

# Uqaaqtuaq News

KAWERAK, INC., UAF NORTHWEST CAMPUS, AND OTHERS WITH NEWS FROM THE BERING STRAIT REGION

"Uqaaqtuaq," for experience, happening, history, true story

SPRING 2012

## Loretta Bullard retires after 27 Years of Service

**A**s Loretta gets ready to retire after 27 years of service to Kawerak, Inc., we wanted to share with you the tributes made by several of her colleagues and associates. Also, included on page 2 is Loretta's personal testament of success through Positive Problem Solving.

*Congratulations on your 27 years of service. You have forged a level of excellence for Kawerak as President that will offer a solid model for those young people who follow you as a Tribal leader. You have helped Department of Interior Self Governance in many ways. You are part and parcel of the self governance success story. I take liberty to speak on behalf of the Office Self Governance staff when I say you will be missed in a big way.*

**Sharee Freeman,  
Director Office of Self Governance  
U. S. Department of Interior**

*As Kawerak's president since 1991, you have effectively led the organization to unparalleled success. Growing Kawerak's resources from \$4.2 million to \$33 Million is no small feat in a remote area of Alaska. Equally impressive is the fact that you are just as at ease walking the halls of Congress to advocate for your people as you are putting up fish to dry.*

*I recently learned that in the White Mountain Fish River dialect, you are known as Ublugiaq or "Star." You are a shining example of a small town girl, born and raised in Nome working your way through the ranks of a regional nonprofit corporation to become its president. You are indeed a star and incredible role model for so many others to follow.*

**United States Senator  
Lisa Murkowski**

*The work Loretta has done for Kawerak and the region is beyond measure. She will be leaving a stable, well organized company. Native Village of Unalakleet can attest to her guidance and character and we will miss our lady.*

**Janice Dickens  
Native Village of Unalakleet**

*It has been an honor and a pleasure to have worked with Loretta on Alaska Native issues and concerns for most of the years she has served as President. My first introduction to Loretta was in a meeting where we were discussing BIA contracting. I was immediately impressed with the depth of her knowledge on the issue. It was clear to all that she cared very much about the people she served.*

**Edward K. Thomas, President  
Central Council Tlingit & Haida**



## Kawerak shows tribute to Loretta at Regional Conference

**T**he evening began with Pamuya and ended with the Savoonga Drummers and Dancers; and in-between there were performances by the mystifying Katajjaq—Inuit Throat Singers from Canada and a stellar performance by the King Island Drummers and Dancers.

After the first performances, Kawerak Chairman Robert Keith welcomed everyone to the special tribute to Loretta and invited people to come up to the stage to share their appreciation for her. One of the highlights of the evening was a presentation made by Diane Kaplan, president of the Rasmuson Foundation who presented to Loretta with a \$10,000 donation on her behalf to the Beringia Center of Culture and Science. Representative Reggie Joule presented a citation from members of the 27th Alaska Legislature.

The Native Village of Shishmaref presented her with an ivory rose and a beautiful pair of earrings. The Native Village of St. Michael also presented Loretta with a whole reindeer! To end the tribute Chairman Keith made the final presentation of the evening with a pair of traditionally made, hard soled mukluks made by Rita Olanna of Brevig Mission and a brand new four wheeler at which Loretta replied, "It will be put to good use this summer, as we usually rent a four wheeler."



# Positive Problem Solving *by Loretta Bullard, President*

**H**ave you ever been part of a gathering where people are so busy screaming at each other, defending their positions and blaming each other that they forget about finding a solution to the problem at hand?

As individuals, employees, members of communities, Boards and Councils, we all spend a great deal of time problem solving. HOW we problem solve can have a huge impact on whether we are effective in making improvements and is a major factor in creating the environment in which we live and work

### **What happens when positive problem solving approaches are not used?**

When positive problem solving approaches are not used, people hate going to meetings, there is a lot of conflict amongst members, and problems don't get solved. There can be a complete breakdown of leadership, meetings don't happen, or if they do happen, nothing positive results. When a community continuously engages in negative problem solving, good people don't run for office and those in elected positions – disengage. People get demoralized and critical. People in the community pay the price when problems aren't solved.

People **can** learn the skills to bring people together to solve issues in a positive way and it makes for a much more positive environment and outcome.

### **How can I problem solve in a way that is positive? As an individual, employee, or member of the community:**

Offer positive, specific recommendations (in writing) to those in leadership positions who are in a position to solve the problem at hand. Don't vent your concern to everyone in the community who will listen – they can't solve the problem for you. Rather, bring your recommendations to solve the problem to the entity which can actually address the problem, whether it is the Tribal Council, the city, the mayor, the AEC or the Native Corporation board.

Anybody who has spent time in public meetings knows there is **always** someone who **never** has a good thing to say. . . . they consistently come across as verbose, critical and obnoxious. Even when they have a good idea, those who must approve and implement their idea, frequently don't take up their suggestions because they are just so tired of listening to them. When I've talked with these negative individuals, I've encouraged them to not criticize or try to assign blame, rather to just offer positive recommendations to

solve the problem. I had one individual, who after a year of offering positive recommendations came back and said it made a tremendous difference in the willingness of others to consider his ideas. It also contributed to a much more positive meeting environment for all involved.

Don't mistake complaining for advocacy. If you are trying to problem solve, don't complain, criticize or get personal – just offer options to solve the problem. Your solutions are more likely to be accepted and implemented if you don't come across as hostile. We're all human . . . if one individual or entity consistently comes across as complaining or critical, it's human nature to get defensive and/or tune them out.

Respect your board/council/leadership and give them structured information on which to make decisions. Don't just throw a pile of paperwork at them and expect them to wade through it, analyze the info and arrive at a decision in the short confines of a quarterly meeting. At Kawerak, we seek to provide a background statement, a summary of the issue we're trying to address, outline potential options to address the issue, and close with a recommendation from staff as to the option we recommend they approve. But the decision is made by the board. I've worked at organizations in the past, where the board was presented with only one option. In those instances, the board is relegated to the role of being rubber stampers. . . which is a disservice to the board and a waste of brainpower.

### As a service provider, council member, or board member:

Include people! Set in place **inclusive** processes whereby the public or your membership have a voice in identifying solutions to problems. There are simple processes which can be implemented at annual tribal council or board meetings, where everyone present has the opportunity to identify and prioritize needed improvements. By being given the opportunity to participate, your membership and board is going to be more supportive of the solutions. You can spend a tremendous amount of energy problem solving by yourself and then trying to get leadership to approve your solution, or you can set in place a problem solving process which builds consensus amongst leadership, staff and those you serve.

Spend some time and think through your process. Too often, we simply do. . . without spending the time to think through the process.

Early on, when I worked for NSHC, we traveled to all the villages in the Bering Strait Region to ask

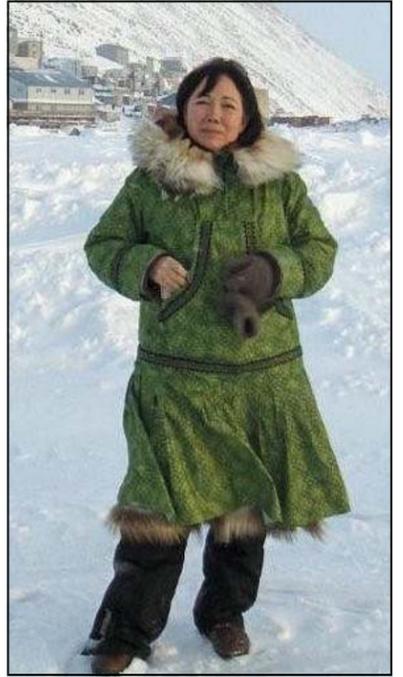
how health services in the villages could be improved. During our first village trip (Shishmaref), we asked individuals at a public meeting to identify problems at the village level in the arena of health care. Well, at the end of our first public meeting. . . . we

ended up with a list of 60 **huge** problems and no solutions. I rethought the process and in later village meetings, we asked all attendees for ideas on how to improve health care at the village level. We ended up with long lists of great ideas, which could then be tasked out to individual staff to address, and incorporated into the corporation's annual work plans and long range planning process. The second approach was so much more positive and useful. The only difference was the question asked.

When folks are in the "complain" mode, don't get defensive, instead, ask them what they are specifically recommending be done to solve the problem. Consider the solutions, if they are good ideas, select and implement them. If the problem is contentious, once a solution is decided upon by the group, document the decision and cc the parties and the record. Assign a person to be in charge of following through on the selected solutions and provide time frames.

If it's a major problem or issue, appoint a committee! Appoint the individual who brought the problem forward, and task the group with coming back with recommendations to solve the problem.

Try to maintain stable responsible leadership. If you have a leadership blowout – an organization will lose momentum for at least a year – plus leadership turnover frequently results in wholesale staff turnover. This is why it's important to include the tribal membership in prioritization processes, since if you have change-over in the tribal council, the broader direction has been set by the membership and can continue. The leadership might change but the vi-



*Continued on page 14, see **Positive***

**KAWERAK'S VISION:** "Building on the inherent strength of our cultural values, we shall assist our tribes and residents to create a positive future." In keeping with this Vision Statement, Kawerak has increased our training and technical assistance services to tribes in the following communities:

BREVIG MISSION  
COUNCIL  
DIOMEDE  
ELIM  
GAMBELL

GOLOVIN  
KING ISLAND  
KOYUK  
MARY'S IGLOO  
NOME

SAVOONGA  
SHAKTOOLIK  
SHISHMAREF  
SOLOMON  
STEBBINS

ST. MICHAEL  
TELLER  
UNALAKLEET  
WALES  
WHITE MOUNTAIN

Kawerak Divisions are:

Children & Family Services | Community Services | Education, Employment & Training | Natural Resources | Transportation

# Planning Pays off in Wales

By Pearl Mikulski, Community Services Vice President

**C**ongratulations to the community members of Wales on completing their 2011-2016 Local Economic Development Plan (LEDP)! The Native Village of Wales, the City of Wales, and Wales Native Corporation worked together to develop projects to improve the community. The public planning workshops were well attended with involvement from the Elders and the community, even including youth.



An LEDP serves three purposes. It states the vision the community is working toward; it describes the present status of the community in detail; and lastly, it provides a road map to the community vision through prioritized projects and activities and helps guide community development over the 5-year life of the document.

The community of Wales' vision statement is *"To build our community healthy and strong by enhancing cultural and traditional values for present and future generations through strengthening modern economic opportunities while promoting our community."*

Working towards this vision, the community has made the following accomplishments since their last LEDP:

- Washeteria – purchased 4 new washers, 2 backup washers, floors repaired in showers
- Airport improvements – new lighting and flashers installed, renovated garage, heating system installed, cement flooring installed, automated FAA weather station and web cam installed
- Sewer and water –new well built and new transmission lines, IGAP snow machine is available to haul water for families that do not have one
- Power and bulk fuel –IRA bulk purchase for public sales of heating fuel and gas
- VPSO and public safety – tribe is working on holding cell and VPSO housing issues so that recruitment can begin for obtaining a VPSO for the community,
- Housing and especially for long term visitors – one new house built for an Elder
- Cemetery renovations – IGAP program fixed or recovered exposed graves from the flu epidemic era and a few others, graves identified and mapped
- Cultural and youth activities – Kingikmuit Dance Festival held each fall and the group purchased new dance regalia
- Job training & local hire efforts –Assist Training (suicide prevention), financial literacy training, QuickBooks training, IRA council training, EMT training, CHAPS training for health aides, boiler repair & maintenance, water plant training, AVEC training

- Communications – new post master, cell phones, faster internet

Part of determining the road map to achieve the community's vision involves setting goals to work towards over the 5-year duration of the LEDP. The planning group identified three primary goals for Wales:

- Providing facilities, programs, and resources to raise the standard of living for a strong and healthy community.
- Protecting and sustaining a clean environment and mediating the effects of global change through collaboration
- Living, maintaining, and documenting our knowledge, skills, traditions, tribal laws, and cultural values to enhance the quality of life and promote community harmony

To accomplish these goals, the planning group brainstormed project and activity ideas and prioritized the projects based on community needs. The jointly approved new project priorities for Wales are:

- Bulk fuel
- Airport upgrade, crosswind runway and roads
- Build new clinic and washeteria
- Honeybucket Lagoon and dumpsite
- Seawall, boat harbor, and fishing
- Cemetery
- Repair housing
- Public safety
- Heavy equipment storage
- Water and sewer, water line
- Renovate church, teen center
- Long and short term housing
- New power plant
- Mining

Developing an LEDP can take several months and includes input from the public, local entities, and outside agencies. The document goes through several edits and public review before it is approved and acted upon. The 2011 – 2016 is Wales' third LEDP since 1998. LEDPs can be a lot of work, but the effort pays off. With broad community input and support, the projects and activities that will benefit the community the most get prioritized and implemented. Wales' accomplishments over the last LEDP add up to a big change for the small rural community of 145 people. It would not have been possible without passionate, dedicated community members and organizations working together to follow the goals set in the community plan. Planning definitely has paid off for Wales.

**Congratulations to the community of Wales!**

The complete document is available online at: [www.kawerak.org/ledps/wales.pdf](http://www.kawerak.org/ledps/wales.pdf)



## Four Village Public Safety Officers Graduate from Academy

by Gina Appolloni, Village Public Safety Officer Director



Village Public Safety Officers (VPSO) Barr, Apatiki, Henry Jr. and Pehle graduated from the State of Alaska's Public Safety Training Academy in Sitka on March 9, 2012. The Academy is a 10 week extensive training program that includes 37 separate subjects and 488 classroom hours of intensified instruction and testing.

VPSO Deborah Apatiki from Gambell also received the Honor Graduate Award at the graduation—this is the most prestigious award offered at the Academy. Congratulations to our new VPSOs in the region.

For more information about becoming a VPSO in your community, contact the VPSO director at 907-443-4252 or toll free at 1(877)219-2599.

From left to right is VPSO Marcus Barr from Brevig Mission, VPSO John Henry, Jr from St. Michael, VPSO Deborah Apatiki from Gambell and Timothy Pehle, the Regional VPSO based in Nome. Photo by Gina Appolloni, VPSO Director.

## Taking Game in Defense of Life and Property as it Pertains to Bear & Musk Oxen

By Brian Miller, Alaska Wildlife Trooper

Alaska Law allows for the killing of wild game animals outside of normal hunting seasons in defense of life and/or property (DLP) if as long as the animal's actions and behavior were not provoked by something the person has done. Things listed in the law that a person *cannot* do to cause a situation in which a DLP kill would be necessary would be:

**To harass or provoke the animal.** This includes things like approaching an animal that is somewhere out, away from causing danger, and trying to make it move. I have spoken to people who wanted bears or musk oxen to move from their favorite berry patch and wanted to know what they could do to make them move. The answer is not usually what people want to hear —*not much*. If your arriving at the location does not convince them to move, then it is up to you to find another patch until the animal has moved on.

**To leave "bait" out for the animal.** Most people would not leave "bait" for a bear at their cabin or remote site but leaving trash out on the ground around the area is pretty much doing the same thing. This does not include necessary activities such as drying fish, seal or meat on racks.

The law requires that all other means that are practical in a given situation be used before the animal is killed. If it is possible in the given situation, "warnings" have to be given to the animal. If a family wakes up with a bear or musk ox outside of their cabin, yelling at the animal, banging pots and pans together and even throwing something at it or shooting near it (if this can be done safely) may take care of the problem. This should be done before the animal is killed. If, however, a person is out chopping wood and doesn't see a bear approaching them until it is very close, it may be necessary to kill the animal without giving it any warning.



Lastly, any animal killed in defense of life and property automatically becomes property of the State of Alaska. A report must be made to the Alaska Department of Fish and Game or the Alaska Wildlife Troopers

within 15 days and it is required that the animal be salvaged according to the law. Bears and Musk Oxen have different requirements as to what has to be salvaged. If there are any questions as to what is required to be salvaged, it can be found by looking at 5AAC 92.410 on the internet or calling the Alaska Department of Fish and Game at (800) 560-2271 or the Alaska Wildlife Troopers at (800) 443-2835.

Below are some examples of situations in which DLP kills have been made.

- A family returned to fish camp after an outing in a boat and saw a bear raiding their fish rack. As the boat approached, the bear ran away. When the family got to shore, the bear was already over 100 yards away and moving away. One of the family members shot and killed the bear. This is not a good DLP kill because the bear was already moving away and was not a threat at that time to life or property. The man was charged with killing a bear out of season. If the bear had been a repeat offender and had done this several times, the family could have called ADF&G to get a special permit to kill the bear as a "nuisance animal" and it could have been legally killed.
- Another case occurred when a family was at camp and a bear was seen approaching some children playing on a trampoline. The bear was still 100 yard from the children and the children were close to the camp. The adult who saw the bear had the children come inside and scared it away by yelling and banging pots and pans together. The bear came back within minutes and the resident shot a gun near the animal. It ran to the wood line but just stayed there, looking at the campsite. Again, within minutes, the bear came back to the campsite and began circling it. The adult then shot and killed the bear. This was legal in Defense of Life and Property and met all of the requirements of the law.
- In another example, a miner was busy in a remote area taking samples and looked up a hill to see a bear running at him at less than 100 feet. He drew his gun and shot the bear. Because of the immediate threat to his safety, he was justified in doing so and the kill was legal.

Obviously, every scenario cannot be addressed. If there are specific questions, please call Alaska Department Fish & Game at (800) 560-2271 or the Alaska Wildlife Troopers at (800) 443-2835 and discuss it with them.

# SAFETY SHOP

## What is the Injury Prevention Program?

Injury Prevention Program works to provide safety education and resources in the areas of transportation (bike helmet safety, safe route to school, ATV safety, etc.), Environmental Safety (promote smoke alarms, carbon monoxide detectors, gun locks, Elder Fall Prevention, etc.). Not only does our program provide safety products at cost and share educational resource, we work with our program partners such as local governments, law enforcement, schools, parents and community members to see that safety practices and laws are followed.

For more information, please contact Kendra Nichols-Takak at (907)443-4539 or ktakak@nshcorp.org.



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Norton Sound Health Corporation  
**Injury Prevention Program**  
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## THE WHIMSY SHOP

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**434-1504**



Kawerak, Inc.

# Seeds of Change!

By Alice Bioff, Business Planning Specialist

We have a new crop of small business entrepreneurs emerging within the Bering Strait Region thanks to Norton Sound Economic Development Corporation (NSEDC) and AFN's Alaska Market Place Competition! These organizations offer seed money to start new businesses or expand existing businesses. We would like to congratulate the 2011 awardees of both programs:

## NSEDC – SMALL BUSINESS INITIATIVE:

Erin M. Forton of Nome, Bering Tea; \$13,000  
Aurora Johnson of Unalakleet, Sitku Tours; \$25,000  
Michelle L. Keene, Nome; JAK Enterprises; \$14,000  
Chester Millette, Jr., Unalakleet; LJM Enterprise; \$12,000  
Frank Doty, Unalakleet; Norton Sound Refrigeration, Inc. - \$16,000  
Andreanna Grishkowski, Unalakleet; Ocean Stone Ulu, \$25,000



## ALASKA FEDERATION OF ALASKA NATIVES - ALASKA MARKET PLACE COMPETITION

Etta Tall of Nome for Auka's JBK Salve - \$3,000  
Penny Olanna of Nome for Tory's Tea - \$3,000  
Michelle Sparck of Bethel for ArXotica - \$2,000  
Erin Margaret Fortson of Nome for Bering Tea - \$22,000  
Lindsey Meyers of Bethel for Food As Medicine - \$20,000  
Tim Meyers of Bethel for Meyers Farm - \$2,000  
Tessa Baldwin of Palmer for Hope4Alaska - \$25,000  
Agnes Phillips of Bethel for Betty's Shop - \$2,000  
Rodrick Phillip of Kwigillingok for Caniineq (cha-NEE-nick) Wind Group - \$25,000  
Edmond Apassingok of Gambell for Aksik Detachable Fins - \$25,000  
Michael Golub of Fort Wainwright for RevUp: Electric Car Instruction - \$15,000  
Teri Crawley Norton of Anchorage for Sea Salt from Alaska - \$10,000  
Phillip Solomon of Fort Yukon for Yukon River Fish Wheel Kits - \$10,000  
John Stam of Galena for Circular Sawmill in Galena - \$10,000  
Heather Wells of Big Lake for Enchanted Forest Nursery - \$5,000  
Rebecca Wilbur of Quinhagak for Yup'ik Originals - \$5,000  
Dune Lankard of Cordova for Copper River Wild Salmon Company - \$2,000  
Eva Sheldon of Anchorage for Kobuk River Cabins - \$2,000  
Mark & Shelly Leary of Napaimute/Aniak for Stone Woman Adventures - \$2,000  
Kate Rich & Ezekiel Tenhoff of Nome for Nome Yurt Camp - \$2,000  
Michelle Scannell of Anchorage for Tundra Toys - \$2,000



Etta Tall  
Auka's JBK Salve



Penny Olanna of Nome for Tory's Tea.

For the first time, this year's **AFN Alaska Marketplace** competition also included an **Essay Competition**. Kawerak's Energy Specialist, Walter Rose was selected as one of the essay winners. Congratulations Walter!

### Essay Winners (\$1,000 awarded to each individual listed below):

Vera Starbard - Net-based behavioral health for youth suicide prevention  
Dale Rooney - A New Paradigm for Energy Storage, Distribution and Use  
Kathy Pratt - Visit to Alaska  
Tiffany Jackson - QTech  
Walter Rose - Norton Sound Biomass Heating Solutions

### People's Choice Honoree:

Rebecca Wilbur of Quinhagak for Yup'ik Originals



Erin Forton  
Bering Tea Co.

**H**ere at Kawerak, Inc. our goal is to cultivate a diverse local economy, assist in creating new jobs and increase revenue through business development. To accomplish this we want to foster a community that will help support our entrepreneurs by bringing in resources to our region as well as tapping into local talent to provide a strong support network for our entrepreneurs.

Our job at Kawerak's Bering Strait E-Commerce and Business Research Center is to be a resource partner to those who are interested in starting or expanding a business within the Bering Strait Region. As a resource partner, we connect individuals to those who are experts in business development. In the last year we began a partnership with the **Alaska Small Business Development Center (SBDC)**. Through SBDC we are able to connect entrepreneurs with a business advisor who is available to provide services to the Bering Strait Region alone—a resource we want to utilize while funding is available! Another partner that we are thrilled to have access to is **Alaska Source Link**. Alaska

Source Link hosts an on-line clearing house of resources needed to start a small business within the State of Alaska. You can view their website at: [www.alaskasourcelink.com](http://www.alaskasourcelink.com).

Please give us a call if you are interested in starting a small business or want to expand an existing business. We are here to connect you to programs that can help you get started. We also have E-Commerce centers within the following communities: Gambell, Savoonga, Brevig Mission, Elim, Golovin, Stebbins, Unalakleet and Nome. We are also opening up new centers in Shaktoolik, St. Michael and White Mountain this summer. Each E-Commerce center has a computer with access to the internet to conduct research and access on-line resources.

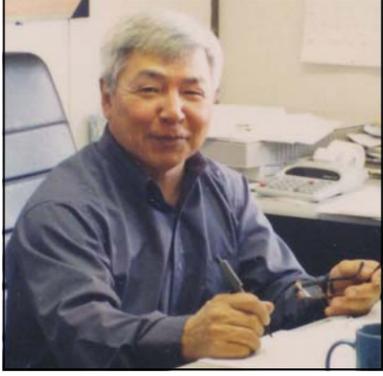
**To learn more about NSEDC's Small Business Initiative (applications due July 15, 2012) and AFN's Alaska Marketplace (application period opens May 18, 2012) please visit their websites at: [www.nsedc.org](http://www.nsedc.org) and [www.alaskamarketplace.com](http://www.alaskamarketplace.com). Again, congratulations to all the small business awardees!**

## Bering Strait E-Commerce & Business Research Center

(907) 443-4390 | Toll free: 1-877-219-2599 | [bp.spec@kawerak.org](mailto:bp.spec@kawerak.org)

## Kawerak remembers two instrumental leaders: Caleb Pungowiyi & Charlie Johnson

### Oak Foundation celebrates Caleb Pungowiyi's Legacy



In remembrance and celebration of Caleb Lumen Pungowiyi; Kawerak was approached by the Oak Foundation in the summer of 2011 to administer the **Caleb Lumen Pungowiyi Scholars Program** for Alaska Native undergraduate and graduate students from the Norton Sound, Northwest Arctic and Arctic Slope regions to pursue degrees in marine conservation-related programs. For this inaugural scholarship application period, applications will be accepted through July 30.

Contact Löki Tobin, Kawerak Program Specialist

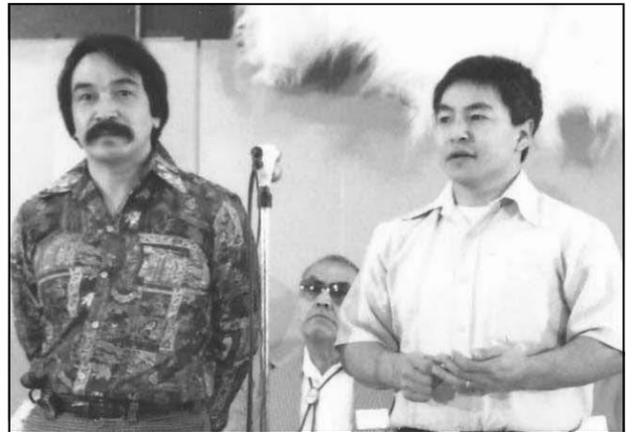
for more information about the scholars program by email at [cpp.spec@kawerak.org](mailto:cpp.spec@kawerak.org), toll free at 1-800-450-4341 or visit our website at [calebscholars.org](http://calebscholars.org). We are on twitter & facebook (CalebScholars) and we encourage you to follow us or "like" us.



This past July the Bering Strait Region and all of the Arctic lost a long-time advocate for our traditional lifestyle and heritage-Caleb Lumen Pungowiyi, who at 69 passed on from cancer July 25, 2011.

Here are some memories from both past and present Kawerak staff that were shared with Caleb before his passing:

*In the workplace, Caleb always had a twinkle in his eye and was happy regardless of what was going on around him. Caleb helped organize aid to Chukotka to share with the Indigenous people hunting supplies and food. Caleb was always willing to laugh and have fun, but he was serious about issues. Caleb was not afraid to speak out and was always proactive. Caleb stepped up to run the ICC International office at a time when they need leadership. He was comfortable with being engaged in that forum and welcomed fellow Inuit leaders to Nome for the ICC meeting. Somebody remembered when Caleb went boating up the coast, got stormbound at Sinuk for a couple of days and he only had two cases of pop in the boat. We heard through the grapevine that he killed a reindeer to eat. The late Charlie Johnson, fondly remembered when Caleb was chased by a bear at Solomon in the spring time and he and Pepper were laughing and watching, until they finally scared it off. When Caleb was President at Kawerak our building burned down and he pulled staff together and basically rebuilt Kawerak. And finally, Caleb touched the lives of many people throughout the region in a very positive way.*



### Charlie Johnson In Memoriam

Charles "Tumungnaq" Johnson, known as Charlie by many, was born in White Mountain, December 9, 1939 to Frank and Marcella Johnson. His family moved to Nome in 1944. His father Frank took a job with the CAA (now the FAA) and moved his family to Woody Island. Charlie graduated from Kodiak High School in 1958 and attended Washington State University from 1961-64, to study mathematics. He took a year off and went to Europe with three friends for what he described as "some of the best education I've ever received." When he returned, he received his Degree in Business Administration and Mathematics from the University of Oregon.

In 1968, while working in marketing, he met his wife Brenda of 43 years, on a business trip to Illinois. He told his friends "she was the most beautiful woman he had ever seen". Soon after, they were married and Brenda moved with him to Portland, Oregon.

In 1976, Charlie moved his wife and two children home to Nome and became the Executive Director of Kawerak Inc. After three years, Charlie brought Kawerak out of bankruptcy. In 1979, Charlie was elected to the Bering Straits Native Corporation board of directors. In 1981 he became the President of BSNC. During his five year tenure as President, Charlie was instrumental in turning a company around that was deeply in debt. He remained on the BSNC board through 2006.

Uqaaqtuaq News

In 1978, He was instrumental in forming the Eskimo Walrus Commission and in 1994, Charlie established the Alaska Nanuq Commission, serving as Executive Director until his death. He was appointed by the first President Bush as a Presidential Advisor to the US Arctic Research Commission, sat on the Oversight Counsel for the International Arctic Research Center, and was a member of the Scientific Review Group for the National Marine Fisheries Service. He served for many years as Vice Chairman of the Board for the Alaska National Bank, as a Board Member of the Iditarod Trail Committee. In 1984-85, he became the first two-term Chairman of the Alaska Federation of Natives. He was also the Vice President of the Inuit Circumpolar Conference (representing Alaska), and served on the US Delegation to the Arctic Council and to the Organization of American States. At the time of his passing, he was Chairman of the Board of White Mountain Native Corporation, serving on the Board since early 1980's. He was also the Co-Chair representing the U.S. on the Bi-Lateral Commission for the Conservation of Chukchi Polar Bears.

Charlie dedicated much of his life to ensuring that others, like him, would be able to continue to practice a subsistence lifestyle. He combined this passion with empowering disadvantaged groups through his vision and political influence that spanned nine presidents and across many international boundaries. He was a compassion-

ate man and although he often was at odds with others they left the table with workable solutions. His constant words of advice were, "Always let people leave with their dignity". His wisdom and charisma, paired with his genuine humility, established a foundation that many others who hope to create real and positive changes can follow.

Charlie was a loving father and was happiest and most proud when he was surrounded by his children and grandchildren. Not a day would pass without a story about them, with a huge smile on his face. He cherished every moment he spent with them, especially at fish camp, upriver from White Mountain. With the unconditional love and support of his wife, he taught his children to be proud of who they are and the importance of preserving and respecting their cultural heritage and the subsistence way of life.

Charlie was preceded in death by his son Truman. He leaves behind Brenda, his wife of 43 years, daughter Nicole Johnston and her children; Drew and Adrianna and son Frank (Boogles) and Allison Johnson and their children, Teague, Aloha, Melody, Alyssa and Davin. He will be missed dearly by his brother, sisters and extended family and friends.



# Kawerak Board Member of Year

**E**ach year, during the December Full Board meeting, the Kawerak Board selects the Board Member of the Year. Robert Keith, Kawerak Board Chair is pleased to announce that the Kawerak Board selected Jacob Ahwinona as Board Member of the Year for 2011 by secret ballot.

Board members commented that: "Jacob is an elder leader and a good example for the young people. I like his prayers every time (he opens every board meeting with an Inupiaq prayer.) Another Board member commented that she really appreciated Jacob's prayers at every meeting, because it helps set the tone for the Board meeting and causes Board members to be more thoughtful, deliberate and positive during the decision making process. Another board member commented that "Jacob is there for all of us – no matter what!" Another Board member wrote: "I am nominating Jacob Ahwinona for Board member of the Year – he is a quiet presence and always speaks with wisdom. I believe his invocation brings us wisdom."

Jacob Ahwinona was born on April 10, 1924 at Death Valley. He was premature. His mother stated he was so small she could hold him in one hand when he was born. During the time Jacob's mother was pregnant with him, she had "small pox or something" and Jacob was born with only one eye. Jacob states "I only have one good eye, that doesn't mean I have to feel sorry for myself. Any person, I don't care who it is, if you are disabled, it doesn't

mean you got to feel sorry – you can make it if you got one eye, one leg – can't walk; if you've got ambition, believe in yourself, you can make it anywhere upon the face of this blue earth the good Lord gave us."

Jacob went to school in White Mountain and graduated from the 8<sup>th</sup> grade. After school, Jacob began working for the mining companies in the Council and Fish River areas, operating a skiff or scow and hauling oil for the dredges up in Council from Dime landing. Jacob states that one of the old scows he operated is sitting right in Council today, next to Dolly Holly's house. The other scow he operated is sitting in the brush across from Aggie Creek.

In 1950, Jacob married Hannah Anagick at the Unalakleet Covenant Church and moved to Nome to work for the Mining Company. He worked his way up from a deck man to head oiler and operated the boilers in #5, #3, #2 and #1 dredges. When the mining company shut down, Jacob went on to work for the Bureau of Indian Affairs, the William E. Beltz Regional High School (10 years) and Nome Public Schools (17 years). Jacob and his wife Hannah had 4 children: Freddy, Cynthia, Deborah and Dora. Jacob has numerous grandchildren.

In addition to serving on the Kawerak Board, Jacob also serves on the Kawerak Elders Advisory Committee and the Sitnasuak Elders Advisory Committee where he serves as the 2<sup>nd</sup> Vice Chair and as Board Secretary. Jacob is



known for expressing his appreciation for all the improvements that we have seen in our lifetimes, in terms of access to medical care, education and other opportunities. Jacob also frequently volunteers to talk to various youth groups.

Jacob will receive a leather Kawerak jacket, a plaque and two round trip saver tickets on Alaska Airlines.

Congratulations Jacob on this recognition. Thank you for serving as an example of a life well led and for being willing to take the time to be involved and to contribute to the well-being of the people of the Bering Strait. Quianna!

## Matthew Iya Award

### Anahma Shannon, Regional Backhaul & Recycling Specialist

Anahma began the backhaul project with just a few thousand dollars while she was a Planning Development Specialist in the Community Planning and Development Program. She wrote a successful grant to the EPA to fund a regional backhaul project, and was able to change positions to focus on the grant objectives.



Anahma has organized the project from the ground up, done extensive research on the best practices in recycling methods, has collaborated with the village environmental programs to expand regional efforts, and collaborated with multiple agencies to make

the project a success. She organized trainings, has done multiple professional presentations, and written more grants to move the project into new realms. She's worked with our Americorp RAVEN volunteer, a summer intern, part time project assistants, and other volunteers to ship massive amounts of recyclables out of the region. She has traveled extensively and helped coordinate efforts in village projects.

Ms. Shannon cares deeply about the environment. She works with youth and does community outreach to educate people on proper disposal of hazardous wastes. She is very organized, positive, motivated and energetic. She is friendly and pleasant to staff and the public. She does not mind getting dirty or working outside in the cold. She is a hands-on team player who manages to make any joint effort fun by assuring that everyone is comfortable and feels good about what they are doing to improve our region.

Anahma also has far reaching goals and "big dreams" for future expansion of the project, and she has the determination to make these dreams come true.

## Employee of the Year Award

### Austin Ahmasuk, LMS Specialist II

During the month of November Austin completed a task that had never before been completed within our region, and possibly never within the State of Alaska. Earlier this year we were approached to help an Elder with the transfer of her family's reindeer herding operation to her son. This included two parcels of land and an entire herd of reindeer. Although we commonly work with land, we have never worked with reindeer. Austin worked tirelessly on this project, researching the US CFR provisions, questioning the USDOJ/BIA/Regional Solicitors Office staff, and developing the language and format to complete the transfer. In November the BIA Regional Director approved the transfer, which to the knowledge of the agencies involved was a task that had never before been successfully done. Austin's work on this project has now paved the way for other herders to pass on their assets while they are living to the person they want to have it, which in my opinion is truly "Outstanding."



## Eskimo Heritage Program Interview: Frances Wright of Solomon

**F**rancis Wright shares her life story about the days with her mother in and around Solomon, Topkok, Spruce Creek and White Mountain. Born in 1918 she shares her life as told by her family about the flu epidemic that devastated her parent's lives and how her young brother kept her alive when she herself was just an infant and her own mother could not care for her new born baby. At five years old Francis learned to check the trap line for ptarmigan, hook the dogs at 9 years old to fetch drift wood covered in snow drifts. When dog teaming was no longer usable for the season she and her mother walked either to Solomon, White Mountain or Council to visit relatives and friends. Below is an excerpt of two amazing short stories of her life with her mother, which is edited slightly.

When mama ask me, "Paniqaan, (that means my daughter) go with me take your pack sack." So she told my two sisters "You kids don't fight. Don't 'iitcha'. Behave yourself." "You can see us across the river, across there, on that side hill. We're gonna come right back." I didn't know what for, until we got across the river and followed the telephone line, that old trail.

When Mama said, "Paniqaan, look for ptarmigan". I walked on that trail. Mama was little ways over on the other side of the trail. I was walking along on that trail. I look around. I look towards the willows. "I don't see, no ptarmigan" I thought to myself. I just kept walking. I look at mama and saw her bend over and pick up something. She go like this (*bending over*) and it was a ptarmigan from the ground! I said, "Oh that way." (*Laughs*) Look for ptarmigan that way, on the ground!"

Here those ptarmigan they hit that telephone line. When they hit that telephone line they leave some behind, when it was storming. And I went on the other side of the trail. We did the same thing like mama did. After that we had a party. Oh boy, ptarmigan party!

**A**fter that we start eating good. And I don't know where mama got that fox or when. She had a fox. When the mail carrier was going by with twenty-two dogs on the ice with a big sled; he was going towards Solomon. On that ice we can see who it was, because he was the only one that used to go by with a whole bunch of dogs—Pete Curran, Jr. He was going by with the mail towards Solomon by those stakes, on the ice.

When Mama said, "Paniqaan, you take this fox skin. Follow Young Pete. Take this fox skin and trade it out. Trade it for some food. Get me some coffee, flour and some mush. And Paniqaan, don't forget my tobacco." That I'll never forget. She used to smoke Bull Durham.

So I hurry up and hooked up seven dogs. And I took off around that point to go down

around the trail, dog team trail, those, stakes. I took off for the point and went around that. I didn't see Young Pete no more, that mail carrier.

I was going like anything. Going along at a real good gait and all of sudden my dogs turn towards the rocks, towards the cliffs. I stepped on the brake. I told them to go "Haw!" They didn't want to go.

"Haw!" Just like the dogs got stronger. And I said to the dogs, "Alright you guys want to go up that way, we'll go up that way!" I lift my foot off the brake, and dogs started jumping.

I went across this... the sled went across a crack. About this wide, went right across and then the dogs turn. I didn't have to tell them to go. "Haw!" They went.

And I finally got to the beach. When I got to the beach I followed the beach. I didn't catch up with Young Pete until I got to Spruce Creek. There used to be an old man living in Spruce Creek. Then here was Young Pete who was just tying up his lead dog on a post so he can stop there and have coffee.

And I stopped. I went right by his dogs, cause in those days, our dogs never fought. They can go right pass one another they never fight. Just like just like they know one another.

I got over by him, by that mail carrier. I said "Hello Young Pete," and he said hello to me, "Well, hello!" He asked me, "Which way did you come?" I said, "I followed your trail." And he said "How come? Look at that ice." I look down that ice we were traveling on. It was way out there already. Real big open water.

Why didn't I go back, to tell Mama I was safe? I didn't know, I was just a kid.

So, I went to Solomon. Got some groceries and got what she wanted. I went and visit my friends, my Grandma and Grandpa. Then ... I thought I better go home. So I hook up the dogs. I went home after I loaded up. I couldn't go around that old trail, no ice. So I had to go over the mountain.

When, I got out in front of the house. Mama must've heard me. She came out and she cried. She was crying like anything. She grabbed me. "Paniqaan," she said! "Paniqaan!" Crying, like anything. I said, "Mama what's a matter, are you hurting?" "No," she said, "I thought I lost you!" I didn't know. I said, "I'm here." I told her I was here.

After that, just like that we were free. We could do anything we wanted to do. Set snares. Get ptarmigan, foxes. And we stayed there all that summer.

**J**ust before the ice in the river opened up; my brother, Herbert James was staying in White Mountain. And he stayed with our cousins; David Henry and An-



Photo of Francis Wright from courtesy of Reatha Bahnke.

nie Nershak. And Annie Nershak's brother David, he came down. And Oscar Pahnik, papa's nephew, they came. Those three boys came down from White Mountain.

Anyhow, we stayed there all that summer. Herbert had a kayak. So did Ikuqan and David Henry. They both had kayaks. That's all they used to use do. We didn't have a boat. No net, no nothing. But we stayed there, Herbert and those boys got lots of ducks, brandts that spring. They used to hunt all the time those guys. They always get lots of ducks. Me and mama pluck ducks every day. Pretty soon our fingers start wearing out, start bleeding. And I didn't want to pluck no more. And mama said, "You better, you better help pluck ducks or eat with feathers on it." I say, "OK" (*laughs*).

We had rock salt. We put some in wooden boxes. In those days they didn't have paper boxes they had wooden boxes, milk boxes, kerosene box, that we put those ducks in there. After cleaning them out, we put salt on it. And there's a cave down at Topkok in that point. Herbert take those boxes down to put inside the cave. There's ice in there and they keep all summer. They always keep all summer down there, in that cave; real good. We had ducks all that summer. We had ducks, geese and brandts.

And pretty soon, mama said, "Paniqaan." No, she always called Herbert, "Aukaanj." "Aukaanj, get me an aa'anjij." You know those little pin tail ducks. "Get me an aa'anjij." And Herbert said, "Mom, there's lots of duck. We got geese and brandts." Mama said, "I'm tired of eating brandts. I want something different because they taste like seal." *Frances laughs.* We used to eat, real, good, I thought. Okay; tarra, my life story.

To hear more of Francis Wright's interview or other EHP interviews, please contact the Eskimo Heritage Program at (907) 443-4386 or toll free at (800)443-5977.

# Beringia Center Traveling Exhibition in Elim

by Amy Russell, Project Director, Beringia Center of Culture and Science

In December 2011, the Beringia Center of Culture and Science kicked off their new traveling exhibits program, which brings museum materials to villages throughout the region. The community of Elim hosted the first exhibit, which included a presentation and activity with K-12 classes in the school library and a free evening exhibit at the Elim City Hall Building. The evening exhibits were open to all ages with kids' crafts, a display of ancient artifacts, and Elders were present for conversations about local cultural traditions.

The title of the Elim exhibit was "Unaag/Asaaquq/Uunghaq" and the topic was harpoon technology both old and new. The exhibits provide an opportunity for our communities to teach youth about their Alaska Native cultures and for the Beringia Center to learn what cultural infor-

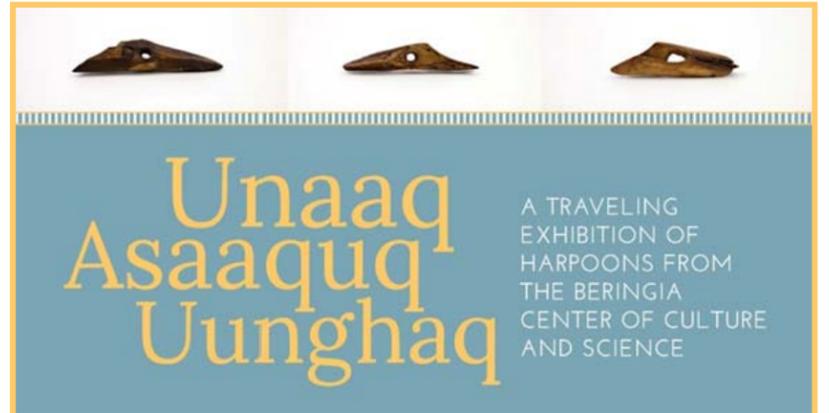
mation communities would like preserved and exhibited in the Center's future museum facility. If you would like the Beringia Center to put on a traveling exhibit in your community, or have suggestions for our program, please contact Program Director Amy Russell at arussell@kawerak.org or (907)443-4340.



Photo to the left: Traveling exhibit of harpoon artifacts at the Elim School Library during the day.

Top right photo: Younger generations of hunters discuss modern harpoons.

Photo below: Community discussion with Elder Sheldon Nagaruk.



# Choose Respect in Brevig Mission & Unalakleet

On March 29, 2012 several citizens of Brevig Mission led by VPSOs Winferd Olanna, Jr. and Marcus Barr and in Unalakleet participated in the **Choose Respect** march held in 119 communities throughout the state as an act of prevention and intervention against domestic violence and sexual assault.

**WAY TO GO BREVIG MISSION & UNALAKEET!**



Top three photos are from Brevig Mission and the photos to the left are from Unalakleet submitted by VPSO Jonathan Shivel.

## Community Planning & Development encourages Young Entrepreneurs with Lemonade Day

**J**essica Joe of Nome is the proud winner of the Lemonade Day Bike. The drawing was held at the "Splash It Up!" party May 12<sup>th</sup> at the Mini Convention Center. Jessica submitted her business results form to be entered into the bike drawing. Congratulations Jessica! A huge thank you to Mike McNally, Alaska Commercial Company Store Manager, for donating the bike.



Lemonade Day was a free community wide event that was held in Nome and all across the country on May 6<sup>th</sup> to teach kids about starting a business. In Nome, 44 lemonade stands opened for business with young entrepreneurs selling not only lemonade, but also baked goods, jewelry and even advice! According to the 27 "business results forms" submitted following the event, a total of \$2,836.53 profit was reported, with a total of \$638.45 donated to various charity organizations. **Kudos to the Kiddos!**



## Nome Emergency Shelter Team (NEST) Saving Lives

by Sue Steinacher, NEST co-director

**T**his past winter was the first winter the Nome Emergency Shelter Team – or NEST – had enough funding to be open nightly from Nov 15 – April 29, and the impact on the community and region was significant.

NEST believes that any adult, no matter their level of intoxication, is entitled to a hot meal, a warm and safe place to sleep, and to be treated with respect. Operating under these guidelines, the NEST shelter served 142 individuals this past winter – some for only a night, some for every night we were open. The shelter was open 168 nights, with an average of 11 people per night, filling 1,876 beds over the course of the winter. This also means that 1876 dinners and 1876 breakfasts were served.

NEST was formed first and foremost to save lives. Lyle Okinello's death in the spring of 2009 was tragic and needless, as were the one or more deaths that occurred every winter in Nome, when alcohol was mixed with cold weather. However Lyle's death spurred a handful of individuals in Nome to take steps to insure that no one else would have to die for lack of a warm, safe place to sleep in Nome's harsh winter, and the Nome Emergency Shelter Team – or NEST – was formed. Since NEST first opened its doors there have been zero deaths to alcohol-related cold weather-exposure.

The shelter initially ran entirely with volunteers, but has grown through grants and local donations to where it is now staffed by trained and compassionate nightly monitors, some of whom are recovering alcoholics wanting to give back out of gratitude for their own sobriety.

Shelter Monitors, under the guidance of Shelter Manager, Bonnie Hahn, have gone out of their way to see that guests receive needed medical attention, and even help schedule and accompany guests to doctor and eye appointments. Through an agreement with the City and the XYZ Senior center, NEST guests also have the opportunity to shower and launder their clothes once a week. NEST also helps folks catch their flight back to their village, and to wake up in time for those with an early morning job. In addition to the guests that use

the shelter, NEST also offers a certain amount of comfort to families who know that loved ones will have a safe and warm place to sleep when they head to Nome.

Not only has NEST been saving lives, but it has also been saving money. From October to March, the hospital saw an overall drop of 25% in alcohol-related ER visits compared to the preceding winter. The police department reports a 33% reduction of 'Drunk Down' calls, and a 32% reduction in Title 47 holds, over the preceding winter. These changes



not only reflect a savings of dollars, but also allow the ER staff and police more time to spend on the other essential duties.

NEST has had a cooperative agreement with the Nazarene Church from its outset. The church donates the nightly use of the Karmun Christian Education Center, and NEST reimburses the church for the added cost of utilities and heat. The guests support the work of the shelter by setting up the eating and sleeping area each evening, thoroughly cleaning up and storing things away for the day, and keeping the steps and ramp clear of snow. The Methodist Church also offers Sunday morning space where monitors prepare a special breakfast, and guests can linger longer.

NEST contracted with Shoni Evans to cook for the shelter this past winter, and she has relied heavily on donations of game meat, fish, bread and fresh and canned vegetables and fruit. Community members occasionally drop off Native foods or baked goods, and the Lutheran Church women have shared in the cooking. All of these donations of space, food and services means that far and away the majority of funding for NEST goes to supporting jobs in the community.

NEST receives several grants, but there is no way the program could operate nightly throughout the winter without the tremendous support from across the region. The City has provided NEST with yearly operating funds, and this past winter the NSHC Board and an anonymous angel, made substantial donations to NEST. In addition NEST has received financial donations from local Native corporations, the Nome Bar-Owners Association, Wells Fargo, local churches, Pioneer Igloo #1, the Alaska Democratic Party, Rotary, regional tribes, student groups, and many individuals, along with donated services and goods from the local grocery stores, the Polaris Hotel, cab companies, Public Health Services, Dr. Lawrence, and many individuals and other groups.

NEST is working closely with NSHC Behavioral Health Services, who are looking to develop a culturally-based Wellness Center for substance abusers. Should the Wellness Center get funded, NEST will consider moving the shelter under the same roof, but remain organizationally independent.

One thing NEST can't do is provide shelter to families with children. NEST is sometimes referred to as a homeless shelter, but we are an emergency shelter for adults, regardless of level of intoxication. Families had never approached NEST for shelter until this winter when Nome's severe housing shortage has left families with nowhere to sleep. NEST has helped these families with temporary shelter at a local hotel, but is not funded for this purpose, and hopes that the City, the Native corporations, and others will tackle the crisis in Nome's housing shortage, or mobilize to create a homeless shelter than can accommodate families.

For now NEST takes each winter one at a time, while continuing to seek funding to expand our capacity, with hopes that at some point in the future fewer people will be in need of our services, and that no one ever has to face a cold Nome night without a warm place to sleep.

For more information about NEST or to make a financial donation this summer call Sue Steinacher, NEST co-director at (907) 443-7673.

Kawerak, Inc.

**Kawerak Full Board of Directors Meeting held Dec. 6 ~ 8, 2011 in Nome, Alaska.***Below are the Village Reports from each representative.***Chinik Eskimo Community, by Irene Aukongak**

This year GNC will host the Thanksgiving feast. The three new homes are happily occupied by Brenda Henry and Donna Brown along with their families, one of the homes is still open. After the storm, we've had response from 9 FEMA staff. They came to work with the public facilities and private property owners that had damages from the Nov. 9th storm. Two ladies from Coastal Hazards with the State Geological & Geophysical survey team documented the storm surge water levels. Both teams will use the data collected to help determine if the State should declare a storm disaster. We are so thankful for their quick response. Most of our fish camps and belongings at Kitchavik were damaged, destroyed or lost by the Ivu (ice sliding over land) event that went up the land several hundred feet. Three Traditional Council members are going to BIA Providers conference. We're waiting for a few more things, then Golovin and White Mountain can move forward to order the equipment for the MET tower project located at Kitchavik. The MET tower will gather weather data for one year and will determine if the wind generator project is feasible for both Golovin and White Mountain. Golovin has submitted an application to Rural CAP, Birch project, for gardening. We hope NSEDC approves our OEF application for the Golovin Cultural Celebration and camping gear for 2012. We had a successful turn out in July, Quyanna! Our Grant Writer Assistance thru Kawerak was approved. In September, Dora Davis began working on a new Store building, quyanna Dora, your work is very much appreciated! Happy Holiday Wishes from Golovin!

**King Island Native Community by Raymond Paniataag**

Aisha Concha, General Counsel helped us update our election and membership ordinances. We also had IRA council training with Cheri McConnell and Aisha Concha to have a better understanding of IRA council roles and responsibilities. We had one IRA council member attend 2011 AFN Convention. We also attended the BIA provider's conference. Our Annual Election/ is scheduled for Dec. 10. We have 4 seats up. Our transportation program purchased new equipment. We will put up new trail stakes along Cape Woolley Road this summer.

**Native Village of Brevig Mission by Gilbert Tocktoo**

AVEC is still on the intertie project between Brevig Mission and Teller, underwater cables were laid out on the channel. Work is still being done on the Teller side. Minor problems are being corrected and hopefully everything will be in place for the electrical cables. AVEC had requested a \$1 million energy fund from the City with funding from NSEDC. Both communities will see how the intertie will work once it is completed. No timeframe when the intertie project will be completed.

BSRHA has completed replacing boilers in all 20 units. Other tasks were replacing stove pipes on woodstoves, installing energy efficient lighting and refrigerators are on order for the first 20 units and will be arriving this summer. More renovation work needs to be done for the other units.

The snow fence project was also extended 50' toward the west side of town and will be finished next spring or summer. We would like to say Thank you to the Kawerak Transportation Program for assisting our community in getting the funds from BIA/Roads for road maintenance for this coming year.

EPA/IGAP grant application was also submitted in mid-Nov pending approval. An application was submitted to Rural CAP on 12/20. Three tribal council members attended the BIA Conference. During the Thanksgiving holiday the community hosted the Turkey Shoot Basketball Tournament. No community potluck was held this year at the high school gym, but the City of Brevig Mission purchased a turkey for each household.

As for the fall storm, there were no power outages or evacuations, the phone lines remained open, no damages except for a few households that incurred minor problems with tin roofs peeling off.

**Native Village of Council, by Nora Brown**

NVC participated in our 1<sup>st</sup> sub-regional BSRHA Indian Housing Plan meeting with our rep. Kirsten Timbers. We look forward to meeting with our representative on a regular basis. NVC will be holding our annual meeting/elections & Christmas Party on Dec. 4. NVC has selected LED light replacements that are visually acceptable for our office. Once the office lights are replaced we will be purchasing LED light bulbs for our tribal members.

**Native Village of Koyuk by Darin Douglas**

The surrounding villages, including Koyuk was impacted one way or the other from the storm that occurred on Nov. 8-9. The ice in Koyuk broke into pieces and piled up on the beach. There were some fish racks and other items that were washed out. The trail markers were washed out as well. Other than all that, there were no injuries or fatalities. Thanks to all those that volunteered to be on standby in case of any emergencies. There were pictures and videos taken. The applicants are waiting on word to move into the new homes that were built. Everyone is preparing for the Thanksgiving holiday.

**Native Village of Mary's Igloo by Lucy Oquilluk**

Started off the fall with a big gust of wind! Teller residents were grateful the storm didn't wipe out any homes or equipment. We were still at a loss with the missing person who hasn't been found. Teller's SAR has been trying to work on locating

him. Most of the town site residents moved with family or friends up at New Site during the storm. Everyone was happy when the storm quit and they were all relocated back to their homes in town! The school year is going well, our wrestlers did a good job in Unk. for the tournament in November. We were excited to have had the Region 1 Mixed 6 Volleyball Tournament here in Teller in Dec. Students and staff are looking forward to the Christmas vacation: Dec. 16- Jan. 3. MITC still has the library open from 1:00 to 5:00 PM Mon-Fri. We held our Annual Thanksgiving feast, which MITC donates to annually as well as the Christmas feast and games.

**Native Village of St. Michael by Charlie Fitka**

Since Sept., the SMK IRA was awarded \$225,920 for FY 2011-12 DoD/NALEMP. We sent 2 IRA Council members to AFN Convention & BIA Providers (new bookkeeper attended). We hired Georgianna Shelikoff as the Tribal Response Assistant. The City acquired a new loader, dozer and a dump truck in the spring. Through the City, landfill improvements were made. Repairs to the storage fencing for the City's heavy equipment were finished. The City has increased activities since the renovation of the City building was done. There were two basketball tournaments held; one for Halloween, with a costume contest, and then again for our Annual Thanksgiving festivities. Dances have been held every other weekend for the youth and young adults which are appreciated by all. Also for Halloween, the school sponsored a haunted house. There were two AEC positions filled with Clara Austin and Alberta Steve. They join Darrin Billingsley, Theresa Kobuk and I. The City also held their elections on Nov. 1<sup>st</sup>; Bobbi Andrews (Secretary), Pauline Otten-Hunt (member), Elsie Cheemuk (Vice Mayor), Darrin Billingsley (Treasurer) & Johanna Cheemuk (member) elected. Milton Cheemuk is Mayor, Helen Laws is a member. The IRA is finalizing a work plan & budget for the SOA Enforcing Underage Drinking Laws 3 year grant for \$30K beginning this Dec. to 2014. In a Nov. regular meeting, the IRA hired Virginia Washington as the ISWMP Coordinator, (previously held by Barbara Waskey). Unfortunately, we don't have a VPSO as of Sept., however, Taylor Kobuk is a potential VPSO applicant and there are 3 VPO's. BSNC office called late Nov., that because we were 1 of 2 communities worst affected by the big storm, that we should expect food and clothing packages. Apparently, staff of BSNC volunteered to collect donations.

On behalf of the community of St. Michael, we would like to thank the BSNC staff that were involved in this kind and caring effort for your thoughtfulness in looking out for your fellow members of the region. Quyanna Cakneq and God bless you all. Our Annual meeting is scheduled for Jan. 14 with 6 seats open.

**Native Village of Shaktoolik by Axel Jackson**

The IRA held their annual meeting in Sept. and election in Oct. Axel attended the Alaska Beluga Whaling Commission meeting in Anch during the storm and learned that studies on the cause of sores on seals. There were several joint meetings with the local entities, Army CE & USKH on evacuation/emergency shelter and they have decided to put an emergency evacuation building in place of the city building & IRA offices. The only damages during the storm were to a few fish racks. Next summer, the City & IRA will work together to have a road/sea wall built along the wood line the length of the village; the funding is already in place. The IGAP program is funded for another year. A CDL training will be held Jan coordinated by the IRA & City. The Elem. Wrestlers placed 2<sup>nd</sup> or 3<sup>rd</sup> in the regional tournament. The Annual Thanksgiving Basketball Tournament will be held as a fundraiser for SAR. 2 IRA Council members & two IRA employees will attend the BIA Provider. A young family man is in the process of building his own 2-story home for his family of seven.

**Native Village of Shishmaref by Donna Barr**

The Tannery has been open since 8/11 and successfully working on skins. We had 1 youth attend the Beringia Days Conference 8/11. Our Elders met with school students to share experiences and to be involved with our youth. We have a Wellness Coordinator, who went to training 10/11 in Anch. She conducted a Youth survey for community activities. Our VBC, Donna Barr & Shak VBC, Teresa Perry, held a Community Outreach Presentation-gathering information on helping our youth and community. Region wide outreach will be held in every community with their VBC's. The City received a weatherization grant that is administered by the Alaska Building Science Network to renovate 2 BSSD buildings, the City, the IRA, community hall, friendship center, and tannery building. The RA sponsored 2 elders to go to AFN. The School sent 4 youth to attend the AFN Y&E. The community is looking forward to the Holiday activities. FEMA is here to assess the damage from the super storm. AK Territorial Guard members were honored 11/17 by the AK Nat'l Guard & community members. Food Bank is open. BSRHA is in planning process for new homes. Thanks to Kawerak for providing Tribal Council Training, Aisha Concha and Cheri McConnell did a great job, it was very beneficial. We are excited for Aisha Concha to return and complete our review of our ordinances.

**Native Village of Unalakleet by Janice Dickens**

We endured the storm with no personal injury, thankful that the IRA, City, BSSD, UVEC, F.A.D. High School, UNC, State DOT, West Coast Const., NSHC & the volunteers all came together for Emergency Preparedness Planning and Execution of the plan. FEMA & State Homeland were here to view the damage by erosion during the storm. NVU's portion of the White Alice site clean-up project is complete. We will continue with the Air Force & Jacobs Engin. to finish the environmental clean-up. Bethel Services will be back next summer to clean up the old Air Force site. They are expected to remove another 2500 cu yds of contaminated soil. The Unk. Erosion Project should be done w/planning, procurement this winter and will begin work next summer. The City is having the new water source study/design done; they are relocating the water transmission line due to age and erosion along the coast. NVU was awarded another Home Modification Grant to assist 20 Elderly & Disabled. We are planning an Elder Care Services program and reviewing housing for elders to keep them here. NVU's Depart. of Energy grant will address the 14-plex residential apartment problems and making them energy efficient. UNC and NVU are working w/NRCS to complete a walking & bike trail project w/UNC contracting doing the work. NVU is conducting a Transportation Transit study to offer a bus service. We have a lot of commuters from out of city limits. The City and UNC are working to disburse their lots along the hillside for residential development. We had another successful fishing season, thanks to NSEDC for their support of fisheries and all the Economic development they provide in the region. We were received an extension on the moose season & fully harvested our quota of moose. UNK enjoyed another bountiful year with our people harvesting greens, berries, fish, and game. It has been good to see more and more people trying to learn the art of preserving what the land and sea provides-keep it up. An NVU goal is to have a Cultural Camp with the youth learning from elders that are willing to teach them, we wish them great success.

**Native Village of Wales by Ellen Richard**

The community enjoyed gathering an abundance of clams that was shared w/families and friends in the region. Youth of all ages had a great time at the Kingikmiut School Halloween festival. BSRHA rebuilt the home that burned in 2008 and finally began the renovations of the 5 vacant homes. Veronica Oxereok is our Tribal Coordinator filing in for the TC that is on medical leave. Thanks to Cheri McConnell and her staff for assisting Veronica (Ronnie) update our finances and she has inputted our financial data. As reported by Aisha Concha and Cheri McConnell; we had a great workshop on our policies and procedures, financial, planning and success fully assigned Tribal Council Members to various task forces. There were 2 young men from Russia who successfully wind surfed here from Uelen, Siberia. We also had 2 men who are planning to swim between Big & Little Diomedes. Then we had 3 men from Russia, China & Great Britain w/International Swim Team; swim from Uelen, Siberia at twenty minute intervals. There will be possibly be 30 swimmers arriving on 8/11/12. I have had an audio conference with Barbara Amarok of UAF/NWC & Ronetta Briggs of OSIYO Communications (American Indian owned) to train our NVU council members on Effective Communication Skills for Community Leaders this coming 1/10-12/12. An invitation was sent to City & WNC board to join us. George Tate had trained 23 adults to pass their drivers permit test. 16 adults will be sent to Nome to get their drivers license. The Thanksgiving Dinner was held at the W. Kingikmiut School the Kingikmiut Dance Group performing. We had 8 new members join IRA. The W. Kingikmiut School Christmas Program will be held 12/13. The IRA will be sponsoring Christmas activities from our Bingo/Pull Tabs operation. There will be nightly games during Xmas break, a New Years Dance, w/ sponsorship between the City, WNC, and IRA. The Lutheran Church Christmas Program will be held Christmas Eve at our 200+ year old Church. The Christmas feast will be held at W. Kingikmiut School Gym. Operation Santa is rescheduled to this weekend due to weather. I also went to the BIA Providers Conference attending the tribal leaders session, GSA, financial and credits session. It was a great learning opportunity to share with our Tribal Council. At the leadership session, Loretta Bullard was mentioned several times by BIA Officials as being an esteemed leader in Alaska, I had a great big smile and felt proud. I attended ANTHC's Annual meeting.

**Native Village of White Mountain by Willa Ashenfelter**

Henry Titus starts as IGAP Environmental Coordinator, assisting Jay Adams, Environmental Coordinator. The Tribe has received 1 year BIA grant and a 3 year ANA SED grant to test the Ichipuk River. Congratulations to Eric Morris for the grants. Eric also wrote and is awarded a climate change grant for the Golovin Bay Watershed Alliance. Thanks to Kawerak for the much needed Kawerak Head Start Lease agreement. We finally have enough children in the program for funding since 2005. Also thanks to Kawerak for the After School Activities funding for tutoring young children & Eskimo Dancing. Dorothy Barr, Jay Adams & Henry Titus attended the AK Tribal Conference on Environment Management in Anch earlier

Continued on Page 13

Kawerak, Inc.

**Kawerak Village Reports (continued from page 12)**

this month. Eric Morris received recognition/plaque for his work on the Golovin Bay Watershed Alliance. The IRA's annual meeting is scheduled for 12/10. There are 3 seats open and the Elder representative seat. The Tribe will host the Thanksgiving Dinner. We would like to welcome, Louise Simon & Randall Huffman's twins: Emily & Evelyn who were born 11/15 in Anch. Congratulations to grandparents: Lincoln "Mike" Simon Sr., & Linda Lone & Ron & Tula Huffman of Nome. The IRA, City and WMNC met to discuss 2011 Routine Road Maintenance Funds & the 2012 Indian Housing Plan. We are fortunate that our entities work very well together to better our community. The NSHC 40<sup>th</sup> anniversary was held on 10/8. The community really enjoyed the dinner & band. Barb Nickels did a very good job coordinating the event.

**Nome Eskimo Community, by Mary Carter**

This report summarizes NEC activity since August 2011. In Feb, renovations began in our garage for more office space and in May, we had a fire in the building with heavy smoke and water damage. After negotiations, we settled our claim and began rebuilding in Oct. We're expanding the original renovation to include 2 offices, 2 bathrooms and creating a storage room for records and supplies. In addition, we're upgrading the bathrooms to include toilets, sinks, flooring and paint. The 1st floor women's bathroom will become handicap accessible and add a changing table. All work will be beginning of 2012. Through the re-permitting process, we learned that our alarm system is very outdated so we're also working with the State Fire Marshall's office and a consultant to upgrade the system. The Nome Roads Project was completed in late August & with remaining project funds, BIA Transportation authorized us to purchase additional RAP material to maintain the roads at quality standards for the next few years. After the holidays, we'll begin planning for either new additional streets in mid-Nome or bike path repairs. In Sept, the Tribal Council accepted the 2010 Audit and once again, we have an "unqualified audit" and qualified as a low-risk auditee due to the strong internal controls and compliant system maintained by our Accounting staff. Accounting staff are working on an accounting software conversion that will be ready for activation on January 1<sup>st</sup>, with the new fiscal year. In Oct, Accounting staff attended advanced IRS training & our Ex. Assistant attended Tribal Enrollment and Roberts Rules of Order. In Oct, the Tribal Council adopted changes to NEC's Enrollment ordinance. A major change is that NEC will no longer accept applications from individuals who want to relinquish from other Tribes to enroll at NEC. Language that conflicted with other sections in the ordinance was either deleted or clarified, and language pertaining to the acceptance of applications and lineal descent was clarified as well. The Tribal Council attended the AFN. In Nov, our President, Cynthia Ahwinona & Executive Director, Denise Barengo attended the NCAI Conference in Portland, Oregon. Cynthia Ahwinona was 1 of 5 individuals nominated for the position of AK's Representative on the NCAI Board. Bill Martin from CCTHA was voted as Primary Rep. and Cynthia was voted in as Alternate. In Dec, Cynthia Ahwinona will represent NEC at the Tribal Leaders Summit with President Obama in D.C. While in DC, she'll meet with our Congressional Delegation to discuss events that would critically impact funding for Tribal IRR Programs in AK. Our Annual meeting was re-scheduled due to the fierce storm. Tribal Council elections were held and our membership meeting was held 11/17. Johnny Bahnke, III did not run, but Janice Doherty, Doris Angus & Mary Carter were elected. Our Council will convene in a special meeting in December to swear in the new council members, conduct elections and set 2012 meeting schedule. Johnny will continue to serve on NEC's Transportation Committee and we look forward to his continued service to NEC in this capacity. Our current priority is to complete the garage renovations and move into the new offices. In August, our President & Executive Director attended IHS Self-Governance Compacting Session for Tribes interested in compacting under the IHS. In early 2012, we'll request a review of our Tribal Priority Allocations for intervention and prevention services, alcohol/substance abuse & mental health services in the NSHC compact. Should we decide to pull these funds, planning will occur in 2012 for development in 2013. And, in spite of the economic climate at the national level, we'll continue to apply for state and federal resources that are available to Tribes.

**Stebbins Community Association by Thomas Kirk.**

This year the weather has been real messy and the water was so rough and the fall weather mess our beaches and surrounding areas. The hunters did well this year with 9 belugas and lots of seals. Our AVEC plant is being moved away from the airport. They put it near the Native Store & the fuel company. They should be done next year. Our rivers are frozen now and people have been catching tomcods. This fall the weather has been ugly and high water got close to the village. There were no accidents & people put their belongings near their houses. Christmas is right around the corner and many kids are getting excited about school being out for vacation soon.

**Village of Solomon by Kirsten Timbers**

The tribal council had its reorganization and election of officers at its September meeting resulting in electing: Kirsten Timbers as President; Brian James, Vice President; Cameron Piscoya, Treasurer; Cynthia Olanna, Secretary and Liz Johnson, Member. The tribal council is now looking for a new youth representative to serve as an ad-hoc member. The tribe continues to advertise for the ICWA coordinator position. The IRA authorized a delegation of 3 elders and youth to attend AFN Y & E. Attending were Franklin Okitkon, Francis Wright, Helen Larsen, Myrtle Begen & youths Scottie McPeck & Andy Piscoya. Also scheduled in Anchorage was a gathering of Solomon's tribal membership. This was a special meet and greet for our members from Anc & provided an open dialogue w/other tribal members. President Timbers provided an overview of activities including village priorities & youth camp. TC Johnson also provided an overview of office activities & answered questions. Refreshments and door prizes were given after the reports. An IHP meeting was held along with the NV of Council on 11/15 to discuss housing needs for those members from Nome. King Island was also invited but did not attend. The tribal council is preparing for the annual meeting with dinner and door prizes and recognizing Katie Stettinger for her years of service. B&B is closed for the winter and plans to open during Iditarod.

**Teller Traditional Council, by Wesley Okbaok**

TTC held its annual election on 10/28 with Tanya Ablowaluk; Josie Garnie & Blanche Garnie elected. Officers will be elected at the next meeting. The Tribal Members voted to accept 3 new enrollees. NSHC's Health Fair was 9/22. The 7<sup>th</sup> Annual Cultural Festival was held 9/22-27. Thank you to Golovin, Koyuk, White Mountain, King Island, and Brevig Mission for attending. Kawerak Wellness Coordinator & the VBC held a Suicide Prevention/Intervention Workshop w/19 youth. The next workshop will focus on adults. On 11/7 the community entities participated in a teleconference w/State Emergency Services to prepare for the Fall Storm. Immediately following the entities met at the school to prepare for the storm and made evacuation plans. We gathered a list of volunteer drivers and vehicles to help move to higher grounds and to identify safe buildings for those who chose to remain in town. On 11/19, entities met w/FEMA & State Emergency Services for a Preliminary Assessment of storm damages.

**Native Village of Diomed by Patrick Omiak**

The IRA is submitting our report regarding community concerns, issues, upcoming projects & priorities. We are very fortunate to have Kawerak listening to our needs to make Diomed a better place to live. Along with communities on the west coast, Diomed undertook massive storm waves and sever high winds gusting over 80 mph 11/8 & 9. This super storm damaged our sea wall, launching & docking area, helipad rock foundation, flooded our Water Treatment Plant building with ocean water and debris. Before the storm, SKW's storage connexes were hoisted to higher grounds; unfortunately, the monster waves took them from their safety as well. From household trash to old bulk tanks, the walkways to the Washeteria and in front of the store were completely cluttered. The old skin boat rack and boat frames, possibly made in the 70's were completely destroyed. Our hearts go out to the communities that are recovering, & our condolences to the families and friends of Teller, for the loss of Kyle Komok. Little Diomed has come face to face with many harsh storms that tear through our beaches. Our experiences prepared us to be ready to help the community with the need for safety and warmth. The community is also thankful for the weather service teleconferences for advance notice to prepare for the storm. With sufficient warning, volunteers moved boats, snow machines, heavy equipment, & personal property. With the results of the 11/8 & 9 storm, the City submitted a request to Declare of Disaster & also requested an \$11,000 donation from NSEDC to help with the cleanup, which took 3 days to complete. FEMA will assess all damages & fund for repairs. During the wake of the storm, Orville Ahkinga, Jr. volunteered to shut the power down in case the high winds break the electrical transmission service wires. Isaac Ahkvaluk moved the Fire Department equipment to higher grounds. Former Health Aide, Samantha Menadelook prepared the Rec. Hall for emergency shelter. SKW Eskimo provided portable generators for emergency shelters. The School offered space as a shelter. The IRA would like to give a huge thanks to SKW Eskimo for allowing us to use their heavy equipment for clean up. Special thanks to the families that opened their homes for a warm place to stay. We are grateful to the people who ensured the safety of our community and for the ones who took their time to make the beach cleaner. Currently, Diomed does not have an excavator to build a new storm break way. We are seeking funding to purchase heavy equipment for the use of building break ways, docking barge arrivals & to move bulk material or debris. Therefore, any information on funding would be appreciated. Our grant writer is working on an IGAP grant and has agreed to work on a grant for heavy equipment. Evergreen transporta-

tion remains the same with once a week mail run, weather permitting. The Diomed School received & mailed out DOT surveys. We have not been notified of changes to Diomed's transportation from ESA. Until then, mail & passenger travels are on the Wed schedule, weather permitting! Disease outbreak-SEALS by NOAA are posted around the community. After viewing the fact sheets and flyers, members of the community have become concerned. On 11/26, Opik Ahkinga was given an unusual young oogruk, caught by Orville Ahkinga, Jr. Opik reported to Gay Sheffield, UAF Marine Advisory Program. The IRA will send the oogruk out. A female walrus was also caught, reported by the hunter to be un nourished and without lesions. No samples were taken besides the meat that was brought home for cooking. Diomed is a strong year round subsistence based community. As we recall, last spring the hunt for seals was a short season. There were no reports during the spring hunt regarding sick seals or walruses. Some hunters think that the construction of the school reduces hunting efforts this fall. Residents depend on traditional hunting to survive, with the ANICA store shelves being empty and the lack of meat ordered. Many people depend on walrus and oogruk. The Native Village of Diomed is eager to cooperate with organizations and agencies to learn of what is causing sickness in our sea mammals. Will Diomed get a new clinic? The City of Diomed is now seeking funding for a new clinic. Feasibility study, plan, and design are completed. The prototype approved will cost 2.5 million to build. The Denali Commission funded the study and plans back in 2003, but the project was put on hold due to the site building disapproval and land disputes. The City has intentions of asking for Legislative assistance for the new clinic because the Denali Commission does not fund clinic projects anymore. NSHC announced Energy Efficiency funding for village clinics. A request was submitted by the City. The City requested to have the door, arctic entry, monitor heater and windows replaced. The tribe submitted Indian Housing priorities to BSRHS. The tribe prioritized two additional homes and base board heaters for all the 42 residential homes. These changes will make Diomed more energy efficient and reduce the cost in the long run. Our Tribe will be submitting the 2013 IGAP Grant with the EPA. They are planning for the two year project. The grant is in the process to be completed by temporarily hired grant writer Marlene Ahkinga. She met with the tribe to gather more information and approve a budget. Once submitted she will be working on another grant. Both the City of Diomed and the Native Village of Diomed will be submitting a wish list to our Legislators for 2012. Our first priorities are: New clinics, and upgrade to government offices, improve transportation, the small boat harbor, Law enforcement, a solid waste incinerator, water and sewer, repairs to the Diomed Native Store, and heavy equipment. Job notices are posted for Health Aide, office secretary, janitor, and youth coordinator. This year our tribe spent a great deal of money for Health Care itinerates. Health Aides quitting or moving is always an issue and affects us all. With our school under heavy construction, there are no spaces for our traditional Thanksgiving and Christmas feast gatherings this year. This year's holidays will be spent at home with our families and friends. Last month the school gave out turkeys to families that have kids enrolled in school. It was perfect timing for family Thanksgiving dinners. Our community may be seeing changes that turn us from our traditional ways but the Christmas holiday will still be here. May this holiday season hold health and safety for everyone! Thank you for your beneficial services to Diomed this year.

**Native Village of Gambell, Eddie Ungott**

Our village got our ice very, very late again. So far we've had the warmest temperatures in the State almost every day. The big storm hit us pretty hard with winds gusting up to 100 mph but it passed by pretty fast. Clams started washing up right after the storm, along with other seafood. Our tribe was awarded a Tribal Wildlife grant for \$200,000 to help administer our new Marine Mammal Ordinance. We are hoping for good whaling now that the ice is here. All kinds of game are evidently here. We had our elections on the first Tuesday of November. There was a tie on two seats out of the three that were up for elections. There was a runoff election when the storm hit us. People were evacuating to the temporary emergency shelter at the high school, but were dropping by to vote. We are putting up one HIP house that got funded this year. Four staff and four council members attended the BIA Service Providers Conference. It was a very good learning experience for all of us that attended. Merry Christmas and a very prosperous New Year to all and God bless!

Continued from Page 2, **Positive Problem Solving** by Loretta Bullard, President

sion and plans remain constant.

**Do your homework!** Refer to written policies, laws and guidelines before finalizing a decision to proceed. Sometimes you can have an individual who is persuasive and absolutely sure they are advocating the correct approach . . . only to find out after the fact that that the solution they advocated (and the group approved) was not in compliance with the approved tribal, federal or state statute, policy or process and the whole process has to be redone all over.

Set standards of conduct for staff, board or council members and uphold them. If people act out at meetings in violation of policy, remind them respectfully of the policy and ask them to abide by it. Establish in policy time limits and what repercussions will accrue to the individual violating policy (ask them to leave) and follow through. During your monthly meetings, schedule public comment early on your agenda, so the public can bring up concerns, or comment on topics which are scheduled for consideration later on in the meeting. This also affords the council or board to limit public interruption in the actual decision making process.

**As a supervisor:**

Ensure you have training to be a supervisor, and if you supervise others who are also supervisors, provide them with training. People find it very difficult to offer even constructive criticism to other people, even those they supervise. Culturally, it's very inappropriate to create conflict . . . and when an employee is not doing their job. . . conflict is bound to arise. . . so training is very helpful. Handle personnel issues confidentially in compliance with your personnel policies.

To handle personality conflicts between staff, ask them into your office, have both of them:

- tell you what they think the problem is (in front of each other);
- tell you what they recommend be done to solve the problem and what they are willing to do to improve the situation;
- have them agree on what the solution is – document and provide direction to implement the agreed upon solution, cc: their personnel files.

Solve your systems issues. Management studies generally conclude that 90% of office problems are systems issues and 10% are personnel related. When you encounter a problem in the office environment, give serious thought to whether it's a systems issue (unclear processes, forms, policies, etc) or whether it's a personnel issue (attendance, insubordination, folks not doing their job). Frequently if systems issues are not addressed, they can turn into personnel problems. Make sure your financial, personnel, administrative and program delivery systems are in order and followed.

Ask your staff! Ensure that staff has a process to make recommendations for improvement. They work in the environment and know where the problems are. If staff and others do not have a process to bring forward recommendations for

positive change, problems tend to fester, issues remain unresolved, and morale plummets. If people come to me with a problem (I refer to that as delegating up) I ask them to give me some recommendations to address the problem. Implement the good ideas!

**Personnel -**

Grow your own staff. Hire individuals who are positive, proactive and have good work ethics. People can learn job skills . . . but work ethics and personalities don't generally change – so hire people with the desired attributes and train them if necessary. If a person has bad attendance at their prior job – they'll eventually have bad attendance working for you too. Then you'll have to go through the disciplinary process and most likely will end up firing the person. Do yourself a favor and avoid all that.

If you have "deadwood" or individuals on staff that aren't positive, proactive and/or have poor work ethics and you have given them opportunities to improve and nothing changes...fire them. These individuals drain morale and poison the workplace and you're better off without them. Often we have to remind ourselves that we have been entrusted to manage resources, and if someone is not doing their job, it's our job to address the issue.

**Below are several examples of simple problem solving processes:**

Positive problem solving can be as simple as handing out slips of paper and asking those present to "list out five ways office operations can be improved in the Native village of Example" Collect all the slips of paper and you'll have a whole list of good ideas to bring to your council for consideration and possible implementation. Another example: Create a T Chart on an easel pad (see green box above).

And finally. **For everyone:**

Be respectful! Don't criticize those who are trying to help. Don't get personal. Don't air your community dirty laundry before outsiders. They really don't need or want to know. I've gone to annual meetings, where folks have leaned over and whispered. . . "we're so glad you're here, when outsiders attend our meetings, they don't yell at each other. . ." In those instances, you raise your eyebrows and smile.

Collaborate, cooperate and work with others in a positive way. None of us have enough resources to address all needs. By working with others in a positive collaborative way, we all are able to be

**Step 1:** Across the top of the T write the goal: what is it you're seeking to achieve. i.e.

**STRENGTHEN THE WORKING RELATIONSHIP BETWEEN THE CITY, TRIBE & CORPORATION**

**Step 2**

Hand out slips of paper and have everyone write down what's inhibiting the achievement of the goal, stick on the left hand on the left side of the T Chart, remove duplications.

**Step 3**

Hand out slips of paper and have everyone write down options to address the issues on the left hand side of the chart. Stick on the right hand side of the chart, remove duplications.

*Different meeting schedules,*

*Personality/family/clan conflicts*

*Lack of staff support for meetings*

*Sit down together a develop a joint mtg schedule for the year so travel & other meetings don't impede on the agreed upon meeting schedule.*

*Adopt a code of conduct for your staff, boards and council members*

*Assign staff to support joint meeting, create joint meeting notices, agendas & minutes.*

**STEP 4:** Review the options on the right hand side of the chart, select those you agree on and implement. Document your agreement for the record, develop a schedule to follow through and assign staff or council members to complete.

more effective in addressing needs and issues throughout our region. Those villages in which the tribal council, village corporation and city work together to address community priorities – are much more successful at making positive improvements in their community.

Support your leadership. It's tough to be in a leadership position – and it doesn't help if others tear you down. If you have ideas on how things can be made better, offer your positive suggestions in writing to leadership. Don't criticize or blame, rather just offer recommendations to make things better. Better yet – volunteer to help.

If you're in a leadership position, ask for ideas/ input on how to make things better. Survey your employees and memberships. . . ask them what improvements need to be made in the work place and community. . . and then implement the good ideas. Follow through is very important. . . be known for getting things done. . . it makes other entities want to work with you.

Don't get defensive when others come across as critical. There is always room for improvement! One staff person at Kawerak has a saying posted on their door stating:

*It's easy to be offended. To start from a place of assuming no harm was intended requires grace and forgiveness. Isn't that what we are supposed to be about? One can educate without coming from the emotionally charged place of offense. One is more likely to receive a positive response that way." Anonymous.*

Say thank you. Recognize that people who are on councils, boards and commissions, frequently are serving in a volunteer capacity. Often, we recognize people for their service or accomplishments only when they are deceased. Say thank you when they can appreciate what you're saying.

And in closing, I encourage everyone to keep a positive attitude. Sometimes, we spend so much time focusing on problems that we forget to acknowledge the good things happening in our lives, our families and communities. So celebrate the positive and use positive problem solving to address the rest!

# Kawerak GED 2012 Graduates Shine



**O**n May 10<sup>th</sup>, a sunny but chilly evening, Kawerak's Community Education Program marked another successful academic year with the annual graduation ceremony. The celebration, which is a combined effort with the University of Alaska's Northwest Campus, is an opportunity for friends and loved ones to share in the academic achievements of students from our region.

NWC honored recipients of certificates in Rural Community Health, Rural Human Services and Health Care Reimbursement as well as a Bachelor of Arts in Elementary Education and a Bachelor of Science in Nursing.

GED Graduates this year hailed from Nome, Shishmaref, Koyuk, Elim, Gambell, and Brevig Mission in the Bering Straits region, as well as eight grads from villages surrounding Kotze-

bue.

Our graduates have taken the first step toward further education and a bright future. Some of this year's grads will attend classes locally or online, pursue vocational training, and seek higher paying jobs. We wish them all the best as they move ahead with their employment and education opportunities.

## 2011-12 GED Graduates

Lenae Adams *Koyuk*  
 Ahsaiya Alowa *Nome*  
 Benjamin Apassingok *Gambell*  
 Rayne Aukongak *Nome*  
 Anna Barr *Shishmaref*  
 Pauline Barr *Shishmaref*  
 Janet Bloodgood *Nome*  
 William (Chase) Booth *Nome (in memoriam)*  
 Darin Cleveland *Shungnak*

Frank Cleveland *Ambler*  
 Shelby Cordeiro *Nome*  
 Desiree Davison *Elim*  
 Andrea Douglas *Nome*  
 Raymond Downey *Nome*  
 Sharon Ellanna *Nome*  
 Helen Eningowuk *Shishmaref*  
 Sarah Evak *Nome*  
 RahShaunDa Farrell *Nome*  
 Tanya Frankson *Point Hope*

Valerie Henry *Koyuk*  
 Daren Johnson *Kiana*  
 Travis Kaningok *Gambell*  
 Brian Laws *Kotzebue*  
 Morris Nakarak *Elim*  
 Dylan Nayokpuk *Elim*  
 Amanda Noyakuk *Nome*  
 Amanda Olanna *Brevig Mission*  
 Elliot Olanna *Nome*  
 Cory Reynolds *Nome*

Shauna Seetot *Brevig Mission*  
 Micah Trigg *Nome*  
 Stacey Ugloook *Gambell*  
 James Wade *Holy Cross*  
 Leslie Washington *Kotzebue*  
 Colton West *Nome*  
 Aleksei Wilson *Nome*  
 Leonard Wood *Point Hope*

# Teaching Alaska Native Languages

by Barb Amarok, Village Outreach/Program Development Manager

**T**eaching Alaska Native Languages (UAF/NWC class ANL 287) just finished the Spring 2012 semester. Seventeen participants representing Kawerak, Inc, Bering Strait School Dis-

trict, and Nome Public Schools completed language acquisition theory, integration of listening, speaking, reading, writing and activities to adapt to local dialects.



In the front row, sitting from left to right is Alma Snowball, Toby Anungazuk, Becky Atchak, Debbie Anungazuk, Lucy Kitchen and Luci Washington. Standing in the back is Mary Long, Gussie Olanna, Sam Otton, Nadejda Soudakova, Lola Hannon, Elmer Bekoalok, Minnie Aluska, Silas Paniptchuk, Anita Scadden, Sabine Siekmann and Ethel Fuller. Not pictured is Luann Harrelson.

The participants also used the UAF ELive for their weekly classes held on Wednesdays. They returned to Nome in April for the final sessions of the class.

Great thanks go to Ted Van Bronkhorst with BSSD, Malinda Besett of Kawerak, Inc, and Mike Brawner with Nome Public Schools for financially supporting this initiative which reflects one of the regional priorities, maintenance of Alaska Native languages! Thanks go also to Larry Kaplan, Director of the UAF Alaska Native Language Center, and Faculty, Sabine Siekmann, for their continued research, curriculum development, and teacher training!

## Melanie Bahnke to take over as President in June

**C**hairman Robert Keith is pleased to announce that the Kawerak Board of Directors, at their March 2012 Board meeting, selected Melanie Edwards Bahnke to be the new Kawerak President effective June 4, 2012.

Melanie was raised in Savoonga and is the daughter of Sterling and Arnold Gologergen, and the great grand daughter of Nick and Lucille Wongittilan, all originally from Savoonga.

Melanie provides a good example of upward mobility at Kawerak. To give a little history. . . .

Melanie's first job working for Kawerak was in the Summer Youth Program picking up garbage in Savoonga when she was 14 years old! From there, she graduated from high school and went to college in Anchorage (with assistance from Kawerak's Higher Education Program) to obtain her degree in Elementary Education. In 1995, while on break from school, she organized the Inuit Circumpolar Council's Elders & Youth

Conference for Kawerak.

Upon graduating from college, she went to work for Norton Sound Health Corporation and in 1999 she accepted a position at Kawerak as the Vice President (VP) of the Children & Family Services Division. During the time she served as VP of Children and Family Services, Melanie completed her Masters Degree in Rural Development. In 2004, she was selected to be the Executive Vice President (EVP) at Kawerak.



Melanie is married to Kevin Bahnke and the proud mother of Joshua Cannon, Ivy Rose Bahnke and stepmother to Alicyn Bahnke. Congratulations Melanie on your new position - we're confident you'll do a wonderful job!

## Kawerak is part of the 2013 PFD Program

Kawerak, Inc. is pleased to announce that we are part of the Pick.Click.Give. for 2013. As of April 1, 2012 23,000 individuals donated \$2,200,800 to over 400 nonprofits throughout Alaska.

We would like to thank the following individuals that donated to Kawerak with their 2011 PFD contribution. Kawerak received a total of \$750 from the following individuals and several anonymous donors:



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 Kawerak, Inc.  
 PO Box 948  
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"Uvlaakun sulii" translated in Inupiaq language means: *More tomorrow!* Quyanna!

### KAWERAK SERVICES DIRECTORY

<i>Children &amp; Family Services Division</i>	443-4247
Child Advocacy Center	443-4379
Children & Family Services	800-478-5153 or 443-4261
Head Start & Early Head Start	800-443-9050 or 443-9062
Wellness Program	443-4393
<i>Community Services Division</i>	443-4246
Community Planning & Development	877-219-2599 or 443-4248
Regional Recycling & Backhaul Program	443-4249
Tribal Affairs	443-4257
Village Public Safety Officer Program	443-4252
<i>Education &amp; Employment Training Division</i>	800-450-4341 or 443-4358
Childcare Services	443-9073
Community Education	800-478-7574 or 443-4468
Employment & Training	443-4358
General Assistance	800-478-5230 or 443-4370
Higher Education Scholarships	443-4358
Village Based Training	443-4388
Vocational Rehabilitation	877-759-4362 or 443-4362
Youth Employment	443-4361
<i>Natural Resources Division</i>	443-4377
Eskimo Heritage Program	443-4386
Eskimo Walrus Commission	877-277-4392 or 443-4380
Fisheries Program	443-4384
Land Management Services	800-443-4316 or 443-4323
Reindeer Herders Association	443-4378
Social Science Program	443-4273
Subsistence Resources	443-4265
<i>Administration</i>	443-5231
Accounting	443-4334
Human Resources	443-4373
Information Technology	443-4357
Planning	443-4389
Beringia Center of Culture & Science	443-4340
<i>Transportation</i>	443-4395
<i>Tumet Industries, LLC</i>	387-0630