

APACHE NATION

PUEBLO TRIBES

NAVAJO NATION

OFFICE OF INDIAN ELDER AFFAIRS



**NEW MEXICO AGING AND  
LONG-TERM SERVICES  
DEPARTMENT**

**2023 STATE TRIBAL  
COLLABORATION REPORT**

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## I. EXECUTIVE SUMMARY

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New Mexico state departments, agencies, tribes, pueblos, and nations across the state continue to monitor and contend with the effects of the recovery efforts from COVID-19 pandemic. The Aging and Long-Term Services Department (ALTSD) through the Office of Indian Elder Affairs (OIEA) continues to closely monitor the challenges to New Mexico's tribal elders, their providers, and the long-term impact on the interconnected service delivery system. The ALTSD OIEA is collaborating with tribal leadership and senior service providers to help elders and providers make good decisions in what remains a challenging operating environment due to significant personnel changes within tribal senior center, adult day care, and finance departments.

During Covid-19 recovery, it is essential that our insights and experiences be shared. This helps us to mitigate the impact of COVID-19 for the New Mexico recovery on elderly support services. Ongoing collaboration and sharing of resources and knowledge, supports timely decisions as emerging program development changes are implemented to accommodate safety precautions.

Value, effectiveness, and worth are necessary characteristics of the evolving Aging and Long-Term Services Department's (ALTSD) Office of Indian Elder Affairs (OIEA) and other divisions of the department. Collaborative efforts support the triple aim of 1) improving the experience of services and care; 2) improving health; and 3) lowering evident health disparities in Native American elder populations.

ALTSD/OIEA consistently responds to emerging demands and helps reduce undue burdens on providers of elder services by providing guidance, training, and support. Expectations require that tribal providers maintain services that are safe, effective, client centered, timely, efficient, and equitable. The guidance presented throughout this report is a result of ALTSD and OIEA's collaborative efforts with tribal contractors to gather data on how and what types of quality services are provided based on current evidence, reporting, and joint-collaboration and consensus.

### A. Summary of Report Focused on Accomplishments with Tribal Nations and Overview of Future Effort

The ALTSD collaborates with New Mexico's Tribes, Pueblos and Nations. The OIEA helps strengthen the capacity to deliver a wide range of programs and services throughout New Mexico for Native American elders. The ALTSD-OIEA coordinates its senior services through the New Mexico Indian Area Agency on Aging (IAAA) and the Navajo Department of Aging and Long-Term Care Services (DALTCS) administered through Navajo Area Agency on Aging (NAAA). Through ardent management initiatives, the ALTSD consultation and communication policies and procedures have created a foundation that fosters an environment which concentrates on the needs of our Native American elders.



## **II. AGENCY OVERVIEW AND BACKGROUND**

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### **A. Mission Statement**

#### **Aging and Long-Term Services Department**

##### **Our Mission**

The New Mexico Aging and Long-Term Services Department (ALTSD) provides accessible, integrated services to older adults, adults with disabilities, and caregivers to assist them in maintaining their independence, dignity, autonomy, health, safety, and economic well-being, thereby empowering them to live on their own terms in their own communities as productively as possible.

##### **Our Vision**

Lifelong independence and healthy aging

##### **Guiding Principles**

- ...Protect the safety and rights of those we serve
- ...Promote personal choice and self-determination
- ...Treat all persons with respect, embracing cultural diversity
- ...Encourage collaborative partnerships
- ...Provide fiscally responsible services

#### **Office of Indian Elder Affairs**

##### **Vision**

Honor healthy aging among American Indian elders by supporting culture, traditions and effective approaches that enrich a long life.

##### **Mission**

Uphold endeavors that empower American Indian elders to live healthy with joy, respect and dignity in their tribal communities.

##### **Guiding Principles—Core Values**

- ...Promote high-quality aging services
- ...Celebrate cultural diversity
- ...Strengthen partnerships and trust
- ...Engage in team approaches
- ...Conduct responsible monitoring



## B. Agency Overview

“The role of the NM Aging and Long-Term Services Department is to develop programs and public policies that foster the delivery of integrated programs and services to older persons, persons with disabilities, and caregivers, throughout New Mexico. The Department is charged with creating a seamless, comprehensive, efficient, and cost-effective array of programs and services, which emphasize home and community-based long-term care, healthy and productive aging, economic security, protection of rights, and the prevention of abuse, neglect and exploitation. The Department has the authority to develop and manage budgets and programs, issue rules and regulations, and develop this statewide plan for addressing the needs of older New Mexicans and New Mexicans with disabilities. The Older Americans Act and the Governor of the State of New Mexico authorize the Department to prepare this plan for delivering services to New Mexico's older adults and adults with disabilities. The Cabinet Secretary and the Director for the Office of Indian Elder Affairs of the Aging and Long-Term Services Department are appointed by, and serve at the pleasure of, the Governor. By state statute, the Governor appoints an eleven member Policy Advisory Committee to advise the Secretary regarding programs, policies and issues addressed by the Department. The Aging and Long-Term Services Department consists of the Office of the Secretary and four divisions.”<sup>1</sup>

The Office of Indian Elder Affairs was created within the Office of the Secretary in 2004. The OIEA has responsibility of managing the Indian Area Agency on Aging (IAAA), supports the efforts of the Navajo Nation-Department of Health’s Division of Aging and Long-Term Care Support (DALTCS), serves as a central point for addressing issues affecting New Mexico’s American Indian elders within ALTSD’s various divisions, and provides a key advocacy role for Indian Country when circumstances warrant. OIEA’s general operational functions include the management of the IAAA including—contract management of state general funds, program compliance monitoring, technical assistance, advocacy, and training.

The Indian Area Agency on Aging provides contract management, program monitoring, technical assistance, advocacy, and training to New Mexico’s 19 pueblos and 2 Apache nations to support their provision of Older Americans Act and state funded services. In 1991, the Aging and Long-Term Services Department entered into a joint-powers agreement with the NM Department of Indian Affairs creating the first state-designed Native American Indian area agency on aging. The joint intent of the two departments was to empower the Indian Area Agency on Aging with roles and responsibilities modeled by the state’s federally designated area agencies and for it to serve as the leading advocacy organization for Indian elders in the state. In 2000, the Indian AAA was placed within the Aging and Long-Term Services Department.”<sup>2</sup> The Indian Area Agency on Aging is under state authority, through the New Mexico Aging and Long-Term Services Department (ALTSD), to work in partnership to develop a comprehensive and coordinated service system of senior centers and adult day care services provided by New Mexico’s nineteen Pueblos, the two Apache Nations, and the Navajo Nation. The IAAA administers Planning and Service Area 6 (PSA 6), which is comprised of 21 of 22 tribal geographic service areas.

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<sup>1</sup> New Mexico State Plan for Aging and Long-Term Services “Partners in Lifelong Independence and Healthy Aging” October 1, 2017–September 30, 2021, page 4.

<sup>2</sup> New Mexico State Plan for Aging and Long-Term Services “Partners in Lifelong Independence and Healthy Aging” October 1, 2017–September 30, 2022, page 11, 12.



The OIEA also supports the efforts of Planning and Service Area 5 (PSA 5), the Navajo Nation-Department of Health's—DALTCS, which serves as the Area Agency on Aging that administers programs for Navajo Nation elders.

"Since 1978, the Navajo AAA has been the sole organization designated to provide Older Americans Act Title III and Title VI services to tribal elders who are age 60 or older. In certain communities, age eligibility is lowered to 55, subsequent to incorporating Title VI of the Older Americans Act. Currently, the area agency operates 81 senior centers (39 of which are located in New Mexico), family caregiver support services, a Foster Grandparent Program, a LTC Ombudsman Program, elder abuse prevention, and health insurance/benefits counseling services. The Navajo AAA has established five regional agencies. The Crownpoint Regional Agency is entirely within New Mexico's state boundaries and operates 20 senior centers; the Shiprock Regional Agency operates 11 centers in New Mexico and the Fort Defiance Regional Agency operates 8 centers in New Mexico. Senior centers provide congregate, and home delivered meals, transportation, health promotion and social services."

The ALTSD's goal is to continue to successfully provide training, technical assistance, advocacy, and strategic planning in partnership with its tribal contractors, to strengthen and coordinate a breadth of services and programs to meet the social, health, nutrition, caregiving, and adult day care needs of New Mexico's Native American elders.

### **C. Any Department—Specific Tribal Collaboration/Consultation policy your agency may have adopted in addition to STCA (11-18-4C (1))**

The ALTSD through its State-Tribal Consultation, Collaboration and Communication Policy, the Agency seeks to improve and/or maintain partnerships with Tribes. The purpose of the Policy is to use or build-upon previously agreed-upon processes when the Agency initiates programmatic actions that have tribal implications.



### III. AGENCY EFFORTS TO IMPLEMENT POLICY (11-18-4.C (1)(3))

**A. Describe agency’s efforts to communicate, collaborate and consult with tribes as described in your Tribal Collaboration and Communications Policy as it related to Division specific efforts to build meaningful dialogue and collaboration with tribes.**

**The ALTSD policy consists of the following principles:**

1. **Recognize and Respect Sovereignty**—the State and Tribes are sovereign governments. The recognition and respect of sovereignty is the basis for government-to-government relations and this Policy. Sovereignty must be respected and recognized in government-to-government consultation, communication and collaboration between the Agency and Tribes. The Agency recognizes and acknowledges the trust responsibility of the Federal Government to federally-recognized tribes.
2. **Government-to-Government Relations**—the Agency recognizes the importance of collaboration, communication, and cooperation with Tribes. The Agency further recognizes that Agency programmatic actions may have tribal implications or otherwise affect American Indians/Alaska Natives. Accordingly, the Agency recognizes the value of dialogue between Tribes and the Agency with specific regard to those programmatic actions.
3. **Efficiently Addressing Tribal Issues and Concerns**—the Agency recognizes the value of Tribes' input regarding Agency programmatic actions. Thus, it is important that Tribes' interests are reviewed and considered by the Agency in its programmatic action development process.
4. **Collaboration and Mutual Resolution**—the Agency recognizes that good faith, mutual respect, and trust are fundamental to meaningful collaboration and communication policies. As they arise, the Agency shall strive to address and mutually resolve concerns with impacted Tribes.
5. **Communication and Positive Relations**—the Agency shall strive to promote positive government-to-government relations with Tribes by: (1) interacting with Tribes in a spirit of mutual respect; (2) seeking to understand the varying Tribes' perspectives; (3) engaging in communication, understanding and appropriate dispute resolution with Tribes; and (4) working through the government-to-government process to attempt to achieve a mutually-satisfactory outcome.
6. **Informal Communication**—the Agency recognizes that formal consultation may not be required in all situations or interactions. The Agency may seek to communicate with and/or respond to Tribes outside the consultation process. These communications do not negate the authority of the Agency and Tribes to pursue formal consultation.
7. **Health Care Delivery and Access**—providing access to health care is an essential public health responsibility and is crucial for improving the health status of all New Mexicans, including American Indians/Alaska Natives in rural and urban areas. American Indians/ Alaska Natives often lack access to programs dedicated to their specific health needs. This is due to several factors prevalent among American Indians/Alaska Natives including but not limited to, lack of resources, geographic isolation, and health disparities. The Agency's objective is to work collaboratively with Tribes to ensure adequate and quality



health service delivery in all tribal communities, as well as with individual American Indians/ Alaska Natives in urban areas or otherwise outside tribal communities.

8. **Distinctive Needs of American Indians/Alaska Natives**—compared with other Americans, American Indians/ Alaska Natives experience an overall lower health status and rank at, or near, the bottom of other social, educational and economic indicators. American Indians/Alaska Natives have a life expectancy that is four years less than the overall U.S. population and they have higher mortality rates involving diabetes, alcoholism, cervical cancer, suicide, heart disease, and tuberculosis. They also experience higher rates of behavioral health issues, including substance abuse. The Agency will strive to ensure with Tribes the accountability of resources, including a fair and equitable allocation of resources to address these health disparities. The Agency recognizes that a community-based and culturally appropriate approach to health and human services is essential to maintain and preserve American Indian/ Alaska Native cultures.
9. **Establishing Partnerships**—to maximize the use of limited resources, and in areas of mutual interests and/or concerns, the Agency seeks partnerships with Tribes and other interested entities, including academic institutions and Indian organizations. The Agency encourages Tribes to aid in advocating for state and federal funding for tribal programs and services to benefit all of the State's American Indians/Alaska Natives.
10. **Intergovernmental Coordination and Collaboration**—
  - a. **Interacting with federal agencies.** The Agency recognizes that the State and Tribes may have issues of mutual concern where it would be beneficial to coordinate with and involve federal agencies that provides services and funding to the Agency and Tribes.
  - b. **Administration of similar programs.** The Agency recognizes that under Federal tribal self-governance and self-determination laws, Tribes are authorized to administer their own programs and services which were previously administered by the Agency. Although the Agency's or Tribe's program may have its own federally approved plan and mandates, the Agency shall strive to work in cooperation and have open communication with Tribes through a two-way dialogue concerning these program areas.
11. **Cultural and Linguistic Competency**—the Agency shall strive for its programmatic actions to be culturally relevant and developed and implemented with cultural and linguistic competence.<sup>3</sup>



## B. The Aging and Long-Term Services Department consists of the Office of the Secretary and four divisions:

The **Office of the Secretary** includes the Cabinet Secretary, Deputy Secretary, Office of the General Counsel, Human Resources, Information Technology, Long-Term Care Ombudsman Program, Office of Alzheimer's and Dementia Care, and Office of Indian Elder Affairs.

1. The **Administrative Services Division** includes the Capital Projects Bureau, financial management, budgeting, procurement, contracting, and administrative support for the Department.
2. The **Adult Protective Services Division** provides a system of protective services to persons aged 18 and older who are unable to protect themselves from abuse, neglect or exploitation. Investigations are conducted through a network of regional field offices which cover all New Mexico counties. When necessary, Adult Protective Services provides short-term services, including emergency protective placement, home care, adult day care, attendant care and filing of guardianship petitions in district courts.
3. The **Aging Network Division** includes an Employment Programs Bureau which administers two older worker programs and 50+ Employment Connection offices, the NM Conference on Aging, and the Senior Services Bureau which provides technical and programmatic support for all non-tribal area agencies on aging, Volunteer Programs (FGP, SCP, RSVP) and other aging network contractors.
4. The **Consumer and Elder Rights Division** includes the NM Aging and Disability Resource Center (ADRC), Options Counseling, a Veteran Directed Home and Community-Based Services Program, the State Health Insurance Program (SHIP), the Senior Medicare Patrol (SMP), a Care Transitions Program, and a Prescription Drug Assistance Program.

### C. Summary of specific division efforts to build meaningful dialogue and collaboration with tribes.

The majority of frail Native American elders live at home, are cared for by family members, and may live in multi-generational homes. Some of the tribal programs provide in-home services and caregiver support. Adult Day Care Centers operate in Zuni, Isleta and Santa Clara Pueblos. The Isleta Pueblo also operates a tribally-assisted living facility. Two tribal nursing facilities are currently operating in PSA 6: the Laguna Rainbow Center located in the Laguna Pueblo, 50 miles west of Albuquerque, and the Mescalero Care Center at the Mescalero Apache Reservation in southern New Mexico. The Mescalero Apache Reservation and Zuni Pueblo also have dialysis care units.

An Adult Day Care Center program is currently in development at the Pueblo of Santa Ana. Due to the need for corrective legislative language that authorizes the use of the Kiki Saavedra Senior Dignity Fund, the ALTSD was not able to fully fund the development of additional tribal Adult Day Care programs during FY22. However, during FY23, the Pueblo of Santa Ana neared completion of their Adult Day Care program and will initiate ADC services in FY24. The ALTSD met with tribal leadership to fund and support the development of Adult Day Care and/or Home and Community Based Care programs in FY 2024, and subsequent years, at the Pueblos of Taos, Santo Domingo, and Laguna, and the Mescalero and Jicarilla Apache Tribes. Additional Pueblos have expressed interest in developing ADC & HCBS programs.

New Mexico's Native American lands can be described as rural or frontier and predominantly isolated from urban areas. This isolation impacts tribal members' access to services, and particularly impacts tribal elders. There is need for additional long-term care services (both in-home and facility-based), access to adequate medical care, expanded transportation services, adequate housing and legal services to address issues of elder abuse, neglect or exploitation. The major concerns of Native American elders in PSAs 5 and 6 include Covid-19 recovery support, transportation, nutrition, long-term care, and social and supportive services. In addition, elders are concerned about the role of Indian Health Service in providing long-term care and geriatric care. In FY23, the Indian Health Service made moderate steps to fund initiatives that support Indian elders. The Indian AAA conducts outreach to identify Native American elders who are eligible for assistance and inform them of the availability of aging programs and benefits, including those provided directly by the Department. These outreach efforts place special emphasis on reaching older individuals with greatest economic and social needs, with particular attention to those with low incomes. The Office of Indian Elder Affairs and the Indian Area Agency on Aging maintain an active advocacy and staffing network which responds to Native American elder concerns throughout tribal, state, and national venues, and works to address identified gaps and barriers.<sup>4</sup>



## IV. Current & Planned Programs and Services for Native Communities (11-18-4.C(5))

i. Provide a description of current and planned programs and services provided to or directly affecting Native communities and the funding for each program.

<b>Senior Services Programs</b> —In collaboration with its partners in FY 2023, the ALTSD provided technical assistance and program initiatives. ALTSD awarded 19 contracts to fund 59 senior center operations and services provided in New Mexico’s tribal communities.	<b>FY23 Contract Amounts</b>
Acoma Senior Center—Pueblo of Acoma	\$ 137,940.00
Cochiti Senior Center—Pueblo of Cochiti	109,875.00
Isleta Senior Center—Pueblo of Isleta	159,501.00
Jemez Senior Center—Pueblo of Jemez	159,501.00
Jicarilla Senior Center—Jicarilla Apache Nation	159,501.00
Laguna Senior Center—Pueblo of Laguna	173,196.00
Mescalero Senior Center—Mescalero Apache Tribe	137,695.00
Navajo Area Agency on Aging—Navajo Nation DALTCS	1,177,000.00
Ohkay Owingeh Senior Center—Ohkay Owingeh	126,404.00
Pojoaque Senior Center—Pueblo of Pojoaque	85,838.00
San Felipe Senior Center—Pueblo de San Felipe	159,501.00
Sandia Senior Center—Pueblo of Sandia	97,295.00
Santa Ana Pueblo Senior Center—Santa Ana Pueblo	97,294.00
Santa Clara Senior Center—Santa Clara Pueblo	180,404.00
Santo Domingo Senior Center—Santo Domingo Tribe	159,501.00
Taos Senior Center—Taos Pueblo	124,501.00
Tesuque Senior Center—Pueblo of Tesuque	85,838.00
Zia Senior Citizen Center—Pueblo of Zia	97,294.00
Zuni Senior Center—Pueblo of Zuni	209,432.00
8 Northern Indian Pueblos Council, Inc.—Eight Northern Indian Pueblo	284,002.00
<b>TOTAL</b>	<b>\$ 3,921,513.00</b>

<b>Three FY 2023 contracts for adult day care services in the Pueblos were awarded:</b>	<b>FY 2023 Contract Amounts</b>
Isleta Adult Daycare Center (ADC)	\$ 82,114.00
Santa Clara ADC	102,708.00
Zuni ADC	93,774.00
<b>TOTAL</b>	<b>\$ 278,596.00</b>
<b>IAAA Senior Center Contracts</b>	<b>\$ 3,921,513.00</b>
<b>IAAA Adult Day Care Contracts</b>	<b>278,596.00</b>
<b>TOTAL IAAA Budget</b>	<b>\$ 4,200,109.00</b>

**Senior Services for the Apache Tribes, Navajo Nation, and Pueblos**—the ALTSD/OIEA provided technical assistance during FY23 which involved training in both budgetary and fiscal processes, including contract and budgeting timelines, initiation and timely completion of processes, State House Bill II funding allocations, service unit tracking and analysis. Tribal programs experienced significant senior center, adult day care, and fiscal employee personnel turnovers during FY23 that reached as high as 90%. OIEA provided numerous one-on-one training opportunities for senior center management, finance personnel, and program staff. Significant work is needed to provide training and support for tribal programs in FY23 to rebuild tribal programs. More detailed descriptions of support are provided in the sections that follow.

**During FY 23 programs overseen by the NAAA provided:**

- 0 one-way trips-Services tracked under Title III
- 157,595 congregate meals to 19247 elders
- 52,876 home-delivered meals to 3201 elders
- 6 Outreach events to elders, community and staff.

**IAAA tribal contractors provided the following services to elders during FY 23:**

- 36,884 one-way trips
- 41,380 congregate meals to 1371 elders
- 266,979 home-delivered meals to 3180 elders
- 6654 hours of Adult Day Care
- 8519 Caregiver Support Services- Due to Covid-19 Pandemic ADC services pivoted to Caregiver Support Services for ADC participants.
- 33 Outreach events provided to elders, community, and program staff.

**Partnerships**—Among others, OIEA collaborated with the following organizations on an on-going basis to increase services, support, and opportunities available to New Mexico’s Native American elders:

- AARP—Tribal Liaison
- Administration on Aging/Administration on Community Living/Title VI Program
- Advancing States
- All Pueblo Council of Governors
- All Pueblo Council of Governors-Elder’s Committee
- ALTSD-Consumer and Elder Rights Division - Aging and Disability Resource Center
- ALTSD-Administrative Services Division-Contract development and Invoicing
- ALTSD-Adult Protective Services Division
- ALTSD-Aging Network Division– NM Grown Program & Nutrition Programs (and others)
- ALTSD- IT Division--Reporting
- Alzheimer’s Association, National & New Mexico Chapter
- AmeriCorps VISTA Program
- Central New Mexico College
- City of Albuquerque

- Eight Northern Indian Pueblos Council
- Federal Emergency Management Agency
- Health Benefit ABCs (Bill Benson)
- Indian Health Services
- International Association for Indigenous Aging (Bill Benson/Dave Baldrige)
- National Indian Council on Aging
- National Senior Olympics
- Native American Budget and Policy Institute
- National Title VI Coalition
- Navajo Nation Department of Health – Division of Aging & Long-Term Care Support
- New Mexico Department of Health
- New Mexico Department of Veteran’s Services
- New Mexico Department of Workforce Solutions
- New Mexico Indian Affairs Department
- New Mexico Indian Council on Aging
- New Mexico Senior Olympics, Inc.
- New Mexico Title VI Coalition
- Santa Fe Indian School – Leadership Institute
- University of New Mexico
- UNM-Native American Alzheimer’s Institute
- UNM-Native American Budget & Policy Institute
- USAging

**Office of Indian Elder Affairs-Covid-19 Recovery Response**--During recovery from the Covid-19 pandemic, all tribal and non-tribal senior centers across the state had ceased providing meals in a congregate setting to limit and prevent exposure to COVID-19. Generally, in 2023, tribal leaders did not authorize tribal senior centers or adult day care centers to reopen for congregate meals. Senior centers across the state follow the same process the NM Department of Health has in place to assist with testing, contact tracing, and evaluating risk factors that assist tribal leadership to make informed decisions about reopening of senior centers due to COVID-19 risk factors. Despite precautions, tribal communities continued to experience Covid-19 outbreaks especially during the winter months while staffing challenges increased. Staff turnover arose as high as 90% across New Mexico’s tribal communities. Thus, the situation posed significant training issues that OIEA sought to address throughout the year.

The ALTSD/OIEA honors and respects the government-to-government relationship between the state and tribes, and fully supports decisions tribal leaders and tribal programs make regarding when, or if, senior center and adult day care programs reopen in a congregate setting.

To support tribal senior center programs through the Covid-19 pandemic and recovery, the OIEA facilitated:

- 1) **Tribal Senior Center Emergency & Reopening Plans**—the OIEA mobilized to help our Tribes, Pueblos, and the Navajo Nation with guidance and assistance to establish individually based “Senior Center Recovery Plans”

for tribal senior centers, to transition from providing “home-delivered meals, pick-up meals, and other alternatives to congregate settings to ensure our elders would not go hungry during the recovery period and have access to social interaction. As possible, tribes transitioned from Covid-19 emergency readiness to plans for reopening to provide meals in a congregate setting.

- 2) **Emergency Food Box Initiative**—the ALTSD maintained an emergency food box initiative to provide much needed food to elders throughout the state. ALTSD provided boxes for delivery to tribal and non-tribal senior centers throughout the state as needed especially in “food desert” areas. Due to the many complexities’ tribal communities face (e.g. limited, or non-existent, access to local food, water, and supply stores, lack of transportation for elders, etc.), ALTSD delivered these emergency food boxes to tribal communities when needed. The Aging Services Division (ASD) arranged for food box deliveries when needed while OIEA made arrangements with each individual tribe by obtaining tribal leader approvals, setting up hub sites, arranging for transport and receiving, and coordinating delivery of food boxes to tribal elders. Subsequent rounds of food box deliveries were provided to several tribal communities hardest hit by COVID-19 or due to other emergencies (flooding, fire, etc.), in addition to those struggling with reopening due to COVID-19 outbreaks.
- 3) **Personal Protective Equipment**—Throughout the pandemic, personal protective equipment (PPE) was made available to tribal senior centers largely consisting of facemasks, hand sanitizer, and other needed personal protective equipment and supplies.
- 4) **Ongoing Zoom Meetings and Phone Calls**—The OIEA provided tribal senior center staff with ongoing support and guidance as circumstances evolved. The responsibilities each of our tribal providers faced were difficult, at best, leading to staff illness and burnout, thus creating complex challenges for the provision of senior services. In addition to regular Zoom meetings and calls, the OIEA conducted special workgroup sessions and individual training sessions as circumstances required. Continual support and encouragement from OIEA are paramount as senior centers navigated difficult challenges.

## **ALTSD Divisions and Program Supports**

### **Healthy Aging Activities**

- ALTSD and OIEA staff participated in the Governor’s Hunger Initiative throughout tribal communities by providing the opportunity to access Home Grown resources.
- Provided support by transitioning from “grab-n-go”, pick-up meals, or home delivered meals to congregate meal settings when possible.
- Provided additional food boxes to alleviate hunger created by evolving emergencies.
- Initiated partnership with the Department of Health to provide sovereign food trainings to tribal communities, nutrition trainings, and falls prevention training.
- Implemented the AmeriCorps planning grant from the Department of Workforce Solutions to develop a sovereign food and economic development project that utilized a partnership with the Pueblo of Zuni.
- Collaborated with the National Indian Council on Aging (NICOA) on healthy aging initiatives.
- Collaborated with the New Mexico Indian Council on Aging (NMICOA) to provide information.



**Alzheimer’s Disease and Dementia Services**

The Office of Alzheimer’s and Dementia Care collaborated with the OIEA and New Mexico’s Pueblos, Tribes, and Navajo Nation. These projects included:

- The New Mexico State Caregiving/Dementia Plans Leadership Team included representatives from the OIEA and Navajo Nation.
- The Alzheimer’s Association, New Mexico Chapter, provided statewide caregiver support services including 24/7 Helpline, information, care consultations, training and education, support groups and a self-directed respite program. Skills for Dementia Caregiving (aka Savvy Caregiver), an evidence-based caregiver education program continued to be offered.
- Pegasus Legal Services for Children, Inc. provided legal services to assist kinship caregivers to obtain guardianship of related children, including Native American kinship caregivers.

**Adult Protective Services**

Adult Protective Services (APS) does not have jurisdiction on Indian land and refers any reports of abuse, neglect or exploitation involving Native Americans residing on Indian land to the social services office of the appropriate jurisdiction. At the time of a referral, APS also offers to collaborate regarding the investigation. For APS to investigate, the leadership of the Pueblo, Tribe or Nation must grant permission.

**APS NE Region:** Staff in the NE region collaborate with Santa Clara, Ohkay Owingeh, Jicarilla Apache, Tesuque, Nambe and Pojoaque. Training was provided as possible.

- **APS NW Region:** During FY23, staff in the NW region provided technical support to Zuni pueblo in developing and updating their APS policies and procedures. Staff also provided consultation and training at Laguna Pueblo, Acoma Pueblo and Navajo Nation. Staff also provided training to staff at Shiprock Social Services. APS continues to work with the Nation on mutual cases where an alleged victim resides off the reservation.
- **APS SE Region:** The SE regional office collaborates with the Mescalero tribe and provides non-jurisdictional reports to their Tribal Social Services.
- **APS SW Region:** APS management in the Southwest region of New Mexico collaborates with the Mescalero tribe and provides non-jurisdictional reports to their Tribal Social Services.

**APS Metro Region:** APS collaborated with Isleta Pueblo regarding mutual cases.

**Capital Outlay Bureau**

ALTSD Capital Projects Bureau (CPB) is responsible for the administration of the capital outlay projects for senior centers statewide under the statutory authority of State Agency on Aging (28-4-1 to 28-4-9 NMSA 1978). Capital outlay appropriations are made to ALTSD through the legislative process and such projects include those awarded to both local and tribal governments for renovation and construction projects, as well as for the purchase of vehicles and large equipment, such as commercial kitchen equipment. CPB staff work closely with the Aging Network, OIEA, AAA’s and the Department of Finance and Administration (DFA) to prepare an annual capital outlay recommendation. The CPB is responsible for contracting with the funded governmental entities, and providing assurances to DFA that the governmental entity is in compliance with NMAC 2.61.6 Bond Disbursement Rule, Executive Order 2013-006 and the DFA State Board of Finance Release of Funds Conditions (Anti-donation Clause of NM Constitution, Art. IX, Sec.14). The CPB also monitors, tracks, and reports project and fiscal status for each appropriation; processes requests for

reimbursement of eligible expenditures; ensures timely reversions of expired appropriation balances; and provides training and technical assistance to grantees with regard to planning, project management and administration of capital project appropriations.

Capital outlay request applications were vetted in June 2023 for fundability and project readiness for inclusion in the annual ALTSD recommendation to the Executive. The CPB provides training and technical assistance workshops on how to submit capital outlay applications and grants management/compliance. In FY23, the CPB conducted several virtual training sessions for the 2024 Applications. The 2024 Application template and required documents were posted on the ALTSD website along with the supporting power point presentations. Local and Tribal administrators were invited to attend the workshops in their respective areas of the State. CPB provided in-person technical assistance as requested.

### **Consumer & Elder Rights—State Health Insurance Assistance Program (SHIP) & Senior Medicare Patrol (SMP)**

The current programs supporting tribes are listed below (FY23):

- State Health Insurance Assistance Program (SHIP) benefits counseling.
- Senior Medicare Patrol (SMP) – empowers and assists Medicare beneficiaries, their families, and their caregivers to prevent, detect, and report health care fraud, errors, and abuse.
- Resource Options Counseling can help weigh choices and help connect consumers to programs and services around long-term services and supports (LTSS).
- The Prescription Drug Assistance (PDA) program assists uninsured and underinsured individuals obtain medications they need at costs they can afford.

### **Employment Programs**

**Healthy Aging and Employment Programs**—ALTSD seeks to promote the economic well-being and health of New Mexico’s elders. Healthy Aging initiatives promote fitness, adequate and healthful nutrition and education about health risks and the management of chronic disease. Participants in the older worker programs gain job skills, while enabling non-profit and government organizations to provide additional community service. Listed are some of these activities and programs offered to the pueblos, tribes, and nations in FY23.

**Employment Programs Bureau**—During FY23, participants in the Senior Community Service Employment Program were assigned to half-time on-the-job training in Native communities if able.

- Three in Zuni Pueblo,
- One in Picuris Pueblo, and
- Two on the Navajo Nation.

In addition, nine Native Americans participated in the Employment Programs in urban areas.

- Four in Gallup,
- Three in Albuquerque
- Two in the Four-Corners area.

The planned programs are listed below, but during FY23 the program implementation was challenged due to pandemic outbreaks and COVID-19 recovery.

“The Senior Employment Programs provide low-income seniors with half-time, on-the-job training and additional classroom or on-line training to enable the acquisition of job skills and eventual financial self-sufficiency.

The Employment Programs collaborate with the Office of Indian Elder Affairs and Zuni Pueblo to institute a weekly conference call “radio” program. The program is coordinated by Zuni elders, with contributions from elders and elderly programs staff. It includes updates of relevant news, open discussions of pertinent topics and some music. The purpose of the program is to provide some social contact to isolated elders.

Alleviation and prevention of chronic disease is the goal of another developing program. Native elders are recruited and trained to be Community Health Workers and Certified Peer Support Workers. Some are eligible for the Senior Employment Programs, while others will be funded through other programs. Once trained and certified, they work in their communities with other elders with chronic mental or physical illness. The goal is to reinforce healthy habits and lifestyles, including regular check-ups, diet, exercise, and socialization.”

#### **During FY23 the Employment Programs:**

- Assisted with tracking COVID-19 cases in long-term care facilities including nursing homes and assisted living facilities in Native Communities.
- Assisted with feeding programs at Church Rock on the Navajo Nation.
- Assisted with assessments of PSA-5 senior programs in the Four-Corners area.

#### **Legal Services for the Elderly Program (LREP)**

The ALTSD provides funding to organizations that provide advocacy and legal representation to assist older adults (including Native American older adults) with greatest economic need or social needs in securing and maintaining government benefits, housing, health care, human rights, consumer protection and domestic protection. ALTSD contracts directly with the Legal Services for the Elderly Program, or LREP, for the provision of statewide legal services for individuals aged 55 and older. LREP staff reach out to tribal programs by providing their monthly service/status report to the Navajo Area Agency on Aging and the ALTSD Office of Indian Elder Affairs. LREP conducts free workshops/legal clinics throughout the state and ensures that all tribal programs receive a written notification regarding workshops close to tribal communities.

#### **State Long-Term Care Ombudsman Program**

The Long-Term Care Ombudsman Program (LTCOP) is federally, and state mandated to provide independent oversight and advocacy services to residents living in New Mexico’s long-term care facilities. The Program’s staff and volunteers regularly visit nursing homes and assisted living facilities, and they advocate for the recognition, respect, and enforcement of residents’ civil and human rights. A regular and required part of the program is a training on cultural competency when working with Native American Elders for Ombudsman staff and volunteers. In FY 2023, Ombudsman Regional Coordinator position was created with a special focus on outreaching to Pueblos, Tribes, and Nations was hired to ensure ALTSD understands the role of the LTCOP in supporting Native American elders and adults living with disabilities in facilities.

The Ombudsmen spoke with adult day care centers, senior centers, and long-term care facilities on tribal land. The COVID-19 pandemic has had a devastating impact on the Native American community in New Mexico. When residents in long-term care facilities started testing positive in long-term care facilities, the LTCOP recruited volunteers who speak Navajo so we could serve our Navajo speaking COVID positive



residents and their families. Recruiting volunteers who speak a Native American language continues to be a priority for the LTCOP in FY 2023.

**Corporation for National and Community Service (CNCS) Volunteer Programs**

The Corporation for National and Community Service (CNCS) is a federal agency that improves lives, strengthens communities, and fosters civic participation through service and volunteering. Senior Corps, a division of CNCS, operates three volunteer programs for seniors: the Foster Grandparent Program, the Senior Companion Program, and RSVP. The Aging and Long-Term Services Department (ALTSD) receives an annual legislative appropriation to support the operations of local projects statewide under these three programs. ALTSD, in collaboration with the CNCS, provides training and technical assistance to Volunteer Programs statewide, as well as monitoring to ensure program compliance. In State Fiscal Year 2020, Pueblo of Zuni was awarded a contract for the provision of services under the Foster Grandparent Program and Senior Companion Program(s). The program is still in operation. Training and technical assistance include the statewide Senior Corps Grantee meetings, biweekly state calls and Fall training, quarterly Grantee Calls with all state program directors, as well as regular one-to-one technical assistance with Pueblo of Zuni program and fiscal staff. SSB conducted virtual visits in lieu of on-site visits with Pueblo of Zuni volunteer program and fiscal staff when necessary.

**ii. Main agency accomplishments and challenges regarding work with tribes and native organizations including significant state-tribal issues, recommendations and/or priorities addressed in FY23.**

**ALTSD/OIEA Collaborative Efforts and Involvement**

#	Area	Collaborative Effort and Involvement
1	Transition of older adults to home- and community-based services	The OIEA continues to provide opportunities for OIEA contractors to meet with tribal liaisons affiliated with New Mexico’s Managed Care Organizations to discuss options to establish a tribal-MCO revenue stream. The OIEA coordinates with the ALTSD’s Aging Disability Resource Center.
2	Promotion of healthy aging	The OIEA is currently implementing a Health Promotion/Disease Prevention Framework with an emphasis on elevating the health status of NM American Indian elders. The OIEA collaborates with the NM Department of Health on a variety of joint initiatives. The OIEA coordinates with NM Senior Olympics, especially in the provision of “All Indian Game Day”.  The Alzheimer’s Association in collaboration with OIEA has begun piloting the “Healthy Brain Initiative Roadmap for Indian Country” in New Mexico.



<b>3</b>	<b>Support to caregivers</b>	The OIEA, the Alzheimer’s Association—New Mexico Chapter, the National Indian Council on Aging and the ALTSD Office of Alzheimer’s Disease and Dementia Care, are teaming together to promote the Savvy Caregiver program to the Pueblos and Tribes. One of the overarching goals is to have at least one “Savvy Caregiver in Indian Country” trainer in each tribal community with support from, J. Neil Henderson, lead advocate for the Healthy Brain Initiative.
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**OIEA Collaborative Goals with Other ALTSD Divisions and State Departments:**

**Goal 1:** Ensure all ALTSD staff members have completed the State Personnel Office cultural competency training. “The goals of this statutory training are to provide effective communication and collaboration between state agencies and tribes, develop positive state-tribal government-to-government relations, and to develop cultural competency to provide effective services to tribal governments and tribal citizens.” State Personnel Office.

**Goal 2:** Collaborate with the various New Mexico Departments to coordinate access to various state funded services.

**Goal 3:** to implement the AmeriCorps planning grant and develop a sovereign food and economic development project that will utilize a partnership with the Pueblo of Zuni.

**Goal 3:** Collaborate with the Alzheimer’s Association piloting the “Healthy Brain Initiative Roadmap for Indian Country” in New Mexico.

**Goal 4:** Collaborate with tribes, pueblos, and the nation to coordinate Title VI and Title III funding and State General Fund allocations for senior center and adult day care services.

### **iii. Goals for fiscal year FY23 relating to Tribes and Tribal Organizations**

#### **Tribal Driven Objectives**

The OIEA objectives are based on management and community-based participatory processes to ensure a comprehensive and coordinated system of services for AI/AN elders, adults with disabilities and caregivers. Each tribal contractor is required to develop objectives, through its 4-Year Plan, which are monitored through the OIEA assessment and evaluation processes. These processes determine how effectively each pueblo, tribe, or nation is in meeting its stated program goals and objectives. Due to significant pandemic challenges during FY23, including staff turnover, tribal programs struggled to complete their 4-year plans. The OIEA was significantly understaffed, the OIEA personnel included only the director and the staff manager. With support from Cabinet Secretary Katrina Hotrum-Lopez, OIEA was able to place three additional staff positions in place in FY23. The staff worked diligently to train OIEA personnel to fully support tribal senior programs during the pandemic recovery. Tribal programs endured significant staff turnover during FY23, largely due to burnout and staff personnel changes as high as 90%. The OIEA will continue to assist tribal programs with planning and implementation of their 4-year plans due December 31, 2024, and provide the needed support for implementation. During the FY23 Legislative Session, the Secretary strongly advocated for the addition of four new positions to enhance OIEA's capacity to provide support to tribal programs. With the assistance of OIEA's staff manager, three new staff positions were filled in FY23 – two program support personnel and one special projects coordinator. Tribal requests and considerations and the responsive actions to address requests are outlined below.

#### **ALTSD Driven Objectives**

The ALTSD Cabinet Secretary and the OIEA Director attended the State-Tribal Leaders Summit organized by the Indian Affairs Department. The State-Tribal Leaders Summit was held July 5-6, 2023, at the Mescalero Apache Tribe's Inn of the Mountain Gods. Based on input from tribes, direct responses to previous and current tribally-requested support are outlined in the following section: "ALTSD—OIEA—FY23 Tribally-Requested Support and Subsequent FY24 Follow Up, Planning & Response"



**ALTSD—OIEA—FY23 Tribally-Requested Support for Planning & Response**

Tribes, Pueblos, and the Navajo Nation have specifically requested support to:

- 1) **Help tribal leaders, Title VI and senior center program managers create a vision for the further development of tribal elder programs.**

In FY 23 the OIEA worked with tribal leaders, senior program personnel and other relative partners to support tribal program despite complications brought on the Covid-19 recovery. The OIEA staff traveled significantly to provide one-on-one training when possible and committed to follow-up requests to meet with tribal leaders after the FY23 State-Tribal Leaders Summit. The OIEA will host an Elder’s Summit during the FY24 Conference on Aging to provide support in conjunction with tribal program trainings to assist tribal communities to create a vision for the further development of tribal elder programs.

- 2) **Establish a better communication system utilizing an OIEA Director that communicates, advocates, and informs tribal entities of opportunities that develop and provide support to tribal elder programs that includes site visits to pueblos, nations, and tribes.**

The OIEA Director and the staff are in constant communication (in person, by phone, or Zoom meetings) with tribal senior center directors and staff to support tribal programs. Current staff turnover in tribal communities is significant, so consistent communication is necessary to assist tribal programs by providing training and support as needed. Effort is made to ensure tribal programs know and feel comfortable communicating with OIEA staff.

- 3) **The OIEA Director needs to build relationships with people they serve and act as a conduit to the department, involve pueblos, tribes and nations, as well as other state agencies that serve native elders (e.g. Indian Affairs Department).**

The OIEA Director and staff work with other state agencies such as the Department of Health, Human Services Department, Indian Affairs Department, Work Force Solutions, etc. to provide nutrition, health, and program support for tribal programs. The Asset Mapping and Gap Analysis work, and the subsequent recommendations resulting, will provide a roadmap to support tribal program development. The OIEA remained committed to provide support to tribal programs and continually builds collaborative relationships within the department, among the tribes, pueblos and the nation, and with state agencies serving tribal communities, and by participating in bi-weekly calls with tribal leadership and providing support for tribal programs as necessary.

- 4) **Establish a method by which annual legislative appropriations for tribal services are clearly and accurately generated. This can be accomplished by creating a reporting system that feeds into the end-of-year legislative session planning and information needs that has already been provided by tribes, pueblos, and nation to minimize last minute data collection needs that are burdensome to tribal elder program directors.**

Legislative activity often requires immediate responses by ALTSD and the OIEA. The department remains cognizant of the burden imposed to tribal program directors and minimizes requests for “last minute data collection needs,” but is also aware of impact of not providing immediate relevant data to support legislative appropriations that provide support for tribal programs. Tribal support may be required, however the ALTSD/OIEA tries to balance the requests of the Legislature with timing and works to minimize any undue burden to tribal programs.

- 5) **Provide transparency regarding appropriations and funding formulas.**

ALTSD/OIEA remains transparent regarding tribal senior center and adult day care program appropriations and took steps to evaluate and work with tribes to establish a funding formula for FY23 and subsequent years based on tribal populations, similar to the federal program guidelines administered by the Administration for Community Living (ACL). An “equitable funding formula” was established for implementation in FY24. See below:

- 6) **Conduct an equity study that ensures all funding for tribes, pueblos, and nations is equally distributed.**

During FY23, the ALTSD/OIEA evaluated prior year funding distributions. Tribal program reporting through the WellSky/SAMS data system was significantly impacted during the pandemic due to tribal staff turnover and the limited staff capacity of OIEA to provide extensive training and support to new hires. Due to these complex challenges, current data provided by tribal programs during the Covid-19 pandemic does not provide a sufficient or accurate picture of senior center



**ALTSD—OIEA—Requested Support FY23 continued**

services to use as a basis for a funding formula. Alternatively, the OIEA took steps to work with tribal programs and tribal leadership to provide for a funding formula based on tribal population, supported by Tribal or U.S. Census data and substantiated by tribal resolution, versus service delivery data that may not accurately reflect the needs and potentials of tribal communities. The IAAA budget is dependent on legislative appropriations and required a minimum increase of about \$300,000.00 in allocation to balance out an equitable distribution of funding and to minimize any reductions in allocation to tribal programs. The Cabinet Secretary, with the Governor’s support, assisted the OIEA by successfully taking steps to request an increase in IAAA appropriations in FY23 to balance out an equitable distribution of funding while minimizing any reductions in allocations to tribal senior center. In addition, the Governor supported additional allocation for tribal adult day care programs. The FY24 IAAA budget allocations will reflect a fully executed equitable funding formula based on tribal population for all tribal programs.

- 7) **Ensure that tribal leaders, Title VI and Tribal Senior Program Managers have a role in providing input to the development of programs they administer by incorporating and utilizing a formalized tribal consultation process to develop and strengthen program development and program implementation. (Establish a process by utilizing the guidelines of the State Tribal Collaboration Act (STCA).**

In the Fall of 2019, Secretary Katrina Hotrum-Lopez met with tribal leaders, the Title VI Coalition, Tribal Senior Program Directors and Site Managers at the Pueblo of San Felipe. As a result, this listing is reflective of the tribal requests for action. Upon her appointment, the Secretary provided the listing to the OIEA Director to utilize as a basis for direction and action to ensure tribal input and department response. Subsequently, the OIEA Director met with the All Pueblo Council of Governor—Elder’s Committee, the Apache Tribe’s program directors, and the Navajo Nation—Division of Aging and Long-Term Care Services (DALTCS) staff to: 1) develop relationships with tribal programs, 2) solicit additional input regarding the needs of tribal programs, and to 3) create an action plan to address the needs and concerns of tribally-based providers to strengthen and support the implementation and development of tribal programs. The State Tribal Collaboration Act requires consultation on department policies that impact tribal communities. The OIEA consistently communicates with tribal programs and engages tribal leadership on issues that impact tribal programs and communities. When necessary, the OIEA requests consultation with tribal leadership and informs them of policy or actions that affect them through scheduled monthly briefings with IAD. In addition, the OIEA is responsive to requests from tribal leadership when they request consultation with the department. In person consultation has been challenging due to the pandemic, but the OIEA Director and Staff Manager immediately respond to in-person site visit requests from tribal programs/leadership. In lieu of in-person consultation, the department remains ready to respond to requests by virtual means if necessary.

- 8) **Review the age-related service guidelines and take into consideration life expectancy and health related issues when determining age eligibility for tribal programs.**

The contracts provided through the Indian Area Agency on Aging provide tribes with the option for tribes to lower the age eligibility requirements for service deliver to elders as young as 50-years-of-age. It is left to the tribe’s discretion to determine the eligibility of their respective elders. Most tribal programs choose to provide services to those 60-years of age, and older. The choice, however, remains with the tribe, pueblo, or nation.

- 9) **Examine “Intervention” considerations for vulnerable elders versus just “Prevention” considerations.**

Much work remains to be done accomplish this request. To address the needs of vulnerable elders, the ALTSD is providing support for the development of Adult Day Care and Home & Community-Based Care Services in tribal communities through the Kiki Saavedra Senior Dignity Fund (KSSDF). In FY22, the legislative language that authorizes use of the KSSDF was revisited to allow for use of the funding. This impacted two tribal communities who responded to the RFP issued in FY21. In FY23, one pueblo neared completion of its Adult Day Care program. It remains OIEA’s mission to continually identify needs and develop initiatives to assist tribal program to support New Mexico’s vulnerable tribal elders.



**ALTSD—OIEA—Requested Support FY23 continued**

- 10) **Work closely with tribal entities such as the All Pueblo Council of Governors (APCG)—Elders Committee, the Apache Tribes, and the Navajo Nation to develop programs that are developed and implemented with cultural relevance and consideration for how tribes, pueblos, and nations operate.**

The OIEA and the ALTSD are committed to working with tribal programs and support them to develop and implement programs that are culturally relevant and respect the ways and means in which they choose to operate in their own communities. In addition, the OIEA strives to honor and respect the need for ALTSD programs to provide culturally relevant programming and support. Please see additional responses below.

- 11) **Incorporate cultural sensitivity and respect for cultural aspects of how tribes, pueblos and nations operate in interactions and program development.**

To address requests #11 and #12, the ALTSD’s New Mexico State Plan outlines its action plan on Page 17 – 18.

**“Objective 1.11 Coordinating Title III programs with Tribes and Pueblos: Improve collaboration between Area Agencies on Aging and Tribes and Pueblos to better facilitate the Older Americans Act required Title III and VI Coordination and expand services and access to New Mexico’s Native American Elders and Caregivers.**

Strategies

- Develop an eldercare workforce targeting rural and Tribal areas in collaboration with the New Mexico Higher Education Department.
- Gain knowledge and understanding of the Tribal and Pueblo programs and their unmet needs, while improving relations between the ALTSD, federal-recognized AAAs, and the Tribes and Pueblos.
- Conduct annual follow-up meetings with Tribe and Pueblo members to gain feedback and recommendations to meet the needs of elders. Meetings will include information provided about potential OAA services available in the area with Title III funds, service gaps and needs, and action steps to be taken to improve coordination and access to services.
- Collaborate with the AAA directors and staff to educate and improve coordination with Tribes and Pueblos in their area.
- All ALTSD staff and AAA staff will participate in American Indian cultural awareness training during the four-year plan period.

Performance Measures

- Participate in annual Tribal Consultation meeting and share outcomes with the AAAs.
- Facilitate meetings held with AAAs, Title VI Directors, and Tribal stakeholders on an annual basis. The first facilitated meeting will take place prior to the release of the Area Plan Guidance in late 2021.
- Require AAA directors to document that agency staff have completed American Indian cultural awareness training.
- Develop an internal documentation system to track ALTSD’s staff’s successful completion of the training.
- Include the requirement for cultural awareness training in the Area Plan Guidance.

**Objective 1.12 Expand Title III: Area Agencies on Aging will expand Title III services to the Tribes and Pueblos by contracting with Title VI Programs.**

Strategies

- Area Plan Guidance will require that the AAAs notify and encourage NM’s Tribes and Pueblos to apply for Title III funding.
- Assist the AAAs in providing training and technical assistance to the Tribes and Pueblos on the process for applying for Title III funding from the AAA.
- Ongoing consultation with the Tribes and Pueblos.



**ALTSD—OIEA—Requested Support FY23 continued**

Performance Measures

- Monitor progress of the contracting functions of the AAAs.”

In conjunction with the AAAs, ALTSD held its first facilitated meeting with tribal Title VI program directors and staff on the Area Plan Guidance in late 2021. The RFP process was completed. No Tribes or Pueblos applied for Title III funding through the RFP process in FY 22.

- 12) Tribal elders are asked to go to the legislature to support elder programs throughout the state. Please inform tribes and pueblos what ALTSD is asking for regarding Indian Elder programs and show them how elders benefit from their time and effort to go to the legislature.**

Planning and development of legislative initiatives generally happen in the Fall prior to the convening of the Legislature. The IAAA is a state-administered and state-funded program that relies on State General Funds to operate. The ALTSD/OIEA recognizes the importance of partnering with tribal leadership, providers, and elders, when requesting funding and legislative support for state-funded senior programs. The needs of tribal elders are often best conveyed through their voices and through the voices of tribal providers. A collaborative and cooperative relationship is crucial to the success of program funding and program development through legislative means. The ALTSD/OIEA makes a concerted effort to respectfully honor the request that ALTSD inform tribes and pueblos of what ALTSD is requesting relative to Indian elder programs and explain to elders how they will benefit from their time and effort to go to the legislature. The NM Indian Council on Aging provided support for legislative comment when needed. The Secretary worked tirelessly during the 2023 Legislative Session to garner additional needed funding to support the equitable funding formula needs as well as additional base funding for tribal senior center and adult day care programs. As a result of the Secretary’s efforts, the funding allocation for tribal programs in FY24 was increased by 25% from FY23.

- 13) The Native American Budget and Policy Institute was engaged to host an *Elders Convocation* in March or April of 2020 (Postponed due to COVID-10). The outcomes of the convocation will lead to program development needs and aspects that can strengthen and support the development of tribal programs. The APCG-Elder’s Committee requests full engagement of ALTSD in the process of listening to and actively working with the pueblos to support and develop elder programs.**

The Covid-19 pandemic required the postponement of a planned “Elder’s Convocation” or “Elder’s Summit.” The intent of the summit is to work with participating tribes and pueblos to identify needs and gaps in services through an Asset Mapping and Gap Analysis tribal-specific model that is in development with support from the AmeriCorps VISTA program. A systematic process outlined with support from the Native American Budget and Policy Institute will actively work with tribes and pueblos to facilitate support and development of elder programs. The OIEA intends to partner with the Native American Budget and Policy Institute (NABPI), the Santa Fe Leadership Institute and other supporting entities to complete the summit in FY24 if Covid-19 related safety protocols will allow.

- 14) The APCG-Elders Committee asks that the ALTSD and OIEA personnel need to understand that fundamental interactions are important, and department personnel need to exhibit sensitivity to Native American Tribes and Pueblos in the process of any interactions with them. Business should be conducted through a “Government-to-Government” relationship, as opposed to a “top-down” or “dictatorship” mentality.**

The ALTSD/OIEA fully agrees with and supports the recommendation of the APCG-Elders Committee. The State-Tribal Collaboration Act and the ALTSD guidelines require that state agencies function strictly on a “Government-to-Government” basis. The ALTSD/OIEA is committed to conducting business in a mutually agreeable manner that does not encompass a “top-down” or “dictatorship” mentality that is disrespectful to our honorable tribal communities in New Mexico. The ALTSD is required to conduct tribal consultation efforts between the state and its respective tribes, pueblos, and nations on any policies or actions that effect tribal communities.



**ALTSD—OIEA—Requested Support FY23 continued**

- 15) The OIEA needs to work with the Indian Affairs Department (IAD) to develop a methodology for conducting a “government-to-government” consultation and providing for and developing supportive relationships with pueblos, tribes and nations.**

Although the Covid-19 pandemic has impacted OIEA’s ability to consult in person, the OIEA consistently participates in regularly scheduled virtual meetings with tribal leader and tribal representatives hosted by the Indian Affairs Department. In addition, the OIEA reaches out to the IAD for support when situations arise that require consultation with New Mexico’s tribes, pueblos and nations. The IAD provides periodic training for Tribal Liaisons to guide and advise processes for maintaining a meaningful “government-to-government” relationship and consultation process. Both ALTSD’s Tribal Liaison and the OIEA Staff Manager participate in all IAD activity relative to creating and maintaining respectful and meaningful consultation. Consultation is recognized by OIEA as an ongoing process. In addition, the director has requested that the Cabinet Secretary of IAD assist the department to establish “process” protocols for conducting “government-to-government” consultation and support. Each department is guided by the State Tribal Collaboration Act (STCA) and has STCA Policies in place; however, the processes by which this is done need to be clearly defined.

- 16) The OIEA should work with the Tribal Program Directors of pueblos, tribes, and nations to establish a timeline and an agenda for current year program development.**

The OIEA recognizes and supports the need for program development in conjunction with Title VI, Title III, and State General Funded senior programs. Updated tribal 4-year-plans are required to be submitted in December each year. The OIEA will be hosting workshops and coordinated joint trainings to assist tribes with their 4-year-plan in the Fall of 2023.

- 17) The OIEA should work with Tribal Program Directors of pueblos, tribes and nations, as well as the Title VI Coalition and NM Indian Council on Aging, to review and develop policy, set goals, and guide and inform outcomes that effect elder programs.**

The OIEA strongly supports the collaborative efforts required to support tribal programs and attends Title VI Conferences, is hosting Title VI Cluster Trainings; provides trainings and supports during the NM State Conference on Aging; works closely with the NM Indian Council on Aging and attends quarterly meetings to report to and garner input from elders.

- 18) The OIEA should work with the tribal support network at the local, regional, and national levels to be informed and to inform tribes and pueblos and nations of opportunities to access funding, and to strengthen and expand services they provide. See # 20 below.**

To address requests #17, #18, and #19: The Covid-19 pandemic has significantly impacted the tribal senior center programs. Nearing a 90% tribal staff turnover has created complex challenges for tribal programs. The OIEA works on a consistent basis to provide guidance, training, and direction for the delivery of services to elders. On a program level, the agenda and timelines are set by the contractual obligations agreed to through the Intergovernmental Agreements between the IAAA and the respective tribal contractors. Other initiatives not guided or obligated by contracts are negotiated between the IAAA, OIEA and respective tribes. As OIEA was able to hire three new positions to enhance and support OIEA’S capacity, a strong initiative will be implemented to work with tribes to outline meaningful goals and objectives and timelines coupled with training and support for implementation. The OIEA also works with local, regional and national programs to inform tribes, pueblos and nations of funding opportunities available to strengthen and expand existing services. Most important, tribal technical assistance is necessary and will be further investigated.

- 19) The OIEA, with input from tribes and nations, must develop an approach to support tribes to define potential for capacity building and assist tribes in building capacity. See # 20 below.**

Tribal communities struggle with workforce challenges. In FY23, the OIEA successfully applied for an AmeriCorps VISTA grant to support rural and tribal Asset Mapping and Gap Analysis studies and Eldercare Workforce initiatives to support capacity building within tribal programs. The initiative will be implemented in two rural communities to assist in the development of the model; and will initially be implemented in three tribal communities the first year and selected tribal communities subsequently. As the model is refined, plans for an Elder Summit include intensive workshops to include additional tribal communities as quickly and as efficiently as possible.

- 20) The OIEA should work with Tribal Program Directors of pueblos, tribes and nations, as well as the Title VI Coalition and NM Indian Council on Aging, to review and develop policy, set goals, and guide and inform outcomes that effect elder programs. See # 20 below.**



**ALTSD—OIEA—Requested Support FY23 continued**

**21) The OIEA should work with the tribal support network at the local, regional and national levels to be informed and to inform tribes and pueblos and nations of opportunities to access funding, and to strengthen and expand services they provide.**

To address requests #17, #18, and #19: The Covid-19 pandemic has significantly impacted the tribal senior center programs. Staff turnover has created complex challenges for tribal programs. The OIEA works on a consistent basis to provide guidance, training, and direction for the delivery of services to elders. On a program level, the agenda and timelines are set by the contractual obligations agreed to through the Intergovernmental Agreements between the IAAA and the respective tribal contractors. Other initiatives not guided or obligated by contracts are negotiated between the IAAA, OIEA and respective tribes. As OIEA hired three new positions to enhance and support OIEA'S capacity, a strong initiative will be implemented to work with tribes to outline meaningful goals and objectives and timelines coupled with training and support for implementation. In addition, the OIEA works with local, regional and national programs to inform tribes, pueblos and nations of funding opportunities available and to strengthen and expand existing services.

**22) The OIEA, with input from tribes and nations, must develop an approach to support tribes to define potential for capacity building and assist tribes in building capacity.**

Tribal communities continue to struggle with workforce challenges. The OIEA successfully applied for an AmeriCorps VISTA grant to support rural and tribal Asset Mapping and Gap Analysis studies and Eldercare Workforce initiatives to support capacity building within tribal programs in FY23. The initiative was attempted to be implemented in two rural communities to assist in the development of the model; and planned implementation in three tribal communities the first year, and selected tribal communities subsequently was halted due to tribal closures due to Covid outbreaks and limited staffing in tribal communities. As the model is refined, plans for an Elder Summit and training session that include intensive workshops for tribal programs, will be developed as quickly and as efficiently as possible in cooperation with the ACL-Title VI program to ensure Title VI, Title III, and IAAA State General Fund resources.

**21) The ALTSD-OIEA contractual agreements must be reviewed by the department and tribes to ensure for realistic measures and/or deliverables.**

Intergovernmental agreements are executed, and program deliverables are selected by tribes based on tribal choices and a set of service delivery options. The OIEA does not dictate what services tribes can select although minimum requirements for services must include nutritional services and a five percent set aside for Health Promotion and Disease Prevention (HPDP) initiatives. Tribal programs are required to submit monthly reports and invoicing for reimbursement. Training and support are provided on an ongoing basis for nutrition, program administration, reporting and technical assistance needs.

**22) The Navajo Nation-Department of Health- Division of Aging and Long-Term Care Support requested consistent work meetings to evaluate senior programs and identify ways the ALTSD can provide support to build capacity in the Navajo Nation Programs.**

The OIEA worked diligently to provide ongoing support to the Navajo Nation (DALTCS) aging program throughout FY2023 at the request of the director of programs. Bi-Monthly meetings were held with the Nation and the Administration for Community Living (ACL) participated twice a month to evaluate senior center program challenges and to provide support to address those challenges. The Navajo Nation has 39 senior centers in New Mexico, most struggled to stay open during the pandemic. Of note, for every non-Indian who contracted Covid-19, there were ten Indians who contracted it. The Nation suffered considerable impacts to tribal programs and service providers. Some senior centers remain closed due to capital outlay needs and workforce availability. The impact to service providers and tribal programs has been significantly challenging. However, in FY23, the Navajo Nation made significant strides to utilize their allocation by comparison to prior years.

**23) The Jicarilla and Mescalero Apache Tribes requested on-site visits to evaluate and identify ways the ALTSD can provide support to build capacity within the Apache Tribes.**

The cabinet secretary, director, and staff manager conducted a site visit at the Mescalero Apache Senior Center and met with tribal leaders and service providers to identify ways the ALTSD and the Tribe can build capacity by identifying issues and workforce development needs. The tribe is interested in developing an Adult Day Care (ADC) and Home & Community Based Services (HCBS) program in FY24. The secretary and director also met with the President of the



**ALTSD—OIEA—Requested Support FY23 continued**

Jicarilla Apache Tribe to evaluate the possibility of establishing an Adult Day Care (ADC) and Home & Community Based Services (HCBS) program at the reservation in FY24 or FY25.

**24) Continuous Improvement and Communication**

The Office of Indian Elder Affairs and the Aging and Long-Term Services Department remain dedicated and committed to addressing the concerns, needs, and issues raised by the tribes, pueblos, and nation. During FY23, in-person meetings were initiated with approval from tribal leadership within most tribal communities. The OIEA-ALTSD continues to address concerns as they are presented and as they arise. In person site visits are arranged as requested, and precautions are taken as required by the individual tribal communities and as Covid-19 tribal safety protocols allow. The STCA requires communication and consultation with each unique tribal community versus a tribal coalition. In particular, the OIEA staff conducts numerous visit and phone calls to provide much needed support to address each tribe, pueblo, or nation’s training and support needs.

## V. TRAINING AND EMPLOYEE NOTIFICATION (11-18-4. (4)(6))

### A. STCA Training and Certification

The Department and OIEA offer multiple training events each year, designed to educate and inform aging network providers statewide. Throughout FY 2023, representatives from all pueblos, tribes, and nations participated in trainings the Office of Indian Elder Affairs staff provided to enhance and support tribal senior center and adult day care programs. Staff turnover within tribal senior center and adult day care programs has been challenging and exacerbated by the pandemic. Many trainings were offered virtually by Zoom, but as tribes and pueblos opened their doors to visitation, the OIEA staff conducted site visits as needed for capital outlay assessments, support, and training.

ALTSD's New Mexico Conference on Aging offers older adults, caregivers, and the professionals who work with them, a chance to learn and have fun in an environment that supports independence and dignity. Drawing approximately 1500 people annually, this is one of the few conferences attended by both older adults and professionals. Conference attendance is reflective of New Mexico's ethnic and cultural diversity. The FY23 New Mexico Conference on Aging was held virtually. The FY24 New Mexico Conference on Aging will be held as a hybrid conference. The Office of Indian Elder Affairs worked closely with the President of the New Mexico Indian Council on Aging and the Chairman of the All Pueblo Council of Governors who hosted the OIEA track during the virtual FY23 NM Conference on Aging.

Currently, all ALTSD senior managers are required to participate in the State Personal Office (SPO) cultural competency training. In addition, mid-level managers, supervisors and employees are required to attend the SPO cultural competency training if working directly with tribal communities.

### B. Employee Notification about STCA

ALTSD notification about the STCA consists of the following:

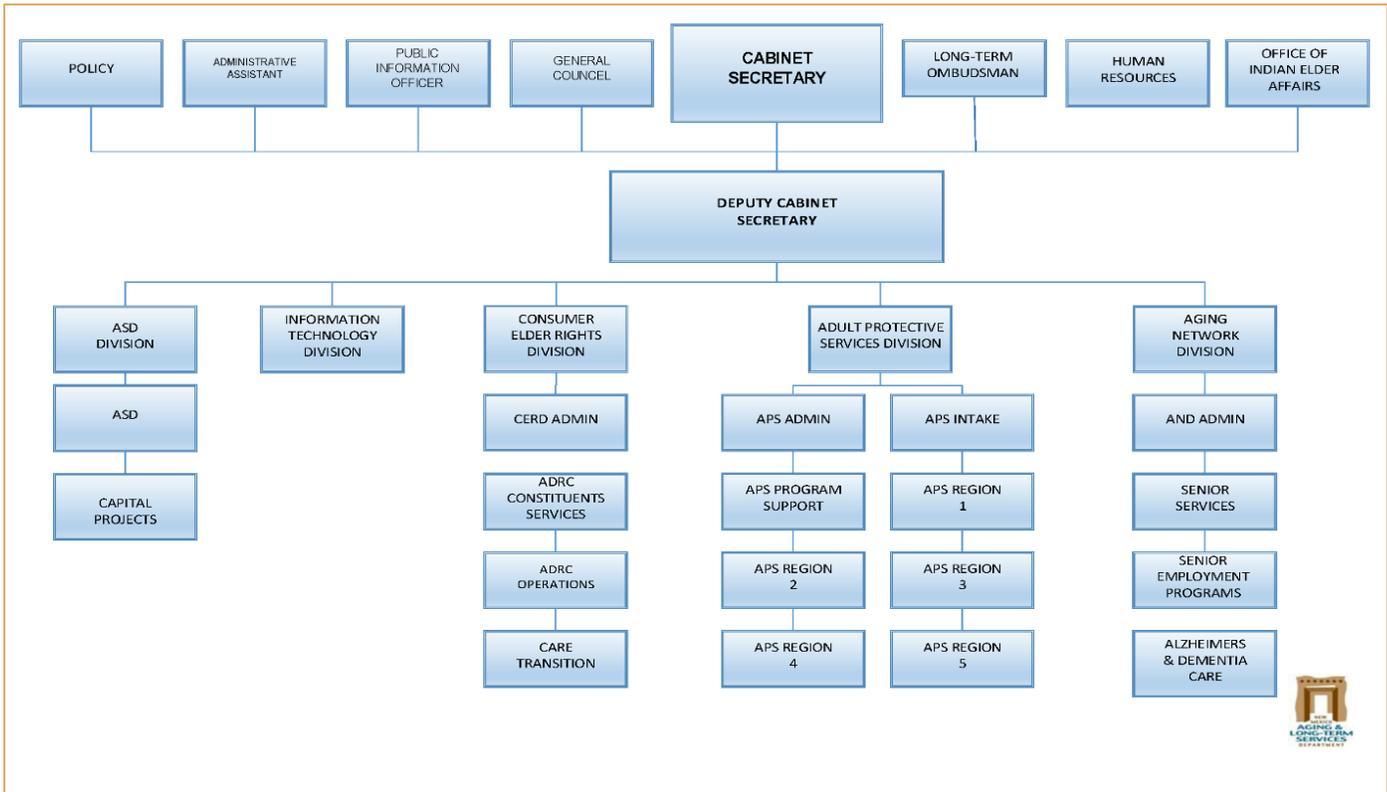
- Senior management meeting notices
- Telephone consultation with ALTSD Division Directors
- Email notifications—limited to key information, critical information and data that will help improve performance outlined in the STCA
- Cultural Competency training through SPO for all employees serving tribal communities



## VI. KEY NAMES & CONTACT INFORMATION (11-18-4.C (2))

### a. Organizational Chart and Contact Information

The diagram below outlines the internal structure of the ALTSD. It outlines the roles, responsibilities, and relationships between individuals within the ALTSD organization.



KEY NAMES AND CONTACT INFORMATION	
<p><b>Cabinet Secretary</b>                      Katrina Hotrum-Lopez, Cabinet Secretary                      2550 Cerrillos Rd.                      Santa Fe, NM 87502-7118                      Phone: (505) 476-4990                      Email: <a href="mailto:Katrina.Hotrum-Lopez@altsd.nm.gov">Katrina.Hotrum-Lopez@altsd.nm.gov</a></p>	<p><b>Deputy Secretary</b>                      Sarah Jacobs, Deputy Secretary                      2550 Cerrillos Rd                      Santa Fe, NM 87502-7118                      Phone: (505) 303-8684                      Email: <a href="mailto:Sarah.Jacobs@altsd.nm.gov">Sarah.Jacobs@altsd.nm.gov</a></p>
<p><b>Office of Indian Elder Affairs Director</b>                      Rebecca Baca, Director                      2550 Cerrillos Rd.                      Santa Fe, NM 87502-7118 Phone: (505) 690-4263                      Email: <a href="mailto:Rebecca.Baca@altsd.nm.gov">Rebecca.Baca@altsd.nm.gov</a></p>	<p><b>ALTSD Tribal Liaison</b>                      Rebecca Baca, Tribal Liaison                      2550 Cerrillos Rd.                      Santa Fe, NM 87502-7118 Phone: (505) 690-4263                      Email: <a href="mailto:Rebecca.Baca@altsd.nm.gov">Rebecca.Baca@altsd.nm.gov</a></p>
<p><b>Office of Indian Elder Affairs</b>                      Marvina Chavez, Program Manager                      8500 Menaul NE B350                      Albuquerque, NM 87112                      Phone: (505) 629-8544                      Email: <a href="mailto:Marvina.Chavez@altsd.nm.gov">Marvina.Chavez@altsd.nm.gov</a></p>	<p><b>Capital Projects Bureau</b>                      Elizabeth Chavez, Capital Outlay Bureau Chief                      2550 Cerrillos Rd                      Santa Fe, New Mexico 87505                      Office 505-476-4704                      Email: <a href="mailto:Elizabeth.Chavez@altsd.nm.gov">Elizabeth.Chavez@altsd.nm.gov</a></p>



## VII. RELEVANT STATUTES AND MANDATES

**a. Agency specific and applicable state or federal statutes and mandates. (Ex. State Tribal Collaboration Act, Transfer of Water Rights, National Historic Preservation Act, etc.)**

**Federal and State statutes and mandates applicable to ALTSD are:**

1. “Congress passed the **Older Americans Act (OAA)** in 1965 in response to concern by policymakers about a lack of community social services for older persons. The original legislation established authority for grants to states for community planning and social services, research and development projects, and personnel training in the field of aging. The law also established the Administration on Aging (AoA) to administer the newly created grant programs and to serve as the federal focal point on matters concerning older persons.

Although older individuals may receive services under many other federal programs, today the OAA is considered to be a major vehicle for the organization and delivery of social and nutrition services to this group and their caregivers. It authorizes a wide array of service programs through a national network of 56 state agencies on aging, 629 area agencies on aging, nearly 20,000 service providers, 244 Tribal organizations, and 2 Native Hawaiian organizations representing 400 Tribes. The OAA also includes community service employment for low-income older Americans; training, research, and demonstration activities in the field of aging; and vulnerable elder rights protection activities.”<sup>5</sup>

The Reauthorization the Older American’s Act is due for renewal in 2026.

2. **State Tribal Collaboration Act**—“Relating To Governmental Affairs; Enacting The State-Tribal Collaboration Act; Requiring State-Tribal Collaboration And Communication; Declaring An Emergency.”<sup>6</sup> Compliance with the State Tribal Collaboration Act in its entirety is required by ALTSD and its divisions and offices.

3. **2017 New Mexico Statutes**

Chapter 9—Executive Department  
 Article 23—Aging and Long-Term Services Department  
 Section 9-23-1—Short title.

**Universal Citation:** [NM Stat § 9-23-1 \(2017\)](#)

**9-23-1. Short title.**

Sections 1 through 11 of this act [9-23-1 through 9-23-11 NMSA 1978] may be cited as the "Aging and Long- Term Services Department Act".

**History:** Laws 2004, chapter. 23, 1.

4. **Capital Outlay**—NMAC 2.61.6 Bond Disbursement Rule, Executive Order 2013-006 and the DFA State Board of Finance Release of Funds Conditions (Anti-donation Clause of NM Constitution, Art. IX, Sec.14)

<sup>5</sup> ACL Administration for Community Living. <https://acl.gov/about-acl/authorizing-statutes/older-americans-act>

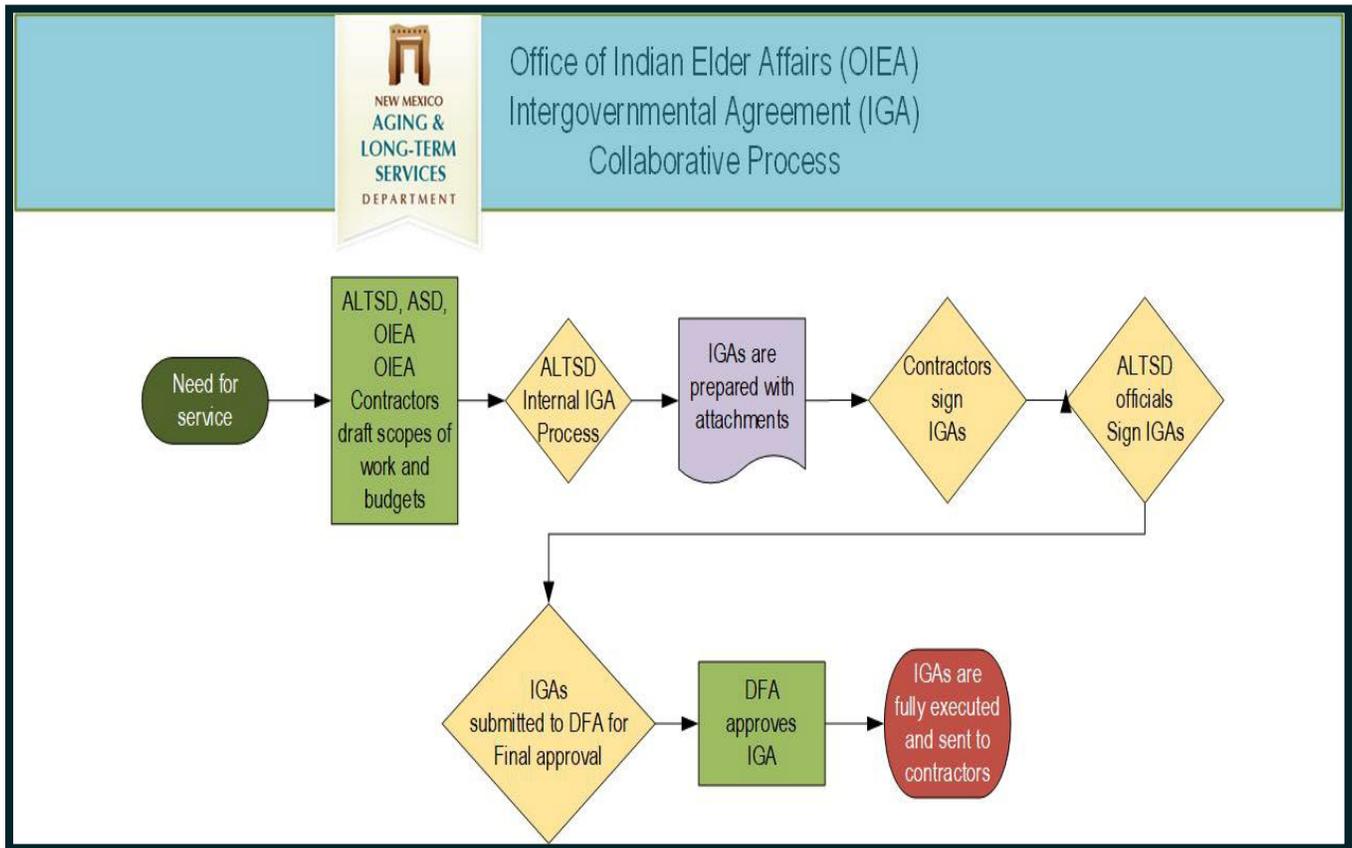
<sup>6</sup> SB 196. An Act. State Tribal Collaboration Act.



**VIII. AGREEMENTS**

**A. A list of any current or pending agreements with tribal nations, the site location**

<b>Current agreements with New Mexico’s tribes, pueblos, and nations are listed below.</b>	
<b>Tribal Nation</b>	<b>Site Location</b>
Acoma Pueblo	Acoma Senior Center
Cochiti Pueblo	Cochiti Senior Center
Isleta Pueblo	Isleta Senior Center
Jemez Pueblo	Jemez Senior Center
Jicarilla Apache Nation	Jicarilla Senior Center
Laguna Pueblo	Laguna Senior Center
Navajo Nation	Navajo Area Agency on Aging
Mescalero Apache Tribe	Mescalero Senior Center
Ohkay Owingeh Pueblo	Ohkay Owingeh Senior Center
San Felipe Pueblo	San Felipe Senior Center
Sandia	Sandia Senior Center
Santa Ana Pueblo	Santa Ana Senior Center
Santo Domingo Pueblo	Santo Domingo Senior Center
Taos Pueblo	Taos Senior Center
Tesuque Pueblo	Tesuque Senior Center
Zia Pueblo	Zia Senior Citizen Center
Zuni Pueblo	Zuni Senior Center
Pueblos of Nambé, Picuris, & San Ildefonso	8 Northern Indian Pueblos Council, Inc. Senior Centers
Isleta Pueblo	Isleta Adult Day Care
Santa Clara Pueblo	Santa Clara Adult Day Care
Zuni Pueblo	Zuni Adult Day Care
Zuni Pueblo	Zuni Senior Center Foster Grandparent Program
Zuni Pueblo	Zuni Senior Center Senior Companion Program
<b>New Start Ups for ADC/HCBS Program Listing</b>	<b>In Development or Pending Three-Year-Contract</b>
Santa Ana Pueblo ADC (In Completion)	FY 2023 – Kiki Saavedra Senior Dignity Fund
Taos Pueblo ADC (Pending)	FY 2024 – Kiki Saavedra Senior Dignity Fund
Santo Domingo Pueblo ADC/HCBS (Pending)	FY 2024 – Kiki Saavedra Senior Dignity Fund
Laguna Pueblo (Pending)	FY 2024 – Kiki Saavedra Senior Dignity Fund
Mescalero Apache Tribe (Pending)	FY 2024 – Kiki Saavedra Senior Dignity Fund
Jicarilla Apache Tribe (Pending)	FY 2025 – Kiki Saavedra Senior Dignity Fund



The OIEA staff complies with all federal and state statutes, rules and policies with regard to general operational functions—including contract management, program monitoring and provision of technical assistance, advocacy and training. OIEA staff conduct periodic site visits with contractors, at the representative tribe’s discretion and when the department’s Covid-19 safety practices allow, to evaluate progress, identify best practices or problem areas and to determine actions to be taken by parties to resolve any problems that may be identified. The OIEA staff consistently remain in contact with tribal senior center and adult day care providers to ensure training and support is provided and operates via a government-to-government agreement guided by the State Tribal Collaboration Act (STCA).

The OIEA review team conducts program and fiscal monitoring reviews of each contractor throughout the year and provides contractors with monthly reports or their contract status. The OIEA staff schedules additional reviews as needed and provides the contractors with monitoring tools prior to reviews. OIEA staff certify monthly contractor requests for reimbursement which are matched to the service data and are subject to approval by the ALTSD/OIEA, to ensure that expenditures meet all federal and state requirements.

**IX. ACRONYMS**

<b>ALTSD</b>	Aging and Long-Term Services Department
<b>ADC</b>	Adult Day Care
<b>DALTCS</b>	Navajo Nation Department of Aging and Long-Term Care Services
<b>FGP</b>	Foster Grandparent Program
<b>HCBS</b>	Home & Community Based Services
<b>IAAA</b>	Indian Area Agency on Aging
<b>IGA</b>	Intergovernmental Agreement
<b>LTCOP</b>	Long-Term Care Ombudsman Program
<b>NAAA</b>	Navajo Area Agency on Aging
<b>OIEA</b>	Office of Indian Elder Affairs
<b>PAC</b>	Policy Advisory Committee
<b>RSVP</b>	Retired Senior Volunteer Program
<b>SCP</b>	Senior Companion Program
<b>SHIP</b>	State Health Insurance Program
<b>SMP</b>	Senior Medicare Patrol
<b>STCA</b>	State-Tribal Collaboration Act

**Submission Statement:**

The FY 2023 STCA Annual Report for ALTSD is respectfully submitted by Rebecca Baca, Tribal Liaison & Director of the Office of Indian Elder Affairs – Aging and Long-Term Services Department—in cooperation with ALTSD Divisions and Supports.

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Please report any errors or omissions to Rebecca Baca at the email address provided.