



COOK
INLET
TRIBAL
COUNCIL

People. Partnership. Potential.



❖ I AM CITC ❖

I see endless possibilities.

WHO WE ARE

Cook Inlet Tribal Council (CITC) stands for people, partnership, and potential. We are a tribal nonprofit organization helping Alaska Native and American Indian people residing in the Cook Inlet Region of Southcentral Alaska reach their full potential. We believe that when we work together, we can help each other develop our strengths and

talents, and become successful and self-sufficient individuals, families, and communities.

Since inception in 1983, CITC has grown from a fledgling, grass-roots operation with only three employees, to one of the nation's preeminent culturally responsive social-service organizations serving more than 14,000 people annually, and employing more than 250 people. An array of support services includes education, employment and training services, workforce development, family preservation, and support for individuals recovering from addiction and substance abuse.

CITC is built on values rooted in Alaska Native



cultures, and the belief that investing in individual human potential builds human capital, and advances the self-determination of Our People. All of our programs are steeped in our deeply held belief that true self-determination is grounded in self-sufficiency and the ability to take responsibility for one's own life, family, and community.

WHAT WE DO

NURTURING FAMILIES

Child and Family Services provides crisis intervention and a continuum of child welfare services ranging from prevention to family preservation.

CFS has multiple branches, including Child Abuse Prevention, Family Assessment, Indian Child Welfare Act Help Desk, and Intensive Family Preservation. All



COOK
INLET
TRIBAL
COUNCIL

COOK INLET TRIBAL COUNCIL
3600 San Jeronimo Drive
Anchorage, Alaska 99508
(907) 793-3600
www.citci.org

CITC LEADERSHIP

Gloria O'Neill
President / CEO

Kristin English
Chief Operating Officer

Amy Fredeen
Chief Financial Officer

Lisa Rieger
*Vice President &
General Counsel*

Pita Benz
*Vice President of
Social Enterprise*

BOARD OF DIRECTORS

Clare Swan, Chair
CIRI

B. Agnes Brown
CIRI

Diane Buls
CIRI

Debra Call
Knik Tribal Council

Penny Carty
Salamatof Native Association

Dorothy Cook
Native Village of Eklutna

John Crawford
Seldovia Village Tribe

Ivan Encelewski
Ninilchik Traditional Council

John Estabrook, Jr.
CIRI

Douglas Fifer
CIRI

Rick Harrison
Chickaloon Native Village

Thomas Huhndorf
CIRI

Harriet Kaufman
Native Village of Tyonek

Patrick Marrs
CIRI

Debra Morris
CIRI

Jaylene Peterson-Nyren
Kenaitze Indian Tribe

Mike Tucker
CIRI

OUR MISSION: *To work in
partnership with Our People to
develop opportunities that fulfill
Our endless potential.*

of CITC's strengths-based CFS programs promote positive child development, active family involvement, and healthy lifestyles.

GROWING GRADUATES

Our Educational Service System encourages academic achievement through a variety of supplemental programs for Alaska Native/American Indian students of all ages—from elementary school through post-secondary adult training and higher education programs. ESS offers educational and cultural programs that enhance students' academic accomplishments, personal development, and career potential. All ESS programs utilize culturally relevant curriculum and teaching techniques that focus on individual student needs. ESS provides



comprehensive school-to-life transition planning, and referral and advocacy services for our students and their families.

FINDING JOBS

Employment and Training Services has a core function to assist participants in achieving self-sufficiency through finding meaningful and sustainable employment. Participants receive support as they progress through lifestyle changes

and enhance their communication, life management, and vocational and academic skills in order to succeed in the professional world.

ETS also provides strengths-based welfare-to-work case management, supported work experience, child-care financial assistance, vocational rehabilitation, individual development accounts, employment placement referral, career and job counseling, employee recruitment, and a one-stop Career Development Center.

ACHIEVING SOBRIETY

Recovery Services provides the most comprehensive continuum of substance abuse services in the state through three main divisions: residential services, outpatient services, and intervention services. Our support services are centered on the System of Care approach, using case management to coordinate care. Recovery Services are accredited by CARE, and the treatment modalities include Street Outreach, Case Management, Screening & Brief Intervention, Assessment & Brief Treatment, Emergency Care/Detox, Intermediate Residential, Outpatient, and Continuing Care, both outpatient and residential.

PROMOTING BUSINESS

Community Shared Services offers support to more than 40 additional nonprofit organizations within the Anchorage community and throughout Alaska. Established in 1999, the philosophy of our CSS department is to lower the administrative burden for nonprofit organizations that subscribe to our services, allowing them to focus more on their programs and strategies. CSS provides high-quality, cost-effective services which include accounts payable and receivable processing, budget planning and forecasting, payroll services, external audit coordination, and financial/accounting consulting.

OUR VALUES

In a world where both crisis and

Our mission is based on the single, unshakeable belief that every person possesses gifts and capabilities waiting to be unlocked.

opportunity can appear unexpectedly, resilience and cooperation are essential. Each individual has unique gifts, skills, and knowledge to be shared. Each person has a responsibility to others, and to the community as a whole. Individuals must treat each other with dignity and kindness to prevent conflict that wastes energy and resources.



The mission of CITC is:

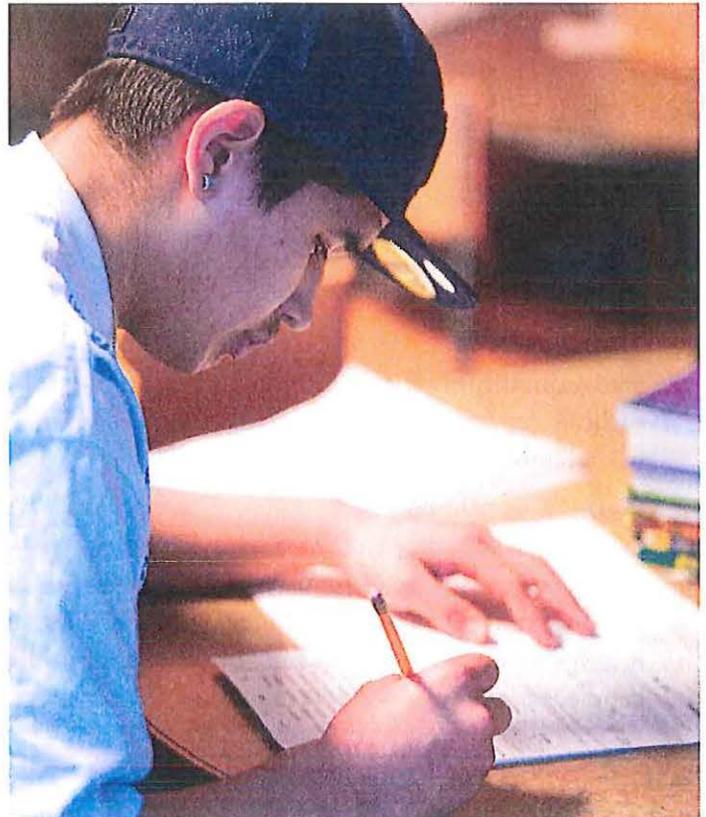
To work in partnership with Our People to develop opportunities that fulfill Our endless potential.

Our mission is not one of charity, although we provide assistance to those in need. Ongoing charity, by itself, perpetuates dependence. We do not seek to “empower” people, although we nurture and support empowerment. True empowerment comes from within, and cannot be given.

These are some of the enduring tenets of Our People, and the basis of our values at CITC — interdependence, resilience, accountability, and respect:

- **We are interdependent.** We trust one another and work as a team toward our common goals. We recognize that each of us has an equally important role in the community, and that we are stronger together than as individuals.
- **We are resilient.** We look to the future with steadfast optimism, hope and faith in Our People. We adapt to change with persistence and determination. We engage in creative solutions and endure adversity with courage.
- **We are accountable.** We are ultimately responsible for fulfilling our mission and serving Our People. We are reliable, work with integrity, and lead by example. We honor our obligations and correct our mistakes.
- **We are respectful.** We treat one another with dignity and kindness. We value and embrace our diversity, respect ourselves and understand boundaries. We approach each experience with gratitude and humility.

As a potential-based organization, we believe strengths, not weaknesses, are the proper starting point for designing programs to fulfill our mission. We help people to help themselves, guiding their sight toward a vision of their own endless potential. We provide access to the tools for self-sufficiency, and nurture the seeds of self-esteem and self-empowerment. We



OUR MISSION

Our mission is based on the single, unshakeable belief that every person possesses gifts and capabilities waiting to be unlocked. This potential provides every person with the capacity for fulfillment and happiness, and the ability to assume a valued place in the community.

provide opportunities for gaining knowledge, skills, and employment. We lend a helping hand to individuals in recovery, and support the integrity and well-being of families.

We believe that personal responsibility is essential for the fulfillment of potential, and is the cornerstone of our partnership with those whom we serve.

BUILDING A STRONGER FUTURE

In 2011, we embraced the philosophy and methodology of Results Based Accountability (RBA) as the best means of clarifying and measuring our programmatic impacts. RBA forces us to look beyond the short term, to linkages that exist between our work and the long-term change we desire at the population level. CITC strives to accomplish the following population outcomes as we work towards a stronger, more just society for all Alaska Native people:

Self-Esteem and Cultural Identity

We want to ensure that CITC's programs and advocacy help bring about a community in which strong self-esteem and pride in Alaska Native identity and heritage is widespread.

Self-Sufficiency

With a reduced reliance on entitlements, we want to ensure that our programs and advocacy efforts capitalize on the collective endless potential of Our People, and create a community in which individuals

Increased equity and social justice

Realizing that some of the challenges the Alaska Native community faces are grounded in attitudes and systems that perpetuate racism and prejudice, we want to ensure that our programs and advocacy efforts actively challenge and reform attitudes and systems that hold Our People back.

At CITC, we understand that self-determination can only arise from sustained self-sufficiency. It requires the opportunities and means to pursue specific goals, coupled with freedom from constraints, imposed dependencies, and self-limiting attitudes and behaviors.



As a potential-based organization, we believe strengths, not weaknesses, are the proper starting point for designing programs to fulfill our mission.

take responsibility for themselves and each other, without depending on entitlements that undermine self-reliance.

Health and Stability of Families

Linked to each other and the community through strong reciprocal connections, we want to ensure that our programs and advocacy efforts foster a network of healthy, loving families that nurture and support Our People, especially our children.

For individuals, this means having access to opportunities, and having the self-confidence, skills, and education needed to pursue them. For CITC, self-determination means having and sustaining the human and financial capital to effectively fulfill our mission and move confidently toward our vision.

For further information about CITC's programs and activities, please visit our website at www.citci.org.