



Executive Council

Central Council Tlingit & Haida Indian Tribes of Alaska

January 20, 2021 – 10 AM (Alaska Standard Time)

VIRTUAL MEETING

MINUTES

CALL TO ORDER

President Peterson assumed chair without objection and called the meeting to order at 10:11 AM.

ROLL CALL

Richard J. Peterson, President	Present
Catherine Edwards, 1 st Vice President	Present
Will Micklin, 2 nd Vice President	Present
Rob Sanderson, Jr., 3 rd Vice President	Present
Tasha Hotch, 4 th Vice President	Present
Delbert Kadake, 5 th Vice President	Present, excused@12:35 PM/rejoined@2PM
Ralph Wolfe, 6 th Vice President	Absent
Simon Friday, Emerging Leader	Present

Also present: Chief Operating Officer Roald Helgesen, Chief Financial Officer Theresa Belton, Chief of Project Development Will Ware, Tribal Operations and Compact Manager Helene Bennett, Special Assistant to the President Heather Gatti, Executive Assistant Cara Gilbert, Secretary to the President Carley Jackson, and Recording Secretary Rebecca Lee.

INVOCATION

M/S 3rd Vice President Rob Sanderson, Jr provided the invocation.

ADOPTION OF THE AGENDA

M/S 3rd Vice President Rob Sanderson, Jr. moved to adopt the agenda. C/U

PUBLIC COMMENT

None given.

REPORTS

President's Report

- Moving forward with Seattle National Archive litigation. This includes Oregon and Idaho states. Talks of splits between California and Missouri. Much of our governing documents are housed in this facility, including land allotments. Access to these documents is imperative to the Tribes functions.
- Language travel to Hawaii in Dec. 2019, the Hawaiian friends will be bringing back the canoe back to Alaska this year.
- Rep. Haaland reached out in thanks to T&H for our advocacy for her nomination to the Sec. of Interior. Land into Trust has been pegged as a Biden Administration priority.

Special Assistant's Report

Special Assistant Heather Gatti gave a verbal summary of her written report.

- President Peterson will be presenting on the Tribal Border Alliance as a panelist for the J Treaty discussion.
- Alaska Legislature called to order yesterday, Sen. Miccie will serve as Majority Leader, Sen. Begich will serve as Minority Leader

General Counsel Report

General Counsel Madeline Soboleff Levy gave a verbal summary of her written report.

- Returned from parental leave
- Covid-19 legal proceedings have been bumped to the Supreme Court for oral arguments. The Alaska delegation are working on an Amicus Brief for ANC's to receive CARES funds.
- Staff Updates: New Paralegal position will be joining the team. Rebecca will be departing.

Chief of Project Development Report

CDO Will Ware provided a verbal summary of his report.

- Bi-weekly testing of staff continues. No positive cases to report.
- BED CARES program-As of Jan. 19, 141 applications have been processed for payment. 230 applications received in total.
- LEARN: Budget finalized for 2021 with the help of funding from the 477 Child Care dept. Licenses have been renewed for the next two years with no issues reported. 34 out of 60 positions are filled at this time
- Smokehouse is still providing meals for Navigators and Head Start programs.
- Sacred Grounds is getting a new domain name and website overhaul, as well as new flooring in the café.
- Sacred Shine continues to do business by appointment only. New promotional items have been ordered and once travel is allowable, trainings will resume for SS employees.

- EP Hall reservation remain on hold until further notice.
- SGC, New project bids will be underway soon once licensing can be fully completed.
- Smoke Signals profited 40K after expenses and payroll from the December 2020 sales.
- Facilities renovations continue for the Bonell, Alaway, Allen Court and Haven House properties.
- The Transportation Team continues seasonal work and assisting with ongoing property renovations.
- AHB/ VTRC renovations are underway by Dawson construction.

Chief Operating Officer's Report

COO Roald Helgesen gave a verbal summary of his written report.

- TANF department coordinated with Alaska Waste to provide four children bikes as Christmas presents for two TANF families.
 - Current statistics on TANF cases
 - • 2 Parent households – 42
 - • 1 Parent households – 85
 - • Pregnancy – 1
 - • Adult Not Included – 74

- Child Care provided 4 households with personal protective equipment (PPE) that were impacted by COVID 19. Parents and providers received a \$750.00, end of the year incentive.
 - Current statistics on CCDF:
 - Families receiving childcare assistance – 137
 - Total children in receiving assistance – 256
 - Center-based assistance – 108
 - Family Child Care – 141
 - Group Home – 2
 - Child's Home – 5

- TVR employee Miranda Stewart completed her introductory period as a TVR Specialist.
 - TVR Manager Teresa Sarabia was voted onto the National Indian Education Association – At Large and the Consortia of Administrators for Native American Rehabilitation (CANAR) Board, as the Treasurer.
 - TVR Statistics:
 - Number of new applications – 1
 - Number of successful closures for FY 2019-2020 – 20
 - Follow-up with clients – 36
 - Cases closed – 4

- TCSU Statistics for December:
 - Collections: \$101,996.48
 - Total number of cases: 1,248
 - Number of payments processed: 946
 - Number of new applications: 10
 - Number of petitions filed: 5
 - Number of hearings: 12
 - Number of orders established: 5
 - Number of cases closed: 7

- CHE:
 - Haa Yoo X'at'angi Kúdi:
 - • Distributed kits for family and student learning about kinship
 - • Prepared and submitted Year 2 Carry Over Request
 - • Finished 6 new early reader books.
 - Cultural Programming:
 - • Completed I Toowú Klatseen Fall 2020 season.
 - • Fully executed subrecipient agreements with Yakutat Community Health Center and Hydaburg City School District to support community cultural camp and I Toowú Klatseen programming.
 - • Conducted regional outreach and engagement regarding language revitalization efforts happening in collaboration with Sealaska Corporation.
 - • Completed filming for drum making and deer harvesting for early education project.
 - Navigators:
 - • Staff participated in Search Institute – Engaging Families: A Relationship Centered Approach.
 - • Hosted end of the year holiday parade for Navigator students.
 - Johnson O'Malley (JOM):
 - • Continued to provide support to students and families through completion of first semester.
 - • Provided \$120,000 to the Juneau School District to support continued remote learning for students through purchase of technology, equipment, and subscriptions for online textbooks and learning platforms
 - Vocational Tribal Resource Center (VTRC):
 - Assisted in development of Customer Service training for Tlingit & Haida staff.

Continuing marketing and rebranding project of VTRC with Cedar Group

- Higher Education:
 - Determine available funds and provide seventy-seven (77) College Student Assistance supplemental awards.
 - Prepare and distribute Alumni Scholarship awards.
 - Coordinate and update student Vendor Set Up Forms with Finance to ensure addresses are current.
- Head Start, Christa Green continues as the Acting Director. The Taashuka (Demmert Building) passed the annual fire inspection in December. Staff updated the 2020-2021 Head Start Program Disaster Preparedness/Emergency Plan. An AmeriCorps Member is offering literacy activity zoom meetings weekly for Head Start students, in addition to our regular classroom activities. Leadership in Head Start implemented a Mentor Coach Plan in Juneau & Sitka. The Mentor Coach observes the classroom, provides feedback and sets goals with our teachers. A revision of the 5-year Head Start goals is underway.

Statistics:

- Currently enrollment – 174 students
- Public Assistance – 12 students
- TANF – 12 students
- Homeless – 5 students
- Foster Care – 10 students
- Women, Infant and Children Program (WIC) – 77 students
- At 100% poverty or below federal poverty level – 79 students
- Income at 100% < 130% federal poverty level – 9 students
- Over income – 59 students
- Student has an Individual Education Program (IEP) – 24 students
- Reentry & Recovery
 - Interviews and an offer has been made for the Resident Manager position for Allen Court. Communications is working on a creative recruitment strategy for the Alaway Avenue property. Christina Lee was hired as the Housing and Reentry Coordinator.
- Tribal Family & Youth Services (TFYS), “Christmas Holiday Food Bags” were delivered by staff to 130 Tribal Elders and 105 families, which included ICWA, Foster Care families, CARES, and group members.
 - TFYS, in partnership w/ Tribal Court, hosts a weekly Elders Talking Circle. 7-9 Elders regularly participate.
 - TFYS Updates:
 - Juneau: 90 cases, 138 children

- 35% in Washington
 - 1-5 in each of the following states: Oregon, California, New Mexico, Ohio, Kansas, Massachusetts, Maine, Minnesota, New Jersey, Texas, and Utah.
 - Four cases are in Tribal Court / Three IV-E Maintenance cases. One is in-home placement, one case is out-of-home placement with relatives/tribally licensed foster home, one case is in a Tribal Home Visit, and one in custody of Division of Juvenile Justice.
 - Field Staff
 - 15 ICWA hearings for Klawock/Kasaan and assisted with 17 non-ICWA cases
 - 4 ICWA hearings for Petersburg and assisted with 14 non-ICWA related cases,
 - 30 clients were served and 26 ICWA for Craig and Saxman.
 - Field staff took 168 phone calls to assist Saxman Tribal citizens and 115 ICWA-related calls.
 - Yéil koowú Shaawát (Raven Tail Woman), a women's support group has 11 participants. Phase I focuses on anger, stress and communication and runs for 12-14 weeks. This is a psycho-educational group held via Zoom. The women are working on healing and addressing the trauma they have encountered in their lives.
 - Fatherhood is Sacred has 20 enrolled citizens. This is first session where we opened group to outlying communities. We have fathers enrolled from Kake, Angoon, Hoonah, Sitka, Ketchikan, Juneau and one from Washington. Dates: From Nov 19, 2020, to Feb 11, 2021.
 - Weblebrity and Intertribal Culture Night is on hold pending personnel change.
 - TFYS Cares Program served 38 high risk families, 44 adults and 82 children. This is a partnership with the TANF program for referrals.
 - TFYS is serving 16 children in the Adventure Club Program
- Public Safety
 - Tribal Emergency Operations Staff responded to the natural disaster in Haines as well as localized flooding in Juneau facilities. Sabrina Boone was hired as our Emergency Operations Coordinator.
 - The State of Alaska indicated they will rectify the fourth quarter budget with lapsed funds due to more additional VPSOs hired than was originally budgeted. Public Safety staff report a written agreement for the State of Alaska assuring the budget will be balanced. We are awaiting prorated back payments from the State of Alaska for additional VPSOs that were hired.

- VPSO highlights include:
 - Interview is set up to fill vacant VPSO position in Saxman.
 - Applications received in efforts to fill second VPSO position in Hydaburg and Thorne Bay.
 - Reached out to communities of Gustavus, Klukwan, and Klawock on possible placement of VPSOs in their communities.
 - Fire Safety Equipment consultant group formed to discuss needs for VPSOs

- TEOC highlights include:
 - Delivered 19 Community Coronavirus Response Kits to community partners this Fall.
 - Delivered 42 pallets of follow-up supplies to 14 communities.
 - Sourced and purchased over \$300,000 of additional personal protective equipment (PPE) supplies for Southeast Tribal communities.
 - Working with FEMA to move forward on Federal reimbursement for period 1 expenditures of over \$2 million.
 - Response to Haines disaster cost over \$25,000.00 in unbudgeted expenses. FEMA opened public assistance funds that will provide for reimbursement. Application in progress to offset \$25,000.00 expense.

- Native Lands & Resources
 - Darrell Brown hired as the Veterans Allotment Specialist with a start date of January 18, 2021.
 - Native Lands & Resources highlights:
 - The Environmental Protection Agency (EPA) State and Tribal Response Program (STRP) close-out report has been completed and submitted to the Environmental Protection Agency.
 - The Southeast Alaska Tribal Conservation District was signed by Tlingit & Haida, Klawock Cooperative Association, Organized Village of Kasaan, Petersburg Indian Association, Sitka Tribe of Alaska, and Wrangell Cooperative Association.
 - The NAGPRA Interim Progress Report was submitted to the National Park Service.
 - Assisted in the preparation documents pertaining to litigation of the National Archives sale and move to California and Missouri.
 - Two probates submitted to the Bureau of Indian Affairs.
 - Financial report grant close-out was submitted to EPA for the State & Tribal Response Program.

- One sample was conducted on the Chilkat and Klehini Rivers in Haines/Klukwan.
 - Two water quality samples were conducted in Juneau for Harmful Algae Blooms.
 - 161 contacts from Native landowners including Veterans during December.
- Self-Governance:
 - As of January 18, 2021, 3,825 completed applications have been paid for Home and/or Education grants
 - Tlingit & Haida and the Office of Self Governance successfully completed annual negotiations for the 2021 Annual Funding Agreement allowing T&H to act on behalf of compact communities for pass-through funds.
- Grants & Resource Development
 - Nathan Soboleff was hired as the Grants & Resource Director and his first day was January 4, 2021. He has been meeting with the Directors and Managers of the Tribe as he completes his orientation. We look forward to his participation to increase our restricted revenues and create a Tribe wide program.
- Organizational Development
 - Organizational Development provided Customer Service Training to a group of Tlingit & Haida employees to finalize the expectations shared in the training. This is a significant priority to reduce concerns from Tribal Citizens as well as promote pride and responsiveness by our programs. Staff also developed a plan to assess TribeVue software, the database we use to manage the services we provide to our citizens and began assessment interviews. Assessment will be completed in January 2021.
 - Organization Transformation Leadership Development Groups:
 - Leadership group 1, set up to support newer leaders, completed a check-in and support session for the leaders in this group.
 - The leadership group 2, set up to support longer-term leaders, completed one department strategy story.
 - The Tribal D workgroup revised the “one application” form used by the 477 programs and modifications were submitted to Communications to change the forms in December. This was a facilitated collective effort.
 - Victims of Crime group has been initiated. The first meeting providing an overview of the grant was completed in December. This will be an ongoing meeting to create shared leadership around the implementation and monitoring of this grant.

- Human Resources-Statistics for December:
 - New Hires – 11 employees
 - Tlingit & Haida Tribal Citizens – 5
 - Other Alaska Native / Native American – 2
 - Other Persons – 4
 - Terminations – 8 employee | 7 regular employees, 1 casual employee
 - Tlingit & Haida Tribal Citizens – 4
 - Other Alaska Native / Native American – 0
 - Other Persons – 3
 - Employees as of December 31, 2020
 - Total Employees – 323 employees
 - 257 regular employees
 - 66 casual employees
 - Employees by Tribal Affiliation:
 - Tlingit & Haida Tribal Citizens – 222
 - Other Alaska Native / Native American – 37
 - Other Persons – 64

- Information Technology
 - Wide Area Network (WAN) redesigned and added additional virtual private network (VPN) access points to help increase access speed to file servers located at different buildings.
 - Firmware updates to all switches, routers, and Wi-Fi access points. These updates will add functionality and address issues with the network devices.

Information Technology Highlights:

 - IT configured and deployed 10 computers during the past month.
 - There were 88 Help Desk Tickets opened in December. 81 of those tickets have been closed. The outstanding tickets are mostly ordering for equipment. There are 51 Tickets opened so far in January.
 - 1,396 Help Desk Tickets were submitted in 2020.
 - We currently have 428 Active User Accounts (Employees and Delegates)
 - There are 299 Office 365 E3 Licensed Users (All Office Apps)
 - Active Office 365 E3 Licensed Users per IT Staff is 74.75.

Chief Finance Officer's Report

CFO Theresa Belton gave a verbal summary of her written report.

- SGC Added to regular reporting.
- Trust Fund: \$22.1 million, an increase of >\$1.6M.
- Net Def. of \$393,793
- 25 Grants have closed for the year.
 - 8 grants did not fully spend down
- VTRC: Loss of \$9,665.65
- EP Hall/Courier: Loss of \$28, 233.29
- SG: Loss of \$20,516.56
- Smokehouse: \$59,886.39
- Sacred Shine: Loss of \$23,120.92
- LEARN: \$34,750.10
- SGC: Loss of \$25,392.06
- EC Donations 2020: \$35,500.00

THTBC/KIRA

THTBC CEO Richard Rinehart provided a brief verbal report on recent activity.

- Revenue est. \$1.7 M
- 2021 Revenue est. \$5 M
- \$6 M received in PPE loans; \$2.4 M has been paid back to date. 5-year payback schedule requested.
- Haines Emergency Donation, \$7K from various employees.

TEOC Report

TEOC Incident Commander Jason Wilson gave a verbal report of the Tribal Emergency Operations Committee

- New hire: VPSO in Angoon
- Kake VPSOs are going to training
- TEOC:2 connex units left to delivered

Tribal Court Report

Tribal Court Administrator Frances Andrews gave an update of the Tribal Courts activities.

Tribal Court reports will resume on a quarterly basis and will include Chief Justice Lisa Lang.

DISCUSSION ITEMS

Tribal Assembly 2021

Joint Tribal Assembly Coordinator Heather Gatti provided the most recent update for Tribal Assembly 2021 planning:

- Current Proposals:
- Dates: 4.21-23.2021
 - Committee Meetings: Wednesday, April 21
 - Elections: Emerging Leader, Tribal Court Associate Justice (2 positions) and Citizen of the Year
 - Memorial will cover the last 2 years and be pre-recorded.
- Platform: Zoom
- President's Award Banquet on FB live on Friday evening.

M/S 1st Vice President Catherine Edwards moved to host Tribal Assembly virtually, Amended to, "host Tribal Assembly virtually in alignment with the constitutional requirements for the dates". C/U

Staff will begin working on the committee meetings needed for scheduling reasons.

Delegation Meeting Fees

5th Vice President Delbert Kadake asked for an update on compensation for both the Executive Council fees as well as Tribal Assembly Delegation fees.

Theresa Belton will report out with numbers during the next meeting in February.

Youth Commission Update

Shawaan Jackson Gamble shared the selections for the Youth Commission members:

- Alayna Duncan (Juneau)
- Phillip Cadiente-Laiti (Juneau)
- Patrice DeAsis (Juneau)
- Rebecca Estrin (Ketchikan)
- Tiadola Silva (Angoon)
- Lilliana Demmert (Angoon)
- Jeanette Kaleikau -Buxton (Metlakatla)
- Joseph Hillaire Jr. (Hydaburg)
- Erika Mayer (Seattle)
- Christianna Edwards (Seattle)
- Elizah Dominy (Seattle)
- Kevin Isaacs (Klawock)
- Drew Jackson (Kake)
- Alissa Durgan (Craig)
- Laci Lowery (Craig)
- Patrick Frerich (Anchorage)
- Lauren Walicki (Anchorage)
- Sydney Guthrie (Petersburg)
- Sabena Allen (Sitka)
- Marlis Boord (Sitka)
- Brittany Kembel (Sitka)

February 12, 2021 will be the first meeting and introduction of the Youth Commission, meetings will continue on a virtual bimonthly basis. Collaborations with the Navigators program will be also planned for future dates.

Climate Change

2nd Vice President Will Micklin opened this discussion with concerns regarding 2025 climate goals, transboundary mines and sustainable energy options. A proposal has been put forth to the Climate Change Committee:

Pandemic

2nd Vice President Will Micklin spoke to this topic with vaccine production and availability concerns for the 100,000,000 in 100 days administration goals. This is below the projected necessary rate by 2.

The infection rate has risen from 1.1 to 1.6 worldwide in the recent UK, South Africa and Brazil Covid variants:

Proposal: Massive testing, tracing and vaccinations, as well as ventilation and mask assessments. Testing at home, school, work, and other highly populated areas. This testing would focus on who is higher risk for infection and transmission. An information campaign with our communities and citizens of the continued precautions is paramount.

The CDC estimates the UK variant will reach the US in March.

Insurrection

2nd Vice President Will Micklin spoke to this discussion with concerns that social media outlets have become the guardians of our civic responsibilities.

Encourages reading, *The Basic Laws of Human Stupidity – Prof. Carlo M. Cipolla*. Intolerance = Stupidity.

Dis/Misinformation must be identified and mitigated, we as a people need to reassert primacy of truth and reason. Disinformation/misinformation must be censored, repudiated, and sanctioned. Rely and redirect education to our Tribal Values for our youth and future leaders.

Chehalis V. Mnuchin

2nd Vice President Will Micklin spoke to this item to follow up Madeline's report. The expectation is the litigation will not side in tribal governments/ANC's favor.

State of Alaska Actions Concerning: Pebble Mine; ANWR Leases

Covered in the Climate Change discussion.

Transboundary

Covered in the Climate Change discussion.

Transition Issues Oversight

Covered in the Insurrection/Climate Change.

Connex for Kake

5th Vice President Delbert Kadake spoke to this topic on the late status of the Connex for the community of Kake.

COO Roald Helgesen will be looking into what caused the delays and report back.

Emerging Leader Podcast

Emerging Leader Simon Friday will be beginning a monthly podcast. Script work is underway with the communications team. Guests will include tribal leaders but will majorly have youth, offering a platform of free discussion. Topics will have a broad range and be fluid in structure. The first podcast will likely be launched in the middle of February. Suggestions for names are welcome-current name options:

- Young Eagles and Ravens (Year)
- EL Podcast (Emerging Leader)
- YO Podcast (Young Ones)
- Young Hearts Podcast

Executive Committee Training

4th Vice President Tasha Hotch spoke to orientation overviews of EC responsibilities. Some topics she would like additional information on are:

- Strategic Planning
- Succession Planning
- President Job Shadowing

Elizabeth Peratrovich Day Planning

4th Vice President Tasha Hotch spoke in regard to collaborating with ANS for a EP Day Celebration. The President helped from Office of the President and Communications.

Community Selection Process for New Jobs (ICWA Positions)

4th Vice President Tasha Hotch was recently asked how the ICWA office locations are determined. President Peterson shared that out of service area offices are only determined when the local tribe has invited T&H to move forward. Seattle currently holds 35% of the ICWA caseload for our staff.

Process for Creating a New Delegate Community

Discussion was opened by President Peterson for this topic, General Counsel Madeline Soboleff Levy shared the process:

- 200 Eligible voters
- Resolution with 25 local citizen voters

The Enrollment Department can access and share the required data however, due to confidentiality they cannot share names or other information.

BUSINESS (ACTION) ITEMS

Tlingit & Haida Head Start Priority Criteria

COO Roald Helgesen spoke to this topic and shared a newly drafted document form for Priority enrollment in Head Start.

M/S 6th Vice President Ralph Wolfe moved to approve this form for the Head Start Department. C/U

Donation Requests

Kadake Family – R. Peterson

President Peterson recommended a donation of \$1000.00 to assist with the medical costs of 5th Vice President Delbert Kadake’s brother Benji.

M/S 3rd Vice President Rob Sanderson, Jr moved to donate \$1000.00 to the fundraising efforts of Benji Kadake of Kake. C/U

Catherine Edwards, 1st Vice President	Yea
Will Micklin, 2nd Vice President	Yea
Rob Sanderson, Jr., 3rd Vice President	Yea
Tasha Hotch, 4th Vice President	Yea
Delbert Kadake, 5th Vice President	Abstain
Ralph Wolfe, 6th Vice President	Yea

EXECUTIVE SESSION

The Chair called to enter executive session at 2:33 PM. No objection, so ordered.

GOOD OF THE ORDER

The Executive Council offered good of the order comments.

ADJOURN

The chair called for adjournment at 3:02 PM. No objection, so ordered.