

IMPACT REPORT 2022

People. Partnership. Potential.



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.

40 YEARS



GLORIA O'NEILL
PRESIDENT & CEO
COOK INLET TRIBAL COUNCIL

1983

Cook Inlet Tribal Council, Inc is **established** in Anchorage, Alaska.

2005

The **Nat'uh** service center opens, consolidating CITC's programs and services in a central location.

2014

The award-winning video game **Never Alone: Kisima Ingitchuna** is released, allowing gamers to explore the cultural heritage and mythology of the Iñupiat people.

2017

Clare Swan Early Learning Center opens its doors and provides Anchorage with its first early childhood Yup'ik immersion class.

2023

Denełchin Lab opens, housing CITC's Youth Empowerment Services and a state-of-the-art Super Fab Lab.

DEAR CITC PARTNERS AND FAMILY

In 2023, CITC will celebrate its 40th anniversary. What began in 1983 as a three-person, grassroots nonprofit has blossomed into a vibrant family of organizations, with 400-plus passionate staff members and a Mission to serve—Our People, our community, our partners. CITC was originally established to provide services for the physical, economic, and social wellbeing of Alaska Native people. Today, we have expanded our reach, offering **culture-forward and holistic services that meet people where they are**, across every stage of life. From early childhood learning, to Youth education, essential adult services, and a growing number of Elder care support programs, we invite Our People to *come as they are*.

Growth, I've found, rarely follows a linear path. As we reflect on 40 years of community impact and collective achievement, it's clear that CITC's journey has been one of discovery, innovation, and resilience. But two key pillars of our success stand out in particular:

First, we have been blessed with a visionary **Board of Directors** who lead with their hearts and never lose sight of why we're here: to partner with Alaska Native people and families to fulfill Our endless potential. When we face challenges, our Board shows up with grace and grit, channeling the wisdom of our past to carry us into the future.

Second, no matter what, we've kept our work centered on the core pillars of **People, Partnership, and Potential**. These principles have been a foundation of our success for the last forty years, and they will guide us forward into the future. —————>

LETTER FROM THE PRESIDENT & CEO

People

In 2022, CITC proudly served more than **10,000 individuals**. In this **Community Impact Report**, you will see a detailed account of 2022 in each core service area and affiliate organization. While the numbers may show our reach, true endless potential lies in the stories of Our People. Those results aren't always measured in statistics. Instead, they show up in the renewed bond of a family reunited after we assist them in navigating complex state systems. It's a young professional finding self-determination in a new job through our **workforce development** support. It's a single mom growing her career with confidence because her children are safe and cared for in our **early learning center**. It's the daily hopes and dreams achieved

through respectful **peer-supported addiction recovery**. It's a young person sparking a passion and learning to believe in their potential through our **Education Services**. This impact is achieved through services delivered with grace, respect, and personal care. These are the moments that inspire us as we walk alongside Our People to build a thriving future together.

I also want to mention that **our success begins with our dedicated staff**, one of our most vital resources. CITC invests in a workplace culture that promotes **Spiritual Wellness**,

offering best-in-class benefits, generous paid holidays and time off, and a growing portfolio of culture-based trainings and learning opportunities. We focus on equipping our staff with the resources they need professionally and personally, so they can show up each day ready to serve Our People with full hearts and clear minds. CITC staff take pride in knowing that our work makes a meaningful difference in our community.



Staff celebrate heritage at a cultural work event.

Partnership

In four decades of growth and impact, we've learned an essential lesson: **Success doesn't happen in isolation**. Our People have survived and thrived for thousands of years through the bonds forged in community and family relationships. CITC mirrors our traditional ways in that we build deep, long-term relationships with Tribes, aligned nonprofits, donors, state and federal agencies and, perhaps most importantly, those we serve each day.

Throughout this **Community Impact Report**, you'll see evidence of **strong and lasting partnerships**. You'll see it in the vast **Fab Lab** network we're building alongside schools and Tribal partners, with **Innovation Stations** deployed in 18 locations around the state. You'll see it in our **Indigenous People's Set Up Shop** program built alongside aligned local partners, teaching Alaska Native entrepreneurs skills needed to pursue the businesses of their dreams. You'll see it in our work with Children's Lunchbox to provide our families with meal packs that address food insecurity and promote healthy nutrition. But that's just the beginning.

Our partnerships often extend beyond a single calendar year and allow us to amplify our impact. For example, in 2022 we began working with the **Alaska Department of Education and Early Development (DEED)** on a statewide study of culturally relevant schools, which brought us to communities across the state for discussions and listening sessions on education in Alaska. The result will be a one-of-a-kind report to the State of Alaska recommending ways in which our education system can be more inclusive of Alaska Native people.

Our partners are fundamental to our success. As we look back on our accomplishments from the past year, and reflect on forty years of growth and impact, we hope you'll celebrate your role in our achievements, too.



NYO Games 2022



Attendees of the Alaska Federation of Natives conference visit the Get Out the Native Vote outreach booth.

Potential

At CITC, potential is the business we’re in. We work to make dreams a reality. **We are driven by self-determination and believe in building a thriving future alongside Our People.** As a result, we’re committed to investing in our community. In 2023, we open the doors to a state-of-the-art Super Fab Lab—**Denełchin Lab**—in east Anchorage, a space nearly four times the size of our original Fab Lab. This new facility will serve as a hub for our **Youth Empowerment Services**, providing a safe, innovative space for Alaska Native students to explore their passions, build confidence, and plant seeds that will blossom as they learn, develop, and flourish. The Super Fab Lab will also serve as a community resource, allowing local entrepreneurs access to the tools needed for innovation, product design, and prototyping.

We see potential in all areas of our organization, especially our affiliates. In 2022, **Get Out The Native Vote** (GOTNV) worked tirelessly across the state to educate voters, and promote equal access to voting. As we grow our reach, GOTNV will serve as a vital non-partisan organization that supports leadership opportunities for Alaska Native people, working to ensure that Our People have a voice in the decisions that shape our future.

This year, the **Alaska Native Justice Center** (ANJC) celebrates its 30th anniversary. ANJC is positioning itself as an essential resource for Our People seeking equal treatment in the justice system. Not only has ANJC made significant progress in impacting statewide systems, but they’re building strong relationships with Tribal partners, educating youth, and assisting victims and survivors. Our affiliate organizations add breadth and depth to our services at CITC, allowing us to meet Our People where they are.

2022 was both a year of growth and transition. While CITC expanded services, we also focused on stabilizing our foundation, and ensuring that our processes reflect the needs of those we serve. In 2023, we open a new **Welcome Center** in Nat’uh, and launch **myCITC**, an online portal designed to simplify how participants access services and communicate with case managers. It’s all about reducing barriers and building pathways to services, opportunity, and potential.

CITC’s first forty years have been an inspiring journey—rooted firmly in an unwavering Mission to serve. I can’t wait to see where we go next.

Educating Our Youth

Through a series of unique culturally informed programs, CITC's **Youth Empowerment Services (YES)** equips young people with the tools to succeed through educational programs that enrich academics, cultural values, family involvement, and traditional knowledge.

A Fab Lab student engineers an articulated salmon created with a laser cutter.

New Youth Facility Extends CITC's Community Reach

In 2022, CITC began remodel work on a newly-acquired Youth Services and Super Fab Lab facility located in east Anchorage, slated to open in 2023.

The larger space will host all CITC Youth programs, expand STEM education for students, and build upon CITC's existing afterschool and educational enrichment programs. The state-of-the-art Super Fab Lab will support CITC's growing Fab Lab network, which includes 18 micro-Fab Labs, or Innovation Stations, installed in schools all over the state by CITC's Youth Empowerment department.

The Denetchin Lab nearly quadruples the size of CITC's previous Fab Lab and will open the doors of innovation to the wider community. In 2022, local makers got to take the new lab for a test run during **Indigenous Peoples Set Up Shop**, a program that offers free business training, product design, and financial workshops to entrepreneurs at every stage of business development.

A partnership with the Anchorage Community Land Trust and Cook

Inlet Landing Center, the Indigenous Peoples Set Up Shop program empowers Alaska Native entrepreneurs by giving them access to resources that help them design and manufacture products. This year, the first cohort of 15 entrepreneurs graduated from the new program. ●



Indigenous Peoples Set Up Shop, a program in the CITC Super Fab Lab.



Defining Denetchin

CITC's expanded Denetchin Lab is a place where students and community members can build their dreams into reality. When choosing a name for the facility, CITC leadership wanted to reflect that spirit of creation.

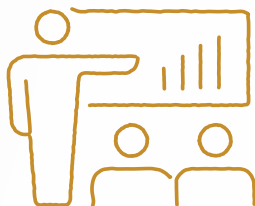
Working with Native Village of Eklutna President Aaron Leggett, who also serves as the senior curator of Alaska History & Indigenous Culture at the Anchorage Museum, a small committee settled on the Dena'ina Athabascan word *denetchin*, which means "to make something."

Denetchin
[deh-nel-chin]
to make something
(Dena'ina Athabascan)

2022 SERVICES HIGHLIGHTS

SUPPORTING OUR YOUTH

1,325 served through aligned educational services.



BEST IN CLASS

100% graduation rate for high school seniors participating in CITC classes



EXPANDING KNOWLEDGE

7,486
hours of tutoring
in CITC after-school programs.

THE S.T.E.M. GENERATION

The Fab Lab and Micro Labs saw **17,127 participant hours** with **531 students**.



Providing Hope

Instructor Ossie Kairaiuak leads a Yup'ik drum making workshop.

Individuals experiencing substance misuse find culturally responsive, comprehensive treatment services, including residential and outpatient support, individual and group counseling, and peer support. Youth gain vital skills for substance prevention and healthy development through CITC's **Addiction & Recovery Services.**

Equipping Communities to Prevent Suicide

In 2022, CITC's Prevention team took its services beyond the Cook Inlet region to deliver suicide prevention training to Alaska's rural communities.

It has been widely reported that Alaska has one of the highest rates of suicide per capita in the country. As an organization that primarily serves Alaska Native people, CITC is committed to helping make our state "suicide safer."

That's why, in 2022, CITC's Addiction and Recovery Services team brought

suicide prevention and intervention training to communities around the state, including Bethel, Chistochina, Utqiagvik, and Mentasta Lake. Other communities are sending providers all the way to Anchorage to take the training.

In May 2022, CITC **Prevention Coordinator Kris Green** traveled north to offer Applied Suicide Intervention Skills Training, or ASIST, in Tok, a community that had experienced a string of recent suicides.

"ASIST was exceptionally life-

changing," said one participant who took the training. "I feel empowered to help my community."

In addition to providing both ASIST and safeTALK—a half-day training that provides basic prevention tools—CITC aims to train at least two staff members in every department to better serve *our* participants.

"We all have neighbors," Kris said. "We all have family. That means we could all encounter a situation where we happen upon somebody in crisis, and we could be part of saving their life." ●



Cultural Connections

CITC's Recovery Services offers culturally relevant artist workshops throughout the year. Recent activities include scrimshaw, drum making, kuspuk sewing, and birth tapping. These peer events are an important component in building sober lifestyles and healthy communities.

2022 SERVICES HIGHLIGHTS

NEW BEGINNINGS

A combined **2,101 individuals** served through all CITC Recovery Services.



PEER-TO-PEER SUCCESS

4,607 Peer Support interactions including Peer-led storytelling, Cultural arts, and case management.



TOOLS TO SAVE LIVES

6,170 individuals were served through CITC recovery outreach events, including prevention, tobacco prevention, **Applied Suicide Intervention Skills Training** (ASIST), and the Methamphetamine and Suicide Prevention Initiatives (MSPI).

Family Health & Safety



Through respectful and personal care, CITC's **Family Services** team helps establish safe, secure, and healthy environments for children, educates parents and guardians, and promotes early childhood learning and development.

A young program participant learns to create a dance fan in a CITC family program.

Partnering to Feed Hungry Families

In a year when many families struggled to keep enough food on the table, CITC's Family Services and other departments partnered with The Children's Lunchbox to provide ready-to-make meals directly to the families we serve.

"The price of food has really skyrocketed lately, so we've seen an increase in need among our families," said Nicole Hunter, a program manager for CITC's Family Services home visiting programs.

As food insecurity touched the lives of more and more families in 2022, Family Services and other CITC departments partnered with The Children's Lunchbox to make pantry and meal packs available to those who use CITC services. For many families, the packs help bridge the gap when other support has run out.

Through its home visiting programs, Family Services staff bring pantry packs straight to the families for whom they provide mentoring and child development activities.

"It was wonderful to see the looks on their faces," Nicole said. "Being able to share these meals in the homes of our participants also strengthens the relationships between families and their mentors. It takes a certain level of trust for families to let us know, 'I do need food; can you help?'"

This effort is just one of the many ways that CITC's Family Services team finds innovative solutions to support families. Through parenting groups, home-visiting services, reunification support, and OCS navigation, the Family Services team helps Alaska Native families thrive. ●



2022 SERVICES HIGHLIGHTS

STRONGER FAMILIES

190 parents participated in parenting or healthy relationship classes—**99% of the parents who exited services completed the curricula.**

WORKING FAMILIES

Of the **65 families** that completed parenting or healthy relationships groups who had children in foster care, **49 families increased contact with their children, impacting 89 children.**

FAMILY REUNIONS

34 families participating in CFS unification programs successfully reunited with children in foster care, **impacting 61 children.**



IMPROVING OUTCOMES

194 families participated in prevention and early intervention programming—**89% of the 79 families** that exited services and completed an intervention **avoided OCS involvement, impacting 176 children.**

Achieving Self-sufficiency

CITC's **Employment and Training Services** team helps people achieve self-sufficiency through meaningful and sustainable employment.

Services such as direct job training, academic support, life skills workshops, vocational development, and supportive services are culturally informed, personalized, and responsive.

Vocational training and subsidized employment provide career experience for construction, truck driving, welding, and other skilled labor industries.

Life Skills Workshops Help Individuals Thrive

Lessons learned from COVID—including delivering classes virtually and offering new, often-requested classes—increased participation in CITC's Employment & Training Services Life Skills Workshops by 54 percent. In these workshops, job seekers and others develop skills that help them live up to their potential.

While many of the workshops are focused on developing tools for those actively in the market for a job—like resume building or interview skills—new courses address the practicalities of simply living life. Classes like “Finding & Furnishing Your Home,” “General Home Maintenance,” and “Landlord/Tenant Act” support the self-sufficiency of workshop participants.

“It’s one thing to help a person get an apartment,” explained **CITC Life Skills Instructor Bea Peterson**, who developed the new courses. “But to support them in maintaining their home—that’s what promotes resiliency.”

While life skills are an important aspect of achieving self-sufficiency, so too are the direct services CITC provides to assist people in finding meaningful long-term employment. Each year, our Employment & Training Services team helps people obtain the academic and vocational certifications needed to achieve their goals. Along the way, we helped program participants connect to subsidized and unsubsidized employment, financial assistance, and aligned partner organizations—it’s often the “hand up” people need to reach their professional potential. ●



Learning skills like food canning are a step to self-sufficient lifestyles.



ETSD PROVIDES GED PROGRAMS

CITC offers ongoing GED courses throughout the year. Students learn fundamental skills in math, reading, and writing while preparing for GED testing.

Paired with our GED Preparation program, individuals improve and refresh academic skills through tutoring support while earning a high school diploma to gain better employment and increased wages.

2022 SERVICES HIGHLIGHTS

BUILDING LIVES

538 individuals attended life skills trainings, and **150 people** were awarded training grants through education and training services.



WORKING FAMILIES

717 children from 448 families were provided childcare assistance to support employment and education-related activities.

EARN WHILE YOU LEARN

\$11.39 per hour: average wage **increase** for participants through workforce training services.





Career Development

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

A few mouse-clicks with the support of Alaska's People can open doors to new careers.

Training Grows Alaska Native Business Leaders

Alaska's People's newest training program builds on generations of cultural and traditional knowledge to equip Alaska Native people interested in business leadership opportunities to apply their skills to project management.

When **Traci Campbell** signed up for CITC's new Project Management training, she was already working with the Employment Training and Services department to gain additional skills. Though she runs her own business cleaning houses and has experience in management, teaching, and logistics, Traci was looking for an opportunity that would set her up for a more secure career.

Launched in July 2022 by Alaska's People, Project Management Training was precisely the foot in the door Traci was looking for.

In partnership with the Business Improvement Group (BIG), Alaska's People created a two-week course that introduces participants to the basics of project management. The

curriculum emphasizes the ways in which the principals of project management are actually embedded in Alaska Native traditions like subsistence hunting and gathering. The course featured a number of Alaska Native industry leaders and other speakers.

"Our hope is that this cohort will take what they learned, including the cultural information, and carry it with them into their projects, and share it with the people they eventually hire," said Alaska's People Senior Manager BreeAnn Davis. "They will be the next generation of project managers." ●



Problem-solving a team challenge highlights the untapped skills in career development workshops.

2022 SERVICES HIGHLIGHTS

CREATING CONNECTIONS

1,667 served through workforce development, job placement, and **employment service networks** for Alaska Native job seekers.



MAKING OPPORTUNITIES

In partnership with Employment & Training, **496** participants were connected to subsidized and **unsubsidized employment**.

WE'RE HIRING

103 Alaska Native/American **Indian employees** were recruited to **work for CITC** and its subsidiaries.

CAREER FAIRS

35 virtual recruitment/engagement events were held for employers.





Supporting Working Families

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

Early Learners Eat Local to Connect with Culture

At Clare Swan Early Learning Center (CSELC), incorporating locally grown and traditional Alaska Native foods into daily meals creates an opportunity to teach children and their families about Alaska's food chain, good nutrition, and foods that connect them to their culture.

Through funding from the USDA's Child and Adult Care Food Program, **CSELC Health and Safety Program Coordinator Celena Akens** purchases as much local food as she can, when the season allows. Whole milk from a dairy farm in Fairbanks, vegetables from Anchorage farmers' markets, dairy and meat from Arctic Harvest, seasonings from Mosquito Mama and Alaska Seasoning Company—Celena seeks out foods that will appeal to the children while supporting the local economy.

What they can't buy locally, CSELC grows. Farming a mini-garden at the early learning center provides an opportunity for little ones to learn about healthy eating. Picking their own berries also allows the children to experience a version of an Alaska Native tradition.

CSELC staff also encourage parents to get involved: Families receive a copy of the CSELC cookbook and often see recipes shared on the private CSELC Facebook group. ●



CSELC created a schoolyard mini-garden to teach children about healthy lifestyles.



2022 SERVICES HIGHLIGHTS

PRUDENT STUDENTS

Annual enrollment for children ages 0–3 enrolled in the Clare Swan Early Head Start Center maintained **88 percent.**

FAMILIES TOGETHER

396 individuals attended CSELC Family Nights.



Graduation night at Clare Swan Early Learning Center.

Advocacy for Indigenous People

The **Alaska Native Justice Center** (ANJC) addresses the unmet needs of Alaska Native people and others within the civil and criminal justice systems.



—Alaska Native—
JUSTICE CENTER
Voices for Justice

Raven Stewman

Growing Native Leaders in the Field of Law

ANJC's new Law Clerkship and Fellowship programs familiarize young, Native paralegals and lawyers with issues important to Native people—building a pipeline of legal minds who can advocate on behalf of Native communities at every level of the justice system.

Alaska doesn't have a law school. Recruiting attorneys from the Lower 48 is difficult, and finding attorneys with experience in Alaska Native law is even harder.

But the Alaska Native Justice Center (ANJC) has a strategy to change that. With its new Native Law Clerkship and Fellowship programs, the organization is giving law students and recent law school graduates hands-on experience working in the field of Native law—and helping to create a cohort of Native legal professionals who can serve their communities across the country.

ANJC's first law fellow, Robert Waldroup, spent 2022 focusing on direct client services and Tribal justice support. As a law fellow, he provides

technical assistance and training to Alaska Native Tribes and directly serves ANJC clients seeking legal advice.

"It's one thing to read about the law and study it in school. But that doesn't really teach you to be an attorney. I have learned so much seeing the actual, practical application of the law at ANJC," Robert said.

ANJC Senior Legal and Policy Director Alex Cleghorn said the goal is to create a "pipeline" of lawyers who understand Native-specific issues. "The more lawyers we have who understand the unique complexities of Native law, the more we can help ensure Native people are treated with equality in our legal system," he said. ●



2022 SERVICES HIGHLIGHTS

AMPLIFIER

174 individuals served through advocacy.

NEW BEGINNINGS

100 adults were served with reentry support.

PROTECTING OUR CHILDREN

82 individuals were supported through **Indian Child Welfare Act (ICWA)** cases.



 GET OUT THE NATIVE VOTE

Empowering Native Voices



Get Out the Native Vote

mobilizes Alaska Native voters to make their voices heard and to become leaders in civic engagement and as powerful advocates for Native communities.



GOTNV Promotes Civic Engagement

Get Out The Native Vote (GOTNV) is a non-partisan effort in Alaska to mobilize Alaska Native and American Indian voters. GOTNV's roots are in working to ensure every eligible Alaskan is registered to vote, and in removing barriers that prevent registered voters from casting their ballots.

For the 2022 midterm election, GOTNV organized and operated an absentee voting polling place at CITC's Nat'uh Service Center. The effort to encourage Alaska Native people to vote their voice was an overwhelming success, drawing more than 500 voters.

In November 2022, Cook Inlet Tribal Council's **Nat'uh Service Center** operated as an absentee polling place for Alaskan voters during the 2022 midterm elections.

The endeavor was spearheaded by **Michelle Sparck**, the director of strategic initiatives with Get Out the Native Vote; CITC staff volunteered to work the polling place.

Get Out the Native Vote became a CITC affiliate in 2020 and is a non-partisan effort to mobilize Alaska Native and American Indian voters. Previously, CITC served as an early voting station in 2020—the same year Get Out the Native Vote became a CITC affiliate.

This year's effort to encourage Alaska Native people to vote their voice was an overwhelming success, drawing more than 500 voters.

"We had people of all different ages and abilities. We had Elders come in. We had all Native groups come in. We had three generations of a family from Point Lay come in and vote," said Michelle. "It was nice to see the range of people and their experiences." ●



CITC's Welcome Center was transformed into an official state voting polling place for the 2022 midterm elections.



OUR LEADERSHIP

CITC graciously acknowledges our Board of Directors and staff leadership.

CITC BOARD OF DIRECTORS

Ivan Encelewski, (Board Chair) Ninilchik Traditional Council
Kaarlo Wik, (Vice Chair) CIRI
Debra Morris, (Secretary) CIRI
Diane Buls, (Treasurer) CIRI
Janelle Baker, Native Village of Tyonek
Debra Call, CIRI
Maria Coleman, Native Village of Eklutna
John Crawford, Seldovia Village Tribe
John Estabrook, Jr., CIRI
Douglas Fifer, CIRI
Theodore Garcia, Knik Tribal Council
Shane Hunter, CIRI
Philip Ling, Chickaloon Village Traditional Council
Patrick Marrs, CIRI
Chris Monfor, Salamatof Native Association
Clare Swan, CIRI
Wayne Wilson, Kenaitze Indian Tribe

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LeeAnn Garrick, Chief Operating Officer
Jennifer Mitchell, Chief Financial Officer
Tabetha Toloff, Chief Administrative Officer
Kyan Olanna, Vice President & General Counsel
Joshua Franks, Chief of Staff
Holly Morales, Deputy Operating Officer



CITC Nat'uh Service Center in Anchorage, Alaska.

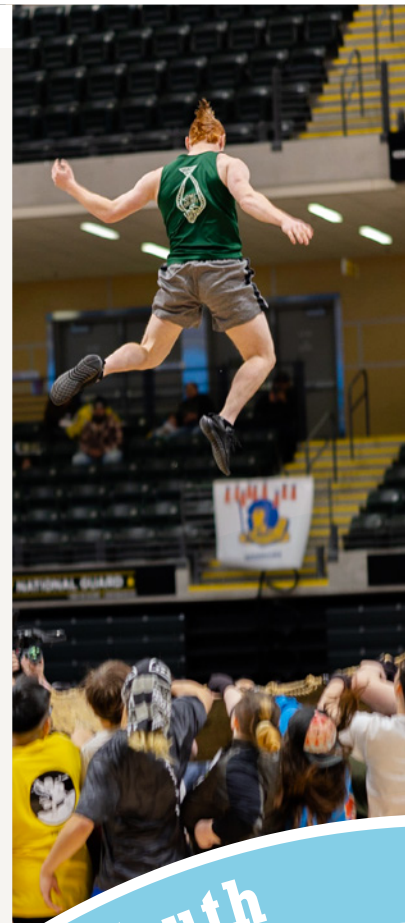
CITC DIRECTORS

Lana Bailey, Director of Education & Innovation
Andrew Chlup, Sr. Director of Information Technology
Alex Cleghorn, Chief Operations Officer, ANJC
David Crowson, Sr. Director of Planning
Marianne Fanger, Interim Director of Clare Swan Early Learning Center
Samantha Hansen, Director of Alaska's People
Marcy Herman, Director of Strategic Projects & Initiatives
Brad Hillwig, Sr. Director of Communications
Wes Holloway, Director of Facilities Operations
Kelly Hurd, Sr. Director of Development
Dr. Angela Michaud, Sr. Director of Addiction & Recovery Services
Deborah Northburg, Sr. Director of Family Services
Jessica Rauchenstein, Director of Legal Affairs
Michelle Sparck, Director of Strategic Initiatives, GOTNV
Brittany Suralta, Sr. Director of Employment and Training Services



CLARE SWAN EARLY LEARNING CENTER





NYO Games Alaska believes in healthy lifestyles for young people reflected in the traditional contests of Native sports.

NYO Games promote:

- Healthy lifestyles, positive self-esteem, and leadership skills
- Appreciation of Alaska Native traditions
- Good sportsmanship through friendly athletic competition
- Cross-cultural understanding





citci.org

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