

# QANEMCIT

Winter 2018

Nunaput umyuallgutkut pinirluteng-Ilu, Tegganerput qigcikliuk pirpakluki-Ilu, ayagyuaput-Ilu ciuliqagcimaut yuuyarakun.



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Qaspeq Friday photos on social media @avcpalaska

## President's Letter



Waqaa.

In many ways, we have experienced a strong close to 2018. We finally felt some cold and, as I look out my windows, I can see increased activity on the Kuskokwim River.

Personally, I felt the strong energy of last week's All Staff Meeting. I know I will remember those two days for years to come, because I remember the last time all staff were all able to gather together, 15 years ago, at the Cultural Center. For many of us it was an invaluable chance to connect names to faces and see friends and family that we may otherwise only connect with on the internet. So, thank you all for attending! I recognize that for some, the travel cut uncomfortably close to the holiday season. Let's allow the energy created in those two days and the time spent with each other to recharge over the holidays, to carry us forward, into the new year!

One year ago, this December, I promised you would be hearing from us more regularly. I hope our efforts to increase transparency have been as effective as my original vision. Our emphasis on technological infrastructure and tools, our newsletters and social media – all efforts you've heard about at our All Staff Meeting – are perfect examples of my promise, and it has been made possible through our status as one of six Tiwahe demonstration sites in the nation.

Thanks to Tiwahe and the collaboration of our administrative staff, the All Staff Meeting gave us a chance to hear from administrators and directors on what is happening in each department and how we are working together, to become a learning organization in this second phase of the Quality Improvement Process (QIP), that you've heard me refer to as "Q2." We heard about the Departmental Strategic Planning Session lead by our new Quality Improvement Officer, which is a perfect example of cross-organizational information sharing. I would like to thank our Finance Department for educating us on our financial tracking software and new travel procurement process. They did a fabulous job. We also heard from village-based staff, and I hope that everyone was able to connect and build relationships that will strengthen us, as we work toward improved delivery of our services.

Our 2018 All-Units 4th Quarterly Teleconference, hosted by Kotlik, was another example of how I have been working to create spaces for increased transparency and communication. At this latest teleconference, I heard several questions about the Village Public Safety Officer (VPSO) Program, which required a full explanation of how our VPSOs, here at AVCP, are situated within a much larger program, under the Alaska Department of Public Safety. On page eight, we have included information and updates on the VPSO Program. I hope it provides some clarity, because, everyone has a right to be educated on the context of their personal safety.

AVCP has put a major amount of effort since this past summer to advance the discussion on Public Safety in our region. We also look forward to sharing the completed (1) Public Safety Facility Assessment outcomes documents, along with the (2) Public Safety Summit report and (3) VPSO Strategic Plan. These three

# President's Letter

projects, should paint a complete picture of public safety at all levels: (1) regional infrastructure which is a prerequisite for public safety officers, (2) key public safety stakeholders and participants in the region and (3) statewide public safety officials.

We all welcome 2019 as we enter the New Year Holiday and Russian Christmas season.

Sincerely,

Vivian Korthuis  
Chief Executive Officer



# Employee Spotlight

## Marilyn Martin Senior Accountant

This year, Marilyn Martin was awarded AVCP Employee of the Year. She was recognized at our All Staff Meeting on Wednesday, Dec. 19, 2018, for her many years of dedication and diligence working in the Finance Department.

Marilyn first started working at AVCP through a Summer Hire program at Orutsarmiut Native Council (ONC). At the end of the summer, when the program concluded, Marilyn was offered a full-time position with the AVCP Finance department as a file clerk and she accepted. She started filing papers for both the Accounts Payable and Travel Department. Primarily, her work related to travel. Since then, she has served as an accounts payable clerk, accounts payable specialist, staff accountant, grants and contracts accountant. Since 2016 Marilyn has served as our Senior Accountant. She is our go-to person not only for Finance but for all of us at AVCP. She has been instrumental in achieving excellence throughout Finance due to her ability to foster a healthy work environment in a high-stress position with such grace.

During her time away from work, Marilyn enjoys being a wife and mother, and teaching her children the subsistence way of life. During the summers, Marilyn and her husband, John, bring their six children to gather berries from the tundra, catch

and harvest fish and tend to their fishcamp they built together over the years. During the winter months Marilyn spends her spare time crocheting and making gaspeqs. Marilyn is the second eldest of her siblings, six brothers and three sisters. She has been with her husband for 15 years and has been married to him since 2013. Together they share six children; the youngest will be one at the end of March, and their eldest is 19.



## Tribal Workforce Development Department of the Year



# Growing Our Own

## Portable Road Grader Project

Yuut Elitnaurviat's Welding 304 students built a uniquely designed, portable road grader that will benefit everyone.

The portable grader is a cost-effective alternative to a full-size grader and has a custom designed articulating blade to create a perfect crown on roads, but it is designed to be pulled behind a side-by-side, a small truck or a Bobcat. It is compact enough to fit inside a caravan, so we will not be limited to transportation only through summer months (by barge).

Instead of using 100 to 150-gallons of fuel, this portable grader will only use

about two gallons of hydraulic fluid. Additionally, since this grader was built by our local workforce, it can be repaired by our local workforce. There will be no need to order expensive, proprietary parts to repair or maintain this custom-built grader.

***“Once we construct new roads we need to maintain them, so this piece of equipment will help the Tribes do that at the local level,” says Clarence Daniel, Director of Transportation.***

Through this course, students who are regularly employed on AVCP

Transportation projects, were able to maintain their American Welder's Society certifications in order to work on next summers' Transportation projects. In this class they have built a piece of equipment, uniquely designed to fit the needs of our region.

This opportunity was possible thanks to the partnerships and cooperation of Yuut Elitnaurviat; Education, Employment and Training; Tribal Workforce Development; and the Transportation Department.



# Growing Our Own

## Tribal Workforce Development (TWD) Training Report

On Sept. 27 and 28<sup>th</sup> several co-workers and I attended the Workforce Development Strategies training sponsored by the International Economic Development Council in Atlanta, Georgia. Case Studies, practical examples, and current research were offered to develop strong relationships between economic and workforce development.

During the training, we learned about programs available to leverage federal, state, and local financial resources to support workforce development. We also learned about programs that can be used with our existing workforce to upgrade their current skills. Talent attraction, K-12 development and integration, occupational analysis and target industry clusters were also topics covered in the training.

I learned from experts who covered different components of economic and workforce development and the differences between the two. I enjoyed learning from various attendees who discussed some of the challenges that they are facing. Some of those challenges included connecting workers to services they need, recruitment, transportation, affordable housing, lack of skills of the people in the region, lack of housing, and finding skilled workers. Moving immigrant populations into qualified positions, services for soft skills, lack of talent, talent management were also discussed.

Other various discussion groups including open discussions on dealing with candidates who can't pass the drug tests, parental guidance, retention, education



gap, career exercise (IEP's), collaboration, talent retention, etc.

The four powerful words that were emphasized in the training included networking, collaborating, partnering, and advocating in order for us to share the resources. We were encouraged and reminded to never stop being an advocate for others as well as preparing the students in our communities for the workforce.

We learned about the importance of the Workforce Innovation and Opportunity Act (WIOA) of 2014. It describes how the workforce system impacts our employees, jobseekers, and employers. Also, there was an emphasis on how putting people to work made their lives matter. The topic of job retention was discussed. It was interesting to hear reasons why people leave their job. Many people move to a different place to improve their quality of life. I can relate to this topic, as that is the reason I moved from Kongiganak to Bethel last year. Job opportunities and a better education for my children were key factors in our move to Bethel.

I want to continue to grow in my professional career. I found this training to be very beneficial and I enjoyed learning about the new resources available. The interacting with other new people made it very educational and enjoyable as well. I am very grateful for this opportunity.

Quyana,  
Kendra Krenz  
Resource Center Specialist



## QIP Updates

### All-Staff Training in Bethel

For the 1st time in 15 years, all AVCP staff have connected, face-to-face, thanks to the Tiwahe Foundation. We had the opportunity to gather and share information across all communities!

We learned about the recent history of the Quality Improvement Process (QIP) and what to look for in the future (“Q2”) as we become a learning organization.

Thanks to our Finance team, we learned about purchasing in Microix and the travel procurement process. We also heard updates from department directors and program administrators, based on the FY19 Strategic Planning Session.



### FY19 Strategic Planning

Nov. 7th and 8th, program administrators and directors, came together for the 2019 Strategic Planning Session, led by Nicole Hallingstad of A&A Solutions, currently contracted as the AVCP Quality Improvement (QI) Officer.

Nicole’s presentation at the All Staff Meeting in December, explained how, in 2019 we are entering the second phase of the QI Process. Vivian refers to this phase as “Q2.” Throughout this next two-year phase, we will become a learning organization. Our goal is to integrate learning into the fabric of our daily activities and commit to a process of continuous, holistic growth.

After identifying FY19 priority categories, directors were then asked to outline their high-level strategic initiatives for the upcoming year. Plans were shared aloud, encouraging cross-organizational thinking



and coordination. Departmental strategic plans were submitted to executive management for review, followed by a sharing session, later in the day.

The session reports will follow AVCP’s Core Line of Business:

- |   |  |
|---|--|
| 1. Family Services<br><i>Strengthening our families</i> | 3. Office of Self Governance<br><i>Protecting our people and our lands</i> |
| 2. Resource Center<br><i>Growing our economy</i>        | 4. Administration<br><i>Voice of the region</i>                            |

# QIP Update



## VPSO Program - New Service Delivery Model

### Background

The Village Public Safety Officer (VPSO) Program is funded by the Department of Public Safety (DPS) and housed under the Alaska State Trooper's offices.

Historically, the AVCP region has had a proud history of VPSO administration. The VPSO program began in our region in the early 1970s. Although recruitment has decreased significantly over the past few years (see more about this in 'recruitment challenges'), we still have the highest statewide rates of VPSOs protecting their own communities, and the only bilingual VPSOs who are also well-versed in their local, subsistence lifestyles.

Funding for the DPS, and thereby our VPSO Program, is determined at the turn of every fiscal year by the State of Alaska Legislature. The State funding covers VPSO salaries, benefits, training and travel. Alvin Jimmie, AVCP VPSO Coordinator, is notified of his upcoming yearly budget around April of every year.

### Recruitment Challenges

For reasons that we may only speculate upon, over the past few years, VPSO numbers have diminished greatly across the State. One dominant speculation that emerges from our recent discussions with other VPSO program administrators and the DPS, included the implementation of arms training. In 2014, after the death of VPSO, Thomas Madole, who was killed in the line of duty in Manokotak, the legislature authorized the arming of VPSOs. With the ability to carry firearms, hiring and training qualifications significantly increased.

At our Statewide VPSO strategic Planning Session this summer, we have identified several factors (below) which may prohibit or discourage individuals from becoming VPSOs, in no particular order:

1. Barrier crimes that disqualify candidates
2. The use of marijuana or other federally illegal substances
3. Long separations from family and community
4. Long hours
5. The unclear nature of the roles and responsibilities of VPSO officers
6. Lack of support, including culturally relevant support for traumatic events
7. The inherent danger of the job, accentuated by decreasing numbers of officers to serve as backup
8. The difficulty of dealing with family and friends in an official capacity
9. On the job trauma
10. The length of time applications require to fully process



# QIP Update (cont'd)

## Solutions

Recruitment efforts have been the focus, statewide, for a long time. We have discussed retention bonuses, military recruitment and many more strategies. This year, we have gathered stakeholders to identify barriers and solutions beyond recruitment. In 2018 we focused on organizing space for (1) statewide discussion and (2) regional discussions.

1. Lately, we have been involved in discussions, led by our partner, Tanana Chiefs Conference, with the DPS.

- 1. VPSO available in every community
- 2. Program governance
- 3. Adequate funding and policy influence through key stakeholder outreach
- 4. Defining VPSO roles and responsibilities

2. This August, at the Public Safety Summit in Bethel, we collectively identified barriers and solutions to public safety, at the regional level. The concept of traveling VPSOs emerged. This model is the expansion of the existing 'temporary duty assignments' (TDY). John Pleasant, stationed in Bethel, is currently our only TDY VPSO. Under this new model, all VPSOs will be on TDY, one week of every month. In other words, VPSOs jurisdiction will now be spread out. VPSOs will be assigned to units instead of communities.

Alvin Jimmie is starting the new year with this new service delivery model. Beginning Jan. 20th, 2019, AVCP VPSOs will be deployed to a new community, within their AVCP unit, for one week. After one week of traveling, they will debrief with Alvin Jimmie, to evaluate the success of this test. If successful, VPSOs will continue to travel one week of every month, in a rotation of communities within their unit. This pilot project will be in effect until June 2019. In July, the success of this innovative, new model, will be determined by its effectiveness and cost-efficiency, as reported to the DPS.

This pilot has been made possible through a recent, one-time, addition to budget, by the State Legislature, at the end of this most recent budgeting cycle. This funding was specifically allocated to both the Trooper and VPSO programs, to increase their presence in the villages. Captain Andrew Merrill, Statewide Program Commander, says he is "Excited to see that funding added," and he is "Excited to see AVCP has a plan in place to use that funding to increase services to the villages." Throughout the duration of this project, Alvin will be in close communication with our Statewide Program Commander. If this new model is successful in the AVCP region, it may be adopted by other regions across the State.



# Event Recap

## Quarter 4 All-Units Teleconference

The last teleconference of the year was hosted by Kotlik Tribal Council. We heard a lot of questions about the VPSO program. Please see page eight for more information about the VPSO program and other public safety funding.



## 2nd 2018 Tribal Courts Workshop

The Tribal Justice Department hosted another Tribal Courts Workshop, Nov. 13 and 14th. Guest speakers included: Lisa Lang, founding and current Executive Director of the XKKF (Xaadas Kil Kuyaas Foundation or Precious Haida Words Foundation); Grace Singh, Chief of Staff, State Representative Tiffany Zulkosky; and Debra O’Gara, Presiding Judge for the Tlingit & Haida Tribal Court.



## Annual Western Region Tribal-State Collaboration with Indian Child Welfare Act (ICWA) and Office of Children’s Services (OCS)

This year’s focus was on permanency through teamwork. Staff heard about structured decision making (SDM), in-home case management and services, Orutsaramiut Native Council (ONC) programs and more.



### Foster Parents Needed!

Your call today could change a child’s life!

You can help if you are single, married, or in a partnership. People who work outside the home can be foster parents and there are child-care options for working foster parents.

For more information call  
Office of Children’s Services (OCS) Licensing  
907-543-3141 or 1-800-557-3141

## Other Events (cont.)

### Aircraft Maintenance School Open House

The transfer of the aircraft mechanic school to Yuut Elitnaurviat is complete! This school is the first FAA-approved Part 147 aircraft maintenance school certified in the State since 1995, and one of only 174 in the nation. The school will be offering training for both the airframe and powerplant mechanic's certificates starting in 2019. Here are a few pictures inside of the hangar and classrooms. Please encourage our Youth to apply for this training and spread the word. This is such an excellent opportunity!



### 2018 Annual Convention

Our next convention has been scheduled for Aug. 24 - 26, 2019.



## Event Calendar

### January

- 01 Holiday: New Year's
- 16 Tribal Consultation, Alaska IRA
- 16 Tribal Consultation, Land-into-Trust
- 21 Holiday: Martin Luther King Day
- 29 - 01 Healthy Families Workshop

### February

- 12 - 15 Healthy Families Workshop
- 18 Holiday: President's Day

### March

- 05 - 08 Healthy Families Workshop
- 25 Holiday: Seward's Day

For a full description of events, please visit our website at

[avcp.org/events](http://avcp.org/events)