

# chugachmiut

2007 Annual Report



HEALTH SERVICES • COLLABORATION & CONSULTATION • HIGHER EDUCATION • LANGUAGE • LAND  
FATHERHOOD • YOUTH LEADERSHIP • TELEMEDICINE • COMMUNITY WELLNESS • ENVIRONMENTAL  
BEHAVIORAL HEALTH • PUBLIC SAFETY • DISASTER PLANNING • FORESTRY • ECONOMIC DEVELOPM  
HUMAN RESOURCES • CULTURE • HEALTHY RELATIONSHIPS • TECHNOLOGY • COMMUNICATION • C  
COMMUNITY FIRE PREVENTION • ELDER SERVICES • HEADSTART • COMMUNITY INFRASTRUCTURE •  
SUBSTANCE ABUSE PREVENTION & COUNSELING • SELF GOVERNANCE • PHARMACY SERVICES • DIS

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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## Executive Director

Hello,

Change is always difficult, even when it benefits us. I learned this principle from the many people in my life who know what is good for them, but are unable to change the habits that prevent them from achieving the good things in life. Weight management is an issue that I have been dealing with for years, somewhat unsuccessfully. Yet I persist in trying to change those eating habits that damage my health. I continue to try and learn about diet and strive to exercise more because I want to be healthy in my later years. Many times, though, the excuses win out. “I like food too much;” “I don’t have time to exercise;” “I eat fast food because I am too busy to eat healthy.” Sound familiar?



Organizations are not much different from individuals—change is difficult. You hear frequent arguments from staff against change. “This is the way we’ve always done it;” “I already have too much work to do;” “You are just trying to take something away from me.” As change was implemented at Chugachmiut, we have had some negative reactions. But I am pleased to say that our staff has stepped forward and created a very positive working environment by making many exciting changes. The reason for their can-do attitude is very clear—staff is actively involved in the changes being made. They see and benefit from the improvements they are helping to make.

The purposes for our changes are clear. We want to benefit the people we serve now and in the future by making the services we provide better, and seeking resources for new services. We want Chugachmiut to survive and thrive. We want a workplace we can be proud of. We want our tribes to survive and grow while gaining the capacity for excellent management and governance. Our changes are being made with these goals in mind.

During FY 2007 we made considerable progress at Chugachmiut. We were successful in receiving a grant to upgrade our accounting software to what is called an Enterprise Resource Planning (ERP) platform—Microsoft Dynamics. With this software, we will be able to integrate our financial management with our Document Management system, our Human Resource software, and better track measures of our performance, into one interconnected system. As we have grown, it becomes even more important for us to have this capability. In addition, federal regulation of non-profit financial reporting is requiring Chugachmiut to provide ever more data to our auditors. Dynamics will help us meet that reporting requirement at a reduced cost.

As we move forward, we have other changes to anticipate. Our health care reorganization is proceeding well. We have applied for a grant that will help us reach out to our tribal councils and members to ask about the services you want to see us provide. We are working with our partners to integrate new services, expand our telemedicine capabilities, and pursue a common path to wellness. I am excited about our future, and I hope you are too.

Have a wonderful year.

Patrick M. Anderson  
Executive Director

## HEALTH

Chugachmiut continues to provide the best in health resources to the communities of the Chugach Region.

In 2007 we secured the necessary funding for North Pacific Rim Housing Authority to commence building a new health clinic in Nanwalek.

We completed remodeling work on the North Star Health Clinic in Seward, the hub of health care services for the region.

Our Lean Initiative team, regional health providers and village health aides conducted Visual Clinic Kaizens in the Port Graham and Nanwalek health clinics. These events re-organized the clinics so all equipment and supplies are visible, readily available, and in standard places in all clinics. Additionally, all superfluous materials and supplies were relocated or discarded to reduce clutter, and files were reorganized and secured.

The Community Wellness Program wrapped up its five year mission of providing direct health education in the communities and encouraging residents to make healthy lifestyle changes.

The North Star dental staff traveled to the regional villages to see patients in addition to regular clinic hours in Seward. They offer services in villages two to three times per year.

## COMMUNITY, FAMILY, CULTURE

Strong families, strong communities and cultural values are a priority to the Alutiiq people and Chugachmiut.

The Language Curriculum Project is on track to complete its work on schedule at the end August 2008. The project will present a four level curriculum in the *Sugcestun* language for pre-kindergarten through eighth grade students with tool kits for teachers and students and learning activities for each level.

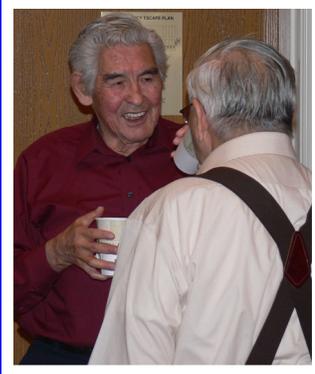
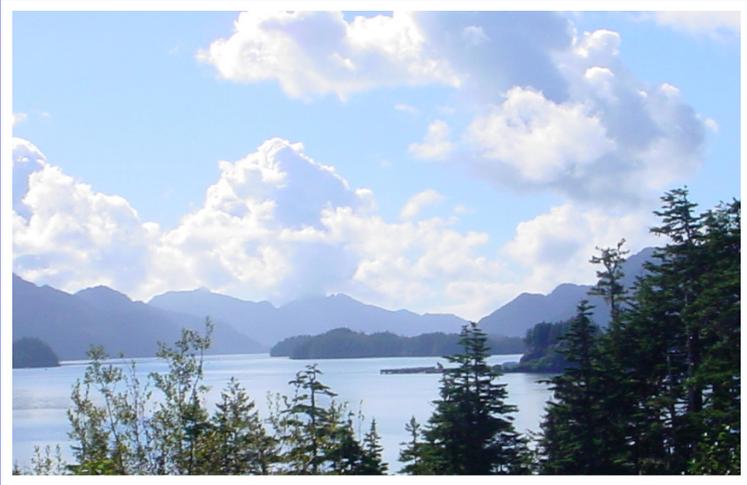
The Fatherhood Program continues to provide educational workshops, curriculum and activities to strengthen the family unit through the Positive Relationship Pathways and Wise Fathers, Well Families projects.

Chugachmiut administers HeadStart in three communities, providing early childhood development services, nutrition and health education and fostering parental involvement.

The Behavioral Health Department provides direct services to five regional communities and assistance in the other two. These services include counseling, case management, community education and support to village-based programs.

The division initiated the Rural Human Services program in which village residents study and receive credits through the University of Alaska Fairbanks. In conjunction with village Behavioral Health Aides, they coordinate community wellness activities, provide basic behavioral health services, and help administer wellness services as best suits their respective communities.

The division also provides employment education, scholarships, elder services, general assistance and child care services.



## ENTERPRISE AND TRUST

The Enterprise Project is working with communities and tribal councils to plan sustainable economic development for the region. Currently the focus is on natural resources and the feasibility of utilizing alternative fuels.

The Forestry and Fire program provides trust and land management services to owners of Native allotments. These services involve forest management planning including timber sale preparation and administration, forest product marketing, development, inventory, and fire preparedness. Under this program Chugachmiut facilitates two wild land firefighting crews that operate in Alaska and the Western United States.

The division operates the Realty Department to assist Native allotment owners in protecting and managing trust lands and to offer property management, counseling and land-use planning. The program also offers these services by contract to other organizations and communities.

The Emergency Services and Safety Program works with the communities to ensure there are emergency responders in each village and that they have the training, certification and tools to do their jobs. The program also ensures each community has a plan in place for disaster preparedness.

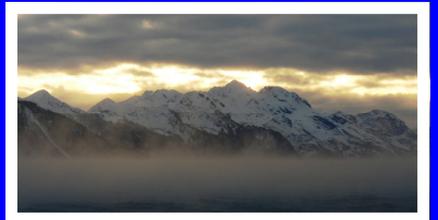
## SELF GOVERNANCE AND HUMAN RESOURCES

Self Governance provides technical assistance and information to tribal governments to promote self-determination and self-governance. The division facilitates the development and management of budgets for tribal programs funded by the Indian Health Services, the Bureau of Indian Affairs and the Alaska Native Tribal Health Consortium.

Human Resources manages employee issues including benefits, staffing, recruitment, and employee law and regulations. With an expanding work force and a large contingent of seasonal employees, the HR staff efficiently processes the necessary work for optimum employee and organizational benefit.

Grant Writing staff research funding opportunities for Chugachmiut and assist tribes in locating and applying for their own funds. They also work with program managers to ensure that funding continues for Chugachmiut's successful programs. New grants awarded in 2007 include state and federal economic development grants, tribal management, and cancer prevention and control. Successful programs that received continuation funds include BIA Fire Responder, HeadStart, Rural Human Services, Child Welfare, Wise Fathers/Well families, Older Americans, Family Violence Prevention, and Safe and Sound. Tribal awards include CIRI Foundation and Department of Justice awards for youth programs in Nanwalek, and funds from the Denali Commission for a new health clinic in Nanwalek. In Port Graham, grant writers helped get a Department of Interior award for a Tribal Energy Development Capacity study and explored alternative/renewable energy projects through the Denali Commission. Qutek-cak was awarded funds from the First Nations Development Institute to create a new cultural program for youths and elders.

The Communications department publishes the quarterly newsletter *Nupuat*, maintains the website and Intranet site, designs and publishes the Annual Report, manages in-house video production, and produces various special newsletters and informational brochures. A cross-departmental committee was recently formed to investigate and initiate new methods of communication within the region and to outside organizations.



## FINANCE AND ADMINISTRATION

This division ensures financial stability and fiscal compliance for all grant awards while participating in negotiations involving employee benefits, organizational insurance and mortgage and loan arrangements. The payroll, accounts payable and travel departments continue applying Lean policies and procedures developed in 2006 that have resulted in new levels of efficiency and accuracy.

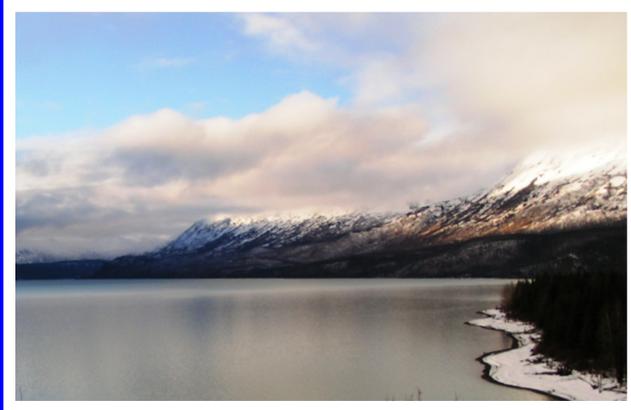
Lean Initiatives facilitates continuous improvement at all levels of Chugachmiut's systems and procedures. In 2007 the department conducted large-scale Kaizens in two village clinics and the North Star Health Clinic, ensuring that the region's health facilities are as clean, organized and efficient as facilities in major metropolitan areas.

The Records and Information staff manages the central filing system which provides efficient access to all of Chugachmiut's records while maintaining security and confidentiality. In 2006 the department launched it's electronic tracking system that ensures any file checked out can be located in moments.

The Information Technology staff continues to maintain and improve Chugachmiut's ever-growing technological needs while taking advantage of modern communications systems, including telemedicine and teleconferencing, to provide the region with the most up-to-date benefits of technology.

## FINANCIAL SUMMARY

<b>Assets</b>	<b>2007</b>	<b>Revenues</b>	<b>2007</b>
Cash and cash equivalents	930,440	Compacts, grants and contracts	14,822,185
Receivable from funding agencies	2,508,826	Net patient service revenue	347,072
Patient accounts receivable, net of allowance	25,195	Leased space income	155,426
Other receivables		Interest income	179,592
Prepaid expenses	26,252	Loss on disposal of equipment	(41,492)
Property and equipment, net of accumulated depreciation	86,088	Other revenues	78,058
Refinancing costs, net of accumulated amortization	6,034,991		
	43,538	<b>Total revenues</b>	<b>15,540,841</b>
<b>Total assets</b>	<b>9,655,330</b>		
<b>Liabilities and net assets</b>	<b>2007</b>	<b>Expenditures</b>	<b>2007</b>
Accounts payable	324,377	Clinical care	1,958,054
Accrued compensation and related liabilities	321,966	Community health	7,953,444
Deferred revenue	425,758	Tribal development and operations	2,048,293
Current portion of note payable	108,911	IHS operations	226,777
Note payable, net of current portion	3,516,209	Forestry and fire management	1,547,408
Unrestricted, undesignated net assets	4,805,595	Education and training	929,075
Temporarily restricted	152,514	General and administrative expenses, net of indirect cost recovery	808,401
<b>Total liabilities and assets</b>	<b>9,655,330</b>	<b>Total expenditures</b>	<b>15,471,452</b>



## Board of Directors

Francis Norman, Chair  
Port Graham Village Council

Ron Totemoff, Treasurer  
Tatitlek IRA Council

Robert Henrichs, Director  
Native Village of Eyak

Arne Heche, Director  
Qutekcak Native Tribe

James Kvasnikoff, Vice Chair  
Nanwalek IRA Council

Benna Hughey, Secretary  
Valdez Native Tribe

Michael Vigil, Director  
Chenega IRA Council

## Our Employee Values

### **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.

### **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.



Mask carved by Jim Miller of Port Graham. It is based on a traditional story of a hunter who strikes a swan with his bird spear. When the hunter goes to retrieve his kill, the swan has transformed into a fish. So he has fish for supper instead of swan. The lesson is important today: we can change and be transformed; we do not have to be victims of environment, culture, DNA, or history.

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VIORAL HEALTH • PUBLIC SAFETY • DISASTER PLANNING • FORESTRY • ECONOMIC DEVELOPMENT  
MAN RESOURCES • CULTURE • HEALTHY RELATIONSHIPS • TECHNOLOGY • COMMUNICATION • DIABETES PREVENTION  
COMMUNITY FIRE PREVENTION • ELDER SERVICES • HEADSTART • COMMUNITY INFRASTRUCTURE • WILDLAND  
SUBSTANCE ABUSE PREVENTION & COUNSELING • SELF GOVERNANCE • PHARMACY SERVICES • DISTANCE EDUCATION



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