



2017 Annual Report

*Nunaput Umyuallgutkut Pinirluteng-llu,
Ayagyuaput-llu Ciuliqagcimaut Yuuyarakun.*

Our Tribes are united and strong, our Elders are respected and valued, and our Youth are guided by Yuuyaraq

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Association of Village Council Presidents

2017 Annual Convention

Yupiit Piciryarait Cultural Center

September 26-28, 2017

Our Tribes are united and strong, our
Elders are respected and valued, and our
Youth are guided by Yuuyaraq.

*Nunaput Umyuallgutkut Pinirluteng-llu,
Tegganerput Qigcikliki Pirpakluki-llu,
AyagyuaPUT-llu Ciuliqagcimaut Yuuyarakun.*

AVCP Mission Statement

Calillgutekluta nunaput kitugiluki, elicariluta, ikayuriluta, makut piciryarat aturluki picirkiurluta, cali ikayurluki canek taqtengnaqellriit yuut quyungqalriit AVCP-iim iluanelnguut, quyigiluki ellmeggnek pingnaquralriit, qaunqiluki, cali assirikanirluki makut nutemllat piciryaraput maani nunamteni.

To work in partnership to provide community development, education, social services, culturally relevant programs and advocacy for the people and Tribes of the AVCP Region, to promote self-determination, protection and enhancement of our cultural and traditional values.

AVCP Region and Tribes



Proudly Serving 56 Tribes in the YK Delta since 1964

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

Executive Board



Traditional Chief
Peter Moore



At-Large
Raymond Watson



Unit 1
Cyril Okitkiun
External Operations
Representing: Alakanuk,
Chuloonawick, Kotlik,
Emmonak, Hamilton,
Billmoore's Slough and Nunam
Iqua



Unit 2
Ruth Riley
Internal Operations
Representing: Algaaciq, St.
Mary's, Pitka's Point and
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
Peter J. Andrew
Governance
Representing: Akiachak,
Akiak, Kwethluk and Tuluksak



Unit 5

James Paul

Internal Operations

Representing:

Napakiak, Napaskiak,
Oscarville



Unit 6

Wassillie Pleasant

Governance

Representing: Atmautluak,

Kasigluk, Nunapitchuk



Unit 7

Roland White

External Operations

Representing: Kipnuk,

Kongiganak, Kwigillingok,
Tuntutuliak



Unit 8

Marcella White

External Operations

Representing: Chefornak,

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

Christina Changsak

Internal Operations

Representing: Ohogamiut,

Pilot Station, Marshall and
Russian Mission

CEO Message



Vivian Korthuis, CEO

It's hard to believe that less than a year has passed since we were together at the last AVCP Annual Convention. 2017 has been an amazing and energizing one for AVCP and I am excited to share our accomplishments and plans with you.

When I was introduced as your CEO last October, I shared my experience as a young girl accompanying my father and the interactions we had with others from outside of our region who were there to help us. I knew even then, as a young girl, that the best people to help us are the people who are already here in our region. Over the past year at AVCP, we have embodied this concept that I call "growing our own." Our focus has been on realizing and leveraging the talent in the YK-Delta region to grow our programs and expand our services. During this year's Convention, you will see how living this value has changed the mindset and the operations of AVCP.

The first place this will become apparent is in our new strategic plan. At last year's convention, you gave us your top three priorities. Our Executive Board took those priorities and worked hard to develop a comprehensive 5-year strategic plan. It has been ten years since AVCP last engaged in strategic planning, and never has the process been so lengthy, thorough, and involved input from every corner of our region. The result of this process is a tool that will focus our work over the next few years, allow us to evaluate progress and plan our growth in a focused and organized fashion. On Day Two of Convention, our Executive Board will present the final Plan. One of the main features of the strategic planning process was updating AVCP's mission statement and the creation of a vision statement. The vision statement is this year's convention theme and reflects not only the priorities from last year, but our core values as Yup'ik, Cup'ik and Athabascan peoples.

Last year there was also a heavy emphasis on protecting our children and promoting the wellbeing of children and families in our communities. As you will learn during our program reports and through our panel presentations, AVCP is building on an already robust child welfare program, to develop a comprehensive child welfare service delivery model. You will learn how our Indian Child Welfare Act (ICWA) Department employs village-based ICWA workers, provides case management, and supplies legal representation for ICWA compacts and how AVCP plans to leverage that model to expand services and available supports at a sub-regional level.

AVCP's Tiwaha Project is also transforming the way we provide services to children and families, by allowing AVCP to develop a single entrance for families to access all the resources and support they may need, and to eliminate the need to go through several application processes.

Our staff has worked hard on many other projects that you will learn about during Day One and Day Two, including enhancing compensation for tribal administrators through our Aid to Tribal Government Memorandums of Agreement and opening Job Centers throughout the region.

In addition to expanding our program offerings, AVCP has also remained dedicated to improving *how* we deliver our services. During year two of our Quality Improvement Process, we have continued to focus on financial and grant compliance, begun to lay the groundwork to elevate our technology capabilities and have dedicated time and resources to renovating and repairing our buildings so that our clients and staff can interact and work in a safe and pleasant space.

Lastly, I want to share something I have heard over and over during the Unit Meetings that have been held in the last six weeks. So many of you expressed appreciation for the opportunity to communicate with us directly and learn what was happening at AVCP. It was also an invaluable experience for me to be able to hear from you directly in smaller settings. As a result, I will commit now to making better communications a priority in the coming year. We will revamp the Unit Meeting process to meet with each other on a more frequent and regular basis, by incorporating teleconferences in addition to location visits and by scheduling throughout the year to better accommodate schedules and weather conditions. Also, in addition to the quarterly newsletters which began this past year, you can expect to see a newly designed website with complete information about the programs and services AVCP provides, and a frequently updated Facebook page. There is so much happening at AVCP, but I know that for this to matter the members – the Tribes – must know about it.

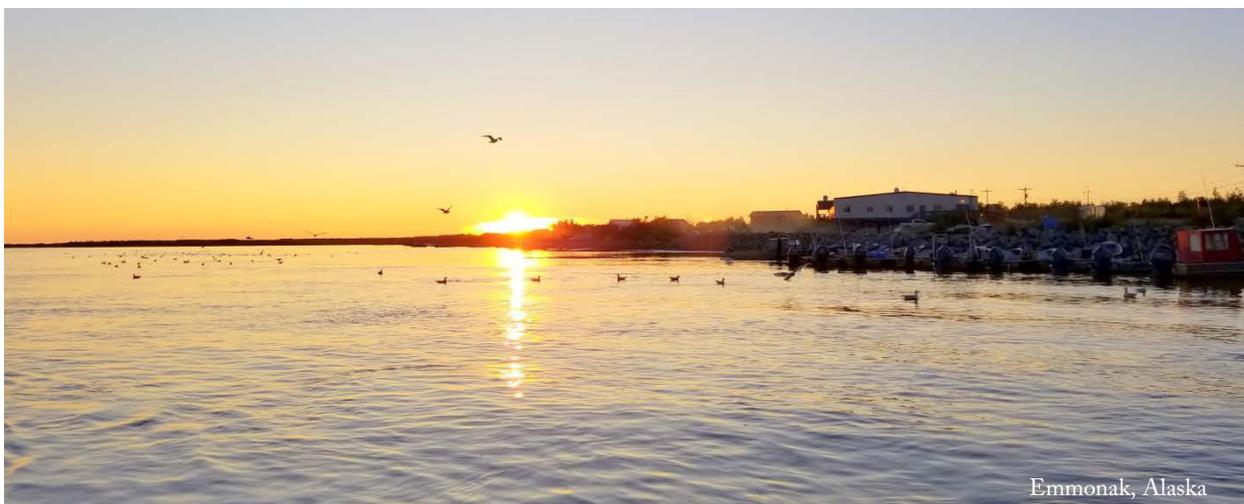
I want to say thank you to all those that have given me words of encouragement in the past year. I am very proud of the staff at AVCP. Their commitment and strength is truly my commitment and strength. I could not do my job without them.

During this year's convention, please visit our program booths, please talk to our staff, and please ask me questions. We want to show our members that, as always, AVCP is working for you and for our region – to make a better life for us all.



Vivian Korthuis

CEO



Cultural & Environmental Sciences



Steven R. Street, Director/Archaeologist

Program Overview

The department has four distinct but closely-related functions: 1) to assure that all Realty transactions comply with federal cultural preservation law, specifically the National Historic Preservation Act (NHPA), the National Graves Protection and Repatriation Act (NAGPRA) and the Archaeological Resources Protection Act (ARPA), among others; 2) to coordinate compliance with the National Environmental Policy Act (NEPA); 3) to administer the ANCSA 14(h)(1) Historic and Cemetery Sites program on behalf of Calista Corporation; and 4) to provide technical and logistical assistance to tribal environmental programs with funding provided through EPA IGAP. As of August 2017, the department is also tasked with reorganizing the operation of the museum at the Yupiit Piciryarait Cultural Center.

Accomplishments in 2016/2017:

- C&ES Department began collaborating with Realty, Legal and Administration to form a “Land into Trust working group”
- C&ES delivered land status and land jurisdiction training for Tuntutuliak and Umkumiut tribal governments
- Environmental section facilitated tribal participation at the Alaska Tribal Conference on Environmental Management (ATCEM) and the Alaska Forum for the Environment (AFE)
- AVCP provided training for tribal environmental staff on backhauling, Freon removal, and handling of hazardous wastes, as well as organizing two Bethel-wide backhauling initiatives
- Historic preservation section collaborated on USACE and USFWS MOAs to jointly evaluate archaeological resources within the wildlife refuge
- Historic preservation section completed a joint region-wide monitoring of selected historic sites in collaboration with BIA and USFWS

Goals for 2017/2018:

- Deliver at least two unit-based workshops on land management and land into trust with a focus on the BIA process, land ownership and “site control” for community development ; short course for college credits
- Reduce backlog in NHPA, Sec. 106 and NEPA compliance reports for Realty transactions
- Collaborate with EPA, Alaska DEC and municipalities to increase backhauling before the end of 2018 when EPA funding will not be available
- Make significant progress towards establishing a sustainable operating budget for the Yupiit Piciryarait Museum

Department Staff: Steven R. Street -Director/Archaeologist, Joseph Sparaga – Archaeologist, Benjamin Balivet - Environmental Program Manager, Heather Kanuk - Environmental Planner, Monica Shelden - ANCSA Oral Historian

Economic & Energy Development



Jason Smith, Interim Director

Program Overview

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 and community development projects.

Accomplishments in 2016/2017:

- AVCP Region Comprehensive Economic Development Strategy (CEDS) updated
- Assisted in the development of Community Energy Plans in 10 villages:
 - Alakanuk, Emmonak, Kalskag, Kipnuk, Kotlik, Napakiak, Nightmute, Oscarville, Tuluksak, & Tuntutuliak
- Published an article in the AVCP Newsletter about community energy planning. Highlighting a community that came up with its own energy vision, goals and projects to pursue.
- Hosted a Regional Energy Workshop
- Under the USDA:
 - Provided education and outreach to the villages regarding the Rural Energy for America Program (REAP)
 - Provided education and outreach to the villages regarding (Rural Business Development Grant (RBDG) program
 - Distributed and shared information regarding the Business & Industry (B&I) Guaranteed Loan
 - Education & Outreach to villages regarding Community Facilities (CF) loan/grant programs
 - Distributed CF grant/loan program
 - Identified 5 projects within the I.H.S. Sanitation Deficiency Systems (SDS) list for the region; outreach and education regarding loan/grant information
 - Provided assistance to the Tribes regarding the RAVG program
 - Provided information and outreach for the Housing Program to include the 502 Loan Program, 504 Home Improvement Loan or Grant Program and Home Loan Guarantee
- Provided technical Assistance to:
 - Alakanuk Traditional Council regarding their Community Facilities pre-application with the USDA
 - Yupiit of Andreafski regarding their pre-application proposal for a USDA Community Facilities grant/loan to relocate and renovate the Tribal Council building/Tribal Hall
 - Sea Lion Corporation of Hooper Bay regarding 502 and 504 home grant and loan program pre-applications and full applications

Goals for 2017/2018:

- Continue the EDA Planning Partnership
 - Complete new AVCP Region Comprehensive Economic Development Strategy to include other key regional entities as partners
 - Promote economic development projects
 - Facilitate business related workshop trainings with key partners for the region
- Renew cooperative agreements with the USDA and the DOE
- Increase the OSG Economic Development shares
- Develop the capacity of existing staff
- Increase the number of Department staff to have a larger impact in the region



St. Mary's, Alaska

Education, Employment, Training & Child Care



Evelyn Pensgard, Director

Program Overview

Programs offered are: Higher Education, Adult Education, Job Placement & Training, Youth & Adult Supplement Services, Native Employment Works, and Child Care Services.

Accomplishments in 2016/2017: Classes at Yuut Elitnaurviat

- Electrical Maintenance Fundamentals
- Specialty Equipment Welding Design
- WELD 101
- WELD 102
- Toyo/Boiler Maintenance
- WELD 103
- CDL (class 1)
- CDL (class 2)
- Quickbooks
- Certified Flaggers class
- 2 classes in Napakiak
- 1 class in Chevak
- Grant Writing Class
- Child Care Providers Conference

Goals for 2017/2018: Classes at YUUT Elitnaurviat

- | | |
|---|---------------------------------------|
| ○ Boiler/Toyo Maintenance (2 classes) | ○ CDL (2 classes) |
| ○ Steel Structural Welding Certificate (3 courses) | ○ Quickbooks |
| ○ Maritime Welding (3 courses) | ○ Grant Writing |
| ○ Rural Facilities Maintenance Technician Certificate (8 courses) | ○ Child Care Providers Conference (2) |

Department Staff:

EET: Beverly Turner - 477 Case Manager, Steven Aluska - 477 Case Manager

Child Care:

Fredrika Chaney - Child Care Coordinator, Pauline Palacios - Child Care Coordinator

Nora Kelila – Aniak, Esther Chimiugak - Toksook Bay, Edith Carter – Eek, Jennifer Kameroff – Emmonak,

Johnny Friend – Kwigillingok, Sarah Nicholas – Kasigluk, Ruth Imgalrea - Hooper Bay

Head Start



Shiela Beaver, Director

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, Cheforanak, Kotlik, Nightmute, Quinhagak, Scammon Bay, Russian Mission, Tuluksak, Tuntutuliak and Tununak

Teacher Credentials

Lead Teachers

- 1 Head Start Lead Teacher with Bachelor's
- 3 Head Start Lead Teachers with Associate's
- 3 Head Start Lead Teachers with CDA'S
- 1 Working on her CDA

Teachers

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

Lead Teachers and Teachers are enrolled in ECE classes toward either their Bachelor's or Associate's degrees in early childhood education.

2014-2017 School Readiness Goals

The AVCP Head Start program's school readiness goals for the years 2014 to 2017, 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 year-long individual assessments for each child. Individual reports are shared with parents during parent conferences and exits 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.

AVCP Head Start FY17 Funding Source

Federal US Department of Health & Human Services

\$ 2,467,125

State Department of Education and Early Development

\$ 357,948



St. Mary's, Alaska

Healthy Families



Melanie Fredericks, Director

Program Overview

With guidance and support from our Elders, the program will provide culturally appropriate services to the AVCP region, to promote and support 'whole health' through the sharing, teaching, and practice of C/Yuuyaraq – the Yup'ik/Cup'ik way of life. Healthy Families uses *Elluarrluteng Ilakutellriit*, a framework that demonstrates the life cycle of traditional practices, values and beliefs as told by Elders from around the region and the late Peter Jacobs. The program currently offers a three-and-a-half day workshop which is held monthly in Bethel, and facilitators are available to work directly with Tribes to host workshops at the community level. Local agencies also utilize the Healthy Families Workshop as a training tool for staff new to the region, which helps strengthen their ability to provide services in culturally appropriate ways.



Accomplishments in 2016/2017:

- Department grew from 3 staff members to a total of 7;
- Facilitated 13 Healthy Families Workshops in Bethel with a total of 114 participants (October, 2016 – August, 2017)
- Facilitated 11 Qasgiq Sessions in Bethel with 18-21 participants in each session (October, 2016 – August, 2017)
- Attended Kasigluk Community Gathering in April, 2017

Goals for 2017/2018:

- Capture and distribute traditional knowledge
- Facilitate workshops focused on local plants during spring and summer seasons
- Curriculum development for Healthy Families model and Youth Track
- Implement Healthy Families as the core value of the Family Service Center

Department Staff: Winifred Kelly-Green - *Support Facilitator*, Joseph Green - *Support Facilitator*, Laura Jung - *Support Facilitator*, Julia Street - *Support Facilitator*, Bradon Brink - *Support Facilitator*, Thelma Kaganak - *Workshop Coordinator*, Melanie Fredericks - *Director*



Housing Improvement Program



William Brink, Interim Director

The Housing Improvement Program (HIP) has worked towards the completion of homes in the following villages in 2017:

- Alakanuk
- Nunapitchuk
- St. Mary's
- Tununak

We are currently in discussions with the AVCP Regional Housing Authority in laying the foundation of a collaborative project to utilize the BIA HIP allocations toward a Home Mortgage Payment Assistance Program. This particular program assists qualified applicants with up to \$75,000 in mortgage payment assistance. Under this partnership, the goal is to increase the number of homes built in the region as well as decrease the monthly mortgage costs for applicants to promote affordable housing.

AVCP will conduct an HIP application drive this fall and plans to collaborate with the RHA in this drive. Our goal is to show the need for homes in the Y-K Delta which may attract more BIA HIP funds to the region. This would allow our collaboration project with the RHA to continue into 2018.



Human Resources



Lema Pete, Director

Program Overview

This is my first year as the director of HR and my tenth year with AVCP. 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. AVCP employs between 350 to 400 people in the region at any time. Over half of our employees work and live in the 48 villages in our region and 96% are Alaska

Native.

The Human Resources Department (HR) provides these services through management of the personnel process by selecting and onboarding the employees, through to retirement. There are three 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 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.

Accomplishments in 2016/2017:

- A diverse, highly skilled, productive, healthy, and efficient workforce
- Fair and lawful treatment of all employees
- Leadership, management development and mentoring through focused and consistent training
- Hiring a full time Staff Development/ Trainer in the HR Department
- Development of New Employee Orientation (NEO), Outlook Training, Excel Training and an annual Supervisors Training
- Meeting and developing the training needs of the organization
- Working with Facilities Management and Administration in the development of the multi-level emergency response process for AVCP

Goals for 2017/18

- Revision of the Employee Handbook for AVCP
- Updating of the HR Master Process Manual for all sections of the department
- Continued manager and supervisor course development in quarterly topic focused trainings
- Implement and train staff on the 360 evaluation process in the ADP system by January 2018

HR Staff Members: Lema Pete - HR Director, Edward Evon - Benefits Coordinator, Karla Berry - HR Coordinator, Tina Short - Benefits Technician/Assistant, Alisha Welch - Staff Development Coordinator/ Trainer

Indian Child Welfare Act (ICWA)



Valerie Andrew, Director

Program Overview

To act in the best interest of Alaska Native children by meeting the requirements of the Indian Child Welfare Act (ICWA) with a focus on protecting the tribes' rights under ICWA by keeping children safe, keeping families intact as much as possible, and preserving children's connections to their tribes and Alaska Native culture. The ICWA Department works with Compacted Tribes to protect their interests in state court child protection cases.

Accomplishments in 2016/2017

- First Annual AVCP ICWA Conference for all ICWA staff December 2016
- Assisted in Tribal Transfer of Jurisdiction cases for about 20 OCS cases
- Created a prevention unit in partnership with TANF using a structured decision model for prevention and case management services (SDM)
- AVCP ICWA director represents the Western Region service area at Tribal-State Advisory Team

Goals for 2017/2018

- Increase Tribal Intervention services in OCS cases
- Formalize a career ladder system for both ICWA CFSS community workers and ICWA advocates
- Provide prevention services to avoid OCS case involvement through the implementation of the SDM model and referrals to culturally relevant service programs such as AVCP Healthy Families

Department Staff

- **Bethel:** Valerie Andrew - Director, Megan Sennie - ICWA Advocate III, Elena Aluskak - ICWA Advocate II, Marita Hanson - Community Family Service Specialist, Francis Bialy - Office Manager
- **Anchorage:** Cynthia Ontiveros - ICWA Advocate II
- **Village Compacts:** 39 Villages currently served under ICWA compact



Information Technology



Aaron Mute
Director of IT Operations



John Charlie
Director of IT Infrastructure

Program Overview

The mission of Information Technology is to provide the best possible technology services and support for daily operations at 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 2016/2017

- Continued RiteTracks implementation for Client Services. The first phase of this project included the TANF Department, which is coming to a close. Currently researching which departments to deploy next. Ongoing through 2018.
- Upgrade of backup software and hardware to latest version, completed summer 2016
- Server installation for new Accounting software, access granted for Consultants, complete, May, June 2017. Go Live Date was 08/01/2017, in which the IT Department had all Servers and workstations installed and ready.
- Implementation of cloud email and web filtering, saving AVCP money, using less internet bandwidth for email, with better security for both Web and Email Filtering
- New IT structure and IT organization chart was implemented in March of 2017. Continued growth for the IT Department was and is critical to meet AVCP's overall goals and client services.

Goals for 2017/2018

- Upgrade the aging telephone system to Voice Over Internet Protocol (VOIP) system. RFP process has been completed and a vendor has been chosen. Go Live Expected date is September 15, 2017.
- Integrate other departments to the new client services server RiteTracks 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.

- IT Department call tracking/logging software to be fully functional by September 30, 2017. Will allow for better IT services for AVCP.
- RFP for PC refresh to replace all desktops and laptops for AVCP over a three year period.

Department Staff

- IT analysis with CIO consultant in February 2017, resulting in IT department restructure, allowing growth for 5 more employees to better serve AVCP.
 - John P. Charlie - Director of IT Infrastructure
 - Aaron Mute - Director of IT Operations
 - Hubert Angaiak - Information Systems Administrator
 - Robert Lincoln - Server Administrator
 - William Kanuk - Help Desk Manager
 - Irvin Brink, Helen Wasuli and Norman Michaels, hired as Help Desk Technicians



Natural Resources



Jennifer Hooper, Director

Program Overview

The mission of the department is to protect and maintain the integrity of our region's natural resources and the unique subsistence way of life through the promotion of self-determination of our Tribes and our people. We monitor the various governmental agencies and regulatory bodies, legislative and congressional activities and other private entities and organizations regarding issues which may affect the use and availability of our resources, both renewable and non-renewable. We participate in state and federal regulatory processes that determine our access to those resources. We collaborate where possible with user groups and organizations that share similar objectives and purposes. We provide information and updates to our Tribes and stakeholders as timely as possible.

Accomplishments in 2016/2017

- Pilot Station Hazardous Fuels Reduction Project (October/November 2016)
- AVCP's Waterfowl Conservation Committee resumed active operations
- Celebrated the first legal subsistence harvest for emperor geese in 30 years!
- Redeveloped previous and created new connections and partnerships with various organizations and agencies statewide
- Provided a seasonal fisheries technician for the ADF&G Pilot Station Sonar project
- Continued support of the growth and progression of the Kuskokwim River Inter-Tribal Fisheries Commission

Goals for 2017/2018

- Hire support staff to assist with department operations
- Return to Pilot Station to complete HFR project
- Identify additional locations and communities that will benefit from HFR-type or forestry-related projects
- Continue support for the Kuskokwim River Inter-Tribal Fish Commission
- Complete the region's Forest Management Plan
- Expand the department to begin looking at other potential projects and work
- Keep active watch on activities surrounding critical Bering Sea-related issues: Northern Bering Sea Climate Resilience Area, Bering Sea Port Access Route, development of prevention and preparedness resources, tribal representation in the North Pacific Fisheries Management Council process (Magnuson Stevens Act reauthorization)
- Assist in the development of a network of resources for emergency preparedness and response infrastructure

Office of Self-Governance



Martha Whitman-Kassock, Director

Program Overview

The Office of Self-Governance (OSG) provides funding for essential operations of BIA programs that Tribes elect to compact under AVCP's Self-Governance agreement. The OSG agreement provides AVCP with the broad authority to consolidate and redesign programs and reallocate funds between programs. The Tribes in the AVCP region can also elect to contract for these programs directly with the Bureau of Indian Affairs (BIA) under P.L. 93-638 or, Tribes can elect to have select programs provided by the BIA directly. Contract Support costs are provided to the entity responsible for providing the service for administrative costs associated with operations of the program. AVCP collaborates with OSG and BIA to maintain the financial integrity, timely and accurate delivery and reporting of funds negotiated in the self-governance annual funding agreements and to provide information to AVCP Tribes regarding self-governance and other self-determination issues. The OSG agreement provides flexibility for receiving funding from other agencies and deferred revenue sources. AVCP continues work to clearly define the service delivery of OSG and its programs.

Accomplishments in 2016/2017

- Provided funding match for Head Start and Vocational Rehabilitation.
- Tribal Services (Aid to Tribal Government)
 - Provided payment of ATG Compacted Tribal Administrator salary and fringe for up to nineteen Tribal Administrators.
 - Implemented a compensation schedule for Tribal Administrators that resulted in higher, fairer wages.
 - Hosted Introduction to Tribal Administration course for ATG Compacted Tribal Administrators who obtained one college credit.
- ICWA
 - Provided service for 39 ICWA Compacted Tribes - over \$2 million in direct service
 - Focused on defining child welfare service delivery at a sub-regional level. Started work in Unit 1 to define all key agencies involved with child welfare services.
 - Working on transition plan for Tribes coming in and exiting the ICWA Compact.
- Tribal Courts
 - Assisted with coordination of Tribal Court assessments for ten AVCP region tribes with plans to assess ten more in 2018.
 - Provides day-to-day technical assistance to all Tribal Courts in the region.
 - Provided numerous trainings in conjunction with TIWAHE and Department of Justice
 - Co-hosted the Tribal Action Plan Summit with YKHC Calricaraq and Healthy Families.

- Natural Resources
 - Completed bulk of Hazardous Fuels Reduction Project in Pilot Station, burning to be completed Fall 2017
 - Provided funding and legal support for Kuskokwim River Inter-Tribal Fish Commission (KRITFC)
 - Monitor Port Access Route Study (PARS) and worked with White House on crafting of Northern Bering Sea Climate Resilience Executive Order (number 13754)
- Housing Improvement Program (HIP)
 - One home completed and three additional homes to be completed in 2017
 - Developing partnership with AVCP RHA
- Economic Development
 - Completed six community energy plans
 - CEDS update in the process of being finalized
- Johnson O'Malley (JOM)
 - Accepted proposals for JOM projects in AVCP JOM Compacted communities
 - Reviewing and planning for restructure of JOM program
- Scholarships and Adult Education/Child Care
 - Collaborated with AVCP Transportation and Tribal Workforce Development department to provide welding, CDL, boiler/Toyo maintenance and flagger training
 - Hired four additional child care specialists to increase contact with target population
- Realty
 - Doubled staff in department to address the increasing fractionation and probate cases
 - Focused on obtaining and building capacity of staff
 - Reviewing innovative solutions to addressing fractionation and increase in probate cases in AVCP region
- Social Services
 - Developed Burial Assistance letter to Tribes to clarify AVCP region burial assistance
 - Obtained Welfare Assistance training with BIA Human Services Director

Goals for 2017/2018

- Tribal Services - promote additional training for Tribal Administrators by developing an occupational endorsement for Tribal Management and further developing a partnership with UAF and KUC
 - Implementation of Tribal Compliance Support Specialist
- Realty - In an attempt to address issues resulting from fractionation, promote will writing services across the region
- ICWA - Define service delivery in the AVCP region and create transition plan for Tribes joining or exiting AVCP's ICWA Compact
 - Continue work to define child welfare service delivery in Unit 9 by identifying key agencies involved in child welfare

- Tribal Courts – Work with assessed Tribes to develop and implement Strategic Action Plans to increase infrastructure of their Tribal Court
 - Host four trainings in 2018 to increase capacity of Tribal Courts in the AVCP region
- Natural Resources – Increase capacity of department to become the voice of the AVCP region
 - Remain involved and informed of upcoming regulations and requirements that will impact Natural Resources and subsistence in the AVCP region
- HIP – Engage in further discussions regarding collaboration with AVCP Regional Housing Authority to utilize the BIA HIP allocations toward a Home Mortgage Payment Assistance Program. The goal is to increase the number of homes built in the region as well as decrease the monthly mortgage costs for applicants to promote affordable housing.
- Economic Development – provide business development training to AVCP communities and Build partnerships with key regional organizations to strengthen and better serve our region
- JOM
- Scholarships and Adult education – partner with Yuut Elitnaurviat to provide training for Quick Books, Grant Writing, Boiler/Toyo Maintenance
- Realty – planning partnership with Alaska Legal Services to provide Will writing clinics to AVCP Realty Compacted Tribes
- Social Services – Increase General Assistance Caseload by 50% - increase outreach



Kotlik, Alaska

Realty



Tonya Charlie, Director

Program Overview

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. 42 tribes presently receive trust services.

Land transactions staff provide 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 decisions determining heirs.

Accomplishments in 2016/2017

- The Department of Realty has focused largely on building capacity and training new staff in their respective roles within the Transactions Functions and Probate Functions of the Realty Department.
- Realty is working to identify proactive solutions for the increase in need for Indian Probate and fractionation of lands.
- Collaboration with Cultural & Environmental Sciences, Legal, and Administration to form "Land Into Trust Working Group."
- Progress made toward the completion of subdivisions and negotiated sales for portions of two Native Allotments related to a village's need for airport improvement and expansion. Because one of the Native Allotments has numerous landowners, completion of the transactions have been highly complicated.

Goals for 2017/2018

- Reorganize transaction files and reduce backlog of transaction cases
- Reduce backlog of Probate cases
- Archive files older than five years to the records repository, and electronically capture files prior to the archive of files
- Travel to four villages to provide Will Writing services to eligible landowners

Department Staff

Tonya M. Charlie, Realty Director

Tommy W. Andrew, Supervisory Realty Specialist

Susan L. Motgin, Realty Specialist

Melanie A. Charles, Supervisory Probate Specialist

Denise R. Owens, Probate Specialist

Louise King, Probate Specialist

Stephanie Hoffman, Realty Clerk



Russian Mission, Alaska

Social Services



Nicholas Hoover, Director

Program Overview

The Social Services department consists of: the Energy Assistance Program (EAP), Crisis Heating Assistance Program (CHAP) and Weatherization Assistance Program (WAP) funded by the federal Low Income Home Energy Assistance Program (LIHEAP) to 42 Tribes; the BIA Welfare Assistance Programs: General Assistance (GA) and Burial Assistance (BA), currently compacted in 2017 to provide service to 38 Tribes; the Title VI Older Americans Act (OAA) and Nutrition Services Incentive Program (NSIP) providing Elder Meals through three school districts to 12 villages; and Burial Donations program to all 56 Tribes.

Accomplishments in 2016/2017

- EAP assisted 2,040 households in FY 2016 with \$4,115,393 in assistance payments from both LIHEAP and the Alaska Affordable Heating Program (AKAHP) which ended June 2016, ongoing in FY 2017 with current count of 1820 households with \$1,665,717 in assistance payments from LIHEAP.
- CHAP assisted 705 households in FY 2016 with \$114,923 in assistance payments and 552 households in FY 2017 with \$131,593 in assistance payments.
- WAP assisted 111 households in FY 2016 with \$184,459 in assistance payments, ongoing in FY 2017 with current count of 69 households assisted with \$113,414 in assistance payments.
- AVCP provided 103 Burial Donations in Calendar Year 2016 for a total of \$76,500. The donation program was indefinitely suspended on Sep. 2, 2016, due to depletion of funds.
- The LIHEAP grantors conducted a site visit to Bethel from July 10-14, 2017. The program staff were escorted to meet with Kwethluk and Akiachak Tribal Administrators. Both the program and fiscal staff worked with counterparts at AVCP with a strong emphasis on drastic program improvements since their last visit in 2012. Their report will be submitted to us 90-120 days following the site visit.
- The Program Compliance Officer position was moved to Social Services from TANF to develop the Intentional Program Violation investigations and prevention policy and procedures to strengthen EAP and BIA Welfare Assistance program's integrity.

Goals for 2017/2018

- Social Services will soon begin the planning phase before implementing an upgrade to the client data management software to RiteTrack
- We plan to combine the EAP and CHAP applications to vastly reduce the time it takes to process applications and assist households as quickly as possible
- Department is pending to move to the Allnivik 500 building
- Following BIA Welfare Assistance training by Gloria Gorman, AK BIA, on March 14-15, 2017, we plan to conduct outreach to expand caseload over the next year

Department Staff

- Nicholas Hoover, Social Services Director
- Martina Ayagalria, Social Services Program Support Specialist
- Tabitha Kaganak, Social Services Clerk
- Leanna Isaac, Program Compliance Officer
- Samantha Michaels, Energy Assistance Program Support Specialist
- Martha Merculief, Energy Assistance Technician
- William Brink, Home Retrofitting/Assessor and Weatherization
- Helen Beaver, Energy Assistance Clerk



Nunapitchuk, Alaska

Temporary Assistance for Needy Families (TANF)



John McIntyre, Director

Program Overview

The goal of our program is to provide comprehensive services that meet the basic needs of the families in our region, and 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
- 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, and to all qualified clients who qualify for services under the four purposes of TANF.

Accomplishments in 2016

- In FY 2016 AVCP TANF served 6,236 families, with an average of 520 families per month
- In FY 2016 AVCP TANF provided \$4,151,967.00 in cash benefits to families in the AVCP Region
- AVCP TANF provided funding to Campfire Alaska that served communities of Aniak, Bethel, Chevak, Chuathbaluk, Crooked Creek, Kongiganak, Kwigillingok, Lower Kalskag, Marshall, Napakiak, Napaskiak, Pitkas Point, St. Marys, Tuntutuliak and Upper Kalskag
- AVCP TANF is continuing the Implementation of the 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
- AVCP TANF provided funding to the ICWA Structured Decision Making (SDM) project to keep children safe at home and in the villages

Goals for 2017/2018

- Continue to provide funding to child based education, safety and development programs
- Increase capacity to provide more services to the AVCP Region
- Assist more clients to become 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
- Help clients access higher education / training

Department Staff

John McIntyre , Director

Janelle McCarr , Deputy Director

Alison Pleasant , Administrative Assistant

Stephanie Atseriak , Eligibility Specialist II

Janet Fox , Eligibility Specialist II

Elena Isaac, Eligibility Technician

Nicole Beaver , Eligibility Technician

Stephanie Lupie , Eligibility Technician

Joann Andrew , Eligibility Technician

Sarah Whitman , Eligibility Technician

Elena Westdahl, Eligibility Technician.

Janet Fox , Eligibility Technician

Jacqueline Morris, Eligibility Technician

Josephine Daniel, Eligibility Technician

Walter Connick, Data File Clerk

Jennifer Berry, Data Entry Clerk

Joseph Hunter Jr., Case Manager Supervisor

Katherine Active, Case Manager Specialist

Michael Kanuk, Case Manager Specialist

Roberta Howard, Floating Village Case Manager

Village Based Case Managers

Alakanuk - Felicia Cook,

Akiachak - Valerie Phillips

Aniak - Patricia Lee

Atmautluak - Brenda Waska

Chefornak - Madeline Lewis

Chevak - Connie Olroan

Eek - Gloria Mark

Emmonak - Emily Kameroff

Hooper Bay - Agnes Carl

Kalskag - Joleen Gregory

Kasigluk - Diane Nicholas

Kipnuk - Natalia Anaver

Kongiganak - Raelene Evon

Kotlik - Phyllis Andrews

Kwethluk - Larissa Spein

Marshall - William Andrew

Mountain Village - Hannah Joe

Napakiaik - Marilyn Willie

Napaskiak - Helen S. Kaganuk

Newtok - Mildred Tom

Nunapitchuk - Roberta Nick

Pilot Station - Tina Edwards

Quinhagak - Emma Andrew

Russian Mission - Patricia Tinker

St. Mary's - Mary Tyson

Scammon Bay - Stella Kaganak

Tuluksak - Michelle Gregory

Tuntutuliak - Kathleen Enoch

Tununak - Josephine Hooper

Transportation



Clarence Daniel, Director

Program Overview

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 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.

Accomplishments in 2016/2017

- Completed Alakanuk Community Streets Project
- Workforce Development partnering with EET and TWD: 9 certified welders, 3 CDL's and about 30 certified flaggers
- \$1.5 million in force account construction salaries
- \$84,000 in fuel purchases to the local village corporations
- \$30,000 in rental payments to local residents, tribes and corporations
- Began Stage III work for the YK Corridor (2 year work plan)

Goals for 2017/2018

- Complete Chevak and Kongiganak Community Streets Projects
- Continue with at least 2 construction projects per season
 - Starting Napakiak and Hamilton projects
- Build department capacity by increasing staff
- Seek additional funding from outside sources like INFRA, TIGER, PNRS, etc.
- Sponsor informational Tribal Gathering on YK Corridor
- Complete Tribal Transportation Manual for AVCP

Department Staff

- Moses Whitman, Jr., Budget Analyst
- Marvella Brink, Administrative Assistant
- 48 Construction workers in Kongiganak
- 17 Construction workers in Chevak

Tribal Justice



Lucinda Alexie, Tribal Justice Director

Program Overview

This program is designed to assist tribal courts for the 56 tribes and established villages that are served by AVCP. AVCP Tribal Justice Center will provide training opportunities, tribal court establishment technical assistance – including but not limited to: constitution and code development, creation of court staff responsibilities, draft model tribal court orders and forms, and research for AVCP member tribes. The purpose of AVCP Tribal Justice Center is to provide technical assistance for planning, enhancing, and implementing tribal courts in the Yukon-Kuskokwim Delta Region. This program is recommended to tribes that are interested in establishing tribal courts, enhancing existing tribal courts and re-establishing tribal courts within their tribal governments.

Accomplishments in 2016/2017

- Hosted Court Ethics, Roles and Responsibilities training
- Hosted the Violence Against Women’s Act training
- Hosted the National Institute of Crime Prevention Domestic Violence Training
- Met with the National Indigenous Women’s Resource Center for Technical Assistance in addressing Domestic Violence and Sexual Assault, along with the Emmonak Women’s Shelter and the Tundra Women’s Coalition
- Hosted a Tribal Circle Sentencing training
- In collaboration with YKHC Calricaraq and multiple AVCP Departments hosted the Tribal Action Plan Summit
- In collaboration with AVCP ICWA, hosted a Therapeutic Foster Care Training
- Hosted a Tribal Court Judge Workshop
- Hosted a Tribal Clerk of Court Workshop
- Secured funding for AVCP member tribes through P.L. 280
- Assisted Tribes and BIA in conducting tribal court assessments
- Secured an attorney position for the AVCP Tribal Justice Center

Goals for 2017/2018

- Continue to find sources of funding to assist member tribes in enhancing, establishing and re-establishing tribal courts
- Continue to work with the tribes that completed tribal court assessments to have written Strategic Action Plans (SAPs) by June 2018
- Continue to work with the BIA and the Tribal Court Assessment team to get non-assessed tribes assessed
- Continue to provide technical assistance and on-site trainings, including hosting at least 4 trainings annually

Tribal Services



Doris Mute, Director

Program Overview

AVCP Tribal Services Department (TSD) provides support to member Tribes through compacting resolutions authorizing AVCP to negotiate and enter into an Annual Funding Agreement (AFA) for Aid to Tribal Government (ATG) services on their behalf.

Tribal Services offers financial management and reporting support for ATG funds and offers training and tools to strengthen Tribes' self-determination and help build local capacity to guide and manage their own government.

Accomplishments in 2016/2017

- In 2016 late fall, Aid to Tribal Government (ATG) Tribal Administrators became fully paid by AVCP
- Spring of 2017 in April, hosted TM 103 Introduction to Tribal Administration at UAF/KuC Bethel college a 1 credit class towards an Occupational Endorsement
- 2016 Memorandum of Agreement (MOA) between AVCP and compacted ATG tribes was developed and implemented
- 2017 MOA defined formal agreement for 2017 between AVCP and compacted ATG tribes
- Hosted QuickBooks training in May 2017 and planning a second QuickBooks training in December 2017
- Hosted the Tribal Board Members' & Officers' Roles & Responsibilities and Tribal Board Members' Goal-Setting & Decision-Making Training for Administrators and council members September 12-15th, 2017
- Planning Codes and Constitutions Training for Fall/Winter 2017

Goals for 2017/2018

- Continue to fully pay the Tribal Administrators
- Offer additional training for ATG council members, Tribal Administrators and bookkeepers
- Offer classes applicable to the Tribal Management Occupational Endorsement to Tribal Administrators
- Implement Tribal Enhanced I.D.s
- Implement best practices for all ATG compact tribes
- Offer Microsoft Excel and Word training to TSD staff
- Further develop trainers in the Tribal Services Department staff to be able to provide Alaska-specific training to tribes

Department Staff

Doris Mute, Director

Charlene Wuya, Assistant Director

Virginia Charlie, Secretary

Angeline Whitman, Tribal Operations Specialist

Crystal Samuelson, Tribal Operations Specialist

Tecumseh Hensley, Program Support Specialist

Village Staff

Alakanuk Tribal Administrator: Raymond Oney

Bookkeeper: Agatha Ayunerak

Bill Moore's Slough Tribal Administrator:

Philomena Keyes

Chevak Tribal Administrator Interim Administrator:

Carl Chimeralrea

Bookkeeper: Samson Matchian

Hamilton Tribal Administrator: Della Hunt

Kotlik Tribal Administrator: Pauline Okitkun

Bookkeeper: Josephine Murphy

Kipnuk Tribal Administrator: Shirley Fox

Bookkeeper: E. Chris Bowers

Napaimute Tribal Administrator: Mark Leary

Napakiak Tribal Administrator: David Andrew

Bookkeeper: Janice Andrew

Napaskiak Tribal Administrator: Sharon Williams

Bookkeeper: Dorothy Chaney

Nunam Iqua Tribal Administrator: Darlene Pete

Bookkeeper: Elizabeth Adams

Oscarville Tribal Administrator: Michael Stevens

Bookkeeper: William Henry

Secretary: Alexandria Henry

Platinum Tribal Administrator: Lou Adams

Scammon Bay Tribal Administrator: Brandon

Aguchak

Bookkeeper: Nicole George

Stony River Tribal Administrator: Mary Willis

Tuntutuliak Tribal Administrator: Deanna White

Bookkeeper: Janelle White

Upper Kalskag Tribal Administrator: Bonnie Persson

Clerk: Denise Reed

Tribal Workforce Development



Yvonne Jackson, Director

Program Overview

Tribal Workforce Development (TWD) provides job preparation and job supportive services designed to help families on TANF and tribal youth under 25 years of age in our region, gain and retain paid employment, which in turn enhances self-sufficiency. The TWD currently has 15 staffed Tribal Job Centers in the region including Bethel, with 7 additional Tribal Job Centers in the process of starting up. The TWD mission is to reduce individual reliance and future dependence on TANF benefits through tribal workforce development.

Accomplishments in 2016/2017

- 345 clients sought services through Tribal Workforce Development
- 155 of these clients completed professional development training
- 43 of these clients completed employment training
- 34 of these clients obtained paid employment

Goals for 2017/2018

- Restructure service delivery and develop service delivery guidelines
- Staff remaining 7 Tribal Job Centers
- Establish referral services through internal and external partners
- Develop a YK Delta Career Pathways booklet to be utilized as a client resource
- Provide case management services for eligible clients to track progress in job attainment
- Develop evaluation process to measure success for reporting purposes

Department Staff

- Yvonne Jackson, Tribal Workforce Development Director
- Seth O'Brien, Senior Workforce Development Director
- Peri Sanders, Job Center Coordinator
- **Village Based Tribal Workforce Development Specialists**
 - o Sylvia Joseph – Alakanuk
 - o Audrey Leary – Aniak
 - o Darlene Westlock – Emmonak
 - o Stephanie Gump – Hooper Bay
 - o Charlamagne Andrew – Kasigluk
 - o Elaine Savetilik – Kotlik
 - o Sylvia Nerby – St. Mary's
 - o Sally Martin – Goodnews Bay
 - o Barbara Duny – Marshall-Ohogamiut
 - o Brenda Carmichael – Napaskiak
 - o Lisa Charles – Newtok
 - o Janet Angaiak – Tununak
 - o Tom Charlie – Tuntutuliak
 - o Darren Deacon – Upper/Lower Kalskag

Village Public Safety Officer (VPSO)



Alvin Jimmie, Director

Program Overview

The VPSO Program was initiated here in AVCP Region in the spring of 1997, and has grown to be a Statewide VPSO Program. When it first began, the main goal was to reduce the high loss of life and property damage in rural Alaska. More recently, the program has adopted a new mission statement.

Mission of the Village Public Safety Officer Program

VPSOs partnering with Rural Alaskans to improve safety and quality of life.

Vision Statement

Public Safety through Public Service

Core Values

Professionalism - Our conduct and demeanor display the highest standard of professional and organizational excellence. We are guided by the law enforcement code of conduct.

Loyalty - Strive and commit to serve public faithfully through our mission.

Integrity - We are committed to being honest, fair and ethical.

Self-Discipline - We are committed to being prepared, on time and participating so we are able to properly support our employees, communities, and the program.

Officer Safety - We support officer safety through training, equipment, and adhering to safe practices through accountability.

Attention to Detail - We dedicate ourselves to clearly communicate and know our mission while being conscientious in our everyday duties by putting equal effort into all tasks.

Sense of Urgency - The sense of urgency will guide prioritization of duties to ensure that tasks are completed before deadlines.

Courage - Courage will empower us to share our thoughts and ideas to pursue positive change while taking appropriate risks to enhance public safety services.

Commitment to Public Safety - We are dedicated to improving the safety and quality of life to the communities we serve by providing qualified and highly trained VPSOs.

Accomplishments in 2016/2017

- Assisted Aniak in installing a water and sewer system at the Public Safety Building
- Purchased a boat for the VPSO Program
- Modified the Memorandum of Agreement to communities within our region
- Purchased office supplies for the VPSOs in their assigned communities
- Provided much needed law enforcement in communities by temporarily placing VPSOs. (TDY)

- VPSOs attended trainings and workshops to promote officer safety

Goals for 2017/2018

- Increase VPSO positions in this region, by placing VPSOs in a communities
- Increase VPSO TDY in communities that need public safety service
- Assist communities with public safety renovation projects
- Improve public safety service within our region
- Provide quality support to the current VPSOs
- Promoting VPSO career development

Department Staff

Alvin B. Jimmie Sr., AVCP Region VPSO Program Director

Edna P. Woods , AVCP Region VPSO Program Administrative Assistant

Communities with VPSOs:

- Bethel Roving VPSO – FSgt. John Pleasant
- Eek – Sgt. VPSO John J. Friendly
- Emmonak – VPSO Owen Martin
- Goodnews Bay – Cpl. VPSO George Bright Sr.
- Hooper Bay – Cpl. VPSO Buford Kopanuk
- Kwethluk – Sgt. VPSO Daniel Max Olick Sr.
- Napaskiak – Cpl. VPSO Gregory Larson
- Scammon Bay – Cpl. VPSO John Uttereyuk

VPSO Recruits

Carl Jimmie and Ilario Estrada



Hooper Bay, Alaska

Vocational Rehabilitation



Irma Goodwine, Director

Program Overview

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: guidance and counseling, equipment, supplies, hearing devices, assistive devices, transportation, basic living costs, housing assistance, training, higher education, self-employment and more. AVCP VR Program operates under discretionary funds and is flat funded at \$473,104 annually. AVCP VR is operating in its second year of the 5 year cycle (2015-2020).

Accomplishments in 2016/2017

- 73 cases
- 33 successful closures (10 being subsistence plans)
- Maintained 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 to villages and local agencies
- Hired VR transition specialist

Goals for 2017/2018

- Meet the program goal of at least 50 clients, with at least 10 successful closures
- Outreach to villages.
- Preparing a Disability Awareness Event
- Re-establish agency partnerships from previous years (see above)
- Establish Transition Services for transitioning high school special education students through group projects (gardening and fish camps) as well as individual plans.
- Successfully run the Loan Closet
- Continued training pertaining to changes to Federal Register
- Annual meetings with Alaska Consortia of Tribal Vocational Rehabilitation (ACTVR) and Consortia of Administrators for Native American Rehabilitation-Nationwide (CANAR)

Department Staff

Minnie Steven, Vocational Rehabilitation Coordinator

Marsha Riley, Vocational Rehabilitation Transition Specialist

The 2017 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 Coordinator

AVCP would like to thank our Sponsors:





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