

# Neqsurtet Nepiit



Volume 1, Issue 2

*The Sound of the Fishermen*

June 1998

**Special points of interest:**

- New CDQ Partner Profiles
- Village Projects Update
- CDQ Harvest Potlatch
- Employment Opportunities and application

**Inside this issue:**

<i>1999-2000 CDQ Partners</i>	2
<i>Tyson Seafood Profile</i>	2
<i>Westward Seafood Profile</i>	3
<i>CVRF Completes Visioning Process</i>	4
<i>Board Profile</i>	5
<i>Fisheries Update</i>	6
<i>CDQ Projects</i>	7
<i>Congratulations</i>	8
<i>Staff Profile</i>	9
<i>CDQ Potlatch in Quinhagak</i>	9
<i>Opportunities</i>	10
<i>Intern Profile</i>	11
<i>Salmon Update</i>	12
<i>AIA Update</i>	12

**CVRF Chooses CDQ Partners for 1999 – 2000**



Last month, the Board of Directors of CVRF chose Tyson Seafood Group and Westward Seafoods, Inc. as its harvesting and processing partners for the 1999 – 2000 pollock CDQ allocation period. Tyson was picked to harvest and process 70% of the Bering Sea allocation and Westward Seafoods was chosen for 30% of the Bering Sea allocation of the entire Aleutian Islands quota. Both companies are current partners of CVRF. Under the existing arrangements for 1998, Tyson will harvest 82% of the Bering Sea pollock quota and Westward has completed its harvest of 18% of the Bering Sea quota and the entire Aleutian Islands quota.

The decision to choose Tyson and Westward, from the eight companies that applied to become CVRF’s pollock harvesting partner, was based upon many factors, including: royalty payments to the region; employment and training opportunities; proposals to participate in regional economic development projects, including salmon buying and processing; and the potential for equity investment in the future. Tyson and Westward were the clear leaders in these categories.

*(Continued on page 2)*

**Dedication**

This newsletter issue is dedicated in memory of Harold Sparck, a long time resident of Bethel and a leader of CVRF region. In the fall of 1983, Harold Sparck completed a year-long stay at the University of Virginia where he studied ocean’s policy. Harold returned to Bethel with the idea that a share of the Bering Sea fishery resources should be made available to the village residents who live along the Bering Sea coast. Over the next eight years, Harold enlisted support from anywhere he could find it to promote the idea of a community development quota for the coastal villages of the Yukon-Kuskokwim delta. Through a little luck and a lot of hard work, Harold’s vision became a reality in the summer of 1991, when the



*H. Sparck (1944 to 1995)*

North Pacific Fishery Management Council adopted the CDQ program for pollock, halibut, and sablefish. Ever since that time, six CDQ groups, including CVRF, have been using the program to promote economic and human resource development for Western Alaska. Recognizing the important contribution that he made, the United States Congress adopted the program into federal law and named it the Harold Sparck Memorial Western Alaska Community Development Program upon Harold’s untimely death in April 1995. CVRF will continue to build upon Harold’s vision. We honor his memory through our successes.

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**1999 – 2000 CDQ Partners cont'd**

*(Continued from page 1)*

CVRF is very excited about to explore the possibilities with these companies. The combination of the two provides assurances that CVRF residents will have employment and training opportunities both in the offshore and onshore fisheries. Additionally, the size and strength of these companies ensures that CVRF can rely upon these companies to follow through on the provisions of the contracts that are now being developed.

We have provided the opportunity for both Tyson and Westward to provide their views on their future relationships with CVRF. Their articles follow.

**Tyson Seafood Profile**

Tyson Seafood Group recently learned it had been chosen as a Community Development Quota (CDQ) partner by Coastal Villages Region Fund (CVRF) for the 1999-2000 pollock allocation. After an extensive selection process, Tyson was chosen from among eight applicants to share in the

pollock CDQ. Roy Brown, President of the Tyson Seafood Division, said, "We are very pleased to be able to continue developing the

working relationship that began with CVRF during the pollock "B Season" last year. We believe one of our strengths is the ability to provide opportunities for employment and training on our large fleet of vessels and within our support facilities in Seattle, Tacoma, and Dutch Harbor." Tyson's at-sea operations include 3 surimi factory trawlers, 3 H&G/block factory trawlers, 1 mothership processor, 7 trawler catcher vessels, and 3 crab catcher processors all operating in Alaska. The surimi trawlers also participate in the whiting fishery off the coast of Washington in the late spring.

A significant portion of the

production from the vessels is used by Tyson for further processing. Although the primary focus is toward producing and marketing domestic surimi analog products limitation seafood, Tyson produces many different kinds of value-added fish and crab items for the retail, food service, clubstore, and

institutional markets.

Tyson currently operates 3 on-shore-processing plants located in Kodiak, Alaska;

Newport, Oregon and Ucluelet, British Columbia.

For value-added processing, there are currently three surimi analog plants located in Motley and Duluth, Minnesota; and Toronto, Canada. In addition, the plant and cold storage facility at Pier 91 in Seattle does steaking, bread/battering and crab processing. Also located at pier 91 are the Quality Control lab and the Product Development facility.

The new opportunities with both the pollock and multi-species CDQ quotas will enable Tyson to further their basic principles which are to provide the highest quality products at a good value to customers on a year round basis. As

*(Continued on page 3)*



## Tyson Seafood Profile cont'd

*(Continued from page 2)*

Roy Brown said, "Tyson Seafood Group is optimistic about helping to shape the future of Alaska groundfish with our new partners, CVRF. I believe our combined efforts will provide benefits to the Coastal Villages region, the State of Alaska and our team members and shareholders. CDQ's will complement our current operation,

allowing us access to more fish, which can be harvested in a more rational manner than the open access "race for fish." This will enable us to maximize our utilization and achieve the highest quality and value for our products. We look forward to a long and productive relationship with CVRF."

## Westward Seafood Profile



When Hugh Reilly and Greg Baker first envisioned the Westward Seafoods, Inc. (WSI) logo on a napkin in a restaurant in 1989, there was one main idea to which both were committed. Service: service toward fisherman and service to employees.

When a catcher vessel comes to WSI to deliver its fish, the fishermen are treated with the utmost in courtesy and customer service, from the relationship with our dock supervisor and production manager to the many needs met through our Fishing Vessel Accounts personnel. A fisherman at WSI can get various needs met, including eating in our galley, storage of crab pots, personal travel arrangements, and staying in our housing for a night or two.

At the height of the January "A Season" this year, Westward employed over 650 employees. When an employee comes to work at Westward, they are given a thorough orientation to our exceptional living arrangements, plus are given training in safety, basic processing techniques, and expectations for successful employment with WSI. Westward has one of the most progressive and complete employment policies in the industry, all with the needs of the employees in mind. Our goal is to make Westward a desirable place for all persons living and working at our plant. We pay \$5.65 / hr. to start for entry level Processors. We also hire from within for our higher paying technical, skilled and professional positions. Currently, almost 60% of our management, specialized, technical and skilled positions are filled by employees who started as processors. This speaks to our strong commitment to our employees career and personal growth.

This approach to doing business had paid off. Nine years later, Westward has grown to be one of the largest onshore Surimi and Crab processing operations in the world. In January of 1998, after adding our third crab line, giving us the largest daily throughput of any crab processor in North America, Westward had more crab catcher vessels desiring to deliver and sell their crab at the plant than any processing operation in Unalaska.

Westward has been a leader in the industry since it began processing in 1990 following the construction of the 80 million-dollar plant and housing

*(Continued on page 4)*

## CVRF Staff and location(s)

### Juneau Office

Toll free: 800-560-7250

Norman Cohen  
Executive Director

### Bethel Office

Toll free: 800-959-3813

Robert Sundown  
CVLI Business Manager

Bonnie Cowchee  
Vocational Counselor

Lena Mathlaw  
Employment Manager

<To be hired>  
Administrative Assistant

### Anchorage Office

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Mary Oslin  
4-SITE Director of  
Organizational Development

Selma Davis  
HR Director Trainee

Mary Charlie  
4-SITE Administrator

Morgen Crow  
Director Finance

Bobby Dock  
Accountant/Bookkeeper

Desiree Moses  
Administrative Assistant

### Chevak Office

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Moses Tulim  
Halibut CDQ Admin.

Clifford Paniyak  
Chevak Coach Facilitator

## CVRF Coach Facilitator

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Newtok  
(includes Tununak)  
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## Westward Seafood Profile cont'd

*(Continued from page 3)*

operations. We have always been willing to try new things and to challenge the status quo. Westward was the first seafood processing company to employ a full-time Environmental Compliance Manager and staff. Today, Westward has developed technologies where 99% of every pollock is utilized as a sellable product. These products include Surimi, Fishmeal, Fish Oil, and Bone Meal. We were instrumental in developing a recycling program on the island. We have won awards for having the lowest emissions in Unalaska. On the employment side, we have been actively involved in recruiting in rural Alaskan communities long before it became the norm for

seafood companies. In fact, Westward has always been extremely proactive and usually the first to come to the table with comprehensive written apprenticeship/internship programs, paying for travel from rural communities, drug testing in the villages, and in offering many other benefits to CVRF residents.

We do this because we believe in Alaska and the residents of this state and feel that it is responsible business to provide career and economic development opportunities to those who call Alaska and the Yukon Kuskokwim Delta home. We look forward to a long rewarding partnership with CVRF.



## CVRF Completes Visioning Process



CVRF Board Members along with Mic Stevens, consultant for CVRF

The CVRF Board met for four days during May and June to complete a visioning process. The purpose of these meetings was for the board to identify the overall purpose of the company, its core values, vision for the future, and strategic initiatives to achieve the vision. The vision and the strategic initiatives form the basis of CVRF's programs for the future. The board will use the results of the visioning process to explain why it needs to retain the level of CDQ allocations that it has received over the first six years of the CDQ program.

### Purpose

To be successful in the fishing industry so that we can promote economic development in the CVRF region.

### Core Values

From our history to date and from the commitments that we all share now about the future, we have defined the values that should guide all of our activities and staff in the years to come. They are listed in order of importance. These are our core values:

*(Continued on page 5)*

## CVRF Completes Visioning Process cont'd

*(Continued from page 4)*

- Positive leadership
- Maximum return on allocation
- protecting our way of life
- Teamwork
- Respect for and support of the people in our region

### Our Vision

Become a key player in the Bering Sea Fisheries and human resource development so that there is sustainable economic and commercial development of the local resources in the CVRF region.

### Strategic Initiatives

- 4-SITE Program
- Bering Sea Fisheries
- Protecting the allocation
- Joint ventures with fishing companies
- Village community development project



Norm Cohen, Executive Director of CVRF, taking notes

The process that the board went through to arrive at these conclusions included presentations concerning the ecological, economic, business, social, and political environment of the Bering Sea as well as an overview of the economic outlook in the Yukon-Kuskokwim Delta. The board heard from 16 individuals ranging from scientists working at the Alaska Fisheries Science Center in Seattle to Myron Naneng with AVCP, Gene Peltola with YKHC, and Matthew Nicholai with Calista. Others participating included long-time fisheries expert Clem Tillion and representatives from the Lower Yukon and Lower Kuskokwim School Districts. The visioning portion of the session was conducted by Doug Johnson of Professional Growth Systems in Anchorage.

## CVRF member villages

Chefornak

Chevak

Eek

Goodnews Bay

Hooper Bay

Kipnuk

Kongiganak

Kwigillingok

Mekoryuk

Newtok

Nightmute

Platinum

Quinhagak

Scammon Bay

Toksook Bay

Tuntutuliak

Tununak

## Board Profile

John Phillip, Sr. was born 3 miles west of Kwigillingok and is a life long resident of Kongiganak. He has many children and has close to 50 grandchildren.

John has been a Coastal Villages Region Fund Board Member (CVRF) since 1992. He is also a board member of Calista Elders Council, Yup'ik Nation, Kongiganak Local School Board, Kamirtuliq Corporation, and also for the Yup'ik Cultural Center.

John supports CVRF because it helps the local residents find employment in the fishing industry,



Photo not available

makes funding available to qualified individuals who wish to go to school through the CVRF Louis Bunyan Memorial Scholarship Fund, and assists the fishermen in the region through loans and funding support for village based projects.

Mr. Phillip would like to share his wisdom to the young people in the Delta "to be careful in what they set out to do, to build a bright future for themselves, to pay attention to what ever it is they set to do, to learn as many skills as they can, to listen to their elders, and to complete school and also to further their education."

## Fisheries Update

### Pollock

The six CDQ corporations of Alaska are allocated 7.5% of the Total Allowable Catch (TAC) of Walleye Pollock in the Bering Sea and Aleutian Islands. CVRF is currently awarded 25% of that 7.5% TAC. Coastal Villages Region Fund has in the last month finalized the 1999 and 2000 pollock CDQ partners. Westward Seafoods an onshore processor was given 30%. The other 70% was awarded to Tyson Seafoods, a factory trawler operation. The CDQ allocation stands at 21,278 metric tons at 25% for CVRF. This allocation will be up for review this coming September when the State



reviews the pollock CDP and awards new or standing allocations.

The pollock "A" season which is the open access fishery during the roe bearing period of the pollock life-span was completed in March. Tyson Seafoods harvested 5933.11 metric tons of pollock at this time. Tyson recovered 102 tons of pollock roe during this period. Westward Seafoods harvested 3797.18 metric tons and recovered 59 tons of roe. The "B" season or non-roe bearing segment of the open access fishery will begin in September.

### Crab

The negotiations to purchase and become part owners of a crabbing vessel F/V Silver Spray are in the final phases and should close in the next month. The Silver Spray partnership is comprised of Coastal Villages Crab, Inc., Bill Jacobson of Kodiak, Bob Jacobson of Oregon, and Spike Jones also from Oregon. The opilio crab harvest has just ended with 3 vessels harvesting the CDQ portion of the harvest. The F/V Silver Spray, Kona Kai, and Nordic Viking harvested 1.5 million lbs. of Bering Sea opilio crab. The final trip ended on May 29<sup>th</sup>. Five crew members were hired from the region to participate in the fishery. They were Timothy Lincoln with 1 trip, James Allen with 3 trips, Rolland Amos with 5 trips, Roy Moses with 4 trips, and Clifford Soots with 5 trips.

### Halibut & Sablefish

The F/V Ocean Harvester fishes CVRF's allocation of CDQ Halibut and Sablefish (blackcod). The Ocean Harvester is 45% owned by Coastal Villages Longline, Inc., a wholly-owned subsidiary of Angyat, Inc.. The Ocean Harvester has made 5 trips up to date and continues to fish for IFQ and CDQ Blackcod. In the first 4 trips the Ocean Harvester has harvested 99,834 tons of IFQ



blackcod. The crew will take a midseason break after the 5<sup>th</sup> trip and begin fishing CDQ blackcod and halibut on the 15<sup>th</sup> of July. From the period of July 15<sup>th</sup> thru end of November, the Ocean harvester will catch 52.01 metric tons of halibut and 62 metric tons of blackcod, all CDQ allocations.

James Lake and Ben Knight from Hooper Bay

### Groundfish

The groundfish plan has been adopted by the National Marine Fishery Service and is scheduled to be implemented on October 1, 1998. Fisheries include rock sole, rockfish, atka mackerel, and Pacific cod. CVRF's partners for these are Tyson Seafood Group and Westward Seafoods, Inc.

### Comments and Questions

If there are any questions or comments regarding the Fisheries Update, please contact Robert Sundown at the BNC Complex building in room 218A in Bethel. The office hours are from 9:00 a.m. to 5 p.m. Monday thru Friday. The toll free number is 800-959-3813, or the local Bethel number is 907-543-3813. Please come by and visit our office.

## CDQ Village Projects

### CDQ Mekoryuk Project

A committee was recently formed in Mekoryuk known as the Nunivak Island Seafood Committee (NISC). Members comprising the committee include: Howard Amos, Tom Amos, Abraham David, Hultman Kiokun, Dale Smith, Luke Smith, Viola Smith, and Steven Whitman. The purpose for establishing the committee was to promote economic opportunities for individuals residing in Mekoryuk. Such opportunities include: finding a halibut buyer willing to purchase halibut from the local fishermen; submitting a crab proposal to the Alaskan Board of Fish; acquiring Individual Fishing Quotas (IFQ's) or Quota Share (QS) for the Tribal Council; modifying the existing freezer at Bering Sea Reindeer Products (BSRP), and involvement in the Mekoryuk Port Project.

Dale Smith, representing CVRF as an intern, has been working in conjunction with NISC in assessing the feasibility of each project. The NISC has met with two organizations to decide which would best suit the needs for Nunivak halibut fishermen. Unfortunately, after meeting with Woodbine and Arctic Salmon, the two organizations could not commit to tendering or such proposals were not sufficient to benefit the Nunivak fishermen. Therefore, NISC requested that CVRF assist in any way possible. Three representatives from CVRF has met with NISC on June 22<sup>nd</sup> to discuss terms.

NISC also submitted a crab proposal to the Alaska Board of Fish. The proposal outlined a plan to promote an exclusive fishery for Nunivak residents. Considering Blue King Crab historically has been a presence near-shore, the residents wanted a chance to harvest the crab commercially. The Alaska Board of Fish will review the proposal before a commercial fishery status/designation may be granted. Meanwhile, research will continue through establishing a test fishery for the crab which will serve as viable reference documentation to the Board. The Board will review the proposal in March of 1999.

The Mekoryuk IRA Council has inquired about IFQ's or QS. Therefore, information has been furnished to NISC regarding IFQ's. After meeting with the committee, information was forwarded to the council regarding QS. If the council purchased QS, selected individuals would harvest the halibut on a vessel with freezer capability. The intent is to create local employment for individuals interested in the fishing industry. This project is still evolving.

BSRP Manager, Luke Smith, has inquired to modify the existing freezer located in Mekoryuk. The modification would incorporate sectioning the freezer to allow one side as a "Blast Freezer" and the other as a holding space. Hopefully the freezer would allow BSRP to hold frozen halibut for interested buyers longer than previous seasons. This project is also in process.

Dale Smith has been analyzing information on the "Mekoryuk Port Project." He is scheduled to meet with two individuals in Anchorage regarding this issue. If the port involves a floating processor or a fish plant, Dale will be responsible for organizing a test fishery in relation to the port's feasibility. For more information or to offer comments, please contact Dale Smith at 1-800-252-7525 x4071.



### Area 4E Halibut Fisheries



This year the total allocation for Area 4E fisheries is 224,000 pounds of halibut. All halibut fisheries saw an increase in their allocations. With the start of fisheries, there already exists a surplus of approximately 7—million pounds of halibut in the market. This excess halibut brought down the price of halibut to .65 cents a pound. Last year's price per pound ranged from .95 to 1.00 a pound. There are close to 500 individuals who have applied for CDQ fishing permits for Area 4E fisheries. What used to be an easy job of keeping track of less than 100 CDQ fishermen is becoming a challenge for all those involved in issuing permits.

Coastal Villages Region Fund helped Native Village of Tununak apply for the Rural Development Assistance grant to upgrade the equipment of their existing fish processing plant. Tununak fish processing plant

*(Continued on page 8)*

## Area 4E Halibut Fisheries cont'd

(Continued from page 7)

will get a new ice-maker, fax machine, scale, and fish totes. Stacy Asicksik is the new plant manager for Tununak and completed the HACCP training in Anchorage this spring. He received more orientation in operating a fish processing plant and various aspects of the seafood industry with Icicle Seafoods down in Seward.

All the fish processing plants in Toksook Bay, Tununak, and Mekoryuk provide an important service to commercial fishermen who reside in this region.

CVRF wants to see the existing fish processing plants extend their capabilities to value-added processing and broaden the halibut market. This spring we were fortunate to meet with overseas representatives from Japan, Korea, and Taiwan. This meeting was arranged together with the help of State of Alaska, Division of Trade personnel in Anchorage. Travel arrangements were made for our overseas cousins to fly out to Toksook Bay in May 1998. Unfortunately, the weather did not cooperate and forced them to cancel their trip. We will try again to bring them out to our

## CDQ ABDC Tax and Assistance



Alaska Business Development Center, Inc. brought in five people to Hooper Bay, four to Kwigillingok, three to Quinhagak and Toksook Bay. In the entire region there were 384 people who received tax filing assistance under this program. ABDC also provided business and tax management counseling to approximately 129 people. There were cases where individuals did not file their tax returns for up to ten years and resulted in multiple tax filings. Failure to file yearly tax returns can result in penalties and interest. This can also lead to seizure of business and personal assets. We encourage you to file your tax returns every year.

The following organizations contributed to western Alaskan Communities for the Alaska Business Development Center Volunteer Tax and Loan Program:

- Alaska Division of Investments
- University of Alaska Anchorage
- Key Bank
- Qanirtuuq Incorporated
- City of Toksook Bay
- Qualuyaat Herring Foods
- Quinhagak Traditional Council
- Nunakuiak Yupik Corporation
- Chinuruk Corporation Incorporated
- Kwigillingok IRA Council
- Eek Traditional Council
- National Bank of Alaska
- Coastal Villages Region Fund
- Kokechik Fishermen's Association
- Hooper Bay Traditional Council
- Scammon Bay Native Association
- Seal Lion Corporation
- City of Chevak

The total cost for organizing the trips out to western Alaska was \$23,027. Two cancelled trips and rescheduling drove up the costs. CVRF provided airfares of which totaled to \$7,598. The rest of all the other contributors donated cash and in-kind contributions total \$15,429.

## Congratulations

It has been an exciting June 13th for CVRF staff and families who were involved. CVRF would like to congratulate staff members of their events on June 13th..



Congratulations goes to Mr. and Mrs. Eric Oslin for their second baby girl, Elizabeth Ann Matilda. She was born on June 13, 1998 at 3:30 p.m. at the Steven's Memorial Hospital in Seattle, Washington. Elizabeth has an older sister, Chloe.

The Oslin family will be moving to Anchorage to join the CVRF staff sometime in August. Mary has been dedicated to the CVRF 4-SITE Program, the board, the staff, the Leadership Team, and intern students. She also has made sure opportunities in employment is an on-going activity for the fishing companies in benefit of Alaskan Natives.

Coastal Villages Region Fund board and staff would also like to recognize Mary Oslin for what

(Continued on page 9)

## Congratulations cont'd

(Continued from page 8)

she's done for the 4-SITE program. She has been a tremendous help. The 4-SITE Program would not have been here if it weren't for her. We look forward to having Mary Oslin at the Anchorage office.

CVRF would also like to congratulate Mr. and Mrs. Robert R. Nance for their June 13th, 1998 wedding at Ford Richardson, Alaska.

Michelle A Nance, maiden name Mathew, is the Coach Facilitator in Quinhagak. Michelle will be residing in Anchorage sometime this year, and will be replaced by a qualified person in Quinhagak.



Finally and last of all, Coastal Villages Region Fund would like to congratulate the 1998 senior graduates throughout the Yukon-Kuskokwim-Delta region. We wish you the best, and success in the future that lies ahead of you. As a reminder, CVRF has a scholarship program for individuals who are going to an accredited university or college, or a vocational technical center. Please call the 4-SITE Administrator, Mary Charlie, for an application at 888-795-5151. Once again, congratulations to

## Staff Profile



The Directors and Staff of Coastal Villages Region Fund (CVRF) would like to welcome Morgen Crow. Morgen was born and raised in Bethel, and graduated in 1980 from the Bethel Regional High School. He furthered his education at the University of Alaska Fairbanks for 3 ½ years studying Management. From there he transferred to the University of Alaska Anchorage and received his Bachelors of Business Administration Management in 1986.

Soon after receiving his degree, he worked several odd jobs then accepted employment at the Lower Kuskokwim School District (LSKD) where he worked for 10 years. His first position was as a Staff Accountant, then Morgen moved up to an Accountant. He also was promoted to Systems Analysts and on to the Comptroller for LKSD. After his 10<sup>th</sup> year with LKSD, Morgen accepted a management position with CVRF. Morgen began as Director of Finance on May 4<sup>th</sup> 1998, and is based in CVRF's Anchorage office.

Morgen's goal in Coastal Villages is to provide understanding to the Board about fiscal issues. What he likes about CVRF is "the concept born in heaven for me, it incorporates the fish business with other development for the Y-K region." Morgen would like to recognize the Bookkeeper of CVRF Bobby Dock for his years of service and a level of responsibility and commitment with CVRF. He would also like to

## CDQ Potlatch in Quinhagak

The first Coastal Villages Region Fund (CVRF) potlatch was held May 10<sup>th</sup> in Quinhagak. The potlatch, a celebration of the Community Development Quota (CDQ) harvest with our partner's Tyson's, Westward, and Icicle, was a huge success with over 300 people in attendance. This celebration was feasible through the efforts of CVRF 4-SITE staff, Quinhagak individual village volunteers, and donations from

our industry partners as well as from local village organizations (Kuinerarmiut Elitnavuiat, Qanirtuuq Store, Inc., Tawaq's and A&C Market)



Quotes from attendees:

*"The crab was a real treat!....the large crowd made everyone feel good. Everyone was there, everyone enjoyed it."*

(Continued on page 10)

## CDQ Potlatch in Quinhagak cont'd

(Continued from page 9)

*"This was a well thought out project. Everything went well, and everyone had something to eat. The adults thought the crab and other seafood was a good treat...."*

*"Potlatch-atuurilriakut tang, Assirluni."*



Quinhagak residents lining up to get their share of donation by CVRF's partners in Seattle

The next potlatch is scheduled to take place in Chevak during the Tundra Festival (held annually in August). CVRF 4-SITE staff is currently working with representatives of the Kashunamiut Project to organize this event.

## Employment and Training/Internship/Apprenticeship Opportunities

Coastal Villages Region Fund (CVRF) is currently taking applications for the following positions that are available through companies listed below. Please call Selma Davis, CVRF Human Resource Director Trainee, at 888-795-5151. Please be ready to state company of interest, or complete the application attached and state a specific company of interest, as well as the type of position applying for.

<u>Company</u>	<u>Species/Type</u>	<u>Length of Contract/Training</u>	<u>Pay rate</u>	<u>Application deadline</u>
Westward Seafoods	Rural Recruiter Intern	1 to 2 years	\$11-17/hr./DOE	Open until filled
	Human Resource Assistant Apprentice	1 to 2 years	\$7-11/hr./DOE	Open until filled
	Vessel Operations Intern	1.5 to 2 years	\$11-19/hr./DOE	Open until filled
	Environmental Engineering Apprentice	1 to 2 years	\$6-10/hr./DOE+OT	Open until filled
	Production Apprentice	1 to 2 years	\$6-10/hr./DOE+OT	Open until filled
	Processing positions for "B Season"	3 to 4 mos.	\$5.65 + OT	August 15, 1998
Icicle Seafoods	Safety Internship	3 to 12 mos.	\$5.65 + OT	October
	Clerk Internship	3 to 4 mos.	\$8.75 / hr.	Open until available
	Human Resource Intern	3 to 6 mos.	\$8.75 + OT	Open until available
	Processing position(s) for Opilio Crab		\$5.65 + OT	October 1998
	Processing position(s) for Blue	1 week	\$5.65 + OT	August 1998
Tyson's Seafood	Processing position(s) for "B Season"		Case rate	July 1, 1998
	Processing position(s) for fillet boat		C.R. w/ \$100 Guarantee	
	Processing position(s) for H&G boat		Case rate	
Silver Spray	Processing position for King Crab	1 - 2 weeks		August 1998
	" "	" "		September 1998
	" "	" "		October 1998
	Processing position for opilio crab	6 weeks		November 1998

## Intern Profile



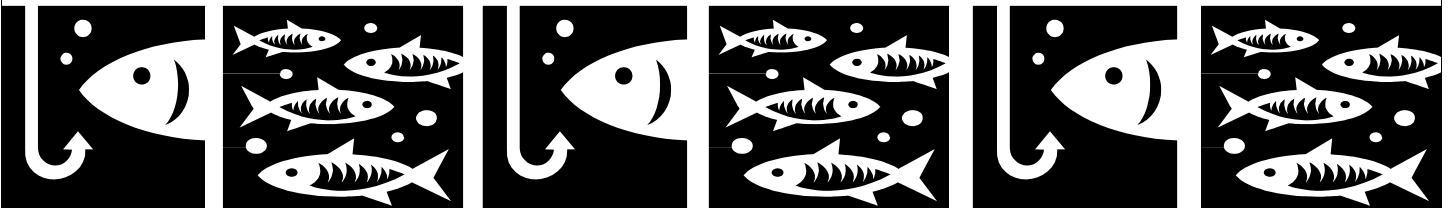
Dale Smith is a Cup'ik Eskimo from Mekoryuk, Alaska. He graduated from Nuniwarmiut High School in 1989. He attended the University of Alaska Fairbanks (UAF) from 1989 to 1992. For the fall semester of 1992 he attended the Boise State University, but the following semester returned to the UAF and in 1995 received a Bachelor's of Arts in Rural Development.

Since graduating from the UAF, Dale has worked for the Mekoryuk IRA Council as their Program Director for the PL 638 program and administered the budget for its thirteen programs. Then, in August of 1996 he left the IRA Council and accepted an apprenticeship position with Westward Seafoods as a rural recruiter. He stayed with Westward Seafoods for sixteen months.

Today, Dale is an Operations Intern for Tyson Seafood Group in Seattle, Washington, and is being sponsored by CVRF. His internship at Tyson's involves working with government affairs; National Marine Fisheries Service, North Pacific Fisheries Management Council issues, CDQ fisheries reporting (pollock), and CDQ regulations for halibut, crab, and groundfish. Currently, he is working on several projects for CVRF:

- 1) To find a halibut tender for Nunivak Island.
- 2) To establish a Blue King Crab fishery for Nunivak Island.
- 3) To assist the Mekoryuk IRA Council with establishing themselves in the Individual Fishing Quota (IFQ), and
- 4) To assist the Bering Sea Reindeer Products with an improvement plan for their existing freezer, from a standard freezer to a blast freezer.

As an intern in Seattle, Dale enjoys working with people in the business world. He is able to adapt to cultural differences in the work and social environments by observing and understanding the differences. He has also adapted to the isolation and loneliness by finding things to do, and accepting advice from his former supervisor at Westward about places to visit and places to avoid. **KEEP UP THE GOOD WORK**



## Salmon Project

CVRF is proceeding with three projects connected to the Kuskokwim River salmon fisheries. The purposes of CVRF's involvement are to:

- 1) provide additional opportunities for CVRF region salmon fishermen,
- 2) to develop the Quinhagak salmon plant to the extent markets allow, and
- 3) to determine the feasibility of creating value-added products to increase the value of the fishery to the fishermen.



Several years ago, a salmon plant was constructed in Quinhagak to purchase and process salmon from the Kanektok River. The plant has never been operated though ice produced at the plant has been used to support the commercial fisheries. In order to open the plant it is necessary to work on developing markets for the products produced and to determine the cost of upgrading the plant to put it in working order. These two aspects of the project are currently underway. The third

*(Continued on page 12)*

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## Salmon Project cont'd

*(Continued from page 11)*

aspect, creating a value-added product from Kuskokwim River salmon also may be initiated this summer. A full report on the progress made on the Kuskokwim River fisheries projects will be presented in the next newsletter.

## Alaska Junior Achievement Update

The CVRF 4-SITE staff hosted a meeting, which instituted a partnership between Alaskan Junior Achievement and the Human Resources (Workforce Development) Coalition. The HR Coalition membership includes representatives from various CDQ groups, industry partners (Tyson's Seafood Group, and Westward Seafood's, Unisea, etc.), State of Alaska Departments of Labor and Education, and various school district regions.

Mary McBurney, Executive Director of Western Alaskan Fisheries Development Association, facilitates the group. The purpose of the June 5<sup>th</sup> meeting was to work in the design of a fisheries specific Alaska Junior Achievement curricula for grades K-12 in the rural schools. This

curricula would be a fisheries related School-to-Work program for rural Western Alaska schools. The next meeting is scheduled for early Fall of



(center to right) CVRF staff (Selma Davis, Mary Charlie, & Lena Mathlaw) attends AJA meeting at NBA conference room w/ other fishing companies looking at materials