

Building on Our Foundations

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LETTER FROM THE CHAIRMAN

We began 2021 in isolation. We end 2022 by gathering in person to celebrate our sovereignty, strengths, accomplishments, and aspirations.

We are grateful for the technology that allowed us to work, learn and stay connected online, and for pandemic-related assistance. Our people are experts in surviving difficult times. We are also visionaries and planners. This report summarizes our two-year journey from pandemic recovery to renewal.

Our strategic plan, adopted by Tribal Council in 2022 and summarized at the beginning of this report, provides a framework for our work and investments over the next five years. I encourage you to observe how our goals and values are embodied in all of the data, stories and photos in this report. Our new look, unveiled in this report, embodies our connection to our roots and our vision for the future.

Sitka Tribe of Alaska is using once-in-a-generation funding to build stronger foundations. Our new headquarters is just a beginning. New and improved Tribal facilities for transportation, education and resource protection are in the works. We are also investing in vehicles, broadband, staff capacity, productivity tools and a new website to improve our efficiency, effectiveness and outreach to Tribal Citizens.

STA is supporting our Elders with the love, respect and generosity they deserve. We are nurturing our precious children through assistance with childcare and educational support, and by passing on the traditional knowledge that is their inheritance.

The Tribe is investing in the well-being of Sitka as a whole through natural resource protection, community transportation, and the cottage industry development center.

Our Strategic Plan calls for the Tribe to foster and maintain a relationship with every Tribal Citizen. Whether you are an Elder, adult or youth, Sitka resident or living beyond our traditional territory, we want to hear from you. On behalf of my fellow Council members, thank you for your trust and support. Please watch our website, Facebook and Instagram for updates, tune into Council meetings, and keep in touch.

Sincerely,

Lawrence “Woody” Widmark | Tribal Chairman



Looking Forward:

Highlights of Five-Year Strategic Plan

VISION

Sitka Tribe of Alaska envisions a future for Sheet'ká:

- Strengthened by the Tribe's exercising of our sovereignty; Characterized by a strong sense of community, connectedness, and wellbeing;
- Rooted in our Lingít values, culture, and *Haa Kusteeyí* ("our way of life");
- Where stable, sustainable, and diverse economic opportunities allow all residents to live in balance; and
- Guided by our original instruction and ongoing history that perpetuate principles of partnership, healing, and innovation.

MISSION

- To exercise sovereign rights and powers, to preserve the integrity of Tribal society, and to improve the lives of individual Tribal Citizens.

PRINCIPLES OF GOVERNANCE & VALUES

- Protect and preserve this place and our sovereignty
- Thriving people and culture
- Family and community focus
- Strong forward thinking leadership

Goals

Sovereignty

- Tribal sovereignty is increased
- Staff, Council, Tribal Citizens, and Tribal Youth are increasingly well educated on Tribal government practices & laws

Programs

- All Tribal Citizens enjoy enhanced wellbeing
- Lingít values and culture, Lingít Yoo X'atángi ("language"), and Haa Kusteeyí ("our way of life") are grown and perpetuated
- Tribal Citizens more easily access and engage in traditional practices
- All residents of Sheet'ká are better able to access stable, sustainable, and diverse economic opportunities that allow them to live in balance

Partnerships

- External personal relationships and organizational partnerships across all departments and levels of the Tribe are built and deepened to advance STA's goals
- Partnerships with Tribes and Native organizations are strengthened
- The number of Tribal Citizens experiencing homelessness is reduced through implementation of systems-level approaches and permanent solutions with relevant partners

Engagement

- A relationship with every Tribal Citizen is fostered and maintained

- Active Tribal and broader civic engagement by Tribal Citizens in Tribal, local, state, federal, and nonprofit governance is supported and encouraged

Organizational Development

- STA's finances are sustainable
- STA's organizational culture increasingly reflects and embodies Lingít values
- Programs are increasingly efficient and effective

Objectives

1. Expand housing programs to meet the needs of Tribal Citizens
2. Provide services and activities for Elders, youths, and families
3. Advance healing work and services to address societal issues that stem from colonization, such as systemic racism, domestic violence and sexual assault, mental health, and substance abuse
4. Implement programs that grow and perpetuate Lingít values and culture, Lingít Yoo X'atángi ("language"), and Haa Kusteeyí ("our way of life")
5. Strengthen the capacity of Tribal Citizens to secure employment and succeed in careers
6. Advance organizational development and develop partnerships with other organizations to advance priorities

LETTER FROM THE GENERAL MANAGER

The pandemic brought many challenges to our Tribal government, but it has also provided us with new resources to focus on our internal operations. I am excited to share just a few highlights from our operations over the past two years:

Health and Safety

Our Covid policy is evolving with new guidance from federal officials. STA continues to conduct biweekly Covid testing for staff and Council and supply masks and test kits for employees and Tribal Citizens. Our Covid coordinator position has evolved into a permanent STA Health and Safety Coordinator position. This employee will proactively promote wellness and Tribal government resilience for new emergencies.

Supporting Tribal Citizens

Our staff worked hard in 2020-2022 to support Tribal Citizens through the pandemic. See the Social Services report for details.

Administrative Infrastructure

STA Administration has focused on accomplishing the vision of our Council to be under one roof for the past several years. We purchased and renovated the former Forest Service building located at 204 Siginaka Way. As a result, we were able to move in October 2021. We look forward to having a Tlingit name for our headquarters in the future.

STA has rebuilt its Finance Department, with new staff in the Finance Director, Controller, Accounts Payable and Accounting/Payroll Specialist roles. Timeliness and accuracy of internal and external financial reports and budgeting have improved significantly.

A new Senior Director of Organizational Development position was created to oversee grant writing and management, planning and staff development. The senior organizational development director managed our strategic planning process and is taking the lead on implementation and recommendations on the use of one-time funding to support critical needs and capacity. A summary of the Strategic Plan we worked with the Council to adopt is in this



report. More detail is available on our webpage at www.sitkatribes.org. A new Director of Special projects has been focused on events, communications, and filling temporary administrative gaps. We are also investing in software to help staff and Council work more effectively and efficiently.

Enterprises

After two years of virtually no summer tourism in Sitka, the 2022 cruise boom created incredible opportunities and challenges. I want to offer a special thanks to the Sitka Tribal Enterprises team and Naa Kahídi dancers for sharing our culture and knowledge of Sitka with visitors, and to all of the STA employees in other departments who pitched in as drivers, walking guides, and dancers. Getting my commercial driver's license and operating a Tribal Tours bus on occasion this year gave me a new appreciation for the value of telling our own stories about our traditional territory to visitors. If you want to work for us, either seasonally or year round, please check out our open positions. We want Tribal Citizens working for STA and we look forward to your application for employment being submitted.

Resource Protection

Our Resource Protection and Legal departments have been focused on herring litigation beginning in December 2018 with the filing of a lawsuit against the State of Alaska Department of Fish and Game. The litigation will end with oral arguments before the Alaska Supreme Court in December 2022. We were successful in most parts of the litigation and appealed those parts that the Court didn't find in our favor. I want to thank the Herring Water Protectors and all Tribes and other organizations/agencies that were supportive in our litigation in any way.

Finally, I want to thank each and every member of the STA team for the services they provide to Tribal Citizens and the broader community. It's a privilege to work with so many dedicated, mission-oriented people.

We have big things planned for the future and look forward to continuing to serve our citizens and the community of Sitka. As our Chairman mentioned in his report, our Strategic Plan looks to foster a relationship with every Tribal Citizen. Whether you would be interested in serving on the Council, on a committee or commission, obtaining services, or working for STA, please reach out.

Sincerely,



Alicia "Lisa" Gassman

Programs 2021-22

Social Services

Assistance Programs

Sitka Tribe provides a wide range of programs to assist individuals and families with basic needs. The pandemic continued to impact STA Tribal Citizens and Sitka residents in 2021 and 2022. Over the past two years, STA has used pandemic-related sources of funding to provide additional assistance to its Citizens and other members of the community.

ASSISTANCE PROGRAMS	Eligibility	Income Requirement	Households/ Individuals assisted	
			2021	2022
ARPA household assistance (\$700/household)	All TC households	No	N/A	352
Bus passes	TCs in Sitka	No	182	47
Child Care assistance	AN/AI children in Sitka	Yes	7	5
Emergency assistance (\$500/household)	TCs in Sitka	Yes	23	26
Employment assistance (\$250/person)	TCs in Sitka	No	37	30
Funeral assistance (\$500/person)	All TCs	No	27	17
General assistance	AN/AI individuals in Sitka	Yes	36	N/A
USDA food box distribution	Sitka residents	No	600	143
Grocery gift card distribution	TCs in Sitka	No	595	68
CARES Act housing cost assistance (\$500/household)	TCs in Sitka	No	363	N/A
LIHEAP (energy assistance)	AN/AI HHs in Sitka	Yes	101	68
LIWAP (water bill assistance)	AN/AI HHs in Sitka	Yes	N/A	88
Transitional Housing for DV survivors	Sitka residents	No	4	6
Winter shelter for unhoused individuals	TCs in Sitka	No	14	14

Note: 2022 figures through 8/31/22.

In 2021, all Tribal Citizen households that experienced negative economic impacts from the pandemic were eligible for \$500 in assistance with housing costs, paid to a third party (such as a landlord, mortgage holder or utility company). In 2022, pandemic-impacted Tribal Citizen households are eligible for up to \$700 in assistance with housing-related costs, paid to a single vendor. This program will remain active through November of 2024, or until available funds are exhausted.

ENERGY ASSISTANCE

STA has received significant additional funding to assist eligible households with energy assistance over the past two years. The Low Income Home Energy Assistance Program (LIHEAP) program has provided higher subsidies for heat and electricity to more eligible households, as well as blankets, heaters, and limited repairs to heating systems. The new Low Income Water Assistance Program has provided LIHEAP-eligible households with municipal water bill subsidies for the first time.

CHILD CARE ASSISTANCE

With additional pandemic-related federal funding for childcare assistance received in 2021, STA engaged a consulting firm to conduct a needs assessment and develop a plan on how best to use resources to benefit Tribal families. STA is in the process of implementing study recommendations, which include providing more support to licensed childcare providers in Sitka, and developing a new program to compensate families for providing care for children related to them in their homes. Child Care assistance has also included quality improvement dollars to daycare providers in the community for cultural materials, health and safety equipment or improvements to meet licensing standards for initial or continued licensing. STA assisted 6 providers with \$146,110 in assistance for 2021 and \$105,487 so far in 2022. STA provided \$25,000 to Sealaska Heritage as part of their Baby Raven Reads early literacy kits to increase kindergarten readiness skills and the time spent reading in the homes of Alaska Native families in Sitka.

HOUSING SUPPORT

STA has been a leader in addressing the problem of Sitka residents lacking permanent, stable housing. Historically, STA has provided support to Sitkans Against Family Violence, which provides temporary shelter and comprehensive services for survivors of domestic violence and/or sexual assault. STA has grants from the U.S. Department of Justice to provide housing assistance for survivors of sexual assault, domestic violence/dating violence, or stalking. The program is designed to assist survivors in gaining the skills to obtain and maintain permanent housing and healthy lives free from violence. Assistance may include rental deposits, rent subsidies, food, and utility assistance for a minimum of 6 months; connection and referrals to resources; and emotional support to clients navigating difficult life changes.

Addressing the needs of Tribal Citizens who lack housing has been a priority for STA over the past two years. In addition to providing emergency shelter at hotels during the winter months, STA staff

have been actively working with the Sitka Homeless Coalition to develop Hítx'i Sáani ("little houses" in Lingít), a new "housing first" community for the chronically unhoused, a majority of whom are Alaska Native and American Indian. The project is scheduled to be developed at the end of Jarvis Street on land owned by the Alaska Mental Health Trust. It will consist of small, individual cabins that are warm and dry, and shared sanitary facilities. Mental and behavioral health services will be available to residents, but acceptance of these services will not be required as a condition of housing.

STA SOCIAL SERVICES FAMILY PROGRAMS

Programs	Participants		Events	
	2021	2022	2021	2022
Cultural Family Activities	66	287	4	11
Fatherhood is Sacred	12	4	51	12
Motherhood is Sacred	7	0	47	0
Linking Generations through Strengthening Relationships	10	0	11	0

Note: 2022 figures through 8/31/22.

STA offers a variety of programs to nurture and protect children and strengthen families. Cultural Family Fun Fridays offer opportunities for parents and other family members to participate in cultural activities, such as traditional arts projects, with children. These events were limited by the pandemic in 2021,

but resumed in 2022. Over the summer, STA sponsored several cruises on Allen Marine boats. Activities included drumming, singing and dancing, whale watching, scavenger hunts, and harvesting subsistence foods.

Fatherhood is Sacred, Motherhood is Sacred, and Linking Generations Through Strengthening Relationships are programs developed to strengthen Native families. Sessions were offered virtually in 2021, and in-person programming resumed in 2022.

SOCIAL SERVICES: CHILD PROTECTION PROGRAMS

STA makes every effort to protect Tribal children at risk of abuse through its prevention programs, and by assuming guardianship of children in Tribal Court when it is necessary and feasible to do so. When Tribal children are taken into state custody, STA's Indian Child Welfare Act (ICWA) caseworker and attorney work cooperatively with the Alaska Office of Children's Services or out-of-state caseworkers to reunify children with their parents if this is possible and in the children's best interest. When reunification is not feasible, STA staff work with the state to place children with relatives or with other Tribal families. In the rare instance where placement with a non-Native family is determined to be in a child's best interest, STA will execute a cultural connection agreement to protect the child's right to an ongoing connection with their culture and Tribe.

STA's new grant-funded Child Advocacy Center (CAC) began operation in 2021. CACs use multidisciplinary teams of professionals in law enforcement, criminal justice, child protective services, medicine, and mental health to assess the needs of child victims of abuse and help them heal from trauma. The Sitka CAC has its own location in rental space to assure the privacy of clients. STA is funding training for therapists to take referrals as part of the certification in evidence-based therapies for children who have experienced trauma.

CHILD PROTECTION PROGRAMS - Individuals served	2021	2022 (– 8/31/22)
Tribal Court Youth Guardianships	11	13
Child Advocacy Center Forensic Interviews	6	13
Indian Child Welfare Act (ICWA) adoptions, state court	3	2
ICWA Guardianships	2	1
ICWA Child/Parent Reunifications	5	13
ICWA Cases Closed	23	47
ICWA Initial Assessments	32	25
ICWA Youth Aged Out of System	2	0

2022 figures are through 8/31/22



STA's Social Services staff collaborate with community partners in organizing, promoting and producing a variety of events that promote community wellness and the health of Indigenous people and families over the course of the year. These events include, but are not limited to Child Abuse Prevention Month, Missing and Murdered Indigenous Women Awareness Week, and Sexual Assault Awareness Month (all in April), National Night Out in August, Every Child Matters in September, and Indigenous People's Day in October.

STA staff also provide leadership in community and statewide organizations, including but not limited to the Sitka Early Childhood Coalition, Sitka Homeless Coalition, and the State of Alaska Legislature Poverty and Opportunity Task Force.

Tribal Court

The STA Constitution provides for the maintenance of law and order and the administration of justice, including through the establishment of an appropriate Tribal justice system. STA has been administering justice through a formal Tribal Court system since the 1980s. The Tribe currently exercises civil (i.e., non-criminal) jurisdiction primarily in four areas: child protection; family safety/domestic violence protection; civil diversion/restorative justice; and internal Tribal governance.

STA Tribal Court is founded in Tlingit culture. It is built to be user-friendly for non-attorneys and oriented towards problem solving and healing, rather than adversarial or punitive in nature.

The Tribal Court continues to grow with the assistance of the new Judiciary Committee and the appointment of new judges with the retirement of Chief Judge Peter Esquiro. The Court recently launched a Healing-to-Wellness therapeutic court and is a recipient of a 2022 U.S. Department of Justice, Tribal Justice Systems expansion grant to improve the justice services available to Tribal Citizens.

At present the Tribal Court is administered by Clerk of Court Jackie Ojala; David Avraham Voluck is serving as interim Chief Judge; Pamela Steffes as Associate Judge; and Mary Ferguson as Associate Judge.

2021-2022 COURT STATISTICS

New Child Protection/ Guardianship Cases	6	New Domestic Violence Protection Cases	4	Tribal Youth within Tribal Court protective jurisdiction	20
New Adoption Cases	2	New Civil Peacemaking Case	1		

“I had a very good experience with the Sitka Tribal Court, especially when I was working on adopting my son. Working with my caseworker, the Social Services Department, and the Tribal Judges was a good example of what a Tribal Court ought to be: supportive, caring, and professional at the same time. It was a great day when my son legally became my son, we were so happy and we do owe gratitude to the dedication of the Sitka Tribal Court and Social Services Department.”

- H.B. Sitka Tribal Citizen

Cultural Resources, Education and Employment

Haa jeeyís wuduliyéx, Haa Yóo X'atángi. A tóot kei xat uwawát. Our language was made for us. I grew up in it.

- Daasdiyáa (Ethel Makinen) 1931-2022

STA provides education programs from preschool through college in collaboration with a wide range of community partners, and offers educational assistance to Tribal learners at all levels.

The Tribe's Cultural Resources, Education and Employment department (CREED) works to uphold and advance the Lingít language, traditional cultural knowledge and arts, and promotes youth wellness, pride and success. STA also shares the traditional knowledge of the Lingít people about Sheet'ká Kwáan with the entire community.

Education Programs for Youth

The table on the following page summarizes the Tribe's education and enrichment programs for children and youth through age 18. In 2021, most of the Tribe's education programs were offered virtually due to the pandemic. Staff and students were happy to return to in-person instruction and learning in 2022.

The Sitka Native Education Program (SNEP), now in its 49th year, is a partnership between STA and Sitka School District that provides cultural instruction in Tlingit language, visual arts, song and dance, and other traditional knowledge. While SNEP is best known for its after school activities, the program serves as an umbrella for many of STA's cultural programs for young people.

Registration for SNEP after school activities takes place at the beginning of each school year and is open until classes fill, with priority given to Native students and STA Tribal Citizens. As of October 2022, there was a waiting list for culture classes for grades K - 5, and the program for grades 6 - 12 had the highest number of participants in at least a decade. SNEP has added open studios twice a week, and a special drumming class for students in grades 2 - 12.

PRE-K TO GRADE 12 EDUCATION PROGRAMS

Program	Brief Description	Eligibility	Partners
Sitka Native Education Program (SNEP)	After school instruction in Lingít Yoo X'atángi and Haa Kusteeyí (Lingít language, traditional arts and culture)	Students grades K-12, priority given to STA Tribal Citizens and other Native students	Sitka School District
SNEP Summer Camp/Haa át Galtsaagu Yís	Activities designed to promote cultural skills and learning and develop capacity	Students grades K - 12	Sitka School District, Sitka Trail Works
In School Traditional Arts	Courses in Tlingit traditional arts offered during the day at Sitka High School, Mt. Edgecumbe High School, and Pacific High School	Students grades 6 - 12	Sitka School District, Sealaska Heritage Institute, University of Alaska Southeast, Mt. Edgecumbe High School
Wooch.een Yéi Jigaxtoonéi Preschool	Native Head Start program to prepare children for kindergarten	Children ages 3-5 who meet Head Start eligibility requirements; priority given to AN/AI children.	Central Council of Tlingít & Haida Indian Tribes of Alaska, Sitka School District
Keet Kids Run/ I toowú klatseen	Values-based instruction based in Tlingit culture and physical activities designed to promote wellness and pride	Students grades 3 - 5	Sitkans Against Family Violence, Youth Advocates of Sitka, Sitka Counseling, Sitka Conservation Society

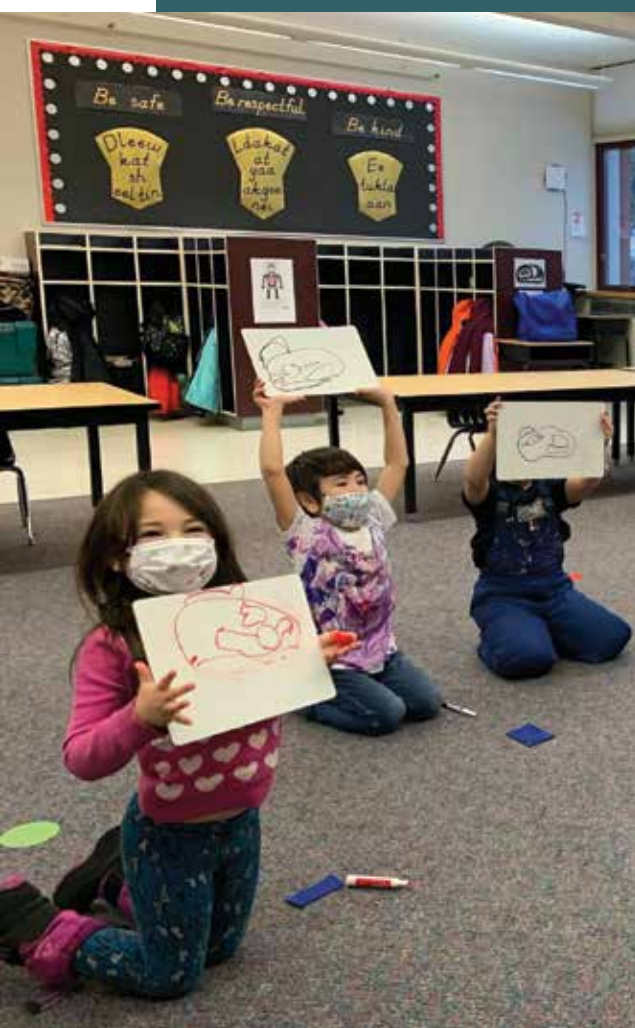


GÁJAA HÉEN DANCERS

SNEP hosts and supports the *Gájaa Héen Dancers*, a youth dance group. The dancers were excited to travel to Celebration in Juneau in 2022 for the first time in three years, after many years of hard work and fundraising.

SUMMER CAMP

SNEP also hosts summer culture camps. The pandemic cut short the camp season in 2021, but STA offered a full season of cultural activities for kids in the summer of 2022. Campers practiced traditional songs and dance and learned to harvest and prepare traditional foods. Other summer camp activities included practicing Lingít language skills by making “stop motion” videos, learning trail maintenance, and podcasting. A video showcase from 2022 culture camps is available on the SNEP Facebook page, <https://fb.watch/gpurRZvyWo/>.



PROMOTING CULTURALLY RESPONSIVE CLASSROOMS

SNEP provides a platform for STA to partner with teachers and administrators in the Sitka School District to promote culturally responsive classrooms, and integration of Lingít language and values into instruction. CREED director Chookán (Lakrisha) Brady emphasizes that the effort is more important than the end result. She explains that educators who are not familiar with the culture can get hung up on perfection. “We are trying to slowly help people with this fear, and continue encouraging them to just give it a shot,” she says.

Parents and guardians interested in joining the SNEP Advisory Committee are encouraged to contact CREED staff.

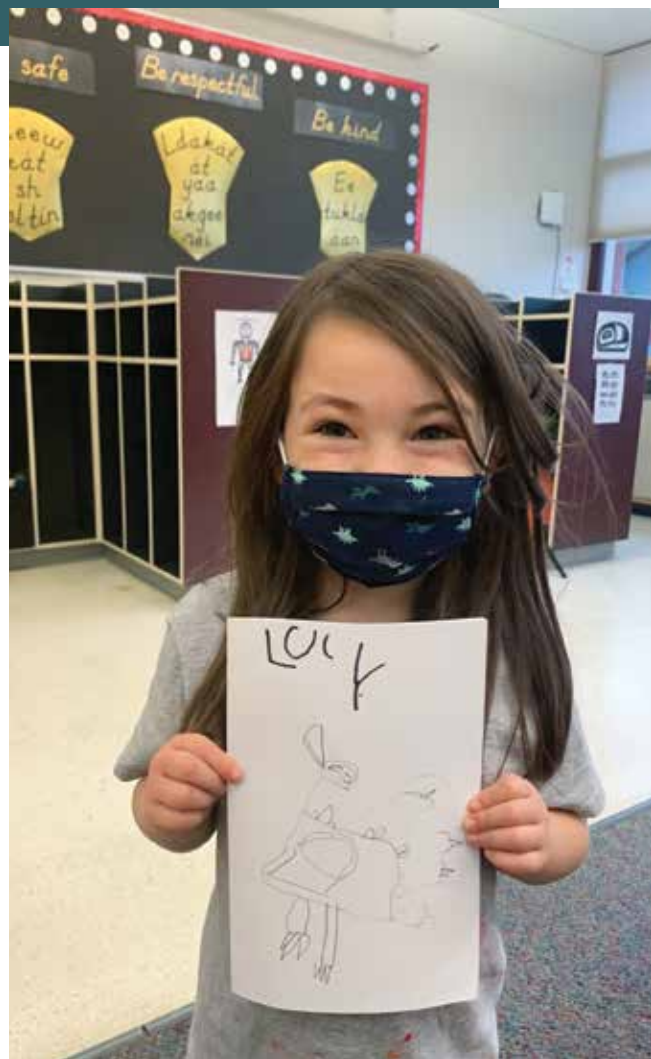


TRADITIONAL ARTS

STA offers traditional arts classes to students in grades 6 through 12 in both in-school and out-of-school settings in collaboration with Sitka School District and Sealaska Heritage Institute (SHI), reaching more than 150 students a year. In addition to Traditional Arts classes offered through the SNEP Culture Class Program, STA offers credited courses during the school day at Sitka High School and Pacific High School, with an option for dual-enrollment credit through the UAS Sitka Art Department and UAS Northwest Coast (NWC) Art Program.

WOOCH.EEN YÉI JIGAXTOONÉI PRESCHOOL

Wooch.een Yéi Jigaxtoonéi Preschool operates as an American Indian and Alaska Native Head Start program, dedicated to working with children and families through classroom and home-based programs and services that help prepare children for kindergarten. STA staff focus on integrating Tlingit and Alaska Native culture into the classroom and family engagement activities. During the 2020 - 2021 school year, Wooch.een served 30 children and their families through virtual classes offered multiple times per week, take-home learning packets delivered to homes, virtual family engagement activities, and Hatch tablets with learning activities. Staff and children started 2022 with a mix of in-person and remote classes, transitioning to in-person instruction in March.



KEET KIDS RUN I TOOWÚ KLATSEEN (KKRITK)

Keet Kids Run I toowú klatseen (KKRITK) is a collaboration between STA, Sitkans Against Family Violence's (SAFV) Primary Prevention Program, and a number of other partner agencies. KKRITK was adapted from the similarly named Boys Run I toowú klatseen program that has been offered to 3rd - 5th grader boys for the last seven years. Each of the KKRITK lessons is rooted in Southeast Alaska traditional Tribal values, such as Respect for Self, Elders, and Others, and Respect for Nature and Property. These values are reinforced throughout the program with stories like "How Raven Stole the Sun" and "The Young Man and the Egg Shell." Participants learn more about the values through writing prompts and fun activities. They practice introducing themselves to their teammates on a video call using a traditional origin story structure, discover the Tlingit words for different emotions in their program journals, and learn the Native Youth Olympics Scissor Broad Jump through a pre-recorded video. In addition to stories, activities, and video calls, KKRITK participants engage in physical activity throughout the season that helps them prepare for a culminating 5K run. In 2021, more than 50 students participated in the run.

STUDENT SUPPORT PROGRAM

New in 2022, STA's American Rescue Plan Act (ARPA)-funded Student Support Program aims to connect students and families with whatever resources they need to succeed in school. The program hosts open hours for youth in grades 6-12 at *Haa Dachxánx'i Yán Eetí* (Our Grandchildren's Room) on the first floor of Tribal Headquarters after school Wed-Fri. Staff are available to help students with schoolwork, college applications, career exploration, and anything else they need to transition to life after high school.

YOUNG PROFESSIONALS EMPLOYMENT PROGRAM (YPEP)

Piloted in 2022 with plans to expand in 2023, STA's ARPA-funded Young Professionals Employment Program (YPEP) is a summer employment program that promotes career readiness, exploration, and post secondary preparation for 15-22 year old Tribal Citizens. YPEP Participants gain on the job experience in career fields of their own interests within the Sitka Tribe of Alaska or with other YPEP partners located in Sitka. Students are paid, receive targeted training and support, and an education stipend upon completion of the program. In 2022, there were 5 participants placed in 4 STA departments and with one community partner. Additionally, STA partners with CCTHIA to administer their Youth Employment Success (YES!) program as applications warrant.

Scholarships

STA offers financial assistance to Tribal Citizens pursuing education at all levels. Information about eligibility and levels of assistance is shown in the table below. Anyone interested in scholarships is encouraged to contact STA's CREED department.

Higher Education Scholarships application deadlines: April 1 first time applicants, May 1 renewing applicants, October 1 partial academic year applicants.

Program	Description	Eligibility	When to Apply
Sitka Youth Activities Scholarships	Up to \$100 per child to participate in extracurricular activities	Local STA Tribal Citizens ages 3 - 18	Any time
Higher Education Scholarships	Up to \$3,000 per student enrolled full time in higher education programs at accredited institutions	All STA Tribal Citizens	May 1, October 1
UAS Dual Enrollment Scholarship	Covers cost of enrollment in UAS classes and selected other university programs	STA Tribal Citizens in grades 11-12	Any time
Adult Vocational Training Scholarship	Up to \$3,000/year to help acquire job skills necessary for full time employment	AI/AN age 17+ living in Sitka for the past 6 months, HS diploma or GED required	Any time

As a Higher Education Scholarship Recipient, I was able to receive funding for school, as well as a new iPad to help with notes and virtual education. The funding helped cover my costs of living so I could focus on my studies, and the iPad helped me continue my education virtually through COVID so I did not have to take time off. - *Kaayeeekán/Haylee Steffes*

Cultural Resources

STA provides cultural and other education programs and services for adults and families. Program staff work closely with other STA departments, government-to-government partners, and other community and regional entities to promote Tlingit, Alaska Native, and Indigenous culture and to advocate for the interests and needs of STA Tribal Citizens in public institutions. Much of the program's work is guided by the STA Cultural Resource Committee. For questions about STA's Cultural Resource Program or to get involved, contact Chuck Miller, chuck.miller@sitkatriben-sn.gov.

Resource Protection

Sitka Tribe of Alaska protects the cultural and natural resources within the Tribe's traditional territory, as well as the rights and opportunities of Tribal Citizens to access those resources.

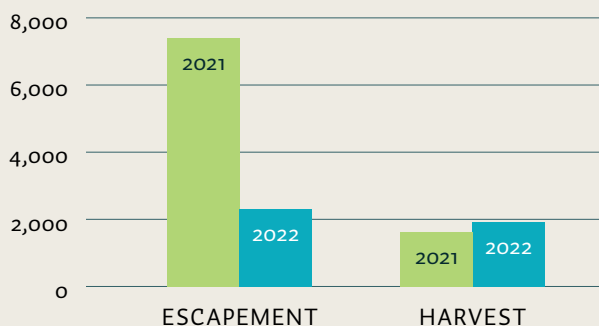
STA conducts research with direct relevance to the sustainability of natural resources and their availability for traditional uses. The Tribe participates in resource protection and environmental remediation programs. It engages in natural resource planning in partnership with federal and state agencies, and conducts advocacy for resource protection. The Tribe provides environmental education and creates and promotes opportunities for Tribal Citizens to pursue careers in resource protection. Finally, STA harvests and shares traditional foods with Elders, other Tribal Citizens and the community. The following provides a partial summary of the Tribe's extensive natural resources programs.

Research

KLAG LAKE SOCKEYE ASSESSMENT

STA operates a weir at Klag Bay, where staff monitor the escapement and harvest of sockeye salmon to assist state resource managers in meeting escapement goals. Preliminary data from this summer field season show 2022 as having the worst returns in the 22 years that STA has been monitoring this system. It's estimated that 2,289 sockeye passed through the weir and 1,960 sockeye were harvested. The continued declining returns to Klag will likely result in more restrictive harvest limits in the near future.

KLAG LAKE WEIR SOCKEYE DATA



In 2022, STA conducted a sediment study of Klag Lake, which will help state managers determine an estimated carrying capacity of the lake and further define the optimum escapement goals for the system.

STA ENVIRONMENTAL RESEARCH LABORATORY (STAERL)

The lab is a tribally-owned facility established to support the Southeast Alaska Tribal Oceans Research Group, a regional Tribal collaborative. STAERL tests shellfish for biotoxins, produced by harmful algal blooms, that cause paralytic shellfish poisoning. The program is designed to provide the public with timely, place-specific information on the risks of consuming shellfish. In 2021, the lab tested 951 samples from more than 36 beaches across Southeast Alaska and Kodiak Island, and issued 43 public service reports on shellfish with toxins above regulatory limits for safe consumption. STA was nationally recognized by the Harvard Honoring Nations Program in 2021 for this program. Supply chain issues affected the availability of chemicals needed for testing in 2022, limiting the number of samples the lab could process.

STA recently began monitoring the biotoxins that produce Diarrhetic and Amnesic Shellfish Poisoning. The geographic range of these toxins is expanding north as a result of climate change. Testing is expected to begin in the fall of 2022; the lab is the first and only facility to test for these toxins in Alaska.



Residents of Sitka may bring shellfish harvested from local beaches other than Starrgavin to the lab for testing, subject to the availability of supplies. The cost of testing is \$75 per sample.

STOCK STRUCTURE OF PACIFIC HERRING IN SITKA SOUND

STA has been working with researchers from the University of Washington to conduct a genetic analysis of herring spawning within the management boundary of the Sitka sac roe fishery. The study was done to determine whether the Sitka Sound herring stock is all one genetic stock, or composed of multiple stocklets. Recent results suggest that the Sitka Sound herring stock is one stock. A simultaneous study of the herring in Lynn Canal shows that it is a distinct stock, more closely related to herring stocks in Puget Sound.

Resource Protection and Environmental Remediation

STA monitors known environmental contamination sites in its traditional territory and advocates for remediation. It currently participates in a working group to address impacts of the historic Chichagof mine in Klag Bay. Contaminants from the mine's tailings have leached into the bay, which is now listed as an impaired waterbody. The group is working towards getting the mine added to the Superfund Sites list for remediation with the intent to have the property turned over to the Forest Service for inclusion in the West Chichagof-Yakobi Wilderness area. STA also continues to assess contamination of sediments in the Starrigavan area from the Sportsman's Association property to the north Starrigavan beach.

STA also responds to natural resource emergencies. In March 2022, STA staff coordinated with federal and state agencies monitoring a diesel spill from a tug boat that went aground in Neva Strait, just as herring were beginning to spawn in Sitka Sound. Staff met daily with state and federal agencies to get updates on the spill response, advocate for the protection of the subsistence herring egg harvest, and relayed information back to Tribal Council.

Natural Resources Planning

In 2022, STA adopted a Tribal Climate Adaptation Plan. This document will be used as a guide to identify potential impacts of climate change on subsistence resources, assess the likelihood of those impacts occurring and their severity, and identify potential mitigation measures.

Advocacy

The Alaska Board of Fish held its Southeast meeting, delayed from 2021, in March of 2022 in Anchorage. STA Herring Biologist Kyle Rosendale represented the Tribe at the meeting. After three board members pressured the Southeast Herring Conservation Alliance (a commercial fishing advocacy organization) and STA to negotiate on competing proposals, both parties agreed to withdraw their proposals. While STA did not advance its herring management goals before the Board of Fish, the Tribe held ground gained in previous meetings.

STA advocacy did result in positive outcomes on other issues before the Board of Fish. Approval of a STA amendment to the Redoubt Bay Management Plan will allow STA to fish further up the bay near the falls regulatory marker when in-season projections predict the escapement for the lake will exceed 40,000 sockeye. The Board also approved a proposal that will allow the use of gillnets to harvest sockeye heading to Redoubt.

STA substantially prevailed in its herring litigation in Alaska State Court. The Tribe is seeking Supreme Court appellate review on two remaining issues: (1) whether the Sustained Yield Clause in the Alaska Constitution requires the Alaska Department of Fish & Game to manage the Sitka Sound herring fishery with a more conservation-based approach in order to provide for subsistence harvest opportunities and (2) STA's entitlement to attorney fee repayment from the State for having substantially prevailed in the litigation.

Environmental Education

RURAL ALASKAN ONE HEALTH RESEARCH (RASOR)

STA works with University of Alaska Southeast to implement the RASOR program in the region. RASOR immerses high school-aged students in science-based projects of their own choice. STA hosts a local class and coordinates with educators from other Southeast communities enrolled in the program. Currently there are 22 students from 6 schools in 5 communities (Sitka, Metlakatla, Craig, Petersburg, and Wrangell) enrolled in the program.

SCIENCE EDUCATION

STA has been working under a National Institute of Environmental Health grant to identify the congeners that make up PSP toxins and create science-based educational opportunities for tribal youth. COVID has delayed implementation of this program, but we are hopeful that we can begin providing opportunities in 2023 through the SNEP youth summer camps and STA's clam camp for older youth.



Traditional Foods

STA's harvest of traditional foods was severely limited in 2021 by the loss of boat insurance due to COVID and other pandemic-related challenges. Federal funds were used to purchase salmon and halibut from local processors for distribution. Harvest resumed in 2022.

STA has been working in collaboration with the Alaska Department of Fish and Game to collect data on subsistence harvest of herring eggs in Sitka Sound for two decades. The most recent ten year estimated average annual harvest (2011 - 2020) was 78,846 pounds. In 2021, an estimated total of 46,950 pounds of spawn was harvested, which was more than double the harvest in 2020, but still among the lowest annual harvests in twenty years, and well short of the amount reasonably necessary for subsistence, which was estimated at between 136,000 - 227,000 pounds by the Alaska Board of Fish in 2009. Approximately 92 percent of the 2021 harvest was shared with households in Sitka and across Alaska. ¹

TRADITIONAL FOODS		
	Pounds Distributed	
	2021	2022
Salmon	1,000 lbs	600 lbs
Halibut	1,200 lbs	250 lbs
Herring Eggs	4,000 lbs	5,000 lbs
Tlingit Potatoes	250 lbs	N/A

¹. Sill, Lauren and Margaret Cunningham. *The Subsistence Harvest of Pacific Herring Spawn in Sitka Sound, Alaska 2021*, Alaska Department of Fish and Game Technical Paper 486, December 2021.

Economic Development

Sitka Tribal Enterprises are intended to provide revenue for Tribal operations, employ Tribal Citizens, and contribute to Sitka's local economy. Over the past two years, all enterprises were affected by the pandemic, resulting in major losses in 2021.

STA took a hard look at the profitability of its enterprises and had to downsize and close some of the operations. The Tribe's tourism businesses navigated the challenges created by a record year for cruise ship tourism after two years of few visitors due to the COVID-19 pandemic.

Tourism

TRIBAL TOURS

Total Revenues: \$570,860.88 Total Passenger on Tours: 10,506

2022 was a record year for the Tribal Tours summer visitor season. There were challenges in obtaining the workforce needed for the increased demand, but overall, the Tribe was able to deliver on 90% of its scheduled tours, with help from STA staff who volunteered to greet visitors, conduct walking tours and drive buses. Other challenges included an aging fleet of vehicles and lack of mechanics in Sitka. STE was able to purchase two new coaches, bringing back the original branding for Tribal Tours. With training offered in the spring, employees enjoyed sharing their knowledge about our traditional territory and culture with visitors. We improved our relationships with cruise lines, and see great opportunities to expand on our 2022 success in future years. It's not too early for Tribal Citizens to think about working for Tribal Tours in 2023 – look for positions and training opportunities posted on the STA website soon.



NAA KAHÍDI DANCERS

Seasonal performances by the Naa Kahídi dancers serve multiple purposes. The dance shows are a vehicle to share Tlingit culture with visitors, and an opportunity for the dancers, many of whom are youth, to practice traditional song and dance and be compensated for doing so. The performances also generate revenue for the Tribe through Tribal Tours. In 2022 Tribal Tours hosted 170 performances and employed 15 dancers, not including the STA staff who showed up to support the performances when the young performers returned to school.

MADE IN SITKA GIFT SHOP

The Tribe has operated a seasonal gift shop in the Sheet'ká Kwáan Naa Kahídi house, featuring work by local artists. The shop represented 17 local artists in 2022, bringing in a revenue of \$34,251. This year the shop will remain open throughout the winter months. We are looking for new artists and products for 2023.

HERITAGE AND CULTURAL TOURISM CONFERENCE

STA hosted a national conference on cultural and heritage tourism with a focus on Indigenous culture in March 2022. We welcomed 96 attendees from all over the state of Alaska, and nine from the lower 48 states. A dozen Tribal nations were represented. The conference hosted experts in the travel and tourism industry, including representatives from the American Indian Alaska Native Tourism Association, Alaska Travel Industry Association, Alaska Airlines, and Cruiselines International. Highlights included an artist market, and a wildlife cruise donated by Allen Marine. The conference raised net revenue of \$43,775 from registration fees, sponsorships, and merchandise sales.

TRIBAL TANNERY AND COTTAGE INDUSTRY DEVELOPMENT CENTER

The tannery struggled through the pandemic. STA downsized operations in hopes of improving efficiency, but the lack of hunters bringing in hides increased unit costs. A feasibility study conducted by an outside consulting firm in 2021 determined that the Tribal tannery was not viable and could not operate at a profit. The Tribe applied for and received permission from the US Economic Development Agency (EDA) to repurpose part of the facility as a cottage industry development center with a full commercial kitchen and office space for rent.

2021 Rental Revenue: \$7,708.75

2022 Rental Revenue through September: \$12,176.50

STA continues to work with EDA on a plan for the remainder of the tannery facility and has been continuing scaled-back operations with the sale of remaining hides.

Gaming**ALASKA WILD GAME, 2022 THROUGH SEPTEMBER**

Revenue: \$312,126.00 Payout: \$237,109.00 Net Revenue: \$72,437.50

Most Sitka households have less excess cash due to higher costs for fuel, food and utilities. In 2022, STA reviewed its gaming operations and determined that Bingo was operating at a loss. It was discontinued in spring 2022. Alaska Wild Game continues to operate and will be conducting pull tabs games at the Made In Sitka Gift Shop located in the Community House beginning in November.

Transportation

Sitka Tribe of Alaska operates “the RIDE,” a fixed route public bus service. Typically, three lines run along Sawmill Creek Road (blue line), Halibut Point Road (red line) and downtown/Japonski Island (green line) between 6:30am and 7:30pm on weekdays.

THE RIDE		
	2021	2022 (-10/7/22)
Number of trips	24,754	30,896
Total farebox revenue	\$16,265	\$36,435
Number of buses	5	4
Average age of buses	7	6

The COVID-19 pandemic created challenges for “the RIDE.” Services were suspended from the beginning of the pandemic in March 2020 until early July 2020, and then operated at reduced capacity until June 2021.

Due to labor and vehicle shortages, “the RIDE” continues to operate with two lines that cover all three bus routes and stops.

Behind the scenes, the RIDE has two different streams of funding. Since 2002, STA has operated two of the three lines of “the RIDE” under an agreement with the Center for Community, which receives Federal Transportation Administration (FTA) grant funds through the State of Alaska for this purpose. Since 2008, STA has also received direct federal funds for the third bus line directly from FTA from their Tribal Transit Program. In the summer of 2022, STA and the Center for Community agreed that it made sense for STA to be the recipient of funds passed through the State. Currently STA is working with various agencies to implement this change, in step with STA’s goal to increase Tribal sovereignty.

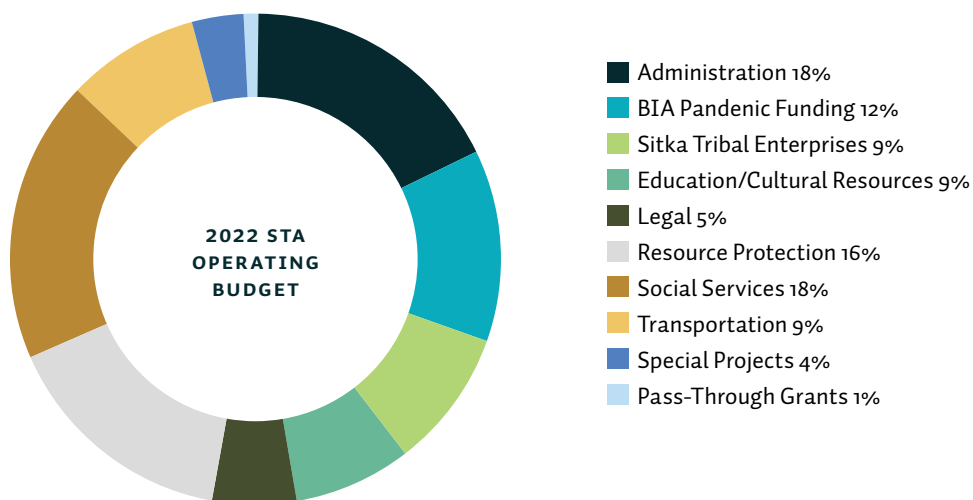


STA is working with the state to build a bus maintenance facility. The project, which will include a bus stop pullout, administrative and operation space for five employees, two bus maintenance bays, a bus wash, and storage for tools and parts, is currently expected to begin in 2025. The facility should improve working conditions, maintenance, and reliability of buses and bus service.

Finances

2022 Budget

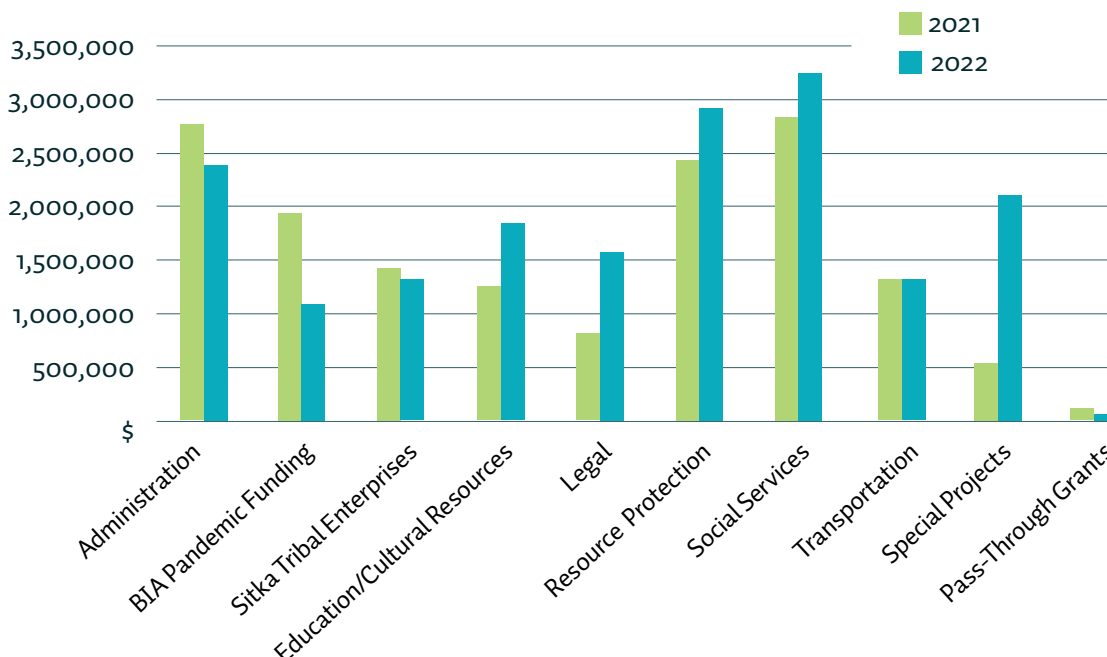
For 2022, the budget for STA operations was \$15.1 million.
The graph shows the percentages of the operating budget by department.



Sitka Tribe of Alaska engages an accounting firm to conduct an independent audit on an annual basis. Audits are conducted for each fiscal year, beginning on January 1 and ending on December 31.

For the fiscal year that ended on December 31, 2020, STA's auditors found no "material weaknesses" or "significant deficiencies" in the Tribe's financial reporting or federal grants. The Tribe had no audit findings that needed to be reported to the federal government, and qualified as a "low-risk" entity for the purpose of federal grants.

STA OPERATING BUDGET COMPARISON, 2021 - 2022



For the fiscal year that ended on December 31, 2021, STA’s auditors found no “material weaknesses” or “significant deficiencies” in the Tribe’s financial reporting. Auditors did have three findings with respect to deficiencies in federal grants that were required to be reported to the federal government. These findings related to:

- Late filing of a grant report. The report for the fourth quarter of the year 2020, due on 1/10/21, was not submitted until our contracted finance staff was on-site in 2021.
- STA did not report a subaward on U.S. Department of Justice Public Safety Partnership and Community Policing Grant. Our new finance staff are aware of that requirement for future grants.
- STA did not conduct a physical inventory of equipment required under U.S. Department of Interior Aid to Tribal governments funding as required every two years due to a change of staff in Finance. The inventory is set to be completed in December 2022 by our new Finance staff.

None of these findings were associated with “questioned costs.” In other words, the auditors did not identify any misuse of funds. STA Management believes that the issues identified were the result of turnover in professional finance staff in 2021. The Tribe now has a stable financial team. STA submitted a corrective action plan to address the findings and prevent similar errors in the future. STA still qualifies as a “low-risk” entity for the purpose of federal grants.

Grants

STA staff work to identify and pursue grant opportunities to address the needs and priorities of Tribal Citizens through a large variety of programs and services. Federal grants are the Tribe's primary funding source. In 2021 and 2022, STA had 97 active grants, including:

CULTURAL RESOURCES, EDUCATION AND EMPLOYMENT DEPARTMENT | 7 grants | \$1,591,609

These grants supported the Sitka Native Education Program, the Woon.heen Preschool and early childhood education programs, summer culture camps, in-school cultural enrichment, dual enrollment Northwest Coast Art classes, culturally responsive science, technology, engineering, arts and match classes focused on traditional ecological knowledge, dual-enrollment scholarships, internships, postsecondary preparation, and cradle to career education, social emotional learning and workforce development programs.

LEGAL DEPARTMENT | 8 grants | \$3,509,089

These grants supported STA Tribal Court and Healing to Wellness Court, services to victims of domestic violence and sexual assault, and legal assistance to victims.

RESOURCE PROTECTION DEPARTMENT | 28 Grants | \$5,389,550

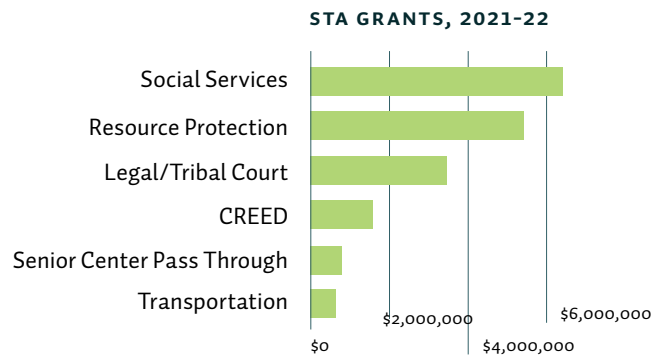
These grants supported ocean research, the STA lab, environmental monitoring, natural resource management, the Klag Bay Weir operation, herring research, youth camps, and science and natural resource management internship.

SOCIAL SERVICES DEPARTMENT | 42 Grants | \$6,458,123

These grants supported financial assistance programs, utility assistance programs, family strengthening activities, the STA Indian Child Welfare Act Program, transitional housing for victims of domestic violence, child care assistance and early childhood education programs, marriage and parenting programs, and the STA Child Advocacy Center.

TRANSPORTATION DEPARTMENT | 8 grants | \$640,385

Supporting "the RIDE", transit improvements, and design and construction of a new transportation and bus maintenance facility.



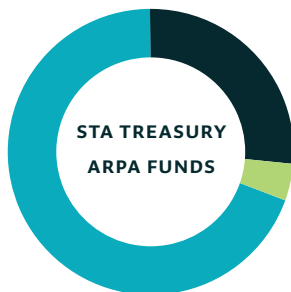
OLDER AMERICANS ACT GRANTS | 6 grants | \$789,877

These grants support programs and services for elders in Sitka through a partnership with the Swan Lake Senior Center and Catholic Community Services.

AMERICAN RESCUE PLAN ACT

STA's most significant source of new resources over the past two years is federal funding from the American Rescue Plan Act of 2021 (ARPA). ARPA included unprecedented allocations of federal funding for tribes to address impacts due to the Covid-19 pandemic. STA received allocations of ARPA funds from several federal agencies for a variety of purposes related to the pandemic. The largest of these grants was nearly \$24 million in ARPA funds from the U.S. Treasury. The regulations on how these funds may be spent are more than 400 pages long, and STA has engaged the services of a national accounting firm to make sure the Tribe follows the rules.

The ARPA funding came at an ideal time, just as the Tribe was developing a new strategic plan with significant input from Tribal Citizens. This plan is now guiding expenditure of ARPA resources. The graph below shows the current status of planning for flexible ARPA funding.

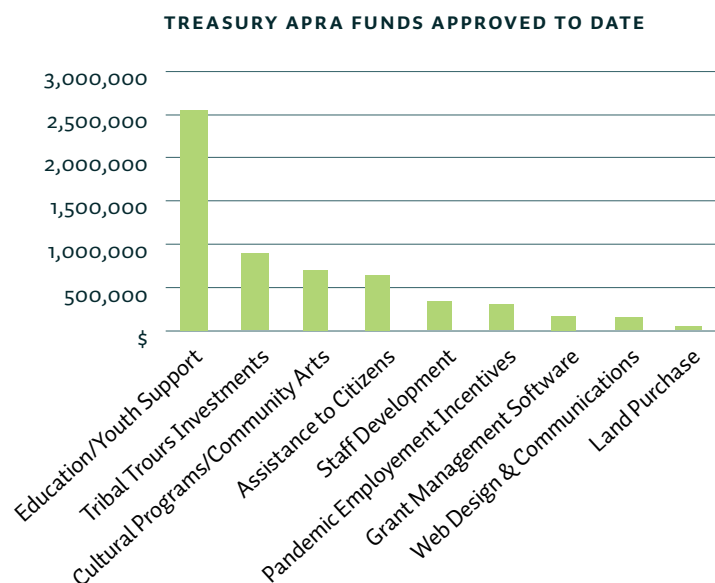


The Tribe has until the end of 2024 to determine how to use the new funding in accordance with federal law, and until the end of 2026 to pay for programs and services using these funds.

■ Funding allocated 27% ■ Funding spent 4%
■ Funding to be allocated 69%

The column chart below shows uses of ARPA funds approved by Tribal Council through October 2022.

Tribal Council will be considering proposals for expenditure of remaining ARPA funds for the next year. Tribal Citizens who have ideas for how these funds might be spent to address the impacts of the pandemic are encouraged to share them with Tristan Guevin, tristan.guevin@sitkatriben-sn.gov or Robin Sherman, robin.sherman@sitkatriben-sn.gov.



Tribal Citizens

STA's enrollment of Tribal Citizens determines the level of funding the Tribe receives from many federal sources. Maintaining current and accurate records of enrollment also helps STA communicate with Citizens about the benefits they are eligible to receive.

Total Enrollment, 2021-2022

Enrollment September 2021: **4,507**

Enrollment September 2022: **4,350**

NEW ENROLLMENTS, 2021-2022

Year	Minors	Adults	Elders	TOTAL
2021	52	37	2	91
2022	26	12	2	40
TOTAL	78	49	4	131

Benefits

The pandemic has prevented STA from holding gatherings for Tribal Citizens in 2021 and 2022, but staff have done their best to share supplies, gifts and joy without sharing our germs.

The Tribe distributed picnic baskets to Citizen households in July in 2021 and 2022. Tribal youth received Halloween and holiday gift bags in 2021. The Halloween bag included winter gloves, socks, hand warmers, mini flashlights and snacks. The holiday gift bags included a \$50 Amazon gift card, a \$100 LL Bean gift card for a warm coat, and books. Elder gift bags in 2021 included a \$50 grocery card, STA logo sweatshirt, fish, and other goodies that were prepared and distributed by STA staff..

STA worked with SEARHC to distribute firewood to Tribal Citizens in January 2022. STA staff are happy to be able to distribute holiday gifts to Tribal Elders and youth in person this year at the annual meeting.

STA distributes new backpacks filled with school supplies at the beginning of each school year.

Health and wellness supplies, including face masks, Covid test kits, NARCAN kits, and condoms are available to Tribal Citizens for free at 204 Siginaka Way during office hours.

Enrollment and Tribal IDs

In 2022, STA updated the format for Tribal Citizen identification cards. The new card has customized STA holograms on the card laminate. STA Citizens who would like new Tribal ID cards may contact Compliance Specialist Vera Gibson at 907-747-7317, or by email, enrollment@sitkatriben-sn.gov for instructions.

STA is seeking postal addresses for the following Tribal Citizens. Anyone on this list is encouraged to contact Compliance Specialist Vera Gibson.

Allinger, Felicia Lee
Anderson, Esther Jane
Anderson, Jamie Nicole
Anselm, Caroline Cathryn
Barnard, Georgina Bea
Barr, Jade Marie
Bean, Brittny Lee Ann
Bean, Derrick Leigh
Bean, Seth Michael
Bell, Richard S
Benson, Cynthia Pamela
Bigelow, Sacajawea Moon
Binford, Lulu Anne
Boozer, Sharon Lynn
Borgen, Annette J
Bradley, John Earl
Bradley, Marc D
Bradley, Robert Allen
Brown Jr., Matthew
Brown, Elizabeth Patricia
Brown, Hubert George
Burns, Michael Webb
Carle, Carolyn Ann
Casey, Robin J
Castel, Barbara Lynne
Chandler Jr., John Lee
Chandler, Patrick
Chandler, Tom
Chappell, Miranda Lyn
Charles, Caralynn Leighah
Charles, Jade Anne
Clark, Mark Anthony
Cole, David John P
Cooke, Eleisha Avera
Cox, Kevin Andrew
Daniels, Franklin Clyde
Davidson, Linda Lee
Davis, Marlene Susie
Davis, Norma L.
Denny, Georgina
Denny, Margaret Elizabeth
Dick, Arnold Eugene
Dunham, Daniel Paul
Durbin, Patrick Legoria
Ekada, Laura Louise
Ettinger, Aaron James
Ettinger, Melissa Rae
Evans, Alexander Peter
Evans, Rebecca A
Frank, Lowell David
Gallant, Calista Chyenene
Gamble, Marilyn Renee
Goodwin, Violet June
Gray, Elizabeth Marie
Griffith, Donald J
Hammond, Scott Elwood
Harding, Savanna Ann-Margaret
Harman, Teresa C
Hatmaker Jr., Dorcy
Haynes, David Ray

Healey, Jada Joyce
Henkins, Logan Toy
Henry-Cook, Gayle Raye
Hepler, Harold
Hepler, Judith E
Hill, Brandon Joseph
Hill, Frank Alan
Hill, Raino D
Hinrichsen, Sharon Arlene
Holder, Gavin Leslie
Hope, Christopher John
Hope, Michael Anthony
Horton, Charla Mae
Horton, Pamela Alice
Horton, Tyanna Katie
Howard III, Clifton Donald
Howard, Jasmin Monique
Howard, Raymond Walter
Howard, William Timothy
Huff, Anthony Joseph
Hurst, Benjamin Bradley
Isaacs-Markle, Wayne Patrick
Jackson, Christian Floyd
James, Kyle Dean Thomas
James, William D
Jim, Fernando Joel
Jim, Gina Marie
Johnson II, Wesley H
Johnson III, Samuel George
Johnson Jr., Arnold Walter
Johnson Sr., Henry Keith
Johnson Sr., Michael Peter
Johnson, Brandon Wilson
Larry
Johnson, Cara Jo
Johnson, Esther Marie
Johnson, Jennifer Alethea
Johnson, Marguerite Christine
Johnson, Patricia Lynn
Johnson, Reuben Dale
Johnson, Victoria E
Jones, Lauraine Emma
Jones, Mary Lillian
Joseph III, Charlie
Karpstein, Heather Lynn
Kennedy, Kaiden Michael
Kinney, Shelby Nicole
Kinville, Jennifer Alise
Kitka, Barbara Jean
Kookesh, Inez Julia
Koso, Constance K
Kroll, Patricia Francine
Lang, Taylor Michael Aiden
Larsen, Fred
Lawrence, Karen
Lawrence, Mabel Diane
Lawrence, Morris Herbert
Lee II, Kevin Michael
Lee, Dwayne Reid
Lee, Heather Christine
Lee, Hunter Andrew Martin

Lee, Patricia A
Leeson, Brandi Lorraine
Lestenoff, Craig Jay
Levine, Ron
Lewis, Mona Louise
Little, Tanya
Littlefield, Joseph C
Littlefield, Kenneth
Logue, Kelly Michael
Lopez, Cathy A
Losselyong, Samantha Ann
Loucks, Chelsea Marie
Madden, Donna Marie
Malline, Jeralynn
Malline, Jo Marie
Marney, Pauline
Marshall Jr, Donald Mush" E"
Mayville, Desse Diane
McBrian, Yvonne Becky" Rebecca"
McVay, Julian Dean
Mercer, James Edward
Merrill, Craig
Miller, David J
Milton Jr, David J
Morales, Steven Aaron
Nelson, Elsie Maxine
Nelson, Kim Marie
Nelson, Robert E
Newman, Jacob Lee
Newman, Landen Ray
Newsom, Wesley
Nicklie, Minne Beverly
Nielsen, Chrystal Lynn
Nielsen, Leonard Craig
Oktoyak, Amanda Yvonne
Olson, Danielle Jayne
Olson, George Louis
O'Sullivan, Derek Seth
O'Sullivan, Kathleen Morrissey
Paul, Brittany Laurie
Paul, Jennie Mae
Pederson, Patricia L
Pegues, Terrence Donald
Pestrikoff Jr., Jason
Peters, George Ben
Phelps, Ellora Elisabeth
Phillips, James Casey
Phipps, Anthony D
Price Jr., Frank
Price, James W
Price, Janice Rae Lynn
Price, Rochelle Leigh
Ramirez, Jennifer Gayle
Reaney, Rhonda Sue
Redifer, Veronica Jean
Reed, James Charles
Reeves Jr, Joseph James
Reeves, Josilyn James
Riley, Misty Rose

Rivera, Marianna Denny
Roberts, Karen Lynn
Roberts, Theresa Lynn
Sallenbach-See, Bailey Victor
Sallenbach-See, Sheldon
Kauwila
Scharp, Jonni Emylee
Shangin, Paul Walter
Shuravloff Jr., John Axel
Silk Jr., Douglas Mario
Simeon, Geraldine Marie
Skan, Laura Ann
Skeek, Callie Leann
Skeek, Katlyn Rhianna
Slats, Jason L
Smith, Francine D
Smith, Garrett A
Smith, Gina Lucille
Smith, Walter
Stack Jr., Joel Thomas
Svilar Jr., Tommy Rade
Titus, Jacob Lee
Titus, Roberta Celeste
Totemoff, Mary Ann
Treadway, Jonathan Edward
Tucker, Dolly Elizabeth
Tutiakoff, Jensen Lee
Vincent, Derek J
Vincent, Kathy J
Warden, Frances Dora
Watts Jr., Leonard Clayton
Weddle, Lila Jean
Welcome, Brianna McKenzie
West, Soultisrose Trevely
Widmyer, Evelyn Berry
Wilkin, Arnold Scott
Williams, Arthur Kelly
Williams, James D
Williams, Lisa Marie
Williams, Matthew S
Williams, Nekai Michelle Rose
Williams, Priscilla Loretta
Williams, William Ivan Anthony
Wilson, Daria
Wilson, Michael William
Witham, Theodora Marie
Wood, Johnathan North
Wright, Paul
Wright, Stacey Marie
Wright, Vernon Wesley
Yatchmanoff, Frederick Casey
Young, Darren Frank
Young, Jeannie M
Young, Kariel Morgan
Young, Sherry Lynn
Young, Tara Anne

Tribal Citizen of the Year

ROSE DEMMERT/GASAYÁA

Tribal Citizen of the Year Rose Demmert/Gasayáa is Kaach.ádi, child of Teeyaneidi. Her mother is Elder and culture-bearer Dr. Ruth Demmert/Kaanáii. Her father was Paul “Jack” Demmert, Jr. Rose was selected by Tribal Council for her work as an educator and her longtime service as an election supervisor for STA.

Rose grew up in Kake. After teaching in the Hydaburg City School District in the 1980s, she moved to Sitka in 1989 to run the Sitka Native Education Program. Subsequently, Gasayáa operated a Sitka Tribe summer school program for high school students who needed to make up credits, worked as a bilingual education coordinator for the Sitka School District, and served as a dorm and shift supervisor at Mount Edgecumbe High School until her retirement in 2014.

Rose was active in the Alaska Native Sisterhood for many years. She has been the election supervisor for STA most years since her retirement. She serves in the same role for the Central Council of Tlingit & Haida Indian Tribes in alternate years.

“Every job I have had with STA has been interesting and challenging,” says Gasayáa. She particularly enjoyed getting to know young people through her many roles in education.

“Rose is a born educator,” says Tribal Chairman Laurence “Woody” Widmark. “She has continued her mother’s tradition, teaching another generation of Tribal children to love our culture. Gunalchéesh to her for sharing her time and talents with STA.”

In addition to supervising elections, Rose serves as a volunteer at MEHS, helping with tournaments and fundraisers. She enjoys beading and spending time with her five grandchildren. She successfully raised another educator; her daughter Kirstin Karsunky/Taats’ works as a teacher in the Sitka School District. She is equally proud of her son, Alex Padgett/K’á.oosh, who works as a cook.





Tribal Government

Tribal Council

DECEMBER 1, 2021 - NOVEMBER 30, 2022

Lawrence “Woody” Widmark
CHAIRMAN
Term ends 2024
lawrence.widmark@sitkatriben-sns.gov

Louise Brady/X’asbeech Tláa
SECRETARY
Term ends 2024
louise.brady@sitkatriben-sns.gov

Martha Moses/ Lxe’is
COUNCIL
Term ends 2023
martha.moses@sitkatriben-sns.gov

**Dionne Brady-Howard/
Yeidikook’aa**
VICE CHAIRMAN
Term ends 2024
dionne.brady-howard@sitkatriben-sns.gov

Mike Miller
COUNCIL
Term ends 2022
mike.miller@sitkatriben-sns.gov

**Frederick Olsen, Jr./
K’yuuhlgáansii**
COUNCIL
Term ends 2023
fred.olsen@sitkatriben-sns.gov

Lesia Way
TREASURER
Term ends 2023
lesia.way@sitkatriben-sns.gov

Rachel Moreno/Dasha
COUNCIL
Term ends 2023
rachel.moreno@sitkatriben-sns.gov

Robert Sam
COUNCIL
Term ends 2022
bob.sam@sitkatriben-sns.gov

Two year Tribal Council terms run from December 1 - November 30. The Chair is elected bi-annually by Tribal Citizens. The Vice-chair, Secretary, and Treasurer are elected by the Tribal Council annually.

Regular meetings of the Tribal Council are held on the first Wednesday of the month at 12:15pm (action only meeting) and the third Wednesday of the month (regular meeting) at 6:30pm in the Executive Board Room on the third floor of 204 Siginaka Way and virtually via Zoom. Tribal Citizens wishing to be added to the Persons to be heard portion of the agenda for up to three (3) minutes at regular meetings may contact Anne Davis, anne.davis@sitkatriben-sns.gov to be added to the agenda.



STA Committees and Appointments

The STA Constitution gives the Tribal Council the power to authorize or direct subordinate boards, committees, Tribal officials, or Tribal employees to administer the affairs of the Tribe and to carry out the directives of Tribal Council. Title 2, Chapter 3: Ordinance Governing Committees, is available on the STA website.

STA's standing committees are typically composed of Council members, assisted by staff. Most committees are composed of at least two Tribal Council members and at least one staff person. Tribal Citizen participation on committees is important to addressing issues that affect the Tribe and the general welfare of its citizens. In general, committee membership is open to Tribal Council members, staff of Sitka Tribe, and enrolled STA citizens. Several committees offer the option of participation via Zoom. Tribal Citizens who are interested in joining a committee or attending meetings are encouraged to reach out to committee staff.

Committee	Membership	Staff
CULTURAL RESOURCES	Dionne Brady-Howard, Rachel Moreno, Fred Olsen, Jr., and Elders and culture-bearers	Chuck Miller
ENROLLMENT	Martha Moses, Bob Sam, Lisa Gassman, and Krista Perala	Anne Davis
FINANCE AND ECONOMIC DEVELOPMENT	Rachel Moreno, Lesa Way, Woody Widmark, and Lisa Gassman	Lisa Gassman
GOVERNANCE (MEMBERSHIP LIMITED TO TRIBAL COUNCIL)	Louise Brady, Lesa Way, and Woody Widmark	Diana Bob
HEALTH & HUMAN SERVICES	Fred Olsen, Jr., Woody Widmark, Wilma Bacon, and Tammy Young	Melonie Boord
NATURAL RESOURCES	Fred Olsen, Jr., and any STA citizen who attends meeting may vote	Jeff Feldpausch
JUDICIARY	Fred Olsen, Jr., Bob Sam, Pat Alexander, Kristina Cranston, and Christine Pate	Diana Bob
EDUCATION & SCHOLARSHIPS	Louise Brady, Dionne Brady-Howard, Lesa Way and Helen Dangel	Hillary Nutting, Lillian Young
TRANSPORTATION AND COMMUNITY DEVELOPMENT	Rachel Moreno, Martha Moses, Fred Olsen, Jr., Amy Ainslie, Melissa Henshaw, and Mike Schmetzer	Gerry Hope

Tribal Council may also establish committees and commissions for specific purposes, either on an ad hoc or permanent basis.

Committee	Membership	Staff
KAYAANI COMMISSION (governing harvest of plants in traditional territory)	Louise Brady, Helen Dangel, Nancy Furlow, Rachel Moreno, and Fred Olsen, Jr.	Jeff Feldpausch
MARINE MAMMAL COMMISSION	Mike Miller, Lillian Feldpausch, Jonathan Feldpausch, Harvey Kitka, Reggie Peterson, and Martha Moses	Jeff Feldpausch
AD HOC BEAR COMMITTEE	Dionne Brady-Howard, Lillian Feldpausch, and Martha Moses	Jeff Feldpausch
AD HOC BRANDING & GRAPHIC DESIGN COMMITTEE	Pat Alexander, George Bennett, Dionne Brady-Howard, Bob Sam, and Sonya Smith	Lisa Gassman, Robin Sherman

Finally, Tribal Council appoints members and liaisons to other committees and commissions on an annual basis.

Committee	STA Appointees	Staff
BARANOF ISLAND HOUSING AUTHORITY	Lillian Feldpausch, Rachel Moreno, Martha Moses, Lesa Way, and Lillian Young	N/A
CITY AND BOROUGH OF SITKA	Woody Widmark, Dionne Brady-Howard, and liaisons	Lisa Gassman
SITKA HISTORIC PRESERVATION COMMISSION	Bob Sam, and Dionne Brady-Howard (Alternate)	Chuck Miller
SOUTHEAST ALASKA REGIONAL HEALTH CONSORTIUM BOARD OF DIRECTORS	Woody Widmark, and Fred Olsen, Jr. (Alternate)	Diana Bob
SEARHC ADVISORY COMMITTEE	Rachel Moreno, and Fred Olsen, Jr.	N/A
SITKA SCHOOL DISTRICT	Dionne Brady-Howard, and liaison	Tristan Guevin
TRANSBOUNDARY COMMISSION	Bob Sam	Jeff Feldpausch
UNIVERSITY OF ALASKA SOUTHEAST ADVISORY COUNCIL	Louise Brady, and Dionne Brady-Howard (Alternate)	Tristan Guevin

Gunalchéesh to the Council members, Tribal Citizens and staff who support the Tribe through their work on internal and external committees and boards.

Tribal Employees

STA STAFF 2022

STA gives preference to STA Tribal Citizens and Alaska Natives and American Indians in hiring. STA Citizens and other Alaska Native and American Indian residents of Sitka are especially encouraged to visit STA's website and apply for permanent and seasonal positions with the Tribe. Most staff can be reached by email as follows: firstname.lastname@sitkatriben-sn.gov. To reach any member of the staff by phone, please call the STA office at 907-747-3207.

STA CITIZEN/ NATIVE HIRE

STA Tribal Citizens

Alaska Native/American Indian

Year-Round Staff Only

49%

55%

Year-Round & Seasonal Staff

62%

68%

ADMINISTRATION

Lisa Gassman/Shkaadul.aat
Anne Davis/Sheetí Kawdahaan
Dianna Audette
Mary Ferguson/Sdi.shaa
Jonathan Gagliardi
Vera Gibson
Tristan Guevin/Hint'eich
Travis Miller
Daniel Peralá
David Salter
Robin Sherman/Shtoowóos' Tláa
Rachel Worthey

General Manager
Deputy General Manager
Human Resources Generalist
Executive Assistant
IT Manager
Compliance Specialist
Senior Director of Organizational Development
Health & Safety Coordinator
Administrative Assistant
Facilities Manager
Special Projects Director
Grant Writer/Administrator

CULTURAL RESOURCES, EDUCATION & EMPLOYMENT DEPARTMENT

Chookán (Lakrishá) Brady
Sarah Ferency
Tegan Bradley
Erin Broderick
Albert Duncan/Naaw Yéil
Dorothy Gordon/Shkakeeshtín
Claire O'Halloran Hill/Kaaljáakwx
Starr Jensen/Aakwás'i
Alex Johnson-Rice/Xaanatlseix
Anne Johnson/Gooch Tláa
Chuck Miller/Daanax.ils'eixk
Hillary Nutting/Kaasanák
Mark Sixbey

CREED Director
CREED Deputy Director
Student Support Specialist
Student Support Specialist
Youth Program Assistant Manager
Wooch.een and SNEP Classroom Aide
Cultural Program Instructor
Preschool Lead Teacher
Cultural Program Instructor
Elder Consultant
Culture and Community Liaison
Youth Program Manager
Arts and Culture Instructor

Charlie Skultka Jr./Kitkóon
Lillian J Young/ Kaax'áxooskaa

Arts and Culture Instructor
Student Support Specialist

ECONOMIC DEVELOPMENT DEPARTMENT/SITKA TRIBAL ENTERPRISES

Camille Ferguson/S'estaan Tláa
Serena DeTemple
Dorothy Gordon/Shkakeeshtín
Leo Jimmy/Daahxkhoowdein
Sandy Lorrigan
Harry Lysons Jr./Yeilsu'

Economic Development Director
Gaming Manager
Gaming Worker
Building Caretaker
Economic Development Manager
Tourism Manager

FINANCE DEPARTMENT

Tamara Nedens
Nadia Riley
Heather Albertson/Aan-woogeéx
Charlene Hoffay/Kaayeetan

Finance Director
Controller
Accounting/Payroll Specialist
Finance Specialist

LEGAL DEPARTMENT

Diana Bob
Stephanie Hawney
Dale Lindstrom/Gooxh Du Een
Jaqueline Ojala
Belle O'Swalt

Tribal Attorney
Healing to Wellness Court Coordinator
Healing to Wellness Court Coordinator
Tribal Court Clerk
Community Supervision Officer

RESOURCE PROTECTION DEPARTMENT

Jeffery Feldpausch/Tlōōsh kut
Chris Whitehead
Elizabeth Borneman
Shannon Cellan
Paul Cook
Nicole Filipek
Jacob Kohlhoff
Kyle Rosendale
Aurora Taylor
Tammy Young

Resource Protection Director
Environmental Program Manager
Natural Resource Specialist
Environmental Lab Manager
Environmental Lab Specialist
Environmental Lab Technician
Environmental Education Coordinator
Herring Biologist
Weir Manager/Fisheries Biologist
Cultural Resource Coordinator

SOCIAL SERVICES DEPARTMENT

Melonie Boord/Seetlein
Kelsey Carney
Harper Glazer
Jade Nodes
Krista Perala/Gwaanéik'i
Danielle Roberts/Sháawat Goox
Catherine Rogers
Jean Swanson
Jolie Tulley
David Voluck

Social Services Director
Transitional Housing Manager
Transitional Housing Manager
General Assistance Caseworker
ICWA Caseworker
Intake Specialist
Child Advocacy Center Coordinator
Outreach Family Caseworker
Child Advocacy Center Interviewer
ICWA Attorney

TRANSPORTATION DEPARTMENT

Gerry Hope/Jixeik
Lionel Carroll
Edward Gassman
Gary Lang
Carl Lindstrom III
Robert Nielsen
John Paul
Michael Peters
Steven Stiles

Transportation Director
Transit Driver
On-Call Transit Driver
Public Transit Dispatcher
On Call Transit Driver
Transit Driver
Transit Driver
Transit Driver
On-Call Transit Driver

TRIBAL COURT JUDGES

David A. Voluck
Mary Ferguson/Sdi.shaa
Pamela Steffes/Waakisteen

Chief Judge
Associate Judge
Associate Judge

SEASONAL STAFF

Naa Kahídi Dancers

Donna Smith
Jenna Littlefield
Aiden Bernhard
Paula Barnes
Jordan Bradley
Ralph Brady
Sydney Davis
Sarah Dennis
Isabella Jackson
Anne Marie Johnson
Bryan Johnson
Jayden Littlefield
Jayson Miller
Kayden Miller
Naomi Miller
Alice Anne Ricketts
Jacob Roy
Trevin Ricaporte
Damien Sam

Dance Coordinator
Dance Coordinator
Dancer
Dancer
Dancer
Dancer
Dancer
Dancer
Dancer
Dancer
Dancer
Dancer
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Dancer
Dancer
Dancer
Dancer
Dancer

Seasonal CREED Staff and Youth Interns

Aani Perkins
Evander Elixman
Tyler Garrity
Benjamin Kinzer

SNEP Student Instructor Intern
Student Intern Building Attendant
STEAM Study Instructor Intern
Student Support Specialist

Seasonal Finance Staff

Alicia Duncan

Finance Clerk

Seasonal Resource Protection Staff

Aldwin Keo
Alyssa Russell
George Stevenson

Weir Technician II
Weir Technician II
Weir Technician I

Seasonal Tourism Staff

Marlis Boord
Sydney Davis
Alicia Duncan
Emma Gassman
Eric Hill
Katherine Howard
Kenneth Smith
Geraldo Young

Hiking/Walking Guide
Hiking/Walking Guide
Hiking/Walking Guide
Retail Clerk
Hiking/Walking Guide
Hiking/Walking Guide
Hiking/Walking Guide
Hiking/Walking Guide

STA needs drivers and other seasonal employees for the 2023 tour season! The Tribe will pay for training necessary to receive a commercial driver's license. Please let us know if you are interested.





Sheet'ká Kwáan

Sitka Tribe of Alaska