



**BRISTOL BAY**

**NATIVE ASSOCIATION**

# **ANNUAL REPORT 2012**

**OUR HOME | OUR VALUES | OUR FUTURE**



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# OUR HOME | OUR VALUES | OUR FUTURE

The theme for our 2012 Annual Report — Our Home | Our Values | Our Future — coincides with the logo used for the Bristol Bay Regional Visioning Project. We chose it because it's a vivid reflection of the core priorities we cherish and the centerpieces of our lives.

**Our Home** has always been about healthy families, safe communities, our connections to the land and waters, and our reliance on the abundant subsistence foods we are blessed with. Our parents, elders, and ancestors built a strong foundation and instilled in us a comforting sense of Home. These inspire our advocacy to protect our families and communities, our cultural traditions, our lands, waters, and subsistence resources and to make sure they are never lost. It's with pride that we say, "Bristol Bay is Our Home."

**Our Values** for education and training, jobs and business opportunities, and viable local economies are balanced with our important cultural practices and traditions. Our Values are precious gifts handed down to us from generation to generation. We continue to practice what our parents, grandparents, and elders taught us about the importance of getting an education, working hard to support our families, and always moving ahead to improve our lives. We will also continue to practice what they taught us about subsistence living — how to harvest fish and game and the fruits of our homeland — and to always be grateful for our many blessings.

**Our Future** is more secure by our unity, our accomplishments, and the progress we make each day. We are very fortunate to have the Bristol Bay Vision to guide us to the future. It reflects our hopes and dreams; our values and priorities for the future. The Visioning Project brought together the residents of our region to get the answers only they know. We united and accomplished it all together. In this Annual Report you will read about the progress BBNA has made during the past year doing our part to implement the Vision. We encourage you to help keep the Vision moving forward. Let's keep it alive and carry it with us wherever we go. We have tremendous faith and confidence in our people. Working together there is nothing we cannot accomplish.



*Ted Angasan*

Ted Angasan  
Chairman of the Board

*Ralph Andersen*

Ralph Andersen  
President & Chief Executive Officer

# BOARD OF DIRECTORS



## FULL BOARD

### EXECUTIVE COMMITTEE MEMBERS

Chairman.....Fred T. Angasan  
 Vice-Chairman.....Tom Tilden  
 Secretary.....Robert Heyano  
 Treasurer.....Dennis Andrew Sr.

### ILIAMNA LAKE

Igiugig.....Tanya Salmon  
 Iliamna.....Harvey Anelon  
 Kokhanok.....Terry Mann  
 Levelock.....Raymond Apokedak  
 Newhalen.....Raymond Wassillie  
 Nondalton.....Nancy Delkittie  
 Pedro Bay.....Senafont Shugak Jr.

### NUSHAGAK BAY

Aleknagik.....Gusty Chythlook  
 Clarks Point.....Betty L. Gardiner  
 Curyung.....Tom Tilden  
 Ekuk.....Robert Heyano

### PENINSULA

Chignik Bay.....Ilane Ashby  
 Chignik Lake.....Alvin Boskofsky  
 Chignik Lagoon.....Peter Bumpus  
 Ivanof Bay.....Angelina Schaeffer  
 Perryville.....Patrick Kosbruk

### MEMBERS BY SUB-REGION

Iliamna Lake.....Harvey Anelon  
 Kvichak Bay.....Victor Seybert  
 Nushagak Bay.....Betty L Gardiner  
 Nushagak River.....Charlie J. Johnson  
 Peninsula.....Patrick Kosbruk  
 Togiak Bay.....Helen Gregorio

### KVICHAK BAY

Egegik.....Richard Alto  
 Kanatak.....Henry Forshey  
 King Salmon.....Mark Angasan  
 Naknek.....Olaf Hansen III  
 Pilot Point.....Victor Seybert  
 Port Heiden.....Jacklyn Christensen  
 South Naknek.....Fred T. Angasan  
 Ugashik.....Nancy Flensburg

### NUSHAGAK RIVER

Ekwok.....Peter Walcott Sr.  
 Koliganek.....Margie Nelson  
 New Stuyahok.....Dennis Andrew Sr.  
 Portage Creek.....Charlie J. Johnson

### TOGIAK BAY

Manokotak.....Irene Gamechuck-Oles'  
 Togiak.....Helen Gregorio  
 Twin Hills.....John W. Sharp

# 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 & Chief Executive Officer and Wassiliisia (DeeDee) Bennis, Chief Administrative Officer, and the offices of Program Development, General Counsel, Tribal Transportation & Infrastructure Development, Accounting, and Human Resources.

**Community Services** directed by Ida Roehl, includes Tribal Government Services, Tribal Court Enhancement Program and the Village Public Safety Officer Program.

**Head Start** directed by Anne Shade, includes four early education programs in Dillingham, New Stuyahok, Manokotak and Togiak.

**Land Management Services** directed by Acting Realty Officer Sabrina Savo, includes various land Transactions and acquisitions.

**Natural Resources** directed by Courtenay Gomez, includes six programs: Environmental, Subsistence Fish Monitoring, Forestry and Invasive Plants, Marine Mammals, Subsistence and Brownfields Programs.

**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).

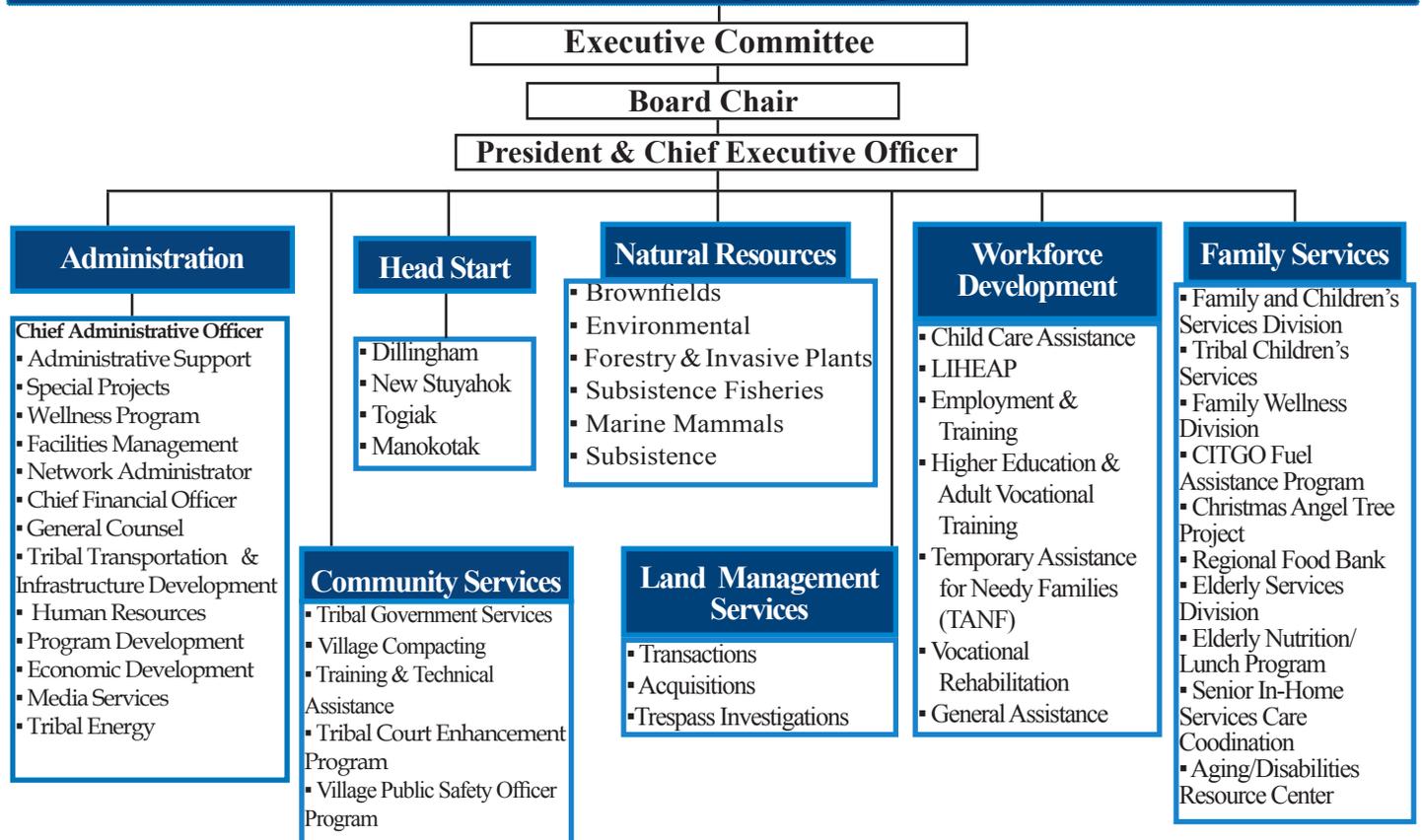
**Workforce Development** directed by Rae Belle Whitcomb, focuses on jobs, job training and placement, Higher Education, Vocational Rehabilitation, Temporary Assistance to Needy Families (TANF), Low Income Home Energy Assistance Program (LIHEAP) and Child Care Assistance.

Aleknagik | Chignik Bay | Chignik Lagoon | Chignik Lake | Clarks Point | Curyung | Egegik | Ekwook | Ekuk | Kanatak | King Salmon | Kokhanok | Koliganek | Igiugig | Iliamna | Ivanof Bay

## 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



# ADMINISTRATION



From Left: Rae Belle Whitcomb, Director of Workforce Development; Patty Heyano, Director of Program Development; Wassiliisia (DeeDee) Bennis, Chief Administrative Officer; Courtenay Gomez, Director of Natural Resources; Ralph Andersen, President & Chief Executive Officer; Michael Moore, Chief Financial Officer; Rose Fisher, Director of Human Resources; Ida Roehl, Director of Community Services; Anne Shade, Director of Head Start; Julie Baltar, Director of Tribal Transportation; Bruce Baltar, General Council; Lucille Johnson, Director of Family Services; Not Pictured: Sabrina Savo, Acting Realty Officer

## ADMINISTRATIVE SUPPORT



From Left - Sandy Kemp, Admin Support III/Personnel Assistant; Bonnie Giordano, HS Program Assistant; Sally Rector Administrative Support II; Vivian Braswell, Office Manager; Charles Wilson, Administrative Support/Food Bank; Amelia Christensen, Administrative Support; Stephanie Kristovich, HS Program Assistant; Evelyn Wassily, Receptionist; Dan Kemp, Facilities Assistant Manager; Jim Ingram, Facilities Manager; Front Row - Annie Golia, VPSO Program Assistant; Amos Bavilla, Receptionist. Not Pictured - Jim Larsen, Network Administrator and Kyle Hardin - Computer/Technology Support

## HUMAN RESOURCES



Olga Kropoff, Personnel Manager and Sandy Kemp, Administrative Assistant III/Personnel Assistant.

## ACCOUNTING



Left to right: Shirley Murphy, Travel Manager; Dana Clark, Payroll Manager; June Hoover, Accounts Payable & Purchasing Manager; Heather Savo, Accountant; Venita Luckhurst, Accountant

## PROGRAM DEVELOPMENT



Norman Anderson, Economic Development Planner; Thomas Woods, Media Services Specialist; Patty Heyano, Program Development Director; Melody Nibeck, Tribal Energy Program Mgr; Ralph Andrew, Demonstration Project Manager-Tribal Grant Writer Enhancement Program.

# COMMUNITY SERVICES DEPARTMENT

“Promoting Self-Determination for the Bristol Bay Tribes”

Ida Roehl, Director

Amelia Christensen, Program Assistant

TGS Staff: Nena Larsen, LA&OMS

Shanna Schroeder, A&OMS

Bonnie Kropoff, A&OMS

Community Services Department (CSD) programs include Tribal Government Services (TGS), Village Public Safety Officer Program (VPSO) and the Tribal Court Enhancement Program (TCEP). The multi-faceted program(s) service delivery includes monitoring federal, tribal and state governmental actions, and evolving trends for potential program development.

TGS staff works closely with Compact Tribes to assure the federal funds will assist with local Tribal governance and programs. BBNA Compact Pass-through Policy lays out the guidelines for eligible Tribes to access the “Consolidated Tribal Government Services fund.” The established policy allows a Tribe to adopt and manage its program budget. BBNA partners with Tribes to provide a village-based Administrator to assist the Tribe manage and account for the Compact Program. As well, several Tribes are eligible for the Johnson O’Malley Program funds to ensure appropriate cultural enrichment education for Alaska Native students.

Located at the regional offices, Accounting & Office Management Specialists provide supervisory oversight and technical assistance in areas of budget development, accounting and review of quarterly financial reports. CSD/TGS assists with maintaining updated Tribal enrollment as provided by Tribes; governing authorities as expressed through Tribal Constitutions/Codes/Courts; and acknowledging good open Tribal governing authorities for and by Alaska Natives.

In support of mutual success to meet Compact Pass-through obligations and build management capacity, BBNA/CSD requires village-based Administrators’ to participate at the annual President’s & Administrator’s workshop. As well, village/tribal councils are encouraged to also send the President, or designate another representative to attend. The 2012 workshop was held for 2.5 days the end of February.

The workshop theme was “Self-Governance: Fostering Partnerships that Deliver Quality Tribal Programs.” The agenda included updates from BBNA Family Services on ICWA and national trends; a report on Wellness; CSD gave a brief overview of Compact Pass-through Policy. CSD increased Office Reimbursement support for BBNA village-based staff by \$5,000 per position that includes the Administrator, Assistant and a Family Services position. As well the Bristol Bay Housing Authority reported on NAHASDA Program changes. The IRS Tribal Government Services Section spent two days reviewing Payroll Taxes and Liabilities with participants.



From Left: Annie Golia, VPSO Program Assistant; Carla Akelkok VPSO Program Manager; Ida Roehl, Community Services Director; Nena Larsen, LA&OMS; Bonnie Kropoff, A&OMS; Amelia Christensen, Community Services Program Assistant. Not pictured: Shanna Schroeder, A&OMS

# VPSO PROGRAM

“First Responders – Last Frontier”

The BBNA Village Public Safety Officer Program (VPSO) continues to provide public safety services to rural communities of Bristol Bay. Services include responding to search and rescue, fire protection, emergency medical assistance, crime prevention, and basic law enforcement. Grant program funds are provided through the Alaska Department of Public Safety (DPS) on an annual basis. BBNA currently has (15) filled VPSO positions located in the region.

The Rover VPSO position located at the Regional office is a new approach to rural community public safety coverage when necessary. The Rover position was developed to serve Bristol Bay communities as needed where; a) there is either no VPSO coverage available, b) where a community position may be vacant; or c) the on-site VPSO might be away from their community for a brief period of time.

In 2012, five new recruits attended and successfully completed the VPO Academy for 2-weeks and the rigorous 10-week training at Sitka, Alaska. Three - 1st Sgt staff provided at least 80 hours of Field Training Officer instruction to new recruits. This provided a higher retention rate with the VPSO program for the last two years.

In 2013 the Alaska VPSO Grant allows 16 VPSOs positions, including the Program Manager and (new) a Program Assistant. The VPSO Regional Training is scheduled at the Anchorage Training Facility along with (5) other nonprofit/borough's. Annual training sessions include 40 hours of certification/recertification courses. This year BBNA is including a new course titled “Knowing Who You Are.”

In 2011, BBNA VPSO Program made a successful grant application to the federal U.S. Department of Justice, Community Oriented Policing Services (COPS). The grant award for \$597,659 was to purchase Ford Explorer Interceptor SUV Vehicles for VPSOs in twelve communities. The VPSO's appreciate safe adequate vehicle for patrols, transporting prisoners safely, or being able to haul boat/trailer packages when providing river and lake patrols. The grant also allowed an upgrade of Laptop computers and Printers for each filled VPSO position.

Becoming a VPSO is an excellent opportunity to serve one's community. Applicant candidates must be 21 years of age, good moral character with no serious criminal history. VPSO recruits are expected to complete the rigorous ten-week training at the VPSO Academy at Sitka, Alaska. Please contact Program Manager, Carla Akelkok or Annie Golia, Program Assistant at BBNA Regional Office for more information.



VPSO Joy Reyneke, VPSO Dale Plate, VPSO Donald Stafford(back), VPSO William Oyaluk, and VPSO Thomas Madole



One of the new VPSO Vehicles.

# TRIBAL COURT ENHANCEMENT PROGRAM (TCEP)

“Assuring stable Tribal Court Program Services for Bristol Bay Villages”

CSD was successful in its grant application to the U.S. Department of Justice, Bureau of Justice Assistance (BJA), Tribal Court Assistance Program grant in the amount of \$496,874. The BJA grant award is a three-year project, TCEP will allow BBNA to assure: 1) proper coordination and grant compliance; 2) Enhance Tribal Court capacity through providing training to Tribal Judges, including review of judicial protocols between all court systems; 3) Enhance Tribal Court capacity through providing training to Tribal Court clerks, including administrative management and protocols; 4) Engage Tribal Leaders in comprehensive strategic planning to improve Tribal justice, community safety and ultimately assure stable Tribal Court Program services for up to 31 communities within Bristol Bay service area.



TCE Program Manager: Kimberly Martus

In February, CSD and TCEP spent 2.5 days in consultation and orientation of the Tribal Court Enhancement Program grant “Building Tribal Court Capacity and Strengthening Self-Governance.” Up to 37 participants reviewed the TCEP grant goals and expected outcomes over the next 3-years. The agenda included several immediate participant responses were there is a great need by tribes: a) to clearly understand responsible governing authorities; b) to be able to assist Alaska Native residents often caught up in the state justice system; c) Bristol Bay tribes are interested in assuring safe communities and for individuals to successfully return to their community of residence from state prisons. Other initial suggestions included a sub-regional court system model, a regional Tribal court judge panel and administrative staff to travel to hear cases locally.

The TCE Program made outreach to other regional justice program service providers to become more aware of other program possibilities. As well, TCEP and other Alaska Native regional agencies successfully developed several Justice Track workshop sessions for the statewide RuralCAP – Rural Providers’ Conference that took place at Dillingham, May 2012. Currently, TCEP is working in collaboration with the University of Alaska, Bristol Bay Campus on development of a Tribal Judge and Tribal Clerk – Tribal Court Management curriculum.

Finally, the BBNA Community Services, Family Services, and Workforce Development Departments are collaborating and partnering to ensure programs deliver holistic justice services for Tribes, individuals and families of Bristol Bay.

Kimberly Martus can be reached at (907) 842-6136, or [kmartus@bbna.com](mailto:kmartus@bbna.com).

# TRANSPORTATION & INFRASTRUCTURE DEVELOPMENT

Tribal Transportation and Infrastructure Development managed by Julianne Baltar, includes implementation of the Indian Reservation Roads program for 6 member tribes, the Regional Transit Planning Study, and activities of the Bristol Bay Infrastructure Coordination Committee.

Tribal Transportation and Infrastructure Development is within BBNA Administration. Steps are in process to establish a BBNA Department of Transportation and Infrastructure Development. The program is managed by the Transportation Program Specialist.

The Program's mission is to develop a safe and reliable public transportation and infrastructure network within our home, the Bristol Bay Region. To accomplish this, we are focusing on infrastructure coordination, an identified priority of the Visioning Summit. Instead of relying on the State and Federal governments to take the lead on developing projects, our commitment to Bristol Bay tribes is to provide assistance on identifying needs, proposing and developing projects that protect and enhance our culture and values.

We currently have 6 member tribes within our self-governance addendum for the Indian Reservation Roads program: Clarks Point, Ekuk, Ekwok, Pilot Point, Portage Creek, and Twin Hills. We are ready to add additional members. Our projects include an access road between Clarks Point and Ekuk, access roads to new landfills for Ekwok and Portage Creek, we are looking into access roads between Twin Hills and To-giak, and from Pilot Point to the Ugashik River, as well as road maintenance projects within the communities of Twin Hills and Pilot Point.

What BBNA provides is over 35 years of work experience in Tribal Transportation Programs and extensive experience in infrastructure coordination. We have expertise in developing, constructing, and maintaining projects, as well as building an Alaska Native workforce to build projects.

At all times we keep an eye on what is going on within the State as well as at the National level. BBNA works hard to represent the transportation and infrastructure needs of Bristol Bay.

Change is here, with reductions in federal funding, we need to be smarter and work harder at coordination. We simply don't have the resources from single sources to build what we need. Funding has gotten more challenging to acquire, and we need to be at the top of our game to access the funds needed to build and maintain our transportation network and infrastructure. We are approaching projects with an eye to creative solutions.

Our staff: since Julie became BBNA's Transportation Specialist Oct 1, 2011, she has visited with the member village councils within the BBNA transportation consortium.



Potholes so big, you can see them from the air - Clark's Point

Our projects include an access road between Clarks Point and Ekuk, access roads to new landfills for Ekwok and Portage Creek, we are looking into access roads between Twin Hills and To-giak, and from Pilot Point to the Ugashik River, as well as road maintenance projects within the communities of Twin Hills and Pilot Point.

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Our staff: since Julie became BBNA's Transportation Specialist Oct 1, 2011, she has visited with the member village councils within the BBNA transportation consortium.



Upgrade to trails and roads - Ekuk

# TRANSPORTATION AND INFRASTRUCTURE DEVELOPMENT

Julie is working with our members on updating their long-range transportation plans and priorities, implementing their highest priority projects, and collecting data. She extensively monitors and provides input to the IRR Program Coordinating Committee, and she is active in monitoring laws, regulations, and policies that impact transportation and infrastructure. We have a number of ongoing work orders with Bristol Engineering Services Corp (BESC) for project development and Julie interacts regularly with the BESC Engineering staff.



Participants at Ekwok's Public Meeting

In January Julie offered a 3-day training session to all Bristol Bay tribes on the proposed changes to the IRR Program. She is the lead for BBNA on the Bristol Bay Infrastructure Coordination Committee, made up

of the following representatives from the Bristol Bay Regional Entities:

BBNA – Rae Belle Whitcomb, Sabrina Savo, Patty Heyano, and Julianne Baltar

BBNC – Tiel Smith

BBHA – Val Angasan

BBEDC – Helen Smeaton

BBAHC – Brenda Akelkok

UAF, Bristol Bay Campus – Annie Fritze



Road to Airport - Twin Hills

For more information about BBNA Transportation and Infrastructure Development, contact Julianne Baltar, Transportation Program Specialist at (907) 842-6219 direct or e-mail at [jbaltar@bbna.com](mailto:jbaltar@bbna.com).

## PROGRAM DEVELOPMENT

Patty Heyano, the Program Development Department Director, is in charge of organizational planning and evaluation, contract management, monitoring and reporting, new program planning, development and implementation, budget development, research, and grant writing. She supervises the Economic Development Program, Media Services, the Tribal Energy Program, and the Demonstration Project: Grant Writer's Advancement Program.

Patty worked on two large projects in the past fiscal year that were funded: A Coastal Impact Assistance Program (CIAP) proposal was submitted on behalf of the Western Alaska Salmon Coalition (WASC) and awarded \$1,373,070.31 for a salmon stock identification project. WASC is made up of AVCP, BBNA, Kawerak, and TCC. BBNA serves as the lead organization on the project and the proposal was developed in collaboration with the UAF Fisheries Division. BBNA would like to thank Assistant Professor, Megan McPhee for assisting with the technical aspects of the project.

BBNA received \$405,023 from the Rural Jobs Innovation and Accelerator Challenge, a joint funding opportunity through EDA and USDA. BBNA is very pleased to receive the first award of this type in Alaska and the first in the nation to a native organization. The fishing industry is the largest industry in the region, but benefits to the local economy are diminishing as limited entry permits leave the region and raw



fish markets decrease. The project builds a fishing industry cluster that is designed to return jobs to the region and reverse these trends. The Bristol Bay Jobs Accelerator Project will build capacity at SAVEC to deliver fisheries training that helps local people enter the fishery or start small fish processing operations. The long term benefit of this project is increased local participation in the fishing industry and a local source of training that is responsive to local needs to overcome the barriers that prevent local participation in the fishery. BBNA thanks its collaborators SAVEC, the Bristol Bay Native Corporation, the University of Alaska Fairbanks-Bristol Bay Campus, the Bristol Bay Housing Authority, the Marine Advisory Program, and Naknek Family Fisheries. BBNA is very thankful to the USDA and EDA the opportunity to work on this challenge.

While the Economic Development Program Manager was on extended medical leave, Patty continued to help on the EDA Grant & Bristol Bay CEDS. Patty developed and submitted the FY2012 EDA Indian Planning Grant and received \$65,000 for the Bristol Bay CEDS development and implementation. Patty wrote the BBCEDS and submitted it to EDA in October 2011, and then printed and distributed it in December 2011. EDA hired the College of Urban and Public Affairs, Portland State University to build an online reporting tool. Patty was asked to review their concept document and was interviewed over the phone. Janet Hammer, PhD, Director of the Initiative on Triple Bottom Line Development said that the tool can align social and economic investments with the regional goals. The tool can be used by public and private sectors to help with project design, consideration, and comparisons. Goals and performance areas include: 1) Economic vitality for jobs and sound investment; 2) Natural Resource Stewardship for eco-efficiency, green design, and place-making; 3) Community Wellbeing for environmental health and governance. They used the BBCEDS as a sample document, since it had this Triple Bottom Line that many CEDS don't have.

## PROGRAM DEVELOPMENT (CONTINUED)

Patty established the Demonstration Project: Tribal Grant Writer's Advancement Program by hiring a Project Manager who is developing the program and the partnerships needed to provide training and technical services to Tribal Grant Writers. The demonstration project starts with four Tribes who will test it before the program is reviewed for possible expansion to other communities.

Patty attended the Alaska Planners Association Annual Conference in Fairbanks, Alaska on November 7 & 8, 2011 and presented the Bristol Bay Regional Vision Project. She also attended the Western Alaska International Science Conference (WAISC session on Indigenous Evaluation) on March 29, 2012 to get ideas on using indigenous values in building relevant performance measures into grant proposals. The presentation was geared toward careers in evaluation, but it was interesting and reinforced the process that was used in the Bristol Bay Regional Vision Project.

Patty implemented a 2012 Designated Legislative Grant for Safety Equipment – Manokotak, Aleknagik and Togiak with a budget of \$975,000. These funds purchased heavy equipment for road maintenance for the cities of Manokotak, Aleknagik and Togiak.

Patty contacted Rae Belle Whitcomb, Workforce Development Director, about plans to prepare the workforce for large upcoming projects in the region, like the Aleknagik Wood River Bridge and the Koliganek School. Rae Belle suggested that communities with projects coming up pass Tribal Employment Rights Office/Ordinances TERO ordinances to impress upon contractors to hire from the vicinity of the projects. Kimberly Martus, Tribal Courts Coordinator, was brought into the conversation. A Tribe with a TERO ordinance can charge a fee or tax the project, which brings in revenue to run a TERO office.

For more information about the Program Development Department contact Patty Heyano, Program Development Director at (907) 842-6216 direct or email at [pheyano@bbna.com](mailto:pheyano@bbna.com).

## ECONOMIC DEVELOPMENT

Norman Anderson, BBNA's Economic Development Program Manager took the opportunity this past year to reflect on the Bristol Bay Regional Vision and begin to answer the calls for sustainable economic development. During the Vision's public meetings, the Lower Alaska Peninsula residents asked for more Village participation in Eco-Cultural Tourism. A tourism workshop was held to mobilize their ideas. The tourism workshop graciously hosted in Port Heiden on April 16<sup>th</sup> -18<sup>th</sup> 2012 with participants from Perryville, Chignik Bay, Chignik Lagoon, Chignik Lake and Port Heiden. Presenters included Jennifer Cesar from the Bureau of Indian Affairs, Sam Dickey from the Small Business Administration, Eric Obrien from the Southwest Alaska Municipal Conference, Dru Garson of the State of Alaska Department of Commerce. Bristol Bay Native Corporation generously gave a donation.

Year-round tourism opportunities are available the on Lower Alaska Peninsula with activities like hiking and river rafting in the summer months, and skiing and snowshoeing during the winter. This sub-region's positive workforce can develop along with this new venture in ecotourism. Tourism that preserves the wildlife and habitat is in harmony with the Bristol Bay Regional Vision while it saves the remarkable for future tourists and residents alike.

Norman will continue looking for opportunities with other sub-regions in the coming year. He can be reached at (907) 842-6223 or [nanderson@bbna.com](mailto:nanderson@bbna.com).



Participants at the Tourism Workshop in Port Heiden



The Workshop was held at Ray's Place in Port Heiden

# TRIBAL GRANT WRITERS ADVANCEMENT PROGRAM DEMONSTRATION PROJECT

The Tribal Grant Writers Advancement Program demonstration project kicked off in April 2012 with the recruitment of a Demonstration Project Manager, Ralph F. Andrew. Program development continues in preparation for the recruitment, training and support of four Tribal Grant Writers with four participating Tribal Councils – Aleknagik, Ekuik, Curyung, and Manokotak. Elements of the demonstration project may expand later to other communities, subject to project success and funding availability. The goal is to provide Tribal Grant Writers who will seek funding for local Tribal projects and activities to support local strategies, priorities and plans.



It is expected that four Tribal Grant Writers will be hired from the local workforce by October 1, 2012. An individualized plan will be developed for each new Grant Writer describing the training and technical assistance needs they have to be successful at their job. The Grant Writer’s initial goals will be to participate in training and raise funds that offset their employment costs, eventually supporting their position at the Tribal level.

Inputs	Outputs		Outcomes		
	Activities	Participation	Short-term benefits	Medium-term	Long-term
What we invest	What we do	Who we reach	Learning	Action	Conditions
Staff wages, benefits	Collaborate with Tribal Council	Tribal Councils (4)	Improved awareness of funding	More grants submitted, funded	Strong organizational capacity Mutually valuable partnerships Economic diversity Sustainable community
Project planning & management	Recruit Tribal Grant Writers	Tribal Administrators	Greater capacity to write grants	Improved compliance, reporting	
Management information systems	Train Tribal Grant Writers	Tribal Grant Writers	Stronger grant management skills	Grants more aligned with plans	
Training and expertise	Deliver technical support	BBNA Program Partners	Improved program design skills	More progress on goals, plans	
BBNA program partnerships	Collaborate with Trainers	UAF Bristol Bay Campus	Clearer view of local plans, needs	Higher level collaboration	
Interagency partnerships	Develop support network	Regional Agencies	Better access to support network	Formation of strategic alliances	

The Demonstration Project Manager, in coordination with internal BBNA programs including Workforce Development and Community Service are developing internal and external partnerships to support training and technical services for the Tribal Grant Writers. Training plans and classes are under development and will include courses for credit offered through the UAF Bristol Bay Campus. Technical support services will include development of a grants and funding clearinghouse and a digital training library.

Ralph can be reached at (907) 842-6225 or [randrew@bbna.com](mailto:randrew@bbna.com).

## MEDIA SERVICES

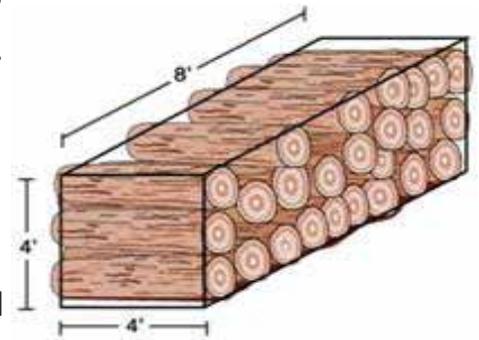
Thomas Woods is the Media Services Specialist at BBNA. He produces publications for BBNA including the Quarterly Newsletters and the Annual Report and is available to help BBNA employees with technical support or computer help when needed. Thomas assists in creating publications for BBNA departments and also takes photos or video if needed. He is responsible for the BBNA Website as well.

Thomas can be reached at (907) 842-6222 or [twoods@bbna.com](mailto:twoods@bbna.com).

# TRIBAL ENERGY

Melody Nibeck is the Program Manager for the Tribal Energy Program. She is finalizing the Bristol Bay Energy Efficiency & Conservation Block Grant Program where 14 communities around the region participated in energy audits and upgrades to community buildings and homes. A final report will be delivered this fall. Many of the upgrades performed included improvements to indoor and outdoor lighting, replacing and installing windows and doors, and blow-filling insulation into attics. The end-results promise to help Tribes save energy and money.

Melody is working in partnership with the Environmental and Forestry programs at BBNA, and the Aleknagik Tribal Council on the Bristol Bay Clean Air Project. The project is collecting data on home heating systems and wood harvest practices. The results will be analyzed for efficiency and sustainability standards, and to help develop a potential wood stove change-out program.



Melody is working in partnership with the Alaska Energy Authority (AEA) and Southwest Alaska Municipal Conference (SWAMC) for Phase One of the Bristol Bay Strategic Alternative Energy Options Analysis. The energy authority is engaging regions around the state to start preparing for a regional approach to energy programs and projects. According to AEA, "Regional Energy Planning is a way for Alaskans to determine their energy priorities and

formulate a concrete, implementable, and fundable energy plan. The plans should address energy needed for electricity, heating and transportation. Each energy region can craft a specific action plan to ensure a less expensive, more reliable, efficient and sustainable energy future. Each planning effort will include regional stakeholders, evaluate alternatives and provide a prioritized action plan of projects that can be funded." Phase One is scheduled to begin soon, and will employ a technical team of engineers and economists.

Melody is also working on the development of a Regional Bulk Fuel Purchasing Program. The project is surveying bulk fuel buyers in each community and testing a level of interest in participating in a program. It is generally believed that purchasing fuel in large volumes and providing for a single administrative point of contact can result in lower prices. In April, Melody was invited to testify at a congressional hearing in Fairbanks on the "Federal Laws and Policies Affecting Prices in Rural Alaska and their Effects on Native Villages." She also continues to participate in the Energy Efficiency Partnership meetings, organize events for Alaska Energy Awareness Month each October, regularly update Tribes on upcoming energy opportunities, events and news, and advocate for alternative energy programs.

Melody can be contacted at (907) 842-6224 or [mnibeck@bbna.com](mailto:mnibeck@bbna.com).

## LAND MANAGEMENT SERVICES

Land Management Services (LMS) provides services to Native Allotment and Restricted Native Townsite Lot landowners. These services include providing assistance to landowners with pending Native applications, land sales, leases, partitions, gravel leases, revocable use permits, subdivisions, gift deeds, land exchanges, easements, right-of-ways, probates, and advocating for Native Allotment/Townsite Lot Owners with regard to Trespass. Geographic Information System (GIS) mapping and digitizing the land records has greatly increased the efficiency of the LMS program and they continue to expand their GIS capabilities.

LMS Staff scanned, indexed, and boxed up 575 inactive probate files and sent them down to the American Indian Records Repository for safe keeping. These files can be easily obtained through a records request, however most documents needed were scanned and put on to our internal database. BBNA-LMS has been very busy scanning documents for our database. LMS is finished with the Native Allotment files and very close to finishing up the Townsite files for our landowners.

LMS and Alaska Legal Service Corporation have been working together on a project for Native Allotment and Townsite Lot owners or their heirs within BBNA's service provider boundaries. The Bureau of Land Management (BLM) conducted a survey on all Restricted Native Townsite Lots within the Egegik and Chignik Lagoon Townsite. Jaimie Park, a new temporary employee, will be providing estate planning services to Native Allotment and Townsite Lot owners, including wills, powers of attorney, and advance health care directives. Her first day of work is September 20, 2012. Jaimie is an attorney from Montana who for the last six months has been working with the tribes in Montana with wills, estate planning, probate and land issues. She has also worked in Anchorage, AK with the Native American Rights Fund specializing in AK Native Claims Settlement Act, Alaska National Interest Land Conservation Act, and other Alaska Native related issues. Jaimie will be supervised by AK Legal Services, so anyone accessing her services will need to fill out an application, but AK Legal Services guidelines will NOT apply. ALSC's application is available on the web at <http://www.alsc-law.org/applications.htm> or stop by ALSC Office in Dillingham, AK.

The Bureau of Indian Affairs (BIA), Office of the Special Trustee (OST) and BBNA-LMS are working hard to get the Whereabouts Unknown list eliminated. If you believe your name might be on the list or have any other questions about your restricted Native Allotment or Townsite Lot please contact our office at 1-800-478-5257 (within AK) or 907-842-5257.



Land Management Services Staff - Back Row : Sheila Neketa, LMS Specialist; Kenny Wilson, LMS Technician; Sabrina Savo, Acting Realty Officer. Front Row: Mariano Peters, LMS Specialist; Elena Bavilla, LMS Specialist; Dean Clark, Realty Trainee. Not Pictured: Alan Backford, LMS Specialist.

# NATURAL RESOURCES

The theme of this year's annual report: "Our Home, Our Values, Our Future" guided the work of the Natural Resource Department this past year. Our staff was very busy working directly with subsistence harvesters and tribal communities to help document changes in subsistence resources and the natural environment, as well as preparing local voices to be effectively heard in the public processes of resource management.

The Bristol Bay Regional Visioning Project was not only monumental for our region as a whole, but provided the BBNA Natural Resources Department with opportunities for networking and guidance for future direction. NRD staff participated in community meetings and the BBRV Summit, participating in dialogue to develop project recommendations regarding Culture & Subsistence. A major theme that emerged from the Visioning Project was to involve more young people in subsistence research and natural resource management career paths.

The BBNA Partners for Fisheries Monitoring Program has hosted a Summer Fisheries Internship Program for the last decade. In December 2012 we hosted the first Bristol Bay Youth Subsistence Science & Career Symposium. The BBYSSC Symposium was funded in partnership through the BBNA Partners for Fisheries Monitoring Program and the BBNA Workforce Development Department. Together we were able to fund over 30 students and teachers from Southwest Region, Bristol Bay Borough as well as Lake & Peninsula Borough school districts to travel into Dillingham for the 3-day event. Combined with Dillingham City School District, over 70 students participated in the symposium where they listened to presentations on the many different career paths available in subsistence management. Presentations were made by staff of the US Fish & Wildlife Service, Alaska Department of Fish & Game, BBNA Natural Resource Department, Nunamta Aulukestai, and the UAF School of Fisheries. Aside from learning about the different sciences and careers involved in subsistence management, students were also able to hear firsthand experiences of local harvesters that are involved in the public process of subsistence management. Students learned about how they can continue to live a subsistence life in their villages and be effective in the management process through participation in the regional advisory council/committee processes.

As we look into the future, the BBNA Natural Resources Department would like to take a moment to acknowledge and thank Molly Chythlook for her decade's long service in protecting subsistence resources for Bristol Bay and Alaska. Molly retired on July 27th after serving as the NRD Director since 2006. Previous to her tenure here at BBNA, Molly worked for the ADFG Division of Subsistence for 26 years. Courtenay Gomez has had the pleasure of working under Molly's direction and is very appreciative of the knowledge and wisdom that Ms. Chythlook has provided her with over the years. Courtenay will carry this guidance with her into the future as the new BBNA Natural Resources Director.



Peter Abraham speaking at the Bristol Bay Youth Subsistence Science and Career Symposium.



Back row from left: Courtenay Gomez, Natural Resource Director; Sue Flensburg, Environmental Program Manager; Gayla Woods, Subsistence Resource Specialist; Helen Aderman, Marine Mammals Coordinator; Arla Johnson, Brownfields Program Manager. Front Row: Frank Woods, Subsistence Program Coordinator; and Chris Strub, Forestry Program Manager

# SUBSISTENCE PROGRAM

The Subsistence Program in BBNA's Natural Resources Department works to identify and participate in subsistence-focused policy making in our area in coordination with local, state and federal agencies. Frank Woods, Subsistence Coordinator, maintains membership on various boards and committees to ensure Tribal preferences, needs and concerns are considered as policy decisions are made that affect our area's subsistence lifestyle.



The subsistence resources in Bristol Bay are monitored and regulated by entities including two state boards: The Board of Game (BOG) and the Board of Fish (BOF). Public input is considered through a Call for Proposal process. The proposal deadline for the Board of Fish was April 10th and May 1, 2012 for the Board of Game. Normally the state Boards do not meet in the same year. In 2012 the ADF&G Southwest Regional Advisory Boards was not staffed locally with a support person to organize meetings and gather information. BBNA/Natural Resources appointed Joe Chythlook for to help draft BOF/BOG proposals and put in a formal request to provide the coordinators position for Board Support Services by the Alaska Department of Fish and Game. BBNA Natural Resource Staff also assisted Joe Chythlook in processing proposals before the deadline dates.

Among other issues surrounding the subsistence were the Predator Control Program and Intensive Management Plan for Game Management Units (GMU) 9 and 17. We have active predator Control in all GMU's except 17a and federally controlled lands.

The Subsistence Coordinator gave a number of presentations to the public and advisory groups and meetings during the year. In November 2011 the Coordinator attended and helped with input at the Commissioner's Summit for the Bristol Bay Regional Vision, presented "Let's Talk Subsistence" to the Elders and Youth Conference for the First Alaskans Institute in Anchorage, and presented both a personal and professional point-of-view at the Bristol Bay Youth Subsistence Science & Career Symposium in December 2012.

Gayla Woods was hired in July 2012 as the Subsistence Research Specialist, and is looking forward to working with Frank in supporting the goals and initiatives of this important program.

Bristol Bay - our home - is one of the last places on earth to enjoy a true subsistence lifestyle. Our vision should

be we as subsistence users are at the table to help decide how we can feed ourselves and the future is teaching our youth to be actively engaged in the planning, policy, and decision-making process.



# MARINE MAMMAL PROGRAM

The Marine Mammal Program promotes research for sustainable marine mammal populations and subsistence harvest activities while emphasizing local Tribal involvement at all stages of research, development, and implementation. Tribal participation includes marine mammal habitat population surveys, documentation of marine mammal habitat, utilizing GIS Mapping, providing local expertise to research teams in marine mammal research projects, conducting marine mammal harvest survey data, and 'mentoring' interns at Round Island to learn hands-on about walrus, Steller sea lion, and seabird productivity monitoring.



Petricia Chunak, intern from New Stuyahok observing walrus on Round Island.

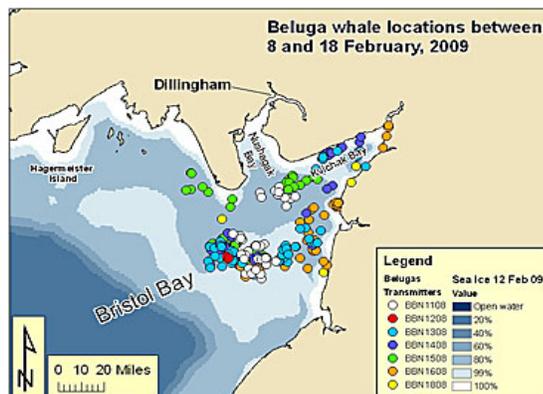
The Imapriim Ungungsiit Marine Conservation Collaborative Project is a 3-year project in which three communities are involved - Chignik Lagoon, Port Heiden, and Togiak resulting in the creation of a GIS database that documents traditional ecological knowledge and subsistence.

The Freshwater Iliamna Harbor Seals Research Project includes the communities of Iliamna, Igiugig, Kokhanok, Levelock, and Newhalen. The community members document and observe the subsistence use of seals within Iliamna Lake. This project also helps to better characterize the seasonal patterns of seal behavior and provide valuable research information on this unique seal population inhabiting Iliamna Lake.

The Bristol Bay Beluga Research Project is an ongoing project that started in 2002. Belugas are tagged to track their year-round movements and skin biopsies are collected for analysis. The project goal is to install up to ten satellite tags on the belugas of Nushagak Bay. The tracking data can be accessed on the Alaska Department of Fish and Game website. Besides satellite tagging, beluga skin biopsies have been collected from skin to identify individual belugas which helps estimate how many belugas are in the population.



Malcolm Upton, intern from Togiak taking water quality samples in the field.



Map of recent beluga locations in Bristol Bay. From the ADF&G Website.

Information from these samples may be used to compare with Cook Inlet belugas. These studies are approved by and done in cooperation with the Bristol Bay Native Association and the Bristol Bay Marine Mammal Council. Other cooperators include the Alaska Beluga Whale Committee, National Marine Fisheries Service, National Marine Mammal Laboratory, U.S. Fish and Wildlife Service (Togiak Refuge), and the Alaska Department of Fish and Game. This project was funded by the National Marine Fisheries Service. Helen Aderman is the Marine Mammal Coordinator at BBNA; she can be reached at (907) 842-6240 or [haderman@bna.com](mailto:haderman@bna.com).

# ENVIRONMENTAL PROGRAM

The Natural Resources Department Environmental Program works with Tribes to develop village based programs and watershed approaches to protect environmental quality, human health, and renewable resources. In 2012, our emphasis was on building technical skills of tribal environmental staff to advance their community based programs and promoting participatory research.

The **Southwest Alaska Environmental Planning Workshop** connected tribal environmental staff with one another and with area experts to better address issues important to the environmental health of communities. Workshop participants learned the skills and resources to develop short-term action plans and a long-range community environmental plan, how to convene and engage a community planning team, ways to leverage partnerships and research funding sources, and how to evaluate the impact of environmental planning on their communities.



Workshop participants at the April 2012 training held at SAVEC King Salmon



Surface Water Quality Recertification Class participants

The **Surface Water Quality Recertification Class** held in May 2012 enabled tribal environmental program staff and local monitors conducting baseline assessments to become recertified. Water is vitally important to every aspect of our lives. Monitoring the quality of surface water (rivers, streams) establishes baseline conditions and helps to protect our waterways from pollution.

The **Nushagak Mulchatna Watershed Council** at its October 2011 meeting adopted the Standards and Practices for Environmentally Responsible Mining in the Nushagak River Watershed. The document provides a series of guidelines that mining companies, landowners and regulators can follow to engage

residents in the various phases of project development from exploration to post closure monitoring. The Nushagak River Watershed Traditional Use Area Conservation Plan was updated and revised with funding from a grant provided to the Ekwok Village Council and re-adopted by the watershed council at their February 2012 meeting. The revised plan includes specific tasks and timetable for implementing the five strategies to protect the waters and natural resources of the watershed.

Reserving adequate water flow for the Nushagak River and tributaries under existing laws for salmon is one of the strategies the watershed council and staff has been actively working on for several years. Streamgages to collect flow data have been installed on the Kuktuli, Stuyahok and Mulchatna Rivers through grants obtained by BBNA, member tribes on the watershed council, the Bristol Bay Heritage Land Trust and other organizations.



Hydrologist Cathy Flanagan and project crew (Luki Akelkok Sr., Tina Tinker, Sue Flensburg, and Tim Troll) celebrate eight years of streamgage data collected on the Kuktuli River. The watershed council wishes to recognize the invaluable contributions by project team member Daniel Chythlook who was unable to make the August 2012 field trip.

**New Initiatives** started in 2012 include the Bristol Bay Clean Air Project and the Climate Change Health Assessment Project. The Environmental Program was the successful recipient of an EPA grant to pilot a project, in collaboration with the Tribal Energy and Forestry Programs at BBNA and the Aleknagik Traditional Council, to collect information on home heating systems and wood harvest practices. The study underway will be completed in 2013 and used to assess the possibility of a woodstove change out program, tailor educational outreach on indoor and outdoor air quality, and assist with additional research needed to determine sustainable harvest levels. It will also serve as a model approach that can be adapted by other communities.

Climate change is affecting weather, wildlife and the environment all over Alaska. BBNA acquired funding from the Western Alaska Landscape Conservation Cooperative to work with three lake, river and coastal communities in collaboration with BBAHC, ANTHC and the SeaGrant MAP to document changes occurring. The assessments will be based on traditional ecological knowledge and available scientific studies. The final reports for Nondalton, Pilot Point and Levelock will be completed in 2013 and include recommendations that address safety, health and wellness.

# WORKFORCE DEVELOPMENT DEPARTMENT

**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 staff provide outreach by traveling to Bristol Bay communities to conduct program presentations to community members, students, tribal councils, school districts and offering information about program services and participate in career fairs. Staff members are cross trained to offer a wide variety of services to increase client success.



Back row from left: Nicole Krause, Hazel Schroeder, Janice Gloko-McDowell, Linetta Burton, Deserie Bond, Catherine Carpenter, Tish Luckhurst, Gail Sorensen, Marlene Andrews, Rae Belle Whitcomb. Front row from left: Sirena Tennyson, Deanna Baier, Wassillie Gumlickpuk, Katie Andersen, Sally Rector.

## **EMPLOYMENT AND TRAINING**

Employment and Training assists clients in obtaining employment by providing services which 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. A highlight of 2012 was 5 new full time employment opportunities filled by Bristol Bay residents after completing training at SAVEC with CH2MHill finding employment with a Section 29 company on the North Slope. Bus Driver training and CDL training assisted new employment for additional residents with full time employment within the region.

## **SUPPLEMENTAL YOUTH EMPLOYMENT**

Supplemental Youth Employment allows low income, tribally enrolled youth between the ages of 14-21 an opportunity to gain employment skills by working in their home communities. Supplemental Youth Employment Program (SYEP) spread its wings in July by employing 70 youth employment in 12 villages in Bristol Bay. Youth learned how to fill out a job application, participated in their first job interview; and reporting to work on time and how to fill out timesheets timely. WFD staff coordinated with village based partners to provide 21 worksites. Youth discovered their skills working with elders as well as young children and doing other duties around their communities. Communities benefited from youth services such as; elder assistance – household chores, packing water and stacking wood; community landscaping – brush removal, beach clean-up and gardening. During the interview, youth expressed their experience, strengths and goals which were used to determine job placement. Youth expanded their knowledge of office duties, Fish and Wildlife, computer technology, cook's helper, Sports lodge assistant, elder assistant, youth camp assistant and much more. The program was extremely successful. Youth worked during the summer from June – August for the summer session. A winter session will start in October. Youth completed a resume and job survey at the end of employment.



New Stuyahok Workforce Development Staff members Matrona Chunak and Vera Petla.



TANF Carpenters in Manokotak

## **SUPPORTIVE SERVICES**

Supportive Services are designed to aid clients in the ability to obtain or retain employment. Services may be offered while they are in a training or educational program. Applicants must meet the eligibility criteria. Supportive services include, but are not limited to: transportation, rental assistance, clothing, tools, relocation expenses and supplemental living expenses.

## **GENERAL ASSISTANCE**

General Assistance provides financial assistance to individuals with little to no income. GA funds may only be used to meet the essential needs such as food, shelter and utilities. General Assistance also provides basic burial assistance to residents.

## **HIGHER EDUCATION**

Higher Education provided educational scholarships to over 60 full time students in 2012. The Higher Education program provides information and financial assistance to postsecondary students interested in earning a two or four year degree at an accredited institution. Eligible applicants may receive up to \$2,500.00 per academic year.

## ADULT VOCATIONAL TRAINING

Adult Vocational Training provides information and financial assistance to clients interested in earning a certificate from a vocational training or a trade school program. The purpose of the vocational training program is to assist clients to acquire the job skills necessary for full time satisfactory employment.

Campus Visits are coordinated with partner agencies for travel twice a year to the University of Alaska Anchorage and the University of Alaska Fairbanks. The campus visits promote employment and scholarship opportunities for our Bristol Bay students who are enrolled at UAA and UAF campuses. Partnering agencies that serve and promote employment within the Bristol Bay Region are invited to participate during the Spring Campus Visit. During the spring 2012 campus visit the following agencies were invited and participated in the visits:

Bristol Bay Economic Development Corporation  
Bristol Bay Native Association Natural Resources  
Bristol Bay Native Corporation  
Bristol Bay Science and Research Institute  
Glacier Technologies

Campus visits offer these companies the opportunity to meet students face to face for potential internships and long term employment opportunities after completion of their educational programs. We would like to thank the above listed partners for supporting our students in achieving their goals. **BBNA congratulates all who have completed a college degree program or vocational training program in 2011-12 and completed their academic goals. We salute your achievements.**

## CHILD CARE ASSISTANCE

Child Care Assistance increases the availability, affordability and quality of childcare services to parents and providers in the Bristol Bay Region. Parents seeking child care are encouraged to contact the CCDF Caseworker for application and eligibility requirements. All child care providers and household members 16 years of age and older must be able to pass a criminal background check, show current results of a negative TB test and have an Alaska Business License. We encourage people to become childcare providers to help us address this barrier to employment in our region. Respite care for foster care parents will 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 will follow all child care provider health and safety regulations.



Manokotak Class getting ready to construct a greenhouse.



Children involved, learning to build.

## **CHILD CARE PROVIDER TRAINING OPPORTUNITIES**

BBNA Workforce Child Care Program provides an training opportunities for child care providers to network with other child care providers and agencies to gain knowledge needed to operate their child care business safely and successfully. A child care training will be scheduled in the fall of 2012 providing an opportunity for providers to receive Pediatric First Aid & CPR training, and training on topics such as Safety, Child Development, Trauma, and the Aftermath of Domestic Violence and Abuse, State Child Care Licensing Requirements, Sudden Infant Death Syndrome and Shaking Baby Syndrome, Movement and Learning, Child Care as a Business, Schedules, Children and Behaviors, Early Intervention, and information on "Nitaput" Child Advocacy Center.

BBNA Workforce partners with the following agencies to make the training successful; BBAHC Injury Prevention, BBAHC Behavioral Health, State of Alaska Child Care Program Office, Thread, BBNA Head Start, BBNA Infant Learning Center, and BBAHC Infant Learning Program.



Children and Caregivers at BBNA's Infant Toddler Learning Center in Dillingham

## **INFANT TODDLER LEARNING CENTER (ITLC)**

The Infant Toddler Learning Center operates in Dillingham as a licensed day care in the Dillingham area. It is licensed for children birth through age three with the child able to continue the year when they turn four years old. ITLC is licensed for 15 children of which only five can 18 months or younger. The ITLC employs a Program Manager, Teacher, full time Teacher Assistant, part-time Teacher Assistant and several MAP students.

The ITLC welcomes community members who volunteer their services and talents. The Diabetes Prevention Program provides presentations to children and parents. A grandparent provided materials and helped with projects such as holiday celebrations in conjunction with Head Start.

ITLC staff will be working together with Head Start monthly to provide Family Fun Nights for our families. ITLC staff looks forward to continued work with the young children enrolled to watch their growth and development with the daily planned activities.

## LOW INCOME HOME ENERGY ASSISTANCE PROGRAM (LIHEAP)

The demand for LIHEAP energy assistance has risen in FY2012. The LIHEAP program expects to serve more than over 740 households in 28 Bristol Bay villages with energy assistance by September 2012. The LIHEAP program helps low income qualifying households pay for a portion of their heating assistance needs. A household may receive only one benefit per year. Eligibility is not solely based on income. Grants are calculated using a point system based on the Bristol Bay community where you live, fuel type, dwelling type, household size and income. Each item has a point value. If you have low heating fuel points after all factors are calculated you may not be eligible for assistance.

BBNA operates a year round program serving all residents of the following communities;

Aleknagik, Chignik Bay, Chignik Lagoon, Chignik Lake, Clarks Point, Dillingham, Egegik, Ekwok, Ekuk, Iguigig, Iliamna, King Salmon, Kokhanok, Koliganek, Levelock, Manokotak, Naknek, New Stuyahok, Newhalen, Nondalton, Pilot Point, Port Heiden, Portage Creek, South Naknek, Togiak, Twin Hills and Ugashik.

The following communities are served by the State of Alaska; Ivanof Bay, Kanatak, Pedro Bay and Perryville.

All applicants must meet federal household income guidelines. The following is the income guidelines for 2013

Household size	Gross Income (In Prior Month)
1	\$2,619
2	\$3,548
3	\$4,475
4	\$5,405
5	\$6,332
6	\$7,261

For each additional household member add \$928

## VOCATIONAL REHABILITATION

The program's goal is to enable individuals with a disability, consistent with their individual strengths, resources, priorities, concerns, abilities, capabilities, and informed choice to prepare for and engage in gainful employment. Program services are provided under and individualized plan for employment and may include native healing services. This consumer driven model of job development is a partnership of trust, respect and understanding.

We work together with other State and community partners to deliver our services efficiently and effectively. We have traveled to communities to provide direct services, partner with tribal councils, schools and community members.

The Vocational Rehabilitation Program works closely with several partners to ensure our services address the needs of the individual with disabilities and employers who hire them. Our partners are; Assistive Technology of Alaska; Client Assistance Program; Disability Determination Service; State Vocational Rehabilitation Council; Governor's Council on Disabilities and Special Education, State Independent Living Council and Tribal Vocational Rehabilitation Consortium.

We also partner with service providers to improve the efficiency and effectiveness of our service delivery. Those partners are Job Center Network, School Districts, Disability Law Center, AK Legal Services, Behavioral Health and State Vocational Rehabilitation.

## LOAN CLOSET

The Regional Loan Closet was created from a \$10,000 grant from ACCESS Alaska to provide equipment, material and supplies for individuals experiencing a disability to remain independent. The coordination of loan closet is in conjunction with the Senior Center and BBNA Tribal Vocational Rehabilitation Program and Social Services Elderly Care Programs.

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

# TEMPORARY ASSISTANCE TO NEEDY FAMILIES (TANF)

The main goal of the Temporary Assistance to Needy Families (TANF) program is to assist needy families so children can be cared for in their own homes while promoting job preparation, work and marriage to parents.

In 2012 TANF paid \$906,023 in benefits and provided approximately \$107,000 in supportive services to help participants gain and retain employment! The TANF program has offices in Dillingham, Manokotak, New Stuyahok and Togiak. Each site collaborates with other entities within their village to help TANF participants learn new skills.

Below are goals & activities that TANF participants completed in 2012.

Paid employment:.....	29
HS Diploma / GED Graduates:.....	7
Attended Garden Class:.....	16
Completed Bristol Bay Campus Classes:..	29
Job / Cultural Club attendance:.....	155
Financial budgeting:.....	40
Healthy Relationships class:.....	22
Wellness Conference Attendance:.....	12

The TANF staff looks forward to continuing helping the families of the Bristol Bay Region! If you would like more information about the TANF program, please contact Marlene Andrews, TANF Program Manager at 1-888-285-2262 or 842-2262.



Construction of new greenhouse in Manokotak



Completed greenhouse in Manokotak



Participants in TANF Budget Class



TANF involved with Earth Day

## FAMILY SERVICES DEPARTMENT



Seated: Connie Timmerman, Crystal Nixon-Luckhurst, Colette Meraz. Standing from Left: Anna Mae Bartholomew, Evelyn Wassily, Pete Andrew, Golda Weiland, Eva Leveque, Barbara Nunn, Lou Johnson, Thomas Gardiner.

Our little department grew this last year; in January the Social Services Department changed its name to the Family Services Department and added a third division - the Family Violence Prevention Division. We added the Aging & Disabilities Resource Center under our Elderly Services Division and also separated the Children's Services Division programs. The Family Violence Prevention, Grants to Indian Tribal Governments – Violence Against Indian Women, CITGO Tribal Fuel Assistance, and the Food Bank programs separated into the new division. The Wellness Program is now housed within the new division as well. With our Family & Domestic Violence programs changing drastically, we went from roughly \$485,000 per year to over \$ 1,100,000 per year! During our restructuring we determined we needed a program manager for those funds to ensure that the programs get full attention and our services fit the needs we are trying to fulfill. The scope of our programs match the scope of work of the Wellness program, hence the movement of that program to our department and the creation of the new division housing those programs. With our Domestic Violence program funds we are also looking at adding a transitional housing program to the services we will have available and the new program manager will develop that program as we move forward.

Lou Johnson, the Tribal Co-Chair for the Tribal/State Collaboration Group, was invited to tour the Navajo Nation's Social Services Programs and their Tribal Courts in session. We were able to tour at least 2 of their 11 divisions, the tour was amazing! The work that the Navajo Nation does is truly respectable and provided us insight on what we could do here in Alaska. We were able to sit in on a Tribal Court proceeding and the truly amazing part was to hear the proceedings in their Navajo language! A follow up with the Navajo Nation is with their Peacemaking Program- a traditional program with the court system to work out issues before they go to court. If the Tribal Court judge feels that it can be worked out at the Peacemaking Program level they will defer to that program to try to resolve the issue prior to bringing it back to the court. Of course we were interested in their Tribal Foster Care program as well and the follow up with the Tribally Licensed Foster Home Workgroup will come in the future. The Tribally Licensed Foster Home Standards were deemed in accord with Federal standards for Tribal Title IV-E Direct or Pass-Through funds. They are at the Attorney General's desk for approval for the State of Alaska to provide such pass-through funds to our Alaska Tribes that adopt the standards.

## FAMILY SERVICES DEPARTMENT (CONTINUED)

Lou was also invited to Green Bay, Wisconsin to talk with the Tribes (about 30) and states (10) in Regions III & IV about the collaborative work between the Alaska Tribes and the State of Alaska. Not only did Lou complete the workshop on our collaboration but they asked her to speak about the Tribally Licensed Foster Home Standards that we have been working on for use with possible IV-E maintenance reimbursement. It was a great honor to speak about our work here in Alaska to collaboratively reduce the disproportionate numbers of Alaska Native children represented in the State of Alaska Office of Children's Services' custody. To know that our collaborative work is being looked at as good work and wanting to know how to replicate it elsewhere is awesome!

Crystal Nixon-Luckhurst from our Children's Services Division went to an Undoing Racism event in Bethel as a pre-requisite for becoming a Knowing Who You Are (KWYA) facilitator. She was recommended by the People's Institute facilitators there to be promoted forward to become an Undoing Racism facilitator- a very high honor! At this time Crystal declined, but will look at that possibility in the future. We also had a Knowing Who You Are event here in Dillingham and the event at the end of September was part of the "teachback" that Crystal will need to complete in order to become a certified facilitator for the program. We are hoping that we will have at least 3 facilitators within the region to provide KWYA events as needed. Crystal will be providing another KWYA event for the VPSO program (statewide) in Anchorage in October.

Our Children's Services Division was provided three training opportunities through our Training/Technical Assistance offered through the Alaska Child Welfare Initiative/Western & Pacific Implementation Center. This training was provided by the National Indian Child Welfare Association with Lorraine Brave providing the training in these areas: 1) Case Management; 2) In-Home Services and; 3) Positive Parenting Supports. We offered the training to all of the independently run ICWA programs, Head Start, the Family Services Department staff, and Work Force Development staff as well. We will look to what will be available for this next fiscal year as well to get as much T/TA as we can for our programs.

Our Christmas Angel Tree program provided Christmas gifts to 642 children throughout the region.

The CITGO Tribal Fuel Assistance program provided \$495 of heating fuel to 612 eligible households in the spring.

The Family Services Department has been busy this past year, but we are looking forward to the upcoming year and the work we have ahead of us.

The Wellness Program is planning a Wellness Summit for mid-November for all past participants for the program's events. The Wellness Executive Team and Program Specialist is contacting past participants will make travel arrangements for that event. We are also looking at planning a larger event that will invite all 31 Tribal entities to kick off the Wellness program throughout the region. Look for announcements from our Department in the coming year and we hope to see you there!

Central Office Departmental/Division staff: Lou Johnson, Director; Evelyn Wassily, Program Assistant.

Children's Services Division: Crystal Nixon-Luckhurst, Program Manager, Connie Timmerman, ICWA Caseworker, Colette Meraz, ICWA Caseworker, Marcia Abalama, ICWA Caseworker.

Aging & Disabilities Division (formerly Elderly Services Division): Pete Andrew, Program Manager; Thomas Gardiner, ADRC Specialist; Anna Mae Bartholomew, Aging & Disabilities Caseworker.

Family Wellness Division (formerly Family Violence Prevention Division): Tina King, Program Manager; Eva Leveque, Wellness Program Specialist; Golda Weiland, Family Wellness Team Coordinator (formerly Tribal Victims Services Response Coordinator); Barbara Nunn, Family Wellness Caseworker; Charles Wilson, P/T Food Bank Assistant.

# HEAD START PROGRAM

The BBNA Head Start program has completed another successful year! We continue to serve 97 children in our 6 classrooms; 2 in Dillingham, 2 in Togiak, 1 in Manokotak and 1 in New Stuyahok.

Our collaboration project with South West Regional School District continues to go well, children in these programs have had smooth transitions and are entering Kindergarten prepared to learn.

We are wrapping up our final year as a TASCEI (Technical Assistance Center on Social Emotional Intervention) demonstration site. We continue to embrace the Pyramid Model of Positive Behavior Support Intervention, which is helping to make great strides on improving classroom behaviors, which is, in turn, helping improve kindergarten readiness skills. A full report of our kindergarten readiness outcomes is available upon request at the Head Start main office.

Our most exciting news for the upcoming year is a collaboration project with the Dillingham City School District. DCSD was granted one of the State Pre-K awards. With this additional funding, DCSD, in conjunction with BBNA Head Start will open a third classroom in Dillingham. All three classrooms will be staffed by certified preschool teachers hired through DCSD and will follow the Head Start model as regular BBNA Head Start classrooms. BBNA will provide all support systems for the new classrooms. We are excited by this new proposition and have high hopes for an excellent outcome. Call us at 842-4059 in Dillingham, or Toll-Free 1-800-478-4059 or visit our website [www.bnahs.com](http://www.bnahs.com) for more information.



BBNA Head Start Staff

## EMPLOYEE RECOGNITION

### EMPLOYEE OF THE QUARTER

BBNA's "Employee of the Quarter" Award is an incentive program designed for BBNA staff to nominate and recognize a co-worker for outstanding performance above and beyond the call of duty during that particular quarter. Dependability, teamwork, effort, consideration of co-workers, clients, and public and positive attitude are all attributes that help us provide quality services. The following employees represent that standard. In appreciation, each receives a paid day off.

Sept – November: Kyle Hardin

Dec – February: Eva Kapotak

March-May: Shirley Murphy

June – August: Elena Bavilla

### EMPLOYEE OF THE YEAR SANDY JOHNSON

It is no surprise that Sandy was nominated and chosen as BBNA's employee of the year. Sandy's time is shared between the Administrative Support team and Human Resources. She has been described as the "administrative backbone of BBNA". "Sandy inspires trust." She "goes above and beyond her duties", year after year. From welcoming applicants, setting up orientations and helping new employees feel at home, to preparing board packets she has a high standard for perfection. With 13 years at BBNA, Sandy continues to project kindness, patience, good humor, the importance of having a non-judgmental approach, a willingness to listen and eagerness to help. Sandy is a mother and grandmother who balances her work at BBNA with commercial fishing and family. She has launched us into the Christmas spirit for many years, getting everyone excited about the office Christmas party. Sandy was presented this award at the spring picnic. She will receive five days of paid administrative leave. She has an amazing spirit and we are happy to see her get this great recognition.

### 20 YEARS

#### KATIE MARIE BOWERS, CO-TEACHER HEAD START DEPARTMENT

It is very possible that Marie is now working with the children of the children that she started teaching. In fact, she has been responsible for the early education of hundreds of children over the last 20 years. Marie strives to make sure her classroom is a safe, culturally sensitive, and a fun learning space. She makes a special effort to have the children participate in subsistence activities and has seen her children grow into responsible young adults and leaders. Marie started at BBNA as a Teacher's Aide. She received her Early Childhood Certificate in 2002, an Associate Degree in 2004 and will soon have her BA. Marie is always learning new skills and adapting as things change with evolving Early Childhood Education Practices. Today we appreciate her ability to not only foster the success of your youngest students, but also mentor new teachers and aides. Collaboration between Head Start and the Dillingham City School District has once again brought about change. Marie is now working as a Co-Teacher with DCSD staff providing a pre-school classroom. Her wisdom and experience will be in demand now more than ever as she keeps a watchful eye over our children. Congratulations and quyana Marie.

# EMPLOYEE RECOGNITION

## 20 YEARS

**ALAN BACKFORD, LAND MANAGEMENT SERVICES SPECIALIST  
LAND MANAGEMENT SERVICES DEPARTMENT**

“The new workers look like they have good attitudes. A good attitude and good relationships are very important, along with a good education and vision. I’m glad that it seems like more people are getting degrees and certificates. Dedication to the clients and job are also important. We should be willing to receive help and advice if we need it.”

Alan received a Bachelor of Arts degree from Alaska Methodist University in 1972. He first started working at BBNA in 1985 as Tribal Operations Coordinator. In 1986-88 he became Realty Officer. Alan’s career in Realty actually began back in 1975 when he worked for the Bureau of Indian Affairs in Anchorage and later in Juneau. During this time he was also involved in the commercial fishing industry. In 1992 he headed back to BBNA to work as a Realty Specialist. With Alan’s knowledge of Restricted Property issues, he is a valuable resource for our region. Alan has been able to help BBNA’s Realty Department through some of the most complicated restricted property matters. After 20 years Alan decided it was time to retire from his regular full time duty. However, his dedication to important land matters continues here at BBNA on a part time basis, helping with specific projects. Congratulations Alan. Quyana!

## 15 YEARS

**SHARON CLARK, TRIBAL ADMINISTRATOR CLARKS POINT  
COMMUNITY SERVICES DEPARTMENT**

“When entering the workforce be patient, willing to learn and do the best you can. Learning to prioritize, being a planner of your time, and doing the best you can is so important. Never expect things to go your way, and anticipate change because schedules can always be changed at a minutes notice. Take job pressure with stride and relax. Sharon also advises “Look to the future for retirement and a start building your future.”

Sharon came on board just as BBNA’s compacting was getting off the ground. She put on her hat as Tribal Administrator and like other Administrators started piling on other hats. The duties are endless and each day brings about something new. Sharon has also been actively involved in BBNA’s Wellness Program. She is on the Bristol Bay Wellness Executive team and is a group leader. She was asked to be a keynote speaker during the 29th annual Rural Providers Conference in Dillingham. Congratulations and thank you Sharon for your continuing energy and dedication to making our future a good place to be.

# EMPLOYEE RECOGNITION

## 15 YEARS

**SUSAN FLENSBURG, ENVIRONMENTAL PROGRAM MANAGER  
NATURAL RESOURCES DEPARTMENT**

We are the product of our experiences. Listening carefully (from the heart and mind) to what people and communities care about is essential to helping scope out potential solutions that address community priorities on their terms. There are many avenues through BBNA and other organizations for youth and others to engage in substantive work that support community driven priorities while building important job skills. Pursue those opportunities and stay focused!

She was hired in 1997 to coordinate the Environmental Program and has been hard at work managing it ever since. One of her main efforts has been to work closely with the Nushagak Mulchatna Watershed council. Sue has just learned that the International River Foundation has announced the Nushagak River as one of four finalists for the 2012 Thiess International Riverprize. The nomination recognizes the Nushagak-Mulchatna Watershed Council and the group of organizations and governments that have been working together through the Council. The nomination came from the Nushagak-Mulchatna /Wood-Tikchik Land Trust (now the Bristol Bay Heritage Land Trust). The International Riverprize is the largest environmental award in the world. It is awarded annually to recognize those who have developed and implemented outstanding, visionary and sustainable programs in river basin management. The winner will be announced at the Riverprize Gala Dinner on October 9, 2012, as part of the International River Symposium in Melbourne, Australia. Sue says she is digging out her passport! Congratulations Sue, and thank you for all your hard work.

## 10 YEARS

**HENRY ALAKAYAK, ELDERLY SERVICES NUTRITION SITE WORKER  
FAMILY SERVICES DEPARTMENT**

Henry has worked as a part time Elderly Services Nutrition Site Worker in Manokotak over a ten year period. Henry takes his job seriously and knows how important it is to touch base with elders each day. He is able to speak in Yupik and bring comfort as well as making sure nutritious meals are received. If he is not able to be there he always makes sure that someone reliable can cover. Henry also is a caregiver for his elderly father. He is always putting elders first. Thank you Henry for your care.

## 10 YEARS

**KAREN WASSILY, ELDERLY SERVICES NUTRITION SITE WORKER  
FAMILY SERVICES DEPARTMENT**

Karen has worked ten years as a part time Elderly Services Nutrition Site Worker from Clarks Point. Though her village is small the job of making sure elders are taken care of is hugely important. Karen has been making sure Clarks Point elders receive nutritious meals. She also keeps track of meal counts and knows how critical that is to keep funding for the services. Elders' well-being is important to Karen. She always shows concern for their well-being. By making home delivered meals she is able to check in on elders who are homebound and report back if there are any special needs. Congratulations Karen, and thank you for helping our elders at Clarks Point.

# EMPLOYEE RECOGNITION

## 10 YEARS

### **CRYSTAL NIXON-LUCKHURST, CHILDRENS' SERVICES PROGRAM MANAGER FAMILY SERVICES DEPARTMENT**

"Work like you are helping your family. Be a strong advocate in getting the people the services they need, as we may be the one person they talk to. Work how you would want to be treated by someone that is helping you. Be kind and respectful."

Oh yes....."Follow up e-mails and faxes with a phone call! Follow up, follow up, follow up!"

Crystal came to BBNA as a Social Services Summer Intern in 2000. She came to BBNA directly following graduation from Fort Lewis College with a Bachelors in Psychology. She began doing administrative work for the entire department and relying on direct services staff to assist her in making some of her determinations with the Director. She has been the Children's Services Program Manager for 8 years and can now finally focus on the Children's Services Division 100%. Crystal will be performing two Knowing Who You Are "Teach-backs"- one at the end of this month and one at the end of October and will then be a KWYA Facilitator. As the process to become a KWYA facilitator the Undoing Racism curriculum is a prerequisite and Crystal was so impressive she was invited to become an Undoing Racism facilitator with the People's Institute in New Orleans! She on a hiatus from the Master of Social Work degree program at UAA to concentrate on her work and family at this time. Crystal likes to look at all perspectives of a situation and make a decision based on as much information as she can gather. She picks our brains and uses policy to make sound decisions. Lou Johnson, Department Director is looking forward to Crystal's continued growth here at BBNA and as a young Native professional in Alaska working with our Native families. Congratulations Crystal, and thank you for the great advice!

## 10 YEARS

### **ELENA BAVILLA, LAND MANAGEMENT SERVICES SPECIALIST LAND MANAGEMENT SERVICES DEPARTMENT**

Elena began quietly at BBNA, filling an Administrative Support position at Social Services. After a while it was obvious that Elena is charged with energy and is a diligent hard worker. In Social Services, she transferred up to become a Personal Care Attendant Coordinator. Her interests at BBNA expanded and she applied to be the Land Management Services Probate Assistant. She eventually became a Probate Specialist, helping many owners of Native allotments and restricted Townsite lots get the technical assistance they need. Her skills continue to grow. Today she is gaining more skills as a Land Management Services Specialist. Elena's quiet presence and knowledge helps clients feel comfortable.

Congratulations Elena for your achievements, and thank you for all your hard work.

## 10 YEARS

### **SHANNA ANN SCHROEDER ACCOUNTING & OFFICE MANAGEMENT SPECIALIST COMMUNITY SERVICES DEPARTMENT**

"I have learned a lot the past 10 years in Community Services Department & looking to learn a lot more in the next 10 years." Shanna Ann's work began at BBNA in the Tribal Government Services Department. (Now Community Services) She began as an Administrative Assistant for the Curyung Tribal Council. She transferred to the Central Office as Tribal Courts Enrollment Specialist. She became a trainee for the position of Accounting Office Management Specialist in 2006 and was advanced to Specialist in 2009. Today she is blending her world of work with that of being a new mom. Congratulations Shanna Ann. We look forward to seeing you around for that next ten!

## Fiscal Year 2012 Operating Budget

PROGRAM	SOURCE	FUNDING
Bristol Bay Regional Vision Project	ACF	\$1,031,373
Digital Ortho Photography Project Phase II	BIA	\$227,106
Fuels Reduction Projects	BIA	\$1,614
Portage Creek Moose Habitat	BIA	\$5,951
Citco Fuel Project	Citgo	\$330,486
Rural Alaska Financial Education	DCCED	\$120,000
Energy Efficiency & Conservation	Denali Commission	\$464,000
LIHEAP	DHHS	\$1,348,318
Aging Title VI Part A	DHHS	\$134,330
Aging Title VI Part C	DHHS	\$46,770
Child Welfare Services	DHHS	\$24,558
Family Preservation	DHHS	\$49,552
Family Violence Prevention	DHHS	\$484,063
Head Start	DHHS	\$1,370,229
TANF Federal	DHHS	\$1,216,441
Special Projects (SAFE, FoodBank, Marrulut Enitt Assisted Living)	Discretionary	\$425,000
Economic Development	DOC	\$65,000
Marine Mammal Data Research	DOC/NOAA	\$46,608
Vocational Rehabilitation	DOE	\$443,242
Stop Violence Bridge (CTAS)	DOJ	\$898,131
COPS Equipmment (CTAS)	DOJ	\$597,659
Tribal Courts (CTAS)	DOJ	\$496,874
Sexual Assault DV Project	DOJ	\$612,197
Rural Jobs Innovation & Accelerator Challenge	EDA	\$810,046
EPA - General Assistance	EPA	\$450,288
EPA - Brownsfield	EPA	\$170,000
EPA - Bristol Bay Clean Air Act	EPA	\$50,819
QWC Co-Management	EWC	\$24,000
Lake Clark Salmon	NPS	\$10,830
Bristol Bay Regional Vision Project	Oak Foundation	\$30,000
Marine Mammal Conservation	Oak Foundation	\$350,975
Contract Support	OSG	\$2,975,719
Administration	OSG	\$718,028
Community Services	OSG	\$183,092
Johnson O'Malley	OSG	\$137,299
Small and Needy Tribes	OSG	\$1,564,381
Land Management Services	OSG	\$787,492
Natural Resources	OSG	\$148,000
Forestry, Fire Preparedness	OSG	\$131,378
Water Management	OSG	\$76,000
Economic Development	OSG	\$24,940
Media Services (Administration)	OSG	\$200,000
Indian Child Welfare Act	OSG	\$692,731
Workforce Development, Welfare Assistance, Child Care, Youth	OSG	\$1,675,997
Indian Reservation Roads	OSG	\$367,353
Village Public Safety Officer	State of Alaska	\$1,884,695
TANF	State of Alaska	\$897,799
Elderly Services Title III	State of Alaska	\$159,326
Care Coordination	State of Alaska	\$50,000
Nutrition Services Incentive Program	State of Alaska	\$4,257
Title IV-E Reimbursement	State of Alaska	\$99,014
Alaska Head Start	State of Alaska	\$73,934
Alaska Heating Assistance	State of Alaska	\$374,500
BBSYSP Round Island Internship	State of Alaska	\$13,392
UAF NOAA Subaward	State of Alaska	\$13,772
Iliamna Lake Freshwater Seals	State of Alaska	\$24,000
State Independent Living Council	State of Alaska	\$50,000
Aging, Disabilities Resource Coordination	State of Alaska	\$138,813
Safety Equipment - Manokotak, Aleknagik, Togiak	State of Alaska	\$845,000
Alaska Sea Grant Subaward	UAF	\$745,377
Migratory Bird Co-Management	USF&W	\$25,500
Partners - Social Scientist	USF&W	\$145,128
Climate Change Health Assessment	USF&W	\$67,800
Subsistence Harbor Seals	USF&W	\$38,750
Migratory Bird Harvest Surveys	USF&W	\$65,287
Kvichak Watershed	USF&W	\$20,015
Togiak Chinook	USF&W	\$35,418
Togiak Smelt Project	USF&W	\$8,973
Togiak Ice Seal	USF&W	\$7,000
	<b>Grand Total</b>	<b>\$27,806,620</b>

# CONTACT INFORMATION

## DEPARTMENT DIRECTORS

President and Chief Executive Officer.....	Ralph Andersen
Chief Administrative Officer.....	Wassiliisia "DeeDee" Bennis
Chief Financial Officer.....	Michael Moore
Human Resources Director.....	Rose Fisher
Program Development Director.....	Patty Heyano
General Counsel.....	Bruce Baltar
Land Management Services Realty Officer.....	Sabrina Savo
Community Services Director.....	Ida Roehl
Tribal Transportation Program Director.....	Julie Baltar
Natural Resources Director.....	Courtenay Gomez
Family Services Director.....	Lucille Johnson
Head Start Director.....	Anne Shade
Workforce Development Director.....	Rae Belle Whitcomb

### MAIN OFFICE

Phone (907) 842-5257  
 Fax (907) 842-5932  
 Toll Free 1-800-478-5257

### HEAD START

Phone (907) 842-4059  
 Fax (907) 842-2338  
 Toll Free 1-800-478-4059

### WORKFORCE DEVELOPMENT

Phone (907) 842-2262  
 Fax (907) 842-3498  
 Toll Free 1-888-285-2262

### FAMILY SERVICES

Phone (907) 842-4139  
 Fax (907) 842-4106  
 Toll Free 1-800-478-4139

### FOOD BANK

Phone (907) 842-3663  
 Fax (907) 842-4106  
 Toll Free 1-888-918-3663

Additional information about  
 BBNA programs can be found on  
 our website at [www.bbna.com](http://www.bbna.com)





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