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Qaspeq Friday photos on social media @avcpalaska
Waqaa. I hope you have been enjoying the sunny start to our fall, and your freezers are getting full. In getting ready for winter, if your home could benefit from some weatherization tools, please reach out to the Benefits Division, which includes the departments formerly known as Social Services and TANF. You may recall that this division was created as an outcome of the Quality Improvement (QI) Process.

October and our 2018 Annual Convention marks the beginning of our new fiscal year, and with it, the end of the first phase of the QI Process. Together, we’ve laid some monumental groundwork over a relatively short period of time (just two years), and I truly appreciate the demonstration of patience and resilience during a time of significant change. Now, it’s time for a new phase, which you may have heard me refer to as: ‘Q2.’ In this phase will be transforming into a learning organization. All organizations incorporate some organizational learning – and we have done a lot of learning through our QI Process - but to become a learning organization, we must braid learning into the very fabric of our structure. I want to foster an environment where growth is a ubiquitous part of daily life and connects not just everything we do, but how we do it. I am so excited to explore this process with you in the years ahead of us.

In the spirit of learning and growing, before we leave 2018, I am grateful for the opportunity our Annual Convention provides. I look forward to coming together, face-to-face and setting aside time and space to comprehensively present and review the work we have done. It is important to step back and review this work because it is the foundation upon which we now stand, and what will move us forward. I hope each of you are proud of the role you’ve played in the creation of this foundation.

Lately we have had fruitful conversations and communicated our region’s priorities at every governmental level. It was nice that so many officials took the time to visit us this year. For some, it was their first Arctic experience. Although there is still a lot of work to be done at the federal level, the Omnibus Bill, which included a funding increase for small and needy tribes, was encouraging. We are also maximizing the opportunities the Tiwahe Initiative has provided us, as a demonstration project. We are pleased at the feedback we have received.

Last year at this time, we signed the Alaska Tribal Child Welfare Compact, which is quickly taking off. My hope is that, with this increased focus on our children (through the Compact and our workforce development programs), we meet the goals set out by the AVCP Strategic Plan.

We are looking forward to the Annual Convention and all the good things coming in the new fiscal year.

Thank you again for your dedication to AVCP and our communities. And, thank you in advance for the hard work to further organizational development.

Quyana,

Vivian Korthuis
CEO
Employee Spotlight

Aaron Mute
Director of IT Operations

Aaron Mute was born and raised in Bethel, Alaska. His father, Wassilie Mute (pictured below on your right), was originally from Kipnuk and served as a pastor all over the State of Alaska. Aaron’s mother, Jean Mute (Nelson), took care of the children throughout the multiple relocations and eventually became a nurse in Bethel.

Aaron graduated from Mt. Edgecumbe boarding school after spending his freshman year in Mekoryuk and then went to 1 year of college in Iowa studying his generals. He came back home and started his Information Technology (IT) career at Yukon Kuskokwim Health Corporation (YKHC) in 1999. He moved to the AVCP IT Department in 2005 and has been a part of the team ever since. His first position at AVCP was LAN/WAN Lead Technician. He is now the Director of IT Operations. Since Aaron started in IT, he has attended more than 20 trainings covering network (Cisco), server (Microsoft) and email (VMware).

Since 2017, the IT Department at AVCP has gone through several changes which are part of the IT restructure. They have also implemented Office 365 (including Microsoft Teams), something Aaron is proud to be part of. Under Aarons supervision, the IT department has made changes to processes, procedures, planning and execution - all of which are part of the Quality Improvement (QI) Process. He is happy with the outcome it has had in the IT department and he is confident and motivated to spread that quality improvement across AVCP.

When Aaron is not at work, he spends all of his time with his family, whether it be out gathering subsistence goods or putting it away for winter. Altogether, Aaron and his wife Doris have 10 children. Needless to say, there is always something to do. Aaron enjoys hunting moose, fishing, ice fishing, bird hunting, gathering herring in the spring and berry picking. After a good moose hunt, moose brisket or barbecue moose ribs are his favorite meal.
Employee Spotlight

George Bright Sr.
VPSO

George Bright Sr. was born in the Dillingham hospital but was raised in Goodnews Bay and has spent his whole life there. His mother and father were both in the Goodnews Bay area when our people still moved seasonally. Growing up, George remembers his father working at the Platinum mine during the 1960s and 70s. George’s father would bring the whole family to live at the mining camp in the summer time. During the winter months his father was the city law enforcement and George attended the BIA school that was in Goodnews Bay with his siblings.

George was hired as a Goodnews Bay Village Public Safety Officer (VPSO) by AVCP in 1994. He worked a full year and graduated from the Sitka VPSO Academy in 1995. He was referred to the VPSO program by William Kanuk who was a VPSO himself at the time. George had already spent years serving as the Chief of the City Police, a position he took on at the age of 17. When he was first hired he remembers being issued a stainless steel .357 revolver with a basket weaved holster. George refers to these as the ‘wild days’, back when Platinum had a liquor store. He says he use to have to put people in jail just until they sobered up. It was not common for people to get charged or significant jail time unless they committed extreme crimes. He remembers when people would warn him about suspicious people going to Goodnews Bay by plane and he would meet them when they landed to search their baggage.

If he found any alcohol he would just dump it all out and let them go home. George enjoys working with his VPSO team even if they are spread all around. He also gives thanks for all the successful search and rescues he has been involved in. He appreciates his ability and the opportunity to help his community.

When Mr. Bright is not working, he is providing for his family in other ways: subsistence hunting and fishing, boating, going on family outings, gathering wood and cooking for his family. One of his favorite moose hunting memories is when his wife, Ruth Bright (Toniak), caught a moose in one shot, two years in a row. “She’s a better shot than me I think”, he says laughing.
Growing Our Own

Occupational Endorsements - Tribal Elections and Indirect Rate Cost

Our Tribal Services Department is collaborating with the University of Alaska Fairbanks (UAF) to provide two classes: Tribal Elections and Indirect Rate Cost. They will be instructed by Kevin Illingworth and Darrel Williams at the Kuskokwim Campus (KUC) in Bethel, Tuesdays through Thursdays, Oct. 23-25, 2018.

The purpose of providing the Tribal Elections and Indirect Rate Cost courses is part of a larger effort to allow tribal administrators to obtain an occupational endorsement (OE) in partnership with UAF which began with the Introduction to Tribal Administration course that took place April 4-7, 2017. Occupational endorsements consist of a minimum of nine higher education credits and are designed to give students occupational training in a specific field. By attending, administrators and staff are eligible to receive one college credit for each class. The OE will provide a transcript, or record of trainings students have completed. It offers recognition for their education as well as providing a foundation to establish healthy professional relationships while providing an education on the resources that are available.

QI Process Updates

Legal Department – Goes Green

Contract approval processes are now completely electronic, eliminating coordination and delivery of paperwork between multiple departments and buildings. Now, approvers can sign from their computers and even their phones! The new process also allows for real-time updates and progress tracking.

Approvers will receive emails from “AVCP LEGAL - echosign@echosign.com” with the subject “Please sign CONTRACT APPROVAL FORM.” A web browser will display the new contract approval form and attached contract.

If the approver does not wish to sign, the “Alternative Actions” tab in the upper left corner provides reasons one may declined to sign.

A history report is always available and will detail all actions from the creation of the agreement, to the messages sent, the viewing history, as well as the e-signature dates and times.

Upon signing, confirmation page will appear indicating that “You have successfully signed the agreement…”
Communications – Branding Toolkit

Continuing our effort to unify the visual identity of our organization across many departments, buildings and communities; we have created an online repository of branding resources. The Branding Toolkit includes branding elements organized within six categories.

1. Logo
   Our logo has not changed, but we have added a black and white silhouette version with a transparent background. The silhouette logo is a better option when you know it will be printed in black in white. We are still investigating the full history of our logo, but John McIntyre, Program Administrator, remembers that the current logo was in place and being used, since at least 1992 - when he began his AVCP career. John believes our logo was originally designed by John Paul Jones, former Director of Tribal Services, several years before 1992, but the exact date remains unknown. If you have first-hand knowledge on the history of our logo, please contact communications@avcp.org.

2. Letterhead
   Unlike the logo, our letterhead has been completely redesigned, although it still retains all of its original elements. However, staff now have the option to customize their letterhead to include the name of their department and department-specific contact information.

3. Presentation Templates

4. Imagery Style
   To accurately represent the diversity of our region, we rely on place-based imagery. Within the Branding Toolkit, staff now have access to two image galleries (one supplied by the Communications Department and another repository of staff-contributed photos) guidelines around image capturing and use and media release forms, two image galleries.

5. Color Palette
   A large part of our visual identity includes our new color palette. Most colors were sampled from our logo, and some new colors were added at the request of John McIntyre and Laurinda Weston-O’Brien.

6. Messaging

Facilities

- Family Service Center Conference Building window upgrades
- Joe Lomack Building window upgrades
- Winter preparations
  - Servicing heating systems
  - Upgrading outdoor lighting
  - Basic outdoor clean up
- Village property lease assessments in partnership with the Information Technology (IT) Department
- Resource Center Phase III renovations
- Central Storage Facility update for security and climate control of records storage area
Information Technology (IT)

IT staff are working on several operational efficiency initiatives. We are in the process of updating Operations Professional Expectancies (OPE), which includes three key categories. First, timeliness: coming in on time as well as service delivery (i.e. getting caught up on TrackIT work orders in preparation for internal Service Level Agreement (SLA) testing in Q4). Second, the expectancies of internal communications with all requestors as well as overall maintenance and upcoming events. Finally, further preparation for SLA policies and procedures.

Aaron Mute, Director of IT Operations, is updating the SLA to support greater efficiency in how the IT Department provides services to AVCP. Next steps will proceed as follows: getting all TrackIT work orders up to date; securing approval for the SLA document; ensuring that everyone in the IT Department understands the SLA and delivers service accordingly; and ensuring that all AVCP employees understand and follow the SLA processes. The department will consider this effort a success after completing updated IT policies that evenly distribute services and includes procedures to deal with IT outages and department-wide preparation to fill gaps as needed.

We are also implementing a new client management system (CMS) for all AVCP departments directly serving clients. The CMS will provide a centralized database for either internal use or for providing required data to funding agencies. This centralization will support improved communications between programs, tribes and clients. Through RiteTrack, paper application processes will become electronic. Client application results will be accessible in a matter of hours instead of weeks. Each department also will be able to design their processes into RiteTrack to streamline the specific services they provide.

Ultimately, with RiteTrack, we will be able to work more smoothly across departments, breaking down silos. It will create a more accessible “one-stop shop” model for clients seeking AVCP services. Phase 1 is nearing completion within the Temporary Assistance for Needy Families (TANF) Department, and Phase 2 implementation is underway. The go-live schedule for CMS is as follows:

- Social Services Department: Dec. 1, 2018
- Tribal Services Department: Feb. 1, 2019
- Indian Child Welfare Act (ICWA) Department: April 1, 2019
- Tribal Workforce Development (TWD) and Education, Employment, Training & Child Care (EET&CC) Department: customization pending

Lastly, we are working to replace and standardize outdated equipment. We will be replacing printers, copiers and fax machines across Bethel and village sites. The IT Department has sent techs to deliver village-based PCs (as part of the PC Refresh program) and will be addressing the handful that remain on the list very soon. At the wrap-up meeting, the IT Department debriefed on the deployment of the PC Refresh Program and discussed ways to improve the next refresh. It also was decided that Lonnie Holley, the new Help Desk Manager, will complete a post-initiative report. Additionally, the final Office 365 installations for AVCP staff are to be completed in early October. We will be developing village-based training plans using Skype as well as AVCP departmental training plans.
The Natural Resources Department will be participating in the State Board of Fisheries process for the Arctic-Yukon-Kuskokwim (AYK) Finfish meeting and the Federal Subsistence Board process for their Fish and Shellfish meeting this winter.

The Board of Fisheries Arctic-Yukon-Kuskokwim Finfish meeting will occur on January 15-19, 2019. The Board of Fisheries considers changes to regulations on a region-based schedule, and proposals are considered for each region once every three years. This year’s cycle includes all finfish in our region. Comments on the 2018-2019 proposals are due January 2, 2019. Proposals can be viewed at: https://bit.ly/2zAHYNQ.

The Federal Subsistence Board Fish and Shellfish Regulatory Meeting will occur on January 29 - February 1, 2019. The Federal Subsistence Board will be considering proposals to change Federal subsistence fisheries regulations for the 2019–2021 regulatory years (April 1, 2019 to March 31, 2021) and proposals to change nonrural determinations. Comments on the 2019-2021 Fisheries Proposals may still be submitted, but will not be included in Regional Advisory Council meeting materials or in proposal analyses. Proposals can be viewed at: https://on.doi.gov/2R1uvpb.

Additionally, the Federal Subsistence Board is currently accepting applications for Subsistence Regional Advisory Council Membership through February 8, 2019. The Councils meet at least twice a year and provides recommendations to the Federal Subsistence Board on subsistence management issues. Council meetings serve as a forum for regional public involvement in Federal subsistence management. Council members must be knowledgeable about the uses of fish and wildlife resources in their region and reside in the region they wish to represent.

If you have any questions or are interested in applying for Regional Advisory Council Membership please give us a call or send us an email. We have the application packet and can provide you a copy.
Tribal Court Workshop

Save the Date
November 13 & 14, 2018
Join us to discuss federal Indian law, tribal court procedures, ethics and roles of court staff, codes and constitutions, and other relevant Tribal Court topics.

Details
The workshop will be held at the Alaska Bible Seminary in Bethel, Alaska, and is sponsored by the Bureau of Indian Affairs, Office of Justice Services, Office of Tribal Justice Support.

The registration for this training for each person is due by October 30th, 2018 at 5:00 p.m. Registration is available online at avcp.org.

Note that participants can expect to depart from Bethel on November 15th. THERE IS A HIGH POSSIBILITY THAT YOU WILL HAVE TO SHARE A ROOM WITH ANOTHER PARTICIPANT.

If you have any questions regarding this, feel free to contact our Tribal Justice Department:

Denise Nerby
Tribal Justice Assistant Director
dnerby@avcp.org

Economic Development
Small Business Administration Webinars & Workshops
In partnership with the U.S. Small Business Administration (SBA) and the Bethel Chamber of Commerce, we hosted 8 workshops and webinars, available online, on Friday, Aug. 24, and Saturday, Aug. 25, 2018.

Workshops and webinars were lead by SBA Deputy District Director, Marichu Relativo.

Thanks to Alaska Commercial Company and Fili’s Pizza for supplying pizza and fruit sculptures!

Upcoming Events
Community Wellness

Culturally Relevant Domestic Violence Training

Navegluku Nangtayaraq Tegungiggluku-l lu Yuungnaqucirput
(Breaking the cycle and taking back our way of life)

September 13-14, 2018 at the Alaska Bible Seminary in Bethel, Alaska.

A discussion on how we as Indigenous villages can create a local response to domestic violence and sexual assault to secure a safer future for our people.

Hosted by AVCP’s Tribal Justice Center and the Alaska Native Women’s Resource Center.

Child Welfare Summit

Irniaput, Ciunerkaput
(Our Children, Our Future)

August 15-16, 2018 at the Yupiit Piciryarait Cultural Center in Bethel, Alaska.

The purpose of this event was to create a forum to promote an understanding of child welfare in the YK Delta.

Parties invited included: Tribal council presidents, Tribal courts staff, ICWA staff, Office of Children’s Services staff, individuals involved in public safety and women’s shelter actives, behavior health, foster parents, and others.

Natural Resources

Waterfowl Conservation Committee Meeting

Wednesday, Aug. 29-30, 2018 at the Joe Lomack Building, in Bethel, Alaska.

Randall Friendly is a University of Alaska Anchorage (UAA) biology student. He was invited to present on is work with the Fish and Wildlife Service over a period of five years.

As a former Alaska Native Science and Engineering Program (ANSEP) student, Randall started his internship with Fish and Wildlife during the summers. He found he especially enjoyed both the collection and analysis of data through research projects, such as the Emperor Goose Project in Bethel, Alaska.

Through his internship, Randall has had the opportunity to learning from and work closely with the biologists, Luke Coggin and Ryan Daniels.

Randall is interested in pursuing his wildlife studies and getting a master’s from the University of Alaska Fairbanks (UAF).
News & Media

Annual Report
All AVCP annual reports are stored on our website.

Visit avcp.org/newsmedia and look for the ‘Annual Reports’ tab.

Or, to request a physical copy, please email communications@avcp.org.

Event Calendar

October

02 -04  2018  AVCP Annual Convention
18 - 21  Alaska Federation of Natives (AFN) Convention

November

13 - 14  Tribal Court Workshop

December

18 - 19  Tentative all staff event

For event details and to view more upcoming events, please visit our AVCP events calendar at avcp.org/events