

Native Village of Chefornak 2004 IGAP SPECIAL PROJECT

Workplan Revision Request

August 15, 2005

CANINERMIUT/ QALUYAAT-LLU NUNAMTA
MENUITENGNAQLERKAANUN
NUNAM CALIARAT

Native Villages of Chefornak, Nightmute, Newtok,
Tununak, Toksook Bay

Summary of Workplan Revisions Requested

We have now started up our Workplan and each Village is understanding the purpose. We have been keeping to the original plan of following traditional ways of holding our meetings and listening to our elders. This is working and we have seen many successes. Our plans are formulating as we work through what our concerns are and discuss how best to address them. We realize now the main objective of subsistence protection through improved waste management can be best met within the project time period by some changes in the workplan. Mostly, these have to do with the idea that it is most important to listen to elders, to build capacity and to learn our procedures for managing grants within the Consortium, and also the need to educate the Consortium about GIS mapping and backhaul planning (so that elders and all of us understand why we need to count and locate our wastes). After discussing it at the Chefnak August 1-4 meeting, and with individual NI representatives, we have decided to request the following.

Consultants—We wish to move the consultant money to the “Other” category, rather than the “contracting” category. While we did state in the workplan that we would work with a “consultant”, and not a “contractor”, we are notifying you that we are working with a consultant on a retainer basis, and not as a contractor for our SWM Plans. Procurement for retainer consultants is a different process that fits our traditional ways better and very importantly fits this project better. This works best for our goals and traditional and sovereign process. We have reviewed the OMB requirements and realize that that is what we have been doing naturally, as it fits our own traditional process and is what our Traditional Council decided at the beginning of this project, as a sovereign government. Our Traditional Council prefers to work with retainer consultants whenever it is allowable under OMB guidelines. As far as we can see, a retainer consultant would be better placed under the “Other” category for EPA purposes. For us, it does not matter. We just need retainer consultants that will work for us with our oversight, and more like temporary employees on-call, with specific expertise (i.e. that fits the definition of a consultant in the OMB guidelines). In this way, we are not stuck with paying the full amount of contract money for the SWM plan if at some point we decide we wish to hire another consultant or that we can use the money to write our own plan. Our retainer consultants have worked hard and carry out many tasks for us, that come up as we go along our process at our own speed and under our own terms. They do not bill any hours that have not been performed, and they will not get paid any money in advance, so that we can be sure they do the work that we want them to do.

The way we have been working does not work with a regular procurement contract. For our process in getting SWM plans that really fit our Village, we absolutely must have oversight and continual exchange with the consultant. A regular contract would be something where the contractor would visit us, but do just the plan work, and not be flexible in assisting us with the day to day activities that arise as necessary when our process and situation evolve. For example, some of the Village staff have turned over, and all of our waste situations change with changes in our villages. And we must follow what our elders tell us is important. All of these things require consultants that work as employees with our direction over them, and their expert advice that we need. We are following OMB procedures for a retainer consultant, meaning that we must review at least every five years who else could serve us on retainers, provide an opportunity for them to present their services to us. We will review every two years (i.e. NI project periods) whether there are other consultants that could serve us better. As we also mentioned, part of the reason for the retainer consultant is that if we come to a place in our SWM plan compilation process where we feel we need a different expertise, we will be able to use the money to hire a different consultant for that part(s) of the plan/process.

A similar request is that we wish to move the Yupik Translation and Yupik Art to the “Other Category” so that we can use more than one person to do this work, and provide income to more qualified people, without having to go through a contract each time. The translation work will start coming in piecemeal. It makes sense also that the local plans be translated by each village. We have different dialects and even some different words in each village. Each village will invoice Chefnak for translation of their local plan.

This is more in keeping with what the elders have been telling us of spreading around the money equally. It is difficult to say how the money will be split up between translation of the main plan and the local plan. We expect that each village will receive about \$800 for translation of their local plan, and the remainder will go to the shared main plan. Artwork will be paid directly from Chefornak to the artist as the Consortium approves different logos and symbols from local people.

Waste Characterization (Objective 1 Task 2) – We have decided that it does not make sense for each village to perform a detailed waste characterization. We are all very similar in our habits. The numbers that come from the waste characterization are not so exact that it will be worthwhile. What we will do is to set up the waste assessment with one village at our next meeting. Our consultants will work with the Village representative there to instruct them on what they need to do and to work with the participating households the week before. Then at the next meeting, we will devote a day to counting the trash, explaining the method, and introducing these western concepts of what trash is, what types of trash have health risks, and why we are counting the waste generation.

GIS Map – We will provide GIS coordinates for some wastes and spots, and likely still have those on a GIS map. WE will wait to get funded for a GIS mapping project and backhaul planning before we develop a detailed map. A GIS map has not been prioritized by our elders yet, although we are presenting this idea and our plan is to introduce the subject and educate our Consortium on what a GIS map of wastes and subsistence areas can do.

SWM Plan (All Objective) – We still plan to deliver an SWM plan for NI, with shorter, local plans for each Village that describe local goals and incorporate local elders' wisdom. But we want to just make it clear that the Plan is evolving as we hold our meetings. All of our Villages agree that elders' words are the most important, and we need to incorporate those words in a way that make them the central part of the plan. So our SWM plan will document our concerns and include a way that we can access what the elders say in a way that makes sense. We will likely be using AskSam as our SWM Plan tool. This software includes a way to link elder interviews (text, audio, digital), and to search for common phrases and words that they say, and to look at the timeline of what they say as we make progress. AskSam is also the same database that the State Subsistence records are kept so that we will be able to link these sometime in the future in our next project.

We will instruct our consultants to develop general costs for the typical waste disposal options, and we will still have a much more detailed and representative wastestream analysis than almost every village in Alaska, because most are using numbers from the cities. But our priorities and what we include in the plan will be unique to our situation and how we perceive the problem. The main waste plan will include a list of steps we have agreed to take in the future, and what responsibilities each village has agreed to. It will include some grant ideas and timelines, and it will include our accomplishments and how we have decided to keep our villages and subsistence grounds clean. We will have a short Yupik version for each village in a booklet form so that people can refer to it. It will have simple rules that we have learned from our elders and our trainings and have agreed to in the Consortium and within our individual villages. It will summarize how much garbage we each generate so that we can plan in the future what we will need.

The Yupik translation for the main waste plan will not be done for the more technical numbers part, or grant timelines, and other parts that non-IGAP staff do not need because it would be too difficult to translate and would not be helpful to our communities or goals. That part is to satisfy agency requirements and to serve for future grant requests. The main part that is most important for our communities to have in Yupik is our elders' words, and the practices that people need to follow in town, at the dump, and in the subsistence grounds that will lead to safe health and environment.

Each Village will write its own description of their situation for the main plan and their local plan, and the consultant will assist them and review to see if they are missing parts that will assist in funding. Because the consultant's time is being spent with developing capacity for accounting logistical planning, networking/communication structure, management, basic environmental instruction, the

local plans will be primarily developed by each Village and will change to preliminary local plans. The consultant will set up a template for each village that includes their waste generation numbers, estimated recycling numbers, and basic waste disposal option costs. They will also pull out for each village the elder interviews from their villages that are in the main plan database, and other information that has been compiled there. They will develop suggested headings for the sections of the rest of the plan, and deliver this to the villages. Each Village will be responsible for reviewing what is pulled from the elders' interviews and other information that has been gathered through the project and they will add or change as they see fit. Then they will be responsible for editing/developing what they want for the Yupik version that the community will have. They will be responsible for finding the translator for their local plan in their own village, and invoicing Chefornak. Some of these tasks will be shared by NI staff, as specific staff might be able to finish first or be asked to work with the consultant through this process, and then explain it to others.

Timeline (All Objectives)– We are changing our timeline to reflect the fact that it took a while to get started and organized. The Project end date remains the same. Also, we are working on all tasks in a circular way, and working on them throughout the project period. That is just the way our Consortium has evolved through the meetings, which is what we said might happen in the original workplan anyway. Note the hours for each village representative will run short if they are paid for the whole two year period. We are counting on getting funded for additional programs, but will work with what we have and some village reps might need to be let go early, or their hours reduced, if we are not able to find additional funds. We did apply through Nightmute for an unmet needs IGAP to plan the backhaul that our elders and consortium have identified as a priority from the beginning, also we applied (through Newtok) to continue funding the Consortium. We were pretty certain this was going to get funded, and that would have been able to keep our NI consortium staff employed—an important event to make sure that we do not lose our way and have to start over in building capacity. However, due to unfortunate circumstances, neither was funded.

Personnel (All Objective)– We did not state specifically how we would divide this time among villages. But we want to be certain that you are aware that the hours might not be divided equally as originally planned. For some villages, they hired NI coordinators right away, and others did not. Over the next few months, we will be making decisions as to how that money works. It is a directive from elders that we share this money. So either:

1. Each village will still get the same amount of money – and villages that started earlier will need to lay off staff for this project
2. Villages that hire NI coordinators later will get a proportionate amount of money. The saved money will go towards all village personnel to try to cover everyone for the full project timeline
3. Same as above, but the saved money would go to priority SWM-health risk problems to supplement the pilot projects that Villages are carrying out. We realize for this we would need a workplan revision request, and will let you know as soon as we do.

We are also requesting to switch the personnel hours for the other villages to the category of “other”, as the funds are not managed in a way that they operate as direct personnel of the Native Village of Chefornak. They invoice us for the hours spent. See revised budget for more information.

Conference funds (Objective 7) All of our villages now have IGAP. The conference funds will be placed into the Travel fund pot to ensure that we can continue to offer elders and other community members free flights. This funding we would like to request also to be able to use as elder stipends to cover travel –related expenses. All travel is generally paid directly by Chefornak.

Management and Capacity Building (Objective 6 and 7)– Note for these objectives in general, we have revised our original purpose and goal statement to include capacity building to work together as a consortium – how we manage the monies, how we communicate to each other, how we set up logistics, etc.

As a general note, for all but personnel and some pilot project expenses, Chefornak pays the project expenses directly for the other villages. Personnel expenses for other villages are invoiced to Chefornak. All invoices (other than NI personnel) are accompanied by receipts and are approved by Chefornak in advance. We have already approved this as an operating means within the Consortium. NI approval, as operating at this time refers to general consensus or substantial majority approval or majority non-dissent at NI meetings or NI teleconferences with at least one representative village, as is traditional, with greatest weight given to elders. If an elder dissents, other elders must give their approval to take the action. Otherwise, the approval process will be continued. We are working still on whether a “steering committee” or “Board” would fit our goals and traditions.

Note that we did not realize that so much time would be spent on this task. We are starting from the beginning, and are just learning about how to much work it takes to organize a meeting and agenda and to make sure that all the villages come. The same goes for organizing teleconference calls and training. The compilation of reports and management of invoices from other villages has taken longer than we thought. The good thing is that we are really learning how to do this on our own. The bad thing is that we need to use our retainer consultant to assist us in this objective much more than we thought. It is absolutely necessary for the goals of this project to continue capacity building for organizing logistics, developing reports, and ? an effective communication structure between villages. It is really difficult because our phones go out, as do other villages and we have slow internet connections. Nightmute and Umkimuite don't have internet, an others are just beginning to use it. When we try to send information over the fax, it can take a really long time. We have a lot of miscommunications because our language is not meant to deal with these kinds of situations, but English does not fit our work either, and it is completely against the entire project purpose. We all have many priorities and many of the staff are not used to timed scheduled jobs and deadlines, so that logistics of setting up events must be done by contacting people again and again, both to get a hold of someone in the village, and also to remind them again and make sure that they know about what we are talking about. There are a number of grants that are coming out from the Nelson Island consortium, that is important to the goals, and the objectives cannot be meant effectively if we pretend that they do no exist, or do not apply for them. The result is that we are drawing on our consultants' time a lot.

They generally spend 2 – 4 hours each day working with us or another Village directly or on NI logistical activities and research, about 100 hours each month, plus more for the months??, not including the time they spend at the meetings, getting ready for the meetings, or writing all the grants that they have written with us, for which they are not charging under this workplan. Yet, they are only scheduled for about 900 hours total, and half of that must be reserved for compilation of the plan and assisting us to a limited amount with our local plans. For example, setting up for the HAZWOPER course took dozens of hours of their time, as well as ours, because we had never set up something like this before and needed assistance in calling back and forth with the instructor, payment schedules, flight schedules, accommodations, and in continually contacting all the village to be sure that everyone understood the

dates and what they would need to do. Next time we host a workshop like this, we will be much better prepared to do most of the logistics on our own, from start to finish. We are building a lot of capacity, but it is coming at an expense of the consultant's time that could otherwise be spent on the SWM Plans. They have donated many, many hours of their time, but we cannot rely on them continuing to do this. Also, if we decide to have another consultant on retainer for part of the project, or to use the money to complete the SWM plans ourselves, we need to ensure that the money we have fits what our objectives say. So the change in this objective is that the consultant will be spending more time with us capacity building, and be responsible only for developing the main plan, and the local plan templates. The activities were discussed above.

Village meeting costs (Objective 1 – 5) – If Villages spend less than their allotted \$1,000, they are allowed to request use of these funds for emergency solid waste activities as part of their pilot project, or approved conferences for elder travel as part of their pilot project. Unused monies are placed into the general pilot project monies for all villages. If Villages abuse this policy and do not provide adequately for the meetings, the NI Consortium can decide to place unused funds into the general NI travel or pilot project fund.

PROJECT SUMMARY: The proposed project is to: 1) develop a SWM Plan for five traditional Native Villages (six Tribes including Umkimuite) in the Nelson Island region in Western Alaska: Nightmute, Toksook Bay, Tununak, Chefornak, and Newtok. 2) develop capacity to manage a traditional Tribal consortium in a way that meets agency expectations for grant reporting and accounting and workplan deadlines, and develops our consortium's track record to such that we can expand our programs and win grant awards from agencies and non-profits. These Villages share relevant logistical, cultural, and demographic characteristics. Deliverables include a Regional plan and working individual SWM plans. The project originated from an Environmental Summit that was organized by the Villages and held in Newtok on Jan 15-16 2004. At this meeting, our CANINERMIUT/ QALUYAAT-LLU NUNAMTA MENUITENGNAQLERKAANUN NUNAM CALIARAT consortium was formed. Yupik is the spoken language in our Villages and everyone speaks it. It is a language of our context, and it is not possible to translate exactly. The closest translation is "Keeping the Coastal and Nelson Island Region Environment Clean.

PROJECT GOAL: We are looking to protect our subsistence grounds and ways of life, not to construct a new landfill. We want to take responsibility for what we are doing to our common hunting and fishing grounds because we are seeing with our own eyes how our peoples' carelessness with solid and hazardous wastes is affecting us and harming how we live. We have been working on this project for about 9 months, and we are addressing our solid waste problems through:

- 📍 Identifying what our problems are – how wastes are affecting our traditional lifestyles and in-town community health problems.
- 📍 Finding out how much waste we have and where it goes.
- 📍 Evaluating what we are doing to make those problems.
- 📍 Developing a local strategy that is practice-based to follow for both the regional and individual community problems.
- 📍 Using "demonstration projects" to see how our strategy works, and whether changing our waste practices is enough to change back the pollution effects that our elders see.
- 📍 Identifying what future long-term, "big money" options we will need to start preparing for if we find that local actions will not safeguard our environment in an adequate manner.

These are the written steps to develop our SWM Plan. We will continue to carry out these steps in a traditional manner, like the way in which we held our first meeting. The elders spoke and they let us know what concerns we should be looking at – what were the differences in our environment from when they were younger, and what they saw as making those changes. They told us how things needed to be and the younger people in the Environmental programs and Councils responded with ideas about how to do that. That is how the idea of our consortia came about. The elders approved it and we agreed by a consensus approach. Of course, we did not call it a “consortia” because the entire summit was in Yupik.

We are describing group formation to you because it is why we will be successful. We used our traditional decision making ways and these ways have worked for our people for 1,000's of years in an extreme climate. Even today, we are “honeybucket villages”. Our SWM planning will be carried out in a traditional manner. We are meeting many times to listen to our elders and come up with ways to address what they say we must do. We will use a consensus approach and we will work with our communities in a way that they are used to, so they will respond the right way.

Our communication traditions are oral. What we find out and decide to do will make such good sense that it will seem strange to record it on paper. The most important part of our plan will be recorded interviews of our elders and written notes of what they say. But we are also hiring a consultant to document our plan in the written way that agencies use and understand, so that we will be able to use it for funding purposes.

Revised Budget

Objective	Item	Basis	Quantity	Cost
	PERSONNEL			
1-7	Village rep. Note Chefornak IGAP staff is sharing these duties .	Varies, with maximum of \$17/hr	Varies, with minimum of 848 hr	\$14,416
6	Lead coordinator for Villages (additional hours). Additional hours for meeting coordination, group organization, contractor liaison outside of meeting, training, conference weeks. Chefornak IGAP director will be assuming this position.	\$17/hr	426 hr	\$7,242
6	Administrative clerk, (inc. administration of subcontracts) . Chefornak IGAP staff will be performing these duties.	\$15/hr	807 hr	\$12,104
	<i>Subtotal</i>			\$33,762
	FRINGE , inc. FICA, ESC, MEDICARE, and Workmans Comp Ins.	15%		\$5,064
	TRAVEL AND TRAINING			
7	Alaska Native Health Board Conf. (\$600 airfare, 3 d, 3 nights @ \$100 lodging, \$67 per day for food, misc.),	\$1,101	divided as approved by Consortium	\$3,303
7	Alaska Forum on Environment (\$600 airfare, 6 d, 5 nights @ \$100 lodging, \$67 per day for food, misc.),	\$1,502	divided as approved by Consortium	\$4,506
7	HAZWOPER Training (will be at one of the Villages for 5 d, so just airfare = \$150 plus \$25/d for 5 d, to contribute to meals), Village Project Reps plus waste technician from each Village	\$275	10pp	\$2,750
7	Regional Environmental , 3 days, 2 nights @ \$120/d lodging, \$67/d for food & misc., \$150 airfare), all Village Project Reps	\$591	divided as approved by Consortium	\$2,955
1,2,3,5	Group meetings (Summer:\$150 airfare 1 person, Winter:\$100 Oil & gas for snowmachines, avg. 1.5 people - some will travel solo, depending on machine), min. of 22 people are funded to travel for each of 6 meetings, including Village Project Reps. plus 4 elders from each Village.	varies due to poor snow conditions and shorter freezeup	132 pp	\$13,200
1-5	Consultant travel (\$600 airfare per trip, \$24 incidentals per trip, \$20 per diem for food, lodging per day, each trip= 3 d) (quote)	\$685/trip	6 trips	\$4,110
	<i>Subtotal</i>			\$30,824
	SUPPLIES			
3	Demonstration project ((Vendor quotes). The exact combination of supplies depends on what each Village decides is most useful to try out in their Village. Part of this project is the process of deciding what supplies to be purchased. Note that waste management improvement programs conducted in AK at low cost will take the form of some combination of community education (e.g. crochet hooks for plastic bag crafts (\$2 per household), waste wheels(\$3 per household), efficiency light bulbs(\$7 per household)) waste reduction project materials (e.g. canvas bags (\$7 to \$15 per household, proper waste disposal supplies (garbage bags (\$5 per household, garbage cans/totes, hand sanitizer (\$3 per household), recycling equipment (can crushers, fish totes (\$400), banders, wrappers), haz waste reduction (antifreeze recycling, safe household cleaners (\$5 to	\$5,000	5 villages	\$25,000

	\$50 per household, aerosol can puncture \$600)storage/shipping containers for haz waste or recyclables). \$5,000 will purchase an antifreeze recycler (\$3,500) or used Connex container (\$2,500) plus a combination of other supplies for each Village.			
3	Safety gear and GPS unit for waste assessment (<i>Vendor quotes</i>)	\$460	For villages with these items already, this money will go to demonstration project funds above	\$2,300
	<i>Subtotal</i>			\$27,300
	CONTRACTING			
7	HAZWOPER in-Village training, flat rate (Trainer's quote, inc. all expenses) (\$50 additional for each person over 10)	\$6,500	1	\$6,500
	<i>Subtotal</i>			\$6,500
	OTHER			
1-7	Village reps, other than Chefonrak, they invoice Chefonrak for hours spent, and submit reports of what they have done. Each village is pre-authorized for about \$200 per week, once they start their position.	varies with Village decision, max is \$17/hr with 15% fringe	minimum of 3,392 hrs total	\$59,826
5	Plan Translation to Yupik and Yupik notes to English (<i>quote</i>). <i>To be administered by the Village that houses the administrative clerk.</i>	\$25/hr	300hr	\$7,500
5	Yupik graphic art (necessary for Plan use and appropriateness) . <i>To be administered by the Village that houses the administrative clerk. (quote)</i>	50/hr	25hr	\$1,250
1-6	Retainer Consultant(s), \$50/hr, research, status reports, training, plan write-ups (individual and regional), logistics, and miscellaneous duties related to Project, as directed by Consortium, on as needed basis.	\$50	900 hr	\$45,000
6	Attorney to review contracts, as needed. Contract templates that have been already legally reviewed by an attorney are acceptable, or free legal review. If templates of free legal service, then saved money will go to demonstration project.	\$150/hr	2.5	\$375
7	Conference fees, AFE	\$200	divided as approved by Consortium	\$600
7	Conference fees, ANHB	\$60	divided as approved by Consortium	\$180
1-5	Meeting supplies & light refreshments including handouts. Light refreshments will be serve in accordance with OMB Circular A-87, refreshments will be served at a time when environmental materials are being disseminated and speakers are presenting. (1st meeting had 50 pp, so we are projecting \$20 per person, including all the handouts). Note these meetings are 2.5 days long.	\$1,000	6 meetings	\$6,000
1-7	Fax, phone, post, flyers (<i>based on additional office expenses for other Tribal projects</i>) excluding Project quarterly report and FSR costs	\$360	5 villages	\$1,800
6	Fax, phone, post for Project quarterly report and FSR costs	\$22.50qtr	6.67 qtrs	\$150

	<i>Subtotal</i>			\$122,681
	TOTAL			\$226,132

Item	Objective							Total
	1	2	3	4	5	6	7	
Personnel	2,059	2,059	2,059	2,059	2,059	21,405	2,059	33,762
Fringe	309	309	309	309	309	3,211	309	5,064
Travel	4,122	822	4,122	4,122	4,122	0	13,514	30,824
Supplies	0	0	27,300	0	0	0	0	27,300
Contracting	0	0	0	0	0	0	\$6,500	6,500
Other	16,004	16,004	16,004	16,004	24,754	24,329	\$9,584	122,681
Total	\$22,494	\$19,194	\$49,794	\$22,494	\$31,244	\$48,945	\$31,966	\$226,132



A. TIMETABLE OF MILESTONES AND PROJECT MILESTONES TIMELINE

	-1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
Project start-up	█	█	█	█	█																				
Meetings, hosted by each Village in turn				█						█		█			█				█		█				
Main conferences						█				█									█						
Subsistence high activity		█	█								█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
1.1 Identify Problems		█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
1.2 Find out wastestream		█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
1.3 Assess lands		█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
2. Evaluate how we make the problems		█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
3.1 Develop a strategy what to do					█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
3.2 Start/study demonstration project					█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█
4. Identify/cost out primary disposal options																█	█	█	█	█	█	█	█	█	█
5.1 Regional planning																█	█	█	█	█	█	█	█	█	█
5.2 Final plan(s), evaluation																							█	█	█
Presentation to Councils																									█

A. PROJECT DESCRIPTION AND MILESTONES

Project Startup (1-2 months before): Taking care of paperwork, each Village appointing staff for the position, hiring contractor, informing elders, Councils, and communities of project. Setting a structure for what we want to accomplish at each meeting. There is no telling what kinds of plans we may be able to identify to facilitate our progress before the project starts. We will leave a lot of flexibility in the planning process. We are certain of at least one thing-- we will need to stick to a traditional decision-making process. If that takes longer it will be worth it because it will be the only way something will work here. You will see in the budget that we have travel money for 20 people for each meeting. That may seem like a lot but our first meeting had 50 people and that is why it worked. To have a traditional planning process we have to have this many people and the wisdom of many elders. What we are trying to protect are the lands all around us and they connect to each other. When we have many elders participating like this, they can talk between themselves and discuss what the best way is and how things appear in the different areas. They can put together their observations and make conclusions in this way so that we understand our problem in a way that is accurate and detailed.



Meetings: The meetings are the basis for the planning process. Each Objective is another step in the planning process and each step starts with a meeting. Meetings will rotate through each Village and follow a similar format as the initial Newtok Environmental Summit that formed our group. They will last 2 full days and each Village will take care of hosting the event in a traditional way. The host community will welcome the guests and house and feed them. Each meeting will be a step in the planning process, and at each meeting there will be review of the Project overall by the Project Coordinator (i.e. the lead Village Representative) in terms of where we are at and what specific activities need to happen for the Project to remain on track. Elders will direct what needs to happen. We will then form an action plan for the specific objective to carry that out.

<p>For all Elements of the Workplan:</p> <p><u>Joint Evaluation of Performance</u></p> <p>The grantee agrees to submit quarterly performance reports, including conference travel description. This report will state accomplishments toward completion of work plan commitments, a discussion of the work performed for all work plan components, and a discussion of any existing or potential problem areas that could affect project completion. If the EPA Project Officer, after reviewing a report, finds that the recipient has not made sufficient progress under the work plan, EPA and the recipient will negotiate a resolution that addresses the issues. A final report will also be submitted, as well as annual Financial Status Reports to Grant Specialist and annual MBE/WBE to MBE/WBE Coordinator. We will communicate regularly with the EPA Project Officer.</p> <p><u>EPA Roles and Responsibilities</u></p> <p>EPA will have no substantial involvement in the accomplishment of the work plan commitments. EPA will monitor progress and provide technical assistance as needed to ensure project completion.</p>
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Statement on Deliverables: A copy of all deliverables will be sent to EPA, including Yupik documents.

Consultant: Federal procurement procedures will be followed in hiring and managing contract work. We require a technical consultant who works with our oversight, closely with us, who has high expertise specifically in Village solid waste management, working intensively with Villages, working on multi-disciplinary and multi-Tribal projects, working with Native graphic artists for the purpose of developing technical documents. We will be using the consultant on a retainer basis.

All contracts: Contracts will undergo a legal review, either based on templates that have been reviewed in the past by an attorney, or new ones, reviewed by an attorney.

Quality Assurance: No sampling or sampling analysis will be performed under this workplan. Waste assessments and reports will be carried out in accordance with established procedures, with heavy consultant oversight and involvement.

Personnel: Each Village will have a Village Project representative that will be carrying out the workplan objectives for their Village. Additionally, there will be a Project Coordinator position in Chefornek. This position will be filled by the same person who is filling the Chefornek Project representative position. The Coordinator position will help coordinate the Project Workplan with assistance from the consultant. They will also serve as liaison between other Villages and the consultant, so that the time spent by the consultant in relaying messages and update requests is minimized. In addition, there will be an administrative clerk position who will maintain financial records, process payroll, assist in Project administrative requirements. Village Project personnel are responsible to see that the duties are being carried out in each Village and that the funds are spent in accordance with the workplan.

Objective 1: Identify what our problems are.

We have started identifying our problems already. We are not certain at this point how close we are to the end. It may be that by the time this project starts, we will have listed all of the problems people can think of. But we predict that we will be re-identifying problems in different ways as we gain an understanding of how we contribute to them and how the technical aspects of solid waste work with our circumstances.

Outcome: We will have a numbers along with words that describe our problem in a way that can be used to look at the logistics of a solution. For example, if a problem is that our dump is running out of space, we will have the measurement of how much space we are losing each year. With the consultant, we can convert that to familiar concepts – like the equivalent size of our school basketball court. Placing a picture in our community of exactly what our problem is will help us decide exactly what we need to do.

Deliverables: Table of waste-related concerns, Waste characterization for each Village (based on a one village characterization with proportional numbers), Preliminary waste assessment of common subsistence area (ballpark volume, general type, estimated rate of accumulation).

FTE: 19%

Objective Cost: \$22,494

Timeline: 1st through 20th month

Task 1 (1st month) Write down concerns in an organized way. One thing that we will do though is to write down these problems at the first Project meeting in October. During the next week these concerns, with the different issues and activities that they involve, will be organized by the consultant

and Project Coordinator in a way that they can be addressed one by one. All Village reps will get a copy to look at, and think about what to do about better ways to write the list. The coordinator and consultant will compile all the feedback and send it back around until people feel that the list and way it is organized is right. The consultant will add any needed technical information/insight in conjunction with the process. The consultant will be limited in organizing this information as much as originally planned, due to the fact that we are spending so much time on our building our management structure. They will still compile this information, but this part has not been something that the elders have been understanding as necessary and is difficult to get people to write down their concerns in a way that can be put into the table. Some of the staff are familiar with tables and others aren't. The main thing to us is that our concerns are written down and documented in a way that our communities understand and in a way that agencies and scientists can access. This will likely be through using ASK SAM , and in the end spending an afternoon session at the 4th meeting for one of the staff to explain to the elders what we have as priorities, and if they think that is okay.

Task 2 (2nd through 21st month) Assess how much waste we make. We will learn how to do a waste assessment during the next meeting. This Task is discussed more in the revision summary.

Task 3 (2nd through 21st month) Assess how much waste is around our subsistence grounds We are most concerned with keeping our subsistence grounds clean so that we do not lose our traditions. We will be looking at wastes and signs of pollution out on the River and tundra where we hunt. The map we produce will serve as the first step in a larger watershed protection plan, where we will assess subsistence needs, contaminant pollution, cultural resources, etc in a comprehensive way. If we get funded for our backhaul planning project, we will be able to have a full map of where all the wastes are. If we don't, we won't have much of a map, but it will be a start. Again, we have to cut back on what we wanted here some because we are spending so much time building our capacity to have a working Consortium.

- a. Each Village rep will be responsible for selecting at least one spot that they will monitor. They will select these spots by talking with elders and making an initial trip to take pictures of the pollution. A spot might be a camp, a good fishing spot, or a stretch of river. It might be the outskirts of the dump. We will mark the special spots with a GPS unit that we are purchasing with this grant so we can locate them later and include them on the map that will be in our plan.
- b. We will be tallying the numbers of visible signs of pollution. In the case of any river dumps, we will be measuring the expansion or shrinkage of the dump
- c. We will count the signs of pollution at least each month at each selected spot, as long as we are able to access it. This will give us a good baseline to see improvements and what we are up against. We will try to get our communities involved by having people do this while they are doing their subsistence. They will know which spot we are looking at and also try to bring in any of the pollution there and bring it to the dump.
- d. We will discuss whether to hold a 6-Village day of waste counting, like what happens for beach pollution each year. Everybody on that day -- when they are out hunting-- will count and write down what they see. We will have a good measure of the wastes and where they are and the community will be involved. If we decide that is a good idea, we will implement it.

Objective 2 Evaluate what we are doing that is causing these problems.

This step is the most important. If we know how our problems are happening we can address those events that lead there. For example, if we can identify how the plastic 6 pack rings come to be in a place where a bird gets caught in it, then we can work on stopping this.

Outcome: An in-depth understanding of the dynamics of local-source pollution from the local point of view. A locally-based reference point of why and how things happen will provide us insight into preparing a management strategy.

Deliverables: A Table of concerns and our roles and the circumstances that cause them.

FTE: 8%

Cost: \$19,194

Timeline: 1st-12th for initial table, but ongoing re-evaluation through project

Task 1 (1st through 14th months) Develop a Table/document that links our actions and how they lead to the concerns we have. This Table will be mostly finished by end of the 12th month. As discussed in the summary , we will try to present it by the 4th meeting, if not the 5th. But we will be looking back at it all of the time and discovering new ways that we might be causing our problems or new ways to look at what we are doing. We will share with the elders and the community what we learned so far – how much waste we have, where it is, and how it gets there. We will then try to come up with solutions. The elders will know about what needs to be done because they know how things need to be for the fish and birds and berries to be plentiful. We will need to do some research about the ideas that people bring up. We will decide about what steps we should work on before the next meeting and what solid waste issues or costs or steps our consultant needs to research or help us with.

We will approach the evaluation from a pattern view. It is not just one time that one person discards their trash poorly. Why do people do it and where, and why do some animals try to eat them. Some of these questions will not be easy to answer. What makes a fish deformed? We will only be able to look at the things that our communities do that might make a fish deformed. What are the ways in our own Villages that the water becomes polluted? Is the pollution from the dump or is it from people dumping out rinse water at fish camps? What is different in the way we are doing things? Which of these differences can be harming us? Like the other steps, we will record our findings in an organized Table that brings all of the related issues together. Part of the purpose of this table or list is to plan on what types of grants and programs we need to plan for, and to prioritize what we do in the future years.

Objective 3 Develop a local strategy to follow

In the October and December meetings, we will come up with ideas for solutions, like explaining to the community how bad it is to leave their batteries on the ground and what happens. We have thought about some solutions already, because they come up as ideas when we identify and evaluate the problems. But when we first think up solutions, they are thoughts that need to be talked about and tried out. What we mean when we say develop a local strategy(s) is that we will work through the details of how these solutions would work here.

Outcome: The outcome is that we will have a set of tools that work to improve our waste situation, and that we will have the local experience to show these ways to other villages and to keep these solutions working.

Deliverables: Table of Projects, Problems, Lessons Learned, and Outcomes.

FTE: 25%

Cost: \$49,794

Timeline: 5th through 20th months

Task 1 (5th through 20th months) Develop and compile management strategies for our main problems. Work with each other and the consultant to follow through for some of our main problems to the end to see if it is something that will solve the problem. The consultant will assist us with technical questions and we will give the consultant the information they need about our Villages and people. For the battery example, the steps that would be involved would be:

1. **Identify** the problem – we would have to assess how many batteries and where they are
2. **Evaluate** what we are doing – we would look at peoples' practices and each Village. Is there a Village where people don't dump their batteries? Or do younger people dump their batteries more than older? Do people know that batteries contain harmful chemicals?
3. **Develop** a strategy – if there are many batteries this would be a priority to clean them up. How would we do that for each Village or how would we do that in our subsistence grounds – what would be our first priority? What do we do for the long-term to prevent batteries from being dumped? Can education do it? Do we plan a battery backhaul? Who would run it? How much time would it take? Where would we store them? Is there a safe way to store them in the Village without backhauling them? Can we use them in any way? Can we have a regional backhaul? Can we do something about the batteries that are in the dump by preventing the lead from escaping to the river?

This task is to research and document our strategies so that we can keep track of them and what worked and what didn't. Strategies might include waste reduction activities for at least some of our Villages that have a problem with landfill space. But we might decide that it fits our lifestyles better to work on just making the dump safer, and maintaining good access. Our waste assessment information will give us an idea of whether there is a target waste generation source that will reduce waste volume significantly, and whether it works for us to address this target.

Task 2 (6th through 24th months) Carry out Village Demonstration Projects Here we will implement our strategy project by purchasing the supplies and materials we need. We would use this time to get an accurate picture of all of the steps and considerations that are connected with trying things that we have never tried before. In our battery example, we would get the information from the consultant and we would probably try out a battery backhaul program, so we would purchase a fish tote to ship the batteries. We say probably because until we go through the process of identifying and evaluating we won't know for sure if that will be one of the solutions we want to try, or how big of a problem it is. It may be that we will decide that it is a small problem and we will have each person bring their own battery to Bethel. We are pretty sure that one of the things that we will do is "community education". Instead of looking at each problem separately, we will decide about which problems go together and address them together with our communities.

Community education happens by itself in our Villages. People grow up seeing what they are supposed to do and how to do subsistence. There is no instruction book. What we need to do is educate people about our waste problem in that way. We need to incorporate what our group learns into the flow of how life happens. This will be "teaching by doing" and by listening to elders tell stories that have the lessons in the context meaning – not in "instructions".

There are supplies that we could buy to help set the ideas in. If we want everyone to use hand sanitizer when they come back from the dump, we would buy hand sanitizer.

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Or if we want to reduce hazardous wastes, we might provide people with safe household cleaners.

Or if we want people to use our collection programs we might want to buy people standard plastic garbage bins.

On the Solid Waste Alaska Network website, there is a checklist guide of how to make dumps safer with just a little money or no money. Part of the Demonstration Project will be to try these steps and to see whether we can keep them up, whether the dumpsite conditions improve, and whether the exposure risks and contamination risks are reduced. For example:

one of the suggestions is to not trample or kill any of the plants that are around the dump because they help in keeping the runoff from reaching the river.

Another is, if your dump is expanding you can see if you can at least make it expand away from the River or valuable berry gathering sites. You can block access one place and encourage access other places. We can see at the end whether there are less trampled and dead plants and whether the dump is growing away from the River like we wanted it to.

We will provide enough money to each Village that they will be able to implement several activities to reduce risks. For example, we will be able to buy a shipping container to store hazardous wastes or use as a recycling center, if that is what we decide will help our situation. We might decide to combine resources and purchase a recycling baler between Villages. We might hold Village cleanup programs and try to figure out what will sustain these, and what makes people want to participate. This is what Newtok did already with part of its pilot project funds.

Task 3 (5th through 24th months to develop, through 24th month to track) **Develop Measures of success of different strategies and track them.** We know that to see how well our demonstrations work, we need to have ways to measure them (“performance metrics”). This is where our task of assessing our wastes comes in. With our battery example, we will know how much battery dumping goes on, and how many batteries each Village has to get rid of. So then after our demonstration project, we can see whether we find fewer batteries at our dumps and subsistence grounds. If we start a backhaul program, we can see how many more batteries we get as the time goes on. If the community participates more and more then we have a good way of addressing the problem. If we have Villages that are trying different ways of addressing their batteries, then we can even see which way was the most successful.

With five Villages participating, we are lucky because we can all share what we are doing and learn from each other. For example, we might identify at our meetings two ways to stop people from dumping their batteries – maybe: 1. Elders asking people to stop doing it, 2. Making an ordinance (an agency suggestion), and 3. Teaching the kids what to do. Each Village can try one way. One Village might try all of them. Then at the end we can compare how well we each did. This way, all of the Villages can adopt the best way, and not spend time on things that don’t work. For example, for the battery backhaul, we can get one Village to go through how to do it. Then when they have been successful they can show the other Villages the steps. This way, not all of us have to spend the time making the mistakes for that effort. Again, we are using the batteries as an example, but this might not be one of the projects. However, several of our Villages look like they will be trying this.

We are developing a fish net monitoring system, so that again is something that we will be looking at how it is successful or not.

The key in demonstration projects is that you need to be looking at all of the factors involved - like when you decide where to hunt or when the berries are going to be good to pick. These decisions

are made up of many different ideas that you think about together. For example, for a community education program, we would need to look at who did the educating, which people listened, was the teaching done at a good time – when people weren't busy? Did we have a way for people to do what we said? If we tell people not to throw their batteries in the dump, we need to have a place that they can use instead.

So for each strategy that we try, we will work with the consultant on writing down what things we need to measure first, what actions and numbers we need to track, and what we are thinking of when we think of achievement. Like anything, you need to know what you are looking for and how you will know when you find it. So what are the situations that will tell us we have the solution? We would list this in a table, but the reason we are applying for this grant is because we have not yet gone through this planning process, and need the funding that will help us do this right. Then throughout the project we would keep track of what we are measuring.

Note that at the Third, Fourth, and Fifth meetings we will be: 1) sharing where are demonstration projects are at and whether we need to change them, 2) identifying new projects if opportunities for them come up, 3) having the consultant write down what we want to do in a way that agencies can understand, and 4) having the consultant report back to us on the research that we asked them to do for these projects.

Note that we will place results of our projects and lessons learned on SWAN, and make the information available especially to other YK delta Villages.

Objective 4 Identify Regional and Local Long-term Primary Disposal Options and Costs

Outcome: Knowledge of which options are financially feasible for us and what resources we will need, so that we can make an informed decision.

Deliverables: Cost comparison of primary regional and local disposal options, including landfilling, incineration shipping, and waste share that can be reduced by reuse, recycling, etc.

FTE: 2%

Cost: \$22,494












Timeline: 15th through 22th month

Task 1 Research and develop cost analysis. This component will be performed by the consultant. They will have already given us ballpark numbers from the start, but here they will develop more detailed budgets because they will have learned more specifics about what is possible for reducing our wastes first and how our Villages work. The consultant will work with us to be sure that they are looking at options in the way that we need. For example, we know that incinerators can be good but they need someone to be trained and there all of the time. But we can't ask someone to not take off to do subsistence for their family. So we would need to plan to have flexibility in who takes care of the incinerator or when it is done. And we need to know if there are incinerators that can be started and stopped when we want, or are they all something where they should be operated the same every day. These are the types of questions and considerations that we will be working on with the consultant. They will need to know that every option is going to be affected by how our community works. We cannot change how our community operates because if we do we will lose our traditions. What would be the value of an incinerator then?

Objective 5 Compile a Draft Regional Working Plan for SWM

Outcome: We will have a tool to teach our communities what we have decided will best protect our subsistence grounds. Even if we have staff turnover, it won't matter because we will have the plans to follow.

Deliverables: 1. Local plans that contain the non-technical part in Yupik that contain local information that is unique in each Village and is a short handout/brochure for the community to follow. 2. Translated regional plan in Yupik (user-friendly – again a summary of all village elders' ideas and NI projects that worked and were decided on as pursuing) 3. Regional plan in English (a longer formal report that meets agency and State ideas of an organized plan) containing:

-  Elders' words and stories.
-  Current waste practices in region and individual villages (villages will supply descriptions, consultants will add/edit as needed).
-  A map that has our Villages and approximate locations of our dumps, and our monitored sites
-  Results of waste assessment and about how much waste there is in our common subsistence grounds.
-  Results of our demonstration projects and about how much waste we can reduce or discard in a way that does not harm us.
-  Ways to manage our dumpsites with what we have. This will be based on any success stories that we have had.
-  Recommendations for what we should try to get – like equipment and operating money, or even a new landfill. We are not certain what the planning process will tell us about what we need.
-  Estimate of how much it would be for each Village to get a new landfill, upgrade their dump, incinerate, or store over winter and barge. (Proportional numbers based on approximate population and fixed costs versus non-fixed costs, as was done already for landfill O and M with our Styrofoam research report.
-  Estimate of how much it is to ship out some of our wastes, and what would need to happen for us to afford to ship out all of our wastes.
-  Ballpark estimate of how much and how would it generally work to have a regional disposal option – like siting an incinerator or new landfill in just one Village or everyone cooperating on barging to Bethel
-  NI policies that our consortium has decided on or are considering.

FTE: 9%

Cost: \$31,244

Timeline: 14th through 24th months

Task 1 (18 through 24th months)**We will decide the regional policies that make sense based on all of the information we have gathered.** This way, the consultant can write them down for the agencies to see we have covered everything, and the agencies won't need to write any policies

of their own for our lands. We will identify the policies we will take and want to take as a region to protect our subsistence grounds and as Villages to protect our in-town health.

Task 2 (18 though 24th months) **The final regional plan will be written up by the consultant.**

The local plans will be written by the village and they will include the technical information in tables that the consultant will provide them, and also any other electronic documents, tables that have been incorporated into the ASKSAM database that are specific to the village. The consultants will provide advice and help to edit the local plans if they have the time to spare.

The regional plan will meet agency standards of a good solid waste plan, and contain waste generation and cost numbers and tables, etc. Also, the consultant will work closely with someone who will translate the main parts of the regional plan that the community needs to know (e.g. elders' words and policies) into Yupik and illustrate it with Yupik art that will give it the right context, so that it meets our high standards of a good plan. This way, everyone will be happy, and the written Plan will be something that we can really use, and that our children can take pride in, because we are using our language and ways to solve our problems.

The local plans will be very short, and will contain just information that is of local interest in terms of what each Village needs to do locally and what their unique solid waste situation is. Each Village will write its own description of their situation, and the consultant will assist them and review to see if they are missing parts that will assist in funding. The local plans will be local-centric and "very Yupik". That means they will be written for the Village to use, not the agencies to read. Each Village will be responsible for reviewing what is pulled from the elders' interviews and other information that has been gathered through the project that will be placed in the plans for them. Then they will be responsible for editing what they want in for the Yupik version that the community will have. They will not contain lots of calculations, etc., just information that the Villages need to implement their local plans locally.

Objective 6 Keep to grant requirements, recordkeeping, reporting, etc.

Are there requirements that we have missed? What do we need to do to finish the demonstration projects? Are we tracking what we said we would? This is the job of the lead Village coordinator. They will spend 5 hours each week reading up and finding out where we are at, coordinating actions that we need to do, and working with the consultant. They will go over where we are at in each meeting, and in monthly reviews between Village reps and the consultant. The consultant will be experienced working with large projects and they will work with the coordinator in developing ways to track what is going on, and will work as an insurance that we are meeting the reporting and grant requirements and in assisting the coordinator and other Village reps in filling out paperwork, etc. The consultant will be doing this with the intent of teaching us how to manage grants and big projects in the future in a way that meets agency requirements. (We know how to manage big projects in our traditional way). The administrative clerk will be keeping the administrative records for the contract and subcontract and will work with the coordinator on providing the bookkeeping that is needed. Fax, phone, post, flyers, etc. will be included in this objective.

Outcome: Timely reports, Final product that meets objectives. Contracts and contract administration that meet OMB guidelines. Note consultant(s) will be on a retainer basis.

Deliverables: Quarterly Reports, Financial status reports

FTE: 25%

Objective Cost: \$48,945

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Objective 7 Build SWM capacity for sustainable safe SWM programs and policies.

FTE: 12%

Cost: \$31,966

Task 1 Train Village reps in hazardous waste and solid waste management and network with other Villages at conferences to ensure that we are taking advantage of all the programs and ideas that are out there and to build relationships with agency personnel and Village staff that will come in handy in implementing and continuing our Project. Note that the other capacity building that is going on during this project is working with the Consultant and getting experience in carrying out a solid waste program and evaluating activities in a way that agencies can understand, so that we can write fundable proposals in the future. Note that the HAZWOPER course is open to more than 10 people, and we will encourage others to attend. There is a \$50 fee for each additional student after 10.



Conference and Workshops:

Alaska Native Health Board Conf. (\$600 airfare, 3 d, 3 nights @ \$100 lodging, \$67 per day for food, misc.), for Village Project Reps without IGAP	\$3,303
Alaska Forum on Environment (\$600 airfare, 6 d, 5 nights @ \$100 lodging, \$67 per day for food, misc.), for Village Project Reps without IGAP	\$4,506
HAZWOPER Training (will be at one of the Villages for 5 d, so just airfare = \$150 plus \$25/d for 5 d, to contribute to meals), Village Project Reps plus waste technician from each Village	\$2,750
Regional Environmental (Bethel Environmental Summit/meeting and tour of recycling, landfill facility, 3 d, 2 nights @ \$120/d lodging, \$67/d for food & misc., \$150 airfare), all Village Project Reps	\$2,955