

**BRISTOL BAY
NATIVE ASSOCIATION
2017 ANNUAL REPORT
RESILIENCE FACING CHANGE**



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Resilience Facing Change

We chose this year's theme – *Resilience Facing Change* – because it describes our history as an organization, recalling the growth and adjustments we've made during the past 50 years, and also reflects our experiences adapting to an ever changing world.

Change is not always bad and should never be feared. Some say it's as inevitable as starting a new day. We've adapted to changes over the years – from using typewriters to using word processors, from using UHF radios to using digital phones, and from writing letters home to texting family on cell phones. Our world evolved and changed in keeping with the times. Likewise, we adjusted and continue to thrive.

BBNA changed over the past 50 years. BBNA grew from a small fledgling organization with only a few services and very small budgets – basically Head Start and JOM -- to providing many services that our tribes and tribal members have come to know. We've experienced adjustments from time to time along the way – growing and scaling back – like the world around us changes with the times and the seasons.

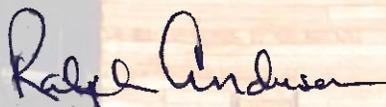
Our resilience – our ability to change, adjust to the times, survive and bounce back even stronger – has always been our strength. We faced many challenges together along the way, and met them with courage and determination. Our unity and resilience continue to be our strengths and will be to the end.

We've experienced changes locally, Statewide, and at the National level. We continuously face political changes and decisions outside of our control that affect our service levels, our work, and our everyday lives. Our most valuable assets of resilience and determination likewise continue to strengthen our resolve to provide services and opportunities.

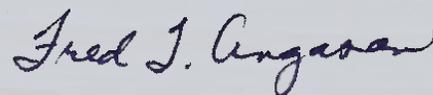
There are many changes yet to come. We don't know what they are and no one has any answers or solutions yet either. Together we continue taking steps forward to help us prepare for the challenges and opportunities that lie ahead. At the same time, we're working toward achieving goals to meet our mission of being a strong regional organization, being a unified voice, and providing services and opportunities to benefit the Tribes and Native people of our region.

Working together and making wise investments of time, money, and energy will help ensure we remain strong and resilient. We strive to leave our young people and the generations to follow an organization that is not only sound in all respects, but also resilient to face changes of the future.

We have tremendous faith and confidence in our people. By working together in unity and maintaining our flexibility we can successfully meet whatever changes the future may bring.



Ralph Andersen
President & CEO



Fred T. Angasan
Chairman of the Board



Board of Directors



Full Board

Executive Committee

Chairman.....Fred T. Angasan
 Vice-Chairman.....Tom Tilden
 Secretary.....Robert Heyano
 Treasurer.....Jaclyn Christensen

Iliamna Lake

Igiugig.....Tanya Salmon
 Iliamna.....Dwight Anelon
 Kokhanok.....Peducia Andrew
 Levelock.....Gustie Tallekpalek
 Newhalen.....Henry Olympic
 Nondalton.....Natalia Martilla
 Pedro Bay.....Verna Kolyaha

Nushagak Bay

Aleknagik.....Margie Aloysius
 Clarks Point.....Betty L. Gardiner
 Curyung.....Tom Tilden
 Ekuk.....Robert Heyano

Peninsula

Chignik Bay.....Ilane Ashby
 Chignik Lake.....John Lind
 Chignik Lagoon.....Tony Gregorio
 Ivanof Bay.....Jacob Shangin
 Perryville.....Patrick Kosbruk

Members by Sub-Region

Iliamna Lake.....Tanya Salmon
 Kvichak Bay.....Victor Seybert
 Nushagak Bay.....Betty L. Gardiner
 Nushagak River.....Charlie J. Johnson
 Peninsula.....Patrick Kosbruk
 Togiak Bay.....Bertha Pavian-Lockuk

Kvichak Bay

Egegik.....Justin Alto
 Kanatak.....Henry Forshey
 King Salmon.....Peter Angasan
 Naknek.....Judy Jo Matson
 Pilot Point.....Victor Seybert
 Port Heiden.....Jacklyn Christensen
 South Naknek.....Fred T. Angasan
 Ugashik.....Daniel Pingree Jr.

Nushagak River

Ekwok.....Peter Walcott Sr.
 Koliganek.....Margie Nelson
 New Stuyahok.....Wassillie Andrews
 Portage Creek.....Charlie J. Johnson

Togiak Bay

Manokotak.....Diane Mochin
 Togiak.....Bertha Pavian-Lockuk
 Twin Hills.....Arthur W. Sharp

Bristol Bay Native Association Full Board of Directors

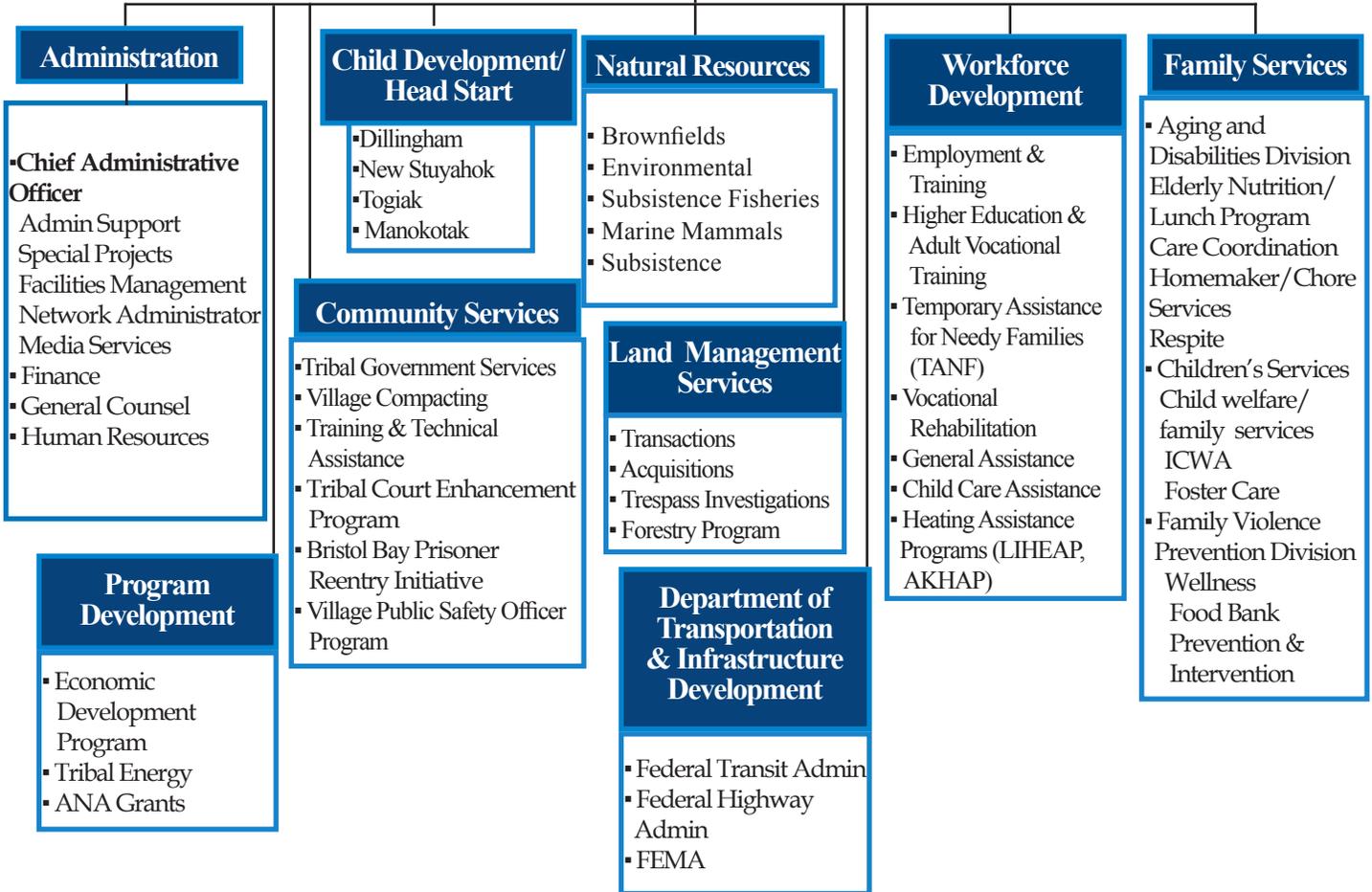
Levelock | Manokotak | Naknek | Newhalen | New Stuyahok | Nondalton | Pedro Bay | Perryville | Pilot Point | Portage Creek

Port Heiden | South Naknek | Togiak | Twin Hills | Ugashik

EXECUTIVE COMMITTEE

BOARD CHAIR

PRESIDENT & CHIEF EXECUTIVE OFFICER



Essential Services

The Mission of BBNA is to maintain and promote a strong regional organization supported by the Tribes of Bristol Bay to serve as a unified voice to provide social, economic, cultural, educational opportunities and initiatives to benefit the Tribes and the Native people of Bristol Bay.

Administration includes Ralph Andersen, President & CEO; Wassiliisia (DeeDee) Bennis, CAO; the offices of Patty Heyano, Program Development; Bruce Baltar, General Counsel; Rose Fisher, Human Resources; and Nora Atienza, Finance.

Department of Transportation & Infrastructure Development directed by Dan Breeden, serves the Tribal Transportation, Infrastructure, and Emergency Preparedness needs of the Bristol Bay Region.

Community Services directed by Bonnie Kropoff, includes Tribal Government Services, Tribal Court Enhancement Program, Bristol Bay Prisoner Reentry Initiative, the Village Public Safety Officer Program and Community Oriented Policing Program (COPS).

Child Development directed by Anne Shade, includes four early education programs in Dillingham, New Stuyahok, Manokotak, and Togiak.

Land Management Services directed by Realty Officer Tom Hoseth, includes various land transactions and acquisitions.

Natural Resources directed by Verner Wilson III, includes five programs: Environmental, Subsistence Fish Monitoring, Marine Mammals, Subsistence, and Brownfields Programs.

Workforce Development directed by Rae Belle Whitcomb, focuses on Employment, Job Placement and Training, Higher Education, Vocational Rehabilitation, Temporary Assistance to Needy Families (TANF), and Child Care Assistance, Heating Assistance Programs (LIHEAP, AKHAP).

Family Services directed by Lou Johnson, includes 3 divisions: Aging & Disabilities Division (Title III, Title VI Part A, Title VI Part C, Aging & Disabilities Resource Center, Senior In-Home Services, Nutritional Supplement Incentive Program); Children's Services Division (Indian Child Welfare Act, Title IV-E, Title IV-B Sub-Part 1, Title IV-B Sub-Part 2) and; Family Violence Prevention Division (Family Violence Prevention, Grants to Indian Tribal Governments- Violence Against Women, Wellness, and Food Bank).



Pictured from left: Bonnie Kropoff, Director of Community Services; Dan Breeden, Department of Transportation and Infrastructure Development Director; Nora Atienza, Comptroller; Anne Shade, Director of Child Development; Patty Heyano, Director of Program Development; Bruce Baltar, General Counsel; Wassiliisia (DeeDee) Bennis, Chief Administration Officer; Rose Fisher, Director of Human Resources; Lucille Johnson, Director of Family Services; Tom Hoseth, Realty Officer; Ralph Andersen, President & CEO. Not pictured: Verner Wilson III, Director of Natural Resources; Rae Belle Whitcomb, Director of Workforce Development.

Community Services Department

“Promoting Self-Determination for the Bristol Bay Tribes”

Community Services Department (CSD) programs include Tribal Government Services (TGS), the Village Public Safety Officer Program (VPSO) and the Tribal Justice Programs including the Prisoner Re-entry Program and Tribal Court Enhancement Program.

Main Office Tribal Government Services Staff

Bonnie Kropoff	Director
Diane Folsom	Accounting & Office Management Specialist
Elizabeth Johnson	Accounting & Office Management Specialist
Amelia Christensen	Program Assistant

CSD has seen a lot of change this past year. We started out with TGS oversight staff who were not new to BBNA but all new to their positions. Director, Bonnie Kropoff, transitioned from Accounting & Office Management Specialist and Diane Folsom transferred from her Administrator position at the Ekuk Village Council to the regional oversight position of Accounting & Office Management Specialist. The second Accounting & Office Management Specialist position was filled mid-year by Elizabeth “Liz” Johnson. Liz joined us from the Land Management Services department where she served as the Probate Specialist for 5 years. I am proud to report that the whole CSD team, including our long time Program Assistant, Amelia Christensen, as well as other CSD program staff stepped in to fill in gaps left from position vacancies when needed to ensure that operations were not only maintained, but also improved. The TGS team includes 25 village-based positions of Administrators and Clerks who work closely in partnership with Compact Tribes to ensure that requirements are met for the 21 fully compacting Tribes to receive and administer their Consolidated Tribal Government Services Funds and other OSG Pass-Through funds.

Village - Based Tribal Government Services Staff

Allen Ilutsik	Administrator	Aleknagik
Deborah Carlson	Administrator	Chignik Bay
Michelle Anderson	Administrator	Chignik Lagoon
Shirley Kalmakoff	Administrator	Chignik Lake
Danielle Aikins	Administrator	Clarks Point
Dorothy Larson	Administrator	Curyung (Dillingham)
Christopher Maines	Clerk	Curyung (Dillingham)
Pamela Hainsel	Administrator	Egegik
Terry Mann	Administrator	Ekuk
Richard King	Administrator	Ekwok
Nicole Cabrera	Administrator	Ivanof Bay
Shawn Shanigan	Administrator	Kanatak
Sassa Wassillie	Administrator	Kokhanok
position vacant	Administrator	Koliganek
position vacant	Administrator	Levelock
Barbara Moore	Administrator	Manokotak
Jaclyn Alakayak	Clerk	Manokotak
William Peterson	Administrator	New Stuyahok
Mary Olympic	Clerk	New Stuyahok
Dana Phillips	Administrator	Perryville
Suzanne Evanoff	Administrator	Pilot Point
MaryAnn Johnson	Administrator	Portage Creek
Brice Eningowak	Administrator	Togiak
Deanna Snyder	Clerk	Togiak
Beverly Cano	Administrator	Twin Hills

CSD hosted the annual Presidents & Administrators Workshop in the BBNA boardroom May 9-11. The event provides regional oversight and village-based staff the rare opportunity to interact and work face-to-face. This year we provided CSD programs trainings and question/answer sessions, a Workplace Safety training and an OMB Super Circular training. We also received updates from other BBNA departments and programs, Bristol Bay Housing Authority, United Tribes of Bristol Bay, and the Dillingham Legislative Information Office.



Group photo from the 2017 Presidents and Administrators Workshop.

Village Public Safety Officer Program

Carla Akelkok, Program Manager

BBNA continually advocates for the State to continue to make the Village Public Safety Officer (VPSO) Program a budget priority at a level to allow the ability to provide quality public safety services to our communities. VPSOs are essential to provide basic law enforcement, search and rescue, fire protection, emergency medical assistance, and crime prevention services to our 31 Bristol Bay communities. BBNA was funded to fill up to 7 positions through the State fiscal year ending June 30th. Program funds provided:

- ◆ (1) Program Manager.
- ◆ Retention/recruitment of (7) VPSOs.
- ◆ (5) 40' Containers, (1) for each of the filled VPSO position locations in Koliganek, Manokotak, New Stuyahok, Pilot Point, and Togiak.
- ◆ (2) All Terrain Vehicles, (1) in Togiak and (1) in Pilot Point.
- ◆ (2) Snow machines, (1) in Manokotak and (1) in Koliganek.
- ◆ Small supplies for each of the (5) VPSO filled position Offices.

Our current VPSOs are:

Gust Tunguing, Jr.	VPSO 1st Sgt.	Koliganek
Byron Wise	VPSO Sgt.	Pilot Point
Roger Wassillie	VPSO Cpl.	Togiak
Colby Alakayak	VPSO Cpl.	Rover, Dillingham
Joshua Wagner	VPSO	New Stuyahok



VPSO Colby Alakayak



VPSO Joshua Wagner



Left to right: Carla Akelkok, VPSO Manager; AST Sgt. Michael Henry, VPSO Training Manager; and VPSOs Gust Tunguing Jr., Byron Wise, and Roger Wassillie.

The State began the year with a new process to fund VPSO vacancies. There now is a pool of 15 positions that will be filled on a first come first serve basis statewide, available to all (10) program contractors (BBNA and 9 sister organizations around the State). Although recruitment continues to be challenging

statewide, we continue our recruitment efforts to fill as many positions as possible out of 7 potential duty stations located in Chignik Bay, Egegik, Port Heiden, Iliamna/Newhalen, Aleknagik and Manokotak. We continue to ensure that our VPSOs receive the training and tools needed to perform their duties to the best of their ability. Utilizing Federal grant award funds, we were able to provide a three-day regional certification/recertification December training session in Dillingham that included: Boating Safety, ARMS and Taser Trainings - not only to our VPSOs but to other local law enforcement officers with the Dillingham Police Department. This past March, in partnership with BBNA sister organizations, Federal grant award funds allowed us to provide Taser, Street Survival, CPR/First Aide, and Reid Investigative Interviewing and Advanced Interrogation courses to our VPSOs, other VPSOs around the state, and to State Troopers and other law enforcement personnel. We continue to work diligently to make improvements within the program, as we strive to protect and serve our communities of Bristol Bay. We continue to seek and pursue other grant opportunities to enhance our program.

Becoming a VPSO is an excellent opportunity to serve one's community. Candidates must be 21 years of age, of good moral character with no serious criminal history. Recruits launch a potential career ladder by passing the Sitka Academy's fifteen week, rigorous training in Sitka, Alaska. Qualifying VPSOs with one year of service may advance to Firearms Training during the Alaska Law Enforcement Training (ALET). VPSO applicants must pass a minimum standard Physical Fitness Pre-Employment Test that includes 14 Pushups, 20 Sit-ups within a minute, and a 1.5 mile run within 16 minutes, 32 seconds.

For more information about the VPSO program and how to apply go to the BBNA website: www.bbna.com/bbna-employment/. Additional information is available on the State of Alaska Department of Safety VPSO website: <http://dps.alaska.gov/ast/vpsol/>.

We are humbled and honored to have the service of all of our past and present VPSO's. We share sorrow and condolences to family when honoring two officers which have given their lives during the call of duty: Ronald Eugene Zimin, end of watch Wednesday, October 22, 1986 and Thomas Olaf Madole, end of watch Tuesday, March 19, 2013.



VPSO Ronald Zimin



VPSO Thomas Madole

Prisoner Reentry Project

Gwen Larson, Program Manager

The Prisoner Reentry Project, funded by the 2012 Consolidated Tribal Assistance Solicitation (CTAS) Federal Grant from the US Department of Justice, ends December 2017. The project continued a little over two years past the initial 3 year grant cycle, due largely to staff turnover. This year we started without a Program Manager before Gwen Larson, formerly the project's Cultural Activities Coordinator, returned to fill the Manager position in December 2016. Gwen successfully wrote State of Alaska, Department of Health & Human Services grant proposals for Recidivism Reduction funds, \$25,000 for FY2017 that ended June 30th and \$75,000 to start FY2018 on July 1, 2017 to June 30, 2018.

The Prisoner Reentry Project and Bristol Bay Reentry Task Force has been resilient through the changes in management and no-cost extensions over the years of planning. This fall, Bristol Bay will finally have a Regional Reentry plan completed and a developed Prisoner Reentry program.

The State of Alaska Reducing Recidivism grant has helped a great deal in solidifying the planning of the program and regional reentry plan. The State of Alaska is working with all Reentry Coalitions in Alaska and the Bristol Bay Reentry Task Force to standardize a system for returning citizens by working with coalitions to ensure they have a Reentry Plan in place that will help returning citizens receive the help they need to successfully integrate back into their communities and prevent recidivism in Alaska.

The BBNA Prisoner Reentry Project is on its way to launching the program this fall and start providing

case management services for returning citizens of the Bristol Bay Region. The target population for the *Bristol Bay Prisoner Reentry Program* are individuals who have served over 30 days in a correctional facility or within 90 days of release from a correctional facility. Eligible applicants include: (a) medium to high-risk felony offenders who need multiple support services or who would not have housing upon release and (b) high-risk misdemeanants. Participation in the program is voluntary.

The Bristol Bay Prisoner Reentry Task Force holds teleconference meetings monthly, see the BBNA Website for meeting dates and teleconference information. The Bristol Bay Prisoner Reentry Task Force welcomes input about how we can help returning citizens in our region. If you would like to share your success story with the Task Force please contact the Prisoner Reentry Project manager, Gwen Larson by phone (907) 842-5257, toll-free 1-800-478-5257, or email glarson@bbna.com. We also will have information posted on the BBNA website this fall at www.bbna.com.

CSD Keys to Resiliency

CSD services are multi-faceted and include monitoring federal, tribal and state actions, and evolving trends for potential program development and enhancement. Although we have seen a big year of change at CSD, we were able to face and overcome challenges with the help from strong human resources and relationships within BBNA as well as through the many strong partnerships built throughout the years with Tribes, sister organizations/non-profits, and state and federal agencies.



Community Services Department pictured left to right: Diane Folsom, Accounting & Office Management Specialist; Amelia Christensen, Program Assistant; Elizabeth Johnson, Accounting & Office Management Specialist; Carla Akelkok, VPSO Program Manager; Gwen Larson, Prisoner Reentry Program Manager; Bonnie Kropoff, Community Services Director.

Land Management Services

Tom Hoseth, Realty Officer

BBNA Land Management Services (LMS) works with Native Restricted Land and Native Restricted Town sites (restricted land) owners within the Bristol Bay Service Provider Area. LMS is here to assist with land transactions, which must be agreed upon by all owners of restricted land to be approved by the Bureau of Indian Affairs (BIA). Options available to Native Restricted Landowners include: Gravel Leases, Gravel Sales, Leases of Native Restricted land, Negotiated Sales, Advertised Sales, Gift Deeds, Land Exchanges, Mortgages, Right of Ways, Easements, Subdivisions, Partitions, Trespass, Removal of Restrictions, and Probates.



Annie Golia, LMS Probate Specialist.

LMS would like to welcome Annie Golia, Probate Specialist to the LMS team. Annie gathers information required for review by a federal judge in order to make a Probate Decision. Annie has already provided vital assistance to heirs during Probate hearings presided over by a Federal Probate Judge. You may contact Annie Golia, Probate Specialist at BBNA LMS with questions you have regarding the probate program.

Forestry Department

The BBNA Forest Fire Management Plan (BBNA FFMP) is the working document for Native allotments within the BBNA service area.



Pictured: One of the Forestry Hazardous Fuels Reduction Projects completed in 2017.



Macaelin Flensburg, BBNA Forestry Department.

BBNA Forestry applied for and received Hazardous Fuels Reduction Project Funds (HFRP). This grant is a three-year grant to create fuel breaks to reduce fire threats and assist firefighting efforts by creating defensible space of any wildfire that threatens the area. HFRP Project has been extended from Dillingham-Aleknagik Area to include the village of Kokhanok to protect their town sites.

Along with funding for the Forest Health and Thinning from BIA, Forestry and the Hazardous Fuels Reduction Project created a full time two-year project employee, Macaelin Flensburg, along with a trained workforce of 10 forestry employees.

Other accomplishments: BBNA Forestry is now a Chainsaw Safety, Operation and Maintenance trainer. BBNA/Forestry/BIA Forestry/BIA Fuels have ongoing project funds for the next two years.



BBNA Forestry Technicians during the Chainsaw Safety, Operation, and Maintenance training class.

Natural Resources Department

Verner Wilson III, Director of Natural Resources

Resilience in a Globalized World

Often times in a globalized world, things that happen thousands or hundreds of miles away can have a drastic impact on our livelihood and natural resources in Southwest Alaska. That includes our subsistence resources. Many people depend on commercial fishing income to pay for subsistence and sport-fishing activities. That is why it's important to understand the markets of our Bristol Bay wild salmon. Earlier this year, we saw reports of how the increasing middle-class in China may mean more demand for Alaska's salmon in the most populous nation on earth. More demand can mean higher prices for Bristol Bay's fish – potentially giving us more money to pay for gas and other necessities to go subsistence hunting and fishing. It's a prime example of how activity far away affects our every-day lives.

Across the nation in Washington D.C., leaders of our nation this past year have made decisions on various environmental regulations – such as EPA's actions regarding mining in Bristol Bay and the Interior Department's five-year oil and gas plans that further excludes offshore drilling in the Bering Sea. Even in our own state, decline in revenue from Alaska's main income source - oil and gas - has put strain on funding state operations. We had discussions on potential cuts to the Alaska Department of Fish and Game. These are examples of the need for resilience facing change in a globalized world. The Natural Resource Department program updates this past year highlight how we are working hard to help continue the resilience of our region's bountiful resources.



Natural Resources Department pictured left to right: Helen Aderman, Marine Mammal Program Manager; CaSandra Johnson, Tribal Environmental Response Coordinator; Gayla Hoseth, Subsistence Research Specialist; Verner Wilson III, Director of Natural Resources; Susan Flensburg, Environmental Program Manager; Cody Larson, Subsistence Fisheries Scientist.

Subsistence

Gayla Hoseth, Subsistence Research Specialist

The year 2017 has been exciting with changes on fish and game management. Our people are resilient, we all have personal goals to make sure we live a subsistence way of life with the resources outside our front door and in our backyards. We all take great pride and joy when the salmon season rolls around and we harvest the salmon to make a variety of delicacies such as fish strips, dried fish, fish jerky, canned salmon, and salted salmon. The native inhabitants of this land continue to live our traditional lifestyle taking only what we need

from the land. We do not overharvest, we do not take for granted what Mother Nature provides us. We are thankful for every living creature and plant living in our region. As things change around us that affect our way of life, our people may seem a little stressed as so many people are in competition for our resources. Even though times may get hard, we work together in order to remain strong.

continued on next page

Subsistence Continued

A good example of resilience in our region and throughout rural Alaska ties together with the Emperor Goose population. For the first time in 30 years, thanks to conservation efforts by all hunters, and many years of work by the Alaska Migratory Co-Management Council (AMBCC) and the Pacific Flyway Council, rural Alaskans are now allowed to harvest emperor geese with their customary and traditional practices. Talk about resilience! Patience, goals, tolerance, optimism, stress, working together, adapting to change, and most of all having faith. Bristol Bay residents serving on the Yaquillrit Kelutisti Council, and I serving on the AMBCC, together have spent many hours in meetings making sure our people were able to have this emperor goose hunt as a customary and traditional hunt. It sure wasn't an easy task. It's rewarding to hear from residents who were able to harvest emperor geese how thankful they are for to have had this opportunity to taste the goose they haven't tasted in decades.

BBNA Subsistence has also worked on a traditional ecological knowledge project with ADF&G regarding the Mulchatna Caribou herd (MCH). Caribou are an important source of food for residents of western Alaska. As environmental conditions and migration patterns change, some local hunters have encountered difficulty accessing the MCH. Existing data describe MCH harvests, herd movements, and caribou abundance through time, but this is the first time traditional ecological knowledge (TEK) on the MCH has been collected. BBNA collaborated with ADF&G and received funding by the Western Alaska Landscape Conservation Cooperative (WALCC) to gather this important information regarding the MCH. James VanLanen of ADF&G and I traveled to Dillingham, Togiak, New Stuyahok, Igiugig, Ekwook and Koliganek. We conducted TEK landscape mapping interviews to document local knowledge of caribou movements in relationship to ecosystem change within the traditional and contemporary range of the MCH. The herd used

to be at a population size of 200,000 but in 2015, it is estimated at approximately 31,000. Interviews conducted with community residents focused on how caribou and predator populations are adjusting to changes in weather, water, wildfires, and vegetation. The TEK landscape mapping sessions will attempt to provide a 50-year snapshot of local caribou and ecosystem knowledge. Maps and interview data on MCH phenology will assist state and federal managers in their subsistence management responsibilities. The information gathered will be useful for local harvesters as well as local and regional advisory councils in making recommendations for regulatory changes, and will assist the State of Alaska Board of Game and the Federal Subsistence Board in the informed management of wildlife in the region.

Looking ahead into the future of our fish and wildlife management, we must continue to be resilient and work together to make sure our subsistence way of life is protected and our cultural and traditional ways carry on to the next generation as the world changes around us. We must gear up just as we do when we go fishing or hunting and start getting involved with the regulatory process to make sure our voices are heard regarding our fish and wildlife, our food source that is the heart and soul of our people. In 2018, we are happy that both the Board of Fish and Board of Game will be having their meetings in Dillingham, Alaska. We hope to see you there and as always, our staff is available to assist with the regulatory process. As we come to the end of the year and reflect back on life, take a moment to capture and remember what a beautiful place we live in as we are rich in our resources with the fish and wildlife that sustains us. Remember, never forget where you come from and to remember the traditions and stories our ancestors have on the land and waters that surround us.

Fisheries

Cody Larson, Subsistence Fisheries Scientist

This year has been an exciting one for the Partners for Fisheries Monitoring Program. We have sought a broad approach to community well-being, through the promotion of knowledge sharing among generations, and will continue to focus on this in the future. We plan to have our projects applied to meet community needs. In the next year, an abandoned net recovery and recycling campaign will be introduced to communities region-wide. This project will use local experts in teaching net hanging workshops, and promote settings in which local knowledge can be shared, while developing valuable talents.



Mulchatna Caribou Traditional Ecological Knowledge mapping project with New Stuyahok elders.

Fisheries Continued

The Fisheries Program has been an advocate for the use of traditional knowledge in collaborative research projects with state and federal agencies. The information collected in research projects is used to guide current fisheries management. The program is affirming the importance of the tradition of sharing the foods we gather with one another. The effect of this is the efficient use of our harvests, and maintaining community well-being. The Bristol Bay Sharing Network Project will create a visual display and description of salmon sharing on the Alaska Peninsula to assist managers in understanding this part of our subsistence.

The ability to recognize years of abundance, and years of scarcity is not a new skill, but an important one, in our times of ecological shift. Being in tune to these living rhythms help us in keeping our balance with our lands, our communities, and ourselves. Our waters are being used in historically different ways. The larger scale of fish harvests need to be met with a larger scale of monitoring and stewardship. The traditional use and management of our resources are embodied in our way of life, or as we sometimes use the word, subsistence. These methods are as alive as we are. As we navigate these changes to our resource uses, we see the need to develop new skills. Our internship program is one of the ways we are engaging

the next generation of community leaders and resource managers. This year's interns worked with researchers at the Fisheries Research Institute on Lake Aleknagik, where ecosystem-monitoring techniques were taught through water sampling, sockeye salmon health assessments, and detecting genetic diversity of brown bear. We also started an intern exchange opportunity with Orutsararmiut Native Council, or ONC, based in Bethel. Maintaining cross-regional unity in voicing the right to subsistence, and to prevent exclusion by other interests, is important. This year also concluded a chum salmon genetic study funded through the Western Alaska Salmon Coalition (WASC). This being another example of the power of resilience through unity. The study sought to find additional ways to measure differences in chum salmon genetics across the western coast of the state, and the association to Bering Sea by-catch in the groundfish industry.

The fisheries program has been promoting localized identification of challenges to our resource uses, and representing the need to address these challenges at the state and federal levels. In addition, as we identify issues, we also need to seek solutions. The intimate knowledge we have of our land and water make us the most capable in sustaining the balance that has been for thousands of years. Our balance with our resources is the measure of our resilience.

Brownfields

CaSandra Johnson, Tribal Environmental Response Coordinator

Today many Alaskans face a range of unique and difficult challenges from the Alaska state budget crisis to climate change, affecting our lands. With stressed financial situations and a changing environment, BBNA's Brownfield Program is assisting Bristol Bay villages to be resilient in times of hardships and crisis. The Brownfield Program is working on building up skills that will increase capacity to address contamination problems. We are creating economic opportunities for the region by getting contaminated sites assessed, cleaned up, and reused.

One of the Brownfield Program's goals this year was to host two trainings that aimed to build Bristol Bay communities' skills that can help prevent and prepare for future or present hardships. The first training held was a Qualified Sampler Course that taught interested community members how to collect soil and water samples within their respective communities. This training has implications of cost savings where villages can use Qualified Samplers within their communities instead of outsourcing contractors and gaining the ability to collect baseline data to document changes within their environment. The second training

offered was a 24-Hour Oil Spill Response course where participants were taught how to respond to emergencies from addressing leaking 55-gallon drums, to oil spilled from shipping accidents. The skills learned in this training increased their capabilities to act and protect their environment during potential accidents. These trainings are essential for building resilience against threats and changes in our region.

The Brownfield Program is also helping build resilience through providing technical assistance within the villages to address contamination issues throughout Bristol Bay. We assist villages in reclaiming contaminated lands, instead of abandonment that may create blight and public health concerns. The Brownfield Program works with the villages towards land revitalization by investing in acquiring assessments and cleanup projects. The goal is to eventually get the sites back into reuse. By investing in the process, the villages can protect their environment from further contamination, keep other lands pristine by reusing contaminated lands, increase property values, and create other economic opportunities for residents through Brownfield projects.

Marine Mammal Program

Helen M. Aderman, Marine Mammal Program Manager

The Marine Mammals Program promotes research for sustainable marine mammal populations and subsistence harvest activities. Tribal knowledge and science research enhance the Bristol Bay vision. We look into the future by utilizing local expertise in marine mammal research projects based on the Qayassiq Walrus Commission and the Bristol Bay Marine Mammal Council's priorities. The tribes have adapted to the rapidly changing times by conducting research of marine mammal habitat surveys, documenting local Native knowledge, providing local expertise to teams in research projects, and conducting mammal harvest surveys. Walrus student interns at Round Island have balanced hands-on learning about walrus, Steller sea lion, and seabird productivity monitoring. The communities want to have a healthy marine ecosystem, because marine mammals are a main traditional food source for continued food security purposes.



Hunting in the bay.

Although we live in a modern world, many Bristol Bay tribal members still practice their traditional way of life passed on to by our Native ancestors who traveled by *qayaq* to hunt marine mammals and other resources. We also have modern methods of preserving our traditional harvested foods. Back then, our ancestors stored their foods in ponds, underground dugouts, as the ground was similar to a freezer due to permafrost.



Jaclyn Christensen rendering seal oil.

There were also elevated fish caches for dried meat and fish, late fall-wild edible berries and seal pokes for example. Jaclyn Christensen, a Local Research Assistant for the program in Port

Heiden says: *"In Bristol Bay we are observing and living so many changes to our environment and to our personal health and wellbeing and it comes from the harmony of living together between our elements, animals, and each other. Our focus is to maintain and adapt to the changes, so that our wellness is intact. You see it when we take a seal for harvest - the water, the boat, and hunter are one and the animal becomes food and clothing. It's a relationship dating back to time immemorial. Practicing it today makes it possible for our generations to practice tomorrow. This act of harvest is not just for food and for materials; it's a way to show our loved ones that our identity is tied to the way we live. When we conduct Traditional Ecological Surveys, we allow our native elders to tell us a story that not only addresses a solution but also paints a picture to the shifts to our way of life. The key to survival is to maintain our sense of identity by the way we live, a way that's always been. Thank you for helping us address our issues with the project and to continue to teach our children the value of traditional lifestyle with diligence and respect."*

Many people across the Bristol Bay region have led monitoring for marine mammals as boat operators since the 1980's, even passing on knowledge to their grandchildren. The Togiak Bearded Seal Field Research Team is a great example of adaptation while continuing traditional ways. Today they're doing habitat mapping of bearded seals. There have been survey counts from Togiak Bay to Goodnews Bay. Originally, there was some resistance to this marine mammal field research, but after local people were trained to conduct it by using their vast knowledge of marine mammals behavior, tribes now realize that appropriate science while balancing local Native knowledge research works well. The Bristol Bay Tribal Partners have further expanded their resilience in adapting to change by developing Draft Tribal Marine Multi-Species Conservation Plans. Plans include tribal vision and mission statements, goals and objectives, strategies, issues and concerns, marine ecosystem habitat, subsistence resource areas, and landownership maps. These plans help them become tribal stewards of their waters. To expand tribal research expertise, tribal research teams are learning how to analyze their marine ecosystem resources.

Looking ahead, we will continue to work together for future generations and their ability to continue our marine mammal cultural traditions.



Qullvarviq (Elevated Fish cache to store foods, Togiak 1964).

Environmental Program

Susan Flensburg, Environmental Program Manager

Weathering change in the face of uncertainty presents both challenges and opportunities to build resilience and strengthen the ability of our villages to adapt to changing conditions. The Natural Resource Department Environmental Program's recent efforts focus on understanding how changing weather patterns and climate trends may affect our villages. Featured below are several projects that combine traditional knowledge, western science and technology to document changing conditions. These projects funded by the Bureau of Indian Affairs, Alaska Sea Grant Program, U.S. Fish and Wildlife Service, Environmental Protection Agency, including technical support from DNR Division of Geological & Geophysical Surveys, University of Alaska Fairbanks Marine Advisory Program, Alaska Native Tribal Health Consortium, Bristol Bay Heritage Land Trust, and Cook Inletkeeper.

Stakes for Stakeholders: Community Based Methods for Monitoring Erosion

This pilot project is providing local community observers with the training and tools necessary to document erosion-prone coastal areas, thus allowing them to generate the required data to a consistent standard. By building an understanding of long-term shoreline change, communities in our region will be better prepared to respond to and adapt to impacts in healthy ways.



Monitoring Stream Temperature

Tribal environmental program staff along the Nushagak River and Levelock have been collecting stream temperature data on a continuous basis for several years. Temperature is a critical water quality and environmental parameter because it governs the kinds and types of aquatic life such as salmon. The data collected locally is part of a larger database that will help to assess thermal impacts on streams.

Changes in stream temperature and its impact

Voluntary Temp. Monitoring Network

Why we are doing this...

- We depend on healthy fish populations
 - Economies
 - Culture
 - Ecosystems
- How will salmon respond to climate change?

Bristol Bay residents learn water quality sampling techniques

What is the impact of stream temperature on juvenile salmon?

Port Heiden Community Resilience and Assessment Plan

The plan underway with Port Heiden will include adaption strategies based on an assessment of current and projected impacts from available studies and predictive models. The assessment will serve as a case study for other communities in our region on the process used to develop the plan.



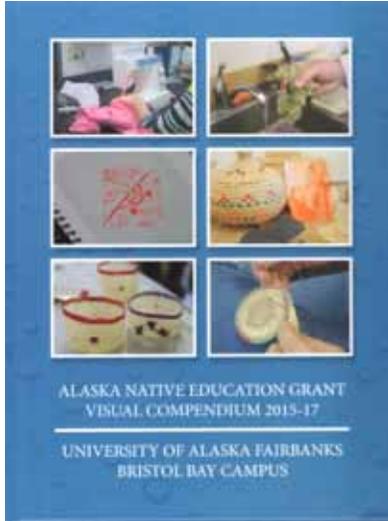
Port Heiden Community Meeting, May 2017.

Program Development Department

Patty Heyano, Program Development Director

The Program Development Department (PDD) remains *resilient facing change* by being positive, focused, flexible, organized and proactive. While the federal and state governments' political and fiscal climate changed, PDD believes that much of it will pass and is confident that creative innovations will emerge from this experience. Program Development Department Director, Patty Heyano, says that her department has reexamined its strategies and is getting ready to seize upcoming opportunities and discover new paths toward our regional vision for the future.

Over the past year, Patty completed a couple of projects. The three-year FY2014 ANE Grant ended on August 24, 2017. Patty would like to thank Debi McLean, Director, University of Alaska Fairbanks-Bristol Bay Campus (UAF-BBC) for providing cultural classes, dual credit classes, Fab Lab, and cultural awareness



courses for new teachers. Patty thanks Conni Lutes, Independent Evaluator, for her insights on the project. Patty is very thankful for Annie Fritze, BBNA Economic Development Program Manager, who taught skin sewing, village-based entrepreneurship, organized an Arts & Craft Marketplace twice a year, and served as the culture bearer.

The other grant Patty completed was the FY2015 ANA SEDS-AK Grant that developed a borough feasibility study for the Dillingham Census Area (unorganized borough). Patty thanks Robert Heyano, Ekuk Village

Council President, for Ekuk's support by sponsoring the grant application, and the City of Dillingham and City of Aleknagik that contributed matching funds. The project was unique by bringing representatives from the outlying cities and tribes to participate in the borough discussions.



The study looks at the level of resources available to support a potential borough within the Dillingham Census Area. It explores ways a borough can include the tribes. The Final Borough Feasibility Study (May 2017) was prepared by the McDowell Group and can be found on BBNA's website at <https://www.bbna.com/wp-content/uploads/DCA-Borough-Feasibility-Study-Final-Report.pdf>. Other documents and the community survey results are on the website. Patty would like to thank Susan Bell of McDowell Group, Kevin Ritchie of Ritchie Professional Services, and Jayne Bennett, Temporary Program Assistant for making this project a success.

In August 2016, Patty accepted the position of Acting Department of Transportation and Infrastructure (DOTID) in addition to her duties as the PDD Director. Patty researched the DOTID funding sources and projects and kept the department going for nine months while BBNA advertised the position. She kept the Tribal Transportation Program, Federal Transit Grant, and FEMA Pre-Disaster Mitigation Planning Grants in compliance. She oversaw two FEMA Tribal Hazard Mitigation Planning Workshops on February 13-15, 2017 and May 2-4, 2017 both in King Salmon. As she learned about the transportation department, Patty created a DOTID Handbook for future DOTID directors to reference. Dan Breeden began working on May 15, 2017 as the new DOTID Director, and Patty oriented him to the DOTID programs and activities.

In the coming year, Patty plans to spend less time managing grants and more time seeking new funding. Now that she is back working fulltime in Program Development, she will have more time to focus on new and creative ways to support BBNA programs. She plans to provide more training and technical assistance to BBNA Program Managers in program development and grant writing. For instance, Patty plans to assist Annie Fritze with tourism and energy projects.

The Program Development Department is taking on change, not merely shielding against it. To do this, Patty and Annie are falling back on their skills to organize, plan, set priorities, and take steps on the road toward our common destination. How we get there may change, but our values centered on family, community, culture, and traditional use; and our vision for the future remains the same.



Department of Transportation and Infrastructure Development

Dan Breeden, DOTID Director

In support of BBNA's mission, the Department of Transportation and Infrastructure Development is dedicated to developing safe and reliable public transportation and Infrastructure networks within the Bristol Bay Region as well as emergency preparedness.

Resilient people are optimistic, focused, organized, proactive, and flexible. BBNA, Department of Transportation and Infrastructure Development (DOTID) has faced recent hard times – Through BBNA Leadership, dedication, creativity, and collaboration DOTID has shown resilience during heartbreak and change.

We faced the very sad loss of Julie Baltar, just a year ago. We faced this hardship together and through dedication and determination to carry on the mission. Patty Heyano, Program Development Director, stepped in and assumed the helm during that time; Thank You Patty, your dedication encouraged creativity and provided improvised solutions using available resources to get us through these difficult times.

BBNA has a strong, tight-knit executive team working together to bring the best outcome regardless of the difficulties we face. DOTID will continue to foster creativity, innovation, and leadership capabilities from within, through coaching, training and consulting. We will use a multi-disciplinary approach continue to learn, grow, and improve by leveraging experienced-based and traditional practices to foster creativity at work, and design thinking as a strategy for innovation. Our design thinking will draw on logic, local values, tradition, imagination, intuition and systemic reasoning to explore the possibilities of what could be, then we will do our very best to create desired outcomes for the benefit for our member tribes.

BBNA hired a new DOTID Director. Director Dan Breeden, intends to carry on the philosophy that - It's our Inspiration that looks at problems and opportunities in the same-light which motivates our search for the best possible solutions to serve those that entrust us with helping to develop the future of the Bristol Bay Region. DOTID has much work to do and we are going to work with everyone we can and collaborate with member tribes on every occasion; to bring the best service and best solution possible for transportation and infrastructure needs to the tribes of Bristol Bay.

DOTID and 7 tribes have a consortium for our Tribal Transportation Program (TTP). DOTID will continue working on the development of tribal transportation

programs and provide needed services to member tribes.

The TTP was established by the Moving Ahead for Progress in the 21st Century Act (MAP-21) and continued under the Fixing America's Surface Transportation Act (FAST Act). The TTP replaced the former Indian Reservation Roads (IRR) program.

TTP's are to provide safe and adequate transportation and public road access to and within Alaska Native Village communities. A prime objective of the TTP is to contribute to the economic development, self-determination, and employment of our tribes. We will continue working with tribes on their roads and infrastructure needs to help fulfil those primary objectives.

In the past year DOTID has been working to provide basic services to our members. In the next year DOTID will work with the tribes to continue work on and develop future program growth for our:

- Tribal Transportation Program (TTP)
- Tribal Transit Program
- Tribal Bridge Program (as needed/required)
- Tribal Safety Program Plan development
- Long range transportation planning for future transportation and infrastructure development
- Update road inventory, for future funding under TTP
- Research and apply for available grants or other funding opportunities; and
- Develop a transportation and infrastructure needs database.
- There are new Tribal Transportation Program rules that cancel previously issued rules under MAP-21. DOTID, will be breaking-down and outlining those program requirements for member tribes to use for determining eligible program work and associated costs under our direct funding agreement.
- Revisit our agreements and update (if needed) and to assure that we are providing the services agreed too and review any IRR vs TTP implementation requirements.

continued on next page

DOTID Continued

In our Emergency Management Program we continue development and then submit the Federal Emergency Management Agency (FEMA) Pre-Disaster Mitigation (PDM) Plans we have been working on.

DOTID has held 2 of 3 planned workshops to educate and train in the development of tribal Pre-Disaster Mitigation Plans for all the region's tribes.

The workshops were to gather information about hazards and discuss overall concept of disaster mitigation and specific items of interest of the group. Topics included introduction to Tribal hazard mitigation and vulnerability, hazard identification and profiles present and past, critical infrastructure, mitigation goals and actions.

As a community our resilience is our ability to prepare for anticipated hazards, adapt to changing conditions, and withstand and recover rapidly from disruptions. The Key is preparedness, which includes prevention, protection, mitigation, response and recovery.



Group 2 of the Hazard Identification Workshop.

Please contact Dan Breeden, if you have comments, questions, or concerns regarding the Transportation and Infrastructure Development Department, he can be reached at 907-842-6219 or dbreeden@bbna.com.

Economic Development Program

Annie Fritze, Economic Development Program Manager

Resilience Facing Change: Program and Regional Energy Coordination



Klutuk Road Project in Ekwok, photo by Gusty Akelkok.

Transportation improvement projects, fisheries, energy, workforce development, economic resiliency, and small business startups were the region's top economic development priorities this past fiscal year. The BBNA Economic Development Program's scope of work is drawn from a Comprehensive Economic Development Strategy (CEDs).

The scope includes activities to support economic development planning and implementation activities to assist in the preparation, execution, and reporting phases of BBNA's EDA planning grant. The CEDs is guided by locally driven initiatives in partnership with the local, state, and federal government to stimulate economic development and produce healthy, sustainable local economies. These collaborations help the CEDs action plan achieve its goals and objectives.

This past year, five economic projects: Fisheries, Workforce Development, Adaptation Strategies, Transportation and Infrastructure, and Energy call for regional participation, which required leveraging resources from regional partners. During the investment period, 186 jobs were created or retained because of the CEDs goals and objectives. Private sector investments generated by the projects totaled \$13,562 and public sector investments was \$25.5 million dollars.

Economic Development Continued

Regional Energy Coordination



Intertie connection, New Stuyahok to Ekwok. Photo by Annie Fritze.

Partnered with Southwest Alaska Municipal Council (SWAMC), BBNA Economic Development Program received the Department of Energy's Inter-Tribal Technical Assistance Energy Providers Network sub-recipient three-year grant signed on September 28, 2016.

The project will include a team of technical advisors who will provide expertise in renewable energy, utility management, and staff training. Under this project, in collaboration with SWAMC, BBNA Economic Development hired a Regional Energy Coordinator to expand technical assistance capacity of regional residents through advancing energy efficiency, heat, power supply projects, and to secure long term strategic funding commitments for the technical assistance structures.

One of the goals is to benchmark non-residential buildings in our communities in order to identify opportunities for energy conservation and energy efficiency retrofits. Obtaining information about the age of the building, its square footage, and 2 years' worth of utility bills, reviewing the quality of doors, windows, and lighting is conducted. This baseline information is compiled to develop a regional and community-level energy efficiency and conservation plan. This will help communities determine which buildings would benefit most from retrofits, and what methods of funding or financing are available to complete the work.

So far, eleven communities have been visited for benchmarking. One of the grant project goals is to have at least 25% of our communities' public buildings benchmarked by this fall, and we hope to have all public buildings in Bristol Bay benchmarked by the end of the 3-year grant.

Communication is important to maintain regular contact with our regional communities. The new SWAMC region energy website is live at www.southwestakenergy.org. This website has contact information for the Project Management team, individuals who sit on the technical assistance panel, and has a listing of community energy projects and funding sources!

Southwest Alaska Energy Network

An Energy Support Network serving the Aleutian-Pribilof, Bristol Bay & Kodiak regions



Clarks Point, Alaska. Photo by Annie Fritze.

Small Business Technical Assistance

Thinking about starting a small business? Need information on startup requirements, business or marketing plan development? While BBNA does not provide direct grant funds or loans, the economic development program maintains a library of information that can help with business planning and startups. Contact Annie Fritze for assistance at 907-842-5257 ext 323 or email afritze@bbna.com.

Child Development Department

Bristol Bay Native Association Child Development Department 2016/2017

Note from the Director:

Lately, the only thing constant in the childcare and Head Start arena is change! The Head Start program, Child Care licensing and the Child Care Development Fund all unveiled massive changes in their rules of operation this year. The department is busy working through the new requirements and making sure that all classrooms and home providers remain compliant in the face of these massive changes.

Category	2016-2017 HS Budget	2017-2018 HS Budget
Personnel	742,111.00	747,103.55
Fringe	319,716.00	307,972.84
Substitutes	15,000.00	15,000.00
Staff Travel	34,329.00	43,270.20
Parent Services	14,532.00	14,532.00
Staff Training & Devel	13,711.00	13,711.00
Supplies	4,450.00	12,657.00
Maintenance Supplies	11,999.00	15,000.00
Phone and Utilities	11,328.00	19,328.00
Insurance	19136.00	20,500.00
Rent/Mortgage	0	0
Contractual	12,903.00	15,000.00
Other	20,568.00	18,913.00
Bus Gas	6,000.00	8,461.40
Bus Maintenance	8,000.00	9,941.00
Food	25000.00	15,327.46
Indirect	162,407.00	161,344.00
Total	1,421,190.00	1,438,061.45
Total Enrollment	2016-2017	2017-2018
Dillingham	32	32
Togiak	16	16
New Stuyahok	16	16
Manokotak	16	16
Total All Sites	80	80

Total Funding Level

2017-2018

Federal - \$1,438,061.45

State - \$74,231.44

Program Income - \$85,172.25

Other

(CACFP, CCDF, Admin)- \$387,885.90

Total - \$1,985,351.04

NFS - \$355,298.00

Waiver - \$234,903.00

NFS Required = \$120,692.00

Classroom	2016-2017 Health	2016-2017 Dental
Dillingham	100%	100%
Togiak	100%	100%
New Stuyahok	100%	100%
Manokotak	100%	88%
Total	100%	97%

Last Federal Review

C.L.A.S.S.

Health and Safety

Fiscal

Components of Head Start

Education

Staff

Social Services

Health

Parent Involvement

Behavioral Health



Parent Involvement	Kindergarten Transition
Parent Orientation and Open Enrollment Monthly Center Committee meetings Education Plans completed by parents and Staff Parent Teacher conferences twice a year Classroom Volunteers and Substitute Opportunities Policy Council Meetings monthly Training—Advocating for your child <ul style="list-style-type: none"> - available to all parents, - required for PC members Obtaining the 45 day Health Requirements Help plan activities and goals for their children and family.	Ride the Bus to the Elementary Visit the Kindergarten classroom Meet the Kindergarten Teacher Visit the Elementary school Activities in the Elementary School Eats lunch at the Elementary school Summer activity bag Kindergarten supplies including a summer activity bag

Head Start	Child Care	CCDF
Total Enrollment of 80 Students	Total Enrollment up to 55 Students	Total Enrollment 150 Children 43 Providers

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Family Services Department

Lucille Johnson, Family Services Director

Our Department, mainly our Children's Services Division, has been working collaboratively with the Workforce Development Department, Child Development Department, and the Human Resources Director to continue the work of the BBNA NET. We will continue to participate in the planning and implementation of NET so that our families benefit from all services and programs that fit their needs.

The Children's Services Division began work with the AFN Council on the Advancement of Alaska Natives, Nicole Borromeo early in 2017 to begin the work to negotiate a Compact with the State of Alaska Office of Children's Services for Child Welfare Services. The State and several Tribes across the state pooled funds of about \$112,500 for a contract facilitator and other funds for the work. Myra Munson, an attorney with Sonosky Law Firm and with experience negotiating the IHS Compact with Alaska Tribes, was contracted to work with us on the Compact. The negotiation process began with 2 representatives from each Tribe named to sit at the table with the State of Alaska. BBNA's representatives are Lou Johnson, Director of Family Services and Bruce Baltar, General Counsel.

The negotiation meetings were set for 2 days a month from April through October to develop and negotiate a Compact for Child Welfare Services between the State of Alaska and Tribes. The October date is an expectation that the Governor of Alaska and Tribes will sign a Compact Agreement during this year's Alaska Federation of Natives Convention in Anchorage. As a BBNA representative at the table, I recommend that BBNA sign the Compact Agreement in October and work with our Children's Services Division, local and regional OCS staff, and those Tribes within the region that contract their ICWA program with BIA to develop a plan that will fit the needs of the child welfare services within our region.

Our Tribal Title IV-E Foster Care Reimbursement program has provided us with over \$265,000 in reimbursements for State Fiscal Year 2017- the most funds in one year for us! We started out in October 2002 with annual reimbursements less than \$90,000 annually. We have structured and restructured the program to best fit our needs and best benefit from the work that we do with our Children's Services programs. We will continue to make decisions that will most benefit our program and our families and children.

The Family Violence Prevention Division continues to develop and implement the Wellness: A Circle of Life Program within the 5 communities they have been working with for the past several months. They have developed draft program policies and procedures that need finalization this fall. The Community Wellness Committees (Tribal Response Teams) are also developing or re-energizing in

some of our communities. This work will continue as we are in different stages of development and implementation in those 5 communities- ready to implement to just looking at the development of the program. Both of these services work collaboratively with the multiple services providers throughout the local communities as well as the regional programs.

Our regional food bank has grown this year, mostly in part to the additional funds we receive from our State of Alaska grant and the SeaShare program. Our client list has also grown but we continue to provide basic food supplies as best we can. The frozen seafood donated by SeaShare has allowed us to share with not only our eligible households, but with the different elder services agencies such as the Dillingham Senior Center, Marrulut Eniit Assisted Living facility, Dillingham Athletic Program, the Head Start sites and others.

Barbara has been coordinating the Christmas Angel Tree project for the past several years and last year she was able to coordinate with the Toys for Tots program to enable us to provide over 800 gifts to those children (ages 0 - 18) throughout the region (who may not receive a gift otherwise). Our Angel Tree project will start in October again when Barbara will seek lists of children in each community to receive a Christmas gift from the program. We accept donated gifts throughout the year for the Angel Tree Project.

Our Family Violence Prevention Division has begun the work for a name change- we are going through the steps here at BBNA as well as our Grantors. The name of the division seems negative, something that we struggled with when we developed the divisions but a grant program contact insisted we have Violence Prevention in our title. We will request the name change through all the proper channels and will notify all if and when we are allowed to change it.

The Aging & Disabilities Division continues to provide our lunch program for the elders, individuals with disabilities, and their spouses in 14 of our communities. We have revamped our Homemaker/Chore Services and Respite Services to allow for use with short-term situations for such services as our funding is very limited and there are other resources that provide for more long term services. Please ask our Aging & Disabilities division staff about these programs if you have questions- we are more than willing to provide you with information needed to make an informed decision.

We will focus on a very underused service to highlight this next year- the Grandparent Respite Program. This program provides some respite to those grandparents raising their grandchildren. We know there are many grandparents who may relate to this and if you have any questions please feel free to contact our staff to provide further information.

Workforce Development Department

Rae Belle Whitcomb, Workforce Development Director

Workforce Development Mission: Workforce Development provides quality services to Bristol Bay residents, promoting individual wellness and family self-sufficiency through employment and educational opportunities, which sustains cultural values and reflects economic trends of the Bristol Bay Region.

Workforce Development 2018

A resilient team of Workforce Development (WFD) staff manage nine employment and training related programs from various state and federal funding agencies to tribal and non-natives through a myriad of complex regulations offering services across Bristol Bay. Workforce Development through the Public Law 102-477 Act allows American Indian and Alaska Native organizations to have full authority to design, implement and manage tribal program services directly from State and Federal agencies. Workforce Development focuses on employment and increasing self-sufficiency in a single plan, one budget and one report. The Public 102-477 Law directly focuses on how tribes can be more resilient facing change as federal programs align and allow tribes the ability for streamlining access for services.

Staff members work directly with individuals and families building self-esteem in overcoming low income and addressing barriers including disabilities which impede employment in rural villages. Individualized plans address employment barriers with services to become employed. For communities with limited employment WFD may assist in the creation of small and micro-businesses focusing on establishing and maintaining a successful business.

As of August 2017, 477 staff have worked with 182 Adults, 122 Youth, and 252 Cash assistance recipients within our 477 program with a variety of employment, training, and related programs and services across Bristol Bay.

Employment and Training Services include creating and updating resumes, job searches, employment counseling and interview techniques, working with service partners, employers, and contractors to develop jobs and identify employment needs of the Bristol Bay Region. Utilization of the Job Service Network and AlexSys Data Base helps to bring employees and employers together with jobs around the region and around the state. Additional employment-related support services were provided to eligible individuals in obtaining or retaining employment such as short term transportation, grooming, clothing, tools and rental assistance.

WFD works with businesses to create worksites for individuals entering the workforce. If a business would like to set up work experiences or supported employment sites for adults or youth, please contact BBNA Workforce Development.

Higher Education provides scholarships to eligible students who are tribal members enrolled within BBNA compacting villages. BBNA increased the scholarship award up to \$3,000 per year towards a student's education depending on need.

Adult Vocational Training funds are provided to students with financial assistance to attend a vocational certification program of 6 months or longer.

The **Youth Employment Services (Y.E.S.)** focuses on youth developing individual career pathways and helps youth gain and maintain employment. Youth may work up to 100 hours within their communities assisting elders, working in offices and around the community. Youth are provided job placement experience; filling out an application, submitting all the required documents, and being interviewed. They gain work experience; showing up to work on time, doing required duties, filling out a time sheet, and gaining a reliable reputation. These experiences provide the ground work for higher self-esteem and self-sufficiency and in building positive work history and ethics that can carry on into their adult hood.

In 2017, BBNA's federal funding for youth employment placed 47 youth into employment. With an additional small grant from Bristol Bay Native Corporation for Job Placement, we placed an additional 20 youth into employment.

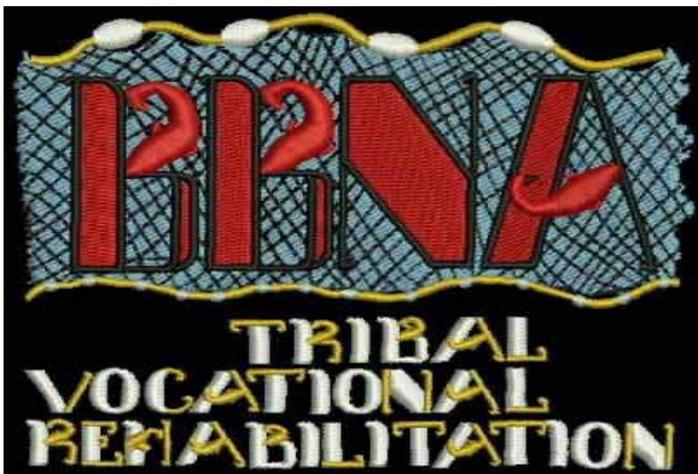
To show our appreciation and gratitude, staff provided certificates of appreciation of our sixteen village youth worksites across the region; Panarqukuk Store Ltd., Koliganek Village Council, Nondalton Tribal Office, New Stuyahok Traditional Council, Alaska Commercial Co. Togiak, Ekwok Village Council, Chignik Lagoon Village Office, Togiak Water and Sewer, Nondalton City Office, Manokotak TANF office, Togiak Bay Supplies, Chignik Lake Tribal Council, Stuyahok Ltd, Twin Hills Tribal Council, New Stuyahok Fuel Company, City of New Stuyahok.

Workforce Development would like to work with more regional employers to increase employment worksites for both youth and adults. Please contact us to find out more details on how to create subsidized employment worksites for clients on assistance in your community.

Workforce Development Continued

Vocational Rehabilitation Services

Tribal Vocational Rehabilitation Program (TVR) provided TVR services to 64 tribal members with disabilities who reside in the Bristol Bay Region, consistent with their individual strengths, resources, priorities, concerns, abilities, capabilities, and informed choices, so that they may prepare for and engage in gainful employment, including self-employment, telecommuting and business ownership. 17 individuals were successfully employed. VR staff traveled to 10 villages in FY17, outreach activities were conducting presentations, meeting with school age students, and going on home visits. TVR maintains an 'Equipment Loan Program' of visual aids, hearing devices and electronic machines to assist individuals with disabilities live independent lives. TVR coordinated with the Family Services Department Wellness Coordinator and three village wellness councils, and assisted with creation of individualized traditional and cultural subsistence group projects. Gail Sorensen, TVR Program Manager received a national award from the Consortia of Administrators for Native American Rehabilitation to recognize and appreciate her devoted services and improving the quality of life for Alaska Native/American Indians with disabilities. Working together and making wise investments, TVR is providing quality services and providing opportunities to benefit the Tribes and Native people of our region. Confidentiality is maintained for all applicants and consumers.



Child Care is to increase the availability, affordability and quality of childcare services to parents and providers in the Bristol Bay Region. The CCDF program continues efforts in maintaining a list of registered child care providers for working parents to access to meet their child care needs. Respite care for foster care parents may be offered on a time limited basis for children under protective services to allow foster care parents relief during the month for a break or to attend

medical appointments. Respite care providers follow all child care provider health and safety regulations. With our reorganization efforts we have increased the number of families receiving child care assistance.

In 2017 BBNA Child Care has assisted 57 families with 138 kids on child care assistance.

The 2017 Child Care Provider's Conference is scheduled for November in Dillingham. Training will allow college credit for a class called ECE 135 Family Childcare Training. The conference will provide information, materials and resources that bring quality child care into communities, providing higher standards in health and safety and a greater understanding of children and family needs. Children deserve the best possible child care environment as we support working families. The three-day conference will be held at the UAF Bristol Bay Campus and will offer one Early Childhood Education credit for attendees. Workshops include; CPR and Pediatric First Aide, ACE's Adverse Childhood Experiences, Billing and Invoices, Home Visits, Brain Development, Nutrition, Setting the Stage for Learning, SIDS/Back to Sleep, Running a Home Child Care Business and Environmental Health will focus on home/health issues. This conference is designed to give providers a better understanding of child development, safety and available resources. Attendees also receive materials and resources at the conference.

Child Care Center offers full day services and after school care with 3 classrooms; 5 children ages 0-18 months, 10 children 19 months through age 2, 18-20 children ages 3-5 and up to 20 after school slots. The BBNA Child Care Center is open from 7:30am to 5:00pm Monday through Friday and provides employment for six full-time and one part time employee. In addition, five student workers from the Dillingham City School District are OJT positions. The children participate in a variety of activities including; reading, circle time, art activities, dramatic play, and outdoor time. The BBNA Child Care Center is open from the last week of August to through the end of May and helps streamline transitions to Head Start and the elementary school.

General Assistance provides short term financial assistance to tribally enrolled individuals with little or no income. GA funds may only be used to meet essential needs, such as shelter, utilities, clothing and food. Families may not receive both GA and TANF at the same time. Families must apply for TANF. All general assistance recipients must become involved in community work service activities. Burial Assistance is provided under the General Assistance Program to low income eligible native residents of Bristol Bay with direct burial expenses.

Temporary Assistance to Needy Families offers monthly cash assistance to income eligible families residing in the Bristol Bay region. The TANF program has offices in Togiak, Dillingham, Manokotak and New Stuyahok.

The 4 purposes of the TANF program are:

- Provide assistance to needy families so children can be cared for in their own homes.
- Reduce the dependency of needy parents by promoting job preparation, work, and marriage.
- Prevent and reduce unplanned pregnancies among single young adults.
- Encourage the formation and maintenance of two-parent families.

Adults on TANF are required to complete a family self-sufficiency plan (FSSP). The FSSP identifies the barriers and activities the family will participate in. Work activities may include: paid employment, work

experience, community service work, traditional activities and other related activities to reach self-sufficiency and end dependence.

The **Heating Assistance Program** helps low income qualifying households pay a portion of their heating assistance needs. A household may receive only one grant per year. Income eligible households are awarded a heating assistance award paid directly to utility vendors. The Heating Assistance Program is working with the Bristol Bay Housing Authority and village councils to assist low income households with failed or unsafe heating units by installing new boilers, Toyostoves, and furnaces. As of August 2017, the Heating Assistance Program received 640 applications and replaced 17 heating units in income-qualifying homes.

For more information on any of the Workforce Development Program Services, please contact Workforce Development at (907) 842-2262 or 1-888-285-2262.



Employee Recognition

This year's annual report theme "Resilience Facing Change" fits perfectly with our recognition of employee longevity and outstanding service. BBNA has some serious longevity!

TWENTY YEARS OF SERVICE



SUSAN FLENSBURG, ENVIRONMENTAL PROGRAM MANAGER

FIFTEEN YEARS OF SERVICE



**CRYSTAL R. NIXON-LUCKHURST,
CHILDREN'S SERVICES DIVISION MANAGER**

Employee Recognition

TEN YEARS OF SERVICE



**FRANK WOODS, FORESTRY
PROGRAM MANAGER**



**EVELYN D. WASSILY, FAMILY SERVICES
DEPARTMENT ASSISTANT**



JEAN TIMMERMAN, WELLNESS CONTENT MANAGER

Employee Recognition

EMPLOYEE OF THE QUARTER



1ST QUARTER
THOMAS OLSEN, FACILITIES AND FOOD BANK ASSISTANT



2ND QUARTER
KLARISSA LARSON, CHILD DEVELOPMENT DEPARTMENT PROGRAM ASSISTANT



3RD QUARTER
ALEC ARELLANO, IT TECHNICIAN



4TH QUARTER
DANIELLE AIKINS, CLARK'S POINT VILLAGE ADMINISTRATOR

Employee Recognition

EMPLOYEE OF THE YEAR



DANEYA McDOWELL, CASE WORKER II-III; TANF

WELCOME



Please welcome Amy L. Shellabarger as BBNA's HR Benefits Specialist! Amy is from Dillingham. She graduated from Mt. Edgecombe High School in Sitka and achieved her Associate of Arts in General Studies through UAA. She is currently a candidate for a Bachelors in Business Administration with a major in HR Management through University of AK Southeast. Amy's interest in HR may have sparked during her first job as an HR Specialist for the Bristol Bay Area Health Corporation. She relocated to STG, a Calista subsidiary in Anchorage, where she built five years' experience in handling benefits administration. Most recently, she has been a Training Coordinator for a large company in Virginia. We are happy that Amy has chosen to return to Bristol Bay along with her husband Maxwell to raise their three children near family and her Native culture.

CONTACT INFORMATION

DEPARTMENT DIRECTORS

President and Chief Executive Officer.....	Ralph Andersen
Chief Administrative Officer.....	Wassiliisia “DeeDee” Bennis
Comptroller.....	Nora Atienza
Human Resources Director.....	Rose Fisher
Program Development Director.....	Patty Heyano
General Counsel.....	Bruce Baltar
Land Management Services Realty Officer.....	Tom Hoseth
Community Services Director.....	Bonnie Kropoff
Department of Transportation & Infrastructure Development Director.....	Dan Breeden
Natural Resources Director.....	Verner Wilson III
Family Services Director.....	Lucille Johnson
Child Development Director.....	Anne Shade
Workforce Development Director.....	Rae Belle Whitcomb

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FAMILY SERVICES

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FOOD BANK

Phone (907) 842-3663
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Additional information about BBNA programs can be found on our website at www.bbna.com





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