



2016 Annual Report



Healing our Families through
Connections to our Land and Culture

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Association of Village Council Presidents

2016 Annual Convention

Yupiit Piciryarait Cultural Center

October 4-6, 2016

**Working together to achieve positive change for a
stronger tomorrow through unity**



AVCP Mission Statement

*Yuut aturyukngaitnek paivciluni ikayurluki yuungaqlerkaitnek cali allat yuut aturyukngait
ellmegnek piyugngarillerkaitnek makut yuut atuqekngait. Yuuyarait piciryarait-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 · Aniuk · Atmaultuak · Bethel · Bill Moore's Slough
Chefornek · 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 Chiefs



Traditional Chief
Peter Moore



Second Chief
Bea Kristovich

Executive Board



Unit 1
Cyril Okitkiun
External Operations

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



Unit 2
Christina Changsak
Internal Operations

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



Unit 3
Julia Dorris
Governance

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



Unit 4
Vacant

Representing: Akiachak,
Akiak, Kwethluk, Tuluksak



Unit 5

James Paul

Internal Operations

Representing:

Napakiak, Napaskiak,
Oscarville



Unit 6

Michael Martin

Governance

Representing: Atmaultuak,

Kasigluk, Nunapitchuk



Unit 7

Roland White

External Operations

Representing: Kipnuk,

Kongiganak, Kwigillingok,
Tuntutuliak



Unit 8

Albert R. Williams

External Operations

Representing: Chefnak,

Mekoryuk, Newtok,
Nightmute, Toksook Bay,
Tununak, Umkumiut



Unit 9

Edgar Hoelscher

Internal Operations

Representing: Chevak,

Hooper Bay, Paimiut,
Scammon Bay



Unit 10

Annie Pete

External Operations

Representing: Eek,

Goodnews Bay,
Platinum, Quinhagak



Unit 11

Thaddeus Tikiun Jr.

Governance

Representing: Orutsararmiut

Native Council



At-Large

Henry Hunter Sr.

President's Message



Michael J. Hoffman, Interim AVCP President/CEO

Waqaa and welcome everyone to the 2016 AVCP Annual Convention. This year's convention theme is, **Working together to achieve positive change for a stronger tomorrow through unity**. 2016 has been a year full of significant positive changes for the Association of Village Council Presidents. Change is not always easy, but the changes were necessary in order to make this a much stronger organization for all of us, our children and our grandchildren. As an organization we have taken a good look in the mirror to identify our strengths and weaknesses and made the necessary changes we needed to make. What we see now is an organization that is ready for any task presented to it.

Everyone here at AVCP has worked hard this past year, harder than we have ever worked before. Now that the Annual Convention is underway, it will be ten-months into our quality improvement process. The staff, the directors, and the Executive Board have been embracing these changes. These changes make us proud, because we all see that they are improving AVCP.

Strong leadership is essential to the successful operation of an organization as large and complex as AVCP. The Executive Board realized the critical need for a smooth leadership transition. They began the process of recruiting and hiring a person who has the experience and training to run a large nonprofit organization. It will allow the Executive Board to monitor the transition and to ensure we continue moving in the direction of the quality improvement process, which is in the direction of transparency.

Our administration has worked very closely with the Executive Board, and we are taking the Board's lead on the direction of AVCP. The Executive Board has done an outstanding job of making the hard decisions. They have met twice as often as past boards, and each meeting has lasted twice as long. They have invested hundreds of hours of time learning about AVCP, the complex web of programs and services we provide, the regulations and laws that AVCP must abide by. They have created a new governing structure, working in committees, greatly improving the quality of communications between administration, the staff, and the Executive Board.

AVCP has worked very closely with the grantors throughout this past year, especially with the announcement of re-audit. Making sure we have a good working relationship with our grantors is essential to maintaining and increasing our ability to provide services in this region.

As I have now said many times, AVCP was a victim of its own success. We grew so fast the past 8-10 years. We discovered that the development of administration did not keep pace with that growth. We were running 21st century programs without the updated administrative procedures and staff needed to properly oversee those programs.

Improving the oversight of grants and compliance was the number one focus for administration and all the departments. We have built up our Finance Department's capacity to fully meet grants and compliance requirements by re-organizing the department and hiring a director.

This nature of quality improvement is not something that changes overnight. It is going to take time. We have done multiple trainings, and implemented weekly meeting schedules, as examples of changing the way AVCP does business on a daily basis. These changes have directly impacted how we work as communication has improved at all levels within the organization. We will continue to build the infrastructure of AVCP by enhancing both corporate and departmental policies and procedures in the coming year. AVCP's Quality Improvement Process has helped the organization adjust to changing times. AVCP has grown many times over and the new processes of handling day to day operations are allowing us to better administer programs and the people that we serve.

Despite all the things we are doing in the background, AVCP is still delivering services to the region. We are not just maintaining services but our goal, and all the efforts of this past year has been to improve and expand services and service delivery. Tribal Justice through our Tiwahe Demonstration Project, Healthy Families and Tribal Workforce Development through TANF, are all programs that are new and /or have experienced enormous growth in this past year.

AVCP's mission is to provide human development, social services and other culturally relevant programs for our people, through a working partnership with member villages in the Yukon-Kuskokwim Delta. In August, the Executive Board of Directors directed administration to meet with as many tribes and units to listen to the issues that they presented. During the last few months, I had the opportunity to meet with the regional leaders, our Tribal Councils, and Tribal Members. Those meetings were to help prepare our tribes for the 2016 convention. We wanted to gather your input and hear what you had to

say. Face to face. All of the wisdom and direction we have received from the villages and meetings with the tribes has been overwhelmingly positive for AVCP. One of the main messages I heard from all over our region is that we need to work towards unity through better communication. We heard you loud and clear, and have pledged to concentrate on improving this in the year to come.

AVCP is at a pivotal turning point in its history. With 52 years under our belt, AVCP will continue to be the voice of the people of the Yukon Kuskokwim Delta. I have no doubt that AVCP will continue to work to improve the quality of life for our people. But in order to grow stronger we must work to build each other up, through respect, honesty, transparency and unity because that is what we must strive for. This has been an incredible opportunity for me, and I am so grateful that I had the chance to lead this amazing organization.



Michael J. Hoffman, Interim President/CEO



Bethel, Alaska

Cultural & Environmental Sciences



Steven R. Street, Director/Archaeologist

Specialists in historic preservation, oral history and environmental science provide technical expertise to the AVCP Department of Realty, 56 member Tribal governments, and Native communities throughout the Yukon-Kuskokwim Delta region. The department assures that all real estate transactions completed by AVCP comply with the National Historic Preservation Act (NHPA), the National Environmental Policy Act (NEPA) and the Native American Graves Protection and Repatriation Act (NAGPRA), among other federal statutes. We assist member Tribal governments with their environmental projects, such as backhauling of solid and hazardous wastes, and provide database administration and geospatial information systems (GIS) support to the Department of Realty and various cultural heritage projects.

Accomplishments in 2015/2016:

Environmental section:

- Facilitated backhauling of over 15,000 lbs. of lead acid batteries out of the region
- Staged and backhauled approximately 4,500 lbs. of E-waste from Tuluksak, Akiak and Napakiak

Historic Preservation section:

- There was a two-fold increase in the number of Advertised Sale requests from the Realty Department this last year. This is a disturbing trend, indicating a significant increase in the number of Native landowners interested in selling their allotments. We barely kept pace with these requests though we do not have sufficient staff to carefully evaluate the potential effects of these sales.
- There were significantly more reports of important historic and archaeological sites threatened by shoreline and coastal erosion. We engaged with the Alaska State Historic Preservation Officer (SHPO) and the Office of History and Archaeology (OHA) to increase the political will to do something about this throughout Alaska. The prognosis is not good.

ANCSA Oral History section:

- The ANCSA Oral Historian revised, printed and bound copies of all the completed tape transcriptions to date.

Goals for 2016/2017:

- EPA will cease funding the backhauling of solid waste during 2017. We need to build more successful collaborations among Tribal governments, federal and state agencies, municipalities, and private businesses to make backhauling a priority. The State of Alaska needs to take the lead.
- Alaskan Tribal governments may choose to pursue new opportunities to move their land from "Fee-to-Trust." This will require the BIA to change the way it administers Native land in Alaska. The implications for management of cultural and natural resources are overwhelming and we are not prepared. Both the AVCP Department of Realty and Cultural and Environmental Sciences are currently educating ourselves about these potential changes.

Department Staff:

Steven R. Street, Director/Archaeologist

Ben Balivet, NEPA Coordinator

Monica Shelden, ANCSA Oral Historian

Sharon Slim, Environmental Planner

Economic & Energy Development



Brent Latham, Director

The purpose of the Department of Economic & Energy Development is to help address the economic and energy development challenges and opportunities in the AVCP region. With our partners in the Community Development Resource Center the department assists communities with planning and technical assistance for energy expansion & improvements, community energy plans, community development projects, and small business improvements & expansion.

Accomplishments from October 2015 – October 2016:

- AVCP Region Comprehensive Economic Development Strategy (CEDS) Updated
- Assisted in the development of Community Energy Plans in:
 - Oscarville, Tuluksak, & Tuntutuliak
- Provided technical assistance for Tribes on the **submittal** of:
 - Oscarville Tribal Housing Energy Efficiency Upgrade Project
 - Alakanuk Elementary School Renovation for Tribal Government Use
 - Kalskag Renovation of Tribal Multi-Facility Building
- Provided technical assistance for individuals on the **submittal** of USDA 502 and 504 Applications:
 - 8 applications in Tuluksak
 - 4 applications in Quinhagak
 - 4 applications in Pitka's Point
 - 1 application in Hooper Bay
 - 1 application in Marshall
 - 1 application in Napakiak
 - 1 application in Nunapitchuk
 - Coordinating meetings with the USDA, AVCP HIP, and AVCP RHA to ensure USDA funding for applicants leverage HIP or RHA existing or upcoming projects.
- Became a Regional Liaison for the DOE RACEE Competition for Kotlik and Chefnak
- Assisted in the Oscarville Holistic Approach to Northern Sustainability Project
- Hosted a 5-day Intensive Grant Writing Training for Tribal Administrators
- Hosted a Leadership Seminar for AVCP Staff
- Presented USDA Housing programs during the AHFC Homebuyer Education Class
- Preliminary Design and Cost Estimates complete to renovating the old AVCP Fish Plant into a working Truss Plant
- Economic Impact Analysis complete for the Truss Plant and Sawmill
- Assisted the Yukon-Kuskokwim Economic Development Council (YKEDC) in obtaining a 501c3 non-profit status

Goals for October 2017 – October 2018:

- Renew Cooperative Agreements for
 - USDA Rural Development

- Outreach of USDA RD programs
- Application assistance for housing, business, and community development programs
- Department of Energy
 - Regional Energy Workshop
 - On-request technical assistance
 - Community Based Energy Planning
 - Project Evaluation Analysis
 - AVCP Capacity Building
- Continue the EDA Planning Partnership
 - Update of FY 16 AVCP Region Comprehensive Economic Development Strategy
 - Promote economic development projects
 - Bolster YKEDC, the designated ARDOR, to become the premier regional non-profit Economic Development Organization for the AVCP region
- Grow the Community Development Resource Center
 - Attract partners with similar purposes in Community Development in the AVCP Region
 - Increase OSG Economic Development Shares
 - Develop the capacity of existing staff
- Increase the number of Department staff to have a larger impact in the region

Department Staff:

Bertha Prince, Community Development Specialist

Jason Smith, Community Development Specialist



Education, Employment, Training & Child Care



Jennifer 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, 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 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.

Accomplishments in 2015:

- 42 Tribes compacted with AVCP for Higher Education Scholarships – 159 students received funding assistance.
- 40 Tribes compacted with AVCP for JP&T programs – 39 clients received funding assistance.
- We sub-contracted with 20 Tribes for the Summer Youth Employment & Training Program (SYETP) and 152 youth participated.
- Five clients received employment-related services through the Employment Assistance program.
- 107 families with 238 children received Child Care assistance.
- 31 Child Care Providers attended the AVCP CC Provider Conference held in Bethel in December.

Goals for 2016/2017:

- Increase the number of clients receiving services – conduct more Outreach (travel, publications, advertising, etc.)
- Provide more support to Child Care families and providers – training, supplies, health & safety
- Develop and implement a region-wide Johnson O'Malley Program to provide services to all eligible children in tribes compacting with AVCP

Department Staff:

- | | |
|---|---|
| • Intake Specialist - Amy (Amedius) O'Brien | • Unit 3 CC Specialist (Aniak) - M. Lynn Kvamme |
| • EET-477 Case Manager - Beverly Turner | • Unit 7 CC Specialist (Kwigillingok) - Johnny Friend |
| • EET-477 Case Manager - Steven Aluska | • Unit 8 CC Specialist (Toksook Bay) - Esther Chimiugak |
| • Child Care Coordinator - Pauline Palacios | • Unit 10 CC Specialist (Eek) - Edith Carter |
| • Child Care Specialist - Fredrika Chaney | |
| • Unit 1 CC Specialist (Emmonak) - Joann Hamilton | |

Family Service Center



Laurinda (Lauri) Weston-O'Brien, Director

Program Overview: The Vision of the Family Service Center is to create a comprehensive approach which will create an effective, efficient and coordinated service delivery model to improve access to family and social service programs. Our goal is to move from decentralized silos with limited communication to coordination of systems that is effective, efficient and organized. The Vision was shared with the AVCP Executive Board and a Resolution was passed in August 2015 in support of participation in the Tiwahe which created organizational commitment.

Tiwahe (ti-wah-hay) means Family in the Lakota Indian language and is a 5 year national demonstration project by the Bureau of Indian Affairs. In late 2015 AVCP was 1 of 4 tribal entities chosen to participate throughout the whole nation. Departments within the Family Service Center are Education Employment and Training & Child Care, Head Start, ICWA, TANF, Tribal Justice, Social Services, Vocational Rehabilitation and Healthy Families. Please note their accomplishments in this Annual Report. The Family Service Center works in tandem with the Resource Center.

Accomplishments in 2015/2016: The Family Service Center Directors have been meeting regularly on a weekly basis to collaborate and plan as a team. A Family Service Center Director was hired in early 2016 and was initially responsible for coordination of quality improvement training for AVCP. The first training was on the OMB Supercircular which was held for Executive Board Members, Administration, Directors and key staff in February of 2016. Grant Management was held for Executive Board Members, Administration, Directors and key staff in March 2016. The final Family Service Center plan was submitted in the Bureau of Indian Affairs in April 2016. As part the Quality Improvement initiative Program Directors created program grant binders which were reviewed by Administrators and Finance in May 2016. This was to ensure that Programs were audit ready as well as to maintain ongoing quality grant binders.

Goals for 2016/2017: The Family Service Center will continue to implement the Family Service Center Plan with goals to hire on key positions to support development of this project. This includes hiring on Navigators to assist clients with access to services, hiring an Information Systems Administrator for further implementation of a client tracking system called Ritetrack. Ritetrack has been implemented in the TANF Department. We will also search for funding for the design of a Family Service Center building and exploration to boost existing information technology infrastructure.

Laurinda (Lauri) Weston-O'Brien accepted the position of Family Service Center Director in early 2016. Lauri is a tribal member of the Native Village of Mekoryuk. She has 20 years of experience in the Human Resources field, which a focus on Corporate Training. She also has a Bachelors and Masters Degree in Rural Development from the University of Alaska – Fairbanks. She is the Kuskokwim Campus Advisory Council Chair and a member of the UAF-College of Rural and Community Development Advisory Council. She has previously held a seat with the Bethel Advisory School Board. She is married with 3 children.

Department Staff: Laurinda (Lauri) Weston-O'Brien, FSC Director

Other positions are pending approval from the BIA

Financial Services



Matt Keller, Comptroller

The Accounting Department provides financial support to all departments of AVCP including administration and tribal services. These services include travel, payroll, grant reporting, compliance, financial monitoring and grants management support. The Department consists of six divisions: Accounting, Accounts Payable, Purchasing/Procurement, Grants Compliance, Travel and Payroll. The Comptroller manages all six divisions.

Accomplishments in 2015/2016:

- **Expansion of the Grants Management Team:** The Grants Management has more than doubled in size since mid-2015, increasing accounting's compliance support capacity entity wide.
- **Uniform Guidance:** Continues strengthen companywide compliance with the OMB universal guidance through policy updates in Director's meetings, compliance trainings and increased collaboration across all departments.
- **Procurement:** In early 2016 AVCP recruited a procurement coordinator to monitor and support the procurement process while being in compliance with grantor regulations.
- **Quality Improvement Plan:** The finance department in coordination with all departments including administration initiated a quality improvement plan aimed at reinforcing and improving all company processes, inter-departmental collaboration and policies.

Goals for 2016/2017:

- **Internal Controls:** Accounting is refining its internal controls and plans to continue to roll them out through the close of 2016.
- **Policy Updates:** Accounting is developing new policies as needed and hopes to revise the entire accounting manual this year.
- **Audits:**
 - AVCP is conducting the FY14 and FY15 audits simultaneously and expects all reports to be submitted to the federal clearing house by late September 2016.
 - AVCP also plans to carry out the FY16 audit in the beginning of the second quarter (March) FY17.

Department Staff:

Finally, it is critical to give recognition to the members of the accounting team, who have all been an instrumental part of our continued efforts to improve AVCP's Financial Services Department. All members of the accounting team are dedicated to their work at AVCP and the services they help support every day benefiting of the region.

Accounting Department Roles:	# of Staff
Accounting Management and Reporting	2
Payroll	2
Procurement	1
Purchasing	1
Accounts Payable	2
Travel	2
Grant Compliance & Reporting	5

Head Start



Shiela Beaver, Director

In respect to families with their cultures and traditions, AVCP Head Start will nurture the development of children by engaging them with a variety of activities to become life-long learners. **AVCP Head Start serves 221 children and families in the following communities:** Akiachak, Bethel, Chefornek, Kotlik, Nightmute, Quinhagak, Scammon Bay, Russian Mission, Tuluksak and Tuntutuliak

We will be moving into one more Community this fall.

Teacher Credentials

Lead Teachers

- 5 Head Start Lead Teachers with Associate's
- 3 Head Start Lead Teachers with CDA'S

Teachers

- 1 Teacher with an Associate's degree
- 3 Teacher with CDA'S
- 4 New Teacher working on their CDA

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

AVCP Head Start FY15 Funding Source

Federal US Department of Health& Human	\$ 2,467,125
State Department of Education and Early Development	\$ 357,948

2015-2016 School Readiness Goals

AVCP Head Start program school readiness goals for the year 2015-2016 were developed by the Central Office Team. We looked at the assessment scores and chose 10 areas where we are scored low in. These 10 goals will be focused on for the following school year. The School Readiness goals are aligned 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 one site, are able to print out progress reports at the completion of each checkpoint. The one site is without internet access and have the 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 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.

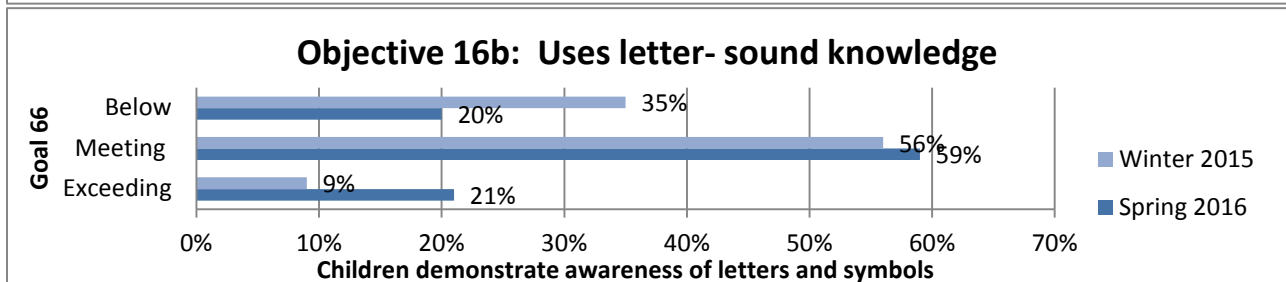
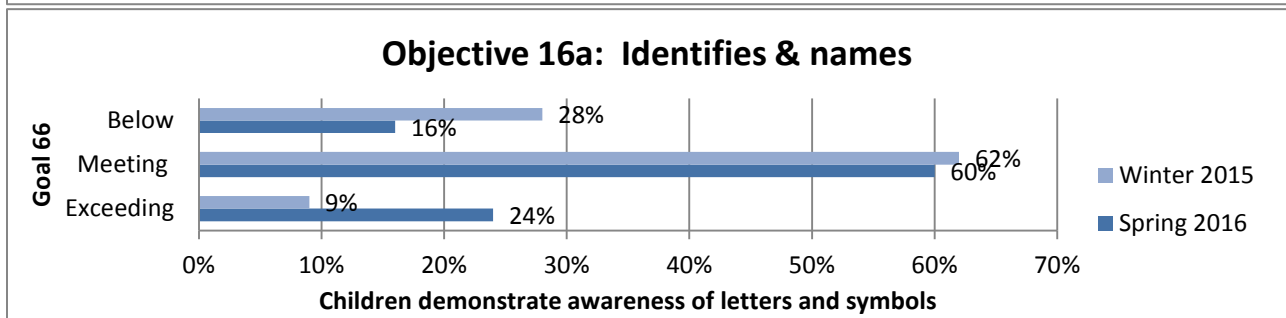
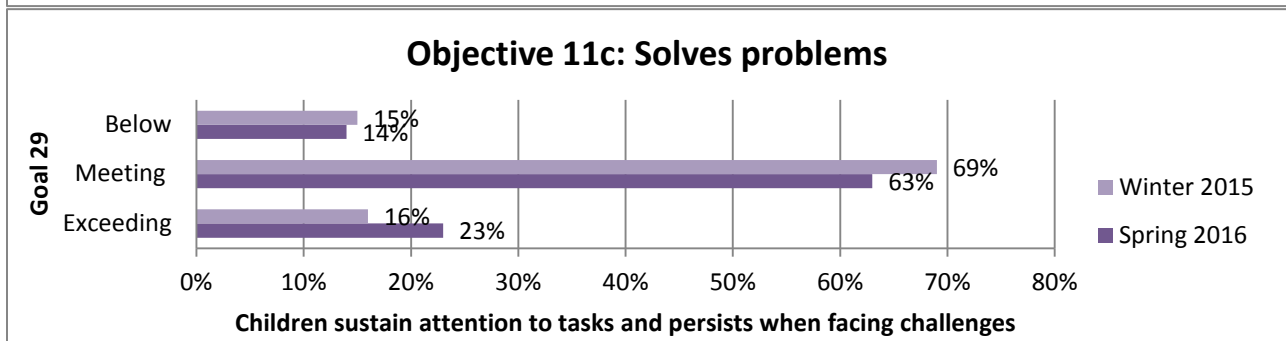
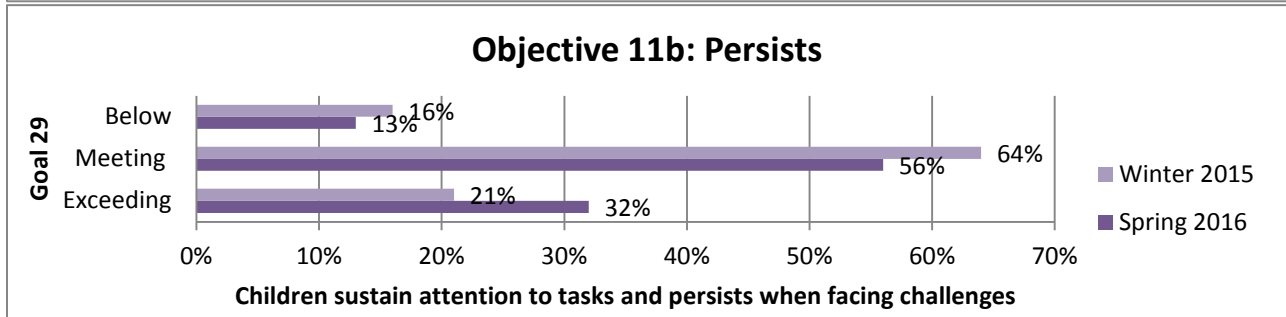
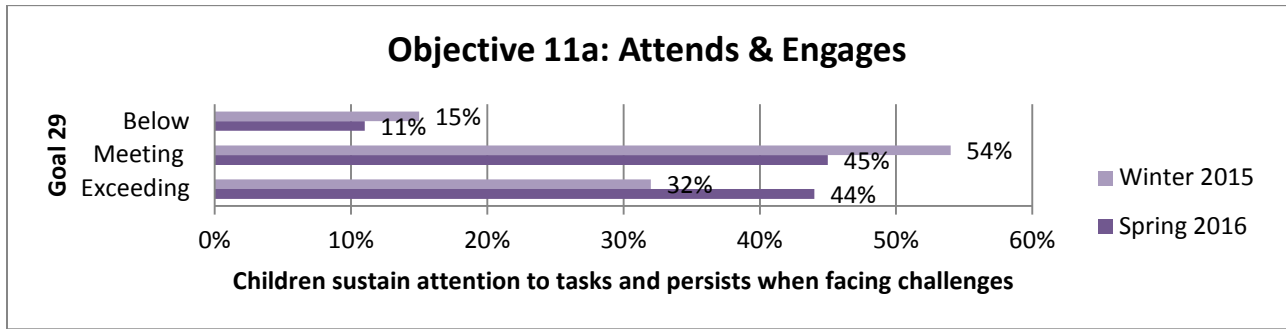
AVCP Head Start 2015-16 School Readiness

Approaches to Learning		Alaska Early Learning Guidelines Indicators		Steps to reaching goals		Family/Community	
AELG-Goal 29	Children sustain attention to tasks and persist when facing challenges	<ul style="list-style-type: none"> *Focuses on tasks of interest to him/her *Persists in trying to complete a task after previous attempts have failed (e.g. complete a puzzle, build a tower) *Uses at least two different strategies to solve a problem 		<ul style="list-style-type: none"> *Teachers will be available to support children when facing challenging tasks & provide positive/physical support 		<ul style="list-style-type: none"> Parents will be encouraged to let their children develop self help skills. (e.g, tie their own shoes, zip their coat, clean up after themselves) 	
	T.S.-Obj. 11a,b,c						
Language & Literacy		Alaska Early Learning Guidelines Indicators		Steps to reaching goals		Family/Community	
AELG-Goal 66	Children demonstrate awareness of letters and symbols	<ul style="list-style-type: none"> *Correctly identifies 10 or more letters of the alphabet *Associates the names of letters with their shapes *Recites letters of the alphabets in home language 		<ul style="list-style-type: none"> *Teachers will play letter games with children *Alphabet puzzles will be provided to children *Teachers will sing a variety of songs 		<ul style="list-style-type: none"> Parents will be given ideas and activities on letter recognition 	
	Obj. 16a,b						
AELG-70	Children demonstrate appreciation & enjoyment of reading	<ul style="list-style-type: none"> *Expresses the title of a favorite book *Gives opinion on books in terms of sections liked and enjoyed 		<ul style="list-style-type: none"> *Teachers will point out titles, authors, & illustrations as they read books to children *Ask child his/her opinion of books, parts of stories, and characters 		<ul style="list-style-type: none"> *Books will be available for parents to check out and read to their children *Community members will be invited to come & read to the children 	
	TS:Obj17a						
AELG-Goal 71	Children demonstrate knowledge of letters & symbols (alphabet knowledge)	<ul style="list-style-type: none"> *Attempts to copy one or more letters of the alphabet *Works at writing own name 		<ul style="list-style-type: none"> *Include activities that give children reasons to write their own names (e.g, they might write their names on letters, drawings, greeting cards) *Plan specific activities that focus on writing. 			
	T.S.-Obj. 19a,b						
Cognitive		Alaska Early Learning Guidelines Indicators		Steps to reaching goals		Family/Community	
AELG 35	Children find multiple solutions to questions, tasks, problems & challenges	<ul style="list-style-type: none"> *Explores various ways to solve a problem & selects one option 		<ul style="list-style-type: none"> *Guide child through the problem solving process 			
	Obj. 11c						
AELG-Goal 38	Children demonstrate knowledge of numbers and counting	<ul style="list-style-type: none"> Understands that the last count represents the quantity of what has been counted 		<ul style="list-style-type: none"> *Provide a variety of materials to help children develop an understanding of quantity. Offer buttons, bottle caps, keys sticks, beans, & other material for children to count and compare. Model comparison vocabulary. Use words like more, most, less, fewer, least, same as or equal 		<ul style="list-style-type: none"> *Parents will receive math ideas to do with their children at home or outdoors 	
	T.S.-Obj. 20a,b,c						

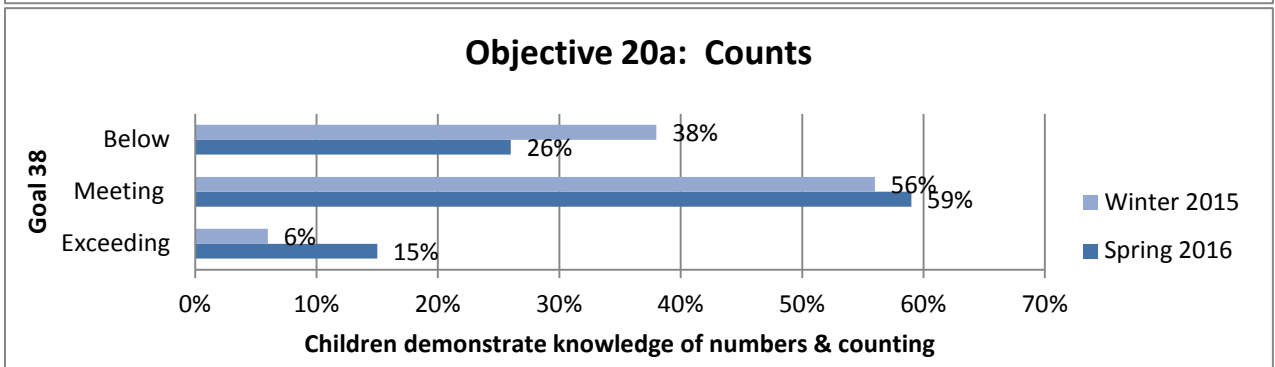
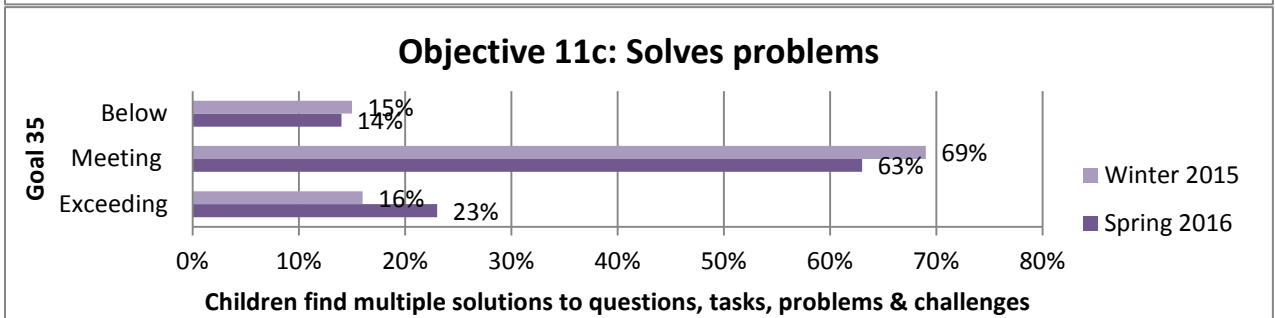
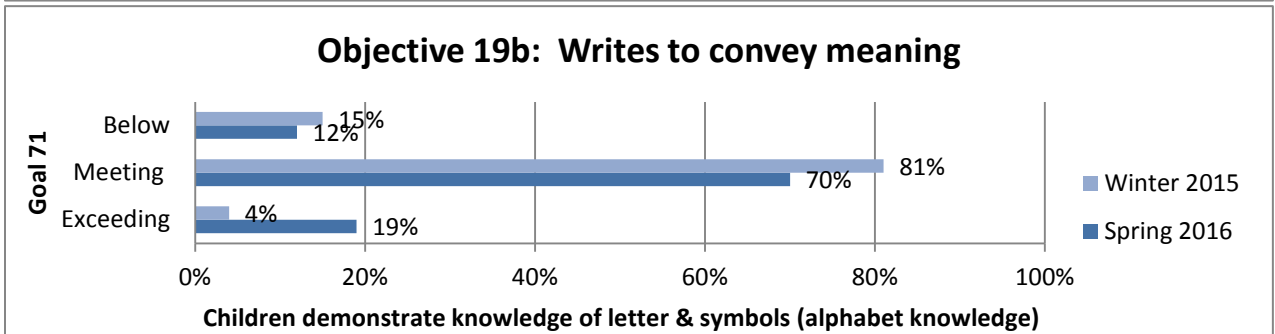
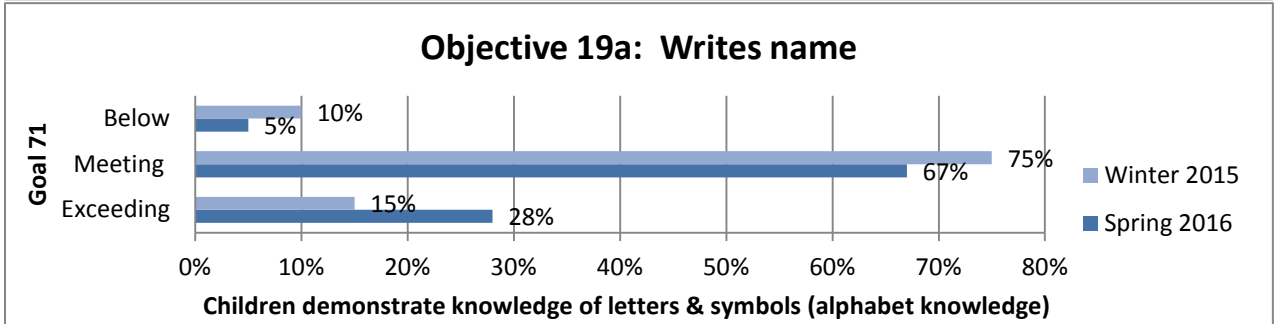
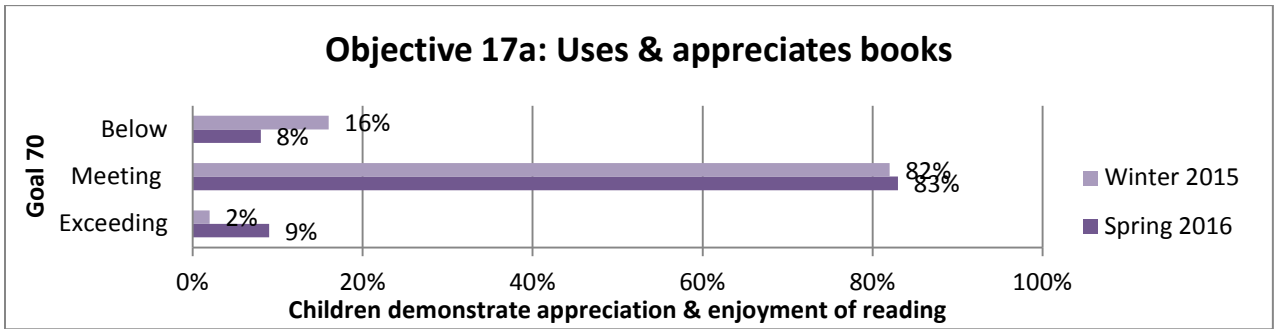
AVCP Head Start 2015-16 School Readiness

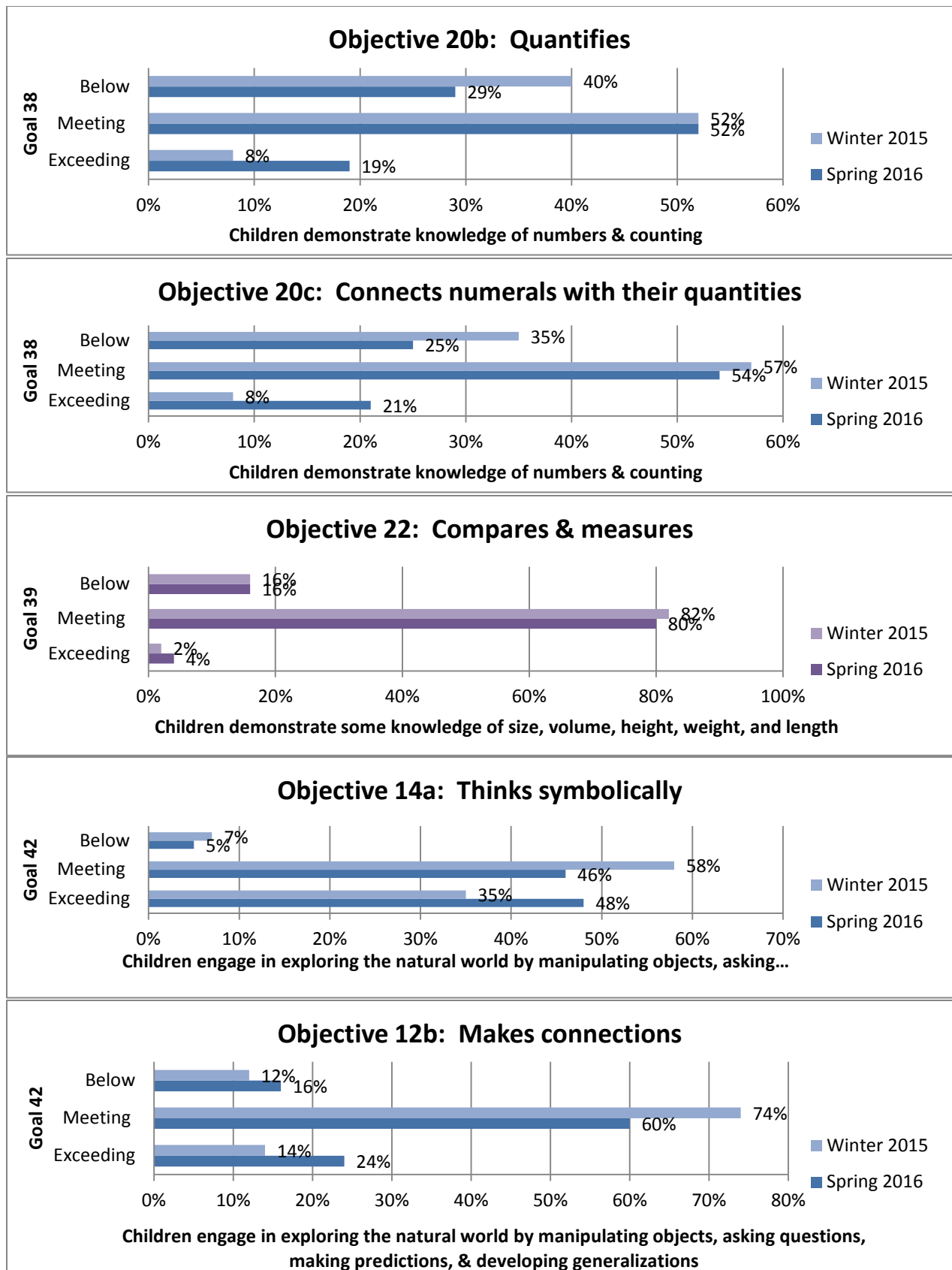
Cognitive-continued		Alaska Early Learning Guidelines Indicators	Steps to reaching goals	Family/Community
AELG-39 TS-Obj. 22.28	Children demonstrate some knowledge of size, volume, height, weight, and length	*Uses measuring tools in play activities (e.g., measuring tape, measuring cups)	*Demonstrate, explain, and engage child in activities that use non-standard measurement(e.g. using handfuls to measure rice, using footsteps to measure distance.)	
	Children engage in exploring the natural world by manipulating objects, asking questions, making predictions, & developing generalizations	*Children ask questions, makes predictions, and find answers through active exploration *Make comparisons and classifies	*Help children to find answers to "why" questions through active exploration and reflection *Teachers will ask open ended questions *Teachers will have the science table open daily for exploration	
Social Emotional		Alaska Early Learning Guidelines Indicators	Steps to reaching goals	Family/Community
AELG-24 TS-Obj. 1b	Children will understand & follow rules & routines	*Participates easily in routine activities (e.g., meal time, snack time, circle time)	*Provide child with schedules & routines *Keep list of rules positive & short *Enforce rules consistently & respectfully	
	Physical	Alaska Early Learning Guidelines Indicators	Steps to reaching goals	Family/Community
AELG-10 T.S.-Obj. 1b	Children demonstrate awareness & understanding of safety rules	*Follow basic safety rules with assistance (e.g., bus, bicycle, boats, planes, playground, crossing the street, using sidewalks, boardwalk, dock)	*Discuss safety rules with child (e.g., holding hands in crowds, around small aircraft, wearing a personal flotation device, wearing a bike helmet)	
	* Activities will include the Yup'ik language in verbal and written forms			

AVCP Head Start
2015-16 School Readiness Goals
Assessment Results

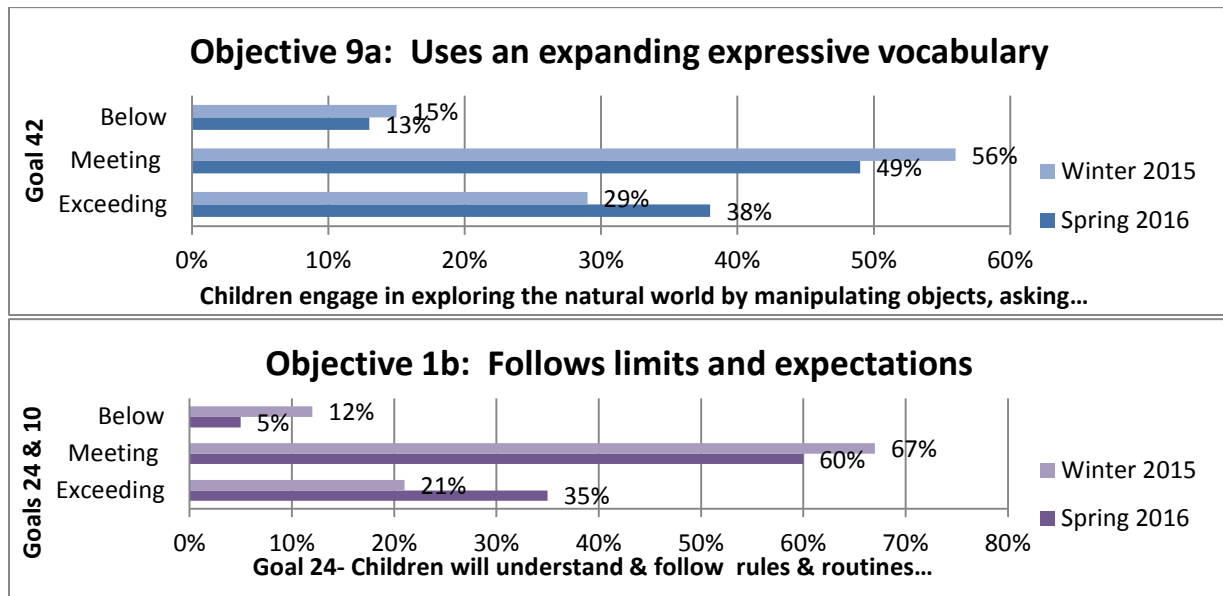


AVCP Head Start
2015-16 School Readiness Goals
Assessment Results

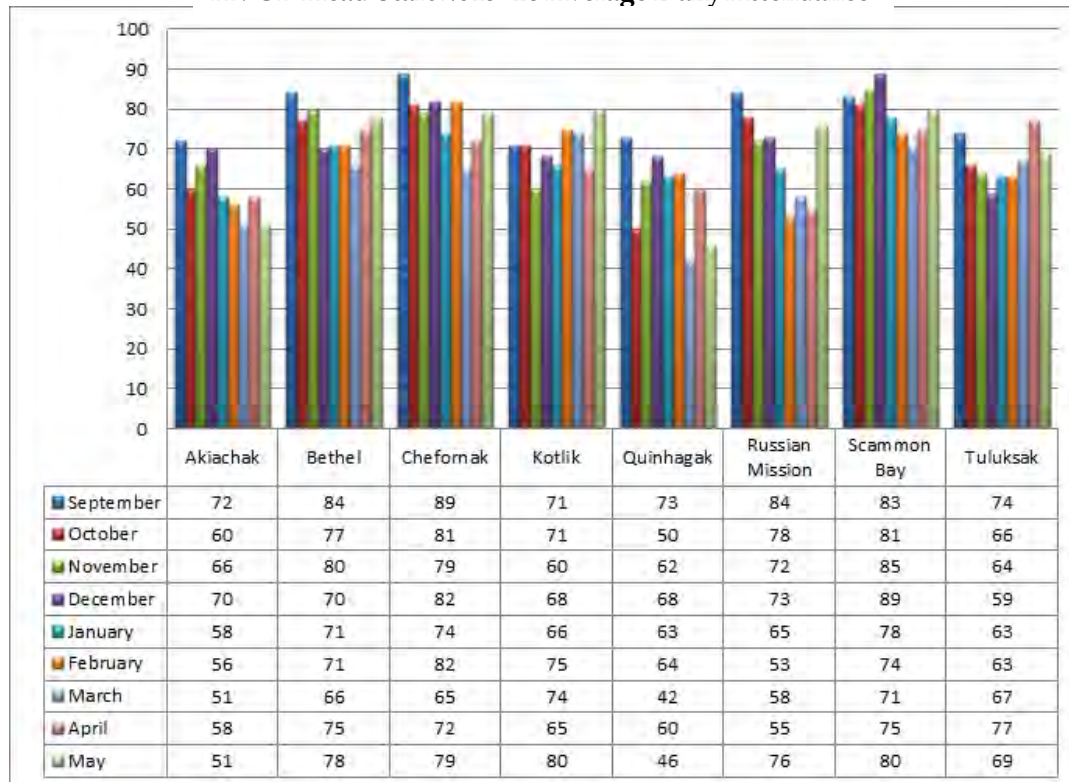




AVCP Head Start
2015-16 School Readiness Goals
Assessment Result



AVCP Head Start 2015-16 Average Daily Attendance



With the closing of Kalskag, we did not meet our Federal Funded enrollment.

An under enrollment plan was developed in March of 2016.

We are in the process of moving into one more site to be fully funded.

Healthy Families



Melanie Fredericks, Director

Healthy Families – The Yup'ik Way, or *Elluarluteng Ilakutellriit* initially began in June 2008 as a parenting class under ONC's Social Services Department. The cycle was constructed by a group of 10 Yup'ik professionals with the guidance of Elders during a Regional ICWA conference in January, 2008. The Elders sat with the group to help them gain a good understanding of the Yup'ik cycle of life and how our teachings, our values and traditions are applied throughout the developmental process in order to live a healthy balanced adult life. Included were the knowledge and skills to fulfill the roles of a productive member of a community, a healthy parent, a spouse, a teacher and the skills to assume the role of eldership. Originally, *Healthy Families* in Bethel consisted of 9 sessions with a final 10th session dedicated to a celebration honoring the participants who attended and completed each session. An additional session was added in 2009 in an effort to integrate a session on healthy relationships into the cycle. *Healthy Families* presentations in villages were usually 2-5 days, depending on what the village or tribe requested. In May 2010, AVCP and ONC held a gathering of Elders in St. Mary's to get their input and advice on strengthening the cycle. From that gathering the Elders gave their blessing and 'finalized' the cycle so that the teachings could continue to be shared with everyone. In reality, the *Healthy Families* curriculum has been used for thousands of years by the Yup'ik people. Although some may not realize this, everyone who is raised in a Yup'ik home uses it, and still use parts of it today. The *Healthy Families* workshop is a three and a half day process where participants are reminded that all the wisdom, knowledge, cultural practices, beliefs and values that have been passed on for generations is possessed by each person. It is a strength-based, holistic approach to begin looking at oneself, and finding strengths within each and every participant. These are strengths that maintain whole health. In finding these strengths we will overcome and avoid unhealthy habits of behavior.

Accomplishments:

From 2013 through 2015 The *Healthy Families* program,

- Held approximately 27 Healthy Families workshops in Bethel.
- Made approximately 695 contacts during the Healthy Families workshops from individuals throughout the Y-K Delta including the communities:
Hooper Bay, Nunapitchuk, Bethel, Kongiganak, Scammon Bay, Kwethluk, St. Mary's, Napaskiak, Chevak, Tuluksak, Tuntutuliak, Nunam Iqua, Crooked Creek, Kotlik, Akiachak, Napakiak, Kasigluk, Mtn. Village, Kalskag, Kipnuk, Alakanuk, Quinbagak, Aniak, Pilot Station, Eek, Mekoryuk, Tununak, Lower Kalskag, Goodnews Bay, Akiak, Emmonak, Russian Mission, Chuathbaluk,
- Participants were referred by the Office of Children's Services (OCS), the Bethel Court System, the AVCP ICWA Department, and Tribal Councils/Courts. Social service providers from the region and throughout Alaska also attended, as well as interested community/tribal members and foster parents.
- AVCP provided meals for all participants and airfare/lodging for most participants excluding those referred by the OCS.

Goals for 2016/2017:

The department has three major goals to reach over the next three years:

- To continue providing enough workshops to meet the region's needs;
- To develop a youth track that will offer a true history of our ancestors, and an understanding of our traditional ways of life and how they continue to shape our identities as Yupik people today; and
- To implement *Healthy Families* as a core principal of AVCP in order to provide the best services possible to our people.

Scheduled Workshops for 2016 *Healthy Families*

August 23-26	September 27-30	October 11-14	October 25-28
November 7-10	November 15-18	December 5-8	

Department Staff: Currently the department is staffed by Winifred Kelly-Green, *Support Facilitator*, Joseph Green *Support Facilitator*, and Melanie Fredericks, *Director*. There are three positions currently open for a third *Support Facilitator*, *Workshop Coordinator*, and *Administrative Assistant*.



Housing Improvement Program



Sam White, Director

Housing Improvement Program (HIP) is a home repair, renovation, replacement and new housing grant program administered by the Bureau of Indian Affairs and AVCP. The program is for American Indians and Alaskan Native individuals and families who have no immediate resource for standard housing. HIP serves the neediest of the needy: for those who have substandard housing or no housing at all and have no immediate source of housing assistance.

Accomplishments

- Constructed a VPSO Public Safety Building in Nunapitchuk
- Constructed a HIP Home in Nunapitchuk

Goals

- Construct a new home in St. Mary's
- Renovate a home in St. Mary's
- Work on new program that will have middle income applicants to apply for low-mortgage home in partnership with BIA, USDA/Rural Development, and HUD.



Kongiganak, Alaska

Human Resources



Deborah White, Director

The AVCP Human Resources Department's focus is to assist all of the AVCP Programs by supporting the employee needs for the organization in a variety of directions and processes. We provide these services through management of the personnel process by assisting Department Directors in selecting employees and then managing all personnel functions from initial on-boarding 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 five personnel, each bringing a particular expertise to the program and then translating that to

the varied needs of the Association.

The mission of AVCP's Human Resources Department is to support AVCP employees and Management. Listening is key to our success – listening to department directors to understand what they need to run a successful program; listening to individual employees to make sure their rights are protected and their needs met; listening to senior executives for a clear picture of the direction our organization is moving towards.

Accomplishments in 2015/2016

- The generation and real-time management of the Human Resources Employee Database for all HR functions.
- Completed the formatting and data collection for Executive Board monthly Human Resources statistics reporting.
- Continuation of the training and employee orientation process – with revisions.
- ADP Go-Live completed.
- Revised the FMLA documentation process.
- On-Line application process available for candidates.
- Completion of the Desk Reference Manual; HR Functions Manual; Director's Manual.
- Completion of revised Human Resources policies and procedures.
- Completion of the quality improvement tasks assigned in January and completed on time.
- Development of the quality improvement tasks assigned in June to be completed by December.
- Development of the Human Resources Strategic Plan started.

Goals for 2016/2017

- Leadership and Management Development and mentoring through focused and consistent training.
- Operational excellence in the delivery of all human resource services and functions.
- Providing an environment of continuous improvement, collaboration and teamwork.
- Alignment of HR policies and processes with the organization's needs and goals.
- 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.
- Development of an expanded Training Unit within Human Resources.
- Two (2) positions added (Training/Development Coordinator and Benefits Assistant).
- Changes in materials based on revised Corporate and Employee Handbooks.

Start of the ADP upload of all personnel files to electronic records (the total time for paperless employee records and all data is slated for five (5) years.

Indian Child Welfare Act (ICWA)



Sarah Jenkins, Acting Director

Mission: Build/change systems that work to provide equity and good outcomes for all children and families.

The Association of Village Council Presidents works to develop, implement, and administer a family-centered, culturally appropriate, community, and strengths-based, child and family service delivery system. This system will work to ensure that child and family safety and well-being is paramount through timely, flexible, coordinated, and accessible prevention services, early intervention services, child welfare services, community and culturally-based family support services, family reunification services, and adoption and resource family support services throughout our region.

Accomplishments in 2015/2016:

We focus on four different types of cases: OCS custody cases, OCS in-home cases, Tribal Jurisdiction custody cases, Tribal in-home cases. There is also prevention activities that our ICWA worker perform with our tribal children to keep the children busy and helps them to stay out of trouble and also prevention activities for the high risk families in the communities that we serve. Some of the activities that ICWA workers have done are board game nights, cleaning/trash picking with prizes, and for the families we have done bead work, kuspuk making nights, and fishing events.

We also provide assistance to tribes to keep the kids out of state custody- in-home services- case planning/safety planning, relative placements for emergencies, home visits and referral to culturally appropriate services – elder counseling, healthy families, and Eco therapy- using the outdoors and nature for therapy sessions. We have also provided different necessities that the families need to keep the kids out of state custody, for example cleaning supplies and other things. We also provide supervised visits for families visiting their children in State custody and provide traditional food for them

We also have been undergoing the effort to lower the disproportionate numbers of native kids entering the state system. We have had a lot of Undoing Racism trainings, Knowing Who You Are, and leading the meetings on monthly Undoing Racism meetings.

We also have been bringing trainers to train our compacts with the new BIA guidelines, Regional Tribal/State meetings, and training our new ICWA workers on case management. We are also a part of the Tribal State Collaboration meetings for the State of Alaska, in finding ways to work with the State in bettering the Child Welfare System.

Goals for 2016/2017: The ICWA department will continue working with our compacted tribes in effectively representing the tribes in the Child In Need of Aid cases, and also focusing on other cases that the Tribes are involved in. We will continue to train our new ICWA workers on case management and to work with them to keep children safe.

We hope to continue our efforts to work collaboratively with OCS and hope to decrease the disproportionality.

We will continue to strive forward looking at our mission statement and making it reality.

Department Staff:

AAO Director: Sarah Jenkins

Office Manager: Sara Christensen

* ICWA Advocate III: Sarah Jenkins

* ICWA Advocate II:

Linda Ayagarak-Daney (Anchorage based worker) Anchorage area has 137 children in state custody.

Cynthia Ontiveros (Anchorage based worker)

Leah O'Hearn (Bethel based worker) Bethel area has 137 and

And there are 17 Tribal jurisdiction cases and around 10 tribal in homes, not counting the OCS in homes that we are involved in.

ICWA Attorney: Julia Yetter

Lead Family Support Specialist: Laura Jung

Community Coalition Coordinator: Deborah Michael



Information Technology



John Charlie, Network Manager

The mission of Information Technology is to provide the best possible technology service and support of day-to-day operations of AVCP through the maintenance and support of software and hardware standard application(s) and network systems, which run on Windows Server OS and other supported OS , Windows 7 Pro or later, and other standardized data processing systems.

Accomplishments in 2015/2016:

- Implement and develop new client services server software to better track and streamline the processes to provide the best possible service to AVCP clients and partners. First phase of this project included the TANF Department.
- Upgrade of the aging servers that stored all the data including letters, email system, and other necessary systems to allow computers to access internal systems and external or the internet in a secure fashion.
- New policies and procedures to enhance the management of IT infrastructure including management and access to the AVCP network resources.

Goals for 2016/17:

- Upgrade the aging telephone system to Voice over Internet Protocol (VOIP) system.
- Integrate other Departments to the new client services server software. Departments to be determined by priority needs.
- Install new network infrastructures at the new office sites in Bethel.
- Upgrade the aging Network Infrastructure in Bethel to better support new technology including VOIP, Virtual Server Systems and the Disaster Recovery Plan.

Department Staff:

Robert Lincoln is the IT Help Desk Technician who is key in handling the Help Desk calls and forwards them to appropriate IT staff for immediate resolution using software to keep track of all Help Desk calls.

Aaron Mute is the Lead LAN/WAN Technician who is responsible for primarily network resources on the networking systems including file servers, routers and switches, firewalls, and applications that are used to keep track of client information.

William Kanuk who is part of the AVCP IT team in an effort to provide IT support services to Tribal Members of AVCP.

The mentioned staff are detrimental in providing services so that our day to day operations are seamless and I commend them for their determination in making the AVCP IT infrastructure operate efficiently.

Natural Resources

Tim Andrew, Director

The program is primarily responsible for the protection of the subsistence way of life and the resources the Yup'ik/Cup'ik and Den'e people depend on for their customary and traditional social, physical, economic and spiritual sustenance. In the more recent years, the program, by administrative direction, was involved in various endeavors to include the development of inter-tribal fisheries commissions, wildland fire protections for communities and native allotments. This was accomplished through various grants that were successfully applied and secured. We thank the organizations whom have invested their financial resources for the endeavors of the tribes in the region.

Accomplishments in 2015/2016:

- Fully developed the Kuskokwim River Inter-tribal Fisheries Commission with effective partnerships with the U.S. Fish & Wildlife Service through a memorandum of understanding for the management of Kuskokwim River salmon resources. This was accomplished through grants from the OAK Foundation and the Alaska Region of the Bureau of Indian Affairs.
- Carried out two hazardous fuel reduction projects in two villages (Pilot Station and Kalskag). This was accomplished through a grant from the Alaska Region of the Bureau of Indian Affairs.
- Developed a management framework for the harvest of Emperor Geese in five regions of Alaska, including the Yukon – Kuskokwim River Delta villages. This was accomplished through a grant from the U.S. Fish & Wildlife Service, Migratory Birds Division.
- Continued to retain a professional biometrician to evaluate various salmon run reconstruction and management models for the Kuskokwim River. The same biometrician serves the Yukon River as well. This was accomplished through a grant from the Alaska Region of Bureau of Indian Affairs.
- For the 18th year, Donald Kelly was hired to provide additional staff support for the Pilot Station Sonar. This was accomplished through a grant for the U.S. Fish & Wildlife Service – Conservation Genetics Laboratory.

Goals for 2016/2017:

- Continued support and capacity building for the Yukon and Kuskokwim River Inter-tribal Fisheries Commissions
- Work with Kawerak, Manilaq, and the Arctic Slope in the development of the Northern Bering Sea/Arctic Inter-tribal Fisheries Management Council for pelagic fisheries management.
- Work with the Tanana Chiefs Conference to develop a management relationship, perhaps an MOU, between the Alaska Department of Fish & Game, Commercial Fisheries Division and the Yukon and Kuskokwim River Inter-tribal Fisheries Commissions.
- Work with Bristol Bay Native Association, Kawerak, and the Tanana Chiefs Conference to develop a scientific sampling protocol for genetic analysis of all Chinook salmon harvested in intercept commercial fisheries in the Bering Sea and South Peninsula.



Alakanuk, Alaska

Office of Self-Governance



Martha Whitman-Kassock, 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 is 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.

Accomplishments in 2015/2016:

- Coordinated and participated in annual Self-Governance negotiations
- Further developed working relationship with BIA Contracts, Human Services, and budget offices.
- Assisted with implementation of TIWAHE to ensure that the integrity of the compacts was kept intact
- Successfully completed attachments for funding agreement.
- Provided allocation letters for all OSG departments at AVCP

Goals for 2016/2017:

- Maintain integrity of Compacts and base funding for Tribes
- Update and reformat Programmatic Summary of BIA programs to include all AVCP programs
- Ensure departments maintain compliance with applicable authorizing statutes
- Complete compiling historical library of Tribal Compact resolutions
- Identify shortfall and need of OSG departments
- Draft transition plan for Tribes who wish to assume responsibility of OSG programs
- Create virtual binder of information for OSG programs

Realty



Tonya Charlie, Director

The mission of the Department of Realty is to provide services to individual restricted landowners with the highest degree of skill, care, and loyalty in regard to trust assets and resources, discharged in accordance with legal principles and standards governing the performance of trust functions. Forty-three (43) tribes presently receive trust services.

Land transactions staff provides counseling to landowners, enabling them to make informed decisions regarding their land. Transactions include gift deeds, sales (advertised or negotiated), private and commercial leases, Housing and Urban Development (HUD) leases, rights-of-way (ROW), revocable use permits (RUP), mortgages, removal of restrictions, partitions, subdivisions, gravel/sand leases, land exchanges, and rights protection.

The Probate and Estate Planning staff's primary responsibility is to administer and manage the estates of deceased restricted landowners, which includes preparation of probate packages containing family information and legal documentation in order to determine heirs. The probate packages are forwarded to the United States Department of the Interior (DOI), Office of Hearings and Appeals (OHA) for decision determining heirs.

Accomplishments in 2015/2016: One-day Land Jurisdictional Workshop for Community Development held at a village tribal council office, attended by tribal council members and village corporation members. The Transactions team completed one (1) business lease, four (4) negotiated sales, and thirteen (13) gift deeds. The Probate team submitted thirty (30) probate packages to the Bureau of Indian Affairs for review; fifty-eight (58) probate cases opened; and fifty-four (54) probate cases were decided.

Goals for 2016/2017: Realty staff will be educated in regard to the transfer of tribal lands from Fee-to-Trust. This in anticipation of tribal interest in Assistant Secretary of the Interior for Indian Affairs, Kevin Washburn's recent decision, which allows for the transfer of tribal lands from Fee-to-Trust in Alaska. The number of various transactions cases prepared and submitted to BIA will exceed in number by two and half times the number of cases prepared within the last year. The number of probate cases submitted to the BIA will be equal to or greater than the number of new cases assigned.

Gina R. Douville, Realty Director for over eight years, accepted a job as the Deputy Superintendent of Trust at the Cheyenne River Agency in South Dakota, and departed the Realty Department in July of 2015.

Moxie Alexie accepted the position of Realty Director in October of 2015 following Gina's departure, before his unexpected death on November 25, 2015. Moxie provided over thirty years of Realty service in his home town of Sleetmute, the Kuskokwim Native Association (KNA) in Aniak, AK, where he worked as Realty Officer for many years and at AVCP where he was employed as a Realty Specialist and Supervisory Realty Specialist before his promotion to Realty Director. The Department of Realty wishes to recognize Gina and Moxie for their many years of exceptional service to our clients within the Yukon-Kuskokwim Delta. We certainly miss their wealth of knowledge, expertise, and contributions to the Department of Realty.

Steven R. Street, Director of Cultural & Environmental Sciences held the role of Acting Realty Director from October 2015 until July 2016.

Tonya M. Charlie accepted the position of Realty Director in July 2016. She possesses six and a half years of cumulative experience working for the Department of Realty in the Probate function. Tonya began her employment in November 2007 when she was hired as the Probate Clerk, and throughout the years, was promoted to other positions within the Realty

Department. Given the opportunity to climb the career ladder, Tonya was ultimately appointed Realty Director and is excited to accept the responsibilities this position entails.

Department Staff: Tonya M. Charlie, Realty Director

Norman Michaels, Jr., Supervisory Realty Specialist

Maxine Gray, Realty Specialist

Melanie Charles, Probate Specialist

Denise Owens, Probate Specialist

Susan Motgin, Probate Clerk



Moxie Alexie overlooking the South Fork of the Hoholitna River in 2014

Social Services



Nicholas Hoover, Director

The Social Services department consists of: the Energy Assistance Program (EAP) plus subprograms Crisis Heating Assistance Program (CHAP) and Weatherization Assistance Program (WAP), funded by the federal Low Income Home Energy Assistance Program (LIHEAP), and formerly by the state Alaska Affordable Heating Program (AKAHP), which ended in June 2016, to 42 Tribes; the BIA Welfare Assistance Programs: General Assistance (GA) and Burial Assistance (BA), currently compacted in 2016 to provide service for 35 Tribes; the Title VI Older Americans Act (OAA) and Nutrition Services Incentive Program (NSIP) providing Elder Meals through 3 school districts to 12 villages; and Burial Donations program to

all 56 Tribes.

Accomplishments in 2015/2016:

- Successfully added Tribes from the former Kuskokwim Native Association (KNA) region: Lower and Upper Kalskag, Red Devil, Sleetmute, and Lime Village
- Set up the first-ever firewood vendor with Napaimute Enterprises, LLC in FY 2015, continued in FY 2016 providing service in the Kuskokwim region
- CHAP assisted 671 households in FY 2015 and 705 households in FY 2016
- WAP assisted 1,492 households in FY 2015, ongoing in FY 2016 with current count of 109
 - Distributed 1,500 Weatherization kits in FY 2015
- EAP assisted 1,787 households in FY 2015, ongoing in FY 2016 with current count of 2004 households served
- In cooperation with the Temporary Assistance for Needy Families (TANF) program, we established the first-ever Program Compliance Officer position, to improve the services from TANF and EAP
- AVCP provided 144 Burial Donations in Calendar Year 2015, ongoing in CY 2016 with current count of 94 donations

Goals for 2016/2017:

- Research the possibility of establishing more firewood vendors in more locations throughout our service area
- As with all other departments we are planning to upgrade our client service software which will vastly improve our service delivery and tracking
- Continue to improve and simplify the application process for our services
- Continue to reeducate clients on the program application requirements

Department Staff:

- Nicholas Hoover, Social Services Director
- Jeffrey Egoak, Social Services Program Support Specialist
- Samantha Michaels, Energy Assistance Program Support Specialist
- Martha Mercurief, Energy Assistance Technician
- William Brink, Home Retrofitting/Assessor and Weatherization
- Vacant, Energy Assistance Clerk

Temporary Assistance for Needy Families (TANF)



John McIntyre, Director

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 families. 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 has no other children. AVCP TANF is a program that provides services to all qualified clients, regardless of nationality, and to all qualified clients who qualify for services under the four purposes of TANF.

Accomplishments in FY 2015:

- In FY 2015 AVCP TANF served 6077 families, with an average of 506 families per month.
- In FY 2015 AVCP TANF provided \$3,671,035.80 in cash benefits to families in the AVCP Region.
- AVCP TANF provided funding to Campfire Alaska that served communities of Bethel, Kwigillingok, Pitka's Point, St. Mary's, Napakiak, Napaskiak, Tuntutuliak, Crooked Creek, Marshall, Lower Kalskag, Kongiganak, Chuathbaluk, Chevak and Akiak.
- AVCP TANF provided funding to Napaimute, Kalskag, Akiak, Bethel Regional High School under the Elder and Youth Project Program.
- AVCP TANF Implemented new (RiteTracks) software, to better serve TANF clients.
- AVCP TANF provided funding to the Healthy Families Program, to provide a culturally relevant program, for families who are working towards self-sufficiency.
- AVCP TANF provided funding the Workforce Development Program, to connect TANF clients and young adult tribal members under the age 25, with employment, training, and educational opportunities.
- AVCP TANF provided funding to ANSEP, for youth from the AVCP region to access resources to become successful & receive education needed to prepare for college and careers.

Goals for FY 2016:

- Increase capacity to provide more services to the AVCP Region.
- Assist more clients in becoming self-sufficient.
- Increase the protection of children that are in and out of state custody.
- Work with Tribes in finding ways to improve lives within the Region.
- Assisting and getting clients into higher education / training.

Department Staff:

Janelle McCarr, Deputy Director

Helen Wasuli, Administrative Assistant

Stephanie Atseriak, Eligibility Specialist II

Elena Issac, Eligibility Technician

Nicole Beaver, Eligibility Technician

Dennis Panruk, Eligibility Technician

Joanne Andrew, Eligibility Technician

Sarah Whitman, Eligibility Technician

Janet Fox, Eligibility Technician

Josephine Daniel, Eligibility Technician

Walter Connick, Data File Clerk

Hilary Jung, Data File Clerk

Jarilee Chase, Data Entry Clerk

AVCP TANF Supportive Services:

Joseph Hunter Jr., Case Manager Supervisor

Kathrine Active, Case Manager Specialist

Fancy Lomack, Case Manager Specialist

Roberta Howard, Floating Village Case Manager

Jonathan Steven, Case Manager

Village Case Managers:

Felicia Cook, Alakanuk

Valerie Phillips, Akiachak

Patricia Lee, Aniak

Madeline Lewis, Chefornak

Connie Ulroan, Chevak

Gloria Mark, Eek

Emily Kameroff, Emmonak

Agnes Carl, Hooper Bay

Jolene Gregory, Kalskag

Diane Nicholas, Kasigluk

Natalia Paul, Kipnuk

Raelene Evon, Kongiganak

Phyllis Andrews, Kotlik

Anna Daniels, Kwethluk

William Andrew, Marshall

Hannah Joe, Mt. Village

Marilyn Willie, Napakiak

Helen S. Kaganak, Napaskiak

Mildred Tom, Newtok

Roberta Nick, Nunapitchuk

Tina Edwards, Pilot Station

Emma Andrew, Quinhagak

Patricia Tinker, Russian Mission

Mary Tyson, St. Mary's

Stella Kaganak, Scammon Bay

Michelle Gregory, Tuluksak

Kathleen Enoch, Tuntutuliak

Jacqueline Morris, Tununak



Nunam Iqua, Alaska

Transportation



Clarence Daniel, Director

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 Accomplishments

- Construction project scheduled to be completed in Alakanuk (TIGER Project)
- Construction projects continued and ongoing in Kongiganak and Chevak
- Construction scheduled in Oscarville and Napakiak
- Ongoing design projects in: Hooper Bay, Hamilton, Pitka's Point, Platinum, Kipnuk, and the Ilkivik port and road.
- Updated/Updating LRTP's and priorities
- Received 4 safety grants – 1 AWOS unit, accident/crash reporting database, ATV safety (free helmets), personal locator beacon rental (tribal level)

Goals

- Continue to update LRTP's and priorities with Tribes as necessary
- Consistently have at least 2 construction projects per year
- Consistently design enough projects to sustain goal #2
- 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.
- YK Corridor – investigate/pursue additional funding to complete design
- Continue to seek, investigate and develop other funding opportunities
- Continue developing trail marking project with consortium tribes with Federal Lands Access Program funds.
- Pursue excess state – aid funds through 23USC 202 (a)(9) for construction projects
- Continue working with state legislators to create State of Alaska TTP funding opportunity
- Continue to partner with Yuut Elitnaurviat to provide training/work force development
- Investigate development of core construction crew with our consortium tribes

Department Staff

- Moses Whitman, Jr., Budget Analyst
- Marvella Brink, Administrative Assistant
- 43 Construction workers in Kongiganak
- 13 Construction workers in Alakanuk
- 15 Construction workers in Chevak

FAST Act (Fixing America's Surface Transportation) is the new transportation law out of Congress. It was passed and approved in December 2015. There are many new reporting requirements with safety, job creation, and project based reporting that tribes will have to perform.

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 and the decrease of State of Alaska funding, 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 legislation; and (2) to have the ability to enter reimbursable agreements for additional funding sources that become available.

Out of the 8 safety applications submitted, we were awarded 4; they are for one AWOS unit, development of a safety accident/crash data reporting system, protective gear (helmets, etc.), and the purchase of personal locator beacons for our tribes to rent out to tribal members. Implementations of these grants are forthcoming.

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



Construction workers building the boardwalk in Kongiganak in July 2016

Tribal Justice



Monique Vondall-Rieke

This year, we have worked to establish funding and begin working toward permanent funding of tribal courts in our region. This includes building relationships with federal agencies, partnering with Alaska State programs, and assessing the civil and criminal tribal court development in the villages within our region. This past year was also a year to take part in notifying federal agencies and legislation just how great the need is in our region to develop tribal courts and programs that are related to tribal courts.

Accomplishments in 2015/2016:

- Established the Tribal Justice Center as integral to the TIWAHE Initiative.
- Building a relationship with AVCP Tribal Justice Center and the Department of Interior, Bureau of Indian Affairs, Office of Justice Programs and the Tribal Justice Support Division.
- Enhance existing Tribal Courts:
- Partnership with ALSC and TWC resulted in AVCP being a sub grantee of ALSC's OVW grant. This brought one trip to the villages of Kongiganak that involved training tribal court staff, tribal council, law enforcement and other staff in 2015. (Trip to Toksook Bay was delayed due to weather.)
- Tribal Council Curriculum on serving as tribal court was developed and delivered to Newtok Village.
- These tribes were given assistance with their tribal codes: Akiak, Alakanuk, Cheforak, Chevak, Hamilton, Hooper Bay, Kongiganak, Newtok, and Scammon Bay.
- These villages were visited: Alakanak (x2), Chevak, Kwethluk, Upper Kalskag, Lower Kalskag, ONC, Kongiganak, Emmonak, Newtok, Hooper Bay, Mekoryuk, Oscarville, Napaskiak, Russian Mission.
- Remote Technical assistance provided to: Hooper Bay, Cheforak, Kongiganak, Napaskiak, Napakiak, ONC, Pilot Station, Scammon Bay, Newtok, Hamilton, Akiak, Alakanuk, Kotlik, Kwethluk, Upper Kalskag, Lower Kalskag, and Emmonak.
- Trainings: VAWA Training Feb. 2016, 14 tribes attended, 75 individuals, including non-tribal programs; Tribal Court Ethics, Roles and Responsibilities Training May 2016, 15 tribes attended, 45 individuals.
- Provided written Testimony to the U.S. Commission on Indian Affairs re: P.L. 280 \$10 million Bill for Tribal Court funding sponsored by Sen. Murkowski. This resulted in the \$10 million being included in President Obama's 2016 Budget. The distribution plan includes a significant amount estimated for Alaska Tribal Courts.
- Provided letter to Tricia Tingle, Tribal Justice Support Division on suggestions for a distribution plan of the PL 280 tribal court funding.
- Held Regional Tribal Court meeting for AVCP Tribes during the BIA Provider's Conference.
- Submitted and secured funding for 2016 from the TIWAHE Justice funds.
- Added a Program Coordinator position January 25, 2016.
- Secured Domestic Violence \$107,526 OSG funding for AVCP Tribal Justice Center and submitted budget along with budget narrative to AVCP Finance.

- Secured VAWA Training Funds and submitted budget and training plans to AVCP Finance and Tribal Justice Support Division, BIA.
- Completed a Long Range Strategic Plan
- Completed a TIWAHE Tribal Justice Center plan along with measurable outcomes.
- Secured Tribal Court Assessment process for AVCP Tribes and Villages to begin August 2016.

Goals for 2016/2017:

- Complete up to 10 Tribal Court assessments in villages in our region.
- Assist tribes with the budgets and spending plans for upcoming tribal court funding.
- Write grants to enhance efforts and grow opportunities for tribal courts and tribal court support programs.
- Continue establishing new tribal courts and enhancing existing ones.
- Implementing court reporting software system for up to 12 tribes.
- Continue to identify training needs and budget trainings.
- Hold a Tribal Action Plan Summit November 2016.
- Hold Domestic Violence Training for the Region.
- Hire and train new TJC staff (1.5).

Department Staff:

- Director, Monique Vondall-Rieke
- Program Coordinator, Denise Nerby
- Tribal Court Development Coordinator, TBH – funding approved
- Part Time LAN/WAN Technician, Willie Kanuk, funding approved



Tribal Services



Martha Whitman-Kassock, Director

AVCP Tribal services mission is to promote self-sufficiency in all aspects of local governmental management and administration of Tribal Operations. Tribal Services provides technical assistance in the area of Tribal governance to member Tribes that Compact their Aid to Tribal Government (ATG) program with AVCP. The technical assistance provided includes but is not limited to: Tribal constitutions, ordinances, elections, tribal enrollment, personnel policies and procedures, financial policies, budgeting and reporting, organizational management, accounting systems, payroll taxes, and information technology. Tribal Operations Specialists and the Tribal Services technician serve ATG 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 and referrals for the services listed above.

Accomplishments in 2015/2016:

- Hosted QuickBooks training
- Provided 1,297 Tribal ID's to Tribal Members from the Joe Lomack building in Bethel
- Provided 1,135 Tribal ID's to Tribal Members in Villages
- Attended OMB Supercircular training
- Attended Grants management training
- Provided one-on-one financial assistance on 14 separate occasions
- Completed 39 total Tribal government assessments from January 1, 2015 to present

Goals for 2016/2017:

- Draft and implement best practices for Tribes
- Complete drafting and implement Policies and Procedures
- Host Tribal Administrator training for Compacted ATG Tribes
- Host OSG training for all AVCP member Tribes
- Implement Ritetrack software and provide additional ID services to Compacted ATG Tribes.

Department Staff:

- | | |
|--|--|
| • Director – Martha Whitman-Kassock | • Tribal Accountant – Margaret Fitka |
| • Assistant Director – Doris Mute | • Tribal Services Technician – William Kanuk |
| • Secretary – Virginia Charlie | • Program Support Specialist – Tecumseh Hensley |
| • Tribal Operations Specialist – Angeline Whitman | |

Tribal Workforce Development



Peter Keller, Director

This is a new department that is currently in the process of selecting Job Center Sites. The objective of our project is tribal workforce development; helping the people of our region who are either TANF clients or under the age of 25 find employment and helping employers connect with these human resources. This will be achieved by opening multiple Tribal Job Centers in the region and connecting individuals with resources that they either currently can't access or aren't aware exist. This includes existing positions individuals may qualify for and training opportunities hosted by both the AVCP Tribal Job Centers and those available outside of their

village. These can include professional development workshops, vocational training, higher education, internships, apprenticeships and access to GED programs.

We will create a job skills bank that will act as a resource for both employers and job seekers. Job seekers with skill sets will be added to our resource center where employers can seek qualified candidates for open positions. This will help fill the employment gap on both sides. These Tribal Job Centers and our Workforce Development Specialists will act as facilitators in connecting community members with these opportunities. They will also act as trainers themselves teaching job searching, offering resume assistance, organizing workshops – including ones they offer in introductory computer skills, and connect them with scholarship opportunities for training and education.

Accomplishments in 2015/2016:

- 3 members of Bethel Staff Hired
- Basic skills workshops for tribal members designed
- Application for Tribal Job Centers advertised and reviewed
- Designed Job, client intake, and skills bank

Goals for 2016/2017:

- Advertise village staff positions
- Hire village staff
- Train village staff on workshop delivery and AVCP
- Begin offering:
 - o training
 - o counseling
 - o job search assistance
 - o education assistance

Department Staff:

- Senior Workforce Development Specialist: Seth O'Brien
- Senior Workforce Development Specialist: Thomas Wynn
- Job Center Coordinator: Jesslyn McGowan
- Job Development Specialist: Vacant
- Workforce Development Specialist (20 positions): Vacant

Village Public Safety Officer (VPSO)



Alvin Jimmie, Director

The Village Public Safety Officer Program (VPSO) was designed to train and employ individuals to be first responders to public safety emergencies such as basic law enforcement, search and rescue coordination, fire protection and prevention, emergency medical services, water safety, community policing, public safety education, disaster coordination, and probation and parole monitoring. The presence of these officers has a significant impact on improving the quality of life in participating villages. As a result, the VPSOs are generally the first to respond to many calls for help from community members; hence their motto: *"First Responders – Last Frontier"*

Accomplishments in 2015/2016:

- We purchased a Wooldridge Boat for the AVCP VPSO Program, which will benefit AVCP VPSOs with travel to nearby communities for VPSO business trips.
- Two VPSOs completed Method of Instruction (MOI) Course in Homer, AK.
- AVCP VPSOs received and completed ARMS reporting system.

Goals for 2016/2017:

- To provide more Public Safety Service and Presence in the Yukon Kuskokwim Delta Region.
- Utilizing VPSOs as temporary duty assignments, in communities needing law enforcement presence.
- Fill our vacancy VPSO positions.
- Provide better equipment for the VPSOs to do their job efficiently and effectively in their assigned communities.

Department Staff:

First Sergeant: John Pleasant – AVCP VPSO Program Roving Officer

Sergeants: VPSO Daniel Max Olick Sr. of Kwethluk VPSO John Friendly of Eek

VPSO Jerome Kelly of Tuntutuliak

Corporal: VPSO Gregory Larson of Napaskiak VPSO George Bright Sr. of Goodnews Bay

VPSO James Kvamme III of Aniak Region Roving Officer

VPSO John Uttereyuk of Scammon Bay

VPSO: VPSO Peter Berlin Jr. of Napakiak VPSO Buford Kopanuk of Hooper Bay

VPSO Owen Martin of Chefornek

Vocational Rehabilitation



Irma Goodwine, Director

Vocational Rehabilitation Program's purpose is to provide assistance to tribal members with physical or mental disabilities to enter into the workforce or to maintain employment. This may also include becoming productive in the subsistence lifestyle. The following services and appropriate accommodations are provided, but are limited to: equipment, supplies, hear devices, assistive devices, transportation, basic living costs, housing assistance, training, higher education, self-employment and more.

AVCP VR Program was recently awarded for the 4th time in 2015 for another 5 years (2015-2020) and is operating on flat funding of \$473,104 annually (ending September 30, 2016).

Accomplishments in 2015/2016:

- 62 open cases (present)
- 41 successful closures
- Maintain partnerships with other agencies (YKHC, Bethel Therapeutic Court, SOA, ATLA, Access Alaska, Alaska Center for Blind, DOL, Statewide Tribal VR's, School Districts, Housing Authorities, OCS, AVCP Programs, Yuut Elitnaurviat, TBIN, Alaska Mental Health Trust Authority)
- Outreach
- Service on Governor's Council (Statewide Independent Living Council)
- Special Education Camp in Bethel

Goals for 2016/2017:

- Meet the program goal of at least 50 clients, with at least 10 successful closures
- Outreach to all villages including preparing a Disability Awareness Event
- Reestablish agency partnerships (YKHC, Bethel Therapeutic Court, SOA, ATLA, Access Alaska, Alaska Center for Blind, DOL, Statewide Tribal VR's, School Districts, Housing Authorities, OCS, AVCP Programs, Yuut Elitnaurviat, TBIN, Alaska Mental Health Trust Authority)
- Hire High School Transition Specialist
- Establish Transition Services for Transitioning High School Special Ed Students
- Successfully run the Loan Closet
- Continued Training pertaining to changes to Federal Registrar
- Annual meetings with ACTVR (Alaska Consortia of Tribal Vocational Rehabilitation) and CANAR (Consortia of Administrators for Native American Rehabilitation-Nationwide)

Department Staff: Vocational Rehabilitation Coordinator, Minnie Steven (Bethel based)

Yupiit Piciryarit Museum



Eva Malvich, Director

The Yupiit Piciryarit Museum is the only tribally-run museum in the YK Delta region. Our mission is to sustain the Yup'ik culture, history, language, and arts via the transmission of knowledge from this generation of elders into the future.

Accomplishments in 2015/2016:

- Partner with LKSD to administer Yuuyaramek Elitnaurutkat 3 million dollar grant to develop Yup'ik material on a database for use in developing K-6 curriculum
- Provided two Seal Gut-Skin intestine classes (January 2015 & January 2016), Fish Skin class (April 2015), Doll Making (February 2016). Offering Grass Basket (fall 2016) and Yup'ik Small Mask making class (winter 2016)
- Museum recipient of many donations, including Edward J. Curtis 1928 prints valued at \$74,000.00

Goals for 2016/2017:

- Provide community classes to meet Museum mission statement
- Provide temporary exhibits four times per month
- Provide tours for students, groups and individuals





Toksook Bay, Alaska



Kipnuk, Alaska

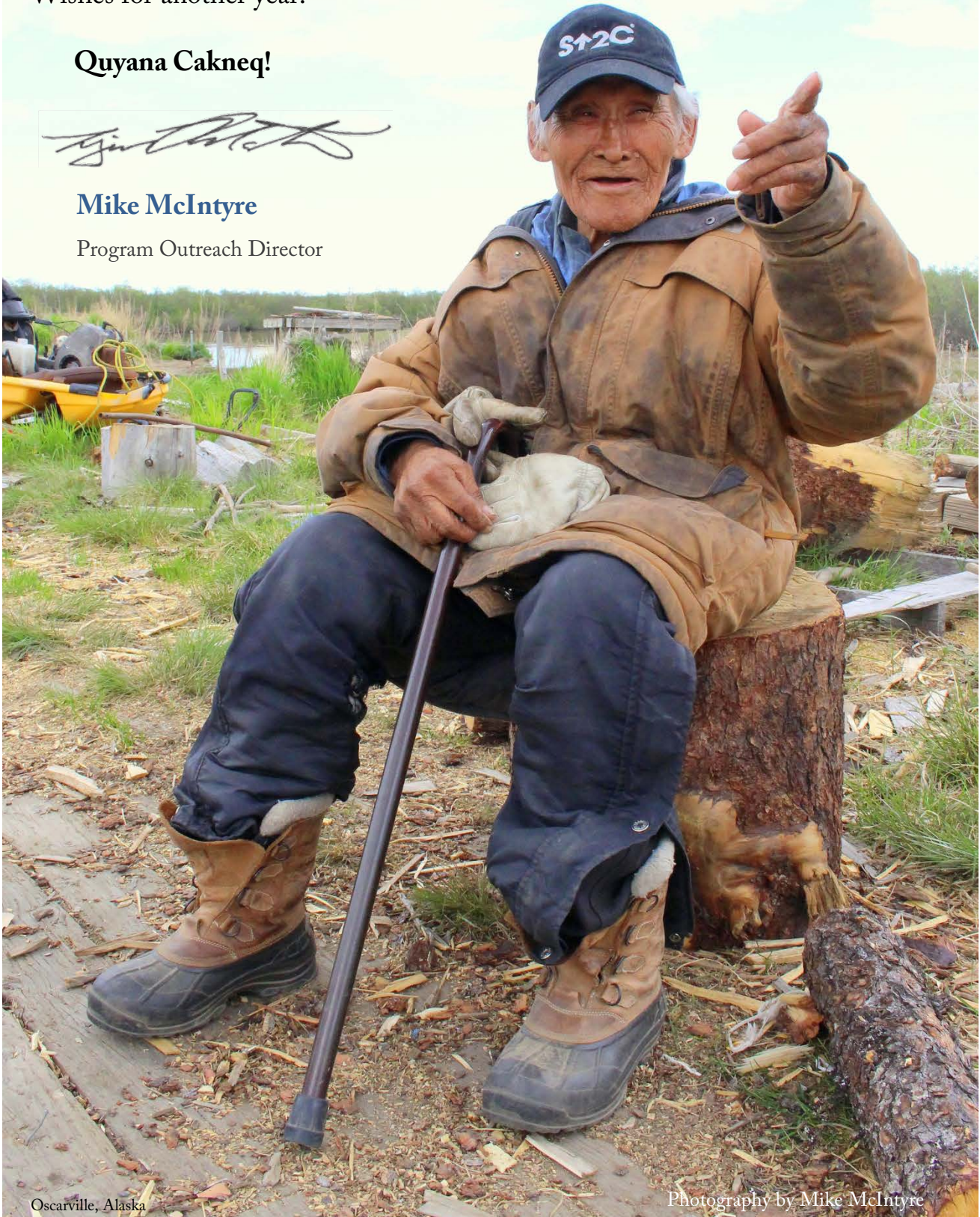
The 2016 Annual Report was put together with the help of the Department Directors and Staff. Thank you very much for making this a success and Best Wishes for another year.

Quyana Cakneq!



Mike McIntyre

Program Outreach Director



Oscarville, Alaska

Photography by Mike McIntyre



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