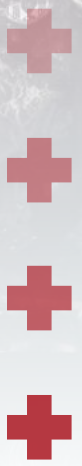




# FISCAL YEAR 2021 ANNUAL REPORT



**N**  **COA**

National Indian  
Council on  
Aging, Inc.

Dear Friends and Relatives,

Nearly five decades ago, tribal leaders founded the National Indian Council on Aging (NICOA) to serve the needs of American Indian and Alaska Native elders. That vision to advocate for our elders and improve aging services across Indian Country still drives our mission today.

The times we live in have been confusing, challenging, and heartbreaking. Despite a global pandemic, NICOA has continued to strive towards achieving our goals via our five-year strategic plan. We're grateful for the support of our members, tribal leaders, partners, and the aging community. Together, we have and will continue to listen, learn, and make progress in bettering elder lives.

Our work this past fiscal year has impacted many. Despite being delayed for a year, our biannual conference in Reno was well attended with good fellowship and interesting presentations. Our partners such as the International Association for Indigenous Aging (IA2) and the Diverse Elders Coalition (DEC) have helped us extend our reach across Native America, raising awareness of brain health and the needs of Native caregivers. Seen as a trusted national representative, NICOA provided testimony during a U.S. House Committee on Natural Resources. Our Senior Community Service Employment Program (SCSEP) also provided an important resource during this difficult time for hundreds of elders, with job training and a skilled team supporting every elder working towards success.

Our websites and social media also have been a valuable resource for those seeking information on health, nutrition, financial capability, elder abuse prevention and more. In addition, we launched our first-ever national campaign addressing social isolation and loneliness. With targeted videos and radio PSAs we reached elders and their families in Indian Health Service waiting rooms and on tribal radio stations. Our Tribal Long Term Services and Supports (LTSS) Compass website is continually being updated to serve as a clearinghouse to help those who need information about aging services in our communities.

Please take a look at our report to see our accomplishments and read about what we are working on to ensure your communities continue to receive the resources and support they deserve as NICOA founders intended. We thank you for your steadfast commitment to support, listen, and learn from Native elders. Their wisdom and guidance is crucial as we build our community to include all in Indian Country.

Sincerely,

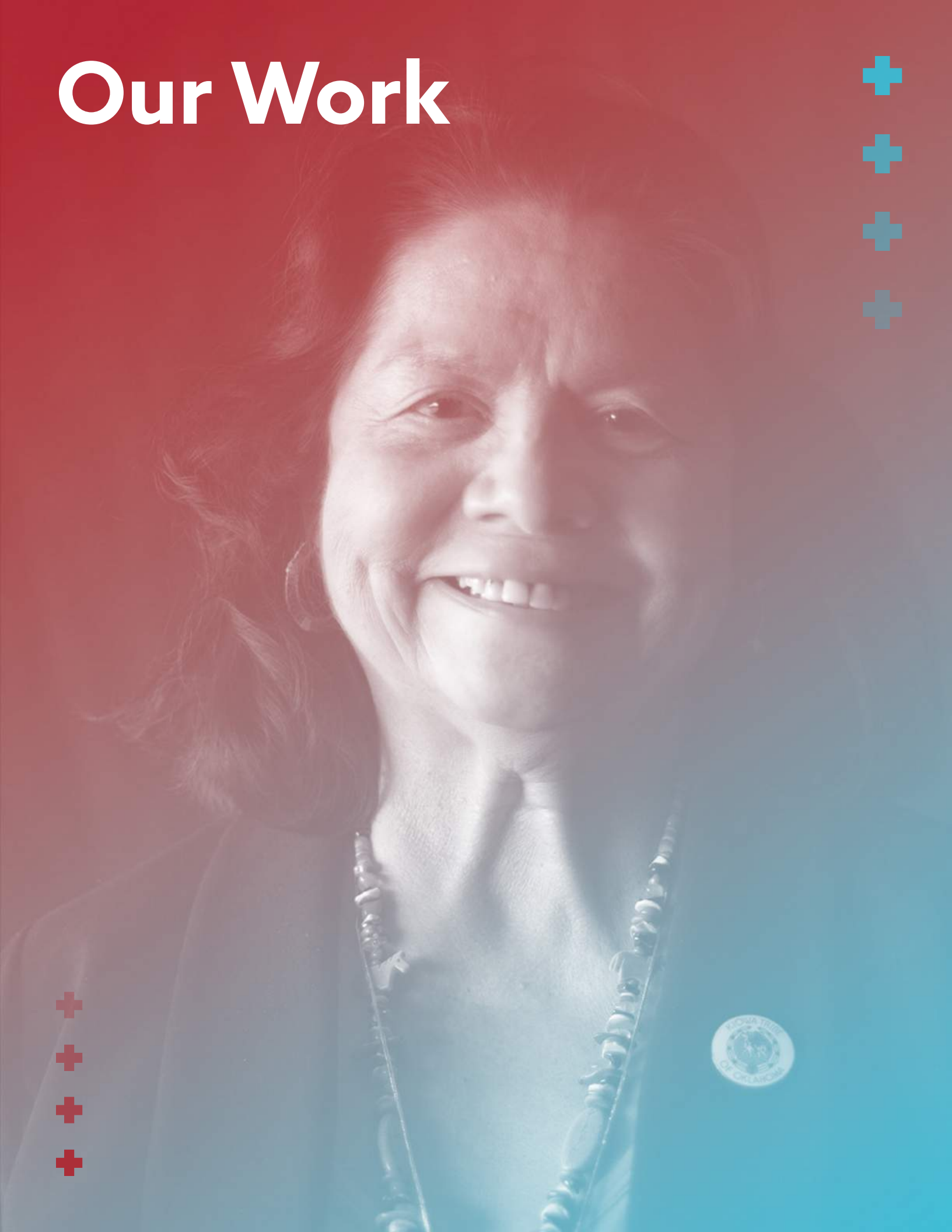


**Larry Curley**  
EXECUTIVE DIRECTOR



**Billie Tohee**  
NICOA BOARD PRESIDENT

# Our Work





# Senior Community Service Employment Program (SCSEP)

NICOA's core program is the Senior Community Service Employment Program (SCSEP), an on-the-job training and employment program designed to help low-income residents 55 and older update their skills and build experience to security and wellbeing.

Administered by the U.S. Department of Labor under Title V of the 1965 Older Americans Act, SCSEP is the only federally-funded community service and training program in the U.S. serving this population.

In 1989, NICOA was selected to serve American Indian and Alaska Native elders, and the program is now administered in seven states. NICOA is one of 17 national grantees providing these services, and one of two providing services to American Indian elders in the U.S.

## **2021 IMPACT**

Perhaps the greatest success of this past fiscal year was training many elders to work via phones and computers, and bridging the gap during a global pandemic. Much of our work is hands-on, teaching elders job skills and the soft skills they need to land and keep a job. But how do you provide training when folks are sitting at home during a global pandemic? With patience and software designed to foster elder learning, it can be done, especially for those who had never taken a computer course in their lifetime.

GetSetUp, online software designed for older adult learning, was a lifesaver, according to SCSEP Director Sue Chapman. "Most of our elders are lacking skill with computers but we had to do more online training opportunities," says Chapman, adding that staff members used GetSetUp and other software to create training that could be obtained through cell phones, hand-held devices and computers.

Through a membership purchased by NICOA, SCSEP participants were also able to do other GetSetUp online activities such as sewing, running, or creating their own social groups to keep them from feeling isolated while at home.

SCSEP

Average age of participant: 65

**Types of employment:**

- Cashiers
- Stockers in food pantries or other nonprofit organizations
- Custodial
- Office clerical support
- Entrepreneurs, such as Native American jewelry, arts & crafts
- Food service

**Employment agencies/partners:**

- Salvation Army
- Dress for Success
- Tribal governments
- YMCA
- Navajo Nation Chapter Houses
- Tribal and other senior centers

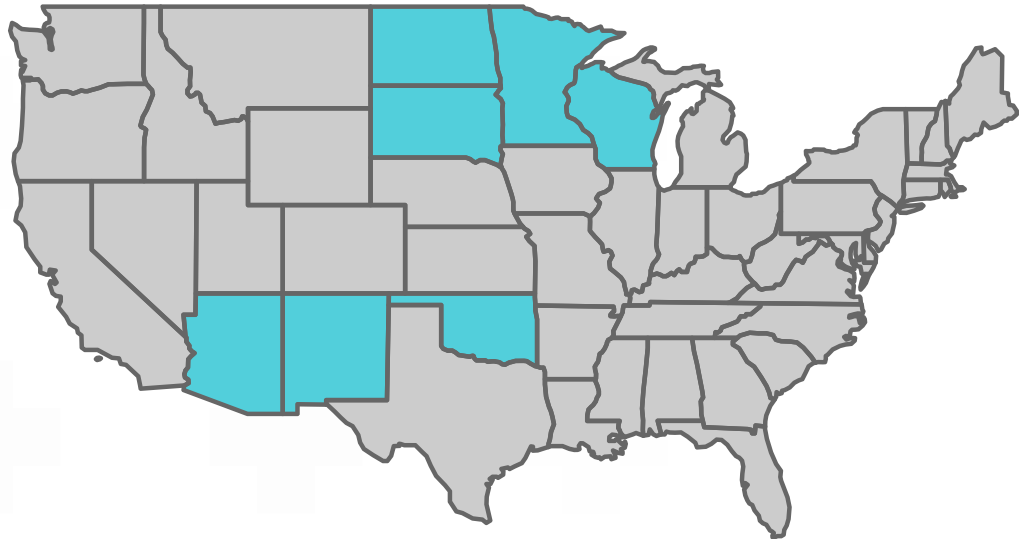


**SCSEP Participants FY 21**

- American Indian 58%
- Black 19.5%
- Hispanic 12%
- White 10.5%
- Total 276

## NICOA's SCSEP program:

- Arizona
- Minnesota
- New Mexico
- North Dakota
- Oklahoma
- South Dakota
- Wisconsin

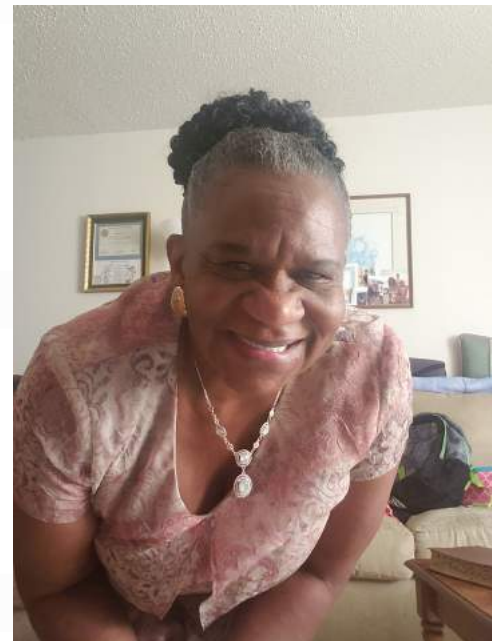


## The Things I Learned at SCSEP Were Invaluable

"When I applied to this program I felt defeated. The job hunting process has changed so much from the earlier years.

Beginning with my very first host site to the last one, the things I learned were invaluable. This program teaches self-worth for the aging population that still wants to work. The staff listens to your concerns and guides you in the best direction. They provide workshops and interview techniques along with the on-site training to better prepare you to reenter the workforce. Before I got a job, I was incarcerated and started looking for a job at 62.

This program is a confidence builder that at 55+ you can step out and succeed. I am now employed full-time as a thanks to this program. If you have barriers to employment, start here for help in overcoming them and success in job search."



**- Jacqueline Lewis, SCSEP Participant  
Oklahoma**



## How To Look Like a Superstar on Zoom

"I can't tell you how much I appreciate being part of this online forum for those 55 and older.

I've been extremely blessed beyond my expectations with this software and getting online. There are wonderful things you can learn from Google, including docs, lens and calendar. On this software site, I've met hosts who teach you all matters of interest, from the Wonders of the World to the most commonly used phrases, and how to care for and the diet of people who have diabetes. They also have information on how to use Zoom, how to get around with the camera, how to interact with others that are in the class with you and look like a superstar.

I've met others online that will share some of their stories on the struggles they've encountered in their lives, and how they overcame them. The guides for these courses are true professors.

I've also been asked to participate with others who are already in the SCSEP program. This is a wonderful program, and calling and checking in with others who are in the program was an added bonus - I hear their excitement, as well as their willingness to learn more. The Paycheck Workshop is also a great way to update your resume, cover letter and obtain references, which allows participants to be prepared for any future employment. I'm privileged to be part of this program and the recognition that people of this age not only have experiences to offer, it gives us a sense of hope knowing that someone out there came up with NICOA.

I can't thank you enough, Mamissa and LuAnn. To all of you I haven't met, thank you for thinking people at our age can still function in this fast-paced world."



- Dawna Izak  
SCSEP Participant

# Understanding *disabilities*

In American Indian & Alaska Native Communities.

## Technical Assistance and Resource Center (TARC)

To increase awareness and knowledge of the needs of Native elders and elders living with disabilities, NICOA was awarded funding from the Administration for Community Living/ Administration on Aging beginning in 2020.

One objective of the project is to build bridges between tribes and those in the aging network who want to offer assistance but are not sure how to begin. The trainings are focused on understanding the needs of Native elders, best practices in Indian Country, and trainings for Native elders and their community to celebrate through storytelling the profound teachings of our elders.

A wonderful toolkit on American Indian and Alaska Natives persons living with disabilities was developed by the National Council on Disability back in 2003. Gathering national technical experts, we decided to update the toolkit in FY 2021 to help us to expand this valuable resource. The most unique feature of the toolkit are the stories featuring persons living with a disability. They reflect on their life and how their disability has made life more fulfilling and at times more challenging.

When completed, the toolkit will be disseminated widely and trainings based on the kit will be offered to the aging network and tribes.

Additionally, we will continue to update our website by highlighting the work of those living with disabilities, helping tribes and their allies work together effectively and share useful important information needed by our members and friends to make good decisions about our shared future.







# LTSS is Wellness

We care about your wellness and we want to help you to understand what LTSS is, and how you and your community can benefit from it.

## Tribal LTSS NRC

Supported by a grant from the Administration for Community Living/Administration on Aging (ACL/AoA), NICOA worked with ACL/AoA to create a comprehensive website on elder care services in Indian Country. By taking a continuum of care approach NICOA sought to make the idea of LTSS something each community could learn about and find ways to make these services a reality for their elders. LTSS includes home and community based services (HCBS) and elders needs can range from education and fitness classes to home modification to allow a person to age in place at home to full time skilled nursing facilities. A good plan for a tribe needs to be mindful of this entire range of needs.

The audience for the website is both elders seeking information about LTSS and tribal leaders who may be interested in finding ways to make the services available in a cost effective way. The website has a wealth of information on how to begin planning for LTSS, ways to pay for these services and supports, advice for caregivers and a searchable state directory for finding services including Indian Health Service hospitals, tribal clinics, and urban health care facilities. The directory includes several states and will continue to grow.

NICOA sought to make the subject more accessible and surveyed tribal leaders and others interested in LTSS and asked them which issues were of most interest to them. Based on this survey we developed, or are developing, digital navigation outreach with recorded webinars on the top 3 subjects: assisted living, home health care, and program management. Additionally, we have videos co-created by nDigiDreams which provide insight into the challenges and joys of caregiving for an elder, the story of an elder who found health and happiness by riding his bicycle everyday and a third video is currently being developed to provide a framework for the concept of continuum of care.

# EVENTS & SPECIAL PROJECTS





## 2021 CONFERENCE

To bring together our members, aging advocates, caregivers, and tribal representatives working in the aging field, NICOA hosts a biannual conference to offer support, resources, the latest research, tools and camaraderie for Native elders across the U.S.

Due to COVID-19, the biannual conference was postponed in 2020 but a convening of more than 968 paid conference registrations people attended the 23rd Conference on Aging in Indian Country, Resilience for Tomorrow, Together, in Reno, NV. Keynote speakers from federal, state, tribes and agencies were present to provide updates and listen to the needs of elders. Workshop sessions included caregiver support, elder abuse prevention, Alzheimer's and brain health information, nutrition, transportation, disease prevention, employment and training, financial assistance, and more.





## CONNECTED INDIGENOUS ELDERS CAMPAIGN

In 2021, NICOA was invited by the Centers for Disease Control Foundation (CDCF) to submit an application for a grant focusing on the issues of social isolation and loneliness among American Indian or Indigenous elders, which grew from tribal community stay-at-home orders during the height of COVID-19 in 2020 and continued into the following year.

NICOA launched a three-month, national multimedia campaign, Connected Indigenous Elders, targeting elders, their caregivers, and tribal leaders as decision-makers, and youth. NICOA feels strongly that youth have a responsibility in elder caregiving. The campaign included three one-minute videos that were broadcasted across the GoodHealthTV network in Indian Health Service waiting rooms, and radio PSAs that were disseminated across the Navajo Nation and during Native America Calling, the nation's only daily live Indigenous radio call-in show.

In addition to broadcasts, NICOA continued the campaign and conversation across social media, creating memes to each target audience and messages of the harms that social isolation and loneliness has on elders in our communities. The messages included the positives of elders connection – they live longer, have fewer hospital visits and can avoid issues such as Alzheimer's and dementia.

NICOA also launched a youth-elder engagement video and photo contest, created a downloadable coloring book and also obtained self-care tips from caregivers to share with others. In exchange for self-care kits, natural personal hygiene products from an Indigenous company in New Mexico. Two downloadable information sheets on identification and resources on the issue were also created.

The goal of the campaign was to disseminate information about the issues, create culturally appropriate information and identify resources for our elders.

- 70,497 total plays
- 1.2 million+ estimated impressions during a three-month flight on the GoodHealthTV® network
- 3 radio PSAs broadcasted on 80 stations throughout the U.S.
- 2.6k views of PSA targeting elders on Facebook, with a reach of 6.3k
- More than 2,500 web page views with an average of 4 minutes of viewing (a redirect from branded campaign url, connectedindigenouselders.org) on nicoa.org
- More than a dozen news stories, radio and broadcast interviews, and opinion pieces published and in local, regional, national, and Native American media organizations

"I get the much needed rest, meaning the full eight hours, baking and usually sell on the weekends to communicate with others!"  
#myindigenouselfcare  
N/COA National Indian Council on Aging, Inc.

**HOW DO YOU ENGAGE YOUR ELDER CONTEST**  
YOUTH  
ages 0-25, enter a video or photo with how you engage your elder and win a chance one of seven \$100 Walmart gift cards Find out more at [connectedindigenouselders.org](http://connectedindigenouselders.org)  
N/COA

"We pray that children will honor and respect their elders — that is where the wisdom comes from. This respect will not allow forgotten elders. We are all equal, with each having our own special gift to contribute. These values allow our youth to become leaders and workers in our society. Children, you are our future and our hope for the people. Stand and be courageous."  
N/COA Spiritual Message from the Elders to the Youth  
N/COA National Indian Council on Aging, Inc.

How do you self-care?  
#myIndigenouselfcare

"I like to calm down working with my cedar beads after having an eventful day with a little bit of stress. For some reason, it really calms me down. It's my therapy."  
#myindigenouselfcare  
N/COA National Indian Council on Aging, Inc.

Allowing flexible time schedules supports caregivers in their jobs if an elder or family member needs longer-term caregiving.  
#triballeadership  
N/COA National Indian Council on Aging, Inc.

When tribal leaders provide low-cost or free financial help or support in legal matters such as bill paying, money management, guardianship and power of attorney to caregivers, it helps alleviate some of the stress in caring for elders and their families.  
#triballeadership  
N/COA National Indian Council on Aging, Inc.

Prolonged social isolation is as harmful as smoking 15 cigarettes daily and more harmful than obesity.  
Elders who are socially connected have less hospitalization and fewer trips to the emergency room.  
N/COA National Indian Council on Aging, Inc.

# KEY PARTNERSHIPS



## **AARP**

AARP is the country's largest nonprofit, nonpartisan organization that helps people choose how they live as they age. They focus on priorities for families such as health security, financial stability, and personal fulfillment. Their commitment to diversity, equity and inclusion is demonstrated by their support of NICOA as a conference sponsor and partner on webinars and other important educational endeavors.

## **Alzheimer's Association**

The Alzheimer's Association (AA) is committed to ending Alzheimer's disease and related dementias (ADRD). It is the leading voluntary health organization in Alzheimer's care, support, and research. Collaboration aimed at raising awareness of ADRD in Indian Country has led to presentations at the NICOA conference and a series of educational webinars led by a (AA) Native community educator.

## **American Society on Aging**

The American Society on Aging (ASA) is a nonprofit with a mission to drive discourse, education, and advocacy for change as it relates to inclusivity, anti-ageism and equity for older adults. NICOA attended and presented at ASA's conference, and gerontologist and author Ken Dychtwald included Larry Curley as part of their Legacy Interviews, a webcast series that features interviews with diverse legendary pathfinders who have spent decades in aging, health, and social services. The interviews capture the wisdom of gerontology's pioneers to inform, inspire and guide current and future professionals in the fields of aging and related services.

## **Diverse Elders Coalition**

Made up of six national organizations representing a growing majority of millions of older people throughout the U.S., the Diverse Elders Coalition (DEC) advocates for policies and programs that improve aging in racially and ethnically diverse communities. NICOA has been a longtime member of the organization and works with the DEC on a variety of issues, including contributing to curriculum to aid health care and social service providers in meeting the needs of diverse family caregivers.

## **International Association for Indigenous Aging - IA2**

NICOA has partnered with the International Association for Indigenous Aging or IA2 on a variety of projects and has received support from the organization, including for NICOA's Connected Indigenous Elders campaign. IA2 focuses on the issues of culturally appropriate resources for Indigenous elders with Alzheimer's disease and brain health. IA2 was a prominent presence at

NICOA's conference last year where they also held multiple trainings, listening sessions, and officially announced and debuted their new Dementia Friends content, revised and adapted for American Indians and Alaska Native communities.

### **Institute for Research and Education to Advance Community Health (IREACH) - Partnerships for Native Health - Washington State University**

Partnerships for Native Health is one of the largest research organizations in the nation devoted to the health and healthcare of American Indians and Alaska Natives. They have developed a comprehensive, interdisciplinary approach to achieve their goals. They took part in the NICOA Conference in 2021 and invited members to assist in developing a research protocol to promote participation of Native people in Alzheimer's disease research.

### **National Council of Urban Indian Health**

The National Council of Urban Indian Health (NCUIH) is a resource center dedicated to improving the health of American Indians and Alaska Natives living in urban areas. They provide advocacy, education, technical assistance, training, leadership, and connection to Urban Indian Organizations who share their mission. NCUIH has provided expertise and guidance on urban Indian health needs to NICOA on an ongoing basis.

### **National Resource Center on Native American Aging (NRCNAA)**

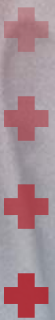
The National Resource Center on Native American Aging is committed to identifying Native Elder health and social issues. With education, training and technical assistance NRCNAA assists in developing community based solutions to improve quality of life and delivery of related support services to the native aging populations. NRCNAA has been a partner with NICOA on the Tribal LTSS National Resource Center.

### **US Aging**

US Aging represents and supports the national network of Area Agencies on Aging and advocates for the Title VI Native American Aging Programs that help older adults and people with disabilities live with optimal health, wellbeing independence and dignity in their homes and communities. US Aging has served on the Tribal LTSS project and CEO Sandy Markwood was a keynote at the 2021 NICOA Conference.



# ADVOCACY & STRATEGIC PLAN



## Advocacy

In March 2021, Mr. Curley spoke to the U.S. House Committee on Natural Resources Subcommittee for Indigenous Peoples during a hearing entitled, A Year in Review: The State of COVID-19 in American Indian, Alaska Native, and Native Hawaiian Communities. The hearing examined the impact of COVID-19 in Indigenous communities.

To adhere to its mission of improved comprehensive health, social services, and economic wellbeing, NICOA created informative webinars about Alzheimer's and dementia with the Alzheimer's Association, fraud protection with AARP and financial caregiving with the Consumer Financial Protection Bureau. In addition to a congressional hearing, NICOA also continued its advocacy and mission of economic wellbeing by adding the following videos under its Money Management series with Managing Your Finances During a Pandemic and Tools for Financial Caregiver of Older Adults to its YouTube channel. The videos were also disseminated via social media.

Lastly, as with any organization seeking to grow in a systemic and structured way, we continued to refer to our five-year strategic plan, which includes objectives to improve communication, strengthen our ability to become an information clearinghouse for issues affecting Indigenous elders and increase partnerships with our aging network to increase the efficiency and effectiveness of the services for our elders.

**Communication changes throughout the disease**

**Early stage (Mild)**

- Convey thoughts and feelings through language.
- Able to make decisions about future care.
- May misinterpret what others say.

**Middle stage (Moderate)**

- Use basic words and sentences.
- Rely more on tone of voice, facial language.
- Continue to need emotional con

**Late stage (Severe)**

- May still respond to familiar word
- Use body language and the five
- Continue to need emotional con

NICOA teams up with the the Alzheimer's Association for webinars on caregiving for family members who have Alzheimer's and dementia.

Staff member Desiree Lapahie conducts a webinar, "Money Management During COVID-19": Managing Your Finances During a Pandemic.

**Managing Your Finances During a Pandemic**

January 27, 2021  
11:00 am mountain/1:00 pm eastern

Webinar presented by AARP and the National Indian Council on Aging

Speakers:

- Martin Booker, AARP Program Manager, Financial Resilience Programming
- Desiree Lapahie, NICOA Data Analyst
- Larry Curley, NICOA Executive Director

NICOA

For more webinars, please go to NICOA's YouTube channel. Click [here](#).

# FINANCIALS



# FINANCIAL HIGHLIGHTS

Fiscal year July 1, 2020 through June 30, 2021

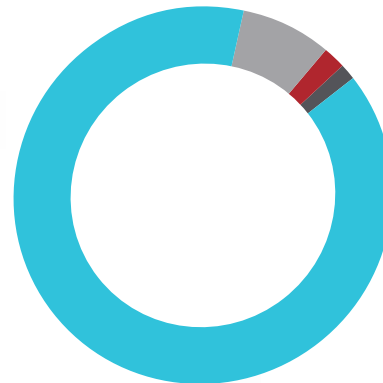
## Grants, Donations & Other Revenue

Federal grants	\$ 5,605,492
In-kind contribution (services)	486,472
Donations	132,514
Contracts revenue	67,442
Membership dues	16,950
Other revenue	6,406
<b>Total</b>	<b>6,315,276</b>

## Expenses

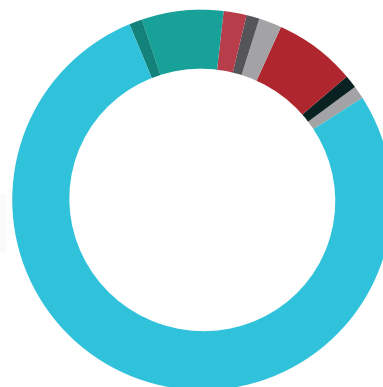
Salaries, fringe	\$ 5,781,409
Travel	3,695.15
Supplies, postage, printing & IT	117,203.07
Outreach	38,197.30
Professional services	161,969.92
Rent, repairs, admin & insurance	137,853.60
In-kind	486,472.45
Legal	8,378.36
Staff Development	15,817.00
Indirect Costs	460,699.88
<b>Total</b>	<b>6,725,224.70</b>

## Income



- **89%** Federal grants
- **7.7%** In-kind contributions
- **2%** Donations
- **1.4%** Contracts revenue, membership, other revenue

## Expenses



- **78.73%** Salaries & fringe
- **1.74%** Supplies, postage, printing, IT
- **7.2%** In-kind
- **0.23%** Staff development
- **0.56%** Outreach
- **0.1%** Legal
- **0.1%** Travel
- **2.05%** Rent, repairs, admin, insurance
- **2.4%** Professional services
- **6.9%** Indirect costs

## Assets

Cash, restricted cash and cash equivalents	\$ 295,890
Grants receivable	347,757
Other accounts receivable	887
Prepaid expenses	53,140
Other assets - Security deposits	8,483
Property and equipment	0
<b>Total</b>	<b>706,157</b>

## Liabilities and Net Assets

### Current liabilities

Accounts payable	\$ 81,137
Payroll related liabilities	247,305
Deferred revenues	222,148
<b>Total</b>	<b>550,590</b>

### Net Assets

Without donor restrictions Undesignated	\$ 155,567
With donor restrictions	0
<b>Liabilities and Net Assets</b>	<b>706,157</b>

For a complete copy of the FY 2021 audited financial statements, go to [nicoa.org](http://nicoa.org).





National Indian Council on Aging, Inc.

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