



Bristol Bay Native Association

2011 Annual Report

A Vision for the Future



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“A Vision for the Future”

Some people say no one can predict the future. This hasn't stopped some from trying and others from claiming they have the talent to predict what lies ahead. Predicting the future is very different though from having a vision — dreams, goals, and aspirations — for the future. It is a very special gift to have a unified Vision for the Future.



The Bristol Bay Partnership — BBNA, BBNC, BBHA, BBAHC and BBEDC —

saw the need for a unified long-range vision for our region in order to develop meaningful opportunities, services and programs and to prepare for the future. The Partners knew developing a Vision for the Future was not as simple as opening a tide book for the next tide or watching television for the next weather forecast.

The Partners understood the most meaningful Vision had to be built from and reflect the hopes and values of the people who live in our region. During the past year, they undertook the Bristol Bay Regional Visioning Project to hear the hopes, dreams and values from community residents. The Partners called upon BBNA to help design and administer the project.

We are very proud of the Vision Statement highlighted in this Annual Report. It confirms our unity -- that we all share the same important values of community, culture, and subsistence.

We are constantly challenged to strike a balance between keeping up with the modern times and maintaining our traditional values. The Vision Statement reflects that challenge. It also reflects our hopes and determination to meet that challenge with the right tools and resources.

We need to continue working together, respecting our ideas and our important values and traditions. Our people, our families, and our land are our treasures. Protecting and sustaining them while providing opportunities for growth and development is our Vision for the Future.

We have great confidence in the leadership and work of the Bristol Bay Partnership. We have tremendous faith in our people. We are dedicated to working together. With the guidance of a unified Vision for the Future, there is nothing we cannot accomplish.

Handwritten signature of Ted Angasan in blue ink.

Ted Angasan
Chairman of the Board

Handwritten signature of Ralph Andersen in blue ink.

Ralph Andersen
President & CEO

Board of Directors



Full Board

Executive Committee Members

Chairman.....Fred T. Angasan
Vice-Chairman.....Tom Tilden
Secretary.....Robert Heyano
Treasurer.....Margie Nelson

Iliamna Lake

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

Nushagak Bay

Aleknagik.....Gusty Chythlook
Clarks Point.....Harry Wassily Sr.
Curyung.....Tom Tilden
Ekuk.....Robert Heyano

Peninsula

Chignik Bay.....Ilane Ashby
Chignik Lake.....John Lind
Chignik Lagoon.....Peter Bumpus
Ivanof Bay.....Angelina Schaeffer
Perryville.....Patrick Kosbruk

Members by Sub-Region

Iliamna Lake.....Harvey Anelon
Kvichak Bay.....Victor Seybert
Nushagak Bay.....Harry Wassily Sr.
Nushagak River.....Dennis Andrew Sr.
Peninsula.....Patrick Kosbruk
Togiak Bay.....Helen Gregorio

Kvichak Bay

Egegik.....Jack Abalama
Kanatak.....Henry F. Forshey
King Salmon.....Mark Angasan
Naknek.....Patrick Patterson
Pilot Point.....Victor Seybert
Port Heiden.....Jacklyn Christensen
South Naknek.....Fred T. Angasan
Ugashik.....Nancy Flensburg

Nushagak River

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

Togiak Bay

Manokotak.....Leona Black
Togiak.....Helen Gregorio
Twin Hills.....John W. Sharp

Essential Services

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

Administration includes Ralph Andersen, President & Chief Executive Officer and Wassiliisia (DeeDee) Ben-nis, Chief Administrative Officer, and the offices of Program Development, General Counsel, Accounting, and Human Resources.

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

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

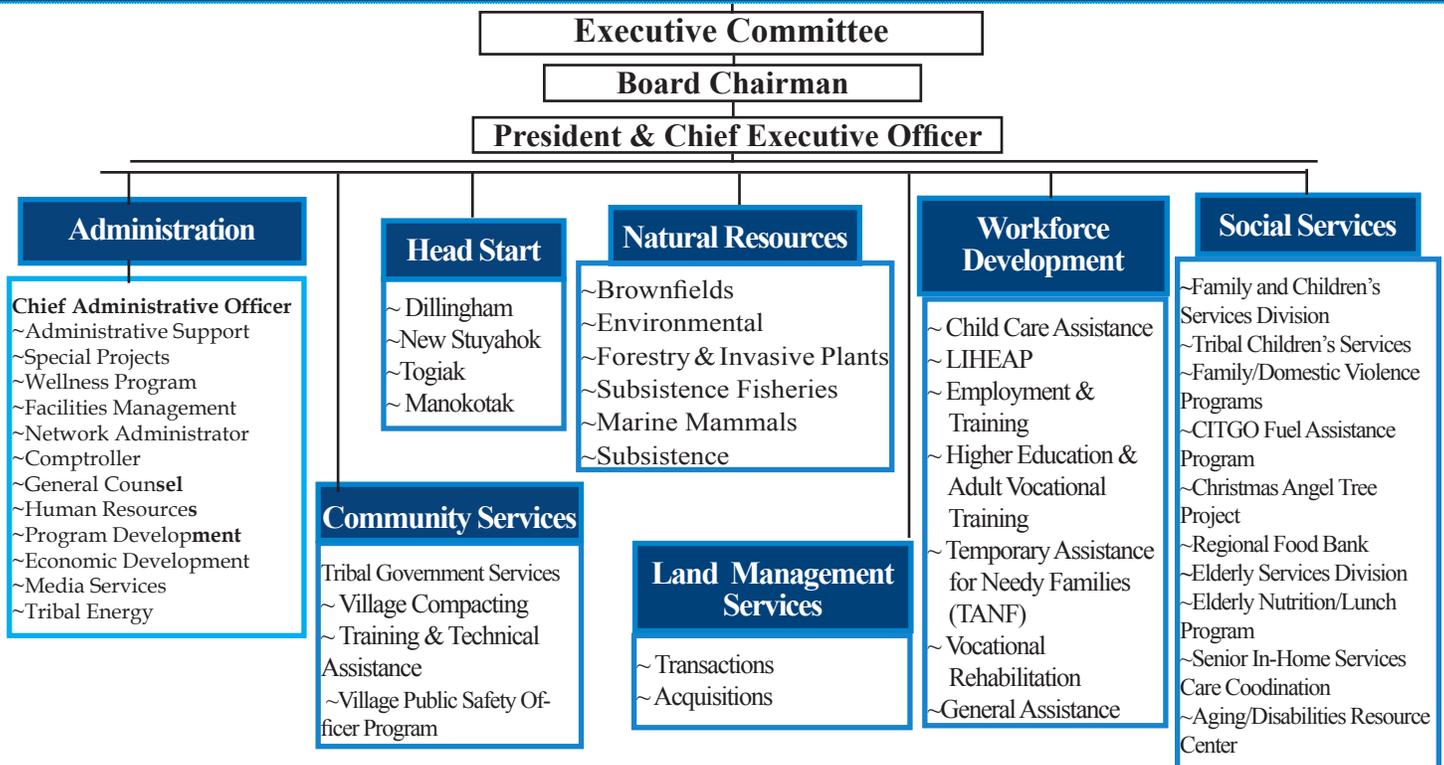
Land Management Services directed by Realty Officer, Tom Hoseth, includes various land Transactions and acquisitions.

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

Social Services directed by Lucille Johnson, consists of Elders and Family & Children’s Services programs and operation of the Regional Food Bank.

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

~Aleknagik ~ Chignik Bay ~ Chignik Lagoon ~ Chignik Lake ~ Clarks Point ~ Curyung ~ Egegik ~ Ekwok ~ Ekuk ~ Kanatak ~ King Salmon ~ Kokhanok ~ Koliganek ~ Igiugig ~ Iliamna ~ Ivanof Bay
Bristol Bay Native Association Full Board of Directors
 ~ Levelock ~ Manokotak ~ Naknek ~ Newhalen ~ New Stuyahok ~ Nondalton ~ Pedro Bay ~ Perryville ~ Pilot Point ~ Portage Creek
 ~ Port Heiden ~ South Naknek ~ Togiak ~ Twin Hills ~ Ugashik



Administration



Front Row Left to Right: Rae Belle Whitcomb, Director of Workforce Development; Wassiliisia (DeeDee) Bennis, Chief Administrative Officer; Molly Chythlook, Director of Natural Resources; Back Row Left to Right: Ralph Andersen, President & Chief Executive Officer; Tom Hoseth, Realty Officer; Michael Moore, Comptroller; Patty Heyano, Director of Program Development; Rose Fisher, Director of Human Resources; Ida Roehl, Director of Community Services; Lucille Johnson, Director of Social Services; Bruce Baltar, General Council; Anne Shade, Director of Head Start

Administrative Support Staff

Accounting



Jim Larsen, Network Administrator; Bonnie Giordano, HS Program Assistant; Sally Rector Administrative Support II; Heather Green, HS Program Assistant; Charles Wilson, Administrative Support/Food Bank; Vivian Braswell, Office Manager; Annie Golia, Natural Resources Assistant; Sandy Kemp, Admin Support III/Personnel Assistant; Jim Ingram, Maintenance; Amelia Christensen, Administrative Support; Amos Bavilla, Receptionist (seated).



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

Human Resources

Program Development



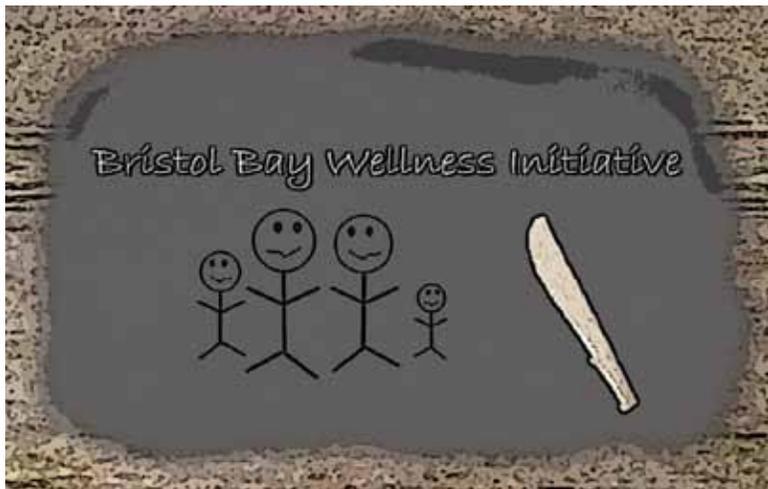
Sandy Kemp, Admin. Assistant III/Personnel Assistant and Olga Kropoff, Personnel Manager.



Thomas Woods, Media Services Specialist; Melody Nibeck, Tribal Energy Program Mgr; Not pictured: Norman Anderson, Economic Development Planner; Joyce "Pinky" Armstrong, Administrative Support

BBNA Wellness Program

BBNA has made a long term commitment by creating its own department: The Bristol Bay Wellness Program. BBNA Administration provided funds by matching a grant received from the Rasmuson Foundation and the Community Action Network Direct Upstream (CANDU) Partnership Project at SAFE (Safe and Fear Free Environment Program) through the AK Dept. of Health & Social Services.



The Bristol Bay Wellness Initiative involves a non-treatment program approach that works to shift the tools, responsibility, and power for the healing and development of healthy behaviors to individuals, families, and communities. The importance of self-reliance, self-determination, and the integrity of Native culture are reflected throughout. Principles include: self-empowerment, building capacity within our communities, and changing attitudes, behaviors and belief systems. Partnership and collaboration is continuing between the “BBs”; BBNA, Bristol Bay Area Health Corporation, Bristol Bay Housing Authority, Bristol Bay Economic Development Corporation, and Bristol Bay Native Corporation, along with Tribal Councils to keep wellness at the forefront of all our conversations. Wellness is in our stories.

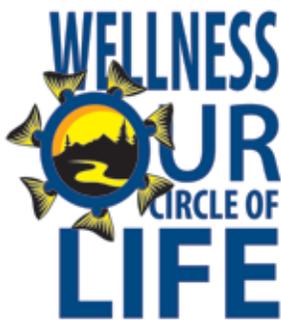
The wellness movement was highlighted by several major events during the past year. Nine individuals participated in a Steering Committee training hosted by South Central Foundation’s Family Wellness Warriors Initiative (FWWI) staff in mid-January 2011. A Bristol Bay Yaarui (story knife) training conference was held in Togiak in March, 2011 with funding in part from BBNA, the CANDU grant and support from the Family Wellness Warriors Initiative (FWWI). There were 50+ individuals who participated from around the Bristol Bay region. Our team members took the lead as story tellers and group leaders.

The Wellness Post Event was held in May 2011 with 26 individuals present at SAFE in Dillingham. This event is a follow up from participants who attended the Bristol Bay Yaarui event in Togiak and Ekwok.

The Wellness Post Event was held in May 2011 with 26 individuals present at SAFE in Dillingham. This event is a follow up from participants who attended the Bristol Bay Yaarui event in Togiak and Ekwok.

A Wellness Program Manager position has been established. Eva LeVeque started this position in mid-August. Her home town is Nondalton. Eva has worked in the human services field for the past sixteen years; seven years in the Iliamna Lake Sub-region as a counselor and hosting wellness events. She has been in Dillingham for nine years working as Counselor and Intake Coordinator at BBAHC. She is a welcome addition to our wellness team.

BBNA hosted Rural CAP’s Rural Provider Conference (RPC): **Wellness Our Circle of Life**, May 30 – June 3, 2011. Over 300 individuals from all over the State of Alaska attended. The RPC is an annual gathering designed by rural Alaskans to exchange information and skills and participate in training to address substance abuse in culturally significant ways. Rural CAP provides a focus on Wellness from a statewide level. Participants include substance abuse service providers, youth, elders, and family members interested in gaining new energy and celebrating their own sobriety. Another conference is planned for **2012**. If you would like to hear more about the conference or would like to become involved, please call DeeDee Benis or Rose Fisher, Co-Chairs at BBNA at (907) 842-5257.



Funding the Wellness movement requires strategy on a regional level. One of the challenges we face when looking at foundation funding is the dollar match. Our current success has been due to collaboration between partnering local agencies and regional villages. BBNA is fully committed to continuing the discussions but will need help from the region as a whole. Grant funding proposals continue being submitted to help enhance the Initiative.

Program Development

The Program Development (PD) Department is made up of a Director, Economic Development Program Manager, Tribal Energy Program Manager, and Media Services Specialist. This team strives to bring innovative programs, services, and sustainable economic development to the Region.

Over the past year, the PD Department's biggest accomplishment was bringing the Bristol Bay Regional Vision (BBRV) Project to the region. The team of commissioners, staff and consultants visited 27 villages two times with the help of local leaders and merchants. During the first round of meetings, widespread unity was discovered regarding people's value for family, land and water, and subsistence. In the second round of meetings, people shared ideas on how to implement the vision using collaborative partnerships to better serve the villages.

The PD Department is taking the values and ideas expressed in the Regional Vision Statement and infusing them into all of its new endeavors. Proposals have been written for the Bristol Bay Wellness Initiative, Tribal Energy Program, and Economic Development Program using the values in the Vision. The PD Department will continue to use the Vision in all of its work.

Other projects that the PD Director worked on are: the Native Community Development Fund Institutions (Native CDFI); the FY2011 Coordinated Tribal Assistance Solicitation (CTAS); the Western Alaska Salmon Coalition (WASC); the Federal Tribal Transit Program; and the Bristol Bay Comprehensive Economic Development Strategy (Bristol Bay CEDS).

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

Tribal Energy

Melody Nibeck, the Tribal Energy Program Manager, is doing an excellent job in creating awareness, advocating for the region, and accessing the limited resources available to the Tribal Energy Program.

Melody implemented the Department of Energy's Energy Efficiency&Conservation Block Grant (EECBG) for fourteen (14) Bristol Bay Communities. The Alaska Building Science Network was contracted to perform audits and retrofits on community buildings, using the local workforce to get the job done.

Melody worked with the BBNA Natural Resources department on a Wood Energy Workshop and an EPA Clean Air Project. She worked on grant proposals and represented BBNA on the Energy Efficiency&Conservation Working Group, a statewide effort by the Alaska Energy Authority. She is a member of the SWAMC Energy Task Force and worked on the second edition of the Energy Savers Tips for Rural Alaska. Melody plans to update the Bristol Bay Energy Policy and Plan as soon as funds are available.

For more information about the Tribal Energy Program contact Melody Nibeck, Tribal Energy Program Manager at (907) 842-6231 direct or email at mnibeck@bbna.com.



Media Services

Gwendolyn Wilson was the Media Services Specialist from April 2008 to June 2011 and produced BBNA publications, provided technical support, and performed website maintenance. Gwen resigned to move out of the region, and Thomas Woods was hired in June 2011. Thomas is settling in and will continue to publish BBNA Newsletters and the Annual Report, provide technical support to BBNA employees, and maintain and update the BBNA website.

If you want to post information on BBNA's website, call 907-842-6217 direct or email twoods@bbna.com.



Economic Development

Norman Anderson, the Economic Development Program Manager, travelled to nearly every village twice during the Bristol Bay Regional Vision Project. His remarkable dedication made the project a huge success. The BBRV Project Assistant, Joyce "Pinky" Armstrong, demonstrated her expertise in logistics fulfilling a very vigorous travel schedule with cost savings to the program. Their hard work on this important project is greatly appreciated!

Norman's groundwork on the BBRV was fundamental to the 2011-2016 Bristol Bay CEDS. A CEDS is a planning process that sets out the economic conditions, develops goals and objectives, and produces an action plan to create and retain jobs, and/or bring new investments into the region. The 2011-

2016 Bristol Bay CEDS encourages sustainable economic development in growth industries such as construction and tourism while supporting the Vision outcomes.

For more information about the Economic Development Program contact Norman Anderson, Economic Development Program Manager at (907) 842-6223 direct or email at nanderson@bbna.com.



Land Management Services

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

Tom Hoseth, Realty Officer and Sabrina Savo, LMS Specialist visited the American Indian Records Repository (AIRR) August 9, 2011. Prior to the visit BBNA-LMS sent down 155 inactive probate files for archiving. The American Indian Records Repository is located inside huge limestone caves. The caves maintain a constant temperature of 70 degrees year-round. AIRR is very secure. Prior approval is needed for visitors, who are asked to go through a metal detector. No cameras are allowed. The paper files will remain in good condition for many years, if any files get damaged AIRR can restore them. A file retrieval system is in place, it takes just a few days to get a file back when requested. Throughout the coming year, BBNA-LMS will be transferring hundreds of files down to the AIRR, for safe keeping and to free up more space in the office.

BBNA-LMS has been very busy scanning documents for our database, and recently finished the Native Allotment files and are very close to finishing up the Townsite files for our landowners.

The Bureau of Land Management (BLM) will conduct a survey on all Restricted Native Townsite Lots within the Ekwok Townsite. BLM will also survey 5 allotments within the Iliamna Service Provider Area. If funding is available and the villages are selected, the following survey projects will take place Summer 2012: Chignik Lagoon, Levelock and Egegik Restricted Townsite Lots; Nushagak and Pilot Point Restricted Native Allotments. If you would like to participate in future survey projects please give BBNA LMS Specialist Sabrina Savo a call at 1-800-478-5257.



Community Services Department

The Community Services Department (CSD) works with fully Compacted Tribes to ensure federal funds help assure Tribal governing and programs at the local level. BBNA Compact Pass-through Policy lays out the guidelines for eligible Tribes to access the "Consolidated Tribal Government Services fund." For the most part, the established policy allows for a Tribe to adopt and manage its program budget. To help offset local program operating costs, BBNA partners with Tribes to provide a village-based Administrator to assist the Tribe manage and account for the Compact Program. As well, several Tribes are eligible for the Johnson O'Malley Program funds to ensure appropriate cultural enrichment education for Alaska Native students.



Ida Roehl, Director; Nena Larsen, LA&OMS; Carla Akelkok, VPSO Program Manager; Amelia Christensen, Program Assistant; Shanna Schroeder, A&OMS; Bonnie Kropoff, A&OMS

This year, Togiak Traditional Council took action to return it's Federal BIA contract programs to the BBNA Compact.

Village-based Administrator and Assistant positions are:

<i>Employee Name</i>	<i>Village/Tribe</i>
<i>Alan Ilutsik</i>	<i>Aleknagik</i>
<i>Debbie Carlson</i>	<i>Chignik Bay</i>
<i>Delissa Jones</i>	<i>Chignik Lagoon</i>
<i>Doug Ihly</i>	<i>Chignik Lake</i>
<i>Sharon Clark</i>	<i>Clark's Point</i>
<i>Dorothy Larson</i>	<i>Curyung (Dillingham)</i>
<i>Christopher Maines (assistant)</i>	<i>Curyung (Dillingham)</i>
<i>Lucy Goode</i>	<i>Egegik</i>
<i>Helen Foster</i>	<i>Ekuk</i>
<i>Richard King</i>	<i>Ekwook</i>
<i>Nicole Cabrera</i>	<i>Ivanof Bay</i>
<i>Shawn Shanigan</i>	<i>Kanatak</i>
<i>Nathan Hill</i>	<i>Kokhanok</i>
<i>Mary Lou Nelson</i>	<i>Koliganek</i>
<i>Greg Andrew, Jr.</i>	<i>Levelock</i>
<i>Arline Franklin</i>	<i>Manokotak</i>
<i>Lillian Gamechuck (assistant)</i>	<i>Manokotak</i>
<i>Johnathan Kosbruk</i>	<i>Perryville</i>
<i>Sue Evenoff</i>	<i>Pilot Point</i>
<i>Maryann K. Johnson</i>	<i>Portage Creek</i>
<i>Jonathan Forsling</i>	<i>Togiak</i>
<i>Emmy Kasak-Ayojiak (assistant)</i>	<i>Togiak</i>
<i>Loulare Moore</i>	<i>Twin Hills</i>

Community Services Department



Photo from the Presidents and Administrators Meeting

In support of mutual success, CSD provides appropriate supervisory, management and accountability tools to enhance Tribal operations and ensure responsible oversight. To meet Compact Pass-through obligations, BBNA requires that its village-based Administrators participate at the annual workshop. Villages and tribes are encouraged to also send their President, or designate another Representative to attend. Normally held the last week of February annually, the 2011 President's & Administrator's workshop was four days.

The agenda included:

2 days of Administration for Native Americans (ANA) Grant Planning/Writing - Pre-Application Process training.

1 day of Fred Pryor Career Track - Team Communications Tactics, ending the day with brief updates from the Bristol Bay Housing Authority and projected timelines from the Bristol Bay Visioning Project.

On the final day, Joel Nieyermeyer, Federal Co-Chair of the Denali Commission gave a report on the "Sustainable Rural Communities" project undertaken by federal agencies in Alaska. Other federal agency staff attending were: Carma Reed, Director, HUD Community Planning and Development; Jim McCalister, Deputy Chief of Staff, Army Corp of Engineers; and Dean Stewart, US Dept. of Agriculture. Discussions were very interactive as Administrators wanted to know how the Denali Commission assists rural communities with acquiring large grants and the grants management. There was great interest in audit requirements and responsibilities including when infrastructure development expenses requires an audit of Tribal management and accounting records.

The agenda also included BBNA Program reports from Workforce Development Services, Social Services, Bristol Bay Wellness Initiative, and apprising tribes of the USDOJ CTAS grant funding opportunity. Participants reviewed the expectations of the Compact Pass-through Policy and focused on related Memorandum of Agreement responsibilities for shared village-based staff. CSD increased Office Reimbursement support for BBNA village-based staff by \$5,000 per position that includes the Administrator, Assistant and a Social Services position.

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



Photo from the Presidents and Administrators Meeting

Village Public Safety Officer Program



VPSO Sgt.
Jason Creasey
Aleknagik



VPSO Cpl.
Guy Ashby Jr.
Chignik Bay



VPSO Cpl.
Gusty Tunguing III
Ekwok



VPSO Sgt.
Dan Decker, Sr.
Igiugig



VPSO Sgt.
Gust Tunguing, Jr.
Koliganek



VPSO
Donald Stafford
Levelock



VPSO Cpl.
David Askook II
Newhalen



VPSO Cpl.
David Eneyuk
New Stuyahok



VPSO
William Oyaluk
New Stuyahok



VPSO Cpl.
Byron Wise
Pilot Point

The Village Public Safety Officer program provides a “First Responder” and law enforcement services in Bristol Bay communities. BBNA receives grant funds through the Alaska Department of Public Safety (DPS) to assist with immediate local response for requests for assistance and enforcement within a community. Maintaining established partnerships with local governing council(s) and DPS Alaska State Troopers encourages successful program delivery.

Aside from providing law enforcement services in communities served, VPSO’s are provided or encouraged to attend relevant training opportunities to expand their ability to contribute to the local community; such as the Drug Abuse Resistance Education (DARE) for school aged children. Over a year’s time, DPS might provide opportunity for VPSO’s to receive additional training in Fire Prevention or Methods of Instruction. Newly recruited VPSO’s might participate in a VPO training which provides a basic understanding until the annual 10-week VPSO Academy which occurs January to March.

Additionally, VPSO Sergeants can receive instruction on providing Field Officer Training to new recruits. This FTO delivers a hands-on training within the community for new VPSO’s.

In 2011, VPSO Sgt’s Dan Decker, Sr. and Jason Creasey attended the Field Training Officer course through DPS. The basic hands-on onsite FTO instruction includes; Response, Evidence, Investigation, and requirements of good Report Writing.

The mandatory annual VPSO Regional Training was held in Dillingham in 2010. Aside from normal public safety certification/recertification instructions, this allowed the VPSO’s to either reconnect or meet with Alaska regional legal system agencies staff.

Igiugig Village Council proactively pursued acquiring a VPSO position for their community. Establishing public safety as a priority, the village renovated a building to house their public safety officer. During the last year they celebrated the opening of their VPSO building, “Dedicated in Memory of Dan Salmon.”

There are federal and state program grant notices to assist local communities such as the Federal Homeland Security FEMA Fire Prevention and Safety Grant, or the state AHFC Grant Opportunity for supporting local community housing infrastructure for public safety positions. These types of grant information are forwarded directly onto surrounding communities. BBNA prepared a grant proposal to the US Department of Justice (DOJ) to purchase SUV public safety vehicles for the VPSOs. It is expected that DOJ will notify BBNA of the outcome of the grant application early in September.

BBNA continually monitors developing trends in areas of public safety programs. We appreciated learning of Governor Sean Parnell’s personal leadership theme of “Choose Respect.” Ensuring public safety services in the rural communities of Alaska can certainly build on that concept. There are currently (10) filled VPSO positions stationed as follows: Aleknagik, Chignik Bay, Ekwok, Igiugig, Koliganek, Levelock, New Stuyahok (2), Newhalen, and Pilot Point. Other villages expressing a need for a VPSO position are Egegik, Kokhanok, Manokotak and Togiak.

Becoming a VPSO is an excellent way to serve one’s community. All VPSO applicant candidates must be U.S. citizens, 21 years of age and of good moral character with no serious criminal history. VPSO recruits are expected to complete rigorous ten-week training at the VPSO Academy at Sitka, Alaska. Please contact Program Manager, Carla Akelkok at BBNA for more information.



Pictured Left to Right: Julia Salmon, Christina Salmon, Tanya Salmon, and AlexAnna Salmon.



*Carla Akelkok, VPSO
Program Manager*

Natural Resources Department

The Natural Resources Department's Mission Statement, as stated in the 2012 Program Goals and Outcomes, 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. The purposes of the Natural Resources Department are:

- Protect the rights of Bristol Bay Tribes to choose how to continue to meet their subsistence, cultural and economic needs.
- Further natural resource management goals of Bristol Bay Tribes, consistent with traditional stewardship, sustainability and self-reliance.

Although the Natural Resources Division's program budgets are being affected by funding cuts, NRD's goal will be to continue working together to elevate the hopes and values of the Bristol Bay communities as expressed during the visits to the communities. NRD will continue to share, use and reflect the collaborative understandings of traditional and ecological knowledge values learned from experiences of living the traditional culture and subsistence way of life as future program projects are developed.



Pictured left to right: Mariano Peters, Arla Johnson, Helen Chythlook, Courtenay Gomez (with Izaih), Molly Chythlook, Susan Flensburg, Frank Woods

Subsistence Program

During the Board of Game (BOG) Meeting March 4th- 10th, 2011 in Wasilla, the BOG passed Predator Management plans for Game Units 9 and 17.

BBNA's Natural Resources Department, Molly & Joe Chythlook, (Trainees) Gary Cline, Apayo Moore, and Frank Woods met with regional representatives and council members who hosted a meeting with technical support for 9 village representatives along with 5 Advisory Committee (AC) members. Special Funding was from the BB's Partners; (BBEDC, BBNC, BBAHC, BBHA and BBNA) we'd like to thank the BB Partners for their contribution. We at BBNA have committed to continue to work with the Board (BOG) in meeting the subsistence needs of the Bristol Bay Region.

Yaqullrit Kelutisti Council "Keepers of the Birds" met twice last year to monitor subsistence harvests in Bristol Bay under the co-management agreement with the Alaska Migratory Bird Co-Management Council.

BBNA (NRD) Subsistence Division attended and monitored the local advisory committees (AC), the Alaska Boards of Game and Fisheries, Regional Advisory Committees (RAC) and the Federal Subsistence Board (FSB). The BBNA Subsistence Coordinator is also a member of the Citizens Advisory Commission on Federal Areas (CACFA, a state review board) and the Native American Fish and Wildlife Society (a national board) that all affect resource management.

The Caribou and Moose Enhancement Project is an ongoing board resolution. The impact of having an organized group, BBNA's Moose and Caribou Enhancement Project, and regional reports Hans Nicolson and Joe Chythlook turned in to the BOG was a huge success on outlining the public testimony, impacting the Board of Game. Choggiung Ltd, BBNA and USDA are in phase 4 in the Moose Habitat Enhancement Project (which cleared old growth willows on 52 acres to form newer more nutritious saplings). The NRD Subsistence seat on the Nushagak Peninsula Caribou Planning committee under Togiak Wildlife Refuge met for herd health and population reports; the herd is rebounding. NRD Subsistence recommended increasing harvest from 30 caribou to 50 caribou for harvest by local tribes. The NRD Subsistence, City of Dillingham, Choggiung Ltd. And Togiak Wildlife Refuge also addressed ATV trails for access and subsistence for future use.



Subsistence Program

BBNA Subsistence held a workshop on rebuilding Moose and Caribou populations on January 10th in the village of Port Heiden. Topics of the workshop were caribou and moose populations, predator management, impacts of bears and wolves, and management plans and conclusions from the work that Hans Nicholson did in 2009 and 2010. The workshop was attended by two representatives from the villages of Chignik Lake, Ugashik, and Pilot Point, one representative from Perryville and six community members of Port Heiden along with state biologist Lem Butler. The workshop was followed by the Wolf Training put on by the Alaska Department Fish & Game.



Wolf Training in Port Heiden

Bristol Bay Native Association held a Field Coordinator & Surveyor Training in Dillingham April 20 & 21, 2011. Fourteen of the sixteen Community Surveyors - from Perryville and Chignik Bay, Esther Yagie-Munson; Pilot Point, Victor Seybert; South Naknek, Alex Angasan; Naknek and King Salmon, Andrew Wassillie; Levlock, Brenda Nowatak; Port Heiden, Jaclyn Christensen; Manokotak, Rodrick Andrew and Dena Andrew; Togiak, Elizabeth Myas; Dillingham, Megan Armstrong; Ekwok, Peter Walcott; Kokhanok, Natalia Wassillie; and Aleknagik, Margaret Wallona were all present for the training.

Important Uses of Subsistence Harvest Information

- ◆ Document subsistence harvests & uses
- ◆ Serve as basis for allocation decisions
- ◆ Provide data to help evaluate harvest limits & other regulations
- ◆ Harvest data collection provide an opportunity to work together
- ◆ Harvest survey programs need to foster communication & trust
- ◆ Good harvest data help minimize & solve conflicts
- ◆ Collection of accurate harvest data is an essential part of any effective resource management program



Field Coordinator and Surveyor Training

The BBNA Natural Resources Subsistence Division would like to thank all the Tribes and Leaders that help in the conservation of our subsistence resources to protect and preserve them for future generations.

Portage Creek Moose Habitat Project

In March/April 2011 Choggiung Ltd. contracted the BBNA Forestry and Subsistence Programs to conduct final phases two and three of selected plots of willow cutting to enhance moose habitat north of Portage Creek. A crew of 7 laborers was hired to down older willow stems for multiple stem shoots to grow off of one tree. Funding for the project came from a cost-share contribution conducted by USDA Natural



Resource Conservation Service under the Wildlife Habitat Incentives Program. Being the landowner, Choggiung Ltd. signed the agreement with NRCS to complete

the project under the specifications entitled PS 647 Early Successional Habitat Management to cut willows enhancing the growth for the target species of moose.

2011 Native Allotment Thinning Project

In the past BBNA Forestry has been conducting thinning projects (fire-wise) around structures/homes located on Native Allotments. BBNA did not receive any funds from the BIA-Urban Wildfire Division due to budget cuts from the federal government in FY 2011.

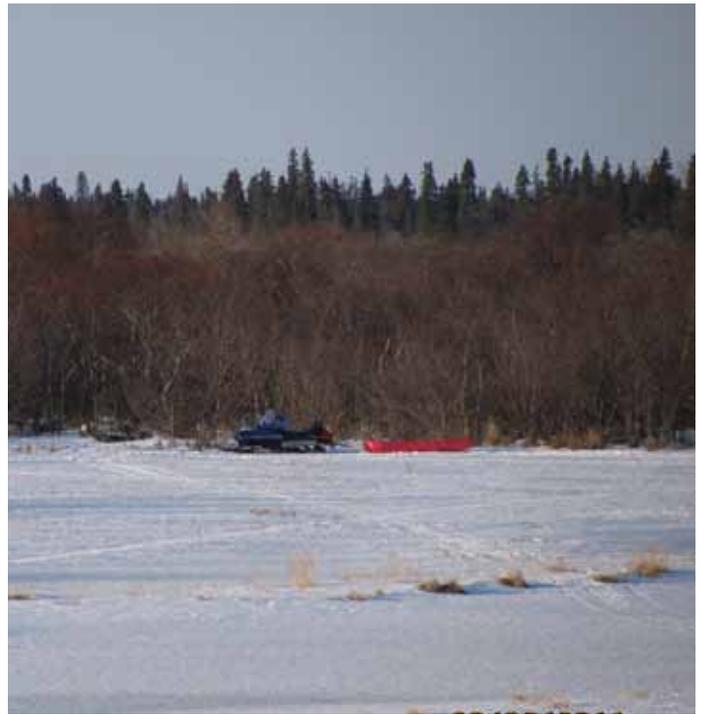
Invasive Plants

The Invasive Plant Survey Project is in its 2nd year of work. Project field work has begun with the hiring of (3) Invasive Plant Technicians located in Nondalton, Levelok and Aleknagik. The goal is to conduct invasive plant reconnaissance and educate Native landowners about the dangers of invasive plants in the Bristol Bay Region. All information collected by the technicians will be entered in the Alaska Exotic Plant Information Clearing House (AKEPIC) to document invasive plant locations/density. With local coordination and professional assistance BBNA will continue efforts to address invasive plants. Data on invasive plants can be found at:

<http://www.alaskaconservationdistricts.org/invasivePlants.htm>

<http://www.uaf.edu/ces/aiswg/>

<http://www.uaf.edu/ces/cnipm/>



Forestry Program

Spruce Bark Beetle:

With the rise of Spruce Bark Beetle killed trees, BBNA Forestry has been in contact with state and federal agencies concerning these issues. With extensive research and methods of experimentation on figuring out how to eradicate spruce bark beetles, researchers have found that felling(cutting) affected trees and debarking them has been the most effective way to slowing the spread of spruce bark beetles. Felled and debarked trees need to be cut and removed for safe and supervised burning. For more information on Spruce Bark Beetles please contact the BBNA Forestry Program Manager at 1-800-478-5257. Additional information may be found at <http://forestry.alaska.gov>.



Healthy Green Spruce Tree



Spruce Bark Beetle Killed Spruce Tree

Marine Mammal Program

The Marine Mammal Program continues integrating collaborative local traditional ecological knowledge (TEK) and western science research by working directly with Bristol Bay tribal communities. Trained Local Research Assistants and technicians are involved with scientists, biologists, educators in integrated local traditional ecological knowledge and western science research. The tribal Native knowledge and western science research enhances the Bristol Bay vision to look into the future by utilizing local expertise in marine mammal research projects based on the Qayassiq Walrus Commission and the Bristol Bay Marine Mammal Council's priorities. Thanks to the dedicated collaborators and education institution's involvement with tribal members in local Native knowledge and marine mammal baseline research.



Port Heiden Seal Island photo courtesy Jaclyn Christensen

Marine Mammal Program

Iliamna Freshwater Harbor Seals Research Project

Since 2008 Project Cooperators from BBNA, UAA, ADF&G, tribal communities of Iliamna, Kokhanok and Newhalen have been working on a Research and TEK Project titled “Iliamna Lake Freshwater Seal Study: Characterizing Local Use Patterns, Local Traditional Knowledge, and Seal Population Ecology.”

Iliamna Lake is home to a small, unique population of freshwater seals that has been little studied, but is of importance to local communities along the lake. To address data gaps related to the seal’s population status and traditional use patterns, this project conducted household surveys, initiated a bio sampling program, and documented seasonal patterns of abundance and distribution through aerial surveys.

Local research assistants (LRAs) from the participating communities conducted subsistence household surveys (SHS) in 2010 and 2011 in the communities of Iliamna, Kokhanok, and Newhalen and identified key respondents for follow-up interviews. In addition, twelve aerial surveys were flown to determine the number of seals hauled out at different times of the year. All seals in digital photographs were counted, and pups were identified when present.

SHS and aerial surveys conducted by this project showed that seal abundance varies quite extremely across the seasons, with pupping occurring in June and July, and the largest number of seals observed during the late summer molt period. Seals haul out primarily on small islands in the NE section of the lake during the open water season, and use polynyas and cracks during the winter. Together these findings suggest that there is seasonal migration into the lake from the Bristol Bay region, but also a smaller resident population.

Locals indicate that the seals in the lake are healthy and in good condition, and they are an important cultural and subsistence resource, with more than a third of respondents using or sharing seal during the past year. However, the percentage of households that attempted and/or successfully harvested seals in 2009 and 2010 was slightly lower than that reported in 2004 and 2005. Locals attributed this decline to a reduction in hunting activity because of economic and time constraints rather than any change in seal abundance.

Under continuation funding from NPRB (Project 1113), this project has expanded to include the villages of Igiugig and Levelock and is working with all communities to gather more detailed ecological knowledge through key respondent interviews. Additional aerial surveys will better delineate seasonal changes in abundance and habitat use, and western and local knowledge about the seals will be integrated, so that an accurate synthetic understanding of the role of seals in the human and lake ecosystem can be developed.



Lake Iliamna Seals photo courtesy Dave Withrow, Aviation Specialist NMML Seattle, WA

Port Heiden Harbor Seal Pilot Project:

In 2009 and 2010, BBNA collaborated with the Native Council of Port Heiden, University of Alaska-Anchorage, Alaska Department of Fish & Game, and the National Marine Mammal Laboratory on a two-year Oak Foundation project, "Building Capacity for Conservation and Marine Mammal Co-Management in Alaska." Local Research Assistants and Seal Technicians conducted harbor seal TEK surveys and GPS mapping of seal habitats in the Port Heiden area. The students voluntarily participated in harbor seal bio sample training and population counts observations were recorded on NOAA and TASSC boat survey protocol data forms. Sea otters were opportunistically counted during spring surveys. In 2009, approximately 500 harbor seals were observed in the area's three seal islands. In 2010, the harbor seal and opportunistic sea otter boat survey counts were in Meshik Bay to the Cape Stroganoff Bay area, three seal islands including a new fourth seal island.

Harbor seals and sea otters were observed from a one to three mile radius. Population observations showed from the 100's to the thousands and were dispersed throughout the Meshik Bay to Cape Stroganoff Bay. Approximately 1,400 or more sea otters were observed with 343 pups. Overall, the overabundant sea otter and seal population are healthy in the Meshik Bay marine ecosystem. As a result of this project, in FY2012 the Native Council of Port Heiden has a cooperative project with The Alaska Sea Otter & Steller Sea Lion and the U.S. Fish & Wildlife Service to conduct sea otter aerial surveys in Meshik Bay.



Jaclyn Christensen and Mark Kosbruk, Port Heiden Harbor Seal Survey Crew

Bristol Bay Beluga Research Project

Since 2002, BBNA and BBMMC has collaborated with the Alaska Beluga Whale Committee (ABWC), Alaska Department of Fish & Game (ADF&G), National Marine Fisheries Service (NMFS), the National Marine Mammal Laboratory (NMML), and tribal communities of Lev-elock and Dillingham in a Beluga Research Project. Western science and local knowledge on beluga whales have been integrated and have included satellite tagging of belugas in both the Kvichak River and Nushagak Bay area. The data can be accessed on the BBNA and ADF&G websites. Besides satellite tagging, beluga skin biopsies have been collected for DNA genetic marker recapture and beluga population estimates. A couple of years ago, project collaborators expanded to do a comparative study of Cook Inlet and Bristol Bay beluga health. Samples were collected in the Nushagak Bay for analysis.



Spring 2011 Nushagak Beluga Tagging Team

Bristol Bay Beluga Biopsy Project

In spring 2011, ABWC sponsored a Bristol Bay Beluga Hunter workshop in the Nushagak Bay with hunters from Norton Sound, Aleknagik, and Dillingham. Since 2006, Ben Tinker of Aleknagik has worked with crew on every Nushagak beluga tagging and biopsy effort. The crew tagged one beluga which has stayed in the Nushagak but soon went over to the Kvichak after being tagged. ABWC now has three hunters from Norton Sound trained to handle and put tags on belugas.

The Biopsy Project has been supported by the Alaska Beluga Whale Committee (ABWC) and will likely be supported in future projects. The objective of this project is to get an estimate of the population size in Bristol Bay that can be compared with the estimate made from aerial surveys (~2,300). Correcting aerial surveys for the number of belugas at the surface to be counted is hard and an independent method could tell us a lot about how well we are estimating the number under the water.

Beluga Health Assessment Project (NMFS project) – Belugas were captured for tagging and samples were collected to assess the health of belugas in Bristol Bay in spring and fall 2008. These samples establish a baseline for a large and growing health stock of belugas to compare with Bristol Bay in the future and with other stocks such as Cook Inlet. This project was funded by the National Marine Fisheries Service and they hope to have funding to continue the work in September 2011. If the funding comes through a request for BBMMC approval will be made. This was a priority that Molly Chythlook mentioned at the ABWC meeting because having a baseline of health prior to Pebble or other development is important.



Pictured Left to right: Tom Olson, Alby Roehl, Ben Tinker (in boat), Frank Kavairlook, Marvin Okitkun, Cody Aloysius (in boat), Lori Quakenbush, Blackie Kayakwok, and Curtis Ayuluk.



Subsistence Fisheries Monitoring Program

BBNA's Subsistence Fisheries Monitoring Program is primarily funded through the USFWS Office of Subsistence Management under the Partners for Fisheries Monitoring Program. Supplemental funding is provided by the USFWS and also the UAF Bristol Bay Campus for project specific research and outreach programs.

Our program works with Bristol Bay tribal councils, subsistence fishers, and resource managers to identify, design, and implement research projects that protect subsistence fish resources. A major emphasis is placed on education and outreach by providing quality internships for Bristol Bay students, in order to enhance their education and provide on-the-job experience in field research techniques.

This year our program began efforts to incorporate fisheries science and education units into Bristol Bay classrooms. This pilot program faced numerous challenges but also shared successes in networking, collaboration and planning. Currently we are finishing the compilation of "Fish Kits" which will be sent to Bristol Bay schools this fall. Each "Fish Kit" serves as a mobile fisheries education curriculum for teachers to use in their classrooms. Each tote is complete with fisheries lesson plans, books, posters, games, and other educational materials that cater to a variety of grade levels. The "Fish Kits" are being sent to each community school where interested teachers can use the materials to incorporate fisheries into their classroom.

In other fisheries education news, in 2011 we were able to form a partnership with the Bristol Bay Economic Development Corporation by providing them an intern to serve as a staff member for their annual Salmon Camp on Lake Aleknagik. Esther Edwards is originally from New Stuyahok and currently teaches second grade in Barrow. This summer Esther worked at BBEDC, helping to plan, coordinate and teach students learning about Bristol Bay fisheries and ecosystems. The 2011 Salmon Camp theme was, "We Learn From Fish."

In regards to learning from fish, this summer we hosted eight summer fisheries internships and hired a Fisheries Internship Program Coordinator to help keep track of them all! We would like to congratulate the 2011 Summer Fisheries Interns and wish them success in their educational endeavors and professional careers.

Pamela Edwards - Fisheries Internship Program Coordinator

T. Yuhzun Evanoff - Lake Clark National Park Newhalen River Tower Intern

Linda Junge - Lake Clark National Park Newhalen River Tower Intern

Laura Junge - USFWS Togiak Chinook Telemetry Intern

Sydney Clark - USFWS Togiak Chinook Telemetry Intern

Brenetta Beltz - UAF Bristol Bay Campus Environmental Sciences Lab Intern

Helen Wonhola - UW FRI Alaska Salmon Program Lake Aleknagik Intern

Melinda Gardiner - Alaska Department of Fish & Division of Subsistence Intern

Esther Edwards - BBEDC Salmon Education Camp Intern

For more information regarding summer internship opportunities, fisheries education, or to discuss subsistence fisheries concerns in your community, please contact Courtenay Gomez, Subsistence Fisheries Scientist at -1800-478-5257 ext. 343 or via email at cgomez@bbna.com



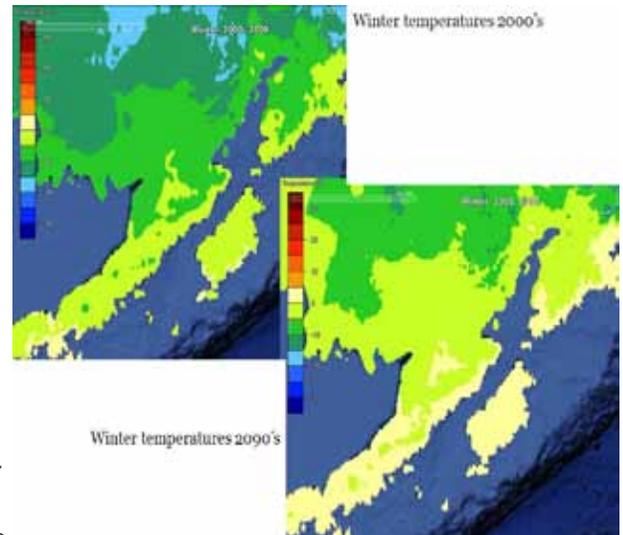
Group photo of the 2011 Partners for Fisheries Monitoring Program's Annual Intern Day.

Environmental Program

-leveraging resources and partnerships to address community environmental challenges

Climate Change

Impacts of climate change on sea level, storminess, permafrost, and precipitation can contribute to numerous vulnerabilities for community livelihoods and environmental security. Understanding the basics of climate change, current and projected impacts, and identifying local observations on changing conditions was the focus of the May 2011 Climate Change Workshop held in Dillingham. Sponsored by BBNA, UAF Bristol Bay Campus, and Alaska Native Tribal Health Consortium, the workshop brought together tribal environmental staff from around the region to learn about the rising threats of climate change, tools and methods to monitor changes, and to begin the dialogue on community adaptation strategies. The workshop also provided a forum to discuss future initiatives, such as the Community Climate Change Health Assessments Project recently awarded to BBNA by the Western Alaska Landscape Conservation Cooperative to establish baseline assessments for three communities in respective areas of the region (lakes, rivers, coastal). Project partners include Alaska Native Tribal Health Consortium, Bristol Bay Area Health Corporation, Marine Advisory Program, US Fish and Wildlife Service, National Park Service, and the three communities to be selected.



Projected winter temperature changes

Water Quality Training

Many tribal environmental programs are monitoring water quality in streams near their communities in order to establish baseline conditions and monitor changes over time. BBNA sponsors an annual training for tribal environmental programs so that local monitors are able to meet the retraining requirements in their EPA approved Quality Assurance Project Plan. Participants perform water quality tests (e.g. water temperature, pH, conductivity, dissolved oxygen) that are evaluated by the instructor as part of the training, and also gain an understanding of techniques to improve data quality control and reporting. Eleven environmental staff completed the May 2011 Water Quality Recertification Class in Dillingham and all recertified.



Charlotte Balluta and Kristy Jeffries analyze water sampling results

Building Tribal Environmental Capacity

An important role of BBNA's environmental program is to provide technical assistance to tribal environmental staff with program development and grant administration. The final version of the Beyond IGAP: Southwest Alaska Environmental Planning Guide and Workbook was completed after piloting a second workshop with tribal environmental staff in November 2010. The workbook functions as an easy-to-use tool containing a training format and planning framework to help tribal staff prepare successful IGAP proposals and build strong environmental programs. Special thanks go to the tribal environmental staff that participated in the two pilot workshops. Their expertise and thoughtful feedback helped tailor the final workbook to better meet the needs of Bristol Bay communities. A workshop on the updated Cover Your Assets Manual - An Administrative and Management Systems Training package was also held in November 2010 for tribal staff unable to participate in prior trainings. Funding has been obtained to digitize the manual and accompanying "model" policies and procedures for tribal councils into a user-friendly web browser based desktop application.

Social Services

CITGO Tribal Fuel Assistance Program

Within the last year we had a two-year funding cycle for the CITGO Tribal Fuel Assistance Program. We completed the first round by December 31, 2010 and the second round by May 30, 2011 when they opened it up for another two weeks in July. We determined in July that we would provide a second benefit for our eligible elders and disabled individuals. We were able to spend down the funding for both years. For the program ending December 31- we provided 100 gallons of heating fuel to eligible Tribal households. For the program ending July 15 we provided a one-time benefit of \$450 per eligible Tribal household- in many of our villages that didn't even provide for 100 gallons of heating fuel. We were able to provide a second benefit for the second round funding of \$262 for our elders and disabled individuals- which brought their total benefit to \$712- maybe 100 gallons of heating fuel. We are looking forward to working with Citizen's Energy Corporation to provide for heat within our Tribal households throughout the region.

BBNA Regional Food Bank

We were busy supplying basic food supplies to our many eligible households within the region. We were quite low on supplies many times throughout the year. This is a very difficult program to fund as there aren't many grantors for a food bank- that doesn't stop our food bank coordinator from seeking different funding sources. Many fish processors have provided food donations, fish- frozen and canned, cash/grant donations. American Seafoods has been very generous with their mini-grants to supplement the food bank budget. Snopac has provided frozen foods and meats for distribution. Peter Pan has provided cash donations as well as frozen and canned fish for distribution. Our regional Native Corporation has also provided case donations to supplement our program. We would like to take this opportunity to thank all our supporters and hope we can continue our relationship in the future. In the past we have received N & N "Turkey Card" donations for the holidays. If you would like to donate "Turkey Cards" or turkeys for the upcoming holidays there is a drop box at the N & N Market office or you can bring them to Barbara Nunn in the Food Bank Office located in the Red Room at the Valerie Ann Larson Family Resource Center.

Tribal Sexual Assault/Domestic Violence Project

We were able to have Lucy Weedman on board for about a year and complete 1/3 of our goals and outcomes. We are currently seeking a Coordinator for this project. This project position will work closely with the Wellness Program Manager, our Children's Services Division, and SAFE to bring wellness and response to the forefront to assisting families in dealing with difficult situations. We still have much work to do and would like to get the project back on track. This project will work with our Children's Services Division and the Wellness program to develop community wellness/response teams throughout the region. This project still needs to work with SAFE and the response teams to develop Sexual Assault Response Team policies and procedures relevant to Bristol Bay regional culture.

Christmas Angel Tree Project

The Social Services Department has been commandeering the Christmas Angel Tree Project for several years and last year was quite a busy year. We are proud to say that we got most (if not all) of the gifts out prior to Christmas this last year! We were very successful in providing a gift for each child on our list! We will begin the project very soon for Christmas 2011 and if you have a new, unwrapped gift to donate, please drop it by the Social Services Department in the Valerie Ann Larson Family Resource Center. We look forward to the upcoming Project.



Social Services

Tribal Children's Services Program

We struggled again with full staffing this past year. We welcomed Connie Timmerman back after over a year of medical care- YAY! We also said goodbye to Stacy Bai, she retired for medical reasons, but keeps in touch with us often. We welcomed Colette Meraz as Stacy's replacement and Crystal Nixon-Luckhurst is back full time while she puts her master's degree on hold for a few years. With full staffing at the Central Office and in our villages, we are looking forward to restructuring our Children's Services Program to fit the needs of our Tribes, families, and most importantly our children!

We completed our second year with the ICWA Compliance funds and have one more year left. We were able to provide a Foster Care Symposium for the region in March with about 40 participants region-wide. Our staff and others from our communities are more aware of what it takes to become licensed foster care providers after receiving the core training from the Alaska Center for Resource Families. We continue to work with all the Tribes of the region for child welfare concerns. Our communications with OCS has become stronger over the years - including those areas where there are new OCS staff members.

Family/Domestic Violence Programs

We continue to flow our funds for family/domestic violence to the experts in that arena- SAFE. Along with our SA/DV Project, we will continue to educate our staff for responding appropriately to such situations and to assist in any way they can to make the best of the situation and provide information and referral services, as well as advocating for the victim and/or family.

Elderly Services Division

We were able to provide meals in all 17 sites for five days a week, with reduced funding this is getting more difficult to accomplish. We had to pause homemaker/chore and respite services for a brief time this year when our funding ran out. The impact wasn't as harsh as last year. Joan has left us as well- we are actively seeking a local (regional) care coordinator to assist with the care coordination services for Marrulut Eniit Assisted Living Facility.

The Aging/Disability Resource Center has moved under the Social Services Department's Elderly Services Division as of August, 2011. We are currently seeking very energetic and caring individuals to provide the services of the ADRC for the Bristol Bay and Kodiak areas of the State of Alaska. This program provides for 1.5 FTE and we determined, after many hours of discussion and agreement, to combine the part-time position of the ADRC and the care coordinator position into 1.0 FTE with the combination of both the ADRC and the care coordination services for our elderly and disabled individuals and their families. We are excited to be able to provide the services of the ADRC and the Senior In-Home Services programs- it will benefit the programs, our elders, our disabled individuals, and their families to ensure they receive the appropriate services they are seeking.

The Social Services Department now has 24 positions at the Central Office and in several of our communities. We also provide part-time employment within our communities with our Elderly Services programs- homemaker/chore workers, respite providers, and nutrition site managers. We strive to provide the best possible care and services we can and if there is anything that you aren't sure of, give us a call and we will direct you to the appropriate service/program/provider if we already provide it!



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.*



Pictured Left to Right Front Row: Jillian Burton, Sirena Brockman, Katie Andersen, Tiffany Webb, Gail Sorensen. Middle Row: Hazel Schroeder, Rae Belle Whitcomb, Nicole Krause, Sally Rector, Serena McArthur. Back Row: Carol Luckhurst, Kyle Hardin, Marlene Andrews, Wassillie Gumlickpuk.

Workforce Development provides outreach as staff travel to Bristol Bay communities to conduct program presentations to community members, students, tribal councils, school districts while offering information about program services and participate in career fairs. Staff members are cross trained to offer a wide variety of services to increase client success.

Employment and Training assists clients in obtaining employment by providing services which include: creating and updating resumes, job searches, employment counseling and interview techniques, and working with service partners, employers and contractors to develop jobs and identify employment needs. Utilization of the Job Service Network and AlexSys Data Base helps to bring employees and employers together with jobs around the region and around the state.

Youth Employment allows low income, tribally enrolled youth between the ages of 14-21 an opportunity to gain employment skills by working in their home communities.

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

Higher Education provides information and financial assistance to postsecondary students interested in earning a two or four year degree at an accredited institution. Eligible applicants may receive up to \$2,500.00 per academic year.

Workforce Development Department

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

Campus Visits are coordinated with partner agencies for travel twice a year to the University of Alaska Anchorage and the University of Alaska Fairbanks. The campus visits promote employment and scholarship opportunities for our Bristol Bay students who are enrolled at UAA and UAF campuses. Partnering agencies that serve and promote employment within the Bristol Bay Region are invited to participate during the Spring Campus Visit. During the spring 2011 campus visit the following agencies were invited and participated in the visits:

Bristol Bay Economic Development Corporation

Bristol Bay Native Association Natural Resources

Bristol Bay Native Corporation

Bristol Bay Science and Research Institute

Glacier Technologies

Campus visits offer these companies the opportunity to meet students face to face for potential internships and long term employment opportunities after completion of their educational programs. We would like to thank the above listed partners for supporting our students in achieving their goals.

BBNA congratulates all who have completed a college degree program or vocational training program in 2011! As of August 2011 we would like to recognize the following individuals who have successfully completed their academic goals. We salute your achievements.

<u>2010/2011 Graduates</u>	<u>Village</u>	<u>Degree/Certificate</u>	<u>School</u>
<u>Tina Barger- Anderson</u>	<u>Dillingham</u>	<u>BA- Liberal Studies</u>	<u>Whitworth University</u>
<u>Christine King</u>	<u>Naknek</u>	<u>BS- Social Work</u>	<u>UAF-Bristol Bay Campus</u>
<u>Justin Zimin</u>	<u>South Naknek</u>	<u>AAS-Culinary Arts</u>	<u>University of AK Anchorage</u>
<u>Jennifer Bennis</u>	<u>Dillingham</u>	<u>BA- Elementary Education</u>	<u>Fort Lewis College</u>
<u>Cynthia Oyer</u>	<u>Koliganek</u>	<u>AAS-Radiography</u>	<u>Illinois Central College</u>
<u>Melinda Gardiner</u>	<u>Clarks Point</u>	<u>Certified Nurse Assistant</u>	<u>AVTEC</u>
<u>Jeremy McGill</u>	<u>Dillingham</u>	<u>Certificate- Automotive Technology</u>	<u>AVEC</u>

Child Care Assistance increases the availability, affordability and quality of childcare services to parents and providers. Parents seeking child care are encouraged to contact the CCDF Caseworker for application and eligibility requirements. All child care providers and household members 16 years of age and older must be able to pass a criminal background check , show current results of a negative TB test and have an Alaska Business License. We encourage people to become childcare providers to help us address this barrier to employment in our region. Respite care for foster care parents will be offered on a time limited basis for children under protective services to allow foster care parents relief during the month for a break or to attend medical appointments. Respite care providers will follow all child care provider health and safety regulations.

Workforce Development Department

Child Care Provider Training Opportunities

BBNA Workforce held its 8th Child Care Provider Conference August 12th – 14th in Dillingham. The conference provides child care providers from around the region an opportunity to network with other child care providers and agencies as well as afford time and training to gain knowledge needed to operate their child care business safely and successfully. The three day conference was kicked off with a full day of Pediatric First Aid & CPR training. At the end of the day each participant which completed training received their two year certification cards in Pediatric First Aid & CPR and an added incentive were provided with a CPR Barrier Mask Key Chain.

The second and third day of the conference provided break-out session trainings on topics of Safety, Child Development, Trauma, and the Aftermath of Domestic Violence and Abuse, State Child Care Licensing Requirements, Sudden Infant Death Syndrome and Shaking Baby Syndrome, Movement and Learning, Child Care as a Business, Schedules, Children and Behaviors, Early Intervention, and information on “Nitaput” Child Advocacy Center.



Participants in the 8th Annual Childcare Provider Conference

BBNA Workforce would like to thank the following for their support in helping to make this year’s conference a success: Mary Alice Clark, BBAHC Injury Prevention; Jim Neumann, LCSW, BBAHC Behavioral Health; Charlotte Allen, State of Alaska Child Care Program Office; Renee Wilson, Thread; Jeanie Timmerman, BBNA Head Start; Mary Ann Loiland, BBNA Infant Learning Center; Alicia Deaver, Thread; Kelly Coutsobos, BBAHC Infant Learning Program; and Deanna Baier, BBAHC “Nitaput” Child Advocacy Center.

Infant Toddler Learning Center (ITLC)

The Infant Toddler Learning Center operated in Dillingham is the only licensed day care in the Dillingham area. It is licensed for children birth through age three with the child able to continue the year when they turn four years old. ITLC is licensed for 15 children of which only five can be 18 months or younger. The ITLC employs a Program Manager, Teacher, full time Teacher Assistant, part-time Teacher Assistant and several MAP students. The ITLC welcomes community members who volunteer their services and talents. The Diabetes Prevention Program provided a presentation and each child received an apple and a book. A grandparent provided materials and helped with a project in February. Many parents, grandparents and other family members helped in October as the children participated in the Halloween activities provided by Head Start. ITLC staff will be working together with Head Start monthly to provide Family Fun Nights for our families. ITLC staff looks forward to continued work with the young children enrolled to watch their growth and development with the daily planned activities.

Workforce Development Department

Low Income Home Energy Assistance Program (LIHEAP)

The LIHEAP program helps low income qualifying households pay for a portion of their heating assistance needs. A household may receive only one benefit per year. Eligibility is not solely based on income. Grants are calculated using a point system based on the Bristol Bay community where you live, fuel type, dwelling type, household size and income. Each item has a point value. If you have low heating fuel points after all factors are calculated you may not be eligible for assistance.

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

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

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

All applicants must meet federal household income guidelines. The following is the income guidelines for 2011 and 2012.

Household size	Gross Income (In Prior Month)
1	\$2,537
2	\$3,414
3	\$4,292
4	\$5,169
5	\$6,047
6	\$6,924

Avoid a Heating Crisis by making regular monthly payments to your fuel and electric vendors.

For each additional household member add \$887

Vocational Rehabilitation

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

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

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

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

Workforce Development Department

Independent Living Center (IL)

BBNA received a \$50,000 grant from the Statewide Independent Living Council to develop an Independent Living Center. The Independent Living Center is not a building with bricks and mortar but is a service responsible to advocate for clients who would like to remain and live in their home. The center provided outreach, information, and referrals to elders, persons experiencing a disability, and their family members in Bristol Bay. The Center is building a network of partners to provide services for persons experiencing disabilities from cradle to grave.

The goals of the Center:

1. Develop a Stakeholders Independent Advisory Council in Bristol Bay
2. Act as a clearing house of IL related information and advocacy in Bristol Bay
3. Have an informed choice of options helping individuals identify long-term care needs
4. Develop partnerships with programs and organizations, building a strong network of IL/ADRC services.
5. Individuals will find the center to be responsive and meet their individualized needs
6. Develop a sustainable center

The Stakeholders Independent Advisory Council continues to advocate for an Independent Living Center within Bristol Bay. Members are Patty Luckhurst, Amos Bavilla, June Ingram, Connie Timmerman, and Tim O'Connell, who meet quarterly.

Aging Disability Resource Center (ADRC)

BBNA was successful in July of 2010 to receive an Aging Disability Resource Center Grant in conjunction with the IL Center goal to continue a sustainable center. The goals of the ADRC is: Awareness, Responsiveness, Ease of Access, Efficiency and Effectiveness and Informed Choice. The ADRC Program services offered are for aging individuals and for individuals with disabilities with long term care needs providing referral information, benefits counseling, long-term support options counseling to assist individuals to remain in the community of their choice. In August 2011, the ADRC grant transitioned from Workforce Development to BBNA's Social Services program to better meet the needs of the clientele and region.

Loan Closet

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

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



Temporary Assistance to Needy Families (TANF)

The four purposes of the TANF program are:

1. Assist needy families so that children can be cared for in their own homes.
2. Reduce the dependence of needy parents by promoting job preparation, work and marriage.
3. Prevent of out-of-wedlock pregnancies.
4. Encourage the formation and maintenance of two-parent families.

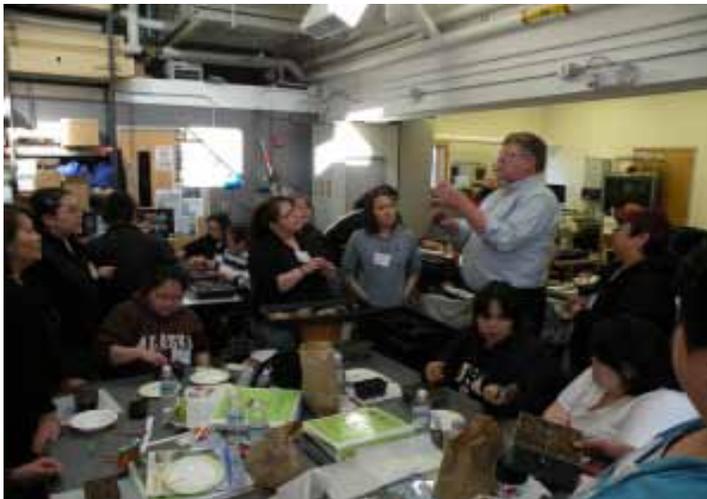


Financial Budgeting Training



On-the-job Training

With these goals the TANF staff work very hard in helping our needy families achieve self-sufficiency. Job/Cultural clubs are held in Dillingham, New Stuyahok, Manokotak and Togiak. The clubs offer job search, resume writing, cultural activities, financial budgeting and healthy relationship training. The TANF program also partner with different entities to provide classes towards self-sufficiency.



Learning To Garden



Seed Planting

A new project the TANF program focused on this past year was gardening. Successful gardening can lead to self-employment by growing and selling the vegetables to local individuals, fishing lodges, stores, etc. Not only can it lead to self-employment, but families will be able to work together and build healthy lifestyles.

Two garden classes were held in Dillingham and the TANF program provided transportation and lodging for 16 TANF participants attending from the outlying villages. The classes offered garden tours, provided basic information on growing plants, and provided a cooking class. TANF participants were given gardening tools to begin their own garden.

Temporary Assistance to Needy Families (TANF)

One garden class attendee stated:

“The Southwest Alaska Gardening symposium was the best ever symposium. Thank you for letting me attend. I have learned a lot and can share and recommend others to attend gardening symposiums. You did a fantastic job.”



Garden in Togiak



Garden in Manokotak

This summer community gardens were developed in Manokotak, New Stuyahok, Dillingham and Togiak. TANF participants were able to work in the gardens with their families and harvested the crops for their personal use. The TANF staff also had the opportunity to work in the gardens. What a fun, exciting and healthy project this is!



Garden in Dillingham

A post garden symposium will be held September 15-17 in Dillingham. This symposium will focus on: canning, preserving home-grown vegetables, cooking, improving garden soil, composting, garden tours and a sick plant/veggie clinic. The TANF program will once again provide transportation and lodging for TANF participants from the outlying villages.

Head Start

Head Start is off to another wonderful year of providing services to children ages 3-5 in Dillingham, Togiak, Manokotak and New Stuyahok. The staff has been working hard to implement the Pyramid Model of positive behavior support in each classroom. This system helps children choose appropriate behavior by setting up the classroom and the schedule so that they know what to expect during each part of the classroom day. Head Start will also continue to use the I Am Moving, I Am Learning curriculum which encourages daily physical activities as well as healthy food choices. Finally, we will still be providing the Books for Home project which will give a book each month to each Head Start child to take home with them.

Each year the Alaska Head Start Association recognizes excellence in Head Start programs throughout the state. This year we're proud to announce two winners from the BBNA program. John Heyano will be recognized as the Bus Driver of the Year for his outstanding service in the Dillingham program. The Bristol Bay Area Health Corporation collaboration with the BBNA Head Start program will also be recognized with the Corporate Award. Winners will be invited to the award ceremony held in Juneau in February.



Manokotak Class

Because we have over 30 children on our waitlist for this year, we encourage parents to submit applications as early as possible. For more information about Head Start or to get an application visit our new website www.bbnahs.com or call us at 1-800-478-4059 or in Dillingham at 842-4059.



Dillingham PM Class Easter Egg Hunt



Dillingham AM Class



Dillingham PM Class Halloween

10 YEARS OF SERVICE

Byron Wise, Village Public Safety Officer



Byron came to work May 23rd, 2001 as a Village Public Safety Officer for the village of Port Heiden. He provided law enforcement there and later transferred to Pilot Point. After he was first hired, he successfully completed the rigorous physical and mental training at the Sitka Academy and has since achieved a long list of trainings and accomplishments which have helped keep community members safe including emergency first aid, trauma response, emergency preparedness, boating safety, hazardous waste, fire training and fire safety, FEMA National Fire Academy, defensive tactics, juvenile & adult probation, VPSO regional trainings, and Certified AMSEA Survival Equipment, Procedures and Onboard Drills. He is a Certified 1st aide instructor. Byron has successfully written grants for the community, and provides community training. He will meet the qualifications soon for Sergeant's stripes and collar brass.

Marlene Andrews, TANF Program Manager



Marlene, or "Beeb" as we all know her first came aboard June 21st, 2001 as Personnel Specialist. Right away, her ability to organize and think quickly became an asset. Beeb has since been fearless in taking on new responsibilities. Four years of working in Personnel gave Beeb a good idea of the realm of services BBNA offers. By 2007 her goal was to be in a management position, helping residents of the region. Beeb successfully applied for a case work position and soon became Lead Specialist for Temporary Assistance for Needy Families. BBNA's TANF program was still new. In 2008, Beeb reached her management goals, heading up TANF, revising the program and developing one of BBNA's most challenging programs. A new Subaru sits in BBNA's parking lot thanks to Beeb's creative grant writing and recognition of the need for a vehicle to visit and transport clients. She has been voted as a Grievance committee member by her peers. Today, Beeb says she strongly supports BBNA's Mission and enjoys helping the people of Bristol Bay!

Allen Ilutsik, Tribal Administrator, Aleknagik Traditional Council

Allen knows Aleknagik Village and his surrounding lake area very well. He grew up there and attended Aleknagik and Mt. Edgumbe High Schools. He was active in school and went right on to being active helping his community as Secretary Treasurer for the City. He gained valuable experience working at Southwest Regional Schools, for the City, and Traditional Council. It required courage and support to step up to the position of Village Administrator on June 26th 2001. Allen accepted the challenge, seeing this as a new way to serve his community. During his ten years a lot has changed. Besides the accounting for pass through funds, there are many other concerns that cross an Administrator's desk ranging from environmental regulations, grants, construction projects, and family services. He says there are a lot more regulations to follow for the Tribe's grants. When asked how he would describe his job to a young person thinking about their future in working for the village, he said "My job is very busy and the best part is helping people in the village. One of his supervisors gave him advice that has helped; "It's going to be in your best interest to do what you're told, regardless of who's in charge." He wanted to recognize the strength and supports he's received from all of his Council members and the staff he works with at BBNA. Alan feels that staff have a genuine concern for the people throughout the region and are dedicated to serving. Alan, we are glad to have you on the team!

10 YEARS OF SERVICE

Elizabeth Wassillie, Center Coordinator / Teacher for Togiak Head Start

Elizabeth first got her foot in the door as a Teacher's Aide for Togiak's Head Start in 1995. She has worked continuously since August 7th, 2001. Today she is fixture at Head Start, helping new staff and continuously developing Togiak's Head Start program. As Center Coordinator/Teacher, Elizabeth was honored by her peers last spring, citing her mastery of Head Start's stringent regulations and her unwavering dedication to children and families. Federal regulations require immaculate safety practices and recordkeeping while providing young children with opportunities for learning and good health. Her site is evaluated by a federal review team of five to ten objective individuals who take their job very seriously. Under Elizabeth's careful watch, the Togiak site is flourishing. Yupik culture is throughout. Children sing in Yupik and dance the traditional dances from long ago. She has played a mentoring role in launching Manokotak's site. Her ability to mentor in Yupik makes a huge difference. Drawing on her accomplishments she mentors teachers on a regular basis and visits sites to provide support. Elizabeth has developed a network of professionals and community members eager to help out, including a dental program, local business donations, help with maintenance, and bus storage. She has achieved her Associate's degree in Early Childhood Education and continues to work towards her Bachelors. Last year she was chosen as BBNA's employee of the year.

Katie Andersen, Case Worker II-III, General Assistance Program



Katie's wealth of knowledge has come from pitching in where help is needed over ten years of the Departments' development. Having been here since September 25th, 2000, she pretty much knows the Department inside and out. Demonstrating excellent work ethics are important in this department and Katie sets the standard; always punctual and dependable. Katie shows concern for her team and is always looking out for the best interest of clients and program matters. Her diligent casework and ongoing encouragement of clients to improve their situations by getting employment has helped countless individuals begin working. Katie also handles burial assistance requests and often makes referrals to deceased members' families across the region. During this very difficult time she is able to bring about a sense of organization and relief of the stresses, saving people significant costs in the process. She is always ready to step in with a kind and sensitive offering of help. This involves coming in on weekends, or days off and sometimes bringing information to peoples' homes to process paperwork. The Workforce Development Department congratulates her in receiving the 2011 Employee of the Year!

Elena Balluta, Nutrition Site Manager

October 20, 2000 to October 20, 2010

Elena is an elder herself, married to Andrew Balluta. She began working for the Elderly Program on October 20th, 2000. Since then she has been taking home delivered meals to elders, and helping them with transportation and other needs. She is an important part of the school lunch program where elders mingle with school kids while receiving a nutritious meal. She always provides careful meal counts because she knows that is how we keep our funding. Her ability to communicate in elders' Yupik language and understanding the challenges that come along with being an elder make her a very valuable resource for BBNA's Elderly Program.

10 YEARS OF SERVICE

Mary I Andrew, Kokhanok Village Case Worker II; Indian Child Welfare Program

Mary's supervisors are quick to say that she has been a very important part of the ICWA team since her hire on November 6th, 2000. Her dedication shows in her thorough work and dependability for detail. She meets the timelines that are so important to keeping the program running. Mary provides a newsletter for Kokhanok keeping residents informed of activities and other helpful information. Mary provides supportive services for many people in her community, such as women's support, and assistance for elders with various applications. Her commitment to quality service shows by her record of attending all of the trainings offered. She completed the Family Centered Human Services certificate. Mary is reliable to be found at work and determined to get through any barriers to do her job.

Helen Chythlook, Marine Mammals Coordinator



Helen Chythlook started as a Temporary Fisheries Program Assistant on January 9th, 2001. She later came to work for BBNA's Marine Mammal Program. Today her knowledge and presence plays a key role in protecting Bristol Bay's subsistence resources. Here is just a little bit of what Helen is accomplishing these days.

Helen is the executive director of the Qayssiq Walrus Commission. She is also on staff for the Marine Mammal Council. She is the only staff person for both of these councils. She serves on the advisory panel for the North Pacific Research Board.

In addition Helen achieved her Bachelor's Degree in Rural Development and represents BBNA on the Bristol Bay Campus Council. She works closely with every marine mammal organization in Alaska such as the Alaska Beluga Whale Committee, The Alaska Steller Sea Lion & Sea Otter Commission, and international organizations such as the Indigenous Peoples' Council on Marine Mammals. She always demonstrates a tremendous respect for elders' traditional knowledge. Helen is a fluent Yupik speaker and often consulted with around our office for correct pronunciation. She works closely with village leadership to coordinate research and monitor harvests so that subsistence rights aren't taken from Native people through management processes. And of course she keeps the Natural Resources Department laughing especially when things get really busy.

15 YEARS OF SERVICE

Rose Fisher, Human Resources Director



Rose started on January 5th, 1996 as the Personnel / Training Officer. She has four grown children who were little when she first started here and is married to Peter Andrew. Previously, she often thought about how we could help people better by having confidence in our workforce and working to empower Bristol Bay's human resources. What makes her feel good about work is seeing colleagues gain skills to move into new leadership and management roles. She enjoys working with Department Directors, staff, Tribes and other organizations to plan and figure out ways to tackle barriers and help people accomplish

services. We have made some changes to the Personnel Office this year, changing her title to "Human Resources Department Director", and the Personnel Specialist to Personnel Manager. Empowering other staff so she can focus on training and staff development are a part of that change. Rose is currently working closely with Dee Dee Bennis as Co-Chair on next year's Rural Providers Conference, a week-long training event which will be open to service providers, families, and community members statewide.

15 YEARS OF SERVICE

Deborah Carlson, Village Administrator, Chignik Bay Tribal Council

Deborah came aboard as BBNA's Compact Program was just coming to life, May 13, 1996. She had the courage and commitment to take on a leadership role that has grown over time. Besides handling the Council's pass through funds, her deepening knowledge has brought opportunities for writing grants and bringing in new community development funds. Deborah seems to have endless energy and willingness to take on projects that will help improve the quality of life for Chignik Bay Tribal members. From the beginning she has learned fast and worked very hard. She hasn't been afraid to write grants and take responsibility on for developing improved services such as IGAP and the Village Clinic. Like other Administrators, she is the "go-to person" for information, direction, supervision, and keeping endless details together. Deborah also wears the hat of Tribal Council Member. Her active participation over the years in Community Services Department training activities has helped other tribes through her ability to share experiences and ideas. With each accomplishment comes the potential for more growth and surely Deborah will be the one to turn to for advice as others decide to be brave and take on these challenging new roles.

20 YEARS OF SERVICE

Amelia Christensen, Community Services Program Assistant



Amelia's presence at BBNA goes way back to September 1991. Amelia is well known across the Bristol Bay region through her travels and different ways of helping. Like many younger workers today, she began by "getting her foot in the door" as a Temporary Administrative Assistant, transferring into a full time General Assistance Eligibility Worker. In August of '92 she was promoted to help individuals receive Low Income Heating Assistance, first as an Eligibility Coordinator, then later as a Special Projects Manager. In '95, Amelia chose to work as an Employment & Training Counselor. Between '98 and 2005 she worked for Head Start as Togiak's Site Specialist and the Family & Community Partnerships Manager. In 2005 Amelia came back to the Workforce

Development Department as the Child Care Development Program Coordinator. Her knowledge of so many people and BBNA's procedures is now contributing to the Community Services Department in the position of Program Assistant. Amelia is a life-long commercial fisher and enjoys time at the family set net operation on Igushik beach.

Lucille D. Johnson, M.S.W., Director of Social Services



Lucille began working at BBNA October 15th, 1990 while her children were very young. Now while having a ball being "grandmother", she is an active member of BBNA's Senior Management Team. Lou first came on board as a Social Worker. She possessed both the formal education to provide professional services and first hand knowledge of the needs of families in our region. That was when BBNA's Social Services operated out of the old 7th day Adventist Church down town. She has seen plenty of changes since. After two years, she was promoted to Children Service's Program Manager. Lou has kept her educational goals high so she could provide more for families and children in crisis. In 1999 she became Director of Social Services. She took a sabbatical to continue her education and came home with a Master's Degree in Social Work. She is committed to helping staff who wish to follow their educational goals. Lou is a member of the National Association of Social Workers and the UAA Alumni Association. Her role as Tribal/State Collaboration Group Tribal Co-Chair is important to BBNA's leadership in making sure Tribal Children receive the best possible services. She sits on the Curyung Judiciary Committee and is a member of the Alaska Native Indian Child Welfare Association and S.A.F.E. As a certified facilitator for "Knowing Who You Are" Lou trains colleagues to develop effective cross cultural communications and professional relationships. Her dedication is appreciated and recognized at State and Federal levels, but most of all right here at home.

25 YEARS OF SERVICE

Dana Clark, Payroll Manager



There is a great measure of pride in announcing that Dana Clark has reached twenty five years of service. Dana was born and raised in Dillingham and is delighted in being surrounded by family or making delicious treats from the fish caught in her subsistence net. She has also enjoyed a commercial set net fishing site in South Nanknek, raising her son Karl, and playing a supportive role in countless other kids' lives. Before working at BBNA, Dana received a certificate through the University of Alaska as an Alcohol Counselor, and worked as an Alternative Activities Coordinator for Youth. She organized youth dances, miyiaci games, movie nights, and fundraisers. Dana is currently a regular volunteer at the Dillingham City School as scorekeeper. She was a strong advocate for creating BBNA's School Volunteer Leave Benefit.

Dana was first temporarily employed at BBNA on May 5, 1986 as a Summer Youth Coordinator. At the end of that summer she was encouraged to apply for a job in the Accounting Department, handling Accounts Payable and Purchasing. She filled out an application and before the end of the day she began what has lasted 25 years. As her skills grew, her job evolved from Accounting Assistant, to Payroll Clerk, and Payroll Manager. Dana has a tremendous wealth of experience and is dedicated to keeping the accuracy and integrity of all BBNA's Payroll functions. Over the years there have been many changes to keep up with and our payroll grew from 67 to 250 employees. She has a deep appreciation for still being able to work in a family oriented environment. She has been elected by her peers to serve on BBNA's grievance committee numerous times. When asked what wisdom she has learned or would pass along to our younger people, she responded "patience". She practices patience by asking herself whether today's bother will matter 10 years from now. Smiling, she says most won't matter at all. Dana wants to encourage young people to not be afraid to get in the workforce. She described how when she started she had never even seen a computer. "I learned on the job. A job description might look difficult but once you begin doing the work, it really isn't." She replied that you have to be brave and willing to learn. "If I could do it so can you!"

EMPLOYEE OF THE YEAR



Katie Andersen

Katie Andersen is a Case Worker II-III for General Assistance in the Workforce Development Department. More than that, she is a great colleague and team member. Her outstanding presence earned her the nomination and selection as BBNA's Employee of the Year Award. Katie's wealth of knowledge has come from pitching in where help is needed over ten years of the Workforce Development Department's progress. She pretty much knows the Department inside and out. Demonstrating excellent work ethics are important in this department and Katie sets the standard; always punctual and dependable. Katie shows concern for her team and is always looking out for the best interest of clients and program matters. Her diligent casework and ongoing encouragement of clients to improve their situations by getting employment has

helped countless individuals begin working. Katie also handles burial assistance requests and often makes referrals to deceased members' families across the region. During this very difficult time she is able to bring about a sense of organization and relief of the stresses, saving people significant costs in the process. She is always ready to step in with a kind and sensitive offering of help. This involves coming in on weekends, or days off and sometimes bringing information to peoples' homes to process paperwork. Katie is always cheerful. Always ready to step in and help cover where needed. Katie, we hope you enjoyed your week of paid leave as a token of BBNA's appreciation. The Workforce Development Department truly looked forward to seeing Katie receive this recognition.

EMPLOYEE OF THE QUARTER

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



Stacy Bai, September - November 2010



Tiffany Web, December - February 2011



Tish Luckhurst, March - May 2011



Charles Wilson, June - August 2011

Congratulations!

Fiscal Year 2011 Operating Budget

PROGRAM	SOURCE	FUNDING	
Contract Support	OSG	\$2,975,719	
Administration	OSG	\$718,028	
Community Services	OSG	\$183,092	
Johnson O'Malley	OSG	\$137,299	
Small and Needy Tribes	OSG	\$1,564,381	
Land Management Services	OSG	\$787,492	
Natural Resources	OSG	\$133,101	
Forestry, Fire Preparedness	OSG	\$131,378	
Iliamna Region Digital Photography Phase II	OSG	\$227,106	
Water Management			
Economic Development	OSG	\$24,940	
Media Services (Administration)	OSG	\$118,952	
Indian Child Welfare Act	OSG	\$612,931	
Workforce Development, Welfare Assistance, Child Care, Youth	OSG	\$1,675,997	
Indian Reservation Roads	OSG	\$367,353	
Fuels Reduction Projects	BIA	\$6,108	
Portage Creek Moose Habitat			
Rural Alaska Financial Education	DCCED	\$120,000	
LIHEAP	DHHS	\$2,024,146	
Aging Title VI Part A	DHHS	\$138,850	
Aging Title VI Part C	DHHS	\$50,290	
Child Welfare Services	DHHS	\$24,679	
Family Preservation			
Family Violence Prevention	DHHS	\$85,254	
Head Start	DHHS	\$1,346,101	
TANF Federal	DHHS	\$1,216,441	
Economic Development	DOC	\$65,000	
Marine Mammal Data Research	DOC/NOAA	\$50,000	
Vocational Rehabilitation	DOE	\$440,072	
Stop Violence Bridge	DOJ	\$450,000	
Sexual Assault DV Project	DOJ	\$750,000	
Coordinated Tribal Assistance	DOJ	\$1,992,664	
EPA - General Assistance	EPA	\$152,149	
EPA- Brownsfield	EPA	\$190,000	
QWC Co-Management	EWC	\$24,444	
Migratory Bird Co-Management	USF&W	\$25,500	
Partners - Social Scientist	USF&W	\$149,975	
Bristol Bay Walrus	UAF	\$5,432	
Citco Fuel Project	Citgo	\$527,175	
Subsistence Harbor Seals	USF&W	\$38,750	
Migratory Bird Harvest Surveys	USF&W	\$32,775	
Kvichak Watershed			
Togiak Chinook	USF&W	\$35,417	
Togiak Smelt Project	USF&W	\$8,973	
Togiak Ice Seal	USF&W	\$7,000	
Lake Clark Salmon	NPS	\$20,661	
Port Heiden Seal Project	Oak Foundation	\$187,977	
Road - Planning, Design, Construction	Denali Commission	\$184,000	
Energy Efficiency & Conservation	Denali Commission	\$464,000	
Bristol Bay Regional Vision Project	ACF	\$1,031,373	
Bristol Bay Regional Vision Project	Oak Foundation	\$30,000	
Special Projects (SAFE, FoodBank, Marrulut Enitt Assisted Living)	Discretionary	\$470,000	
.	Total Federal	\$22,182,473	
.			
Village Public Safety Officer	State of Alaska	\$1,333,947	
TANF	State of Alaska	\$920,896	
Elderly Services Title III	State of Alaska	\$152,406	
Care Coordination	State of Alaska	\$50,000	
Nutrition Services Incentive Program	State of Alaska	\$4,257	
Title IV-E Reimbursement	State of Alaska	\$160,000	
Alaska Head Start	State of Alaska	\$73,934	
Alaska Heating Assistance	State of Alaska	\$220,500	
ICWA Compliance	State of Alaska	\$120,000	
BBSYSP Round Island Internship	State of Alaska	\$13,392	
UAF NOAA Subaward	State of Alaska	\$13,772	
Iliamna Lake Freshwater Seals			
State Independent Living Council	State of Alaska	\$50,000	
Aging, Disabilities Resource Coordination	State of Alaska	\$106,285	
Safety Equipment - Manokotak, Aleknagik, Togiak			State of Alaska
.	Total State	\$4,124,478	
.	Grand Total	\$26,306,951	

Contact Information

Department Directors

President and Chief Executive Officer.....	Ralph Andersen
Chief Administrative Officer.....	Wassiliisia "DeeDee" Bennis
Comptroller.....	Michael Moore
Human Resources Director.....	Rose Fisher
Program Development Director.....	Patty Heyano
General Counsel.....	Bruce Baltar
Land Management Services Realty Officer.....	Tom Hoseth
Community Services Director.....	Ida Roehl
Natural Resources Director.....	Molly Chythlook
Social Services Director.....	Lucille Johnson
Head Start Director.....	Anne Shade
Workforce Development Director.....	Rae Belle Whitcomb

Main Office

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 Toll Free 1-800-478-5257

Head Start

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 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

Social 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





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