A vibrant sunset over a snowy landscape. The sky is filled with dramatic, colorful clouds in shades of orange, red, and blue. The sun is low on the horizon, casting a warm glow. In the foreground, there are several evergreen trees, and in the background, a range of mountains is visible under the colorful sky.

BRISTOL BAY NATIVE ASSOCIATION ANNUAL REPORT 2015

MOVING FORWARD

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Moving Forward

When BBNA was first organized in the late 1960's, our leaders at the time saw the need for a strong regional organization and a unified voice to move us forward on the land claims movement. Our leaders worked hard for our region to get its fair share.

Some may have disagreed with the land claims settlement, but we didn't let that get in the way of putting ANCSA to work for us.

And the work didn't end when the ANCSA was signed. It just started. Village and regional corporations had to be formed. Our people had to be enrolled as shareholders. Lands had to be selected.

BBNA grew from about a half-dozen employees to being one of the largest employers in our region. We've moved forward from offering CETA and Head Start services to providing a full spectrum of programs. We've seen times, circumstances, and leadership changes, but BBNA's strong commitment to moving forward and serving our people has never changed.

We were honored to host President Barack Obama in early September. The fact that President Obama chose to visit our region is testament to how far we've come.

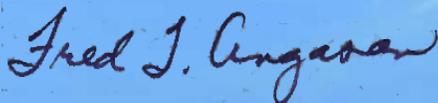
Some may disagree with the President's policies and politics, but we didn't let that get in the way of showing our respect for his strong leadership and being gracious hosts.

President Obama is the first sitting U.S. President to ever visit Bristol Bay. He is the first U.S. President to ever visit a subsistence fishing site and see first-hand how we process our precious catch. He is the first U.S. President to touch our hearts by dancing with our children and bring joy and smiles to their faces.

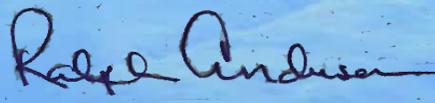
And the work didn't end when President Obama left. It just started. We know there is much more to be done. We're motivated to following up in the coming year. Let's keep moving forward.

We have tremendous faith and confidence in our people. We understand more than ever that by working together in unity, we are moving forward and capturing the eyes of the nation.

With warmest regards,



Fred T. Angasan
Chairman of the Board



Ralph Andersen
President & Chief Executive Officer



Board of Directors



Full Board

Executive Committee Members

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

Iliamna Lake

Igiugig.....	Tanya Salmon
Iliamna.....	Dwight Anelon
Kokhanok.....	Elijah Eknaty
Levelock.....	Gustie Tallekpalek
Newhalen.....	Henry Olympic
Nondalton.....	William Trefon, Jr.
Pedro Bay.....	Verna Kolyaha

Nushagak Bay

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

Peninsula

Chignik Bay.....	Ilane Ashby
Chignik Lake.....	John Lind
Chignik Lagoon.....	John Jones, Sr.
Ivanof Bay.....	Jacob Shangin
Perryville.....	Patrick Kosbruk

Members by Sub-Region

Iliamna Lake.....	Tanya Salmon
Kvichak Bay.....	Victor Seybert
Nushagak Bay.....	Betty L. Gardiner
Nushagak River.....	Charlie J. Johnson
Peninsula.....	Patrick Kosbruk
Togiak Bay.....	Anna May Ferguson

Kvichak Bay

Egegik.....	Richard Alto
Kanatak.....	Henry Forshey
King Salmon.....	Peter Angasan
Naknek.....	Judy Jo Matson
Pilot Point.....	Victor Seybert
Port Heiden.....	Jacklyn Christensen
South Naknek.....	Fred T. Angasan
Ugashik.....	Robert Ekstrom

Nushagak River

Ekwok.....	Peter Walcott, Sr.
Koliganek.....	Margie Nelson
New Stuyahok.....	Peter Christopher Sr.
Portage Creek.....	Charlie J. Johnson

Togiak Bay

Manokotak.....	Wassillie Tugatuk, Sr.
Togiak.....	Anna May Ferguson
Twin Hills.....	John W. Sharp

Essential Services

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

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

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

Community Services directed by Ida Roehl, includes Tribal Government Services, Tribal Court Enhancement Program, Bristol Bay Prisoner Reentry Initiative, Community Oriented Policing Program, and the Village Public Safety Officer Program.

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

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

Natural Resources directed by Courtenay Carty, includes five programs: Environmental, Subsistence Fish Monitoring, Marine Mammals, Subsistence, and Tribal Environmental Response Programs.

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

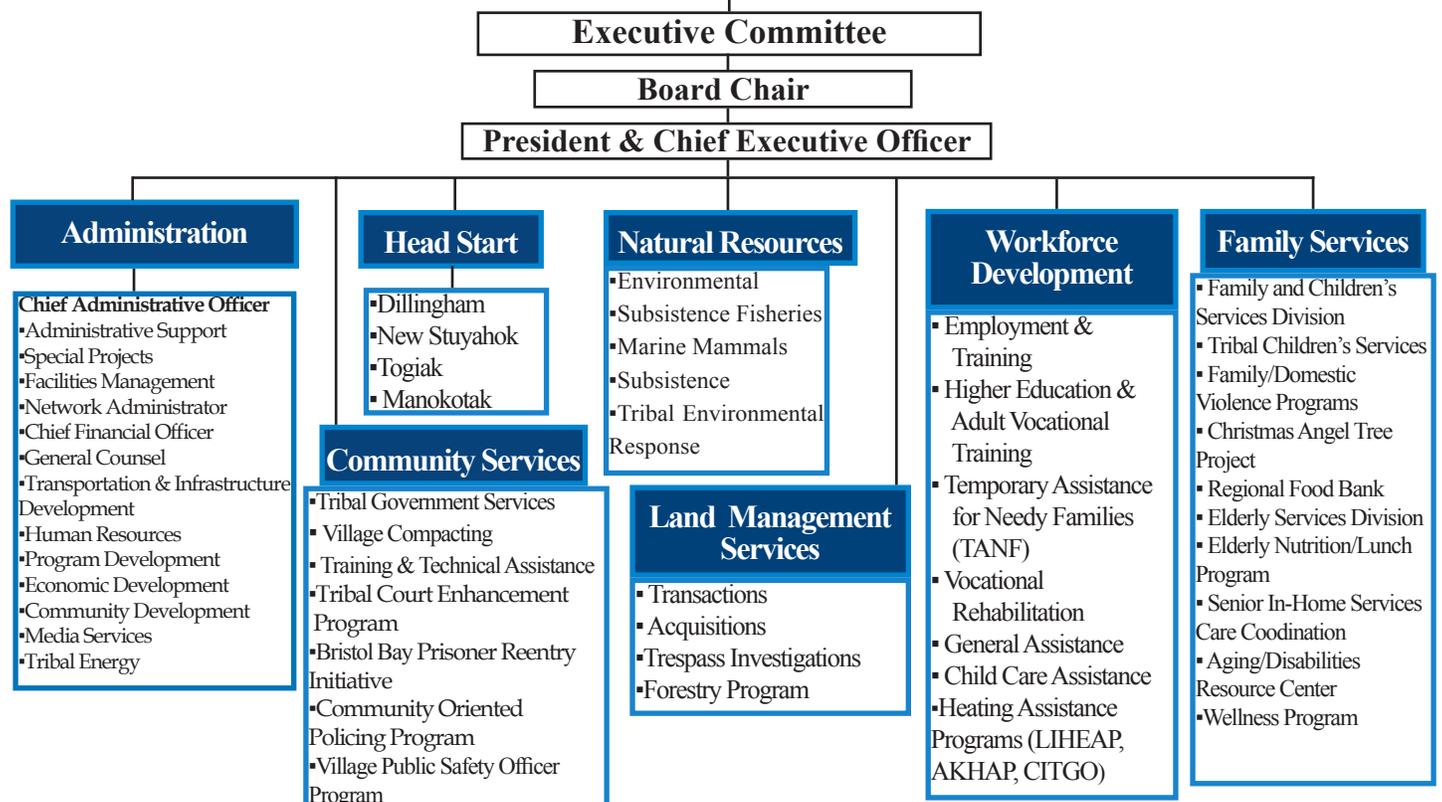
Family Services directed by Lou Johnson, includes 3 divisions: Aging & Disabilities Division (Title III, Title VI Part A, Title VI Part C, Aging & Disabilities Resource Center, Senior In-Home Services, Nutritional Supplement Incentive Program); Children’s Services Division (Indian Child Welfare Act,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

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

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

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



Administration



From left: Ralph Andersen, President & Chief Executive Officer; Bruce Baltar, General Council; Rose Fisher, Director of Human Resources; Wassiliisa (DeeDee) Bennis, Chief Administrative Officer.

Administration Staff



From front, left to right: Leo Roehl, Vivian Braswell, Amos Bavilla, Daneya McDowell, Margaret Lemons, Jim Larsen, Evelyn Wassily, Kyle Hardin, Annie Golia, Jaclyn Alakayak, Amelia Christensen, Jayne Bennett, Charlene Carr, and Sandy Kemp.

Accounting



Front row, from left: June Hoover, Accounts Payable & Purchasing Manager; Candy Miller, Accountant; Margaret Johnson-Williams, Travel Manager; Dana Clark, Payroll Manager. Back row, from left: Venita Flensburg, Accountant; Jimmie Kinder, Comptroller.

Human Resources



From left: Olga Kropoff, Personnel Manager; Rose Fisher, Human Resources Director; Sandy Kemp, Personnel Assistant; HollyNoel Johnson, Benefits Specialist.

Program Development



From left: Lawrence Sorensen, Tribal Energy Program Manager; Patty Heyano, Program Development Director; Thomas Woods, Media Services Specialist; Annie Fritze, Economic Development Program Manager; Jayne Bennett, Program Development Assistant; Gwendolyn Larson, Community Development Program Manager

Community Services Department

“Promoting Self-Determination for the Bristol Bay Tribes”

Ida Roehl, Director

TGS Staff:

Nena Larsen, LA&OMS

Shanna Schroeder, A&OMS

Bonnie Kropoff, A&OMS

Amelia Christensen, Program Assistant

Annie Golia, Program Assistant

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

TGS staff works closely with Compact Tribes to assure the federal funds will assist with local Tribal governance and programs. BBNA Compact

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

Village/Tribe	Employee Name	Village/Tribe	Employee Name
Aleknagik	Alan Ilutsik	Kanatak	Shawn Shanigan
Chignik Bay	Debbie Carlson	Kokhanok	Shirley Wassillie
Chignik Lagoon	Delissa McCormick	Koliganek	Mary Lou Nelson
Chignik Lake	Shirley Kalmakoff	Levelock	James Kallenberg
Clarks Point	Nadine Wassily	Manokotak	Arline Franklin
		Assistant	Roderick Andrew
Curyung (Dlg)	Dorothy Larson	New Stuyahok	Faith Andrew
Assistant	Christopher Maines	Assistant	Anita Gust
Egegik	Pamela Hainsel	Perryville	Dana Phillips
Ekuk	Diane Folsom	Pilot Point	Sue Evanoff
Ekwok	Richard King	Portage Creek	Maryann K. Johnson
Ivanof Bay	Nicole Cabrera	Togiak	Clara Ann Martin
		Assistant	Clara Gusak
		Twin Hills	Beverly Cano



From Left: Shanna Schroeder, Jaclyn Alakayak, Amelia Christensen, Ida Roehl, Annie Golia, Carla Akelkok, Nena Larsen, Bonnie Kropoff, Ralph Andrew.

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

CSD Continued-
 BBNA/CSD requires village-based Administrators' to participate at the annual President's & Administrator's training workshop. As well, village/tribal councils are encouraged to also send the President, or designate another representative to attend. The April 2015 class was developed in partnership



Participants at the annual President's and Administrator's Training Workshop, April 2015.

between BBNA/CSD and UAF College of Rural and Community Development, Interior Aleutians and Bristol Bay Campuses. After fielding many governmental inquiry calls from Tribal Officials and Tribal Members from across the region about local governing responsibilities CSD Director, Ida Roehl understood that BBNA must assist Tribes to understand mutual responsibilities of Tribal Members and Tribal Governments.

Building on the concept of good government, CSD Director recognizes the intrinsic value of time



Pictured: Debi Nelson-UAF Bristol Bay Campus, Instructors Kevin Illingworth and Stephan Pevar, Ida Roehl-Community Services Department Director.

limitations in small rural community governing/administrative offices. The exploratory discussion with Kevin M. Illingworth, JD, Associate Professor of Tribal Management at the UAF, Aleutians Interior Campus for the progressive governing concept. Mr. Illingworth noted that this will possibly fit it into one of the existing TM justice course framework. The unique class is offered as "TM 250 Current Topics in Tribal Government" class, or as a "Special Topics" class. The course is offered for credit and counts

towards the TM Certificate and AAS degree. BBNA is very encouraged to learn that the Tribal Management curriculum(s) will be imbedded throughout the broader UAF systems in the coming years. Tribal Management #250 – titled Current Topics in Tribal Management is "The Essentials of Tribal Constitutions, Tribal Laws and Tribal Government." The focus is on governance building; 1) Understanding Tribal Constitutions, 2) Understanding Tribal Code development, and 3) how the Written Rules are applied in a Tribal Court setting.

There were 41 Bristol Bay residents participated at the UAF Tribal Management 250 class at the Bristol Bay Campus. There were 29 Presidents and Administrators; Togiak sent 5 additional Tribal Officials; 1 interested village resident attended; and 6 CSD employees. The instructors were Kevin Illingworth (UAF/IC) and Stephan Pevar with the American Civil Liberties Union who agreed to again travel to Dillingham to assist with the focused governance class. Cheri Johansen (MSW practicum student through BBNA Justice Programs) also gave a presentation on wellness and prisoner reentry challenges. The class was very interactive and well received.

CSD regularly allows participants to evaluate its workshop classes or conferences. This allows Tribal leaders and village-based employees to have input on training needs, if the information being provided is helpful, and if there are areas or issues that regional leaders need to be more aware of. The compiled evaluation report may also reflect levels of understanding and any evolving trends within the region or in the state.

Tribal Justice Programs

Tribal Court Enhancement Program Manager: Ralph F. Andrew
Tribal Justice Program Assistant: Jaclyn Alakayak

BBNA, CSD's Tribal Justice Programs are organized around the following principles: 1) Comprehensive and system-wide approaches are critical for operating effective tribal justice programs and must include judicial, law enforcement, and policing components; 2) Tribal Justice is an essential Tribal government service; 3) Capacity-building, development and enhancement of Tribal Justice Systems is essential and an extension of Nation-Building; 4) The protection, exercise and respect for Tribal Sovereignty is key to the administration of Tribal Justice in a stable, fair, equal, and efficient manner.

Tribal Court Enhancement Program:

In 2011 the U.S. Department of Justice awarded a \$496,874 grant to implement tribal court training and enhancement program. This grant-funded project was very focused on governance building and was successfully concluded with the close of fiscal year 2014. Work will continue to explore ways and means to develop and support a regional tribal court with satellite court established in the six sub-regions. This proactive concept is intended to overcome the limited resources available to establish twenty-eight (28)

new and separate stand-alone local courts in each village. Further, the regional court approach can create the opportunity for the development of a much-needed appellate court in the region.

Bristol Bay Prisoner Reentry Initiative

In 2012, BBNA CSD was awarded a \$731,630 grant from the Department of Justice under the Coordinated Tribal Assistance Solicitation to pilot implementation of the Bristol Bay Prisoner Reentry Initiative. The primary purpose of this initiative is to reduce Native recidivism, improve public safety, and outcomes for offenders reentering the Bristol Bay region. The project deliverables include the design of culture-based rehabilitative services to support successful reentry and reintegration of formerly incarcerated citizens returning to their communities.

The project continues to raise awareness, facilitate dialogue with service providers, and lay the groundwork for the assembly of a region-wide Prisoner Reentry Coalition. A diverse array of interests will be represented on the Coalition including: Tribal and local government leaders, law enforcement, the state court and corrections system, regional healthcare, victim advocates, and other stakeholders including successful reentrants. The Coalition will develop and

propose an implementation plan and culturally sound strategies to sustain this pilot program into the long term. Concerning Native culture, one of the notable activities in fiscal year 2015 was the research completed by a local Masters of Social Work student, Cheri Johansen, on the topic of culture-based therapies and wellness courts. This research on cultural-specific programming being deployed by tribal reentry and therapeutic programs serving Native American clients will inform project dialogue going forward. Of note, the program manager and the student researcher attended the American Probation & Parole Association



Jaclyn Alakayak and Ralph Andrew pictured in front of the Samuelsen Justice Center.

Tribal Justice Programs



Participants in the Prisoner Reentry class held at the UAF Bristol Bay Campus November 2014.

(APPA) Annual Conference in New Orleans, LA to increase knowledge on reentry programs operating nation-wide and afforded project staff an opportunity to meet with an APPA representative available to provide technical assistance during the project. In the spirit of collaboration, the BBNA Reentry Program Manager and the Director of Jake's Place - a residential substance abuse treatment program) operated by the Bristol Bay Area Health Corporation - attended the Statewide Reentry Workshop sponsored by Alaska Department of Corrections and Alaska and Alaska Mental Health Trust Authority. Also notable, towards the goal of establishing a regional Reentry Coalition, the program convened a Prisoner Reentry Coalition November 3 - 7, 2014 in Dillingham which resulted in the identification of workgroup topics and potential interested Coalition members.

In June 2015 a new program manager was hired during the final stage of the project which will extend into fiscal year 2016. Program management reestablished contact with Bristol Bay Tribes administering and developing Tribal Court functions related to reentry programming, namely wellness and healing circles and post-release support services for juveniles. Tribes in Bristol Bay are expressing

the desire to act on what has become a topic of growing national interest – criminal justice system reform to stabilize financial and social costs by reducing recidivism and improving public safety in a community-centered manner. Tribal governments in Bristol Bay wish to bring restorative justice, culturally-focused wellness programs into play to strengthen their cultural foundation and their community's well-being.

Program management reestablished contact with tribal justice technical assistance and service providers who have offered to provide support and advice to the project going forward. For example, staff began facilitating the development of a VPSO Tribal Probation Academy that will incorporate the complex set of laws and expectations placed on village-based VPSO's.

In the coming fiscal year the Reentry project will actively engage prisoner reentry stakeholders in an area of Tribal Justice that often goes unnoticed day to day. To assure broad public validation and accreditation, BBNA/CSD incorporates the University of Alaska, Rural Tribal Management Programs as a tool to accomplish these governance building and justice education goals. Project staff is excited and honored to have a role in the development of a program that promises to improve public safety while enhancing Tribal sovereignty and community wellness.

Village Public Safety Officer Program

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

BBNA currently has (8) filled VPSO positions located in the region:

Work Station	VPSO	Work Station	VPSO
Aleknagik	1st Sgt. Jason Creasey, Sr.	Manokotak	VPSO William Yates II
Egegik	VPSO Charles Clayton III	Pilot Point	Sgt. Byron Wise
Ekwok	Cpl. Corey Nicoli	Togiak	Cpl. Roger Wassillie
Koliganek	1st Sgt. Gust Tunguing, Jr.	Regional VPSO	VPSO Michael Myers

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

The VPSO Program provides the opportunity for an individual to achieve a career ladder in this unique public safety position. A VPSO recruit will attend the VPSO Academy training session within two years of employment. This includes: 1) working with a 1st Sgt. Field Training Officer (FTO) for up to two weeks; and 2) mandatory attendance at the 15-week VPSO Alaska Law Enforcement Training (ALET) Academy for rigorous physical training and report writing at Sitka, Alaska.

This past year, DPS decided with the nonprofits for a 15-week ALET training session, replacing it from the 10-week Rural Law Enforcement Training (RLET), which is provided to AST recruits at the VPSO Academy at Sitka. Mandatory requirements are to become a fully certified VPSO within the first two years of hire. VPSOs also attend the annual Regional Training to maintain the required certifications to continue to serve as a public safety officer. We will continue to work with DPS for the Arming Officer Training, as the next training is tentatively starting in March 2016. VPSO recruits are to meet the minimum Physical Fitness Pre-Test, minimum standard 35%, to pass 25 Pushups, 27 Sit-ups in a minute, and 1.5 miles in 15:12 minutes.

After a year of service a VPSO can advance to Corporal by meeting minimum criteria. After being employed for 3.5 years of service, he/she may qualify for promotion to a Sergeant level. To assist with advancement other training opportunities for VPSOs include: CPR, firefighting, the basic Village Police Officer training, Drugs Abuse Resistance Education (DARE), and TAC Officer training to help mentor VPSO recruits. After at least 5 years of service and having achieved the VPSO Sgt. Level, an individual is given the opportunity for instruction on becoming a Field Training Officer which provides advancement to the VPSO 1st Sergeant level. All VPSOs also participate at the annual regional conference to maintain required certifications. VPSOs also assist the Alaska Department of Corrections by acting as Probation Officers locally.

BBNA was awarded a USDOJ Grant for Community Oriented Policing (COPS) in the amount of \$501,000 to upgrade VPSO emergency response equipment. BBNA purchased the Alaska Lund package to place in up to 15 communities for Search and Rescue response. The program monitors and pursues to other grant opportunities to enhance program safety for communities and VPSOs. BBNA has a remaining balance of \$12,447.63 from this grant award.

BBNA also has pending for approval a 2015 Coordinated Tribal Assistance Solicitation (CTAS) COPS Training Grant and Community Service Department also has pending for approval a 2015 CTAS Strategic Planning Grant.



VPSO William Yates II completed the 15-week training session at the Alaska Law Enforcement Training Academy, pictured here with Ida Roehl, CSD Director in front of the Training Academy in Sitka, AK.

Becoming a VPSO is an excellent opportunity to serve one's community. Applicant candidates must be 21 years of age, good moral character with no serious criminal history. VPSO recruits are expected to complete the rigorous ten-week training at the VPSO Academy at Sitka, Alaska.

Family Services Department

This past year has been quite busy for the Family Services Department. We continued our work with the Work Force Development, Head Start, and Human Resources Departments to bring our programs/services to a more collaborative effort for streamlined services for Bristol Bay region. Our programs are interacting with the other programs within the other departments to ensure that clients receive the services needed and that they don't fall through the cracks. We will be cross-training all departments' staff to have an understanding of programs and services offered here at BBNA so that our clients will receive the full benefits of coming to BBNA for assistance.

Aging & Disabilities Division:

Thomas has been at the helm for a full year and we are already seeing the positive changes made when he came on board. Our programs/services are administered to better serve our elders and disabled residents. We are ready to launch the homemaker/chore and respite services this next year. Anna Mae left us last fall and we hired Isaac Wood in October. Chris Itumulria retired this June and we are currently seeking his replacement- we hope to interview and hire by mid - to end of August. Our caseworkers are still located at the Dillingham Senior Center and that seems to be working out very well. We will plan more activities again once our second caseworker is on board. Our caseworkers will be able to assist the Burial Assistance program as they will be fully trained to do so this fall. Outreach activities will continue out into our outlying communities and if there are questions please feel free to contact Thomas Gardiner at (907) 842-4139, toll-free at (800) 478-4139.

Children's Services Division:

Crystal is back full-time after taking a partial sabbatical to complete her last year in the Masters in Social Work program- Congratulations on receiving your MSW Crystal! We certainly are proud of you! The division completed its technical assistance work with the National Resource Center 4 Tribes in September and the outcome is we now have Children's Services Division procedures! Crystal will continue to bring her staff up to speed on those new written procedures. We recently lost Tish Olson, Dillingham Caseworker to a position in the WFD department. Bryan Fritze also left his position as the New Stuyahok

Caseworker. We have since filled those positions with Deanna Baier, Dillingham Caseworker and Faith Andrew, New Stuyahok Caseworker- they both began for Children's Services on July 27! We also moved Eva Kapotak from part-time to full-time and she is doing more regional work for us with our Anchorage-based caseworker. Bernice O'Domin was welcomed back as the Perryville Caseworker this winter. Sandra Stermer, Ekwok Caseworker will retire in mid-August and we will seek a replacement Ekwok Caseworker soon. Our Title IV-E Foster Care Reimbursement Program, for FY 15 has brought in \$169,366 - more than any full fiscal year in the past 14 years! We have been working with the State of Alaska over the years to best benefit our reimbursement based on our Children's Services staffing pattern and it has paid off! Crystal was able to secure excess BIA funds from the Alaska Region to provide two Undoing Racism events here in Dillingham and the turnout and feedback was awesome! We will look at how we can continue to talk about racism and historical trauma as a healing process throughout the region.

Family Violence Prevention Division:

We had some changes within that division late 2014/early 2015. Mary Jane Kasayulie stepped down as the Division Manager and became the Wellness Program Coordinator and then Jeweline Larson became the Division Manager, vacating the Response Team Coordinator position as we ran out of funds at the end of the last fiscal year. We also said good bye to Charles Wilson as our long-time Food Bank Assistant and we welcomed Paul Bavilla as his replacement. Jeweline and Mary Jane have been working on the Wellness Program development and we have come up with a name for the program - Wellness: A Circle of Life (themed after our Rural Providers Conferences from a few years ago). We also have made the decision to adapt the Healthy Families: The Yupik Way curriculum for our Wellness Program and staff have been working with the AVCP Healthy Families experts and our village service providers to adapt the program. We have been trained in the Healthy Families curriculum as well as the Elders in Training program and plan on further training to get the Wellness: A Circle of Life program going in Togiak, Aleknagik, New Stuyahok, Ekwok, and Dillingham this fall.

We just got our FY 2015 award for the Family Violence Prevention Funds at \$333,662. We are awaiting word from the CTAS grant application process. That grant, if funded will begin October 1 as well. We also received our Community Incentive Matching Grant for FY 2016 at \$29,833-\$2,000 more than last year! The food bank uses those funds to order more food for distribution as well as for shipping expenses to ship food boxes to the outlying communities.

Division staff have been working with not only the Children's Services and Aging & Disabilities staff, but with the Work Force Development program staff as well to integrate the program and services into our newly structured service delivery system between departments. The division programs/staff welcome input and feedback on their work so far and you can contact them at (907) 842-4139 or toll-free at (800) 478-4139. Our Food Bank has received not only statewide recognition, but national as well! Barbara has been able to secure a new funding source for the food bank this year! She has also been asked to go to Washington DC to represent not only the Bristol Bay Regional Food Bank, but food banks across the state! We are also working with SeaShare, a program that provides seafood products to such programs as the food bank and soup kitchens!

The director continues to work with the Tribal/State Collaboration Group as we just went through some restructuring statewide as well! We now have a Tribal State Advisory Team which consists of 14 administrative OCS and Tribal Co-Chairs from the five OCS regions. We are looking to develop some sort of Tribal Consultation for Alaska Child Welfare issues. We have also been working closely with the Department of Health and Social Services Commissioner, Val Davidson, on a possible statewide ICWA Task Force to tackle some of the issues/concerns in Alaska's child welfare system. We are looking at developing a "compacting" workgroup with the State of Alaska to better provide a funding process to Tribes to build Tribal infrastructure to respond to child welfare issues. We hope that such a workgroup will develop a protocol to provide funding to Tribes to better provide services to our families and children in Alaska's child welfare system.

We are looking forward to the upcoming Healthy Families training here in Dillingham. Our department will be trained with that curriculum and we are looking at implementing the Wellness: A Circle of Life Program in several of our communities who are ready to begin October 1! We will have the training October 5 – 9 bringing in all of our Children's Services Caseworkers and our Aging & Disabilities Nutrition Site Managers. We will have a Family Services Department Full Staff Meeting October 8- with the ability to have all staff attend in person! Thomas and Crystal will be able to spend one full day with their staff to provide program updates and get up to date with their staff as well! Jeweline will continue working with the AVCP Healthy Families trainers on the implementation of the Wellness: A Circle of Life Curriculum within our four or five communities ready to go! I am really looking forward to a busy and exciting year ahead for the Family Services Department!

Moving to a three division department has proven to be most beneficial for the Family Services Department. Our division managers have since been trained in budget management 101, budget development, and a start in grant writing and report making. We have a ways to go, but I would like to say that Thomas Gardiner, Aging & Disabilities Division Manager has progressed tremendously this past year and continues to grow his administrative skills! I look forward to seeing the growth with Crystal and Jeweline as well! As we develop new skills we are looking at what we can improve on next and trying to keep ahead of the game and I look forward to seeing the administrative growth in the department! I would also like to put a shout out to Evelyn Wassily and Barbara Nunn for the tireless work they do whenever we travel our staff here and there! They have been calm, cool, and collected in all cases- covering all bases and knowing the expectations and anticipating bumps along the way but they have managed to travel to our staff places and back home with the least amount of stress! Our Family Services Department Team continues to work well together and I truly enjoy working with these people!

Bristol Bay Regional Food Bank

STAFF: Barbara Nunn Food Bank Caseworker & Paul Bavilla Food Bank Assistant



One of the goals at the Food Bank is to help families become self-sufficient. One of the ways to become self-sufficient is to utilize subsistence foods.

In March Barbara was able to travel to Washington D.C. along with 10 members of the Alaska Food Coalition to help end hunger in Alaska, and support HB 179.

HB 179 would legalize the donation of fish and game, harvested through sport or subsistence to non-profit meal programs such as schools and senior centers.

On April 1, 2015, eight legislators introduced a bill that would allow Alaskans to donate sport and subsistence harvested fish and game to non-profit meal programs. Under House Bill 179, schools, senior centers, and other non-profits could legally serve donated fish and game such as moose, venison, caribou, and salmon. Alaska law presently bars the sale of such foods.

10 Alaskans traveled to Washington D.C to help fight hunger in Alaska.



Barbara Nunn getting ready to go into the offices of Don Young, Lisa Murkowski, and Dan Sullivan.

let's help fight hunger
together

Head Start Program

Category	2014-2015 Budget	2015-2016 Budget
Personnel	\$ 803,505.85	\$ 785,093.89
Fringe	\$ 341,335.23	\$ 335,291.06
Substitutes	\$ 18,000.00	\$ 15,000.00
Staff Travel	\$ 44,792.00	\$ 61,229.00
Volunteers	\$ 25,000.00	\$ 25,000.00
Local Travel	\$ 3,200.00	\$ 2,800.00
Parent Services	\$ 26,315.00	\$ 22,443.00
Staff Training & Development	\$ 11,185.00	\$ 18,181.00
Supplies	\$ 27,223.04	\$ 31,126.00
Maintenance Supplies	\$ 7,000.00	\$ 29,568.00
Phone and Utilities	\$ 98,630.00	\$ 96,630.00
Insurance	\$ 19,136.00	\$ 19,136.00
Rent/Mortgage	\$ 117,684.00	\$ 81,384.00
Contractual	\$ 13,000.00	\$ 13,000.00
Other	\$ 15,960.00	\$ 19,960.00
Bus Gas	\$ 17,000.00	\$ 12,500.00
Bus Maintenance	\$ 8,000.00	\$ 8,000.00
Food	\$ 73,700.00	\$ 86,700.00
Indirect	\$ 169,643.57	\$ 169,643.57
Total	\$ 1,840,309.69	\$ 1,832,685.52

BBNA Head Start

Director – Anne Shade

Regional Sites Manager – Carolyn Hoseth

Wellness Content Manager – Jeanie Timmerman

Education Content Manager – Kate Berkoski

Logistics Manager – Jennifer Gardiner

Total Funding Level

2015-2016

Federal – \$1,388,369.00

State – \$73,933.57

In-Kind – \$349,431.72

with \$139,084.00 waiver

Program Income – \$93,117.00

Total – \$1,904,854.51

Classroom Total Enrollment	2014-2015	2015-2016
Dillingham	38	30
Togiak	35	17
New Stuyahok	18	17
Manokotak	17	16
Total All Sites	108	80

Classroom Medical & Dental	2014-15 Medical Exam	2014-15 Dental Exam
Dillingham	97%	94%
Togiak	97%	94%
New Stuyahok	94%	94%
Manokotak	94%	94%
Total All Sites	96%	94%

2014-2015 Financial Audit

3 Findings

Components of Head Start

Education
 Staff
 Social Services
 Health
 Parent Involvement
 Behavioral Health

Last Federal Review 2013

14 Findings

Head Start Program

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



Land Management Services

Sheila Neketa started work at BBNA Land Management Services as a Realty Technician, June 14, 2005 and worked her way up to becoming a specialist. Sheila is a very hard worker and was recognized at the full board meeting September 18, 2015 for her 10 years of service. Sheila works on a variety of different things here at



Sheila Neketa accepting a plaque recognizing 10 years of service at BBNA.

LMS. She processes negotiated sales, advertised sales, mortgages, subdivisions and removals of restriction. One of Sheila's biggest projects she is working

on is the Native Allotments that are still pending. She works closely with AK Legal Services and the allottee(s) to gather evidence of use and occupancy, affidavits, and signatures. Sheila works well with all the LMS Staff and other staff within the BBNA building. Sheila Neketa was named the Employee of the Quarter for the months of September, October, and November 2012. When asked about her longevity she says, "It has been a privilege to work with the many Native Allotment landowners and Native Allotment Applicants throughout this region." She expresses thankfulness for the opportunity to work with landowners and learning with her team. "I would like to encourage all Native Allotment Landowners, Native Townsite owners and applicants/heirs to learn about their Native land." She welcomes folks to call LMS and believes any question that you might have is important. BBNA LMS would like to congratulate Sheila Neketa on her 10 years of service.



Ralph Andersen, President/CEO and W. Bruce Loudermilk signing MOA between BBNA and BIA.

From time to time disagreements and tension occur in the operation of programs which BBNA has taken over from the BIA, and particularly those programs where

Regional Realty Office (RRO) still has a review and approval role. As a result, on March 19, 2015, BBNA and BIA signed a Memorandum of Agreement to improve the relationship and the flow of business between BBNA and RRO establishing protocols.

In May 2015, Choggiung Limited in collaboration with BBNA LMS completed a USDA Moose Habitat Enhancement Project which increases moose browse by cutting old growth willow and other feed for moose. The crew of four (pictured below), went up the Nushagak River and cut 300 acres of willow.



Moose Habitat Enhancement Project crew, from rear left: Thomas Tennyson, Boice Larson, Robert Norbert; Front: Troy Krause.

April 2015 BBNA Forest Fire Management Plan (BBNA FFMP) was signed off by the BIA Regional Director. This plan will serve as a programmatic plan to guide BBNA in fulfilling its trust responsibilities to Native allotment owners and will serve as the forest and fire management plan for Native allotments within the BBNA service area. In the plan is the cord wood and biomass heating study for Dillingham and Aleknagik, and Bristol Bay Region Native Allotment Forest Inventory.

Wood Harvest Monitoring: The Choggiung /BBNA Forestry Wood Harvest Monitoring Program (wood patrol) started on Saturday January 10, 2015. Choggiung informs BBNA of trespass or potential trespasses on native allotments immediately if the Monitor encounters an individual harvesting on native allotment without a permit or allottee permission. The Wood monitor asks them to stop until such time they have written permission from allotted owner. Getting people to respect native allotment owners' rights as Private land or the Forestry manager having to investigate and resolve each case is further proof that the wood patrol is working.

Natural Resources Department

Moving Forward Toward Co-management of Natural Resources in Bristol Bay

By Courtenay Carty, Director of Natural Resources and Gayla Hoseth, Subsistence Research Specialist

2015 turned out to be a highly accomplished year in regards to Moving Forward in the management of natural resources here in Bristol Bay. Many of the programs, projects and activities that Natural Resources Department staff members are involved in have celebrated successes directly related to the annual report theme. Our department's mission statement and purposes clearly outline our commitment to work with Bristol Bay tribes to move forward towards co-management of our natural resources while advancing the directives laid out in the Bristol Bay Regional Vision:

The BBNA Natural Resources Department is dedicated to protecting, maintaining and preserving the land, ecosystems and natural resources of Bristol Bay; while empowering our Tribes to enhance their subsistence, cultural and economic opportunities as described in the Bristol Bay Regional Vision.

The purposes of the Natural Resources Department are to:

- Protect the rights of Bristol Bay Tribes to choose how to continue to meet their subsistence, cultural and economic needs; and
- Further natural resource management goals of Bristol Bay Tribes, consistent with traditional stewardship, sustainability and self-reliance.
- Ensure effective participation from the Bristol Bay Region in all state and federal regulatory processes that effect subsistence resources.

In this regard, we will focus on the major accomplishments that our staff have been involved with through working with our tribes, Alaska Native organizations and conservation groups in partnership state and federal resource management agencies. Here we will highlight some of the achievements of the Partners for Fisheries Monitoring Program, advancements in migratory bird co-management as well as items of regional importance concerning subsistence harvest regulations and policies that work to protect our rights to continue our subsistence ways of life into the future.

The Partners for Fisheries Monitoring Program hosted four summer fisheries interns

this year. Our partners at the University of Washington's Alaska Salmon Program (formerly known as FRI) hosted two college-aged internships and two high school interns during their 2015 field research station. Congratulations to Malcom and Aaliyah Upton of Togiak, Nadezhda Walcott of New Stuyahok and Triston Chaney of Dillingham for successfully completing their research internships. We hope that the skills they developed over the course of their internship will help guide them towards a career in resource management and/or help them better understand the research principles and management structures that manage Bristol Bay fisheries.

This year our Director of Natural Resources, Courtenay Carty, worked closely with staff of the Alaska Department of Fish & Game's Division of Subsistence to finalize the project report for our cooperative research project titled, *Trends and uses of whitefish in Lake Clark and Lake Iliamna*. The project wrapped up in 2014 and after nearly six months of a constant cycle of report drafting, reviewing, and revising, the project report is being reviewed by the USFWS Office of Subsistence Management for final review and approval. Once approved, the research findings will be made publicly available in the ADF&G Technical Report Series as Technical Paper Number 411, "*Whitefish and other nonsalmon fish trends in Lake Clark and Iliamna Lake, Alaska, 2012 and 2013.*" We are excited to report that in recognition of her contributions to the project and subsequent report, Ms. Carty will be listed as a formal editor on this report. A heartfelt Chin'an and Quyana to the tribal councils, communities and residents of Lake Clark and Iliamna Lake who made this research project not only possible, but incredibly successful – Thank you!



Courtenay Carty displaying her catch of spruce hens on Snake Lake Road near Dillingham.

Other notable activities for the Partners Program that tie into our theme of Moving Forward, include regular dissemination of information to Bristol Bay tribes regarding fish and wildlife regulations proposals, changes to federal policies affecting subsistence resources and/or tribes, as well as notices of public meetings and tribal consultation opportunities. BBNA staff regularly sends announcements regarding these activities as presented both by the US Fish & Wildlife Service as well as the Alaska Department of Fish & Game to our member tribes who may be affected by proposed activities.

In 2015 BBNA staff was able to participate in at least five separate tribal consultation sessions with nearly a dozen Bristol Bay tribes, the Federal Subsistence Board, and representatives of those federal agencies. Major actions that occurred over this past year were changes to the Federal Subsistence Board's Rural Determination Process and well as the US Fish & Wildlife Service's Draft Native American Policy. BBNA staff worked with the Bristol Bay Subsistence Regional Advisory Council and USFWS staff to develop Bristol Bay's recommendations to the 2016 Priority Information Needs for the Fisheries Resources Monitoring Program. We worked with our tribes, ADFG, USFWS, and the Bristol Bay Science and Research Institute to develop three separate research project proposals that were submitted to USFWS for funding federal fisheries research to address these needs in Bristol Bay. These funding proposals will be reviewed by the Bristol Bay Subsistence Regional Advisory Council in October 2015 and will be decided on by the Federal Subsistence Board in January 2016. BBNA staff also worked with six tribes to develop language and submit regulatory proposals to the Alaska Board of Fisheries that address subsistence fisheries concerns in the Six-Mile Lake, Lake Clark, Iliamna Lake, and as well as within the Chignik Management District. These proposals will be decided on by the Alaska Board of Fisheries in December 2015.

Subsistence Research Specialist, Gayla Hoseth continued her involvement with the local Alaska Department of Fish and Game Advisory Committees and was able to assist the advisory committees on some Board of Fish proposals for the upcoming cycle in December 2015. Working on Board of Fish and Board of Game issues regarding subsistence

is a long and rewarding process as we work with local tribal members in the region and their proposals get approved to help better serve the people and the communities we all live in. We also provided information to local tribes regarding the wildlife call for proposals for the Federal Subsistence Board.



Photo of Gayla Hoseth hunting moose.

For the remainder of the year, Gayla along with Courtenay will be available to assist people to provide written comments on either Board of Fish or Federal Subsistence Board proposal comment deadlines. Don't forget everyone's voices count and your opinion does matter, so if you feel really strong about an issue and would like to see change or comment on a proposal you agree with or disagree with, we have the staff available to help assist you along the way.

One of the most exciting events we are moving forward on in the Natural Resources Department is a youth council club at the Dillingham High School/Middle School. This is a first stepping stone to something we would like to expand throughout the region to educate the youth on how the regulatory process works and how to make effective changes in federal and state regulations. The youth council first met earlier this spring and participated in the Spring Yaquillrit Kelutisti Council (YKC) "keeper of the birds" meeting. To have the youth engaged and a part of the migratory bird management in our region was not only exciting, but very promising to pass the knowledge we have to the upcoming leaders of our region. Gayla Hoseth is the primary Bristol Bay Regional Representative to the Alaska Migratory Bird Co-management Council (AMBCC)

Natural Resources Department

and Courtenay Carty is the Alternate. Gayla presented the information from the Spring YKC meeting and gave an updated report from the regional council members as well as the youth input to the Alaska Migratory Bird Co-Management Council. She was so happy to report information from youth hunters regarding migratory birds and the enthusiasm the youth have regarding hunting. One of the local youth hunters was so excited for the spring subsistence hunt he said: "I will be sitting in the grass until they get here."

During the Spring AMBCC meeting, we celebrated the 15th anniversary of the Alaska Migratory Bird Co-management Council. So much happened at this meeting, it really goes well with this year's theme of *Moving Forward*. The AMBCC is one of the few true co-management councils within our state. The AMBCC is the management council for the Spring/Summer Subsistence harvest regulations (the management booklet you receive in your mailbox every spring). The AMBCC is 13 member council comprised of one Federal representative designated by the Alaska Regional Director of the U.S. Fish & Wildlife Service, one State representative designated by the Commissioner of the Alaska Department of Fish & Game, one Alaska Native representative working with the eleven representatives from the Alaska Native non-profit partners (also called the native caucus). Each faction is entitled to one vote.

Gayla Hoseth recently got elected co-chair of the Native Caucus of the AMBCC. This was an exciting accomplishment in *Moving Forward* as it demonstrates our region's capacity to engage in tribal resource management across the state. During the Spring meeting anniversary celebration we celebrated no longer having to have a federal duck stamp requirement for the spring subsistence hunting season for residents living in included areas, and even though the AMBCC is for the spring subsistence harvest we are happy to report this also applies to the fall sport hunt for residents living in included areas. However, the requirement for the state duck stamp applies for the spring and fall hunting season. While all of us were so excited about the Federal duck stamp we are happy to report two proposals unanimously approved by the AMBCC. The first being wanton waste language. This was a proposal submitted to the AMBCC by our local Yaquillrit Kelutisti Council (YKC). The YKC wanted wanton waste language identified

so edible meat had a clear definition. The wanton waste language was passed unanimously by the AMBCC for 50 CFR 92:

Amend § 92.4 by adding a definition for "Edible meat" and by revising the definition for "Non-wasteful taking" to read as follows:

Edible meat means the meat from the breast, back, thighs, legs, wings, gizzard, and heart. However, the head, neck, feet, other internal organs and skin are optional (these optional parts will be considered inedible byproducts and not edible meat for all other provision of this part).

Nonwasteful taking means making a reasonable effort to retrieve all birds killed or wounded, and retaining the edible meat until the birds have been transported to the location where they will be consumed, processed, or preserved as human food.

The second proposal was from the Kodiak region regarding handicraft language. The handicraft language approved is to read as follows for the Alaska Native subsistence harvest users (50 CFR Part 92.6.):

Subpart A—General Provisions

1. Amend § 92.4 by adding, in alphabetical order, a definition for "*Authentic Native Article of Handicraft or Clothing*" to read as follows:

§ 92.4 Definitions.

«*Authentic Native Article of Handicraft or Clothing*» means an item or product created by an Alaska Native which is produced, decorated, or fashioned without the use of any means or device that results in mass reproduction. Alaska Natives must possess a Tribal Enrollment Card or BIA card or be a member of the Silver Hand program in order to sell their products.

2. Amend § 92.6 to read as follows:

§ 92.6 Use and possession of migratory birds.

You may not sell, offer for sale, purchase, or offer to purchase migratory birds, their parts, or their eggs taken under this part, except as provided in Subpart (a)(1).

(a) Eligible persons. Under this part, you may take birds for human consumption only. Harvest and possession of migratory birds must be done using nonwasteful taking. Nonedible byproducts of migratory birds taken for food may be used for other purposes, except that taxidermy is not allowed. Nonedible byproducts taken consistent with this section may be given to other eligible persons or

Alaska Natives. Edible portions of migratory birds may be given to others by eligible persons.

(1) Only Alaska Natives may sell any authentic Native Article of Handicraft or Clothing that contains a non-edible byproduct of migratory birds taken for food during the Alaska migratory bird subsistence harvest season. Sales by consignment are permitted. Each consigned item shall be accompanied by either a certificate signed by the artist that includes the artist's tribal enrollment information or Silver Hand documentation. This documentation must be retained with each item.

Consistent with this section, Native Articles of Handicraft or Clothing may be produced for sale from the following list of bird species: Tundra Swan, Blue-winged Teal, Redhead, Ring-necked Duck, Greater Scaup, Lesser Scaup, King Eider, Common Eider, Surf Scoter, White-winged Scoter, Barrow's Goldeneye, Hooded Merganser, Pacific Loon, Common Loon, Double-crested Cormorant, Black Oystercatcher, Lesser Yellowlegs, Semipalmated Sandpiper, Western Sandpiper, Wilson's Snipe, Bonaparte's Gull, Mew Gull, Red-legged Kittiwake, Arctic Tern, Black Guillemot, Cassin's Auklet, and Great Horned Owl.

Notes:

- "Trade " is encompassed in the word "Sell" and means money is exchanged, so trade was removed from the transfer of nonedible byproducts to another eligible participant
- Transportation terminology was removed because it greatly complicates the regulations at this time to go into all the details and laws already existing on interstate and international transport
- We put back in the Silver Hand requirement, but only for those 18 years or older "Alaska Native" is already defined in our regulations (ANSCA definition) and would require a separate proposal to change



From left: Verner Wilson III, Alannah Hurley, Courtenay Carty, Gayla Hoseth, and Katherine Carscallen.

- Nonedible byproducts – may be gifted to eligible participants and to Alaska Natives (living anywhere).

We end our report with the amazing time we had when President Barack Obama came to Dillingham, AK on September 2, 2015. Courtenay Carty and Gayla Hoseth were a part of the pre-advance team planning back in July. BBNA was fortunate to work with White House staff to take part in such a historical event for the President to come to Alaska to highlight the importance of understanding climate change while announcing programs and funding to help Alaskans build resiliency as we face ever changing climatic conditions. Bristol Bay is truly blessed with an abundance of natural resources and it is our job to work together as staff members with our tribes and various partners around the state to ensure success in *Moving Forward*.



Silver Hand depicting authentic Alaskan Art.

Marine Mammal Program

The Bristol Bay Native Association's (BBNA)'s Marine Mammal Program continues to utilize Bristol Bay Tribal members as experts in integrated research, this includes combining Native knowledge and western science methods. The tribes, federal and state agencies, institutions, and Alaska Native organizations partner in various marine mammal species of concern that is an environmental threat to their traditional way of life. Cultural preservation is a very important priority in ensuring a healthy marine mammal population and habitat to ensure traditional harvests for our future Alaska Natives.

Presently, tribal experts have the capability of conducting integrated western science marine mammal research and Alaska Native knowledge using GPS technology in the development of a BBNA Subsistence Resource Database baseline. The Bristol Bay Imapriim Ungungsiit Marine Conservation project includes the documentation of marine mammal habitat and subsistence resource areas as well as updated population surveys in the Southern Alaska Peninsula-Chignik Lagoon focusing on sea otters; the Northern Alaska Peninsula in Port Heiden focusing on sea otters, and Togiak Bay-focusing on bearded seals.

These baseline studies are important for the Bristol Bay Tribal communities, as the integrated local traditional knowledge and scientific research information will be utilized in the development of a Bristol Bay Imapriim Ungungsiit Marine Multi-Species Conservation Plan

to benefit Stakeholders who are the tribes and federal and state agencies. A hearty *Quyana!* goes to the participating Bristol Bay Tribes as this research belongs to them. The Tribes need to

continue to be credited as co-authors, and/or co-contributors in baseline research as we continue with other Bristol Bay Marine Mammal and Qayassiq Walrus Commission research priorities.

The Qayassiq Walrus Commission is in Year 2 phase of the project, "Walrus Diets in Bristol Bay: Conservation Concerns and Environmental Monitoring" with project collaborators: Alan Springer, Lead Principal Investigator (ASLC, UAF); Sue Budge (Dalhousie U); Helen Aderman (BBNA), Sara Iverson (Dalhousie U); and Gay Sheffield (UAF Alaska Sea Grant Marine Advisory Program-Nome). Brief summary: Walruses in Bristol Bay are important cultural resources to local residents and an important segment of the Bering Sea walrus population. Environmental change due to commercial fisheries, shifting climate, and potential oil and gas development is of concern because of possible effects on walrus prey availability and on the walruses themselves. Although some effort was made in the past to determine diets of walruses in Bristol Bay, very little is actually known. This study would describe diets using the traditional method of stomach contents analysis of harvested animals, as well as a new technique using chemical biomarkers in blubber.



In addition to documenting contemporary diets, the results will allow us to monitor change in the ecosystem in the future. During the 2014 Qayassiq Walrus Commission's traditional Fall hunt, QWC Hunt Captain Kevin Stepan of Manokotak collected three (3) walrus biosamples.

They will be analyzed through the Alaska Sea Life Center. We are encouraging the 2015 QWC walrus hunt captains to submit their walrus biosamples during the traditional walrus hunt.

Marine Mammal Program Continued-

The Marine Mammal Program research projects are based on both the Qayassiq Walrus Commission's marine mammal issues of concern and the annual Bristol Bay Marine Mammal Council's Research Priorities. For Fiscal Year 2015 the Council's Research Priorities include:

- 1) Request to seek direct Bristol Bay Marine Mammal Base Co-Management Funding with NOAA from the Department of the Interior (DOI), and the Department of Commerce (DOC).
- 2) To coordinate with other Bristol Bay entities to enter into a Bristol Bay Regional Summit
- 3) Ongoing Bristol Bay Beluga Research Project
- 4) Iliamna Freshwater Harbor Seal Tagging Studies Research Project
- 5) Nearshore seasonal Northern Bristol Bay Yellowfin Sole Trawl Fishery at Cape Constantine

Other Bristol Bay recommendations:

- One research idea is to do more estuarine water quality studies.
- Do more research studies of Bristol Bay Near Shore Habitat Mapping of Species Distributions. (The leaders of coastal villages in Alaska should have a comprehensive species list of species that live in, or move through their area. Such list for general use currently does not exist for Bristol Bay villages).
- Concern about ocean acidification, changes in some ocean waves and currents in Bristol Bay, and Alaska.

The Bristol Bay Marine Mammal Program also encourages Bristol Bay tribal members that harvest marine mammals in Bristol Bay to voluntarily submit their annual harvests of beluga whale, ice seals-spotted, bearded, and ringed seals, harbor seals, Pacific walrus, sea otters, Steller sea lions, and other mammals in your region. Please contact Helen Aderman, Marine Mammal Program Manager for any questions relating to marine mammals at (907)842-5257, ext. 340 or email: haderman@bbna.com.

Quyana!

Brownfields Program

CaSander Johnson was hired September 15, 2014 as the Tribal Environmental Response (TERP) Coordinator for the Brownfields Program. She spent her first months familiarizing herself with the program's services, what work was conducted in the past, what tasks need to be accomplished for FY 14/15, and started making connections with EPA Project Officer and Alaska Department of Environmental Conservation. As a new coordinator, she attended training sessions such as Alaska Tribal Conference on Environmental Management, Alaska Native Claims Settlement Act workshop, Alaska Forum on the Environment, and State and Tribal Response Program (STRP) Workshop. These training sessions were a great opportunity for CaSander to meet and network with other Tribal Response Programs around Alaska, gain important information about the Brownfields program and other related environmental programs that can tie into Brownfields, and learn more of the environmental issues that communities face in Alaska. During her time as the TERP Coordinator CaSander has accomplished a great deal of tasks. She has written and edited the FY 15/16 Brownfields grant proposal and successfully submitted the grant before the June 12th deadline. Also, CaSander has worked with the City of New Stuyahok completing a DEC Brownfield Assessment and Cleanup (DBAC) grant. While working on all this, she has been reorganizing the Public Record of contaminated sites and updating inventory of potential brownfield sites that people in communities have concerns about. Recently, CaSander has been very busy working with surrounding villages doing outreach about the Brownfield Program, collecting information for the inventory, and making contacts with the tribes. As FY 14/15 comes to an end; CaSander is working hard to finish tasks set in the workplan. She is starting the process of getting Tribes informed and aware of the brownfield process to get potentially contaminated sites to the reuse/redevelopment end phase. The first step to getting there is identifying potentially contaminated sites, so if there is anyone that has a concern about contamination please contact CaSander Johnson at (907) 842-5257 or by email cassy_ann_411@hotmail.com.

Environmental Program

The Environmental Program housed within the Natural Resources Department works with Tribes and other organizations to protect environmental quality and human health by promoting partnerships and leveraging grants, and through technical assistance to tribal environmental programs.

Moving Forward on Climate Change Adaptation

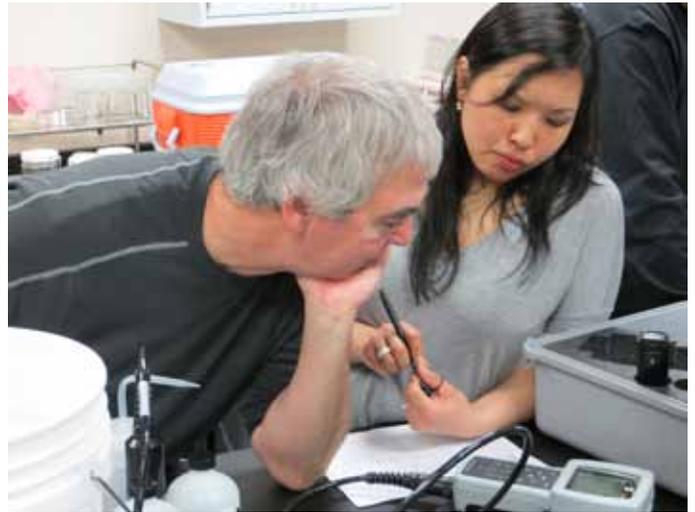
Over the past 50 years, Alaska has warmed twice as fast as the rest of the United States raising concerns about climate change threats to community infrastructure and how changing conditions are altering the availability of subsistence foods. BBNA's Environmental Program continues to collaborate with various partners on specific projects to document changes occurring and prepare villages for climate change impacts.

Documenting Community Observations on Climate Change

Assessments with Koliganek, New Stuyahok and Ekwok were completed in response to local concerns about climate change impacts. Key observations were shared by community members, both about recent change, and changes that have occurred over decades or a lifetime. Although each community is different, there were common impacts reported and shared concerns about extreme weather, drought, changes in the river channel, bank erosion, vegetation change, and about the health of people and subsistence resources. Previous assessments were completed with Pilot Point, Levelock and Nondalton. These reports are available at <http://www.anthc.org/chs/ces/climate/bbs/climateandhealthreports.cfm>.



"It has been very dry. The leaves are smaller this year." -Peter Gumlickpuk, New Stuyahok.



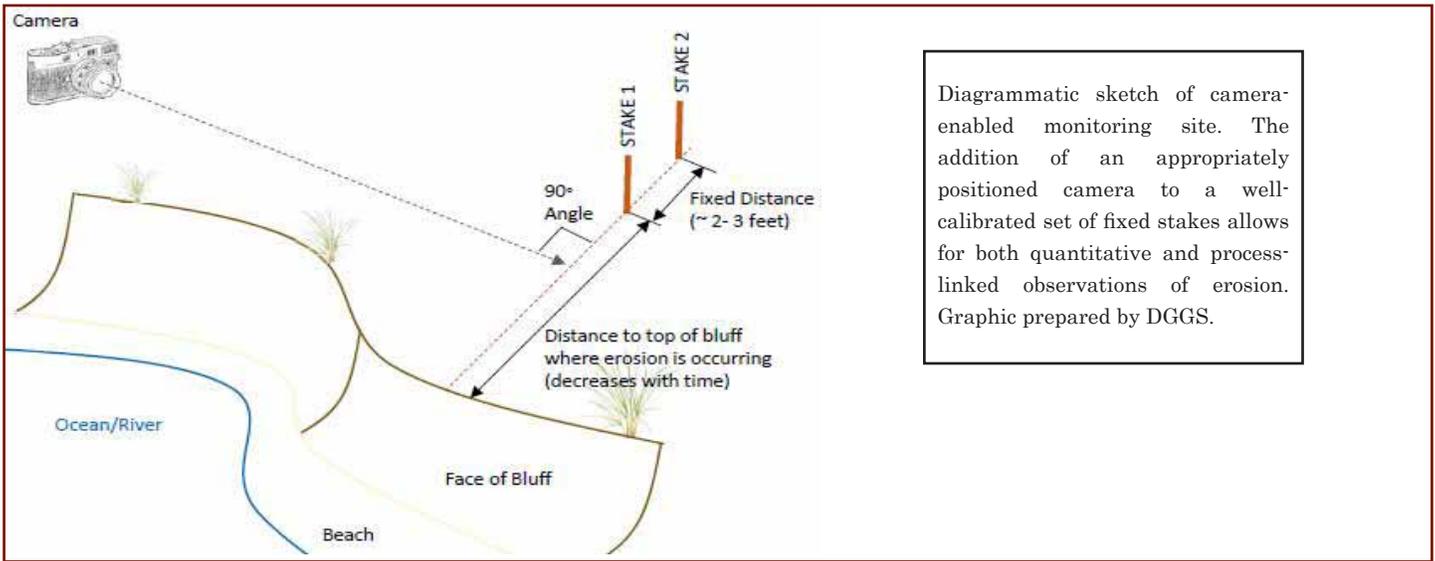
Calibrating Instruments at the May 2015 class.

Stream Temperature Monitoring

Water temperature is an essential indicator for monitoring the health of Bristol Bay salmon habitats, which support vital subsistence and commercial fisheries. A Bristol Bay Regional Water Temperature Monitoring Network has been established to generate water temperature data which meet the information needs of individual cooperators (agencies, universities, villages) while simultaneously generating data relevant for assessing changes in stream and lake temperatures at a regional scale. Training on stream temperature monitoring has been incorporated into the annual surface water quality monitoring recertification class for tribal environmental monitors. Stream gauges have been installed near several villages to collect continuous temperature with data collected by local monitors.



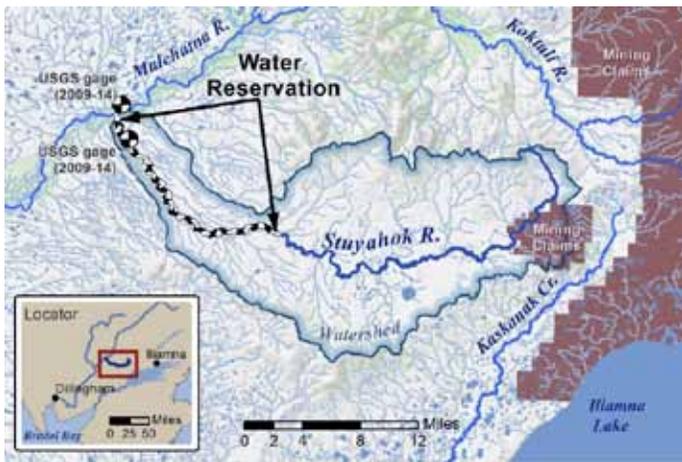
Recording field data as class exercise.



BIA Grant Awarded to Advance Community-Based Monitoring

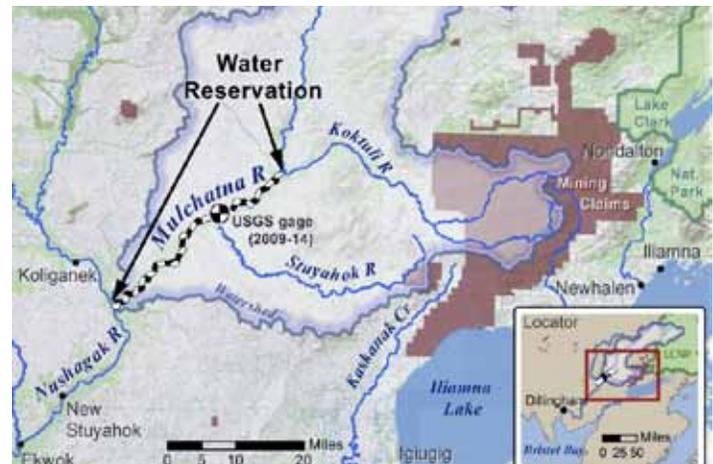
Erosion and flooding are two of the most compelling threats facing many of our communities. BBNA was recently awarded a grant to train tribal environmental staff on community based erosion monitoring strategies, and to work with three communities on installing time-lapse cameras in conjunction with survey stakes to quantitatively document the rate of erosion. One of the most important elements of this project is that it will employ simple, low-cost methods that can be readily adopted at the local level and encourages community residents to work in partnership with scientists and university researchers.

Mulchatna and Stuyahok Rivers Water Flow Reservations



A priority use of water within a waterbody for fish and wildlife habitat is initiated with the filing of an application for an instream flow reservation with the Alaska Department of Natural Resources (ADNR). Once filed, an

application has priority but is not enforceable unless five years of flow data is provided to complete the application. The fifth year of data collection and analysis was completed in 2014. The final applications were filed with ADNR in 2015 and undergoing adjudication. This project along with water flow reservations for other tributaries implement one of the key strategies in the Nushagak River Traditional Use Area Conservation Plan adopted by the Nushagak Mulchatna Watershed Council.



Technical Assistance to Tribal Environmental Program

Technical assistance is provided to help build the capacity of Tribes to administer and expand village based environmental programs. Twenty-three tribes in our region receive EPA funding to improve environmental health conditions in their communities. For more information about services and training provided through BBNA's Environmental Program, contact Susan Flensburg at (907) 842-5257, or email sflensburg@bbna.com.

Program Development Department

The Program Development Department is moving forward on its work to bring new and innovative programming to our communities, families and native people through planning, capacity building, and supporting educational and job opportunities. The Program Development Department (PDD) includes the Community Development Program, Economic Development Program, Media Services, and Tribal Energy Program. Patty Heyano, PDD Director, develops new programs, writes grants, and manages special projects. The Program Development Department works towards making a difference for our communities, families and individuals through planning, capacity building, and supporting educational and job opportunities. The Program Development Department supports the values and needs as expressed by the people in the Bristol Bay Regional Vision when developing programs and managing projects.

Preserving Alaska Native Culture and Empowering Communities in Bristol Bay: Patty Heyano and Annie Fritze collaborated on the 2014 ANE Program Grant with the UAF-Bristol Bay Campus that was awarded to BBNA in August 2014. With the funds, the Campus is providing cultural and Yupik language programming with small business training and assistance from the Economic Development Program plus a wide range of dual credit courses were taught at the four school districts. An orientation to Teaching in Rural Alaska was offered to teachers employed by the Southwest Region School District. A women's conference was held in Dillingham in November 2014 and was attended by 47 women and youth from Dillingham, Ekwok, Aleknagik, Palmer, Wasilla, Iliamna, Togiak, New Stuyahok, Manokotak, Kodiak, Anchorage, Canada, and Koliganek. Thirteen cultural and language classes were held in Dillingham with 130 students; two were held in Togiak with 21 students; one in New Stuyahok with 12 students; one in King Salmon with 8 students; and one in Iliamna with 31 students. Seven dual credit classes were completed for Lake and Peninsula; three for Bristol Bay Borough School District; eight for Dillingham City School District; and two for Southwest Regional School District. Two Village-Based Entrepreneurship and Alaska Market Places were held in Dillingham with students from Dillingham, Togiak, Twin Hills, Ekwok, Nondalton, and New Stuyahok.

Bristol Bay Jobs Accelerator Project: The Bristol Bay Jobs Accelerator Project provided Bristol Bay residents with opportunities to attain or upgrade their skills in the fishing, seafood processing, maritime industries, and related support businesses. Besides the impact on individuals, SAVEC's capacity to provide fishing, seafood processing, and maritime training



Group photo of the 40 Hr. HAZWOPER class at SAVEC in March. Pictured from Igiugig - Jeff Bringhurst, Terek Anelon, David Alvarez, Tate Gooden; from Iliamna - Chasity Anelon; from Nondalton - Virgil Delkittie Jr., Nicole Smith, Clifford Hobson, Travis Hobson, Marvin Balluta Jr.; from Manokotak - Krissie Gloko, Twyla Gloko, Barbara Alakayak; from Togiak - Jeffery Echuck; from Naknek - Jack Larson, Chris Thomas, Sylvester Jones, Karl Williams, and Delta Bailey.

has been enhanced. SAVEC staff members attended 39 capacity building trainings. SAVEC increased its partnerships with 15 other education providers and collaborated with six regional organizations, two Federal agencies, and two state agencies; leveraged an additional \$375,049.76 in training funds; did 38 region-wide outreach campaigns, and provided 44 courses with 606 students attending. For this project 3.3 FTEs were created. As a result of this project, 10 jobs were retained, and 75 job placements were made. SAVEC collaborated with BBEDC on the 2014 Business of Fish Conference and provided related fisheries and seafood processing training in conjunction with the 2014 and 2015 Conferences. SAVEC is exploring ways to fund this training program beyond the December 31, 2015 project end date.

SAVEC contracted with Izetta Chambers to provide fisheries cooperative development services. So far, there are 16 small fish processors participating in development of a fisheries marketing cooperative. The www.sellyourownfish.com website was developed in response to suggestions from potential cooperative members as a platform to promote Bristol Bay salmon through banner ads, and also as a mechanism for sharing information relating to seafood processing and marketing. The site was developed by Dave Hansen, with funding through the Regional Seafood Development Association (BBRSDA).

Regional Government Study with Tribes: Patty submitted a FY2015 ANA SEDS-AK Grant proposal for a *Regional Government Study with Tribes*. Ekuk Tribe sponsored the grant application with matching funds from the City of Dillingham and City of Aleknagik. After contact from ANA staff, Patty expects to be awarded the grant by October 2015.

Community Development Program

The Community Development Program offered competitive community planning grants for BBNA compacting Tribes in December 2014. The purpose of the Community Planning Grant was to allow the Tribal Councils to hire a local



Jaylon Kosbruk, Perryville Tribal Community Planning Specialist

Community Planning Specialist to update their community plan. Four Tribes received the Community Planning grant: New Koliganek Village Council, New Stuyahok Traditional Council, Native Village of Perryville and the Traditional Council of Togiak. The Tribal Community Planning Specialists



Peter Lockuk Sr., Togiak Tribal Community Planning Specialist

attended a three-day Community Development class held at the UAF Bristol Bay Campus in Dillingham January 22-24, 2015. They also received technical assistance throughout the grant period to insure their community plans

were completed. All four tribes were successful in completing their community plans and received approval by the tribes. BBNA posted the community plans on their website and Tribal Councils were also encouraged to post their new community plans on the State of Alaska community plans library. This was a successful round of grants, many lessons were learned and the program has been making adjustments for improvements.



Wassillie "Wally" Gust Sr., New Stuyahok Tribal Community Planning Specialist

The Community Development Program is providing a Community Planning Grant and Grant Writer Grant for the 2016 fiscal year. The grants are competitive and eligible Tribal Councils may only apply for one grant per grant cycle. Tribal Councils must have a Community Plan older than five years in order to be eligible for the Community Planning Grant. Tribal Councils must have a Community Plan that has been updated within the last five years in order to be eligible for the Grant Writer Grant. The Community Planning Grant and Grant Writer Grant provide funding to the selected Tribal Councils to employ a temporary Tribal *Community Planning Specialist or Tribal Grant Writer* from Mid-September, 2015 to March 31, 2016. Applications were sent out to BBNA compacting Tribal Councils and were notified the beginning of September if they received a grant.

If you have any questions about the Community Development Program or the grants please contact Gwen Larson, Community Development Program Manager at (907) 842-5257 ext. 325, or email glarson@bbna.com.



Frances Nelson, Koliganek Tribal Community Planning Specialist

Economic Development Program

EDA Comprehensive Economic Development Strategy

Bristol Bay Comprehensive Economic Development Strategy

2015 Update



Prepared for the United States Department of Commerce
Economic Development Administration

The Bristol Bay Comprehensive Economic Development Strategy (BBCEDS) 2015 update is the product of ongoing planning efforts by the Strategy Committee and tribally enrolled members and other participants concerned for the sustainable, long term responsible economic development, job creation, and overall improvement in the quality of life in the Bristol Bay Region. Funding is supported from the United States Department of Commerce: Economic Development Administration.

The BBCEDS contains strategies for enhancing and creating new initiatives with potential for transforming the region's sustainable economic development efforts that will not threaten our land, water, or way of life. We strive to recognize the need to locate new sources of capital and investment opportunities and coordinate planning efforts for stronger, resilient, affordable communities.

Our region's economy continues to grow. The Bristol Bay Comprehensive Economic Development Strategy Committee considers the comprehensive economic development strategy planning process very beneficial to the Bristol Bay region. This past year, the Economic Development Program created or retained 142 jobs as a result of the BBCEDS 2014 initiatives, and generated \$387,711 from private sector investments from the projects listed in the BBCEDS and \$37.1 million dollars from public sector investments!

Five priority projects have been identified in the 2015 BBCEDS update that is critical to economic development in the Bristol Bay Region. These five economic projects: **Fisheries, Workforce Development, Small Business Development & Tourism, Regional Energy Plan, Transportation and Infrastructure**, call for regional participation which may require resources that the region does not currently have. For these projects, we have suggested collaboration with partners in the Action Plan. For a hard copy of the CEDS, please contact Annie Fritze, Economic Development Program Manager at (907) 842-5257 ext. 323 or by email at afritze@bbna.com. The BBCEDS is also available on BBNA's web page: <http://www.bbna.com/wp-content/uploads/BBCEDS-2015-Final.pdf>





Participants in the village based entrepreneurial classes and Arts & Crafts Marketplace.

In pursuit of BBNA's Economic Development Program to expand and promote economic opportunities for tribal members in tourism, a comprehensive visitor guide is in its final stages to be published for distribution. Visit and Explore Alaska's Beautiful Bristol Bay illustrates the regions awesome fishing, hunting, wildlife viewing and spectacular landscapes.

Alaska Native Education (ANE) Grant

"Preserving Alaska Native Culture and Empowering Communities in Bristol Bay"

BBNA's Program Planning Department and UAF-Bristol Bay Campus had designed the *"Preserving Alaska Native Culture and Empowering Communities in Bristol Bay"* ANE grant to enhance cultural knowledge through participation in a variety of culturally relevant classes. An important element was offering village based entrepreneurial classes in coordination with an Arts and Crafts Marketplace (ACM). In an area where jobs are limited this project created self-directed employment opportunities to allow village elders and other residents to share, promote, and sell their traditional Native arts and crafts.

In collaboration with the UAF-Bristol Bay Campus, two arts and crafts marketplace (ACM) were held in the past year, the first on December 13, 2014 and the second on May 9, 2015. Nineteen participants representing communities from Dillingham, Togiak, Twinhills, and Nondalton sold their traditional Native arts and crafts in December and twenty participated in the May ACM. Each one of these participants also received one college credit offered through the UAF-Bristol Bay Campus.

Small Business Technical Assistance

Thinking about starting your own business? Need information on startup, preparing business or marketing plans or where to obtain loans? BBNA has information that may be helpful. Stop by the Economic Development Program office located at the BBNA Annex Building or contact Annie Fritze for assistance at (907) 842-5257 ext 323.



Tribal Energy Program

Lawrence Sorensen is the new Tribal Energy Program Manager. Melody Nibeck vacated the position in mid-December 2014. Her hard work and dedication for advancing the Tribal Energy Program is much appreciated. Melody updated the Bristol Bay Energy Policy, the Energy Crisis Recovery Plan and the Implementation Strategies for both the Energy Policy and Energy Crisis Recovery Plan sponsored by regional entities. The update highlights the status of policies, programs and projects related to the region. The documents can be found on the www.bbna.com website on the Tribal Energy Page.

Lawrence has continued working on the Bristol Bay Regional Energy Plan in partnership with the Southwest Alaska Municipal Conference (SWAMC) and Information Insights for sub-contract management and technical assistance. The project is a state funded project with the Alaska Energy Authority (AEA) and is divided into three phases:

Phase I Preliminary Planning, Resource Inventory & Data Collection

Phase II Stakeholder Advisory Group, Community Outreach & Projects

Phase III Technical & Economic Analysis, Draft Document

Phase I: Resource inventory & Data collection was completed in December 2013. The report can be found on the websites: www.bbna.com and www.bristolbayenergy.org.

Phase II: The energy partnership conducted a survey of industrial energy users, interviews with utility managers and community leaders to help fill gaps left from Phase I and was used as an opportunity to publicize the planning process and to invite and encourage involvement in a Stakeholder Advisory Group. The communities were asked a variety of questions including their current energy priorities & concerns, to update their community & energy profiles and make corrections where needed. Information gathered from this process was documented and brought forward to the subregional energy site meetings.

Sub regional site meetings were held: Iliamna—March 23rd, Chignik Lagoon—March 24th, King Salmon—March 25th, and Dillingham March 26th, 2015. The meetings raised awareness of the energy planning process and confirmed community energy priorities & concerns. All meetings were conducted on time and had representation from all regional communities. We had exceptional input from community representatives and obtained valuable information that was brought forward to the Regional Energy Summit.

The Regional Energy Summit was held in Dillingham

at the UAF Bristol Bay Campus on May 4th, 2015. There were 48 participants at the meeting consisting of community, regional, and state representatives. There were 12 presentations, and an eight-member regional panel. We asked for summit attendees' input on creation of a vision statement and did a poll on prioritization of regional strategies and identification of projects. Polling results will be used to help identify regional energy strategies, priorities and for assigning a timeframe for implementation – immediate, medium-term, or long-term – to each priority by need. Community representatives were asked if they were interested in becoming involved in creating and participating in a Regional Advisory Group. It was a very successful summit with great collaboration and participation by all. Information presented at the summit can be found on the www.bristolbayenergy.org website. The Phase II final draft report will be completed by August 31st, 2015.

Phase III: Lawrence participated in multiple AEA organized Regional Planners Meetings and will be working on securing funding. Work on Phase III will start later this fall. It is vitally important in Phase III to create a regional and/or sub regional advisory group to steer the regional plan in the right direction. The regional planning project will be linked to SB 138- the Alaska Affordable Energy Fund, which will help plan and recommend to the legislature the infrastructure needed to deliver affordable energy to areas in the state that do not have direct access to the North Slope natural gas pipeline.



Lawrence sends out current & up-coming energy news, energy events, webinars, financial opportunities, training opportunities, technical assistance, state success stories, and other energy related activities to the regional tribes and other entities. Lawrence continues to be active with regional communities, BBNA partners, AEA, SWAMC, Renewable Energy Alaska Project (REAP), Rural Issues Committee (sponsored by REAP), Alaska Energy Efficiency Partnership, and DOE-Office of Indian Energy. Lawrence assisted with the DOE-Office of Indian Energy Workshop held at UAF-BB Campus on March 25th-27th in Dillingham and incorporated the Dillingham sub regional meeting into the workshop.

For information or assistance contact Lawrence Sorensen, Tribal Energy Program Manager at (907)842-6224 or email lsorensen@bbna.com.

Department of Transportation and Infrastructure Development

Our mission: *The Department of Transportation and Infrastructure Development is dedicated to developing and advocating for safe and reliable infrastructure and supporting emergency management within the Bristol Bay Region.*

The BBNA Department of Transportation and Infrastructure Development (DOTID) has been in existence now for 3 years. BBNA has been running the Indian Reservation Roads (IRR) program on behalf of member tribes since 2006-2012 and the Tribal Transportation Program (TTP) since 2013 through the present. During the past two-years the Department has expanded to include 3 significant functions:

1. Transportation
 - a. Tribal Transportation Program/
Indian Reservation Roads Program
 - b. Tribal Transportation Safety Program
 - c. Tribal Transit Program
2. Infrastructure Development
 - a. Collaboration and Coordination working with the Bristol Bay Infrastructure Coordination Committee and the other entities with roles in infrastructure.
 - b. Advocacy for priority projects
3. Supporting sustainable communities through hazard mitigation and emergency management

TTP/IRR Project updates:

We have seven member tribes in the BBNA Tribal Transportation Program (TTP) Consortium. These include Clarks Point, Ekuk, Ekwok, New Stuyahok, Pilot Point, Portage Creek, and Twin Hills. Besides ongoing efforts in transportation planning, our TTP projects include:

Clarks Point to Ekuk Access Road project, the design package for the project is between 95 and 100% complete. We are actively seeking construction funds through grants.

Ekwok's Klutuk Road is under construction. The bridge and road from the bridge to the new landfill was awarded this spring to STG Construction. A temporary bridge needed for the construction of the permanent bridge has been installed. BBNA provided assistance to the Tribe in its effort to acquire the

needed funds for the project construction including the construction of the new landfill.



Photo of New Stuyahok Landfill Road Rehabilitation Project.

New Stuyahok: the Tribe has a contract with Ridge Construction for the construction of the Landfill Road Rehabilitation project. The project is near completion, only pending completion of the punch list and final inspection.

Pilot Point Ugashik River Road is ready to move into the design phase. Work will continue on the development of the PS&E as funds become available. BBNA has an agreement with Pilot Point Tribe and City for maintenance of city streets.

Portage Creek: work continues on the development of the design for the road to a new landfill. Work is limited by available funding. The Tribe is also planning to perform maintenance work on roads within the community in the fall of 2016.



Road in Portage Creek.

DOTID Continued-

Twin Hills: most of our efforts have been focused on roadway maintenance. BBNA has an agreement in place with the Tribe for road maintenance of all public roads within the community.

Transportation Safety Planning Project for thirteen tribes: Funds have been received to perform safety planning for 13 participating tribes including: Clarks Point, Curyung, Egegik, Ekuk, Ekwok, Levelock, New Stuyahok, Nondalton, Pilot Point, Portage Creek, Port Heiden, Togiak, and Twin Hills. We are joining this project with our Hazard Mitigation Planning (HMP) Project so that funds from the Safety project may be considered as a local match to the HMP Project. We will be holding public meetings with each participating Tribe beginning this fall and continuing through 2016.

Regional Transit Planning Project: Funded through the Federal Transit Administration, we have been collecting information from tribes, communities and key entities over the past two years. At this time we are focusing our efforts on the establishment of an implementation plan for a Dillingham and Aleknagik Transit System. We will be promoting the project and seek public comments this fall. The transit plan is scheduled to be completed by spring 2016. After that, we will be working with the Tribes on applying for further grants for the implementation of a transit system.

Infrastructure Development: Resources to build needed and maintain community infrastructure are stretched very thin. We continue to work closely with the Bristol Bay Regional Infrastructure Coordination Committee who is taking the lead on coordinating efforts. One of our planned activities for 2016 is to hold a Bristol Bay Region Stakeholder Infrastructure Coordination meeting. Watch for notices later this winter. We have also been reaching out to the Alaska Department of Transportation and Public Facilities (DOT&PF) as they continue their efforts in updating their SW Alaska Transportation Plan. They are now ready to report out on their phase 2 efforts. We are very concerned that their plan needs to include all forms of intermodal access identified by the tribal governments in their respective planning processes.

Advocacy: We take an active role in documenting and expressing the infrastructure needs of the Region. At this time, we are one year into a continuing resolution of the two-year Highway Bill, MAP-21. Congress is attempting to find a way to fund a multi-year Bill, and is stalled until they are able to figure out and agree on how to fund the Bill. In the

meantime to aid us in our advocacy, we request the communities provide us with detailed information on their current infrastructure. Photos are of great value when speaking to the Federal and State legislatures. So please, if you have photos that represent not only your needs, but also what's working well, please share them with us here at DOTID. Before and after pictures are of great benefit as they help to document that funding has been used in a positive manner.

Hazard mitigation and emergency management: BBNA has been very engaged in working with the Federal Emergency Management Agency (FEMA) and entered into an agreement for the development of Hazard Mitigation Plans (HMPs) for all tribes within the Region. We have identified Point of Contacts with most of the Villages in the Region, and held our first training session September 14 and 15. The training was provided by FEMA Region 10's Hazard Mitigation personnel. We will be meeting with every community in the Region starting in December 2015. Our goal is to work very closely with the communities so that a FEMA approved hazard mitigation plan is in place for every Tribe in Bristol Bay. Many Cities and the two Boroughs have existing plans, since 2013, FEMA has been offering the opportunity to tribes to have tribal plans. Tribal HMPs will complement any existing plan. The advantage is that the Tribe(s) will have access to hazard mitigation project funding directly through FEMA at the Tribe's discretion based upon projects



Attendees of the FEMA training session September 2015.

identified in their approved plans.

BBNA DOTID Contact Information:

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Planner:

Brenda Kerr; bkerr@bbna.com; (907) 842-6144

Program Assistant:

Jenifer Wilson; jwilson@bbna.com; (907) 842-6142

Technician:

Gusty Akelkok; gakelkok@bbna.com; (907) 842-6143

Workforce Development Department

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

Workforce Development 2015

Moving forward in 2015 challenged Workforce Development, Head Start, Family Services and the Infant Toddler Learning Center to focus on developing a re-organization plan within BBNA. The re-organization effort focused on addressing how clientele move between BBNA services for children and families. With state budget shortfall expected to continue and the federal sequestration ongoing, it is necessary to provide more effective coordinated delivery of services with shared participants within BBNA. Participants accessing BBNA services must work with local and state partners to leverage funding to assist the individual or family towards self-sufficiency.

Workforce Development (WFD) manages nine state and federal tribal programs with services to tribal and non-natives dependent on funding regulations and within budget limitations. American Indian and Alaska Native organizations have full authority to design, implement and manage tribal program services directly from State and Federal agencies. Workforce Development focuses on employment and increasing self-sufficiency. Staff is elected to seats on tribal, local, state & federal boards, committees and workgroups to actively seek and strengthen our role in educating and directly addressing the challenges of tribal sovereignty with tribal determination and support of our tribal people.

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

For communities with limited employment WFD may assist in the creation of small and micro-businesses focusing on establishing and maintaining a successful business.

Employment and Training services include: creating and updating resumes, job searches, em-

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

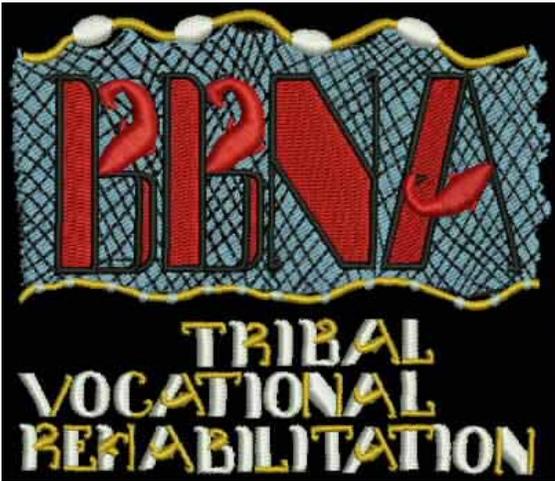
WFD works with businesses to create worksites for individuals entering the workforce. If a business would like to set up work experiences or supported employment sites for adults or youth, please contact BBNA Workforce Development.

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

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

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





BBNA was awarded a five year discretionary grant from US Department of Education Rehabilitation Services Administration to continue providing **Vocational Rehabilitation Services (VR)** to Alaskan Native and American Indian individuals with a disability experiencing employment difficulties. The program's goal is to enable these individuals, consistent with their individual strengths, resources, priorities, concerns, abilities, capabilities, and informed choice, to enter, maintain and advance in gainful employment. Program services are provided under an individualized plan for employment and may include native healing services, self-employment, subsistence and business ownership.

October 1, 2015 started the first year, employing three staff, Program Manager, and two Counselors. VR staff traveled to 30 villages and 51 individuals received VR services. Outreach activities were conducting presentations, meeting with school age students and going on home visits.

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

The 2015 Child Care Provider's Conference was held in Dillingham August 4-6. 14 People attended the training with 8 folks from the area villages. The conference provided information, materials and resources that bring quality child care into com-

munities, providing higher standards in health and safety and a greater understanding of children and family needs. Children deserve the best possible child care environment as we support working families.

The three day conference took place at the UAF Bristol Bay Campus and offered one Early Childhood Education credit for attendees. Workshops included; CPR and Pediatric First Aide, Playful Learning, Positive Behaviors with Multi-Sensory Instruction, Keeping Children Safe, FASD, Domestic Violence and its Impact on Child Development, Make it and Take It – Creative Art, Healthy Snacks, and Taking Time for Yourself.

This conference is designed to give providers a better understanding of child development, safety and available resources. Attendees also receive materials and resources at the conference.

Child Care Center offers full day services and after school care with 3 classrooms; 5 children ages 0-18 months, 10 children 19 months to age 2 and 18-20 children ages 3-5 and up to 20 after school slots. The ITLC center is open from 7:30am to 5:00pm Monday through Friday. The children are provided with a variety of activities during the day. Children enjoy books, circle time, art activities, dramatic play and outdoor time daily. The children and parents enjoy the daily routine. The ITLC program makes the transition to Head Start or School much easier for the children. The ITLC employs three full time staff, 1 part time staff member and several Maximum Achievement Program (MAP) students. ITLC is open during the same time as the public school. The ITLC program operates from the last week of August to through the end of May.

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

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

The 4 purposes' of the TANF program are:

Provide assistance to needy families so that children can be cared for in their own homes.

Reduce the dependency of needy parents by promoting job preparation, work and marriage.

Prevent and reduce unplanned pregnancies among single young adults.

Encourage the formation and maintenance of two-parent families.

Adults on TANF are required to complete a family self-sufficiency plan (FSSP). The FSSP identifies the barriers and activities the family will participate in. Work activities may include: paid employment, work experience, community service work, traditional activities and other related activities to reach self-sufficiency and end dependence.

The **Heating Assistance Program** helps low income qualifying households pay a portion of their heating assistance needs. A household may receive only one grant per year. Income eligible households were awarded a heating assistance award paid directly to utility vendors. The Heating Assistance Program is working with the Bristol Bay Housing Authority and village councils to assist low income household with failed or unsafe heating units by installing new boilers, Toyostove and furnaces.

The 2015 Citizens Programs Corporation (CITGO). Heating Assistance Program was significantly reduced in 2015. CITGO serves only native households and due to funding reductions only low income households with elders or disabled individuals received a heating grant. Limited funds served 240 households with a fuel award of \$252.00.

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



RECOGNITION FROM PEERS

The following employees were recognized by their peers for outstanding and commendable performance.

EMPLOYEE OF THE QUARTER

- ◆ Marie Bowers, Head Start Teacher
- ◆ Clara Martin, Togiak Tribal Administrator
- ◆ Kaylene Chukwak, Teacher's Aide, Infant Toddler Learning Center
- ◆ Christopher Maines, Curyung Tribal Clerk

EMPLOYEE OF THE YEAR

BREANNA BOYIDDLE

INFANT TODDLER LEARNING CENTER MANAGER

Breanna was recognized for exceptional performance in her new (and first managerial) position this year. She dove in and showed her stamina with grace, style, and true talent. Breanna opens the ITLC every day at 7:15, in time for the first little "students" who arrive at 7:30 and often stays long past her quit time. Parents trust Breanna and are always pleased when she is in the classroom. She is a born problem solver. Together with her team she keeps a reliable, quality program. She inspires high school students who work through the Maximum Achievement Program to prepare for regular jobs in Early Childhood services after they graduate.

Besides keeping the classrooms running, she handled all the monthly billings for all of the families, coordinated child care assistance, maintained all State paperwork and made sure that all supplies were ordered in a timely manner. She adds valuable input to re-structuring plans in order to make our services better. She knows what is needed to keep the program going and to expand it to other local communities. It is thanks to Breanna that the Child Care Center has expanded to include a pre-school room and an after school program.

Breanna, quyana cakneq for being so reliable, efficient, dedicated, kind, hardworking and cheerful. Congratulations!

CELEBRATING DECADES OF CONTINUOUS SERVICE TEN YEARS

AMOS BAVILLA, CENTRAL OFFICE RECEPTIONIST

Amos has actually been a fixture at the front desk since 1995. He took some time off for education and came back to BBNA. He has helped countless employees and clients as they come and go through the Central Office door, greeting everyone with the same welcoming smile. His ability to speak Yup'ik is priceless in understanding services that callers are looking for and making visitors feel at home. And... he has about a thousand jokes stored up to make people laugh. Amos was asked what he would offer to young people who are thinking ahead about their lives. His response was "Believe in yourself that life is full of surprises and we may face up and downs every day. Strive to go forward instead of going backwards." We see Amos everyday as a role model, living his advice. Thank you for your dedication Amos!

CAROLYN HOSETH, HEAD START REGIONAL SITES MANAGER

Ten years is a long time to sum up in just a few minutes. So many stories come to mind, between site visit adventures and Carolyn's ability to get things fixed with a shoestring, a paperclip, a toothpick or by grabbing some random guy walking by to help out. The characteristic that rises to the top of the heap is Carolyn's fierce dedication to her employees, particularly those in village sites. Carolyn is known for supporting her staff and backing their decisions. She has the ability to help guide her staff through challenges but she always expects them to make the final call. She allows folks to make mistakes, knowing that they will learn from them. She has helped create excellent supervisors in each of the Head Start sites through careful mentoring. Carolyn also has the innate ability to recognize and respect that everyone is coming from a different place. She is able to meet people where they are and map out next steps for reaching their goals. She demands an extremely high level of accountability from all of her staff and because of that, she has helped shape a loyal, dedicated, hardworking team. Carolyn is an integral part of Head Start; her firm hand and infinite patience has helped build the program to what it is today.

TEN YEARS

NENA LARSEN, COMMUNITY SERVICES ACCOUNTING AND OFFICE MANAGEMENT SPECIALIST

Nena's work at BBNA began as an Accounting and Office Management Specialist in 1999. Since coming back to Bristol Bay she has also served in helping areas such as elderly services and cash assistance programs. In 2005 she went to work as Tribal Administrator for Ekuik Tribal Council. In 2006 she transferred in-house and transitioned into her current role as Lead Accounting & Office Management Specialist. Nena believes in her job of helping Tribal Administrators meet the daily operations required of the Tribe. She is mindful of the importance of Tribes' needs, memorandums of agreement, and policy. "Always be honest, respectable and use good judgement in answering questions". Those are words she has learned to live by. Nena understands the value of developing good working relationships and believes this reflects back on the organization you work for.

DELISSA MCCORMICK, TRIBAL ADMINISTRATOR II, CHIGNIK LAGOON

Delissa is an experienced Tribal Administrator who is always looking for ways to improve the quality of life for the people of Chignik Lagoon. She is well aware of the economic and social challenges that small communities face yet is not timid about facing them head on. Delissa had a key role in accomplishing the exciting new five million dollar hydro-electric project. It seems she is always involved in some community development, especially creative youth projects like the village coffee shop. She also holds a seat on the Lake and Peninsula School Board. Delissa was referred to by the CSD Department as "Volunteer Extraordinaire". But, what really brings out Delissa's smile is to have her Grandson Aidan in the summers so he could know his roots of where he came from.

SHEILA NEKETA, LAND MANAGEMENT SERVICES SPECIALIST

Sheila started in LMS as a Realty Tech. and worked her way up to become a Realty Specialist. She has worked on many transactions, including mortgages, throughout the years. Recently, her main focus is working on Native Allotment applications that are still pending. She works closely with the applicants, Alaska Legal Services and the Bureau of Land Management. Sheila takes her job very seriously and is very dependable on completing her assignments. She is an important member of the Land Management Services team. When asked about her longevity she says "It has been a privilege to work with the many Native allotment landowners and Native allotment applicants throughout this region. She expresses thankfulness for the opportunity to work with landowners and learning with her team. "I would like to encourage all Native allotment Landowners, Native restricted Townsite owners and applicants/heirs to learn about their Native land." Sheila welcomes folks to call LMS and believes any question you might have is important.

FIFTEEN YEARS

KATIE ANDERSEN, CASE WORKER II-III; GENERAL ASSISTANCE

Katie says "When you like what you're doing, helping the people in our region, time just slips by!" In September of 2000 she came on board as a case worker for what was then known as the Alaska Temporary Assistance Program. "I've never worked for a Non-Profit entity before so it was a learning experience for me." Over the years Katie has helped countless people through the most difficult of times. When a family has lost a loved one Katie provides a comforting, knowledgeable resource to help handle difficult details. "I took whatever knowledge I gained with the program seriously and shared it with the people I served." Her cross training between cash assistance and employment programs over the years has developed into a treasure of creative strategies to help Workforce Development clients. She balances her career with being a life-long commercial fisher, harvesting subsistence foods, and caring for family. Katie works very hard to find inventive ways for clients to find meaningful employment. She advises job seekers that while no job is perfect, you can learn to accept changes and challenges.

MARCIA ABALAMA; CASE WORKER III, ICWA

Marcia was hired as the Egegik TCSW in June, 2000 and has been a strong advocate for children and families since day one. She is a dedicated worker for our Native children in Bristol Bay – locally, regionally, and nationally. Over the years she has provided many activities for the children and families in Egegik, worked for and received not only her bachelor's degree but her Master of Arts Cross Culture degree! Her title now is Children's Services Caseworker III. Her duties still include the activities she provides in the community. She also has the responsibility of managing ICWA cases for multiple Tribes within the Bristol Bay region. The ICWA cases Marcia manages are out of the Alaska Office of Children's Services system statewide as well as cases from across the United States. She is considered to be a mentor to her peers across the region as other caseworkers will seek her advice and opinion. She is a no non-sense person who likes to get the job done! Marcia said "The most important part of my job is doing it to the best of my ability and the children I serve – making sure that they get a safe, loving home... a chance at a better life. The work is hard but the reward is children finally becoming part of a family. Marcia wants people to know there is a great need for more Native foster homes and families who are willing to take a chance in helping these children.

FY 2015 Operating Budget

PROGRAM	SOURCE	FUNDING
Portage Creek Moose Habitat	BIA	\$8,063
Citco Fuel Project	Citco	\$67,286
Rural Alaska Financial Education	DCCED	\$1,228,422
LIHEAP	DHHS	\$1,006,946
Aging Title VI Part A	DHHS	\$118,860
Aging Title VI Part C	DHHS	\$40,170
Child Welfare Services	DHHS	\$22,394
Family Preservation	DHHS	\$41,568
Family Violence Prevention	DHHS	\$310,925
Head Start	DHHS	\$1,397,729
TANF Federal	DHHS	\$1,216,441
CMIG	DHHS	\$32,745
Special Projects (SAFE,FoodBank,ITLC,Marrulut Eniit Assisted Living)	Discretionary	\$500,000
Economic Development	DOC	\$65,000
Marine Mammal Data Research (IPCOMM)	DOC/NOAA	\$40,483
Vocational Rehabilitation	DOE	\$600,000
Alaska Native Education Grant	DOE	\$298,442
COPS Equipmment (CTAS)	DOJ	\$582,054
COPS Equipmment (CTAS)	DOJ	\$598,659
Tribal Courts (CTAS)	DOJ	\$496,874
Tribal Re Entry	DOJ	\$731,630
Rural Jobs Innovation & Accelerator Challenge	EDA	\$345,023
EPA - General Assistance	EPA	\$125,000
EPA - Brownfields	EPA	\$120,000
QWC Co-Management	EWC	\$21,999
FEMA Management	FEMA	\$80,000
Marine Mammal Conservation	Oak Foundation	\$350,975
Contract Support	OSG	\$3,846,604
Community Services	OSG	\$268,892
Johnson O'Malley	OSG	\$152,196
Small and Needy Tribes - Pass thru	OSG	\$1,564,381
Land Management Services	OSG	\$869,166
Natural Resources	OSG	\$305,593
Forestry, Fire Preparedness	OSG	\$155,597
Water Management	OSG	\$32,000
Cooperative Landscape Conservation	OSG	\$114,661
Economic Development	OSG	\$403,945
Media Services (Administration)	OSG	\$294,501
Indian Child Welfare Act	OSG	\$634,431
Workforce Development, Welfare Assistance, Child Care, Youth	OSG	\$1,693,801
Indian Reservation Roads / Tribal Transportation	OSG	\$428,075
Village Public Safety Officer	State of Alaska	\$1,636,814
TANF	State of Alaska	\$897,061
Elderly Services Title III	State of Alaska	\$143,393
CACFP	State of Alaska	\$66,109
Nutrition Services Incentive Program	State of Alaska	\$4,343
Title IV-E Reimbursement	State of Alaska	\$127,929
ICWA Compliance	State of Alaska	\$103,530
Alaska Head Start	State of Alaska	\$73,934
Alaska Heating Assistance	State of Alaska	\$1,023,546
BBSYSP Round Island Internship	State of Alaska	\$13,800
Iliamna Lake Freshwater Seals	State of Alaska	\$12,968
Aging, Disabilities Resource Coordination	State of Alaska	\$136,063
Care Coordination	State of Alaska	\$44,309
Safety Equipment - Manokotak, Aleknagik, Togiak	State of Alaska	\$400,425
SWAMC / Alaska Energy Authority	State of Alaska	\$90,000
WASC Chum (ADF&G)	State of Alaska	\$80,887
Nushagak Watershed Instream Waterflow (Dept of Commerce)	State of Alaska	\$102,783
Alaska Sea Grant Subaward	UAF	\$40,796
Becharof Youth Ambassador	USF&W	\$20,000
Migratory Bird Co-Management	USF&W	\$26,010
Partners - Social Scientist	USF&W	\$145,128
ANHSC BIA	ANHSC	\$5,667
BBSYSP Round Island Internship Sub Award	PWCF	\$5,708
Climate Change Health Assessment	USF&W	\$67,800
Subsistence Harbor Seals	USF&W	\$38,750
Grand Total		\$26,519,284

Contact Information

Department Directors

President and Chief Executive Officer.....	Ralph Andersen
Chief Administrative Officer.....	Wassiliisia “DeeDee” Bennis
Comptroller.....	Jimmie Kinder
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
Department of Transportation & Infrastructure Development Director.....	Julie Baltar
Natural Resources Director.....	Courtenay Carty
Family Services Director.....	Lucille Johnson
Head Start Director.....	Anne Shade
Workforce Development Director.....	Rae Belle Whitcomb

Main Office

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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

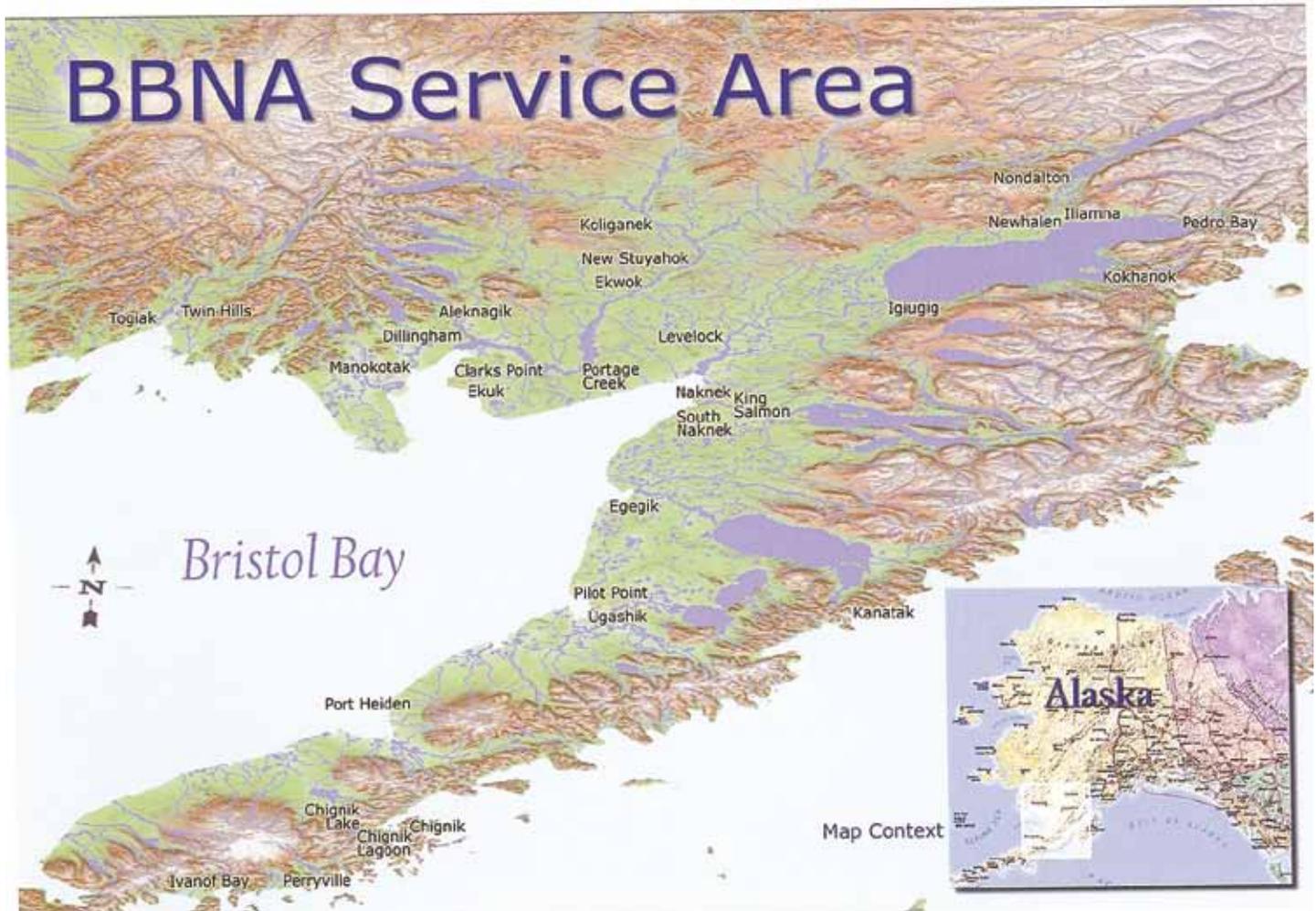
Family Services

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

Food Bank

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





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