grantor/Program or Cluster Title	Federal Assistance Listing Number	Pass-Through Grantor	Pass-Through Entity Identifying Number	Total Federal Expenditures
<b>U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES:</b>				
Urban Indian Health Services - Substance Abuse Prevention	93.193	Indian Health Services	HHSI245201900003C	\$ 194,808 *
Urban Indian Health Services - Urban Health Clinic	93.193	Indian Health Services	HHSI245201900003C	1,153,991 *
Urban Indian Health Services - Urban Health Clinic IT	93.193	Indian Health Services	HHSI245201900003C	163,136 *
Urban Indian Health Services - HP/DP	93.193	Indian Health Services	H722IHS0128-17-01	17,204 *
Urban Indian Health Services - Immunization	93.193	Indian Health Services	H722IHS0128-17-01	24,662 *
Urban Indian Health Services - Pathways	93.193	Indian Health Services	H722IHS0128-17-01	108,043 *
Urban Indian Health Services - Mental Health	93.193	Indian Health Services	H722IHS0128-17-01	57,571 *
COVID-19 Urban Indian Health Services- Urban Health Clinic	93.193	Indian Health Services	HHSI245201900003C	436,217 *
Total 93.193				<u>2,155,632</u>
Diabetes Prevention and Treatment Projects	93.237	Indian Health Services	H1D1IHS0163-22-00	279,912
Substance Abuse and Mental Health Services Projects of Regional and National Significance - Native Connections	93.243	Centers for Disease Control	1H79SM081558-01	241,842
Substance Abuse and Mental Health Services Projects of Regional and National Significance - Reach Ur Life	93.243	Substance Abuse & Mental Health Services	1H79SM082162-01	755,746
Total 93.243				<u>997,588</u>
Cancer Centers Support Grants	93.397	National Institutes of Health	NACP U54 HPV PROJECT-NAU	60,085
Strengthening Public Health Systems and Services through National Partnerships to Improve and Protect the Nation's Health	93.421	Centers for Disease Control	CDC-RFA-OT18-18020202SUPP20	37,696
Good Health and Wellness in Indian Country	93.479	Centers for Disease Control	1NU58DP006709-01-00	366,875
A Comprehensive Approach to Good Health and Wellness in Indian Country	93.762	Centers for Disease Control	6 NU58DP006391-02-01	75,301
<b>Total U.S. Department of Health and Human Services</b>				<u>3,973,089</u>
<b>Total Expenditures of Federal Awards</b>				<u>\$ 3,973,089</u>

\* Denotes major program

Barbara Frakes



Ginger Gibson

Jacqueline Kelly



## NACA Committees

Strategic Planning Committee (Employee Retention)  
Emergency & Safety Management Committee  
Diversity, Equity, and Inclusion (Inclusive Excellence) Committee

## NACA Community Partners

American Diabetes Association  
Arizona Coalition to End Domestic Violence  
Arizona Governor Office on Tribal Relations  
Arizona Department of Health Services  
Ashline Tobacco Quitline  
Big Brothers Big Sisters of Flagstaff  
Cancer Support Community Arizona  
Coconino Coalition for Children & Youth  
Flagstaff Chamber of Commerce  
Flagstaff Front Door  
Flagstaff Medical Center  
Flagstaff Water Services  
Global Indigenous Council  
Green Haven Shelter for Women  
Healthy Native Youth  
Hopi-Tewa's Coalition to End Abuse  
Indian Health Services  
Inter Tribal Council of Arizona  
Let's Move!  
Maricopa County Department of Public Health  
National Forest Foundation  
National Indigenous Women's Resource Center  
National Minority AIDS Council  
Native American Cancer Prevention  
Native American Connections  
Native Health News Alliance  
Native Health Phoenix  
Native Learning Center  
NAU Educational Opportunity Center  
Navajo Nation Special Diabetes Project  
North Country Healthcare  
Northland Family Help Center  
Phoenix Indian Center  
Sacred Peaks Health Center  
Sedona Chamber of Commerce  
Southern Plains Tribal Health Board  
StrongHearts Native Helpline  
Terros Help  
Tuba City Regional Healthcare  
United Way of Northern Arizona  
We R Native  
Winslow Indian Health Care Center



Scan the QR Code to view  
all of NACA's services



## Testimonials

"Just a quick praise and props to your Youth Psychotherapist for being an invaluable support to a young lady. Going above and beyond to make some serious life changes happen for her."

"You helped me achieve diabetes reversal."

"You have helped me tremendously every time I've come in the last few weeks. Thank you!"

"Customized care for Native Americans, respect for traditional health."

"The staff is helpful and nice. The classes provided were explained in an understanding manner. The schedule worked out with me."

"The respect and support that NACA provided me helped me overcome my weakness. Without them I don't know where I'd be."

"The history and rights that NACA has fought for us. I appreciate NACA."

"Welcoming atmosphere, as well as a strong indication towards helping others. Their overall aid is what is needed for those seeking help."

"I wish more of the Flagstaff community knew about the excellent care and that there were more providers to serve more of the Native and non-Native members of the community."

"Communication at all levels feels very personable."

## Donate to NACA

YOU CAN HELP SUPPORT NACA'S MISSION IN OUR COMMUNITIES.

Native Americans for Community Action Inc., is a Flagstaff Community 501(c)(3) Non-Profit Organization and, as such, depends on the generous support of the community to offer services and programs that provide for critical needs around Flagstaff and Northern Arizona.

Help us by making a one-time contribution and earn tax credit! Donations automatically go towards NACA's Supportive Services, which you can learn more about here. Be sure to earmark your contribution via the 'notes' field if you intend it to support a specific program.



Scan the QR Code to  
donate to NACA

# Where Empowerment Happens



## LAND AND LABOR ACKNOWLEDGEMENT

We humbly acknowledge the ancestral homelands of this area's Indigenous nations and original stewards. These lands, still inhabited by Native descendants, border mountains sacred to Indigenous peoples. We honor our ancestors, their legacies, their traditions, and their descendants' continued contributions. We celebrate our past, present, and future generations who will forever know this place as home.

We acknowledge that we are residing on tribal lands of those who have lived on this land for time immemorial. We pay respects to our elders past and present. We recognize the strength of our people, past and present, who work to build a strong and sovereign nation where Tribal members may live their values and culture. We must acknowledge that much of what we know of this country today, including its culture, economic growth, and development throughout history and across time, has been made possible by the labor of enslaved Africans and other Indigenous peoples, and their ascendants. We are indebted to their labor and their sacrifice, and we acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.