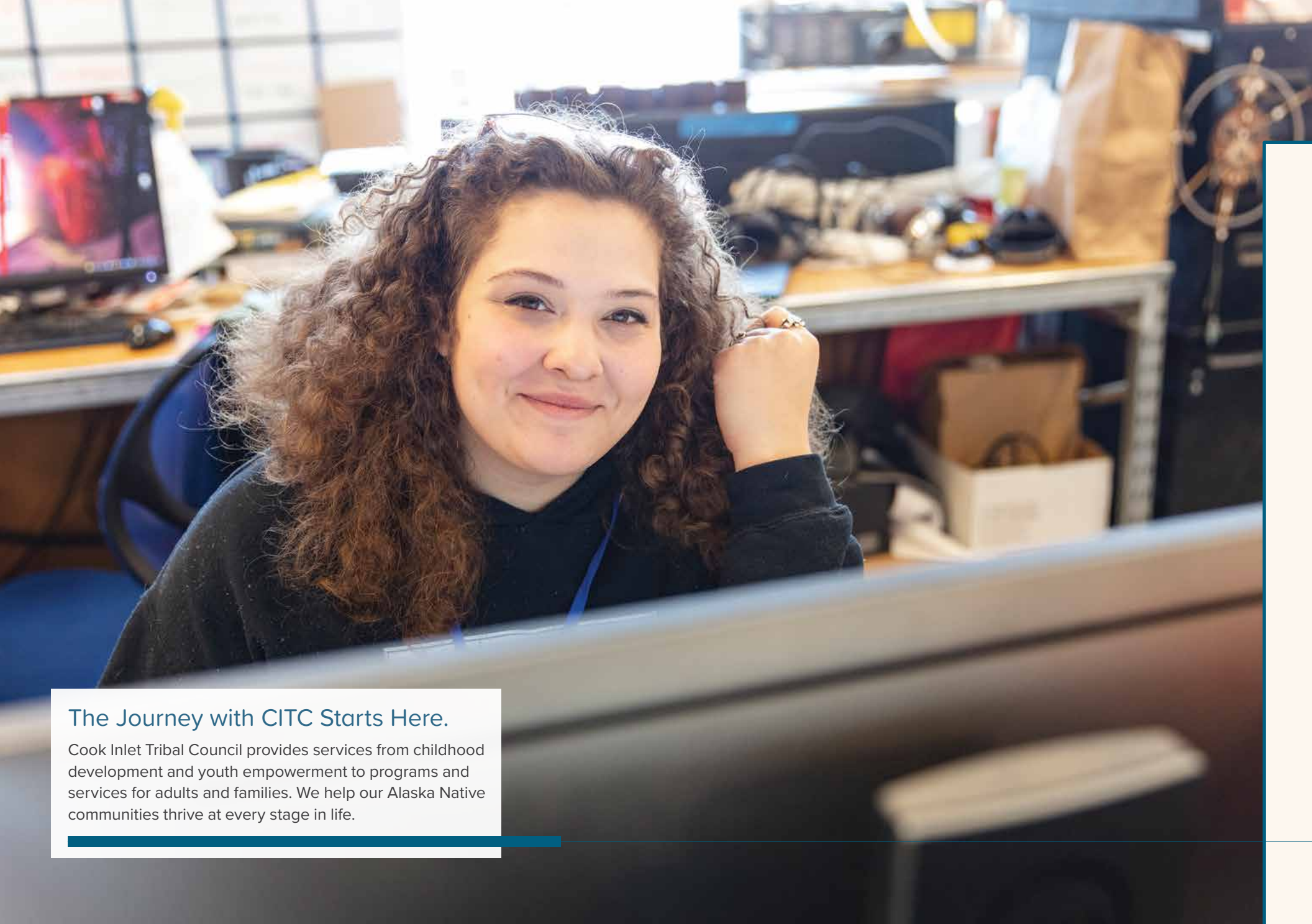


2021 COMMUNITY IMPACT REPORT

COME AS
YOU ARE



The Journey with CITC Starts Here.

Cook Inlet Tribal Council provides services from childhood development and youth empowerment to programs and services for adults and families. We help our Alaska Native communities thrive at every stage in life.



GLORIA O'NEILL
PRESIDENT & CEO
COOK INLET TRIBAL COUNCIL

DEAR CITC PARTNERS AND FAMILY

2021 marked a turning point for Cook Inlet Tribal Council. As we transition from our Board's vision of Sustainability 2021 to ThriveAbility 2025, we reflect on five years of remarkable growth under unprecedented circumstances and look toward a future full of potential.

Since 2017, we have faced the extraordinary, including a global pandemic that reshaped the modern workplace and redefined the needs of our community and participants. Through it all, we've remained focused on serving Our People and building resource capacity for our community. As a result, CITC has managed remarkable growth in its mission, services, and impact.

Consider the following from the last five years:

- CITC's gross revenue has grown 143 percent
- Our asset base has grown 145 percent
- CITC's full-time employee base has grown 45 percent

Most importantly, CITC's remarkable five-year growth is demonstrated through our program participant numbers, which remain strong and steadily rising, with more than 13,000 people served in 2021 across all services. Today, CITC is a more adaptable, flexible, and capable organization. We've leaned into technology and found innovative ways to serve Our People and promote self-determination.

In the last five years, we've built upon our mission and values to become a progressive multi-generational employer, ensuring that our benefits, compensation, and staff development are among the best in class. In 2021, we were honored to be recognized by Alaska Business Magazine with the Denali award for "Best COVID Adaptation" and the Foraker award for "Best Place to Work (250+)."

In 2021, we invited Our People to "Come As You Are." It was a year of transition and disruption, but it was also a year for grace, love, and hope. "Come As You Are" reflects who we are and how we approach our work. We meet people where they are on their journey. We listen. We connect our hearts. We walk alongside Our People to design a path to their goals, dreams, and potential. Our passion for their growth and success is the true driving force behind CITC.

In 2021, when CITC received Treasury CARES Act funding from CIRI, we went to work. We collaborated with CIRI and other Tribal, nonprofit, and community partners to identify areas of need and to make sure these funds were used to help Our People heal.

Through approximately 40 separate CARES Act-funded projects, CITC put the systems and structures in place to deliver much-needed services and resources. From direct assistance to mental health support and investments in youth education, CITC worked to deploy funding in ways that reflected the changing needs of Our People.

As I reflect on our journey, I can't help but dream of where we will be five years from now. Guided by our Board's bold vision of ThriveAbility 2025, we see opportunity and potential for greater impact in every area of our organization.

Our journey hasn't happened in isolation. We've relied on trusted partners, ambassadors, and donors. Our success is the result of a caring community that shares our vision of a thriving future for all Alaska Native people.

From the bottom of my heart, I want to thank you for your support. We cannot wait to continue this journey alongside you. ●

A handwritten signature in blue ink, appearing to read "Gloria", with a small blue dot to its right.



Career Development

Alaska's People connects Alaska Native/American Indian people to employment and training opportunities to support individuals in achieving their personal and professional potential.

Apprenticeships Offer Another Avenue to Success

Alaska's People recognizes that there's no one path toward a long-term career. This year, the career resource center made it easier for job-seekers to find employment and development opportunities with the skills they have.

Through the Administrative and Barista Apprenticeship programs, individuals new to the workforce and experienced workers looking for a new start find pathways to professional careers. Both apprenticeships



provide on-the-job training, skills development targeted toward participants' interests and needs, and cultural activities.

"I went from waiting for COVID to be over to not just having a plan for what I want to do, but actively working toward it," said Charity Jasper, who came to the Barista Apprenticeship with no experience in the service industry. After six months, she was promoted to a supervisory position at CITC's Coho Cup cafe, and Alaska's People connected her with additional resources to realize her dream: opening up her own coffee shop.

Meanwhile, experienced child care worker Payge Panamarioff needed a change of pace. "I applied for the Administrative Apprenticeship program because I wanted

to grow professional skills, but I also wanted to see where it could take me," Payge said. After apprenticing with CITC's Child and Family Services department, she gained full-time employment with Alaska's People as an administrative assistant. ●



LEFT: Richard Lekanoff found work at the Children's Lunch Box with the support of CITC

ABOVE: Barista apprentices learn to operate the espresso machine at CITC's Coho Cup café.

1,202

participants served through:

- Workforce development
- Job placement
- Employment service network for Alaska Native job seekers and employers

2021 SERVICES HIGHLIGHTS:

117 participants connected to both subsidized and unsubsidized employment.

101 employees meeting CITC's definition of AN/AI/Head of Household were recruited to work for CITC and its subsidiaries.

17 virtual recruitment/engagement events held for employers.

**“I don’t think I’d be where
I’m at today without CITC.”**

— Elizabeth Gilbert



Family Health & Safety

CITC’s Family Services is dedicated to educating families to create safe and secure generations with the skills to improve relationships and establish healthy practices.

Reuniting Families

When Elizabeth Gilbert reached out to CITC's Family Services, she found a judgment-free environment. "In the beginning, I had visits [from the family mentor] where I was still using," she recalled. "And they encouraged me to go to treatment. They were there until they helped us close [our] case with OCS."

Family Navigators from Family Services help parents separated from their children understand and navigate the Office of Children's Services (OCS). When a family is reunited with their children, Family Mentors show parents how to be their children's first teachers through activities done in the home.

"I didn't have the structure or stability that I'm providing for my children now," said Elizabeth. In addition to finding recovery support and reunification for her family at CITC, Elizabeth, along with her husband, Dennis, have gained

the skills and experience to be the kind of parents they want to be.

"CITC was there from the beginning to the end," Elizabeth said. "I don't think I'd be where I'm at today without CITC." ●



LEFT: Behind the scenes at a photoshoot with Elizabeth Gilbert and family. They shared their story in CITC's "Come As You Are" outreach campaign.

ABOVE: Elizabeth and her children enjoying creative time at home.

Nearly
450
participants served
through all services, with
an average reunification
rate of **81%**

2021 SERVICES HIGHLIGHTS:

342 families served through intensive family preservation, promoting safety and well-being for the entire family.



Youth Empowerment Services

Youth Empowerment Services provides educational programs that enrich academics, cultural values, traditional knowledge, family involvement, and healthy youth development.

Integrating STEM in Alaska Classrooms

The next time Spring Hill Elementary teacher Crystal Brown needs to troubleshoot her classroom's new 3-D printer, she'll be able to make a call to Tatitlek and ask Head Teacher Jed Palmer for assistance.

Thanks to the Fab Lab's educator training this year, teachers from seven schools in Anchorage, Tatitlek, Naknek, Knik, and Tyonek came together to learn how to integrate Innovation Stations into their classrooms. Innovation Stations come equipped with a laser cutter, 3-D printer, a tool chest fully stocked with power and hand tools, and a year's worth of culturally informed curricula designed by CITC's Fab Lab.

The hope is that as teachers incorporate Innovation Stations in their lesson plans—and as they collaborate with fellow teachers from the Educator Training—they'll develop their own projects and curricula.

"That's been the exciting part of this training: Getting teachers together so they have that connection and build on what they've learned together," said Fab Lab Trainer Sam Goodrich. ●



LEFT + ABOVE: With the assistance of Fab Lab instructors, students learn to use laser cutters to complete projects like miniature sleds and Native Youth Olympics medals.

97%
graduation rate
for the 15 high school
seniors participating in
CITC classes for academic
year 2020–2021

2021 SERVICES HIGHLIGHTS:

1,029 **students served through**
aligned educational services.

10,665 **hours of tutoring in**
CITC after-school programs.

The Fab Lab and Micro Labs saw
10,480 **participant hours and served**
671 students in the classroom.



Achieving Self-sufficiency

CITC's Employment and Training Services Department helps people find meaningful and sustainable employment by providing both direct employment skills and supportive services.

Grants for Child Care Allow CITC to Support the Community

Employment isn't just about getting and keeping a job. It's about all the little things that contribute to balancing work with every day life and family responsibilities—like having transportation to get to and from the worksite. Or being able to purchase tools, supplies, or uniforms. Or knowing that while you're at work, your children are being looked after by a qualified adult in a safe environment.

That's why CITC's Employment Training and Services Department offers a number of supportive services that help people get to work. The department also administers funding, like the Child Care Quality Improvement Grant, to support other organizations and initiatives that can benefit CITC participants and the wider community.



For example: This year's Child Care Quality Improvement Grants provided funding for large child care facilities and independent, home-based child care providers to cover the cost of educational toys, learning materials, furniture, and other items.

That allowed providers like Alana Humphrey, CEO of Boys and Girls Club of Alaska, to dream big. "When we get federal funding, there are always strict rules about how you can spend that money," she said. "But with this one, there's so much flexibility, I could tell my staff, write down your list, and we'll see what we can do."

"A lot of our participants use these child care centers, especially when their children age out of the Clare Swan Early Learning Center," added CITC Child Care Specialist Donna Thurman, "so supporting these centers is another way to support our participants and to extend our reach to help all kids." ●

LEFT: ETSD partners with local businesses to offer training in trades like welding; job-seekers can also access funds through ETSD to pay for equipment and uniforms.

ABOVE: CITC grants help local child care providers support working families.

Provided over

1,100
families impacted by COVID
with financial assistance.

2021 SERVICES HIGHLIGHTS:

629 **individuals employed, including 169 people who moved from temporary assistance to employment.**

312 **children from 189 families provided child care assistance to support employment and education-related activities.**

\$10.38 **per hour: average wage increase for participants through workforce training services.**

Over **150** **individuals enrolled in vocational and health care training.**

***“When I was in early sobriety,
I felt like I didn’t have anywhere
to go to socialize.”***

— Sam Garcia



Paths to Recovery

Individuals recovering from substance misuse or re-entering society after incarceration find culturally responsive, comprehensive treatment through CITC’s Addiction & Recovery Services.

A Network of Support

Peer support workers—individuals who are successfully navigating the recovery journey—offer a personal understanding of what it's like to work toward sobriety. **At CITC, peer support workers have created a network of activities and resources aimed at helping those in recovery** “practice” being social without alcohol or substances.



“Addiction is already a disease of isolation,” pointed out Sam Garcia, a CITC peer support specialist. “When I was in early sobriety, I felt like I didn’t have anywhere to go to socialize.”

For years, the Peer Support Network has been meeting regularly for coffee; members can catch up, talk through their challenges, and find support for

their continued recovery. But when COVID-19 put a halt to those meet-ups, the Peer Support Network transitioned their sober coffee sessions to virtual meet-up spaces.

“For those who want a safe, sober, social outlet without needing to leave their home, it’s been an awesome support,” said Peer Support Specialist Adam Allard.

CITC’s Addiction and Recovery Services team continues to lead the way in peer-directed programs. This year, Sam and Adam were two of three CITC peer support specialists to become the first individuals in the state of Alaska to earn the new Peer Support Specialist Certification offered by the Alaska Commission on Behavioral Health Certification. ●

LEFT: Sam Garcia uses his lived experience to provide support for people actively on their recovery journey.

ABOVE: CITC’s Peer Support Network gives back to the community through activities like springtime city clean-up.

A combined
2,350
individuals served
through all CITC
Recovery Services.

2021 SERVICES HIGHLIGHTS:

2,206 Peer Support events including peer-led storytelling, cultural arts, and case management.

15,500 individuals were served through 68 outreach events covering prevention, tobacco prevention, Applied Suicide Intervention Skills Training (ASIST), and Methamphetamine and Suicide Prevention Initiative (MSPI).

A man with short dark hair and a goatee, wearing a green button-down shirt and a dark tie, stands outdoors with his hands in his pockets. He is smiling slightly. The background shows a grassy area, trees, and a building with a green roof.

Advocating for Native People

The Alaska Native Justice Center (ANJC) addresses Alaska Native peoples' unmet needs within the civil and criminal justice system.

Redesign and Growth

On May 5, 2021, ANJC celebrated 28 years of providing advocacy, prevention, and intervention services for Alaska Native people and others. The CITC subsidiary organization marked a second milestone that same week, launching a new website aimed at making its programs and services more accessible to Alaskans with justice-related needs.

Now, individuals seeking justice services can go to

anjc.org to easily access a

steadily growing array of justice-related programs. This year, ANJC has continued to expand its innovative and responsive programs to



include services for Elders, increased technical assistance and representation for Tribes, support for victims of human trafficking, and additional mentorship and opportunities for young people.

ANJC staff understand that individuals seeking justice services may not

always be able to do so safely. The new website design includes a “quick exit” button on every page of the website that allows visitors to instantly navigate away to maintain their privacy. ●



LEFT: At ANJC, Antonio Arroyo found the tools he needed to stay out of prison and away from drugs and alcohol.

ABOVE: The newly redesigned ANJC website directs visitors to its services in areas including victim advocacy, restorative justice, Tribal services, and more.

Provided over

6,500

encounters for **1,005 individuals** through all of ANJC services.

2021 SERVICES HIGHLIGHTS:

463 individuals received advocacy support.

249 served through family law and Indian Child Welfare Act (ICWA).

293 Restorative Justice clients.





Helping Families Grow

Clare Swan Early Learning Center (CSELIC) applies the strengths of the Early Head Start educational model to promote healthy child development and to support the needs of working families.

Teaching Our Littlest Learners

When children turn the pages of the board book *Making Akutaq*, they find soft, pencil-drawn illustrations and a recipe for the title delicacy. One thing they won't find? A story.

Making Akutaq is the first in a series of wordless books being published by Clare Swan Early Learning Center (CSELCL)—and one of several efforts the early learning center is making to help parents support their children's learning and to improve culturally-responsive practices in early education settings in Alaska.

This year, CSELCL also collaborated with UAA to publish *Guidelines for Culturally-Responsive Reflective Practice in Birth – Five Settings*, which encourages teachers and other educators to be guided more consciously by culturally-responsive practices in the classroom and when working

with families. CSELCL published a series of literacy guides to be paired with a book series from Best Beginnings. The guides provide activities parents can use to facilitate their children's social and emotional, physical, language, and cognitive development.

"At Clare Swan, we're big believers that parents are their children's first educators," said Ashley Bowen, a project manager for CSELCL's Alaska Native Education Program grants. ●

Vocabulary to Explore



Qaltaq - Bucket



Ingriq - Mountain



Tulukaruk - Raven



Neqa - Fish



Aknircaiklutat -
Helmet



Agluryaq -
Rainbow



Amirluut - Clouds



Neqerrlluk -
Dried Fish



Melquruaq -
Cotton Grass

LEFT: Wordless books published by CSELCL help parents encourage their children to learn language by making up their own stories.

ABOVE: CSELCL offers Yup'ik immersion classes and supportive language tools.

110
children ages 0–3
enrolled in the Clare Swan
Early Head Start Center.

2021 SERVICES HIGHLIGHTS:

7 **teachers for the center earned**
their Infant-Toddler Child
Development certifications.

540 **individuals attended**
CSELCL Family Nights.

OUR LEADERSHIP

CITC graciously acknowledges our Board of Directors and staff leadership.

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Kyle Worl



Your Support Makes an Impact

To our donors, partners, and sponsors: Thank you. Your support makes CITC's mission possible. We see the impact your partnership creates every single day in the work we do. When a student makes her idea come to life in the Fab Lab; when a job-seeker lands his dream career; when a family reunites; when someone takes the first step on their journey to sobriety—your support is visible every time our participants strive for their potential. Thank you for being a part of our mission.

THE CITC FAMILY OF SERVICES



NYO GAMES ALASKA

Together Again

After holding the NYO Games virtually for the last two years, CITC celebrated a return to in-person competition in April of 2022, reuniting student athletes, coaches, volunteers, and spectators for a celebration of traditional Native games.

Nearly 500 student athletes from 52 communities across the state attended the 2022 Senior NYO Games.

While NYO focuses on Alaska Native culture, the Games encourage cross-cultural exchange by welcoming students from all ethnicities and backgrounds to compete.

Whether in-person or virtual, NYO Games has an impact on all who participate that lasts beyond the annual three-day competition. As one of many youth-oriented CITC programs aimed at keeping young people in school, improving graduation rates, and supporting students as they work toward their endless potential, NYO Games has a quantifiable effect on its student athletes.





Come As You Are

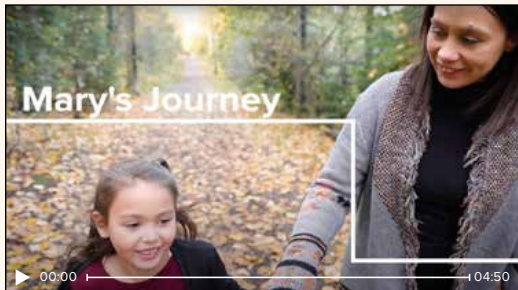
In 2021, CITC launched the “Come As You Are” outreach campaign to promote accessibility and awareness of its services in the community. The theme of “Come As You Are” is at once an invitation and a reflection of CITC’s judgement-free approach to its services.

The outreach campaign features current and former CITC program participants sharing their stories of success across CITC’s diverse services. This campaign reflects CITC’s commitment to acceptance, grace, and partnership in the journey toward endless potential.



Mall signage

Take a moment to watch these inspiring CITC success stories.



Participant Success Stories



Digital Signage, Ted Stevens Anchorage International Airport



Letters to Me videos

***“I’m thriving. I have my beautiful baby back,
strong recovery, and a lot of hope to give.”***

— Mary Shay





Carved mask by **Drew Michael**
on permanent display in the
CITC Nat'uh Service Center.

OUR MISSION

To work in partnership with Our People to develop opportunities that fulfill Our endless potential.

OUR VISION

We envision a future in which all Our People—especially Our youth, the stewards of our future—have access to vast opportunities, and have the ability, confidence, and courage to advance and achieve their goals, infused with an unshakeable belief in Our endless potential.



citci.org

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