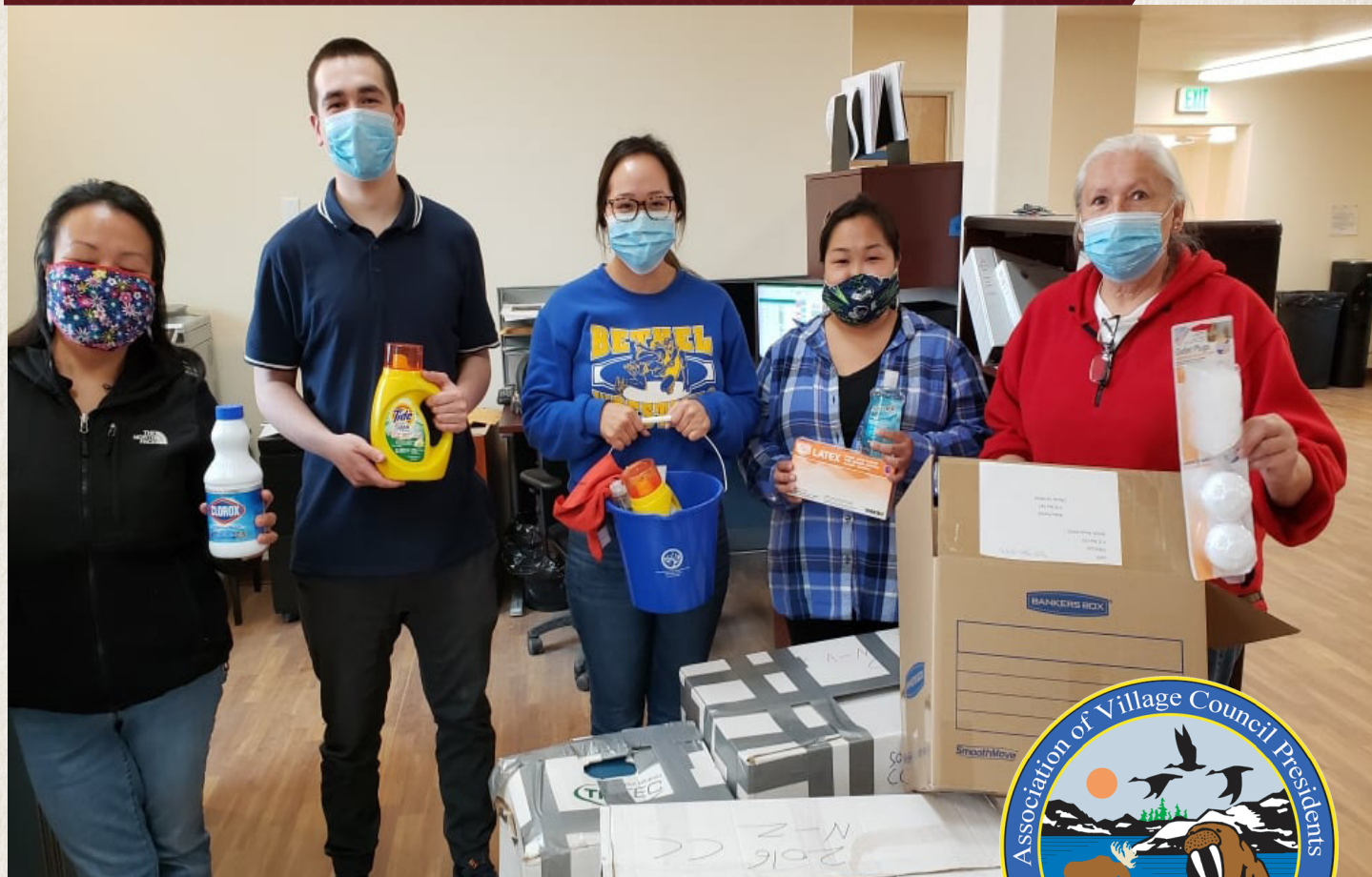


Nunaput umyuallgutkut pinirluteng-Ilu, Tegganerput qigcikliuk pirpakluki-Ilu, ayagyuaput-Ilu ciuliqagcimaut yuuyarakun



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Qaspeq Friday photos on social media @avcpalaska

PRESIDENT'S LETTER



Waqaa. I firmly believe that when you find yourself in a leadership position, it is your responsibility to pick your head up and look way down the trail and prepare for the most difficult scenarios you can possibly imagine. When I stepped in to my current role, I took that responsibility very seriously. I saw many ways we needed to improve and strengthen ourselves as an organization. We had to give this type of preparation a name because we were not just preparing in one way, but we had to create an entire process to change the entire organization. We came up with the Quality Improvement Process (QIP). Although I could never have imagined this scenario (a global pandemic that has changed almost every aspect of our lives), I am so glad that we spent the last three years practicing change and becoming accustomed to moving mountains, through the QIP. COVID was certainly unexpected and has touched and challenged all of us including all of AVCP. I told my staff to lean into this crisis, and we did, quickly.

One of the major changes we made to protect our communities, included a virtual convention with virtual Unit Caucuses. Who would have thought that our 56th Annual Convention would be conducted entirely online? A special thanks to our Tribal Services and Convention Planning team for organizing

these events, contacting each tribal council, and ensuring that we made this event available to the public. We had 43 tribes registered to attend our Convention and were able to elect new unit representatives during our virtual unit caucuses. However, despite our best efforts, we were one tribe short of a quorum during our meeting on the 23rd and we were also did not have enough tribes vote using our "Master Resolution" to pass unable to pass any resolutions this year. However, we were able to elect new unit representatives to serve on our Executive Board (see page 10) through the virtual Unit Caucuses that lead up to the convention. We were also able to present our annual awards (see page 5).

I would like to take a moment to recognize the hard work of every single member of AVCP, in turning around our operations, in order to continue to provide services to our region, in the midst of a pandemic crisis. In just one week we transitioned almost 90% of our staff to remote work. We have rearranged our office spaces. We have implemented a slew of new policies. This major change has highlighted how flexible we have become in the last three years, thanks to the AVCP QIP. We adapted on a dime, under both uncertainty and the stress of significant changes to our personal lives. This major change has also highlighted our areas of weakness, centered around our regional telecommunications infrastructure.

We are very happy to see incremental progress in the realm of public safety at the federal level, with the passing of the Savanna's Act and Nont Invisible Act. We need to continue to engage and educate our representatives about our region, and AVCP's explicit priorities: public safety, economic development, and community wellness. We will continue to push more greater collaboration among government agencies, to protect our most vulnerable and end the epidemic of missing and murdered people in rural Alaska.

As we step into the 4th quarter of the 2020 calendar year, we look forward to the Fall and finalizing our preparations for the Winter.

Take care,

EMPLOYEE SPOTLIGHT

Donald “Yayou” Kelly AVCP Natural Resources Dartment



This year we are celebrating Donald Kelly's 22nd year of service as a Fisheries Technician through the AVCP Natural Resources Department in Pilot Station.

As a young man Donald helped his father, Norman Kelly, on the river as a commercial fisherman. It was around this time that the Alaska Department of Fish and Game was just getting started with their projects in the Yukon-Kuskokwim Delta. Donald's father showed Fish and Game the ropes, granting them access to his hunting grounds to set up a base for the sonar fish count.

"My dad had taught the people working in sonar site where to drift, if they hit snags or telling about them about them, and a whole bunch of other stuff," says Donald.

"My dad, he was the first person in Pilot Station. This was his trapping area."

The Fish and Game team approached Donald and

Was so amazing to be able to breakdown camp at the end of the season and have Donald invite us to the school for one last breakfast which he would cook for all of us. Waffles, sausage, and powdered eggs never tasted so good.

~ Ryan Morrill, Fishery Biologist II

My fondest memory of my three summers spent at Pilot Station has to be when Donald showed us how to gather freshwater clams. I'd never heard of anything like that on the Yukon- and he knew just where to take us. We dove down and just patted the surface for these huge things, harvesting a bounty of giant black shells. Then we made a bunch of chowder!

~ Holly Carroll, Fishery Biologist III

Donald accepted. "It sounded like something to do, and something to learn," he says. "Learn how to do stuff with sonar equipment and stuff, and how to get into that. It was work for me." Donald says he was around 23 or 24-years-old at the time.

Donald took to the job like a fish to water. "It didn't take me very long, I got to learn it pretty fast. The fishing part, I [already] knew a whole lot about." Donald mentions that it took a little getting used to the sonar, but that also didn't take very long.

"(Back then), they used paper for the graph, (to record) fish going upriver. It would be marked on the paper. Now it's all technology," Donald explains, when asked about how technology has changed in his line of work. According to Donald, sonar has become very accurate, and helps a lot when recording the number of fish that go up the river to spawn.

The camp is remote, but

well equipped. The tents are elevated four to five- feet off the ground to keep them dry, and they are kept nice and warm with heaters and generators. Keeping the electronics dry is important. "Well, they tie (the computers) to the tents, and, they run them with generators. There's generators. Everything is water-proofed," Donald explains.

Donald's supervisor, Ryan, shared a recent story in which not everything was kept dry. A leak in a boat caused some of the monitors and heaters to become waterlogged. Donald saved the day by dismantling the machines and reassembling them to get them dry and working again. Everyone was very thankful that they could stay warm that night.

(Cont. page 4)



The work of a Fisheries Technician starts very early in the morning. Donald shared a typical day at camp:

“There’s an early morning shift count. They start at 5:30 in the morning and for three hours they count fish with the sonar. And then from 9:00 a.m. to 12:00 p.m. they fish about four different-sized nets to see what’s running. They wait six to eight minutes between pulls, to see what fish are on the river. And then there’s another sonar shift at noon, from noon till 4:30 p.m. Then there is another fishing shift from five to eight, and another sonar shift 9:15 p.m. to 12:30 a.m.”

This seasonal job starts after the ice goes out in May (sometimes June). The season lasts all the way until September. With that type of schedule, it can be a tough job. However, Donald finds the outdoor work rewarding. “It’s getting out on the river, fishing, and the seeing the species of fish you catch while fishing. It’s an active outdoor work,” he says. “It’s good work for me, I get to know people from around Anchorage and Fairbanks. To work with them, it’s always fun. It’s never – it’s never a dull day. Even if it’s rainy or windy or rough, it’s fun to be out.”

Donald has made many friends over the years with this job, making contact with people from Anchorage and Fairbanks. He mentions he gets to work with a lot of youngsters going through college and getting on-the-job experience. While Donald does not share too much on the subject, Ryan says that Donald is indispensable in teaching the rookies the ropes.

Ryan also let us know that Donald loves to cook. Donald confirmed this in his interview (on Sept. 3, 2020), stating that he sometimes takes jobs as a camp cook for construction projects. His providing nature does not stop there.

Donald stated that when test fishing, they get to keep any fish that are bleeding from the gills. The healthy ones are released back into the water, but the rest can be shared with those in the village that need them. Donald regularly catches, cooks, and shares fish.



Even after a long season’s work, Donald stays active. With the summer work done, he is moving on to fall activities. This includes moose hunting and gathering wood for the winter.

Donald has been counting fish every year for the past 22 years, and when pressed, he

shares some of his insights on fish population numbers. “Well, I want to say it will look better, but it’s hard to say what it’ll look like with all the number of salmon going down.” He mentioned that high-seas fishing could be a big contributor to this decline in numbers. “(they) are getting all the salmon, with the big trawlers, like they do pollock. Hard to say what it’ll look like. I hope it will look good in the future. I hope the numbers go up, but it’s hard to say year-to-year what it’ll look like.”

Donald’s hope for the future is to see those fish numbers go up. Sustainability in the population is important for both commercial and subsistence fishing. Donald cares about both commercial and subsistence fishing. He says, “I want to see more salmon, but it’s hard to say right now. Where people will be able to make living with both commercial and subsistence fishing, for food gathering.”

Donald, thank you for your 22 years of seasonal service! We appreciate what you do, and are looking forward to working with you many more years to come.



2020 ANNUAL AWARDS

Health

Yukon Kuskokwim Health Corporation COVID-19 Agency Working Group

The Yukon Kuskokwim Health Corporation COVID-19 Agency Working Group was formed in October of 2019. It is made up of several organizations, working in cooperation to meet annual disaster drill expectations; and to keep Bethel connected, informed and prepared for disasters. They created definitions for the considerations of a disaster and even conducted a drill in October of 2019. After the drill, the weekly meetings consisted of focusing on corrective actions that can be implemented in order to improve the drill.

In February of 2020, the Working Group shifted focus and began discussing the realities of COVID-19. They had their first COVID related meeting in February of 2020. From then, the meetings occurred bi-weekly and served as a means to keep many different organizations within the community updated and information in relation to COVID-19.

Members include: YKHC – Incident Command Team, YKHC – Emergency Department, YKHC – Safety & Security, YKHC – Support Services, YKHC – OEH, YKHC – LTC, Bethel National Guard, KUC, Bethel Police Department, Bethel Fire Department/ EMS, City of Bethel, LKSD, KYUK Radio Station, Bethel Search and Rescue, AVCP, Inc., State of Alaska Public Health, LifeMed, Alaska Airlines, Alaska Commercial Company, Grant Aviation, Office of Children Services, ONC, YUUT, Bethel Winter House, Lions Club, Department of Labor and Workforce, TWC, Bethel Covenant Church/ Bethel Conference of Churches, Bethel Native Corporation, Alaska Legal Services, Senator Lisa Murkowski Office, Senator Lyman Hoffman Office, Representative Tiffany Zulkosky Office



Education

Alaska Native Science & Engineering Program

The Alaska Native Science & Engineering Program (ANSEP's) places our students on a career path to leadership. Founded in 1995 as a scholarship program for university students, ANSEP has evolved into an education model that provides opportunities beginning in sixth grade and continuing on through high school, into science and engineering undergraduate and graduate degree programs, through to the PhD.

A total of 126 participants from the YK Delta this year:

54 students : Middle School Academy (MSA) in partnership with the Lower Kuskokwim School District.

7 students : 2020 ANSEP Summer of STEM projects

4 high school students : ANSEP Acceleration Academy (earned a total of 19 college credits)

21 high school students : first virtual ANSEP Acceleration Academy (earning a total of 52 college credits)

9 high school graduates : virtual ANSEP Summer Bridge (earned a total of 18 college credits)

31 students pursuing 4-year degrees : ANSEP University Success online



Hunter / Fisher

Kuskokwim River Salmon Management Working Group

The Kuskokwim River Salmon Management Working Group (Working Group) was formed in 1988 by the Alaska Board of Fisheries (BOF) in response to requests from stakeholders in the Kuskokwim Area who sought a more active role in the management of salmon fishery resources. Working Group meetings provide the forum for area fishermen, user representatives, community representatives, Federal Subsistence Regional Advisory Council representatives, Alaska Department of Fish and Game Advisory Committee (AD-F&G AC) members, and state and federal managers to come together and discuss issues relevant to management of the Kuskokwim River salmon fishery. The relationship among Working Group members, research planners, project leaders, and policy makers is fostered, and these interactions are critical to the aim of the Working Group. This relationship ensures that participants remain up-to-date on new information and maintain their direct involvement in management of Kuskokwim River salmon fisheries.

Members include:

James Charles, John W. Andrew, Mishka Andreanoff, Mike Williams Sr., Alissa Rogers, Mary Peltola, Mike Savage, Lisa Feyereisen, Darren Deacon, Barbara Carlson, Daniel Esai, Fritz Charles, Charles Guest, Albert Kawagley, Bob Aloysius, Charlie Brown, Lamont Albertson, James Nicori, Jacki Cleveland, Nick Smith, Ben Gray



Small Business

Sew Yup'ik

Nikki Corbett (Nikki Nick) Quluqaaq of Mamterilleq



Sew Yup'ik is a small sewing business owned by Nikki Corbett (Nikki Nick) Quluqaaq of Mamterilleq. She was born and raised in Bethel. Her parents are Daniel Osentoski & Nastasia Nick. Her grandparents are the late Nick O' Nick Sr. and Elena Nick, and Louis and Louise Osentoski of Ubly, MI.

When the coronavirus pandemic began, Corbett saw a need that she could help fill – sewing and donating masks for healthcare workers. As a registered nurse herself, she knew how much the masks would be appreciated. In 2020 Corbett sewed and mailed masks to nurses and healthcare workers across the State, as well as in the Lower 48. She also shared tutorials and mask making information on her business page and Youtube, encouraging her followers and fellow crafters to help as well. Corbett has donated at least 350 masks to healthcare workers, she stopped counting after that.

“When COVID-19 began to affect our region of the YK Delta I saw a need for masks for the healthcare providers” Corbett said. She didn't wait for others to fill that need – she jumped right in and helped to meet that need herself.



Youth Leadership

Maria Nicolai



Maria is the daughter of Olinka Nicolai from Kwethluk, Alaska. Maria was adopted by her aunt, Olinka, when she was three years old, and moved to Bethel, Alaska, from Kwethluk, Alaska.

Maria attended Ayaprun Elitnaurvik, the Yup'ik immersion elementary school in Bethel. She is fluent in Yugtun. She attended Bethel Regional High School and graduated from the Kuskokwim Learning Academy (then named, Bethel Alternative Boarding School).

Prior to her adoption and relocation to Bethel, Maria would draw with her grandmother, Xenia Nicolai. Olinka would bring reams of copy paper for Maria to draw on. "I couldn't read yet," explains Maria. "We didn't have cable, and there's only so many times you can re-watch My Little Pony." Art was one of the ways Maria learned to play, and it was encouraged by her grandparents. Maria's art came from a form of storytelling. Maria explains the storyknife: "You tell a story and draw while you're doing it, so you better illustrate what's going on [in the story]. I would do that with cousins and friends, and then I'd do that when I got home." When Maria learned to read and write it "opened more doors." Maria says, "It gave me an avenue to coherently tell my stories to others. Like comic books and children's books; it's building the story through pictures but the words help."

Maria uses her art to contribute to her community's wellbeing, and she has increased her efforts in light of the COVID pandemic. She is a very hard-working and thoughtful young artist.

Don Black, former manager of the Mud Hut Restaurant in the Allanivik Hotel, says that while Maria worked as a barista, "Maria created coloring pages for kids, while visiting the restaurant." Even though the restaurant and hotel are now closed, Don still remembers Maria's drawings: "One image was of a little girl wearing a gaspeq. The other was of a little boy with his young sled dog." Don goes on to say, "Although Maria now welcomes customers at Wells Fargo Bank in Bethel, as a customer services representative, she continues to express herself through her art with personally designed thank you cards to her customers, as well as an occasional commercial project." Don saw Maria's leadership shine through her art recently. He points to her social distancing posters (seen all over Bethel) and how she "localizing her images" and "personalizing the message."



QIP UPDATES

What is QIP?

The Quality Improvement Process (QIP) was established in 2016, in an effort to better provide services to our people. At the outset, it was easy to identify immediate needs, especially gaps in coverage. The creation of the Grants and Compliance and Communications Departments are examples of how we quickly and successfully built up our capacity to meet those immediate needs.

After two years of addressing immediate needs, we entered the second phase of the QIP, and were able to pick our heads up and look further down the trail, to the future. Over the last year we have been able to apply the lessons we have learned over the past three years to design systemic solutions and set lasting, solid foundations for the future.

Over the last quarter, as we established an organization-wide strategic plan through substantial cross-departmental communication, we empowered the department leads to revise their structures to meet the long-term needs of clients, tribes, and the region as a whole.

In an effort to balance our administrative and programmatic capacity, we have done a lot of work in administration, especially in three key areas, outlined in our regular QIP section.

New Organization Chart

(see page 11, fig.a)

Special thanks to John McIntyre, Laurinda Weston O'Brien, and Martha Whitman Kassock. Their leadership, guidance, and compassion as Program Administrators have helped where we are today in QIP. There were many long days that we had together in developing strategy. Most brilliant strategies of which came from them.

As of current, the Program Administrators are on the process of transitioning into new their new roles within the company to align with the attached Org Chart. This is a historic moment for AVCP. John McIntyre accepted the Lands & Cultural Resources Division Director position in August and Martha accepted the Director of Compacting role in September. I am pleased to announce that Lauri has accepted the TIWAHE Administrator position in which she will begin next week. She along with Vivian have the most experience in all things TIWAHE. We are very pleased that she will continue providing leadership and guidance on TIWAHE Initiatives.

Thank-you all for your work in making AVCP the leading model with a purpose to improve the quality of life in the region.

-Brent Latham

QIP (cont.)



2019 AVCP Functional Organization Chart

Last Updated 06-26-19

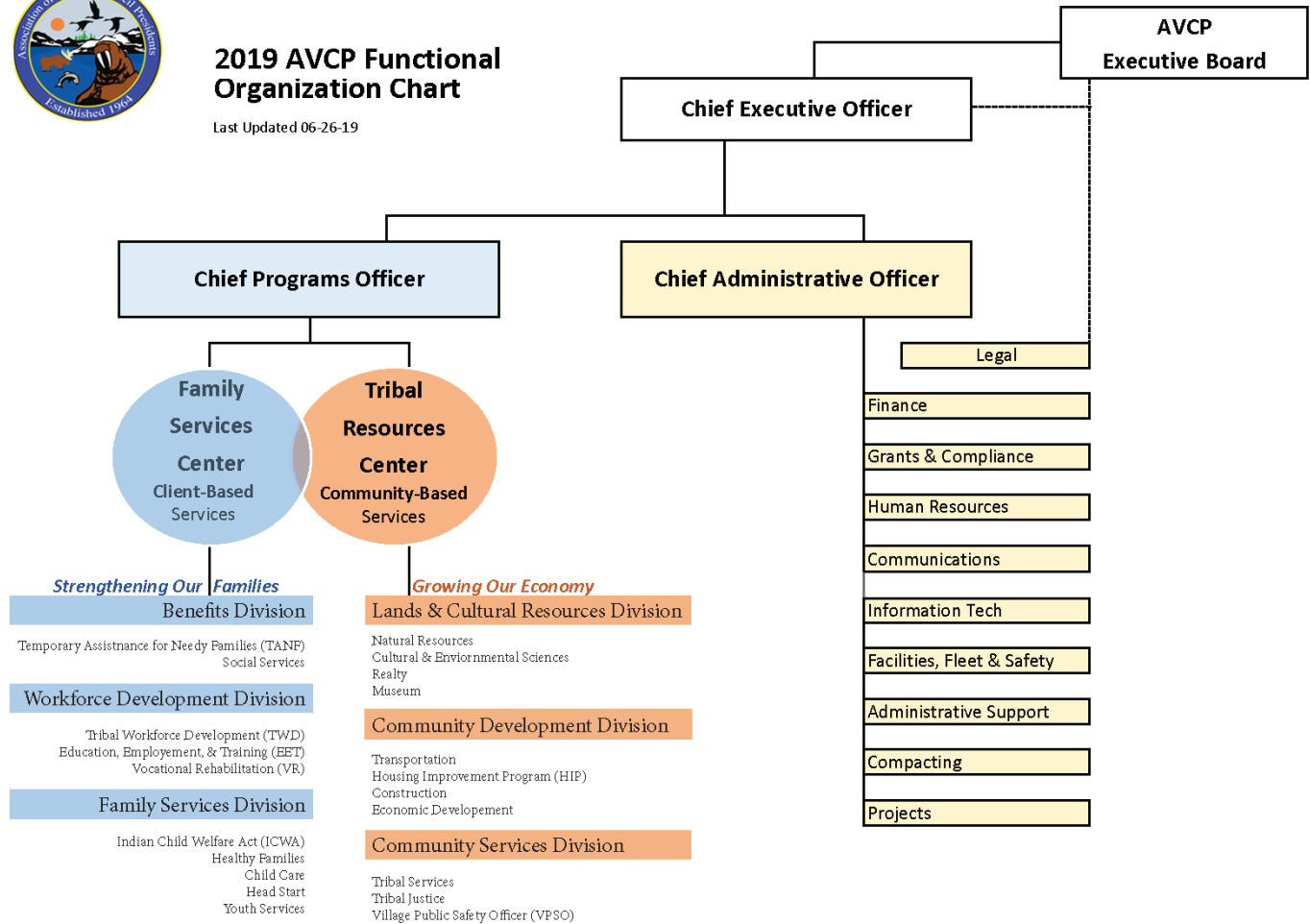


fig. a

New Division Directors



John McIntyre,
Lands & Cultural Resources
Division Director



Martha Whitman-Kassock,
Director of Compacting



Laurinda Weston O'Brien,
TIWAHE Administrator

SINGLE AUDIT TRAINING

AVCP Tribal Services will host a four-part training as Tribes have received significant funding from the CARES Act and Coronavirus Relief Fund that may push them over the threshold for a Single Audit (\$750,000). This training and technical assistance series will help build the capacity of AVCP member tribes to successfully complete a Single Audit.



Part 1:

CARES Act + Single Audit Basics – **October 27, 2020**

with Rebecca Patterson, Sonosky Chambers and Joy Merriner, BDO USA.

Learn more about the CARES Act, why it may mean your tribe is required to complete a single audit, and get your basic audit questions answered.

[To register, click here.](#)

***Registration Deadline* October 23rd**

UPCOMING TRAININGS

PART 2:

OMB Uniform Guidance (Supercircular) Training, with Falmouth Institute

December 9-10, 2020

PART 3:

Internal Control Deep Dive, with Clark Nuber

February 17, 2021

PART 4:

Audit Preparation Training

TBA March/April 2021

Questions? Contact Tribal Services at 543-7380 or tsd@avcp.org

NATURAL RESOURCES

Reminder that all AVCP locations are locked due to COVID-19 until further notice.
Please schedule an appointment for any client needs.

(907) 543-7300

or Toll Free

1 (800) 478-3521

Wildfire Updates

Wildfire Fuel Breaks

The AVCP Natural Resources team is in the process of identifying areas to construct a shaded fuel break for wildfire prevention and community protection, based on the ariel Fire Risk Survey, published by AVCP in 2011. Construction of potential fuel breaks is scheduled to begin in the summer of 2021, pending the publishing of a community wildfire protection plan and COVID travel mandates.

For a full review of forest fires this season (including a discussion of new technologies to improve wildfire mitigation and management) the Natural Resources team will be participating on a conference call with the Bureau of Land Management's Alaska Fire Service, and the State of Alaska Department of Natural Resources, on Oct. 19 – 23, 2020.

To view the current AVCP Forest Management Plan click [here](#).

For more general information, please contact Paige Jones, AVCP Resource Coordinator at (907) 543 – 7472 or pjones@avcp.org.

Galena Zone



Southwest Zone



CONVENTION RECAP

Resolutions

Despite best efforts, this year we were one tribal delegate short of a quorum (37 of 56 tribes). Therefore, we were unable to pass any resolutions. It was decided, after several attempts to reach a quorum, that the 2020 Annual Convention would continue as an information meeting, which included the announcement of five new unit representatives to the AVCP Executive Board (established during virtual unit caucuses prior to the convention) and the 2020 Annual Awards recipients.

New Unit Representatives

Unit 1, Cyril Okitkun

Representing:

Kotlik, Hamilton, Billmoore's Slough

Unit 3, Julia Dorris

Representing:

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

Unit 10, Henry Smalls

Representing:

Eek, Goodnews Bay, Platinum, Quinhagak

Unit 13, Raymond Oney

Representing:

Alakanuk, Chuloonawick, Emmonak, Nunam Iqua

Unit 8, Joseph Asuluk, Sr.

Representing:

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



Reinforcing

AVCP is revamping the exterior of the Family Service Center building. The Facilities team is reinforcing the building so it may last for years to come.

Pictured are Buck Buckowski and Carlos Zelaya, cutting the boards to size and placing them using whatever that vehicle is called.

