

**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.**

## **Community Impact Report 2025**



# **NACA**

**NATIVE AMERICANS  
FOR COMMUNITY ACTION**



For 55 years and counting, Native Americans for Community Action, Inc. (NACA) has stood as a trusted pillar of health, culture, and community in Flagstaff, throughout Coconino County, and across the surrounding region. What began as a commitment to meet the needs of Native people in an urban setting has grown into a movement rooted in Indigenous knowledge, community resilience, and holistic care. Today, NACA proudly serves individuals representing more than 65 Tribal Nations and continues to see growth in patient visits, reflecting both the increasing need for services and the trust our community places in our care. Guided by Indigenous values, our work remains focused on building sustainability, advancing prevention, and strengthening the overall wellness of the Native American and non-Native communities we serve.

With the continued support of grants, donors, sponsors, and the Indian Health Service Navajo Area, NACA expanded both services and organizational capacity in 2025. After interviewing numerous qualified candidates, we hired a Chief Financial Officer and a Lead Custodian, strengthening financial oversight and facility operations.

We deepened partnerships and advocacy efforts statewide and nationally. NACA strengthened collaboration with other Urban Indian Organizations in Arizona and participated in legislative discussions, including town halls with Mark Kelly and Ruben Gallego. We expanded alliances with the National Council of Urban Indian Health and the Arizona Alliance for Community Health Centers, strengthening the voice of Urban Indian health programs. NACA was also recognized as a Center of Excellence by Blue Cross Blue Shield, affirming the quality of care we provide.

Community collaboration remained central to our mission. We partnered with Working Alternatives on the Sacred Mountain Prayer Run and candlelight vigils, and collaborated with the Hopi Substance Use Prevention Program. Outreach efforts were expanded through engagement with KUYI Hopi Radio to reach broader regional audiences. We also dedicated a new drum and began hosting open drum sessions every two weeks, creating space for cultural connection and healing.

NACA secured several small grants to enhance direct services, including Healing Through Traditions gatherings, tobacco cessation workshops, and colorectal cancer screening initiatives, expanding access to prevention and early detection services for our community.

During the summer, we completed renovations to our Family Health Clinic with the support of Woodruff/Benally Construction, creating a warmer and more welcoming environment for patients. The improvements were showcased during our annual Open House. Internally, we established a Workplace and Community Support Committee to strengthen operations and organizational culture. The committee supported planning for our annual summer retreat, emphasizing teamwork, connection, and staff wellbeing.

I remain incredibly proud of our team's perseverance and commitment to holistic, compassionate, and culturally responsive care. As we look ahead, NACA remains steadfast in its role as an Urban Indian Organization, honoring Indigenous values while delivering high-quality healthcare services that uplift and empower our community.

- Christopher David, NACA CEO



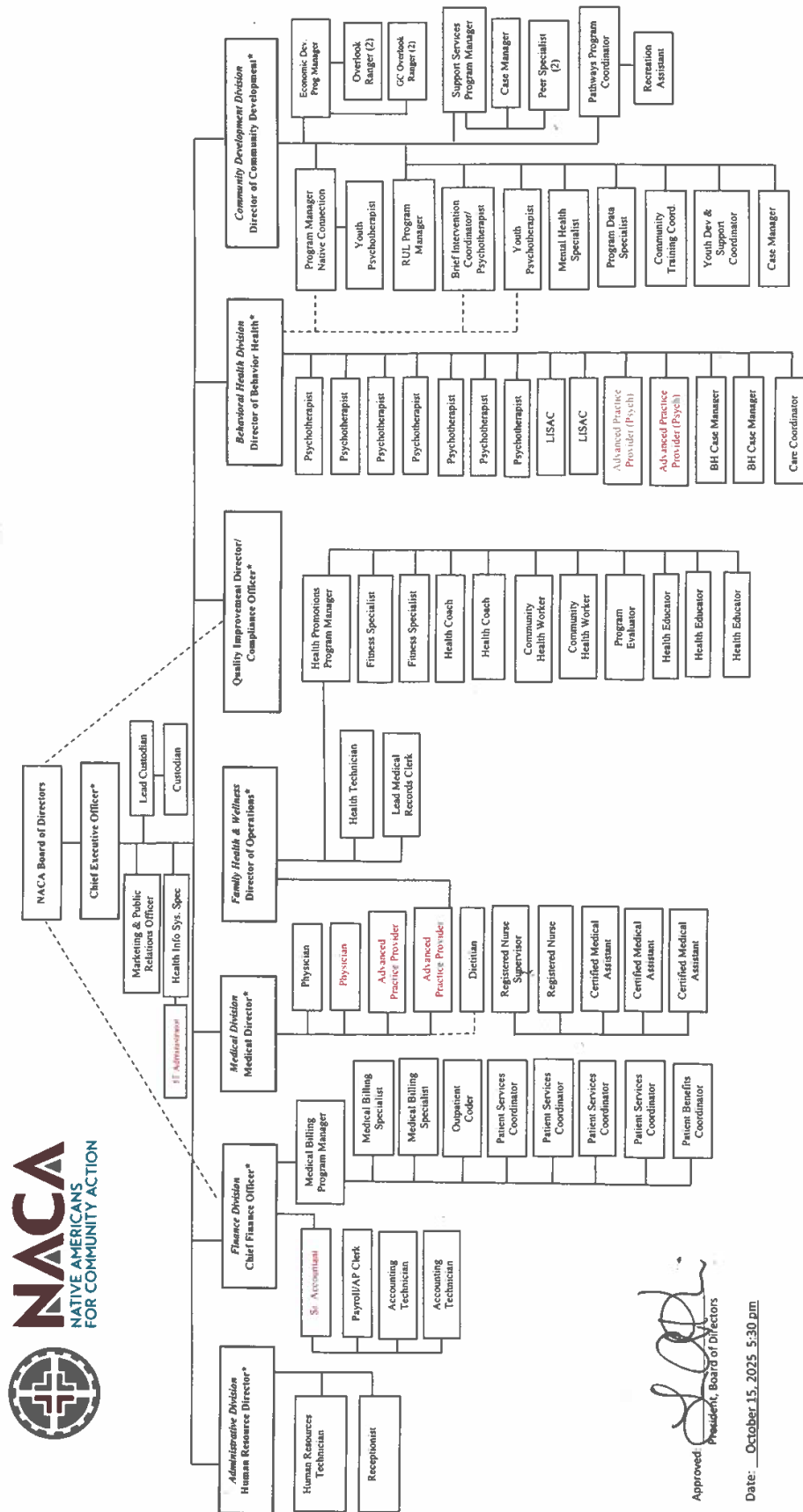
Native Americans for Community Action, Inc. provides quality healthcare services to the Native and non-Native populations of Flagstaff, and other surrounding communities. NACA accepts and provides services to all ethnic groups of all ages, focusing on holistic and family care, and we prioritize the overall 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.



# Departments

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



Approved:   
President, Board of Directors

Date: October 15, 2025 5:30 pm



President  
LivA'ndrea  
Knoki



Vice - President  
Juliette Roddy

### Board of Directors

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



Charles  
Doughty



Victoria  
Tewa



Rachael  
Baker



Melinda  
Smith

## 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
- Drive Thru Food Distribution
- Native American Heritage Week
- Rock Your Mocs
- Truth and Reconciliation Awareness Day
- Back to School Blessing and School Supply Distribution
- Suicide Prevention Month Prayer Hike
- NACA Open House
- Navajo Shoe Game
- Spring Equinox Celebration
- Harvest Festival
- Cedar Harvest Workshop



## 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





## 2025 Family Health Center Annual Report

In 2025, the Family Health Center (FHC) advanced its mission to deliver holistic, culturally grounded care to Native and non-Native community members across Flagstaff and surrounding areas. We maintained AAAHC accreditation, strengthened partnerships, including collaboration with the Navajo Nation Breast & Cervical Cancer Prevention Program, and continued progress on key quality measures. Patient experience surveys reflected high satisfaction with provider listening, communication, cultural respect, cleanliness, and access.

### **About the Family Health Center**

FHC provides comprehensive primary care including physicals, immunizations (including COVID-19), disease screening, STI testing, women's health and family planning, pediatric care, and acute/chronic illness management grounded in culturally sensitive practices that honor patient traditions and values.

### **Organizational & Clinical Accomplishments**

AAAHC Accreditation Maintained. FHC upheld rigorous standards of patient safety, quality, and continuous improvement throughout 2025.

### **Women's Health Initiatives**

In 2025, FHC continued the partnership with the Navajo Nation Breast & Cervical Cancer Prevention Program. With their support, the mobile mammography bus provided on-site breast cancer screening at the FHC campus, serving more than 50 eligible women.

### **Patient Experience**

Based on survey results, patients reported high satisfaction with provider listening, sufficient time during visits, clear communication, cultural respect, staff friendliness, cleanliness, and timely access to appointments.

#### *Representative Patient Statements (theme-based, not verbatim):*

- Patients felt listened to by their providers, with concerns taken seriously and addressed with care.
- Patients did not feel rushed and appreciated the time providers took to explain issues clearly.
- Patients understood their care plans and felt confident about next steps.
- Patients noted that their cultural traditions and values were acknowledged and respected.
- Staff were described as warm, friendly, and willing to answer questions.
- Satisfaction with the cleanliness of exam rooms, waiting areas, and overall facility was high.
- Patients cited the ease of getting appointments and responsiveness to calls.
- Many indicated they would recommend the Family Health Center to friends and relatives.

## Quality Measures & Performance (GPRA Highlights, 2025)

NACA exceeded performance expectations in several key GPRA preventive screening measures during 2025. Specifically, the Family Health Center achieved:

- Universal Alcohol Screening: 46.43%, surpassing the 2025 target of 36%
- Depression Screening (12–17 years): 56.41%, exceeding the 2025 target of 36.10%
- Depression Screening (18+): 46.57%, surpassing the 2025 target of 39.60%

## Priorities for 2026

- Improve chronic disease outcomes (blood pressure control, diabetes management).
- Increase cancer screening rates with focused outreach.
- Sustain high performance in alcohol and depression screening.
- Strengthen population-health data infrastructure.
- Continue culturally grounded care and staff development.





## 2025 Behavioral Health Center Annual Report

It's been quite a busy year in 2025 although overall contacts were reduced, individual therapy was on the rise. This can be attributed to adding psychiatry to behavioral health as well as adding an additional therapist to the mix. It also appears the public has been more accepting of therapy as a means for wellness. It is no longer seen as a crutch, but as a tool for treating one's mental health. Mental health wellness is as important as taking care of physical self.

Here at NACA it is our belief that treating the whole person, is essential in taking care of our patients. We work within and among the various departments in our agency to aid patients in their journey for health.

It is not uncommon for a behavioral health patient to be referred to the clinic for physical health or to address concerns about their diet with our dietician. We make many refers to the wellness center to alleviate stress or to stay in shape. Our health promotions department is also a resource for our patients.

We offer weekly Talking Circles to address the spiritual side of our patients. This also provides a safe place for culture to grow and thrive. Being grounded both spiritually and culturally adds to the resilience of a person. Talking Circles have increased this year to a weekly service. We offer drum groups every other week that again adds to strengthening our cultural bonds and enhances our connection to the community.

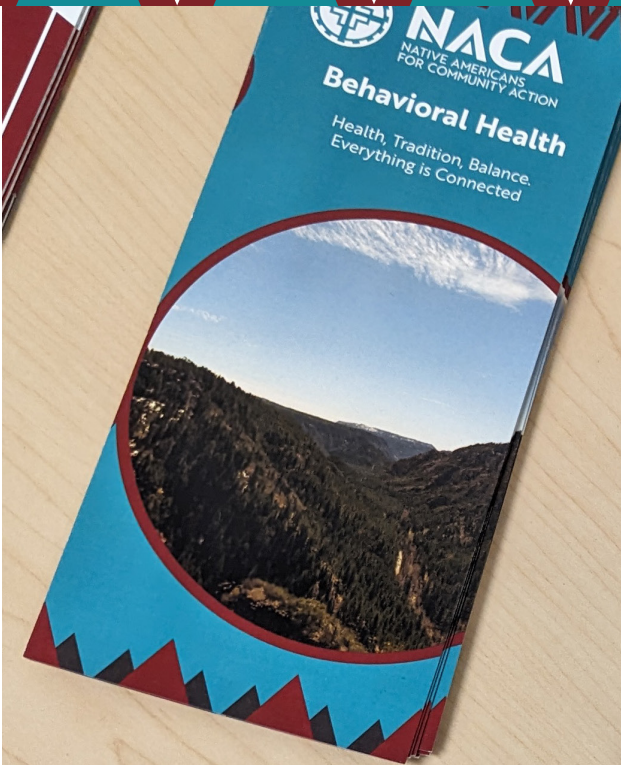
The behavioral health department continues to grow to meet our communities needs. We currently employ 7 Master's level counselors, 2 substance abuse counselors, a psychologist, and now 2 Psychiatric Nurse Practitioners.

Recent additions included Ester Dreher, PMHNP. Ester will see patients from childhood through the lifespan for their psychiatric needs. Ester comes to NACA from Tucson, Arizona and most recently, Alaska.

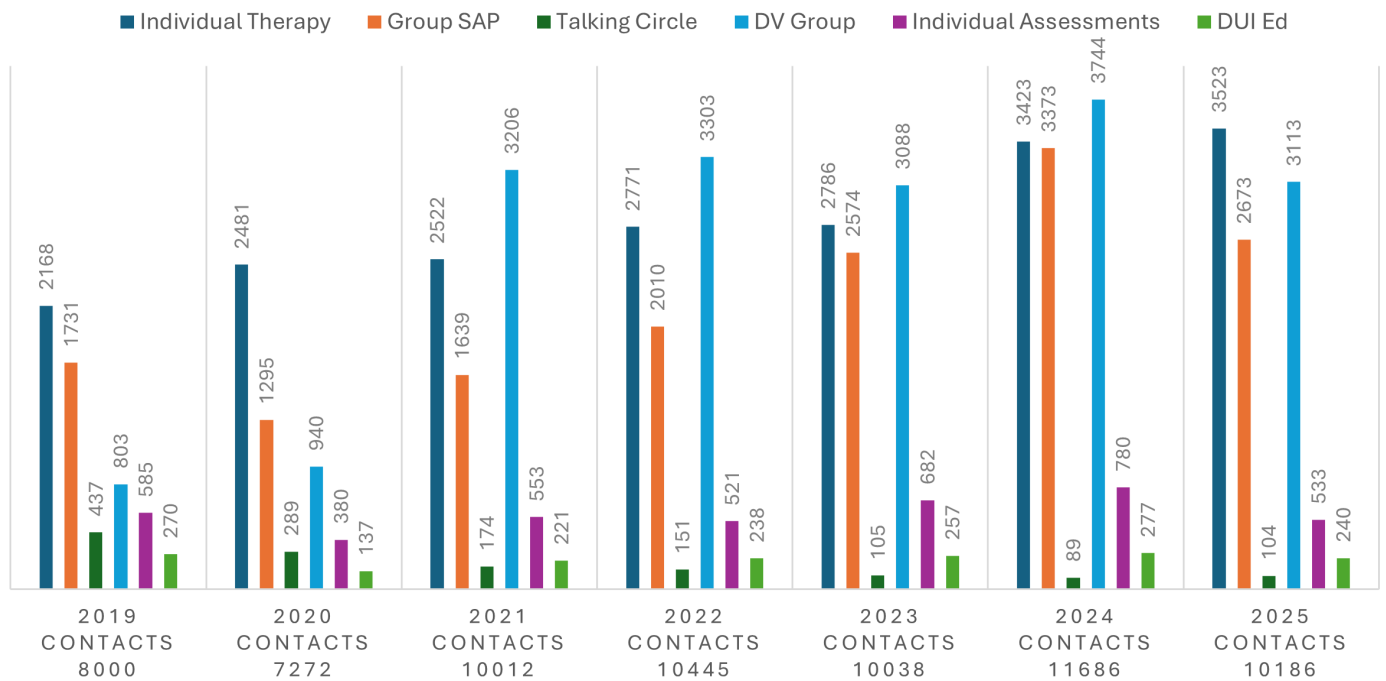
DeWayne Begay, LACT, is a new substance abuse counselor, as well as one of our Talking Circle facilitators. DeWayne comes to NACA from Fort Defiance, AZ.

Genevieve Charley, LAC, is a psychotherapist who works with all ages, from youth to elder, to help improve upon their mental health needs. Genevieve also comes to NACA from Fort Defiance, AZ.

NACA Behavioral Health is a robust department here to serve the community and lead our patients down a path of wellness and healing.



## NACA BH SERVICES 2019-2025



## What patients like best about NACA:

"Culture and traditional knowledge"

"Kind and listen"

"Berkeley and the front office especially Judy and Debra"

"Everyone they are amazing"

"The staff and medical people"

"My doctor, staff, location"

"All the staff are polite and friendly"

"Friendly atmosphere"

"Understanding my situation"

"The service and friendly people who helped me with my health"

"Clean facility"

"Convenient"

"Fast"

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.





**“The staff are courteous,  
helpful, friendly”**

**“The friendliness of every  
single person”**

**“Great comfortable environment;  
caring and welcoming personnel”**

**“It feels good and I like the  
people”**

**“How my counselor listened to  
all of what I had to say”**

**“My BH provider Berkeley  
is ALWAYS kind, caring, &  
helpful. The front office,  
back office, & gym staff are  
amazing!!!”**

**“They care about my  
needs”**

**“Easy to get seen when I set  
an appointment”**

**“Help is available all the time”**

## 2025 Health Promotions Annual Report

The Health Promotion Department is a grant funded department focused on health and wellness initiatives.

The Health Promotion team successfully engaged community members across various initiatives aimed at enhancing overall well-being. With our Tribal Health and Wellness grant, we had these notable impacts: For Performance Measure 1, focusing on participation in culture teaching and wellness practices, a total of 2,814 individuals who attended related activities and events. Programming designed to foster cultural connectedness attracted 1,290 participants, while efforts to promote social connectedness engaged 1,278 attendees. Additionally, initiatives aimed at increasing physical activity saw participation of 2,057 individuals.

At the NACA Wellness Center, approximately 2,500 check-ins reflect strong community engagement. The team provides a wide range of health education and prevention services, including chronic disease management classes, disease prevention programs, and early screening services such as colon cancer screenings, blood pressure assessments, retinopathy checks, and blood sugar screenings. In addition, they offer nutrition classes and organize community gardening events to encourage healthy eating and active lifestyles.

Furthermore, the Health Promotion team organizes a range of culturally significant and community-building events throughout the year. These include the Sacred Mountain Prayer Run every year on the first Saturday of June, beading classes, a Truth and Reconciliation Awareness Walk, a free community group hiking series, and cultural speaker events.

The team also organized significant community events, eventually leading the City of Flagstaff's first annual Missing and Murdered Indigenous Relatives (MMIR) Awareness Day event, and proclamation reading. 2025 marked a monumental turn for NACA's MMIR activities, as the team was contacted by the Mayor of Flagstaff to participate in the proclamation. An MMIR ceremony was held at the NACA Wellness Center, and the city officially proclaimed May 5th as Flagstaff's first annual Missing and Murdered Indigenous Relatives Awareness Day. This proclamation underscores the department's commitment to cultural awareness, social justice, and comprehensive community health.





## 2025 Human Resources Annual Report

Human Resources accomplished all functions at its highest level to serve employees, outside agencies, and the Flagstaff community in 2025. Some of the HR responsibilities included recruitment, onboarding, training, staff and committee meetings, performance evaluations, recordkeeping and maintenance, employee engagement survey, policy revisions, benefit processing, employee relations, and HR audits.

Some of the highlights accomplished by Human Resources:

- Recruitment of seventeen (17) positions which included the key recruitment of two (2) full-time Advanced Practice Provider for the Family Health Center and Behavioral Health and the new Chief Financial Officer.
- Staff completing an excellent completion rate of 96% for the HealthStream learning module for employee development as mandated by IHS, AAAHC, and ADHS.
- Conducted four (4) new employee orientations for all new staff.
- HR provided semi-annual updates to employees on benefits, training, employment requirements, and updates on the revised HR Policies and Procedures.
- The service year recognition consisted of one (1) employee for 10 years and three (3) employees for 5 years of service with NACA.
- The new minimum wage was implemented to comply with the city of Flagstaff minimum wage law per annual changes.
- The employee performance evaluation form was revised, and the date of the evaluation completion due date was changed from anniversary date to a one-time completion date for all staff.
- The retention committee conducted the employee engagement survey. The survey is conducted every other year to be used as a tool for the retention committee to gather and review action information on the employee benefits, salary, work detail, employee morale, work environment, teamwork, supervisory, organization goals, and company culture.
- HR has been responsible for all clinical and behavioral health staff privileging and credentialing for the last two (2) years.
- The annual updates and revision of the current HR Policies and Procedures were completed.

The Human Resources Strategic Plan Committee had another successful year working on the objectives identified to increase employee retention. Some of the achievements were: annual staff retreat, increased working on wellness participation, annual employee recognition program, policy review and recommendations, annual employee retreat, community trunk or treat, and the NACA annual open house.



## 2025 Quality Improvement Annual Report

Native Americans for Community Action, Inc. (NACA) has served Native American and non-Native communities of Flagstaff and Coconino County for more than 50 years. Grounded in principles of harmony, respect, and Indigenous values, NACA's mission centers on preventive wellness, empowerment, and advocacy for Native people and others in need.

### **Quality Improvement at NACA**

The purpose of Quality Improvement at Native Americans for Community Action, Inc. is to strengthen safe, equitable, and culturally grounded care by continuously evaluating and improving the systems that serve our community. Guided by principles of harmony, respect, and Indigenous values, Quality Improvement efforts rely on collaboration, data-informed learning, and accountability to support preventive wellness, empower patients and staff, and improve health outcomes across all programs.

Quality Improvement is an organization-wide effort embedded across clinical care, behavioral health, wellness services, and community partnerships.

### **Key Program Activities & Accomplishments**

#### *Accreditation & Quality Awareness*

NACA successfully achieved accreditation through the Accreditation Association for Ambulatory Health Care (AAAHC), including recognition as a Patient-Centered Medical Home. This accomplishment reflects strengthened care coordination, standardized workflows, and shared accountability for quality and safety across programs.

#### *Quality Studies & Performance Improvement Projects*

NACA conducted multiple Quality Improvement studies using Plan-Do-Study-Act (PDSA) methodology. A primary focus was chronic disease management, particularly glycemic (A1C) control. While benchmarks were not fully met, the study resulted in corrective actions including workflow refinements, expanded diabetic education, increased retinopathy screening, and continued re-measurement.

#### *Population Health & Data-Driven Improvement*

Population health tools within the electronic health record support identification of care gaps, preventive service tracking, and targeted outreach. Benchmarks such as GPRA, UDS, and IHS measures guide performance monitoring.

### **Improving Access, Safety, and Preparedness**

#### *Access to Care*

Reducing appointment no-shows was identified as a priority improvement area. Baseline analysis and workflow assessments were completed in preparation for implementation of the LUMA automated reminder system.



### *Safety, Infection Control & Risk Management*

NACA maintained a comprehensive Infection Control Program, including routine audits, hand hygiene monitoring, and employee immunization review. Emergency preparedness activities included staff training and drills. NACA began transitioning to the RELIAS learning management system to strengthen training oversight.

### ***Community Engagement & Integrated Care***

NACA participates in the Coconino County Crisis System, collaborating with regional partners to improve coordination and access to crisis services. NACA improved care coordination by following up on referrals to help ensure patients receive the specialty, behavioral health, and social services they need.

### ***Patient Experiences & Outcomes***

Patient satisfaction surveys reflect strong performance in provider communication, cultural respect, staff friendliness, cleanliness, and access to care. Feedback confirms patients feel heard and supported.

### ***Looking Ahead***

Priorities for the coming year include completing corrective actions for quality studies, evaluating outcomes of the LUMA reminder system, finalizing RELIAS implementation, expanding referral analytics, and increasing staff engagement in quality improvement.

Quality Improvement at NACA reflects our responsibility to the community. Through transparency, accountability, and culturally grounded practices, NACA remains committed to strengthening the systems that support health and wellness for Native people and others in need.





## 2025 Community Development Annual Report

“Over the past year, the Community Development Division advanced its mission to strengthen community well-being through a comprehensive approach that integrates supportive services, suicide prevention education and training, economic development, and youth substance abuse prevention. The division provided direct, client-centered support services that improved access to resources, stability, and pathways to self-sufficiency. Through expanded suicide prevention education and training efforts, staff and community partners increased awareness, strengthened crisis response capacity, and promoted a culture of care and early intervention. Economic development initiatives focused on building skills, supporting workforce readiness, and fostering opportunities that contribute to long-term community resilience. In addition, the youth substance abuse prevention program engaged young people through prevention education, mentorship, and positive activities designed to reduce risk factors and strengthen protective supports. Collectively, these efforts reflect the division’s commitment to holistic, prevention-focused services that empower individuals, strengthen families, and build healthier, more resilient communities.” - Dorothy Denetsosie Gishie, Community Development Director

### Reach UR Life

Reach UR Life (RUL) is a grant funded Indigenous Youth Suicide Prevention Program. The program is typically funded through the Garrett Lee Smith grant, through the Substance Abuse and Mental Health Services Administration (SAMHSA). In 2025, RUL completed the last year of the grant program.

Throughout the year 2025, Reach UR life continued to accomplish grant goals and deliverables, even after completing the GLS grant cycle. The Reach UR Life program maintains 13 partnerships, including Winslow Residential Hall, Ponderosa High School, Pine Forest Charter School, Northland Family Help Center, Northern Arizona Healthcare Behavioral Health, Flagstaff Unified School District, 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 After School for Youth Pathways Program, and Coconino County Juvenile Center. The RUL team completed hundreds of screenings and referrals to youth, and provided multiple trainings to the Flagstaff workforce and community throughout the five year grant period.

Trainings included SafeTalk, Applied Suicide Intervention Skills Training (ASIST), Question, Persuade and Refer (QPR), Youth Mental Health First Aid, Life Skills Workshops, Substance Abuse Education, and Mindfulness-Based Strategic Awareness Training (MBSAT). In addition to these trainings, RUL team also provided students with presentations on other skills and programs available at NACA, and participated in parent and wellness night for schools and community health fairs. Additionally, Reach UR Life annually holds the Suicide Prevention Prayer Hike during the month of September, for Suicide Prevention Awareness Month.

In addition to training and technical support, Reach UR Life supports sustainable policy changes within our healthcare partners, policies related to services such as screening all patients that are being seen, referral follow ups, and warm-care handoffs. Reach UR Life is focused on community and partnership. With dedication and support from our partners, we continue to create a suicide safer community.

**Number of People Trained Through Grant Project Period 6/30/2019 – 06/29/2025**

<u>SafeTalk</u> 632	ASIST 130	Question Persuade Refer 429	Motivational Interviewing 125	Cognitive Behavioral Therapy SP 33	Trauma Informed Care 89	Sources of Strength 5
Suicide Bereavement Clinician TP 12	<u>SafeTalk</u> Train the Trainer 9	Suicide Prevention Conference 87	Suicide Bereavement and Loss 14	Mindfulness-Based Substance Abuse Treatment 21	Sources of Strength Train the Trainer 24	Youth Mental Health First Aide 30
CAMS 15	Cultural Humility 22	QPR Train the Trainer 3	NARCAN Training 37			

## 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 is guided by grant funded guidelines and the evolving needs of community members. Eligibility requirements and services required by a specified grant may vary, including the the amount of funding available. For transparency's sake, it is important to communicate the projected number of participants NACA can assist with current funding. Social Supportive staff continue to have a regular weekly presence in the community to meet new potential clients, and check community members for their client eligibility. Staff also continue to provide basic need hygiene kits to clients, and navigate distribution of the workflow.

We recognize that achieving lasting impact requires collaboration. Our hope is fueled by being part of a network of leaders, funders, and organizations that understand that food and basic needs are necessities; it serves as a catalyst for justice, healing, and collective empowerment.

### *Support Services 2025 (January- December) Annual Report.*

<b>Support Services 2025 Annual Report</b>	<b>January</b>	<b>February</b>	<b>March</b>	<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>September</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>TOTAL</b>
<b>Basic Needs</b>													
<i>Bus Passes</i>	45 2	24 6	26 9	28 9	14 4	29 8	30 7	33 4	31 2	14 1	17 4	17 2	<b>313 8</b>
<i>Food/Gas Cards</i>	5	1	2	0	1	4	2	2	1	1	4	0	<b>23</b>
<i>Better Bucks</i>	39 1	26 7	29 8	45 7	41 2	35 7	34 8	29 3	27 8	14 9	14 3	16 7	<b>356 0</b>
<i>Clothing Vouchers</i>	8	4	0	3	2	0	2	2	1	1	1	0	<b>24</b>
<i>Sack Lunches</i>	16 0	16 0	16 0	16 0	16 0	16 0	16 0	16 0	16 0	16 0	16 0	16 0	<b>192 0</b>
<b>FINANCIAL ASSISTANCE</b>													
<i>Ceremonial</i>	0	0	0	2	2	0	0	0	0	0	0	0	<b>2</b>
<i>Educational Enhancement</i>	0	0	0	0	5	2	1	1	0	0	0	0	<b>9</b>
<i>Burial</i>	3	2	1	1	1	1	1	0	0	1	0	0	<b>11</b>
<i>Taylor House</i>	0	0	0	0	0	2	0	1	1	1	0	0	<b>5</b>
<i>Rental</i>	1	3	0	1	0	0	0	2	1	0	1	2	<b>11</b>
<i>Utilities</i>	1	1	0	0	1	0	0	0	0	0	1	1	<b>5</b>

*Projections from January through June 2026: For basic needs & financial assistance.*

<b>Support Services 2026 Annual Report</b>	<b>January</b>	<b>February</b>	<b>March</b>	<b>April</b>	<b>May</b>	<b>June</b>	<b>Total:</b>
<b>Basic Needs</b>							
<i>Bus Passes</i>	260	260	260	260	260	260	1560
<i>Food/Gas Cards</i>	4	4	4	4	4	4	24
<i>Better Bucks</i>	290	290	290	290	290	290	1740
<i>Clothing Vouchers</i>	3	3	3	3	3	3	18
<i>Sack Lunches</i>	160	160	160	160	160	160	960
<b>FINANCIAL ASSISTANCE</b>							
<i>Ceremonial</i>	1	1	1	1	1	1	6
<i>Educational Enhancement</i>	2	2	2	2	2	2	12
<i>Burial</i>	2	2	2	2	2	2	12
<i>Taylor House</i>	1	1	1	1	1	1	6
<i>Rental</i>	2	2	2	2	2	2	12
<i>Utilities</i>	2	2	2	2	2	2	12


### Pathways After School for Youth Program

As we reflect on 2025, the Pathways Youth Program is proud to share a year filled with cultural enrichment, student achievement, meaningful partnerships, and continued growth. This year has been a powerful reminder of what can be accomplished when community, culture, and education come together to support our youth.

In January 2025, Pathways introduced traditional Diné string games lessons to our participants. This winter cultural teaching, traditionally played during the colder months, strengthens hand-eye coordination, listening skills, patience, and storytelling abilities. Students not only learned the intricate designs and cultural meanings behind each string figure, but they also demonstrated their skills to peers and elders, building both confidence and cultural pride.

In March, Pathways students participated in the Diné Spelling Bee and Diné Prince and Princess Pageant hosted by Puente de Hózhó Trilingual Magnet School. We are incredibly proud to share that two of our students earned First Place in the Diné Spelling Bee, and another student was crowned Diné Prince. These accomplishments reflect our students' dedication to language preservation, leadership, and academic excellence.

May brought both celebration and transition. We shared a heartfelt farewell with Gyliliane Kuete, who resigned after two years of dedicated service to the program. We are grateful for the positive impact she made on our students and families. To close out the school year, Pathways celebrated with a field trip to the park, giving students time to connect, reflect, and enjoy their accomplishments.



June marked a major milestone for Pathways as we were awarded a \$75,000 grant from the Jewish Foundation. This generous support allows us to expand programming and provide enhanced opportunities for our youth. June also launched our four-week Pathways Summer Series. Each week featured a different theme, including Nature Week, Mad Science Week, Indigenous Astronomy Week, and Cultural Enrichment Week.

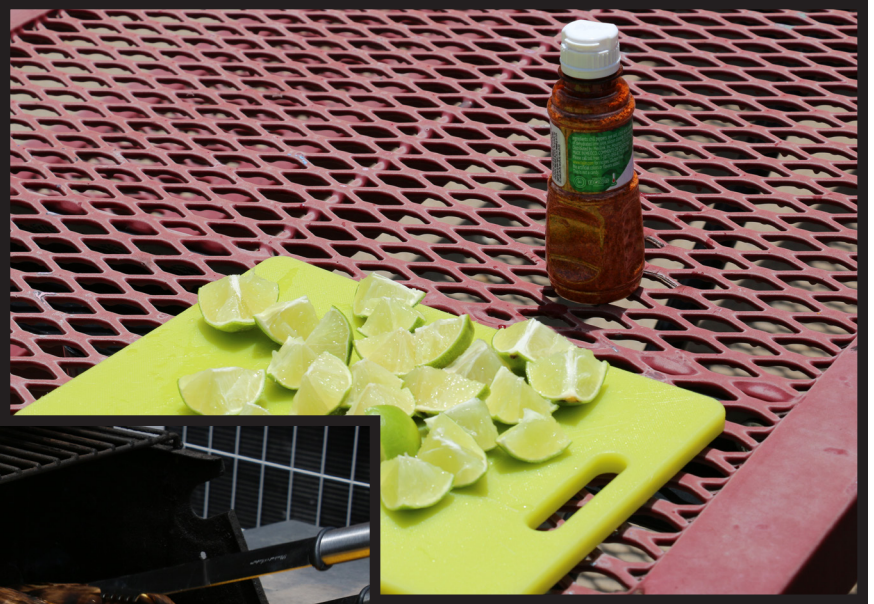
During Indigenous Astronomy Week, Pathways partnered with Lowell Observatory to visit their new Discovery Center. Students explored astronomy through both scientific and Indigenous perspectives. Cultural Enrichment Week provided hands-on experiences, including weaving on cardboard looms and building miniature hogans with popsicle sticks. Throughout the summer, we collaborated with the NACA Health Promotion team, visited Ponderosa High School, and partnered with TERRA-BIRDS, where students harvested from the garden and participated in engaging educational activities. These partnerships enriched our summer programming and strengthened community connections.

In August, Pathways began a new school year at Puente de Hózhó Trilingual Magnet School with strong enrollment, welcoming 20 students before the school year even began. In September, we welcomed Joi Lynch as our new Recreational Assistant. Joi, originally from Fort Defiance, Arizona, is currently pursuing a degree in Elementary Education at Northern Arizona University. Her enthusiasm and dedication have been evident from her very first day with our students. October brought a joyful Halloween celebration, with strong attendance from students and families. It was a wonderful evening filled with laughter, connection, and community spirit.

We concluded the year with our annual Diné Keshjéé (Navajo Shoe Game) event. We were honored to contract Ronald Benally as a cultural consultant to guide our students in this sacred winter tradition. Through virtual sessions, he taught the cultural teachings, traditional songs, and rules of the game. Diné Keshjéé is traditionally played only during the winter months when snow touches the ground. Thanks to our valued partnership with Lowell Observatory and their Native American Outreach Program, we were welcomed to host the event at the Observatory. It was a beautiful and meaningful setting, and community members greatly enjoyed both the environment and the event.

Throughout 2025, Pathways Youth Program achieved significant milestones—strengthening cultural identity, celebrating academic success, expanding partnerships, and securing vital funding to sustain and grow our work. None of this would be possible without the support of our families, partners, staff, and community members.

As we look ahead to 2026, we are excited to build on this momentum by expanding partnerships, increasing cultural programming, and continuing to provide a safe, enriching environment where Diné youth can thrive.



**Youth Focused Programming**

## Economic Development Program

In 1988, a Memorandum of Agreement was signed by the U.S. Forest Service and Native Americans for Community Action, Inc. (NACA), thus establishing a Native American arts and crafts vending market located at the scenic Oak Creek Vista Overlook site. This site is off Highway 89-A, atop the switchbacks of Oak Creek Canyon. NACA works in partnership with the Coconino National Forest to oversee vendors at the Overlook Vista and provide high quality authentic Native American handmade crafts.

The Oak Creek Overlook Vista is located off Highway 89a. It is 17 minutes South of Flagstaff, Arizona. It is often referred to as the "Gateway to Sedona." The Overlook is one of the most beautiful sites in Coconino County, and there is absolutely no fee to enjoy the beauty of the scenery at the Oak Creek Overlook Vista.

The Overlook is open daily as weather permits. There are 16 Native American vendors and artists who showcase and sell their authentic and beautiful arts and crafts.

We also have a partnership to host a vendor market on the Grand Canyon National Park which started in 2022. We will be entering our 4th year of partnership this season. We have 2 vending sites on the Grand Canyon Park Service with the hopes of adding more vending locations.



## Finance

The Finance Division of Native Americans for Community Action (NACA) serves as the nonprofit fiduciary for the purposes of compliance, following and applying accounting standards as set by Generally Accepted Accounting Principles (GAAP) and the Government Accounting Standards Board (GASB), and ensures the company's assets are recorded and expended with regard to laws and rules as stated by Federal, state, and local nonprofit regulations.

NACA is a corporation formed under the laws of the state of Arizona and the Internal Revenue Service. NACA is exempt from the payment of taxes and holds a 501(c)3 status.

Though formed as a non-profit organization, NACA operates a series of business lines with the intent of revenue generation. A Federally Qualified Healthcare Clinic provides patient care. NACA records revenue monthly with accounts receivable measured and collected per stated regulations.

A bit different, NACA also operates pure non-profit Grants and records accordingly within a framework as established by the Accounting Standards Codification Levels.

Below is a series of two statements that are audited and final for the Fiscal Year End of December 31, 2023.

### Statement of Activities

Revenues and Other Support		
Grant Income	\$	5,152,216
Health Service Fees		2,619,651
Rental Income		329,322
Contributions		64,291
Gain on Disposal of Assets		8,619
Investment gain (loss)		6,298
Other Revenue		50,969
Total Revenues and Other Support		8,231,366

### Expenses

Program Services	\$	5,715,063
Management and General Services		1,141,426
Total Expenses		6,856,489
Change in Net Assets		1,374,877

### Summary Balance Sheet

Current Assets	\$	13,378,315
Non Current Assets		3,032,526
Total Assets		16,410,841
Current Liabilities		11,106,609
Long Term Liabilities		2,463,199
Total Liabilities		13,569,808
Total Net Assets		2,841,033
Total Liabilities and Net Assets		16,410,841

# 2025 NACA Leadership Strategic Planning Retreat



**NACA**  
NATIVE AMERICANS  
FOR COMMUNITY ACTION

## NACA Committees

Strategic Planning Committee (Employee Retention)  
QI & Safety Management Committee  
Workplace and Community Support Committee  
Grant Committee

## NACA Community Partners

Accreditation Association for Ambulatory Health Care  
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  
Coconino County Crisis Response Team  
Flagstaff Chamber of Commerce  
Flagstaff Medical Center  
Grand Canyon National Park  
Global Indigenous Council  
Health Resources and Services Administration  
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 Service  
National Indigenous Women's Resource Center  
Native American Cancer Prevention  
Native American Connections  
Native Health News Alliance  
Native Health Phoenix  
NAU Educational Opportunity Center  
Navajo Nation Special Diabetes Project  
Northland Family Help Center  
one-n-ten  
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





# 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.