

*"All of ours"*

**TAMAMTA PIGPET**



This annual report is dedicated to the memories of

**Gary Kompkoff**

and

**Kelly Kompkoff**



*Staying active in Chenega Bay.*

### Board of Directors

**Francis Norman**, Chair  
Port Graham

**James Kvasnikoff**, Vice Chair  
Nanwalek

**Esther Ronne**, Treasurer  
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## Letter from the Executive Director



Chugachmiut employees have heard me say the following phrase many times over the past year: "It is not about us. It's about our clients, patients and beneficiaries." I am talking about what it is we do at Chugachmiut. Staff are not here just to have a job. We are here to serve the Tribes and people in our region. We are fulfilling our goal of service to the region in many ways, and we would like to tell you about a few of them in this annual report.

The Board of Directors adopted its latest strategic plan on July 27, 2006. We have in place a vision and a long-term strategy. We have already accomplished a lot of what the board has asked for, as highlighted in the following pages. Chugachmiut is well on its way to fulfilling the board's strategic plan.

The highest priority of this plan is "to develop Tribal Capacity to the highest levels in order to have well run Tribal organizations." Chugachmiut worked with two Tribal councils on their strategic planning in 2006 and will be working with the others in the coming year. Our Village Tribal Administrator program has held two training sessions already, with another one scheduled soon.

To further our ability to assist tribes with economic development, we have secured a grant of \$50,000 from the U.S. Economic Development Administration (EDA). We plan to compete for a full tribal planning grant in the future.

Another board priority is for us to be a well-run, financially sound, innovative organization that is willing to take calculated risks. We have been accomplishing much of this priority through our Lean Initiative. We have also implemented our Lean/Baldrige Quality Transformation Rule. This Ruler let's us know if we are improving. One of our current projects is to examine statistically based measurements that will tell us how well we are performing. We hope to be able to report to you next year on measures that will let you know how well we are serving you.

In administrative services, in health care, in community and family services, in enterprise development, and in all of our divisions, our goal is to be the best we can be. I am proud of the work our employees have done this past year. Many challenges lie ahead. We have a bright future and I am honored to be a part of it.

Patrick M. Anderson  
Executive Director

### Chugachmiut Priorities as adopted in Strategic Plan July 27, 2006

Develop Tribal Capacity to the highest levels in order to have well run Tribal organizations

Chugachmiut will be well managed, fiscally responsible and willing to take calculated risks

Achieve and maintain the best holistic rural health care system in the United States

Have healthy communities, families and elders



## HEALTH

Chugachmiut's health care system is one of the best among regional non profit organizations in Alaska. Filling health positions in rural Alaska is a problem throughout the state, but Chugachmiut is able to consistently provide well-trained health professionals to our villages. We have a minimum of two Community Health Aides in each community where many villages struggle to maintain one.

In 2006 we completed and opened the new Chenega Bay health clinic and secured funding for a new clinic in Nanwalek. We secured funding for a renovation of the North Star Health Clinic, which opened for construction bids in 2007 and will likely be completed in May. This remodel will substantially expand our services.

The division utilized video teleconferencing equipment for the clinical treatment of a juvenile patient in furthering the patient's candidacy for a cochlear implant. This marks the first use of video teleconferencing for such a clinical purpose in the State of Alaska.

Nutrition and lifestyle issues continue to be an important focus in our villages. The Diabetes Prevention Program and Community Wellness Advocates work in each community to educate beneficiaries and encourage healthy eating, exercise and general lifestyle modifications.

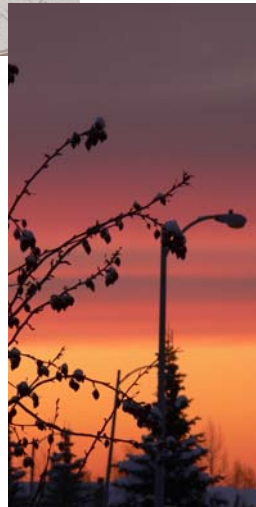
In collaboration with the Valdez Native Tribe, we are seeking to expand health services in Valdez. In addition, we are seeking funds to increase services in Seward, including serving non-beneficiaries.



*Skip Richards providing service with a smile.*

*Achieve and maintain the best holistic rural health care system in the United States*

*Wes Breedlove and Annie Fredericks of Port Graham.*







*Left: Isaac Moonin keeps fit in Port Graham. Tikhon and Aphanasia Kvasnikoff celebrate Halloween in the Anchorage office.*

*Have healthy communities, families and elders*

**COMMUNITY AND FAMILY**

This division launched and continued several projects that are making more of a direct impact on communities. A big part of our philosophy is to hire village residents for training and direct outreach services to build and sustain healthy communities throughout the region.

The Culture and Language Curriculum Development Project launched in 2006. Local Coordinators were hired in each village to encourage community involvement in the program. Staff have been collaborating with village councils and regional organizations to save the *Sugcestun* language and culture. A Master/Apprentice project was initiated to pass on the language as well as skills such as drum making, beading, sewing and carving. In addition, division staff record Elders sharing their stories of the past.

The Fatherhood Program continued in its second year to reach out to communities and raise awareness of the importance of fathers in children's lives and in fostering healthy families and communities.

The Positive Relationship Pathways and Healthy Marriage Initiative work with spouses and parents to

increase the percentage of Native couples that have the knowledge and skills to maintain healthy relationships.

High Growth Job Training offered hands-on carpentry training that is University of Alaska Fairbanks accredited and certified by the National Center for Construction Education and Research. The construction field continues to grow in Alaska and offers ample opportunity for career growth.

The state funded Rural Human Services Program funded a Village-Based Counselor in Chenega Bay which was quickly expanded to include counselors in Port Graham, Seward and Tatitlek.

In conjunction with the Port Graham Village Council and North Pacific Rim Housing Authority, we established *Llancgarwic*, the Port Graham Recovery Services Residential Family Treatment Program. It is a 30 day residential substance abuse treatment center that encourages family involvement in recovery. The center is a unique alternative to most centers in Alaska and the country.

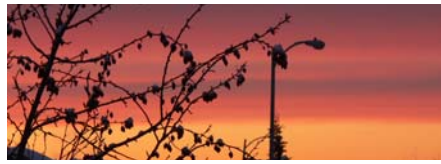


*Leo Kunnuk, Jr. of Seward*



*Diane Selanoff and Peter Lind of Valdez.*





**Far Left:** Belen and Joe Cook of Cordova; Darrel Nick of the Yukon Fire Crew.

## Enterprise and Trust

The Enterprise and Trust Division was launched in 2006 and immediately began to lay the groundwork for new business and economic development ventures for Chugachmiut, its Tribal entities and communities.

The Division completed an Integrated Resource Management Plan with Nanwalek and Port Graham to develop a natural resources strategic plan based on needs in those communities.

A Biomass Feasibility Study was initiated on behalf of Nanwalek and Port Graham. The study will assess the possibility and sustainability of utilizing alternative fuels in those communities to become energy independent.

The Denali Hotshots completed its ninth year as a Type 1 Inter-Agency Wildland Fire Crew recognized and funded by the National Fire Office. Because of a slow fire season in Alaska, the crew was mobilized to the Western United States, fighting fires from Nevada to Montana.

The Yukon Fire Crew, in its second year, achieved Type 2 Initial Attack status in 2006 and received Inter-Agency Hotshot Crew credentials

from the state. The crew was dispatched to two fires in Idaho this past summer.

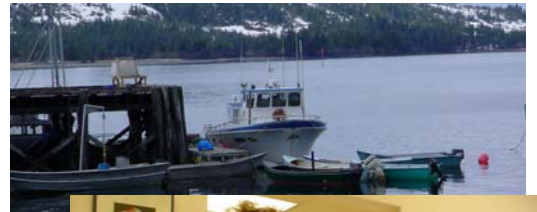
Forestry and Fire Management continued its work on forest inventory for the region. Additionally, the department acquired contracts to work on behalf of Native allotments on the Kenai Peninsula and Kodiak.

The Nanwalek Fire Prevention Program completed its third year. The crew was busy with hazardous fuels reduction contracts in Homer and the lower Kenai Peninsula all summer.

The Realty Department dissolved its association with the Alaska Realty Consortium. It is now able to concentrate on land management in our region with additional contract work for other Native corporations.

*Willing to take calculated risks*





## Self Governance and Human Resources

The Grant Writing Team instituted a new system for requisitions and needs assessment. This has greatly stream-lined the grant writing process, ensuring that projects receive the proper attention and that duties are delegated for the utmost efficiency. Application timelines have been greatly reduced while accuracy has increased.

The Grant Team continues to focus on regional needs and tribal eligibility for federal programs. Major awards secured in 2006 include Rasmuson Foundation and Murdock Charitable Trust funds for remodeling the North Star Health Clinic; and Denali Commission and HUD funds for a new Nanwalek health clinic. Other awards include High Growth Job Training, rural Human Services Village-Based Counselors, an Economic Development Planning Grant, as well as continuation funds for our Language Curriculum Development Project and our Healthy Relationships/Wise Fathers, Well Families initiatives.

The Human Resources Department conducted a requirements analysis with the Information Technology Department toward pursuing an electronic Human Resources Information System. An electronic system would greatly improve efficiency in mandatory reporting for both HR and Accounting.

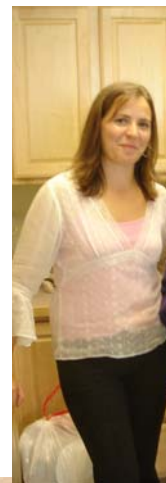
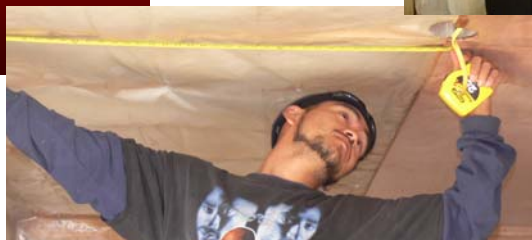
The Communications Department instituted an Intranet site for communications within Chugachmiut while upgrading and improving the external website. Major redesigns for the website are planned for the coming year.

The division also continues to develop and monitor Memorandums of Agreement/ Understanding with tribes and other organizations in order to further Chugachmiut programs and the self-determination of its member tribes.

*Top left: Elders help plan for the Culture and Language Curriculum Development Project; Above from left: Devorra Langley and Marilyn Eaton of Cordova.*

*Develop Tribal Capacity to the highest levels in order to have well run Tribal organizations*

*From left: Conan Kvasnikoff and Kelly Yeaton of Nanwalek; Phyllis Sanford of Tatitlek.*







**Left:** John Lunetta of Chenega Bay; **Above from left:** Patricia MacDonald, Matt Sena and Josie Weaver.

## Finance and Administration

This division continues to provide Chugachmiut financial stability and efficiency through a time of rapid growth. We ensure fiscal compliance for all grant awards while participating in negotiations involving employee benefits and organizational insurance, and mortgage and loan arrangements.

Finance staff developed new policies and procedures for the corporate payroll system resulting in upgraded efficiency and accuracy.

IT staff installed video teleconferencing equipment in Chenega Bay, Nanwalek and Seward to be used for clinical purposes as well as communication.

IT staff began work on developing a set of technical and clinical standards for the use of new telemedicine technology in the treatment of diabetes.

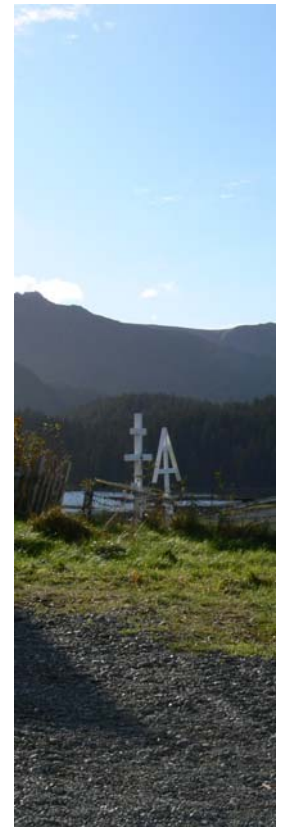
The division worked with Health Operations staff on a requirements analysis for an Electronic Health Records system.

Administration continues to facilitate Chugachmiut's Lean Management system toward continuous improvement of processes.

The division submitted a grant request to Robert Woods Johnson Foundation for the implementation of Personal Health Records utilizing personal medical devices for the treatment of diabetic and oncology patients in our region.

*Well managed and fiscally responsible*

**From left:** Patrick Anderson, Executive Director; Gail and Larry Evanoff from Chenega Bay; Vivian Malchoff of Port Graham.



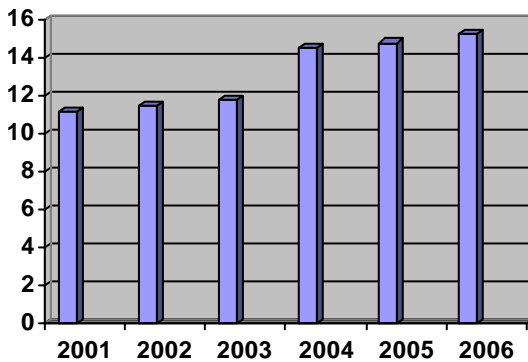


# Financial Summary

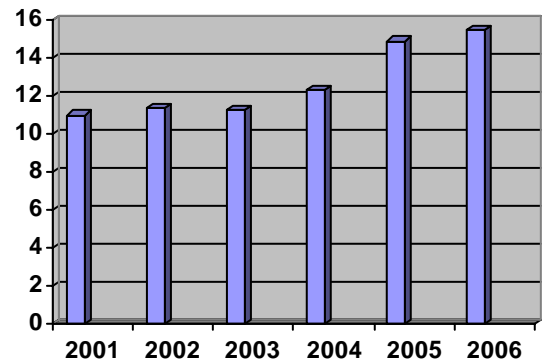
Revenues	2006	2005	Expenditures	2006	2005
Compacts, grants and contracts	14,116,923	14,058,285	Personnel services	7,681,532	6,559,415
Net patient service revenue	499,868	528,288	Professional services	46,291	41,641
Leased space income	186,991	123,722	Travel and per diem	1,368,420	832,326
Interest income	226,773	118,258	Supplies	613,724	524,199
Other revenue	272,053	1,958	Equipment	54,094	329,419
<b>Total revenues</b>	<b>15,302,608</b>	<b>14,830,511</b>	Contractual services	1,088,402	2,212,355
			Short term contracts	277,181	182,837
			Facilities expenses	574,833	566,474
			Grants and scholarships	268,254	177,886
			Depreciation	494,303	438,279
			Board expenses	162,056	143,226
			Loss on sale of equipment	—	5,547
			Interest	357,212	268,898
			Other	545,552	370,864
			Tribal pass-through	2,009,913	2,252,812
			<b>Total direct expenditures</b>	<b>15,491,767</b>	<b>14,906,178</b>



Revenues



Expenditures





# OUR CHUGACHMIUT

## WE ARE MOTIVATED TO SERVE OUR BENEFICIARIES

We recognize that complex social, historical, psychological, and health issues affect how our services are perceived and used by our beneficiaries. We will perform these services to the best of our abilities and recognize they must be appropriate and self-directed in a caring and compassionate way. We value the personal nature of our relationships with the people we serve.

## WE RECOGNIZE THE IMPORTANCE OF OUR PEOPLE

We are committed and dedicated to the Chugachmiut Region, its people and their culture. We acknowledge and value the relationships between the tribes and Chugachmiut as we work together for the common good. We are committed to a workplace where everyone is treated with dignity and respect, is equally supported in his or her professional growth, and is recognized and appreciated for his or her individual contribution. We are committed to providing mentorship to our employees as we acknowledge the critical importance of promoting continuous development, growth and sustainability.



**Top from left:** Matthew Rogers, Tim Johnson, Alice Miller, Wes Breedlove, Michelle Susie, Annie Fredericks and Kert LaBelle. **Left:** Heather Davis; **Above:** Pat Christiansen and Andy McLaughlin of Chenega Bay.

# EMPLOYEE VALUES



**Top right:** Jan Larson; **Middle left to right:** Leonora Atienza, Barbara Moonin, Christina Hensley; **Above from left:** Roberta Sjoblom, Mandy Seville, Vincent Evans of Nanwalek.

## WE SERVE WITH INTEGRITY

We value integrity that engenders trust through honesty, respect by taking responsibility and collaborative teamwork that achieves common goals. Integrity is critical in building and cultivating the relationships we need in order to succeed. A person of integrity is easy to recognize by their sincerity of spirit, non-judgmental nature, positive attitude, and cooperation with others.

## WE STRIVE FOR EXCELLENCE

We strive for continuous improvement in our services, products, processes and performances. To this end, we openly discuss methods to make improvements. We celebrate teamwork, collaboration and the process of working together. We will do all these things by respecting each other, our cultures and appreciating diversity.



## **Chugachmiut is the tribal consortium**

*created to promote self-determination to the seven Native communities of the Chugach Region. We provide health and social services, education and training, and technical assistance to the Chugach Native people in a way which is acceptable to Native cultural values and tradition in order to enhance the well-being of our people by continuing to strengthen the tribes and increase self-determination opportunities for community operated tribal programs.*

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