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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ANNUAL MEMBERSHIP MEETING AGENDA

Ted Ferry Civic Center
January 18, 2021
Meeting called to order at 1:00 PM

1) Call to Order—Establish a quorum

2) Ceremonial Matters
   A) Opening Prayer
   B) Acknowledgement of Traditional Lands
   Recording of the Tongass Dance Group Song

3) Reports
   A) President
   B) Tribal Administrator
   C) Audit Report
   D) Finance
   E) Tribal Health Clinic

4) Committee Reports
   A) Finance
   B) Education and Training
   C) Policy and Personnel
   D) Housing
   E) Enrollment
   F) Social Services
   G) Economic Development
   H) Our Way of Life
   I) Veterans
   J) Advisory Health Board
   Recording of the Haida Descendants Song

5) Persons to be heard | Limit 5 Minutes per person | 90 Min.
   Personnel issues and/or Medical issues will not be addressed
   or discussed due to polices and HIPAA violations. Please be
   respectful.

6) Adjourn

No Campaigning may take place within 100 feet of any Building Services as Polling Places.
Pursuant to Section 2.5 §(d) Ketchikan Indian Community Election Code (Ordinance #4) Revised 12/06/2017.
THOSE WHO GOVERN
TRIBAL COUNCIL

PRESIDENT
Norman Skan
nskan@council.kictribe.org

VICE PRESIDENT
Melissa Johnson
mjhonson@council.kictribe.org

SECRETARY
Judy Leask Guthrie
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TREASURER
Donna Frank
dfrank@council.kictribe.org

COUNCILWOMAN
Gloria Burns
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COUNCILMAN
Lloyd Ruaro
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COUNCILMAN
Randy Williams
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COUNCILMAN
Chas Edwardson
cedwards@council.kictribe.org

COUNCILWOMAN
Marcie Fields
mfields@council.kictribe.org
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
- Tribal Campus for Our Community

- Protect & Support Tribal Values
- Identify the Needs of Our Citizens

- Identify Priority Areas to Direct Resources
- Comprehensive Plan on Holistic Approach to Community Health
Exercise Our Sovereignty

Economic Self-Sufficiency

3 YEAR GOALS & DESIRED OUTCOMES 2019-2021

We Claim the Full Right & Power to Govern Ourselves

Grow Our Future and Invest in Our Tribe

- 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

- 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
The year 2020 was a year of challenges, that included COVID-19; making a year of hardships for our community both economically and the suffering of the illness itself, and the social restrictions placed on our families to reduce the disease from spreading. Ketchikan Indian Community (KIC), Tribal Council, and staff, came together to develop multiple programs of distribution of COVID-19 funds to the eligible service area membership totalling over 8.5 million dollars in funding, and over 8,000 financial transactions. It was an incredible effort, and began in less than two weeks, although it was an evolving process based upon the needs of the members. Vacant positions was one difficult scenario to overcome we went from being down 45 staff positions to having 8 vacancies at the end of the year hiring a Human resource director and a Health Director which contributed to filling, support positions and key personnel, including permanent provider vacancies within the clinic. A strategic plan is of the utmost importance to provide effective and efficient services for the benefit of our Tribal Membership. KIC leadership and personnel were able to continue to deliver high quality programs and services even through the pandemic through telemedicine and inventive scheduling due to a work culture and ethic that provides structure and accountability. Program staff came together as a team to support the services we provide at KIC including the new COVID-19 programs. Individuals of the team stepped up, often filling more than one position to accomplish the goals and objectives of their programs and helping with others. I would like to thank all our employees for this extraordinary effort and dedication in making 2020 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, “KIC” 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. The needs assessment will help the KIC Tribal Council build a Strategic Plan, that gives true direction to all the KIC Leadership, and has provided a methodology to build goals and objectives that can be accomplished within the five year plan, “TEAM” work is crucial even in our pandemic state of operations!

A few selected goals & objectives for 2021 are as follows:
Utilize programs and services to ensure growth, developing skills and increase job opportunities for our members. Accomplishments; Full service employment center, developed skills development training classes, including how to prepare for interviews. Partnership with Social Services and Natural Resources Cultural 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.

Continue to support Secondary education scholarships averaging over 200. Tribal Scholars Program core high school credits, and ability earn college science credits through a partnership with UAS.

**Objective: 1.** Utilize the above programs to help 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 the Charter amendments have been approved by the Bureau of Indian Affairs (BIA) December 23, 2020, and a resolution to ratify will be completed at the January meeting. New documents may include articles of incorporation, an operating agreement, and a limited liability corporation ordinance for new businesses under the Tribal Business Corporation Charter, a business manager job description, and a Board of Directors application process setup. This Corporation has the ability to setup Super 8a Corporations such as forestry enterprises, starting with service first service agreements with the Forest Service establishing no bid opportunities through federal contracting. These enterprises can help fund shortfalls in vital programs such as health care and social services.

**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 Trump Administration, and should be review complete under the Biden administration. 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 non-tribal businesses just to name a couple of examples of the benefits of Trust Status.

**Objective: 3.** We have created a Compensation and Benefit study, we are utilizing this document at the time to ensure the tribe is competitive and fair in the market place in the hiring of all positions within the tribe and in compensation on all evaluations done. Complete the tribe’s employee retention plan, and help reduce overall costs by keeping well trained and professional staff on board with the tribe. This plan like policies should be reviewed annually to remain efficient and competitive in our valued employee market. We have made great progress in this area, but must keep the TEAM moving in a positive direction.

**Objective: 4.** Create a partnership with KIC Economic Development Corporation; This is in the beginning stage of development with the establishment of the revised charter and beginning the formation of an appointed Board of Directors and documents needed to establish limited liability corporation or utilize the federal charter for subsidiary corporations. 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, 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.
**Goal:** ENGAGE THE KIC COMMUNITY

**Objective: 1.** Outreach and engagement of tribal members; Put out fliers for gatherings and events. Newsletters, and website were programs can further identify services available. A consulting firm has completed a comprehensive needs study of the community, by mail outs predominately. 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 strategic plan. Another example of how important it is 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 tribal families, keeping families intact and reducing incarceration, and recidivism. Behavioral Health, Social Service and Education and Training are a vital part of this in working with the community.

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**Goal:** EXERCISE OUR SOVEREIGNTY

**Objective: 1.** Assume all responsibility over Lands and programs. Land application from fee to trust. This is an inherent right of the 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, being 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 both land and waters, working on sovereignty of fishing and hunting for our subsistence rights 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, 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. Engage in our culture; cultural gathering of traditional foods, create a budget and a program that will support this important part of our cultural. Fund a boat purchase, and a program budget. Possible funds from our Title V compact, as we have negotiated funds that could be utilized out of third party revenues for this purpose.

Goal: BUILD A HEALTHY TRIBE AND COMMUNITY & CLINIC, WELLNESS CENTER

Objective: 1. Build a Tribal Wellness Campus for the community. Establishing a planner position to facilitate this process. Due diligence, and feasibility studies in determining any facility capacity. Possible USDA grants or low interest loans.

Objective: 2. Complete indirect duplication issues with the Indian Health Service as it has a negative effect on future years of receiving full funding for administrative/maintenance needs.

Objective: 3. Strengthen our presence with ANTHC and ANHB venues through sustained attendance and focus on KIC needs at the table. Ongoing process.

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 dollars to patients that have a financial need. This team work provides access to treatment the goal will be for all members.

Goal: HOUSING AUTHORITY REVIEW INDIAN HOUSING PLAN & ALL PROGRAMS EVALUATE NEEDS

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.

Charlie White, Tribal Administrator/CEO
Ketchikan Indian Community
In CY19, KIC was responsible for $60.1M in total assets, $25.8M in capital assets & land, $13.6M in investments, $17.2M in cash equivalents, with the $3.5M residual balance in grant receivables and non spendables (ie prepaid assets). Over a five-year period, Tribal assets have grown by 59% or $22.5M.

In CY19, about $25M (70%) of total operating expenses was spent on direct programs and services for KIC beneficiaries. The balance was expended on tribal government activities ($654K) and administrative support of programs ($7.4M). Capital asset purchases were mainly for Health and Housing Services ($1.5M) with the remainder ($950K) for debt services on loans.

In CY19, KIC’s net assets included $18.5M in net capital (assets less liabilities), $16.5M in restricted reserves (Savings reserved fro health and wellness activities) and $5.8M in unrestricted reserves (mainly one time payments from Rahma case). 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. Over a five-year period, Tribal net assets have grown by 92% or $19.5M.

In CY19, the tribe spent about $857K on direct payments to customers or their designees to assist with housing, burial, education, training, transportation, and emergency needs. For CY20, KIC is currently projected to spend around $8.1M with enhanced direct membership support from Federal sources for COVID-19 relief in response to the current global pandemic.
COMPLETED / DEPARTMENT HIGHLIGHTS

- Annual Review Process – Completed first company wide annual review in many years.
- Compensation review completed. All employees reviewed for aligned compensation strategy.
- 90 Day Evaluations being completed for every new hire and on time.
- File Records Shredding - allowed for expansion of office space and Dave’s office to be a real office – Carleen.
- Ordinance 8 Review – October 2020 – Final given to TC. To be reviewed at TC meeting January 2021. Final outcome will be a new employee handbook. No update since 2004.
- Review of Recruiting Process – understanding of process flow; messaging to applicants when applying and turn down; Created sig picks for more professional communication; Standardized review of all applicants;
- Standardized sign on bonuses – 3 %; Standardized contracts, etc.
- Attorney review of all recruiting documents completed – offer letters, Contractor / Vendor Agreements; Personal Service Agreements, Relocation and Sign on documents revised as well.
- Attorney job posted and CV’s being reviewed. A 2 year project and completed.
- Recruitment Sites – updated by Wind.
- Employment Application – online and in paper; More specific questions were added related to background.
- Benefits – Reconciliation of older invoices – first time in 2 years; 401k audit – necessary changes completed - all new documents signed by current employees; Benefit FAQ completed.
- New hire orientation revised.
- 2 new staff added – Dave Murray – HR Director and Rosemary Nelson – Benefits Administrator.
- Job Description Review – 80% completed. We started out with well over 200 job descriptions and we have minimized it to about 140.

IN PROGRESS

- Strategic Priorities – Waiting on final review by Tribal Council
- Training / Cultural Diversity – Plan Outline to be completed December 2020 – Retention
- Training – Med Trainer – all – Core / Annual – Leadership notified. Implementing January 2021
- Training – Med Trainer - Sexual Harassment, HIPAA, Safety, Discrimination and more
- Job Description – Ongoing / New Hire Orientation – Revising format
- Retention plan – PE process; Reviewing all benefits for marketplace competitiveness
- Personnel File Review Audit

FUTURE PROJECTS

- Code of Conduct and Ethics doc review
- Rewards and Recognition – part of retention project
- HRIS Review – Bamboo HR / ADP and others.
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.
2020 at a Glance

2020 has been a very challenging year for the KIC Tribal Health Clinic. The KICTHC had to adapt very quickly to develop new avenues of providing care to our community as well as responding to the Covid-19 pandemic. With Ketchikan’s first case of Covid-19, we are thankful that we were in the final stages of updating our Comprehensive Emergency Management Plan (CEMP). The first week of March, we initiated the KICTHC Incident Command Center. The Incident Command Center has continued to be in operation throughout 2020 and will likely continue into 2021. Updating the KICTHC CEMP allowed to further partnerships with the State of Alaska, Ketchikan Gateway Borough and the City of Ketchikan and reopened our efforts to partner with PeaceHealth Ketchikan Medical Center. KICTHC has become a strong community partner in our overall ability to respond to the Covid-19 pandemic efficiently and effectively.

Development of a mitigation plan, approved by the State of Alaska and Tribal Council allowed KICTHC to remain open for medical services and later expand to KIC’s other departments. KICTHC continues to enforce stricter guidelines than that of the State of Alaska or the CDC in an effort to maintain the safety of our patients and staff. Unfortunately in November, we did have to close the clinic for a short time, in an effort to control further spread of Covid-19 amongst staff. KICTHC remains diligent in ensuring the safety of our community.

As the year winds down, we now face new challenges as the Covid-19 Vaccine has been approved for emergency use to combat the Covid-19 pandemic. A Covid-19 Vaccine Readiness Team has been developed to ensure we are up-to-date on information, planning how, when, and who will be vaccinated. KICTHC will have access to vaccine distributions through the State of Alaska and the Indian Health Service. Initial vaccine distributions in 2020 will have limitations on vaccine dose availability to KICTHC. Continuous planning with our partners will include delivery of the vaccine to Ketchikan and the rapid delivery of the vaccine to those who wish to receive it. We commend our front line staff, our healthcare workers, and the KIC Administration for their hard work in supporting the rapidly changing environment.

NEW INITIATIVES OR SERVICES FOR 2020 INCLUDE:

- The development of telehealth services. We find this method for delivery of services has been received very well by many of our patients. KICTHC will continue to evaluate this type of service and hope to offer this as a regular service once the pandemic has rescinded. The Center for Medicare and Medicaid allowed the expansion of telehealth as a way to treat our patients, and we saw a 200% increase in access to behavioral health care. Telehealth allowed us to maintain medical services to our patients as compared to 2019. KICTHC continues to evaluate telehealth services can be provided in the dental clinic.

- Clinic space remodel of the pharmacy, dental, and additional exam rooms is close to its end for 2020. However, 2021 we will continue with some remodeling for our Community Health (formally Wellness – Diabetes) program, and a Registration and waiting area. We are also applying for funding for a separate area for Pediatric services, and walk-in clinic services where we can potentially expand our hours of services for 2021.
Although we faced many challenges, the KICTHC staff has also tackled the review, updating, and creating policies that further our accountability to the Tribe. Staff have also been preparing for our recertification of AAAHC and CARF accreditation for the clinic and behavioral health.

By the end of 2020, the clinic will have a complete complement of full-time providers:

- Pamela Lee Rogers, FNP, Interim Medical Director
- Dr. Mahija Mungara, (Psychiatrist)
- Dr. Stacey Schmidt (Pediatrician)
- Dr. Gregg McNeil, (Physician)
- Stephanie Lively, Medical Social Worker
- Hannah Richards, Physician Assistant

December marks the starting point of re-implementing the medical home model of care now that we have full-time providers. Completing the medical home model, the clinic will ensure a team of staff to include a provider, nurse, medical assistant, patient access representative, pharmacist, social worker, behavioral health, and community health will be there for you to help meet your needs and improve your health. Pamela (Lee) Rogers and Dr. McNeil and their team will be reaching out to you soon.

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 continue to search for a full-time Medical Director and are determined to fill this position within the first six months of 2021.

The MAT (medical assistance treatment) Program two year grant funded through SAMHSA concluded, however KICTHC is continuing the service. One of the changes is to move the services to the Behavioral Health building to better connect clinic services with a behavioral health clinician. 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 Lee Rogers. Ensuring timely access to treatment is our goal, for all patients. We look forward to this program being accredited in 2021.

Gerry Balluta was promoted as the permanent Deputy Health Director, after filling the role quite successfully in the midst of the Covid -19 pandemic. Melissa Reed was promoted to the role of Clinical Director. This position is the administrative support for the Medical Director and provides administrative support to the other clinical departments. A big thank you to Lee Rogers for filling in as the Interim Medical Director.

Lastly, KICTHC was awarded a Centers for Disease Center (CDC) grant, which will allow the clinic to move to the CERNER electronic health record in 2021. CERNER will connect our clinic records to the Alaska Native Medical Center and specialty clinics so we can provide you with a better patient experience when referred out for care.
BEHAVIORAL HEALTH DEPARTMENT

*Ruth Bullock*

It has been an interesting year. The Behavioral Health department has experienced numerous changes due to Covid-19, staffing changes, programmatic changes, and grant statuses.

Covid-19 Updates

On March 23rd our department moved to remote working only. We closed down our office and forwarded office phones to our personal cell phones. We used telehealth platforms to offer services to our clients. For clients without access to internet and video we provided services telephonically. We noticed almost immediately, with the increase in anxiety for most of our clients, that we needed to make a rapid shift from providing evidence-based treatment practices to offering mostly crisis intervention services. Overwhelmingly, our clients expressed appreciation that we were able to continue to connect with them and offer treatment services through telehealth during this pandemic.

In early June we returned to our office and were once again working on-site and in person, although we still continued to provide some telehealth services as needed for people who were at risk, exposed, or quarantined. Since June we have stayed in a hybrid status between offering on-site in-person services to our clients, and still offering telehealth services. This seems to be working to meet the needs of our clients.

Early on in this pandemic there was speculation that we would see an increase in suicidality, an increase in domestic violence, and increase in substance use and relapse, and an increase in depression and anxiety symptoms. We believe that we have seen, and are continuing to see, all of these. It has been a busy year.

Staffing Updates

We had a number of staff promotions this year as Brittany Pope left the role of substance abuse program manager and moved into the Psychologist role under the contracted supervision of Dr. Chad Valadez. Jessica Lutton moved from substance abuse counselor to substance abuse program manager. Christine Furey moved from behavioral health aide to substance abuse counselor. We had two employees move out of town or to new positions not in our department. We also had a few additions to our staff. Carolyn Eckholm, LCSW, came on in May as a children’s mental health clinician. Charlotte Cook and Clarence Peele both joined our department in December as behavioral health aides.

Programmatic Updates

In December of 2019 we had begun offering an Intensive Outpatient Treatment program, ASAM level 2.1 for substance abuse treatment. We are currently still offering this level of treatment though it has changed considerably with not being able to offer in-person groups. Much of substance abuse treatment is based on the value of group therapy, so this has presented a challenge during this time of Covid. We are offering the program, but not in its original form. We hope soon to return to the program we had begun in December of 2019.

The need for children’s mental health services has been identified repeatedly by clients and with the addition of Carolyn Eckholm as our second children’s mental health clinician we are able to be providing clinical mental health services to more children. Carolyn joins Renee Murray, LPC, as full-time children’s mental health clinicians. In October we moved the suboxone clinic over to behavioral health from the medical clinic. This was a team effort between medical and behavioral health. We all felt that our clients’ needs would be better served having the suboxone appointments occur at behavioral health where we could better link clients directly into other treatment services. So far we are seeing positive outcomes from this move.
Grant Updates

We are continuing to work with ANTHC on the Rural Alcohol and Marijuana Prevention grant. We have provided a number of youth activities for this grant in the past months, and are currently planning year 3 of the grant which aims to prevent alcohol and marijuana use in adolescents in 7th to 12th grade.

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

We are also partnering with WISH on a VOCA grant through the State’s Council on Domestic Violence and Sexual Assault which aims at increasing school-based mental health counseling services to youth in the secondary schools who have been exposed to domestic violence, physical and sexual abuse, or to violent crimes. We were recently notified that we have been awarded a second VOCA grant which is geared at children in the elementary schools.

Finally, our Tribal Opioid Response grant through SAMHSA ended on September 30th of this year. This grant helped fund the Medically Assisted Treatment program we have created which offers both Suboxone and Vivitrol as MAT options for people with substance use disorders. Although the grant has ended we are continuing the program and are currently looking at other grant options.

Purchased & Referred Care Program
Gerry Balluta

The Purchased and Referred Care Program has had to make many adjustments this year as access to outside care has been mostly for emergent care. Anchorage is our primary destination for specialty care and services in addition to being the hotspot in our state for Covid-19.

We had to get be creative for our patients utilizing any out of town facilities and help them navigate through this changed system. We continue to collaborate with our
partners at ANMC and SEARHC to bring the best care to our patients. Exciting news is that Deborah Tams was promoted into the PRC Manager position. Deborah has had several years working with the PRC program and brings great experience to the position.

**Registration/HIM:**

Patient Access and Health Information Management has gone through changes this year as well with patients having limited access to being inside the building and needing to assist with door screening and curbside delivery of medications. This year has been a year of flexibility and adaptation to this new way of assisting our patients.

**LAB SERVICES**

*Teresa Nelson*

As of 12/21/2020, the lab has seen 1716 patients, completed 14374 orders and is projected to collect approximately $319,900 from patient insurance.

The main focus of the lab this year was, of course, COVID. We acquired the Abbott ID Now on April 7th, and we’ve used this platform to test 1587 COVID samples so far. The lab has also sent 715 samples to reference labs for COVID PCR tests. We participated in two public swabbing events and offer regular testing for our employees.

Our lab completed the first phase of our COLA inspection for accreditation on Friday, 12/18/2020. Because of COVID, the inspectors were unable to visit in June, and developed a virtual inspection. This has been time consuming, but we anticipate that it will be completed by January 15th. The lab replaced the main chemistry analyzer with the Vitros XT3400. Compared to the previous analyzer, this instrument is quicker, reliable, more accurate, and requires significantly less hands-on time from the user, and its operational costs are approximately $6,470 less per year. About 53% of the lab’s budget is allocated to reference lab testing, and due to insurance reimbursement rules, we cannot charge for tests sent to reference labs; therefore, this testing is an expense that does not generate revenue. In 2021, the lab will consider instruments for our most frequently ordered reference lab tests: thyroid panels, vitamin D, B12 and folate. We are also validating an analyzer which will perform COVID, Flu, RSV PCR tests in-house using one sample, and it should be operational by the New Year. In 2021, we will also plan to provide point-of-care testing in the clinic, such as glucose and urine drug screens.

**PHARMACY SERVICES**

*Sandy Beyer*

The two major focuses for pharmacy in 2020 were the COVID-19 pandemic and the pharmacy remodel.

The pharmacy adapted immediately to the COVID-19 threat and restrictions at the clinic, which prevented patients from being able to come to the pharmacy to pick up prescriptions. Through working together with other departments, we were able to find ways to make sure our patients were able to receive their prescriptions. We implemented a process of running prescriptions to patients in the parking lot. Elder Services was able to increase deliveries of prescriptions to patients’ homes, and the Behavioral Health Department was able to provide staff and developed a process to deliver prescriptions to patients who were not eligible for the Elder program. There were also staff from other KIC departments that became licensed as pharmacy technicians, and cross-trained in duties within the pharmacy to be able to give a helping hand during busy times or when we were short on staff. The pharmacy also implemented a rotation of staff working off site to help minimize the number of staff in the confined space of the
pharmacy and reduce the risk of COVID-19 exposure. The pharmacists working from home are able to do a large portion of the pharmacy work, including processing prescriptions in the computer system, sending refill requests to providers, consulting with providers, performing telephone counseling to patients receiving new prescriptions, and performing telephone visits for tobacco cessation and anticoagulation. The remote staff are also primarily the ones that are responding to general telephone messages for the pharmacy. The pharmacists and pharmacy technicians working in the pharmacy are doing the physical work of filling and verifying prescriptions, dispensing prescriptions, and in-person counseling of patients that are seen in the building for appointments. The pharmacy has continued to operate with these processes in place, and maintain pharmacy services since the start of the pandemic.

The pharmacy remodel suffered delays due to the COVID-19 pandemic, but was finally able to take place. The first floor area was prepared, and the pharmacy was moved the first weekend of August. Demolition and construction in the third floor space began shortly after. Construction was completed the week of December 7th, and the pharmacy was able to move back the weekend of December 12th. We are still working on organizing, but are fully functional in our new space. We look forward to patients being able to utilize both of our new private counseling areas and hope it is much more comfortable, as well as offering greater privacy than before.

MEDICAL SERVICES

Lee Rodgers

2020 at a glance...

This year brought many challenges, however with dedicated staff we were able to adapt and provide continuous care to those we serve. Telehealth played a big part in this and we are excited to continue this service moving forward.

Service Updates

Staffing has changed significantly since last year. We are thrilled about the number of permanent staff (both providers and nurses) that have joined our team and the level of experience that they bring to our patients.

We are excited about implementing the medical home model in the clinic. This provides planned care and a team approach to ensure that the patient not only receives routine care but that other service needs are also met.

Current Care Team Members

- Dr. Gregg McNeil
- Dr. Stacey Schmidt
- Dr. Mahija Mungara
- Pamela Lee Rogers, NP
- Hannah Richards, PA
- Stephanie Lively, Medical Social Worker
- Brad Clere, RN Nursing Supervisor
- Christi Duckworth, RN
- Amber Makua, RN relief
- Geri Kelly, RN
- Sarah Sonner, RN
- Keriann Uno, RN
- Caitlyn Serwat, RN

COVID-19

We have provided more than 2,000 COVID-19 swabs and have started our COVID-19 vaccination program for both those we serve and employees.
Clinic Remodel

We have completed some updates to the clinic space in conjunction with the pharmacy renovation. We are excited that this work is almost complete and we will be able to utilize the new spaces for patient care.

Policy Updates

In preparation for our upcoming accreditation renewal we have updated many policies to ensure best practice across the many departments involved in the health of our patients.

New/ Updated Equipment

We were fortunate enough to receive a medical equipment grant that will allow for the purchase of new/updated equipment providing improved services.

Lastly, we look forward to the continued growth of our staff and the services that we will be able to provide to those we serve. As a team we are dedicated to providing the best care possible always following best practices.

COMMUNITY HEALTH DEPARTMENT

Jessi Minshall

Seeing patients was a challenge through the COVID-19 pandemic. We initiated a few creative solutions including telehealth, Zoom for meetings and scheduling patients with existing appointments. To minimize traffic in the building, we reviewed the existing appointments and offered JVN exams and other visits to those patients. We adapted well to working remotely when necessary. Leslie Locklear continued to see patients through the end of 2020. She worked predominantly through telehealth.

We submitted our continuation application and were approved for the SDPI for 2021. We decided to change our Best Practice from Glycemic Control (2020) to Blood Pressure Control (2021). We will be submitting final audit data for the Glycemic Control Best Practice in January.

We hosted a multidisciplinary diabetes care meeting in November via Zoom. We discussed Community Health Department processes and plans for 2021.

The Community Health Department welcomed Jessi Minshall as the new Community Health Manager. She holds a B.S. in Psychology and is a certified Personal Trainer and Group Fitness Instructor. She is eager to offer exercise support and education alongside the Rec Center passes.

On 12/8/20 our Diabetes Prevention Program received pending recognition from the CDC. In July 2021 and January 2022, we will submit data and strive for preliminary recognition. We have a cohort interested in starting DPP classes in January 2021. Per participants’ request, we will be offering the DPP via Zoom.

In lieu of face-to-face educational conferences, the Community Health Department selected online trainings. Jessi completed Lifestyle Coach training, and Sandra completed Advanced Lifestyle Coach training. Marybeth has been studying diligently to sit for her Certified Diabetes Educator exam in the spring.
OFFICE OF QUALITY IMPROVEMENT

2020 Activities Report
Melissa Reed

All Clinical Directors attended a AAAHC Training
Planned activities to assist with and ensure that quality improvement goals and objectives are being met.
- Submitted the KIC THC AAAHC 2021 reaccreditation application
- Submission of our CARF reaccreditation application for the Behavioral Health department
- Completion of the Compliance, Quality Management and Safety and Risk Plan
- Facilitated the review and updates of 222 KICTHC policies and made recommended revisions as needed
- Assistance in the implementation and training of the Med Trainer system; Incident reporting, user setup, SDS completion, setting up the reporting matrix, reviewing and rating of training videos for orientation, annual training, etc.
- Coordinated with our local Ketchikan Police Department for education and training such as; Crisis Communication and De-escalation, Youth Mental Health First Aid (YMHFA), and Alert, Lockdown, Inform, Counter, and Evacuate (ALICE) training.
- Actively working to review and update the Patient Handbook with clinical directors
- Providing staff and community member surveys for data driven decision making
- Developing a calendar outline for the continuation of policy and procedure review, staff orientation and training.
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. With the addition of the security department we are also focused on keeping the whole of KIC connected and safe.

Core Infrastructure Upgrades

The IT department moved all of the company’s computers to Windows 10 and all company servers were upgraded to Windows Server 2016 or higher. We have helped the Clinic sunset the old RPMS system so that it can be archived.

Covid Relief

The IT department ordered over a million dollars’ worth of computer equipment to be disbursed to membership as part of the Covid relief project. The IT/Security Department has worked hard to help ensure the safety of all staff and patients. Starting in March the Security department began working with the clinic to provide Covid screenings for both employees and visitors.

Physical Security Improvements

The IT/Security department worked with several vendors to develop a plan of the security doors and cameras for the 201/615 campus.

IT Intern program

The IT department has been working with the education department to develop an Internship program for youth interested in a career in the IT technologies field. We have had two successful Internships and are looking forward to seeing this program develop further.

2021 Goals

Starting first quarter of 2021 we will be installing the new cameras and security doors in the 615 building and the 201 Deermount building. We will be working on improvements to the 615 IT data room as well as an overhaul to our disaster recovery site. We will also be working with the clinic to help with the implementation of Cerner.
Accomplishments for 2020

Below few of the major accomplishments in 2020 by our Housekeeping & Maintenance Department. Which also includes our main goal of maintaining facilities where the environment is functional, safe and clean.

- During this “COVID-19 Crisis” the Maintenance & Housekeeping Department collaborated with KIC Clinical Staff to evaluate and implement actions that create & maintain a safe COVID-19 Free Environment for all of our KIC Staff, Patients, Clients and Visitors.

- The Maintenance Staff completed some “front yard beautification work” along the street-side keystone wall of the Tribal Health Clinic. As well as installed 2 poles “that were previously in storage” into the Elders Dining Hall at the 615 Stedman Building.

- The Maintenance Crew completed the carpet installation in the corridor on the 2nd Floor of the 615 Stedman/Education& Training Building.

- Provided Construction Management of Projects listed below, as well as securing BEMAR/MIRAC Construction Funds to accomplish the construction. The projects listed below were completed in 2020 or will complete by the end of this year. All projects were completed utilizing IHS/BEMAR Funds with (0%) KIC Match unless otherwise noted.

Clinic Elevator/Electrical Upgrade/ATR Project ($752,728). Dawson Construction/General Contractor & Welsh Whiteley A/E.

Phase I - Clinic Pharmacy/Triage/Dental & 3rd Floor Lobby Project ($1,052,439) Dawson Construction/General Contractor & Welsh Whiteley A/E. ($402,514) in COVID Funds were utilized.

Elders Expansion Project at the 615 Stedman Building is on scheduled to be completed by the end of the year December 31st, 2020. SEA Island Construction/ ($850K) COVID & BIA Funds.

MIRAC Funds ($90K) were secured for A/E Designs for the proposed (Phase III) Clinic Renovation in the Fall 2020.

Upcoming Projects

Dawson Construction will begin erecting scaffolding for the Clinic Residing and Reroofing Project the First Week of January 2021. Low-Bid Contract Total ($1,546,323) awarded to Dawson Construction, IHS/BEMAR & MIRAC Funds will be utilized with KIC Matching Funds of (30%/$280,938) on the Re-Siding portion of project.
In 2021 Dawson Construction’s Phase I contract has been amended ($2,033,770) to include the following Phase II projects listed below. These projects will begin this Spring 2021. Dawson Construction will be submitting a “GMP” for the 1st Floor/Wellness portion of the clinic projects in January 2021.

<table>
<thead>
<tr>
<th>Phase II Projects</th>
<th>Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. New Reception Added Space</td>
<td>COVID Funds</td>
</tr>
<tr>
<td>2. Fire Alarm Upgrade</td>
<td>MIRAC Funds</td>
</tr>
<tr>
<td>3. Fire Rated Glazing at East Wall</td>
<td>BEMAR Funds</td>
</tr>
<tr>
<td>4. Plenum Cable/CAT 6 Wire Upgrade</td>
<td>BEMAR Funds</td>
</tr>
<tr>
<td>5. Interior Clinic Renovations</td>
<td>BEMAR Funds</td>
</tr>
<tr>
<td>6. North Stair Exit Enclosure Upgrade</td>
<td>MIRAC Funds</td>
</tr>
<tr>
<td>7. Building Automation System Replacement</td>
<td>MIRAC Funds</td>
</tr>
<tr>
<td>8. LED Lighting</td>
<td>BEMAR Funds with (30%/$146,688) KIC Match</td>
</tr>
</tbody>
</table>

Phase III Clinic Renovation if BEMAR are secured at BEMAR meeting this upcoming Spring 2021.

A window replacement project will be proposed at the 615 Stedman Building and a proposal for the removal of LVLC Boiler & installation of new electric baseboard heating.

Thank You,

Jim Gillian, KIC Facilities Maintenance Superintendent
We all came into 2020 strong with our plan to offer more classes and have more placements for the students and clients we serve, as well as to increase services in all areas to better meet the needs of our people.

Then Covid-19 shook our world, and it brought out the resilience that has been a part of our life and culture that we have always been known for. Staff quickly adapted to the changes to continue providing services to our people such as using Zoom to facilitate online learning for language and education classes, or going above and beyond to safely offer services through all community risk levels.

Our staff came together as a Tribe in more ways than at any other time. Our department worked to accomplish so much no matter what the circumstance.

- 54 Advanced Educational Opportunities (AEO) scholarships awarded for the 20-21 academic year
- 69 grants through our Workforce Development programs
- 30 grants awarded through the Esther Shea Cultural Studies Program

Though we had to make accommodations to safely offer services, our Workforce Development assisted clients with resumes, job searching, applying for employment, finding and enrolling in training. These activities will lead to employment, as well as interview and work clothing or tool vouchers for newly employed tribal members. We also offer a Career Closet with new and gently used professional attire clients can peruse if they have an immediate need. We had 24 tribal members find and obtain employment through their work with our Employment Support Specialist.

All three of our languages have been offering online classes. Our Tribal Scholars Program has 18 full-time students who meet in our classroom and who forgo attending electives at the high school to keep the cohort safe.

Cultural art classes were offered throughout the summer, including kits for making headbands to families who were a part of our afterschool program. This summer will offer more classes such as excursions to our cohort of students who have been working together all school year.

We have 40 students in four classes at our Native Arts class at Ketchikan High School. The students have learned arts including weaving, beading, and regalia making such as moccasins and octopus bags. Check out the Tribal Youth Program page on Facebook to see what our students have created!

This our last year offering the Tsimshian and Haida languages at the middle and high schools. The Tlingit language has been busy working in many of the grade schools with Teresa Varnell, who is the Cultural Coordinator for the KGBSD.
We handed out nearly 400 backpacks in our annual back-to-school event. Through CARES Act funding, we were able to provide 500+ iPads for students in grades K-12 to participate in the transition to online learning. Be on the lookout in the near future, we may have another surprise for youth.

Though 2020 turned out vastly different than we all had hoped, we will find even more ways to serve our Tribe. No matter what comes our way, the resiliency of our people is amazing!

This upcoming year 2021 we are looking forward to reworking a few things because of Covid-19 and adding a few things to our programming.

➤ Job fair for both youth and adults

➤ College/trade school preparedness classes for Students at the High School and at 615 Stedman

➤ New Re-entry Program we are calling the Re-Envision Program

➤ Tlingit classes at the high school this coming year

➤ Classes for Elders, youth and families on how to cook on a budget and use traditional and non-traditional foods together to make a healthy meal giving recipe cards and doing classes through Zoom-YouTube-Facebook Live and other ways to be able to reach more people

➤ Having other classes as above through multiple ways so more people can join and also can watch later in their own time.
Sovereignty in Action
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 has 4 programs with 24 employees when fully staffed providing Elder Care, Indian Child Welfare, General Assistance, and Victim Services/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.

Update: Staff training will have 40 hours of training annually. All program brochures have been updated in 2020 to reflect the branding of KIC.

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. The services we provide delay the onset of adverse health conditions resulting from poor nutritional health, and a sedentary lifestyle.

Update: Due to COVID-19, the Elder’s Meals on Wheels Program has delivered 2000 individual in-home meals. The Elder’s Café expansion project will be complete by December 30, 2020. Gift cards and greeting cards for the Holidays were distributed to nearly 300 elders this year in lieu of the fun-filled Thanksgiving Market. Outreach continues with over 650 phone calls are made to elders in the community on a monthly basis. Services for transportation and delivery of medication from the pharmacy continues to increase. Delivery of groceries and essential needs is coordinated by the Elder Program staff upon request.

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.

3rd Annual Project Christmas

Social Services staff provided Christmas presents to eligible at risk families. Over 75 individual children received gifts and stockings with special care to make sure the items were requested by the child and parents. The ICWA Specialist continues to meet individual needs of the children and families in our program.
2020 Goals:

➤ 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.

Update: ICWA compliant foster homes continue to rise in numbers. The number of Tribal homes, available for placement of Tribal children has risen exponentially. We will continue to support foster parents, and providing ongoing assistance to meet the rigorous licensing requirements. The futures for Tribal children who have been removed from their homes improves if they are able to retain their connections with the Tribal community.

GENERAL ASSISTANCE PROGRAM

➤ The General Assistance Program encourages self-sufficiency by providing financial assistance to eligible Alaska Native/American Indians to meet essential needs. Over 250 applications for financial assistance were approved in 2020. Financial aid may include rent, utilities, food clothing and household needs. Burial Assistance Applications are also available, and we funded 16 Tribal members in 2020.

2020 Goals:

➤ Implement the Public Distribution System database system to provide accurate information necessary for reporting purposes and to enhance program development.

➤ Implement Self Improvement/Self-Sufficiency workshops for Tribal members with Trauma-informed approach, and KIC Tribal Values.

Update: Social Services staff received over 1000 individual applications for the COVID-500 Special Needs assistance. Over 625 applications for clothing assistance were processed by Social Services staff. Some of the comments from Tribal members included, “What a great thing KIC does for their youth. Thanks so much.” One of the students also replied back and expressed their gratitude: “Thank you very much for the gift card. I am so excited.” One parent said that it was the first time ever that her children were able to pick out their own school clothes online, and expressed how grateful she was for KIC and all the help that they have provided during this difficult year.

Staff has filled the gap when other services were not available. Countless sacrifice of personal time, and energy has been poured into the programs in 2020. Supporting the COVID Relief project, and sharing staff resources, and continuing to communicate has built stability and confidence for staff in a time of fear and uncertainty. Social Services staff have stood in the face of adversity; and continued to be resourceful, professional and reliable.
DOMESTIC VIOLENCE PROGRAM

The program provided service to over 75 individual Tribal members and contacts through intervention activities; Civil-legal advocacy was provided over 163 times and counseling services provided over 1089 times. 105 individuals received crisis intervention support. Financial aid to individual victims was nearly $50,000 for the 2020 fiscal year.

Annual events including the One Billion Rising V day event in February 2020, The CHOOSE RESPECT CAMPAIGN in March In October we co-sponsored the 7th “Annual Steps for Change” event at the Ketchikan Rec Center for DV Awareness Month; most of these events were still possible with social distancing implemented into the event itself. Steps for Change, allowed for individuals to participate in walking on their own, and then post their picture to the WISH website, if they chose to. In 2021, the Annual events will include a contingency plan to allow for pandemic conditions and provide other options for implementation.

2020 Goals:

Office on Victims of Crime program will be implemented, 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. We will develop a 5 year strategic plan.

Update: we have hired a Victim Services Program Coordinator. We have completed 10 baseline policies and procedures for the OVC funded program, and anticipate hiring the first Victim Services Case Manager in January 2021. Program implementation will begin in January 2021.
DIRECTOR’S REPORT

HOUSING AUTHORITY

Myrna Chaney

It is our mission to provide safe, sanitary and affordable housing for tribal members and members of the Native community, to promote responsible home ownership and to develop new housing projects and programs based upon the needs of our community.

DEPARTMENT HIGHLIGHTS FROM 2020

- KIC Housing Department created with the HUD CARES funds energy/rental assistance for fiscal year 2020. This program assisted qualified tribal citizen’s rental and deposit assistance. This program is temporarily closed because of KIC Treasury funds and duplicated services but will reopen in 2021.
- Created a program for Emergency Home Repair Assistance Due to Disaster. Two tribal citizens in the community were affected by home fires this year.
- Applied for an IHBG competitive grant - $5 million to begin road infrastructure/construction for the Jackson Heights Project.
- 2020 Census – outreach and assisting tribal citizens to complete the 2020 Census
- Housing department had no audit findings for FY2019, we would like to extend a huge thank you to Michael Dixon and his finance staff for all the hard work.
- 2021 Indian Housing Plan mail out – positive feedback from tribal members for the mail out and descriptions of what Housing services are available.

DEPARTMENT PLANS FOR 2021

- Jackson Heights project – the proposed project will begin road construction/infrastructure on KIC owned property on top of Jackson Street with the possibility of building 20+ rental units over the period of 5+ years.
- The clinic access project - safety crosswalk and clinic parking lot expansion will give access from the KIC parking lot to the Hospital parking lot.
- College Housing Voucher Program – offering housing assistance in the form of 3rd party checks to the landlord for college students.
- Rental and Deposit Assistance Program – assisting income eligible tribal citizens with rent who do not qualify for the General Assistance program. Once a year deposit assistance.
- Continue CARES Rental and Deposit Assistance Program
- Create an Infant car seat Program – workshops to teach new parents the proper and safe way to install a car seat.

The staff at KICHA is wishing everyone a safe and happy year.
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 SELECTED HIGHLIGHTS FROM 2020

- Regulatory Engagement. Submitted 8 substantive fisheries proposals, prepared analysis, recommendations and drafted official correspondence, for tribal leadership (i.e. Tongass Roadless Rule, Transboundary Mining, Various large scale Construction Projects, Mariculture Activates, Illicit Discharge, Forest Plans, Fishing Closures, Regulatory Changes, etc.)
- Initiated first steps for Sacred Site/NAGPRA Program
- Conducted first scientific Shellfish Biomass Survey in the greater Ketchikan area.
- Air Quality Monitor in place and operational with online access to data
- First Tribe in Tongass Forest to ever participate as a Cooperating Agency in planning process (South Revilla Integrated Resources Management Plan) 2020 DEIS released
- Progress KIC Tribal Conservation District (TCD) Development in partnership with OVS and CFC
- I Know Who I Am Program established, assisted families with family trees, get out the votes, videos
- Herring Egg Giveaway – distributed eggs worth ~ million $ value
- Subsistence Program Planning and Development, Guidelines
- Development of our tribes first Cultural Resources Plan
- Secured new Community Harvest Permit for Halibut from NOAA
- Developed proposals for grants to support programs
- Departmental Facebook page intentionally utilized to get information out to the tribes on assorted topics relevant to the work of our department

Department Team:

The Cultural Resources department has continued to build capacity and has been able to take on more projects with a steady focus the Tribe’s Vision and Strategic Directives. The department started off the year 2020 with three (3) staff the Director, Tony Gallegos (2015); Environmental Specialist, Sam Naujokas (2018) replaced in July with Jesse Endert (2020); a Cultural Resources Coordinator Irene Dundas (2019 new position). These additional three positions were filled at varying points during 2020: AmeriCorps/VISTA service member, Walter Robles (2020); New Indigenous Food Sovereignty Coordinator, Keenan Sanderson; and, New Part-Time Administrative
Assistant, Gabrielle Kirchner (2020). This year was a transition year with recent college graduates who all had lots to learn about their new roles and responsibilities. We are pleased with the team we have assembled, each adding depth to the department working within their specialties, and collaboratively to carry out the mission of the department in an effectively.

The Future:

The cultural resources department is looking towards a bright 2021. We will work together to build a healthy, self-sufficient tribe who is proud of their cultural heritage, exercise their sovereignty and who know and can practice their Way of Life to without unnecessary restrictions.

KEY GOALS FOR 2021

CULTURAL/SUBSISTENCE:

- Departmental Boat Operation Plan developed early in year, then suitable boat secured and in use by summer to support programs and partnering departments.
- Repatriate our first cultural artifacts
- Complete request and conceptual design with USFS for Special Use Area of USFS land for permanent Culture Camp
- Traditional Food Program (Subsistence) Program Plan Developed and Adopted

NATURAL RESOURCES:

- Tribal Conservation District (TCD) Fully functional
- Submit Nomination for adding Unuk River to Tier III National Outstanding Resources waters; and develop an associated education and outreach plan to address potential opposition
- Experimental Test Fishery Hooligan on Unuk and Hooligan Rivers
- Climate Adaptation Plan
- Mitigation Plan
- New 4 year EPA IGAP workplan and grant developed and approved
- EPA Tribal Environmental Plan (ETEP) update/revision
- Physically Monitor WQ on Unuk River with USGS and CCTHIA
- Plan and funding for Demonstration Stream Restoration Hand Crew Project with USFS on Upper Margret Creek
- Secure grant to support a rainwater catchment system assessment and rehab program.
- Build capacity to utilize GIS software to assist in mapping needs associated with many projects

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!