Association of Village Council Presidents

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Information and stories from AVCP

March 2015

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The President's Report

By President Myron Naneng Sr.,

As we enter the first quarter of 2015, we leave a very busy year behind. Some objectives have been accomplished, while others are still on the plate. When you rely on Congressional or State legislative action, it can take years for some things to happen.

Fishing and Subsistence Concerns:

In 2014, tribal representatives from villages on both Yukon River and Kuskokwim River agreed to a one season moratorium for Chinook salmon out of concerns for low escapement levels. What resulted in this effort was the message sent to North Pacific Fisheries Management Council (NPFMC), the ongoing concern about Chinook salmon by-catch.

During the December, 2014 meeting of the NPFMC, the issue of by-catch was raised as impacting the river and coastal subsistence fishers and the escapement levels on both Yukon and Kuskokwim Rivers.

Consultation was held by NOAA representatives during the meeting with various regional organizations, AVCP, Kawerak, and Tanana Chiefs Conference. The representatives all spoke in unison of the need to reduce Chinook Salmon by-catch. The Bering Sea trawl fleet has an allocation for Chinook salmon by-catch. The Canadian escapement level has a treaty obligation on Chinook salmon escapement objective. While the subsistence fishers on the Yukon River are not allocated any Chinook salmon for food. Thus, the subsistence fishermen bore the highest burden of conservation for the perpetuation of Chinook salmon. It affects our villages the most in terms of economy and being able to harvest food to last them through the winter.

On the Kuskokwim River, escapement level is determined by the State of Alaska, ADF&G for Chinook Salmon. The burden of conservation for Chinook salmon is placed on subsistence fishermen who also have to utilize different fishing gear that they need to purchase in order to harvest fish for food.

AVCP is still working with Pacific States on the spend plan that will assist in some gear in order for subsistence fishermen to harvest chums and other non-Chinook salmon for both Yukon and Kuskokwim Rivers. We have asked villages to put together a list of potential gear needed by subsistence fishermen and we need this as soon as possible. AVCP may not be able to get all the gear needed but will work with tribal governments to work with local fishermen on Yukon and Kuskokwim Rivers.

Other important work going on right now is the Kuskokwim Demonstration Project. This was announced by Department of Interior during the AFN Convention in October, 2014. Steering Committees for Kuskokwim and Yukon River have met once already and are looking forward to a second meeting. Eventually, all villages in each affected river system will be asked to participate.

STATE BUDGET CONCERNS:

With the big budget shortfall in the State of Alaska budget due to declining oil prices, we have to review under different scenarios the potential budget impacts to programs we provide through AVCP. For the last two years, AVCP has received from the State of Alaska $20 million dollars that go to various programs. TANF, LIHEAP, Headstart and VPSO. Our program directors have been meeting to identify where and how we can potentially place the budget reductions and impacts to programs. We will only know the final budget when the State legislature and the Governor's Office have done their work in identifying where the cuts are going to be. We will have a better idea by the end of April, if not sooner.

AVCP LARGEST GROUP OF EMPLOYEES FROM SURROUNDING VILLAGES

The largest group of employees AVCP has is outside of Bethel. The services are diverse, ranging from child development to family assistance, to transportation and infrastructure improvements. There are noted capital improvement projects being developed that will directly impact the region economically and provide more employment opportunities. During the summer construction months, there is a large uptick in village based employees working full-time on projects in several locations.

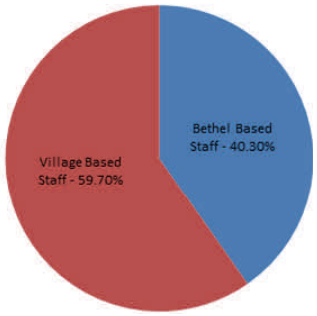
The report provided is detailed and focuses on the employees and services AVCP notes specifically for the villages in compact or limited services. The report will provide thorough information concerning the number of employees, departments providing services, services provided, breakdown of employee statistics, income generated, and fringe benefits. The reports generated and used for this report are dated February 11, 2015.

The goal of this report is multi-faceted: (1) To give a thorough representation of the staffing within Bethel and the villages in AVCP's service area; (2) To provide the economic impact of the arrangement for the villages being served; and (3)To show the services being provided by AVCP.

The descriptions of services provided by AVCP are noted for the Departments in the Staffing Types in Villages section. The information has been copied from the 2014 Annual Report. These sections were written by the Directors for those Departments and can provide a detailed view of the Departmental services and goals.

This report has been compiled and data taken from a Human Resources prospective. The 2014 Annual Report has been used in defining the individual department goals in a broad sense. The goals and actual service delivery for each Department are better determined by the Department Directors giving precise reports. At this time they are working with Vivian Korthuis, Vice President of Community Services, in the development of more service deliveries for the Family Services expansion, as well as other projects under development and oversight by Myron Naneng.

There are Capital Improvement Projects (CIPs) that are being developed for sustained growth, increased employment, and economic improvement for the AVCP region. These include: Alaska Native Home Ownership in partnership with the USDA, Integrated Truss Manufacturing Plan, Oscarville Pilot Project focused on Economic and Energy Development, Regional Cultural Repository and Museum, Regional Family Service Center, Regional Flight School, Transportation Projects, Western Alaska Emergency Response Center and the YK Energy Freight Corridor.



The reports used for this data collection include the payroll reports for the number and location of employees. The current total number of staff AVCP manages, through payroll reporting, is 404. The current number of staff in Bethel is 163. The current number of staff in villages is 241. The bulk of the employees AVCP manages in villages are greater than the total number of employees in the Bethel area (163). In fact, 59.70% of the personnel on the AVCP payroll system are in villages. This number fluctuates slightly during the year to include the upsurge in numbers for the Head Start facilities in the school year. Additionally, during the summer months, there are seasonal workers, primarily in the Transportation, HIP and Natural Resources departments.

VILLAGES WITH STAFF

Akiachak	Akiak	Alakanuk	Anchorage*	
Aniak	Atmautluak	Chefornak	Chevak	
Chuathbaluk	Eek	Emmonak	Fairbanks**	
Goodnews Bay	Hooper Bay	Kasigluk	Kipnuk	Kongiganak
Kotlik	Kwethluk	Kwigillingok	Lower Kalskag	Marshall
Mekoryuk	Mountain Village	Napakiak	Napaskiak	Newtok
Nightmute	Nunam Iqua	Nunapitchuk	Pilot Station	Quinhagak
Russian Mission	Scammon Bay	Sleetmute	St. Mary's	Toksook Bay
Tuluksak	Tuntutuliak	Tununak	Upper Kalskag	Wasilla***

*Anchorage – Social Worker located at ANMC; Audit Accountant **Fairbanks – Grant Writer and Developer ***Wasilla – Flight Instructor (noted as Anchorage)

STAFFING TYPES IN VILLAGES

EET and Childcare

"The AVCP Education, Employment, Training and Child Care Development Department provides services to compact and non-compact Tribal members through a consolidation of funds under P.L. 102-477. Funding comes from three federal agencies – the U.S. Department of the Interior, Bureau of Indian Affairs, the U.S. Department of Labor and the U.S. Department of Health and Human Services. The programs we offer include Higher Education, Adult Education, Job Placement & Training, Section 166 Comprehensive Adult and Supplemental Youth Services for Native Americans, the Child Care Development Fund and Native Employment Works. We also provide assistance to tribes who want to develop TERO's for their communities and to assist individuals who need to overcome particular barriers for employment (rent, child care, transportation, etc.). These programs include Work Experience, On-The-Job Training and Employment Assistance.

The total number of staff for the ETT and Child Care Department is eleven (11). The ETT and Child Care Department has six (6) Village-Based employees working as Child Care Specialists. These employees are classified as full-time, regular. This means they receive the benefit package for AVCP employees in addition to earnings.

The number of villages currently staffed is six (6). These villages are: Aniak, Eek, Emmonak, Kasigluk, Kwigillingok, and Toksook Bay.

HEAD START

The Mission Statement reads: *"AVCP Head Start, partnering with the parents and community, provides a positive and safe learning environment for the children with respect to different cultures and languages, to open the doors to a bright and successful future."* The 2014 Annual Report noted two hundred twenty-one (221) children in eleven (11) communities were served. The Funds from federal and State of Alaska entities totaled nearly $2.7 million.

The total number of staff is seventy-nine (79). The Head Start Department has sixty-six (66) Village-Based employees. The Village-Based staff work during the school year and are off during the summer months. There are a variety of positions within the Villages the Head Start staff work. These include: Lead Teachers, substitute Teachers, Cooks, Maintenance, Home-Based Coordinators, Lead Home Visitors, Office Managers, Program Specialists. The staff are benefit receiving unless they are noted as temporary or on-call workers.

The total number of villages currently staffed is ten (10). These villages are: Akiachak, Chefornak, Kotlik, Lower Kalskag, Quinhagak, Russian Mission, Scammon Bay, Tuluksak, Tuntutuliak and Upper Kalskag.

HIP

Per the 2014 Annual Report: *"This year and last the Housing Improvement Program (HIP) has worked on three public safety building pilot projects in Mountain village, Aniak, and Kwigillingok"…"The Housing Improvement Program will be finishing four new homes in Chevak, Kalskag, Kotlik and Russian Mission from funding approved two years ago. Also we will be overseeing two new pilot projects. The first pilot project will be the Cold Climate Research Center, building two new student duplexes next to the Allanivik Hotel. The other project will be working with BIA and USDA on building homes for families that score in the middle ranges of the HIP guidelines. Both HIP homes and Public Safety buildings are built from locally hired workers…"*

The staffing for HIP has a large upsurge during the summer months to accommodate the building projects in the summer construction season. Most notably, these staff members are located in the villages. The numbers generated for this report will show the current off-season staff members and the noted staffing during the construction season.

The current staffing for the HIP program, as of February 11, 2015 is twenty-five (25). During the summer construction months, the number of staff increases to an average of ninety-two (92).

The breakdown for the current staffing of twenty-five (25) are noted in seven (7) villages. These villages are: Chevak, Kotlik, Kwigillingok, Pilot Station, Russian Mission, St. Mary's and Tununak.

In the construction season, the numbers of staffing increased in 2014 exponentially to eighty-three (83). There were sixteen (16) villages that were staffed during this period. The villages staffed were: Aniak, Atmautluak, Chevak, Eek, Kipnuk, Kotlik, Kwigillingok, Lower Kalskag, Mekoryuk, Mountain Village, Pilot Station, Russian Mission, St. Mary's, Tuluksak, Tununak and Upper Kalskag.

The staffing in the villages consists of carpenters, electricians, laborers, maintenance workers and plumbers. The Director for HIP has noted that the tribes were instrumental in assisting him to locate and hire knowledgeable carpenters and laborers for the projects.

ICWA

The ICWA Department's purpose is to provide for the best interests of Alaska Native Children in child protection cases by meeting the requirements of the Indian Child Welfare Act with a focus of finding permanency for children. It is also our goal to provide prevention awareness and prevention/early intervention services for ALL AVCP Tribes and to assist tribes in the development of their own services to prevent child abuse and neglect. ICWA currently compacts with 31 AVCP tribes and we offer ICWA advocacy, ICWA legal assistance, ICWA training, for the ICWA compacted tribes."

The total number of staff for the ICWA Department is thirty-one (31). The number of Bethel-based staff are ten (10). Twenty-one (21) staff members are located in Village-Based areas. These staff members are regular, benefit receiving employees with AVCP.

The total number of villages with ICWA staff members is seventeen (17). These villages are: Akiachak, Alakanuk, Eek, Goodnews Bay, Hooper Bay, Kipnuk, Kongiganak, Lower Kalskag, Napakiak, Napaskiak, Pilot Station, Russian Mission, Scammon Bay, St. Mary's, Tuluksak, Tuntutuliak and Tununak. There is one (1) employee, a social worker, located at the Anchorage OCS office, to assist Tribal members while in Anchorage.

NATURAL RESOURCES

The Director had noted in the 2014 Annual Report the issues facing his department to include low Chinook productivity and abundance in the Yukon-Kuskokwim Rivers, the increased populations of migratory birds and moose, low productivity in the Mulchatna Caribou Herd and the resulting hunting permit requirements. Another aspect of Natural Resources is the safety provided from wildland fires in the villages.

Like HIP, there is a staffing upsurge in the summer months to accommodate the hazardous conditions of the summer season. The staffing that results in the summer months are largely focused on this aspect.

There are three (3) personnel staffed in Bethel for Natural Resources during the year. When the summer months are noted, the employee group swells to an average of twenty-seven (27) personnel in the villages.
The villages staffed in the 2014 summer months were: Lower Kalskag, Pilot Station, Sleetmute and Upper Kalskag.

TANF

"The goal of our program is to provide comprehensive services that meet the basic needs of the families in our region, improving our communities by enabling families to become self-sufficient by strengthening individuals. The primary goals of the AVCP TANF Program are the four purposes of TANF, as described in section 401 of the Social Security Act"…"AVCP TANF is a temporary assistance program that assists needy families with dependent children under the age of 18, or families with children under the age of 19, who are still enrolled in school, as full-time students. AVCP TANF also assists pregnant women in their last trimester of pregnancy that have no other children. AVCP TANF is a program that provides services to all qualified clients, regardless of nationality, and to all qualified clients who qualify for services under the four purposes of TANF."

The total number of staff for the TANF Department is seventy-three (73). The TANF Department has fifty-four (54) Village-Based employees working as Case Managers. These employees are classified as full-time, regular. This means they receive the benefit package for AVCP employees in addition to earnings.

The number of villages being staffed are twenty-seven (27). These villages are: Akiachak, Alakanuk, Aniak, Chefornak, Chevak, Eek, Emmonak, Hooper Bay, Upper Kalskag, Kasigluk, Kipnuk, Kongiganak, Kotlik, Kwethluk, Marshall, Mountain Village, Napakiak, Napaskiak, Nunapitchuk, Pilot Station, Quinhagak, Russian Mission, St. Mary's, Scammon Bay, Tuluksak, Tuntutuliak and Tununak.

TRANSPORTATION

"The department is responsible for assisting Tribes that are compacted with AVCP in Tribal Transportation Program (TTP): (1) Developing and updating long range transportation plans for member tribes; (2) Developing and updating tribal safety plan for member tribes; (3) Developing an AVCP Transportation Improvement Plan(TIP); (4) Submitting and updating the BIA inventory for the participating tribes; (5) All activities associated with planning and designing projects to address transportation and road needs; (6) Construction of projects to standard- either through force accounting or contracting with construction contractors; (7) Managing the funds and reporting associated with all the above."

In compiling this report, the Director, Clarence Daniel, also noted the forecast over the next two (2) years, which will have substantial increases in the summer construction hiring projections. There are additional villages and projects in development that will directly affect the villages and local populations being available for summer work. Alakanuk is anticipated to have the same number of staff hired at Scammon Bay last season. Eek will have the same level of staffing as in 2014. Chevak is projected to have the same amount of personnel as Eek had in 2014. Scammon Bay's numbers will draw down to half from 2014. Kongiganak is projected to

have two times the number of the 2014 Eek personnel. Oscarville is slated to start during the summer with half of the number of Eek staff and Hamilton is projected to start in 2016 or 2017.
The numbers for Transportation in 2014 were:

- Total Staff – sixty-two (62) with three (3) personnel located in Bethel
- Of the fifty-nine (59) personnel in the villages the numbers for 2014 were twenty-one (21) in Eek, Tuntutuliak and Upper Kalskag in a combined project workforce; thirty-eight (38) in Scammon Bay and Mountain Village in a combined project workforce.

Based on the projections noted, and the information received from Clarence Daniel, the 2015 anticipated staffing for the Transportation Department summer village personnel will be:

- Alakanuk – thirty-eight (38)
- Eek – twenty-one (21)
- Chevak – twenty-one (21)
- Scammon Bay – nineteen (19)
- Kongiganak – forty-two (42)
- Oscarville – eleven (11)

These numbers reflect an increase from the known fifty-nine (59) personnel in 2014 to the projected number of one hundred fifty-two (152) or an increase of two hundred fifty seven percent (257%) more staff.

VPSO

"The Village Public Safety Officer (VPSO) Program is designed to train and employ individuals to be first responders to public safety emergencies such as basic law enforcement, search and rescue coordination, fire protection and prevention, emergency medical services, water safety, community policing, public safety education, disaster coordination, and probation and parole monitoring. The presence of these officers has a significant impact on improving the quality of life in participating villages."…". The Mission Statement for the VPSO Program states: *"The Village Public Safety Officer Program began in the late 1970's as a means of providing Rural Alaskan Communities with needed public safety services at the local level. The program was created to reduce the loss of life and property due to crimes, fires, lost person(s) and the lack of immediate emergency medical and criminal assistance in villages."*

The total number of staff for the VPSO Program is twenty-five (25). The VPSO Program has twenty-two (22) Village-Based employees working as officers within the VPSO Program. These employees are classified as regular, full-time and receive benefits.

The number of villages staffed are fifteen (15). These villages are: Akiak, Aniak, Chevak, Eek, Emmonak, Goodnews Bay, Hooper Bay, Kipnuk, Kwethluk, Mekoryuk, Napaskiak, Nunapitchuk, Quinhagak, Scammon Bay, St. Mary's.

YOUTH SERVICES

"Youth Services Division was created within AVCP to provide services to Alaska Native Youth at risk for suicide or suicide attempts. Its intent is to create a comprehensive culturally appropriate safety net at the villages of Alakanuk, Chevak, Hooper Bay and Scammon Bay.

The first task to be addressed was to form a strong, widely represented, well informed and trained Suicide Prevention Coalition in each community. They selected to help a staff person from a village agency who had activities for young adults."…." As the HFNs continue to work with village agency staff who have activities with youth. Three of the villages have identified high risk youth and the youth's parents were the first to be informed of it and that their child be referred to behavioral health staff for counseling. Each of the parents had chosen not to have their child referred to behavioral health. Youth Service staff person kept close contact with those young adults."

The total staff for the Youth Services Program is seven (7), with two (2) located in Bethel. The Village-Based staff members are Healthy Family Navigators (4) and an Administrative Assistant (1).

The number of villages being staffed are five (5). These villages are: Akiak, Alakanuk, Chevak, Hooper Bay and Scammon Bay.

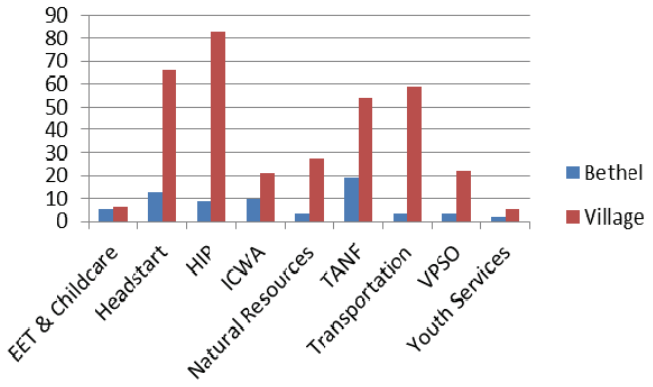
DATA AND GRAPHS

The following graphs indicate the number of Bethel and Village-Based personnel in the departments described above. These numbers are reflective of the departments within AVCP that staff in the villages on a permanent or seasonal basis. The numbers provided do not reflect the departments located specifically in Bethel.

Total Numbers:

Department Name	Bethel	Village	Total
EET & Childcare	5	6	11
Headstart	13	66	79
HIP	9	83	92
ICWA	10	21	31
Natural Resources	3	27	30
TANF	19	54	73
Transportation	3	59	62
VPSO	3	22	25
Youth Services	2	5	7
TOTALS	**67**	**343**	**410**

Graph of Bethel and Village Personnel – Department Specific:



SERVICES PROVIDED BY BETHEL- BASED GROUPS

In addition to the services provided within the compacted villages, AVCP also provides services for the Villages that are staffed within Bethel. These departments offer varied services and support for the region in a number of different processes.

CULTURAL/ENVIRONMENTAL

"Because Native Allotments and federally-restricted Townsite lots are administered by the Bureau of Indian Affairs, all real estate transactions must comply with federal law and protect the rights of the land owners. The AVCP Archaeologist and the NEPA Coordinator are primarily responsible for insuring that all activities on these properties follow implementing regulations for the National Environmental Policy Act (NEPA) and the National Historic Preservation Act (NHPA), Section 106. Many other federally-funded programs at AVCP, such as the Housing Improvement Program (HIP), Transportation (IRR), and Forestry/Fire Management must also follow these statutes whether they are implemented by AVCP or the Tribes directly."

FINANCE/PAYROLL/GRANTS

The AVCP Finance Department is responsible for:

- The fund collections and distributions within AVCP
- Management of monies from grants predominantly and compact agreements secondarily
- Payroll Services for all paid-through AVCP employees in the region, including timekeeping services
- Management of all grant funding requirements, compliance, and audits
- Travel and purchasing for all AVCP locations and staff members
- Federal and State tax requirements
- Banking transactions and management and accounting systems
- All Gaming and Raffle reporting and funds management

HUMAN RESOURCES

"The AVCP Human Resource Department's focus is to assist all of the AVCP Programs by supporting the employee needs for the organization in a variety of directions and processes. The Human Resources Department (HR) provides these services through management of the personnel process from selecting and on-boarding the employees, through to retirement. There are three (3) major focus areas within Human Resources: Employee/Manager support; Benefits Management; and Staff Development."

The Human Resources Department is designed to recruit, hire, and maintain a motivated, highly competent workforce dedicated to achieving the objectives of AVCP and the goals of the departments and positions they are selected for. The Human Resources Department is charged with ensuring compliance to the AVCP policies and procedures.

The guiding principles for the AVCP Human Resources Department are:

(1) Recruiting, selecting and advancing an employee on the basis of relative knowledge, skills and abilities.
(2) Training and staff development for the departments, management and employees of AVCP.
(3) Assuring fair treatment in all aspects of personnel administration.
(4) Providing equitable and adequate compensation and benefits.

INFORMATION TECHNOLOGY

"The IT staff is instrumental in providing the services needed that our day to day operations are seamless"…"the IT Department is working to support and enhance the technology tools required for day to day operations at AVCP. Some of which are maintaining applications required to keep track of client and business transactions, and Microsoft Exchange email system. Extending out email services to the Tribes, upgrading the telephone system and expanding IT support Voice over Internet Protocol (VoIP)."

REALTY

"The mission of the Department of Realty is to discharge, without limitation, the fiduciary trust responsibility with a high degree of skill, care, and loyalty and to ensure that trust assets and resources are managed in accordance with the legal principles and standards governing the performance of trust functions. Presently, we provide trust services to forty (40) communities. As always, we remain committed to excellence in providing trust services."…"The program consists of four distinct functions, namely Land Transactions, probate and Estate Planning, Native Allotment acquisition, and Archaeology."

SOCIAL SERVICES

The Social Services Program manages key service areas for the region. These include: Energy Assistance Program (EAP); BIA Welfare Assistance Program; Burial Assistance Program; and the Title VI Older Americans Program.

Social Services receives and manages grants for these areas, as well as developing a successful Raffle program which funds the Burial Assistance Program.

TRIBAL JUSTICE

The Tribal Justice Department has oversight of the services provided by the AVCP Legal Department. The goals noted by the Director include:

(1) Integration of tribal, state and local services and culturally appropriate treatment of offenders and their families.
(2) Establish the MOU/MOA with Alaska Court Systems, Tundra Women's Coalition, Yukon Kuskokwim Corporation, Phillips Ayagnirvik Treatment Center, YKHC Behavioral Health, and to collect data on drug and alcohol related offenses.
(3) Develop discussions with the Tribal Court Personnel on developing a Unified Tribal Code that can be adopted by AVCP, Inc.

TRIBAL SERVICES

"Tribal Services provides financial management and reporting support for Aid to Government (ATG) funds and offers tools to strengthen tribe's self-determination and helps build local capacity to guide and manage their own destiny. The department coordinates training and technical assistance needs as requested for tribal operations areas such as:
reviewing and amending constitutions and by-laws; preparing and adopting ordinances; holding tribal elections; tribal enrollment; conducting meetings and tribal authority. Other focus areas include training and capacity building to help tribal councils and staff to successfully perform their respective roles and responsibilities, such as budget preparation, effective accounting records, procurement practices, and property management. The tribal government assessment identifies these tasks which are converted to a working document. These tasks are finished through many travels, one-on-one meetings, communication through telephone or email, and training/workshops."

<u>EARNINGS</u>

Village Based Earnings and Hours Worked for 2014

<u>FRINGE BENEFITS</u>

Employees classified as regular are benefiting eligible employees. Employees noted as Temporary are classified as personnel that work for less than six (6) months or as needed.

All employees are provided Worker's Compensation benefits.

The benefits AVCP provides for regular employees are:

- Health and COBRA
- Dental-Vision-Life-Long Term Disability
- Retirement – three separate programs
- Paid Time Off
- Bereavement Leave
- Employee Assistance Program
- Holidays (12 days per year)
- Administrative Leave

The retirement plans offered to eligible employees are:

- Fully Funded – 7% of gross salary 401A
- Match – 1%-3% after 1 year employment 403B Match (voluntary)

The rate assessed in addition to wages per employee for the 2014 calendar year was forty-six percent (46%). For every dollar earned, this rate is added to additionally cover the expenses incurred for these benefits.

AVCP provides a portion of the wages and benefits for the Tribal Administration staff of the compacted groups. Tribal Administrators are paid wages and benefits, with half of the total paid by the Tribe and half by AVCP. Bookkeepers are paid fully through the Tribe by AVCP. AVCP provides the payroll and benefits process management to the Tribes for these employees through Finance and Human Resources.

In an effort to provide better health benefits, and lower costs, AVCP went to the Federal Employees Health Benefits (FEHB) programs in October 2014. There is an anticipated reduction in the fringe rate for 2015 as noted by this change.

INSURANCE COST BREAKDOWN

The insurances offered for regular staff members are: Health, Dental; Vision, Long Term Disability, and Life. Based on the type of health and dental insurance selected by the eligible employees, the total cost of the health and dental premiums and the amounts paid by the employees varies per employee.

All other benefits are paid completely through AVCP for the employees. The employees pay an average of ten percent (10%) back to AVCP for the total benefits in health and dental being charged. For every $100.00 paid towards these benefits, the employee reimburses back to the indirect fund $10.00.

TOTAL FRINGE RATE BREAKDOWN

The total fringe rate for 2014 was noted at forty-six (46%). This rate includes the costs of all benefits which were noted on page 11 of this report. The fringe rate is calculated by determining the gross wages earned and multiplying by the fringe rate. This amount then is noted as a TOTAL COMPENSATION for the employee.

For the purposes of this report, the temporary and on-call employees, which have Worker's Compensation added to the earnings for Administrative expenses, is not included. The regular, benefit receiving employees are only noted. The total fringe expenses are higher than this report due to that.

When doing these calculations, the amounts are referred to as Total Compensation amounts. All leave, benefits, and retirements are taken into account when developing this calculation.

CONCLUSION

The amount of services provided through AVCP for the Yukon-Kuskokwim Delta Region is extensive. The types of services are based on social services, safety, and housing and village infrastructure improvements.

As the report noted, the staffing for AVCP is concentrated in the villages, with administrative staff located in Bethel. There are upticks in the numbers of employees, concentrated in the villages as well, in the summer construction months.

AVCP is in the development of several CIP's which will impact the region and specifically, the villages in staffing and economic development. As agreements and grants are developed into Capital Improvement Projects, these will translate into more jobs. More jobs is greater economic resources for the citizens residing in the region. Depending upon the CIP's being developed, awarded, and started, the employee groups within the villages during these months will grow.

AVCP provides a strong benefit package for all regular employees. These employee groups also include Tribal Administration positions that are compacted with AVCP. While there is an offset in the amount of funds provided by the Tribal Associations that are compacted, the bulk of the funds being distributed for employee benefits come from the indirect funds of AVCP. Additionally, as noted in the report, employees pay an average of ten percent (10%) of the health and dental premium costs back to AVCP. AVCP covers ninety percent (90%) of the total cost through indirect. Retirement plans, all Paid leave types including Holidays and Administrative Leave, and Worker's Compensation are funded through indirect as well for the employees.

Indirect funds are those that cover all expenses paid through AVCP that are not directly funded through grants.

These include, but are not limited to, operations costs for all buildings, all equipment costs, all maintenance and repair costs, all utilities, earnings for non-grant appointed positions, fringe benefits and total compensation costs, all business insurances, all vehicles and maintenance, all supplies and all travel costs.

In conclusion, this report reveals a sizeable economic and service impact for the region with the bulk of expenditures covered through indirect funds and a large employee group within the region receiving benefits.

2014 AVCP Expenses by Program

**Report excludes ALL Bethel costs

Program	Amount
Alaska Affordable Heating	$1,520,779
Cultural/Environmental Science	$202,783
Economic Development	$8,825,206
Education/Employment/Training	$1,795,244
Fire Management	$75,391
Headstart	$1,091,864
Housing Improvement Program	$795,338
ICWA	$1,978,454
Federal Heating Assistance	$2,427,456
Natural Resources	$173,507
Realty	$440,356
Social Services	$445,832
Temporary Assistance Needy Families	$9,433,712
Transportation	$14,161,193
Tribal Allocations	$2,271,931
Tribal Justice	$24,846
Tribal Services	$264,470
Voc Rehab	$287,990
VPSO	$2,636,021
Youth Services	$353,925

Total $49,206,298

VPSO Training Week - February 2-6, 2015

From left to right, back row: AVCP Admin Asst. Denise Nerby, George Bright, Goodnews Bay; Max Olick Sr., Kwethluk; James Hoelscher, Hooper Bay; Don Jones, Mekoryuk; Jacob Tobeluk, Nunapitchuk; Jay Levan, Emmonak; John Uttereyuk, Scammon Bay; James Sartelle, St. Mary's; Daniel Joekay, Napaskiak; Joseph Charles, Aniak;

From left to right, front row: AST Paul Secor, Alex Chaney, Napaskiak; Gregory Larson, Napaskiak; James Kvamme, Aniak; Dean Michael, Napakiak; Jerome Kelly, Quinhagak; Curtis Francis, St. Mary's; Daniel Smith, Quinhagak; AST Chris Worland; AVCP VPSO Director Alvin Jimmie Sr.

Yearly the VPSO Program holds an annual training for the VPSOs in the AVCP Region. This year (FY15) regional training was again held at Yuut Elitnaurviat. There were eighteen total VPSO students who successfully completed each of the recertification courses. These courses included Taser recertification, AED and medic first aide training, Data Master (Breathalyzer) recertification; and an array of scenarios in which each student was given the opportunity to "arrest and detain" the acting suspect.

At training the VPSOs are set in a classroom environment to further their knowledge in each aspect of their day-to-day job expectations. They learn how to better handle any type of situation and how to improve officer safety. This is something that AVCP is very adamant in implementing, as safety is our number one priority for both our officers and their detainees.

Left —VPSO's during the training class at the Yuut Elitnaurvik. Right—Nunapitchuk VPSO Jacob Tobeluk questioning AST Paul Secor during a DUI scenario.

Far Left—AST Paul Secor and Todd Womack give advice to Quinhagak VPSO Daniel Smith after his Defensive Tactic Scenerio. Middle—Napakiak VPSO Dean Michael takes down an assailant during an exercise . Far Right—St. Mary's VPSO James Sartelle gets ready to taser an assailant during his exercise.

Establishing the Yukon and Kuskokwim Inter-Tribal Fish Commission for the Health of our Salmon, Our Children, and Our Future

On February 5 and 6, 2015 in Bethel, and February 9 and 10, 2015 in Fairbanks, AVCP and TCC hosted the first Steering Committee (SC) meetings for the development of the Inter-Tribal Fish Commissions (ITFC) for both the Yukon and Kuskokwim Rivers. The purpose of these initial SC meetings was to gather information on the purpose and goals of the ITFC's and how they should be structured. To facilitate discussion on these important objectives, AVCP and TCC staff designed these meetings to be open and include discussions between SC members. The public was also invited to attend and share their suggestions. This open meeting format brought a wealth of historical and experiential knowledge to the table.

The SC and the public in attendance expressed a desire for the ITFC's to be structured in a way that would include tribally elected Fish Commissioners from each of the villages within the Yukon and Kuskokwim River Drainages. The SC also supported the concept of establishing executive committees for both Fish Commissions to work closely with federal and state fisheries managers during in-season management of the Yukon and Kuskokwim Fisheries. To develop comprehensive salmon management plans for the Yukon and Kuskokwim Rivers, and make other important decisions, the SC and the public suggested that annual or bi-annual Fish Commission meetings be held.

During the SC meetings, a considerable amount of time was spent discussing our collective vision for the Inter-Tribal Fish Commissions. Currently, AVCP staff is in the process of creating a full meeting transcription to better understand the specific purposes, goals, and expectations for the Yukon and Kuskokwim ITFC's. Once these transcriptions are complete, a summarized report of the SC meeting proceedings will be shared with all of our AVCP communities. Both the SC meeting transcripts and the meeting summaries will be stored in AVCP and made available for anyone who requests these documents now or in the future. Building a historical record of the development of the Fish Commissions is a priority of and an honor for AVCP. Providing our communities with information and assistance is our duty and obligation to you.

Many of our SC members and the public shared that dual management of our Kuskokwim and Yukon fisheries, between the federal and state agencies, has resulted in a failure to address the needs and concerns of our people within both the AVCP and TCC regions. It was expressed that often the experiential and traditional knowledge shared by our elders and our people is disregarded by managers at state and federal advisory committee meetings. Some SC members feel that their knowledge is interpreted by managers as folklore and not science. Although undocumented, our traditional knowledge is linked to how we organize and understand our world. If funding is available, AVCP staff will work to document the relationship between our traditional knowledge and our traditionally recognized principles for fisheries management. One of the three criteria that our regional advisory councils must meet, is to prove that the recommendation is supported by recognized principles of fisheries management; identifying and establishing our traditionally recognized principles of fisheries management; and will strengthen our ability to address our needs and concerns at Federal Subsistence Board and Board of Fisheries meetings. In light of these challenges, SC members expressed a need to re-structure fisheries management on the Yukon and Kuskokwim Rivers.

Several Yukon and Kuskokwim SC members discussed the need to have one management system for each of our rivers that included federal, state, and tribal managers , sport and commercial user groups. This will require our ITFC's to work to develop co-management agreements with federal and state agencies. The Department of the Interior has announced that it will support the development of a demonstration project for Kuskokwim Fisheries Management. This demonstration project may result in the development of a co-management framework for Kuskokwim Fisheries Management between federal, state, and tribal managers if an agreement is reached between AVCP and TCC tribes within the Kuskokwim River Drainage and federal and state agencies. A co-management framework may also include sport and commercial fishermen at the table with federal, state, and tribal representatives.

Gene Peltola Jr., Assistant Regional Director for the US Fish and Wildlife Service, answers questions at the YKITFC meeting.

The healing and continual care of our rivers and our oceans will require all parties who are interested in salmon to be at the same table. Ignoring or excluding other groups interested in salmon, especially commercial trawlers in the Bering Sea, will permit some salmon users to sit outside of the challenges that we all face. In his book, *Solving Tough Problems*, Adam Kahane wrote "*To create new realities, we have to listen reflectively. It is not enough to be able to hear clearly the chorus of other voices; we must also hear the contribution of our own voice. It is not enough to be able to see others in the picture of what is going on; we must also see what we ourselves are doing. It is not enough to be observers of the problem situation; we must also recognize ourselves as actors who influence the outcome*" (Kahane 2004:83). By inviting Bering Sea commercial fishing operators and all other parties interested in our salmon to one table it will require everyone to reflect upon their involvement in the challenges we face. Working together we can develop solutions to our challenges.

A central theme expressed by SC members regarding the purpose of the Fish Commissions continued to revolve around our children and the future of our people, our rivers, and our world. Restoring the abundance of our salmon and providing opportunities for our children to learn about and to practice our Yupiaq way of life will require us to commit to working together, remaining flexible, and sacrificing when it is necessary to achieve our goals. By upholding our customary and traditional cultural values and practicing sharing, caring, and respect for each other and our world we will achieve our goals.

Quyana cakneq,

Kevin Bartley

The Yukon-Kuskokwim Economic Development Council (YKEDC) Project

The Yukon-Kuskokwim Economic Development Council received funds from the State of Alaska for an economic development project in the amount of $35,000. The YKEDC Board of Directors met on December 10, 2014 to discuss three project proposals. During this meeting the board voted to fund the development of two business plans utilizing the University of Alaska Center for Economic Development (UACED). UACEDS will develop the Truss Manufacturing and Saw Mill Business and Implementation Plans for YKEDC.

The goal of this project is to promote economic development through manufacturing and local timber production. This project will promote local labor and local timber. The objective behind the truss manufacturing plant is to promote affordable and energy efficient homes throughout the AVCP region where 40% of our housing units are considered overcrowded and an approximate 3,000 homes are in need of replacement (CCHRC).

The business and implementation plans are to be complete by June 30, 2015. If the projects are feasible, we will work with the local timber industries on the mid to upper Kuskokwim in bolstering their operations. At this point, the truss manufacturing plant will most likely be located in Bethel at AVCP's old fish processing plant.

Potential partners in the design and construction of the truss manufacturing plant include the Economic Development Administration and the State of Alaska. Current planning partners include the Association of Village Council Presidents, YKEDC, State of Alaska, and the Cold Climate Housing Research Center (CCHRC).

AVCP recognized as the new consolidated ARDOR for the Y-K Delta

AVCP President Myron Naneng, Sr., announced on December 16, 2014 the formal recognition by the State of Alaska of the Yukon -Kuskokwim Economic Development Council (YKEDC) as the Alaska Regional Development Organization (ARDOR) for the AVCP Region. Naneng stated that "the addition of the ARDOR into the AVCP Business Development Department will further strengthen the goal of achieving an AVCP Resource Center for the Region."

Naneng also noted that the ARDOR designation is especially helpful to the AVCP Region – the poorest in the State. The ARDOR serves as a conduit to connect economic development and support services to the Region. The ARDOR Board is comprised of local residents that reflect the economic diversity and uniqueness of our Region.

Mr. Naneng reported that the YKEDC will be investigating the feasibility of utilizing local white spruce in the manufacturing of roof trusses in the Region. "We are thankful for the ARDOR feasibility funding being provided for this analysis which holds great promise for reducing our housing costs while also providing jobs to the Region."

Aviation School Housing progress update –Photos taken 3/5/15

Yupiit Piciryarait Museum Hosts Seal Gut Sewing class

Photo taken by Anna Hoover

A traditional gut skin sewing workshop was held in Bethel, it was organized by the Smithsonian Arctic Studies Center, Anchorage Museum and hosted by the Yupiit Piciryarait Museum on January 24 & 25, 2015. Mary Tunuchuk from Chefornak taught the students about using gut as a material for sewing, explaining how to process seal intestines and demonstrating sewing techniques. Eva Malvich, director of the Yupiit Piciryarait Museum, displayed gut pieces from the museum's collection. The students learned through hands-on experience with the material and each created a egaleq (window) which were traditionally made from seal intestine and used in a qasgiq (community house). Mary Tunuchuk provided the seal gut. Non-native students were provided hog intestines. Anchorage Museum conservator Sarah Owens provided a slideshow of historic and contemporary museum pieces made from gut. Artist and videographer Anna Hoover filmed and photographed the workshop and Ellen Carrlee, a conservator at the Alaska State Museum, assisted the event. The program was made possible by the generous support of the Surdna Foundation, The CIRI Foundation, Alaska State Council on the Arts and the Anchorage Museum.

AVCP Employee Appreciation

For all the hard work put into 2014, AVCP rewarded its employees with a party on February 13, 2015 at the Bethel Moravian Church. It was a fun filled potluck with departments performing skits, yuraqing, recognizing and awarding outstanding employees and drawing for door prizes. Village based employees were also included in the door prize drawing and the majority of the prizes went out to them. AVCP thanks all its employees and their hard work. Thanks to the businesses who donated prizes - Alaska Airlines, Ravn, Yute Air, Bethel Native Corporation, Calista, Allanivik Hotel, Mud Hut, Dimond Center Hotel, Corina's Case Lot, and Automated Laundry Systems and Supply.

Special awards given to the Outstanding employees

Employee of the Year: Janelle McCarr, TANF Eligibility Technician II

Director of the Year: John McIntyre, TANF Department Director

Department of the Year: Economic & Energy Development Department

Partners in Progress Summit

May 23-27, 2015

EXIT

Native Village of Tununak v. State, Department of Health and Social Services (Tununak II)

The Association of Village Council Presidents, AFN, ANTHC, TCC, KANA, BBNA, CCTHITA, Kawerak, Chugachmiut, Maniilaq, Kenaitze, APOA, CITC, ASNA have all joined together and urged the State of Alaska to reconsider its position in *Native Village of Tununak v. State, Department of Health and Social Services (Tununak II),* an ICWA case currently before the Alaska Supreme Court.

As you know, ICWA was passed to stop child welfare agencies, like OCS, from permanently removing Native children from their families and communities. One of the ways ICWA protects Native children, families, and Tribes is by setting adoptive placement preferences: ICWA says that when a Native child is going to be adopted, she should be placed with (in order): 1) an extended family member, 2) another Tribal member, or 3) another Native family. She should not be adopted by a non-relative non-Native family unless none of these other options are available, or there is some other good reason (like special medical needs) that she needs to be placed somewhere else. The Supreme Court of the United States has said that these placement preferences are the most important piece of ICWA.

In *Tununak II*, the Alaska Supreme Court decided that ICWA's adoptive placement preferences *do not apply* until a preferred family – an extended family member, Tribal member, or Native family – files a formal adoption petition (or something called a "proxy") with the state court. This means that OCS can place a Native child with a non-Native, non-relative family, and unless a Native family finds out about the case, and is able to get a formal adoption petition filed with the state court (either by hiring a lawyer or by writing the documents themselves), nobody can ask the court to stop the adoption because it violates ICWA. Because it is very hard for people in our communities to get lawyers, and because it is even harder to get a petition filed in court without a lawyer, we are very concerned that this decision has taken away the most important protection ICWA offers.

Fortunately, *Tununak II* is not over. The Native Village of Tununak, with help from Alaska Legal Services, has asked that the Alaska Supreme Court "rehear" the case, which would allow the Court to reach a new decision. The State now has a chance to either agree with the Tribe that the case should be reheard, or argue that the decision should stay as it is. Throughout the case, the State has supported the non-Native non-relative adoptive parents, and has argued against the Tribe's position. AVCP is asking the State to change its position, to support the Tribe, and to support the most important piece of ICWA.

Because there is new leadership in the State – including Lieutenant Governor Byron Mallott and Commissioner of Health and Social Services Valerie Davidson – we think the State may be interested to hear what Tribes think about the State's position in *Tununak II* and on ICWA in general. Please consider writing a letter to show Lieutenant Governor Mallott and Commissioner Davidson that your Tribe would like the State to join the Tribe's request for rehearing in *Tununak II*, and would like the State to wholeheartedly support ICWA.

If you have any questions about this case or about AVCP's ICWA Department, please do not hesitate to contact AVCP's ICWA Director Cheryl Offt at (907) 543-7400.

AVCP Traditional Chief passes away

Kangrilnguq Paul John - October 24, 1929—March 6, 2015

Kangrilnguq Paul John of Toksook Bay, Alaska, 85, passed away on Friday, March 6, 2015, at the Alaska Native Medical Center. Paul, also known as Aaquqsaq "Aaqaaq" to immediate family, was born in old Cevv'arneq and moved to Nightmute to wed his bride of 62 years. They relocated to Nunakauyaq/Toksook Bay in 1964, when it was established.

Paul was a distinguished leader in the region, widely respected as a dean of Yup'ik elders and recognized for his tireless advocacy of Yup'ik language and traditions. His commitment to the culture brought him to national and international museums. He was an eloquent orator, a skill he learned having been raised in a Qasgiq. Mr. John composed Yuarutet, Yup'ik dance songs, to which he combined with animated motion dances. Through his wisdom and fascinating recollection of history, Kangrilnguq contributed to several books published about the Yup'ik culture, traditions, masks and stories. He remained very active as a leading member of the Toksook Bay dance group and composed new music text with contemporary cultural storylines. He tirelessly served as the traditional chief of the Nunakauyarmiut Tribe, the first traditional chief and executive board member of AVCP, Inc. and Inuit of Circumpolar Conference Elder and was a lifetime honorary board member of YKHC. He held an honorary doctorate from the University of Alaska Fairbanks.

Kangrilnguq leaves behind his wife, Martina Anguyaluk; his children and their spouses/partners, Mark Miisaq (Sharon) John, Theresa Arevgaq John (Mick Leach), Simeon Nurauq (Cathy) John, Ralph Cimigaq (Anna) John, Freddie John, Willie Qungurkaq John (Agnes Gregory), Aggie Mancuaq John, Agatha Panigkaq (Samuel) John-Shields and Jolene Arnaqulluk John (Chet Murphy); 35 grandchildren; nearly 30 great-grandchildren; and his siblings, Mary Taagaaq Felix and Larry Cakiculi John. He was preceded in death by his parents, John Qungurkaq and Anna Angayiq; and his siblings, Qayukeggliq and Kangrilnguq. He will be laid to rest in Toksook Bay on Saturday, March 14, 2015.

AVCP and the Y/K delta tribes are thankful for the many years of leadership and contributions Kangrilnguq, Paul John, provided on behalf of our villages, membership with his strong support and advocacy on behalf of Yupik, Cupik and Athabascans. His contributions of advocating not only for the Yupik language, but all indigenous languages, parenting and sharing of love to all that we meet were felt at international conferences of the Inuit Circumpolar Conferences. His guidance and advise will be missed, but it is in our hearts to share with others.

In Memoriam

Joseph Slats, AVCP's Tribal Justice Director

November 28, 1953 – March 8, 2015

Please send condolences to:

Slats Family

P.O. Box 229

Chevak, Alaska 99563

Upcoming Events

Mike McIntyre Exhibition

Set to open in April 2015

Bethel-based Yupik Artist Mike McIntyre's art is showcased. On display will be his Traditional Yupik Masks, Uluaqs, Fish skin, and photography in the Yupiit Piciryarait Cultural Center Museum.

2015 Annual AVCP Convention

Sept. 29, 30, and Oct. 1, 2015

2015 AFN Convention

Oct. 15-17, 2015

LIKE US ON facebook

http://www.facebook.com/yupikmuseum

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Association of Village Council Presidents

Mission Statement

Yuut aturyukngaitnek paivciluni ikayurluki yuungnaqlerkaitnek cali allat yuut aturyukngait ellmegnek piyugngarillerkaitnek makut yuut atuqekngait. Yuuyarait piciryarait-llu pingiinallerkaakun ellmegnek, ukut nunat ilakluki.

Provides human development, social services, and other culturally relevant programs for the people, to promote self-determination, protection and enhancement of our culture and traditions through a working partnership with member villages of the Yukon-Kuskokwim Delta.