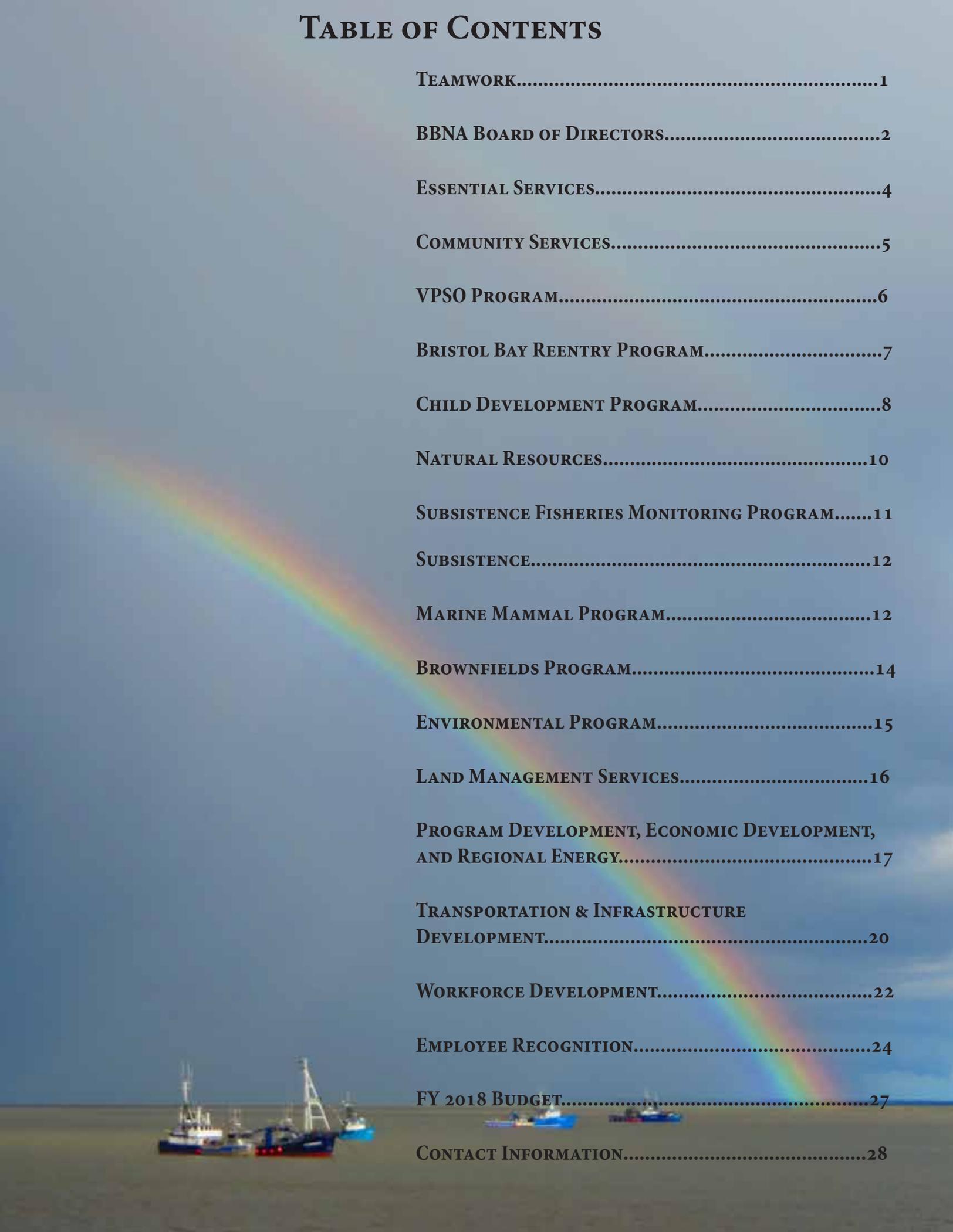


**BRISTOL BAY  
NATIVE ASSOCIATION  
2018 ANNUAL REPORT  
TEAMWORK**



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# TEAM WORK

We chose "Team Work" as the theme for our annual report because those words reflect how we work together, throughout BBNA, with our tribes, our communities, and with our families.

Looking back to recent years reaffirms Team Work allows us to move forward. Meeting the challenges we've faced and the progress we've made reminds us of our commitment to our mission statement that highlights our strengths, our support for each other, and the unity we share. We are reminded of the Team Work it takes to meet our mission, and that we are in this together.

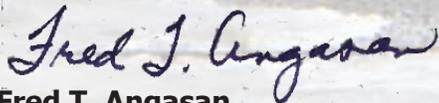
Some of the challenges are quick to come to mind, and so are some of the accomplishments. We also know that some of the challenges won't go away quickly. By accepting them as being what they are, gives us clarity and strengthens our resolve to make progress to meet them.

We face many challenges that sometimes seem overwhelming. We face threats to our lands and resources, our villages, our traditions, and our everyday lives. As we address some challenges, we find there are just as many, if not more, solutions. Sometimes we do not all agree on some actions or suggestions, but being part of the Team and adding perspectives strengthens our Team. In return, our unity is strengthened, and brings us closer to meeting the challenges and our mission.

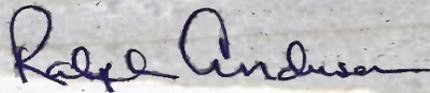
We are proud of the accomplishments we've made in recent years. They give us motivation. For example, Board policies were updated and clarified, and new endeavors got started. At the administration level, for example, we've tightened budgeting processes and oversight, and began some new projects. And we've clarified BBNA's policies, processes, and relationships with compacting tribes.

In the following pages, you will read about the progress and accomplishments BBNA's department Teams have made during the past year providing services on many projects and activities throughout our region. BBNA's departments continued operating programs and services uninterrupted and at levels our tribes and tribal members have come to know. Some new programs got underway or are just getting started and they will be reported on in the next Annual Report.

Our Team Work illustrates we are looking ahead together and making wise investments of time, money, and energy to help ensure BBNA remains strong and unified for the generations to come. We have great respect for and confidence in our Team. We are very confident that our Team Work will help us successfully meet whatever challenges we face.



**Fred T. Angasan**  
Chairman of the Board



**Ralph Andersen**  
President & Chief Executive Officer



# BOARD OF DIRECTORS



## FULL BOARD

### EXECUTIVE COMMITTEE MEMBERS

Chairman.....Fred T. Angasan  
 Vice-Chairman.....Anthony Gregorio  
 Secretary.....Robert Heyano  
 Treasurer.....Jaclyn Christensen

### ILIAMNA LAKE

Igiugig.....Tanya Salmon  
 Iliamna.....Dwight Anelon  
 Kokhanok.....Peducia Andrew  
 Levelock.....Hans Apokedak  
 Newhalen.....Henry Olympic  
 Nondalton.....William Trefon  
 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.....Anthony Gregorio  
 Ivanof Bay.....Edgar Shangin  
 Perryville.....Patrick Kosbruk

### MEMBERS BY SUB-REGION

Iliamna Lake.....Henry Olympic  
 Kvichak Bay.....Victor Seybert  
 Nushagak Bay.....Tom Tilden  
 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 Gust, Sr.  
 Portage Creek.....Charlie J. Johnson

### TOGIAK BAY

Manokotak.....Melissa Paul  
 Togiak.....Bertha Pavian-Lockuk  
 Twin Hills.....John W. Sharp

# Bristol Bay Native Association Full Board of Directors

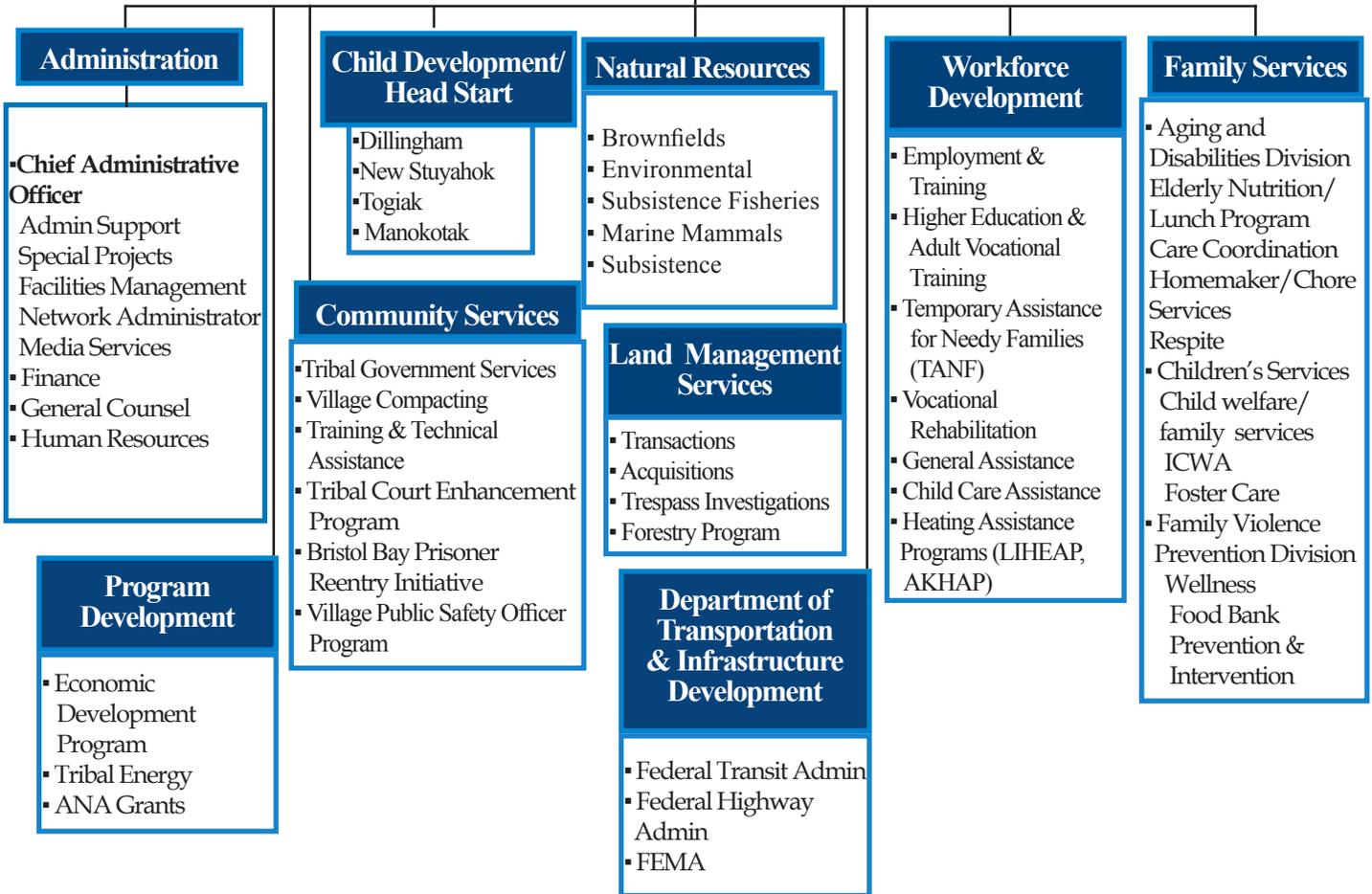
Levelock | Manokotak | Naknek | Newhalen | New Stuyahok | Nondalton | Pedro Bay | Perryville | Pilot Point | Portage Creek

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

**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, Community Oriented Policing Program, and the Village Public Safety Officer Program.

**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 Gayla Hoseth, includes five programs: Environmental, Subsistence Fisheries Monitoring, Marine Mammals, Subsistence, and Tribal Environmental Response Programs.

**Workforce Development** directed by Serena Aikins-McArthur, 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).

## ADMINISTRATION



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

# COMMUNITY SERVICES DEPARTMENT

## “PROMOTING SELF-DETERMINATION FOR THE BRISTOL BAY TRIBES”

Bonnie Kropoff, Community Services Department Director

### Tribal Government Services

Tribal Government Services (TGS) oversees disbursement of compact funds and provides assistance and training to village administrators and tribal officers. The TGS team includes 4 central office oversight and support staff members and 24 village-based administrators and clerks. Village-based staff are duly supervised and work closely with the Tribes to ensure that requirements are met for the 20 compacting Tribes to receive and administer their Compact Pass-Through funds. CSD has put a focus on improved communications between central office staff and village-based staff and supervisors this past year. We continue to encourage strong communication that recognizes strengths and identifies areas that need improvement, essential to continue building capacity and a strong team that ensures that service delivery is smooth and efficient.

### 2018 Highlights

- Updating the Memorandum of Agreement between Tribes and BBNA to ensure that CSD village-based position advertisements accurately reflect the unique duties required from each individual tribe.
- Development and implementation of internal and external tracking and communication forms.
- Updating the Pass-Through Policy and attachments.
- The Annual Presidents & Administrators workshop was held April 3rd – 5th in the central office board room. We provided training on personnel and pass-through policies & procedures, OMB Uniform Guidance, and received information and updates from other BBNA programs, the Bristol Bay Housing Authority, the BIA Alaska Region Housing Improvement Program, United Tribes of Bristol Bay, and Nushagak Cooperative discussed the Nuyakuk Falls Hydroelectric Power Project.

### DILLINGHAM CENTRAL OFFICE STAFF

|                    |   |
|--------------------|---|
| Bonnie Kropoff     | Community Services Director               |
| Diane Folsom       | Accounting & Office Management Specialist |
| Elizabeth Johnson  | Accounting & Office Management Specialist |
| Gwendolyn Larson   | Tribal Justice Programs Manager           |
| Carla Akelkok      | VPSO Program Manager                      |
| Amelia Christensen | Program Assistant                         |



Dillingham central office from left: Diane Folsom, Amelia Christensen, Elizabeth Johnson, Carla Akelkok, Gwendolyn Larson, Bonnie Kropoff.

### VILLAGE-BASED STAFF

| Village/Tribe                 | Employee Name                   | Village/Tribe         | Employee Name                    |
|-------------------------------|---------------------------------|-----------------------|----------------------------------|
| Aleknagik                     | Alan Ilutsik                    | Kanatak               | Shawn Shanigan                   |
| Chignik Bay                   | Debbie Carlson                  | Kokhanok              | Shirley Wassillie                |
| Chignik Lagoon                | Michelle Anderson               | Koliganek             | Mary Lou Nelson                  |
| Chignik Lake                  | Natalie J. Lind                 | Levelock              | Sam Wassillie                    |
| Clarks Point                  | vacant position                 | Manokotak<br>Clerk    | Barbara Moore<br>Jaclyn Alakayak |
| Curyung (Dillingham)<br>Clerk | Courtenay Carty<br>Ivory Adajar | New Stuyahok<br>Clerk | William Peterson<br>Mary Olympic |
| Egegik                        | Pamela Hainsel                  | Perryville            | Dana Phillips                    |
| Ekuk                          | Chelsey Decker                  | Pilot Point           | Sue Evanoff                      |
| Ekwok                         | Richard King                    | Portage Creek         | Maryann K. Johnson               |
| Ivanof Bay                    | Nicole Cabrera                  | Togiak<br>Clerk       | Brice Eningowak<br>Deanna Snyder |
|                               |                                 | Twin Hills            | Beverly Cano                     |

# VILLAGE PUBLIC SAFETY OFFICER PROGRAM

Carla Akelkok, VPSO Program Manager



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

Village Public Safety Officers (VPSOs) provide basic law enforcement, search and rescue, fire protection, emergency medical assistance, and crime prevention services to our Bristol Bay villages. Teamwork continually occurs between BBNA, the State of Alaska VPSO Program oversight office, Department of Public Safety, Alaska State Troopers, Bristol Bay Tribes and Communities, and other sister agencies through statewide Coordinator/Program Manager quarterly meetings, Tribal Caucus, and other meetings, which help make the program as effective as possible. BBNA continues to advocate for the State to make the VPSO Program a budget priority through work and communications with the Department of Public Safety, the Governor, and Legislature.

Fiscal year 2018 (July 2017-June 2018) VPSO Program: VPSO vacancies were funded on a first-come-first-serve basis between the other nine non-profit/borough program contractors in the state. Seven positions were filled: one Coordinator/Program Manager, one VPSO each in: Dillingham (Rover position), Ekwok, Koliganek, New Stuyahok, Pilot Point, and Togiak.

Federal grant award funds allowed us to leverage funds with our sister organizations/program contractors, the Alaska State Troopers, and other law enforcement personnel to provide officers a five day regional certification/recertification training session January 8-12, 2018 in Palmer, Alaska. The session included Arresting Communication, Juvenile Procedures, Crime Scene Processing with the Crime Lab, Ethics, Use of Force, Domestic Violence Refresher, Defensive Tactics, Title 47's, and Scenarios / Hands-on training. Funds also provided small tools, equipment, and supplies for VPSO duty stations.

During the 2017 AFN Convention, VPSO 1st Sgt. Gust Tunguing, Jr. was selected as Sgt. at Arms for the 2017 AFN meetings last October. VPSO Cpl. Colby Alakayak was selected to work alongside the Anchorage Airport Police during AFN week as well.

Fiscal Year 2019 (July 2018-June 2019): BBNA received upfront funding for eight positions total, seven VPSO positions and one Coordinator/Program Manager. Nine communities currently have an approved position application, making current potential duty stations at Aleknagik, Chignik Bay, Egegik, Ekwok, Levelock, Manokotak, Iliamna, Newhalen, Manokotak, and Port Heiden. FY2019 funds will also provide public safety building floor renovations in Koliganek and New Stuyahok, a boat trailer in Pilot Point, and travel funds for the rover position to provide service coverage for short-term VPSO absences, along with small tools, equipment, and supplies.

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. VPSO applicants must pass a pre-employment minimum physical fitness standards test that includes 14 push-ups (untimed), 20 sit-ups within one minute, and a 1.5-mile run within 16 minutes, 32 seconds. Recruits launch a potential career ladder by passing the Alaska Law Enforcement Training (ALET) in Sitka, a rigorous fifteen-week training program that includes a VPSO Certification Standard Physical Fitness Test consisting of 25 push-ups (untimed), 27 sit-ups within one minute, and a 1.5 mile run within 15 minutes, 12 seconds.

For more information about the VPSO program and how to apply go to the BBNA website: <http://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/>.



VPSO Ronald Eugene Zimin



VPSO Thomas Olaf Madole

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 who 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.

# BRISTOL BAY REENTRY PROGRAM

Gwendolyn Larson, Tribal Justice Programs Manager

The Prisoner Reentry Project was started with funding from the 2012 Consolidated Tribal Assistance Solicitation (CTAS) Federal Grant from the US Department of Justice. The grant allowed for the creation of the Bristol Bay Reentry Task Force which led the development of the program. The Task Force team consists of many stakeholders throughout the region including several BBNA programs, Bristol Bay Area Health Corporation, Bristol Bay Economic Development Corporation, Bristol Bay Housing Authority, Bristol Bay Native Corporation, State of Alaska Department of Corrections & Court System, Southwest Alaska Vocational Education Center, University of Alaska Fairbanks Bristol Bay Campus, and several successful reentrants.

With the project framework nearly finished near the closing of the CTAS grant in December 2017, BBNA was able to quickly move forward to apply for and receive funding to continue work and provide services with the 3 year continuation Recidivism Reduction grant from the State of Alaska, Department of Health & Human Services. The State of Alaska is working with all Reentry Coalitions to standardize the reentry system to ensure returning citizens receive the help they need to successfully integrate back into their communities and prevent recidivism. Thanks to significant teamwork between the Bristol Bay Reentry Task Force members, the Regional Reentry Plan was finalized this past winter and this past spring BBNA's Bristol Bay Reentry Program was open and ready to 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 who are within 90 days of release from a correctional facility or have been release in the past 6 months. This voluntary program is available to individuals who are: (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.

The Bristol Bay Reentry Task Force welcomes input about how we can help returning citizens in our region. For more information or if you would like to share your success story with the Task Force or become a Reentry Task Force member, please contact Tribal Justice Programs Manager, Gwen Larson by phone (907) 842-5257, toll-free 1-800-478-5257, or email [glarson@bbna.com](mailto:glarson@bbna.com). The Bristol Bay Reentry Task Force holds quarterly teleconference meetings. Go to [www.bbna.com](http://www.bbna.com) for meeting dates and other program information.

CSD accomplishments and progress is made through team work with Bristol Bay tribes, individuals from every other BBNA department and administrative team member, community members, and with many State and Federal agencies. With continued teamwork we look forward to making progress in improving services for our tribal and community members.



# CHILD DEVELOPMENT DEPARTMENT

Note from Director Anne Shade:

Teamwork is the cornerstone of the Child Development Department. From classroom teams to management teams, the willingness to solve problems and to find ways to work smarter, not harder, is a critical theme in this fast-paced department.

Classroom teams depend on each other to ensure appropriate coverage in the classrooms, complete classroom administrative requirements, oversee parent activities, and provide support to children and one another every day. Child Development Managers depend on each other to communicate effectively in order to ensure that systems are working smoothly, and to provide appropriate help and support to the classroom staff in many different areas. Over the last two years, a senior management team has been working closely with staff to create a new structure within BBNA, which is helping to streamline services provided by the Family Services Department, the

Workforce Development Department, and the newly created Child Development Department.

Community based teams are also critical to the Child Development Department. Parents team with classroom staff to provide individualized instruction to students and through Center Committees, and Policy Council to create policies and procedures that help drive services for Head Start. The Head Start program develops ongoing collaborative relationships with community partners through groups such as: the Health Service Advisory Committee, which works toward providing quality comprehensive and streamlined services to young children and their families; and with school districts to provide special education services to children with disabilities. This year the Child Development Department and the Southwest Region School District are teaming up for a pilot project to provide a certified teacher in one of the Head Start classrooms located within a SWRSD elementary school.

| Head Start                      | Child Care                         | CCDF   |
|---------------------------------|------------------------------------|--|
| Total Enrollment of 80 Students | Total Enrollment up to 55 Students | Total Enrollment<br>113 Children<br>44 Providers |

| Classroom    | 2017-2018 Health | 2017-2018 Dental |
|--------------|------------------|------------------|
| Dillingham   | 97%              | 94%              |
| Togiak       | 88%              | 79%              |
| New Stuyahok | 93%              | 95%              |
| Manokotak    | 93%              | 94%              |
| <b>Total</b> | <b>93%</b>       | <b>91%</b>       |

| Total Enrollment       | 2017-2018 | 2018-2019 |
|------------------------|-----------|-----------|
| Dillingham             | 32        | 31        |
| Togiak                 | 16        | 17        |
| New Stuyahok           | 16        | 16        |
| Manokotak              | 16        | 16        |
| <b>Total All Sites</b> | <b>80</b> | <b>80</b> |

# CHILD DEVELOPMENT DEPARTMENT

| Category               | 2017-2018<br>HS Budget | 2018-2019<br>HS Budget |
|------------------------|------------------------|------------------------|
| Personnel              | 745,285                | 743,664                |
| Fringe                 | 307,241                | 319,376                |
| Substitutes            | 15,000                 | 15,000                 |
| Staff Travel           | 43,270                 | 36,344                 |
| Parent Services        | 14,532                 | 20,980                 |
| Staff Training & Devel | 13,711                 | 13,711                 |
| Supplies               | 12,657                 | 8,574                  |
| Maintenance Supplies   | 11,000                 | 13,926                 |
| Phone and Utilities    | 19,328                 | 1,828                  |
| Insurance              | 20,500                 | 20,500                 |
| Contractual            | 15,000                 | 38,788                 |
| Other                  | 37,446                 | 55,005                 |
| Bus Maintenance        | 9,941                  | 10,000                 |
| Food                   | 15,081                 | 12,421                 |
| Indirect               | 161,344                | 165,900                |
| <b>Total</b>           | <b>1,435,265</b>       | <b>1,476,017</b>       |

**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<br>Monthly Center Committee meetings<br>Education Plans completed by parents and Staff<br>Parent Teacher conferences twice a year<br>Classroom Volunteers and Substitute Opportunities<br>Policy Council Meetings monthly<br>Training—Advocating for your child<br>- available to all parents,<br>- required for PC members<br>Obtaining the 45 day Health Requirements<br>Help plan activities and goals for their children and family. | Ride the Bus to the Elementary<br>Visit the Kindergarten classroom<br>Meet the Kindergarten Teacher<br>Visit the Elementary school<br>Activities in the Elementary School<br>Eats lunch at the Elementary school<br>Summer activity bag<br>Kindergarten supplies including a summer activity bag |



Check out our website  
[www.bbnahs.com](http://www.bbnahs.com)  
PO Box 310  
Dillingham AK 99576  
admin@bbnahs.com

### Total Funding Level 2018-2019

Federal - \$1,476,017  
State - \$73,934  
Program Income - \$85,172  
Other  
(CACFP, CCDF, Admin)- \$414,095  
Total - \$2,049,219  
NFS - \$358,817  
Waiver - \$238,423  
NFS Required = \$120,394

# NATURAL RESOURCES DEPARTMENT

Gayla Hoseth, Director of Natural Resources

## Teamwork and our Natural Resources

Our theme this year at BBNA is teamwork and teamwork describes the Natural Resources department at BBNA with a capital T. Our department is staffed by Gayla Hoseth, Director of Natural Resources; our long-standing employee Susan Flensburg, Environmental Program Manager who has brought dedication and commitment to our team for 24 years; Helen Aderman, Marine Mammals Program Manager who has brought traditional ecological knowledge to the team for 17 years; CaSandra Johnson, Brownfields Coordinator who has brought inspiration; Cody Larson, Subsistence Fisheries Scientist who has brought perspective insights; and Christopher Maines, Subsistence Outreach Specialist who has brought cultural knowledge. Our team is dedicated to protecting, maintaining, and preserving the land, ecosystems, and natural resources of Bristol Bay; while empowering our Tribes to enhance their subsistence, cultural and economic opportunities as described in the Bristol Bay Vision. Through this teamwork we work collaboratively with other departments within BBNA, tribes and tribal members, State and Federal agencies, and organizations to protect our way of life.

the people living on the land come together to get ready for the busy salmon season. Families work together to put up fish for the winter, get the commercial fishing boats and set net sites ready, gear up with rainboots, raingear, grubstake, licenses, etc. It's amazing how much teamwork happens every salmon season in Bristol Bay. Throughout the year we worked with tribal members to help write proposals for the upcoming Alaska Department of Fish and Game Board of Fisheries and Federal Subsistence Board meetings. We will be attending of all the ADF&G advisory committee meetings and Bristol Bay Regional Advisory Council meetings later this year to review the State and Federal fishery proposals. The ADF&G Board of Fisheries cycles through the region about every six years and the Board of Fish will be here in Dillingham November 28-December 4, 2018. If you would like to know more about the regulatory process and start getting engaged, we welcome you to contact our offices at BBNA and we will be happy to talk to you. When residents in the Bristol Bay region start to engage in the regulatory process for our fish and game, we all become a team, a team working together to have our voices heard on issues regarding our way of life.



Our team has worked on a variety of projects throughout this past year to engage, educate, encourage, and come together in times of need. Living in the Bristol Bay region, our people are dependent on the natural resources on our lands and in our waters. Salmon is the main common subsistence resource amongst all of us who live here. Salmon return to our waters year after year, just as they have been doing for thousands of years. Salmon swim into our rivers and streams and salmon are a part of who we are as people. We have all heard many times that “Bristol Bay is the World’s largest wild sockeye salmon capital of the world.” What does this mean to us when we talk about teamwork? When you think of how the salmon are returning in the millions they are swimming as a team. As the fish are getting ready to return,

Every person is a leader, every person has a voice, and every person has knowledge and gifts to share with the next generation. The Natural Resources Department works as a team every day and we are here to support you in our natural resources. Below you will hear from the Natural Resources Team and some highlighted events and activities that happened throughout the year.

# SUBSISTENCE FISHERIES MONITORING PROGRAM

Cody Larson, Subsistence Fisheries Scientist

BBNA's Subsistence Fisheries Monitoring Program is primarily funded through the USFWS Office of Subsistence Management. Our program works with Bristol Bay tribal councils, subsistence fishers, and resource managers to identify, design, and implement research projects that protect subsistence resources and maintain access and rights to our resources.

Our resources. We depend on each other in all parts of the gathering, distributing, and management of our fish, game, plants, lands and waters. Some of our resources distribute naturally like water, the sun, and the wind. Once we capture, harvest, or harness other resources, it is upon us to distribute it among our families, communities, and in commercial instances, world-wide. We hold traditional techniques to monitor and manage these resources, and as we develop future management techniques, it is essential we do it as a team, and incorporate the same values as our traditional ones.

It takes a minimum of two people to share something. One to accept, the other to gift. It seems simple, but sharing is the flow of well-being from one family to another, and equally important from elder to youth. The gifts we share with one another can be unnoticed if we are not looking to see them. Along with the exchange of foods we harvest is the knowledge imbedded in how to treat our resources, our world, and one another. The gifting of knowledge can be more important than the resource itself at times. Nevertheless, it will require well-trained eyes and hands to receive.

Over the last year, our program has focused on how we share salmon, between and within, six of our communities along the Alaska Peninsula. The *Description and analysis of the subsistence salmon network in Bristol Bay* project is funded by the Office of Subsistence Management Fisheries Resource Monitoring Program. It investigates the social network of shared subsistence salmon resources in Egegik, Port Heiden, Chignik Lake, Chignik Lagoon, Chignik, and Perryville. Sharing salmon is something that is part of our daily lives, and feels as normal as attending a potluck, church, or eating together at a birthday party. We see the labor it requires to turn salmon into food, and when gifted, that labor and love passes along with it.

This study into our daily exchanges only focuses on five species, but is a good place to concentrate our understanding of sharing and working together on a larger scale. When we look at the community or regional level, the simple acts of sharing as individuals form a much more complex structure in our communities, and very likely impact our family and neighbor's well-being.

Our Fisheries Intern Program was fortunate to host four

future leaders this year for 8 to 12 weeks each. They were great additions to on-going studies that benefit our fisheries, and will enable each of them to learn the important role subsistence plays on our rivers and in our homes.

These interns were exposed to research techniques and management criteria, which are the foundations to build educated, competent professionals and stewards of our land and water. I would like to congratulate the following interns and wish them success in their studies this school year. Their project partnerships are below: **Danielle Lowrey** – UW Fisheries Research Institute, Alaska Salmon Program, Lake Nerka; **Jalen Konukpeok** – Togiak River Chinook Assessment, UAA, Fall Semester; **Peter Egrass** – Alaska Dept. of Fish and Game, Sport Fish Division, Nushagak River; **Nicholas Jacuk** – Alaska Dept. of Fish and Game, Sport Fish Division, Nushagak River.

These internships and projects are the result of universities, tribal governments, federal and state agencies, and regional organizations working as a team towards sustainable resource management today and into the future.

Through time immemorial we've used teamwork to solve challenges in ecosystem shifts and changes to resource abundance. There is no question as to whether we'll need teamwork to implement resource management solutions, or in sharing those resources for the quality of life we all deserve. It's what we do.



# SUBSISTENCE

Christopher Maines, Subsistence Outreach Specialist

I was hired to work in the Natural Resources Department in February of this year, and my first week on the job coincided with the Alaska Board of Game Meeting for the Central/Southwest Region. I attended a two-day class through a partnership with the University of Alaska Fairbanks and the Tanana Chiefs Conference at the UAF Bristol Bay Campus prior to the start of the meeting. At the training we worked alongside representatives from the Lower Yukon, Yukon Koyukuk, Yukon Tanana, and Upper Tanana Sub-Regions of the Tanana Chiefs Conference. The Natural Resources Department brought two Tribal Members from Manokotak and one Tribal Member from Togiak to participate in the class, as well as attend the Alaska Board of Game Meeting and give testimony on proposals related to their game management units.

One proposal that was heavily debated and testified on was Proposal 148, the lawful use of a snow machine to position a caribou, wolf, or wolverine. In a true sense of teamwork, BBNA Natural Resources Staff, the Tribal Members from Manokotak, and representatives from the Tanana Chiefs Conference worked together and provided testimony to the Alaska Board of Game in favor of Proposal 148. As a result, Alaska Board of Game Member Larry Van Daele called a town hall meeting and developed language modifying Proposal 148 to allow the use of a motorized vehicle to assist in the taking of a caribou provided that the vehicle is not used to actively chase, torment, or molest the animal and that the animal is not shot at until the vehicle is stopped. The modified proposal passed with substitute language from RC 52 as amended to apply only to caribou. The amended proposal allows a snowmachine to be used to assist in the taking of caribou in Unit 17, provided that the vehicle is not used to chase, torment or molest the animal. A snowmachine may be used to approach within 300 yards of a caribou at speeds under 15 miles per hour, if not done with repeated approaches or that cause the caribou to alter their behavior or flee. The snowmachine must be stopped

before the hunter may shoot the animal. The joint efforts and collaboration between the people within the region coming together as a team to have our traditional ways recognized in the regulatory process.

In April, the same group travelled to Anchorage, Alaska to testify before the Federal Subsistence Board on Wildlife Proposal 18-24, which mirrored Proposal 148 that was passed by the Alaska Board of Game, and would apply to Federal Lands and the Nushagak Peninsula Federal Caribou Hunt. After several testimonies, Wildlife Proposal 18-24 failed in a 4 - 4 tie vote. It was a tough loss, but our group stood together throughout the entire process. The author of the proposal was thankful for the efforts and will be working towards submitting a new proposal next year. Through the testimonies heard during the Federal Subsistence Board meeting, the Regional Advisory Councils throughout the state will be reviewing 50 CFR 36 during the Fall RAC meetings for discussion at the 2019 Federal Subsistence Board meeting.

The Natural Resources Department unveiled the BIA Subsistence Mini-Grant Program this spring in an effort to enhance the Tribal Members' and the Village Council's ability to conduct subsistence activities, the passing of traditional subsistence practices, and to pass on traditional knowledge to the next generation. We funded 17 projects in 13 communities from the BBNA Service Area. Projects include the construction of smoke houses, two culture camps, a kayak building class, family subsistence fishing projects, family hunting projects, and the construction of a maqi. Some of these projects will be highlighted at this year's BIA Rural Providers Conference in Anchorage, Alaska. We were excited to fund these projects, giving support to a very important aspect of our traditional way of life and instilling the value of a subsistence lifestyle to future generations focusing on traditional knowledge transfer.

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## MARINE MAMMAL PROGRAM

Helen M. Aderman, Marine Mammal Program Manager

In the Yup'ik way of life, team work involves working together as one or '*Ataucimegluta*.' The Marine Mammal Program applies this traditional value by integrating the best of both worlds in incorporating tribal multi-species Native knowledge with western science research. The tribes select their species of focus and independently conduct tribal integrated research. Tribal experts, elders, experienced hunters, including women who process the marine mammals gather important Native knowledge, and tribal field experts utilize GPS to document historical and current marine mammal habitats, subsistence resource areas, and conduct boat survey counts. Agencies, institution research partners, and tribes work as a team to



Togiak Bearded Seal Team photo, Frank Logusak Jr, Technician.

## MARINE MAMMAL PROGRAM (CONTINUED)

ensure sustainable marine mammal populations for future cultural preservation. Trust has occurred by regulatory agencies where tribal experts are co-principal investigators of their field research to provide project oversight. The Bristol Bay Imapriim Ungungsiit Marine Conservation Project consisted of three tribal communities. Togiak focused on *maklaks* (bearded seals); Chignik Lagoon and Port Heiden focused on sea otters. The goal was to gain insight and understanding of the ways in which marine mammal ecology and harvesting patterns among hunters in three communities in southwestern Alaska and the Southern Alaska Peninsula have changed. A multi-species approach included marine ecosystem habitat areas, all fish species, shellfish, kelp, herring on roe, waterfowl, land terrestrial species including moose, caribou, ducks, geese, fur bearing animals, as well as traditional medicinal and edible berries and plants. The Tribal Marine Multi-Species Conservation Plans with mission statements, and tribal guiding principles will be incorporated to the Regional Bristol Bay Marine Multi-Species Conservation Plans. Technical reports of research findings are in progress. A hearty *Quyana* to Chignik Lagoon, Port Heiden, and Togiak for their dedication, time, and contribution in this project. A community working as one team can accomplish research projects. The BBNA and Tribal Marine Multi-Species Research Project can be found at: <https://www.bbna.com/our-programs/natural-resources/marine-mammals-program/>.



Qayassiq Walrus Commission/Bristol Bay Marine Mammal Council photo taken May 2017.

Team work is practiced in traditional marine mammal harvesting. Traditional elders, experienced hunters, and interested youth participate as a group in hunting marine mammals for a community. An example of Native teamwork revived the Yup'ik Ancestral *Asveq* (walrus) hunting at *Qayassiq* (Yup'ik word for Round Island) that was previously closed to the *Tuyuryaq* (Togiak), *Ingicuarq* (Twin Hills), and *Ilgayaq* (Nushagak Bay) tribal communities.

On March 24, 2018, the QWC Executive Director attended the Walrus Islands National Historic Landmark plaque presentation at UAF Bristol Bay Campus. Moses Toyukak, Sr., QWC Chairman represented Qayassiq Walrus Commission as Keynote Speaker team: Moses Toyukak, Sr., QWC; Dr. James Fall, Division of Subsistence–Anchorage; Edward Weiss, Division of Wildlife Conservation–Anchorage; Plaque Presenter Greg Dudgeon with the National Park Service. The plaque recognizes the Walrus Islands Archaeological District as a National Historic Landmark will be placed at *Qayassiq* (Round Island). In 1995, after a long, four-year struggle, the people of Togiak and Bristol Bay regained access to Round Island to conduct a traditional walrus harvest. Through the hard work and generosity of Frank Logusak, Sr. and Herbert Lockuk, Sr., seven villages with approximately 3,500 Native people are able to enjoy and benefit from the annual walrus harvest. By presenting a unified voice to the state and the federal government, the Bristol Bay tribal hunters reclaimed their heritage to preserve the walrus harvest at Round Island for the future. The Round Island Cooperators recognize the tribes' significant role in the creation of the Round Island Walrus Harvest Cooperative Agreement. The Round Island Cooperative Agreement has greatly benefited the entire Bristol Bay Region and stands as a benchmark for co-management agreements for the rest of Alaska. The Togiak Traditional Tribal Council, Frank, and Herbert led

the people of Togiak and hunters throughout the Bristol Bay area in the effort to reinstate the subsistence walrus harvest on Round Island. For 35 years since 1960, the Native People of Bristol Bay were unable to hunt at Round Island because it was classified as the Walrus Islands State Game Sanctuary without Tribal Consultation from Togiak, Twin Hills, Manokotak, and West Side Bristol Bay Villages that traditionally hunted *asveq* from Qayassiq since time immemorial.

*A hearty Quyana goes to our Tuyuryaq Ciruliaqs (Togiak Ancestors) who made this happen. We honor and Thank you for dedicating your personal time of the importance of restoring our Alaska Yup'ik Eskimo Traditional Fall asveq (walrus)*

hunt at *Qayassiq*. The Commission thanks Bruce Baltar, BBNA's Legal Counsel who provided technical and legal support in working tirelessly for almost ten (10) years in restoring the Qayassiq Fall walrus hunt back to the people of Togiak, Twin Hills, Manokotak, Aleknagik, Curyung, Clarks Point, and Ekuk. Later on the Qayassiq Walrus Commission added Ekwoq and New Stuyahok as their ancestral descendants are originally from the Togiak and Kulukak area.

# BROWNFIELDS PROGRAM

CaSandra Johnson, Tribal Environmental Response Program (TERP) Coordinator

To have a successful brownfield project really depends on strong teamwork to get brownfield sites through all levels of the assessment/cleanup/reuse process. BBNA's Brownfield Program works with a host of different non-profit organizations, State/Federal agencies, tribes, local governments, and community members to address contamination within the Bristol Bay communities. In collaboration with many different entities and the community, we work on identifying any potential brownfields sites, collecting essential background information, connecting/developing reuse plans, applying for assessment/cleanup services and funding, getting community workforce trained to participate in assessment/cleanup projects, and the list goes on.

Currently, BBNA's Brownfield Program has 20 Bristol Bay communities that have joined the program. Through collaborated efforts, some communities have had initial environmental phase I assessments completed and most communities are still in the beginning phases of gathering information. While there are quite a few contaminated sites within our Bristol Bay communities, some of the sites are not eligible for brownfield funding which can make things more difficult and time-consuming for all parties involved. Nevertheless, BBNA's Brownfield Coordinator does their best to work with the community to provide resources for those non-eligible sites, providing technical assistance and connecting key stakeholders with the right agencies to get contamination addressed.



A drill rig takes soil samples at a site in Glennallen, Alaska targeted for reuse as the home for a new fire station. Environmental sampling is one of the many services that applicants are eligible for through the DBAC program.

For instance, during this 2018 fiscal year the Brownfield Program has been working with the City of Manokotak to address a contaminated site that the community would like to redevelop into a community elder/youth center. The Brownfield Coordinator worked with the City Mayor to provide technical assistance in preparing to apply for phase II environmental assessment service under the State Brownfield Program. While Manokotak was forming stake groups, public meetings, and documenting reuse plans, the Brownfield Coordinator started working with Alaska State Brownfield Program staff. During this time, the State's Brownfield Program staff found that the site was not eligible for services with their program due to multiple viable responsible parties (RPs) that are liable for that site. The City Mayor of Manokotak, State Brownfield Program staff, and BBNA's Brownfield Coordinator started working together to determine next steps for the contaminated property. The group coordinated a meeting with the Alaska State Contaminated Site Project Manager for Manokotak's site to discuss options. What came out of that meeting was to set up another teleconference with City of Manokotak, the State Contaminated Sites Project Manager, and all RP's to determine funding to have the site cleaned up for reuse.

Getting sites through the assessment/cleanup/reuse process can take many years and requires a lot of effort, teamwork, and commitment to accomplish turning a contaminated site into reusable land, but overall, benefits are worth it. Some of the benefits include protection of human health and the environment, keeping other lands pristine by reusing contaminated lands, assisting in keeping costs down by reusing standing structures, providing opportunities for employment, and promoting traditional lifestyle activities by restoring subsistence resources, and much more. These are the reasons why BBNA's Brownfield Program, in collaboration with the Tribes and all other involved parties, will continue working hard to preserve our lands and protect our environment for future generations to come.



Former Headstart Building in Ruby, Alaska. Photo courtesy of 2016 DBAC PACP report.

# ENVIRONMENTAL PROGRAM

Susan Flensburg, Environmental Program Manager

The Environmental Program relies on team work to help tribal environmental programs achieve their goals. Staff assists tribal environmental programs apply for and implement their EPA GAP grants. We also network with various entities to bring additional resources to address environmental challenges facing multiple Tribes, and to engage youth in learning leadership and hands-on ecology skills. Below are several projects that highlight our team work approach.



The Stakes-for-Stakeholders project initiated 2 years ago by BBNA, State of Alaska, University of Alaska Fairbanks, and Marine Advisory Program enables villages to document erosion and flooding conditions. Participating villages continue to collect data as part of their GAP funding and coordinate with the Alaska Department of Natural Resources and UAF to analyze trends. Several villages such as Naknek involve students to collect erosion data. BBNA recently submitted a BIA Tribal Resiliency proposal that (if funded) will result in improved datasets to prepare a shoreline analysis for coastal communities, and involve 5 tribes to work with project partners (State of Alaska, UAF, BBNA) to develop a shoreline change tool and mitigation strategies template.



Ekwok students participating in workshops.

BBNA is one of several partners that have raised considerable funding over the years to support “instream flow reservations” in various reaches of the Nushagak drainage including sections of the Koktuli, Mulchatna and Stuyahok Rivers, and Kaskanak Creek. A reservation of water for instream use is a water right that protects specific water uses such as fish spawning. A priority of water reservation under Alaska law is established when an application is initially filed with the Alaska Department of Natural Resources. In order for a reservation to be granted, five years of flow data must be collected and analyzed to justify the requested instream reservation and undergo public review. Once the reservation is granted, the priority goes back to the date of the initial application. Priority is important because any application to withdraw water that is filed after the instream flow reservation is filed cannot take more water than that already reserved. Recent grants awarded to BBNA will cover collecting two of the five years of required flow data on the Kokwok River and nearby streams. The grants also include workshops to educate village youth on water quality and fish habitat.



Governor Walker speaking at the Bristol Bay Fly Fishing & Guide Academy.

Fifteen young adults from around Bristol Bay participated in the June 2018 Bristol Bay Fly Fishing & Guide Academy, and earned one college credit for completing all course requirements. The academy is co-organized by Bristol Bay Heritage Land Trust and Trout Unlimited to provide students training on all aspects of fly fishing, customer service, resume building, and to foster leadership skills. Several guest speakers, including Governor Bill Walker, participated in the program. An Alaska Conservation Grant awarded to BBNA helped cover student lodging.

# LAND MANAGEMENT SERVICES

Tom Hoseth, Realty Officer, Land Management Services

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 Exchange, Mortgages, Right of Ways, Easements, Subdivisions, Partitions, Trespass, Removal of Restrictions and Probates.

LMS would like to welcome Annie Golia, Probate Specialist to the LMS team. Annie gathers information required for review by a federal judge, which helps in making a probate decision. Annie has already provided vital assistance to heirs during probate hearings presided over by a federal probate judge. Feel free to contact Annie Golia, Probate Specialist with questions you have regarding the probate program.

LMS would also like to welcome Father Michael Nicolai, Probate Program Assistant/Yupik Interpreter to the LMS team. Fr. Michael started working on June 12, 2018 and he provides assistance to Native restricted allotment landowners and Native restricted town site owners during the probate process from start-to-finish. Fr. Michael is fluent in Yupik and provides technical assistance to Yupik speaking Native restricted landowners with probate questions. Fr. Michael helps to gather and compile information working with the Probate Specialist & Native restricted land owners to provide clerical support, make phone contacts, assist with incoming communications, documentation requirements, faxing, e-mailing, and filing documents to both Bureau of Indian Affairs and landowners. For Probate questions, you may call Fr. Michael Nicolai direct at (907) 842-6227. Welcome Annie and Fr. Michael!



BBNA Forestry Field Laborer Crew pictured from left: Gabriel Kapotak, Earl Luckhurst, Marques O'Connell, Darrell Tilden, and Quincy Brannon.

The Forestry Program is growing with a trained workforce. BBNA Forestry has three projects funded: Thinning and Development, Hazardous Fuels Reduction, and Fire Protection and Training. The Wood Harvest Monitoring Program (wood patrol) is ongoing. Potential trespasses on Native allotments are reported immediately if the Monitor encounters an individual harvesting on native allotment without a permit or allottee permission. Getting people to respect Native allotment owner's rights as private land, having to investigate and resolve each case is further proof that the wood patrol is working.

# PROGRAM DEVELOPMENT DEPARTMENT

Patty Heyano, Program Development Director

Creating a better life in the Bristol Bay Region takes **Team Work** to face the challenges and make progress toward our goals. The Program Development Team works together with local, public, and private partners to strengthen the economy, promote energy efficiency and renewable energy, and develop new programs to address various social, economic, and cultural needs.

The Program Development Team meets frequently and remains in constant communication with each other to share and get feedback on their work. Patty Heyano, Director, says that she has great respect for and confidence in her Team, which includes Kristina Andrew, Economic Development Program Manager, and Jayne Bennett, Regional Energy Coordinator. Patty says that the Program Development Team is using brainstorming to generate ideas and map out ways to reach our goals. We are very confident that **Team Work** makes our efforts more successful.

Over the past year, Patty participated in numerous meetings and collaborations within BBNA and with other entities. Patty participated in grant writing Teams with people from other Departments and Programs. She reviewed fourteen funding solicitations that were not pursued, and

provided assistance on eight funding applications. Of those applications, Patty submitted three of them; Team members submitted the others. Patty provided technical assistance to Program Managers on seven existing grants. She helped one tribe with information on how to write a resolution.

Patty participated in trainings by teleconference and webinars. Whenever possible, she attends her Team members training to help keep her and her Team current on funding opportunities and grant administration.

Patty represents BBNA on the Southwest Alaska Vocational and Educational Center (SAVEC) Board of Directors. Patty supports SAVEC and encourages education, training, and service providers to collaborate with SAVEC on training events and the use of their facility for meetings. She encourages residents to remember SAVEC when looking for training to improve their skills to obtain or retain a job. Our **Team Work** will help to ensure SAVEC continues to be our Rapid Response Training Center quick to respond to community, industry, and agency needs right here in our region.

Patty Heyano can be reached at [pheyano@bbna.com](mailto:pheyano@bbna.com) or (907) 842-5257 ext. 321.

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## ECONOMIC DEVELOPMENT PROGRAM

Kristina Andrew, Economic Development Program Manager

### Bristol Bay CEDS

The Economic Development Program plays an important networking role among the Tribes, Bristol Bay entities, and government agencies and produces the Bristol Bay Comprehensive Economic Development Strategy (BBCEDS) every five years with annual updates during following years.

Through Team Work with the CEDS Committee, which includes 18 Leaders from around the region from the public and private sectors, the Economic Development Program Manager guides development of the BBCEDS. The 2018 BBCEDS Update, June 2018, covered five goals from the 2017-2021 Bristol Bay CEDS. The five goals are in these areas:

The 2018 Update improved upon the objectives in the Action Plan section that sets out the strategic direction to improve the regional economy. The activities in the Action Plan were developed through **Team Work** with local private and public partners who are committed to achieving the goals and objectives. This past year, leveraged resources from regional partners created or retained 236 jobs. Private sector investments generated by the projects amounted to \$43.4 Million dollars and public sector investments totaled \$27 million dollars. Objectives for the coming year include a Fish First Priority, assistance for commercial fishermen, workforce readiness, employment opportunities, an infrastructure database, infrastructure and road projects, local skills development, renewable energy research and projects, groundwork for tourism marketing campaign, and local art marketing. In the coming year, expect to see more local involvement in the setting and tracking the regional economic development strategy.

#### FISHERIES



#### WORKFORCE DEVELOPMENT



#### TRANSPORTATION & INFRASTRUCTURE



#### ENERGY



#### TOURISM



## ECONOMIC DEVELOPMENT (CONTINUED)

### Resources

The following resources are available online: 2017-2021 BBCEDS, the 2018 BBCEDS Update, BBNA's Economic Development Administration Scope of Work and Progress Reports, data on Alaska's economy, and small business assistance at:

<https://www.bbna.com/our-programs/economic-development/>.

### Small Business Technical Assistance

If you are thinking about starting a small business and need information on where to start, the Economic Development Program can help. While BBNA does not provide direct grant funds or loans, the Economic Development Program can help with information, referrals, and technical assistance.



For more information, contact Kristina Andrew at (907) 842-5257 ext. 323, or email [krandrew@bbna.com](mailto:krandrew@bbna.com).

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## REGIONAL ENERGY

Jayne Bennett, Regional Energy Coordinator

Teaming up with Southwest Alaska Municipal Conference (SWAMC) and its grant through the US Dept. of Energy (DOE), BBNA's Regional Energy Program is working on its third year of a three-year project. Jayne Bennett came onboard in December 2017 and contacted regional Tribes and businesses introducing herself as the new Regional Energy Coordinator (REC). She inquired about potential energy projects and asked for support letters for SWAMC's USDA grant proposal to conduct energy audits in the region.

Jayne coordinated a meeting on February 7, 2018 between BBNA's Program Development Team and Nushagak Electric and Telephone Cooperative (NETC). Bob Himschoot and Bobby Armstrong of NETC gave a presentation on the proposed hydropower project, Project 2117, located at the headwaters of the Nuyakuk River. The Nuyakuk Power project has the potential to provide a regional low cost power source to the villages of Koliganek, New Stuyahok, Ekwok, Aleknagik, Levelock, and Dillingham with a 100-year expected lifespan. Displacing the diesel currently required, the annual power



production capability corresponds with system load dynamics, which peak during the summer commercial salmon harvest. General Manager, Robert Himschoot stated that NETC received both Federal Energy Regulatory Commission (FERC) preliminary permitting and a Wood-Tikchik State Park (WTSP) Special Use Permit that will allow limited studies this fall.

Jayne attended the Alaska Rural Energy Conference, April 10-12, 2018 in Fairbanks. This event offered a variety of technical sessions covering new and ongoing energy projects in Alaska, as well as new technologies and needs for Alaska's remote communities. Some highlights included Tim Myers of Myers Naturally Grown Farm in Bethel, Karen Petersen of Thorn Bay Southeast Conference on their Community Greenhouse, and Teacher Jeff Bringham of Igiugig. Jeff shared his success story on their Community Sustainability with their Community Greenhouse. Jayne also toured the Chena Geothermal Power Plant.

## REGIONAL ENERGY (CONTINUED)

Jayne coordinated the Heat Pump informational meeting that held at the UAF Bristol Bay Campus, April 17, 2018. Mark Houston of The Comforts of Home, LLC presented on *Heat Pump Technology* to participants.

SWAMC received the USDA grant award to conduct energy audits in the region. Jayne is working with them and other partners to offer low-cost targeted energy audits to commercial fishing vessels and small businesses in Southwest Alaska. The USDA REAP (Renewable Energy Alaska Project) grant covers 25% of energy efficiency retrofits for small businesses. For example, if the energy analysis of a fishing vessel shows that replacement of equipment, motors, lighting, etc. will provide energy savings, then a vessel owner will be eligible for the grant.

Jayne contacted Tribes and small businesses on Energy Audits throughout the region. She updated the KDLG press release regarding energy audits and distributed through the BBNA website, City of Dillingham website, City of Dillingham Council meeting, and flyer postings. She created a poster and hung it in the Dillingham Small Boat Harbor Master's Office. Jayne held a booth at the Fish Expo on June & 9, 2018 in Naknek. She spoke to small business owners and fishing vessel owners and shared information on energy audits. She met with Jody Hazenberg of Jodie's Ideas in Naknek and discussed small business energy audits and Jody's brand new high tunnel operation. Jayne signed 11 people up for energy audits at the Fish Expo.

Jayne worked with Nushagak Electric, Naknek Electric, and INN Electric in Iliamna to create and collect utility usage reports and demand charges for baseline data on non-residential buildings energy usage. Jayne also contacted Vitus Energy, Bristol Alliance Fuels, Delta Western, and Worldwide Oil regarding heating oil usage.

Jayne attends teleconferences with the Regional Energy Coordinator Team headed by Laura Vaught of SWAMC. A variety of energy topics are discussed including updating the huge contact list, energy audits, completing benchmarking data forms used for energy audits, and possible funding for energy upgrades. SWAMC, with the help from our regional, state, and federal partners is working to expand the in-region capacity to develop energy projects. This is one of several regional efforts in Alaska funded by the U.S. Department of Energy, Office of Indian Energy, Inter-Tribal Technical Assistance Energy Providers' Network grant. For more information, check out the website at [www.southwestakenergy.org](http://www.southwestakenergy.org).



Maintenance Technician, Constantine Backford shows Energy Auditor, Jim Fowler, the air handling system at the Choggiung office building.



City of Aleknagik Administrator Joseph Coolidge, Audit Assistant Christie Curry, and Auditor Jim Fowler discuss the city buildings in the energy audit process.

The Regional Energy Program is soliciting feedback on a *Community Outreach Survey*. This short survey helps identify energy priorities and projects that are ready for additional technical or financial assistance. If you need help filling out the survey for your community or have questions, contact Jayne Bennett at (907) 842-6224 or [jbennett@bbna.com](mailto:jbennett@bbna.com). The survey can be found at [www.bbna.com](http://www.bbna.com).

# DEPARTMENT OF TRANSPORTATION AND INFRASTRUCTURE DEVELOPMENT

Dan Breedon, DOTID Director

## Teamwork

The BBNA Department of Transportation and Infrastructure Development (DOTID) is led by Department Director, Dan Breedon and Program Manager, Annie Fritze.

BBNA's Mission 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 Native people of Bristol Bay. The program's Vision is to support sustainable and thriving Member communities by maximizing economic returns on policies that Promote Safety, Transportation and Infrastructure Investments, and Emergency Planning that bring lasting and equitable economic benefits to the citizens of the Bristol Bay Region. In support of BBNA's mission, the DOTID is dedicated to developing safe and reliable public transportation and Infrastructure networks as well as highway safety and emergency preparedness programs within the Bristol Bay Region. The purpose of the Department is to continue to improve the quality of life for Bristol Bay Region Tribes, by developing safe, reliable roads and trails, public transportation systems, infrastructure development, highway safety planning, and emergency preparedness programs together with the most local economic benefit possible.

It is through Team Work BBNA's DOTID program was successful in developing seven long range transportation plans in collaboration with our member tribes and Bristol Engineering Services Company (contractor) for the following TTP consortium tribes: Clark's Point, Ekuk, Ekwok, New Stuyahok, Pilot Point, Portage Creek, and Twin Hills prior to the March 15, 2018 deadline.

Teamwork played an important role in the planning process. Numerous meetings were coordinated with the team players involved in order to complete the roads inventory process, the development of the long range plans for each consortia tribe, and submission to the Federal Highway Administration and Bureau of Indian Affairs.

The Tribes in the Consortium collaborate and reach collective agreements to plan how these tribal priorities will be accomplished for each participating Tribe. The long range transportation plan (LRTP) is focused on improved access to lands and use, housing development, economic development, access for law enforcement, access to healthcare, safe routes to school, environmental improvement, and providing residents with a healthy environment. Using this plan, the Consortium will develop a collective Tribal Transportation Improvement Program (TTIP) of planned projects to concentrate our efforts for the five year time frame.

## First Tribal Transportation Program Workshop

BBNA DOTID hosted its first TTP workshop this past year. Eight consortium tribes – Clark's Point, Ekuk, Ekwok, New Stuyahok, Portage Creek, Pilot Point, Twin Hills, and Manokotak attended the BBNA DOTID workshops held in Dillingham on May 23 – 24, 2018. Consortium tribes were presented the overall FHWA program, the TTP program and its funding information, Tribal Transportation Improvement Plans (TTIP), and Safety Plan development conducted by Bristol Engineering Services Company. Providing this workshop fuels BBNA's DOTID commitment to continue to work together as a team to help ensure that our tribes are developing safe reliable roads and trails, public transportation systems, infrastructure development, highway safety planning, and emergency preparedness programs together with the most local economic benefit possible.



BBNA DOTID TTP Workshop May 2018. Photo by A. Fritze.

## DOTID CONTINUED

### Transit Project

BBNA DOTID completed a Coordinated Tribal Transportation Plan this year, working with Aleknagik Tribal Council, Ekuk Village Council, and Curyung Tribal Council. This plan identified the transportation needs of individuals with disabilities, older adults, and people with low incomes and provided strategies for meeting those local needs for future Federal Highways Transit funding opportunities.

A coordinated transit plan could assist these three Tribal organizations develop an integrated transit system that would provide a cohesive and interconnected transit system for people; especially older adults, individuals with disabilities, and low income people to access jobs and services.

Moving forward, BBNA DOTID will focus on the following in 2019.

- Development of 13 Tribal Safety Plans for the following communities: **Clark's Point, Curyung, Egegik, Ekuk, Ekwok, Levelock, New Stuyahok, Nondalton, Pilot Point, Portage Creek, Port Heiden, Togiak, and Twin Hills.**

The purpose of the Tribal Transportation Safety Plans is to use existing data to identify transportation safety issues, prioritize activities to address these issues, and identify potential funding sources to implement the activities.

- Development of 20 Tribal Hazard Mitigation Plans for the following communities: **Aleknagik, Chignik Bay, Chignik Lagoon, Chignik Lake, Clark's Point, Egegik, Ekuk, Ekwok, Kanatak, Levelock, Manokotak, New Stuyahok, Nondalton, Pedro Bay, Perryville, Pilot Point, Port Heiden, Portage Creek, Togiak, and Twin Hills.**

The purpose of hazard mitigation is to reduce potential losses from future disasters. The intent of mitigation planning is to maintain a process that leads to hazard mitigation actions. The plan will identify natural hazards that affect our communities, identify actions to reduce losses from those hazards, develop long term strategies to reduce the impacts of future events on people, property, and the environment to receive grant money for mitigation programs by preparing and adopting a Tribal Hazard Mitigation Plan. Communities must have an approved mitigation plan to receive grant funding from the Federal Emergency Management Agency (FEMA) for eligible mitigation projects.

BBNA DOTID remains committed to developing safe and reliable public transportation and infrastructure networks as well as highway safety and emergency preparedness programs within the Bristol Bay Region through continued collaboration, team work, and synergy for generations to come.



DOTID Planning meeting, February 2018.



# 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 2018

Workforce Development (WFD) manages nine state and federal tribal programs with services to tribal and non-natives dependent on funding regulations and within budget limitations. American Indian and Alaska Native organizations 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. Staff are elected to seats on tribal, local, state & federal boards, committees, and workgroups to actively seek and strengthen our role in educating and directly addressing the challenges of tribal sovereignty with tribal determination and support of our tribal people.

Staff are working with individuals and families to build self-esteem in overcoming low income challenges and addressing barriers, including disabilities, which impede employment. Individualized plans address employment barriers and the need for services in order 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.

**Employment and Training services** include: creating and updating resumes, job searches, employment counseling, and interview techniques in addition to 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 database 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.

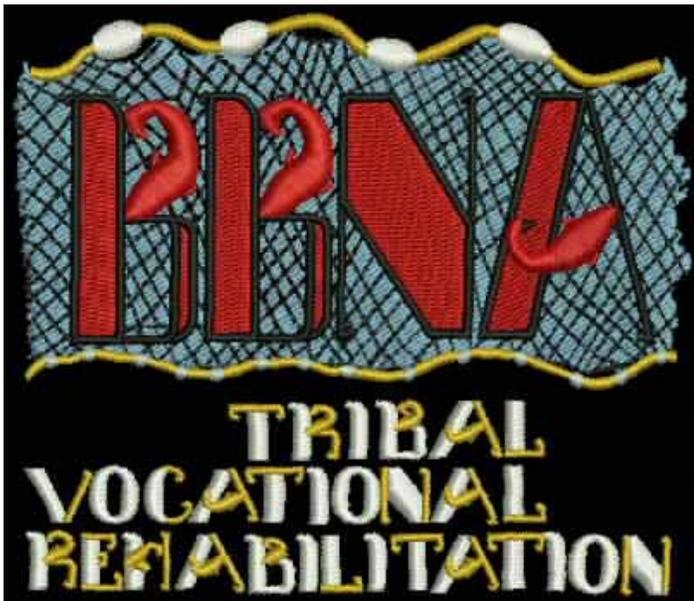
The **Youth Employment** program focuses on youth in developing individual career pathways and helps youth gain and maintain employment. Youth may work up to 100 hours within their communities assisting elders, working in offices and around the community. Youth are provided job placement experience; 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 adulthood.

The goal of the **Child Care Development Fund (CCDF)** is to increase the availability, affordability, and quality of childcare services to parents and providers in the Bristol Bay Region. The CCDF program continues to support working parents with childcare assistance and to support home and center based childcare providers to improve quality. Respite care for foster parents may be offered on a time limited basis and as space is available for children under protective services to allow for relief or to attend appointments. All care providers are required to follow all Tribal and/or State of Alaska health and safety regulations specific to childcare providers. Due to BBNA's re-organization between the Workforce Development Department and the Child Development Department, we have seen an increase in the number of families receiving childcare assistance.

The 2018 Childcare Providers Conference was held in Dillingham, November 13 and 14, 2018.

32 providers were invited with 16 providers that attended the training. The provider training included trainers from the State of Alaska, SEED, Bristol Bay Area Health Center, and the Office of Children's Services. Health and Safety regulations, Child Development, Disaster Planning, and CPR were covered in the conference.

BBNA's childcare center offers full day services for (3) children ages 0-18 months; (8) children 19 months through age 2 and (18-20) children ages 3-5. BBNA's childcare center is open 7:30am-5pm Monday through Friday and children are provided with a variety of activities during the day.



BBNA was awarded a five year discretionary grant from US Department of Education Rehabilitation Services Administration to continue providing **Vocational Rehabilitation Services (VR)** to Alaskan Native and American Indian individuals with a disability experiencing employment difficulties. The program's goal is to enable these individuals, consistent with their individual strengths, resources, priorities, concerns, abilities, capabilities, and informed choice, to enter, maintain and advance in gainful employment. Program services are provided under an individualized plan for employment and may include native healing services, self-employment, subsistence, and business ownership. Tribal Vocational Rehabilitation Program (VR) provided VR services to 74 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 closed. VR staff traveled to 22 villages in FY18. Outreach activities were conducting presentations, meeting with school age students, and going on home visits. (VR) supported 11 Group Projects within the Region. Confidentiality is maintained for all applicants and consumers.

**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 that 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. BBNA looks forward to creating additional worksites with Tribes in 2019.

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 were 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 household with failed or unsafe heating units by installing new boilers, Toyostoves, and furnaces. BBNA provided heating assistance benefits to 528 households in 2018.

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



# RECOGNIZING DECADES OF SERVICE

During BBNA's full Board meetings, employees with ten and more years of continuous service are recognized. This year we have a combined total of 160 years. Congratulations goes out to these employees and to BBNA for sustaining this extraordinary longevity.

## 10 YEARS

### **ANNIE GOLIA, PROBATE SPECIALIST, LAND MANAGEMENT SERVICES – DILLINGHAM**

Annie first got her foot in the door back in 2005 as an Administrative Assistant. After a brief absence she returned and ten years have flown by. Over the past decade she has deepened her program support experience by working in Personnel, Natural Resources, and the VPSO Program. The developing skills contributed towards her current position of Probate Specialist in BBNA's Land Management Services Department. Annie provides important Trust Services to restricted land owners in Bristol Bay. Her specialized service is establishing contacts with potential heirs. This is done by reviewing a list of Native deaths and requesting death certificates from the State Health & Social Services. Annie gathers and compiles data and family information and prepares inventories to submit to the Probate Judge to initiate probate action. She maintains an ongoing outreach program to encourage owners of restricted property to make a will. Annie is able to inform clients about procedures that can help avoid excessive fractionation of inherited interests and resources for families to work through conflicts.

### **MARTHA KVAMME, CASE WORKER 477 PROGRAM, WORKFORCE DEVELOPMENT DEPT. – TOGIAK**

Under the "477 service umbrella", Martha must be knowledgeable of all of the services offered through BBNA's Workforce Development Department. BBNA's Tribal Temporary Assistance for Needy Families (Tribal TANF) program was only one year old when Martha came aboard. Her skills grew along with those services over the last decade. Martha is at home with regulations and she knows how to get resources directly to families who need them. Food on the table, heat for the home, realistic hope for training and education, and family self-sufficiency planning – are all examples of Martha's daily work. In addition, she supervises on-the-job learning sites and engages cultural instructors in activities. When it comes to client success, Martha is simply a force to be reckoned with. Her voice, whether it is spoken in Yupik or English, is highly regarded at weekly staff meetings and she tries to understand other people's thought processes. Besides caring for her own family and work, her goal is to finish a Bachelor's Degree in Education and Rural Business.

### **JANE GOTTSCHALK, CASE WORKER, INDIAN CHILD WELFARE ACT – ALEKNAGIK**

Jane provides an array of helping services to promote safe healthy environments for children and families. ICWA Case Workers act as a liaison for Tribes in children's cases in the state social services system. Jane also works through the Community Wellness Committee/Child Protection Team and provides prevention activities for youth. Case Workers must stay up to date on resources that may help families such as Denali Kidcare, how to get financial help, Medicaid, elderly services, and help for victims of domestic violence and sexual assault. Jane says "Teamwork is paramount in our decision making and efforts for our children, especially when we work as a team with Tribal and State Courts. She values the teamwork between BBNA Family Services, the Aleknagik Traditional Council and the State of Alaska Office of Children's services in keeping our children, parents, grandparents and families together and safe.

### **PATRICIA A. HEYANO, DIRECTOR OF PROGRAM DEVELOPMENT – DILLINGHAM**

Patty serves on BBNA's Senior Management Team as Program Development Director. She works with Directors and colleagues to investigate and research funding sources. We turn to Patty for knowledge about how to secure funding, as well as her vast collection of demographics and data that can help make a grant successful. Patty's Department also operates the Economic Development Program. In 2010 Patty implemented the Bristol Bay Regional Vision Project. She traveled along with commissioners to 27 communities to listen to what is most important to residents and to document their ideas and hopes for the future of the region. The result was a powerful vision statement that has been published and used to guide leadership to meet that vision. Recently, Patty has led the team on a Dept. of Justice CTAS application that was submitted last March. The outcome is that BBNA has received notices of award for all four programs at the full funding requested totaling \$2,250,000.

### **NICOLE D. CABRERA, IVANOF BAY TRIBAL ADMINISTRATOR**

Nicole Cabrera has served as the Ivanof Bay Tribal Administrator for ten years. Nicole works from her Tribe's Council office located in the city of Anchorage. Though her duty station is a long way from the beautiful village site on the Alaska Peninsula, her day to day work is all about helping Tribal members. Nicole works closely with BBNA's Community Services Department staff and is always a friendly voice on the phone. As an Administrator, she handles tribal finances and other projects like recognitions for elders, health and wellness, a scholarship program, laptop assistance for freshman college students, K-12 school supplies, assistance, and supportive get-togethers for the school-aged members.

## TEN YEARS

### **JENNIFER M. GARDINER, PROGRAM LOGISTICS MANAGER, CHILD DEVELOPMENT DEPARTMENT**

Google's definition of "logistics" reads the detailed coordination of a complex operation involving many people, facilities, or supplies. That certainly describes a typical day for Jennifer. Her responsibilities increased during the restructure from Head Start to a Child Development Department. Jen has an important role in administering Head Start, the Child Care Development Fund activities, and the Child Care Center. Normal duties include Head Start's data retention and reporting systems, submission of grant applications and required paperwork for grants, supervision of administrative staff, and developing department policy and procedures. She also contributes to the Safety and the IT Committees. But, most importantly, when children are in our care staff absolutely must be present to ensure safety. Sometimes that means staying late until the last parent has come by to pick up their child. Jennifer has also stepped in to handle additional duties in support of colleagues. Jennifer was selected by her peers as the 2018 BBNA Employee of the Year in recognition of going above and beyond. Congratulations!

## FIFTEEN YEARS

### **ANNE SHADE, DIRECTOR, CHILD DEVELOPMENT DEPARTMENT**

Anne has helped BBNA's Head Start Department evolve into a more comprehensive *Child Development* Department which provides an array of additional services. Early Childhood programs *always* seem to be at the low end of funding. Yet, Anne surrounds herself with a team that is powered by their concern for young children. She cares deeply about her team's well-being and recognizes their willingness to go above and beyond the reality of limited funds. This includes helping individuals to become licensed in-home child care providers, which in turn relieves the burden of working parents to find safe care for their kids. It also includes operation of the on-campus Child Care Center. Anne is a determined advocate for children needing to have a safe restful afterschool environment. The C.D. Director position isn't your everyday desk job. She may start the morning working on a Head Start grant but by afternoon, she might be in a classroom soothing a youngster who had a difficult day at school. Last but not least, Anne is an active member of our Senior Management team, serving on staff committees for Budget and Finance, Safety & Emergency Preparedness, Child Care planning, and is the Co-Chair of BBNA's Travel Committee.

### **JIM INGRAM, FACILITIES MANAGER – DILLINGHAM**

Jim has retired since this printing. He provided 15 years as a "Jack Of All Trades" but on the books we called him Facilities Manager. Jim handled the repairs and maintenance activities of all of BBNA's facilities. Having a safe work environment and keeping equipment and facilities functioning are top priority. To help ensure safe conditions of our buildings and grounds, Jim participated on BBNA's Safety and Emergency Preparedness committee. He was always on call to make sure structural, electrical, heating, and plumbing functions work properly. Thank you Jim and best wishes for a wonderful retirement!

### **MARYANN K. JOHNSON, VILLAGE ADMINISTRATOR – PORTAGE CREEK**

Like many individuals, Maryann had one of her first work experiences at BBNA. In 1990, Maryann became the Receptionist for BBNA's Realty program. In 1996 she stepped up to become one of BBNA's first Tribal Administrators, opening the new office in Portage Creek Village on the Nushagak River. The office operated there up until May of 2005 when the Portage Creek School shut down due to enrollment numbers. When that happened it was decided to relocate the Tribal Council office to Anchorage. In 2011, Maryann successfully advocated for an ICWA Caseworker position. Though her office is over 300 miles away, Maryann's presence in the Bristol Bay region is strong. She communicates regularly with BBNA on behalf of her Tribe and shows dedication to her region as an active Board Member for both the United Tribes of Bristol Bay and the Bristol Bay Economic Development Corporation.

### **RICHARD A. KING, TRIBAL ADMINISTRATOR – EKWOK**

Rick first served at BBNA as a Village Public Safety Officer from 1991 to 1996. In 2003 he became the Tribal Administrator for Ekwok Village. As an Administrator, Rick wears many hats. He takes his job very seriously in helping Tribal members and knows how working in a public position can make a real difference in people's lives. Rick has had an important role in getting the Tribe's clinic, raising funds for VPSO housing and elder housing, dump road construction, purchasing heavy equipment, and bringing in new funding resources. He has also helped build a Boys & Girls club, along with separate basketball courts for teens and small children. He worked with other agencies to build the Ekwok Bridge, which is dedicated to Fred Hurley and is now helping to complete building renovations to house the Ekwok Fire Station. Tribal Administrators are often the first point of contact for Tribal business. Financial budget reports, utilities, payroll, NAHASDA services, youth employment opportunities, protection of environmental and subsistence resources are examples of just a few on the typical To-Do list of Administrators. Rick is generous to share best practices from what he's learned with other Administrators and Tribes.

# TWENTY YEARS

## **RALPH ANDERSEN, PRESIDENT AND CEO**

Ralph Andersen was raised at Clark's Point, Alaska. He is a tribal member of the Native Village of Clark's Point and a shareholder in Saguyak, Inc. It's been a winding trail since Ralph set out from Clarks Point as a 13 year old boy to standing here before you as President and CEO of Bristol Bay Native Association. That trail took him across the entire continent to Vermont and New Hampshire, then eventually back to Fairbanks, northward to Barrow, and eventually to settle again near family in Bristol Bay. He can tell you about many adventures and experiences along the way through education, work, and raising a family. In 1998 Ralph accepted the position as Natural Resources Program Manager for BBNA. In an essay that he wrote when he was applying for this job, he spoke about becoming aware as a youth, "of many important decisions affecting the lives of village members being made at distant places by people who knew very little about us, our needs and desires, and life in our village." He said, "These decisions seemed arbitrary with little input and direction gathered from village members." At that point, he said his career had focused on providing opportunities and working to achieve self-determination. In 2005 Ralph accepted the position of President & CEO. There are plenty of stories to tell if you have the chance to lend an ear. Ralph goes out of his way to attend each orientation for a chance to welcome new employees and share some of the important history of the organization.

## **GAIL SORENSEN, PROGRAM MANAGER, TRIBAL VOCATIONAL REHABILITATION**

Gail estimates that she has provided TVR services to over 2300 individuals with disabilities and their families over the last 20 years. Under her leadership the program has also supported Group Projects that included cultural and subsistence activities, creation of job centers, youth academies, village stores, traditional arts n' crafts stores, laundromats, and many more that provide learning skills to become self-sufficient. She has also worked to establish a Regional Assistive Technology Loan Program. Gail has successfully written the first Aging and Disability Resource Center Grant to establish the first Center in a rural area. She has served on regional task force groups and is Chairperson of the Alaska TVR Consortium. Gail has received Governor's appointments to the State Vocational Rehabilitation Council and the State Independent Living Council. She is a member on the first statewide Alaska Transition Task Committee, transitioning students with disabilities from school to work. She sits on the UA Comprehensive Human Development Board and actively works on the Alaska Special Education Council. Gail also participates on advisory boards for continuing education in her field and has received State and National recognition for serving individuals with disabilities for leadership role, and a TVR director's achievements.

## EMPLOYEE OF THE QUARTER AWARDS

This activity provides a chance for BBNA staff to nominate and recognize a co-worker for outstanding or commendable performance. These employees will receive two days of administrative leave. Congratulations and quyana cakneq!

◆**Makenzie Flensburg** ◆**Theresa Nicolai** ◆**Hannah Hendrickson** ◆**Diane Folsom**

## EMPLOYEE OF THE YEAR

### **JENNIFER GARDINER, PROGRAM LOGISTICS MANAGER, CHILD DEVELOPMENT DEPARTMENT**

Jennifer's nomination revealed how her commitment during the past year made a huge difference to her department's ability to meet service goals. While simultaneous tragedies affected members of her team, Jennifer somehow managed to keep everything going, with grace and style. This occurred during the department transition from Head Start to Child Development, bringing new rules, new staff, responsibilities and programs. Jen held the fort together. She led Policy Council meetings, kept records updated, gathered support for the state food program review, and ran the After School Program. She often stayed late to make sure a manager was in the building when children were present. She was still able to come up with and implement new ideas on how to do things in a more efficient or creative way. Jennifer often stops what she is doing to take time to answer questions or help someone with computer challenges. One of the biggest challenges ahead will be arranging time for Jennifer to take the well-deserved week of Administrative Leave that comes with this award.



# FY 2018 OPERATING BUDGET

| Program                              | Source                    | Funding           |
|--------------------------------------|---------------------------|-------------------|
| PROGRAM DEVELOPMENT                  | OSG                       | 127,928           |
| COMMUNITY SERVICES                   | OSG                       | 84,112            |
| CONTRACT SUPPORT                     | OSG                       | 5,226,640         |
| SPECIAL PROJECTS                     | OSG                       | 99,000            |
| FOOD BANK/ OSG                       | OSG                       | 50,000            |
| FORESTRY                             | OSG                       | 135,385           |
| INDIAN CHILD WELFARE (ICWA)          | OSG                       | 824,748           |
| LAND MANAGEMENT SERVICES             | OSG                       | 626,702           |
| NAT. RESOURCES                       | OSG                       | 115,182           |
| TRUST MANAGEMENT IMPROVEMENT         | OSG                       | 145,996           |
| VILLAGE PASS THRU                    | OSG                       | 2,081,133         |
| WATER MANAGEMENT                     | OSG                       | 268,706           |
| WORKFORCE DEVELOPMENT                | OSG                       | 1,555,231         |
| COPS                                 | DOJ COPS                  | 130,676           |
| TOGIAK CHINOOK                       | ADF&G                     | 53,732            |
| NAKNEK RIVER                         | ADF&G                     | 13,344            |
| FISHERIES BBSN                       | ADF&G                     | 67,400            |
| TEK MULCHATNA CARIBOU                | ADF&G                     | 24,552            |
| EDA                                  | DEPT OF COMMERCE          | 60,000            |
| FEMA                                 | DEPT OF HOMELAND SECURITY | 473,636           |
| HEAD START                           | DHHS                      | 1,421,190         |
| FAMILY VIOLENCE                      | DHHS                      | 157,081           |
| CHILD WELFARE SERVICES               | DHHS                      | 16,335            |
| LIHEAP                               | DHHS                      | 913,652           |
| FED TANF 477                         | DHHS                      | 1,526,968         |
| AGING TITLE VI PART A & C            | DHHS                      | 231,770           |
| VOCATIONAL REHABILITATION            | DOE                       | 742,511           |
| TRIBAL RE-ENTRY                      | DOF                       | 731,630           |
| BIA NW CLIMATE CONF                  | DOI-BIA                   | 53,216            |
| SAMPLING TRAINING BIA                | DOI-BIA                   | 44,850            |
| BIA MARINE MAMMAL MULTI SPCIES       | DOI-BIA                   | 250,000           |
| VIOLENCE AGAINST WOMEN #5            | DOJ                       | 460,000           |
| WELLNESS CIRCLE OF LIFE              | DOJ                       | 449,132           |
| EPA - GENERAL ASSISTANCE/BROWNSFIELD | EPA                       | 228,000           |
| TRANSPORTATION & ROADS               | FHWA                      | 876,692           |
| PARTNERS/MIGRATORY BIRDS/QWC         | USFWS                     | 230,491           |
| AK HEAD START                        | State                     | 54,861            |
| SWAMC ENERGY                         | State                     | 234,333           |
| CACFP                                | State                     | 118,495           |
| ADD ELDERLY SERVICES                 | State                     | 5,519             |
| VPSO                                 | DPS                       | 657,539           |
| RECIDIVISM REDUCTION                 | DHSS                      | 78,510            |
| TITLE IV E FY15                      | DHSS                      | 200,000           |
| CIIMG                                | DHSS                      | 50,000            |
| NUTRITION, TRASPORATION AND SUPPORT  | DHSS                      | 122,650           |
| STATE TANF FY 18                     | DHSS                      | 672,778           |
| SENIOR IN HOME FY 18                 | DHSS                      | 48,127            |
| ADRC FY 18                           | DHSS                      | 108,603           |
| MARINE MAMMAL DATA RESEARCH          | IPCoMM-pass thru          | 98,407            |
| MARINE MAMMAL CONSERVATION (OAK)     | Oak Foundation            | 11,900            |
| JOB PLACEMENT AND TRAINING/YOUTH     | OTHER-BBNC                | 24,174            |
| RASMUSON FOUNDATION                  | OTHER                     | 18,000            |
| <b>TOTAL FUNDING</b>                 |                           | <b>23,001,517</b> |

# 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 Breden                  |
| Natural Resources Director.....   | Gayla Hoseth                |
| Family Services Director.....   | Lucille Johnson             |
| Child Development Director.....   | Anne Shade                  |
| Workforce Development Director.....                                     | Serena Aikins-McArthur      |

## MAIN OFFICE

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

## CHILD DEVELOPMENT

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)







Bristol Bay Native Association  
P.O. Box 310, Dillingham, Alaska 99576

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