

SEALASKA Shareholder



Your Connection to the Sealaska Community

Quarter 4 • 2019

Alaska Natives Without Land Campaign Moves Forward

Over the summer Sealaska pledged \$500,000 in support of the Alaska Native landless communities and their continued push for their own urban corporations in their communities. Those five communities include Haines, Ketchikan, Petersburg, Tenakee Springs and Wrangell. Together they are home to 4,400 Sealaska shareholders.

Southeast Alaska Landless Corporation recently launched a new campaign to appeal to a national audience. The Alaska Natives Without Land campaign has crafted a new bill and is seeking support from the Alaska congressional delegation. This attempt is different from previous efforts in that it specifies 115,200 acres to be divided equally between the five landless communities. Maps have been released as the campaign takes its message from community to community.

This summer and fall, volunteers and campaign coordinators held meetings in the five landless communities and in Seattle and Anchorage to update shareholders, educate the public and rally support. Alaska Natives Without Land have had substantial turnout and inspired great conversation. In addition to community visits, they have spent time in



Washington, D.C., talking with legislators and working in tandem with them to address any issues.

“It is empowering to see people come together and support the campaign,” said Sealaska Director Richard Rinehart. “With your help our voices will be heard on our grandfathers’ land, and the day will come that we are no longer landless. *Gunalchéesh! Gunalchéesh* for all your help and support. *Gunalchéesh!*” Richard is also a landless shareholder from Wrangell who has been working on landless issues for many years.

Throughout this winter there will be more community gatherings in Juneau, and the five communities. During these meetings

prospective volunteers will learn how they can join the cause and make sure Congress hears our voice once this bill is introduced.

Alaska Natives Without Land is encouraging landless shareholders to email photos and stories to info@withoutland.org. These stories and images will be used to show Congress who this land belongs to. Since 1971, 48 percent of original shareholders have walked into the forest and are no longer with us. We need to make sure each member of Congress knows the faces of the people who were wronged.

More information is available at withoutland.org.

Welcome to Sealaska, New Shareholder Joseph Casulucan

In November 2019, Joseph (*Kusataan*) Casulucan received his first check as a newly enrolled shareholder descendant. Joseph was motivated to enroll because he wanted to learn more about Sealaska’s origins, accomplishments, and lessons learned along the way.

“I am so happy to finally be part of our amazing corporation,” said Joseph. “The work done by our leadership makes me very proud to be from Southeast — and especially proud to be *Lingít!*”

His mother, Carla Casulucan, says when completing the enrollment process, they

deliberately opted for a paper check rather than direct deposit. “This way Joseph could hold the check in his hand as a symbolic reminder of our history and our grandparents’ struggles to maintain our ties to *Lingít Aaní* (our land),” she said.

Joseph is Tlingit, Eagle, *Kaagwaantaan* from the Box House. He carries the *Lingít* name “*Kusataan*” from his late great-grandfather Harry Marvin. He is the grandson of Sealaska shareholders Edwina and Paul White Jr. of Hoonah and Juneau.



To read the complete interview with Joseph Casulucan, please visit Sealaska.com.

Sealaska Welcomes New Employees

Carrie Rorem, Chief Financial Officer

As the new chief financial officer, Carrie Rorem leads Sealaska's finance and information technology departments. In this role, she oversees the company's financial management, its accounting and internal control systems, and the company's budget and financial matters.

Carrie supports the success of the company's businesses through creative problem-solving, strategic insight, and analysis that supports informed decision-making. She is building systems that scale as Sealaska continues to grow, ensuring that her team is a consistent,

reliable, high-performing resource for the organization. Her efforts are guided by her strong values.

Since she started her new role in August, Carrie says she has witnessed a company that is truly guided by core values while building a better future for the planet.

"Sealaska's decisions and its mission are guided by a long history of a connection to place and I look forward to working alongside my new team," said Carrie. "It is a privilege to support Sealaska and its 22,000 shareholders."

Carrie is originally from Boise, Idaho. She graduated from the College of Idaho with a bachelor's degree in business and accounting. She is also a licensed CPA in Washington state.



Matt Carle, Director of Community Outreach

Sealaska recently hired shareholder Matt Carle as director of community outreach. In this role, Matt is responsible for managing the company's engagement with shareholders and Southeast Alaska communities in the areas of education, workforce development, and economic development.



Matt is a Sealaska scholarship recipient who grew up in Hydaburg and later graduated from Juneau-Douglas High School. He is a familiar face in the region having played several years in the Gold Medal Basketball Tournament after a decorated college career where he played at the University of Alaska in Fairbanks. Matt is also an enrolled tribal member of the Central Council of the Tlingit and Haida Indian Tribes of Alaska and the Hydaburg Cooperative Association. His parents are Matthew and Arlene Carle from Hydaburg.

"I'm really honored to return home to my region and for this opportunity to serve my people in Southeast Alaska," said Matt. "I'm already inspired by the resurgence

of culture in our communities and the important work being done to revitalize our languages."

Matt spent 15 years working at Alyeska Pipeline Service Company supporting the organization in the areas of crisis communications, stakeholder engagement and public relations activities. In addition to his communication roles at Alyeska Pipeline, he also served as the chief of staff and the Alaska Native program director where he managed Alyeska's commitments to the Alaska Native Utilization Agreement, scholarships, internships, employee development, community outreach, and stakeholder relations.

Investing in our Communities: New Teen Center in Kake

Sealaska is partnering with the village of Kake (*Keex' Kwaan*) to help stand up a youth teen center. Community partners include the city of Kake and the federally recognized tribe, the Organized Village of Kake (OVK). As part of these joint efforts, Sealaska approved \$50,000 that will help to open a facility that can support a positive space for youth. This is the story of a community coming together and listening to the needs of their teens.



It started with asking a simple question, said Damen Bell-Holter, Sealaska's director of youth development. "Every community I visit, I always ask the youth, how can we support you? For teenagers in Kake, the answer was clear: they wanted a safe, central place to gather."

Damen has been running workshops and basketball camps throughout Southeast Alaska, working with children on confidence and motivating them to invest in themselves. Sealaska's goal is to see 100 percent graduation rate for all children in Southeast Alaska. This new teen center will help remove some of the barriers for success.

Conversation by conversation, the community came together to come up with a plan. Teens took the initiative to work closely with different community leaders to ask for their own space.

"Damen planted the seed. It was just an idea, but it keeps growing, it keeps multiplying," said Paulette Jackson, Native

connections director, Organized Village of Kake.

Paulette then helped circulate a survey of what the youth wanted. "They want to know their heritage, their culture and they wanted to know the land that they came from," she said.

The plan is to renovate the former National Guard Armory building. According to the city, the building is still in good condition but there are issues with the water and sewer. The \$50,000 donation from Sealaska will allow for renovations to the building utilities.

"We know from our shareholder surveys that investments in our youth are a top priority," said Sealaska Board Chair Joe Nelson. "We commend the youth who identified a critical need and developed a solution. This approach made the investment an easy decision."

OVK Transportation has already dug the trench for the sewer and water lines. Paulette is busy ordering the kitchen and bathroom equipment and looking for contractors to carry out the renovations. If they keep moving at this pace, she thinks the center could open as early as next May.

The Organized Village of Kake along with local teens are identifying potential opportunities for positive youth programming such as health and wellness, cultural teachings, technical skills, and dedicated space for studying.

For Paulette, the end result will be worth it. "The new teen center means we can have a place for youth to do cultural activities and socialize — that means a safe space, in a drug and alcohol-free environment," she said.

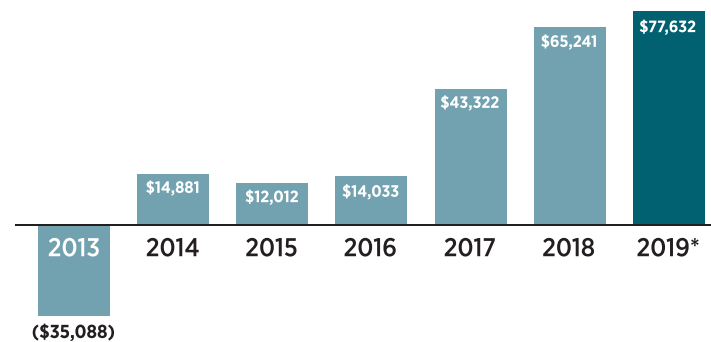
Sealaska to Achieve Third Straight Year of Record Financial Profit

As we near the end of 2019, Sealaska can look back and be proud of another successful year due to our business growth. Sealaska expects to meet and exceed its record net income of \$65.2 million in 2018. Please note, Sealaska's final 2019 audited financials will be published in May 2020.

NET INCOME

*dollars in thousands

* 2019 net income is based on management's expectations, estimates, projections and assumptions.



Business Income: Natural resources, environmental and water services, and food businesses are all growing year-over-year. We have a strategic focus on ocean health that keeps us disciplined in our business approach and decision-making.

Investment Income: Strong stock markets in 2019 should allow us to show growth in investment income. Global stock markets are up over 20 percent for the year and fixed income and bond markets are also up. While investment volatility makes it challenging to forecast year-end results, we are currently projecting ahead of last year.

ANCSA Section 7(i): With commodity price volatility from the U.S.–China trade war, we may see lower 7(i) income in 2019 compared to 2018. Our best strategy to address the ups and downs we see in ANCSA Section 7(i) and investment income is to focus on our business results and to create growth in our own operational income.

Protecting Traditional Homelands in Angoon

For Tlingit, Haida and Tsimshian people, the basis of identity begins with a deep connection to land and water. A recent request from the city of Angoon to help protect a gravesite aligns with Sealaska's value of honoring traditional homelands.

The Salvation Army learned that two buildings for the Angoon Corps were built over existing graves. The discovery was made during a survey of the property six years ago. In an agreement, The Salvation Army worked with the city of Angoon to find alternative property and structures for the organization.

Sealaska's \$35,000 donation will assist the city in relocating a steel building to a new location. Once moved to city-owned land, the city will lease the building to The Salvation Army.

Sealaska's financial success allows continued investments in areas that benefit shareholder communities. This is the first major financial contribution that Sealaska has made to Angoon.

"We are working hard to use the input from our communities to provide support where it's needed most," said Matt Carle, Sealaska's director of community outreach.

Let's Celebrate! Call for Shareholder Stories

- Are you an active member of the military?
- Are you a new shareholder? Tell us your story!
- Are you a former scholarship recipient? Or do you have an education milestone to celebrate?

Stay in touch by sending us updates to webmaster@sealaska.com

Sealaska Dedicates \$10 Million for Language Revitalization

In November 2019, Sealaska established a \$10 million fund to support *Lingít* (Tlingit), *Xaad Kíl* (Haida) and *Sm'algyax* (Tsimshian) language revitalization for the next 10 years. The board anticipates spending \$500,000 annually from the interest earned on the \$10 million fund.

"Dark times in our history were marked by the forceful colonization and assimilation of our people in boarding schools. These schools, supported by government and organized religion, had a hand in the near complete wipe out of our culture, language, and history," recounted Sealaska Director Barbara Blake.

"We recognize the current language crisis, and are blessed to be in a place where our corporation can step in to fan the embers of our sleeping languages. We also recognize the responsibility of our federal and state governments and religious organizations to invest in and make whole that which was taken, and we will continue to hold them responsible until every man, woman, and child is once again rich in the language of our ancestors," said Barbara.

The Sealaska board recognizes the immediate needs of language revitalization efforts and knows this is a critical time to put forth new funding. The new

fund is directed at fostering collaboration across many learners, teachers, programs and organizations, while targeting funding to identified need areas. Ideally, there will be fewer restrictions than typical grant funding in order to give our language programs and leaders an extra resource that they can use to the greatest benefit of their work.

"We are not the first ones to commit to this effort and we cannot be the last," said Sealaska Chair Joe Nelson. "We need you and many others to commit your precious time and resources to our languages so we can turn the corner and start creating fluent speakers."

Up until now, Sealaska has focused its language revitalization efforts on Sealaska Heritage Institute's culture and language programs. Since the inception of SHI in 1980, Sealaska has invested approximately \$33.7 million dollars. (See current efforts on page 6.)

"This new major investment comes from listening to shareholder priorities," said Sealaska President and CEO Anthony Mallott. "We know from our 2018 surveys that language revitalization is one of five top shareholder priorities. Our financial success provides greater investment opportunities for increasing shareholder benefits exactly like this."

Current Language Speakers

Sealaska Heritage Institute estimates the number of current speakers:

Lingít (Tlingit): less than 50

Xaad Kíl (Haida): 3

Sm'algyax (Tsimshian): 4

Number of teachers in Southeast Alaska schools and University of Alaska Southeast:

Lingít (Tlingit): 16

Xaad Kíl (Haida): 3

Sm'algyax (Tsimshian): 2

Six-Word Language Statements

As we build this initiative, we invited shareholders to submit brief statements of commitment or statements highlighting why the language fund matters to them. We will use these statements to inform the development of the fund. We asked for statements in two forms: a short essay (250-word limit) or a six-word story. On or before Christmas Eve, we will announce cash prize winners for the top entries. Stay tuned! **Below are some of the six-word stories from shareholders.**

My father learned my mother's language.

Stephanie Cady

Investing in indigenous language protects culture.

Courtney Berretta

Speaking the language my grandmother couldn't.

Dawn Davis

Learning Sm'algyax connects ancestors to us.

Tom Burton

Internal ethics are navigated through language.

Tasha Heumann

Indigenous storytelling is values in action.

Joe Nelson

Language Assessment from Sealaska Heritage Institute

For many years, Sealaska has been investing in language through a yearly commitment to Sealaska Heritage Institute (SHI). SHI has achieved many milestones in language from the largest historical archive of recordings of traditional speakers to creating more fluent speakers, through mentor-apprentice programs, to creating curriculum resources for our teachers and learners.

"SHI will dedicate one of our new grants to an assessment of the status of

language speakers," said SHI President Rosita Worl. In 2019, the combination of Sealaska language scholarships and financial support, along with SHI language programming, resulted in about \$1.5 million for language revitalization. In 2020, that number will be about \$2.5 million. The Language Conservancy lists 91 North American languages that are on their last breath, including, Tlingit, Coast Tsimshian, and Haida. SHI estimates that there are less than 50 *Lingít* (Tlingit) speakers, 3 *Xaad Kíl* (Haida Language) speakers

and 4 *Sm'algyax* (Tsimshian Language) speakers. SHI's assessment will include:

- Examining different approaches
- Inviting three experts to give lectures on the different language instruction approaches
- Sending the Tlingit Culture Language Literacy (TCLL) teachers and language resource specialists to a conference on Dual Language Schooling next month

Meet Some of Our Language Learners and Mentors



Gyibaawm Laxha
David Robert Boxley
Tsimshian Artist

"Our language is in intensive care. Despite all of our efforts, we are losing more speakers than we are gaining. If we lose our language, we lose our identity. If we are successful with this goal of language revitalization, we'll give the next generation a strong foundation of identity and pride."



K'uyáang
Ben Young
Administrator, *Xántsii Náay*
Haida Immersion Preschool

"Our Haida preschool is going to reshape the Haida youth of this community because they're not going to leave without knowing who they are, what they stand for, and how to express themselves. They'll know in Hydaburg this is the way we speak."



X'unei
Lance Twitchell, Ph.D.
Professor of Alaska Native
Languages, UAS

"We want our young people to understand that if I learn this language, it changes me, it changes my people, it changes the land. It opens all these doors in terms of my ability to be a protector of this land and this way of life."



Seig Óot
Jessica Chester
Teacher, Tlingit Culture Language
Literacy (TCLL)

"I think about this all the time. We're producing confident language learners, but we don't have enough time. We need to produce fluent speakers."



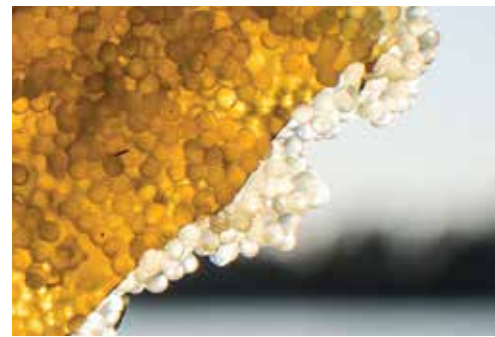
To learn more about some of the people who are working hard to learn, teach and mentor others about our languages, please view our new language revitalization video at Sealaska.com.

SEALASKA HERITAGE INSTITUTE NEWS



SHI Releases First Trilingual Book, Volumes on Colors

SHI has released three new children's books through its award-winning Baby Raven Reads program. The series includes "Cradle Songs of Southeast Alaska," the institute's first fully trilingual book, which features *Lingít* (Tlingit), *Xaad Kil* (Haida) and *Sm'algyax* (Tsimshian) old and new songs, English translations and a CD. SHI also released *Xaad Kil* and *Sm'algyax* versions of its 2016 release, "Colors: Learn the colors in *Lingít*." Get them at sealaskaheritage.org/newbooks



New Study Shows Social, Cultural, Ecological Benefits of Herring

A new study is recommending major changes to the way the state of Alaska manages the sac roe herring fishery in Sitka Sound and is predicting dire outcomes for the ancient subsistence herring roe fishery located there, which supports people across the state and Pacific Northwest, if things do not change. More: sealaskaheritage.org/herring. Get the book online through the Sealaska Heritage Store.



SHI Launches Fundraising for Sealaska Heritage Arts Campus

SHI has launched phase two of its vision to make Juneau the Northwest Coast arts capital and to designate Northwest Coast art a national treasure. Through the project, SHI will build an arts campus that will house space for artists; classrooms; and room for performances, Native art markets, an art library, artists-in-residence, faculty, and public gatherings. The names of people who donate \$25 or more will be permanently engraved at the campus. Alaskans may donate when they apply for their Permanent Fund Dividend through Pick.Click.Give. or through sealaskaheritage.org/campus.

Celebration 2020 Deadlines

Get the applications at sealaskaheritage.org/celebration and register to volunteer!

- Juried Art Show and Competition:** Application deadline Jan. 8
- Juried Youth Art Exhibit:** Application deadline March 27
- Dance Groups:** Application deadline March 27
- Indigenous Fashion Show:** Application deadline March 27
- Native Artist Market:** Application deadline May 15
- Native Food Contests:** Application deadline May 15
- Toddler Regalia Review:** Application deadline May 15

Scholarship Application Period Opens

The Sealaska scholarship application period will open Dec. 15 and close on March 1. The application now includes awards for part-time students enrolled in college or vo-tech school. You may also qualify for scholarships through the PITAAS program at the University of Alaska Southeast, which is funded through Sealaska Heritage.

See more information at scholarship.sealaskaheritage.org and MySealaska.com.

Sealaska took on the responsibility of protecting and strengthening the container of wisdom left by our Elders. As a result, Sealaska established Sealaska Heritage Institute in 1980 to administer cultural and educational programs. Since inception Sealaska has donated roughly \$33.7 million in cash donations and in-kind services to SHI. A recent study found that for every dollar invested by Sealaska over the last nine years, SHI generated more than two additional dollars, in addition to providing employment and contract opportunities for more than 50 tribal members annually and incalculable educational and cultural benefits.

IN MEMORY

Sealaska pays tribute to shareholders who have recently walked into the forest.

This list now has a place of honor online too. You can view recent names at MySealaska.com, under services and forms.

Peggy Hilda Baxter — Burnaby, BC (69)
Ernest Herman Boyd — Ketchikan, AK (87)
Peter David Burr — Ketchikan, AK (61)
Martha D. Burton — Ketchikan, AK (80)
Chales A. Eddy — Shelton, WA (80)
Alexander John Fadaoff Jr. — Juneau, AK (62)
Bella Hiebert — Newberry, FL (88)
Caetana C. Jimmy — Ketchikan, AK (78)

Winona K. Johnson — West Valley City, UT (69)
Johanna Marie Joseph — Wrangell, AK (74)
Robert D. Kelly — Shoreline, WA (70)
John Grand Martin Sr. — Juneau, AK (83)
Evelyn E. Myers — Juneau, AK (75)
Marlene Anita Oliver — Romulus, MI (65)
Richard James Pringle — Pine Bluff, AR (57)
Gibson Leon Stevens — Everett, WA (74)

Ricardo Blair Vavalis — Juneau, AK (53)
Albert James Wallace Jr. — South Hill, WA (70)
John Lawrence Watson — Klawock, AK (60)
Emma Jean Williams — Juneau, AK (83)

Please note that Sealaska will publish shareholder names only after the Shareholder Relations Department has received proper documentation.

New Shareholder Committee Holds Inaugural Meeting

As part of Sealaska's commitment to improving the way it communicates with shareholders, the company unveiled its new Shareholder Participation Committee in October. A diverse group of Sealaska shareholders met over the course of three days to help the committee identify goals to help support Sealaska and provide more effective channels to collect feedback from shareholders.



"Establishing the Shareholder Participation Committee allows us to expand our reach and engage more effectively with our 22,000 shareholders," said Anthony Mallott, Sealaska president and CEO. "We want to better understand the unique needs of our traditional communities and the ways we can support our shareholders who live outside of Southeast Alaska."

"This program is new to us but it is not a new concept. I'd like to thank all of the participants, supporters, and staff who helped launch it," said Joe Nelson, Sealaska board chair. "Providing this platform to directly provide feedback to the company, essentially in real time, is a valuable tool for the organization."

The committee orientation was a learning experience even for shareholder descendant David Russell-Jensen, who previously served as a youth advisor on the Sealaska board of directors.

"We were excited to talk about Sealaska's future beyond just harvesting timber — we're looking at environmental cleanup, natural foods, and protecting our land as key aspects of our business operations," said David. "I look forward to the

Shareholder Participation Committee playing an active role in communication between shareholders and our corporation."

"I'm grateful to Sealaska for this opportunity to learn more about the corporation," said Mary Edenshaw, a resident of Klawock and a member of the Southeast Alaska Shareholder Participation Committee. "There's a lot happening at the corporation that I wasn't aware of and I'm hopeful that I can share more about what Sealaska's doing with my own community."

Each committee has seven seats and members serve staggered terms. One outcome of the initial meetings was that the group was able to vote on a committee chair, vice chair and secretary for each regional group.

"This has been a very educational three days," said Laird Jones, an original shareholder and resident of Juneau. "I was amazed on what Sealaska is involved with and the company's future plans. I look forward to interacting with shareholders, other SPC members and Sealaska staff."

SOUTHEAST ALASKA COMMITTEE

Mary Edenshaw, Klawock, AK
 Teresa Germain, Juneau, AK
 Alysha Guthrie, Juneau, AK
 Valerie Hillman, Juneau, AK
 Peter Jensen, Ketchikan, AK
 Laird Jones, Juneau, AK
 David Russell-Jensen, Juneau, AK

OTHER ALASKA COMMITTEE

Tina Cloyd, Anchorage, AK
 Karissa Demmert, Kodiak, AK
 Alvin Edenshaw Jr., Anchorage, AK
 Penny Gage, Anchorage, AK
 Shirley Kendall, Anchorage, AK
 Betsy Peratrovich, Anchorage, AK
 Laura Revels, Anchorage, AK

OUTSIDE ALASKA COMMITTEE

Monica Hall, Kent, WA
 Richard Knott, Kingman, AZ
 Robert Nonas, Everett, WA
 Monico Ortiz, Bellevue, WA
 Chrystal Pointer, Vancouver, WA
 Sandra Price, Collingswood, NJ
 Cecilia Tavoliero, Bothell, WA

UPCOMING OPPORTUNITIES

Q4
2019

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Scholarships

Scholarships are open to full and part-time students at community colleges, vo-tech, graduate schools, and more.

December 15, 2019: Application becomes available

February 1, 2020: Early Bird Incentive Deadline

March 1, 2020: Scholarship Application Deadline

May 1, 2020: Scholarship Recipients selected

Board Youth Advisor

January 2020: Application becomes available

March 23, 2020: Application deadline

Each year, Sealaska directors select a non-voting youth advisor to the board to provide input, gain board membership training and gain knowledge of Sealaska's operations.

Sealaska Summer Internships

Applications are open until filled or the close date of **January 15, 2020**.

Sealaska summer internships include land stewardship and environmental sciences, engineering and technology, culture and community, and business. Interns spend the summer applying their education in the workplace. Apply today!

Learn more at Sealaska.com and MySealaska.com

Sealaska.com | MySealaska.com | Visit us on Facebook | Twitter @SEALASKA | YouTube @SEALASKAKWAAN

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