

Chugachmiut

ANNUAL REPORT 2015

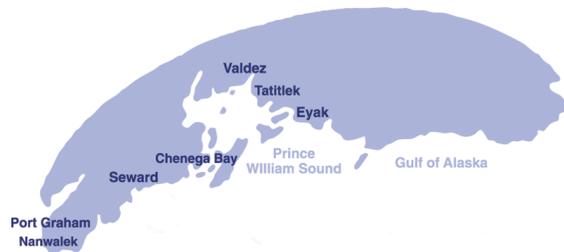


A TRIBAL ORGANIZATION SERVING THE
CHUGACH NATIVE PEOPLES OF ALASKA

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Mission

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.

LETTER FROM THE EXECUTIVE DIRECTOR

As Chugachmiut completes 41 years of service to the Chugach Region it has a strong foundation and a positive future. What started in 1974 has grown through hard work, loyalty and commitment; that commitment is a cornerstone in the strong foundation. Our dedicated staff has done an incredible job at strengthening our programs and services.

It is often said that current success is built upon the shoulders of those who came before. Let's remember to take time to celebrate those who came before and helped shape this organization. Chugachmiut has always, and will continue to, address the needs and represent the interests of its beneficiaries. To the extent we are successful in this mission it is due in large part to the effort of leadership across the region joining together to build that success.

As we begin the next year of service to the Chugach Region, it is a pleasure to offer the following report of 2015 activities:

- The Behavioral Health program provided top notch services including a Crisis Line. We've received both State and Federal recognition as a Community Behavioral Health Center. We now have the capacity to bill Medicaid, perform Title 47 assistance, and apply for more grants. The State Alcohol Safety Action Program (ASAP) approved our program to provide rehabilitation services.
- Many Social Services Department's policies and procedures were updated and refined pursuant to regulation and input from tribal leaders across the region.
- We have begun to build a sustainable Culture and Heritage Preservation Program for the region by convening a group of known 'culture bearers' and regional experts.
- Chugachmiut collaborated with the Alaska Native Tribal Health Consortium to use a technology called Vidyo during patient encounters. This new system allows doctors to see patients and work with health aides in real time. The project began in the Chugach Region and is a huge success that was rolled out across the state.
- Chugachmiut was heavily involved in discussions about patient safety and electronic health records. Our voice was heard, the Alaska Native Tribal Health Consortium offered at no cost, all rural Anchorage Service Unit tribes and organizations to be incorporated into the Alaska Native Medical Center campus electronic medical record system.
- We had a hugely successful Head Start school year. School readiness goals were met or exceeded and children had a seamless transition into Kindergarten. Every three years our program participates in the "Classroom Assessment Scoring System" (national scoring); our Head Start program scored above national averages in all 3 areas of testing - Emotional Support, Classroom Organization, and Instructional Support! This validates that our teachers are doing an excellent job. Tools Developed at Chugachmiut will be shared with Federal and State Head Start Programs as models to maintain compliance. Federal Head Start requested permission to use our forms for teacher/staff credentialing and governance compliance. These forms will be sent to Federal Head Start locations across the US. The State of Alaska Head Start Food Program requested a copy of our program policy; they asked to share our policy with State Head Start programs.
- The finance system is in complete agreement with audited figures; there is no longer a discrepancy between balance sheet items, figures produced by the system and the last audit. Set-up of the finance system has been corrected and the accounting department is fully staffed.
- Assessment tools for Tribal Council best practices have been developed and delivered. The next step is to assist the Tribes in completing the assessments and identify systems development, staffing, and training needs along with resources to fund them.
- To address one component of the BOD's organizational improvement initiative, the first edition of a "Board of Director Orientation and Handbook" was implemented in 2015.

Thank you being a part of the Chugachmiut experience. We are looking forward to much more in 2016/2017 and beyond!

Regards,

Angela Vanderpool

Angela "Jan" Vanderpool,
Chugachmiut Executive Director

Enterprise & Trust was launched in 2006 to initiate business ventures and economic development in the region. Our wildland fire fighting crews are a stable income source for the organization while the Forestry, Public Safety and Realty departments continue to grow into an important network of service providers not only for our beneficiaries but for many communities throughout the region and state.



ENTERPRISE & TRUST

Fire

The most exciting event to occur fiscal year 2015 for the Enterprise Division was the exceptionally large fire season in Alaska, 5 million acres burned, and in the lower 48-states, 5 million acres burned, for a total of over 10 million acres burned. Yukon Fire Crew was able to fight fires for 91 days and generated approximately \$1.3 million in revenue. Their fire season was one of Chugachmiut fire crew's biggest fire seasons in the 18-year history that Chugachmiut has had wildland firefighting crews. Fire season started in May 2015 in Alaska and lasted through the summer season. The Yukon Crew traveled outside to California for a two-week deployment early September 2015 and upon return was sent to Kodiak, Alaska to fight fire where they ended their season. Crew accomplished about \$100,000 of BIA project work, FireWise work, and work for the U. S. Forest Service. Of final note, the Yukon Fire Crew received excellent reviews for all their fire dispatch assignments.

Forestry

Forestry completed a number of projects for the year. The list includes project based activities and science based activities. Projects included FireWise treatments on the Kenai Peninsula for elders, disabled, and Native landowners in various locations; trail development and pile burning for the U. S. Forest Service; finished a forest inventory and analyses to help complete a BIA forest management plan for Association of Village Council Presidents, \$15,000; and, finished a Port Graham Village Corporation Forest Stewardship Project, \$21,500. Forestry and Fire were able to obtain 3-year long funding for a fire fuels break project near Sterling, Alaska for over \$900,000 in August 2015 to begin fiscal year 2016.

Science projects included berry modeling with the University of Colorado, project is not quite complete due to death of UC professor; a Bark Beetle trap survey collection in Port Graham; planted 200 Alaska Yellow Cedar trees from SeaAlaska Corporation in Port Graham on a Native allotment for a provenance study to see how well the high value trees would adapt; and, participated in a Joint Fire Science Alaska funded fire fuel break economics project near the Funny River fire fuel break near Soldotna, Alaska.

Realty

Through the year, Realty has been involved in 8-probate cases and three have been through BIA hearings. There were four town site and Native allotment sales advertised and three gift deeds approved.

VPSO

Chugachmiut's VPSO program lost one of its three VPSOs as the Chenega based VPSO resigned and left May 2015. Chugachmiut was unable to refill the position and the position is being advertised. Tatitlek VPSO Office received office improvements under a contract to NPRHA. Renewal of VPSO contract with the State of Alaska Department of Corrections included full indirect rate funding of 31.2% of contract dollars for State Fiscal Year 2016, July 1, 2015-June 30, 2016.

ENTERPRISE & TRUST, continued

WPO

A provisional water plant operator (WPO) training was held in Homer, Alaska October 2015 attended by one person from Port Graham and two from Nanwalek. One person from Tatitlek traveled to Fairbanks to attend a class November 2014. A WPO Training where State Department of Environmental Conservation provided travel and lodging expenses September 2015. Three people from Chenega Bay signed up and two each from Port Graham and Tatitlek signed up and one from Nanwalek, Alaska. Chugachmiut generally provided transportation, lodging and per diem, plus paid for testing fees. However, the Tribal councils have been stepping up paying for some of these costs themselves and doing the logistical coordination along with Chugachmiut's WPO Coordinator.

Enterprise

The final report to U. S. Department of Energy was completed June 2015 for Port Graham Village Council's Energy Phase III Planning Grant for a Community Building Biomass Heat Project that included an engineering construction and permitting design along with an operating plan.

Enterprise Director presented business plan development results for a possible Telecom business in the four small Chugach region communities during the September 2015 board of directors meeting.

EMS

Coordinator helped obtain indirect recovery charges increase to 31.2% from 21.1% Fiscal Year 2016.



EMS coordinates and trains Emergency Medical Technicians (EMT) for the region.

Table 1. Number of EMS Courses Taught 2015

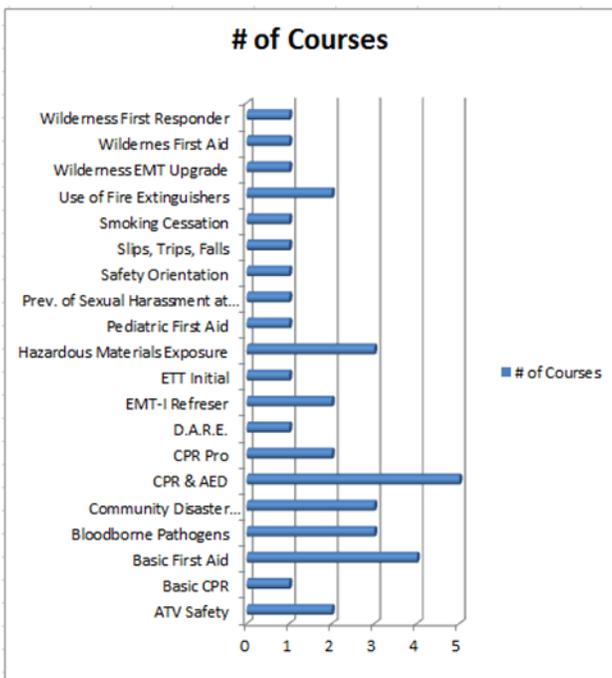
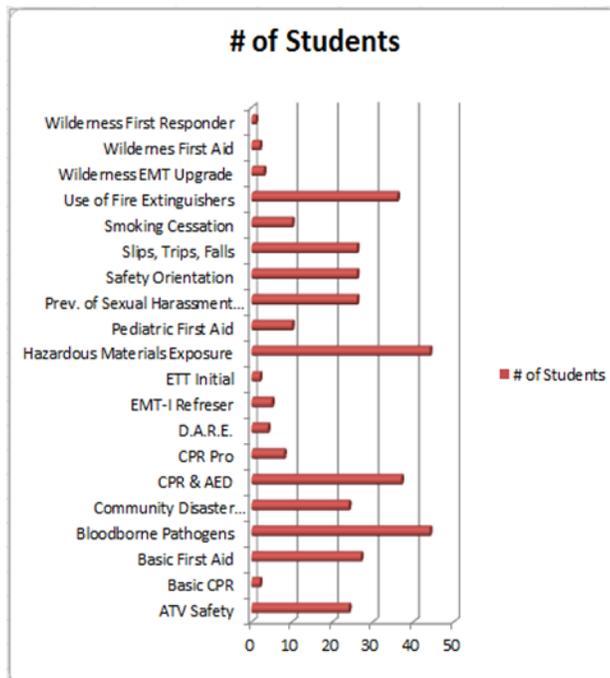


Table 2. Number of Students Taught 2015



Health Services strives to ensure the people of the region will be as healthy and happy as possible.

FINANCE

- Finance is fully staffed and stable. The finance division experienced some turn around and staffing shortfalls since 2012, but in 2015 stability was re-established and the department was not only fully staffed but great teamwork was established.
- Late reports and drawdowns brought up to date and current. Late reports and inaccurate drawdowns affect our bottom line and the programs ability to spend accurately. Finance worked closely with Program Managers to get this issue resolved.
- Updated accounting software from the 2009 version to 2013, we're preparing to have additional modules added to streamline everyday processes for Program Managers and staff.
- We were able to clear 8 audit findings from the prior year – 2014.
- Further staff training and development was offered on our number one tool – accounting software.
- We were able to set up automatic bank transfers or ACH's for pass-through funds to the Tribes. Streamlining this process enables our tribes to access their monies quicker and put them to use, a great advantage for our beneficiaries.
- Finance provides monthly, timely reporting of Budgets and Expenditures for Executive, Division Directors and Program Managers, allowing real-time assessment of the cost of running our organization, allowing timely adjustments if necessary.

HEALTH SERVICES

- In 2015 our Community Health Aide Program (CHAP) was recognized by the state for maintaining 100% certification of health aides. Since 2010 the program has maintained a certification rate of 100% for eligible CHA/P's.
- Health Services staff have gained strategic positions within State Wide CHAP. These positions include Past Chair Advisor to CHAP Directors; Chairperson of Alaska CHAP Certification Board (CHAPCB); Chairperson of CHAP CHA Association; CHA/P seat on the eCHAM steering committee and 2 seats on the Review and Approval Committee (RAC).
 - The division was instrumental in the use of VidYo by ANMC ED physicians to augment emergency visits in our remote clinics. VidYo allows the physician to have eyes on the patient and interact with them for serious ailments and trauma.
 - The third advance practice provider position was relocated from Seward to Nanwalek which has enhanced health care delivery and care coordination in Nanwalek and Port Graham.
 - CHAP staff provide user testing for each update release of the eCHAM. In the past two years there have been 4 successful updates.
 - Native veterans and non-native veterans receive direct care services at all clinic sites.
 - New AFHCAN Telemedicine carts were ordered for each clinic.
 - Increased collaboration with other health entities have expanded the re-



HEALTH SERVICES

CONTINUED

sources for patients.

- Continuity in Dental Care throughout the region has been effective in completing patient treatments.
- Improving emergency response in our communities through weekly discussions and scenarios are overseen by our medical director.
- Hosting registration/health events annually has increased the Medicaid/Denali KidCare enrollment which increases opportunities to provide additional health care services.
- Increased AFHCAN super users within Chugachmiut, especially HAA's for regional patient referral processing to SCF and specialty clinics.



HUMAN RESOURCES & ADMINISTRATION

Human Resources

Human Resources continues to have a great year with employee relations, providing orientation and training, credentialing to ensure we hire competent individuals to provide quality service, benefits management, etc. The highlights below show some of the major accomplishments:

- Human Resources took advantage of a federal benefits program extended to tribal organizations to save on the cost to provide health insurance to employees. The Federal Employee Health Benefits (FEHB) was executed on January 1, 2015, allowing staff to elect the type of health insurance that would fit their needs.
- In addition to the FEHB, new coverage through Principal Insurance Company for dental and vision was implemented effective January 1, 2015.
- Both 401(a) & 403(b) plan audits were conducted. Through hard work, consistency, and determination to provide quality work, there were no findings or recommendations, and the audit revealed 100% compliance with plan regulations.
- Human Resources conducted New Manager Training, Managing Family & Friends, and Safety Training for the Port Graham Village Council staff.

Head Start

Enrollment Data

We served 27 children over the 2014-2015 school year in three center based classrooms. 13 of these children were returning for their 2nd year of Head Start. We served 100% of the eligible children in these communities that wanted to enroll in Head Start.





Head Start is a Federal program that helps young children between the ages of three and five grow up ready to succeed in school and in life.

HUMAN RESOURCES & ADMINISTRATION, CONTINUED

Parent Involvement

We believe that parents are the primary educators of their children, and as such must be involved to the maximum extent possible in the Head Start program. We provide multiple opportunities for our families to be involved in the learning process at home and at the centers.

School readiness

A primary goal for Head Start is to prepare the children for successful transition to kindergarten. This is accomplished by:

- Individualizing the educational program to meet each child's needs by using the Creative Curriculum and Teaching Strategies Gold as a basis for planning and monitoring developmentally appropriate activities for the children.
- Measuring each child's progress toward Kindergarten readiness through Outcome Measures Report generated 3 times a year in the Fall, Winter and Spring.
- Using the Diagnostic Indicators for the Assessment of Learning (Dial) 3 developmental screening tool completed at the beginning of the year.

Federal and State Monitoring

The last Federal Review for Chugachmiut Head Start was in April 2012. There were 8 areas of non-compliance, all issues corrected. We will undergo our next Federal Review and Food Program Audit in fall of 2015 or spring of 2016.

Information Technology & Quality Improvement

- Facilitated project planning with Nanwalek council and staff, strategic planning with Head Start staff and Chugachmiut leadership, Credit Card Receipt Improvement Event and two 5S+2 cleaning and organizing events.
- Improved security by installing new electronic locks for the Anchorage office and Attended HIPAA and IT security training at ANTHC.
- Switch internet providers for our wide area network service, started newly available internet service for Head Start and Behavioral Health in our communities, filed for broadband subsidies and received \$1.2 million per year for WAN.



HUMAN RESOURCES & ADMINISTRATION, CONTINUED

Behavioral Health & Community and Family Department

- Chugachmiut qualified for the Comprehensive Behavioral Health Treatment and Recovery (CBHTR) grant. Chugachmiut Behavioral Health Department received both State and Federal recognition as a Community Behavioral Health Center.
- Behavioral Health started the process for accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), and is on track to receive accreditation in 2016.
- The clothing project, which publicizes Chugachmiut Behavioral Health's Crisis Line, has been an unqualified success. All of the communities received boxes of coats, hoodies, hats, gloves, scarves, and vests promoting the Crisis Line.
- The Alcohol Safety Action Program (ASAP) approved all Chugachmiut Rehabilitation Services.
- Chugachmiut implemented The State of Alaska Division of Behavioral Health's Alaska's Automated Information Management System or AKAIMS electronic client record documentation system and software.
- Behavioral Health received its Medicaid Provider ID.
- All clinical staff members now have the Super Bill for the billing of Medicaid. Clinical staff and billers were trained on the process in October 2015.
- The Language and Culture Immersion Camp launched in Port Graham and ran two weeks from the end of July through August 7th. Two years ago we had only six campers complete the two weeks and last year we had 26 kids complete. In 2015 we had 32 kids and five families- in all close to 60 people. This has been one of the purest forms of language and culture preservation as it involves all generations and promotes pride and dynamic, useful aspects of language.



Behavioral Health Clinical Services provide direct mental health and substance abuse treatment, consultation, and case management. Support and education is also provided for village based personnel and community members.



Grants Department

- The Grants Department provides overview to check for eligibility, match, reporting and submission requirements to ensure the opportunity meets the needs of Chugachmiut and the tribe(s) the opportunities are geared toward.
- Researched and reviewed approximately 99 grant opportunities, of which 34 applications have been submitted for Chugachmiut and two regional tribes.

HUMAN RESOURCES & ADMINISTRATION, CONTINUED

- The department made four trips to Port Graham to assist with grant proposal development, training and technical assistance. One trip to Tatitlek was completed for the purpose of training staff on how to find and review grant opportunities for relevance and potential.
- The Grants Administrator attended the Sub-awarding to pass-through entities course, offered by Management Concepts, in Seattle, a four day course. After taking a written test he received his second certification from this organization for Grants Management – Pass-Through Track.



Administration and Records

- Admin Support, Cross-Training and Core Skills Training: The department provides general administrative support for all departments, cross-training (training across departments) to better serve the company and its beneficiaries, and provides Core Skills training to new hires.
- MOAs: Successfully acquired the monitoring and coordination of the tribal pass-through funds. Tribal reports are monitored to ensure compliance for pass-through funds. This includes annual MOA Attachment preparation, collection of budgets, scopes of work, audits and quarterly reports. Tribal Administrator and Tribal Administrative Assistant budgets are also monitored to help ensure that tribes use all of their allotted funds without overspending within the fiscal year.
- Special Events: Coordinates and/or plans community donations for events, special events, Annual Employee Picnic, Christmas Dinner/Awards Banquet, and other yearly Employee luncheons/meetings.

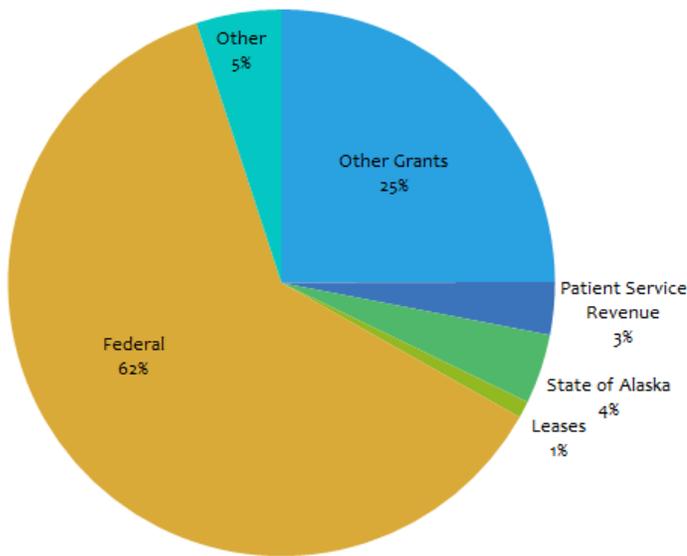


- Communications: Admin and Records provide communication and representation of Chugachmiut in various formats, including the Nupuat (our quarterly newsletter), the Chugachmiut calendar, coordinating with affiliated organizations for Chugachmiut representation, and coordinating a regional calendar with affiliated organizations.
- Discovery and Records Requests: Facilitates discovery requests for difficult to locate documents, for both active and legacy documents. Supports the preservation of all files and provides documents and files when requested.
- Fleet Maintenance: Management of the Chugachmiut Van and Auto Insurance coverage needs, services, fees, proof of insurance requests, claims, tracking usage and checklists.

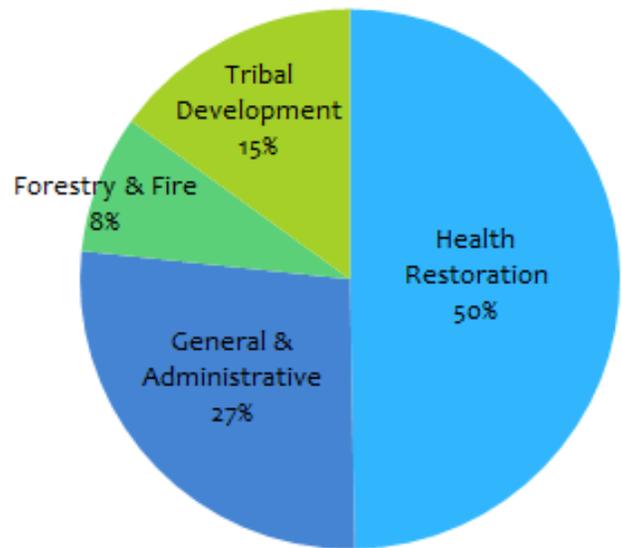
FINANCIAL SUMMARY

For Fiscal Year ending September 30, 2015

Revenues



Direct Expenses



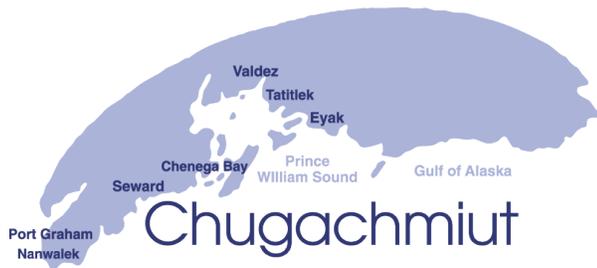
Sources of Chugachmiut Revenue

Federal Compacts & Grants	\$10,614,764
State of Alaska Grants	\$708,499
Other Grants & Contracts	\$4,285,360
Net Patient Service Revenue	\$535,845
Leased Space Income	\$171,589
Other Revenue	866,226
Total Revenues	\$17,187,071

Chugachmiut Direct Expenses

Health Restoration Services	\$6,966,487
Tribal Development & Operations	\$2,107,249
Forestry & Fire Management	\$1,162,278
<i>Total Program Services</i>	<i>\$10,236,014</i>
General & Administrative	\$3,774,915
Total Expenses	\$14,010,929

The FY2015 audit was conducted by Altman, Rogers & Co, Certified Public Accountants.



Chugachmiut

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Vision

Building on the inherent strength from our cultural values, Chugachmiut shall work to help member tribes achieve their chosen destiny.

Established December 13, 2012