

COOK INLET
TRIBAL
COUNCIL, INC.

VOLUME 13, NO. 1 SPRING 2004

THE PEOPLE

STRENGTH THROUGH LEADERSHIP

*a quarterly review of social service programs
for the people of the Cook Inlet Region*

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CITC ANNOUNCES PLANS TO DEVELOP HCHANLYUT

Cook Inlet Tribal Council is collaborating with the Municipality of Anchorage, Alaska Native Justice Center, Mental Health Trust Authority and other community partners to develop Hchanlyut. With the goal of empowering people, both Native and non-Native Alaskans, to holistically solve their own substance abuse problems, Hchanlyut (pronounced chawn-loot) is an Athabascan word for new beginnings.

Hchanlyut, a replication of the Delancey Street model of transitional living and education, will provide an alternative to long-term justice and substance abuse treatment environment by reintegrating residents as productive members of the Anchorage community. Cook Inlet Tribal Council is one of only three sites nationally selected by the Delancey Street Foundation to replicate its highly successful model. The program will move people who are currently in treatment systems into the community and train them to secure jobs while working with them to obtain their GED and other educational requirements for job success.

The Anchorage-based project will provide the residents with the full spectrum of life skills necessary to triumph over addiction. Founded in San Francisco by Dr. Mimi Sibert, Delancey Street is a highly successful residential complex and rehabilitation program which has pioneered an entrepreneurial pathway out of poverty for society's outcasts. Delancey Street has been coined, "the world's most successful rehabilitation

program for drug addicts and criminals," and yet is not a conventional treatment program but instead a community where the emphasis is upon learning rather than therapy.

During a minimum stay of two years, Delancey residents gain an academic education, three marketable skills, accountability and responsibility, dignity, and integrity. Over 14,000 people have successfully graduated from the Delancey Street model and are successful citizens leading productive lives.

Almost two years ago, a group of Alaskans and organizations concerned with the cycle of substance abuse and incarceration among Alaska's Native peoples joined together to explore a better way. Out of these meetings, the idea was born to replicate the long-standing and successful Delancey Street model but with an Alaska Native-culture emphasis. A committee was established to bring the project to life. This committee, the Friends of Delancey Street Planning Committee, includes members from Cook Inlet Tribal Council as the lead agency, San Francisco's Delancey Street Foundation, the Eisenhower Foundation, the Alaska Native Justice Center, the Alaska Mental Health Trust Authority, and the former Department of Health and Social Services Director for the Municipality of Anchorage. The Mayor of Anchorage, Mark Begich, is also a strong supporter of the Delancey Street replication project in Anchorage.



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MESSAGE FROM THE PRESIDENT

Planning for the Future

Dear Friends:

I am pleased to announce that we have achieved the goals of our current strategic plan. We believe that we have been doing good work, and that we have provided good opportunities to assist our participants in achieving self-sufficiency. Now our task is to carry this good work into the next five years in the ways that our participants will find most helpful.

This task sounds deceptively simple, yet it requires a host of planning activities and the input from everyone involved: participants, staff, the Board, and community stakeholders. As we plan for the future, we need to ask ourselves: are we developing programs that are creative, innovative and seamless? Are we creating a balance within the organization that promotes a healthy work environment focusing on ingenuity and creativity while promoting Native hire? In order to create this balance, we have begun more and more to demand of ourselves solid proof in the form of data that participants' lives are improved as a result of engaging in our services. Our ability to compete for funding for services relies on our ability to document our positive impact.

Launching our strategic planning initiative demonstrates our commitment to providing community stewardship. This kind of leadership is evident in several of our works in progress, such as the replication of Delancey Street, a residential complex and rehabilitation program for substance abusers involved with the corrections system. Hchanlyut, the name of the project



Gloria O'Neill,
President and CEO

(Athabascan for new beginnings) serves as a visible reminder that cultural competence is one of the most important contributions we make to the community at large.

CITC's dedication to constructing a new non-profit services building to share with CIRI non-profits and others also fits beautifully into our role as community partners. This facility will mean improved client access by providing one location with centralized services.

CITC's commitment to the Native community and its desire to provide culturally appropriate services also has prompted CITC to pursue becoming a tribal TANF (Temporary Assistance for Needy Families) provider for Alaska Natives and American Indians in the Anchorage area. We recognize that each family's situation is unique, and the TANF provision under our umbrella will allow us to provide a flexible and innovative approach that cannot be matched by state management.

President's Message continued on page 3

YOUTH DEVELOPMENT SERVICES

Students Participate in Native Youth Olympics

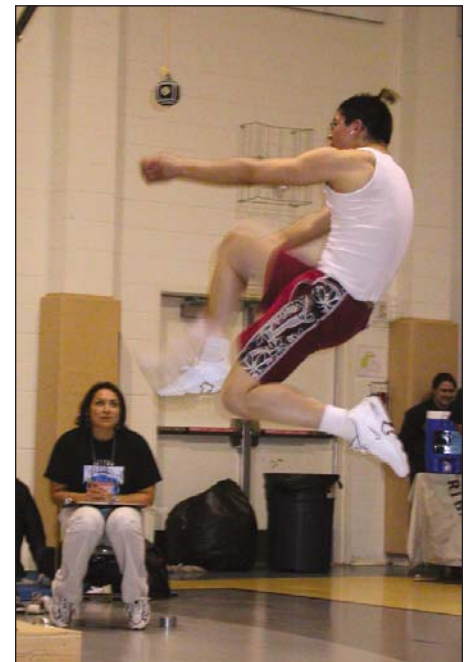
Thirteen students representing seven different area schools won the honor of representing Anchorage at the 2004 Native Youth Olympics during NYO preliminaries April 9th. Students competed in traditional native games against teams from around the state at the Native Youth Olympics April 22 through April 24.

Among the competitors representing Anchorage's team was seventeen-year-old Lindsay Mercurief. Lindsay placed in seven out of the 10 events in the Anchorage preliminaries. Two first place victories earned her the right to head to the statewide competition, where she competed in the wrist carry and seal hop. Last year, Lindsay placed third in the wrist carry with a distance of 349 feet. This year she placed second at state.

"I hope I can make my goal," Lindsay said. "I have fun. I cheer for other people."

Lindsay is not alone in her support of other athletes. Perhaps one of the most impressive facets of NYO is the spirit of sportsmanship that pervades each and every event. These youth are true role models for their peers not only because of their amazing athletic abilities, but because they use their skills and knowledge to help each other achieve new levels of success. During preliminaries it was common to spot a youth giving his or her competitor tips and pointers - directing each other to kick a little to the left, or use their arms more to propel themselves just a fraction of an inch higher during a kicking event so that the athlete that they hoped to defeat in the end wouldn't score another miss and would make it on to the next round. Sportsmanship such as this does not go unnoticed at NYO. In addition to all of the medals and trophies that are distributed for athletic achievements, three trophies are awarded to those who embody the

true spirit of the games. Two individual sportsmanship awards are presented, and one team is awarded the coveted Gloria Walker Team Sportsmanship Award. 🏆



Francisco Ramos in the one foot high kick

PLANNING FOR THE FUTURE *continued from page 2*

CITC leadership is also focusing on enhancing the capacity of Alaska's People to serve as a state of the art employment referral and placement agency. In light of future state resource development and economic growth, the time is ripe for rising to the next level. This movement of growth is an integral part of our vision to develop opportunities for people to move towards self-sufficiency. Staff development is also a critical factor in the transition of the organization in the coming years. An important part of the process includes the successful mentorship of CITC's Native intern program which provides mentoring to cultivate tomorrow's leaders in the Native community.

As I work with the CITC board, staff, and community partners to grapple with issues and plan solutions for the future, I am constantly reminded and humbled by this compassionate, dedicated, and talented body of souls. Thank you all for the important part you play in our work, and for the groundwork you continue to lay for progress.

Sincerely,

Gloria O'Neill

Gloria O'Neill, MBA
President/CEO 🏆

EDUCATIONAL SERVICES SYSTEM

MEDIAK - CITC COLLABORATES WITH KOAHNIC BROADCAST CORPORATION

CITC, in partnership with Koahnic Broadcast Corporation (KBC), has received funding from the Department of Education to bring media curriculum and activities to the four Anchorage high schools in CITC's Partners for Success program. The new program, MEDIAK, is short for the Media Educational Development Institute of Alaska. MEDIAK draws upon the strengths of both CITC's Educational Services System and KBC, an established leader in bringing Native voices to Alaska and the nation.



MEDIAK will bring media curriculum to four Anchorage high schools

Currently less than one percent of all media jobs in Alaska are held by Alaskan Natives showing a clear need to increase the Native representation in media. This under-representation has a far-reaching impact on Native empowerment. MEDIAK strives to enact change by introducing media to youth. There are approximately 400 high school students enrolled in Partners for Success at East, West, Dimond and Bartlett who are eligible to participate in MEDIAK.

MEDIAK encompasses a wide array of activities. During the school year, there will be outreach presentations, field trips and job shadows, all designed to increase media awareness and interest. Hands-on learning is a key component. A media instructor will work with the Partners staff to incorporate media into the curriculum. Media clubs will provide media training and technology-related projects at the MEDIAK media lab. Students can take their media interest to the next level with internships and employment as student mentors. MEDIAK will culminate in an intensive four-week summer institute designed and led by KBC.

There is also a strong career counseling element. To ensure adequate bridging from high school to media employment, the MEDIAK career counselor will provide individualized career planning for all participating students.

For more information on MEDIAK, please feel free to contact the Project Director, Kristin Donovan, at kdonovan@citci.com or call 907-297-2000. 🍷

COOK INLET TRIBAL COUNCIL SCHOLARSHIP PROGRAMS

Cook Inlet Tribal Council offers three different scholarship and grant programs: Tribal Higher Education Scholarship, Tribal Training Grant and Alyeska Match Scholarship.

The Tribal Higher Education Scholarship is available to CIRI Shareholders and descendants pursuing Undergraduate (AA or BA) or Graduate degrees at accredited colleges and universities, or certification through accredited training facilities. The **Fall deadline is June 30th**, with awards being based on student need and the availability of funding once the application is complete. These supplemental scholarships are awarded on a first-come, first-completed basis.

The Tribal Training Grant program is available to eligible Alaska Natives, American Indians and Native Hawaiians residing within the Cook Inlet Region service area, seeking certification or vocational funding for employment. Due to limited funding, no more than two awards will be given in a lifetime- each award totaling no more than \$500. Applications are accepted as long as there is funding available, with the need-based awards given on a first-come, first-completed basis.

The Alyeska Match Scholarship is offered to eligible Alaska Natives as part of Section 29- the part of federal law known as the Grant Right Of Way (ROW). This agreement recognizes that Alaska Native landowners must be compensated for land use and occupancy by the Trans-Alaska Pipeline System (TAPS). Eligible Alaska Native students

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EDUCATIONAL SERVICES SYSTEM

must in the Engineering or Information Technology fields to be considered for this scholarship. The Fall deadline is June 30th.

Applications for all three scholarship/grant programs can be found at www.citci.com/departments. For more information, contact Jorie Zilys, Tribal Scholarships and Vocational Counselor, CITC- 2600 Cordova Street, Suite 206, Anchorage, AK 99503 (907) 265-5904 direct, (877) 985-5900 toll free, or at jzilys@citci.com. 🌊

HOSPITALITY AND TOURISM INSTITUTE

The Hospitality and Tourism Career Institute (HTCI) is a vocational technical education program operated by Cook Inlet Tribal Council that began in October 2001. HTCI provides education, training and job placement opportunities in the hospitality and tourism industry for Alaska Natives and American Indians 18 years of age and older. Classes are tuition free to eligible participants. HTCI has served a total of 532 students with 369 students earning certificates and 81 students obtaining employment with HTCI assistance.

Training and education offered through HTCI prepares individuals for employment in the hospitality and tourism industry with skills and credentials in customer service, visitor interaction and problem solving, hotel front desk operations, and espresso/barista training. The "Warranty of

Employability" is a three-week course which consists of communication skills, job readiness skills, resume writing, entrepreneurship, interviewing skills, dressing for success and goal setting. Field trips and job shadowing at different sites throughout the Anchorage area provide an introduction to the various jobs within the hospitality and tourism industry. HTCI graduated its fifth class of students on April 2, many of those students earned all 5 of the certificates available.

HTCI also offers a Culinary Arts training program that is an introduction to practical working experience in a certified commercial kitchen. Students need not have any prior cooking experience, just the love to cook and the desire to succeed in this fast paced and rewarding industry. The program emphasizes learning such skills as sanitation, food preparation, baking skills and menu planning. Students can also obtain ServSafe Certification which is an industry recognized eight hour safe food handling course. Enrollment for this program is continuous.

Classes offered with the Hospitality and Tourism Career Institute include barista training, culinary arts training, Alaska Host training, Cultural Host training and hotel front desk training. For more information or to enroll, contact Stephanie Rogers, Program Support Specialist at 907-297-2036. Individuals looking for employment in the hospitality and tourism field and have already taken classes should Contact Ruth Tong, Career Placement Specialist at 907-297-2040. 🌊



HTCI students participate in training and education which prepares individuals for employment and assists with job placement in the tourism industry. Pictured to the left is a recent class.

EMPLOYMENT AND TRAINING SERVICES

CITC Explores Tribal TANF Program

CITC submitted a letter of intent to create a Tribal Temporary Assistance for Needy Families (TANF) program through its Employment and Training Services (ETS).

Molly Merritt-Duren, Director of the Employment and Training Services at CITC, said an employment and training system is already fully developed and in place at CITC. Employment and Training Services Department at CITC has been a State of Alaska Welfare to Work service provider for six years. Therefore, it is expected to easily transition into a full Tribal TANF service provider.

For several years CITC observed other Tribal TANF programs. Staff at CITC who had been involved with Tribal TANF at other Native organizations, encouraged management to research the option of becoming a full TANF program. In 2002, CITC began talking to other tribal TANF programs and federal and state government agencies, and obtained

contacts, research information and attended regional and national Tribal TANF meetings.

Merritt-Duren says that she anticipates expanding current programs to include

PROGRAMS AND SERVICES IN THE ETS DEPARTMENT INCLUDE:

- Welfare to work case management services for clients
- Career Development Center
- Supported work services
- Tribal vocational rehabilitation
- Workforce exchange
- Childcare
- General assistance and interim assistance

some of the innovative programs other tribal providers have created. She says CITC is viewed as the home away from home for both local and rural Alaska Native and American Indians visiting or living in the Anchorage area. As a Tribal TANF provider, CITC hopes to provide culturally appropriate services that will help Native people become self-sufficient.

Participants who are seeking services can enter through any program and access multiple services as deemed appropriate by the well-trained staff. The staff persons have the knowledge and ability to refer clients both internally and externally to provide a complete suite of needed services. The programs housed in this department provide services to help participants become and stay employed. The goal of all program staff is to work as a team to provide a seamless array of services in a one-stop setting.

Since the inception of Welfare Reform, the CITC has been a grant recipient from the State of Alaska, Department of Health and Social Services, Division of Public Assistance. CITC provides case management services for Alaska Natives living in the Anchorage service area, as well as childcare to participants. The goal of case management services is to help clients become employed, while helping families with all the supportive issues and challenges they face.

For more information on CITC's Education and Training Services call 907-265-5941. 🍪



CITC SERVICES DIRECTORY NOW AVAILABLE

For a copy call 907-297-2566.

SUMMER CULTURAL ENRICHMENT AND REFORESTATION CAMP AT NINILCHIK

Cook Inlet Tribal Council's 6th Annual Summer Cultural Enrichment and Reforestation Camp at Ninilchik is taking applications now for the summer 2004 season for youth ages 14 to 18 years of age. There will be five 10-day sessions starting June 14 and ending August 18. The camp is located near Ninilchik. The camp participants engage in a variety of activities, such as work ethics and life skill classes, service learning, and traditional Alaska Native cultural activities. There is no charge to the participants. Stipends are paid for satisfactory performance and participants have a chance to earn half elective school credit. Applications can be obtained online at www.citci.com, or by calling Courtney Sullivan at (907) 279-1772 in Anchorage or toll-free at 1(877) 985-5900. 🏞️



Participants in the 2003 Camp enjoy canoeing

CITC FAMILY SERVICES EMPLOYEES RECOGNIZED

Light of Hope Recognizes Efforts

Six CITC employees were nominated for their work with children in the child welfare system at the 2004 Light of Hope Awards Luncheon in April.

Gloria O'Neill, president and CEO of CITC and past Light of Hope award recipient, and Mayor Mark Begich spoke at the fourth annual event. Light of Hope event is part of a national movement created by the National Court Appointed Special Advocates program to recognize the extraordinary efforts of those who help abused and neglected children.



From left to right: Charlotte Garnand, Elizabeth Enderud, Christie Tabisola and Maggie Okomaliuk. Not pictured are Sharon Girouard and Sylvia Berg

The 2004 Light of Hope nominees from CITC include Sylvia Berg, CITC Community Educator; Elizabeth Enderud, SAFE Child Case Manager; Charlotte Garnand, Child and Family Resource Center SAFE Lead Child Case Manager; Sharon Girouard, Healthy Homes Assessment Coordinator; Maggie Okomaliuk, SAFE Child Case Manager; and 2004 Light of Hope award recipient, Christie Tabisola, Child and Family Resource Center Lead Supervised Visitation Case Manager. 🏞️

SERVICES DIRECTORY

PHONE NUMBERS

Main number	(907) 265-5900
Administration	297-2541
Accounting	265-7952
Computer Services-Help Desk	265-5954
Human Resources	265-7951
Public Relations	297-2566
TTY	265-5945
Toll-free in Alaska	(877) 985-5900

ALASKA'S PEOPLE

Main number	265-5964
Toll-free	(888) 553-1213
Fax	265-5963

EDUCATIONAL SERVICES

SYSTEM

Hospitality and Tourism Institute	297-2036
MEDIAK	297-2000
Partners for Success Program	297-2000
Tribal Scholarships & Grants	265-5904
Youth Services	297-2000

EMPLOYMENT & TRAINING SERVICES

Career Development Center	265-7983
Child Care Assistance Program	265-7911

Supported Work Services	265-5921
Tribal Vocational Rehabilitation	265-5903
Welfare to Work	265-5921
Workforce Exchange Project	265-5921

COMMUNITY SERVICES

Burial Assistance	265-5911
General Assistance	265-5911
Interim Assistance	265-5911
Individual Development Acc.	265-5911
Supportive Services	265-5911

FAMILY SERVICES

Child Wellness	265-79531
Dads Program	265-7902
Family Assessment Program	265-7953
Healthy Homes	265-7966
Intensive Family Preservation	265-5924
Life Skills Development	265-7934
New Beginnings	265-7934
SAFE Child Program	331-2000
Safe Haven	331-2000
Supervised Visitation	331-2000
Tribal Youth Diversion Effort	265-7903
Fax	276-3372

ICWA HELP DESK

Toll Free in Alaska	(800) 478-4444
Anchorage	269-4088

SUBSTANCE ABUSE SERVICES

RESIDENTIAL SERVICES (ERNE TURNER CENTER)

Recovery Journey	550-2400
Wisdom Place	550-2400
Detox	550-2427
Coho Cup Coffee Shops	550-2400

OUTPATIENT SERVICES

Mobile Treatment Unit	265-5997
Something More	265-5997

INTERDISCIPLINARY SERVICES

First Step Assessment Center	265-7917
Pathways	265-7991
Connections Program	297-1717

VILLAGE SERVICES

Cook Inlet Wellness Program	297-2578
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YOUTH DEVELOPMENT

Native Youth Olympics	297-1772
CAMP AT NINILCHIK	297-1774
Youth Opportunity Program	297-1724
Youth Services	297-1724

CAREER OPPORTUNITIES AT CITC

For information on current career opportunities, call our Human Resources Development office at (907) 265-7951 or email dmcinturff@citci.com. Visit our website at www.citci.com for a complete listing and how to apply. 

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