FUTURE GENERATIONS FOR EACH OTHER
<table>
<thead>
<tr>
<th>Page</th>
<th>Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>06</td>
<td>MEETING AGENDA</td>
</tr>
<tr>
<td>08</td>
<td>TRIBAL COUNCIL</td>
</tr>
<tr>
<td>10</td>
<td>LETTER FROM THE TRIBAL ADMINISTRATOR</td>
</tr>
<tr>
<td>12</td>
<td>FINANCIAL DASHBOARD</td>
</tr>
<tr>
<td>14</td>
<td>TRIBAL ATTORNEY</td>
</tr>
<tr>
<td>17</td>
<td>HUMAN RESOURCES</td>
</tr>
<tr>
<td>18</td>
<td>FACILITIES MANAGEMENT &amp; HOUSEKEEPING</td>
</tr>
<tr>
<td>20</td>
<td>KETCHIKAN INDIAN COMMUNITY TRIBAL HEALTH CLINIC</td>
</tr>
<tr>
<td>28</td>
<td>HOUSING AUTHORITY</td>
</tr>
<tr>
<td>31</td>
<td>SOCIAL SERVICES</td>
</tr>
<tr>
<td>35</td>
<td>EDUCATION &amp; TRAINING</td>
</tr>
<tr>
<td>39</td>
<td>CULTURAL RESOURCES</td>
</tr>
</tbody>
</table>
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 economically self-sufficient through the provision of socioeconomic services, to enrich and uphold our cultural heritage and traditional way of life.
ANNUAL MEMBERSHIP MEETING
AGENDA

Ted Ferry Civic Center | January 16, 2023

1) Call to Order—Establish a quorum

2) Ceremonial Matters
   A) Opening Prayer
   B) Posting of Colors
   C) Acknowledgement of Traditional Lands

3) Reports
   A) President
   B) Tribal Administrator
   C) Advisory Health Board
   D) Health Administrator
   E) Finance

4) Committee Reports
   A) Finance
   B) Education & Training
   C) Policy & Personnel
   D) Housing
   E) Enrollment
   F) Social Services
   G) Land Use & Planning
   H) Our Way of Life
   I) Veterans
   J) Governance
   K) Economic Development

5) President Awards
   A) Business of the Year
   B) Citizen of the Year
   C) Emerging Youth of the Year
   D) Elder of the Year
   E) Employee of the Year
   F) Herring Egg Volunteer of the Year

6) 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.

7) Closing Prayer

8) Adjourn

No Campaigning may take place within 100 feet of any Building Services as Polling Places.
Pursuant to Section 2.5 §(a) Ketchikan Indian Community Election Code (Ordinance #4) Revised 12/06/2017.
We ensure the prosperity of a culturally rich heritage and a thriving community of healthy & economically self-sufficient Tribal Citizens.
THOSE WHO GOVERN

TRIBAL COUNCIL

Tl'áa an kajáa

PRESIDENT
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COUNCILWOMAN
Gianna SaanuGa Willard
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Yak’éiyi Yagiyyee, kil ’lāa, Ama sah gya’wn. Greetings to you all!

As I step into my new role as Tribal Administrator I am pleased to present the 2022 Annual Report to our Tribal citizens. In three short but action-packed months, I have been rapidly familiarizing myself with all of Ketchikan Indian Community’s programs and services, our strategic priorities, and a number of exciting opportunities now in the planning stages.

As Tribal Administrator my responsibilities include taking a look at the business currently at hand to ensure continuous improvement on behalf of our Tribal citizens.

Each day, I am learning more about the programs and services that KIC currently provides that are working well and about areas where we may be able to implement strategies to improve the services we offer.

Leadership is one area I seek to improve in the short term by hiring a Chief Financial Officer as well as a permanent Tribal Health Administrator. Shoring up both of these key leadership positions will help us propel KIC into the future with strong vision and leadership in two of our most critical functions—finance and healthcare.

As KIC’s Administrative team moves into 2023, we look forward to supporting each of our department directors and their teams as they implement their strategic plans and accomplish their top priorities in 2023. As we serve you —our Tribal citizens— we want to ensure that our actions are supporting your current needs while paving the way for the future generation. What we do today will be what helps us uphold our cultural heritage and traditional way of life for our children and grandchildren.
By continuing our funding stream through a successful grants program and by reinvigorating the Ketchikan Tribal Business Corporation, we are looking for new ways to bolster our revenue generation on behalf of our Tribal citizens to support and expand the many programs we offer. Once adequate funding is secured, we hope to realize the vision of building a Healing Center to support a return to health for our Tribal members living with drug and alcohol use disorders.

We have also begun the work on our S’eenáa Hít Center—or Beacon House—which will serve as a place of respite for our Tribal citizens living without homes to help meet their daily needs as well as providing a transitional housing option for some of our most vulnerable citizens. KIC’s purchase of Orton Ranch at Naha begins the Tribe’s journey to have a permanent cultural retreat space. Now that we have the perfect property, we will work to build a program in the years to come that serves all of our Tribal citizens and community.

Throughout this report you will hear more from each of our departments about their programs and how they have been serving our members over the past year. We’re especially pleased to highlight our key accomplishments and share with you our primary goals for the next year.

“So many important efforts are underway to support Our Way of Life!”

I look forward to continue providing leadership for our team in 2023 as we serve the needs of our Tribal citizen today and lay a foundation for serving our future generations.

I also look forward to hearing from you throughout the next year as you share any concerns or insights with me on how KIC can better meet your needs. I thank you for your support as we work together to achieve our mission of service, for all indigenous peoples—for Kichx’aan.

Gunalchéesh  |  Háw’aa   |  ‘Doyckshn  |  Thank You

Ruby Steele, BBA
Tribal Administrator
FINANCIAL DASHBOARD

CY21 Total Assets, $108M

In CY21, KIC was responsible for $108M in total assets: $33.1M in capital assets and land, $14.1M in investments, $56.2M in cash equivalents, with the $4.6M residual balance in grants receivables and non-spendables (i.e. prepaid assets). Over a three-year period, Tribal assets have grown by 56% or $48M.

CY21 Net Position (Assets, less Liabilities), $60.3M

In CY21, KIC’s net assets included $27.1M in net capital (assets less liabilities), $31.1M in restricted reserves (savings reserved for health and wellness activities) and $2.1M in unrestricted reserved (mainly one time payments in 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 three-year period, net assets of the Tribe have grown by 53%.
**CY21 Operating Expenses by Function of $40.2M**

In CY21, about 66% of total operating expenses was spent on direct programs and services for KIC beneficiaries. The balance was expended on Tribal government activities ($500K) and administrative supportive programs ($8.8M).

Capital asset purchases were mainly for health and housing services ($6.6M) with the remainder ($908K) for debt services on loans.

**Financial Assistance Payments**

In CY21, the Tribe spent about $10.9M on direct payments to customers or their designees to assist with housing, burial, education, training, transportation, and emergency needs.

For CY22, KIC is currently projected to spend around $12.8M with enhanced direct membership support from federal sources for COVID-19 relief in response to the current global pandemic.
Serving as the general legal counsel to KIC, the Tribal Attorney works directly for the Tribal Council which sets the legal council’s strategic priorities. As the organization’s legal advisor, the attorney and his staff focus on advising the Council and Administration on a host of issues the organization confronts and must master in order to best serve the needs of our members. These issues generally fall into the category of federal law, including advising the organization on matters dealing with our IHS compact, our BIA functions, as well as federal and state land use and resource management issues. The Tribal Attorney supports the advocacy efforts of our Council, advises on Indian Country consultation opportunities, assists with legal issues pertaining to contracts and personnel as well as oversight and facilitation of outside resources for specialized legal needs.
2022 Departmental Highlights

COVID-related: Helped KIC navigate the various federal vaccine mandates for staff that were implemented to protect our patients and customers and ensure KIC followed the CMS mandates in order to retain key funding.

American Rescue Plan (ARPA): Focused on the Tribe’s efforts to provide relief for our citizens. Advised Council and Administration on ARPAs many legal issues and the stewardship of more than $50,000,000 that became available to the Tribe. These opportunities brought short- and long-term relief for our Tribe and our members.

Property acquisitions: Help successfully negotiate the acquisition of the former Orton ranch and Galley properties. Completion of these acquisitions sets the stage to bring to fruition Council’s vision of creating new and culturally significant opportunities for holding up our people and our way of life.

Rural Status: Assisted with the early but important wins in our effort to re-establish subsistence hunting and fishing rights for our people on Revillagigedo Island.

2023 Strategic Priorities & Objectives

1. Complete the fee-to-trust approval for the Tribe’s 30+ acre property at 10-mile, the future home of the Healing Center. Getting final fee-to-trust approval on this land is well within reach and will enhance our ability to exercise sovereign geographic domain over our lands as well as opening a new channel for KIC to better manage our resources, deliver services, and provide economic opportunities.

2. Continue subsistence campaign by successfully achieving approval of the Federal Subsistence Board for our proposal to move to the next level in early 2023. Achieving the goal of the restoration of subsistence rights will ultimately allow for greater access to our traditional foods and strengthen the cultural and physical health of our families.


4. Implementation of the section 105(l) lease program for our Tribally-owned facilities will provide a substantial new income source for KIC to continue to strengthen and grow the services we provide.
Our team strives to provide highly professional and ethical Human Resources Management services to all programs by applying HR best practices. We work hard to meet or exceed our strategic planning objectives by providing professional support for policy development, staff training, benefits administration, recruitment and retention, and employee relations services.

The year 2022 was a year of change for KIC’s HR staff as each position experienced turnover and were filled with new HR professionals. Our current staff includes Bill Abbott, PHR, HR Director; Sandi McDonald, HR Generalist; Vicky Pilcher, HR Generalist; and Shelby Duckworth, Employee Benefits Coordinator.

2022 Departmental Highlights

Through September 30, 2022, KIC’s overall average years of service is 4.6 years. The years of service data shows that more than 70% of our employees have been with KIC less than five (5) years, making one of our strategic priorities moving forward to enhance our rewards and recognition program in order to retain our employees longer by improving employee satisfaction over the next few years.

We are successfully achieving our Native-hire preference with nearly 67% of our employees being KIC Tribal Members and an additional 8% are American Indian/Alaska Native (AI/AN) for a total of about 75% Native employees.

During the year this new team made some significant progress:

- PAYCOM: New HRIS/Payroll system, identified and implemented with additional features being added in near future.
- Comprehensive Compensation Program, developed with assistance of a compensation consultant, was implement resulting in pay adjustments to address market-competitive pay while also accounting for pay compression and internal equity for our employees.
- Employee Assistance Program (EAP) services were added to enhanced KIC’s overall benefits for KIC employees.
- Employee Awards Program was developed and implemented and KIC employees were nominated and selected by their peers for one of five awards: Workplace Safety, Customer Care, Above & Beyond, Team Player, and Employee of the Year. Employees selected are provided a small trophy along with a paid Administrative Day off for their recognition.

2023 Strategic Priorities & Objectives

1) Establish an annual review process for Ordinance 8, HR Employment Policies and Employment Handbook;
2) Establish an enhanced Rewards, Recognition, and Retention program;
3) Create a company-wide Succession Planning and Training & Development program.
Facilities Management employs (8) full time employees (FTEs) and the Housekeeping has 9 FTEs providing reliable housekeeping and maintenance services, by maintaining a safe, clean and functional environment at all of our KIC Facilities. Our housekeeping team routinely completes comprehensive infection control cleaning throughout all our KIC facilities in order to keep all facilities open and available for use by our Tribal Members, allowing access to all of KIC’s Programs and Services.

Our department prepares, plans, and advertises bids for capital improvement projects on all of our KIC owned facilities.
2022 Departmental Highlights

- Completed 2nd Floor Interior Remodel for KIC Finance Department at 306 Main Street;
- Completed THC Walk-In Clinic, Pediatrics Clinic & Lab Upgrade Projects at 2960 Tongass Avenue;
- Completed THC Parking Lot and Totem Lighting Improvements at 2960 Tongass.
- Applied for & acquired $1,066,481 in BEMAR/MIRAC Funding from IHS/ANTHC for our upcoming 2023 Tribal Health Clinic Improvement Projects.
- Implemented new HIPPO CMMS Maintenance Data/ticketing system so we more efficiently provide preventive maintenance and repairs throughout our facilities. Also manages all our electrical, mechanical, and plumbing needs, as well as remodeling requests after reviewed and approval by our Land Use & Planning Committee and Tribal Council.

2023 Strategic Priorities & Objectives

1. **Build a Facilities Management & Receiving Building:** Pending identification of possible funding opportunities such as the BIA/IHS 105(I) Lease Program and with Tribal Council approval. Welsh Whitely Architects has provided KIC with (2) Design Options for the proposed Shop and Receiving Facility. This facility would be built on LOT 8 of Don Finney Lane just off North Tongass Avenue across from the airport parking lot.

   - **Option #1 | 2-Level Design | $3.17M estimated cost**
     2nd level to be utilized as KIC archival and general storage as well as a holding space for Receiving, this design includes a freight elevator.

   - **Option #2 | Single Level Design | $1.9M estimated cost**
     Shop & Receiving space only, with no 2nd level storage. KIC would continue renting storage space at two other facilities not owned by KIC.

2. **Elevator Project at 306 Main Street — Awarded to Dawson Construction.**

3. **Clinic Projects:** BEMAR funding is available to complete clinic corridor wainscot replacement; standby generator replacement; dry sprinkler replacement; and rock wall mesh protection. BEMAR/MIRAC funding is possible through competitive funding spring 2023 to complete an exterior stairs replacement project.
At Ketchikan Indian Community Tribal Health Clinic our mission is, in partnership with our patients and with respect for Native cultures, we will provide high quality professional services, to promote and improve the health of Alaska Natives and American Indians.
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 missions, goals and objectives.
Our Tribal Health Clinic continues to address the health of our community, patients and Tribal members offering the following services:

- Medical
- Behavioral Health
- Dental
- Purchased and Referred Care
- Pharmacy
- Wellness
- Laboratory
- Medication Assisted Therapy

**2022 Departmental Highlights**

- Retained ALL permanent providers in the Clinic, providing patients with continuity of care.
- Added Same-Day and Walk-in Clinics, and extended Clinic hours to provide patients with expanded access to care.
- Increased utilization of medical services by Tribal members, which increases the income to the clinic to ensure sustainability and expansion of services in the future.
- Patient Satisfaction is improving with fewer and fewer complaints being received.
- Recruitment continues to be difficult in the medical field, however we are receiving applications and making offers to medical professionals and have been able to hire several nursing professionals.
- Held annual health fair for Tribal citizens.
- Laboratory equipment upgrades and service needs identified to capitalize on revenue opportunities.
- Pharmacy revenue continues to grow with run rate approaching $2.4M annually.
2023 Strategic Priorities & Objectives:

1. Conduct a Needs Assessment of our Tribal population to help us determine which additional services are needed.
2. Partner with the University of Alaska Southeast to create internships for Tribal members who wish to continue their education and work for KIC.
3. Continue to work on additional funding for our programs to maintain sustainability.

Read on to learn more about how each of KIC Tribal Health’s service areas is working to care for you, our Tribal citizens, and patients.

MEDICAL SERVICES

Dr. Andrew Zink, Medical Director
Brad Clere, Nursing Director

As the medical home for many of our Tribal citizens, our on-site primary care providers strive to meet the health care needs of each patient. Our team also coordinates referrals for specialty care with visiting clinics and outside providers.

In 2022, our focus on was rebuilding and stabilizing our team so our patients can establish trusting relationships with their care providers as they care for repeatedly over time. We now have seven permanent on-site providers in Family Practice, Pediatrics, Women’s Health, and Mental Health. Our expanded clinic hours to offer more flexibility to the appointment schedule and expand access for patients. In addition, in 2022 we opened our Same-Day/Walk-in Clinic space on the 2nd floor and moved our Pediatrics Team to the newly completed 3rd floor clinic space.

In 2023, we are working to further expand hours, with the goal of offering some care over the weekend. We will also continue to add to our nursing and support staff.
DENTAL HEALTH

Dr. Elmer Guerrero, Director

Our Dental Department team cares for the current and future oral care needs of our Tribal citizens—from youths to Elders. We strive to help our patients maintain and improve their oral health by offering the following services:

- Comprehensive dental exams
- Teeth cleanings
- Emergency care
- Dentures and partials
- Sealants and fluoride treatments
- Fillings
- Implants
- Oral surgery
- Root canals
- Orthodontics

In 2022, we welcomed new dentist Dr. Kyla Freund; Alexis Morrison, dental assistant; Robby Hickok, dental administrative assistant; and Carter Effenberger, emergency hire dental assistant trainee. Much to everyone’s delight, and in alignment with CDC recommendations, Covid testing requirements for all dental appointments were eliminated.

In 2023, we plan to provide Clear Retainer Orthodontics to better meet our patients’ needs. We will also continue to recruit and hire a dental hygienist. We plan to engage the community by reaching out to provide dental health presentations. In addition, we will increase the revenue of our dental program by having the Revenue Cycle team handle dental billing.

BEHAVIORAL HEALTH

Renee Schwartz, Interim Director

Our Behavioral Health team continues to focus on providing more culturally relevant recovery services and encouraging our Tribal citizen staff members to actively assist our clients in reconnecting with their culture.

In 2022, we incorporated drumming in all of our Substance Use Disorder groups as well as using a talking stick to encourage participation. We continue to work on increasing the number of staff members who are trained in working with children so that we can better meet the increasing mental health needs of children and teens. With the help of grant funding, we worked with our young people to prevent alcohol and marijuana use through preventative education and cultural experiences. Activities included fishing excursions, harvesting seaweed, and gathering cedar for weaving, and pickling herring eggs. Reconnecting youth to culture helps to prevent substance use and increases connectedness and well-being.

In 2023, we will work to provide more culturally relevant services to those seeking healing and recovery in Behavioral Health. We will also continue to expand services to youth and children by increasing our number of youth-trained Behavioral Health Aides.
WELLNESS DEPARTMENT
Jessi Teune, Community Health Manager

Our Diabetes Treatment and Prevention Program within the Wellness Department offers motivation and education for those with and at risk for diabetes. We have Diabetes Prevention Program classes available twice per year.

Education topics include how to make healthy food choices, increase physical activity and manage stress. Our Trained Lifestyle Coaches support participants in reaching their personal health goals.

In 2022, we opened a fitness space for those participating in our Diabetes Program with personal trainers on staff to encourage and support physical activity. The diabetes program also welcomed a medical provider who is dedicated to those living with diabetes, helping with diabetes with medication management, coping strategies, and monitoring to reduce their risk.
LABORATORY
Teresa Nelson, Lab Manager

Our Laboratory provides our Tribal citizens and patients with essential, in-house tests with same-day results. For a complete test menu, the Lab also utilizes the prominent reference labs: LabCorp, Millennium for drug testing, and Natera to screen for prenatal and hereditary genetic conditions. In 2022, past year we were able to hire new Phlebotomist Leon Zuniga—with over 6 years’ experience—who joins Phlebotomist Allie Seiber who has more than 7 years’ experience at KIC. We’re proud that our draw room now has two of the most skilled phlebotomists in Ketchikan. We also remodeled the lab this past year for increased safety and privacy.

In 2023, we will broaden our in-house test menu and train additional nursing staff to perform point-of-care testing to ensure that our patients receive their results even more expeditiously. We guarantee the accuracy of our results and are aimed at acing our upcoming accreditation inspection this Spring.

PURCHASED & REFERRED CARE
Gerry Balluta, Deputy Health Director

The Purchased & Referred Care (PRC) department (formerly known as Contract Health) exists to provide appropriate access for KIC members and beneficiaries to achieve high quality care beyond what is available through our facility. Our team serves our Tribal patients by helping to coordinate external referrals, identifying and screening for alternate resources, exploring patient assistance programs, and assisting with accounts payable and claims submitted by outside healthcare providers. Patient travel is also processed through PRC and partners closely with Alaska Native Medical Center (ANMC) and Alaska Native Tribal Health Consortium.

In 2022, we processed more than 4,000 patient referrals for specialty care. This makes us proud because health equity for our Tribal members is one of our highest priorities. This shows how we are providing our Tribal citizens access to the best possible quality care so that we have the healthiest citizens—Healthy People, Healthy Tribe.
Ketchikan Indian Community Housing Authority (KICHA) owns, maintains and rents 37 rental units and employs seven staff members: Myrna Chaney, director; Melissa O’Bryan, project development specialist; Erin Effenberger, administrative assistant; Cheri Blair, receptionist; Sierra James, temporary floating clerk; Kurt Key, housing maintenance property manager; and Harley Ohlson, housing laborer.

**KICHA will be administering ten programs for 2023:**

- Home Improvement Program
- Home Buy Down grants
- Elder Energy Assistance
- Navigation Center
- Emergency Home repair/rebuild
- Homeowners Assistance
- Rental/Move In/Energy Assistance
- Student Housing Vouchers
- Home Safety Fire Program
- Emergency Housing Assistance
- Treasury Homeowners Assistance Fund (HAF) Program
2022 Departmental Highlights

Alaska Housing Finance Corporation (AHFC) Stabilization and Recovery Program awarded funds to rapidly rehouse homeless individuals and families. The program made it possible to place 42 households in units and offered services like food, clothing, toiletries and auto repairs to many more.

2023 Strategic Priorities & Objectives

1. S’eenáa Hit | Navigation Center & Permanent Supportive Housing | 2334 Tongass:
   The property (previously the Galley Restaurant) was purchased using Indian Housing Block Grant (IHBG) American Rescue Plan funds (ARP). The redesigned space will create a place for the community’s unsheltered/homeless to shower, wash clothes, eat, learn about and utilize support services and participate in culturally infused activities.

2. Shaa Tiéin & Lot 7 | Top of Jackson Street:
   Planning and meetings with various agencies are underway to develop water, road and sewer infrastructure these properties. Once infrastructure is in place, construction of housing will begin. Researching possible funding opportunities that focus on multi-generational concepts.

3. The Homeowners Assistance Fund (HAF) will assist Tribal homeowners with utility, insurance and property taxes, and will also award ten major home repair grants to Tribal citizens.
The Social Services team is dedicated and committed to understanding, caring and empowering all generations with respect and dignity. We advocate for prosperity and unity and cultivate courage and strength for our Tribal members to navigate their journey. Together we can live our culture and build a healthy Tribe and healthy citizens.

KIC Social Services administers multiple programs and is led and supported by the administrative team including: Lynn Quan, director; Danielle Ludwigsen, special projects assistant; and Deetra Reyes, receptionist.

2022 Departmental Highlights

ELDER CARE PROGRAM

Our Elder Care program strives to honor our Elders by providing services that make their lives easier including our Meals and Wheels daily meal delivery to homebound elders; medication delivery; transportation to medical appointments; daily congregate meal; and case management and caregiving.

Our dedicated team of Elder Care employees includes Linda Williams, program coordinator; Sandra Anthony, adult case manager; Shirley Snook, Elder caregiver; Johanna Mae Dundas and Tristan Eden, Meals and Wheels cooks; Julian Kvaskinoff, dishwasher/prep cook; John Loyd, Meals and Wheels driver; and Dan Ketah, Meals and Wheels dispatcher.

Elder Care Highlights

- Over 26,000 individual meals were prepared and delivered this year (4 times the average prior to COVID).
- More than 350 elders received $100 gift cards for the holiday season.
- Snow removal assistance was provided to more than 70 elder households by coordinating available Elder program and Maintenance staff.
- The Elder’s Café was open for daily congregate meals.
- Elder’s Monthly Dinner served over 100 Elders after being re-established in November 2022.
- Fish Donations were distributed to Elders thanks to generous donations from Brad Haynes, Dan Nelson, Jim Gillian, and Southern Southeast Regional Aquaculture Association. We are especially grateful to these individuals and organizations who helped our Elders enjoy local seafood year-round!
ICWA PROGRAM

Our Indian Child Welfare Act (ICWA) team assists KIC families when a child has been removed (or is at risk of being removed) from a KIC parent or guardian by OCS (Office of Children Services) by providing and facilitating a broad array of services for children and their family members. At this time our team is Doug Gass, case management supervisor, and Andrea Zamora, Indian child welfare specialist. We are current recruiting for a family case manager as well.

ICWA Highlights

- 23 children reunited with family + 2 closed with adoption by family + 7 closed with guardianship by family = 33 Closed Cases
- 118 initial investigations involving 207 Native children with 14 children going into State of Alaska’s custody and 8 children going into custody in the lower 48.
- Qualify Expert Witnesses (QEW) training was attended by ICWA staff and Tribal Council Social Services Committee to provide QEW testimony on child welfare cases involving tribal children and families.
- 175 children received stockings and Christmas presents (family preservation, in custody or in guardianships)

GENERAL ASSISTANCE PROGRAM

Our General Assistance Program provides financial aid to Tribal citizens and community members enrolled in a federally recognized tribe. General Assistance Specialists Betty Dewitt and Sadie Barajas connect Tribal members with assistance that may be available to them including rent, utilities, heating, food and household supplies, clothing and burial assistance. Once a month Tribal members can also access our food pantry that has dried and canned goods.

General Assistant Highlights

- 188 households assisted
- 14 burial assistance applications approved
- 228 individual families received supplies from the Food Pantry
- Case management services were provided to many Tribal members experiencing difficulties with multiple life issues.
- Homelessness was prevented for several families by implementing comprehensive safety plans, hands-on assistance from staff, and referrals to multiple programs to make certain individual needs were met.
VICTIM SERVICES PROGRAM

Our Victim Services Program partners with victims, survivors, and those who interact with victims and offenders to provide, sustain and support a collaborative system of direct services across the communities of Ketchikan, Saxman, Metlakatla, and Prince of Wales Island. Our services are comprehensive, victim-centered, trauma-informed, and, due to our funding sources, accessible to all populations, not exclusively our Tribal citizens.

The team is led by Program Coordinator Michael Toole; Chevala Horvalis, case manager; and Richard Pickrell and Riley Boss, domestic violence specialists. Recruiting is underway for an additional case manager.

Victim Services Highlights

Direct Services:
- 4,691 unique services to 187 individual crime victims (120 Tribal members)
- 301 separate crime victims served. Of the 187 individuals served, 72 experienced multiple victimizations, 24 individuals identified as homeless, and 12 identified as having a disability.
- $83,650 in financial assistance provided to crime victims.

Grant Activity:
- $2.24 million received by three awards from the US Department of Justice’s (DOJ) Office on Violence Against Women (OVW) and Office for Victims of Crime (OVC). Added to the $1.18 million received in 2020 from the OVC, our total 3-year operating budget is $3.43 million.
- $719,669 was awarded by the OVC and the Tribal Victim Services Set-Aside Program to emphasize providing services to traditionally underserved populations and provides funding for Murdered and Missing Indigenous People (MMIP) focused assistance for families who are impacted by the loss of a loved one.
- $525,000 award from the OVW and the Tribal Sexual Assault Services Program to supporting survivors of sexual violence, while the $999,999 award from the OVW Grants to Indian Tribal Governments Program will continue to support our Alaska Native/American Indian victims of domestic violence, sexual assault, dating violence, stalking and sex trafficking.
- Each of the 3-year funding opportunities will allow our Victim Services Program to continue expanding to meet the needs of our community’s most vulnerable populations.

2023 Victim Services Strategic Priorities

1. Expansion of program services for crime victims and recruitment of new personnel to support continuity in project implementation.
2. Expand training opportunities for Victim Services Program personnel.
3. Apply for $700,000 funding through the Office on Violence Against Women Justice for Families Program Solicitation to develop a KIC Safe-Visit/Safe-Exchange Program for families who have experienced domestic violence.
4. Project proposal for Ketchikan Indian Community Family Justice Center.
WORKFORCE DEVELOPMENT

Our Workforce Development services are provided to uplift and support Tribal citizens in reaching their employment, education, and training goals. Each Tribal member has their own education and training path, so our Workforce Development team works alongside the Tribal member to develop a plan for success that takes full advantage of the services we offer. By meeting with one of our team members, individuals are encouraged to explore the opportunities available to them such as vouchers for work clothing or tools, assistance for certificates or licenses needed to obtain employment, vocational training grants, and higher education scholarships. We also assist with employability services such as resume building, interviewing skills, job search assistance, and job readiness.

Workforce Development staff have a breadth of valuable knowledge and experience that drives their earnestness to support tribal members in becoming highly skilled, knowledgeable, and valuable workers. When a Tribal member is successful in their education and training goals, they can live fulfilling lives for themselves and their families and make a difference in our community.

Workforce Development Highlights

- 37 Tribal members received over $180,000 in higher education scholarships
- 84 Tribal members received over $19,000 in assistance for interview or work clothing and tools
- 19 Tribal members received nearly $10,000 in assistance to obtain employment
- 14 Tribal members received over $71,000 in vocational training grants
- 34 Tribal members received over $6,700 for Totem Heritage Center classes and University of Alaska language classes
- 16 participants in the Re-Envision Program—successful in getting 11 participants hired in the community, 5 preparing to enter the workforce, and 4 currently in training. We know the importance of this program and how it impacts individuals and their families.
YOUTH SERVICES

Investing in our youth is one of the best investments our Tribe can make. Currently, our Youth programing includes our Tribal Scholars Program (High School) grades 9–12. Additionally, at the high school we have 5 teachers teaching Native Art, Language Instruction, and Study skills. Our in-school programing also involves staff in most local grade schools as well. In 2023, we’ll be hiring a Tribal Youth Liaison to work closely with our youth to establish a youth leadership program and relaunch our after-school program.

Youth Programing Highlights

- 11 Tribal youth enrolled in Tribal Scholars
- Over 100 youth served in the high school, including youth who may not be in our classes but come to our classrooms during the lunch hour.
- 300 backpack given out to Tribal youth.
- 8 Tribal youth placed through our Summer Youth Employment; both at KIC and in the community. Also served were a number youth who participated in the SYTEP previously who we able to revamped the resumes we help with previously and find their own positions.
**LANGUAGE**

Our Language Program works to revitalize the heritage languages of the Tlingit, Haida, and Tsimshian cultures and is open to every interested Tribal citizen. In our revitalization efforts, we share the history of the languages, cultural knowledge, and the languages themselves. We invite and encourage anyone interested in indigenous languages to keep learning and speaking. Our team also assists with language translations and documentation as well as providing workshops, classroom lessons, apprenticeships, curriculum development, and community language classes.

“Our goal is to use our languages everyday”

**Language Program Highlights**

- Hired a second Tlingit language apprentice and new Haida language apprentice.
- Completed year one of Kayhi’s Beginning Tlingit Language course where students learned over 200 vocabulary and phrases, foundational cultural knowledge, and the history of revitalizing indigenous languages.
- Facilitating Kayhi’s first Beginning Tlingit Language II course (with a handful of returning students from previous school year).
- Submitted a resolution to the Native Indian Education Association—NIEA Resolution 2022 #E01—implementing and/or qualifying Indigenous Languages as a High School Graduation Requirement, which was passed.

**2023 Education & Training Strategic Priorities**

1. Build a new space to house our Language, Traditional Arts Program, and School on the land near the college and high school.
2. Hire another Workforce Development team member to assist with intake and all of the workforce programs including our Summer Youth Employment Program (SYTEP).
3. If chosen, work with the State on Education Compacting, alongside several other tribes, to help direct the future of Native-led education in our state.
4. Continue Tlingit language course at Kayhi in 2023, and then add Haida language course, with a plan to add Tsimshian language/history within the next two years.
5. Host our Graduation Celebration in person Spring 2023 for the first time since COVID. We look forward gathering for this amazing moment to celebrate this success of our youth with our Tribal members.
Our Cultural Resource Department seeks to steward, conserve, preserve, enhance, and protect our natural resources, cultural heritage and traditional knowledge. Our department is divided into three complementary program areas: 1) Cultural Heritage, 2) Subsistence & Food Sovereignty, and 3) Environmental and Natural Resources. Although this department does not generally provide direct member services, we do provide expertise to aid our Tribal leadership in decision making, policy development, and expert consultation. We provide these services to our Tribal government as they work to remove barriers to our Tribal citizen’s ability to access our pristine waters, beaches, forests, fish and wildlife resources needed to perpetuate our cultural ways of being. Our small staff keeps very busy as you will note from some of the following highlights by program area.

CULTURAL HERITAGE

Tony Gallegos, Director

“...We are most certainly at risk of losing our culture if we are not increasing, being more intentional in promoting “Our Way of Life” to the current and upcoming generations of our Tribal citizens.

2022 Cultural Heritage Highlights

Our Cultural Heritage Specialist is tasked with infusing culture into all aspects of the Tribe and community providing a broad array of cultural services. We believe that our culture has the power to heal our people—giving them a sense of belonging and enrichment that inspires individuals to live respectful, healthy lives with culture being infused in all we do. Through this work, our Specialist assists the Tribe with mining issues, logging or any official consultation the Tribe does on behalf of the traditional people’s land. Cultural information is also important to support claims or enhance the Tribes standing when protecting, perpetuating, preserving our way of life.

† Established the “I Know Who I am!” Program using the wealth of information and resources KIC has compiled over the years. Assisted many who are part of a recent resurgence among indigenous people who are seeking information about their cultural identity and ancestral heritage—their indigenous roots, heritage and kinship. Ancestral knowledge helps our people...
experience self-healing and gain self-worth, a sense of pride in knowing who they are, and strength.

Continued promoting the Cultural Heritage Guiding Principles training to both KIC administrative staff and the broader community of Ketchikan upon special request, providing a broad overview of the culture and history of the Southeast Alaska Native people, social structure and clan systems, Southeast Tribal Values, Alaska and its history including the land and its politics, the history of ANSCA, and land acknowledgements.

Developed Repatriation Pathway utilizing the Native American Graves Protection and Repatriation Act (NAGPRA) to establish Tribal control over culturally sensitive objects such as human remains, burial artifacts, and sacred objects which have been illegally or immorally taken from Tribes for display in museums or private collections.

Continued Cultural and Sacred Site efforts to document, manage and protect our cultural, sacred, and burial sites that are of great importance to the Tribe and to the world. We strive to identify, research, protect, promote appreciation, perform traditional activities within, and co-manage these precious areas in consultation with various local, state and federal agencies to further develop MOU’s and MOA’s with potential partnerships for co-management.

Hosted HAA KUSTEEYÍ—Our Way of Life—CULTURE CAMP for youth with 45 young people participating in 3 daytrips on the water to Cape Fox village, Tongass Village and Unuk River. The Clan Leaders, Elders, historians, naturalists, cedar bark weavers, plant medicine teachers and archeologist who participated presented information about the village sites, politics of the village sites and the environment, cultural history of the land, migration stories, clan stories, place names, archeology mapping and reporting, Tribal art forms, songs and dances.

2023 Cultural Heritage Strategic Priorities

1. We will begin the process of implementing NAGPRA on behalf the traditional people of the Ketchikan area by seeking the return home of specific sacred cultural property has been identified in various museums across the country.

2. Outline priorities and strategies for the return of the remains of at least 37 of our children who were placed in boarding schools across the nation at the turn of the century. Additional remains may exist as research continues and more disturbing discoveries are being made.

3. Work toward develop a Native Sacred Site Guardianship program to train our Tribal youth to monitor the sacred sites in KIC’s jurisdiction.

4. Conduct additional cultural ventures to other village sites such as Kasaan, Howkan, Metlakatla and others in the area—teaching our youth about the land we are from and feeling the spirit of our ancestors while visiting these places.
SUBSISTENCE & FOOD SOVEREIGNTY

One of Cultural Services’ primary goals is to ensure our Tribe’s food sovereignty so our Tribal citizens have as much access to traditional foods as possible. Our Indigenous Food Sovereignty Specialist and the rest of our team work diligently to understand and solve the food sovereignty issues facing our Tribal citizens. We tackle issues related to fish and wildlife in the Ketchikan area include advocating to state and federal regulatory boards, gathering scientific data on finfish and shellfish species, and securing grant funding to expand our capacity in the future. We assist Tribal citizens with fish and wildlife permit applications, help to clarify existing regulations, distribute herring eggs each year, and offer volunteer opportunities throughout the year.

2022 Subsistence & Food Sovereignty Highlights

- Fish sampling to estimate Ooligan on the Joonax (Unuk) River.
- Submitted three proposals unanimously approved by the Alaska Board of Fish and Game.
- Received North Pacific Fishery Management Council approval to designate a Tribal Seat on the Advisory Panel of the NPFMC (in partnership with a number of other tribal entities).
- Distributed herring eggs to hundreds of Tribal citizens who received herring eggs on branches and on kelp, thanks in part to a donation from Ketchikan Tlingit & Haida Community Council.
- Completed our first season of a stream restoration project on salmon streams in the area.
- Submitted and advocated for our Rural Status application to the Federal Subsistence Board (FSB) which was unanimously approved to move forward by the Southeast Alaska Subsistence Regional Advisory Council.

2023 Subsistence & Food Sovereignty Strategic Priorities

A 3-year process, a key priority will be to continue advocating for Rural Status through the Federal Subsistence Board. The next step is for the Federal Subsistence Board to agree with OSM’s decision to move forward with analysis in late January. If approved, we plan to obtain and provide additional data through primary source surveys.
Work with the North Pacific Fishery Management Council and the International Pacific Halibut Commission to create more favorable regulations for Tribal citizens to harvest subsistence halibut.

Expand spring herring egg distribution to include activities and festivities.

Move into phase II of our ooligan eDNA project on the Joonax.

Continue work on the salmon stream restoration project for a second year.

ENVIRONMENTAL & NATURAL RESOURCES PROGRAM

The Natural Resources and Environmental focus of our program has expanded its scope of activities as we strive to revitalize SE Tribal culture by protecting and restoring the health of the natural environment our culture depends upon. Through EPA grant funding we support much of our work in this area with the aid of a few other funding sources for our other projects. We stay informed and actively seek to limit any potentially negative impacts on behalf of the Tribe.

2022 Environmental & Natural Resources Highlights

 continuar working on **Climate Change Research and Analysis** work plan and received additional funding from a BIA Resiliency Grant to advance our progress in developing a KIC-specific response to changing climatic conditions in our area.

Completed final year of our **Beach Bacteria Monitoring** of local recreational beaches for levels of bacteria. The work that began with a grant received in 2017 and continued under a fee-for-service partnership with the State of Alaska, clearly revealed a problem with the Tongass Narrows being classified as not meeting its water quality standards for bacteria. The study was conducted during periods when cruise ships were present and absent, revealing that although they may contribute to this problem when in port, the problem stems from how our community has dealt with sewage wastes for decades.

Participated in **Paralytic Shellfish Toxicity Monitoring** with tribes throughout SE Alaska, collecting shellfish to analyze tissues for toxin levels in various clam species from Saxman Seaport. The samples are analyzed at Sitka’s Tribal lab. We sample plankton in our KIC lab to identify toxin producing species of algae and also collect information for ocean acidification. Results and more information is available online at SEATOR.org or by following our Cultural Resources Facebook page.

Exerted rights on **Transboundary Mining** issues in the “Golden Triangle”, seeking to ensure any waste discharge does not impact our salmon, with a focus on the Unuk River. As Indigenous people whose traditional territory extended into what is now Canada, we made major steps towards exerting our rights under BC’s new DRIPA Act by voicing our input in how BC mines are permitted and operated.

Supported ongoing work on the **Homeland Conservation Rule / Tongass Roadless Rule** project by providing technical, scientific and regulatory information to KIC Tribal leadership as they consult with the USFS and Department of Interior on managing federal lands of the Tongass.
Government-to-Government Consultations took place and a new policy incorporating co-management with the Tribes is being considered.

 Joined with Tribal Conservation District (TCD) as they reconvened and had their first official actions, alongside representatives from OVS and CF. Participation allows KIC to access resources from USDA and influence land stewardship in the area.

 Worked with a Natural Resource Restoration Crew as a pilot project hired and trained a 3-person summer crew to work in our forest and streams under the supervision of the USFS made possible through grants and in collaboration and with SE Alaska Watershed Coalition (SAWC). The team worked remotely on Margaret Creek Watershed to restore salmon habitat, trail maintenance, and invasive species management.
2023 Environmental & Natural Resources Strategic Priorities:

1. Develop KIC’s Climate Adaptation Plan.
2. Continue Beach Bacteria Monitoring as part of the team that will be looking further into community sources and how to correct this situation over time. Pending grant approval, we will assist with an updated assessment of our city streams.
3. Investigate potential long-term European Green Crab Management project in partnership with MIC to address this harmful marine invasive species invading our waters.
4. Continue the Paralytic Shellfish Toxicity Monitoring program and expand by positioning muscle cages at additional local beaches for more information on conditions.
5. Navigate the new Transboundary Mining process regarding Eskay Creek Mine revitalization project. Over the next 3-years, KIC will work in partnership with USFS and USGS to collect water quality data on the Unuk River before the KSM mine becomes active, providing us with scientifically-defensible baseline data.
6. Finish and adopt the Natural Resource Plan to identify priorities and help when seeking funding to support a part-time TCD coordinator position so we can effectively exercise our sovereignty and steward our natural resources.
7. Continue work as part of the Natural Resource Restoration Crew to expand and maintain this project through the 2025 summer season.
8. Continue working with Tribal leaders throughout Southeast Alaska on the Homeland Conservation Rule/Tongass Roadless Rule Project, which has the potential to be revolutionary and a new model for federal agency cooperation leading to co-stewardship with tribes.
Ketchikan
INDIAN COMMUNITY

For All Indigenous Peoples.
For Kícháan.