



2015 Annual Report

**Healing our Families through
Connections to our Land and Culture**

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Association of Village Council Presidents

2015 Annual Convention

Yupit Piciryarit Cultural Center

September 29 – October 1, 2015

Healing our Families through Connections

To our Land and Culture



AVCP Mission Statement

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

The Association of Village Council Presidents 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.

AVCP Region and Tribes



Proudly Serving 56 Tribes in the YK Delta since 1964

Akiachak · Akiak · Alakanuk · Andreafsky · Aniak · Atmautluak · Bethel · Bill Moore's Slough
Chefnak · Chevak · Chuathbaluk · Chuloonawick · Crooked Creek · Eek · Emmonak
Georgetown · Goodnews Bay · Hamilton · Hooper Bay · Lower Kalskag · Upper Kalskag
Kasigluk · Kipnuk · Kongiganak · Kotlik · Kwethluk · Kwigillingok · Lime Village · Marshall
Mekoryuk · Mountain Village · Napaimute · Napakiak · Napaskiak · Newtok · Nightmute
Nunakauyak · Nunam Iqua · Nunapitchuk · Ohogamiut · Oscarville · Paimute · Pilot Station
Pitka's Point · Platinum · Quinhagak · Red Devil · Russian Mission · Scammon Bay · Sleetmute
St. Mary's · Stony River · Tuluksak · Tuntutuliak · Tununak · Umkumiut

Traditional Chief



Peter Moore

Executive Board



Unit 1

Edward J. Adams Sr.

ALSC Rep.

Representing: Alakanuk, Chuloonawick, Kotlik, Emmonak, Hamilton, Billmoore's Slough, Nunam Iqua



Unit 2

Christina Changsak

Rural Cap Rep.

Representing: Andreafsky, Ohogamiut, Pilot Station, Marshall, Russian Mission, St. Mary's, Pitka's Point, Mountain Village



Unit 3

Julia Dorris

Secretary

Representing: Aniak, Chuathbaluk, Crooked Creek, Georgetown, Lime Village, Upper Kalskag, Lower Kalskag, Red Devil, Napaimute, Sleetmute, Stony River



Unit 4

Ivan M. Ivan

Finance, By-Laws

Representing: Akiachak, Akiak, Kwethluk, Tuluksak



Unit 5

James Paul

Vice-Chair, Finance, HS,
By-Laws

Representing:

Napakiak, Napaskiak,
Oscarville



Unit 6

Michael Martin

Finance

Representing: Atmautluak, Kasigluk,



Unit 7

Roland White

Nuvista Rep.

Representing: Kipnuk, Kongiganak, Kwigillingok,
Tuntutuliak



Unit 8

Albert R. Williams

RHS Rep.

Representing: Chefnak, Mekoryuk, Newtok,
Nightmute, Toksook Bay, Tununak,



Unit 9

Eric Olson Sr.

By-Laws

Representing: Chevak, Hooper Bay, Paimiut,
Scammon Bay



Unit 10

Annie Pete

Representing: Eek, Goodnews Bay, Platinum,
Quinhagak



Unit 11

Thaddeus Tikiun Jr.

Treasurer, Finance, By-Laws

Representing: Orutsararmiut Native Council



At-Large

Henry Hunter Sr.

Finance, Yuut Elitnaurviat

President's Report



Myron P. Naneng Sr., AVCP President

Good morning and welcome to the 51st Annual Convention of AVCP. AVCP, your organization has worked very hard to address issues of concern over the years.

This past year, we lost our Traditional Chief, Paul John of Toksook Bay. He provided guidance by sharing his traditional knowledge and observation of changes that he has seen in his lifetime. We are now missing years of knowledge in our organization that he provided.

We lost staff members whose valuable contribution to the causes that AVCP has been working on for years to provide opportunities for handicapped and gifted and pursuing establishment of Tribal Courts are greatly missed. Dana Kopanuk of Hooper Bay worked with our Vocational Rehab program. His presence is also missed, as he was an elder in training in our organization. Joseph Slats from Chevak, who worked as a Tribal Justice Director, passed away this past spring. Kenneth Morris, who worked as a janitor also passed away this summer.

There are many ongoing issues that we have been working on. Under Natural Resources in Fisheries, the Special Convention on State of the Salmon in March of 2012, helped in setting the direction to pursue Intertribal Fish Commissions for both Yukon and Kuskokwim Rivers. AVCP is working with Tanana Chiefs Conference to pursue this endeavor. We had meetings in Fairbanks and here in Bethel to pursue this effort.

The first year of operation on the Kuskokwim River was a success, where the Commissioners on the Kuskokwim River worked with their Federal counterparts of USFWS to make decisions on the openings or closures of subsistence fishing. This was using local and traditional knowledge to help in conservation of Chinook salmon on the Kuskokwim River, and it also gave families on the Kuskokwim River opportunities to put Chinook salmon on the table for food.

As a result of the combined efforts, the Chinook salmon escapement on the Yukon River surpassed the US/Canada Treaty requirement. The escapement is estimated to be over 100,000. We are working with Tanana Chiefs Conference on a Yukon River Intertribal Fish Commission. On the Kuskokwim River, the Chinook salmon escapement is still an ongoing concern, however, the program set up this summer to take a limit for fish camps on the Kuskokwim River was very helpful to the subsistence users.

Fisheries disaster funding from 2012, finally came with \$71,000.00 release for dip nets and the first meeting of the Kuskokwim River Intertribal Fish Commission in June. Since this is a grant, we have to follow the grant requirements and use them for purposes that they allowed us to use the funds for.

All of the Kuskokwim Fish Commission's hard work this past year gained national attention when President Obama talked about it during his visit to Alaska, unveiling an additional \$375,000 in funds for the Commission's work!

AVCP has ongoing concerns regarding impact of salmon by-catch on the salmon species that return to our river systems, Yukon and Kuskokwim Rivers. We have participated in deliberations at the North Pacific Fisheries Management Council and now the State of Alaska is looking for ways to be inclusive on subsistence resources with Tribal Governments and entities. Finally, due to the concentration of fishing for Chum and Sockeye (red) salmon on the Kuskokwim River, it looks like we will also have to take conservation measures on these species in the very near future. AVCP has been working with USFWS to obtain an MOU for the Kuskokwim River Demonstration Project, which is supported by Department of the Interior in Washington DC.

Natural Resources

In Migratory Birds, the Oregon Farmers requested to kill off as much as 25,000 Cackling Canada Geese. AVCP met with them in early July, and they backed off, and will be requesting support to get funding for non-lethal means of preventing depredation of their farm lands. The regulatory requirement of preventing egg hunting is in the process of being changed in upcoming year's regulations.

Also, we are working with other regions in Western Alaska to open subsistence hunting of Emperor Geese. Emperor Geese hunting has been closed since 1987. The Alaska Migratory Bird Co-management Council is working to open this hunt in 2016. However, a limit was set by Service Regulatory Committee to 3500 throughout the Western Alaska hunt. We are anticipating an increase in the harvest number of Emperor Geese when we meet again in 2016.

Our work in Natural Resources has taken a new direction with the melting of the polar sea ice and the new international interest in shipping and development in the Arctic. AVCP's presence is necessary at many State and National meetings and conferences to ensure that the interests of this region are protected. In the Bering Sea, the opening of the Northwest Passage, with decline of ice in the Arctic means significantly increased shipping along our Bering Sea coast, near the Yukon/Kuskokwim Delta. We are concerned that our villages have not been included in any planning for ports or any disaster planning that might occur along our shores. If a ship wrecks or a big fuel spill occurs on our coastal areas, there is currently no planning to mitigate the potential impacts. Our villages need to participate in the planning as well as any economic development opportunities that may result from along our Bering Sea coast. We also must engage in a strategy to address the effects of increased shipping traffic on the animals that live in this region that we depend on for survival. To this end we are working with the Native American Rights Fund on a proposal to address these concerns. We have also requested that the US Coast Guard meet with us and consult with our villages on potential impacts of increased shipping in the AVCP region.

In Child Welfare, Social Services, TANF and Tribal Justice there is also great news. AVCP is one of the four recipients nationwide of a TIWAHI grant. This is a multi-year funding proposal to increase AVCP's capacity to deliver services to the region. This grant has already added more funding to ICWA and it is also supposed to add more funds to other tribal programs, however, we have not seen any additional funding to date. We are continuing to monitor this demonstration project for the benefit of our villages.

AVCP has partnered with USDA and our HIP program to find solutions to the housing needs of this region. Last fall at the AFN Convention, AVCP signed an MOU with USDA to make more funding available to the region for

building homes, in light of reduced funding to BIA HIP program. This is a loan program that would target middle income members within our villages. There have been many barriers preventing the initiation of this program, for example, difficulties with the title company, which we are working hard to resolve. In one village, the title agency asked for a waiver of sovereign immunity, and we are working with them so that this will not be required. However, this was resolved late in the shipping season, so it is a project for next summer.

Employment Opportunities: AVCP has over 500 employees in the region. Less than half are in the Bethel office, while the rest are in villages where we provide services. Not only do we provide tribal compacts under OSG, but a wide variety of programs that are being provided as reports from our program directors.

Budget and Funding Concerns: The State of Alaska is currently in a budget crisis due to declining oil prices worldwide, and we are anticipating funding reductions for our State of Alaska contracts in the next few years. The programs that are already being impacted are VPSO, LIHEAP, TANF, and Headstart. There are proposals to cut the budgets for these programs, but AVCP is working on plans to keep these programs going despite the reductions.

Federal funding: This is an ongoing concern. The US Congress is still contemplating cuts and sequestration on Federal Funds and Budgets. We have made our presence known in Washington DC, and shared the needs of our villages and the terrible impact of any reduction in funding to this region. We are monitoring legislation so that we can attach requests for funding as appropriate and advocate against any reductions that would affect our programs and the needs of the villages. AVCP is working with a Law Firm in DC to monitor potential legislation that will benefit our villages and AVCP. Some potential projects will have to be carried out in partnership with the villages.

Whatever funding that comes to our villages, we need to be at the table for the full benefit of our membership and long term sustainability of our villages.

Thank you for giving me an opportunity to provide a report on the current activities of your organization, The Association of Village Council Presidents.

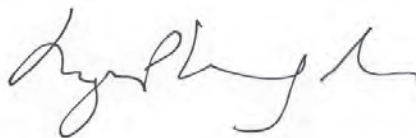


Photo by Callan Chythlook-Sifsof

Allanivik Hotel



Don Black, General Manager

Projections for the 2015 fiscal year end has overall charges posted for the Allanivik Hotel at around \$1.9 million. This is about \$100,000 less than last year and will be our second best year. As of the end of August, posted charges already exceed those of 2012, and set to surpass those of 2013 by the end of September.

Although room revenue was down in the first five months of 2015, restaurant revenue was up. At the end of May, this offset in revenue had the property's total revenue within \$3,000 of total revenue for 2014. The warm and clear weather, as well as the abundance of fishing openings, significantly impacted our summer revenue. The weather in 2014 being mostly rain, and there being heavy fishing restrictions, caused local travelers to venture away from the cabin fever in their villages and to travel more to Bethel for shopping, entertainment, and medical concerns. Summer months in 2014 were almost as active as the winter months. However, the fishing, berry picking, and enjoyment of the nice weather in 2015, caused revenues to drop in the summer months, similar to those of 2013, which was another sunny year.

We tout ourselves as an AVCP hotel that primarily exists to serve the needs of AVCP programs, by providing facilities for them to do their trainings and outreach. However, the success of AVCP programs such as ICWA's "Undoing Racism" caused them to grow such that their groups no longer comfortably fit in our facility, causing them to seek other locations. Additionally, we find ourselves busy enough with advance group bookings in the winter that we were unable to accommodate the lodging needs of the Board of Directors on two occasions, causing them to be displaced to other facilities. Both situations are created by our successes as an organization. Both situations also provide merit to the need to expand our facility, so that we can continue to accommodate growing, successful programs, as well as our own Board of Directors, in quality accommodations which are long overdue.

Although we have had the typical staffing struggles of the service industry, an accounting of current staff also represent some of this year's successes. Last year at this time, we were operating with up to thirty-five employees at any given time. This year, we are able to operate more efficiently with twenty-four employees, two of which are completely new positions in our Medicaid Billing Office. Of those employees, twelve have been with us for over a year, with several being with us for two or more years. Six are employees that have worked for us in the past and have returned and bring with them, their prior experience and training. Three have been with us for more than six months. Only three have been with us for fewer than six months. These are mostly entry-level jobs that customarily see a much higher turn-over.

Although our staffing is stable, ideally I would like to see us with more turnover. The service industry is an entry-level employer. People with employment challenges wind up in service industry fields. Some make careers of it, but for many, we are a training ground, a place to develop work ethics and work skills. Our best employees should be either nurtured to move up in the business, or nurtured to move into other successful careers.

In the area of development, we already have one success story. Ashley Jerry was recently out of high school when she began as a prep cook at the Mud Hut. During her tenure as a prep cook, we began to cross-train her as a line cook. When a position became available, she was eligible and qualified to be promoted to the position of a line cook. The difference in the two is significant. A prep is considered a non-skilled job. A line cook is considered a skilled job. Line cooks are scarce, and in high demand in the region. They will become even more in demand when Donlin opens and they seek to employ local residents. As a result of her training in proper food handling and cooking skills, she will be able to find employment wherever she may be. We have two other prep cooks that are in the process of cross-training as line cooks, so that we can hire from within for future job openings.

Whenever there is an interest, we have focused a lot on cross-training. Michael Aliralria began as a housekeeper. He is a gentle giant of a young man that came to us fresh from Kipnuk, with limited prior work experience. Of all of our employees, he tends to get more work hours than others. He gets the hours because of his cross-training not only as a housekeeper, but as a prep cook, customer service associate, and night auditor. He currently leads our housekeeping team. We continue to increase the value of our employees by cross-training them whenever possible.

In early 2015 we were approached to take on a client of the TANF program. Under a training opportunity offered by TANF, we brought a client on as a member of our staff. After the training program was complete, we continued to develop her skills in the area of Medicaid billing. She has been a wonderful asset to our team. However the purpose of the program was to develop her skills such that she can assume a full-time position and transition off the TANF rosters. The hospitality business does not pay the type of wages necessary to provide that independence. We have therefore been in talks with YKHC to hire our qualified Medicaid Billing Specialists to help them in an area where they require assistance, while simultaneously providing a higher opportunity for this TANF client.

In the past year, we have also had the opportunity to work with the AVCP Vocational Rehabilitation office to bring one of their clients onto our staff. The client works part-time, due to the nature of her disability and income level restrictions for maintaining her medical benefits, and has become a valued member of our staff.

I currently have a vacancy for an Assistant General Manager. My preference is to hire someone of local indigenous origins. I have two current employees that have applied. Both are of Yup'ik decent. Although I wish to hire internally, I am not sure they are quite ready to handle what the Allanivik Complex is going to demand in the next year. If I fill the position from someone that is not indigenous to the region, it will be because the individual has the strengths I believe are required in the next year or two to get the facility where it needs to be and to purposefully groom one or two internal people to replace him or her and to eventually replace me.

Our renovations have been at a stand-still for most of 2015, due to the lack of availability of labor. I believe we are back on track to complete our new handicap accessible room early in 2016, as well as complete upgrading two additional suites in the 500 building in the same time-frame.

We are in the service industry. We have old facilities. We will always have challenges. Fortunately we continue to have a great team of good people that not only work hard, but work well together and enjoy working with one another. I feel fortunate to be able to work with each and every one of them, as we continually work to improve not only what we provide, but how we provide it.



Ashley Jerry continues to develop her cooking skills



Aviation Maintenance School

Jeff Hoffman, Program Manager

The FAA Certification of the AVCP Regional Aviation Maintenance School is complete. This multi-year process was completed July 16th, 2015 with the presentation of the Air Agency Certificate at the AVCP Regional Aviation Maintenance School by the Deputy Director of the Federal Aviation Administration, Michael Zinkovich. With the issuance of this certificate, the school can now begin the next phase of advertising and recruitment. I want to thank the AVCP Executive Board, AVCP Administration and employees for working diligently and staying the course to complete this undertaking. We are only one of three aviation maintenance schools in the state of Alaska, the last one was certified 30 years ago. This school will allow people to become certified as a mechanic without having to travel out of the region. With Bethel being the second busiest airport in the state that serves our regions 56 villages, this school will bring a greatly needed workforce of mechanics to our region as well to the state of Alaska. The school will be recruiting up to 15 students who are dedicated to complete the 18 month course to become an Aviation Airframe and Power plant mechanic. In addition, the completion of the school housing will add a critical component to the students to complete their schooling. We are planning on opening the school in September! Look for our advertising in the newspaper and AVCP website. Again, thanks to everybody for their hard work that made this school happen.



Business Enterprises

Marc Stemp, Vice President of Business Development

This AVCP department's purpose is to identify, develop and manage social enterprise business opportunities in support of the AVCP mission statement.

The enterprise activities include the AVCP Services International, LLC (which is the holding company for the Allanivik Hotel and Mud Hut Restaurant), Yuut Yaqungviat, LLC (the flight school), the AVCP Regional Aviation Maintenance School, the Yupiit Piciryarait Museum, and the role of the Economic and Energy Development Department.

Economic Development

AVCP is a planning partner for the U.S. Department of Commerce Economic Development Administration (EDA). Under this partnership AVCP is responsible for the creation, implementation and updates of the Comprehensive Economic Development Strategies (CEDS). The AVCP CEDS document promotes economic development within the Yukon-Kuskokwim Region in a collaborative approach to improve the region's per capita income as well as physical infrastructure.

AVCP has been involved in various projects such as the formation of the Western Alaska Emergency Operations Center (WAEOC), Yukon-Kuskokwim Economic Development Council (ARDOR), Alaska Small Business Development Center, VISTA including the development of an E-Commerce site for the marketing of traditional Alaska Native arts and crafts, and energy efficiencies via a relationship with Cold Climate Research Center (CCHRC) and the Department of Energy (DOE)-Office of Indian Energy as well as the United States Department of Agriculture (USDA).

WAEOC

AVCP plans to utilize the vacant Front Street Building that is adjacent to the Kuskokwim River. This location makes it an ideal facility to serve as the headquarters of the AVCP VPSO program as well as the command center for any regional emergency related disaster whether industrial or weather related. AVCP recently hosted a three day workshop with Federal Emergency Management Agency (FEMA) regarding the development of a Region-wide Emergency Operations Plan.

ARDOR

AVCP worked with our Legislative representatives to have the ARDOR program reinstated. AVCP is the sponsor of Yukon-Kuskokwim Economic Development Council (YKEDC) for this Region.

The YKEDC Board of Directors consists of eleven (11) directors representing a Regional Tribal Nonprofit, Lower Yukon and Lower Kuskokwim Sub-region and Interior Rivers Sub-region, Workforce Development, Energy Development, Communications, Transportation, Finance, Fuel and a Village small business.

This past year, YKEDC engaged the UAA-Center For Economic Development to prepare business plans regarding the feasibility of establishing a commercial sawmill and truss manufacturing plant for the construction of home trusses as well as the production of construction lumber utilizing the Region's white spruce. The business plans were recently completed and concluded that such a business venture is feasible. The next phase of the project is to develop a conceptual design, including a cost estimate renovating the former fish processing plant into a truss manufacturing plant.

In addition, I am pleased to report that the nation-wide University Economic Development Association nominated these business plans for an Award of Excellence under the Community Connected Campus division. We are one of three finalists and will be notified of the awardee on September 30, 2015.

Alaska Small Business Development Center / Alaska Yup'ik Arts and Crafts and VISTA

AVCP has a cooperative agreement with the Alaska Small Business Development Center (AKSBDC) to assist approximately ten (10) small businesses in the developmental stage. In conjunction with this new opportunity, the AVCP Business Development Department, AVCP Vocational Rehabilitation Program, AVCP Temporary Assistance for Needy Families Department, and Orutsararmiut Traditional Council are working together to promote economic development for the benefit of TANF and Vocational Rehab clients. The group agreed that selling Yup'ik Arts and Crafts had great potential and that an e-commerce website along with the assistance of a VISTA volunteer would provide great economic benefit for the Region.

Native American Bancorporation (NAB)

AVCP owns approximately 2.0% of the outstanding stock. NAB has been raising additional capital via the sale of common stock through a Private Placement Memorandum. As a result of this new shareholder equity and restructuring of operations, it appears NAB has weathered the Great Recession and will become a recognized regional bank for Indian Country.

Yup'it Piciryait Museum

Eva Malvich is the Museum Director/Curator and has successfully energized the museum with numerous exhibits along with fund raising efforts. A more detailed report is enclosed from Ms. Malvich.

AVCP Flight School (Yuut Yaqungviat, LLC)

Due to diminished student funding along with federal cuts and sequestration, the AVCP Flight School temporarily closed. The School graduated 51 private pilots along with 21 instrument rated private pilots, and 16 commercial pilots since its formation in 1999. In order to achieve financial sustainability, AVCP entered into a partnership with

Yuut Elitnaurviat (YE) to utilize YE's status as a recognized regional training center to capture funding from the Alaska Education Tax Credit program, via the Alaska Department of Labor and Workforce Development Program. Our efforts continue to find sustainability.

AVCP Regional Aviation Maintenance School

The A & P School will complement the AVCP Flight School. There is a chronic need for FAA certified aircraft mechanics. The A & P School was certified by the FAA on June 29, 2015. The school is an 18 month course for up to 15 full-time students. We are in the process of recruiting students via Yuut Elitnaurviat (YE) for the upcoming year.

Energy

The AVCP Business Development Department was recently awarded a contract from the Department of Energy – Office of Indian Energy Policy and Programs to assist five (5) communities in the development of their economic and energy plans.

AVCP Services International, LLC dba The Allanivik Hotel and Mudhut Restaurant

AVCP Services International, LLC is a “for profit” entity solely owned by AVCP. The purpose of this new company is to pursue profitable business ventures to help offset the continuing decline of social services funding.

This entity owns and operates the Allanivik Hotel and Mud Hut Restaurant.

Don Black is the general manager. There will be further information from Mr. Black at the upcoming convention.

A Holistic Approach to Sustainable Northern Communities

Oscarville Pilot Project

The Holistic Approach to a Sustainable Northern Community is a pilot coordination effort in Oscarville, Alaska that brings together agencies in Alaska to discuss and collaborate on local housing, energy, infrastructure, water/sewer, health and economic development.

The goal of this demonstration project is to create connections between the community, federal and Alaska agencies and their needs. It is important that as many agencies are involved as possible to begin the creation of a statewide model for sustainable community development. The project is driven by the community of Oscarville in conjunction with AVCP and Cold Climate Housing Research Center (CCHRC).

Cultural & Environmental Sciences

Steven R. Street, Director/Archaeologist

Archaeology, Historic Preservation and NEPA Compliance

The Archaeology staff manages archaeological resources through a combination of public education, conservation, law enforcement, and information recovery. 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 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 by the tribes directly. Tribally-directed programs often have neither the staff nor the resources to conduct these evaluations themselves and they need assistance. Over the last few years, tribal governments have become more concerned about the long-term management of historic resources that are threatened by erosion and looting. The best way for tribes to protect these resources is to enact tribal ordinances which clearly explain what the tribal governments expect and identify the people agencies should contact in the communities. The AVCP Archaeologist can assist with this on a case-by-case basis.

During the field season each year, from before breakup until late September, our staff must complete all of our necessary field work before the snow falls and the ground freezes. Because of warming temperatures, we have generally gained an extra month of field work in the fall but this has come at the expense of more shoreline and coastal erosion as well as melting permafrost. Historic sites are threatened by all of the same hazards as our contemporary villages. We also continue to collaborate with Quinhagak Heritage Inc., Qanirtuuq Incorporated, the University of Aberdeen, and Calista Education and Culture (formerly Calista Elders Council) on various components of the on-going “Nunalleq Archaeology Project” in Quinhagak. After five years of large-scale archaeological excavation, this project has become a showcase for the devastating effects of shoreline erosion on archaeological sites. The two areas that were excavated during the first two field seasons of 2009 and 2010 have completely disappeared and much of the current excavation area is threatened. Fortunately, the community collaboration with local Native elders has contributed additional knowledge about the prehistory of the site. Additionally, the AVCP Archaeologist is collaborating with Calista Education and Culture on the upcoming third stage of the NSF-funded “Yup’ik Environmental Knowledge Project,” which intends to extend the successful methods of working with elders in local communities to the rest of the Yukon-Kuskokwim Delta region.

ANCSA 14(h)(1) Historic and Cemetery Sites Program

Calista Corporation is the ultimate beneficiary of the ANCSA 14(h)(1) program and will own and manage hundreds of significant historic sites throughout the Yukon-Kuskokwim Delta that are currently on public land. AVCP manages our ANCSA 14(h)(1) Historic and Cemetery Sites program in close cooperation with the Calista

Corporation Lands and Natural Resources Department, as well as the Bureau of Indian Affairs ANCSA Office. Over the next few years, it will take a cooperative effort among these organizations, tribal elders, scholars and land managers to consolidate oral historical records, traditional knowledge, and archaeological documentation in order to respond to rapid development in the Y-K Region.

Early this summer, USGS biologists working near Chevak in the Kashunuk River drainage noticed that a well known prehistoric site was suffering extensive erosion. Artifacts, cultural midden deposits (animal bones, wood and other refuse) were seen eroding out of the cut bank. The YKDR Refuge manager was alerted, who in turn alerted the Chevak tribal government as well as the AVCP Archaeologist. Because the site is an eligible ANCSA 14(h)(1) Historic and Cemetery Sites selection, is within USFWS-managed land, is adjacent to a Native allotment, and is within the traditional territory of Chevak and Hooper Bay, all interested parties were involved in coordinating a site visit. During August of this year, representatives from all of these entities visited the site to assess the damage and discuss recommendation to remediate the destruction, if possible. The AVCP Archaeologist, assisted by Matthew O'Leary, Archeologist from the Bureau of Indian Affairs ANCSA Office, recorded the erosional profile, mapped the extent of erosion and damage to the site, and collected samples for radiocarbon dating with the agreement of Chevak Traditional Council representatives on site. Because all interested parties, tribal governments, federal agencies and land owners were included in the initial consultation and planning, our first examination of the site went off without a hitch. This is preliminary work towards an effort to find ways to locally monitor sites and respond to these problems in a more consistent manner in the future.



Richard Slats in foreground, looking towards BIA Archeologist, Matt O'Leary, and Chevak TC President, James Ayuluk, examining damage from site erosion

Since the 2014 AVCP convention, Monica Sheldon has continued to work on the final review of the written transcripts produced for the AVCP ANCSA 14(h)(1) project. Transcripts that have been completed are each being reproduced and bound in a format that will ultimately be more accessible to researchers wanting to use the printed transcripts, rather than having to listen to each tape recording individually. The single most common inquiry Monica receives about the tape collections is whether or not a village can get copies of the original tape recordings. In fact, during the initial field research conducted by the Bureau of Indian Affairs from the mid-1970s through the 1990s, in most cases copies of these recordings were given to the communities where the interviews were conducted. Additionally, many of the Native interpreters who were working with the project continued to produce transcriptions and translations of some of those recordings long after the field work had been completed. Unfortunately, over time, many of those copies have been misplaced or lost. During the course of forty years, some of the original interpreters have also passed away and there may be no record of who had possession of those copies. Fortunately, tribal governments and other heritage preservation projects in the village can work with us at AVCP and with the Bureau of Indian Affairs ANCSA Office to acquire new copies of the recordings with some restrictions. Often this is a matter of the availability of staff time and funding to process these materials. Monica's greatest hope is that she will have sufficient time to complete all of the verbatim transcriptions and translations into English of every tape recording in the collection. Monica hopes to encourage more Yup'ik/Cup'ik language and heritage professionals to take on this important work and she also wants to express her appreciation for the dedicated staff at the Bureau of Indian Affairs who undertook the work over the many years to collect, maintain, process and store these valuable recordings of interviews with elders in the communities and at historic places. Without their combined efforts, perhaps many of these stories and much of the elder wisdom would not be preserved.

EPA Indian General Assistance ("GAP") Program

After a hiatus of over a year, Sharon Slim returned as the Environmental Planner in October 2014. She quickly resumed her role of consulting closely with tribal environmental staff throughout the region and seamlessly resumed her duties as the primary contact for coordination of our EPA GAP grants. We are fortunate to again have consistent staffing in our office but we are still challenged by the frequent staff turnover in the tribal offices. We believe that this is the single factor that causes the most problems for administering EPA GAP grants in the villages. Several factors may contribute to this; specifically, the position is a challenging, technical job that requires the employee to produce written quarterly and annual reports, manage stringent grant requirements, travel, provide consultation to village staff, and also keep abreast of current EPA regulations and technical publications. Many employees also have young families and demanding familial commitments that conflict with professional career goals. These challenges have not changed over many years so we need to acknowledge that our programs have to adapt to the realities of village life and not the other way around. This is a difficult message to deliver to the federal agencies but it is a consistent message nevertheless.

Policy decisions by the EPA during 2013-2014 caused significant difficulties for tribal environmental programs and especially for the larger Alaskan tribal consortia, such as AVCP. Two elements of the new GAP guidance policies adopted by the EPA in 2014 were of particular concern: 1.) The EPA GAP program would no longer cover transportation costs for "backhauling" hazardous wastes out of tribal communities after 2014, and 2.) The EPA

would not fund tribal consortia under the GAP program without resolutions from 100% of their member tribes. This would have meant that statewide tribal consortia, such as ANTHC, would be required to have tribal resolutions from all 229 Alaskan tribes in order to receive EPA GAP funding! These requirements were clearly unrealistic and did not accord with the needs of our remote communities. Luckily, tribes resisted these requirements and reacted with outrage. Nearly 50 of AVCP member tribes submitted resolutions and letters of support for the AVCP environmental program. AFN also threw its support behind Alaskan tribal consortia. Ultimately, the EPA backed off on both of these issues for the time being and granted waivers for two years to tribes involved in backhauling and also awarded grants to tribal consortia for fiscal year 2015. In the future, however, there are no guarantees that the EPA will not hold us to much more stringent requirements, especially in an environment of sustained budget reductions. For fiscal year 2016 through 2017, the EPA has again issued a waiver to allow backhauling. Unfortunately, it has not backed off on the requirement demanding resolutions from all member tribes to allow the consortium to receive funding. We will see again how this all plays out.

We are consistently providing outreach to tribal environmental staff. One of our most important initiatives has been to work with the Napakiak Lands Committee, through the Napakiak TC environmental staff, to discuss staging sites for backhauling and sites for storing potentially hazardous wastes. We also have been working to monitor shoreline erosion in Napakiak from the Kuskokwim River. Recently, the AVCP Archaeologist produced an illustration of shoreline erosion since the mid-1950s using available geospatial data and discovered that roughly 0.6 miles of shoreline on the eastern half of the community has been lost over the course of sixty years! This is the most extreme example of shoreline erosion to date. Our team met with the Napakiak Lands Committee on August 12 of this year and collaborated to use mapping-grade GPS to produce a plot of the erosional profile that exists today. We confirmed what the Lands Committee already had known that, since 2006, approximately 450 ft. of shoreline has fallen into the river. We are in the process of producing an updated map that will clearly illustrate the catastrophic destruction and hope this will help Napakiak to get some notice from federal and state agencies that can help.



If you have any questions or comments about any of our ongoing projects in the AVCP Department of Cultural and Environmental Sciences (C&ES), please call the Director, Steven R. Street, at 907-543-7355 or send an email to sstreet@avcp.org. Qu yana Cakneq!

Economic & Energy Development

Brent Latham, Director

The goal of the Economic & Energy Development Department is to help address the economic and energy development challenges and opportunities in the AVCP region.

The department and AVCP Leadership have been creating a Community Development Resource Center with a mission to gather partners with similar purposes in community development to leverage and help one another to serve our region more efficiently and effectively. Our partners include the following:

- Alaska Small Business Development Center (AKSBDC)
- Economic Development Administration (EDA)
- Department of Energy Office of Indian Energy
- USDA Rural Development
- Yukon-Kuskokwim Economic Development Council (YKEDC)

Alaska Small Business Development Center

We have been a partner with the AKSBDC since April of 2014. Our contract is to end on September 30, 2015 due to the State of Alaska's budget crisis. Through this partnership we have provided free and confidential business development technical assistance to 16 businesses and have co-hosted 5 Business Development workshops; one in Emmonak and four during the Best in the West Competition in Bethel. Through this partnership, we have helped attract nearly \$100,000 for these businesses through internet marketing, mini-private-grants, and public grants.

Economic Development Administration

Our primary objective with the EDA is the upkeep and implementation of the AVCP Region Comprehensive Economic Development Strategy (CEDS). This document has goals, objectives, and an action plan which guides our staff in economic development activities.

Department of Energy Office of Indian Energy

AVCP and DOE finalized a cooperative agreement in May of 2015. The purpose of this agreement is to provide technical assistance in the area of community energy planning and initial energy project development. Our staff is currently undergoing capacity building and has begun initial data gathering for four communities for community energy planning purposes.

USDA Rural Development

We provide outreach and technical assistance in the area of application development for USDA's Business Development, Housing, and Community Facilities Programs through our cooperative agreement with the USDA-Rural Development which is 2nd in the nation. Currently, we are facilitating the application of two USDA-RD

Community Facilities applications and provide outreach of USDA-Rural Development opportunities during our travels throughout the AVCP region.

Yukon Kuskokwim Economic Development Council

Our region used to have three designated State of Alaska ARDOR programs; Lower Kuskokwim Economic Development Council, Lower Yukon Economic Development Council, and the Interior RC&D. The purpose of an ARDOR is to create regional Economic Development Strategies. The State of Alaska, in April of 2014, no longer recognized those three ARDORs of our region.

AVCP worked with the State of Alaska to designate a regional ARDOR for the region from July through December of 2014. We created the Yukon-Kuskokwim Economic Development Council (YKEDC). In order to create YKEDC, AVCP developed YKEDC's by-laws, Board of Directors, purchased a business license, and obtained 42 support letters from the Tribes of the region. YKEDC was officially designated on December 11, 2014.

The Yukon-Kuskokwim Economic Development Council (YKEDC) is recognized by the State of Alaska as the regional economic development organization for the AVCP/Calista Region. YKEDC's boundary is defined as that area of Western Alaska that conforms to the boundaries of the Kusilvak and Bethel Census Areas that encompasses 48 communities and 56 federally recognized Tribes. The population of the region is approximately 86% Alaska Native from an estimated 26,000 people; the largest rural population in Alaska.

Since designation, YKEDC has funded the business planning efforts for an Integrated Truss Plant in Bethel and a Sawmill in the mid-upper Kuskokwim River. The business plan was complete in June 30, 2015 and showed the viability of a truss plant. The goal of the project is to promote affordable and energy efficient housing and economic development through local manufacturing and resource development which has the potential to create 88 direct jobs. YKEDC Board of Directors met in July of 2015 and voted to fund the preliminary design and cost estimates to renovate AVCP's Old Fish Plant. We have also met with the EDA, USDA-Rural Development, HUD, Denali Commission, and State of Alaska in search of construction funds.

Staff

Brent Latham, Director; Peter Keller, Community Development Specialist; Steven Whitman, Community Development Specialist; Jason Smith, Community Development Specialist



Education, Employment, Training & Child Care

By Jennifer C. Hooper, Director

The AVCP Education, Employment, Training and Child Care Department (EET&CC) 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 (JP&T), WIOA 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 Tribal Enrollment Rights Ordinance (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.

Adult Education

A person not having a high school or GED diploma is still a barrier hindering people from becoming self-sufficient. Potential clients who dropped out of high school years ago find out later that they need that high school or GED diploma for a job, a training program or for whatever purpose. We do not have a formal ABE program at AVCP anymore; the funds just aren't there. When an individual contacts us, needing to work on their GED, we refer them to the Regional Adult Basic Education Center in Bethel. We have explored different ideas, with the hopes of starting up a larger program again. Until those efforts are solidified though, we are doing what we can.

Higher Education

The AVCP Higher Education (HE) program provides scholarship awards to eligible clients as they further their education at a Post-Secondary Education institute of their choice. Scholarships are provided to those tribal members that are enrolled in tribes participating in AVCP's Compact. Members of tribes that contract directly with the BIA for their Higher Education program funds are ineligible for our program; they receive funds under their own P.L. 93-638 contract and provide services to their enrolled tribal members. *In 2014, 39 tribes compacted with AVCP for HE and 180 students were funded with scholarships.*

Training

The focus of our training program is to assess, counsel and assist clients prepare for self-sufficiency through providing a variety of training opportunities. These opportunities are offered to clients through a number of differing methods and services. Vocational training assistance (technical, occupational and apprenticeship), our most widespread program, provides 1 to 2 year grants to tribal members who need to gain the technical skills necessary to become qualified for jobs that are offered now and in the future labor market. We provide funding assistance to both compact tribal members and non-compact tribal members, at two different award levels. *In 2014, 39 adults and youth were provided training assistance. 38 tribes compacted their JP&T program with AVCP.*

Employment

Employment Assistance (EA) provides one-time grants to clients who are recently hired to a new, full-time, permanent job and need financial support (rent, transportation, special work clothes or tools, eyeglasses, etc.) while

they wait for their first full pay check. Most of the clients we serve are relocating to major hubs, such as Bethel or larger communities, where jobs are more readily available year round. *In 2014, 2 clients were provided Employment Assistance.*

The Work Experience (WE) and On-The-Job Training (OJT) programs provide individuals the opportunity to be trained in a local business or field. Businesses contact the EET&CC Department requesting participation in either program and, as long as they are deemed a qualified business and they hire eligible participants, they are provided funds to hire. The main goal of both programs is to attain unsubsidized full-time employment for our participants, once their training period is over, primarily with their supporting business or organization. *In 2014, we had 1 participant in the WE program and none in the OJT program.*

Summer Youth Program

The AVCP Summer Youth Program provides funds directly to participating tribes and communities. The program allows for youth to participate in a work experience program directly with local businesses and other organizations. Worksite agreements are developed and youth are able to learn what employers expect in various worksites, including basic work skills, attitudes, values and ethics that employers expect.

An MOA is required for each tribe, signed on in agreement with AVCP. An appointed SYP Coordinator is typically hired (can also be the local Tribal Administrator or staff person) in each community and they are required to follow the process of recruiting employers, verifying that adult participants (supervisors/mentors and those adults having direct and continuous contact with the youth participants) and have submitted and passed the State of Alaska Criminal Justice Information request (criminal background check). They also distribute employment applications to youth, collect timesheets, and distribute salary payments, following their tribe's policies. This process includes employers signing the worksite agreement with the tribe, which outlines how they will work with the youth. In the end, the youth should have gained experience in all aspects of the "working world," which later helps to begin the training process for what they can expect when they start working full time for a living. *In 2014, 29 tribes submitted MOA's and completed our application process. Within those tribes 190 youth were hired on and participated in the program.*

Child Care

Child Care support services are available for those clients that need childcare for children under 13 years of age (19 if disabled). Parents are required to either be working or attending some sort of education program; training, college or going to school to get their GED. Funds are provided directly to parents on a sliding fee scale, who in turn use the funds to pay providers caring for their children. Tribes can also contract directly with the Office of Child Care for their discretionary CCDF funds and then will receive their Mandatory CCDF funding allocation from AVCP to assist their enrolled tribal members. *In 2014, childcare assistance was provided to 117 families with 302 children.*

The EET&CC staff travels to the region's villages to provide information to help inform tribes and tribal members of our programs. We want to recruit as many participants as possible who have the need and the desire to become self-sufficient. Our Department goal is *to promote the economic and social development of AVCP Tribal members in order to reduce joblessness in accordance with the goals and values of the Tribes we serve. We are here to support education, employment, training and economic development activities to allow our members to be more competitive in the workforce and to succeed in the world of work.*

Financial Services

Alexandra Werba, Vice President of Finance

It has been an extremely busy year for AVCP's Financial Services Department. First off we can report we have operated for our second fiscal year under our new accounting software and we are looking forward to continuing the high quality financial stewardship of AVCP's resources. Following the completion of the fiscal system migration and the recruitment of key staff for the department has been able to, as of June 2015, we have been able to address the need for monthly expenditure reports to the agency's program directors. I would also like to give a staffing update. Since January 2014, this department has been in the process of recruiting a new comptroller and as of March 2015 the vacant position has been filled by Matt Keller who comes to AVCP with 10 years of grant management and budget management experience. As for future staffing, AVCP will also be adding, at the direction of our board a senior grants staff to assist existing staff in the department with management and compliance of its ever growing and diverse grant portfolio.

During this most recent fiscal year the accounting department has continued to cope with turnover and staffing gaps. However, as noted above an additional Grants Officer will be recruited to assist the department in further refining it's a process to ensure compliance with grant conditions including: budget management and control, timely drawdown and reimbursement requests, sub-grantee oversight, monitoring of matching funds, and timely financial/program reporting. As of July 2015, AVCP has approximately 110 grants valued over \$100,000,000.

Last, and certainly not least, I would like to continue to stress and give credit to the members of our accounting team, who have all been an instrumental part of our continued efforts to improve AVCP's Financial Service Department. Accounts Payable for AVCP is vacant but we are currently reviewing applications; Samantha Bill and Donna Pleasant are new additions to the Payroll department currently holding positions as Payroll Techs working in collaboration with Phillip Tulik our Payroll Accountant; David Charles is our Travel Accountant working in tandem with Lucy Pitka and Cloyd Teter both of whom support the Travel team; Wassilie Ekamrak and Peter Hjelm are the departments two Grant's Compliance Accountants, Wassilie also assists providing coverage in Purchasing for AVCP, Hotel Reservations for Travel and Claudia Palacios is the Grant Compliance Officer rounding out our grant management team; Marilyn Martin does AVCP's bank and investment reconciliations, manages AVCP's fixed assets and also assists in overall management of the accounting team; Hilda Oscar is one of our other grants compliance staff who is currently transitioning into a role as the General Ledger Accountant. Introduced earlier is Matt Keller, our Comptroller who works very closely with our grants team as well as overseeing the day to day operations of the accounting department. All of these individuals are dedicated to their work at AVCP and I am excited for the future plans we have in place for our department and the final positions we will fill to round out the team.

Head Start

Sheila Beaver, Director



Bethel Head Start children. Photo by Lorli Crow.

AVCP Head Starts Mission Statement

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.

AVCP Head Start serves 221 children and families in the following communities:

Akiachak, Bethel, Chefornek, Kalskag, Kotlik, Nightmute, Quinhagak, Scammon Bay, Russian Mission, Tuluksak and Tuntutuliak.

Teacher Credentials

Lead Teachers

- 1 Head Start Lead Teacher with Bachelor's
- 6 Head Start Lead Teachers with Associate's
- 2 Head Start Lead Teachers with CDA'S

Teachers

- 1 Teacher with an Associate's degree
- 7 Teacher with CDA'S
- 1 New Teacher working on her CDA

Lead Teachers and Teachers are enrolled in ECE classes toward either their Bachelor's or Associates degree in Early Childhood Education.



The AVCP Head Start program school readiness goals for the year 2014 to 2015 were developed by aligning them with the Alaska Early Learning Guidelines, Teaching Strategies Gold and the Head Start Early Learning Framework. Individual program reports as well as whole program reports are printed out for each checkpoint period: Fall, Winter and Spring.

Each site except for two sites, are able to print out progress reports at the completion of each checkpoint. The two sites without internet access have reports mailed to them from central office. The AVCP Head Start program uses Teaching Strategies Gold online for yearlong individual assessments for each child. Individual reports are shared with parents during parent conferences and exit at the end of the program year. Suggested at home activities in hard copy form are made available for parents to work with their children in different areas of development in accordance with our school readiness goals. Program goals for school readiness are made available to parents, local LEAs and the community.

The key findings for each of our assessment checkpoints are reviewed during our administrative meetings three times a year. Teaching Strategies Gold reports are reviewed in the Fall time, Fall and Winter scores are reviewed together and Fall, Winter and Spring time are reviewed at the end of the school year. Plans are made for training purposes for teaching staff based on the score results. The key findings are also reviewed as a whole program group during pre-service. Individual sites have received and will continue to receive one on one review of the school readiness goals.

| School Readiness Goals | Winter | Spring |
|------------------------------------------------------------------------|--------|--------|
| Children sustain attention to tasks and persist when facing challenges | | 53% |
| Children approach daily activities with creativity & inventiveness | | 75% |
| Children demonstrate phonological awareness | | 48% |
| Children demonstrate appreciation & enjoyment of reading | | 12% |
| Children demonstrate knowledge of letters & symbols | | 55% |



| | | |
|-------------------------------------------------------------------------------------|--|-----|
| Children demonstrate awareness of cause and effect | | 60% |
| Children find multiple solutions to questions, tasks, problems, & challenges | | 58% |
| Children demonstrate knowledge of numbers and counting | | 56% |
| Children demonstrate some knowledge of size, volume, height, weight, and length | | 62% |
| Children demonstrate awareness and appreciation of their own and others' culture | | 78% |
| Children use creative arts to express & represent what they know, think, or believe | | 63% |
| Children adapt to diverse settings | | 63% |
| Children will understand & follow rules & routines | | 78% |
| Children regulate their feelings and impulses | | 66% |
| Children engage in a variety of physical activities | | 72% |
| Children practice personal care routines | | 91% |
| Children eat a variety of nutritious foods | | 91% |
| Children demonstrate awareness & understanding of safety rules | | 78% |



Average Daily Attendance

| Center | Sept | Oct | Nov | Dec | Jan | Feb | Mar | April | May |
|-----------------|------|-----|-----|-----|-----|-----|-----|-------|-----|
| Akiachak | 71% | 64% | 67% | 51% | 53% | 54% | 55% | 66% | 75% |
| Bethel | 83% | 73% | 79% | 77% | 76% | 73% | 75% | 78% | 82% |
| Chefornak | 94% | 88% | 86% | 75% | 71% | 75% | 74% | 77% | 54% |
| Kalskag | 80% | 72% | 71% | 73% | 41% | 48% | 59% | 69% | 79% |
| Kotlik | 71% | 66% | 70% | 60% | 59% | 67% | 64% | 72% | 94% |
| Quinhagak | | | 77% | 76% | 63% | 74% | 61% | 69% | 44% |
| Russian Mission | 79% | 69% | 66% | 76% | 54% | 71% | 61% | 68% | 74% |
| Scammon Bay | 77% | 74% | 68% | 72% | 68% | 64% | 65% | 70% | 79% |
| Tuluksak | 70% | 60% | 59% | 63% | 55% | 67% | 52% | 57% | 63% |

AVCP Head Start FY15 Funding Source

Federal US Department of Health& Human

\$ 2,467,125

State Department of Education and Early Development

\$ 357,948

Housing Improvement Program

Sam White, Director

The HIP Department completed 4 new homes in Chevak, Kalskag, Kotlik, and Russian Mission. Last year and this year I have been working with administration on the Pilot Project with BIA and USDA to get a low mortgage home. In order for a new home to be constructed for the pilot project, USDA Rural Development must check to see if the applicant is eligible. After we know an applicant is eligible, I must check to see what the total cost will be to construct a home in that village. The most important part for the pilot project to proceed is that we must have site control with the environmental paper work and also to see if the trust company will approve the location of the building.

This year BIA has been working with Tununak Tribal council on constructing 2 new homes. Tununak was able to construct one home last year and AVCP HIP Department will be constructing a new HIP home. Dewayne Cooper the BIA Housing Regional Specialist worked with the tribe on getting a resolution to have AVCP HIP Department finish the building. Construction on the new HIP Home will start in mid-September of 2015.

This year we will be working on a VPSO Public Safety Building and HIP Home in Nunapitchuk. Both building panels have been completed and will be shipped on the first barge to Nunapitchuk in May. I will have local workers work on both buildings and will send out a site supervisor to make sure the buildings are constructed correctly.



Nunapitchuk's PSB/VPSO Building

Human Resources

Deborah White, HR Director

This is my second year with the AVCP Human Resources Department. There have been many changes and goals completed for the program and AVCP. This has been an exciting year. Our focus continues to be assisting 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. At this time, the department has a full-time staff of six personnel, each bringing a particular expertise to the program and then translating that to the varied needs of the Association.

The HR team is concentrating efforts in the development and management of both short-term and long-term strategies for the overall progression of the HR Department in the anticipation of the growth projected to occur within the next five (5) years.

Our Goals Continue to Be

- A diverse, highly skilled, productive, healthy, and efficient workforce.
- Fair and lawful treatment of all employees.
- Providing mentorship to assist the development of highly effective supervisors, leaders and managers, through focused and consistent training.
- Operational excellence in the delivery of all Human Resource services and functions.
- Alignment of HR policies and processes with the organization's needs and goals.
- Providing an environment of continuous improvement, collaboration and teamwork.
- Ensuring there are common systems that provide honest and valuable feedback to all levels of the organization.
- Creating methods of engaging employees to use their best talents.
- Ensuring employees understand the company goals with regular updates and how the employees can affect those goals.
- Meeting and developing the training needs of the organization.

The Human Resources Short and Long Term Strategy

Compensation and benefit packages support AVCP's efforts to recruit and retain a highly performing and diverse work force. The HR Department provides a high level of service to its customers by making use of available knowledge, skills, and technology and through one-on-one interaction with those customers. All members of the HR Department are representatives for our employees and fill an advocacy role, when appropriate. In filling this advocacy role, HR staff is mindful of the need to balance employee rights against the legitimate business needs of the organization.

- HR-sponsored training and development activities are provided to enable supervisors and employees to improve their skills and abilities in carrying out their present roles and ensure safe and effective work and habits.
- HR Staff provides appropriate career development opportunities to enable employees to better themselves by developing the skills for supervisors and managers to grow into more advanced management roles in the organization.
- The HR Department carries out the AVCP Personnel Policies and in an open and honest fashion, welcoming input and advice from our customers.
- The HR Department partners with upper management by providing professional and expert advice and services on those matters that impact upon personnel issues.

Our Goals and Strategy remains as a constant in the Human Resources Department. By understanding the importance of the AVCP and regional culture, the direction the Senior Management of AVCP want the company to move towards and the vision of the President/CEO Myron Naneng, and Executive Vice-President Michael Hoffman, HR can assist in the journey to succeed in that vision.

The success of AVCP's HR Department, as a strategic business partner within the management of AVCP, is to assist in the company's needs and goals while ensuring employees' rights and needs are met. We work towards consistent trust and confidence from the AVCP leadership and personnel. The department's responsibilities vary from benefits and compensation to training and organizational effectiveness and by looking ahead to the direction of AVCP and contributing to the growth and strategic direction of the entire company.

Accomplishments in the HR Strategic Plan in 2014/2015

- Revision of the Employee Handbook for AVCP and the development of the AVCP, LLC Employee Handbook.
- EEO survey completed in July 2015. Native hire percentage for AVCP – 91.545%.
- Development of the HR Master Process Manual for all sections of the department.
- Salary Survey for 2015 completed with results in September.
- Continued manager and supervisor course development in monthly and quarterly topic focused trainings.
- On-line applications and job opening processes completed and actively being used by candidates.
- Annual employee orientation developed and awaiting IT assistance in the Go-Live process.
- Completion of the annual and 90 day evaluation templates provided to management in November 2014 for January 2015.

Goals Plan Highlights

The lists noted below address the short and long-term goals for the Human Resources Strategic Plan. There are immediate (current 2016 fiscal year) and long-term (beyond 2016 for 3 to 5 years) strategic points the department has developed to ascertain the ability to increase efficient productivity in HR and work towards less physical document footprints in the department to increase document management. The goals established may require completion from the Director only, a team, or individual units within HR.

Some areas not highlighted below will include:

1. The continuous work on the Strategic Plan and amending as needed.
2. Completion of the 2015 Personnel Evaluation templates for all managers to be distributed before December 1, 2015.
3. SharePoint development of all HR forms for electronic signature.
4. Development of the new Longevity Awards and Employee of the Month Awards for a start date of no later than January 2016.
5. Working with Risk Management, Facilities Management and Administration in the development of the multi-level emergency response process for AVCP.
6. A secure specialized Human Resources software, referred to as HRIS, that will piggy back onto the Viewpoint accounting software.
7. Systems development in HR to assist in the Family Service Center completion and expansion of employees that are anticipated.

Goals (Short Term) for 2015/2016

- Staffing in HR:
 - Full-Time Training Professional
 - Part-time File Clerk
- Training in HR:
 - Summer Hires through ONC
 - BABS student in the school year
 - Supervisor/Manager skills training expanded
- Skills Development in HR:
 - Annual review of job descriptions
 - More E-based learning
- Compensation and Benefits:
 - Compensation/Benefits review group
 - Salary surveys
 - Total compensation reports for each employee distributed each year by February 1
- Equipment Purchasing and Inventory
 - HR staff member assignment of this process
 - Shared cost in AVCP for the HRIS software
 - Upgrading the calculators
 - Purchasing an additional scanner
 - Computer upgrades and purchases for new and existing staff as needed
 - Badging equipment for staffing purchased and managed by HR
- Tribal Relations:
 - Improved notification of hires, terms and changes from Tribal groups to HR counterparts
 - Plan documents web-based through intranet or internet for all Tribal groups
 - E-signature enrolling for benefits (check with insurance to verify)

- Tribal contact improved by IT systems
- Increased email size to villages
- Annual training through LMS

Goals (Long Term) for the next 3 to 5 Years

- Staffing in HR:
 - Employee Relations Manager
 - Department Administrative Assistant
 - Recruiter
 - HR Generalist
- Training in HR:
 - E-Based learning established
 - Full time training courses for the Association employees
 - Training room with computers
 - Village –based E-Learning system developed
 - Expanded manager/supervisor skills training
- Skills Development in HR:
 - Annual review of job descriptions for all departments
 - Career ladder advancements for all departments
- Compensation and Benefits
 - Non-evaluation based annual raises (COLA)
 - Salary Surveys
 - Total compensation reports for each employee distributed each year by February 1
- Equipment Purchasing and Inventory:
 - HRIS Software purchased
 - Electronic file system software
 - LMS – learning management system
 - Applications attached to the HRIS software
 - ATS – applicant tracking system
 - Xerox printer for very large HR jobs
 - Inventory management and tracking system
 - Smart Board for village training, all training, and interviews
 - Improved IT systems for the region
- Tribal Relations:
 - Smart Board for trainings, meetings & interviews
 - Improved IT systems for the region
 - Communication from HR to the Tribal Administrators strengthened
 - Orientation of tribal employees before the job starts
 - HR related issues managed by HR staff
 - Annual training through LMS

Indian Child Welfare Act

Cheryl Offt, Director

The AVCP ICWA Department would like to thank all the **ICWA workers, child protection teams, and tribal councils** across the AVCP region for the hard and meaningful work they do day in and out to help keep children safe and families healthy and intact. Your work makes a difference and is appreciated. Quyanal!

AVCP ICWA services strongly advocates for ICWA compact tribes' position in all open OCS cases in which a tribe has intervened on. AVCP ICWA assists with ongoing case management and legal services and attorney representation in court through a partnership with Alaska Legal Services.

AVCP ICWA department is available to all AVCP tribes for ICWA case advice and advocacy. For the current ICWA Compacted Tribes, AVCP can help with the intervention process and case management, and assist the tribe throughout the life of all their ICWA cases. AVCP ICWA also assists tribes when they want to transfer jurisdiction of state child cases to tribal cases. Once transferred, AVCP can help with the case plan, direction of the case, and initial case support, but tribal jurisdiction cases belong solely to the tribe and the case work for tribal cases are ultimately a tribe's responsibility.

Currently AVCP is working with about 35 compacts and is assisting with about 256 ICWA cases. This number fluctuates as cases close and new cases open with OCS. 114 of the cases are out of the Anchorage OCS office and about 125 cases out of the Bethel OCS office. There are also about 16 other cases that are out of other OCS offices like: Palmer/Wasilla, Juneau, Fairbanks, and Kodiak, and other OCS offices.

Community and Family Services

AVCP ICWA department also provides, through other state and federal grant funds and partnerships with TANF, services to families and community members across the region.

Family Support Services

Our family support specialist assists with supervision of family contact time for parents and their children in OCS custody. This work is done in partnership with OCS to help provide a neutral and inviting space for parents and children to spend time together.

AVCP's Healthy Families the Yup'ik Way program has been offered about once per month for the past 4-5 years. Over that time, we have had hundreds of participants from our region. The program shows a great need and desire from all participants for all services to be more culturally responsive. A copy of the latest Healthy Evaluation report is available. The culture, language, and traditions of the region can help all people, children and families.

Community Services

AVCP ICWA has a new grant from the State of Alaska Division of Behavioral Health called the Community Prevention and Early Intervention Services grant. It will last from 2015- 2019. The goal of the grant is to work with a coalition of agency and community partners to complete a community assessment, identify a priority issue, develop and implement strategies that will improve or impact the issue community-wide, for the better. This is a new and exciting process for the ICWA department.

Higher Education Services

AVCP is in the 4th year of the Rural Human Services (RH) grant. This is the 6th year overall that AVCP has offered the RHS program for the region, since it was awarded the grant in the Fall of 2008. We are expecting about 25- 30 students to graduate. Every 2 years, there has been 20-30 RHS graduates from the program. Through the grant AVCP offers funding to support RHS students' tuition, fees, travel, lodging, and additional supports, like elders in the program, computers, etc for their 2 years in the RHS program. The RHS grant also helps support past RHS graduates with some of the tuition and educational costs to enroll in the Human Services (HUMS) and Bachelors of Social work (BSW) programs through UAF. There have been about 10-12 HUMS students that AVCP supports each year and 3-6 BSW students that AVCP has supported each year since 2011. This program support is open to all adult members of the AVCP region/YK Delta.

Additional Work

AVCP ICWA also continues to offer, 2 to 3 times per year, the Undoing Racism workshops from the People's Institute that are open to public. The Undoing Racism workshops to help us all-“ individuals, communities, organizations and institutions move beyond addressing the symptoms of racism to undoing the causes of racism so as to create a more just and equitable society.” PISAB

- AVCP ICWA is partnering with the Western Regional Office of Children's Services to plan and host a regional tribal-state meeting sometime this winter.
- AVCP is partnering with all CINA (child in need of aid) parties and the statewide Court Improvement Project (CIP) to plan and host a regional Court Improvement CINA Conference sometime after the first of the year.
- AVCP ICWA is partnering with AVCP TANF to plan and implement the Structured Decision Making for TANF, an assessment tool and prevention program to prevent TANF families from getting involved with OCS.
- AVCP is partnering with Alaska Legal Services Corporation (ALSC) to plan and deliver specialized ICWA training in the region sometime after the first of the year.
- AVCP is an ongoing partner with the state of Alaska OCS for improved child welfare services in the region.

Information Technology

Deighton Liverpool, Chief Information Officer

IT Responsibilities

The IT Department is responsible for providing all of the technology needs for AVCP and its affiliates. These entities include AVCP Bethel internal staff, AVCP Services International LLC, Yuuet Yaqungviat Flight School, AVCP village staff, Tribal Members and the A&P School. IT services provided include desktop and telephone support, Email, web browsing, technology procurement, data security, application development and maintenance, Infrastructure and Network support.

Accomplishments

Over the last year, we completed the conversion of email to the Microsoft Exchange 2010 system and upgraded the network in a number of villages. Completing these projects ensured that AVCP now has a state of the art email system capable of integrating into other software platforms as IT services expand. We encourage all Tribal Members to use the AVCP Email system with standardized Email addresses so that they may be recipients of improved email and other IT services. In addition, the villages will also see improved access and stability relative to their local networks and connectivity to the internet.

On the maintenance side, many outdated desktop computers were replaced and server maintenance has continued for security and other technology patches. We upgraded the current telephone system to ensure its stability until a new Voice Over IP(VOIP) system can be implemented. Many people may have noticed that after initiating a call to IT support, they would receive an email detailing the ticket number and the problem description. When the problem is corrected, another email detailing the resolution is generated. This is the result of our upgraded ticketing system, and an effort to improve communications to our customers.

Goals

We have set some pretty lofty goals for IT for the next year. However, once achieved, there will be a more effective service model in place to serve our constituents. Some of the projects are as follows:

Fiber Ring connectivity

Currently all of the buildings in Bethel are not connected to the AVCP network. In order to do this we need to connect them all to the GCI fiber ring. We expect that this will be one of the first foundation projects to be completed.

Network/ Internet Upgrade

Network equipment will be replaced, upgraded and reconfigured for stability, scalability and security. There will be increased bandwidth to allow for faster response times in and out of the AVCP

Application Integration

AVCP desires to have one system of record so that we can better serve our constituents. We want to be able to view our clients across all programs with one single record. We are currently in the process of evaluating software products that would help in this integration process

VOIP Phone System

With the advent of newer technologies, it is imperative that we upgrade our phone system to achieve economies of scale, efficiency, ease of use, and to take advantage of the internet as the primary carrier for phone service.

Disaster Recovery and Backup

We will be adding another node to our network for backup in the event of a disaster and to avoid down time. This will be able to be accomplished when all buildings are added to the fiber ring.

Collaboration Platform and Document Management Repository

We recognize that document sharing and collaboration with the villages and tribal members can be a challenge. There are new technologies that can help to solve those issues. We have already embarked on the implementation of the SharePoint platform which will allow us to share and receive documents in real time with tribal members and villages.

Summary

The upcoming year is going to be a very important and busy time for technology at the AVCP. We have set some lofty goals but with support and cooperation these can be achieved. The projects outlined will provide the cornerstone for technology in the years to come, and our members and communities will reap great rewards .



Natural Resources

Timothy Andrew, Director

Summary

Subsistence and commercial salmon fisheries have always been important for the Yupik/Cupik/Den'e people of the AVCP Region. In many instances, along the river corridors and the coastal areas, it is a large percentage of our subsistence diets and often the mainstay of our village economies. In this regard, we focus our primary efforts on salmon issues. We continue to monitor and advocate for increased migratory bird populations. Moose and caribou are very important large game subsistence resources for our villages. AVCP Natural Resources, along with our network of involved tribal members, have been involved with various marine mammals commissions. We continue to advocate for the conservation and subsistence utilization of all the food resources we depend on for food security through the Alaska Board of Game, Alaska Board of Fisheries, the North Pacific Fisheries Management Council, the Federal Subsistence Board, the Alaska State Legislature, the United States Congress, various departments in both federal and state arenas. We have developed effective partnerships with international organizations like the Inuit Circumpolar Conference to let our food security issues be known and addressed. We look forward to continue serving our villages with dedication and hard work by our limited staff to protect and conserve our wild food resources. We thank you for your continued support and look forward to the years ahead.

Migratory Birds

Duck stamps

Duck stamps has always been a major concern for our people in the villages. AVCP, in cooperation with the Alaska Federation of Natives, through former Senator Mark Begich have pushed through congress an Alaska Native exemption from the requirement to possess federal duck stamps for the spring/summer subsistence hunt and egg-gathering of migratory birds.

Marine Mammals

AVCP Natural Resources continues to be involved in marine mammals through our membership in the Indigenous People's Commission of Marine Mammals, the Alaska Beluga Whale Committee, the Alaska Ice Seals Committee, and the Alaska Eskimo Walrus Commission. We still have yet to find the additional money to fund the meeting of the *Imarpigmiut Ungungsiit Murillkestiit*. Arctic shipping continues to be an issue. With the decreased presence of ice in the Arctic means more commercial vessel traffic through Arctic waters including the eastern coast of the Bering Sea. This can likely result in various kinds of disturbance to include subsistence hunter/commercial shipping vessel interaction, migration deviation of marine mammals, etc. All these issues are very complex and requires time and additional staff to adequately protect the interests of our villages and our hunters.

Moose

Moose in the AVCP region are faring exceptionally well with the exception of Unit 19A which still remains in restrictive hunting opportunities status. With the huge numbers of moose in the new “Unit 18 Remainder,” AVCP advocated for the elimination of the Lower Yukon and the Unit 18 Remainder borders and increased the bag limit to two moose and for the extension of the moose hunting season to March 15 on state jurisdiction land and March 30 on federal jurisdiction land. The Lower Kuskokwim moose population are still building and a census has not occurred for several years. As of the printing of this report, a harvest objective of 150 moose is currently in regulation within a harvest window of September 1-10. An RM615 permit is required within the Lower Kuskokwim Moose Management Area.

Villages along the Lower Yukon portion of the “Unit 18-Remainder” have expressed concerns regarding the placement of transporter camps in close proximity to the villages and traditional hunting areas. We’ve sent an e-mail to the Yukon Delta National Wildlife Refuge Manager reminding the refuge to consult with villages, but have yet to receive a response.

Caribou

The Mulchatna Caribou Herd still remains a concern for managers and users alike. The last count estimate of the herd was less than 30,000 animals. This is a precipitous drop from over 220,000 animals in 1996 to less than 30,000 animals today. This drop has led to more restrictions in order to conserve the current population and to rebuild the herd. After the initial drop in the population, the Alaska Board of Game lowered the population objective from 100,000 to 130,000 to 80,000 to 100,000, then finally to 30,000 to 80,000 animals. Much of the caribou herds across the globe are in the state of decline, in which the Mulchatna Herd was no exception. It has yet to be determined why the caribou populations are declining, but many speculate the primary reason to climate change.

Fisheries Program

Inter-tribal Fisheries Commissions

During this reporting period, our department has been involved in a series of meetings across the vast rivers of the Yukon and Kuskokwim Rivers with our partners in the development of the Yukon and Kuskokwim River Inter-tribal Fisheries Commissions. Kevin Bartley, the Program Development Coordinator for Natural Resources, has been the sole staff member for the inter-tribal fisheries commissions with the assistance of staff from the Tanana Chiefs Conference. We have made incredible progress on the Kuskokwim River in this regard, but lack the same development on the Yukon River due to the incredible complexities of related state/federal and Canadian management areas. The Kuskokwim River Inter-tribal Fisheries Commission has elected their officers and in-season management team Kuskokwim Fisheries In-season Management Team. Regardless, we are moving forward on the development of these important indigenous regulatory bodies.

Professional Fisheries Biometrician retained

This year, as many other years, was one of the most contentious years relating to the management of chinook salmon resources on the Yukon and Kuskokwim Rivers. Due to changes in the run forecasting by the Department of Fish & Game and the highly controversial nature of chinook salmon management on the Kuskokwim, AVCP hired a professional biometrician, William Bechtol, Phd., to review and provide expert analysis on the Bethel Test Fishery model and the interpretation of the daily information generated by the department. Many issues related to the management model was discovered and Mr. Bechtol provided valuable analysis, insight, and recommendations to the Kuskokwim River Salmon Management Working Group. His overarching knowledge of scientific models and implication to salmon management proved very valuable for the conservation and preservation of one of the most valuable subsistence fisheries in the state of Alaska.

Pilot Station Mixed Stock Analysis

AVCP continues to receive \$17,761 from the US Fish and Wildlife Service to hire a rural resident as a research assistant to conduct genetic sample collections at the Yukon River Pilot Station Sonar Project. AVCP hired Donald Kelly of Pilot Station for his 18th season as a Fisheries Technician. Donald's position is part of a mixed-stock analysis project for Yukon chum salmon. Regional genetic stock contributions and run timing estimates for Yukon chum have been estimated using samples collected in the Pilot Station test fishery since 2004. The information collected at the Pilot Station test fishery combined with collections from other projects assists fishery managers in meeting escapement goals and ensuring sustainable harvest rates. This information is critical information for salmon managers for maintaining the productivity of Yukon River chum salmon.

Forestry and Wild Fire Protection

During this last fiscal year the program received a significant reduction in funding from the BIA. Where in previous years AVCP had received as much as \$150,000 this last fiscal year AVCP only received \$25,000. The extremely low level of funding, along with the requirement to perform HFR projects in order to remain eligible for future funding, forced AVCP's wildland fire protection program to utilize reserve funds in order to complete the required seven acres of HFR work. Ultimately, despite the financial difficulties, the program was able to complete eight acres of HFR work.

HFR Projects

One of this year's HFR Projects was conducted in Pilot Station. This year's focus was on maintaining an already existing project by utilizing brush clearing and grass cutting methods. The work in Pilot Station brought 8 temporary jobs to the village and accomplished the treatment of 4 acres of protection for the village residents.

A second project was conducted in Kalskag. This HFR project focused on the pile burning phase of the project that began the previous year. A total of 242 piles were burned using a crew of seven local hires. This project treated four acres of land in Kalskag and provided protection of the multi-purpose building, the post office and 6 other homes. From start to finish the project lasted four weeks.

The third and final HFR project this past season was conducted in Sleetmute. The focus of this project was to complete HFR work begun in 2012 and delayed due to the inability to hire a crew in 2013 because of the lack of applicants. In order to avoid another delay, nearly a full year of contact with Sleetmute ensued during this last year in order to secure a six man crew to complete the 2012 project. Those efforts paid off, the crew was hired and 35 large piles were burned. The crew was able to complete the task in five days.

Sign Project

This last fiscal year saw the culmination of a multi-year collaborative project between AVCP and the State of Alaska, Division of Forestry (DOF). Previously, AVCP placed connexes in several villages which contained fire-fighting equipment. As part of the agreement between AVCP and the State, AVCP agreed to pay the State \$3,000.00. In turn, the State agreed to provide fire fighter training in the villages. The money paid by AVCP would then be returned to our region in some type of fire education material. It was decided that the money would best be used with the development and distribution of signs educating the public about the dangers of fires and the individual responsibilities that individuals can face when they light a fire. The goal of the message is to teach everyone that each and every one of us is responsible for the fires we set and to encourage everyone to call before they start a fire.

The training was completed this year and 42 fire education signs stating “You are responsible for every fire you set” were received by AVCP. Each sign focuses on dump fires and encourages community residents to call the number on the sign before starting any fire. It is anticipated the signs will be distributed soon.

We expect that we can keep going forward with HFR projects so long as they are maintenance based. While new projects would be ideal, the greatly reduced funding may limit the work to maintenance only at this time.



Office of Self-Governance

Martha Whitman-Kassock, Tribal Services Director

The Self-Governance Office at AVCP creates a single point of contact for the Office of Self Governance (OSG) and the Bureau of Indian Affairs (BIA). This office is overseen by the Tribal Services Director. The Self-Governance office at AVCP coordinates the Self-Governance Compacts between the Tribe, BIA, and OSG, to ensure that the Compact obligations of the Tribe and BIA are met; and that the integrity of the Compacts are not jeopardized. Responsibilities of this office include but are not limited to:

- Coordinating, communicating, and representing the Tribes regarding any issue that impacts and/or affects self-governance of the Tribes.
- Internally and externally negotiating, developing and monitoring compliance with applicable Tribal, federal, and state laws, regulations, contracts, cooperative agreements, memoranda of understanding, memoranda of agreements, and any agreements, that affect, associate and/or commit cooperation of the Tribal self-governing body and/or impact Tribal Sovereignty.
- Acting as the BIA Self-Governance Compact Coordinator, to ensure that the Compacts are adhered to by the Tribe and BIA.
- Participating in annual Compact negotiations.
- Working closely with all Federal, State and other entities that might affect the ability to carry out the terms of the Compact.

A summary of BIA programmatic summary handbook was released at the 2014 AVCP Convention that provides valuable information to the Tribes on the programs that are available for compact. Also, a PDF library of past Compacting resolutions is being created that will provide important historical information regarding AVCP's Self-Governance Compact.



Realty

Steven R. Street, Acting Realty Director

The mission of the Department of Realty is to discharge the fiduciary trust responsibility to our clients with skill, care, and loyalty and to ensure that trust assets and resources are managed with the highest degree of professionalism. Presently, we provide trust services to owners of federally-restricted property within the jurisdiction of forty-three tribal governments.

The Department of Realty underwent a rigorous trust evaluation by the Office of the Special Trustee, Office of Trust Review and Audit (OST/OTRA) in 2012. The Auditors concluded that the overall performance of the administration of trust functions was satisfactory. The Department of Realty was not scheduled for a trust evaluation during 2015 based on continued satisfactory performance. This is an important review for trust services and the AVCP Department of Realty is committed to exceeding the auditors' expectations.

Gina Douville, Director of Realty for nearly eight years, accepted a new position with the Bureau of Indian Affairs in her home state of South Dakota and moved from Bethel this July. Under Gina's capable leadership over the last several years, the AVCP Department of Realty has become more professionalized and efficient and has been more successful in retaining qualified staff. Our remaining managerial staff have decades of combined experience working with clients to get full benefit from their federally-restricted property. Nevertheless, Gina will be sorely missed and finding an equally-skilled replacement will be very difficult.

Land Transactions Services

The Land Transactions staff provides counseling to landowners to enable them to make informed decisions regarding their federally-restricted land. This property includes individually-owned Native allotment parcels and townsite lots that are held in federally-restricted status. Our authority does not extend to private property held in fee status or ANCSA village corporation fee land. Often, however, land transactions benefit individual owners of federally restricted land and communities as a whole because they are necessary to accomplish community projects such as an airport expansion or installation of water and sewer lines. Land transactions include gift deeds, sales, private and commercial leases, Housing and Urban Development (HUD) leases, rights-of-way (ROWs), revocable use permits (RUPs), mortgages, removal of restrictions, partitions, subdivisions, gravel/sand leases, and land exchanges. Federal requirements for most land transactions include federally reviewed and approved appraisals. The Department of Realty coordinates with the Cultural and Environmental Sciences staff to ensure compliance with federal historic preservation and environmental statutes. The staff also provides rights protection services for owners of federally restricted land, which includes performing field examinations, resolving restricted land boundary disputes, investigating reports of trespass, and negotiating settlement agreements.

Even though our Land Transactions group has been short staffed this past year, several complicated real estate transactions were completed. These included: one advertised sale, one Deed of Trust/mortgage, five gift deeds and

one negotiated sale. All of these transactions require the completion of numerous intermittent steps, often including independent appraisals, legal surveys, several field visits by various staff and contractors, negotiations with the land owners, tribal governments and municipalities, work with engineering firms, and environmental and historic preservation compliance. Most of these preliminary components of the completed transaction must be completed prior to the actual real estate transaction being submitted to the Bureau of Indian Affairs for final approval. That approval process also usually takes many months. As you can see, it is essential that AVCP retain experienced staff to initiate and complete this highly technical work on behalf of our landowners. Most tribal governments in Alaska do not have their own staff to independently complete this technical work.

As you might expect, our staff coordinates these many functions across our programs whenever possible, especially when remote field visits are required. This season, an example of such coordination was an investigation of an advertised sale application near Russian Mission. Russian Mission recently joined the AVCP compact for realty services on the strength of our Supervisory Realty Specialist, Moxie Alexie. Moxie Alexie and the AVCP Archaeologist coordinated with the property owner to travel by boat to the Native allotment parcel. During the course of the field investigation, the boundaries were located, characteristics of the landscape were evaluated, and the Archaeologist assessed the potential for the presence of undocumented historic sites. Close collaboration saved possibly months from the time it might have taken to do these two field investigations independently and definitely save money.



Wassily Alexie (heir of Native allottee) and Moxie Alexie, AVCP Supervisory Realty Specialist, discuss test excavation at possible cultural site near Russian Mission

Probate and Estate Services

The Probate and Estate Services staff is responsible for administering and managing the estates of deceased owners of federally-restricted land in our region. The staff's primary responsibility is to gather information and to obtain various legal documents in order to complete probate packages. The probate packages are forwarded to the United States Department of the Interior (DOI), Office of Hearings and Appeals (OHA) for decision. After a formal or

informal hearing, a decision is made identifying the new owners of the land.

In 2013, Administrative Law Judge, James Yellowtail, recognized AVCP for producing the most thorough probate investigations of any service provider throughout the state of Alaska. Our Probate and Estate Services staff is working hard every day to continue this very high level of service to our clients.

From October 1, 2014 to present, fifty-one (51) probate cases have been submitted from our office to the Bureau of Indian Affairs (BIA) for review. Fifty-four (54) probate cases have been issued decision by the OHA. Eighty-eight (88) new probate cases have been created, for a total of one hundred twenty-two (122) cases pending preparation by our office. Clients are highly encouraged to work collaboratively with the Probate Staff in order to meet our goal for timely submission of probate cases to the BIA.

The most significant change since 2014 has been the mandatory discontinuation of writing Indian Wills (which are wills that specifically deal with an owner's federally-restricted property) for our clients. Since the Department of the Interior's Office of the Solicitor will no longer provide review of these wills, and the BIA has recommended the discontinuation of the practice for all staff and tribal service providers, wills written by Realty staff are not presumed to be legally sufficient. Restricted landowners interested in writing an Indian Will are referred to the Alaska Legal Services Corporation (ALSC), who has offered to provide assistance.

A settlement was reached in the class action lawsuit, *Cobell v. Salazar*, and the process of identifying heirs and compensating them continues. The Garden City Group began sending Trust Administration Class Members checks where a current address was available on September 15, 2014. Presently, according to www.indiantrust.com, 941 Class Members in Alaska have been identified as those whose whereabouts are unknown. If you believe you are a Class Member, please contact the Garden City Group at (800) 961-6109.

Native Allotment Acquisition

The Native Allotment staff performs many essential functions, which include assisting Native applicants to meet the stringent eligibility requirements of use and occupancy of the land for which they have applied, verifying accurate legal land descriptions, resolving land conflicts, reviewing legal documents for accuracy and completeness, counseling the Native applicants, and acting as a liaison between the Native applicants and outside agencies. The staff also maintains working relationships with such entities as the Bureau of Land Management (BLM), the Bureau of Indian Affairs (BIA), ANCSA Corporations, and various state agencies.

The Department of Realty, in close cooperation with the Department of Cultural and Environmental Sciences, also relies on a series of custom database applications to track land status, ownership, workflow, use and occupancy, and tribal service provider jurisdictions. Our land status information is geospatially-enabled and we are frequently contacted by the Bureau of Indian Affairs, tribal governments and other federal and state agencies as the best source of jurisdictional information and tribal service provider boundaries.

If you have any questions or comments about any of our ongoing projects in the AVCP Department of Realty, please call the Acting Realty Director, Steven R. Street, at 907-543-7355 or send an email to sstreet@avcp.org.
Quyana cakneq!

Social Services

Nicholas Hoover, Director

Energy Assistance Program

Low Income Home Energy Assistance Grant Period 10/1/2015-9/30/2016

Affordable Heating Program Grant Period 7/1/2015-6/30/2016

Citizen Energy (CITGO) 1/1/2015-7/31/2015

The 2015 program year was again funded by both the Low Income Home Energy Assistance Program (LIHEAP) and the Alaska Affordable Heating Program (AKAHP). The total budget for FY 2015 LIHEAP was \$2,646,272.71, of which \$1,929,569.19 went to Heating, Crisis, and Weatherization Assistance benefits. The total budget for FY 2014 AKAHP was \$1,956,900, of which \$1,508,624 went to Heating Assistance benefits. The combined benefit amount of \$3,438,193.19 was awarded to 2,043 households.

The Crisis Heating Assistance Program (CHAP) provided 27 gallons to 667 households from January 10, 2015 through May 31, 2015. LIHEAP was awarded to 1775 households from January 10 through August 15, 2015. AKAHP-only benefits were awarded to 49 households for a total of \$20,836, and as supplemental benefits totaling \$979,819 to 1,016 LIHEAP recipients from January 10 through June 26, 2015.

CITGO was distributed in the amount of \$252 to 456 households for a total of \$114,793.37. With deliveries completed by 7/31/2015 and payments to vendors completed by 8/14/2015. We never know if this program will continue so we take it year by year.

The program start period for EAP is “on-time” in comparison to previous years. For the upcoming FY 2016, period 10/1/15-9/30/16, our target start date is October 1, 2015. The actual start date may be later dependent on how soon we get the federally approved LIHEAP Grant amount in order to devise the 2016 Award Payment Matrix. In preparation for this opening we’ve begun early to set Vendor Agreements in place.

We are also possibly welcoming up to eight villages from Lower Kalskag to Lime Village into our Energy Assistance service area. Once confirmation is given by the U.S. Department of Health & Human Services, Administration for Children & Families, Office of Community Services on this issue, we will begin setting up Vendor Agreements and include them into our payment matrix.

For FY 2015 we went into a first-ever agreement with Napaimute Enterprises, LLC, as a firewood vendor. They were able to deliver firewood to a few clients instead of stove oil or gasoline and motor oil for home heating. This endeavor was not as successful as we hoped due to the ice jam below Kalskag that hindered access to their wood cache. We plan to continue this partnership to expand deliveries to more clients in the AVCP Region, and to support their important business endeavor.

This year we increased the Weatherization program’s allotment from 10% to 15%. With these funds we ordered 1,500 Weatherization Kits from AM Conservation Group, Inc. and are being distributed to the first 1,500

LIHEAP recipients. These were delivered by boat to Tuluksak, Akiak, Akiachak, Kwethluk, Oscarville, Napaskiak, Napakiak, Atmautluak, Nunapitchuk, and Kasigluk. Kits will then be mailed directly to clients in the outlying villages. The kits include weather stripping, caulking, energy efficient light bulbs, and water-saving aerators. Over the long run we hope to enable clients to save money on energy costs. We also expanded services to heating unit parts and repair.

This year we continued to work in close partnership with AVCP's Temporary Assistance for Needy Families (TANF) program. Any applicants we received who were, or had, TANF clients in their household were referred to TANF Supportive Services which can provide heating assistance to their clients. Then, if that resource is depleted and clients are still in need of assistance, TANF Supportive Services would refer them back to EAP. This has been a success in a wider distribution of government benefits.

With the guidance of the new Chief Information Officer we have been working with Handel Information Technologies, Inc. to possibly implement a new software, RiteTrack, to better administer all programs within AVCP. This will vastly improve all aspects of program administration and means better service to our People.

BIA Welfare Assistance Program

Grant Period 1/1/2014-12/31/2015

General Assistance (GA) Program

In 2014 we awarded \$2,644 to 7 households and continue to seek new clients. In 2015 Year to date we awarded \$2,269 to 3 households. We'll continue to conduct outreach activities to seek more applicants.

Burial Assistance Program

In 2014 we awarded \$32,432 to 21 deceased Tribal Members. In 2015 YTD we awarded \$32,203.84 to 17 deceased Tribal Members.

We have been able to administer these BIA programs in compliance with policies and procedures since we received training in the spring of 2014. We are constantly improving and will cross-train all department staff to assist clients at all times.

Title VI Older Americans Program

Grant Period 4/1/2015-3/31/2016

We are currently on year 2 of a 3-year grant period 4/1/2014-3/31/2017 for the same 12 villages. We received the first year's grant of \$118,860 which was partially awarded to 3 school districts to provide meals to 567 Elders. Over-expenditure was charged to FY 2014 in the amount of \$45,891.87. The funds that were not utilized in this program for the Elder Meals will be carried over to the 2015-16 school year. We will be sending out payments at 75% of their allotment this fall with the remaining 25% upon receiving year-end reports in March 2016. As we've learned to

properly administer this program we intend to ensure the school districts are funded to provide this important service to our Elders.

Donations

Calendar Year 1/1/2014-12/31/2014

Burial Donations

In 2014 we donated \$62,873.13 to the families of 91 deceased Tribal Members. So far in 2015 we've donated \$68,250 to the families of 96 deceased Tribal Members. Policies were published to ensure continuity in contributions. We continue to reach out to all AVCP Tribes to offer assistance in times of death.

General Donations

Over the past year the Donation Committee has been very stringent on approving non-burial donations. Whenever possible donations requests such as for Clean-up, Green-Up were forwarded to programs such as TANF, where such expenditures are appropriate.

Raffle

For this year's AVCP Annual Convention, we are again holding a cumulative \$50,000 in prizes.

Prizes:

| | | | | |
|----------------------------|----------------------------|---------------------------|---------------------------|---------------------------|
| 1 st : \$25,000 | 2 nd : \$10,000 | 3 rd : \$7,500 | 4 th : \$2,500 | 5 th : \$1,000 |
| 6 th : \$1,000 | 7 th : \$1,000 | 8 th : \$750 | 9 th : \$750 | 10 th : \$500 |

Ticket price: \$10 per ticket, or a book of 5 tickets for \$40.

Drawing held at the end of the Swanson's Store on October 9, 2014 at 6:00 PM.

All proceeds fund the AVCP Donation Program.

Summary

This has been another busy and successful year for our department. We were able to hire new Energy Assistance Clerks who've greatly improved the processing times for EAP applications. This also allowed us to improve customer service since staff is less overloaded. We have improved our relationships with vendors to better manage funding. We continue to proudly serve the People of our region.

Temporary Assistance for Needy Families

John McIntyre, Director

Staff

AVCP TANF staff consist of: Director, Case Manager Supervisor, Eligibility Specialist II's, Case Manager Specialists, Float Village Case Manager, Data File Clerks, (CSED) Data Entry Clerk, Administrative Assistant, Eligibility Technicians, On-Call Eligibility Technician, Case Manager, TANF Compliance Officer and a TANF Grants & Compliance Accountant. TANF currently has 23 Bethel based staff.

AVCP TANF has Village Case Managers in the following Village: Akiachak, Alakanuk, Chevak, Eek, Emmonak, Hooper Bay, Kasigluk, Kalskag, Kipnuk, Kongiganak, Kotlik, Kwethluk, Mountain Village, Napakiak, Nunapitchuk, Pilot Station, Russian Mission, St. Mary's, Scammon Bay, Tuluksak and Tuntutuliak. Cheforak, Napaskiak, Quinhagak, Tununak and Aniak, that serves the villages of: Aniak, Chauthbaluk, Napaimute, Crooked Creek, Red Devil, Sleetmute, Stony River and Lime Village. AVCP

TANF currently employs a total of 50 Village Based Case Managers, throughout the YK Delta.

AVCP TANF also opened an office in FY 2015 in the villages of: Bethel and Newtok.

Program Description

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.

- To assist needy families so that children can be cared for in their own homes;
- To reduce the dependency of needy parents by promoting job preparation, work and marriage;
- To prevent out of wedlock pregnancies; and
- To encourage the formation and maintaining of two parent families.

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, under the four purposes of TANF.

Accomplishments

AVCP TANF has worked hard in providing services to its clients, and has accomplished the following activities.

AVCP TANF program averaged a total of 497 active TANF cases each month, for FY 2015, which is from July 2014 to June 2015, AVCP TANF paid a total of \$4,002,999.50 cash benefits. Also AVCP TANF paid a total of \$313,327.43 for supportive services. The total paid for services by AVCP TANF in FY 2015 is \$4,316,326.93.

AVCP TANF also provided six tribes with funding to administer an Elder and Youth program, which promotes and prevents youth from becoming dependent on welfare, and working toward self-sufficiency. The total amount spent for the Elder & Youth projects in FY2015 was: \$52,500.00.

AVCP TANF provided funding to Campfire Alaska Rural Program in 14 villages in the AVCP Region. Campfire Alaska Rural Program provides a day camp for Rural Children that teaches healthy life choices, as well as cold water safety and swimming lessons to children. In FY 2015 AVCP TANF paid \$193,808.00 for this program.

AVCP TANF also provided Clean-Up Green-Up funding to 21 villages in the AVCP Region. This program teaches children to respect for our land and communities, and teaches children about healthy living. Each Tribe was provided snacks as well as prizes for children that participate in the activities. AVCP TANF paid a total of \$10,957.67 for this program.

If you have any questions please call 1-800-478-3157 and ask for TANF. Quayana.



Transportation

Clarence Daniel, Director

Program Purpose

AVCP entered into an agreement with the Federal Highways Administration (FHWA) for the assumption of the Tribal Transportation Program (TTP). The success of AVCP Transportation Program is dependent upon pooling and leveraging funds from the TTP with the much larger sources of funding opportunities. The Transportation Department's purpose is to promote the economic development of villages through planning, designing, constructing and maintaining priority projects in the AVCP region.

Program Description

Assist consortium member Tribes in AVCP's Tribal Transportation Program (TTP):

1. Develop and/or update long range transportation plans (LRTP)
2. Develop and/or update tribal safety plan(s)
3. Develop an AVCP Transportation Improvement Plan (TIP)
4. Submit and/or update the BIA inventory
5. To address on transportation and infrastructure needs all activities associated to plan and/or design projects
6. Construction of projects to standard- either through force accounting or contracting with construction contractors
7. Provide workforce development opportunities for tribal members
8. Managing the funds and reporting associated with all of the above

Program Accomplishments

1. Construction projects completed in Scammon Bay and Eek.
2. Construction project started in Alakanuk, Kongiganak, and Chevak
3. Construction ready in Oscarville and Napakiak
4. Ongoing design projects in: Hooper Bay, Hamilton, Pitka's Point, and the Ilkivik port and road.
5. Project planning in Platinum and Kipnuk
6. Completed Safety funds to create safety plans
7. Updated LRTP's and priorities
8. Maintenance program ongoing

Goals

1. Continue to update LRTP's and priorities with Tribes as necessary
2. Consistently have at least 2 construction projects per year and enough projects in design to sustain this goal.

3. Proceed to deal with Transportation issues at the national level to ensure that any new regulations introduced or proposed will not adversely affect AVCP Transportation and rural Alaska in general.
4. YK Corridor – pursue additional funding to complete design
5. Continue to seek, investigate and develop other funding opportunities
6. Continue developing trail marking project with consortium tribes with Federal Lands Access Program funds.
7. Investigate development of core construction crew with our consortium tribes
8. Pursue excess state – aid funds through 23USC 202 (a)(9) for construction projects
9. Work with local legislators to create State of Alaska TTP funding opportunity

We would like to thank all the AVCP Tribes that either joined or decided to remain in our transportation consortium. We believe with the rising cost of living that is affecting our region, this consortium will have the ability to leverage our funds with other funding opportunities to get our transportation projects completed in the most efficient manner. Maintaining a certain level of funds is vital to the success of the transportation department for these reasons: (1) to supplement the absence of funding sources eliminated by MAP – 21; and (2) to have the ability to enter reimbursable agreements for additional funding sources that become available.

We again partnered with Yuut Elitnaurviat to provide workforce development providing training for welding, CDL, and certified flagging. To date we have hired 76% of the participants that completed their training. We will continue to provide training opportunity for consortium tribes' members.

We submitted three applications to TIGER: Napakiak, Hooper Bay, and Pitka's Point. Results and awards have not yet been announced. We submitted 8 safety applications according to the safety plan adopted by our tribes, they are for AWOS in aviation, safety/crash data reporting, protective gear (helmets, etc.), SAR training, SPOTS, Survival Education Training by local professionals, trail navigation, and VPSO training. Awards will be announced in 2016.

Reauthorization continues to be slow and will likely remain so since this is an election year; there are three main proposals floating around: GROW AMERICA, DRIVE ACT, and TIRES ACT. AVCP worked with Kawerak and Central Council Tlingit and Haida to come up with reauthorization language that addressed Alaska specific issues but was in line with the Unity Caucus proposal.

Again thanks for your continued support with us while we continue to investigate ways to develop this department to its maximum potential.



Tribal Justice

Monique Vondall-Rieke, Director

The Tribal Justice Center (TJC) has undergone many changes since the last AVCP Convention. April January, who served as the first Tribal Justice Director under the U.S. Department of Justice (DOJ) grant received, left AVCP in Fall 2014 and the second director, Joseph Slats, passed away due to an unfortunate and unforeseen illness. June 1, 2015 Monique Vondall-Rieke began as the new TJC Director and has been busy working on building resources and relationships with the tribes of AVCP.

Tribal Justice Center Updates

In the first part of June, two partnerships were secured through the new director. Michigan State University School of Law's Indigenous Law and Policy Center committed to providing law students to conduct research and other projects for AVCP's TJC. The University of North Dakota School (UND) of Law's Tribal Justice Institute became a partner with our center as well. In fact, UND's Tribal Justice Institute listed AVCP's TJC as a partner in its civil and criminal justice training grant that it has received for the past 13 years. We are waiting for the Federal Register's announcement on UND's grant. If funded, it will create a contractual partnership whereby AVCP's Tribal Justice Center will be paid to organize training opportunities for Alaska's Tribal Courts. Not only will this put AVCP on the map for bringing specialized tribal court training to Alaska, but it will also generate event funds within AVCP's community and provide our tribal courts with much needed ongoing training opportunities.

Tribal Justice Funding Initiatives

The DOJ grant that TJC currently operates under, received a one year extension of the grant until September 30, 2016.

TJC is currently working with the BIA's Tribal Justice Services department in order to possibly establish base funding for the Tribal Courts in the 56 tribes that we serve. With the help of the summer legal department intern, we conducted a survey of the tribes to see how many tribal courts were still in operation. Sadly, we learned that a large percentage of tribal courts that existed even in November 2014 have since then had to close their doors. The re-establishment and development of new tribal courts is a priority for TJC. We look forward to contacting targeted villages to visit with the BIA/TJS team during the winter and spring months. The development of this initiative would not be possible without AVCP being chosen as a TIWAHE Initiative tribal organization.

TJC has submitted \$7 million in proposals to fund the new development of tribal courts and for enhancement and reestablishment of tribal courts. These funding options are being considered and we hope to hear back from them soon and hopefully report that we are ready to assist tribes in development of tribal courts and sentencing (or Peacemaking) circles to address the needs of the tribes with respect to the Tribal Courts. If these proposals are granted, our goal is to establish up to 30 tribal courts within the Y-K Delta Region. We look forward to reporting our successful grants to the AVCP membership if funded.

Tribal Services

Martha Whitman-Kassock, Director

Mission: To promote self-sufficiency in all aspects of local governmental management and administration of Tribal Operations.

AVCP Tribal Services provides support to Tribes for their administrative capacity. Services include assistance with:

- Tribal Constitutions
- Ordinances
- Elections
- Tribal Enrollment and Tribal Identification
- Personnel Policies and Procedures
- Budgeting and Reporting
- Organizational Management
- Accounting Systems
- Operation of Utility
- Payroll Taxes
- Information Technology
- Training
- Tribal Council meetings
- Correspondence

Tribal Operations Specialists and Tribal Services Technician serve Aid to Tribal Government Compacted Tribes by conducting Tribal assessments and providing samples and recommendation letters based on their findings. They also conduct training and provide one-on-one assistance for the services listed above.

ATG Compacted Tribes

In 2015, ATG Compacted Tribes include:

- Alakanuk
- Bill Moore's Slough
- Chevak
- Hamilton
- Hooper Bay
- Kipnuk
- Kongiganak
- Kotlik
- Lime Village
- Lower Kalskag
- Upper Kalskag
- Napaimute
- Napakiak
- Napaskiak
- Newtok
- Nunam Iqua
- Oscarville
- Pilot Station
- Platinum
- Red Devil
- Scammon Bay
- Stony River
- Tuntutuliak

In February 2015, AVCP Tribal Services collaborated with the Department of Community and Regional Affairs (DCRA)/Rural Utility Business Advisors (RUBA) to provide training to AVCP member Tribal and City Governments for Elected Officials.

In March 2015, AVCP Tribal Services and the Economic & Energy Development Department hosted the Partners In Progress (PIP) Summit that provided information and training for the Office of Self Governance (OSG), Bureau of Indian Affairs (BIA), grant writing, and Tribal Administrator training.

In April 2015, AVCP Tribal Services hosted a four-day Quickbooks training with trainers Pati Crofut and Joanna Knapp from Turnagain Press.

Village Public Safety Officer Program

Alvin Jimmie, Director

Fiscal year 2015 has been an over-all good year for the AVCP VPSO Program. We were allocated 27 VPSOs and 16 out of 56 villages had VPSO(s). The remaining villages were relied on the Roving VPSOs we had in Bethel, Aniak and St. Mary's.

FY2015 has been challenging with turnover in the program. There has been an average of 21 VPSOs employed with the Association of Village Council Presidents. Some have moved on to other things in their lives, but with that we've hired three new recruits to fill their places. These new recruits are set to finish their training by the end of 2015 or early 2016.

History was made with the passing of HB199 into legislation, which allowed for VPSOs to legally be armed while on duty. This change also phased out the Rural Law Enforcement Training and all new VPSO recruits now attend the Alaska Law Enforcement Training. New hiring standards were implemented thus adding to the qualifying guidelines for hiring new VPSOs. These guidelines included thorough background investigation and a physical fitness test of 25 push-ups, 27 sit-ups within 1 minute and a mile and a half run within 15 minutes and 12 seconds

VPSOs have the option to further their career in being armed. There are further qualifications and expectations to meet before being armed. The first step is successfully completing a more in depth background investigation, then taking and successfully completing a proctored written test. Once that is complete the VPSOs must pass the physical fitness test. (Which are the 3 physical tests mentioned above) They then have to pass a psychological exam. Finally, once they pass all the requirements, they will be reviewed by the review board before attending the 21 day Arms Transition Course in Sitka.

At the end of FY15 there was lapse funding available for the VPSO Program, due to the purchase of equipment for the VPSOs. This equipment includes Microsoft Tablets, two new Side-by-side Honda ATVs, four new Honda ATVs, and a Wooldridge boat. All items will be used to further simplify and enhance the performance of our VPSOs, and help us with our budget shortfall this coming fiscal year.

For FY2016 budget, we are allocated 20 VPSOs for our region. We are reviewing and planning how we can better serve the communities/villages even with our reduction in budget.

In closing, I would like to thank all the AVCP Region VPSOs for the commitment they give to help others from harm and danger.



Vocational Rehabilitation

Irma Goodwine, Director

Program Budget Summary

The VR Program operates on a \$430,094 annual budget. The VR is presently operating on its final 5th year of its 5 year cycle, ending September 30, 2015. It has been awarded 3 times making it its 15th year of operation. The Program has reapplied for another 5 year grant competing with 40+ National Tribal Programs where only 25 to be granted.

On-going Outreach/Services

On a continuing basis, the Program staff do as much outreach through brochures, presentations, partnerships, and travel to villages. We currently carry over 45 cases. Many of the services we provide are as follows and are limited to:

Hearing aids, job coach, equipment, supported employment, vocational training, scholarships, psychological evaluations, on-the-job training counseling, housing, transportation, and other identified services.

Partnership/New Project

Alaska Consortia of Tribal Vocational Rehabilitation (ACTVR) consists of all 11 Tribal VR Directors in Alaska, is continuously working with the State of Alaska Division of Vocational Rehabilitation (DVR) with an MOU that was established in 2000. This allows a partnership between each agency to provide the highest quality of services by sharing cases. AVCP VR also partners with many other different agencies, including Alaska Traumatic Brain Injury Network, Statewide Independent Living Council, Alaska Mental Health Trust Authority, UAA Disability Support Services, ATLA (Assistive Technology of Alaska), Alaska Center for the Blind, Disability Law Center, all school districts, YK Behavioral Health, YK Developmental Disabilities, Job Center, Access Alaska, and many others. With much collaboration, we are able to serve consumers with high quality services.

AVCP VR opened its very own Loan Closet 4 months ago. This is a program to allow elderly and people with disabilities to be able to loan out available assistive technology when needed. Brochures will be developed at a later date.

There are a couple group projects that are underway which are in partnership with the Kuskokwim Learning Academy (KLA) and the McCann's Inhalant Abuse Center. KLA has a program in place working with students who are transitioning into adulthood allowing On-the-Job (OJT) Training in different worksites. This allows the students to gain the skills and experience in different work fields so they will be prepared for the workforce once they graduate from high school. The Inhalant Abuse Center on the other hand will be working with students to gain skills in subsistence activities in a fish camp setting.

Notification of refunding will be sometime in September 2015.

Youth Services

Daniel Bill, Director

Create a community Suicide Prevention Coalition & suicide prevention plan in each community. Each Healthy Family Navigator developed a partnership with village agencies who have services for young adults. School staff such as the school counselor was made as the contact person to work with students. Together they arranged and did presentations on suicide prevention for high school students and junior high students. It was a plan to notify the parents or guardian if a student was identified as being high risk for suicide and/or the student is depressed. QPR and safe talk trainings for young adults were done at three villages.

It was planned and the dates set that there would be community meetings to develop and document a suicide prevention plan for each village. Three village meetings were done to develop a suicide prevention plan. One village meeting was cancelled at the recommendation of Healthy Family Navigator (HFN). Before rescheduling the date for the meeting that HFN resigned from the position. Each gathering was recorded to be documented after the meetings. These meetings were not transcribed for various reasons. They are being transcribed by the director because of dialect differences.

Comprehensive Training for parents, teens, service providers, law enforcement, tribal judges, teachers, health aides and others to be gatekeepers and to be ready for youth to disclose suicidal intentions in each village.

American Indian life Skills Development/Zuni Life Skills Development training so that the curriculum can be implemented in villages. This training was done at Bethel. It was attended by two school representatives, two tribal council representatives and Healthy Family navigator from each village. It was the plan that each village would advocate for the acceptance and use of the curriculum at the school district. One Behavioral Health Aide at one village started using it when providing direct service. One tribal council member was told that he would be on the agenda at the next school year meeting when the school advisory board met at the end of the school year.

Applied Suicide Intervention Skills Training (ASIST) was attended by all of the Healthy Family Navigators. One ASIST training was done at a village. Majority of those who attended recommended that this training was not appropriate for the villages. Hence in its place, QPR and safe talk was done at three villages. This training was very well accepted by community members.

Healthy Family Training with suicide prevention focus was done at three villages. This training was very well accepted by village members since it used traditional methods one how to make a family healthy. It also taught how adults and youth can identify a high risk person. Once identified and verified, the attendees were taught where to refer the person. During 2014 five hundred sixty eight persons were referred to behavioral health. The instructors were invited back to provide training for those who did not attend.

Develop a comfortable, reliable, fun and accessible Youth Program in every village.

The Youth Services staff had a tele-meeting every Monday and Friday. During this time HFN talked about what activities they are doing during the week in preventing suicides. This meeting gave other healthy family navigators ideas on what they

could do to prevent suicides. Most of the activities most enjoyed were those that made them contributing members of the family. Toward that end, the HFNs organized activities like making fish traps, making jelly, beading, baking cakes and pies, food gathering activities according to season, volunteering to activities honoring the elders, when there was community potlatch they volunteered to help during these events, sponsoring activities during holidays, having young adult dances – native and western. The safe places for youths to gather were approved by the tribal council.

Implement American Indian life skills development to select villages

It is my opinion that this is an unattainable goal for one year. This is one that can be obtained in three to four years. This is because of the largeness of the Lower Yukon School district. There are 12 village schools which include the four selected villages where HFNs live.

The behavioral health aide at one village used it to teach life skills to clients. HFNs have plans to lobby for its acceptance at their local schools.

Outreach and lifeline

At the request of village members, each home was given a list of places and their phone numbers where a person or family members, friends or community members can call if a person was identified to be a high risk for suicide. The numbers include village phone numbers, regional phone numbers, statewide phone numbers and national phone numbers. The list included signs and symptom of suicidal person.

Outcome of above activities

There were two suicides the spring of the first year at one village and there was one at another village. Since that time no one committed suicide at the two villages. There were no suicides at two other villages in 2013 to present. In the past one village had suicides every year and the village members got accustomed to yearly suicides. This cycle ended in 2013 during that year the HFN gave suicide prevention presentations at the school and places where young adults gathered for various activities like summer youth employment, community western and native dances and places where services were provided for young adults.

Directors Thoughts

Most of my adult life the primary work that I did was providing direct services as a mental health clinician, being a director for mental health program and providing emergency services which included going to villages to provide preventive services and providing critical incident stress debriefing. I had colleagues go with me during these activities. Despite all preventive activities that we did as mental health clinicians, suicides continued. I had spoken for preventive services be funded at the regional level. Despite all the prevention activities that were done regionally, suicides continued.

This is the first service that was provided where a village member was hired and promoted suicide prevention at their village with their selected activities. They had activities for young adults and were there to teach the will to live. They succeeded in preventing suicides. Each village stated that suicides were much lower compared to the past. Witnessing the success of prevention suicides, I now fully support a suicide prevention worker at each village with support at regional level.

Yup'it Piciryarit Museum

Eva Malvich, Museum Director/Curator

Museum Exhibits

March 2015 - Cikiutet Qelkatat "Gifts of Treasured Things" temporary exhibit

April 2015 – July 2015 The Artwork of Mike McIntyre

August 2015 - Veterans Memorial Park Muktuk Marston Plaque temporary exhibit

August 2015 - October 2015 the Inuguaq Exhibit "Yup'ik Dolls"

November 2015 – December 2015 Container – to Hold Juried Art Exhibit

Donations

Ronda Sargent donated a color print of Mrs. Link, Bethel's earliest resident.

Judy Schumach donated a quilt, commemorating the anniversary of the founding of Bethel.

Frank Ashepak donated birch bark to the museum.

The family of the late John White donated a foot stool made of Musk Ox hide.

The museum received the first Tundra Drums newspaper by an anonymous donor.

The museum received animal hide mukluks and matching mittens by an anonymous donor.

Updates

Inventory of collection January 2015. Updated value of collection for insurance purposes.

Local Heritage Researchers in several area villages are working with LKSD and the AVCP Museum on a collaborative archive project to preserve Yup'ik material in schools, and to document the village's cultural and historical documents for long-term preservation.

Classes held in conjunction with YPCC:

Free Fish Skin Sewing Class with Karen McIntyre March 30 2015 – April 4, 2015

Material Traditions: Sewing Gut Bethel Community Workshop January 24 -25, 2015

Artist Symposium May 21 – 22, 2015

Yup'ik/Cup'ik Doll Making Class May 23 – 24, 2015

Yup'ik Story Hour with George Amik



Quyana Cakneq! AVCP would like to thank all
who sponsored the 2015 Annual Convention.





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Door Prizes donated by Calista Corporation, RAVN, and AVCP RHA



The 2015 Annual Report was put together with the help of the Department Directors, Staff and Sponsors. Thank you very much for making this a success and Best Wishes for another year.

Quyana Cakneq!

Mike McIntyre

Program Outreach Coordinator



Association of Village Council Presidents • P.O. Box 219 • Bethel, AK 99559