



# SEALASKA UPDATE

Southeast Conference Mid-Session Summit

Tuesday, Feb. 8, 2022



# How & Why We Lead

Everything starts with our vision and core values

## ***Working Together***

Offer help when others are in need and show thankfulness when others help us

## ***Insatiable Curiosity***

Strive to understand how things really are

## ***Live in Truth – Be Humble, Respectful and Transparent***

Demonstrate honesty, trustworthiness, and ethical integrity through actions and behaviors

## ***Create Value, Maintain Focus, Clarity and Drive***

Recognize the need to constantly, learn, change, and grow



# BUSINESSES DRIVEN BY *VALUES*, WITH A VISION OF *OCEAN HEALTH*

## LAND



Carbon Sequestration  
Environmental Programs  
Sealaska Carving and Bark Program  
Community Subsistence Access  
Natural Harvest  
Sustainable Tourism

## FOOD



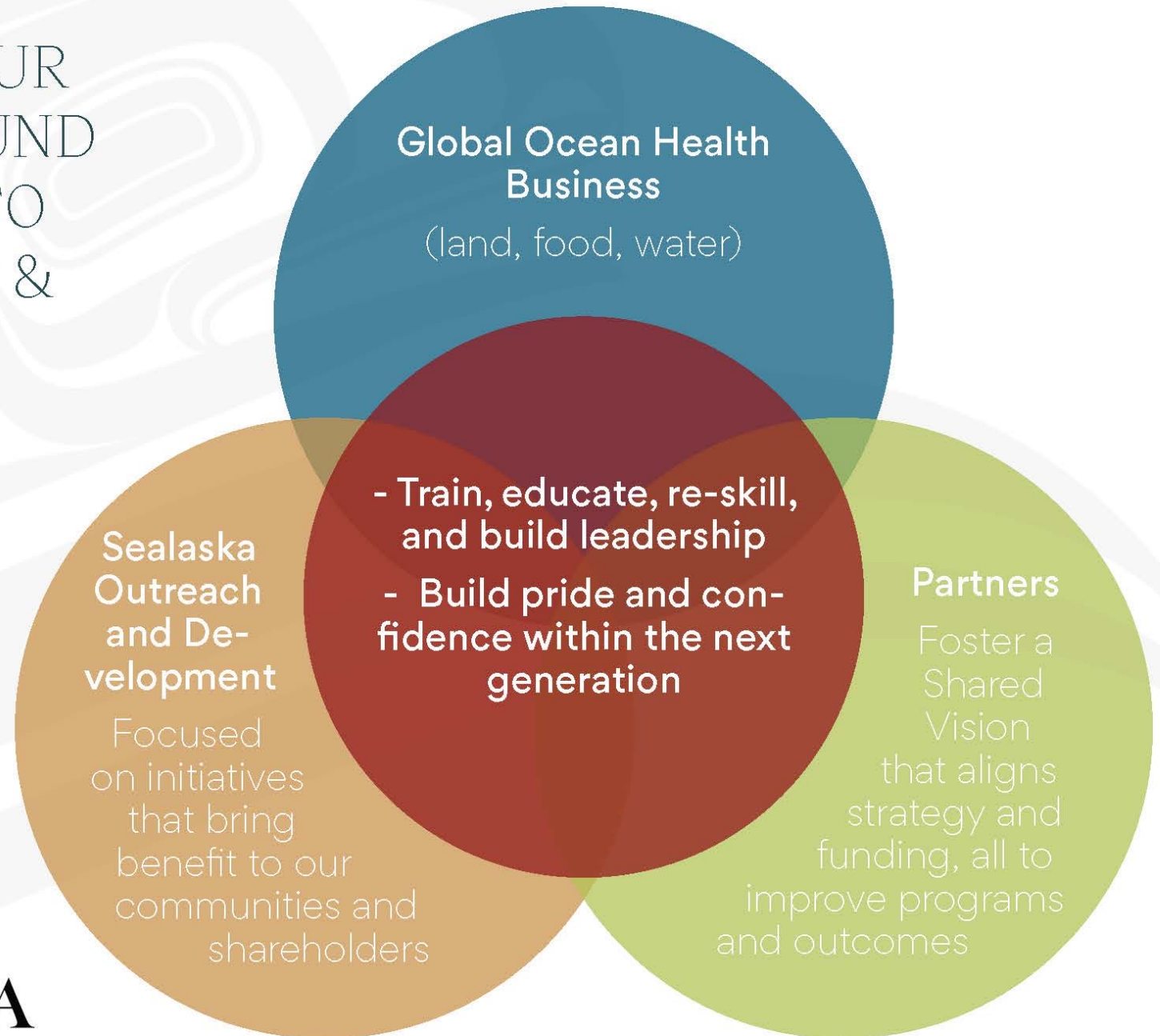
Barnacle Foods  
Independent Packers LLC  
New England Seafood  
International (NESI)

## WATER



Sealaska Environmental Services  
Sealaska Government Services  
Sealaska Technical Services  
Sealaska Engineering and Applied Sciences  
Gregg Drilling  
C.S. Marine  
MBS  
Cognitell

INTEGRATE OUR  
EFFORTS AROUND  
OUR VISION TO  
HELP PEOPLE &  
PLANET



**SEALASKA**

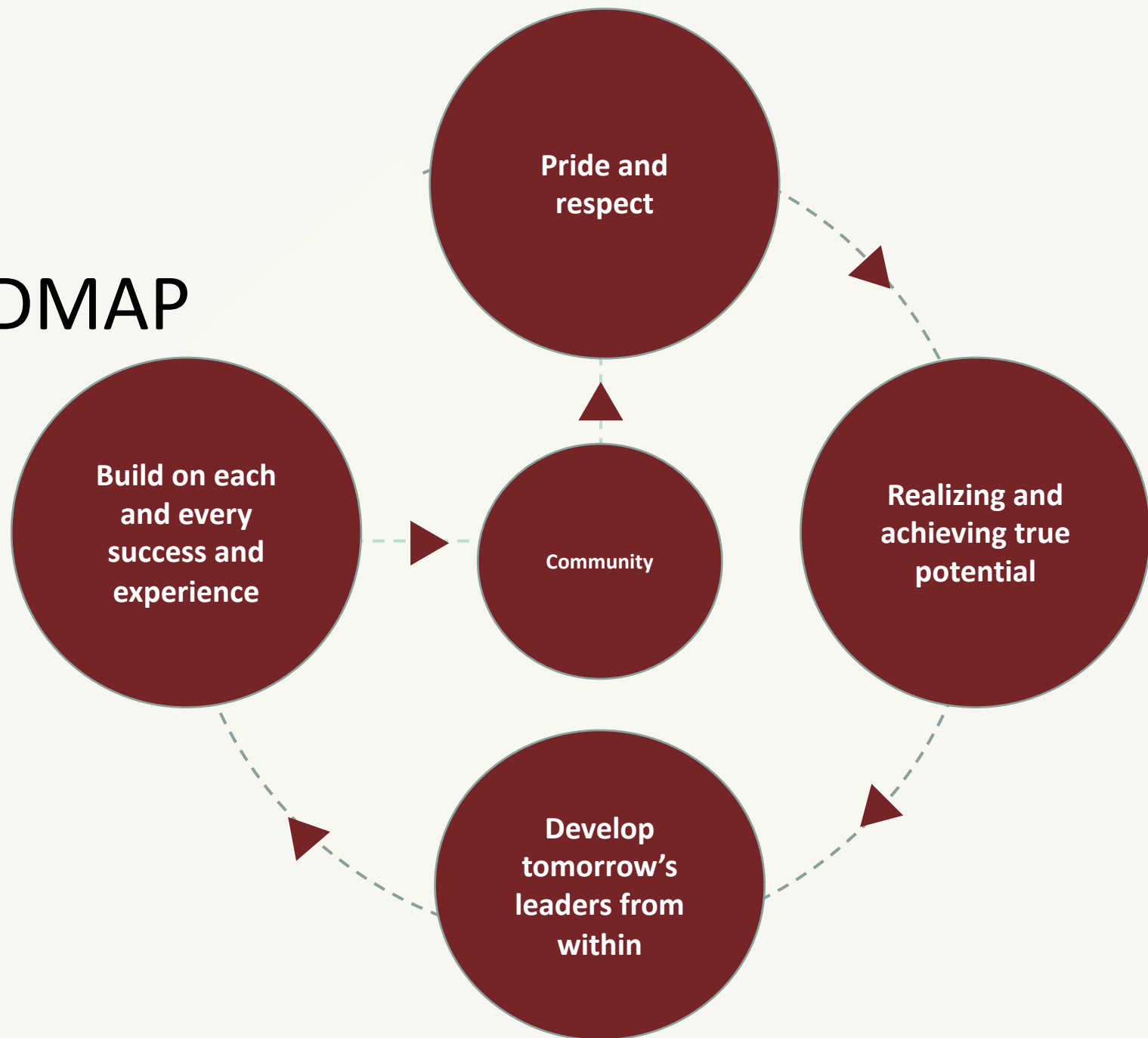
# COMMUNITY LEADERSHIP ROADMAP

All coming together to build a stronger community for generations to come.

**Shareholder Voice:** We are guided by the priorities of our shareholders.

**Community Priorities:** We engage at the community level to listen and partner.

**Investing in our Future:** our community is strengthened by successful shareholders.



# SHAREHOLDER DEVELOPMENT

## *STRATEGIC PLAN*

The goal of the Shareholder Development team is to create opportunities, programs, and partnerships that increase opportunities for Sealaska shareholders and their descendants. We build these opportunities within four areas designed to support shareholders' growth, development, and long-term trajectory.



### EDUCATION & ACCESS

Ensure our youth have access and support to diverse career pathway exploration, including a specific focus in STEM/STEAM opportunities, while helping students and families identify their best next steps.



### CAREER PREPARATION

Provide access for our shareholders and descendants to the post-secondary education, resources, and training they need to find and foster fulfilling careers.



### CAREER ADVANCEMENT

Support and empower shareholders and descendants to re-skill, gain experience, and create a network to take the next steps on their career paths.



### LEADERSHIP DEVELOPMENT

Foster a network of mentors for the next generation both internally and externally, while sharing our internal talent and expertise with our community and partner organizations.

# ADVOCATING FOR NATIVE RIGHTS

- Every two years, Sealaska conducts a shareholder survey to identify priorities that are important to our shareholders and descendants. Those priorities are the road map to our public policy work and help guide the shareholder benefits we provide through the success of our businesses.
- Our public policy efforts are guided by our values and our commitment to helping our people reach their full potential.
- We work closely with lawmakers at the local, state and federal levels to ensure that our Alaska Native voices are represented in the policy decision-making process.
- Meetings with community leadership, local Tribe, municipality, and village corporation, lead to advocacy and policy support
- Key priorities, Landless/Alaska Natives Without Land, Alaska Marine Highway System sustainability, rural economic development, Protecting our way of life – Traditional fishing and harvesting



# LANGUAGE REVITALIZATION

- **Increase** the number of fluent Tlingit (*Lingít*), Haida (*Xaad Kíl*) and Tsimshian (*Sm'alg̱yax*) teachers.
- **Inspire** others to join the language learning community.
- **Influence** Sealaska to implement Indigenous languages into the organizational culture.
- **Impact** the language community by creating a revitalization program that is sustainable, successful and celebrated.





### **Alaskan Youth Stewards**

A student in the Alaskan Youth Stewards program reviews data in Klawock, a rural Tlingit/Haida community

## SUSTAINABLE SOUTHEAST PARTNERSHI P

- A diverse network of organizations and individuals working together to reach cultural, ecological, and economic prosperity for Southeast Alaska communities
- Alaskan Youth Stewards program support
- Harvesting for Elders program
- Natural resource and stewardship training
- Youth engagement and education
- Tourism and economic development
- Supported by the Sea Coast Trust



## SPRUCE ROOT

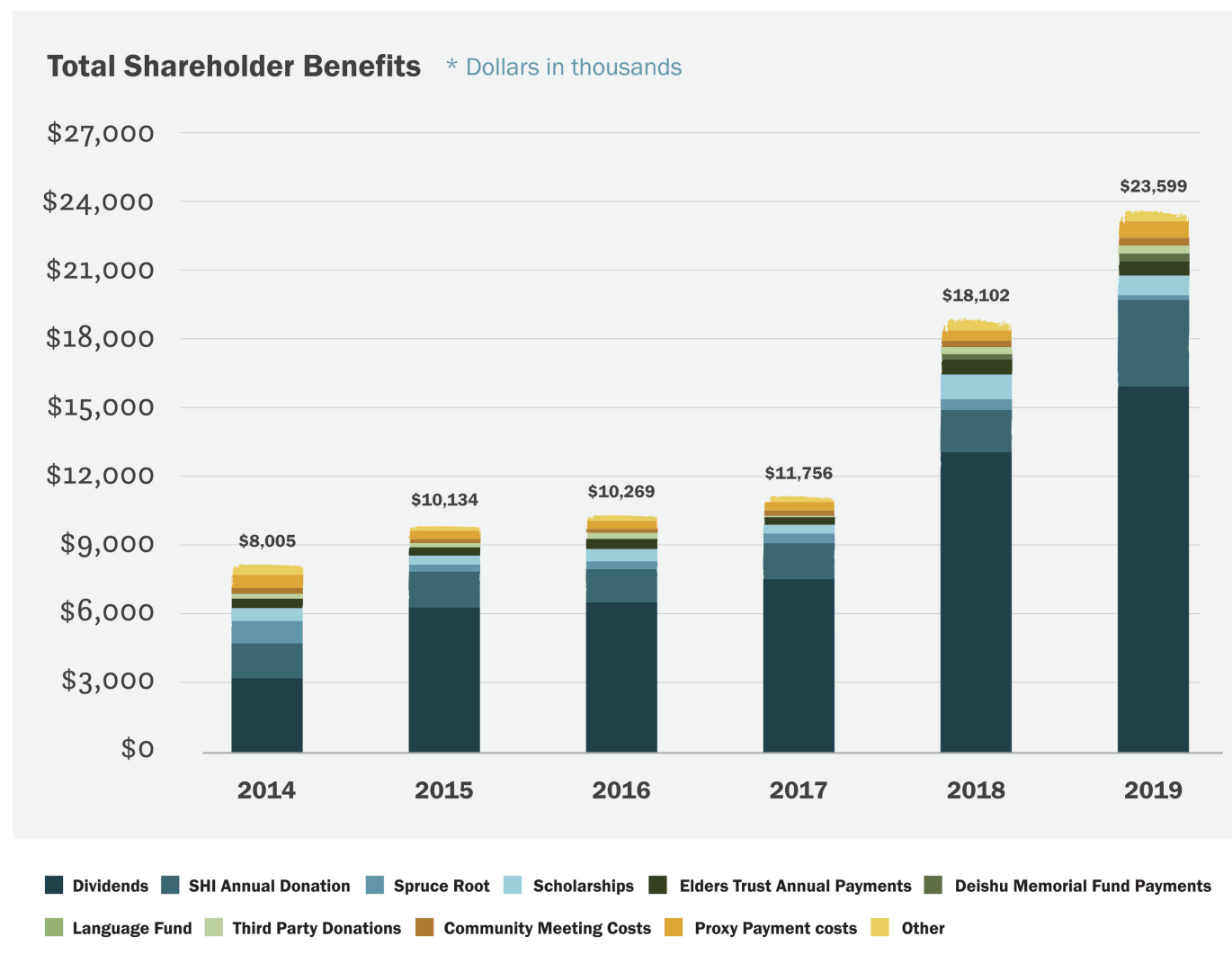
- \$500,000+ in programmatic support in 2020
- Programs:
  - Path to Prosperity
  - Business coaching and resources
  - Loan programs
- Upcoming: Kelp & Oyster Farming Workshop for Alaska Natives

# FINANCIAL SUCCESS LEADS TO DIVIDENDS AND SHAREHOLDER BENEFITS

2020	Shareholder Benefit Type
\$18,300,000	Dividends
\$2,861,000	SHI Annual Donation
\$1,000,000	SHI Arts Campus Donation
\$548,000	Spruce Root
\$1,288,000	Scholarships
\$631,000	Elders Trust Annual Payments
\$249,000	Deishú Memorial Fund Payments
\$500,000	Language Fund
\$1,433,000	Third Party Donations
\$50,000	Community Meeting Costs
\$1,054,000	Proxy Payment Costs
\$250,000	Other
<b>\$28,164,000</b>	<b>Total</b>

**\$56,164,000** This total includes \$28 million in 7j distribution to shareholders and village corporations

*\*2020 numbers are based on management's expectations*





*Gunálchéesh, Háw'aa, T'oyaxsut 'nüüsm*