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ANNUAL MEMBERSHIP MEETING AGENDA

Sovereignty in Action
Ted Ferry Civic Center
January 20, 2020

Doors Open at 10:00am | Lunch Starts at 11:00am | Meeting called to order at 1:00pm

1) Grand Entrance at 11:00AM

2) Prayer over food

3) Meeting called to order at 1:00pm

4) Welcome and Introductions
   A) Tribal Council
   B) Advisory Health Board
   C) Election Board

5) Ceremonial Matters
   A) Posting of Colors
   B) Opening Prayer
   C) Acknowledgment of Traditional Lands
   D) Sovereignty in Action

   PSA reminder from Election Board / Drawing

   E) Citizen of the Year
   F) Business of the Year
   G) Elder of the Year
   H) Emerging Youth of the Year

6) Key Note Speakers - Ed Thomas and Barbara Blake

   PSA reminder from Election Board / Drawing
7) Reports
   A) President
   B) Administration
   C) Finance
   D) Tribal Health Clinic

P *SA reminder from Election Board / Drawing

8) Committee Reports
   A) Election Board
   B) Advisory Health Board
   C) Governance
   D) Education and Training
   E) Policy and Personnel
   F) Housing
   G) Enrollment
   H) Social Services
   I) Economic Development
   J) Our Way of Life
   K) Veterans

P *SA reminder from Election Board / Drawing

9) Persons to be heard | Limit 5 Minutes Per Person | 90 Minutes
   Personnel issues and/or medical issues will not be addressed or discussed
due to policies and HIPAA violations. Please be respectful.

10) Heads & Tails

11) Closing Ceremonies/Prayer

P *SA reminder from Election Board / Drawing

*NO CAMPAIGNING may take place within 100 feet of any building serving as polling places.
Pursuant to Section 205 §(d) Ketchikan Indian Community Election Code (Ordinance #4) Revised 12/06/2017.
LETTER FROM THE TRIBAL ADMINISTRATOR

Charlie White

kictribe.org
THOSE WHO GOVERN
TRIBAL COUNCIL

As a sovereign nation, the KIC mission is to enhance and protect the interests of the Tribe and its Tribal citizens, to assist our Tribal members in becoming self-sufficient through the provision of socioeconomic services, to enrich and uphold our cultural heritage and traditional way of life.

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Organization Vision & Strategic Direction

House Posts (Strategic Priorities)

Live Our Culture

Build A Healthy Tribe & Citizens

3 Year Goals & Desired Outcomes 2019-2021

Infuse Culture in all Aspects of Operations

Healthy People, Healthy Tribe

- Engaged Community
- Protect & Support Tribal Values
- Identify Priority Areas to Direct Resources

- Tribal Campus for Our Community
- Identify the Needs of Our Citizens
- Comprehensive Plan on Holistic Approach to Community Health
Exercise Our Sovereignty

- Be our Own Representative Voice to Protect & Expand Our Political Power
- Assume All Responsibility Over Lands & Programs
- Demonstrate our Sovereignty by Abiding by our own Laws & Regulations

Economic Self-Sufficiency

- Create a Comprehensive Economic Development Plan to Establish a Promise Zone
- Leverage our Programs & Services to Ensure Financial Stability and Growth
- Utilize and Build Up Natural Resources

3 YEAR GOALS & DESIRED OUTCOMES 2019-2021

We Claim the Full Right & Power to Govern Ourselves

Grow Our Future and Invest in Our Tribe
The year 2019 presented many challenges to Ketchikan Indian Community (KIC), Tribal Council, and staff. The loss of key personnel, providers, and many support staff positions was one difficult scenario to overcome. KIC leadership and personnel were able to continue to deliver high quality programs and services due to a work culture and ethic that provides structure and accountability. Programs and staff came together as a team to support the services we provide at KIC. Individuals of the team stepped up, often filling more than one position to accomplish the goals and objectives of their programs. I would like to thank all our employees for this extraordinary effort and dedication in making 2019 a successful year despite the many challenges presented.

As in any organization, having a plan on how to accomplish goals and objectives is essential in the ability of the Tribe to grow in its capacity to provide and expand services, create economic self-sufficiency, exercise tribal sovereignty, live and protect our culture, and provide and build a healthy community. It is crucial in maintaining and building capacity that KIC adheres to its mission statement, vision, cultural values, and utilizes a SWOT (strengths, weaknesses, opportunities, and threats) analysis. These items have helped the KIC Tribal Council build a Strategic Plan that gives true direction to all the KIC leadership teams and has provided a methodology to build goals and objectives that can be accomplished within the five-year plan.

**A Few Selected Goals & Objectives 2019:**

**Goal: Economic Self-Sufficiency**

**Objective:** Utilize programs and services to ensure growth, developing skills and increase job opportunities for our members. Accomplishments: full service employment center, skills development training classes, including how to prepare for interviews. Partnership with Social Services and Natural Resources Cultural for temporary employment opportunities that lead to permanent placement positions. Grants for tribal members for work clothes, tools, and to enhance employee skills for promotion. Registered apprenticeships, and vocational training grants for up to 2 years. 200 people were served with Secondary Education Scholarships in 2019. Tribal Scholars Program core high school credits and ability to earn college science credits through a partnership with UAS.

**Objective 1:** Create a comprehensive economic development plan. KIC has amended the Section 17 Economic Development Charter as authorized under the Indian Reorganization Act. KIC has begun working on the documents that will be needed once the charter amendments are approved by the Bureau of Indian Affairs (BIA). They include articles of incorporation, an operating agreement, a limited liability corporation ordinance, a business manager job description, and a board of directors application process setup.

**Objective 2:** Fee Land into Trust; On August 3, 2018 an application was submitted to the BIA for processing 34.73 acres of tribally owned land into Trust Status. This application is currently under review by the Regional BIA
office. Trust land status will be essential in developing future businesses as it creates tax incentives for any leases the tribe develops with other entities and allows tax breaks on tribal businesses.

**Objective: 3.** Create a compensation and benefit study. A consultant was contracted, and the administration is working with the consulting firm. A draft version has been completed. This document will ensure the tribe is competitive and fair in the market place in the hiring and compensation of all positions within the tribe. This will help with the tribe’s employee retention plan, and help reduce overall costs by keeping well trained and professional staff on board.

**Objective: 4.** Create a partnership with the KIC Economic Development Corporation. This is in the first stage of development with the establishment of the revised charter and is the beginning of the formation of an appointed Board of Directors and documents needed to establish a limited liability corporation. Partnerships and or team work is vital in the success of any program or business opportunity. Partnerships with the Forest Service have begun through memorandums of understanding that can be extended to financial contracts for thinning, cutting, and trail maintenance and trail formation. This can happen through First Service Agreements and Master Service Agreements, which are basically no bid agreements that show the tribes capacity to fulfill the contracts. These agreements can be agreed upon with multiple agencies, BIA, BLM, and the Forest Service.

**ENGAGE THE KIC COMMUNITY**

**Objective: 1.** Outreach and engagement of tribal members: distribute fliers for gatherings and events. Newsletters, and website where programs can further identify services available. Engage a consulting firm to do a comprehensive needs study of the community. Schedule the survey by having meetings and determining locations to conduct the study. This will increase participation of the membership in establishing where the membership believes the greater need is for providing services. It will help establish the priority of need in developing the five year strategic plan. It is important to establish team work throughout the entire organization. No team can be complete without membership being part of that team.

**Objective: 2.** Protect and support tribal values by ensuring and developing programs that will promote education and support for tribal families, keeping families intact and reducing incarceration, and recidivism. Behavioral Health, Social Services and Education and Training are a vital part of this in working with the community.

**EXERCISE OUR SOVEREIGNTY**

**Objective: 1.** Assume all responsibility over lands and programs. Land application from fee to trust is an inherent right of KIC, although it has been denied for many years by the Department of Interior BIA, due to their claim that the Alaska Native Claims Settlement Act prevented lands to trust. The Tribe does not believe this to be true, because tribes in Alaska are not corporations, and have the same right as any other tribe in the United States to place lands into trust. They can’t and shouldn’t be able to discriminate against Alaska Tribes that comprise over one third of all federally recognized tribes. The application process is currently under review by the BIA in determining eligibility. We must continue this fight to maintain tribal sovereignty, as it is established for all tribes.

**Objective: 2.** Development of the Safety and Security Office and Emergency Management Programs. The staff has been increased and roaming security monitors tribal land and all facilities. All staff will work on developing an Emergency Operations Plan that should incorporate agreements with the city, Borough, Fire departments, law enforcement, hospitals, Coast Guard etc. Agreements like this and MOU’s, only enhance the sovereignty of KIC and allow these entities a better understanding of who the tribe is and the capacity that we have in our businesses and our programs.
**Objective: 3.** Live our culture and sovereignty by working with agencies that will give greater access and stewardship of KIC’s ancestral territories of land and waters. Working on sovereignty of fishing and hunting for our subsistence rights that we have had since time immemorial. The Cultural Resource Natural Resource Department has worked on many key issues such a beach bacteria monitoring, shell fish poison monitoring, establishing a Tribal Conservation District, and working with government agencies on key environmental issues facing the community.

**Objective: 4.** Continue to negotiate complete funding of shortfalls within the tribes compacts and contract agreements, including contract support costs (CSC). Currently CSC that have been negotiated are under attack by the Indian Health Service (IHS) refusing to pay CSC on third party revenues, asking the tribe to pay 26 percent of CSC out of their third party revenues for year 2020 and beyond. IHS is not recognizing the sovereignty of the tribe, and is not recognizing the Indian Self Determination and Education Act.

**Objective: 5.** Negotiate with the community governments as per invoicing the tribe tax on properties and facilities. Draft a letter claiming exemption as a Government and non-profit.

**Goal: Build a Healthy Tribe and Community & Clinic, Wellness**

**Objective: 1.** Build a tribal campus for the community. Establishing a planner position to facilitate this process. Seek USDA grants or low interest loans.

**Objective: 2.** Secured and signed annual funding agreement in 2019.

**Objective: 3.** Strengthen our presence with ANTHC and ANHB venues through sustained attendance and focus on KIC.

**Objective: 4.** Hire and retain providers and employees. The clinic now has a full complement of providers and is nearly there for all employees. Working on a retention plan with administration that will support long term commitments.

**Objective: 5.** Medical Assistance Treatment Plan- establish a partnership with Behavioral Health that provides grant funding to patients that have a financial need. This team work helps us achieve our goal by providing treatment access to all our members.

**Goal: Housing Authority: Review Indian Housing Plan & All Programs**

**Objective: 1.** Administration and Housing look at how we can efficiently effectively help the community in need of emergency housing, and elder housing.

As you can see, it really does take a team/partners to make an organization such as KIC to work. The tribal council, tribal members and all our staff are a fundamental part of building KIC into a successful dynamic organization.

Thank you tribal members and Tribal Council, and Staff for the warm welcome home!

*Charlie White, Tribal Administrator/CEO*
Ketchikan Indian Community
**EXECUTIVE SUMMARY**

**FINANCE**

**2018 Tribal Financial Dashboard**

CY18 Total Assets, $52M

- **Cash**: 19%
- **Investments**: 25%
- **Land & Art**: 8%
- **Grants**: 5%
- **Other**: 42%

CY18 Net Position (Assets, less Liabilities), $41.6M

- **Unrestricted Reserve**: 43%
- **Restricted Reserve**: 14%
- **Net Capital Assets**: 43%

In CY18, $21.6M was in net capital assets, $4.1M in land, $12.8M in investments, $9.7M in cash equivalents, with the $3.6M residual balance in grant receivables and non spendables (ie prepaid assets). Over a five-year period, Tribal assets have grown by 65% or $21M.

**CY18 Operating Expenses by Function of $32.8M**

- **306 Main St.**: 30%
- **Health Services**: 25%
- **Social Services**: 10%
- **Cultural Resources**: 7%
- **Tribal Council**: 6%
- **Housing Services**: 4%
- **Capital Purchases**: 3%
- **Debt Payments**: 2%

In CY18, about $21.2M (65%) of total operating expenses was spent on direct programs and services. The balance was expended on tribal government activities ($635K) and administrative support of programs ($7.9M). Capital Purchases were mainly for Health and Housing Services ($2.3M) with the remainder ($116K) for capital and replacements Tribe-wide.

**Financial Assistance Payments**

- **CY14**: $796,175
- **CY15**: $727,465
- **CY16**: $677,496
- **CY17**: $663,590
- **CY18**: $882,028
- **Est. CY19**: $855,810

In CY18, net assets included $17.8M in net capital assets less liabilities and $23.7M in reserves (savings). Net assets reflect the accounting value of the Tribe for a given time period, and can be used to invest in future capital projects, strategic planning, and tribal development activities.

In CY18, the tribe spent about $882K on direct payments to customers or their designees to assist with housing, burial, education, training, transportation, and emergency needs. CY19 is currently at $784K with enhanced support of scholarships.
THOSE WHO ADVISE

ADVISORY HEALTH BOARD

Our mission is to ensure the highest quality of health care available is provided within the KIC Tribal Health Clinic.

The Advisory Health Board shall serve as the advisory body for the KIC Tribal Council. The purpose of the Advisory Health Board is to recommend policy, procedure and controls in a manner that assures the provision of high quality health services and that fulfills the Tribe’s mission, goals, and objectives.

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2019 AT A GLANCE...

TRIBAL HEALTH CLINIC

*Catherine Keene, Health Director*

For the first time in many years, the clinic will have a complete complement of full-time providers:

- Catherine Henderson, Nurse Practitioner
- Dr. Charles Nieto
- Dr. James Matthews
- Dr. Mahija Mungara, (Psychiatrist)
- Pamela Lee Rogers, Nurse Practitioner and Interim Medical Director
- Dr. Stacey Schmidt (Pediatrician)
- Stephanie Lively, Medical Social Worker
- Timothy Brinker, Physician Assistant

Additionally, the clinic is working in close partnership with administration to develop a retention plan that will support long-term commitments from all of our caregivers.

We are celebrating several success stories with the MAT (medical assistance treatment) Program. The partnership with Behavioral Health provides access to grant dollars assisting our patients that have a financial need. The program allows for patients to see a healthcare provider and speak with a counselor during each visit. This amazing team includes Jesse Pilcher, Ruth Bullock and Anita Reyes. Ensuring timely access to treatment is our goal, for all patients.

We are also excited to offer Vivitrol to patients working in conjunction with Behavioral Health and the Pharmacy. This treatment option is also having a positive impact on our people and our community.

We are excited to have added pediatrician, Dr. Stacy Schmidt, to our care team. She moved to our community approximately four years ago and brings a vast amount of experience with her. She is building a regular panel and looking forward to caring for the children of our community.
ADMINISTRATION

- Catherine Keene – new Health Director joined KIC mid – December 2019.
- Several projects were approved in 2019 for remodel, expansion, and building improvements.

Clinic Project Updates

1. **Accounting Team Room (ATR)** - Old breakroom / office cubicles have been removed. All doors, windows, cubicles, and other salvageable materials are being stored for other KIC projects. Thank You maintenance for getting ahead of the curve on this job! We are scheduled for buildout of the ATR to start on January 13th.

2. **Elevator** - Dawson Construction has ordered the new elevator and it is currently under construction. In preparation for the removal of the old elevator and installation of the new one Dawson has been visiting the clinic a few times a week. Work is scheduled to begin on January 13th.

3. **Electrical Upgrades** - This work is scheduled to start at the same time as the ATR and Elevator installation.

Next to Bid Group 2

1. **Pharmacy & Fishbowl** - Out to Bid on January 11th - Ready to Bid
2. **Physical Therapy / Wellness** - Out to Bid on January 11th – 85% done
3. **Dental Remodel** - Out to Bid on January 11th- Ready to Bid
4. **Fire Rated Windows PRC** - Out to Bid on January 11th – Ready to Bid
5. **North Stair Exit Enclosure** - Out to Bid on January 11th - Ready to Bid

We are working with Welsh Whiteley Architects refining the design of the Physical Therapy / Wellness floor to meet Clinic and Council needs. Jim Gillian and John Divine will present the final bid packages to Mr. White for his approval before they go out to bid.

Group 3

1. **BAS** - Johnson Controls has finished all major component upgrades with the HVAC system. Once we have bid group 2 we will prepare the bid package for BAS (Building Automated Systems) upgrades.
2. **Plenum** - Bidding will commence ~early 2020 to replace the non-plenum cabling throughout the building.
3. **Fire Alarm Upgrades** - Once all major floorplan modification projects are completed we will advance on this project. Our current system is operating without issue now.

Group 4

1. **Siding** - New siding for 2960 - TBD
2. **Roofing** - A new roof for 2960 - TBD
BEHAVIORAL HEALTH

Ruth Bullock

The Behavioral Health Department experienced significant change in 2019. We had staffing changes, programmatic changes, grant changes and changes to the State's Medicaid system.

Staffing Updates

Ruth Bullock became our new director in July of 2019. Other new additions to our staff included: Chris Glanzer as a new mental health clinician, and then promoted to Clinical Supervisor; Brittany Pope became our new substance abuse program manager; Debra Kinerk joined Jessica Lutton as a substance abuse counselors; Mary Eberle and Leah Canfield joined Renee Murray as mental health clinicians; and Christine Furey, Tammy Hert, and Anthonny Chulik joined our team as behavioral health aids.

Programmatic Updates

In June of 2018 we hired a full-time children’s mental health clinician, Renee Murray, to more intentionally offer children’s mental health services to tribal members. In the past year-and-a-half we have seen the demand for these services increase, and we are currently evaluating the need to bring on a second children's mental health clinician to handle the need.

In December of 2019 we began offering an Intensive Outpatient Treatment program, ASAM level 2.1 for substance abuse treatment. We are currently offering treatment groups four mornings a week, two afternoons a week, and one evening a week. We suspect that this long-anticipated program will also see rapid growth in the weeks to come.

With the recent hire of three of our four behavioral health aid positions, we are also anticipating an increase in services for a number of our tribal members who may have previously had difficulty accessing our services. The behavioral health aids can provide support services to people in their homes and out in the community, where other clinical staff cannot offer services. We are eager to see how these services will grow in the months ahead.

Grant Updates

We are currently working with ANTHC on the Rural Alcohol and Marijuana Prevention grant. Darryl Simons, our intake coordinator, is taking the lead on this grant which aims to prevent alcohol and marijuana use in adolescents in 7th to 12th grade.

We are continuing to work with ANTHC on our Native Connections Suicide Prevention grant. Amanda Gannon, our clinical case manager, is taking the lead on this grant which is specifically geared at increasing suicide awareness as well as substance abuse prevention and awareness.

We are also working on a Rural Alaska Domestic Violence, Sexual Assault, and Substance Abuse Integrated Services Project through ANDVSA. We are partnering with WISH on this grant, to promote integration of services between substance abuse and domestic violence/sexual assault services.

We are continuing to work with SAMHSA on our Tribal Opioid Response Grant which increases access to Medically Assisted Treatment services, including covering the cost for suboxone and vivitrol. We are currently in our second year of this two-year program.

Finally, we are partnering with WISH to submit an application for a VOCA grant through the State’s Council on Domestic Violence and Sexual Assault to enhance mental health counseling services for youth through age 18 who are victims of physical or sexual abuse or have witnessed violent crimes. We should hear back on this grant application in early 2020.

1115 Medicaid Waiver Updates

We have received our agency approval as part of the new application process for the State’s 1115 Medicaid Waiver program. We are currently working on completing the individual provider applications for each of our direct service providers. These will be finalized and submitted next week with the necessary proof of qualifications for each of our providers. Several of our staff are applying for their provisional approval, which grants them a three year time period to complete the necessary training and experience to be certified as either a substance abuse counselor level II, or a behavioral health aid level II. We anticipate this process going smoothly as we follow the State’s requirements for the 1115 Waiver.

Ruth Bullock, Director
Behavioral Health
**BUSINESS OFFICE**

*Gerry Balluta*

**Purchased & Referred Care**

It was a busy year referring patients for specialty care and services. The PRC team is proud to report that almost 4,000 referrals have been coordinated for our patients at KIC Tribal Health Clinic in 2019. Over 1,000 travels were arranged also. Healthy people mean a healthy tribe, and we want our people to have access to the high quality care. We work in partnership with Anchorage Native Medical Center and SEARHC Mt. Edgecumbe to get our patients healthcare that they need.

**Health Information Management & Registration**

We have a whole year under our belts using the new EHR system, ATHENA. It has been a good year creating new workflows and using technology more efficiently. Pediatric services has been keeping us especially busy with new patients registering, scheduling, and processing records for our new patients. It is an honor to support our medical team in the delivery of care to our patients and assisting with patient access. We thank everyone for the patience while we are learning our new EHR and we look forward to continued improvements.

**DENTAL DEPARTMENT**

*Dr. Elmer Guerrero*

Dr G. will be a permanent Tribal employee beginning 2020 as he retires from the Public Health Service – Commissioned Officer. He will remain as the Dental Director.

As of mid-December 2019, the Dental Program had 4943 patient encounters as compared to 4254 for the entire year. We are currently fully staffed with providers and dental assistant staff. Lisa Bezenek, one of our dental hygienists, transitioned to full time status which enabled the program to provide additional appointment availability.

With guidance from the Advisory Health Board, the orthodontic fee for patients up to the age of 21 has been reduced from $4250 to $2750. Hopefully, this will allow more of our patients to afford the opportunity to have orthodontics. Dental implants are now being offered as a new service from one of our previous staff dentists, Dr. Eric Nance. This specialty clinic will be scheduled on a quarterly basis.

Adult enhanced dental Medicaid has been funded for FY 2021. It was previously cut from the State budget this past October. This is good news for all of the IHS dental programs in the state.

A complete remodel of the front dental reception area is anticipated for early 2020. This will include an improved area for greater patient privacy and optimization of space and a better workflow to serve our patients.

**LAB DEPARTMENT**

New Manager – Teresa Nelson
MEDICAL DEPARTMENT

New Pediatric services implemented in 2019: Dr. Stacey A. Schmidt, board certified pediatrician’s scope of practice will cover all preventive services as outlined by the American Academy of Pediatrics (AAP)/Bright Futures from Day of Life #1 to date of 18th birthday. Will also provide acute illness care including any stabilizing intervention needed acutely for transport to higher level of care. Initial counseling for both developmental and behavioral health as well as substance abuse and mental health. Give primary care to complex medical patients and help facilitate referrals and consults.

NURSING DEPARTMENT

In support of building a healthy tribe & citizens, nursing has been busy identifying ways to improve patient care. We have developed a nursing Mission, Vision, and Values that compliment those of the Tribe. Staff are actively learning new and better ways to care for our people. CNAs are in school and working towards their Medical Assistant Degrees. We are also satisfying education in other areas such as: Athena Super User, Wound Care, Ambulatory Care Nursing Certification, and Pediatric specific courses.

During our strategic planning process, the nursing department was given six action items to work on -

Establish nursing policies and protocols that assist in caring for the tribe:

Nursing is working within the department to identify protocols and standing orders that will provide improved care for our patients. We will also continue to work with Quality updating established processes and policies as needed.

ATHENA:

- We have the proposal from ATHENA concerning the re-launch. We are awaiting the appropriate approval to move forward with this important work. We are also collaborating with TCC to learn from their workflows.

Employee Health:

- We have established employee health charts for all current employees. We have greater than 90% compliance with flu vaccines and we are starting on our documentation for PPD compliance.

Employee Moral:

We have implemented many programs to assist in providing support for staff and ensuring they feel supported, valued, and appreciated:

- Shining Star
- Employee Snacks
- Chair Massages
- Group Lunches

Computer Room for Training:

- This is currently on hold as space is an issue moving forward.
Clothing Closet:

- This is currently on hold as space is an issue moving forward.

Update Medical Equipment:

- A quote for B/P machines, new otoscopes, and new ophthalmoscopes has been obtained and included in the capital budget request.

- A new cardiac monitor has been requested to replace the current model.

- New stretchers have been requested to replace the current beds. New beds will improve comfort for the patients and decrease the possibilities of employee injury due to the manual nature of operation in the current stretchers.

- Last, a new triage bed/ chair has been requested. This will replace an aging chair that is uncomfortable for patients and does not serve the needs of triage if the patient is acutely ill.

Pediatric Eye Exams:

- This piece of equipment is currently being used with our pediatric patients. The parents, patients, and staff love this due to the fast, accurate nature of the testing.

PHARMACY SERVICES

As of December 15, 2019 our Pharmacy Department filled 55,144 prescriptions and is projected to fill over 57,000 prescriptions for the year. In the same time period, the pharmacy generated $1.72 million in expected pharmacy claims reimbursements, with an anticipated $1.78 million for the year. This is in comparison to the previous year, when 54,805 prescriptions were filled, generating $1.26 million in pharmacy collectable claims, or an increase of over $500,000 in collectables for the year (40%).

The pharmacy implemented a new phone system this year, which includes new menu options and new ways to request refills and get status updates on refill prescriptions. This includes an automated phone refill system and a mobile phone app, as well as text message alerts for enrolled patients to notify them when a prescription is ready for pickup. The phone call handling system within the department was also revised. All of these changes have helped to improve the patient experience and have been well-received by patients and staff alike.

The pharmacy has recruited to fill vacant positions throughout the year, and will be at full staffing at the beginning of 2020. In addition, planning is well underway for the pharmacy remodel, scheduled to be completed in the first half of 2020.
QUALITY DEPARTMENT

- Bre Johnson is the new Quality and Risk Manager
- AAAHC training
- ALICE (Alert, Lock down, Inform, Counter Evacuate) Active shooter training coordinated with the Ketchikan Police Department.

WELLNESS DEPARTMENT

- Completed an audit with DPP (Diabetes Prevention Program) grant
- Mary Beth Patterson completed and passed testing to provide the DSME (Diabetes Self-Management education) in 2020.
OVERVIEW

The Information technology department is dedicated to providing technology services and solutions to all KIC departments and services. The goal of the IT department is to support the operations of the organization through the effective use of computer hardware, software and services.

CORE INFRASTRUCTURE UPGRADES

The IT department upgraded most of the core infrastructure in 2019. These improvements were done to prepare our system for our Windows 10 deployment in early 2020. Our new infrastructure uses less licensing and power resulting in a long term savings for KIC. The new servers also have a higher processing power and more storage and memory. These changes will allow our computer systems to access our data quicker and provide better performance system wide.

DIGITAL SECURITY IMPROVEMENTS

The IT department hired a consulting firm to complete a security audit to make sure that we are adhering to the strict digital security requirements of all of our programs. We have identified a few areas for improvement and will be instituting some new policies and procedures next year as well as adding a few new security tools. We will be conducting these security audits every year to make sure we are always staying up on these requirements.

PHYSICAL SECURITY IMPROVEMENTS

The IT department has worked with security to replace the aging electronic security doors in the clinic. The new system allows for more detailed control of the doors as well as tying in the new security cameras in the building. These improvements enhance the level of security we can provide to the clinic and we look forward to adding this system to the other KIC buildings as well.

2020 goals

In the upcoming year we will be migrating all of our computer systems to Windows 10, something that we were not able to do previously because of limitations placed on us by the old RPMS medical system. We will also be working with security to add an electronic door lock system to all of KIC’s buildings as well as new security cameras. We believe that these systems will help ensure the safety of all of KIC’s staff as well as KIC’s clients and assets. We will also be moving to host our own email servers instead of relying on a cloud hosted option.
MAINTENANCE REPORT & 2019 HIGHLIGHTS

The Maintenance department completes “on the average” over 100 Maintenance Work Tickets each month in a timely matter as we can. We use a review & priority methodology (i.e. applying ice melt in parking lots, snowplowing lots, receiving shipping supplies, patch & painting walls, receiving & distributing supplies, remodeling program space...).

Below are some of the projects completed by the Maintenance Department in 2019

- The maintenance staff finished the installation of the wall & base cabinetry units with a new kitchen sink on the 3rd Floor/Clinic Break Room.
- The 2nd floor of the 615 Stedman buildings space was remodeled (AKA LVLC).
- New cabinetry and countertops were installed at the 201 Deermount Building/Elder’s Day Center. LED upgrade lighting has been installed at the 201 Deermount Building 1st Floor to reduce costs and electrical consumption.
- An air quality test was conducted on the 615 Stedman Building from the Nortec Environmental, Energy, Health & Safety Company. Their recommendations will be discussed and analyzed by upper management.
- The Maintenance Staff was able to assist with the...
logistics of getting supplies over to Metlakatla for the Culture Youth Camp and other KIC Events (i.e. picnics, voting, Health Fair, Membership Meetings...).

Johnson Controls installed a new A/C unit to service the Clinic 5th Floor.

The Tribal Health Clinic Received Federal ANTHC Approval for the funding of projects listed below.

Building Automation System (B.A.S.) Project.............$247.5K
Integrated Security System Replacement Project......$186.8K
Pharmacy/Clinic Floor Deficiencies Project...........$503.3K
Physical Therapy & Health Education Project........$887.9K
Plenum Cabling Replacement Project...................$324.7K
Glazed Glass at East Wall Project.........................$63.1K
Clinic Residing...............................................$655.5K
North Stair Enclosure Exit..................................$28.1K

Total............................................................................$2.9M

Dawson Construction was awarded the Elevator/Electrical Upgrade/ATR (Accounting Team Room) Project. We’ve already cleared the 5th Floor Central Office area in preparation for Dawson Construction beginning the remodeling (January 2020) of the new ATR. Temporary offices (3) were prepared on the 1st floor of the THC for the Finance Staff being relocated during the remodeling of the ATR Space. We hope to have the Finance moved into the new space by the end of March 2020.

The installation of the (2) New Otis Gen2 Traction Elevators will begin in Mid-January 2020, this construction is being coordinated during the same time period as the ATR Space Project in order to minimize any disturbance and disruptions to KIC’s Clinic Business & Operations. Note: These projects are funded with BEMAR dollars with exception of the “ATR” Space Remodel.

The Maintenance Department has already begun modifications to the 1st Floor Central offices and conference area in preparation for the temporary relocation of the Pharmacy.

The “Pharmacy/Physical Therapy & Wellness/Dental Project” will be put out to bid the week of January 13th, 2020. These Projects are all funded using BEMAR dollars.

We are submitting Projects Submittal Documents (PSD) at BEMAR 2020 the “Clinic Flooring Replacement/Dental Remodel/ADA Bathroom Upgrade Project”. This will be KIC’s #1 Priority at the BEMAR 2020 Meeting. KIC has been told that all of the Alaska’s 23 THOs should be able to receive BEMAR Funding ($1M/Cap) for their #1 Priority Projects. Note: Funding needed for the Dental Project will be included in the BEMAR 2020 PSD Packet submitted this March 2020 to ANTHC.

The storage units (Chicken Coops) installation at the 429 Deermount backroom/shop space has been completed and a majority of the units are being used by various KIC Departments.

Tribal Council approved the new addition and remodel of the THC 2nd Floor Clinic Registration Area Project. A/E Design work by Millard and Associates has already begun for this project. This project involves the constructing of new space (280 S.F./composite decking with 2 exterior walls) and the remodeling of the adjacent space (295 S.F. of area) located behind the elevator shaft. (Note: Total of 575 S.F. of area). Renderings of the future KIC THC’s new registration area will be presented to council prior to its going out to bid.

Thank you,
Jim Gillian
KIC Maintenance Director
2960 Tongass Avenue. Office 213
(907) 228-9207/Cell 720-810-6985
We have been excited to see our programs grow and see all of the accomplishments that we have been able to fulfill.

Education & Training has an amazing staff and programming available to serve our Tribal members. We hope that you will come by to see what is new and how we can help you.

**2019 ACCOMPLISHMENTS**

- Full service employment center.
- 2 culture camps and a language summit.
- Education and Training open house to show all that we offer.

Working toward our three year and one year strategic plan to fit within the house posts given to us has been a great opportunity to work together with staff to find areas that we can work together on. It is bringing us closer together not just as a department but with more ways to partner within KIC.

**GOALS FOR 2020**

**Live Our Culture**

- Offer more classes and traditional learning including business classes for traditional artists.
- Help to create a permanent place for artists and students to meet.

**Build a Healthy Tribe & Citizens**

- Work on sustainable funding. I believe this will always be a goal.
- Create ways to expand our services in a way that will help break down barriers for our citizens that keep them from being fully employed. This is a goal that we have worked on this past year and have seen some improvement but are wanting to find better ways.

**Exercise Our Sovereignty**

- Make sure all of our policies align with the strategic vision of the Tribe and its members.
- Have clearly written procedures for each of our policies that we can share with our Tribal members.

**Economic Self-Sufficiency**

- Increase classes offered through our department.
- Expand our partnership with Social Services by implementing a referral service that will be beneficial to entire families.
WORKFORCE DEVELOPMENT

Cameron Sivertsen

Workforce Development seeks to promote career development for our tribal members through collaboration of KIC programs, local business organizations, and in-house training services. The Workforce Development department offers career readiness services, registered apprenticeships, direct employment services, and vocational training grants.

2019 ACCOMPLISHMENTS

- 383 persons served for all workforce development services programs.

Direct Employment Services
Interview clothing for unemployed tribal members, work clothing or work tools for newly employed tribal members, and employability grants for tribal members to enhance their skills for a promotion or as required for new employment.

- Awarded $13,475 in interview, work, or training clothing voucher assistance to 81 tribal members.
- Awarded $8,428 in employability grants to 20 tribal members needing to enhance their skills to obtain employment, receive a promotion, or as required by their new job.

Vocational Training Grants
Grants ranging from $1,500 to $8,000 for tribal members pursing a certificate or license at an accredited institution that will lead to increased success in the workplace. Training does not exceed 24 months.

- Awarded $24,320 to 6 tribal members to receive training including: able bodied seaman license, accounting certificate, esthiology, certified nurse assistant, and welding certificates.

Advanced Educational Opportunities
AEO seeks to increase awareness and attainment of post-secondary education through scholarships for undergraduate and graduate tribal members.

2019 ACCOMPLISHMENTS

- 200 persons served.
- Awarded $229,551 in scholarships to 51 students.

Esther Shea Cultural Studies Scholarship
The scholarship seeks to encourage tribal members to explore and perpetuate our cultural heritage, including language studies and the arts, by providing financial assistance for enrollment at local institutions.

2019 ACCOMPLISHMENTS

- 106 persons served.
- Awarded $11,297 to 37 individuals to participate in Totem Heritage Center classes and University of Alaska Southeast language classes.
2019 WORKFORCE DEVELOPMENT GOALS

Live Our Culture

- Establish a full service tribal employment center.
- Create cultural relevancy in class offerings and develop a cultural sensitivity curriculum for all staff and others in the community.
- Find year-round job opportunities for our Tribal members who are committed to preservation of our way of life.

Build A Healthy Tribe & Citizens

- Create sustainable program that will allow for high achievement jobs and educational opportunities for our adult and youth clients.
- Create cross training and mentoring plan for all positions.
- Reevaluate and expand our Summer Youth Training and Employment Program to include more opportunities for families to be involved.

Exercise Our Sovereignty

- Provide leadership development classes for upcoming leaders.
- Become the experts in teaching our own in language, culture, and job training, and expand our services to reach more people.
- Provide all current policies and procedures to staff, and include staff in all planned updates and changes.

Economic Self-Sufficiency

- Create and establish new partnerships with employers to train and hire tribal members.
- Utilize case management to create plans with members for future employment, developing career and technical education courses, and pursuing post-secondary education.
NATIVE ARTS PROGRAM
Debbie McLavey

Mission: Empowering tribal youth through cultural engagement.

Vision: All tribal youth living to their full potential with the support of our community.

Ketchikan Indian Community’s Youth Programs provide traditional teaching for tribal youth in a daily afterschool program, through an in-school arts program and a high school program. We serve youth in grades 6-12. Our youth programs focuses on strengthening tribal youth’s cultural identity and leadership skills. Native knowledge, ways of knowing and worldviews are highly regarded in the all of our youth programing and are reflected in all activities.

2019 ACCOMPLISHMENTS

Native Art Program H.S.

The students learned cedar bark weaving, basketry, hat making, moccasin making, tunic making, button robe making and beading an octopus bag. Special guest instructors also provided instruction in carving and lithograph painting.

Tribal Youth Program

253 youth served

Tribal Youth Program is a safe place for youth to come after school to get assistance with homework, learn more about their culture, hang out with other youth and have fun.
Live Our Culture

- Harvesting Cedar, Canary Grass & Maiden Hair fern
- Harvesting from the beaches & forest for foods
- Vest Making
- Felt Headband Making
- Mini Felt Button Blanket Making
- Cedar Bark Weaving, plaiting and twining with dyed cedar bark

Build A Healthy Tribe & Citizens

- Attended Elder & Youth and AFN in Fairbanks as a chaperone
- Friday's are our food days
- Always staying positive in the youth center
- KIC Health Board donated water bottles for the 2nd Annual Health Fair. The kids drink water every day at our program and we got our own water dispenser.

PROGRAM HIGHLIGHTS

- Started Cedar Bark Weaving- 10 youth wove plaited bottoms with twining up the side
- Moved into our own youth center space. The youth love that it’s their space.
- Attended a 3-day training in Juneau, Alaska for the Afterschool Network Conference.
- Bi-weekly grade check-ups with student approval (students willing bring grade reports or show me on their power school account).
- Showing love, positivity and support to the youth every day

Tribal Family Evening Program

- 20 Families Served
- Activities include making button robes, Ravenstail, beading projects, moccasins, singing Haida songs and weaving.

Tribal Youth Summer Program

- Activities included picking seaweed, gumboots, fishing, berry picking, hiking & swimming and harvesting cedar.

Tribal Youth Program 2019 Major Accomplishments

- Expanded evening classes to 2 nights a week
- Have a place that is just for the program where projects can be stored securely

Tribal Youth Program 2020 Goals

- Increase capacity
- Expand family evening programming
- Seek creative ways to partner with the school district and improve communication
TRIBAL SCHOLARS PROGRAM

Tiffany Pickrell

The Tribal Scholars Program is an advanced education program open to all Native secondary students in the Ketchikan Gateway Borough School District. It offers a supportive, engaging, and culturally-enriched educational alternative. Tribal Scholars provides enrolled students with all of the core credits necessary for their high school diploma—English, science, mathematics and social studies. These students also benefit from the teachers’ monitoring. Students also have unique opportunities to learn the Tlingit, Haida and Tsimshian languages, as well as earn college science credits through partnership with UAS-Ketchikan. The program operates from 8:00 a.m. to 12:05 p.m. each morning and requires students to attend either Ketchikan High School or Revilla Alternative School each afternoon to take elective courses.

Live Our Culture

- A majority of students have Indigenous names, either gifted or chosen to add confidence in identity as well as practicing the languages in class.
- TSP students participated in an “Indigenous People’s Day” presentation at the University of Alaska Southeast
- Select students attended and participated in the Elders and Youth conference and AFN up in Fairbanks
- One of our TSP students again ran and was elected as the Southeast Alaska Youth representative.
- Students learned how to collect and prepare Indigenous foods
- TSP students had the unique opportunity of seeing how a seal is processed
- Students have completed projects of telling heritage stories with modern mediums.

Build A Healthy Tribe & Citizens

- TSP students continue to learn about empathy and the importance of being gracious to others while building confidence and acceptance of self.
- Students toured the Coast Guard Base
- TSP students learned about digital citizenship
- TSP students were able to observe and participate in a bear necropsy conducted by Fish and Game.
  It demonstrated the importance of living with wildlife in the area and the responsibility we have to care for the trash we generate.

Exercise Our Sovereignty

- TSP students have attended subsistence and environmental conferences pertaining to resources
- TSP students volunteered and participated in the Language Summit

Economic Self-Sufficiency

- TSP students are studying and preparing to take their Driver’s learners permit test
- 4 seniors graduated this year with a high school diploma

2020 GOALS

- To pursue sustainable funding
- To coordinate with other KIC departments and Native organizations in order to ensure our students receive the best education possible
HERITAGE LANGUAGE PROGRAM

During 2019, KIC Heritage Language Program provided comprehensive Tsimshian, Haida and Tlingit classes throughout our community. Evening classes were available to include whole families and to accommodate individuals work schedules. For tribal members seeking college credits, classes were also supported through our local UAS Ketchikan campus. This year we are proud to announce that Tlingit language was taught in elementary schools district wide.

For many years as part of our strategic plan, one of our goals has been to build capacity. This year we added three part-time language apprentices to our team. While the apprentices are increasing speaking proficiency they are teaching as well.

Together the language team planned and implemented two Culture Camps with a total of 75 participants. They also planned and hosted the 2019 Alaska Native Language Summit. During the Welcome Dinner the Aleut descendants of our community were honored by nearly 300 attendees.

Tlingit Language Facilitator, Yakdushí (Lisa Newitt-Narino)
Tlingit Language Apprentice, Kiyéis Tlaa (Natasha Clevenger)

2019 Accomplishments/Tlingit Language:

- Lunch hour class at Ketchikan Public Library
- Family evening classes
- Tlingit language and culture in elementary schools district wide. Hundreds of students are now able to greet you in the indigenous language of our island
- Tlingit culture, language, & songs at Houghtaling Elementary and Pioneer Home Pre-school

Skíl Jáadei (Linda Schrack) preserves via digital recordings.
Tsimshian Language Facilitator, Ahl’lidaaw (Terri Burr)  
Tsimshian Language Apprentice, Ggoadm ‘Deebn (Victoria McKoy)

2019 Accomplishments/Tsimshian Language:

- A lunchtime brownbag class was taught at the KIC Health Clinic. The class welcomed local, distant, and college students at all learning levels.
- Three volunteer apprentices were recruited and taught by Ahl’lidaaw.
- Eventually one apprentice was hired at KIC. She is currently teaching a credited Shm’algyack course at Ketchikan High School; of which 16 students are enrolled.
- Another was hired by the Ketchikan School District and teaches Shm’algyack at Schoenbar Middle School.

Haida Language Facilitator, Skíl Jáadei (Linda Schrack)  
Haida Language Apprentice, Sáandlanaay (Michelle Eakman)

2019 Accomplishments/Haida Language:

- Family evening classes
- Completed instructing two Xaad Kíl classes at Ketchikan High School June 2019
- Xaad Kíl apprentice subbed for the Kayhi classes and family evening class when Haida Language Facilitator was unavailable
- Helped to plan and host two showings of the movie The Edge of the Knife. The full length movie was spoken in both the Xaad Kíl (Northern) and Xaayda Kíl (Southern) dialects

LANGUAGE PROGRAM TEAM 2020 GOALS

Live Our Culture

- Speak our languages every day in the home and with children.
- Teach traditional knowledge along with heritage languages.

Build a Healthy Tribe & Citizens

- Provide safe and healthy learning environments for all.
- Share traditional insights with all KIC departments.

Exercise Our Sovereignty

- Use heritage language at public and community events.
- Role-model pride in our indigenous way of life.
- Move away from Western ideals.

Economic Self-sufficiency

- Secure funding sources to support language education.
- Develop a KIC Institute of Heritage Language.
The mission of KIC Social Services:
To increase the safety and well-being of Tribal members across the lifespan by promoting strength, unity, and self-sufficiency for Tribal members and Tribal families by providing social and protective services.

The Social Services Department is a multifaceted department that consists of 4 programs with 20 employees when fully staffed!

- Elder Care Program
- ICWA Program
- General Assistance Program
- Domestic Violence Program

2020 GOALS

Every program will be fully staffed, and staff will be trained in their positions with cross training in supportive services. This will reflect the strategic plan established by the Tribal Council. Tribal values will be identified and implemented into services, that will benefit the entire Tribe. We are working on updating the brochures for the entire department to reflect the branding of KIC. We anticipate the design and printing will be complete in early 2020.

Honoring our Elders Services

The KIC Elders Program provides assistance and services to elders. In-home caregiving, daily congregate meals, monthly celebratory dinners, transportation and more! We feel passionate about serving our elders, and work hard to reduce hunger and food insecurity, promoting a healthy lifestyle, and sense of well-being by creating a safe space to socialize with other Tribal Elders. We feel confident that the services we provide delay the onset of adverse health conditions resulting from poor nutritional health, and a sedentary lifestyle.

2nd Annual Thanksgiving Farmer's Market- over 235 elders “shopped” at the Farmer's Market for all the trimmings needed for a Thanksgiving meal. The project was a success, and we intend to increase the capacity of the program to serve more Elders in 2020. The opportunity to socialize on a daily basis in the Elder Day Center is available to all elders. Arts and craft classes, regalia, hip-hop dance parties, exercise classes, crochet and knitting, reading, games, computers, educational presentations, talking circles, holiday parties and celebratory events such as birthdays for elders, are just a few of the suggestions from Elders.

2020 GOALS / ELDER SERVICES

We surveyed over 180 elders using the elder’s survey from the National Resource Center on Native American Aging; as part of Title VI grant application process. The survey/needs assessment results will help us to determine the health and social needs of our elders. This will assist with future program and budget development and implementation.
ICWA Program

The Child Welfare/ICWA Program provides families with advocacy and access to culturally relevant services that strengthen families to ensure that our Tribal children are provided with safe, stable and nurturing homes.

We continued to partner with the Capacity Center for Tribes to develop and complete policies and procedures. The policies have been approved by the Tribal Council. We have confidence in the knowledge that our ICWA program is providing excellent services that will assist the Tribe in creating safety within the community for our children.

2nd Annual Project Christmas!
Social Services staff provided Christmas presents to eligible at risk families. The Angel tree was a success, and many presents were donated by staff and tribal members. Over 200 individual children received gifts and stockings with special care to make sure the items were requested by the child and parents. The case manager met with each family to develop trusting relationships to last the year.

2020 GOALS / ICWA PROGRAM

Provide culturally relevant services to our Tribal families to assist with the successful completion of their case plans. Implement the family services case management to assist with securing more ICWA compliant foster homes.

General Assistance Program

The General Assistance Program encourages self-sufficiency by providing financial assistance to eligible Alaska Native/ American Indians to meet essential needs. 272 applications for financial assistance were approved in 2019. Financial aid may include rent, utilities, food clothing and household needs. Burial Assistance Applications are also available, and we funded 12 Tribal members in 2019.

2020 GOALS / GENERAL ASSISTANCE

Implement the PDS database system to provide accurate information necessary for reporting purposes and to enhance program development.

Implement Self Improvement/Self-Sufficiency workshops for Tribal members to reflect a trauma-informed approach, and KIC Tribal Values.

Domestic Violence Program

Increased services to 131 individual Tribal members and contacts through intervention activities. Financial aid to individual victims was over $50,000 for the 2019 year.

Increased participation in prevention activities including the One Billion Rising V day event in February 2019, with an attendance of over 200 participants. The CHOOSE RESPECT CAMPAIGN in March with over 100 community members attending. In October we co-sponsored the “6th Annual Steps for Change” event at the Ketchikan Rec Center to increase awareness to the DV Awareness Month campaign in Ketchikan. Updated policies and procedures and trained all staff on policies and procedures for the program.
2020 GOALS / DOMESTIC VIOLENCE

We will implement the new Office on Victims of Crime program, and will hire a case manager to provide direct victim services to all victims of crime. Increase our capacity to include case management in all services we provide to ensure that the most vulnerable Tribal members do not fall through the cracks. Implement new evaluation tool to include review of curriculum, best practices and a client satisfaction survey. Baseline data from 2019 will then be compared to data in 2020 for the basis of a program improvement plan for the 5 year strategic plan.

A model of the Healing Garden, similar to one that we would love to have in our community to assist Tribal members in their healing journey.
The KIC Housing Authority currently offers the following programs:

- **The KIC Housing Authority Rental Programs** provides affordable housing to qualified American Indian/Alaska Natives – we have 37 low income rental units

- **The KIC Housing Authority Energy Assistance Program** helps income eligible American Indian/Alaska Native (AI/AN) elders 60+ with energy costs associated in heating their place of residence. The program provides financial help and information needed to manage fuel costs. It is our goal that all people who apply for the program are treated with respect and understanding. Assistance is limited to $700 annually and awarded on a first come first served basis until funds are exhausted.

- **The Home Improvement Assistance Program** provides help to income qualified American Indian/Alaska Natives (AI/AN) homeowners whose homes are in need of essential repairs to restore or maintain livability to the home and to address major health, life, and safety concerns. The grant is limited to up to $5,000 annually.

- **The Home Buy-Down** is specifically designed to provide affordability of homeownership for income qualified American Indian/Alaska Natives (AI/AN) by attacking barriers at several levels simultaneously. We award 3 grants annually.
  
  - Buyer is required to pay a minimum of $2,500 towards closing costs and escrow
  
  - KICHA pays for Home Inspection Cost – Up to $600
  
  - KICHA pays for Down Payment – Up to $30,000
  
  - KICHA pays for closing costs – Up to $2,500
  
  - Should the homeowner sell the property within the first five years, the Housing Program will recover 100% of the 2nd Mortgage plus interest (4% minimum) amount as part of any sales transaction. Sale of the property between the sixth and final year of their note would result in a diminishing portion of repayment of the 2nd Mortgage.

The KIC Housing Authority’s friendly staff will help applicants obtain required documents, for example: Tribal Cards and verification of Social Security

**KIC Housing Authority Updates – October 2019 to January 2020**

We have been awarded an Indian Community Development Block Grant (ICDBG) for larger home repairs. We have been accepting applications and have a list of applicants with projects such as; electrical wiring, foundations, and roofs. We will continue to accept applications for this grant. KIC Housing Authority is currently in the planning process for a tri-plex on Woodland Avenue. The staff at KICHA is wishing everyone a safe and happy year.
DIRECTOR’S REPORT
CULTURAL RESOURCES

Tony Gallegos

Department Goal:
It is our mission to steward, conserve, preserve, enhance, and protect places and customs that are of significant historical, cultural, and environmental importance by using traditional ecological and cultural knowledge and science.

DEPARTMENT HIGHLIGHTS FOR 2019

The goal of the Cultural Resources Department is to ensure that Ketchikan Indian Community members continue and enhance their access to and stewardship of the land, waters, and living things that indigenous people have enjoyed and depended on since time immemorial. In 2018, the department strived to meet this goal by building critical capacity, further developing our core programs, and expanding our outreach to tribal members. Some key projects this year included our distribution of bear-proof garbage can straps to all interested Ketchikan residents, our beach bacteria monitoring program, our paralytic shellfish poisoning monitoring program, our e-waste recycling event, our establishment of a Tribal Conservation District, our hooligan monitoring program on the Unuk River, and our continued engagement with the federal and state governments on key environmental problems facing our community.
Department Projects

Natural Resources Management:

- Involved with federal and state subsistence management boards
- Monitored hooligan populations on Unuk River
- Stream temperature monitoring with the Southeast Alaska Watershed Coalition
- Created a Tribal Conservation District with Secretary of Agriculture Sonny Perdue
- Committed to designating the Unuk River as an Outstanding National Resource Water
- Maintained paralytic shellfish poisoning monitoring program with Sitka Tribe and Southeast Alaska Tribal Ocean Research

Partnership Development:

- Cooperation with the United States Forest Service on the roadless rule making process
- Alaska Department of Environmental Conservation Beach Bacterial Monitoring
- City of Ketchikan/US Environmental Protection Agency Bear Residential Trash Project
- United States Department of Agriculture Tribal Conservation District
- Running the IGAP program in partnership with US EPA

Department Structure

The department consisted of 4 full time staff: a Cultural Resources Director, an Environmental Specialist, a Cultural Resources Coordinator, and an AmeriCorps VISTA service member. The later 3 were new in 2019 and positions were vacant for at least one quarter of the year. These 4 staff members worked within their specialties and in close collaboration with each other to carry out the mission of the department in an effective way. We also hosted a summer tribal youth intern and a tribal college intern. The cultural resources director position is funded almost exclusively through tribal BIA compact funds. Our environmental specialist staff member is covered through the Indian General Assistance Program grant funded by the US EPA. The cultural resources coordinator will be funded through additional BIA compact funds. The AmeriCorps VISTA service member is paid for in partnership with American Indian Higher Education Consortium.

The Cultural Resources department has continued to expand over the course of 2019 and has been able to take on more projects with a steady focus on the following principals:

- **Encourage** understanding and reverence for our traditional and customary Way of Life.
- **Protect** our pristine freshwater streams, rivers, and lakes.
- **Collect** baseline environmental information to identify and respond to potential issues.
- **Promote** maintenance of healthy forest ecosystems and natural resources.
- **Improve** the health of the marine and coastal environments.
- **Co-Manage** natural resources with both federal and state partners.

THE FUTURE

The cultural resources department is looking towards a bright 2020. With two new staff members, an expanded program of duties, a new Tribal Conservation District, the cultural resources team will be busy over the next year protecting and stewarding places and customs of environmental importance to tribal citizens. We exist to serve you, the tribal member, and are always striving to do more for you and for your concerns about the environmental and cultural health of the tribal community. Let’s build a healthier, more self-sufficient, and more sustainable tribe together. Please feel to reach out to the department with any questions, concerns, or comments you may have about environmental and/or cultural issues in Ketchikan!