

# the council

## Growing Towards the Future



Construction on the expansion of the Chief Andrew Isaac Health Center (CAIHC) in Fairbanks has begun, with land already cleared and soil being compacted.

As the TCC region continues to grow and expand - so does the need for services. When CAIHC was originally built in 2011, it was designed with foresight that an expansion would be needed in the future.

New expansion for the clinic was designed with input from clinic staff, the TCC Health Board members, and TCC Vice-President Charlene Stern. TCC used the Production Preparation Process (3P) design process to determine the way space will best support patients and staff.

This involved a 3-day 3P workshop of Health Services staff from each division to engage in planning their own

space and test their recommendations with the full scale mock-ups.

By allowing input from health employees who have hands-on experience and understanding with how both patients and staff will need to be able to navigate throughout the facility, TCC is able to design a space that makes the patient experience more enjoyable.

## Congratulations to the Class of 2020

We would like to recognize the graduating class of 2020! This year has been challenging for many of us and we know that you could not celebrate your academic accomplishment in the traditional way. We would like to honor and recognize all of you for your achievement.

See pages 6-8 for photos of the Class of 2020

Tia Esmailka  
Kaltag  
Nulato High School



### In This Issue:

**Using Family History to Prevent Cancer**  
Page 3

**How to Fill Out An Appeal Form**  
Page 7

**Remembering Carlos Frank**  
Pages 11

**CHA Spotlight**  
Page 12

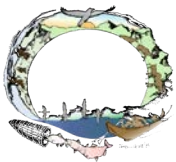


## MISSION STATEMENT

Tanana Chiefs Conference provides a unified voice in advancing sovereign tribal governments through the promotion of physical and mental wellness, education, socioeconomic development, and culture of the Interior Alaska Native people.

## VISION

Healthy, Strong, Unified Tribes



Tanana  
Chiefs  
Conference

## TCC EXECUTIVE BOARD MEMBERS

Donald Honea Sr./Ruby  
*1st Traditional Chief*

Trimble Gilbert/Arctic Village  
*2nd Traditional Chief*

Victor Joseph/ Tanana  
*Chief/Chairman*

Charlene Stern/Arctic Village  
*Vice President*

Jerry Isaac/Tanacross  
*Secretary/Treasurer*

William "Chaaiy" Albert/Northway  
*Upper Tanana*

Nick Alexia Sr./Nikolai  
*Upper Kuskokwim*

Nancy James/Fort Yukon  
*Yukon Flats*

Eugene Paul/Holy Cross  
*Lower Yukon*

Frank Thompson/ Evansville  
*Yukon Tanana*

Norman 'Carl' Burgett/ Huslia  
*Yukon Koyukuk*

Peter Demoski/Nulato  
*Elder Advisor*

Jolie Murray/Beaver  
*Youth Advisor*

## CHIEF'S REPORT



Dear Tribes and Tribal Members,  
Although services at Tanana Chiefs Conference have opened up – we have done so with the health and safety of both our employees and those we serve as a top priority. If you come to any of our facilities to receive services you will find we are continuing to take precautions including screening, taking temperatures, and requiring the use of masks when inside our facilities. Additionally, all services are by appointment-only. Please understand that this is done with the well-being of our community in mind as we work to slow the spread of COVID-19.

At the end of May, the State of Alaska enacted phase 3 and 4 of Governor Dunleavy's plan to re-open Alaska responsibly. This loosened many of the restrictions on restaurants, retail stores, and other businesses. Since then Alaska has seen a significant rise in COVID-19 cases – including a couple of TCC tribal members. TCC is assisting with contacting tracing, which is essential in stopping the spread of the disease. We ask that those who are tested positive for COVID-19 please be cooperative and open regarding who they may have come into contact with as it will assist us in reducing the amount of people affected.

Last month, TCC practiced a COVID-19 response drill. Our internal Incident Command team was informed that there was a positive case of COVID-19 in Koyukuk. Although there have been no instances of positive cases in our interior villages yet, the drill was intended to ensure that TCC is prepared in the event that there is a positive case. The drill was successful and brought to light the many factors we must take into account when addressing the unique healthcare situations in our villages. I would like to thank Chief Leo Lolnitz, Tribal Administrator Loretta Lolnitz, and the community of Koyukuk for their participation in this drill.

In closing, I would like to remind everyone that COVID-19 is still with us and actively making its way throughout Alaska. It is expected that we will see an increase in numbers throughout the state – in the same way we have seen throughout the nation. It is up to us as individuals to protect our communities by following the recommended protocols:

- **Social Distance** – keep a 6ft distance from others, avoid common greetings like handshakes or hugs, no visiting other households, and limiting contact with people who are at high risk (elders and those in poor health)
- **Wash Your Hands** – Make sure to clean hands thoroughly for 20 seconds with soap and water after you have been in a public place, after blowing your nose, coughing, or sneezing. If you cannot wash your hands, use hand sanitizer.
- **Clean and Disinfect** - It's important to disinfect frequently touched surfaces. This includes tables, doorknobs, light switches, countertops, handles, phones, toilets, faucets, and sinks.
- **Wear a Mask** - Everyone should wear a cloth face cover when they have to go out in public, for example to the grocery store or to pick up other necessities.
- **Limit Travel** – Limit travel between communities unless it is essential, and be sure you know what that community's travel mandates are before visiting.

We must work together to minimize the impact that this disease has on our communities. We can accomplish this by working together, cooperating with tribal mandates, and following safety protocols. This is the only way we can ensure that we continue to have Healthy, Strong, Unified Tribes.

Ana Bassee,  
Victor Joseph  
Chief/Chairman

# CAIHC Uses Family History to Prevent Cancer

By Jennifer Dewar,  
Cancer Prevention Coordinator

The Chief Andrew Isaac Health Center (CAIHC) is using family history to assist patients in reducing their chances of developing colon cancer. CAIHC is identifying relatives of those who have had a history of precancerous colon polyps. This will assist providers in identifying patients who should be screened every 5 years and who may need to begin screening before the recommended age of 40. CAIHC appears to be the first medical facility in Alaska, to push for the development of this type of family tree.

**How does CAIHC identify patients who are at high risk?** CAIHC staff used the ANMC definition of High Risk, and called only patients who met this criteria & who had a colonoscopy w/in the past 2.5 years. CAIHC inquired if the patient would be willing to complete a family tree, and return it so that CAIHC could ensure that their immediate family members were up to date, and being brought back at the correct interval. Immediate family members include: parents, siblings, and children. Out of 287 qualifying patients, 172 people agreed to participate.

**High Risk Definition:** Patients with a 1st degree relative diagnosed with adenomatous colon polyps before the age of 60, should begin colonoscopy screening at age 40, or 10 years before the youngest case in the immediate

family. Recommended colonoscopy Interval: every 5 years.

**Example-** If you have a 1st degree relative who was diagnosed w/ precancerous polyps at age 45, you should begin colonoscopy screening at age 35, and repeat colonoscopy every 5 years.



**How will I be contacted if I am determined to be high risk?**

If chart reviewers discover that you are due for colonoscopy, CAIHC will mail a letter explaining your high risk status, and encourage you to make an appointment with your PCP. If you are up to date on your colonoscopy and have the correct repeat interval recommendation, CAIHC will not contact you directly, but will instead document this in your medical chart. This documentation will be important, should colonoscopy screening guidelines be changed.

**How does CAIHC keep patient confidentiality with this new process?** CAIHC will not specify which relative was diagnosed with adenomatous polyps in the letter, or in your medical record.

**Why is screening for high risk patients important?** Screening by colonoscopy can prevent colon cancer, by removing the abnormal growths of tissue, before they turn

into cancer. This project is especially important, as some of your family members may have been given a 10 year repeat recommendation, when they should actually be rechecked every 5 years.

**Will CAIHC be continuing with this project moving forward?** At this time, we are evaluating the workload and available staffing resources for continuing the effort. We will also be evaluating how beneficial the project was for our patients, and take this into consideration (ex: number of patients with corrected colonoscopy interval, number of patients who should be screened before age 40, number of patients with multiple 1st degree relatives). We hope that this project proves to be valuable, and want to encourage our health care partners across the state to take on the same interest, so that we can better protect all Alaskans from colon cancer.

**What if I'm concerned about my family members, and was not contacted by CAIHC?** Since we could only review recent colonoscopy patients, odds are the majority of eligible patients were not contacted. If you are concerned that you may fall into the high risk category (diagnosed with precancerous polyps before the age of 60), please contact Jenni Dewar for assistance (Cancer Prevention Coordinator, CAIHC), 907-451-6682 x 3657.

In closing- We want to say thank you to all the patients who agreed to participate!

## My Safety is in Your Hands

As the State of Alaska begins to loosen the restrictions on social distancing- many people are tossing them aside completely. COVID-19 is still in our communities and the only way for the public to limit the spread is to continue to wear a mask out in public, washing our hands, and practicing social distancing when around others.

Older adults and people who have severe underlying medical conditions like heart or lung disease or diabetes seem to be at higher risk for developing more serious complications from COVID-19 illness.

It is our job to protect them by continuing to practice safe social distancing.



# The Benefits of Living a Subsistence Lifestyle *Physically, Mentally, & Spiritually*

By TCC Zhiiniidzelt'aey Program, Div. of Wellness and Prevention

Among our people there are multiple risk factors for suicide. By living a subsistence lifestyle we are engaging in a protective factor that can decrease these risk factors and promote a healthier lifestyle. A Subsistence Lifestyle teaches foundational life skills determination, respect, self-discipline, personal safety, humility and resiliency. It provides a sense of connected-ness to our people, tradition, land, past and present. Below are examples of risk factors and how a Subsistence Lifestyle can help combat the risk.



RISK FACTORS	SUBSISTENCE LIFESTYLE - PROTECTIVE FACTOR
Historical Trauma	Cultural Activity
Cultural Distress	Connectedness to Tradition
Negative Boarding School Experiences	Connectedness to Nature
Psychological and Physical Vulnerability	Teaches Respect for our Land
Poverty, Unemployment, Geographic Isolation, and other Environmental Factors	Provides nutritional food for you and your family
Mental Illness and it's Stigma	Teaches Personal Safety
Suicidal Behavior of Self or Others	Teaches Resiliency
Family Disruption/Abuse	Teaches Self-discipline
Impulsive Behavior	Physical Exercise
Feelings of Hopelessness or Isolation	Teaches Patience
Substance Use or Abuse	Teaches Determination
Family history of Mental illness/substance abuse	Teaches Humility

Visit the University of Alaska Fairbanks Cooperative Extensive Services for more information of safe harvesting practices. <https://www.uaf.edu/ces/>

Visit the Alaska Department of Fish and game for more information on hunting and fishing harvest. <http://www.adfg.alaska.gov/index.cfm?adfg=home.main>

**For more information on suicide prevention contact:**  
Division of Wellness & Prevention Zhiiniidzelt'aey Project  
1.800.478.6822 • (907) 452.8251 Ext 3164

## Why every community should have a *Crisis & Wellness Response Team*

By Ashley Powe, Zhiiniidzelt'aey Program, Div. of Wellness and Prevention

Crisis and Wellness Response Teams are an essential part of community prevention, intervention, and postvention efforts. Crisis and Wellness Response Teams provides support, trauma mitigation, and education in the aftermath of a critical incident - big or small. Each member holds an important role in the success of community prevention and healing. Our communities are strong and even stronger when we pull our efforts together to keep our communities safe and healthy.

A well-rounded Crisis and Wellness

Response Team should include many facets of health needs and be geared towards what each community needs. Wellness and prevention efforts are a part of a Crisis and Wellness Response Team but ideally should include other areas of health as well. This may include emergency management, health and safety, medical, etc. Each Crisis and Wellness Response team is unique to its community.

If you do not have a team let us know how we can help you build a Team for your community!

Zhiiniidzelt'aey Program, Div. of Wellness and Prevention  
1-800-478-6822 • 907-452-8251 ext.3164  
[prevention@tananachiefs.org](mailto:prevention@tananachiefs.org)

## Alaska Native Gardening & Gathering Stories!

The Alaska Native Media Group is looking for photos, videos, or artwork, to build an online community to share resources, provide inspiration, and support a more sustainable food system in urban and rural Alaska. Help us highlight the traditional values of sharing, providing, and connection to the land by submitting your story today!

Send submissions to  
[gardenandgatherak@gmail.com](mailto:gardenandgatherak@gmail.com)

For more submission ideas  
visit our website:  
[www.gardenandgatherak.com](http://www.gardenandgatherak.com)



## Meet the *Healthy Transitions Team*

What comes to mind when you hear the words “mental health”? Typically something negative, right? Studies have shown that mental fitness is just as important as physical fitness, but people still often give the words a negative meaning. This is unfortunate since it is already difficult to ask for help. If adults struggle with asking for help, how do we teach our young people to ask: “hey, something doesn’t feel right, can you help me?”

In a SAMSHA article from May 6, 2014 called Serious Mental Health Challenges among Older Adolescents and Young Adults, we learn that “In the United States, the transition into adulthood begins in the late teens and continues through the mid-20s. This can be a stressful process because young people become more self-sufficient and make decisions that shape their futures. For example, they are finding their own places to live, making educational plans, starting careers, and entering serious relationships. The challenges that older adolescents and young adults face are made more difficult if they have a mental disorder (e.g., schizophrenia or bipolar disorder) or substance use disorder (SUD).<sup>1,2</sup>” Because this period in a transitioning

teen is so stressful, it is important to help them learn skills they can use to manage stress better, communicate more effectively, know where to go if they need assistance, and just have an easier time transitioning to adulthood. Life doesn’t come with a manual after all. Or does it?

This is where Healthy Transitions comes in!

Our program is designed to assist 16-25 year olds during this uncertain time in their lives and ensure they have the tools necessary to be adults prepared to navigate life and plan their future. We work with our clients out of four workbooks (Feelings, Core Skills, Daily Life, and Healthy Relationships), guiding them through thoughts and feelings and helping them put new skills to work. The workbooks belong to them and can be used even after they are completed to reflect back on and continue learning. Each workbook has 23 pages and has information on each of the 4 subjects. It also has room for the client to answer therapeutic questions, and jot down thoughts and feelings. For more information regarding Healthy Transitions, please



call (907) 452-8251 ext. 3800. We provide services to the following villages: Eagle, Northway, Tetlin, Tok, Tanacross, Nenana, Minto, Tanana, Allakaket, Anaktuvuk Pass, Alatna, Hughes, Huslia, Ruby, Koyukuk, Nulato, and Kaltag. We are based out of Fairbanks and travel frequently (when permitted).

### Meet the Healthy Transitions team!

- Healthy Transitions Lead Clinical Associate- William Bruce Gaddis III
- Clinical Associates- Brandon Ried, Christine Babcock, and Juliette Teregeyo
- Youth and Young Adult Coordinator- Ollincia Martin-Beard

## ARE YOU AGE 16-25? DO YOU KNOW SOMEONE WHO IS?

# *Enrich • Encourage • Educate*

**Healthy Transitions can help you navigate through adulthood!**

*We can provide resources and workshops including, but not limited to:*

**Resume building, job applications, meeting educational goals, stress management, financial management, leadership training, advocacy skills, mental health & support services.**

**For more information on this program, please contact  
The Healthy Transitions Team at 907-459-3800**

# Employment Opportunities within the TCC Village Planning & Development Program

Have you ever wanted to help build the capacity in your community, to improve the current and future planning efforts? If so, this opportunity may be for you!

Beginning July 1, the TCC Village Planning & Development Program in partnership with your local Tribal Council will begin accepting applications for two following temporary village-based positions:

- Community Planning Specialist (CPS)
- Grant Development Specialist (GDS)

Each position will function from October 1 – January 31, 2021, for a total of 400 hours. Communities with an updated community plan are eligible for the GDS position, while communities needing a plan are eligible for the CPS position. Applications are available at the tribal

office and are due on the 21st of August.

## Become a Community Planner!

What are the expectations of the Community Planning Specialist? The CPS will create a five-year plan including the characteristics of the community such as the top priorities, goals, history, culture, infrastructure, population, housing, governance, and the economy. Once hired the CPS will attend training provided by TCC, which will cover community plan development, research, and writing techniques. The CPS will receive mentorship, project support, and technical assistance throughout the cycle.

## Become a Grant Writer!

Expect the Grant Development Specialist to write grants based on the

goals in your Tribe's community plan. Whether you are considered an entry or skilled grant writer, this position is rewarding nonetheless. The GDS will receive professional training in project planning and development, mentorship, and technical assistance. By the end of the cycle, the GDS will be expected to submit a complete grant application to a select funder.

Join our team as we work together to support sustainable community development for the Interior of Alaska Native people.

More information on the Village Planning and Development Program and your Tribe's current community plan can be found at the following web-link:

<https://www.tananachiefs.org/services/village-planning-grant-writing/#planning>

## Providing Masks to Interior Villages

When the threat of COVID-19 came to Alaska, the world-wide shortage of Personal Protective Equipment was of major concern to Tanana Chiefs Conference - and was particularly concerning considering the isolated conditions of interior villages, many without direct access to healthcare. At the same time, TCC had recently received a grant to begin a new program called TCC GO and were looking for ways to promote the program.

"The ability to get to our communities and communicate about our program was severely hampered by the travel shutdowns to our villages because of COVID, which was of course, completely understandable," said Ed Alexander, Education Manager with TCC.

So, in an effort to protect our rural communities and get the word out about the program, TCC began working with local businesses

Apocalypse Design, This and That Sewing, and Taiga Expeditors to assist in making and distributing masks to rural communities. Apocalypse Design produced about 300 masks per day and This and That Sewing produced about 50 masks per day.

Each mask included information about the TCC GO program and how people could participate. TCC GO helps recruit high school students into health careers by paying for tuition, offering internships and job shadowing, and top notch academic advising. Students will be connected to medical providers across the interior by Alicia Kangas and Isaac Bettis, the two Academic Advisors on staff.

"In addition to sharing critical information across the 40 villages about this health crisis, and providing over 10,000 masks, we also shared critical information for students interested in health careers," explained Stephanie Hinz, the Project

Coordinator for TCC GO.

The TCC GO staff had begun work at the beginning of the pandemic, when TCC was letting employees work from home, and had to find innovative ways to promote their program.

"We commend the TCC GO staff for their implementation of this novel approach to outreach and education and for their organizational efforts during these extraordinary times. I also really want to thank Apocalypse Design, This and That Sewing, and Taiga Expeditors for their hard work." said Ed Alexander.

The TCC GO program produced and distributed over 10,000 masks to 40 communities within the region, and is continuing to sign students up and connect them to a career in the health fields.

More information, and registering for TCC GO, can be found by emailing [TCCGO@tananachiefs.org](mailto:TCCGO@tananachiefs.org).

*A Special  
Thank  
You To:*



This and That Alaska  
907-888-7527  
[thisandthatak@gmail.com](mailto:thisandthatak@gmail.com)



Apocalypse Design Inc  
201 Minnie St. Fairbanks, AK  
907-451-7555  
<https://akgear.com/>



Taiga Ventures  
2700 Sout Cushman Fairbanks, AK  
907-452-6631  
<http://taigaventures.com/>



# How to Properly Fill Out An Appeal Form

The Patient Experience Team at the Chief Andrew Isaac Health Center works hand in hand with you, the clinical team, and Purchased Referred Care (PRC) through the Appeals process. Patient Navigator Marilyn James is available to assist patients specifically with the appeals process. Here are some helpful tips on how you can properly complete your appeal form.



## 1 Complete the Form

Forms must be fully completed with all of the necessary information including;

- A copy of your denial letter
- Necessary medical bills
- Dates of service
- Total Amount Due

**NOTE:** All items must be included and form filled out completely in order to begin an appeals process.

## 2 Include Explanation

It is important that you include a full and detailed explanation of why the medical charges should be covered. It is important that your explanation be clear and include as much detail as possible in order for your claim to be accepted.

*Examples provided below.*

## 3 Send it in

Send your appeal to Marilyn James, Patient Navigator via:

**MAIL:**  
CAIHC  
ATTN: Patient Experience  
Department  
Marilyn James  
1717 W. Cowles St.  
Fairbanks, AK 99701

**E-MAIL:**  
Marilyn.james@tananachiefs.org

**FAX:**  
(907) 459-3817  
ATTN: Marilyn James, Patient  
Experience Department

**IN-PERSON**  
Marilyn James, Patient Navigator  
Patient Experience Department

## 4 What Happens Next?

Once Marilyn has received all of the appropriate information and documentation, there will be an appeals meeting each month to review and make a decision on approval or denial for each case. Any further questions you may have regarding the appeal process can be directed to me through any form of contact listed above. Marilyn looks forward to working with each one of you and getting to know our beneficiaries all across Alaska!

**APPEALS MUST BE SUBMITTED WITHIN 45 DAYS OF RECEIVING THE PRC DENIAL LETTER OR IT IS CONSIDERED AN AUTOMATIC DENIAL.**

### GOOD Explanation

INCLUDE AS MUCH DETAIL AS POSSIBLE IN ORDER FOR YOUR APPEAL TO BE ACCEPTED

Explanation: ✓✓✓

On 3/12/20 I woke up with three of the main indicators of COVID-19, cough, fever and shortness of breath. COVID-19 had just reached Fairbanks and I was worried I may have contracted it. I wasn't aware that I needed to call the after hours triage until I received the attached medical bill and denial letter. I currently have Medicaid coverage so I am unsure of why I received a bill. My Medicaid # is on the front sheet. Please contact me with any other information you may need.

Patient Experience Department  
For Appeal Questions Contact: Marilyn James, Patient Navigator  
(907) 451-6682 x3774  
marilyn.james@tananachiefs.org

Tanana Chiefs Conference

### BAD Explanation

Explanation: PROVIDE AS MUCH DETAIL ABOUT WHY YOU ARE APPEALING

Went to ER because Chief was closed. Appeal my denial.

Patient Experience Department  
For Appeal Questions Contact: Marilyn James, Patient Navigator  
(907) 451-6682 x3774  
marilyn.james@tananachiefs.org

Tanana Chiefs Conference



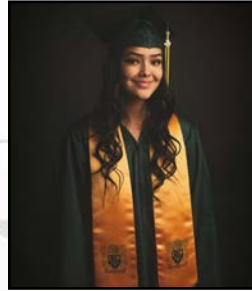
# Congratulations to the Class of 2020



**Adam Gregory Baker**  
Shageluk  
Windsor High School



**Aiden Osborne**  
Fairbanks  
Lathrop High School



**Alexis Rose Walton**  
Anvik  
Robert Service High School



**Allyonna Mandregan**  
Fairbanks  
Hutchison high school



**Amber Wood**  
Eagle  
Fallbrook High School



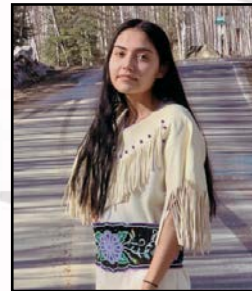
**Amelia Clark**  
Minto  
Inletview Elementary School



**Ann Neglaska**  
Kaltag  
UAF, AA in Human Services



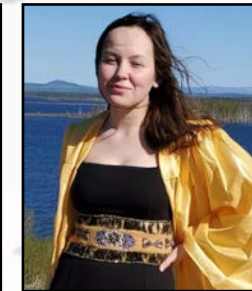
**Annie Hearson**  
Tanacross  
UAA, Associates in Radiologic Technology



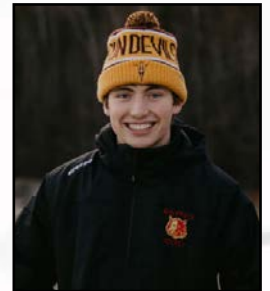
**Ashley Luke**  
Dot Lake  
Effie Kokrine Charter School



**Austin Nollner**  
Minto  
Minto School



**Aviendha Allmond**  
Minto  
Minto High School



**Blake Sanford**  
Tanacross  
West Valley High School



**RODNEY EVANS**  
Rampart  
Hutchison High School



**Brandi Strom**  
Fort Yukon  
University of Alaska Anchorage:



**Brayden Cruger**  
Nulato  
Woodriver Elementary



**Briana Charlie**  
Minto  
Minto School



**Bridget Charlie**  
Tanacross  
Hutchison High School



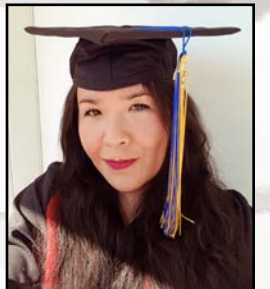
**Bruce L. Ervin**  
Northway  
UAF, B.A. Alaska Native Studies



**Cesa Agnes**  
Huslia  
UAF, AAS in Human Services

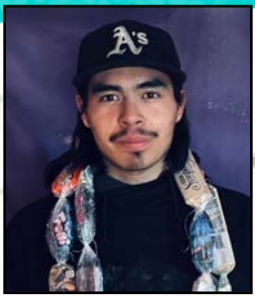


**Charles Darby Jr.**  
Circle  
Effie Kokrine Charter School



**Charlott James**  
Birch Creek  
UAF, AA in Business Management





**Christopher Strickland**  
Venetie  
John Fredson High School



**Deion Frank**  
Minto  
Hutchison High School



**Desiree Nollner**  
Northway  
Walter Northway High School



**Elizabeth Blackbird**  
Beaver  
Montana State University



**Ember Settle**  
Koyukuk  
Hunter Elementary



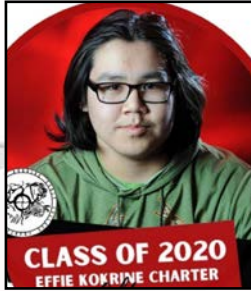
**Erin Patsy**  
Nulato  
UAF CTC



**Ethan Baker**  
Shageluk  
Windsor High School



**George Albert**  
Koyukuk  
Galena Interior Learning Academy



**Ashton Ishnook**  
Fairbanks  
Effie Kokrine Charter School



**Jace Chris**  
Holy Cross  
Galena Interior Learning Academy



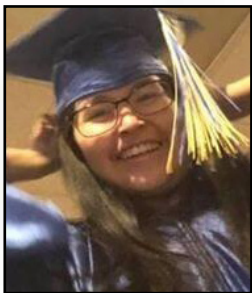
**Jacob Jones**  
Holy Cross  
Wasilla High School



**James Richards**  
Holy Cross  
Star of the North School



**Jaramiha James-Gilkey**  
Shageluk  
East High School



**JesCynthia David**  
Huslia  
Jimmy Huntington School



**Jewel Barbara Ann Workman**  
Shageluk  
Innoko River School



**Jolie McDougall**  
Tanacross  
Colony High School



**Jonathan Constantine**  
Tok  
Mt. Edgecumbe High School



**K'Meesha Carroll-Druck**  
Fort Yukon  
Nenana High School



**Kaitlyn Peters**  
Nenana  
Mt. Edgecumbe High School



**KaRynn Poncho**  
Ruby  
Far North Christian School



**Kayleann Titus-Demit**  
Tanacross  
Tok High School



**Kennedy Elizabeth Swetzof**  
McGrath  
Thrive HeadStart



**Kenneth Esmailka**  
Kaltag  
Kaltag School 8th Grade



**Korrina Kruger**  
Anvik  
Galena Interior Learning Academy



**Koso Naazhrii Shaw**  
Beaver  
Bartlett High School



**Kristen Moreland**  
Fort Yukon  
UAF



**MALAYNA DEMOSKI**  
Anvik  
Mt. Edgecumbe High School





**Latisha Roberts**  
*Minto*  
Minto High School



**Laura Joseph**  
*Chalkyitsik*  
Tail Taih School



**Leah Anderson**  
*Tanana*  
Maudrey J. Sommer School



**Leon Semaken**  
*Kaltag*  
Nulato High School



**Lezzlie Rustad**  
*Venetie*  
Lathrop High School



**Lorelei 'Brooke' Nelson**  
*Tok*  
Tok High School



**Lynette Hafford**  
*Venetie*  
University of Alaska Fairbanks



**Makayla Mock**  
*Fairbanks*  
Austin E. Lathrop High School



**Marie Nickoli**  
*Kaltag*  
San Juan College A.A.S.



**Nick Bessette**  
*Beaver*  
Woodriver Elementary School



**Noah Welton**  
*Manley Hot Springs*  
Woodriver Kindergarten



**Paxson William Wright**  
*Chalkyitsik*  
Tsuk Taih School



**Pearle Green**  
*Galena*  
Galena City School



**Randy Gallen**  
*Hughes*  
Ticasuk Brown Kindergarten



**Renae Brockmeyer**  
*Minto*  
Effie Kokrine Charter School



**Richard Charlie Jr.**  
*Tetlin*  
Tok High School



**Ravyn Walker**  
*Holy Cross*  
Galena Interior Learning Academy



**Roy Anthony Charlie Carroll**  
*Fort Yukon*  
Fort Yukon Kindergarten



**MALACHI JOSEPH**  
*Beaver*  
Port Graham School



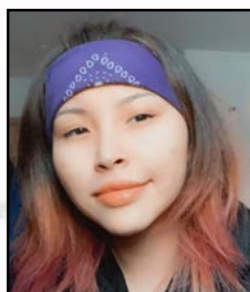
**Sarah Johnson**  
*Fairbanks*  
FNA Head Start



**Savannah Fields**  
*Fort Yukon*  
EKCS High School



**Seth Turenne**  
*Minto*  
Minto School



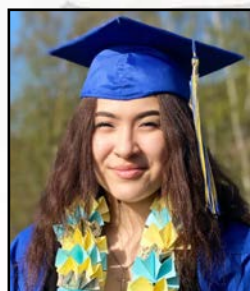
**Shalonda Vent**  
*Huslia*  
Nenana High School



**Shawny Frerichs**  
*Ruby*  
Effie Kokrine Charter School



**Sierra Walker**  
*Holy Cross*  
Galena Interior Learning Academy



**Stephanie Williams**  
*Ruby*  
Galena Interior Learning Academy



**Talia Henry**  
*Huslia*  
Jimmy Huntington High School





**Tia Kraus**  
Nenana  
University of  
Anchorage Alaska



**Treston Wade Demoski**  
Koyukuk  
Galena Interior Learning  
Academy



**T.J. Garber**  
Tetlin  
Tok School



**Trevor Edwards**  
Galena  
West Valley High  
School



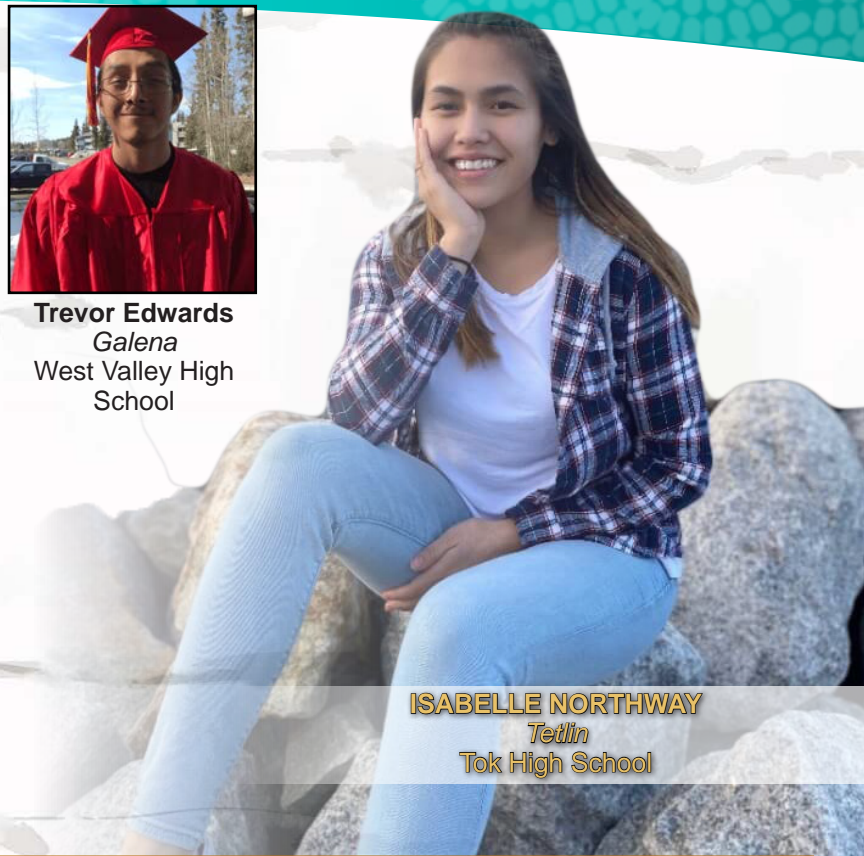
**Kaihinjik Alexander**  
Fort Yukon  
Lathrop High School



**Tyriq Huntington-Nance**  
Koyukuk  
West Valley High



**Verla McKinney**  
Huslia  
Winston Salem State  
University



**ISABELLE NORTHWAY**  
Tetlin  
Tok High School

## Remembering Carlos Frank

Carlos Frank Sr. passed away peacefully on May 24th, 2020 in Fairbanks at the age of 76. Carlos was a tribal leader, native religious and traditional rights advocate, and a US Army Veteran. While he is known for his love of music as a skilled guitar player- his biggest legacy comes from a 1975 court case filed against him by the State of Alaska.

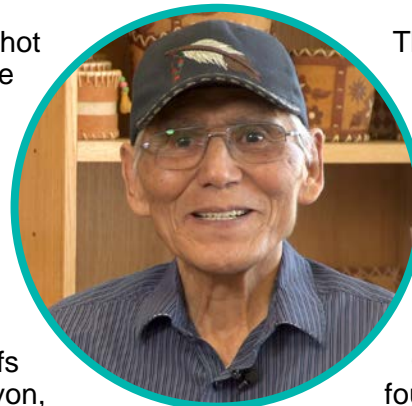
In 1975, Carlos was caught in the middle of the way of life he always knew and the regulations of the state of Alaska. At the time, the community of Minto was preparing to gather together to honor the memory of a loved one who had recently passed. Several men from the village, including Carlos, went hunting for a moose – which is traditionally served at potlatches.

The next day, the Alaska State Troopers and the Department of Fish and Game confronted Carlos at his home regarding the transportation of a moose out of season. He was charged with unlawful transportation of game illegally taken in violation with Alaska State regulations. When asked who had shot the moose – several residents of Minto came forward to

say that they had shot the moose – giving the State no single person to point the finger at. However, they still had evidence that Carlos has transported the moose in his truck.

Tribal advocates Tanana Chiefs Conference and Doyon, Limited hired a law firm to represent Carlos. In district court Carlos admitted to transporting the moose, but raised in defense the First Amendment Right – the freedom of religion. Moose is believed to be the last meal shared with the living by the deceased. It is a communion meal to help the spirit on its journey. The funeral potlatch is a religious ceremony to help a grieving family and bring the community together.

The district court recognized the celebration but said moose meat was not required. Carlos was then sentenced to 45 days in jail, a \$500 fine, 1 year probation, and a 1 year suspension on his hunting license.



The state further had the audacity to tell the people of Minto to serve hot dogs.

Carlos appealed the charges and took the case to Superior Court then further along to the Alaska Supreme Court. Finally, after a four year battle and with the support of Alaska Native leaders – justice was found. The Alaska Supreme Court concluded that “no value has a higher place in our constitution than our first amendment right of religious freedom. The utilization of moose meat at a ceremonial potlatch is a practice deeply rooted in the Athabascan religion and is equivalent to sacred symbols in other religions.”

Carlos’s dedication and courage is what allows us as Alaska Native people to be able to honor our loved ones in our traditional way. Tanana Chiefs Conference is dedicated to honoring the memory of Carlos and will continue to carry forward his legacy.



# Community Health Aide Spotlight

## Robert (Dale) Keeling - Community Health Aide

By Linden Staciokas

During his 27 years as a paramedic/fireman in his home state of Colorado, Dale Keeling thought he knew a lot about providing care to the ill and injured. Then he fell in love with an Alaska girl, followed her back to her hometown of Manley, and learned about the health aide career. "Her dad was a health aide in Manley in the 70s, and he talked to me a lot about the job...I thought that with my background, the training would be pretty easy, and that being health aide was not that dissimilar to being a paramedic." He was wrong.

His experience certainly helped him in the training course, but he learned pretty quickly that as a health aide his base of knowledge was expected to be much wider. "My job as a paramedic was basically emergency medicine. But health aides do urgent care, chronic care, administer antibiotics, suture wounds and a lot of other things I never did as a paramedic. We have

to learn about the whole body in much greater depth than with my previous training. And the clinical exams we conduct with patients are much more thorough than anything I did before."

Keeling says that one of the best parts of being a health aide is that he has the time to get to know people, which makes it easier to figure out the best way to help them get and stay well. "And it is a joy to see people out in the community a few days after I've worked with them in the clinic, and have them come up to me and say they feel better. I feel like I truly make a difference in the lives of people, in the lives of my neighbors."

The most frustrating part of his job is one frequently mentioned by health care providers across the country: Dr. Google. Easy access to the internet is a blessing but the information available is not always correct and people can end up giving themselves the wrong diagnosis, which sometimes delays proper treatment.

Keeling's job also has become more complicated since the corona virus pandemic. "There is more testing for people who travel, I have to make sure we have a good supply of things like masks, I have more reports to do and more meetings with other health care

providers to make sure we are hearing the latest information about how to avoid the virus." It all takes more time and coordination.

When he is not at his health aide job, Keeling is usually working at his second job: doing the many tasks involved in trying to live a largely subsistence lifestyle. "My wife Katrina Andrulli and I are busy all the time. There is fishing, hunting, 10 cords of wood to put up every year, fixing things that break, maintaining a large garden, preserving food for the winter. I just bought a place with a sawmill, so am learning all about that. It is never ending. Mind you, I am not complaining. I am blessed to be in such a gorgeous place, living a healthier lifestyle. I am 53 and I'm convinced that all the chores keep me young."

Dale Keeling's supervisor, Ryan Clairmont, had only glowing things to say about him. "We are incredibly lucky to have a guy with the kind of skill set he has working as a health aide. He is a huge asset to Manley and to our program. He was re-certified so that he can now teach the Basic Life Skills program, which incorporates CPR training, to our health aides. It is a pleasure working with him."



Newly constructed Manley Clinic



## Respect the Land Keep Alaska Clean From Cigarette Litter

By TCC Tobacco Prevention, Div. of Wellness and Prevention

**You may know the health risks of smoking, but do you know the environmental effect?**

### WHY DOES THIS MATTER?

Littering is not our culture and harmful to waterways and marine-life.

- Most cigarette filters contain a form of plastic called cellulose acetate. Cellulose acetate degrades slowly in our environment, depending on conditions it can take 18 months to 10 years for a cigarette filter to decompose.
- Although filters could deteriorate, the toxins may never disappear from water or soil. Studies have shown that some chemicals from the filters can be acutely toxic to water animals and fish.

- Despite anti-littering laws, cigarette butts is the leading item of litter.
- Smokers tend to over look or be unaware the environmental consequences of littering. Smokers also report insufficient access to ash receptacles.

### HOW CAN I HELP?

- Properly dispose of cigarette butts. Every cigarette disposed properly can protect our environment.
- Increase public awareness by spreading the word about the environmental impact of tobacco product waste.



For more information on the dangers of tobacco use please contact:  
TCC Tobacco Prevention • [Prevention@tananachiefs.org](mailto:Prevention@tananachiefs.org) • 452.8251 Ext. 3547



# New Program for High School Students

## Introducing TCC GO!

By Stephanie Hinz,  
Health Education Program Coordinator

Are you a high school student trying to figure out what to do after you graduate? Thought about going to college or to a vocational school but not certain what to study? Would you like to earn some money while you try and decide?

The TCC Education Department is excited to share news of our new TCC GO ("Growing Our Own") Program. Funded through an ANE grant, TCC GO is designed to encourage high school students to pursue a career in a health-related field. While the program focuses on providing guidance for pursuing interests in health careers, our program will work with any high school student wishing to move on to college or vocational programs.

Students will be provided with the opportunity to participate in interesting health-related course intensives (possibly for dual high school-college credit), to come to Fairbanks to job shadow health professionals on-site, and to engage in a paid internship opportunity working in a health-related environment. These experiences will help our students explore their interest in health related careers.

To assist students, TCC GO has hired academic advisors Isaac Bettis and Alicia Kangas to work with each school district in the TCC region to provide guidance, outreach and assistance to both high school students and to school staff. Our advisors have experience working with youth of all ages and are looking forward to helping our village based students identify and pursue their goals.

**Who should apply to TCC GO?**

- High school students interested in getting a head start on their career/technical program of study.
- Students that are college ready and prepared to meet the challenges of course intensives.
- Students interested in gaining hands-on job experience.

**When?**

TCC GO will begin accepting applications from interested high school students in September 2020. TCC GO staff will review the applications and students selected will be notified by the beginning of October 2020.

**Why?**

Many students begin college without a career plan or knowledge of job market needs. The TCC GO program supports students' exploration of the many career opportunities available through a health related educational program.

Identifying a health career path helps students make connections between their high school courses and future career choices. The process involves identifying health career interests, then aligning them with a path through job shadowing and internships and completion of relevant intensive courses. The process prepares the student to identify goals, choose postsecondary options, and transition to the workplace.



Students interested in the health sciences may work in schools, hospitals, government agencies, in public health or administration, tribal health consortiums or for non-profit groups. Choices are virtually limitless in this dynamic and critical health care industry.

The health field is expanding and our Interior communities are in need of trained, dedicated health professionals. We hope that TCC GO will help our students' transition into meaningful, and needed, health positions. TCC GO advisors are excited about not only working with students but also with teachers to help support their instruction and allow students to see the real world application of their learning.

Due to the current national emergency related to the COVID-19 pandemic, program activities are being redesigned to comply with State issued mandates. Over the next several weeks (and months) the TCC GO team will be reaching out to students and communities to determine how best to move forward given the current precautions and mandates.

**If you or a student you know is interested in learning more about TCC GO, contact:**

TCC GO Project Manager Stephanie Hinz ([stephanie.hinz@tananachiefs.org](mailto:stephanie.hinz@tananachiefs.org), 907.452.8251, ext. 3447)

Academic Advisor Isaac Bettis ([isaac.bettis@tananachiefs.org](mailto:isaac.bettis@tananachiefs.org), 907.452.8251, ext. 3049)

Academic Advisor Alicia Kangas ([alicia.kangas@tananachiefs.org](mailto:alicia.kangas@tananachiefs.org), 907-452-8251, ext. 3039).



## Patient Advocate

Kristy Supsook, TCC Patient Advocate, works closely with the medical teams at the Alaska Native Medical Center (ANMC) to ensure TCC patients receive clear communication about their care, experience safe discharges and can access support if concerns arise while at ANMC.

Please call Kristy if you need assistance with anything at all. Out of respect for patient privacy, Kristy does not automatically contact patients in Anchorage for care unless the patient or a healthcare provider calls requesting assistance.

**For more information, contact Kristy Supsook, TCC Patient Advocate at ANMC**  
907-687-9193 • Toll Free 1-800-478-6682 ext. 3604 • [kristy.supsook@tananachiefs.org](mailto:kristy.supsook@tananachiefs.org)



# Tribal Vocational Rehabilitation Program

By Amanda Race, MA, CRC  
Manager/Counselor

*24 years helping people with disabilities re-enter the workforce!*

Our Tribal Vocational Rehabilitation (TVR) Program has been federally refunded for another 5 years from Rehabilitation Services Administration (RSA) within the Department of Education. The program is one of 10 Tribal programs in Alaska and part of the larger family of 85+ American Indian Vocational Rehabilitation (AIVR) Programs nationwide from Alaska to Georgia serving over 6,000 Alaska Natives and American Indians with disabilities. We provide culturally appropriate vocational rehabilitation services to eligible Tribal Members living in the Interior.

## WHO IS ELIGIBLE FOR SERVICES?

Anyone enrolled in an Alaska Native Village or Corporation or Native American Indian Tribe with a documented permanent physical or mental disability that interferes with his or her ability to get or keep a job or to fully participate in a subsistence lifestyle may be eligible based on application review and eligibility determination (within 60 days) by one of the three counselors. Providing current Medical documentation of your disability with your application will help us determine eligibility faster. There are no income restrictions and this is a voluntary program.

## WHAT HELP IS AVAILABLE?

The overall purpose of TVR is to help people go to work, which could be competitive employment, self-employment, or wild resource and

harvest lifestyle activities. The program counselors work one-on-one with each person to begin the process by identifying a goal for the future. Services are coordinated to help individuals to reach their goals. Examples of services provided during the process include: vocational counseling and guidance; on-site vocational evaluation and assessment of needs and transferable skills; referral to other agencies and service providers; vocational educational training; purchase of books, tools, equipment, supplies, and materials; medical and mental health services such as collaboration for surgery and therapeutic treatment; purchase of eyeglasses, hearing aids, and prosthetics (not covered by medical benefits); and job related service that include job search and placement, on-the-job training, and follow-along services. The type of assistance the program provides is strictly based on individual needs: no two Individualized Plans for Employment are identical. ALL information is confidential and no one is given any information without having written & signed consent from the applicant.

## THANK YOU TO ALL THE TRIBES FOR YOUR CONTINUED SUPPORT!

TCC was awarded this grant on behalf of the Tribes within the TCC service area for the past 24 years. Thank you to the Executive Board for signing Resolution 2019-09 and those Tribal

Offices who supported TVR this summer by sending us your 'letters of designation' to apply for these federal grant funds on your behalf! We were notified on September 30th, 2019 of the Federal Grant Award and we are now in our 1st year of a new 5 year grant cycle which started October 1, 2019. Services will be available through this fiscal year ending September 30, 2024.



**HOW TO REACH US:**  
Toll-Free: 1-800-478-6822  
907-452-8251 ext.3232  
Fax: (907) 459-3883

TCC-5th Floor  
122 1st Ave Suite 600  
Fairbanks, AK 99701

[www.tananachiefs.org](http://www.tananachiefs.org)

**Amanda Race**  
Program Manager/Counselor  
[amanda.race@tanachiefs.org](mailto:amanda.race@tanachiefs.org)

**Phillip Albert,**  
Vocational Rehabilitation Counselor  
[phillip.albert@tanachiefs.org](mailto:phillip.albert@tanachiefs.org)

Please feel free to stop by the office or if we are traveling to your Village, please look for our Travel Letters posted in your local Tribal Offices. We travel late March through October and bring the services to you!



## New! Patient Transport Specialist

My name is Joe Vondra and I recently started working at Tanana Chiefs Conference in the Patient Experience Department as a Patient Transport Specialist. I was born and raised in North Pole, Alaska. My family is originally from Tanana and Fairbanks. My Mom, Vanessa Vondra, has worked at TCC as a RN Case Manager for almost 11 years. I have one younger sister who is currently in college. My Dad owns an atv shop.

I work alongside with two other shuttle drivers: Stephanie Harris and Amanda Burgett. Since day one, they have been a great influence teaching me the Ch'eghwtsen' way across TCC. The job has a lot of responsibilities and I was a little nervous when I started; however, at the end of the day, when I was asked how I liked it, I said it was fun and looking forward to the next day. After the next couple of days, I noticed that everyone worked as a team inside and outside the facilities. I am glad I am meeting new people every day in our organization as Dena' Nena' Henash.



# Covid-19 Could Make Small Farming More Competitive and Offer Plenty of Non-remunerative Rewards

By Heidi Radar  
Tribes Extension Educator, TCC

While I'll be the first to point out that as a small farmer it's very hard to turn a profit, let alone make a livelihood, our current situation might make small farms more competitive with large farms. Food prices increased nationwide by 1.1 percent from a year ago, and current restrictions might work in favor of small farms with a short supply chain that minimizes handling and transportation needs. Also, COVID-19 brings into focus what's essential and important in life — like food and having something productive and helpful to do.

This thesis, *Assessing Food Security in Fairbanks, Alaska* is dated, but still provides insight into the demand for and challenges of farming in Interior Alaska. And, this market analysis also provides important information for Interior Alaska on the demand for local produce.

Another interesting way to gauge interest in whatever product you would like to grow or raise is by starting a GoFundMe campaign. You can even guarantee a certain amount of product at the end, much like a CSA, although with perhaps a bigger lag in when the consumers receive their product.



Goosefoot Farm in Fairbanks did this as well as a crowd-funding campaign when they started their farm a few years ago.

The Alaska Food Policy Council commissioned a report looking at specific ways to improve food security across the state. A more recent, but non-Alaskan specific report entitled, *Small Farms, Big Potential* details the many non-remunerative benefits and rewards of small farms, like open space, potential for climate mitigation, health and much more.

One of the first steps you'll need to take as a farmer is to find land to farm. The Alaska Farmland Trust started a farm link program to connect folks who want to farm with those who have farmland available. No land, no problem, try Curtis Stone's urban farming model but COVID-19 could make this a tiny bit more challenging.

Be sure to check out USDA's beginning farmer website. There are so many grants and programs available for farmers, in particular, beginning farmers, and there are also specific programs geared toward women and

minorities.

Of course a little know-how doesn't hurt either. That's where your local Cooperative Extension Service comes in at. It can help you with all kinds of information, workshops, and knowledgeable expertise. Another obvious step is to work for or intern at the type of farm or ranch that you are hoping to start.

If current restrictions continue, among other things, you'll have to be creative in how you market and sell your produce. Here is some more important information on COVID-19 restrictions and regulations as they relate to farming. With many consumers being advised to order online when possible, this might be the perfect time to start a farm-based on a subscription/delivery model or a farm hub.

Before you jump in with both feet, I'd recommend reading *Letters to a Young Farmer: On Food, Farming, and our Future*, edited by Stone Barns Center for Food and Agriculture. It gives some great perspectives on the tremendous challenges and joys of farming on a small-scale.



## Questions about gardening or the Tribes Extension Program?

Visit [www.uaf.edu/ces/TCC](http://www.uaf.edu/ces/TCC) or contact Heidi at [hbrader@alaska.edu](mailto:hbrader@alaska.edu) or 474-6620.

For more articles like this visit: <https://itgrowsinalaska.community.uaf.edu/>

This project was supported by the Federally Recognized Tribes Extension Program of the National Institute of Food and Agriculture, USDA Grant # 2017-41580-26928. Any opinions, findings, conclusions, or recommendations expressed in this publication are those of the author(s) and do not necessarily reflect the view of the U.S. Department of Agriculture. UA is an AA/EEO employer and educational institution and prohibits illegal discrimination against any individual: [www.alaska.edu/nondiscrimination](http://www.alaska.edu/nondiscrimination)

## Land Survey Services

Survey of land before construction is an essential element of development. TCC has managed a land survey program for over 25 years and the program is available to Tribes and individuals to survey roads, community buildings, clinics, home construction sites, subdivisions and research on land survey, or generally referred to as "site control."

The survey program has a long history of assisting TCC villages with site control for infrastructure projects and restricted land owners (Native allotments and townsites). TCC Survey program can help Tribes and landowners with research, cost estimates and conducting field surveys for village projects. TCC grant writers and project managers need to include survey costs in their proposals to ensure good site control that avoids trespass issues. Uncertain site control can increase project costs and/or delay projects.

For more information, contact Albert Macica to get started and for assistance in determining the level of survey required for site control necessary for village improvement projects at (907) 452-8251, ext 3237, or by e-mail at [albert.macica@tananachiefs.org](mailto:albert.macica@tananachiefs.org).

## TALK TO YOUR DOCTOR FROM HOME!

Chief Andrew Isaac Health Center is now offering video appointments with your provider.

No need to leave your work or home!

We have staff available to assist you in setting up your smart phone or computer.

Call Central Scheduling at 451-6682, option 1, to schedule an appointment.





# THE COUNCIL NEWSLETTER

122 First Avenue, Suite 600  
Fairbanks, Alaska 99701

Phone: (907) 452-8251 ext. 3424  
Fax: (907) 459-3884  
communications\_dept@tananachiefs.org

[www.tananachiefs.org](http://www.tananachiefs.org)

Letters to the Editor, other written contributions and photo submissions are welcome. However, space is limited and program-oriented news has priority. We reserve the right to edit or reject material. Letters and opinions are not necessarily the opinions of Tanana Chiefs Conference.



Tanana  
Chiefs  
Conference



## Find Your Purpose

[www.tananachiefs.org](http://www.tananachiefs.org)

### Village Vacancies

- Community Health Aide (Kaltag, Koyukuk)
- Community Health Representative (Allakaket, Stevens Village)
- Elder Nutrition Cook (Allakaket, Bettles Field, Chalkyitsik, Hughes, McGrath, Nikolai)
- Family Visitor (Allakaket, Hughes, McGrath, Tanacross)
- Home Care Provider (Arctic Village, Eagle, Fort Yukon, Beaver, McGrath, Nikolai, Shageluk)
- Physicians Assistant - Upper Tanana Health Center (Tok)
- Preschool Assistant Teacher (Fort Yukon)
- Preschool Lead Teacher (Fort Yukon, Tanacross)
- Substitute Elder Nutrition Cook (Allakaket, Arctic Village, Chalkyitsik, Holy Cross, Huslia, McGrath, Venetie)
- Tok Subregional Primary Care Physician
- Tribal Workforce Development Specialist (Holy Cross)
- VPSO (Anvik, Chalkyitsik, Grayling, Huslia, McGrath, Northway, Nulato, Ruby, Tetlin, Venetie)

### Fairbanks Vacancies

- HCM Business Analyst I
- Child Care Coordinator
- Camp Counselor
- Environmental Services Technician I Administration
- Service Desk Technician
- Medical Laboratory Technician
- Security Officer
- Certified Medical Assistant
- Central Scheduler

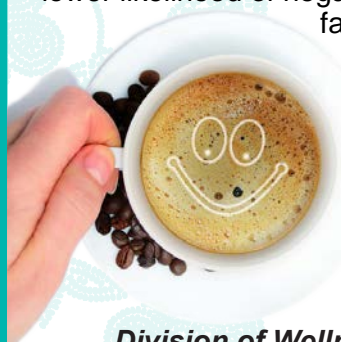
### Region- Wide Vacancies

- Community Health Aide/Practitioner - Itinerant

JOBS LISTED WERE OPEN AS OF JUNE 12TH, 2020

## What are your Protective Factors?

Protective factors are characteristics associated with a lower likelihood of negative outcomes or that reduce a risk factor's impact.



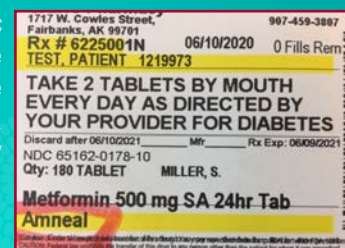
# POSITIVE SELF-ESTEEM

**Division of Wellness & Prevention  
Health & Safety Program**  
907-452-8251 ext.3089  
1-800-478-6822



## RECALL NOTICE

The Chief Andrew Isaac Health Center Pharmacy may be contacting you via mail if you have been prescribed Metformin SR tablets that have been recalled by the manufacturer.



Please look to the right of the label on your bottle - if it says 'Amneal' on the label, please contact the CAIHC Pharmacy so that you can receive a replacement.

QUESTIONS? CALL US AT:  
**907-451-6682 ext.3620**

OR contact the manufacturer with questions/concerns at  
1-833-582-0812 or [AmnealProductRecallDS@amneal.com](mailto:AmnealProductRecallDS@amneal.com)