



2024 S.L. Gimbel Foundation Grant Application

Internal Use Only:
Grant : _____

Organization / Agency Information

1) Organization/Agency Name: Adopt-A-Native-Elder		
2) Physical Address: 328 Gregson Ave S.		City/State/Zip South Salt Lake, UT 84115
3) Mailing Address: 328 Gregson Ave S. PO Box 3401		City/State/Zip South Salt Lake, UT 84115
4) CEO or Director: Linda Myers		Title: Executive Director
5) Phone: (801) 474-0535	6) Fax: N/A	7) Email: mail@anelder.org
8) Contact Person: C.J. (Christopher) Robb		Title: Director of Business & Operations
9) Phone: (801) 474-0535	10) Fax: N/A	11) Email: anegrants@gmail.com
12) Web Site Address: https://anelder.org/		13) Tax ID: 87-0490211

Program / Grant Information

Interest Area:

14) Program/Project Name: Food Certificates Program			15) Amount of Grant Requested: \$100,000
16) Total Organization Budget: \$3,979,000	17) Per 990, Percentage of Program Service Expenses (Column B/ Column A x 100): 86.1%	18) Per 990, Percentage of Management & General Expenses Only (Column C / Column A x 100): 11.5%	19) Per 990, Percentage of Management & General Expenses and Fundraising (Column C+D / Column A x 100): 13.9%
20) Purpose of Grant Request (one sentence): Adopt-A-Native-Elder (ANE) requests \$100,000 to support the capacity of our Food Certificates Program that provides food certificates for over 850 traditional Navajo Elders throughout the year, allowing them to obtain essential food items as they age with dignity in their traditional way on their homelands.			
21) Program Start Date (Month and Year): January 2025 (ongoing)		22) Program End Date (Month and Year): January 2026 (ongoing)	
23) Gimbel Grants Received: List Year(s) and Award Amount(s) N/A			

Signatures

24) Board President / Chair: (Print name and Title) John Burrow, Board President	Signature: 	Date: 10/07/24
25) Executive Director/President: (Print name and Title) Linda Myers, Executive Director	Signature: 	Date: 10/07/24

2024 S.L. Gimbel Foundation Fund APPLICATION

Narrative

Please provide the following information by answering **ALL** questions (I to IV), **12 Font, One Inch Margins**. Use the format below (I to IV). Type your complete answers to the question directly below the question. Please do not delete the questions/instructions/examples, and provide clear, specific, and concise answers.

I. Organization Background

A) State the history, mission and/or purpose of your organization.

The mission of Adopt-A-Native-Elder (ANE) is to mend the broken circle between Native Americans and other cultures and to respect the land the Native Americans hold in sacred trust.

Since 1993, ANE has served traditional Navajo Elders with a single goal: to allow the Elders to age with dignity in their traditional way on their homelands. Since that time, we have become a trusted humanitarian organization focused on reducing the extreme poverty and hardship facing traditional Elders living on the Navajo Reservation by delivering over 1,000,000 pounds of food, medical supplies, firewood, and other forms of support each year. By respecting the tradition and dignity of Navajo Elders, we create relationships to honor and serve them.

Today, ANE serves more than 850 traditional Navajo Elders over the age of 75 located in Native reservations in Utah and Arizona. Key programming includes twice-a-year, volunteer-led food runs to deliver critical support directly to Elders in need, the Food Certificate **Program** and **the** Firewood Voucher Program that offers mailed support throughout the year, as well as the Yarn Program and Rug Shows, which give Navajo Elders the opportunity to support themselves through ANE-provided Navajo yarn for weavers, as well as a market to sell their beautiful handmade rugs and jewelry. Our services encourage the preservation of traditional Navajo culture while ensuring Elders are taken care of in the spirit of charity, compassion, and trust.

B) How long has the organization been providing programs and services to the community?

ANE was initially formed in the 1980s during the turbulent years of the Hopi-Navajo land dispute, which resulted in 10,000 Navajo being relocated from their traditional homelands. During those times, many Elders were facing severe hardships and deprivations. When Linda Myers, the Founder and Director of ANE, became aware of this desperate situation, she began to make solo trips to the reservation with food and clothing that gradually evolved into the complex logistical endeavor of today's food runs and additional Elder Support Programs. These programs and ANE's status as a 501c3 nonprofit were established in 1993. Since then, we have consistently prioritized easing the burdens of poverty, food insecurity, and malnutrition for the Navajo people by keeping our promise to come every spring and fall, bring the items the Elders say they need most, and bring our hearts with our hands to learn from each other's culture and experiences.

C) What are some of your past organizational accomplishments (last three years)?

ANE has seen significant growth and success in our programming over the past several years, especially since the decline of COVID-19, allowing us to once again provide in-person support and deliveries and increase our overall reach. In 2023, ANE delivered over 1,000,000 pounds of food, medical supplies, firewood, and other forms of support.

In 2024, ANE is on track to distribute more than 1.25 million dollars worth of food certificates to 850 Navajo Elders in remote areas. In over 39 years, approximately 17,500 Navajo Elders have been served, and more than 10 million pounds of food have been delivered.

Additionally, we have begun hosting annual Rug Shows in a new location in Scottsdale, Arizona. These events have been hugely successful over the past two years, allowing Elders to support themselves by selling their beautiful handmade rugs. In 2023, 189 rugs were sold by Elders through this program. Additional proceeds from the event go directly to supporting food certificates and firewood vouchers for Elders throughout the year. In 2023, this supported approximately 872 Elders.

ANE has also consistently been rated as a 4-star charity and scored over 95% for accountability and transparency for the past several years on Charity Navigator.

II. Project Information:

A) Statement of Need

Specify the community need(s) you want to address and are seeking funds for. Include demographics, geographic characteristics of the area or community to be served, community conditions and income level. Include relevant statistics.

For decades, Native Elders living in the Navajo Nation have struggled to keep enough food on the table, keep their homes warm, and receive proper medical treatment to allow them to continue living healthy and happy lives in their traditional homes. According to the National Library of Medicine, “It is well established that not having regular access to enough safe, healthy, and culturally appropriate food is related to obesity, hypertension and hyperlipidemia, diabetes, hypoglycemia, chronic kidney disease, and frailty in the elderly” (2023). These struggles are quite prevalent among the Navajo Elders served by ANE, partly due to the rising food security crisis in the U.S. caused by unprecedented rises in food costs, recent inflation, COVID-19, and the continued prevalence of food deserts.

Currently, one in nine people experience food insecurity in the U.S., while about one in four Native Americans are struggling with the same issue (Feeding America Report, 2021). In particular, for Navajo Elders living on reservations, this discrepancy can be felt at an even greater rate with additional transportation challenges being a key barrier for Navajo adults in achieving food security and access to sufficient health care (National Library of Medicine, 2022). The reservations are, at a minimum, 30 miles from any major grocery store and must be traveled via dirt road if the Elder can make the trip in the first place. Additionally, gas prices in the U.S. have increased from an average of \$2.26 per gallon in 2020 to approximately \$3.22 to \$3.39 per gallon in recent years, creating another barrier to transportation to Native Elders (U.S. Energy

Information Administration, 2024). Not only are the costs of food itself higher, but now vulnerable Elders are unable to afford to make the journey to get their groceries. Along with aging and failing health, these Elders need our support now more than ever to avoid starvation.

B) Project Description

1. Describe your project. How does your project meet the community need?

ANE respectfully requests \$100,000 from the S.L Gimbel Foundation to support our Food Certificate Program that provides essential access to food **and over-the-counter** medical supplies for Navajo Elders living in their traditional lifestyle.

Food insecurity is a public health issue requiring trans-sector support to ensure these historically underserved communities receive the support they need to live healthy lives (Public Health Report, 2016). Twice a year (Spring and Fall), staff and volunteers in ANE's Food Run Program deliver thousands of pounds of food, clothing, firewood, medical, and other items to ensure the Elders are able to maintain their traditional lifestyle and their ability to age in place on the land they hold sacred. Because the food runs can only be held twice a year, ANE developed a Food Certificate Program in partnership with local grocery stores to assist with food on an individual basis to better meet the growing and complex needs of the Elders served. The food certificates are provided in \$25-200 increments and can be used to purchase food and over-the-counter medical items. The certificates help the Elders overcome food scarcity on a daily basis.

Generally, a group of certificates are sent out to each Elder in July; however, lack of funding can impact ANE's ability to provide this additional service. The certificates are also available from November through February and are funded through income from Rug Show tickets and other donations and grants.

From its inception, ANE has been committed to providing assistance for the Elders' basic needs and honoring and respecting their traditional lifestyle. There are currently over 850 traditional Elders registered in the ANE Program, ranging in age from 75 to 100, with an average age of 87. In 2023 alone, ANE distributed more than 1,000,000 pounds of food, medical supplies, hygiene supplies, mobility equipment, incontinence supplies, clothing, and everyday necessities. Additionally, we continue to work alongside and forge relationships with Navajo Senior Centers and local coordinators to fill significant gaps in reservation Eldercare.

Today, our biggest need is funding to provide an increased amount of food certificates to the Elders each year. Our goal is to provide enough certificates for each Elder every month, distributed in batches in the summer and winter in between our food runs. The average \$100 certificate is enough to provide basic food staples for Elders over the course of one month; however, Elders remain free to use the certificates as needed, especially in supporting their stock of perishable foods that need to be replenished more frequently to do a lack of refrigeration or electricity. Additionally, at food runs, ANE provides food certificates for Elders who are not receiving sponsored care through our Adopt-A-Native-Elder Program. Ultimately, the Food Certificate Program allows the Elders to purchase fresh and healthy foods on a daily basis and sustain themselves between ANE's food runs, **supplemented by the Firewood Voucher Program, which will be funded by other sources during the grant period, to help Elders stay warm during the harsh winter months.**

A \$100,000 grant from the Gimbel Foundation would be used to provide Navajo Elders with 1,000 food certificates of \$100 each in 2025, significantly contributing to our mission of ensuring that Elders maintain a healthy and traditional lifestyle throughout the year. Thank you in advance for your consideration of this critical program.

2. What is unique and innovative about this project?

ANE has developed innovative programs to overcome the significant barriers faced by Navajo elders and their families in achieving food security. To ensure access to nutritious food, we are a licensed store through Associated Foods, allowing staff to procure high-quality food and supplies at reduced costs. ANE's twice-annual deliveries provide direct transportation to the reservation, supplemented by food certificates redeemable at local grocery stores, ensuring year-round food support. To support home-bound elders, we partner with Home Care workers, ensuring these vulnerable individuals receive necessary care and supplies. ANE addresses unemployment and poverty through its Yarn and Rug Show Program, empowering elders to earn income from traditional weavings. During COVID-19, we provided additional mailed service and support to continue serving Elders during those trying times.

In addition to the programs and services we offer, ANE also emphasizes the importance of personal relationships with the Elders. We respect their culture and traditions, asking the Elders themselves what they most need. The Elders know our staff members, volunteers, and those who generously sponsor them. Those sponsors who support Elders through our "Adopt-A-Native-Elder" program often meet the Elders they support at food runs and rug shows. Volunteers are also attracted to our program for the unique opportunity to meet Elders who live traditionally and to experience Native Ceremony.

The Elders we serve know that they know they are not alone and not forgotten. Unlike many who have tried to help on the reservation, we have kept our promise to come every spring and fall. We are consistently adapting to the needs of the Elders, bringing items the people say they need most. As we serve, we bring compassion and dedication to the Elders, and we learn from each other's culture and experiences.

C) Project Goal, Objective, Activities and Expected Outcome

1. **Note: Objective, Outcome and Evaluation must all be based on the SAME QUANTIFIABLE CRITERIA (for example, "number served, or acres improved"). This quantifiable criteria should refer to the grant amount you are requesting from the Gimbel Foundation only and not the total program.**

State ONE GOAL, ONE OBJECTIVE, ONE OUTCOME. USE NUMBERS AND DO NOT USE PERCENTAGES.

2. **State ONE project goal. The Goal should be an aspirational statement, a broad statement of purpose for the project.**
3. **State One Objective. The Objective should be specific, measurable, verifiable, action-oriented, realistic, and time-specific statement intended to guide your**

organization's activities toward achieving the goal. **Specify the activities** you will undertake to meet the objective and number of participants for each activity.

4. **State One Outcome.** An outcome is the individual, organizational or community-level change that can reasonably occur during the grant period as a result of the proposed activities or services. What is the key anticipated outcome of the project and impact on participants? State in a quantifiable and verifiable term.
5. **Evaluation:** How will progress towards the objective (per above) be tracked and outcome measured?

Provide specific information on how many individuals will be evaluated (should be the same number as in the objective and outcome), how you will collect relevant data and statistics that meet your objective and validate your expected outcome, in a quantifiable manner, as you describe your evaluation process.

BELOW IS AN EXAMPLE OF GOAL, OBJECTIVE, OUTCOME AND EVALUATION:
Objective, Outcome and Evaluation should align and should be written in a linear format, using actual numbers, and data that are quantifiable and verifiable. Do not use percentages)

GOAL: Enhance and supplement the diet of food insecure families and children in Mariposa County with healthy, fresh food each month to improve their health and wellbeing.

OBJECTIVE: Distribute at least **500,000 meals of healthy, fresh food to 7,000 unduplicated residents in need.**

ACTIVITIES:

- 1) Purchase fresh produce and other food items not provided by existing local farm and USDA sources to support 7,000 unduplicated food distribution participants.
- 2) Continue to promote monthly food distribution program through community partners across the county.
- 3) Input monthly food distribution data into USDA database system.

OUTCOME: We expect to **provide 500,000 meals to 7,000 unduplicated food insecure county residents**, increasing their healthy food intake and habits.

EVALUATION: Using the USDA's tracking system we will generate reports on the number of food insecure children and families we have served. We will track our role in **providing 500,000 meals feeding 7,000 unduplicated food insecure individuals** and account for additional success or lower numbers of individuals served.

WRITE YOUR RESPONSES using the following format for your goal, objective, respective activities and expected outcome:

GOAL: Support the well-being and food security of vulnerable Native Elders by regularly providing food certificates to allow Elders to purchase healthy food items and **over-the-counter** medical supplies **at partnered grocery stores** to improve and/or sustain their physical and mental well-being, avoiding malnutrition, starvation, and other adverse health effects **throughout the year.**

OBJECTIVE: With the Gimbel Foundation's donation of \$100,000, ANE will mail 1,000 food certificates worth \$100 each to support all 850 Native Elders in the ANE Program in January of 2025, and 150 of the total 850 Elders in February of 2025, with the flexibility to provide the same support in different months depending on the timing of receipt of funds. These food certificates can be used by the Elders at local grocery stores to purchase food and over-the-counter medical supplies as needed during the grant period.

ACTIVITIES:

1. Collect and delegate funds from the Gimbel Foundation to directly support the cost of 1,000 food certificates worth \$100 each.
2. Coordinate with Navajo Senior Centers, local coordinators, and the Elders themselves in preparation for food certificate mailings.
3. Purchase needed mailing supplies (*mailing supplies will not be funded through the Gimbel Foundation funds).
4. Format, print, package, and prepare food certificate letters to be mailed.
5. Mail 850 food certificates to Elders in January of 2025, 100% of which will be funded by the Gimbel Foundation.
6. Mail 850 food certificates to Elders in February of 2025, 150 of which will be funded by the Gimbel Foundation.
7. When the food certificates are received by Elders, they will have the flexibility to purchase food and over-the-counter medical supplies as needed over the course of the grant period.
8. ANE will record information on the number of Elders supported through this grant, gathering additional information on program effectiveness to implement in future years.
9. At the end of the grant period, ANE will report to the Gimbel Foundation on program outcomes and expenditures.

OUTCOME: With the Gimbel Foundation's funds, we expect to provide 1,000 food certificates worth \$100 each to all 850 Native Elders in the ANE Program in January of 2025 and 150 of the total 850 Elders in February of 2025, significantly supporting their food security, nutritious food supply, traditional lifestyle, and overall wellness.

EVALUATION: ANE staff members will track when food certificates funded by this grant are mailed and in what numbers they are mailed out. In addition, when Elders purchase food and supplies using food certificates, they send all receipts to ANE. This allows us to track what Elders are buying to evaluate what assistance this program directly provides and better understand the dietary needs of the Elders to assist our programming over all areas.

The ability to evaluate program outcomes in this way will be supported by members of Navajo Senior Centers, local coordinators, and other Navajo Elders and their family members who are highly integrated in ANE's programming, ensuring we receive accurate information for purposes of program evaluation and reporting.

D) Timeline

Provide a timeline for implementing the project. The start date and end date should be the same dates on the cover page. Start date should be 3 months AFTER the submission deadline.

The project start date is: 01/08/2025

The project end date is: 01/07/2026

Include timeframes for specific activities, as appropriate.

Food certificates are typically mailed to Elders in batches and are distributed in January, March, June, July, September, and November. The goal of this program is to ensure that all Elders participating in the ANE Program receive at least 12 food certificates each to provide monthly support throughout the year. During the months that ANE does not mail out food certificates, ANE is implementing the Food Run Program by delivering crucial food and supplies directly to Elders on the reservation. At these food runs, ANE ensures that any Elder not receiving sponsored support is provided with additional food certificates to supplement the support they would otherwise receive through the Program.

E) Target Population

1. Who will this grant serve?

ANE serves the Navajo Nation (Naabeehó Bináhásdzo), which is a Native American territory covering about 17,544,500 acres (roughly the size of West Virginia), occupying portions of northeastern Arizona, southeastern Utah, and northwestern New Mexico in the United States. The area is deemed “distressed” as there is no access to power, fuel, and water. Most of the Elders on these reservations are 75-100 years old, with the majority in their 80s and 90s. They represent one of the last generations of remaining traditional Indigenous people. These Elders never entered modern society, they dress traditionally, practice traditional ceremonies, and speak only their Navajo language. Many of the Elders have never left the Navajo reservation, and the only life they know is one of solitude and self-reliance in the desert of the Southwest. Other demographics of this population include men, women, minorities, very low-income, disabled individuals, and veterans. ANE’s services have expanded to also support the family members of Elders in recent years, particularly their grandchildren. However, a grant from the Gimbel Foundation would solely support the Elders themselves.

2. How many people will be impacted? Provide a breakdown: Number of Children, Youth, Adults, Seniors.

Food certificates funded by the Gimbel Foundation will support a portion of all 850 Elders in ANE’s programming. With \$100,000 in funds, 1,000 food certificates in \$100 increments, providing approximately one month of support for one Elder, would be provided for those in the ANE Program, depending on the most pressing needs among Elders at the time of award.

F) Community Partners

1. How does this program relate to other existing projects in the community?

Other than ANE, the only other community projects and organizations that are consistently supporting Navajo Elders in Utah and Arizona are the Navajo Senior Centers and other local coordinators that provide basic care to Elders and evaluate the needs, concerns, and desires of the Elders. These coordinators then provide this information to ANE to ensure our services remain effective and efficient. Through these partnerships, ANE and the local community efforts to assist Elders are able to ensure that all Elders are supported, and any gaps in support are quickly addressed and filled.

The key to our effectiveness as an organization is our emphasis on personal relationships with these local partners and especially with the Elders themselves. We respect their culture and always ask the Elders themselves what they need most. We also know each of our Elders and their families, and they know our staff, volunteers, and donors.

While we do not serve everyone in need on the reservation, when an Elder is enrolled in our program, they know they will have enough food, medical **support, and other crucial supplies** to make it through, for the rest of their life. They know they are not alone and not forgotten. Those not served by our program benefit from the support of our community partnerships, increased donations, and family support. ANE ensures that those most in need are supported first so that all Elders can live healthy, happy, and safe lives.

2. Who are your key community partners? Provide a brief description of each key partner and their role(s) in this program.

To be as effective as possible in working to support Native Elders on remote reservations in Utah and Arizona, we have developed, cultivated, and nurtured relationships with well-aligned organizations to improve services. ANE's key partnerships are as follows:

- ANE is licensed as a store by Associated Foods, which allows ANE staff to order food and supplies at cost from a major food distributor, keeping costs as low as possible and the quality high. Without this partnership, ANE would be facing the current inflation rates more severely, possibly affecting the organization's ability to provide its current scope of work.
- ANE works and forges relationships with the Navajo Senior Centers and local coordinators to fill significant gaps in reservation Elder care. This partnership allows ANE to evaluate the needs of the Elders in the Navajo Senior Centers' areas by deduplicating services while also filling gaps as needed. Additionally, these relationships allow ANE to monitor the Elders' ongoing health and well-being for program evaluation and reporting purposes.
- ANE has further expanded the reach of partnerships with Navajo Senior Centers by implementing services that allow relatives of those on the Navajo reservations who are Certified Nurse Assistants (CNA) to regularly visit the reservation and provide additional care and medical treatment for their relatives. ANE's food certificate service is an instrumental part of this service in helping these medical professionals in their treatment of the Elders.

3. How are you utilizing volunteers?

ANE and its programs are supported by, and provide a special and unique experience to, more than 350 volunteers annually who help prepare, package, and transport supplies to the reservation and distribute them to the Elders. Volunteer work is regularly performed both at our office in Salt Lake City and among those who participate in food runs and rug shows. ANE volunteers contributed more than 16,000 combined hours of service in 2023 to make our work possible. In addition to the humanitarian service volunteers provide, they receive the opportunity to engage with the Navajo Elders on their homelands, an experience afforded to very few outsiders. Many of the volunteers are also seniors themselves, and their service time helps them feel connected across cultures and through aging physical and mental faculties. As they meet, they lift each other's spirits in both receiving and giving service.

G) Use of Grant Funds

How will you use the grant funds? This answer should align with the specific activities previously outlined in C) Project Goal, Objectives, Activities and Expected Outcomes

A \$100,000 grant from the Gimbel Foundation would be utilized to directly fund 1,000 food certificates at a rate of \$100 each. One food certificate is able to provide one Elder with the funds necessary to procure their basic needs for one month. By supporting ANE with 1,000 food certificates, all 850 Elders will be provided with this crucial care **in January of 2025, and 150 will be supported in February of 2025 (the remaining 700 will be funded through other sources).**

Additionally, \$100,000 would cover approximately 7% of the total costs of food certificates over a 12-month period, greatly supporting the food stability of Native American Elders living on remote reservations in Southern Utah and Northern Arizona.

III. Project Future

A) Sustainability

Explain how you will support this project after the grant performance period. Include plans for fundraising or increasing financial support designated for the project.

ANE consistently engages in fundraising and grant writing to ensure the financial stability of our organization and its programs. By strategically identifying and pursuing well-aligned funding opportunities, we have successfully built relationships with a diverse array of funders, including corporate sponsors, private foundations, individual donors, and more. The organization's financial health is further bolstered by the support of dedicated volunteers, in-kind donations, and strong community partnerships that sustain its vital work year after year.

Each month, ANE publishes a newsletter that not only updates the community on its activities but also encourages continued financial support. One key feature is the opportunity for donors to "adopt" an Elder by covering key costs for one Elder in the program for a full year. This initiative ensures a steady stream of income to help cover essential food run supplies and food certificate expenses.

Despite rising costs, ANE has successfully met its financial needs year after year by continually expanding its network of donors, grantors, and funding partners committed to supporting its critical food security efforts. In 2024, we received many generous donations to sustain and grow these crucial programs. Confirmed donors for the year are as follows:

● Individual Donations	\$1,102,300.00
● George S. and Dolores Dore Eccles Foundation	\$40,000.00
● Newman and Zenith Ward Foundation	\$40,000.00
● Anonymous	\$30,000.00
● Kermin Family Foundation	\$30,000.00
● Burrow Family Foundation	\$20,000.00
● Zumbro Family Foundation	\$15,000.00
● Anonymous	\$10,000.00
● Dee Foundation:	\$7,500.00
● America Online Giving Foundation	\$7,348.39
● Intermountain Health Community Health Fund	\$5,000.00
● Ruth and Eleanor Bamberger Foundation	\$2,500.00

Additionally, we have either requested or are planning to request funding from the following:

● CommonSpirit Health	\$50,000.00 (requested)
● David Kelby Johnson Memorial Foundation	\$50,000.00 (requested)
● Ruth and Hal Launder's Charitable Trust	\$50,000.00 (requested)
● Emma Eccles Jones Foundation	\$40,000.00 (requested)
● Canyon Creek Foundation	\$15,000.00 (requested)
● Crocker Catalyst Foundation	\$15,000.00 (requested)
● Franks Family Foundation	\$15,000.00 (requested)
● Jarman Family Foundation	\$15,000.00 (requested)
● McCarthy Family Foundation	\$15,000.00 (requested)
● Boeing Foundation	\$10,000.00 (requested)
● Salt River Project Corporate Contributions Program	\$10,000.00 (requested)
● The Kahlert Foundation	\$10,000.00 (requested)
● UMA Foundation	\$10,000.00 (requested)
● Willard L. Eccles Foundation	\$15,000.00 (will request)
● AMB Foundation	\$10,000.00 (will request)

IV. Governance, Executive Leadership and Key Personnel/Staff Qualifications

A) Governance

1. Describe your board of directors and the role it plays in the organization.

ANE's Board of Directors is made up of 13 members from prominent organizations and backgrounds, primarily from local Utah communities. Many have had direct experience with the Navajo people prior to joining the Board. Several more come from the Navajo Nation themselves, and we are actively working to increase the total number of Navajo people on the Board. ANE's current Board members include:

- John Burrow, Board President
- Linda Myers, Founder, Executive Member
- Tom Terry, Treasurer

- Eileen Quintana
- Shirlee Silversmith
- CJ Robb
- Mary Robertson Begay
- Jesselie Anderson
- Calvert Norton
- Derek Allen
- Tony Warner
- Steve Bankhead
- Erma Nells

Board members set and approve ANE's annual budget and regularly review the operations of the organization at full Board meetings occurring in February, June, and October. Members ensure that ANE staff and volunteers are managing operations in accordance with the approved budget and current best practices. Additionally, ANE's Executive Committee meets quarterly to review organizational financials and objectives.

Board members at ANE are also directly involved with the organization's operations. All Board members attend ANE's food runs and other events, such as ANE's Annual Rug Show. Board members also work in ANE's office on a regular basis. In this way, our Board is intimately connected with the operations of the organization, as well as those served and their most pressing needs and concerns.

2. What committees exist within your board of directors?

Within ANE's Board of Directors, there is currently only one committee: the Executive Committee. As mentioned previously, this committee meets quarterly to review the organization's financials and objectives. Additionally, we are currently developing Advisory Committees to the Board that, when implemented, will assist the Board in appropriately approaching cultural questions and concerns to ensure ANE continues to provide services to Native Elders with respect and dignity.

3. How does the board of directors make decisions?

ANE's Board of Directors makes decisions based on a Board vote at regular full Board meetings. Votes need to have a two-thirds majority in order to implement the decision into ANE's operations. However, in most cases, voting is usually unanimous among Board members.

B) Management

1. Describe the qualifications of key personnel/staff responsible for the project.

ANE has five full-time staff, two part-time staff, and one contracted grant writer, of which, key leadership staff include:

Linda Myers is the Founder and Executive Director of ANE. For the past 34 years, she has dedicated her life to the preservation of Navajo culture and the relief of suffering among Navajo

Elders. Her passion for the Navajo people has provided better health, safety, and security for the Elders and provided an outlet for them to teach Utahns about their artistic skills as well as their culture of family love and values. Recently, Ms. Myers was recognized as a “Hero” by CNN for her work with the Elders. Ms. Myers is accepting this honor for those who volunteer tirelessly to assist in building a strong and great organization that serves these forgotten elders for today and for years to come.

Christopher Robb (C.J.) is the Director of Business and Operations of ANE. C.J. has been a full-time employee working on behalf of the Elders since 2011 and has served as a Director since 2013. After time spent in hospitality, finance at Thomson Reuters, and pursuing passions in the outdoor industry, C.J. has dedicated the last 12 years of his life to humanitarian service and volunteer work working with the Elders on the Navajo Reservation, disadvantaged youth, E.S.L. students, and leading wilderness trips and corporate team building experiences. C.J.’s skills in written communication and leadership have helped to facilitate ANE’s sustained growth and success.

2. What is the CEO/President/Executive Director Salary?

The annual salary of Executive Director and Founder Linda Myers is \$80,000/year.

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V. Project Budget and Narrative (Do not delete these instructions on your completed form and use this form).

A) **Budget Table:** Provide a detailed line-item budget for your **entire** program by completing the table below. Note that if funded, this is the budget that you will have to refer to in the Evaluation (Final) Report.

A breakdown of specific line item requests and attendant costs should include:

1) Line item requests for materials, supplies, equipment and others:

a. Identify and list the type of materials, supplies, equipment, etc.

b. Specify the unit cost, number of units, and total cost

c. Use a formula/equation as applicable. (i.e. 40 books @ \$100 each = \$4000)

2) Line item requests for staff compensation, benefits: **Do not use FTE percentages.** a. Identify the position; for each position request, **specify the hourly rate and the number of hours** (i.e. \$20/hr x 20 hours/week x 20 weeks = \$8,000)

b. For benefits, provide the formula and calculation (i.e. \$8,000 x 25% = \$2,000)

3) Line items on Salaries/Personnel included in budget (contribution or in-kind) but NOT requested from the Gimbel Foundation must be broken down per number 2) above: Provide rate of pay per hour and number of hours.

4) The Gimbel Foundation **does not fund indirect costs.**

Line Item Request	Line Item Explanation	Support From Your Agency	Support From Other Funders	Requested Amount From Gimbel	Line Item Total of Project
Personnel: Creative Director	35 hours/year x \$30/hour = \$1,050	\$1,050		\$0	\$1,050
Personnel: Executive Director	80 hours/year x \$35/hour = \$2,800	\$2,800		\$0	\$2,800
Personnel: Program Assistant	80 hours/year x \$22/hour = \$1,760	\$1,760		\$0	\$1,760
Grant Writer/ Fundraising	40 hours/year x \$75/hour = \$3,000	\$3,000		\$0	\$3,000
Food Certificates	10,200 certificates x \$100/each = \$1,020,000	\$524,650	\$395,350	\$100,000	\$1,020,000
Letters & Packaging	10,200 letters x \$0.97/each = \$9,894	\$9,894		\$0	\$9,894
Postage	10,200 postage x \$0.53/each = \$5,406	\$5,406		\$0	\$5,406
Administrative/ Indirect		\$1,440		\$0	\$1,440
TOTALS:		\$550,000	\$395,350	\$100,000	\$1,045,350

B) Narrative: The budget narrative is the justification of “how” and/or “why” a line item helps to meet the program deliverables. Provide a description for each line item. Each line item must have a narrative. Explain how the line item relates to the program. If you are requesting funds to pay for staff, list the specific duties of each position. See attached SAMPLE Program Budget and Budget Narrative

1. Personnel: Creative Director

- The Creative Director formats and prints letters and envelopes to all Elders.
- 35 hours/year x \$30/hour = \$1,050 total

2. Personnel: Executive Director

- The Executive Director fills/prepares 50% of food certificates.
- 80 hours/year x \$35/hour = \$2,800 total

3. Personnel: Program Assistant

- The Program Assistant fills/prepares 50% of food certificates.
- 80 hours/year x \$22/hour = \$1,760 total

4. Other Personnel/Contract: Grant Writer/Fundraising

- The Contracted Grant Writer provides fundraising support for the Food Certificate Program.
- 40 hours/year x \$75/hour = \$3,000 total

5. Food Certificates

- Cost of food certificates to be distributed in one year.
- 10,200 certificates x \$100/each = \$1,020,000 total

6. Letters & Packaging

- Cost of envelopes and letters to provide food certificates for one year.
- 10,200 letters x \$0.97/each = \$9,894 total

7. Postage

- Cost of postage to mail food certificates for one year.
- 10,200 postage x \$0.53/each = \$5,406 total

8. Administrative/Indirect

- Administrative and other Indirect costs to ensure the Food Certificate Program is operated successfully over the course of one year.
- \$1,440 total

2024 S.L. Gimbel Foundation APPLICATION

VI. Sources of Funding: Please list your current sources of funding and amounts.

Secured/Awarded

Name of Funder: Foundation, Corporation, Government, Individual donors, In-Kind, Other (specify)	Amount
Individual Donations	\$1,102,300.00
George S. and Dolores Dore Eccles Foundation	\$40,000.00
Newman and Zenith Ward Foundation	\$40,000.00
Anonymous Donor	\$30,000.00
Kermin Family Foundation	\$30,000.00
Burrow Family Foundation	\$20,000.00
Zumbro Family Foundation	\$15,000.00
Anonymous Donor	\$10,000.00
Lawrence T. and Janet T. Dee Foundation	\$7,500.00
America Online Giving Foundation	\$7,348.39
Intermountain Health Community Health Fund	\$5,000.00
Ruth and Eleanor Bamberger Foundation	\$2,500.00

Pending

Name of Funder: Foundation, Corporation, Government, Individual donors, Other (specify)	Amount	Decision Date
CommonSpirit Health Equity and Advancement Fund	\$50,000.00	December 2024
David Kelby Johnson Memorial Foundation	\$50,000.00	December 2024
Ruth and Hal Lauenders Charitable Trust	\$50,000.00	December 2024
Emma Eccles Jones Foundation	\$40,000.00	November 2024
Canyon Creek Foundation	\$15,000.00	March 2025
Crocker Catalyst Foundation	\$15,000.00	December 2024
Franks Family Foundation	\$15,000.00	December 2024
Jarman Family Foundation	\$15,000.00	January 2025
McCarthy Family Foundation	\$15,000.00	December 2024
Willard L. Eccles Foundation	\$15,000.00	April 2025
Boeing Foundation	\$10,000.00	December 2024
Salt River Project Corporate Contributions Program	\$10,000.00	December 2024
The Kahlert Foundation	\$10,000.00	December 2024
UMA Foundation	\$10,000.00	December 2024
AMB Foundation	\$10,000.00	April 2025

Diversity of Funding Sources: A financially healthy organization should have a diverse mix of funding sources. Complete those categories that apply to your organization using figures from your most recent fiscal year.

Funding Source	Amount	% of Total Revenue
Contributions (Individual Donations)	\$2,300,750.70	63.5%
Fundraising/Special Events (Gross Product Sales: Rugs and Crafts, not including cost of sales)	\$583,024.50	16.0%
Corp/Foundation Grants (Foundations, Trusts, Estates)	\$560,554.61	15.5%
Investment Income	\$141,661.00	3.9%
Donated Goods & Services	\$38,932.00	1.1%
Government Grants	\$0	0%
Total	\$3,624,922.81	100%

Notes:

Individual Donations (Website Donations, Elder Sponsorship Through ANE Program, Etc):
\$2,300,750.70

Gross Product Sales (Rug and Craft Sales From Annual Rug Show; Not Including Cost of Sales):
\$583,024.50

Foundations, Trusts, Estates (All Foundation, Trust, Estate Funding):
\$560,554.61

Other Income, Including Investment Income:
\$141,661.00

Donated Goods & Services From Individuals & Organizations:
\$38,932.00

Total Revenue for 2023:
\$3,624,922.81

S.L. Gimbel Foundation APPLICATION

VII. Financial Analysis

Agency Name: Adopt-A-Native-Elder

Most Current Fiscal Year (Dates): From 1/1/22 To: 12/31/22

This section presents an overview of an applicant organization's financial health and will be reviewed along with the grant proposal. Provide all the information requested on your **entire organization**. Include any notes that may explain any extraordinary circumstances. Information should be taken from your most recent 990 and audit. **Double check your figures!**

Form 990, Part IX: Statement of Functional Expenses

(This should be your recently filed Form 990 and should not be more than 2 years old)

1) Transfer the totals for each of the columns, Line 25- Total functional expenses (page 10)

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
3,107,200	2,675,104	357,855	74,241

2) Calculate the percentages of Columns B, C, and D, over A (per totals above)

- Program services (B) – A general rule is that at least 75% of total expenses should be used to support programs
- Management & general administration (C) – A general rule is that no more than 15% of total expenses should be used for management & general expenses
- Fundraising (D) – A general rule is that no more than 10% of total expenses should be used for fundraising

(A) Total Expenses	(B) Program service expenses	(C) Management & general expenses	(D) Fundraising expenses
	Columns B / A x 100	Columns C / A x 100	Columns D / A x 100
Must equal 100%	86%	12%	2%

3) Calculate the difference between your CURRENT year budget for management & general expenses and your previous management & general expenses per your 990 (Column C)

Percentage of Organization's <u>Current</u> Total Budget used for Administration	Column C, Management & general expenses per 990 above	Differential
7%	12%	5%

If the differential is above (+) or below (-) **10%**, provide an explanation:

During the year end audit for 2023, ANE's accountants and auditor decided that based on program services, ANE was allocating too high a percentage of both facility rent and payroll to Administrative costs. The decrease in Administration costs is a direct result of the revisions to our accounting practices regarding allocation of facility rent and payroll for staff to improve organizational efficiency and increase our focus on direct program services.

S.L. Gimbel Foundation APPLICATION

Quick Ratio: Measures the level of liquidity and measures only current assets that can be quickly turned to cash. A generally standard Quick Ratio equals 1 or more.

Cash	+ Accounts Receivables	/Current Liabilities	= Quick Ratio
\$3,742,095.79	\$0	\$126,661.67	29.54

Excess or Deficit for the Year:

Excess or (Deficit) Most recent fiscal year end	Excess or (Deficit) Prior fiscal year end
\$166,765.49	\$308,087.99

Notes:

In recent years, with the support of our generous partners and donors, ANE has maintained a healthy excess of funds that has allowed us to evolve programming with the needs of the Elders we serve. We expect this trend to continue in coming years.

VIII. EMAIL TWO PDF files to Gimbel@iegives.org

- A. One PDF file of the following, #1 to #5 & #7** **B. Second PDF file of the following, #6**

# 1	Completed Grant Application Form (cover sheet, narrative), budget page and budget narrative (see sample) and sources of funding, financial analysis page	# 6	A copy of your most recent year-end financial statements (audited)
# 2	Your current operating budget and the previous year's actual expenses (see sample Budget Comparison)	# 7	A copy of your most recent 990. Please make sure that the Form 990 you submit is no more than two (2) years old.
# 3	Part IX only of the 990 form, Statement of Functional Expenses (one page). Please make sure that the Form 990 you submit is no more than two (2) years old.		
# 4	For past grantees, a copy of your most recent final report.		
# 5	A copy of your current 501(c)(3) letter from the IRS		

Adopt-A-Native-Elder 2023-2024 Budget Comparison

	Actuals Most Recently Completed Year	Budget Projections Current Year	Variance
<u>Income</u>	2023	2024	
Individual Contributions	\$2,446,196.41	\$2,500,000.00	\$53,803.59
Foundation and Corporate Support	\$560,554.61	\$640,000.00	\$79,445.39
Other	\$35,147.29	\$50,000.00	\$14,852.71
Jewelry Sales	\$115,951.00	\$120,000.00	\$4,049.00
Rug Sales	\$467,073.50	\$580,000.00	\$112,926.50
Total Income	\$3,624,922.81	\$3,890,000.00	\$265,077.19
Cost of Goods Sold			
Total Cost of Product	\$490,674.11	\$578,000.00	\$87,325.89
Credit Card Processing Fees	\$43,168.55	\$35,000.00	\$8,168.55
Shipping, Freight, and Delivery - COS	\$34,299.43	\$20,000.00	\$14,299.43
Total Cost of Goods Sold	\$568,142.09	\$633,000.00	\$64,857.91
Gross Profit	\$3,056,780.72	\$3,257,000.00	\$200,219.28
Commitment From Program Reserves	\$0.00	\$722,000.00	\$722,000.00
Total Funding Available	\$3,056,780.72	\$3,979,000.00	\$922,219.28
<u>Expenditures</u>			
Personnel			
Salary CEO – Required	\$80,000.00	\$80,000.00	\$0.00
Payroll Expense (minus CEO salary)	\$456,146.24	\$400,000.00	\$56,146.24
Total Personnel	\$536,146.24	\$480,000.00	\$56,146.24
General Program/Administrative			
Bank Charges	\$2,871.30	\$2,500.00	\$371.30
Books, Subscriptions, Reference	\$2,046.57	\$500.00	\$1,546.57
Equipment Rental	\$22,922.28	\$12,000.00	\$10,922.28
Rent and Storage	\$68,082.68	\$45,000.00	\$23,082.68
Repairs and Maintenance	\$6,942.62	\$10,000.00	\$3,057.38
Telephone and Technology	\$34,549.82	\$20,000.00	\$14,549.82
Utilities	\$12,481.77	\$20,000.00	\$7,518.23
Advertising	\$22,972.16	\$35,000.00	\$12,027.84
Grant and Contract Expense	\$33,650.00	\$50,000.00	\$16,350.00
Food and Supplies	\$4,271.58	\$16,000.00	\$11,728.42
Licenses and Permits	\$1,068.22	\$2,000.00	\$931.78

Miscellaneous	\$262.16	\$2,500.00	\$2,237.84
Postage, Shipping, and Insurance	\$11,523.22	\$30,000.00	\$18,476.78
Printing and Copying	\$41,408.44	\$25,000.00	\$16,408.44
Office Supplies	\$13,179.09	\$15,000.00	\$1,820.91
Warehouse Supplies	\$22,533.77	\$30,000.00	\$7,466.23
Travel	\$69,968.38	\$50,000.00	\$19,968.38
Insurance	\$6,006.47	\$7,500.00	\$1,493.53
Depreciation and Amortization	\$14,960.94	\$20,000.00	\$5,039.06
Accounting Fees	\$54,621.40	\$55,000.00	\$378.60
Outside Contractor	\$1,365.00	\$1,000.00	\$365.00
Firewood & Firewood Vouchers	\$663,660.00	\$1,000,000.00	\$336,340.00
Food Certificates	\$758,875.00	\$1,400,000.00	\$641,125.00
Food Boxes	\$336,629.97	\$325,000.00	\$11,629.97
Giveaways	\$132,227.11	\$200,000.00	\$67,772.89
Assistance Boxes	\$112,147.20	\$100,000.00	\$12,147.20
Misc. Elder Assistance	\$44,252.82	\$25,000.00	\$19,252.82
Total General Program/Administrative	\$2,495,529.97	\$3,499,000.00	\$1,003,470.03
Total Expenditures	\$3,031,676.21	\$3,979,000.00	\$947,323.79
Revenue Less Expense	\$25,104.51	\$0.00	\$25,104.51

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

☒

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	150,382	97,748	37,596	15,038
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	262,636	170,713	65,659	26,264
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes	31,007	20,154	7,752	3,101
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	59,637		59,637	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12 Advertising and promotion	25,651		9,858	15,793
13 Office expenses	23,304	3,459	19,845	
14 Information technology				
15 Royalties				
16 Occupancy	46,995	37,596	9,399	
17 Travel	81,986	80,157	1,829	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	18,096		18,096	
23 Insurance	27,879	18,196	7,691	1,992
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Food Certificates	804,849	804,849		
b Firewood	463,327	463,327		
c COGS - Rug Sales	342,691	342,691		
d Food Box	288,649	288,649		
e All other expenses	480,111	347,565	120,493	12,053
25 Total functional expenses. Add lines 1 through 24e	3,107,200	2,675,104	357,855	74,241
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

 **IRS** Department of the Treasury
Internal Revenue Service
P.O. Box 2508
Cincinnati OH 45201

In reply refer to: 0248206070
Jan. 16, 2014 LTR 4168C 0
87-0490211 000000 00
00012995
BODC: TE

 ADOPT-A-NATIVE-ELDER
% LINDA A MYERS
PO BOX 3401
PARK CITY UT 84060

018281

Employer Identification Number: 87-0490211
Person to Contact: Mrs. Turner

~~Toll Free Telephone Number: 1-877-829-5500~~

Dear Taxpayer:

This is in response to your Jan. 07, 2014, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in June 1993.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section 509(a)(2).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

0248206070
Jan. 16, 2014 LTR 4168C 0
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00012996

ADOPT-A-NATIVE-ELDER
% LINDA A MYERS
PO BOX 3401
PARK CITY UT 84060

If you have any questions, please call us at the telephone number
shown in the heading of this letter.

Sincerely yours,

Susan M. O'Neill

Susan M. O'Neill, Department Mgr.
Accounts Management Operations