

# KING ISLAND LOCAL ECONOMIC DEVELOPMENT PLAN 2014-2019

King Island Native Community  
PO Box 682  
Nome, Alaska 99762  
Phone: 907-443-2209



## Top 10 Priority Projects

1. Community Hall
2. King Island Grant Writer
3. More Housing and Housing Improvements
4. Continue Road Project
5. Elders and Youth Services
6. Strengthen Cultural Activities
7. Encourage Technical and Trade Schools
8. General Assistance
9. Relocate Cape Wooley Camps
10. Transportation Services for Community Members

## Prepared For:

The Community of King Island and  
The Bering Strait Development Council

## Facilitated By:

Simon Ellanna Strickling,  
Planning and Development Specialist  
Community Planning and Development  
Kawerak, Inc. P.O. Box 948 Nome, AK 99762  
(907) 443-4253/FAX (907) 443-4449  
sstrickling@kawerak.org / www.kawerak.org  
December 15th, 2013



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*King Island*

*Native Community*

**King Island Native Community  
RESOLUTION # 14-02**

A RESOLUTION OF THE KING ISLAND NATIVE COMMUNITY ADOPTING THE 2014-2019 LOCAL ECONOMIC DEVELOPMENT PLAN (LEDP) APPLICABLE FROM January 1, 2015 to December 31, 2019.

WHEREAS, the King Island Native Community IRA Council is the federally recognized governing body of the tribal members of Nome, Alaska; and,

WHEREAS, the purpose of the King Island Native Community IRA Council are to serve the people, community, and businesses of the tribe by promoting economic opportunities that improve the economic, social, and environmental quality of life; and,

WHEREAS, the King Island Native Community IRA Council are responsible for the planning and implementation of economic development activities for the tribe; and,

WHEREAS, the King Island Native Community IRA Council are responsible for the development and implementation of a community economic development strategy to guide the economic growth of the tribe in order to help increase employment opportunities, foster a more stable and diversified economy, and improve the quality of life members, while maintaining the cultural heritage of the community; and,

WHEREAS, the King Island Native Community IRA Council in a joint meeting with assistance from Kawerak Community Planning and Development Program staff, has updated its five-year LEDP that states the community's vision, roadblocks, and strategy necessary for guiding future growth and economic development of the tribe; and,

WHEREAS, the 2014-2019 economic development priorities listed in this LEDP were developed, reviewed, and approved by the community during a public meeting held on December 15<sup>th</sup>, 2013; and,

WHEREAS, we ask all public, private, and non-profit entities serving our community to recognize and use this plan; and,

NOW THEREFORE BE IT RESOLVED, that the King Island Native Community IRA Council and approves and adopts the five-year 2014-2019 King Island LEDP and priorities for the tribe of King Island, applicable between January 1, 2015 and December 31, 2019.

NOW THEREFORE BE IT FURTHER RESOLVED, the economic development priorities listed below for the King Island Native Community, as reviewed, updated, prioritized, and approved on December 15<sup>th</sup>, 2013 are:

1. Community Hall
2. King Island Grant Writer
3. More Housing and Housing Improvements
4. Continue Road Project
5. Elders and Youth Services
6. Strengthen Cultural Activities
7. Encourage Technical and Trade Schools
8. General Assistance
9. Relocate Cape Wooley Camps
10. Transportation Services for Community Members

**CERTIFICATION:** I certify that the foregoing resolution was adopted of the King Island Native Community IRA Council Board on December 23, 2014, at which a quorum was present, by a vote of 7 for and \_\_\_\_\_ against, and \_\_\_\_\_ abstaining.

\_\_\_\_\_  
Chief, King Island Native Community

1-13-15  
Date

\_\_\_\_\_  
Secretary

1.13.15  
Date

## 1.0 Purpose of the King Island Local Economic Development Plan (LEDP)

The LEDP is a critical step in the on-going development of the tribe and its efforts to improve community conditions and the well being of its members. This plan is structured to involve community members and key decision makers to assist in the identification of the common vision, roadblocks to accomplishing that vision, and strategies for dealing with those roadblocks.

This document is designed to be a **planning guide and workbook**. Any community member interested in the planning process can have a personal copy of it to read and write in. By writing down new ideas and questions in it, people can easily record their insights and contribute them during meetings. By regularly reviewing and revising as a community and at council meetings, the plan will stay relevant as circumstances change and new ideas emerge.

The community is invited to request planning and research assistance from Kawerak's Community Planning & Development (CPD) for any area of development. CPD's Planning & Development Specialist is available to help with any questions or comments about the contents and use of this document. Contact info is available on the cover page.



Carmelita Nattanguk, Vince Pikonganna, and Kuni Ellanna during King Island LEDP Meeting, December 14, 2013

## **2.0 Planning Process and Public Involvement**

### **2.1 Planning History and Accomplishments of King Island Native Community**

Below are some of the accomplishments and progress toward Top Priority Projects since the King Island 2010-2014 LEDP was created in 2010. They briefly show the status of projects, challenges, and possible next steps. The list is meant to assist in the continued progress towards community goals and objectives.

#### **Accomplishments and Progress Towards 2010-2014 LEDP Top Priorities**

1. Extend the meeting hall in the new community building for dancing, potlucks, and other cultural and community functions.
  - a. Awarded a grant and going to try to match it or go after more needed for the project
2. Increase housing in Nome by 20 new homes, which will be available for King Island Native Community members.
  - a. One community member is scheduled to have home from Bering Strait Regional Housing Authority (BSRHA) either built or renovated.
3. Increase educational opportunities and more incentives for King Island students to receive continued education.
  - a. The tribe donates to Kawerak Headstart.
4. Improve access to King Island in spring and summer by obtaining a 60-100' boat that would be available as a ferry in the summer and could be used regionally for tribal functions.
  - a. A feasibility study was conducted. The project may be possible at this time and is currently not on the priority list.
5. Maintain road access to Cape Woolley and a larger well-maintained van to take community members to and from Cape Woolley.
  - a. Ongoing
  - b. Six community members were trained and certified with CDLs to perform the road maintenance work.
  - c. In 2013, the road was developed so it won't wash out when the ice melts in spring.
  - d. Road markers were put along the trail.
  - e. A shelter was built.
6. Build a drug and alcohol rehabilitation center and/or homeless shelter in Nome to assist needy tribal members.
  - a. Nome has an emergency/homeless shelter called NEST. The organization has used King Island's LEDP to assist with grant-writing.
  - b. NSHC is developing a sobering center in Nome.
7. Increase cultural activities (i.e.: dance group, Inupiaq language revival, learn to make kayaks and mukluks, and leadership classes for youth).
  - a. Language revival being done through Kawerak
  - b. Bernadette Alvanna Stimpfle is heading project.
  - c. There's an agreement with Sitnasuak to provide tools and funding to repair traditional Omiaks (skin boats).

8. Relocate Cape Woolley camp site by moving the structures that are in danger of erosion to higher ground with good soil.
  - a. No progress to date
9. Build new homes at King Island.
  - a. At least one home on King Island has been worked on.

#### **Other Accomplishments and Progress Since 2010**

- Elders involvement and meetings started back up in September 2013.
- Little Sister Alice from Catholic Church and King Island IRA members made family tree.
- Traditional dance regalia is being made and repaired. Ben Payenna makes drums. Old ceremonial mittens were replaced by an Elder with funding through Norton Sound Economic Development Corporation (NSEDCC). Jovonnah Ellanna is making dance mittens for Peter, Payton, and Dyelon Ellanna.
- King Island's emergency assistance program began in 2013 to help members with heating, electricity, etc.
- Collaboration with Bering Strait Regional Housing Authority (BSRHA) has improved.
- Members have had free access, paid for by the Tribe, to the Nome Recreation Center and swimming pool since 2010.
- King Island dancers and drummers receive transportation with their supplies to the Teller Cultural Festival.
- Six tribal members were trained and certified with CDLs and employed on Cape Wooley Road Project in 2013.
- Tribal members make kuspuks for children in state custody.
- King Island Native Corporation opened a fabric store in 2012.

**2.2 Planning Committee & Staff Description** Realizing that changes within the community and some current public service facilities are not adequate to achieve program parity, the King Island Native Community IRA Council and the King Island Native Corporation Board decided to update the Top Priorities and update the Local Economic Development Plan for the community. With assistance from Kawerak’s CPD staff, public planning workshops were held on December 13th, 14th, and 15<sup>th</sup>, 2013. A draft LEDP was written and presented to the joint councils for review on February 3rd, 2014. The plan, with approved priorities, was approved and adopted by joint resolution on January 13, 2015.



Leona Mayac, Benjamin Payenna, and Carmelita Nattanguk during the LEDP planning process, December 14<sup>th</sup>, 2013.

## 2.3 Method for Plan Development and Components

The planning organizations of King Island Native Community used the Participatory Strategic Planning (PSP) process based upon Technology of Participation (ToP) methods developed by *the Institute of Cultural Affairs (ICA)*.

These methods are proven to be effective in encouraging full participation from diverse groups and are best applied within community-based settings. This process was implemented among the participant's by brainstorming ideas individually, then reviewing among all participants confirming new resolves and decisions. The following foundational values or ground rules were applied during planning sessions:

- **Participation:** each person brings a different insight, perspective and knowledge that formulates the larger picture
- **Respect:** respect and honor each person's views and ideas, empower each other
- **Teamwork:** each person works with everyone else in their role to accomplish the goals of the community
- **Creativity:** giving permission for the dialogue between the rational (mind) and intuitive (heart) perspectives, keep our eyes open, new ways of thinking
- **Action:** moving economic development towards local responsibility and accountability

The planning process used in creating this document is made up of five parts. Each component helps provide a comprehensive planning approach:

1. **Strengths, Weaknesses, Opportunities, and Threats (SWOT)**
2. **Practical Vision** – The community identified what it wants to see in place in 3-5 years as a result of its actions.
  - **Top Priority Projects** – The community ranked the **Top 10 Priority Projects** from the **Practical Vision** brainstorm with projected accomplishments spanning approximately five years.
3. **Roadblocks** – Identifies what is blocking the community from moving toward its vision
4. **Strategic Directions** – Identifies what innovative practical actions will help deal with the **Roadblocks** and move the community toward its **Practical Vision** over the next five years.
5. **Focused Implementation** - The community made its five-year **Strategic Directions** manageable by deciding which actions to accomplish the first year:
  - The community identified what its specific measurable accomplishments will be for the first year and created a quarterly timeline calendar for them.
  - The community identified what the implementation steps will be for its first quarter accomplishments.
  - The community identified what its top priority actions will be for the first quarter and posted them visibly on a large paper wedge for reference.

## **2.4 Comprehensive Development Status**

A Community and Economic Development Strategy (CEDS), a regional economic development plan, was updated for the Bering Strait Region communities in 2013 by the Bering Strait Development Council. This document can be found at:

<http://www.kawerak.org/servicedivisions/csd/cpd/index.html>

King Island Native Community published its last LEDP in 2010. Progress was made on many of the priority projects and is discussed at the beginning of this plan.

### **3.0 Participatory Strategic Planning (PSP)**

**Overall PSP Question: “What are the most effective ways to meet the needs of King Island Native Community (KINC) over the next five years?”**

#### Expectations

Participants stated what they both wanted and expected to experience during the LEDP planning process on December 13, 14, and 15, 2013. Responses included:

- Updated LEDP
- Learning how to follow through on projects as a community
  - a. in a timely fashion
  - b. Deal with roadblocks.

### **3.1 Strengths, Weaknesses, Opportunities, and Threats (SWOT)**

The planning participants conducted a brief environmental assessment of the current conditions facing the community.

**Note:** Review and revise as a community or at council meetings. Contact CPD's Planning & Development Specialist with any questions or comments.

#### Weaknesses/Threats (Challenges, Setbacks, and Negative Trends)

- Grant money
- Changing weather patterns for subsistence hunters
- Communication and involvement in community less than wanted
- Members spread apart and living outside region
- Negativity – community members not involved in community anymore
- Trying to get more people involved in stuff like community planning
- Youth and Elder involvement is low.

#### Strengths/Opportunities (Benefits and Advantages that give community confidence in moving forward with strategic planning)

- Commercial Drivers License (CDL) certification and employment of six community members in 2013
- King Island (KI) family tree showing history dating back to 1800s
- Good turnout at last year's annual meeting for voting
- KI Wolf Dance regalia on display at Norton Sound Health Corporation (NSHC)
- Picture of KI at NSHC and Kawerak in process of being displayed

### 3.2 Practical Vision

Participants brainstormed their hopes and aspirations for the future of King Island Native Community in all areas of development.

**Note:** Review and revise as a community or at council meetings. Contact CPD's Planning & Development Specialist with any questions or comments.

**Workshop Question: “What do we want to see in place in three to five years as a result of our actions?”**

- Funding Grants
- Complete Community Building
  - More funding
- Helping Members Achieve Educational Goals
  - Higher rates of high school or GED graduates
  - Corporate student loan program for tribal members
  - Proud of the Road Project
    - Six members CDL certified and employed
- Increased Community Involvement
  - Positive community involvement
  - To form youth committee
  - Community Organizer position and self-funded
- Keeping Connected with Cultural Involvement
  - Build our own boats again.
  - See more youth/young adults living subsistence lifestyle.
  - Engage Elder involvement with younger generation.
  - Proud of the family tree
- Increased and Preserved Language Knowledge
  - Elder Involvement to speak King Island dialect
  - Language learner program like Rosetta Stone
  - Language workshop and classes on a regular basis
- Community Outreach
  - To assist our community needs
  - More families become foster families.
  - Transportation services for community members
- Follow Through on Goals
  - Housing
  - Progress on our projects.
  - Relocate Cape Wooley Camps

### **3.3 Five-Year Top 10 Priority Projects 2014-2019**

The planning participants chose and ranked King Island's 10 most crucial projects from the **Practical Vision (3.2)**. The community will focus on accomplishing them over the next five years.

**Note:** The community is encouraged to **update this list annually through a participatory process**, but can do so at any time. Please provide CPD with the updated list and a copy of the joint resolution for officially adding to the LEDP as an addendum.

1. Community Hall
2. King Island Grant Writer
3. More Housing and Housing Improvements
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### 3.4 Roadblocks

The planning participants identified **Roadblocks** to the accomplishments listed in the **Practical Vision (section 3.2)** and the **Five-Year Top 10 Priority Projects (section 3.3)**. The planning participants grouped the **Roadblocks** listed below according to how closely related they are.

**Note:** Review and revise as a community or at council meetings. Contact CPD's Planning & Development Specialist with any questions or comments.

#### Workshop Question: "What is blocking us from moving toward our vision?"

- Inaccessible and Unclear Options for Grants & Funding
  - Unclear of guidelines for grants or granting process
  - Lapse in communication with grant writer
  - We are disorganized when "looking" for funding grants.
  - Restricted timeline for finding grants to complete building
  - Time and energy – extensive work with grants
  - Insecure funding
- Weakened, Biased, Uncoordinated Language Efforts
  - Weakened knowledge – losing our Elders to teach
  - Efforts to teach language have been fragmented and inaccessible to some.
  - Too many conflicting feelings toward community members
  - Conflicts on decisions
  - Uncoordinated efforts – We have people that know how and we have people who want to learn but we have no set programs.
- Unbalanced Community Involvement
  - Our Elders have been reluctant to teach youth a whole lot which is discouraging.
  - Unmotivated and unbalanced involvement – It takes more than one or two people to keep things going.
  - Weakened cultural involvement
  - Weakened Elder and Youth involvement
- Unrealistic Expectations of Office Staff
  - Unmotivated - We need someone to spearhead and take charge.
  - We have unrealistic expectations for Tribal Coordinator (TC) and Tribal Family Coordinator (TFC); we need community organizer/grant writer.
  - Unmotivated community involvement
- Unclear Changing Resources
  - Climate change negatively affecting hunting
  - Unclear on options for housing
  - High cost – fuel oil, food, electricity
- Unaccounted Follow-Through
  - Entity turnover interferes with project follow-through.
  - Overlapping follow-through/goals in untimely fashion
  - Our follow-through on goals has been obsolete and unmotivated.

- Inconsistent Community Outreach
  - Confusing community outreach
  - Our community outreach has been narrow and somewhat neglected because of disjointed efforts.
- Uncoordinated Educational Goals
  - Uncoordinated educational goals
  - We haven't been as proactive with tribal members achieving education goals because we're unclear what their needs are.
- Sporadic Communication with Grant-writer
  - Neglected complete Community Building
  - Our building hasn't been completed because grant-writing sometimes seems sporadic and uncoordinated.

### 3.5 Strategic Directions

The planning participants brainstormed actions for dealing with the **Roadblocks (3.4)** to their **Practical Vision (section 3.2)**. These actions span **five years**. Actions with similar intent were grouped into **Strategic Directions**.

As a creative warm-up exercise for this workshop, participants brainstormed 28 uses for a soda can. It was encouraging to come up with that many out-of-the-box uses for a common item immediately after brainstorming 27 **Roadblocks (section 3.4)**.

**Note:** Review and revise as a community or at council meetings. Contact CPD's Planning & Development Specialist with any questions or comments.

Workshop Question: **“What innovative practical actions will deal with the Roadblocks (section 3.4) and move us toward our Practical Vision (section 3.2) and Five-Year Top 10 Priority Projects (section 3.3)?”**

**Strategic Direction:** Developing Roles & Responsibilities and Policies & Procedures for the Council and its programs

- Establish Council committees to develop Policies and Procedures for our programs.
  - Establish Council committees (i.e. development, housing, education) to focus on issues.
  - Give Council members duties.
  - Develop policies and procedures for funds and programs.
- Meet more often regarding our issues and establishing Roles and Responsibilities for the life of our projects.
  - Meet more often to discuss issues and successes.
  - Establish protocols and responsibilities for grants/projects for life of event.
  - Have discussions and set goals in timely fashion.

**Strategic Direction:** Supporting Elder and Youth Relations

- Establish Elder and Youth Relations.
  - Reach out to our Elders for guidance to teach our Youth.
  - Talk to Elders Committee to get them involved.
  - Use positive feelings toward our Elders.
  - Talk to Youth.
  - Ask Elders Committee at annual meeting to coordinate language class.

**Strategic Direction:** Pursuing Partnerships with Local Entities

- Work with other local entities regarding tribal resources.
  - Ask to meet with BSRHA and Kawerak more frequently.
  - Coordinate with schools and Kawerak GED to seek student interests.
  - Work with Bering Straits Regional Housing Authority.

- Recruit a local grant-writer and set meetings with other entities regarding possible grants.
  - Talk with Bryant to find a solution for grant issues.
  - Set monthly/quarterly meetings with grant-writers.
  - Find/recruit a local grant-writer to help with lack of communication.

**Strategic Direction: Enhancing Community Participation with Events**

- Establish more community events.
  - Try to hold more community events.
  - Use King Island meeting room for activities.
- Reach out to our community to participate more.
  - Community survey
  - Motivate to do our best; use our positive vision.
- Establish an activity coordinator.
  - Hire community organizer.
  - Activity coordinator



**Five-Year Strategic Directions workshop during King Island LEDP meetings, 2013**



### 3.6.1 First Year Accomplishments

Participants decided which accomplishments from the **Five-Year Strategic Directions** (section 3.5) to complete the first year.

**Note:** The more specific an action is, the more likely it is to be accomplished. “Meet **two times a month**” is more empowering than “Meet more often” because it is specific and measurable so we can tell when we have accomplished it.

Annual planning can be brainstormed on a chart like this for each **Strategic Direction**:

Strategic Direction: Pursuing Partnerships w/Local Entities		
Current Reality	1st Year Accomplishments	Success Indicators
<p>If we meet, it's only once per year.</p> <p>Out-of-town GW that's hard to communicate with</p>	<p>Talk w/Bryant H. @Kawarak CPD about solutions for grant issues.</p> <p>Ask to meet w/BSRHA + Kawarak more frequently.</p> <p>Coordinate w/schools + Kawarak GED to seek student interests.</p> <p>Find/recruit local (KI) grant-writer.</p>	<p>meetings scheduled + held</p> <p>KI-member found/recruited, hired, + attend Kawarak Grant-writer symposium</p>

**Workshop Question:** “What will our specific, measurable accomplishments be for the first year?”

- Strategic Direction: Developing Roles & Responsibilities and Policies & Procedures for the Council and its Programs
  - **Accomplishment:** Establish Council committees.
    - Current Reality: Sub-committees not formed
    - Success Indicators: Council members have duties
  - **Accomplishment:** Give Council members duties.
    - Current Reality: Council member duties not defined

- Success Indicators: Council members have duties
  - **Accomplishment**: Meet more often to discuss issues and successes.
    - Current Reality: Sub-committees not formed
    - Success Indicators: Monthly sub-committee meetings
- Strategic Direction: Supporting Elder and Youth Relations
  - **Accomplishment**: Ask Elders Committee and volunteers at annual meeting to coordinate language class.
    - Current Reality: Rely on other entities to do these things and they are not happening.
    - Success Indicators: A Council member has asked and spoken with Elders Committee and volunteers at annual meeting to help make language class a success and be involved with cultural activities like story-telling, etc.
  - **Accomplishment**: Talk to Elders Committee to get them involved.
    - Current Reality: Rely on other entities to do these things and they are not happening.
    - Success Indicators: A Council member has asked and spoken with Elders Committee and volunteers at annual meeting to help make language class a success and be involved with cultural activities like story-telling, etc.
- Strategic Direction: Pursuing Partnerships with Local Entities
  - **Accomplishment**: Talk with Bryant Hammond at Kawerak's Community Planning and Development department about solutions to grant issues.
    - Current Reality: If we meet, it is only once a year.
    - Success Indicators: Meetings scheduled and held
  - **Accomplishment**: Ask to meet with BSRHA and Kawerak more frequently.
    - Current Reality: If we meet, it is only once a year.
    - Success Indicators: Meetings scheduled and held
  - **Accomplishment**: Coordinate with schools and Kawerak GED to seek student interests.
    - Current Reality: If we meet, it is only once a year.
    - Success Indicators: Meetings scheduled and held
  - **Accomplishment**: Find and recruit local King Island grant-writer.
    - Current Reality: Out of town grant-writer that is hard to communicate with
    - Success Indicators: King Island member found, recruited, hired, and trained at Kawerak's Grant-writer Symposium
- Strategic Direction: Enhancing Community Participation with Events
  - **Accomplishment**: Holding more community events
    - Current Reality: Low participation – events not well advertised

- Success Indicators: More events and activities held and participation up
- **Accomplishment:** Use King Island meeting room for activities.
  - Current Reality: Low participation – events not well advertised
  - Success Indicators: More events and activities held and participation up
- **Accomplishment:** Motivate ourselves to do our best for our positive vision.
  - Current Reality: Community not spearheading events
  - Success Indicators: Give more compliments and sense of recognition and pride in knowing we are making a difference in our community.
- **Accomplishment:** King Island Community survey of what is wanted and needed
  - Current Reality: Low community involvement in the direction of the tribe
  - Success Indicators: Survey handed out and collected... Council will know what to work on.

## Timeline of First Year Accomplishments

Workshop Question: “What is the timeline for completion of first-year accomplishments?”

Strategic Direction	Quarter 1 (Jan, Feb, March)	Quarter 2 (April, May, June)	Quarter 3 (July, August, September)	Quarter 4 (October, November, December)
<b>Developing Roles &amp; Responsibilities and Policies &amp; Procedures for the Council and its Programs</b>	<ol style="list-style-type: none"> <li>1. Meet two times each month to discuss issues and successes.</li> <li>2. Establish Council Committees.</li> <li>3. Give Council Members Duties.</li> </ol>	<ul style="list-style-type: none"> <li>➤ Ask to meet with BSRHA and Kawerak more frequently.</li> <li>➤ Find and recruit local King Island grant-writer.</li> <li>➤ Coordinate with schools and Kawerak GED to seek student interests.</li> </ul>		
<b>Supporting Elder and Youth Relations</b>	<ol style="list-style-type: none"> <li>4. Ask Elders Committee at annual meeting to coordinate language class. <b>Note: Annual meeting is actually in December, 2013.</b></li> <li>5. Talk to Elders Committee to get them involved.</li> </ol>			

<p><b>Pursuing Partnerships with Local Entities</b></p>	<p>6. Talk with Bryant Hammond at Kawerak about solutions for grant issues.</p>			
<p><b>Enhancing Community Participation with Events</b></p>	<p>7. Motivate ourselves to do our best for our positive vision.</p> <p>8. King Island community survey of what is wanted and needed;  <b>Note: Survey may be conducted at annual meeting in December, 2013.</b></p>	<ul style="list-style-type: none"> <li>➤ Holding more community events</li> <li>➤ Use King Island meeting room for activities.</li> </ul>		

### 3.6.2 First Quarter Accomplishments

Implementation steps were written for the first quarter accomplishments (90 days, January through March, 2014). The following worksheet can be used for planning every quarter.

Workshop Question: “What steps implement each 1<sup>st</sup> Quarter accomplishment?”

## 90-day implementation steps

Strategic direction		Accomplishment title (what)		
Intent (why)		Start Date: End Date:		
Implementation steps (how)		Who	When	Where
1.				
2.				
3.				
4.				
5.				
6.				
Coordinator Team Mbrs.	Collaborators or Partners	Evaluation Measures	Budget	Next Meeting Date

## First Quarter Accomplishment #1

### 90-day implementation steps worksheet

Strategic direction <i>Developing R+R and P+P for the council and its program</i>		Accomplishment title (what) <i>meet 2x/month to discuss issues &amp; successes</i>		
Intent (why) <i>to gauge how we are doing - are we succeeding</i>		Start date: <i>January 2014 mtg.</i> End date:		
Implementation steps (how)		Who	When	Where
1. <i>Have mtg - open discussion</i>		<i>Council</i>	<i>at Jan. mtg</i>	<i>mtg place IRA office</i>
2.				
3.				
4.				
5.				
6.				
Coordinator Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date

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## First Quarter Accomplishment #2

### 90-day implementation steps worksheet

Strategic direction <i>Developing R+R and P+P for the council &amp; its programs</i>		Accomplishment title (what) <i>Establish Council Committees</i>		
Intent (why) <i>to set up sub-committees to listen about important issues</i>		Start date: <i>next regular mtg.</i> End date:		
Implementation steps (how)		Who	When	Where
1. <i>Advisory council mtg. deliberation</i>		<i>Council members</i>	<i>next regular mtg after election</i>	<i>meeting place</i>
2. <i>Council members will decide what committee will be established</i>				
3. <i>Council members will sign up to which committee they would like to sit on.</i>				
4.				
5.				
6.				
Coordinator Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date
				<i>Jan, ? 2013</i>

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### First Quarter Accomplishment #3

#### 90-day implementation steps worksheet

Strategic direction <i>Developing R&amp;R and P&amp;P for Council + its programs</i>		Accomplishment title (what) <i>Give Council member Duties</i>		
Intent (why) <i>Better Active Role as Council Member.</i>		Start date: <i>January 2014 mtg.</i> End date: <i>January 2014 mtg.</i>		
Implementation steps (how)		Who	When	Where
1. <i>Discuss at our next mtg.</i>		<i>Council members</i>	<i>January 2014 mtg.</i>	<i>place of mtg.</i>
2.				
3.				
4.				
5.				
6.				
Coordinator Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date

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### First Quarter Accomplishment #4

#### 90-day implementation steps worksheet

Strategic direction <i>Support Elder + Youth relations</i>		Accomplishment title (what) <i>ASK Elders comm. + volunteers &amp; Annual mtg. to coordinate language class</i>		
Intent (why) <i>to get Elders involved</i>		Start date: <i>Dec 28, 2013</i> End date:		
Implementation steps (how)		Who	When	Where
1. <i>ASK For help</i>		<i>Someone from IRA Council</i>	<i>Dec. 28. 13</i>	<i>@ Annual mtg.</i>
2. <i>Write down responses</i>				
3. <i>Will ask who, when + where</i>				
4.				
5.				
6.				
Coordinator Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date

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## First Quarter Accomplishment #5

### 90-day implementation steps worksheet

Strategic direction Supporting Elders & Youth Relations		Accomplishment title (what) Talk to Elders Committee to get them involved		
Intent (why) For their guidance & direction		Start date: January mtg. End date:		
Implementation steps (how)		Who	When	Where
1. ASK an elder to attend a regular IRA mtg.		IRA Council	January Feb. 2014	mtg place
2.				
3.				
4.				
5.				
6.				
Coordinator & Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date

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## First Quarter Accomplishment #6

### 90-day implementation steps worksheet

Strategic direction Putting partnerships w/ local entities		Accomplishment title (what) talk w/ Bryant H & Kawerau about solutions for grant issues		
Intent (why) <del>Inviting</del> ASKING him for solutions for grant issues Guidance.		Start date: January 2014 End date: Feb 2014		
Implementation steps (how)		Who	When	Where
1. Invite Bryant H to our next mtg.		IRA Council	Jan. 2014 Feb.	mtg place
2.				
3.				
4.				
5.				
6.				
Coordinator & Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date

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## First Quarter Accomplishment #7

### 90-day implementation steps worksheet

Strategic direction <i>Enhancing community participation w/ events</i>		Accomplishment title (what) <i>motivate ourselves to do our best for our position</i>		
Intent (why)		Start date: End date:		
Implementation steps (how)		Who	When	Where
1.				
2.				
3.				
4.				
5.				
6.				
Coordinator Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date

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## First Quarter Accomplishment #8

### 90-day implementation steps worksheet

Strategic direction <i>Enhancing community participation w/ events</i>		Accomplishment title (what) <i>KI Community Survey of what is needed + wanted</i>		
Intent (why) <i>to establish what the community needs + wants are</i>		Start date: <i>Dec 28, 2013</i> End date:		
Implementation steps (how)		Who	When	Where
1. <i>Search template for community survey.</i>		<i>TC</i>	<i>ASAP</i>	<i>Office</i>
2. <i>Hand out at Annual mtg.</i>		<i>TC,</i>	<i>Dec 28</i>	<i>Annual mtg.</i>
3. <i>tally after receiving survey's back</i>		<i>TC</i>	<i>When all surveys are back</i>	<i>TC Office</i>
4.				
5.				
6.				
Coordinator Team members	Collaborators or partners	Evaluation measures	Budget	Next meeting Date

T&P Participatory Strategic Planning • Focused Implementation Workshop

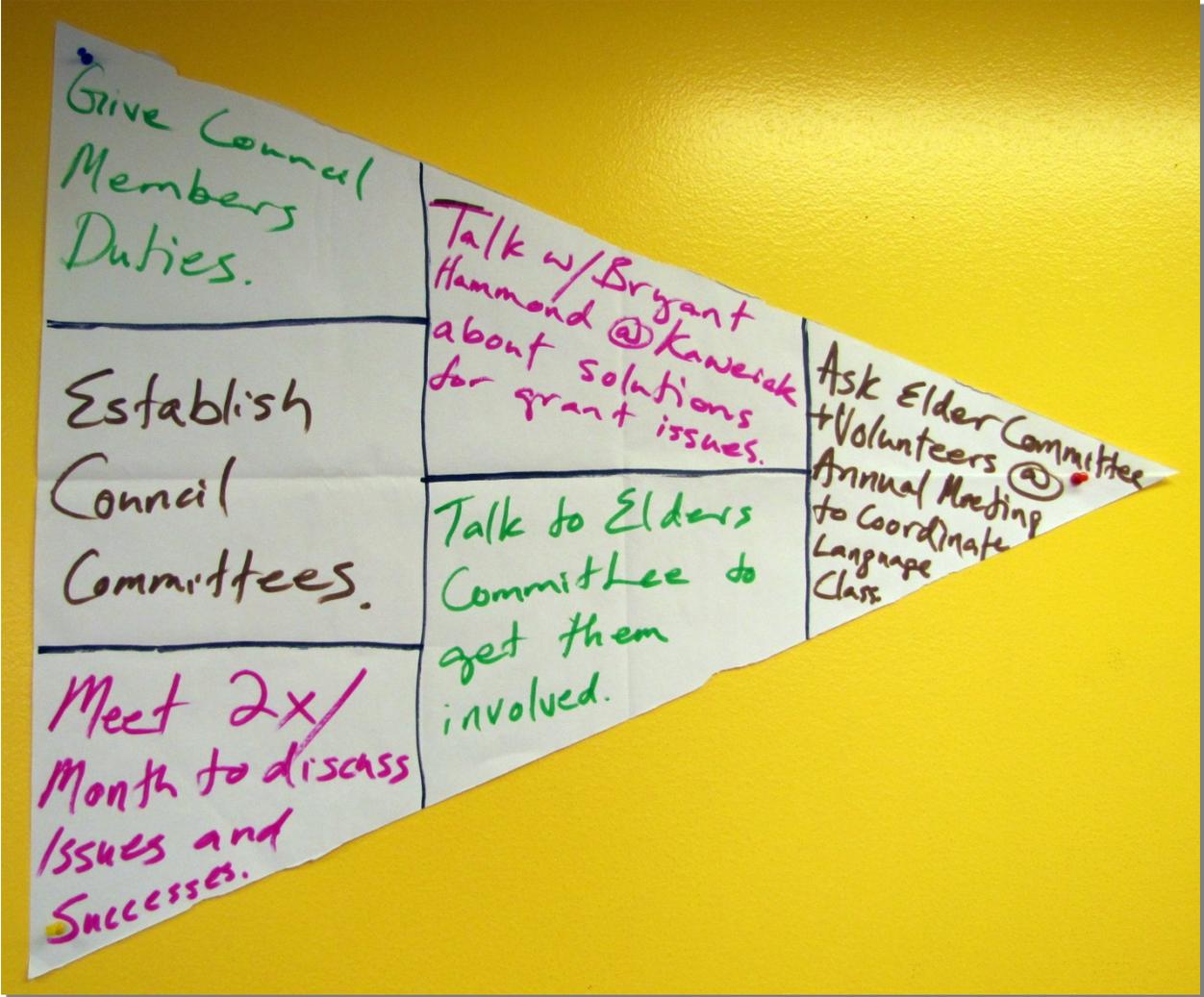
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**3.6.3 First Quarter Priority Actions**

Top priority actions were identified for the first quarter, written on a large wedge, and posted in a highly visible place for easy community reference.

**Note:** The community is encouraged to do this **each quarter**.



#### **4.0 Review and Update Process**

Review and revise any section of the LEDP at any time as a community or at council meetings. **Contact CPD for planning-assistance in any area of development.**

The community is encouraged to evaluate, revise, and adopt an updated **Five Year Top 10 Priority Projects (3.3)** list by joint-entity resolution **annually**. Please provide CPD with copies of updates and resolutions to be officially added to the LEDP as addendums.

**Quarterly Evaluation and Refinement Sessions** (quoted from the ToP Participatory Strategic Planning manual): At the end of the strategic planning event, it is important to determine how the organization is going to keep the plan on track. There are many types of and processes for monitoring and evaluation. One time-tested and effective way is to hold quarterly evaluation and refinement sessions. This approximately three-hour event affirms the accomplishments, acknowledges the struggles, captures learnings, makes adjustments, builds anticipation, and establishes commitment for the next quarter. Making it a face-to face event is key. Memos, e-mail, and other forms of communication do not allow for adequate team-building and consensus-building. These sessions work best if everyone who is involved in implementation attends. At the least, those responsible for the accomplishments should attend quarterly evaluation and refinement sessions.

There are numerous benefits to quarterly evaluation and refinement events:

- Keep the strategic plan on track.
- Build teamwork and ownership of the plan.
- Develop planning and problem-solving skills.
- Strengthen the organizations learning-process.
- Allow for system-wide adjustment to unforeseen influences that must be taken into account.

Where applicable, in addition to quarterly evaluations, regular coordination and accountability for the plan should be built into existing events, such as team, staff, and board meetings.

#### **Ongoing planning**

The fourth-quarter evaluation is also the time to do a new 12-month plan and requires approximately four hours. It usually occurs near the end of the fourth quarter, but could be timed to provide necessary direction for budgeting and other administrative processes. It is similar to the Focused Implementation Workshop but includes components of the quarterly evaluation.

**Note:** CPD's Planning & Development Specialist is available to help with any questions or comments.

5.0 Public Participation

Sign In Sheet

Community: King Island

Date: 12-13-13

Name	Agency	Email address	Phone number
Leona Mayac	King Island IRA	ciissona@yahoo.com	443-5790
Benjamin Payenna	King Island IRA	bpayenna@hotmail.com	434-1671
Petel Elliana			443-2339
Dyelo D Elliana			
Kuni Elliana			443-2339
Carmelita T. NATANGUK	King Island IRA	Carmybutch	Kitulle@yahoo.com 387-0415
Heather Payenna	KINC IRA	Hpayenna@kaveri.org	443-5181
Janica Knowlton	KINC IRA	J.knowlton@kaveri.org	443-2209
Venus Pitagans	King		434-1060

Sign In Sheet

Community: King Island

Date: 12/14/13

Name	Agency	Email address	Phone number
Leona Mayac	King Island IRA		907-443-5790
Janica Knowlton	KINC		443-2209
Carmelita NATANGUK	King Island		387-0415
Heather Payenna	KI IRA		443-5181
Kuni Elliana	KI Member		443-2339
Benjamin Payenna	KINC IRA		434-1671
Frances Couberas	KI IRA		304-3535
Venus Pitagans	KI		443-2339
Sylvester			434-1060
Caleb D. Payenna	member		434-1671
Hunter Payenna	member		434-1671
Stephanie Sherman			434-1581
Dyelo D Elliana			

# Sign In Sheet

**Community:** King Island

**Date:** 12/15/13

Name	Agency	Email address	Phone number
<u>Leona Mayac</u>			<u>443-5790</u>
<u>Ray Pamaoag</u>			<u>495-5612</u>
<u>Carmelita T. Narranguk</u>			<u>387-0415</u>
<u>Peter Ellanna</u>			<u>443-2339</u>
<u>Kuni Ellanna</u>			<u>443-2339</u>
<u>Janice Knowlton</u>	<u>KINC</u>		<u>443 2209 WK</u>

**Public Planning Meetings**

Public planning sessions were held on December 13, 14, and 15, 2013, to assess the community's current assets and needs, and revise the community's Local Economic Development Plan (LEDP). Participants identified development goals and priorities in line with the community's values, strengths, and needs. Participant attendance numbered from six to nine, with an average daily attendance of about 10 community members. The general public was invited and encouraged to attend the meetings. Members of the Traditional Council, Native Corporation Board, Youth, and Elder Leaders were present at each meeting, showing diverse input from the community on future paths of development.

**Joint Entities Review of LEDP Draft**

Following the completion of the public planning meetings in December, 2013, the Tribal Council and the Native Corporation Board agreed to review the draft LEDP, ask CPD to edit if necessary, and adopt the plan by **joint-entity resolution**.

**Prepared for the King Island Native Community and The Bering Strait Development  
Council  
by  
The King Island Planning Organizations and Kawerak Community Planning and  
Development**

**King Island Planning Organizations**

King Island Native Community  
PO Box 682  
Nome, Alaska 99762  
Phone: 907-443-2209  
Fax: 907-443-8049  
jknowlton@kawerak.org

King Island Native Corporation  
PO Box 992  
Nome, Alaska 99762  
Phone: 907-443-5494  
Fax: 907-443-5400  
kingisland@gci.net

**Kawerak Community Planning and Development Department**

Community Services Division, Kawerak, Inc.  
Simon Ellanna Strickling, Planning & Development Specialist  
PO Box 948  
Nome, AK 99762  
Phone: 907- 443-4253  
Fax 907-443-4449  
Web - [www.kawerak.org](http://www.kawerak.org) / E-mail: [cpd.pds@kawerak.org](mailto:cpd.pds@kawerak.org)