Tlingit & Haida
On behalf of the Central Council of Tlingit and Haida Indian Tribes of Alaska, I am pleased to present the 2019 Annual Report. This past year, we have continued to work toward better serving our citizens through strengthening our sovereignty and enhancing our economic sovereignty.

We have been reaffirming our relationships with our Tlingit and Haida relatives from across the border in Yukon and Haida Gwaii. These relationships go back thousands of years before arbitrary borders were forced upon us. Reestablishing these connections, we can support each other on various issues such as border crossing, trade and commerce, transboundary mining and climate change.

The Tribe has joined the Tribal Border Alliance which was formed by Nations with territory on or near international boundaries of Canada, Mexico and Russia to protect Native Nations’ sovereignty. Leaders from 40 tribes across the United States have participated in the development of a proposal that outlines several recommendations to address legal aspects of indigenous border crossings and the need for further training for federal border officials to ensure unfettered access to tribal lands and culture.

Business and economic development continues to see exponential growth and success. In partnership with 477 programs, all of our social enterprises are putting tribal citizens to work. The unrestricted funds generated through our businesses strengthen our economic sovereignty so that we can better serve our citizens. We are excited to see continued growth and expansion with our businesses. We are seeing that our business model is working which means not only success for the Tribe, but for our citizens too. The goal is to refine our business practices so that we can expand our businesses to other communities and ultimately reach the goal of serving our tribal citizens wherever they may be.

Tlingit & Haida acquired Triplette Construction’s assets and will soon open Southeast General Contractors. This is an exciting opportunity to expand our footprint to create opportunities for our citizens. Not only are we filling a need for training, we are helping to build careers. The Tribe also purchased the 86-acre Kowee Subdivision which will fill the need for housing in our community.

Another important issue that affects our tribal citizens is the Violence Against Women Act (VAWA) and Missing and Murdered Indigenous Women (MMIW). Our Tribal Court has stepped up tremendously to tackle this issue to make sure we are on the forefront of legislation and training. In addition to the work of our Tribal Court and the VAWA Taskforce, Patricia Alexander (Tribal Delegate and VAWA Taskforce Co-Chair) provided testimony to the Senate Committee on Indian Affairs. The Tribe also hosted a Domestic Violence Summit in Juneau and on Prince of Wales Island. We are working towards bringing this difficult topic into the light to promote change.

Every day we are making great progress and I am honored to serve our people and look forward to another year of working with our Administrative team to accomplish the Tribe’s goals.

Gunalchéesh, Háw’aa,

Richard J. Peterson
President
Mission
Preserve our sovereignty, enhance our economic and cultural resources, and promote self-sufficiency and self-governance for our citizens.

Vision
Prosperous, healthy Tribe and tribal citizens who thrive culturally, spiritually and economically.
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Our Leadership
“Enhancing governance through self-determination and tribal sovereignty in pursuit of the Tribe’s mission and vision.”
Our Leadership - Executive Council

The Executive Council is responsible for establishing policies and procedures to ensure Tlingit & Haida activities are conducted in a legal and ethical manner. In fulfilling this responsibility, the Executive Council may consult with the standing committees established by the Constitution and Tribal Assembly. The Executive Council monitors compliance with auditing and accounting principles and reviews monthly expenditures of the Tribe and Tribal Trust Fund investments. Listed below are some of the ways the Executive Council provided official representation in 2019 on behalf of Tlingit & Haida:

Richard J. Peterson, President
- Alaska Federation of Natives (AFN) Board
- AFN Council for the Advancement of Alaska Natives
- AFN Elections Committee Chair
- Alaska Tribal Unity Chair
- State of Alaska Intergovernmental Affairs
- Tlingit & Haida Investment Committee Chair
- Tlingit Haida Tribal Business Corporation Board

Yodean Armour, 1st Vice President
- Tlingit & Haida Head Start Liaison
- SouthEast Alaska Regional Health Consortium Liaison

Jacqueline L. Pata, 2nd Vice President
- AFN Board Alternate
- Tlingit Haida Regional Housing Authority Ex-Officio Member
- Tlingit & Haida Audit Committee
- Tlingit & Haida Investment Committee

Will Micklin, 3rd Vice President
- Tlingit Haida Tribal Business Corporation Chair
- Self-Governance Advisory Committee - Department of the Interior
- Tlingit & Haida Finance Committee
- Tlingit & Haida Investment Committee
- Native Nations Communications Task Force

Ralph Wolfe, 5th Vice President
- Tlingit & Haida Tribal Secretary
- Indigenous People’s Council for Marine Mammals
- Rural Alaska Community Action Program, Inc.
- U.S. Fish & Wildlife Service Sea Otter Steering Committee
- U.S. Forest Service Alaska Tribal Leaders Coalition

Catherine N. Edwards, 6th Vice President
- Affiliated Tribes of Northwest Indians
- Department of Health & Human Services Secretary’s Tribal Advisory Committee At Large Alternate
- Tlingit & Haida Audit Committee Chair
- Tlingit & Haida Violence Against Women Co-Chair

Shawaan Jackson Gamble, Emerging Leader
- Northwest Indian College Student
- Youth Commission Chair

Edward K. Thomas, President Emeritus
- NCAI Parliamentarian
- Tlingit & Haida Parliamentarian

Rob A. Sanderson Jr., 4th Vice President
- Gulf of Alaska Coastal Communities Coalition
- North Pacific Fisheries Management Council Intertribal Monitoring Association
- Southeast Alaska Indigenous Transboundary Commission Chair
- National Congress of American Indians (NCAI) Alaska Area Vice President
- NCAI Addiction Abuse Task Force Chair
- Alaska Native Harbor Seal Commission
- Region 10 Tribal Leaders Summit Committee
## Our Leadership - Delegates

### ALASKA

**Anchorage [9]**
- Shirley M. Kendall
- Tasha J. Hotch
- Alvin C. Edenshaw
- Anthony R. James
- Marvin L. Adams
- Ronald C. Mallott
- Mary Moreno-Soots
- Lucretia A. Dennis
- Gilbert F. Stokes

**Angoon [2]**
- Richard W. George
- Maxine L. Thompson

**Craig [2]**
- Judy Helgesen
- Virginia L. Lawnicki (Sprague)

**Haines [2]**
- James E. Hart
- Kevin L. Thompson

**Hoonah [3]**
- Julianna (Julie) Jackson
- Frank G. Wright
- Robert W. Starbard

**Hydaburg [2]**
- Sid C. Edenshaw
- Lisa M. (K’a’iljuus) Lang

**Juneau [27]**
- William E. Martin
- Ben D. Coronell
- Gerald F. Bennett Sr.
- Douglas K. Chilton
- Selena A. Beierly
- Kenneth L. Southerland
- Sue Ann K. Lindoff
- Ella D. Bennett
- Michael L. Beasley
- James Jack Sr.

**Juneau (Cont.)**
- Louise A. Kadinger
- Gloria A. Jack
- Gloria Sarabia
- Michael S. Corpuz
- Paul Marks II
- Jacqueline L. Pata
- Janice L. Hotch
- Andrea E. Cesar
- Leona M. Santiago
- Mike J. Hoyt
- Wm. (Ozzie) Sheakley
- Dionne D. Cadiente-Laiti
- Gail M. Dabaluz
- Rhonda D. Butler
- Sandra Y. Cross
- Arlene B. Bennett
- Jerene (Jeri) Museth

**Kake [3]**
- Delbert Kadake
- Henrich Kadake
- Paul Aceveda

**Kasaan [1]**
- Paula K. Peterson

**Ketchikan [7]**
- Rob A. Sanderson Jr.
- Thomas G. Skultka Jr.
- Helene R. Simpson
- Carrie L. James
- Roberta L. Hull
- Romay D. Edenshaw
- Rebecca Estrin

**Klawock [3]**
- Eva J. Rowan
- Yodean P. Armour
- Ruby M. Smith

**Klukwan [1]**
- VACANT

**Metlakatla [2]**
- Deanna Nelson
- VACANT

**Pelican [1]**
- VACANT

**Petersburg [2]**
- Nathan C.S. Lopez
- MaryAnn Rainey

**Saxman [1]**
- Candace R. Williams

**Sitka [6]**
- Patricia Alexander
- Gerald E. (Gerry) Hope
- Louise Brady
- Paulette M. Moreno
- Rachel Moreno
- Harriet M. Beleal

**Wrangell [3]**
- Luella Knapp
- Harry M. Churchill
- Susan G. Stevens

**Yakutat [2]**
- Ralph J. Wolfe
- Cynthia L. Petersen
Our Leadership - Delegates

**CALIFORNIA**
San Francisco [5]
- Will (Yaan Yaan Eesh) Micklin
- Natalie L. Suau
- Donna Rae James
- John Jay Silva
- Donavin S. Hannon

**WASHINGTON**
Seattle [26]
- Michelle M. Demmert
- Janet L. (Jan) Peele
- Bear G. Alexander
- Cindy L. Williams Pederson
- Catherine N. Edwards
- LaVerne A. Wise
- Fred Lauth Sr.
- Joyce M. Alexander
- Marian K. Lauth
- Karen J. Elliott-Lauth
- Daphyne K. Albee
- Jessica S. Dominy
- Stephanie D. Rainwater

Seattle (Cont.)
- Tate London
- Jocelyn (Cher) Ketah
- Pamela Y. Dalton Stearns
- Sam M. Hanlon Jr.
- Kara E. Peele-Mayer
- Karen A. Nathan
- Carolyn S. Heersema
- Patricia Allen-Dick
- Cecilia E. Tavoliero
- Joey C. Ketah
- Morgan Howard
- Brandon R. Mayer
- Andrew Strobel

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Delegates as documented in the 2019 Tribal Assembly credentials report.
Administration Reports
The Finance department is responsible for recording the Tribe’s expenditures of approximately $29 million per year in accordance with Generally Accepted Accounting Principles. Tlingit & Haida employs a fund accounting system and operates on a fiscal year ending December 31. Working simultaneously with over 80 grant funds is complex due to different requirements, terms, reporting dates, statutory regulations and fiscal periods.

Finance provides the following services to all Tlingit & Haida departments and programs: payroll, travel expense reporting, credit card transactions, accounts payable, sales and receivables, grant administration and reporting, financial reporting, oversight of the annual audit, and budget administration. The department also monitors the Tribe’s Trust Fund and oversees the employee retirement plan.

**2019 Highlights**

- Implemented new Employee Navigator benefits system to manage health benefits and Affordable Care Act (ACA) reporting.
- Purchased asset tracking software that will facilitate documenting the Tribe’s capital assets and employee equipment. This will enable the Tribe to track, manage and support tribal assets throughout their life cycle and reduce reliance on spreadsheets and paper-based filing systems.
- Implemented new Automatic Data Processing Inc. (ADP) payroll processing system to increase efficiency and allow staff to easily access their payroll information.
- Established national level discount contracts for the purchase of supplies and services for the Tribe while streamlining and optimizing organizational needs.

**Audit**

- Completed the annual audit without any findings or reportable deficiencies. This is accomplished through compliance with federal regulations, enforcement of policies and procedures, and effective management of operations and internal controls.

**Indirect Cost Proposal**

- Prepared the 2020 Indirect Cost Proposal and concluded negotiations with the Interior Business Center with a favorable rate of 29.69%. In order to be effective with budget planning, a completed agreement is preferable before the start of the fiscal year.

**Trust Fund**

The 2019 year-end balance of the Tribe’s Trust Fund was $22,273,777 which is an increase of $2,628,963 for the year. The oversight of the Trust Fund is managed by the Investment Committee which is comprised of the President, Chief Operating Officer, Chief Financial Officer and two Executive Council members.

- Transferred $693,411 to cover the 2018 indirect shortfall, tribal direct and activities related to Tlingit Haida Tribal Business Corporation.
2020 Goals

- Prepare the 2021 Indirect Cost Proposal and conclude negotiations with the Interior Business Center on a favorable 2021 indirect cost rate.
- Complete tribal fiscal policy updates that set forth standard procedures, responsibilities and authorities for financial management for all tribal operations and activities.
- Develop a comprehensive financial training module for tribal employees to use in the course of their duties.

### HISTORICAL TRUST FUND GRAPH
December 31, 2019 Ending Balance: $22,273,777

### OPERATING EXPENSES BY PROGRAM

<table>
<thead>
<tr>
<th>PROGRAM TYPE</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tribal Court</td>
<td>$884,342</td>
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<tr>
<td>Tribal Government</td>
<td>$827,192</td>
</tr>
<tr>
<td>General &amp; Administration</td>
<td>$6,657,801</td>
</tr>
<tr>
<td>Client &amp; Community Services</td>
<td>$24,618,037</td>
</tr>
<tr>
<td>Enterprises (not including THTBC)</td>
<td>$1,174,499</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$34,161,870</strong></td>
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</tbody>
</table>
The Human Resources (HR) department is responsible for maintaining the Tribe’s employee classification structure and personnel files, recruiting to fill vacancies, screening applications and referring candidates to hiring managers.

Top priorities for 2019 were to complete a classification/compensation study, update position descriptions, continue to transfer paper files to electronic storage and rewrite the Tribe’s Personnel Manual.

2019 Highlights
- Screened 1,164 applications and processed 158 hires.
- Onboarded 61 new employees.
- Completed the classification/compensation study that examines wages against industry standards and will be used as a tool to ensure equitable application of the Tribe’s compensation schedule.
- Completed rewrite and initial editing of the Personnel Manual.
- Collaborated with the Tribe’s General Counsel and the Public Safety department to develop a Tribal Barrier Crime Matrix to establish standards, requirements and procedures with barrier crimes that may prohibit an individual from employment.

2020 Goals
- Publish the classification/compensation study and familiarize staff with using it.
- Complete and begin using Tribal Barrier Crime Matrix.

STAFF BY COMMUNITY

<table>
<thead>
<tr>
<th>COMMUNITY</th>
<th>STAFF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Angoon</td>
<td>4</td>
</tr>
<tr>
<td>Haines</td>
<td>1</td>
</tr>
<tr>
<td>Hoonah</td>
<td>3</td>
</tr>
<tr>
<td>Juneau</td>
<td>168</td>
</tr>
<tr>
<td>Kake</td>
<td>1</td>
</tr>
<tr>
<td>Ketchikan/Saxman</td>
<td>12</td>
</tr>
<tr>
<td>Petersburg</td>
<td>4</td>
</tr>
<tr>
<td>Prince of Wales</td>
<td>11</td>
</tr>
<tr>
<td>Sitka</td>
<td>7</td>
</tr>
<tr>
<td>Wrangell</td>
<td>6</td>
</tr>
<tr>
<td>Yakutat</td>
<td>3</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>220</strong></td>
</tr>
</tbody>
</table>

Native Hire: 181  
Non-Native Hire: 39

- 82%  
- 18%
The Information Technology (IT) department oversees the Tribe’s information technology systems and administers the Local Area Network (LAN) and Wide Area Network (WAN) which allows all departments to communicate with each other more efficiently, including those employees located in field offices throughout Southeast Alaska.

The department also provides troubleshooting and technical support to all staff for computers and electronic office equipment.

### 2019 Highlights
- Implemented Office 365 and retired aging on-site Exchange servers.
  - New firewalls were deployed to accommodate additional Internet traffic due to Office 365.
- Removed the 32-bit operating system from the phone system’s server and reinstalled the 64-bit version.
- Successfully closed 1,652 staff work order requests.
- Served on the Tribal D™ implementation team to provide technical assistance on the roll out of TribeVue™.
- Replaced two aging Hyper-V host servers.
- Completed site visits to Ketchikan and Sitka to install and configure new workstations and other hardware on the network, and to troubleshoot issues that couldn’t be resolved remotely.
- Trained staff on setting up and utilizing livestreaming equipment and provided support as needed during special events throughout the year.

### 2020 Goals
- Migrate file structure from traditional physical file servers to SharePoint to take advantage of features available in Office 365.
- Continue to implement functionality and features of Office 365.
- Add additional redundancy to the Tribe’s Internet access.

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“Providing technology services to all departments including network administration, infrastructure, software and hardware support.”

Koosëxwa
Brian McHenry
IT Manager
The Tribal Operations department provides oversight of the Tribe’s Bureau of Indian Affairs (BIA) Self Governance programs and provides support to compact communities in compliance with applicable regulations and fiscal policies. The department also manages all facets of Tribal Assembly in collaboration with the Office of the President and ensures an efficient and productive work environment through technologies and program support.

2019 Highlights

- Coordinated a successful 2019 Tribal Assembly in collaboration with the Office of the President and Tribal Assembly teams. This was Tribal Operations’ single biggest project of the year.
- Worked with the Information Technology (IT) department to deploy Office 365.
  » Developed timeline for implementation strategy, specifically focusing on the Microsoft Teams and SharePoint (modern experiences) applications.
  » Researched Microsoft Teams and coordinated initial training sessions.
- Reestablished a monthly maintenance contract with Xerox.

Client Database Management System

The Tribe’s new Integrated Policy Database Management (IPDM) system utilizes the Tribal D™ TribeVue™ software for data tracking and reporting, training and support services so programs can focus on comprehensive case management strategies.

In 2019, Tribal Operations continued to transition programs and departments over to TribeVue™. This new system takes advantage of the generational shift in computer and Internet technology. TribeVue™ provides programs the ability to be more efficient and effective with their deliverables.

- Transitioned eight departments (Child Care, Cultural Heritage & Education, Employment & Training, Program Compliance, Temporary Assistance for Needy Families, Tribal Family & Youth Services, Tribal Child Support Unit and Tribal Vocational Rehabilitation) over to TribeVue™.
- Initiated strategic planning and mapping process to launch a Citizen Portal in 2020.

Self-Governance / Compact

Through a Memorandum of Understanding (MOU), Southeast Alaska tribes can authorize Tlingit & Haida to enter into a Self-Governance Compact and Annual Funding Agreement (AFA) with the federal government to administer programs and services. Allocation of funding is calculated based on the Intertribal Distribution Worksheet which distributes tribal shares based on population for most programs and services with the exception of the Realty program which allocates funding based on the number of Native allotments in each Compact community.

- Held negotiations on the 2020 AFA which took place in Juneau, Alaska (August 2019) with Compact tribes, the Office of Self-Governance and BIA. The 2020 budget for Compact funds is $3.4 million for general operations and provision of programs.
- Provided administrative support to Compact tribes and coordinated community visits between Tlingit & Haida’s Executive Team and Tribal Councils in Haines and Wrangell.
Compact Communities:

- Craig (Craig Tribal Association - ICWA and Social Services Only)
- Haines (Chilkoot Indian Association)
- Juneau (Juneau Tlingit & Haida Community Council)
- Kasaan (Organized Village of Kasaan)
- Klawock (Klawock Cooperative Association)
- Pelican (Pelican Tlingit & Haida Community Council)
- Saxman (Organized Village of Saxman)
- Wrangell (Wrangell Cooperative Association – ICWA, Trust, Forestry and Welfare Assistance Only)

*Note: Tlingit & Haida also provides Trust services to Ketchikan Indian Community, Skagway Traditional Council and Tenakee Springs Indian Community.*

2020 Goals

- Implement the Citizen Portal in TribeVue™.
- Implement SharePoint modern experience.
- Complete implementation of Microsoft Teams and provide training to all departments.
Tribal Court
The Tribal Court was established as a separate branch of government to exercise the Tribe’s inherent sovereignty and provide a culturally-appropriate forum for tribal citizens to address their judicial needs.

The Executive Council, Judiciary Committee, Justices and Tribal Court staff continue to work toward expanding and sustaining the Tribal Court’s judicial services. The Tribal Court is available for and has subject matter jurisdiction over:

- Adoptions
- Child Support
- Child Custody
- Child Welfare
- Divorce
- Domestic Violence
- Guardianships
- Marriage
- Paternity

The Tribal Court’s judicial services are guided by the traditional values of respect, patience and the essential responsibility to safeguard the future of the Tribe by promoting healthy tribal families. The Tribal Court resolves matters by taking evidence and rendering both written and oral decisions. Each final decision of the trial court comes with the right of appeal to Tlingit & Haida’s Supreme Court which is composed of three elected Justices.

Beyond dispute resolution and problem solving, the Tribal Court provides technical assistance to Alaska tribes to help build tribal court capacity. The Tribal Court is currently developing alternatives for dispute resolution and restorative justice models that can be utilized and shared with tribal courts throughout Alaska.

The top priorities in 2019 were to provide outreach and education to Southeast Alaska tribes as they explored developing Tribal Justice Systems, continue development of the Tribe’s Wellness Courts for families affected by the opioid crisis and finalize planning for the Youth Healing to Wellness Court. The Tribal Court met or exceeded most of its 2019 goals.

2019 Highlights

- Awarded a three-year Department of Justice grant to establish a Victim’s Services Division for tribal citizens in Angoon, Craig, Hoonah, Juneau, Kasaan, Klawock and Saxman, Alaska.
- Partnered with Yakutat Tlingit Tribe to deliver Peace Circle Facilitator training in Yakutat, Alaska.
- Provided staff support to the Tribe’s Violence Against Women (VAW) Task Force and coordinated a march and rally to Sealaska Plaza during Tribal Assembly.
2019 Highlights (Cont.)

- Partnered with the Organized Village of Kasaan and Alaska Native Women’s Resource Center to host the first annual Domestic Violence Summit: Increasing Safety for Alaska Native Women in Klawock, Alaska. The three-day event brought together tribal, state and city leaders to discuss domestic violence, offender accountability and the Missing and Murdered Indigenous Women issue. A community march and rally was also held during the summit.
- Awarded an additional three-year Coordinated Tribal Assistance Solicitation (CTAS) grant to complement the Victim’s Services Division and support increased services in rural communities.
- Participated and presented at several local, state and national events, meetings, trainings, conferences and consultations throughout the year.
- Partnered with the Tribal Family & Youth Services department to provide home studies and emergency clinical support for families involved in court cases.
- Attended cross-site visits, trainings and met with the Juneau School District, State of Alaska, SouthEast Alaska Regional Health Consortium (SEARHC) and other community partners in an effort to create a culturally focused wellness court for tribal youth ages 14-21.

2020 Goals

- Plan and develop a Family Wellness Court for families impacted by opioid addiction and misuse when facing potential removal of tribal children from their homes.
- Establish Family Court Services Division to increase services available to tribal families involved in the Tribe’s Justice System.
- Continue to provide technical assistance to Southeast Alaska tribes and communities to develop individual, inter-tribal and regional court systems in Southeast Alaska, including an appeals court system and satellite courts.
- Continue development of an advocacy program for victims of crime that will increase legal, medical, physical, emotional and housing support throughout Southeast Alaska Native communities.
- Continue to build tribal court capacity by strengthening current programs and services and researching ways to expand judicial services to include housing, landlord-tenant, elder abuse, conservatorship for youth and vulnerable adults, and probate.
- Provide tribal citizens with family and legal advocacy when faced with issues of domestic and sexual violence.

“Exercising our inherent tribal sovereignty for the benefit, health and wellbeing of our tribal citizens.”

Kinduàan
Frances Andrews
Court Administrator
Social Enterprise Reports
The Elizabeth Peratrovich Hall (EPH) is located in the heart of downtown Juneau, Alaska and offers event space for conferences, meetings, weddings and more. EPH is working actively to become the event venue of choice in Juneau. EPH also provides courier services to the Tribe’s four main Juneau office locations.

2019 Highlights
- Generated $181,603 in gross sales revenue with a net profit of $6,046.
- Developed a new logo and marketing kit to rebrand the Elizabeth Peratrovich Hall to be an elegant venue for events in Juneau.
- Provided professional sound reinforcement training to all EPH staff.
- Partnered with the Juneau Public Market for the second year in a row to host 39 vendors.
- Employed six clients through the Tribe’s 477 Work Experience program.
- Partnered with Juneau Chamber of Commerce for their 2020 business roundtables and luncheons.
- Partnered with KTOO to broadcast special events live on statewide television.

2020 Goals
- Host additional community events that bring in talent to increase revenue and customer base.
- Expand courier service to include process serving.
- Install new uplighting, spotlighting and projection lighting to enhance events.
- Provide more extensive training on audio-visual equipment.
- Expand EPH rental services to include livestreaming.
Sacred Grounds Café is a tribally-owned coffee shop that opened in 2017. We proudly maintain a Native hire rate of nearly 100% and support other Native-owned businesses and Native artists. Sacred Grounds continues to partner with the Tribe’s 477 programs to help tribal citizens gain employment placement and opportunities to enhance employability and strengthen employment history.

2019 Highlights

- Increased gross revenue from $138,648 in 2018 to $224,806 in 2019, with a net profit of $17,129.
- Launched website (sacredgroundsak.com) to enhance online presence, expand marketing and increase sales.
- Expanded the Sacred Grounds brand to include a café in Sealaska Plaza.
- Continued remodeling of the Sacred Grounds Café in the Andrew Hope Building.
- Negotiated a lease for a new café in the Bartlett Regional Hospital. This site will open in 2020.
- Expanded breakfast, lunch and snack food services at café locations in partnership with Smokehouse Catering.
- Hosted a culturally-relevant customer service staff training retreat.
- Employed four clients through the Tribe’s 477 Work Experience program.
- Recruited three youth through the summer Youth Employment Services (YES) program to receive barista training and job shadow onsite.

2020 Goals

- Improve food service, inventory management and café operations.
- Implement point of sale and inventory management system.
- Upgrade plumbing at the Andrew Hope Building’s café location.
- Host quarterly events to support Native artists and increase business.
- Continue to explore expanding Sacred Grounds locations in Juneau.
Sacred Shine Auto Detailing shop (Sacred Shine) provides excellent customer service while cleaning vehicles, surpassing industry standards and/or client specifications. With a mission and a vision to go above and beyond customer expectations, Sacred Shine consistently delivers a work of excellence by using the skills and knowledge that comes with years of experience and by only using premium quality and environmentally friendly products.

2019 Highlights

- Hired a lead auto detailer to improve community outreach and increase detailing contracts in the community.
- Increased gross revenue of $4,018 from late November to December 2018 to $56,900 in 2019, with a net loss of $1,153.
- Increased employee skills and knowledge through specialized training in Pittsburgh, Pennsylvania. Staff are certified auto-detailers with a variety of auto specialty certifications.
- Launched website (sacredshineak.com) to promote marketing and increase business.
- Developed relationship with SouthEast Alaska Regional Health Consortium (SEARHC) to provide detail services for their patient transport van.
- Partnered with 477 Division to employ two clients through the Work Experience program. These employees transitioned into full-time positions with Sacred Shine.
- Recruited four youth through the summer Youth Employment Services (YES) program to be trained in auto detailing services.

2020 Goals

- Expand detailing services to include clear coating, headlight restoration and interior repairs.
- Secure government auto detailing contracts.
- Launch mobile detailing unit and offer ‘on-the-go’ auto detailing training to communities in Southeast Alaska.
Smokehouse Catering was established as a social enterprise in 2018 to meet the internal food service needs of the Tribe. With a vision of providing authentic, cost-effective and delicious experiences, Smokehouse Catering has not only eliminated the Tribe’s need for contracting food services, but has expanded to offer catering services for both formal and informal events in Juneau, Alaska.

Like Tlingit & Haida’s other tribal social enterprises, Smokehouse Catering partners with internal departments and programs to provide employment opportunities for tribal citizens. Smokehouse Catering has also continued to partner with REACH, a local non-profit, to provide work experience opportunities for individuals with disabilities.

2019 Highlights

- Generated $703,772 in gross revenue with a net profit of $262,216 in 2019.
- Secured internal catering contracts with Head Start, Tribal Family & Youth Services, Office of the President and the 477 Division.
- Secured external contracts, including the City and Borough of Juneau, Glacier Valley Rotary Club, Goldbelt Heritage Foundation, Goldbelt Inc., and Sealaska.
- Provided breakfast, lunch and snack food services to Sacred Grounds Cafés with grab and go options.
- Provided catering services to Huna Totem Corporation which included transport of product to Hoonah, Alaska.
- Reached 2019 goals of:
  - Becoming an approved caterer at the Centennial Hall venue,
  - Expanding menu, and
  - Securing catering contract with the Juneau Chamber of Commerce for their 2020 weekly luncheons.
  - Employed eight clients through the Tribe’s 477 Work Experience program.
- Secured additional commercial kitchen space through a lease agreement with the Vocational Training & Resource Center.

2020 Goals

- Secure additional storage space for dry goods and equipment.
- Develop marketing plan and website to expand online presence and increase sales.
- Implement best practices for the industry to increase overall efficiency.
- Provide food services for Little Eagles and Ravens Nest (LEARN) child care center that will open in 2020.

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The Tlingit & Haida Cultural Immersion Park (Immersion Park) is a long-term commitment of the Tribe. The Immersion Park will serve as a powerful instrument in fulfilling the Tribe’s mission and vision, and enhance the awareness, preservation and perpetuation of our Southeast Alaska indigenous cultures.

The Immersion Park will create additional economic impact and opportunities for tribal citizens in employment, workforce development and transferable skills. It will also support the cultural values and practices of our people and serve as a respectful economic driver that creates a unified voice for the Tlingit and Haida nations in the growing industry of indigenous and cultural heritage tourism.

The Immersion Park will be a focal point for visitors, tribal citizens and community members to immerse themselves in the rich histories and living cultures of the Tlingit and Haida people.

2019 Highlights

- Hired a Business and Economic Development Coordinator to facilitate development of the project.
- Completed Phase I (pre-design) including additional permitting, site surveying, wetland surveying, water and wastewater investigation, and geotechnical investigation and reporting.
- Started process to develop public relations and marketing collateral for fundraising campaign.
- Continued meetings with the City and Borough of Juneau (CBJ) Docks and Harbor, Alaska Electric Light & Power (AEL&P) and AJT Mining Properties Inc. on site parcels and access needs.

2020 Goals

- Identify and resolve all environmental aspects sitewide.
- Secure all necessary land leases and transfers of land ownership for the entire site.
- Develop a comprehensive strategy to identify grants, private endowments and fundraising opportunities to secure funding to develop the Immersion Park.
- Enhance community outreach efforts and stakeholder input throughout Southeast Alaska.
- Contract with necessary entities to complete Phase II of the Immersion Park’s plan.
- Establish a regional tourism committee dedicated to indigenous and cultural heritage tourism.
Division & Department Reports
The 477 Division creates a single, coordinated system of collaborative services that focuses on providing employment, training and related services to eligible Alaska Natives and/or American Indians within Tlingit & Haida’s service area. The division’s mission is to create and maintain a comprehensive program to provide opportunities to clients through the provision of education, training and employment services. Our mission is carried out through the consolidation of federal education, training and employment programs and related services included in the Tribe’s 477 Plan. This plan demonstrates how we, as a tribe, integrate these federal program activities and services to improve their effectiveness and reduce unemployment in our communities as we meet goals that are in accordance with our strategic plan and the policy of self-determination.

Services under P.L. 102-477 include: Child Care and Development Fund (CCDF), Community Service Block Grant (CSBG), General Assistance, Job Placement and Training, Native Employment Works (NEW), Temporary Assistance for Needy Families (TANF), and Workforce Innovation and Opportunity Act (WIOA) Adult and Youth.

These services are delivered through the following 477 departments: Child Care, Employment & Training, TANF, Tribal Child Support Unit (TCSU) and Tribal Vocational Rehabilitation (TVR).

### 2019 Highlights

- Worked closely with Tribal D™ to adjust and improve their respective TribeVue™ modules.
- Coordinated the participation of all 477 services at Client Service Informational Fairs held in Craig, Kasaan, Klawock and Saxman, Alaska.
- Participated and presented at numerous state and national meetings, trainings, conferences and workgroups throughout the year.
  - The 477 Director elected to fill “Member At Large” seat with the National 477 Tribal Workgroup.
- Increased participation in both the Fatherhood Is Sacred® and Motherhood Is Sacred™ 12-week programs.
- Secured advance training on TribeVue™ for all 477 staff to ensure clients receive the services they are eligible for.
- Provided a computer lab for client activities that related to work searches, education, housing and applying for services; 75 clients used the lab in 2019 for a total count of 506 visits.
- Maintained client access to distance learning programs to increase employment opportunities.
- Coordinated 477 managers to participate in a 477 Summit to explore and understand the P.L. 102-477 and how it can affect the Tribe positively and negatively.
2019 Highlights (Cont.)

- Coordinated and hosted annual Back to School Celebration in Juneau and backpack events in 18 Southeast Alaska communities.

2020 Goals

- Expand internal collaborations with departments such as Business & Economic Development, Tribal Family & Youth Services (TFYS), Tribal Court and the Vocational Training & Resource Center to improve the quality of services to tribal citizens.
- Streamline and improve quality of services to tribal citizens within our service area through staff development and training.
- Continue to collaborate with the TFYS department to provide family-oriented groups and support that assist 477 clients in overcoming barriers to employment as they move toward self-sufficiency.
- Work to integrate new programs that will improve and enhance program services for tribal citizens.

"Increasing self-sufficiency, empowering the underemployed, and improving the quality and effectiveness of services for our tribal citizens."
The 477 Child Care department strives to increase the availability, affordability and quality of child care services to families who are working or in training and/or other related activities.

The department supports before-school, after-school and cultural activities in addition to offering a quality improvement program for child care providers to help with health and safety equipment, business licenses, training and subcontracts for school (before and after) and summer cultural programs.

Child Care is funded by the Administration for Children and Families, under a Child Care and Development Fund (CCDF) block grant which is incorporated into the Tribe’s 477 Plan.

2019 Highlights

- Served 193 children and 119 parents under the Child Care Subsidy program (38 were two-parent households and 110 were single-parent households). Parents earned an average of $16.20 per hour.
- Provided subcontracts to:
  - Wrangell after-school cultural program to cover lease which served 60 children.
  - Organized Village of Kasaan to assist with staffing and supplies to provide after-school and cultural activities to 11 students.
  - Summer culture camps held in seven communities (Angoon, Haines, Hoonah, Juneau, Kake, Ketchikan and Yakutat, Alaska) which served 227 children and assisted with food, supplies and staffing.
- Provided grant to Tlingit Culture, Language & Literacy (TCLL) program which provided healthy snacks to over 60 children.
- Provided Conscious Discipline training to 81 participants from 14 communities in partnership with Tlingit & Haida Head Start.
- Assisted the Temporary Assistance for Needy Families (TANF) department with the distribution of 50 backpacks to students in Yakutat, Alaska.
- Provided stipends to 31 parents and foster parents and 71 providers for summer and winter supplies and food to augment child care services ($83,300 was distributed).
- Provided Child Development Associate (CDA) training to 39 participants in partnership with the Southeast Alaska Association for the Education of Young Children (AEYC) with 11 graduating from the following Southeast Alaska communities: Gustavus (1), Ketchikan (1), Petersburg (4), Skagway (1) and Yakutat (4).
- Provided health and safety equipment to 30 homes.
- Supported the Fatherhood Is Sacred® (FIS), Motherhood Is Sacred™ (MIS), Linking Generations by Strengthening Relationships® and Intertribal Wellness programs in partnership with the TANF department by providing onsite child care to participants.
- Shared Child Care service information and distributed literacy materials to 130 tribal citizens throughout Southeast Alaska.
- Purchased literacy materials for the local village tribes on Prince of Wales Island and in Haines, Saxman and Wrangell, Alaska.
2019 Highlights (Cont.)

- Negotiated necessary Information Technology (IT) upgrades to Tribal D™ TribeVue™ system to streamline services.
- Partnered with the Business & Economic Development department to:
  - Establish Little Eagles and Ravens Nest (LEARN), a tribally-owned child care center in Juneau, Alaska.
  - Host a Molly of Denali screening event with approximately 300 participants.
- Attended the Raising Our Children with Kindness event and shared LEARN program service information to 89 parents.
- Participated in Child Sexual Abuse Awareness and Sexual Assault training (four staff attended) and Tribal Management Institute training.

2020 Goals

- Provide Early Childhood training to Head Start employees and child care providers in Ketchikan and Sitka, Alaska to increase quality of care offered.
- Pay vacant child care slots for children with special needs, at risk, foster families and TANF recipients.
- Monitor approved homes and child care centers to ensure providers are in compliance with health and safety standards.
The 477 Employment & Training (E&T) department addresses problems of unemployment and under-employment, and the economic needs of Alaska Natives and American Indians residing in Southeast Alaska. The department administers the following programs: Burial Assistance, Employment Services, General Assistance, Job Placement (Work Experience & On-the-Job Training), Training Services and Youth Employment Services.

In 2019, the E&T department focused on expanding outreach to tribal citizens on program services and training opportunities through a variety of community events.

2019 Highlights

- Provided support to Juneau’s homeless population at the Juneau Homeless Connect event and distributed community resources, program applications, drybags, sleeping bags, hats, gloves and socks.
- Organized a Spring Informational Fair and a Winter Informational Fair to share resources on 477 programs and provide opportunities for families to participate in fun activities. Over 300 individuals attended each event.
- Provided information on E&T services at Client Service Informational Fairs held in Craig, Kasaan, Klawock and Saxman, Alaska.
- Assisted the 477 Division in hosting its Back to School Celebration in Juneau, Alaska and traveled to outlying communities to help with the distribution of backpacks.
- Collaborated with Tlingit Haida Regional Housing Authority to provide tribal citizens in Angoon, Hoonah, Hydaburg, Saxman and Wrangell, Alaska with tax preparation and assistance with applying for state and tribal services through the Community Enrichment program.

Training Services & Job Placement

The Training Services and Job Placement programs offer assistance with education, vocational training and employment opportunities to eligible applicants who lack specific training or certification to be considered for employment. Through these services, clients receive career assessment testing, educational and training assistance, job skills development, work experience and on-the-job training.

- Coordinated a Power Conference and Job Fair in partnership with other 477 departments to motivate clients, increase their employability skills and prepare them for reentering the workforce. Over 100 clients participated in the event which featured a keynote address by famed Ojibwe-Canadian actor Adam Beach and 27 employment recruiters and resource organizations.
- Provided services to 38 clients; 11 graduated and 10 secured employment.
  » Fields of Study: Accounting, Barista, Business Administration, Commercial Driver’s License (CDL), Certified Nursing Assistant, Cosmetology, Culinary, Diesel Mechanic, Flagging, Medical Assistant, Power Technician, Penn Foster Distance Education, Plumbing and Heating, and Welding.
- Placed six Work Experience clients in barista, clerical, culinary and general labor positions.
2019 Highlights (Cont.)

- Referred clients to Southeast Regional Resource Center for GED testing, Juneau Job Center for basic office skills training, and the ALEXSys website to apply for state, federal and local recruitments.

Youth Employment Services

The Youth Employment Services (YES) program assists eligible tribal youth between the ages of 14-24 to discover career/education pathways while developing employment skills and teaching self-sufficiency.

- Coordinated the summer YES program in 12 communities (Angoon, Craig, Haines, Hoonah, Hydaburg, Juneau, Kake, Kasaan, Saxman, Sitka, Wrangell and Yakutat, Alaska) with 66 youth participating.
- Hosted a two-day camp for youth that focused on life and employability skills and cultural activities which included creating paddles from cedar planks, beading classes and drum making; over 60 youth participated.

2020 Goals

- Expand partnerships with local, state and federal agencies to increase training, education and employment opportunities for clients.
- Increase number of host employers that participate in the summer Youth Employment Services program.
- Purchase equipment to develop an in-house production center to produce embroidered, engraved and direct-to-garment printed products to fulfill program needs and to expand work experience opportunities for tribal citizens.
- Provide support to the Cultural Heritage & Education department to develop monthly cultural classes.
The 477 Temporary Assistance for Needy Families (TANF) department is funded by the State of Alaska’s Department of Health and Social Services (DHSS) and the United States Department of Health and Human Services (under the Administration for Children and Families’ Office of Family Assistance). TANF services are primarily designed to assist low-income families with dependent children to become self-sufficient. The department provides case management, monthly cash assistance, supportive services, and other services to eligible families within Southeast Alaska (with the exception of Metlakatla which is located on the Annette Islands Reserve). Additionally, the TANF department provides TANF adult-not-included benefits to families with a disabled parent or other non-needy caretaker relative.

There are four main purposes that guide TANF’s day-to-day activities:

- Provide assistance to needy families so that children may be cared for in their own homes or in the homes of relatives;
- End the dependence of needy parents on government benefits by promoting job preparation, work and marriage;
- Prevent and reduce the incidence of out-of-wedlock pregnancies and establish annual numerical goals for preventing and reducing the incidence of these pregnancies; and
- Encourage the formation and maintenance of two-parent families.

2019 Highlights

- Provided TANF benefits and services to over 200 families per month.
- Coordinated and hosted annual Back to School Celebration in Juneau, Alaska and backpack events in 18 Southeast Alaska communities to distribute over 2,000 backpacks filled with school supplies to children and youth (Head Start through High School) for the 2019-2020 school year.
- Assisted with the Power Conference that was held in Juneau to motivate clients, increase their employability skills and prepare them for reentering the workforce.
- Continued partnership with the Tribal Family & Youth Services (TFYS) department to provide parenting and relationship-oriented groups in Juneau and began to explore possibilities of expanding groups to other communities.
- Increased partnership with the Business and Economic Development department for subsidized employment, which resulted in higher work participation rates.
- Continued to partner with the Navigators program to provide educational services, family planning, substance abuse prevention awareness and other services to at-risk youth.
2019 Highlights (Cont.)

- Partnered with Tlingit Haida Regional Housing Authority to provide social services training to rural tribal government staff from the Angoon Cooperative Association, Hoonah Indian Association, Hydaburg Cooperative Association and Wrangell Cooperative Association.
- Provided support to the Haa Yoo X’atángi Kúdi language immersion nest and Head Start department to bolster their programs and fill gaps in their educational services.

2020 Goals

- Continue to develop relationship with the TFYS department for high-risk families and reduce the number of children in the custody of the DHSS’ Office of Children Services.
- Provide case management services to TANF adult-not-included families for services geared around the child(ren)’s needs.
- Increase coordination between local tribes and villages for economic development exploration and expanded services.
The 477 Tribal Child Support Unit (TCSU) provides services to all Southeast Alaska villages and communities, with the exception of Metlakatla. TCSU is currently the only Child Support Agency in Southeast Alaska.

The majority of TCSU cases are opened when a custodial parent applies for and receives Temporary Assistance for Needy Families (TANF). Due to the 60-month limit of TANF benefits, many TANF cases are transitioned to non-assistance cases, showing a general overall trend for current support to be paid directly to custodial parents. Approximately 71% of child support is distributed directly to families and 29% to the Tribe for reimbursement of funds owed to TANF for assignment of child support rights. This trend continues as distribution percentages increase by 15.43% for families from FY 2018.

TCSU accepts all applications for child support services and makes appropriate referrals when necessary. The majority of cases are from parents or custodians who receive public assistance such as TANF benefits. TCSU cases are also opened when custodians apply for other tribal services such as Employment & Training or Child Care. TCSU received 161 applications for the year, which in turn, created 94 new cases; the remaining were added to 67 existing or reopened cases.

2019 Highlights

- Increased active Tribal IV-D caseload to 1,325.
- Distributed $1,176,479.72 in child support.
  - Reached the benchmark of collecting over $1 million in child support for the second year in a row. TCSU Specialists manage between 250-500 cases each which continues to result in higher collections.
- Increased collections by 17.75% which surpassed TCSU’s fiscal performance goal of increasing collections by 6%.
- Closed 95 cases.
- Presented “Think About It” to 232 high school students in Juneau. The presentation explains the impact child support can have on life from teen pregnancy. Also presented “Think About It” at the Northwest Tribal Conference in Quinault, Washington and to Tlingit & Haida’s 477 staff.
- Submitted 191 Alaska Permanent Fund (PFD) garnishment requests and successfully met the PFD deadline while refining a new child support data system (Tribal D™).
- Participated in Peace Circle Facilitator training in Yakutat, Alaska to learn the process and how it can be implemented with clients for more effective participation from custodial and noncustodial parents.
- Participated in Domestic Violence Summit on Prince of Wales Island to refine processes and forms in order to provide a safe and sensitive environment.
- Attended the Northwest Tribal Child Support Conference in Quinault, Washington to learn from other tribes, network and share challenges and successes.
- Attended the National Child Support Enforcement Association (NCSEA) Leadership Symposium in Minneapolis, Minnesota which provided four workshop tracks focusing on interagency collaboration, law and policy, emerging technologies and service delivery.
2019 Highlights (Cont.)

- Hired an additional TCSU Specialist to increase collections.
- Established paternity for seven children, excluded two as alleged fathers, and closed two. Paternity has not been established for 64 children: 18 were not eligible to establish due to case closure, 6 were hard to establish due to not enough information to proceed, and 40 were eligible for paternity establishment. Of the eligible cases, 19 have been referred to other states, 12 are pending, 6 are in process with Tribal Court, and 3 cases concluded paternity in Tribal Court process.

2020 Goals

- Increase referrals to other internal programs and services, as well as outside agencies for more efficient and effective wrap-around services.
- Create a plan to increase outreach efforts by re-establishing relationships with key organizations in the community (Lemon Creek Correctional Center, Gastineau Human Services, AWARE and Reentry & Recovery) to assist our clients.
- Increase collections by at least 5%. This performance target rate is moderate due to Alaska’s continued economic challenges. Collections from the PFD are expected to be comparable to what was collected in FY 2018.
The 477 Tribal Vocational Rehabilitation (TVR) department provides culturally-relevant vocational rehabilitation (VR) services in collaboration and partnership with State of Alaska, Division of Vocational Rehabilitation to eligible Alaska Natives and American Indians (AN/AI) with disabilities residing in Southeast Alaska. VR services assist clients in planning their path to gainful employment, including self-employment and small business ownership.

The department strives to empower eligible AN/AI with disabilities to become self-sufficient and independent through an array of services designed to achieve an employment objective consistent with each client’s unique circumstances. TVR provides step-by-step plans to clients.

TVR also provides:

- Guidance for clients needing help through the VR process for training.
- Referrals to appropriate employment agencies to ensure each client finds the best job that suits their skills, abilities and strengths.
- Counseling when a client needs moral support, someone to talk with on basic needs, schooling and issues surrounding alcohol or drug abuse.

### 2019 Highlights

- Met goals and objectives for FY 2019:
  - Provided VR services to 62 new clients of which 22 secured and/or maintained continued employment.
  - Provided outreach at Client Service Informational Fairs in Craig, Haines, Kasaan, Klawock, Saxman and Wrangell, Alaska.
  - Met with community stakeholders in Craig, Haines, Hoonah, Kake, Kasaan, Ketchikan, Klawock, Klukwan, Saxman, Sitka, Skagway, Wrangell and Yakutat.
  - Participated in Juneau Homeless Connect event to provide outreach to Juneau’s homeless population.
- Continued to assist clients with training:
  - 1 client finished on-the-job training and is working full-time,
  - 1 client completed work experience and is working full-time,
  - 4 clients enrolled at the University of Alaska Southeast,
  - 1 client completed Regional Alcohol & Drug Abuse Counselor Training (RADACT) program and received certificate, and
  - 4 clients enrolled in Penn Foster distance education courses through the Vocational Training & Resource Center.

### 2020 Goals

- Provide VR services to 62 tribal citizens.
- Successfully close 24 VR cases that result in clients securing and/or maintaining employment.
- Meet with community stakeholders to maximize support for VR services.
- Secure five-year grant from U.S. Department of Education – Rehabilitation Services Administration (USDOE/RSA).
Tlingit & Haida’s Business & Economic (BED) department is dedicated to creating social enterprises that not only have a financial bottom line, but a socio-cultural bottom line that reflects who we are as Native people. Although each social enterprise varies in nature and scope of work, they are all grounded in the mission and vision to help economically diversify the Tribe and provide employment and training opportunities to tribal citizens. BED works internally with several of the Tribe’s departments such as Employment & Training, Head Start, Reentry & Recovery and Temporary Assistance for Needy Families (TANF) to place clients in work experience positions within the Tribe’s social enterprises.

Social Enterprises:
- Elizabeth Peratrovich Hall
- Little Eagles and Ravens Nest (LEARN) child care center (Opening in 2020)
- Sacred Grounds Café
- Sacred Shine Auto Detailing
- Smokehouse Catering

BED enhances community planning efforts on economic development projects in Southeast Alaska through the development of the Tribal Community Economic Development Strategy (Tribal CEDS) plan and by partnering with local, state and federal agencies. The Tribal CEDS identifies the economic conditions and needs of the region and is a tool to initiate and sustain local planning and development efforts. The plan is updated every five years and developed with input from tribes, tribal entities, tribal citizens, Alaska Native corporations and small business owners.

The department also supports tribal artisans through the Certified Tribal Artist (CTA) program and by partnering to host community events throughout the year. The CTA program promotes Alaska Native-made arts and handicrafts through certifying tribally-enrolled artists.

2019 Highlights
- Partnered with the Child Care department to establish LEARN, a tribally-owned child care center in Juneau.
- Strengthened partnerships with internal departments to align goals to successfully implement the Tribe’s mission and vision.
- Assisted in coordinating the President’s Awards Banquet & Language Fundraiser.
- Participated in Client Service Informational Fairs in Haines, Kasaan, Klawock, Saxman and Wrangell, Alaska.
- Hosted a Cultural Tourism Network meeting facilitated by First Alaskans Institute to define objectives and goals for cultural tourism in the region.
2019 Highlights (Cont.)

- Facilitated a strategic planning session on Prince of Wales Island for the Organized Village of Kasaan.
- Certified seven Tlingit and/or Haida artists under the Certified Tribal Artist program. This brought the total number of certified tribal artists to 60.
- Recruited and placed seven youth in positions within the department and social enterprises through the Tribe’s summer Youth Employment Services (YES) program.
- Supported certified tribal artists by hosting First Friday events at Sacred Grounds Café and in the Andrew Hope Building.

2020 Goals

- Update and implement the Tribal CEDS Plan.
- Offer technical assistance, workshops, tools and resources to tribally-owned start-up businesses.
- Continue to support Compact tribes in business development opportunities.
- Develop a stronger partnership with artisans under the Certified Tribal Artist program.
- Host a food court during Celebration 2020.
- Build relationships with statewide industries such as oil and gas, tourism and health care to advance the goals and priorities as outlined in the Tribal CEDS.
- Develop an online business directory to promote tribally-owned businesses.
The Cultural Heritage & Education department oversees the coordination of Tlingit & Haida’s cultural and educational activities in collaboration with other tribes and entities. The department reflects the principle that our communities, lands and tribal citizens thrive when our culture and education is our foundation.

The department is housed in the Vocational Training & Resource Center and oversees the following programs: Higher Education, Johnson O’Malley (JOM), Language and Navigators.

2019 Highlights

- Awarded a Native American Language Preservation and Maintenance - Esther Martinez Immersion continuation grant through the Administration for Children and Families, Administration for Native Americans (ANA) to operate the Haa Yoo Ḵ’atángi Kúdi Lingít language immersion nest.
- Supported Tlingit & Haida Emerging Leader in hosting Youth Commission planning meetings.
- Assisted in organizing and hosting the Ho’oilina Empowering our Traditions of Exploration conference.

Haa Yoo Ḵ’atángi Kúdi

Haa Yoo Ḵ’atángi Kúdi is a community-based language learning project that focuses on improving language transmission between generations and within families. The program opened its doors to tribally-enrolled children ages three to five in 2019, immersing students in the Lingít language and ensuring families are provided the resources needed to be on the language journey with their children.

- Provided 298 hours of Lingít language immersion instruction to tribal children.
  » 11 were enrolled from April-May.
  » 14 were enrolled from September-December.
- Participated in two language summits and two mini-language immersion sessions.
- Hosted 12 family nights.
- Increased staff development through the following trainings: Early Childhood, Childhood Development Association, Conscious Discipline and Teaching Proficiency through Reading and Storytelling.
Higher Education

The Higher Education program provides assistance to eligible tribal citizens seeking post-secondary education. Assistance includes guidance, academic planning, scholarships (Alumni and College Student Assistance) and sharing of other financial aid resources.

- Provided $371,883 in College Student Assistance funding to 186 students.
  - Honor Roll: 84 students
  - Graduates: 1 Associate’s degree, 9 Bachelor’s degrees, 2 Master’s degrees and 1 Doctorate degree.
- Awarded $5,641 in Alumni scholarships to 57 students.
- Coordinated the Only Fools Run at Midnight event to raise funds for the Alumni Scholarship.

Graduates

Craig: Lord Antwane, AA Information Technology; Haines: Noah Borski, BA Information Sciences; Dylan Comes Back Holy, MA Public Administration; and Anthony Laycock, BA Environmental Sciences; Hydaburg: William Lauth Jr., BA Business Management; Juneau: Kassandra Burke, BS; Heather Clark, BA Tribal Governance Business Management; Donovan Frank, BA Kinesiology; Ishmael Hope, MFA; Breylan Martin, BA Religion & Anthropology; Cheyenne Siverly, BS Kinesiology & Rehabilitation; Etienne Soboleff, BA Linguistic/Cultural Studies & Sociology; and X’unei Lance Twitchell, Ph.D. Hawaiian/Indigenous Language & Cultural Revitalization.

Honor Roll Students


Note: The graduate list reflects only those students who received financial assistance and provided notification of their graduation before the printing of the Annual Report.
2019 Highlights (Cont.)

Johnson O’Malley (JOM)
The JOM program provides supplemental educational opportunities to Alaska Native and American Indian students and is guided by a local parent committee. The emphasis is on tutorial and cultural enrichment activities.

Juneau JOM
- Provided support and tutoring to 114 students in the Juneau School District.
- Provided four Academic Success classes at Juneau Douglas High School (Yadaa.at Kalé).
- Facilitated two Reconnecting Youth classes for freshmen students at Yadaa.at Kalé to improve attendance, increase academic success and offer support to one another.
- Served as an advisor and mentored students in the Sources of Strength program at Yadaa.at Kalé. This program is offered through the Juneau Suicide Prevention Coalition and is a student leadership program aimed at improving school climate.

Wrangell JOM
- Served 204 youth through JOM programming and activities.
- Hosted drum practices on Wednesdays throughout the school year.
- Participated in Stikine River trip with fourth graders from Wrangell and Petersburg to learn about Tlingit culture and language.
- Participated in a variety of activities such as: dance performances (Wrangell JOM Dance Group) at community events throughout the year including the Baby Raven Reads events, Elks Club Conference, Wrangell High School’s National Native Heritage gathering and the Friendsgiving Fest for Wrangell Elementary School.

Navigators
The Navigators program is a relationship-based prevention and early intervention program that serves Native youth ages 13-24. The program provides opportunities that help youth navigate through adolescence into adulthood focusing on healthy relationships, cultural connectedness, learning life skills, and providing academic support, independent transitioning and leadership opportunities.

- Hosted 47 Compass Gatherings (prevention/early intervention meetings) that taught vital life skills through a cultural lens.
- Hosted 67 Study Group sessions that provided tutoring and resources needed to succeed in school.
- Assisted seven students through transitions; five from middle school to high school and two high school graduates.
- Began an International Resiliency Exchange Pilot Project with high school students in Soldotna, Alaska and Ghana, Africa with the assistance of Inspired Classrooms.
- Hosted a Gunalchéesh Ku.éex’ so that Navigators participants could uphold Tlingit culture and thank those who have supported the program.
- Hosted two youth through the summer Youth Employment Services program; one successfully completed summer employment.
- Supported 14 youth in attending the First Alaskans Elders & Youth Conference in Fairbanks, Alaska.
Helping youth navigate through adolescence into adulthood using relationship-based prevention and early intervention programming.

2019 Highlights (Cont.)

- Partnered with Alaska Department of Health and Social Services – Division of Public Health’s Lead On! For Peace and Equality to ensure Juneau youth had the opportunity to participate in Lead On; eight youth attended. Lead On represents youth and adults from across Alaska who are committed to positively impacting their communities.
- Initiated risk screening for Navigators participants with Rapid Assessment for Adolescent Prevention Services (RAAPS).

Vocational Training & Resource Center

The Vocational Training & Resource Center (VTRC) is a tribal enterprise and State of Alaska post-secondary authorized institution that provides distance education and vocational classes for career certification.

- Enrolled five students in Online Flagger course, two in the 40-hour HAZWOPER and two in the HAZWOPER Refresher Course.
- Enrolled 20 tribal citizens in the Penn Foster Career Academy.

2020 Goals

- Strengthen the Navigators program by focusing on increasing number of participants, cultural activities, resources and volunteers.
- Begin offering cultural programming for tribal citizens, clients and the community.
- Expand Juneau Johnson O’Malley staffing to support all students.
- Provide language immersion opportunities to support language nests throughout the region.
- Review and update Higher Education policies and procedures.
Tlingit & Haida Head Start is a Region XI, American Indian/Alaska Native (AI/AN) program federally-funded to serve 262 preschool-aged children (3-5 years old) in 10 communities throughout Southeast Alaska.

- Angoon (1 class)
- Craig (1 class)
- Hoonah (1 class)
- Juneau (4 classes)
- Klawock (1 class)
- Petersburg (1 class)
- Saxman (1 class)
- Sitka (2 classes)
- Wrangell (1 class)
- Yakutat (1 class)

Head Start is a comprehensive preschool program that partners with families to foster healthy child development. In addition to preparing children to enter kindergarten, the program also coordinates health screenings (dental, health, mental health and nutrition), and monitors students’ development and parent involvement.

Per Head Start Program Performance Standards (HSPPS), Head Start is administered in collaboration with the Tribe’s governing body (Executive Council) and the Policy Council which is mostly comprised of current Head Start parents. Each class operates with the input of their local parent committee.

In 2019, Head Start operated with a budget of $4,498,253. The program was funded with $3,786,815 in federal Head Start funds which was the third year of a five-year continuation funding cycle and included a one-time distribution of additional funds to offset the costs incurred from expanding Head Start services. Head Start also received $441,170 under the State of Alaska’s Department of Education and Early Development (DEED) and was reimbursed $199,182 under the Child and Adult Care Food Program (CACFP) for meals and snacks.

**2019 Highlights**

- Completed 7,552 total cumulative hours of classroom-based services. The Average Daily Attendance (ADA) increased by 2% which exceeded HSPPS’ required ADA of 85%.
  - 58% of total enrollment were income or categorically eligible and 42% were considered over-income.
  - 50% of total enrollment were first-year students, 47% were second year students, and 3% were three-year students.
- Completed the following health screenings for first-year students:
  - Dental (82%), Hearing (94%), Physical (83%) and Vision (94%).
- Secured state DEED Head Start funds for FY 2019 despite the Governor’s veto in July 2019. This important funding is used as a 20% match for federal Head Start funds.
- Increased efficiency and effectiveness of program leadership and operations through hiring a Child Health & Safety Coordinator to ensure ongoing compliance and monitoring of HSPPS and tribal, state and municipal regulations/requirements. Data collection, corrective actions and policy and procedures are actively reviewed to ensure child wellness and safety.
2019 Highlights (Cont.)

- Collaborated with Goldbelt Heritage Foundation and Sealaska Heritage Institute to strengthen teacher Lingít language and cultural knowledge.
- Awarded supplemental funding under the Consolidated Appropriations Act of 2016 to extend Head Start’s operating hours from 512 to 1,020 per school year for three classrooms in Juneau, Alaska and Head Start centers in Petersburg, Saxman and Wrangell, Alaska.
- Provided students with 23,320 breakfasts, 1,408 morning snacks, 22,798 lunches and 1,459 afternoon snacks during the 2018-2019 school year. These numbers reflect only the meals reimbursed through the CACFP.
- Received three Alaska Head Start Association (AHSA) awards for outstanding performance and contribution during the 2018-2019 school year:
  » Assistant Teacher of the Year—Donna McKay (Wrangell Head Start)
  » Cultural Awareness—Victoria Johnson (Goldbelt Heritage Institute, Juneau)
  » Teacher of the Year—Heather Ayd (Juneau Mendenhall River Community School Head Start)

### 2018-2019 HEAD START MEAL COUNT

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<td><strong>22,798</strong></td>
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2020 Goals

- Review and update Tlingit & Haida Head Start’s internal policies and procedures to align with HSPPS to increase efficiency and effectiveness of program leadership and operations.
- Finalize emergency preparedness plans in Head Start communities to ensure safe, healthy and children-friendly environments for families served.
- Increase family engagement activities to strengthen Head Start’s cultural foundation by expanding partnerships with fellow language immersion and wellness programs.
The Native Lands and Resources (NLR) department manages and provides services that enhance and protect the land, environment and cultural artifacts. NLR consists of Realty, Forestry, Transboundary and Climate Change programs funded by the Bureau of Indian Affairs (BIA) Compact; the Indian General Assistance Program (IGAP) and State Tribal Response Program (STRP) funded by the Environmental Protection Agency (EPA); and the Cultural Resources program funded by the National Park Service (NPS).

In 2019, the NLR department focused on water quality monitoring on transboundary rivers, harmful algae bloom studies, Southeast Regional Tribal Conservation District, Climate Change Adaptation Plan, Alaska Native Vietnam Veterans Land Allotments, the Southeast Native Allotment Forest Management Plan, management of Native allotments and townsite lots, probate of restricted estates, and the repatriation of cultural artifacts.

NLR successfully secured funding for transboundary mining, Southeast forest management, climate change, and Native American Graves Protection & Repatriation Act (NAGPRA) projects.

2019 Highlights

Cultural Resources

The Cultural Resources program repatriates objects of cultural patrimony, sacred objects, funerary objects and human remains in accordance with the Native American Graves Protection & Repatriation Act of 1990 and the National Museum of the American Indian Act (NMAIA) of 1989. These acts allow federally recognized tribes to repatriate items from museums and federal agencies.

- Participated in formal consultations with the Milwaukee Public Museum in Milwaukee, Wisconsin and the Los Angeles County Museum in Los Angeles, California for the return of ceremonial objects including objects of cultural patrimony and unassociated funerary objects.
- Repatriated three objects (beaded shirt, Chilkat blanket and a dagger) from the National Museum of the American Indian in Washington, DC.
- Received a classic grease dish (ca. 1800) donated by a family in Oregon that is carved in the form of a ladle and is still releasing oil from its years of use.
- Awarded an $89,000 NAGPRA grant from the NPS for consultations with the Detroit Institute of Arts in Detroit, Michigan and the Metropolitan Museum of Art in New York, New York.

Environmental

The Environmental program develops environmental awareness, education, training and capacity building with Southeast Alaska tribes and communities.

- Hosted a State & Tribal Response Program (STRP) training workshop in Juneau for Southeast Alaska tribes.
- Co-hosted the annual Southeast Environmental Conference with the Craig Tribal Association in Craig, Alaska. Over 90 participants attended with representation from Southeast Alaska tribes, Southeast Native corporations and organizations, state and federal agencies, and natural resource and environmental professionals.
- Collected a total of 19 water samples from Auke Bay, 9 from Point Louisa, and 8 from Amalga Harbor for the study of harmful algae blooms.
- Completed two biomass shellfish surveys at Amalga Harbor and Point Louisa.
- Conducted educational outreach to Yaakoosgé Daakahidi High School and Juneau-Douglas High School for subsistence life skills and traditional harvesting of shellfish.
2019 Highlights (Cont.)

Realty and Forestry
The Realty program provides professional land management to Native landowners who own trust/restricted properties. Individuals owning Native allotments receive services and consultation in forestland management through the Forestry program.

- Processed and/or approved 25 land conveyances, allotment adjudications and probate of estates for restricted property owners.
- Completed the Southeast Forest Management Plan (FMP) on Southeast Alaska Native allotments which was approved by the BIA regional director and Tlingit & Haida president.
- Assisted over 100 Alaska Native Veterans with information on the Alaska Native Vietnam Era Veterans Land Allotments which was passed into law on March 12, 2019.
- Completed the final fieldwork on the remaining 24 Sealaska Alaska Native Claims Settlement Act (ANCSA) Section 14(h)(1) sites in Southeast Alaska.

Transboundary & Climate Change
NLR continues to work on raising tribal awareness on climate change issues and transboundary mining activities.

- Published and released the Climate Change Adaptation Plan and Template and conducted environmental awareness, education, training and capacity building on the template.
- Received BIA funding in the amount of $150,000 to provide climate change resiliency outreach.
- Started water quality studies on the Chilkat and Klehini Rivers near Haines and Klukwan, Alaska. Conducted 5 water quality samplings on the Alsek River, 10 on the Chilkat/Klehini Rivers, 8 on the Stikine, and 8 on the Taku River; this is the fourth year of sampling.
- Received $200,000 in funding from the BIA to continue transboundary water quality samplings.

2020 Goals
- Develop a Social Economic Climate Change Adaptation Plan (CCAP).
- Execute and implement the Southeast Regional Tribal Conservation District.
- Begin water sampling on the Unuk River.
- Implement the Native Allotment Veterans program.
- Purchase a mobile greenhouse to promote food grown locally while educating the communities on clean eating and supporting a more resilient and subsistence way of life in Southeast Alaska.
The Program Compliance department monitors and addresses client service programs for compliance, including handling program appeals or client complaints, and administers the Tribal Enrollment program which identifies and certifies tribal citizens. The department also provides technical assistance to Tlingit & Haida’s Community Councils and Southeast Alaska Indian Reorganization Act (IRA) tribes on enrollment and tribal elections.

2019 Highlights

Tribal Enrollment

The Tribal Enrollment program maintains Tlingit & Haida’s tribal citizen enrollment records and enrolls those persons of Tlingit and/or Haida descent into the Tribe. Services include certifying tribal enrollment, correcting blood quantum and issuing tribal photo identification (ID) cards and certification letters for enrolled citizens.

- Held two Enrollment Committee meetings in Juneau.
  - The committee approved 589 enrollment applications and 6 relinquishment requests, and completed 7 blood quantum corrections.
  - The committee recommended proposed amendments to Statute Title 15-Enrollment which were approved by Delegates during Tribal Assembly in April 2019.
- Attended a Tribal Enrollment Summit with Enrollment Committee members to learn about new tribal enrollment issues and concerns.
- Received 408 community voter registrations based on a mail-out to 3,337 tribal citizens who were not registered to a voting community.
- Provided tribal enrollment information to Tlingit & Haida Community Councils who have standard service agreements to assist in updating enrollment data.
- Traveled to Anchorage, Alaska; Haida Gwaii, British Columbia; and Seattle, Washington to provide tribal ID and enrollment applications, update demographic forms, and share information on the enrollment process.
- Coordinated community visits in partnership with IRA tribes in Craig, Kasaan, Klawock and Saxman, Alaska to share service information and assist tribal citizens in updating their enrollment records.
- Participated in Southern and Northern Tribal Border Summits to learn about border crossing issues and Enhanced Tribal ID Card processes.
- Completed Certified Tribal Enrollment Administrator (CTEA) course; manager and coordinator are both certified.
- Completed 90% of data conversions to TribeVue™ from RiteTrack.
2019 Highlights (Cont.)

Audits/Complaints
A client who is not satisfied with service received from Tlingit & Haida staff may submit a written complaint. All complaints are taken seriously and are reviewed and responded to.
- Addressed nine (9) formal complaints and one (1) appeal in 2019.

2020 Goals
- Complete data conversion from RiteTrack to TribeVue™.
- Implement Enhanced Tribal ID system to produce secure tribal ID cards to expedite border crossings and meet U.S. enhanced ID card requirements.
- Promote electronic voting with Tlingit & Haida Community Councils for the 2020 Delegate Elections.
- Develop staff career plans to increase efficiency and develop leadership skills. This will include writing skills, proofreading, budgeting and data management.

Tribal Enrollment by Age Group

- 85% 18 and Older
- 15% Under 18
The Public Safety department manages the State of Alaska’s Village Public Safety Officer (VPSO) program in Southeast Alaska. The VPSO program is administered in partnership with local municipalities and the Alaska State Troopers to provide communities with limited emergency medical services, search and rescue operations, fire prevention and suppression, emergency response and preparedness, public safety education, and community policing. The department also provides public safety announcements and assists communities in developing and implementing local emergency preparedness plans.

The following communities participate in the VPSO program with positions paid through Tlingit & Haida’s payroll system:

- Angoon (1)
- Hydaburg (1)
- Kake (1)
- Kasaan (1)
- Pelican (1)
- Saxman (1)
- Thorne Bay (1)

The VPSO program is funded through appropriations by the legislature and managed by the State of Alaska’s Department of Public Safety. In 2019, the VPSO program continued to have recruitment and retention challenges and was cut by $3 million statewide.

2019 Highlights

- Met quarterly with other VPSO Coordinators to address relevant statewide issues and to review and negotiate the annual grant agreement and VPSO Standard Operating Procedures.
- Secured more than $200,000 in Office of Community Oriented Policing Services funding to purchase two patrol trucks and emergency watercrafts.
- Filled two VPSO positions. The VPSO program statewide was at its all-time low for filling positions with only 40 filled although more than 150 communities needed VPSOs in 2019. In 2012, the program had over 100 filled VPSO positions.
- Provided hunter education to students in Angoon.
- Provided boater education to students in Angoon and Saxman.
- Participated in meetings to update statutes and address issues in the program. A VPSO Legislative Working Group was formed to meet with tribal leadership, VPSO program coordinators, Department of Public Safety and communities to update the program.

2020 Goals

- Work with VPSO Legislative Working Group to update and reorganize the VPSO program.
- Explore the idea of rebranding the VPSO program.
- Continue to look for grants to complete maintenance on Public Safety buildings and purchase emergency response equipment.
The Reentry & Recovery department was established in June 2019 to create and maintain community and tribal resources for recovery and justice-involved individuals. Some of these future resources and programs include: sober and supportive transitional housing for citizens returning from incarceration, cultural and peer-supported reentry and recovery programming, and business, employment and training opportunities specifically for reentry and recovery participants. The department will work closely with the Tribal Court and other tribal justice system partners to ensure cohesion in program development and restorative justice practices.

2019 Highlights

- Received a donation of $20,000 and five trailers from Coeur Alaska Inc. which will be renovated into low-barrier reentry housing.
- Received a $15,000 donation from Northern Light United Church to complete the architectural planning phase in a collaborative effort with NorthWind Architects for the construction of low-barrier reentry housing; 90% of the planning is complete.
- Awarded a $748,587 Coordinated Tribal Assistance Solicitation (CTAS) grant to fund the staffing and cultural programming aspect of the reentry transitional housing. This grant will provide direct services such as case management, employment assistance and cultural and peer support groups as the transitional housing is concurrently being developed for Phase II.
- Hosted a Reentry Simulation in partnership with the Juneau Reentry Coalition and the United States Attorney’s Office. Community leaders, lawmakers, service providers and businesses provided overwhelmingly positive feedback.
- Joined the Bureau of Indian Affairs, Office of Justice Services Indian Country Recidivism Reduction Initiative. Tlingit & Haida is just one of eight tribes in the United States to participate. With this partnership, the Reentry & Recovery department will receive intensive technical assistance and access to a data infrastructure specifically designed to assess risk, need and interventions in justice-involved Alaska Native/American Indian citizens.

2020 Goals

- Initiate the creation of a Tribal Action Plan, a strategic plan for guiding specific, positive change to address alcohol and substance misuse. This intensive, collaborative plan will include the needs of rural communities, and help to coordinate available resources and promote community recovery and healing.
- Secure funding and property for the build-out of the donated trailers and begin the planning phase of two additional transitional housing projects to provide shelter to justice-involved citizens.
- Begin providing direct services to reentry participants.
- Host a Reentry Simulation during the 2020 Legislative Session.
The Tribal Family & Youth Services (TFYS) department administers the Child Welfare, Elderly Services and Wellness programs. Utilizing tribal values and strength-based practices, the department assists children, youth, elderly and families in achieving safety, stability and security. In 2019, the department administered 19 federal, state and tribal grants, and employed 20 onsite staff and 5 field staff.

2019 Highlights

- Worked closely with the Tribal Court to address the expansion of the Title IV-E Maintenance program to transfer more Indian Child Welfare Act (ICWA) cases from State Court to Tribal Court. Monthly meetings were held between the Tribe and the State of Alaska to review the Tribe’s ICWA caseload to identify prospective cases to transfer.
- Received a two-year $300,000 federal Title IV-E Planning grant. TFYS will work closely with Casey Family Programs, as well as state and federal partners to develop a comprehensive Child Welfare Plan to assess the Tribe’s readiness to pursue a direct Title IV-E program.
- Fostered ongoing and new internal and external partnerships to ensure quality culturally-based services and programs are available to tribal elders, youth and families.
- Continued strong partnerships with the Temporary Assistance for Needy Families (TANF) and Child Care departments to promote family preservation through culturally-based support groups and events focused on sobriety, parenting and trauma for mutual clients.
  - Women’s Group (40 participants), Wellbriety Support Group (57 participants), Fatherhood Is Sacred® (45 participants), and Inter-Tribal Culture Night (231 participants).
- Hosted Wellbriety events to celebrate wellness and sobriety that included two gatherings (Welcoming of Relatives and Summer Solstice) and a New Year’s Eve Masquerade Party for families; each event had over 100 participants.
- Partnered with AWARE to administer the Boys Run I Toowú Klatseen program.
- Partnered with Casey Family Programs for peer-to-peer learning exchanges with other tribes across the state and nation.
- Continued partnership with State of Alaska Office of Children’s Services (OCS) to implement the State Compact and address the Tribe’s access to State Child Welfare data.
- Held the first annual Family Fun Salmon Run with community resource tables and prizes donated by TANF and Child Care.

“Providing culturally sensitive services to promote economic self-sufficiency and the social well-being of tribal citizens and tribal communities.”
2019 Highlights (Cont.)

- Expanded collaboration with the Juneau School District. In addition to supporting the Tlingit Culture Language & Literacy (TCLL) program at the Juneau Harborview Elementary School, TFYS expanded the Elders in the Juneau Schools program to two middle schools and two high schools where Elders met and engaged with youth weekly to share their stories.
- Partnered with TANF to hire a caseworker to develop and implement the Nurturing Parenting program, an evidence-based parenting program designed to build nurturing parenting and child-rearing practices; there were 13 active participants.
- Held a Budget Booster training to prepare staff for the roll-out of weekly paydays.

Child Welfare

The Child Welfare team serves as tribal advocates at the intake, research, investigative, prevention/early intervention and intervention stages of tribal child welfare cases.

- Worked closely with Representative Sara Hannan’s office to plan and organize a Lunch & Learn on the Alaska Tribal Child Welfare Compact.
- Continued formal discussions with the State of Alaska regarding services that tribes and tribal organizations are interested in assuming responsibility of under the historic Alaska Tribal Child Welfare Compact. The TFYS Director served as one of three Tribal Lead Negotiators.
- Expanded the Standard Services Funding Agreement with the State of Alaska to implement two scopes of work to assume the responsibility to conduct diligent relative searches and on-going diligent relative searches for Alaska ICWA cases.
- Hosted two key ICWA-related events:
  » Southeast Indian Child Welfare Workshop: 65 participated including OCS staff and ICWA caseworkers from all Southeast Alaska tribes.
  » Training for the Tribal Advisory Review Commission; seven members participated.
- Co-hosted three key events:
  » Orientation to share program and service information with OCS and AWARE staff.
  » Knowing Who You Are Training
  » Nurturing Parenting Training

Elderly Services

The Elderly Services program provides Elder nutrition and caregiver support services, information and referral services, and promotes wellness and health-related education. The program serves Elders and caregivers in Douglas, Hydaburg and Juneau, Alaska. The program also administers the Elderly Emergency Assistance program that serves tribally-enrolled citizens 65 years and older regardless of residency.

- Hosted an Elders-in-Schools Orientation to express our deep gratitude to volunteer Elders for their valuable contributions of knowledge to the students.
- Hosted a CPR/First Aid class for Elders and their caregivers with 11 participants.
2019 Highlights (Cont.)

- Continued partnership with the Juneau Tlingit & Haida Community Council to host the ever-growing Elderly Services’ weekly exercise and lunch program which served 147 Elders with consistent attendance of 74 Elders.
- Hosted the Annual Caregivers Workshop with 125 participants and 8 vendors. The workshop provided a forum for Elders and their caregivers to learn about resources, connect to local community service providers and network amongst themselves.
- Continued to provide exercise options for Elders which included Fall Prevention classes focused on balance and stability twice per week, and weekly Chair Fitness and Tai Chi classes that focused on balance and wellbeing.
- Sponsored five Elders and five youth to attend the First Alaskans Institute’s Elders and Youth Conference in Fairbanks, Alaska to learn how to improve joint programming for Elders and youth.
- Unveiled new Elders Room located on the second floor of the Andrew Hope Building that provides a space for Elders to engage in Balance and Tai Chi classes and participate in social events.
- Provided 75 Thanksgiving and 100 Christmas food boxes to Elders to hold them up during the holiday season.
- Implemented Two Gen programming to connect Elders with youth in partnership with Juneau Indian Studies. Seven Elders consistently volunteered and thoroughly enjoyed it!
- Served 58 Elders and caregivers through the Hydaburg Elders program at planned social, cultural and special holiday events.
- Coordinated a variety of activities such as a Valentine’s Day Dance, Easter Brunch, whale watching tour, Sandy Beach picnic, Halloween carnival, visit to the Alaska State Museum, a Savvy Saving Seniors budgeting class and rides to the polls for municipal elections.
Wellness — Wooch Yax Haa Kusteeyí (Balance is Our Way of Life)

The Wellness program works to support the health and well-being of tribal citizens by linking and empowering Elders, youth, and families.

- Expanded multi-generational exchanges to connect Elders with youth. A total of seven Elders participated during the weekly gatherings:
  - Dzantiki Heeni Elders Lunches: 50 students and 4-5 Elders participated.
  - Thunder Mountain Culture Club: 12-15 students and 4-5 Elders participated.
  - Floyd Dryden Tlingit Language and Culture Classes: 5 students and 4-5 Elders participated.
- Co-sponsored Traditional Games & Cultural Arts Camp to teach youth healthy ways of living and traditional games; 23 students participated.
- Increased Community Board engagement for planning and evaluation of Wellness program activities under the Native Connections grant.
- Expanded activities of the Iṣixán, Ax̱ Ḵwáan youth group which is working on a weekly radio show in partnership with KTOO.

Field Staff

Field staff are the first point of contact on child welfare related matters in their respective communities, as well as out of state ICWA cases. They also provide assistance for a variety of applications (Tlingit & Haida, Tlingit Haida Regional Housing Authority, State of Alaska, Native corporations, etc.) and referrals for mental health and supportive services. There are five field offices: Craig, Haines, Klawock, Saxman and Wrangell. The Klawock office oversees Klawock and Kasaan ICWA cases and houses the supervisor for all field offices.

- Provided assistance to families who have open investigations with OCS and any State Child Protective Services in other states such as California, Montana, Nevada, New York, North Carolina and Oregon.
- Participated in OCS interviews and meetings with families to ensure meaningful safety plans are developed to reduce safety issues that are putting child(ren) at risk.
- Participated in four key trainings:
  - All Staff Visioning Session
  - Nurturing Parenting
  - Combating Substance Use and Abuse in Alaska
  - Southeast Alaska Indian Child Welfare Workshop

2020 Goals

- Continue to overcome challenges with transferring State ICWA cases to the Tribal Court under the expansion of the Tribal Title IV-E Maintenance program.
- Develop planning process to explore the Direct Title IV-E option under the new Tribal Title IV-E Planning grant.
- Continue to foster and expand partnerships to provide culturally-based services and programs to Elders, children, youth and families.
The Tribal Transportation department administers the Tribal Transportation Program (TTP) for Tlingit & Haida and the Organized Village of Saxman. TTP is administered through the Federal Highway Administration (FHWA), Office of Federal Lands Highway as established under Public Law 114-94, Fixing America’s Surface Transportation Act (FAST ACT).

Funds are allocated to tribes using a statutory formula based on tribal population, road mileage and average tribal shares. Tlingit & Haida currently has approximately 236 miles of official TTP roads, 19 miles of roadways and .2 miles of parking lot inventoried in Juneau, Alaska.

Funds received under the TTP are used to plan, design, construct and maintain transportation routes the Tribe has identified as important and necessary to meet the everyday transportation needs of tribal citizens; provide access to lands and resources for economic and cultural development and subsistence activities; and enhance public safety.

Under a Long Range Transportation Plan (LRTP), Tlingit & Haida’s Tribal Transportation department collaborates with local, state and federal agencies in addition to other entities such as Sealaska, Tlingit Haida Regional Housing Authority and SouthEast Alaska Regional Health Consortium to determine needs and priorities for transportation systems.

The Tribal Transportation department continues to participate in the Southeast Conference and Alaska Marine Highway System (AMHS) Reform Project to address transportation issues in Southeast Alaska.

**2019 Highlights**

- Redesigned parking lots for all Tlingit & Haida buildings.
- Paved the north parking lot of the Andrew Hope Building.
- Paved and created additional parking at the Edward K. Thomas Building.
- Added Route 2063 of Thane Road to Tlingit & Haida’s inventoried roads which will allow the Tribe to utilize TTP funds for the design and construction of the Tlingit & Haida Cultural Immersion Park.
- Initiated the process of adding new property on Channel Drive (3.02 acres) and Kowee Creek Subdivision on North Douglas Highway (86.44 acres) to Tlingit & Haida’s road inventory.
- Received bids from Southeast Construction to repair deteriorated streets in Saxman, Alaska. The estimated cost of repairs is approximately $1 million.
- Completed Riverside Drive Road Safety Audit.

**2020 Goals**

- Begin construction of the Southeast Alaska Native Veterans Memorial Park.
- Obtain additional right of way access to 86.44 acres of Kowee Creek Subdivision.
- Complete update to Tlingit & Haida’s TTP road inventory list and LRTP.
- Pave the Organized Village of Saxman’s office parking lot and complete general road maintenance on Saxman streets.
Statistics & Timeline
Statistics

Please note the number under “Served” in the following tables reflect the total number of individuals who received services through that program or department, not the number of times service was provided to an individual. Many clients receive services multiple times through a program.

Acronym: TANF (Temporary Assistance for Needy Families)

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*Angoon AST & VPSO Total Call Outs: 271
VPSO Total Call Outs: 201
Non-Criminal (226) • Criminal (45)

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### HYDABURG

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*Hydaburg AST & VPSO Total Call Outs: 226
VPSO Total Call Outs: 0
Non-Criminal (167) • Criminal (59)

### JUNEAU

<table>
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### KAKE

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</table>

*Kake AST & VPSO Total Call Outs: 238
VPSO Total Call Outs: 175
Non-Criminal (210) • Criminal (28)

### KASKAAN

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*Kasaan AST & VPSO Total Call Outs: 190
VPSO Total Call Outs: 188
Non-Criminal (178) • Criminal (12)
### Klawock

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<td>TANF</td>
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### Saxman

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<tr>
<td>Head Start</td>
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<td>Realty/Forestry</td>
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<td>Training Services</td>
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*Saxman AST & VPSO Total Call Outs: 186
VPSO Total Call Outs: 32
Non-Criminal (165) • Criminal (21)
### SITKA

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### SKAGWAY

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### THORNE BAY

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<td>Village Public Safety Officer</td>
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*Thorne Bay AST & VPSO Total Call Outs: 273
VPSO Total Call Outs: 181
Non-Criminal (240) • Criminal (33)

### YAKUTAT

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### TENAKEE

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### WRANGLELL

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<tr>
<td>Head Start</td>
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<td>Indian Child Welfare Act</td>
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<td>Johnson O’Malley</td>
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<td>Youth Employment Services</td>
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### OTHER

<table>
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<tr>
<td>Elderly Emergency Assistance</td>
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<td>Realty/Forestry</td>
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<tr>
<td>Tribal Child Support Unit</td>
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## 2019 OFFICIAL TRIBAL ENROLLMENT
FOR COMMUNITY COUNCILS LISTED IN THE CONSTITUTION

<table>
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<th>Community</th>
<th>17 &amp; Under</th>
<th>18 &amp; Older</th>
<th>All Active</th>
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<td>2,093</td>
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<td>Angoon</td>
<td>76</td>
<td>324</td>
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<tr>
<td>Craig</td>
<td>131</td>
<td>402</td>
<td>533</td>
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<td>Haines</td>
<td>68</td>
<td>413</td>
<td>481</td>
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<td>Hoonah</td>
<td>93</td>
<td>518</td>
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<td>Hydaburg</td>
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<td>289</td>
<td>317</td>
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<td>Juneau</td>
<td>1,863</td>
<td>5,550</td>
<td>7,413</td>
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<td>Kake</td>
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<td><strong>27,100</strong></td>
<td><strong>31,897</strong></td>
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</table>

*Tribal citizens residing outside Tlingit & Haida’s service area and not currently registered to a community.*
Head Start students are required to attend school 85% of the time that class is held.

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<th>ENROLLED</th>
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<td>February 2019</td>
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<td>March 2019</td>
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<td>April 2019</td>
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<tr>
<td>May 2019</td>
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**DEVELOPMENT CHECKPOINTS (THREE YEAR OLDS)**

<table>
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<th>DEVELOPMENT CHECKPOINTS</th>
<th>FALL 2018</th>
<th>SPRING 2019</th>
</tr>
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<tbody>
<tr>
<td>Below</td>
<td>Met/Exceeded</td>
<td>Below</td>
</tr>
<tr>
<td>Social Emotional</td>
<td>33.33%</td>
<td>66.67%</td>
</tr>
<tr>
<td>Physical</td>
<td>22.22%</td>
<td>77.78%</td>
</tr>
<tr>
<td>Language</td>
<td>21.33%</td>
<td>78.67%</td>
</tr>
<tr>
<td>Cognitive</td>
<td>30.20%</td>
<td>69.80%</td>
</tr>
<tr>
<td>Literacy</td>
<td>43.70%</td>
<td>56.30%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>34.56%</td>
<td>65.44%</td>
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</table>

**DEVELOPMENT CHECKPOINTS (FOUR YEAR OLDS)**

<table>
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<tr>
<th>DEVELOPMENT CHECKPOINTS</th>
<th>FALL 2018</th>
<th>SPRING 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below</td>
<td>Met/Exceeded</td>
<td>Below</td>
</tr>
<tr>
<td>Social Emotional</td>
<td>34.83%</td>
<td>65.17%</td>
</tr>
<tr>
<td>Physical</td>
<td>22.68%</td>
<td>77.32%</td>
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<tr>
<td>Language</td>
<td>24.72%</td>
<td>75.28%</td>
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<tr>
<td>Cognitive</td>
<td>41.86%</td>
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<tr>
<td>Literacy</td>
<td>56.98%</td>
<td>43.02%</td>
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<tr>
<td>Mathematics</td>
<td>66.28%</td>
<td>33.72%</td>
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## TRIBAL COURT 2009-2019

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<tbody>
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<td>Divorce/Custody Petitions</td>
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<td></td>
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| **Total Child Support**|      |      |      |      |      |      |      |      |      |      |      |
| Cases at Year End      | 398  | 529  | 640  | 722  | 793  | 878  | 969  | 1,078| 1,184| 1,290| 1,345|
| Total Non-Child Support|      |      |      |      |      |      |      |      |      |      |      |
| Cases at End of Year   | 1    | 19   | 75   | 131  | 201  | 270  | 367  | 470  |
| Total Cases at Year End| 398  | 529  | 640  | 723  | 812  | 953  | 1,100| 1,279| 1,454| 1,657| 1,815|
| Child Support %         | 100% | 100% | 100% | 99.9%| 98% | 92% | 88% | 84% | 81% | 78% | 74% |
| Non-Child Support %     | .01% | 2% | 8% | 12% | 16% | 19% | 22% | 26% |
**Timeline**

**JANUARY**
Sacred Grounds Café opened a new location at the Sealaska Plaza in downtown Juneau.

**FEBRUARY**
Tlingit & Haida provided outreach on services to tribal citizens at Juneau Homeless Connect event.

**MARCH**
President Peterson discussed compacting, contracting and tribal consultation with House Tribal Affairs Committee.

**APRIL**
Haa Yoo X’atångi Kúdi Lingit language immersion nest opened its doors.

**MAY**
President Peterson and other tribal leaders met with U.S. Attorney General William P. Barr in Anchorage, AK.

**JUNE**
Delegation traveled to Haida Gwaii to discuss issues of common interest and reestablish relations.

**JULY**
Tlingit & Haida staff visited Chief Seattle Club to identify ways to expand cultural programming.

**AUGUST**
Coeur Alaska Kensington Gold Mine donated five trailers for reentry transitional housing.

**SEPTEMBER**
An Only Fools Run at Midnight event was hosted to raise money for the Alumni Scholarship.

**OCTOBER**
Tlingit & Haida finalized purchase of 86.44 acre Kowee Creek property on North Douglas Highway.

**NOVEMBER**
Tlingit & Haida acquired 3.02 acres, building and business assets of Triplette Construction.

**DECEMBER**
Tlingit & Haida’s 477 Division hosted a Holiday Brunch & Informational Fair for tribal families.
Design elements of the 2019 Annual Report are portions of the Xhoots Naaxhein Kudás’ (Brown Bear Chilkat Shirt - ca.1890) pictured above. The shirt was made by Deinkhulát (Clara Benson) of the Ghaanaxhtéidi clan for her husband K’axhook Éesh (Peter Newman) of the Kaagwaantiin clan. The shirt was in the possession of the National Museum of the American Indian (NMAI) and was repatriated in 2017 under Tlingit & Haida’s Native Lands & Resources’ Cultural Resources program.