
Health Needs and Human Services Commission Agenda

Wednesday, January 15, 2025 12:00 p.m.

Harrigan Centennial Hall

Commission Members:

Crystal Duncan, Annette Evans, Amanda Roberts,
Lawrence “Woody” Widmark, Paul Bahna, Michelle Kavouras
Assembly Liaison: JJ Carlson

I. CALL TO ORDER

II. ROLL CALL

III. CORRESPONDENCE /AGENDA CHANGES

IV. PERSONS TO BE HEARD (*For items OFF the agenda - not to exceed 3 minutes*)

V. APPROVAL OF MINUTES

A. December 18, 2024

VI. REPORTS

Chair:

Commissioners:

City Staff:

Assembly Liaison:

Other(s):

VII. UNFINISHED BUSINESS

VIII. NEW BUSINESS

B. Nominations for Chair and Vice Chair

C. Approval of the Reports from the Child Care and Elder Care Services Working Groups

IX. PERSONS TO BE HEARD (*For items ON or Off the agenda – not to exceed 3 minutes*)

X. ADJOURNMENT

The next regular meeting is scheduled for Wednesday, February 19, 2025, at noon in Harrigan Centennial Hall.

Health Needs and Human Services Commission Minutes

Wednesday, December 18, 2024 12:00 p.m.

Harrigan Centennial Hall

Commission Members:

**Crystal Duncan, Annette Evans, Amanda Roberts
Lawrence “Woody” Widmark, Paul Bahna, Michelle Kavouras
JJ Carlson (Assembly Liaison)**

I. CALL TO ORDER

Chair Duncan called the meeting to order at 12:00 p.m.

II. ROLL CALL

Commissioners Present: Crystal Duncan, Annette Evans , Michelle Kavouras, Amanda Roberts, and Woody Widmark (Via Zoom)

Commissioners Absent: Paul Bahna

Assembly Liaison: None.

Staff Present: Jess Earnshaw, Deputy Municipal Clerk

III. CORRESPONDENCE /AGENDA CHANGES

IV. PERSONS TO BE HEARD (*Public participation on any item off the agenda. All public testimony is not to exceed 3 minutes for any individual, not to exceed 3 minutes*)

None.

V. APPROVAL OF MINUTES

A. November 20, 2024 minutes

Evans move to approve the minutes of November 20, 2024. Motion passed unanimously by a voice vote.

VI. REPORTS

Chair – Duncan reported on the vacant seat on the HNHS Commission.

Commissioners – None.

City Staff – Earnshaw shared updates on the revised strategic plan.

Assembly Liaison – None.

Other(s) – None.

VII. UNFINISHED BUSINESS

None.

VIII. NEW BUSINESS

B. Approving the recommendations for the Child Care Working Group

Evans presented the Child Care Report, noting it was still in draft form but had been revised based on community feedback. She mentioned that the work group made minor additions and considered public comments. Eight recommendations were

prioritized from easiest to most complex, and the assembly was encouraged to choose which to move forward with.

The Commission discussed the importance of childcare and listed several resolutions to support it, including joining boards, assessing funding interest, identifying potential childcare center sites, and funding existing programs. They also considered exploring a ballot measure for a sustainable early childhood education fund, partnering with the Association for the Education of Young Children, and offering tax breaks to businesses supporting employee childcare.

The Commission debated whether to approve all eight recommendations or none for clarity. They considered tabling the report for further feedback and discussed presenting these topics in future meetings, focusing on giving each due attention. Due to time constraints and the need for financial planning, they decided to review the report for further adjustments and present at least two, ideally three, goals at the next meeting.

The following community members commented on this item.

Dave Lamb, Joel Markis, Andrea Colvin, Lauren Wild, and Kari Sagel

Commission Members Kavouras, Roberts, and Duncan thanked Commissioner Evans for her work on the recommendations.

XI. PERSONS TO BE HEARD (*For items on or off the agenda, not to exceed 3 minutes*)
None.

VIII. ADJOURNMENT

Chair Duncan moved to adjourn the meeting. Seeing no objections, the meeting adjourned at 12:55 p.m.

Attest:
Jess Earnshaw, Deputy Municipal Clerk

Community Childcare Collaboration

Annette Evans, Crystal Duncan

Date: January 6, 2025

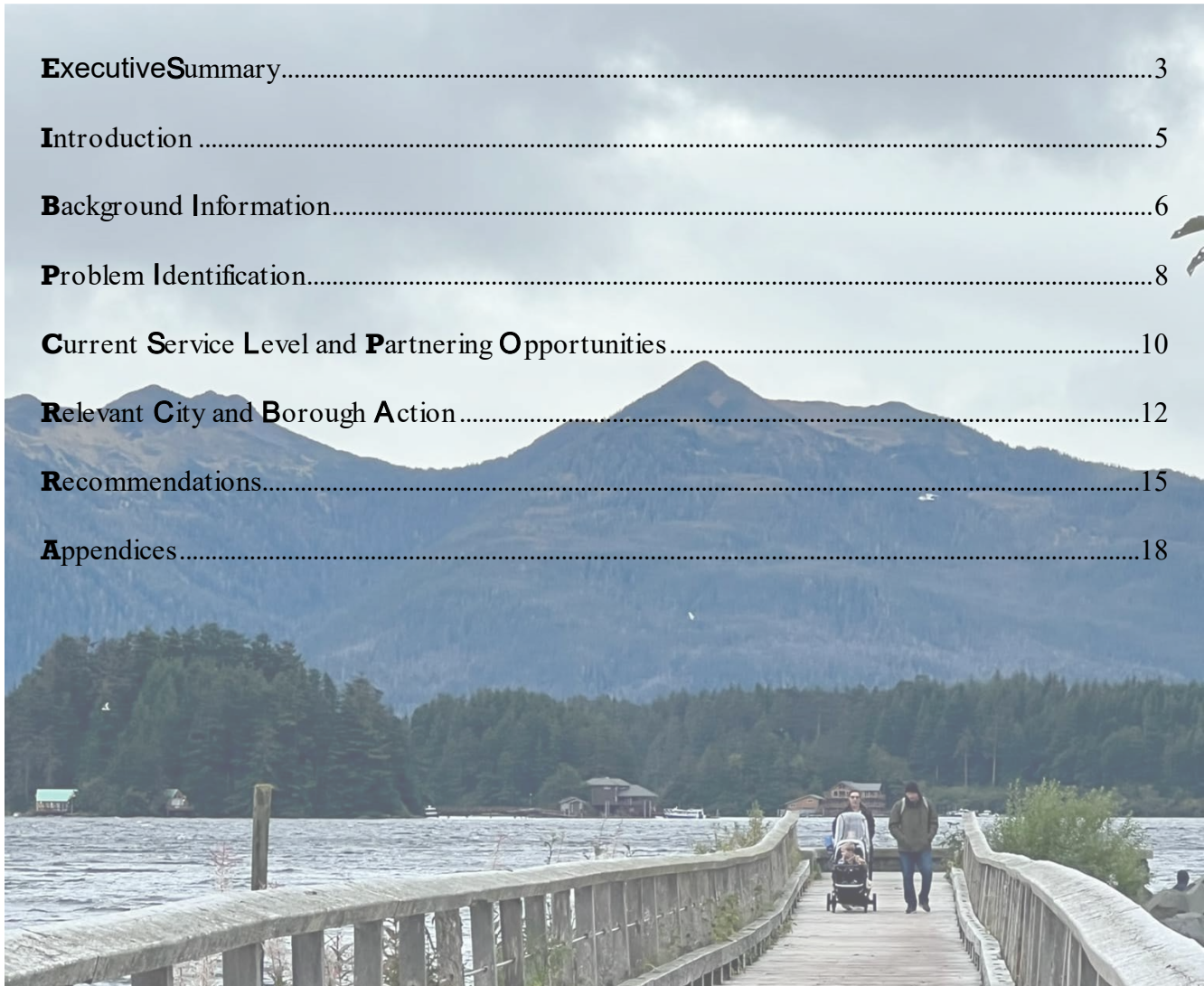
Child Care Report

Goal: To help Develop a Community- Wide Strategy to Improve Access to Childcare



Community Childcare Collaboration





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“I admire those who are brave enough to have children today.”

- Parent offering feedback at a public meeting with staffer from the offices of Senator Dan Sullivan

EXECUTIVE SUMMARY

There is a childcare crisis in our country, one that has been growing in need and urgency in Sitka for years. This report requests Assembly adoption of as many childcare recommendations presented herein, as possible.

Sitka's working parents are struggling to maintain their jobs or attain a job, due to lack of available childcare; families with children enrolled in childcare struggle to balance their mortgage and food on the table with steep childcare costs; our local businesses struggle to keep their doors open without a reliable workforce. With all these challenges, our community stands on a demographic cliff with an aging population, lower school enrollment, fewer births, and a housing situation that makes in-migration challenging. Now more than ever before, it is important for municipal governments to act in supporting their communities. Sitka's Assembly, you have an opportunity to take meaningful action now in supporting the development of a community-wide strategy that will improve access to childcare, affordability of childcare, and strengthen the childcare workforce. Your adoption for the recommendations herein will address CBS Strategic Plan Action 1.4 that will improve and preserve the quality of life and affordability for all Sitkans.

The covid-19 pandemic did not cause the childcare crisis, but it stressed the business model even more and has brought the childcare crisis to the immediate forefront. Despite our state's positive legislative attention and action that has taken place in the past two years, childcare program business models continue to unravel into the red, and without a sustainable source of revenue beyond tuition, childcare businesses will fail. April of 2022, The CBS Assembly charged the Health Needs and Human Services Commission to work on childcare solutions for Sitka—thank you for that attention and entrusting us with this important task.

In this report we identified three main problems: 1) Sitka is lacking available and affordable childcare spots to meet the needs of our current population, 2) This crisis is affecting our local economy, and 3) This crisis is changing the demographics of Sitka. This report shares the current service level and partnering opportunities in Sitka. Highlights of relevant action taking

place in other Alaska cities and boroughs, outline effective examples of community collaboration and strategies improving access to sustainable and affordable childcare programs.

After sifting through several actionable recommendations, six (6) recommendations have been listed in order of priority with most impactful action first. Recommendations for action include:

1. That CBS fund existing childcare and early education programs
2. That CBS subsidize, discount, or offer free utilities for all licensed childcare centers
3. That CBS identify a facility that is city owned, or support the attainment of a facility where development of a Community-Supported Childcare Center can begin.
4. That CBS investigate incentives for businesses to support their employees with the cost of childcare,
5. That CBS continue to list childcare as a high priority
6. That CBS continue to act in supporting strategic plan Action Item 1.4.

Thank you, Assembly members, for your dedication to serving the community of Sitka by volunteering your time and sharing your knowledge and individual expertise in collaboration for progressive action in support of a livable community for all.

INTRODUCTION

The Health Needs & Human Services Commission (HNHS) prioritized that a report on childcare would be one of its 2024 goals. Firstly HNHS would like to thank the City and Borough of Sitka's (CBS) Assembly for requesting our commission research and make recommendations on this issue. We are excited to see the future action you will take on this issue and hope to continue to be a support as you move forward.

Further, the HNHS Subcommittee on Childcare Services would like to recognize the response from individuals and groups in our community to support the gathering of information for this report. A special thank you to: Sitka's Early Childhood Coalition (ECC), Southeast Association for the Education of Young Children (AEYC) and executive Director Blue Shibler, Sitka Tribe of Alaska (STA), local childcare providers and their governing boards, Joel Markis- Betty Eliasson Child Care Center Board President and parent, THREAD Alaska, Sitka Chamber of Commerce, CBS strategic workgroup, and other volunteers who are helping to address this issue for Sitka including Kari Sagel and Lauren Wild of the ECC.

Annette Evans

Annette is a parent of two and has been working in the early childhood field for over 25 years. Her college studies began with a focus on early childhood education and psychology. In 2004, she received her Montessori Teacher's Certification for children ages 2.5 - 6 yrs, and followed up with an Infant-Toddler Caregiver certification and has begun studies in Children's Behavioral Health.



She currently works as the Therapeutic Preschool Manager and Lead Teacher at Sitka Counseling. Previously she owned and operated a licensed childcare center in Montana for over 15 years in the private sector which served children in Infancy through Kindergarten.

Born and raised in Sitka, Annette returned home fall of 2020 and has been actively advocating locally and at the state level for early childhood recognition and support. Annette joined the Health Needs and Human Services Commission in February 2022.

Crystal Duncan

Crystal is a lifelong Sitkan who was elected to the City & Borough of Sitka Assembly in October 2020. For the duration of her service she signed on as the Health Needs and Human Services Commission Assembly Liaison and voted in support of requesting the HNHS Commission provide recommendations on how to improve childcare availability and program services in Sitka. Upon completion of her term, she was appointed to the Commission as a community member. In June 2024 she moved into the Chair role and currently serves on two subcommittee groups: Childcare Services, Elder Care Services.



Crystal has spent the entirety of her career in service to her Indigenous community. She has been employed at SouthEast Alaska Regional Health Consortium, Sitka Tribe of Alaska, University of Alaska Southeast, and currently works as a remote employee with the Alaska Native Tribal Health Consortium (ANTHC). Her cultural background has shaped her collectivist approach to the community. Though not a parent, she adheres to the quote shared by Liz Medicine Crow, Liz summarized “if everyone older than us is an elder, and everyone younger than us is a youth, then everyone should be taken care of.” Gunalchéesh.

BACKGROUND INFORMATION

A Recent Timeline of Childcare Issues:

- Pre-pandemic: the Early Childhood Coalition was established and began supporting families, creating networking activities for parents and children, and investigating early childhood problems and possible solutions for Sitka.

- CARES Act funds were allocated to Sitka to support childcare. AEYC distributed these funds to CBS. CBS gave those funds to STA to distribute appropriately to childcare programs.
- April 26, 2022: The City Assembly charged the Health Needs and Human Services Commission to work on solutions for Sitka.
- May 2022: STA with Stellar Group, published their Child Care Needs Assessment which captured findings with four recommendations:
 - 1) Provide supplemental funding for wages to help existing providers increase capacity
 - 2) Ensure increased capacity, both short-term and long term, addresses specific needs of tribal families
 - 3) Development an early childhood education advocacy agenda
 - 4) Consider a childcare center partnership with other large employers to subsidize costs and increase community-wide capacity.
- September 15, 2022: The Sitka Health Summit identified childcare as their goal.
- September 27, 2022: The City Assembly unanimously adopted the Sitka 2022-2027 Strategic Plan which directly outlined childcare as an action step.
- April 2023: Alaska’s Governor assigned a Child Care Task Force: “The purpose of the Task Force is to develop a plan to improve availability and affordability of quality child care throughout Alaska. The Task Force will consult existing resources, including strategic plans and needs assessments on child care, to develop specific policy recommendations for the governor with the goal of increasing access to high-quality and inclusive child care for Alaskan families. The three major components of a child care system are affordability, accessibility, and quality- none of which can be achieved without a well compensated child care workforce. It is essential for the state to receive input from employers, nonprofit organizations, child care providers, tribal entities, and elected officials to comprehensively address child care challenges statewide,” (Office of Governor Mike Dunleavy, Administrative Order No. 346). Task Force Members: Heidi Hedberg, Kathy Moffitt, Cathay Munoz, Robert Barr, Stephanie Berglund, Matthew Bitinas, Kati Capozzi, ep. Julie Coulombe, Kim Hays, Jennifer Patronas, Jennifer Taylor, Sen. Loki Tobin, Bridie Trainor, Heather Weafer.
- June 19, 2024: The HNHS unanimously adopted childcare as part of its three goals to focus on through the remainder of 2024. A report as well as presentation will be provided to the Assembly in January 2025.
- July 2024: SB189, which includes the landmark Child Care Bill HB89, officially became law. “The Child Care Bill represents one of the largest state investments in child care in Alaska’s history, with significant annual increases earmarked for expanding child care assistance and supporting business tax credits,” (Thread Alaska/Learn & Grow News, July 26, 2024).

- October 8, 2024: The Sitka Chamber of Commerce kicked off their fall speaker series. Over the course of six sessions, the community will hear from experts in the area of childcare about how to identify and pursue solutions when it comes to childcare.
- November 21, 2024 Sitka Strategic Plan 2022-2027 was revised as stated:

Goal 1: Preserve the quality of life + affordability for all Sitkans

Action Item 1.4: Continue to Facilitate community partners to develop a communitywide strategy to improve access to childcare.

- December 2024: State Child Care Task Force presented 2nd and final report and recommendations to the Governor.
- CBS FY25 Legislative Priorities stated: “Support for Economic Resilience Funding to expand housing and childcare access.”
- CBS FY26 Legislative Priorities will go before the Assembly January, 2025, and will again note Childcare as a priority.

<https://www.aeyc-sea.org/index.html>

<https://www.threadalaska.org/>

PROBLEM IDENTIFICATION

Sitka’s child care issue is not unique to Sitka, and where once “child care deserts” were talked about, childcare is now being recognized as a nationwide crisis. A national solution is not realistic, but community -wide strategies are possible.

Our nation is experiencing a child care desert. Defined by the Center of American Progress as an area with at least 30 children under the age of 5 with either no child care providers at all, or so few that there are more than three times as many children under the age of 5 as there are childcare spots available.” <https://Childcaredeserts.org/2018/>). This lack of childcare availability is a problem, however, that our federal government has been unable to address as a nation for several reasons, one reason being that each state is different and each community has unique struggles and resources available. Therefore, solutions for community childcare issues need to start at the community level with municipal involvement that is aimed to address childcare as

part of its long term infrastructure. There are three problems that need to be addressed in order to make headway on this issue:

Problem 1 - Sitka is lacking available and affordable childcare spots to meet the needs of our current population.

The reasons for this lack of ability to enroll more children into programs, or to start a new program opening more places for local children, are echoed by providers and their governing boards in Sitka. Open programs are maxing out their child to caregiver ratio, but are not enrolling to full licensed capacity, because the need to increase the workforce limits their ability to increase enrollment. Starting a new program also faces the workforce issue.

Here's what providers stated behind the *Why*:

- Providers can not recruit and retain employees
 - Low non-livable wages
 - Inability to provide benefits
- Failed business model where budgets cannot be balanced with current expenses to revenue without raising tuition costs
 - Raising wages and adding benefits would require an increase in revenue. Increasing revenue in the current circumstances, requires increasing tuition.
 - Raising tuition risks inequity; childcare becomes an option only for the wealthy (those that can afford higher tuition costs).
 - Losing clientele because it is unaffordable, contributes to problems such as more children entering the public school system ill prepared, and/or more parents out of the workforce to provide at home childcare.

Problem 2 - Sitka's childcare crisis is not just an issue for parents, child care employees, or businesses, lack of childcare is affecting our community on the whole as it greatly impacts our economy.

The US Chamber of Commerce Foundation compiled a report in 2021 to illustrate the *Value of Childcare: How Childcare Impacts Alaska's Workforce Productivity and the State Economy*. Their top finding was that childcare issues result in an estimated \$165 million loss annually for Alaska's economy. Sitka's workforce and economy are greatly impacted by Sitka's current childcare conditions.

Problem 3 - Sitka's changing demographics

According to Alaska Public Media publication July 2024, Alaska is experiencing an increase in outmigration. A strong theory is that younger families, or those wishing to start a family, are unable to do so in communities like Sitka due to the unavailability of childcare, and the high cost of living. Fewer people will be able to move into Sitka with these factors, and therefore the city's average age is rising. This in turn means lower workforce and because of Sitka's sales tax and property tax exemptions, a smaller tax base. In addition this has resulted in a sharp decline in school enrollment in Sitka (e.g. the graduating high school class in 2005 was 106 students, while the incoming Kindergarten class in fall 2024 was 55 students; this represents a minimum 52% decline in grade/class size in Sitka Schools over the past 20 years).

CURRENT SERVICE LEVEL AND PARTNERING OPPORTUNITIES



City and Borough of Sitka:

While the city has both the Parks and Recreation department as well as Library department that offer programming and activities for children under age 6, these services are not childcare,

and the City is limited in resources devoted to providing childcare services. Rather, they rely on a partnership with the Sitka School District to help address the needs of our community.

The Sitka School District hired a Venture’s Coordinator for the only locally licensed School-Age after-school childcare program offered, but due to the delay in filling the position, operations endured a temporary halt. Ventures is now operating again (enrollment numbers were not confirmed at the time of this report update). The district also received approval from the school board to develop a preschool program that would begin January, 2025 serving up to 10 children ages 4 & 5; 10 preschoolers are currently enrolled in the new public preschool program. (Tuition rates and hours of operation were not able to be confirmed at the time of this report update.)

Community Partners and Non -Profits in Sitka:

In 2020, Sitka Tribe of Alaska (STA) conducted a childcare assessment. At that time there were an estimated 1,220 children under the age of 13 living in Sitka. 13.32% of them are enrolled as tribal citizens of STA. STA has a number of programs that support children and families including child care assistance as well as development of a program. Home day providers can assist with child care needs.

Sitka’s Early Childhood Coalition (ECC), a local group of early childhood advocates consisting of parents, local childcare providers, business owners and city employees, has been collecting data and advocating for possible solutions within Sitka, and advocating at the state level for support as well. ECC compiled a dashboard for fall 2023 noting Sitka’s lack of available childcare:

- Infants: 93%
- Toddlers: 88%
- Preschool: 56%
- School age: 99%

Age Group	Number of kids currently enrolled in licensed facility (approx.):	Estimated children in Sitka of this age:	Coverage %
<i>Infant (2-18 mon)</i>	9	120	7%
<i>Toddler (19 - 3 years)</i>	16	120	13%
<i>Preschool (3-4 years)</i>	82	160	55%
<i>School Age (5+ years)</i>	40	640	6%

*BECCC will soon be expanding their infant and toddler programs, and this number could double

Their data further supports this table showing child care coverage in all of Sitka (see graphic).

Sitka’s current options include: Betty Eliason Child Care Center (infants through preschool), Mt Edgumbe Preschool (preschool only), Sheldon Jackson Child Care Center (toddlers and preschool), Sitka Counseling and Prevention Services (preschool only), Wooncheen Head Start

(preschool only), and 3-5 Preschool (preschool only). Data was not able to be collected at this time, for smaller in-home child care options.

RELEVANT CITY AND BOROUGH ACTION

The nation's childcare desert is now being discussed at federal and state legislative tables, with action being taken here in Alaska. We summarized other relevant communities to provide examples of their approach to addressing this issue in their community.

Anchorage

- 2023 Voters approved a proposition dedicating all the municipality's marijuana tax revenue to boost child care access and early education programs. This tax is expected to bring in \$5 million per year.
- Mayor and Assembly Created a Task Force
- As of January 2024, money has been accumulating in the fund.
- September 2024 Task Force proposed \$8 million budget for spending the Anchorage Child Care and Early Education Fund
 - **Recommended Spending Breakdown:**
 - \$2 million to Subsidize cost of childcare for childcare workers and early education
 - \$2.4 million to grants to existing licensed child care and early education organizations to help with operation costs.
 - Remaining set aside for board administration and tax collection.
 - Additional revenue from 2024 used for "innovative pilot projects" (strategic projects)
 - \$500,000 as capital funding grants to support existing facilities in small-scale minor improvements
 - \$200,000 start-up grants to new in-home child care facilities.

Juneau

- In 2012, the Southeast Alaska Association for the Education of Young Children (AEYC) with an office based in Juneau, started investing in the childcare workforce by training early childhood providers and then granting money awards to participants as they

completed steps along the training pathway. AEYC partners with the City and Borough of Juneau via a signed Memorandum of Agreement (MOA), still carrying out contractual agreements with the capacity to take on other governments interested in developing similar programming.

- In November 2018, the City and Borough of Juneau (CJB) Assembly Child Care Committee was formed
- In 2019, The Mayor assigns the Assembly Childcare Committee with its charge:
 - **Committee Recommendations to Assembly:**
 - 1) That the CBJ identify what, if any, public and school facilities may be used to provide child care.
 - 2) That the CBJ establish a revolving loan fund for use in business start-up and on-going programs.
 - 3) That in FY20, the CBJ fund existing child care and early education programs.
 - 4) That the Best Starts model be funded with some structural changes to clearly delineate how the program would prioritize increasing capacity until child care demands are fulfilled (FY21).
 - 5) That with the FY21 budget proposal to the Assembly, the CBJ Administration present an implementation plan for Recommendation #4.
- In 2020, a large amount of Cares Grant funding was made available as part of the pandemic response:
 - AEYC distributed funds to Sitka, Ketchikan and Juneau for childcare support.
- When Cares funds ran out, CBJ implemented a childcare line item as part of their annual operating budget.
 - AEYC handles the distribution to providers. Providers fill out a form monthly, and then receive a calculated amount of dollars per child AND a calculated amount of dollars per staff.
 - CBJ website statement:

“Cost Waivers for Child Care Providers: In an effort to improve the quality and availability of child care in Juneau, the CBJ contributes funds to child care providers through a grant awarded to the Association for the Education of Young Children (AEYC).The scope of the funding is divided into 3 categories:

1. *Direct subsidies to licensed providers on a ~~per~~child basis, with higher subsidies for infant/toddler care;*
2. *Education incentives to individuals who increase their child care education, based on a tier system;*

3. *CBJ cost waivers for required annual Fire Marshal inspections and Conditional Use Permit fees.*”

- Outcomes in Juneau due to line-item funding and MOA with AEYC, per CBJ website statement:
 - “Starting wages have risen to \$18-\$25/hour DOES
 - Reduced employee turnover rates
 - Professional development is incentivized, leading to 30% of the workforce having a credential; improving quality of care
 - With grant funding, the business model is functional, programs are expanding, and new businesses are opening
 - Unspent funds are held and used as expansion and start-up grants.”

Valdez

- In February 2023: The City of Valdez established a Child Care Crisis Task Force (CCCTF).
- Additionally they secured funds from thread’s Community INNOVATION Grant in the amount of \$880,000.
 - With this grant the task force created a plan focused primarily on the logistics of creating an initial licensed child care facility in the community, suggesting that the City of Valdez take on a role as the facilitator of the facility rather than directly owning and operating the child care facility.
- January 23, 2024, the CCCTF reported recommendations for addressing Valdez’s chronic child care shortage to the Assembly.
 - **Valdez Vision of a Community-supported child care center is one that:**
 - Provides high-quality care and early learning opportunities for children, contributing to increasing school readiness
 - Ensures employers in Valdez can attract and retain the workforce they need
 - Creates jobs and contributes to the community’s economic vitality
 - Preserves the City’s family-friendly status with the Coast Guard.

- Valdez Task Force Plan’s five priorities:
 - **Sustainable Child Care Workforce Pipeline**
 - Recruit and provide monetary support to train an initial cohort of early educators and work toward making Prince William Sound College into a training hub for the profession
 - Assess the minimum pay and benefits needed to retain a professional workforce
 - **Site Selection**
 - Select possible locations
 - Contract with an architect to assess timeline for financing and renovation of space
 - **Management Structure and Licensing**
 - Potentially a public/private partnership
 - Create a community support system to help navigate licensing process and gain access to other existing financial and professional development supports
 - **Sustainable Funding**
 - Create a Child Care Endowment to fund grant programs aimed at supporting the childcare and early childhood education sector and build community partnerships with local stakeholders to maintain funding
 - Establish a discretionary sales tax on alcohol, tobacco and/or marijuana to directly provide revenue to the fund in perpetuity.
 - **Communications and Advocacy**
 - Communication tools to connect families to quality care
 - Advocate at the State and Federal levels for support of local child care efforts.

RECOMMENDATIONS

1. That by FY26, CBS fund existing childcare and early education programs.
 - a. Build a line item budget appropriate for Sitka’s childcare operating cost needs.

- i. State Child Care Calculator can be used to determine adequate operating costs, and from there, what additional supplemental aid is needed.
 - b. Ballot measure on October 2025 municipal ballot: Ordinance to create sustainable fund for Early Childhood Education (ECE):
 - i. Add a 2% excise tax on alcohol in Sitka; 2% dedicated to ECE,
 - c. Once it is determined what this additional tax will generate in revenue and the calculated adequate needs for Sitka's ECE, the Early Childhood Education Fund language could dictate that the money be distributed as follows:
 - i. 15% to career pathways and workforce development program in Sitka
 - ii. 80% to industry operational grants going directly to licensed facilities, (such as what has been developed and is working in Juneau)
 - iii. 5% to an early childhood education grant program to be awarded to any program serving children ages 0-6 years, to be applied for and then awarded by Assembly (this grant fund could use language such as that found in the Fishermen's enhancement fund grant tax funds).
 - iv. Any excess funds not used by ECE each year would go towards funding K-12 education.
 - d. Explore developing MOA with AEYC to distribute municipal funds to early childhood licensed providers, and other available grant funds for childcare programs.
2. That CBS subsidize utilities, discount utilities, or free utilities for all licensed child care centers.
3. That CBS identifies a facility and supports the attainment of a facility (if necessary) where development of a Community-Supported Childcare Center can begin.
 - o Identify if any school or city owned facilities may be used
 - o Explore real estate in Sitka where an independently managed, community-supported childcare center can operate (Stratton Building, SEARHC hospital after move out to new facility, other large employer/property owner with space, etc.)
 - o If in a City of Sitka owned facility, offer free or reduced rent.
4. That CBS investigate offering a tax break to businesses that support their employees with childcare (e.g. Businesses that are contributing a % towards their employee tuition costs, or offering childcare within their business facility at discount to employees, or

offering their employees a pre-tax benefit account to pay for eligible dependent care services).

5. That CBS continues to list childcare as a high priority on the annual CBS Legislative Priorities list.
6. That CBS continues to support action towards addressing CBS strategic plan 2022-2027 Action Item 1.4.

Thank you for including child care in the 2022-2027 strategic plan, and for assigning the Health Needs and Human Services Commission to assist progress by making these recommendations. In order to support our working families, local businesses, developing children, and foster a thriving community, childcare must be kept at the forefront of this plan, and meaningful action must be taken. *Thank you!*

APPENDICES

Appendix A:

- Do you live in a child care desert? <https://Childcaredeserts.org/2018/>
- Early Childhood Education & Childcare in Sitka, compiled by Early Childhood Coalition member Lauren Wild , September 2023; updated October 2024.
- U.S. Chamber of Commerce Foundation: How Childcare Impacts Alaska’s Workforce Productivity and the State Economy. www.uschamberfoundation.org/solutions/early-childhood-and-k-12-education/untapped-potential
- Alaska demographers predict population drop, a switch from prior forecasts <https://Alaskapublic.org/2024/07/23.alaska-demoprahers-predict-population-drop-a-switch-from-prior-forecasts/>
- www.threadalaska.org/thread/policy-and-research/take-action/return-on-investment/
- CBJ Assembly Child Care Committee, Final Report, April 19, 2019
- CBJ Assembly Child Care Committee letter from Chair to Mayor, April 19, 2019
- Sitka 2022-2027 Strategic Plan, SSW Consulting, September 1, 2022
- Sitka 2022-2027 Strategic Plan, Goal 1 revision, November 21, 2024.
- Sitka Tribe of Alaska Child Care Needs Assessment, Stellar Group, May 2022
- Anchorage Daily News: Group Proposes first child care spending budget for Anchorage’s marijuana tax, Emily Goodykoontz, September 5, 2024
- Valdez Child Care Task Force Final Recommendation to the Valdez City Council, January 23, 2024

- Southeast Association for Education of the Young Child <https://www.aeyc-sea.org/index.html>

- Office of Governor Mike Dunleavy, Administrative Order No. 346 <https://gov.alaska.gov/admin-orders/administrative-order-no-346>

- Task Force on Child Care, Project Reports https://ddaalaska.com/alaskachildcaretaskforce_project_reports/

- Thread Alaska/Learn & Grow News: *Alaska Child Care Bill Becomes Law!*
<https://www.threadalaska.org/learn-and-grow/blog/alask-child-care-bill-becomes-law>
- City and Borough of Juneau Website
[CDD – Services – Grants – Child Care Providers Waivers – City and Borough of Juneau](https://juneau.org/community-development/grants-child-care-providers-waivers)
<https://juneau.org/community-development/grants-child-care-providers-waivers>
- [On Your Mind: How the City and Borough of Juneau, AK is Supporting the Early Childhood Workforce - National League of Cities](https://www.nlc.org/article/2024/08/08)
www.nlc.org/article/2024/08/08

MEMORANDUM OF AGREEMENT



This is a Memorandum of Agreement (MOA) between the City & Borough of Juneau (CBJ) and the Association for the Education of Young Children - Southeast Alaska (AEYC), a nonprofit corporation organized under the laws of the State of Alaska (with its principal place of business in Juneau, Alaska), and licensed to do business in the State of Alaska. CBJ will provide the following funds for the following programs, the scopes of which are defined below. The grant award for each of these programs covers the period July 1, 2022 through June 30, 2023.

- 1) Per Child Stipend Program – six hundred twenty-five thousand dollars (\$625,000);
- 2) Hiring, Educating, and Retaining of Teaching Staff (HEARTS) Initiative – one hundred eighty thousand dollars (\$180,000);
- 3) Parents as Teachers Program – one hundred forty-one thousand dollars (\$141,000); and
- 4) AEYC operations – one hundred two thousand dollars (\$102,000).

While funding in future years is not guaranteed, it is the intent of the CBJ for programs 1 and 2 to be ongoing and programs 3 and 4 to be one-time.

Grantor/Grantee Communications & Contacts

The following addresses will be used for all written communications:

City & Borough of Juneau

Adrien Speegle, Budget Analyst, CBJ Grants
155 South Seward Street
Juneau, Alaska 99801
(907) 586-5215, ext. 4058
grants@juneau.org

Association for the Education of Young

Children – Southeast Alaska
Blue Shibler, Executive Director
3200 Hospital Drive, Suite 204
Juneau, Alaska 99801
(907) 789-1235
bshibler@aecy-sea.org

Scope of the Per Child Stipend Program

CBJ funding for this program was authorized by CBJ Ordinance No. 2022-06(b), enacted on June 13, 2022. AEYC is a private nonprofit corporation which achieves its mission by partnering with state and local organizations to support parents as children's first and most important teachers, enriching the quality of care and education of early programs, and mobilizing community support to ensure all Juneau children have the support they need to grow and thrive. CBJ will provide funding to AEYC for the grant activities enumerated below.

The grant is divided into 3 categories of activity:

- 1) Five hundred thirty-five thousand dollars (\$535,000) for "per child" stipends to child care operators who meet the operator eligibility requirements listed below;
- 2) Up to fifty thousand dollars (\$50,000) to provide workforce development trainings in conjunction with other community partners. It is generally understood these funds will be used to pay wages to individuals attending training to become Child Development Associates; and
- 3) Forty thousand dollars (\$40,000) to provide for the verification of eligibility and payment of CBJ's per child stipend grants to child care providers.

Per Child Stipend Operator Eligibility Requirements

Eligibility will be determined on a month-to-month basis. To qualify for per child stipend, the child care provider must:

- 1) Be licensed by the State of Alaska to provide child care;
- 2) Be eligible for State of Alaska or Tribal Child Care Assistance payments;
- 3) Provide full-time, year-round child care which shall be defined as a minimum of 8.5 hours per day on an average of 5 days per week and provide care for a minimum of 48 weeks per year; and
- 4) Actively work toward the State of Alaska Learn and Grow program at a minimum of Level 2.

Child care providers who receive more than 20% of their operating capital from federal, state, or city funding other than State of Alaska low-income child care assistance payments will not be eligible for this program.

Stipend Levels

Infant: newborn to 18 months of age:	\$200 per full-time child/monthly
Toddler: 18 – 36 months of age:	\$200 per full-time child/monthly
Pre-K: 36 months to kindergarten eligible date:	\$50 per full-time child/monthly
Infant – Pre-K child eligible for low-income assistance:	extra \$50 per full-time child/monthly

Per child stipends will be prorated for part-time children in the same manner as the State of Alaska Child Care Assistance program.

Process for Stipend Payments to Child Care Operators

A child care operator may submit for payment by using the same document required by the State of Alaska Child Care Assistance and Child Care Grant programs. Applications will be reviewed by AEYC to verify eligibility the amount of stipend payment. Applications are due no later than the 5th day of the month for the previous month's payment. Checks shall be issued to child care operators no later than the 25th day of the month.

The CBJ grant funding can only be used for the program functions noted above. Any changes in the program scope will require prior approval by the CBJ.

Documentation & Retention of Records

Back up documentation for all payments to child care providers will be retained by AEYC for seven (7) years, and available for review on request of CBJ.

CBJ grant funding can only be used for the program functions noted above. Any changes in the program scope will require prior approval by CBJ. AEYC further agrees to refund to CBJ all CBJ advanced grant funds not utilized for the program costs as identified in the Scope of Program section of this MOA.

Grant Award Fund Distribution

The CBJ will provide the grant funds for the program costs incurred during the period July 1, 2022 through June 30, 2023. CBJ will advance AEYC three hundred twelve thousand, five hundred

dollars (\$312,500), one half of the projected program cost upon execution of the agreement with the first check run of July 2022. One half of the remaining funds, one hundred fifty-six thousand, two hundred fifty dollars (\$156,250) will be dispersed with the first check run of September 2022. The remaining projected program funding will be dispersed with the first check run in November 2022, or as needed based on actual receipts.

AEYC agrees to refund all CBJ advanced grant funds not utilized for the program costs, as identified in the scope section of this Agreement within 90 days after the end of the grant period, June 30, 2023.

Scope of the HEARTS Initiative Program

CBJ funding for this program was authorized by CBJ Ordinance No. 2022-06(b), enacted on June 13, 2022. AEYC is a private nonprofit corporation which achieves its mission by partnering with state and CBJ will provide funding to AEYC for the grant activities enumerated below.

The grant is divided into 3 categories of activity:

- 1) One hundred seventy-two thousand, three hundred dollars (\$172,300) for Education Incentives to individuals who increase their child care education, based on a tier system; and
- 2) Nine hundred dollars (\$900) for eligible childcare facility fire permits, which CBJ will bill to AEYC externally; and
- 3) Six thousand, eight hundred dollars (\$6,800) to cover 4-5% of administrative costs incurred by AEYC.

Eligibility Requirements

To qualify for Educational Incentives, the individual and program must have been employed or in operation for a minimum of six (6) months, for a minimum of twenty (20) hours per week, and be currently employed or in operation at the time the award is issued.

Process for Awards to Child Care Providers

Educational Incentives: Application forms will be reviewed by AEYC to verify applicants' employment, document the number of hours per week employed, applicants' current enrollment on the Alaska System for Early Education Development (SEED) Registry, and documentation that an applicant meets one of the following educational levels:

Tier I – A CDA* or 12 college credits in Early Childhood Education

Tier II – An AA degree with 12 college credits in Early Childhood Education and/or a CDA

Tier III – A BA or MA degree with 12 college credits in Early Childhood and/or a CDA

**CDA, Child Development Associate is a national certificate program*

Applications will be reviewed and payments issued for the periods of July 1 through December 15, and December 15 through June 15, with payments issued to qualifying child care providers within two (2) weeks of application deadline.

Documentation & Retention of Records

Back up documentation for all payments to child care providers will be retained by AEYC for seven years, and available for review on request of CBJ.

CBJ grant funding can only be used for the program functions noted above. Any changes in the program scope will require prior approval by CBJ. AEYC further agrees to refund to CBJ all CBJ advanced grant funds not utilized for the program costs as identified in the Scope of the HEARTS Initiative Program section of this MOA.

Grant Award Fund Distribution

CBJ will provide the grant funds for the program costs incurred during the period July 1, 2022 through June 30, 2023. CBJ will advance AEYC one half of the grant funds, ninety thousand dollars (\$90,000) upon execution of the agreement, with the remaining ninety thousand dollars (\$90,000) being disbursed by January 1, 2023 upon written request, or as needed based on actual receipts.

AEYC agrees to refund all CBJ advanced grant funds not utilized for the program costs, as identified in the scope section of this Agreement within 90 days after the end of the grant period, June 30, 2023.

Scope of the Parents as Teachers (PAT) Program

CBJ funding for this program was authorized by CBJ Ordinance No. 2022-06(b) enacted on June 13, 2022. PAT is designed to support families, increase parent knowledge of early childhood development, and improve parenting practices through a voluntary home visiting program for any family that is pregnant or with a child up to age 3. The program can serve a family for up to 3 years. CBJ will provide funding to AEYC for the grant activities enumerated below.

- 1) One hundred forty-one thousand dollars (\$141,000) to provide operational support for staff that provide educational services to parents and childcare providers through the Parents as Teachers (PAT) model.

Grant Award Fund Distribution

The CBJ will provide the grant funds for the program costs incurred during the period July 1, 2022 through June 30, 2023. CBJ will advance AEYC one half of the grant funds, seventy thousand, five hundred dollars (\$70,500) upon execution of the agreement, with the remaining seventy thousand, five hundred dollars (\$70,500) being disbursed by January 1, 2023 upon written request, or as needed based on actual receipts.

AEYC agrees to refund all the CBJ advanced grant funds dollar for dollar if AEYC receives another grant that will fund the PAT Program.

The AEYC agrees to refund all CBJ advanced grant funds not utilized for the program costs, as identified in the scope section of this Agreement within 90 days after the end of the grant period, June 30, 2023.

The CBJ grant funding can only be used for the program functions noted above. Any changes in the program scope will require prior approval by the CBJ.

Scope of the AEYC Operational Support Program

CBJ funding for this program was authorized by CBJ Ordinance No. 2022-06(b) enacted on June 13, 2022. CBJ will provide direct reimbursement to AEYC for the grant activities enumerated below.

- 1) One hundred two thousand dollars (\$102,000) to provide operational support for staff that provide administrative and educational oversight for the general operations of AEYC.

Grant Award Fund Distribution

The CBJ will provide the grant funds for the Operational Program Support costs incurred during the period July 1, 2022 through June 30, 2023. CBJ will advance AEYC one half of the grant funds, fifty-one thousand dollars (\$51,000) upon execution of this MOA, with the remaining fifty-one thousand dollars (\$51,000) being disbursed by January 1, 2023 upon written request, or as needed based on actual receipts.

The AEYC agrees to refund all CBJ advanced grant funds not utilized for the program costs, as identified in the scope section of this Agreement within 90 days after the end of the grant period, June 30, 2023.

The CBJ grant funding can only be used for the program functions noted above. Any changes in the program scope will require prior approval by the CBJ.

The Following Terms & Conditions Apply to All Programs Covered by this MOA:

Activity Reports

AEYC will submit quarterly reports, which may be combined, to CBJ on the Per Child Stipend, HEARTS, and Operational Support Programs on October 30, January 30, April 30, and July 30. Reports will include the number of providers requesting stipend, amount of stipend provided per provider, number of providers requesting incentives, total amount of reimbursements and waivers, number and titles of staff supported by the programs, reported quarterly activity summaries, and progress toward increased capacity of licensed care and increased numbers of qualified teaching staff. Reductions in turnover rates and program quality indicators will be reported annually.

Within 90 days after the end of the grant year, June 30, 2023, the AEYC will provide the CBJ with the following reports on the PAT Program: (1) an accounting of the disbursement or obligation funded with the CBJ grant; and (2) a report on the programs funded and the targeted community benefit.

Grant Fund Management & Controls

CBJ is contributing these funds to improve the quality and availability of child care in Juneau. It is important to CBJ that adequate controls exist to safeguard these funds. In providing this control, AEYC agrees to maintain accounting and management systems that provide reasonable safeguards and reporting reliability.

Compliance with Laws & Regulations

AEYC shall, at AEYC's sole cost and expense, comply with all applicable requirements of federal, state, and local laws, ordinances and regulations now in force, including safety, environmental, immigration, and security enactments, or which may be subsequently enacted. AEYC warrants that it has obtained and is in full compliance with all required licenses, permits, and registrations regulating the conduct of business within the State of Alaska and CBJ, and shall maintain such compliance during the effective term of this MOA.

Conflict of Interest

AEYC warrants that no employee or officer of CBJ has violated the conflict of interest provisions of CBJ code regarding this MOA. AEYC also warrants that it has not solicited or received any

prohibited action, favor or benefit from any employee or officer of CBJ, and that it will not do so as a condition of this MOA. If AEYC learns of any such conflict of interest, AEYC shall without delay inform the CBJ Municipal Attorney and CBJ's representative for this MOA.

Equal Employment Opportunity

As a condition of receiving funds under this MOA, AEYC will not discriminate against any employee or applicant for employment because of race, religion, color, national origin, age, disability, sex, sexual orientation, gender identity, gender expression, and marital status, changes in marital status, pregnancy or parenthood. AEYC shall include these provisions in any agreement relating to the work performed under this MOA with contractors or subcontractors.

Indemnification

AEYC agrees to defend, indemnify, and hold harmless CBJ, its employees, volunteers, consultants, and insurers, with respect to any action, claim, or lawsuit arising out of or related to AEYC's performance or activities pursuant to this MOA, without limitation as to the amount of fees, and without limitation as to any damages, cost or expense resulting from settlement, judgment, or verdict, and includes the award of any attorneys' fees even if in excess of Alaska Civil Rule 82. This indemnification agreement applies to the fullest extent permitted by law and is in full force and effect whenever and wherever any action, claim, or lawsuit is initiated, filed, or otherwise brought against CBJ relating to this MOA. The obligations of AEYC arise immediately upon actual or constructive notice of any action, claim, or lawsuit. CBJ shall notify AEYC in a timely manner of the need for indemnification, but such notice is not a condition precedent to AEYC's obligations and is waived where AEYC has actual notice.

Public Records

AEYC acknowledges and understands that CBJ is subject CBJ Code 01.70.010 (Public Records) and to the Alaska Public Records Act (AS 40.25.120) and that all documents received, owned, or controlled by CBJ in relation to this MOA must be made available for the public to inspect upon request, unless an exception applies. It is AEYC's sole responsibility to clearly identify any documents AEYC believes are exempt from disclosure under the Public Records Act by clearly marking such documents "Confidential." Should CBJ receive a request for records under CBJ Code or the Alaska Public Records Act applicable to any document marked "Confidential" by AEYC, CBJ will notify AEYC as soon as practicable prior to making any disclosure. AEYC acknowledges it has five (5) calendar days after receipt of notice to notify CBJ of its objection to any disclosure, and to file any action in the Superior Court for the State of Alaska at Juneau as AEYC deems necessary in order to protect its interests. Should AEYC fail to notify CBJ of its objection or to file suit, AEYC shall hold the CBJ harmless for any damages incurred by AEYC as a result of the CBJ disclosing any of AEYC's documents in CBJ's possession. Additionally, AEYC may not promise confidentiality to any third party on behalf of CBJ, without first obtaining express written approval by CBJ.

Safety

AEYC will comply with applicable federal, state and local laws and regulations and will retain responsibility for its own compliance and that of its contractors or other designated third party agents, with all applicable federal, state, and local laws and regulations, including without limitation applicable occupational health and safety laws. AEYC shall be solely liable for, and shall independently undertake to defend any and all unfair labor practice charges, grievances, judicial action or other employee or union claims, as well as general liability and personal liability, related in any way to AEYC's performance pursuant to this grant. AEYC agrees to comply with all federal, state, and local procedures and restrictions related to COVID mitigation. AEYC

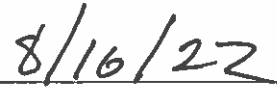
acknowledges that these procedures and restrictions may change after the effective date of this MOA, and agrees to comply with the procedures following any such changes.

Term of Grants

The effective date of this agreement shall be the date it is signed by CBJ. This grant is limited to the funding amounts and terms stated herein, and does not constitute a promise or guarantee of any future grant funding by CBJ.



Blue Shibler, Executive Director
Association for the Education of Young Children - Southeast Alaska



Date

Duncan Rorie Watt, City Manager
City & Borough of Juneau, Alaska

Date

Goal: Elder Services



Our Elders, Our Strength: Building Supportive Connections



Our Elders, Our Strength: Building Supportive Connections
January 2025

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EXECUTIVE SUMMARY

As the population of elders in Sitka and Southeast Alaska continues to grow, it is essential to assess and enhance the support available to this demographic. A 56% increase in Alaska's elderly population between 2010 and 2020 underscores the need for necessary elder services. In Sitka, this is further compounded by demand for elder housing and support services, as well as challenges related to changes in home health availability, fragmented service coordination, and insufficient resources. The current system, while providing essential services, faces capacity and accessibility constraints, especially as the elderly population ages and experiences more complex health needs.

The Health Needs and Human Services Commission, recognizing these challenges, has established a goal to explore and improve elder services in Sitka. This goal aligns with the City and Borough of Sitka's 2022-2027 Strategic Plan, particularly its focus on preserving the quality of life and affordability for all residents, improving communication, and identifying service gaps. The City provides some support to elders through tax exemptions, grants for non-profit organizations, and elder-specific recreational programming. However, coordination among service providers would benefit from strengthening, and current resources are stretched thin.

The Health Needs and Human Services (HNHS) Elder Care Workgroup conducted a comprehensive review of elder care services in four Alaskan cities—Juneau, Ketchikan, Petersburg, and Wrangell—that closely align with Sitka in terms of demographics, population size, and elder care needs. This analysis provided valuable insights into best practices and innovative approaches being implemented across the region. Drawing from these examples, the workgroup identified key strategies and recommendations that could be adapted to Sitka's unique context, enabling the City to enhance its elder care services and better support its growing elderly population.

In response, the report recommends, in no particular order, several initiatives to address these issues depending on the ability and capacity to implement:

- I. **M**aintain Current Level of Service

2. **Elder Services Awareness Campaign:** A biannual social media campaign to raise awareness of critical senior services and celebrate the contributions of seniors to the community. Strategic Plan: Goal 1, Goal 2
3. **Support for Elders Resource Events:** Collaboration with local organizations to host an annual Sitka Resource Fair, centralizing access to elder care resources and promoting community engagement. Strategic Plan: Goal 1, Goal 2
4. **Increased to Non-Profit Grant Awards:** Enhanced financial support for senior-focused programs, ensuring that community organizations can effectively serve this growing population. Strategic Plan: Goal 1
5. **Hire a .5 FTE Position for Elder Services within Parks and Recreation:** Creating a .5 FTE position within the Parks and Recreation Department to oversee elder services in Sitka. This role will focus on coordinating services, addressing seniors' needs, and developing long-term sustainability plans. Integrating this position with Parks and Recreation will ensure a more cohesive and sustainable approach to supporting Sitka's growing senior population. Strategic Plan: Goal 2
6. **Ongoing Evaluation for Sustainability:** Ensure Elder Care is listed as a priority in the 2027 Strategic Plan to continuously assess and prioritize elder care needs, ensuring the sustainability of services as the senior population expands.

By adopting these recommendations, the City of Sitka can positively impact this vulnerable community group fostering a more inclusive, supportive, and connected community. These actions will not only improve the quality of life for seniors but also benefit the broader community by strengthening intergenerational ties and ensuring equitable access to vital services. In response, the report outlines several recommendations for the City and Borough of Sitka to evaluate and implement, contingent upon available resources and capacity.

INTRODUCTION

The Health Needs and Human Services (HNHS) Subcommittee on Elder Services would like to thank the following community members for sharing resources and information related to this goal: Anna Schumacker (Sitka Tribe of Alaska), Barb Morse (Community Member/Volunteer), Dayna Arnold (Sitka Pioneer Home), Elle Campbell (City and Borough of Sitka (CBS)), Jason Own (Brave Heart), JJ Carlson (HNHS Assembly Liaison), Lee House (Senior Center), Loyd Platson (Sitka Counseling and Prevention Services), Martha Pearson (Southeast Alaska Regional Health Consortium), Kevin Knox (City and Borough of Sitka (CBS)), Tamara Walsh (Center for Community), Tonya Muldoon and Tess Rouse (Southeast Regional Elder Care Coalition) and any other community partners whom contributed to this discussion.

Additionally as part of this process, the subcommittee identified and connected with four communities that are similar to our community. Their willingness to share ideas and best practices for elder services will be further discussed in our report; it has helped shape our recommendations: Juneau, Ketchikan, Petersburg, and Wrangell.

Lastly we would like to thank our fellow Commission members who supported this as a goal. The opportunity to learn and make recommendations has been enlightening - we hope our information will help shape future Assembly action for the betterment of this important community group.

Crystal Duncan

Cystal is a lifelong Sitkan who was elected to the City & Borough of Sitka Assembly in October 2020. For the duration of her service she signed on as the Health Needs and Human Services Commission Assembly Liaison. Upon completion of her term, she was appointed to the Commission as a community member. In June 2024 she moved into the Chair role and currently serves on two subcommittee groups: Childcare Services, Elder Care Services.

Cystal currently works as a remote employee with the Alaska Native Tribal Health Consortium (ANTHC). Her role has her regularly working with users of speciality services at the Alaska



Native Medical Center (ANMC), the majority of whom are elders. Her philosophy for care was shaped by Dr. Walter Soboleff when he shared an expression taught to him by an elementary school teacher: “Take care of the old person you are going to become.” By working in health care and serving on the Commission, she is able to help her elders turn into the elders they were meant to be. Gunalchéesh.

Michelle Kavouras



Michelle is honored to serve on the Health Needs and Human Services Commission, where she also participates as part of the Elder Care Subcommittee group. This involvement provides her with a platform to advocate for compassionate, evidence-based support for vulnerable communities. It aligns with her commitment to advancing harm reduction and comprehensive care approaches in health and social services, a focus she carries into her current role as Prevention Program Manager at Sitka Counseling. Michelle is excited to contribute to shaping a future that prioritizes dignity,

equity, and meaningful change for those we serve, with a special emphasis on the needs of Sitka’s elderly population.

Dr. Paul Bahna

Dr. Paul Bahna is a medical doctor who turned to teaching Medical & Health Science, presently working as an adjunct professor of Biology at UAS, and previously working in the prevention department at Sitka Counseling and Prevention.

After moving to Sitka 12 years ago, he volunteered at the former Sitka community hospital board, Health Commission, and Sitka public library board, before returning back to the Health Commission. He feels grateful for the opportunity to make a difference in the elders' care in Sitka.



BACKGROUND INFORMATION

While many elder services are currently offered in Sitka through the City and various organizations, recent discussions on adjustments to the home health program—combined with the rising number of aging baby boomers and Generation X residents—prompted the Health Needs and Human Services Commission to establish a goal at their April 17, 2024 work session. This goal focuses on exploring elder services, particularly to assess whether the City should enhance its support for this population by raising awareness of their needs, improving public communication about available services, and identifying any service gaps that could be filled through City initiatives.

The Sitka 2022 - 2027 Strategic Plan supports this goal through goals one and two. More broadly, this demographic group is impacted through Goal 1: *Preserve the quality of life + affordability for all Sitkans* when it comes to the topics of housing, utility costs, and food security. Further, Goal 2: *Improve communications and strengthen relationships within the community*, outlines three actions that speak to awareness, enhanced communication, and service gaps:

2.1 Develop a communication and engagement plan to increase engagement and participation through storytelling and enhancing Sitka’s communication tools and networks

2.2 Collaborate as needed with non-profits + community groups to discuss community challenges, updates, and opportunities

2.3 Identify opportunities to foster relationships with underrepresented groups/populations in the community to improve engagement and representation

PROBLEM IDENTIFICATION

Alaska’s elderly population has experienced significant growth between 2010 and 2020. A 56% increase from 90,876 to 142,099. (See Appendix A)

This trend is particularly evident in Sitka and Southeast Alaska, where demand for elder support services and housing has increased, reflected in expanded waiting lists for elder housing units and support programs. (see graphic on right). (Appendix B)

Nearly 10% of Alaska's elderly population is affected by Alzheimer's and related conditions, emphasizing the need for coordinated care solutions to meet the complex health and housing needs of this aging demographic.

Alaska Commission on Aging (ACoA) Senior Snapshot Older Alaskans in 2023

The Alaska Commission on Aging gathers data annually to provide a snapshot in time of the health and well-being of Alaskan residents, age 60 years and older. The Senior Snapshot incorporates the latest data available. However, due to data source limitations, some senior statistics are tracked for ages 60+ and others are tracked for ages 65+.

Below are highlights from the 2023 Senior Snapshot as well as the data sources compiled to complete this report. Thank you to the people and organizations who provided data for this Snapshot.

Population Growth

- In 2023, Alaskans aged 60+ (156,832) represent more than 21% of the State's total population (736,812).
- Alaska's 60+ population increased by 73% between April 2010 and July of 2023.
- Alaska's 65+ population increased by 101% between April 2010 and July of 2023.
- Alaska's 85+ population is expected to increase by 500% between 2023 and 2050 to 30,000+ seniors, of which, an estimated 1/3 will experience Alzheimer's and Related Dementia.
- Alaska's senior population has increased in all regions across the state from 2010 to 2023.
- Southeast Alaska continues to have the highest concentration of seniors: more than one in four residents in the region is age 60+

Population by Age Group	Percentage of Senior Population	Seniors in CY2023	Seniors in CY2022	Seniors in CY2021	Seniors in CY2020	Seniors in CY2010	Senior Population Change 2010-2023
Age 60-64	29.55%	46,342	47,363	47,473	47,225	35,938	29%
Age 65-74	46.73%	73,291	72,170	69,663	65,197	35,350	107%
Age 75-84	18.92%	29,667	28,101	25,536	23,469	14,877	99%
Age 85+	4.80%	7,532	7,305	7,065	6,519	4,711	60%

Source: Alaska Department of Labor, Workforce and Development, Research and Analysis.

Limited Home Health Availability: While home health services are available, their reach and accessibility remain stretched thin based on the needs of our elders who need support to live independently.

Lack of Coordination Among Service Providers: Various agencies are delivering important services, yet there is minimal coordination among them. This fragmented approach limits the effectiveness of services and may result in service overlaps, missed needs, or confusion among elders trying to navigate the available options. Moreover with changing technology, access to services is limited by communication barriers.

Lack of Available Resources: After discussing the need for services for our elder population, we have seen that the current resources have become overwhelmed. For example, the waitlist for

home health care is growing and is not meeting the needs of those most vulnerable. Organizations such as Centers for Community reported that the rate of pay for staff is \$16 per hour creates a barrier for staffing this role effectively.

In Sitka, there is a growing need to address the healthcare requirements of an aging population, many of whom face higher healthcare needs due to chronic conditions and age-related challenges. Limited income compounds these healthcare needs, creating barriers to accessing necessary services and maintaining quality of life. Additionally, there are struggles when it comes to this demographic voicing their concerns and advocating for their needs, making it essential for community leaders and organizations to actively engage with them. This combination of healthcare needs, financial limitations, and limited avenues for self-advocacy calls for a focused effort to support Sitka's elderly residents more effectively.

CURRENT SERVICE LEVEL AND PARTNERING OPPORTUNITIES

The City and Borough of Sitka currently provides a number of services that are geared towards our aging population. Additionally, according to ProPublica data, in 2023, Sitka had 151 registered non-profit agencies, 48 reported revenue within the last three years - see Appendix C, with several offering elder-focused services to the community.

City and Borough of Sitka:

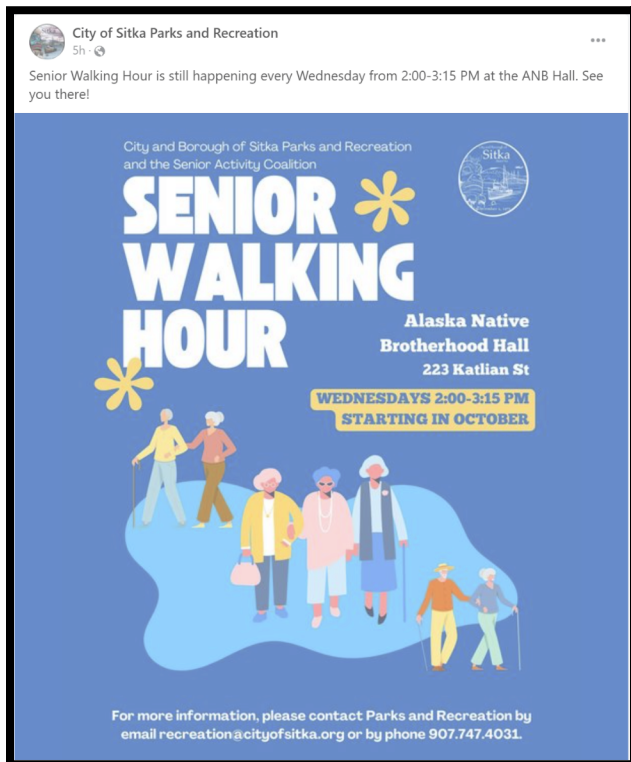
Recognizing that elders often have limited income, the City offers support by way of sales tax and property tax exemption programs. Once a Sitkan turns 65, they can apply for a sales tax exemption on most personal use items, as well as a property tax exemption of up to \$150,000 in assessed property value.

Grant awards for non-profits organizations is another means to indirectly support elder services. This year there were five applications in the Human Services category. Of those, two applicants were awarded monies to carry out activities that support elders: Southeast Alaska Independent Living (\$4,493) and Braveheart Volunteers (\$9,921) totaling 58% of funding allocated for this category.

Another long standing benefit is use of the Swan Lake Senior Center facility at 402 Lake Street. An agreement between the City and the Sitka Catholic Services organization provides a space for elders to congregate during the lunch hour as meals are prepared and served from the kitchen. Currently due to staffing, meals are delivered or picked up by elders but the goal is to return to the previous service model. Part of the FY '25 budget is money allocated for needed repairs and improvements at the facility, upon completion this will address one of the barriers that is further complicating in-person lunches.

Applicant	FY25 Requests & Funds Available	FY25 Assembly Approved
Human Services		
1 Brave Heart Volunteers	\$10,000	
2 Sitka Counseling and Prevention Services	\$10,987	
3 Sitka Homeless Coalition	\$25,000	
4 Southeast Alaska Independent Living	\$24,000	
5 United Methodist Church of Sitka	\$1,600	
Subtotal	\$71,587	\$0
Funds Available FY25	\$25,000	

And finally with the creation and expansion of recreation activities within the City's Parks and Recreation department, programming has expanded to elder specific opportunities (see example graphic below). Further staff in the Parks and Recreation department have taken the



lead in helping to coordinate meetings between other local partners, though not an official duty of this department.

While attending the most recent meeting, it was apparent that many organizations have elder-gearred programming, but don't have the staffing to organize a comprehensive communication plan, calendar, or even set regular check-in opportunities, though the city has been acting as an organizer to the extent possible.

Community Partners and Non-Profits in Sitka:

Without a Health and Social Services department, the City relies heavily on

non-profits to address community human service needs. Some of organizations who provide elder care include, but are not limited to:

- Baranof Island Housing Authority
- Brave Heart Volunteers
- Catholic Community Services
- Center for Community
- Central Council for Tlingit and Haida Indian Tribes of Alaska
- Sitka Counseling and Prevention Services
- Sitka Pioneer Home
- Sitka Tribe of Alaska
- Southeast Alaska Independent Living
- Southeast Alaska Regional Health Consortium

For additional information on the types of services available see the most updated Resources Guide in Appendix D.

RELEVANT CITY AND BOROUGH ACTION

For comparison purposes, and to generate ideas on best practice when it comes to City action, we identified four communities that seemed like an appropriate fit (geographic, size, etc.). We reached out to learn more about their services for elders. Below is a snapshot of what we were able to find:

Juneau

The population of residents aged 65 and older in the City and Borough of Juneau is 4,744, comprising 13.88% of the total population.

Juneau's Assembly has a Commission in place that was created to keep a focus on elder needs. The Juneau Commission on Aging (JCOA) consists of 7 members, with 2 vacant seats. It is an advisory body dedicated to enhancing the well-being and quality of life for older adults in Juneau with a primary focus to address the needs and concerns of the senior population and ensure that the community is age-friendly.

Mission and Goals

- Advocate for policies, programs, and services that benefit seniors.
- Promote age-friendly initiatives that support accessibility, safety, and inclusion.
- Provide a voice for seniors in local government planning and decision-making.
- Collaborate with other organizations and stakeholders to address aging-related issues.

Key Activities

1. Community Engagement:

- Hosting events and forums to hear from seniors about their challenges and needs.
- Organizing public awareness campaigns to highlight issues affecting older adults.

2. Policy Advising:

- Advising the City and Borough of Juneau on policies and programs that impact the elderly.
- Advocating for funding and resources to support senior services.

3. Age-Friendly Planning:

- Working with local planners to ensure public spaces, transportation, and housing are accessible and senior-friendly.
- Promoting affordable and appropriate housing options for aging residents.

4. Resource Sharing:

- Connecting seniors and their families to services and supports available in Juneau.
- Developing and distributing guides or directories for senior resources.

Recent Initiatives

- **C**ollaborating on affordable housing projects to meet the growing demand for senior accommodations.
- **S**upporting transportation improvements that make it easier for seniors to access medical appointments and community activities.
- **E**ngaging in intergenerational activities to foster understanding and collaboration between age groups.

Ketchikan

The population of residents aged 65 and older in the City and Borough of Ketchikan is 1,211 comprising 15% of the total population.

Similar to Sitka, elders are eligible for a sale tax and property tax exemption programs.

Additionally there is an agreement between the Borough and Sitka Catholic Services for similar elder service programming (lunch and transportation).

Further, the Ketchikan Gateway Borough (KGB) has an annual grant award program with a few noteworthy differences. The amount is the biggest contrast, the funding is dependent on sales tax so it varies from year to year but in speaking with a staff person in the department, it has always been a pool that exceeds \$300,000, this year offering \$369,900 in grant awards. KGB has an application deadline of February versus our deadline in August. And the funding categories vary with their focus being: animal protection, economic development, education, recreation, or transportation compared to our four categories of: human services, cultural and education, community development, and special emergency. In speaking with a staff person at KGB, last year approximately 6 organizations that were approved for a grant provided important service to this demographic group.

Petersburg

The population of residents aged 65 and older in the Borough of Petersburg is 771, comprising 22.5% of the total population.

Similar to Sitka, elders are eligible for a sale tax and property tax exemption programs. Their largest efforts to support elders is by way of housing opportunities (low income housing and assisted living facility) so residents can grow older and access many needed services within their home community.

Mountain View Manor Elderly Housing:

Built in 1982, the Borough funded this project through a loan. A requirement is that the 24 units would be designated for low-income residents. To qualify you must be 62 years of age or have a qualifying disability. The current Director reported that she has a waiting list of folks interested in this housing option.

The borough acts as the landlord. Tenants pay 30% of their income to the city, the rest is subsidized by Alaska Housing and Urban Development (HUD) therefore this asset is considered an enterprise fund.

Mountain View Manor Assisted Living:

Twenty years ago, Petersburg voters had to approve a bond to finance the construction of an assisted living facility. Further they had to approve obligating general funds in the event that resident payments did not cover the total costs of operations. This was approved, and expanded the options for aging residents. There are 20 beds, which will increase to 24 beds; their waitlist is lengthy as Alaska has limited facilities to meet the needs of our elders but the majority of their residents have ties to the community of Petersburg.

The facility can bill Medicaid or private pay; the Borough then covers the remaining through sales tax dollars.

Wrangell

The population of residents aged 65 and older in the City and Borough of Wrangell is 2,127, comprising 27% of the total population.

The statewide property tax exemption is available to residents of Wrangell.

In addition, this community relies on partnering non-profits and the local Tribal government to provide services to their elders:

Wrangell Senior Center operated by Southeast Senior Services, a division of Catholic Community Service, the Wrangell Senior Center provides:

- ***Congregate Meals:*** Lunch is served at noon from Tuesday through Friday, offering seniors an opportunity to enjoy nutritious meals in a social setting.
- ***Home-Delivered Meals:*** Also known as Meals on Wheels, this service delivers meals to seniors over the age of 60 who are unable to attend congregated meals due to health or mobility issues.
- ***Transportation Services:*** Accessible, demand-response transportation is available for seniors over 60 from Tuesday through Friday, 8:15 AM to 1:30 PM. Seniors must call in advance to schedule rides.
- ***Errand Services and Homemaker/Chore Assistance:*** Support with daily tasks and chores is provided for qualified individuals, helping seniors maintain independence in their homes.

- ***Health Promotion Activities:*** Programs designed to promote health and well-being among seniors.
- ***Senior Information/Caregiver Resource Center:*** Offers information and access to supportive services, assisting caregivers in helping seniors maintain a dignified, independent, healthy lifestyle and remain in their homes and communities of choice.

Wrangell Cooperative Association is the local Tribal government and provides elder services that include:

- ***Caregiver Programs:*** Support and resources for individuals caring for elders.
- ***Congregate and Home-Delivered Meals:*** Ensuring seniors have access to nutritious food, whether in a communal setting or delivered to their homes.
- ***Information and Referral/Assistance:*** Guidance on available services and assistance in accessing them.
- ***Senior Center Programs:*** Activities and services aimed at enhancing the quality of life for seniors.
- ***Transportation:*** Services to help seniors travel for medical appointments, shopping, and other essential activities.

The Senior Resource Directory (see Appendix E) compiled by the Hospice of Wrangell is a 44-page invaluable tool for seniors, their families, and the community. The City and Borough of Wrangell hosts the resource guide on their website for easy access. It provides comprehensive information on support services, contact details, and other resources pertinent to senior needs.

These services and resources are dedicated to promoting the health, independence, and quality of life of seniors in Wrangell, ensuring they remain active and engaged members of the community.

RECOMMENDATIONS



Maintain Current Level of Service

After comparing the varying levels of services across our identified communities, it seems our City does an adequate job of addressing many of the problems identified earlier in this report. The Assembly could take no further action and choose to maintain services available without adjustments.

However, after the time we dedicated to reviewing the strategic plan, looking to other community's best practices, and hearing from those in the community who offer elder programming, we have suggested additional recommendations that can be implemented to enhance the service level to our elderly population. Our list is organized according to ease of implementation (financial resources, staff requirement, etc.). We now welcome the Assembly to utilize this information as you will.

Elder Services Awareness Campaign (*Strategic Goal 1, Goal 2*)

The celebration of our elder community is essential to honor and acknowledge their strength, wisdom, and contributions to Sitka. This also provides an opportunity to remind the community of items of importance for our elder population. To promote this, we recommend that by direction from the City Administrator, the CBS/Parks and Recreation with approval from the Community Affairs director launch a biannual social media campaign to educate, engage, and celebrate the elder population of Sitka.

Post 1: August 21- National Senior Citizens Day

- **Focus:** Raise awareness of essential elder services and upcoming deadlines and how to apply for City services.
 - **H**ighlight critical dates and services, such as:
 - Utilities Assistance Deadline: Outline financial requirements and application details.
 - Property Tax Exemption: Application deadline information.
 - Elder Lunch Program: Available Tuesday through Friday, including contact details for enrollment.
- **Goal:** Ensure elders and their families are informed and receive communication.

Post 2: October 1 - International day of older people (UN)

- **Focus:** Provide a comprehensive summary of all resources available to elders.
 - Include the SREC website (<https://jedc.org/srec/>) in promotional materials to enhance awareness of coalition efforts and available resources.
 - Collaborate with local service providers to ensure accurate and detailed information.
 - Emphasize the value of intergenerational connections and ways the public can support and engage with elders.
- **Goal:** Offer an overview of available resources to elders while fostering a sense of community and inclusion.

Support for Elders Resource Events *(Strategic Goal 1, Goal 2)*

Overview

The Southeast Regional Elder Care (SREC) Coalition, (<https://jedc.org/srec/>) in collaboration with Sitka Tribe of Alaska (STA), is hosting a Sitka Resource Fair on March 6, 2024, at Centennial Hall from 12 PM to 3 PM. This one-time event aims to provide elders and their families with centralized access to healthcare, social services, and elder care resources.

To ensure the long-term success of this initiative, we recommend CBS collaborate with STA and SREC to host similar events at least annually, providing critical logistical and financial support.

Proposed CBS Involvement

Event Space and Fee Waivers:

- Waive Centennial Hall rental fees for the Sitka Resource Fair and similar elder care events in the future.
- Provide access to adjacent rooms for focus groups, Elder Talking Circles, and additional activities during events.

Financial Support:

- Contribute funding for food and beverages, including coffee, tea, soup, desserts, bread, and salad. STA has committed \$400 to this event, but supplemental funding would ensure broader support.

Promotion:

- Utilize CBS communication channels to promote the Sitka Resource Fair and similar events to maximize community awareness and attendance.
- Sustainability Commitment:

After SREC's grant resources are depleted, CBS would assume financial and logistical responsibility for hosting these events to ensure continuity by working in partnership with our partners.

Increase to Non-Profit Grant Awards (*Strategic Goal 1*)

An indirect way to enhance the offerings to our non-profit sector is to increase the amount provided in annual grant award programs. The comparison between Ketchikan (18) and Sitka (17) demonstrated that the approximate number of applications were submitted for consideration is similar. Unfortunately having a much smaller budget means our non-profits who fill in service gaps and meet elders' unique needs, are receiving less support to carry out this important work. This year the requested amount of funding was \$176,909.20 with a total budget of \$45,000. Knowing you are moving into the budgeting season, reviewing this long standing offering to see if there are adjustments that can be made, may have a broad benefit to the community who benefit from our non-profits.

FY21 - FY25 Non-Profit Grant Requests & Approvals										
Applicant	FY21 Request	FY21 Assembly Approved	FY22 Request	FY22 Assembly Approved	FY23 Request	FY23 Assembly Approved	FY24 Request	FY24 Assembly approved	FY25 Request	FY25 Assembly approved
Human Services										
Brave Heart Volunteers	\$15,000	\$8,167	\$9,000	\$8,060	\$9,000	\$7,583	\$10,000	\$8,381	\$10,000	
Sitka Counseling & Prevention Services	\$10,000	\$5,167	\$7,600	\$5,845			\$18,500	\$7,381	\$10,987	
Sitka Ham Amateur Radio Klub	\$8,321	\$1,000								
Sitka Homeless Coalition			\$7,000	\$4,536	\$25,000	\$15,500			\$25,000	
Sitka Lutheran Church					\$1,000	\$917				
Sitka Pregnancy Center	\$1,000	\$583								
Southeast Alaska Independent Living	\$16,000	\$8,500	\$20,000	\$8,179			\$24,000	\$8,881	\$24,000	
United Methodist Church of Sitka									\$1,600	
Subtotal	\$50,321	\$23,417	\$43,600	\$26,620	\$35,000	\$24,000	\$52,500	\$24,643	\$71,587	\$0

Create .5 FTE in Parks and Recreation Department *(Strategic Goal 2)*

In response to the growing needs of Sitka’s elder population and the ongoing challenges related to service coordination, sustainability, and future planning, we recommend the creation of a .5 FTE (half-time) position within the Sitka Parks and Recreation Department to oversee elder services and complement the Parks and Recreation Specialist. This role would focus on fostering collaboration among local service providers, addressing the needs of elders, and developing long-term plans to ensure the healthy futures of Sitka’s senior community.

Key responsibilities for this position would include:

1. **Collaboration and Coordination:** Acting as a liaison between community organizations, service providers, and the City to facilitate effective service delivery and address any gaps in care. Organize bimonthly meetings and help build a central calendaring system.
2. **Needs Assessment:** Regularly evaluating the needs of Sitka’s elder population, identifying emerging challenges, and working with local agencies to provide solutions.
3. **Strategic Planning:** Developing and implementing long-term strategies for elder services, with an emphasis on sustainability, access to resources, and promoting the well-being of elders in Sitka.
4. **Community Engagement:** Raising awareness of available services and fostering intergenerational connections, benefitting both seniors and the broader community.

Integrating this role within the Parks and Recreation Department will leverage its existing focus on community engagement and recreation, while ensuring that elder services are seamlessly

coordinated with other city programs. This position will play a key role in enhancing Sitka's commitment to its aging population, ensuring services are accessible, well-coordinated, and prepared for future growth. By hiring a dedicated individual for this role, Sitka can build a more supportive, sustainable environment and help the Assembly map out the direction the City and partnering nonprofits should go. One example is the development of a task force or commission. While we like what Juneau is doing, the organic development of a coalition in Sitka may be functionally appropriate at this time. Having a dedicated staff person to help organize and bring stakeholders may be enough to strengthen the benefits to our elders.

Ongoing Evaluation for Sustainability

To ensure continuous support and evaluation of elder care services, we recommend that the City and Borough of Sitka include elder care as a priority in the 2027 strategic plan. Establishing this as an ongoing focus will allow the Borough to regularly assess and address the needs of its aging population, allocate resources effectively, and enhance the quality of care for elderly residents. This commitment will help create a more inclusive and supportive community for our elders.

Final Summary

The report highlights the increasing need for enhanced elder services in Sitka, driven by a significant growth in the elderly population and rising demand for support. The Health Needs and Human Services Commission's goal to assess and improve elder services aligns with the City and Borough of Sitka's 2022-2027 Strategic Plan, emphasizing the importance of maintaining the quality of life and affordability for seniors. Despite the City's current efforts through tax exemptions, grants, and recreational programming, challenges remain in the coordination of services, limited resources, and accessibility.

The report's findings underscore the need for a more unified approach to elder care, including better coordination among service providers and a more sustainable resource allocation. The comprehensive review of elder care services in similar Alaskan communities provided valuable insights, leading to several actionable recommendations for Sitka.

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Key recommendations include launching a biannual elder services awareness campaign to raise awareness and celebrate the contributions of seniors, increasing non-profit grant awards to enhance community support, hosting annual elder resource events in collaboration with local organizations, creating a .5 FTE position for elder services to complement the Parks and Recreation Department to ensure service coordination, and incorporating elder care as a priority in the 2027 Strategic Plan for long-term sustainability.

By adopting these recommendations, the City and Borough of Sitka can ensure its elderly residents receive the care, respect, and opportunities they deserve. Strengthening elder care services will not only enhance the quality of life for elders and also benefit the broader community by fostering intergenerational connections and creating a more inclusive environment.

APPENDICES

Appendix A:

[Statewide Senior Service Summary By Region and Census Area](#)

[World Population Review](#)

Appendix B:

[Alaska Commission on Aging \(ACoA\) Senior Snapshot Older Alaskans in 2023](#)

[Alaska Department of Health 2023 Snapshot](#)

[Alaska Department of Health 2022 Snapshot](#)

https://www.akleg.gov/basis/get_documents.asp?session=33&docid=30786 - reference for diagram on Problem Identification

July 1, 2023 Estimate				July 1, 2025 Projected			
Age	Total	Male	Female	Age	Total	Male	Female
0-4	378	191	187	0-4	376	194	182
5-9	410	226	184	5-9	431	239	192
10-14	471	232	239	10-14	440	216	224
15-19	507	290	217	15-19	498	269	229
20-24	517	267	250	20-24	414	209	205
25-29	518	283	235	25-29	533	310	223
30-34	564	284	280	30-34	552	267	285
35-39	620	286	334	35-39	611	304	307
40-44	564	301	263	40-44	591	299	292
45-49	515	267	248	45-49	583	297	286
50-54	524	246	278	50-54	471	242	229
55-59	467	248	219	55-59	447	237	210
60-64	582	320	262	60-64	538	277	261
65-69	561	280	281	65-69	550	277	273
70-74	439	210	229	70-74	465	222	243
75-79	320	165	155	75-79	317	175	142
80-84	145	65	80	80-84	181	85	96
85-89	98	32	66	85-89	103	40	63
90+	31	10	21	90+	53	15	38
Total	8,231	4,203	4,028	Total	8,154	4,174	3,980
Median Age	41.2	40.7	41.7	Median Age	41.9	41.3	42.4
July 1, 2030 Projected				July 1, 2035 Projected			
Age	Total	Male	Female	Age	Total	Male	Female
0-4	361	189	172	0-4	343	179	164
5-9	367	198	169	5-9	352	191	161
10-14	401	220	181	10-14	340	181	159
15-19	397	197	200	15-19	360	203	157
20-24	407	213	194	20-24	310	146	164
25-29	453	230	223	25-29	443	233	210
30-34	551	294	257	30-34	471	216	255
35-39	561	282	279	35-39	562	310	252
40-44	592	298	294	40-44	544	276	268
45-49	569	282	287	45-49	570	281	289
50-54	571	296	275	50-54	557	280	277
55-59	431	234	197	55-59	530	287	243
60-64	389	206	183	60-64	376	205	171
65-69	487	251	236	65-69	349	186	163
70-74	459	225	234	70-74	404	203	201
75-79	407	197	210	75-79	404	200	204
80-84	235	125	110	80-84	311	144	167
85-89	118	55	63	85-89	156	82	74
90+	75	26	49	90+	93	37	56

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Appendix C:

Northern Southeast Regional Aquaculture Association Inc Sitka, AK • Animal-Related - Fisheries Resources	Revenue (2022-2023) \$15,227,742
Center For Community Inc Sitka, AK	Revenue (2021-2022) \$3,964,736
Sitka Sound Science Center Sitka, AK • Environmental Quality, Protection and Beautification - Research Institutes and/or Public Policy Analysis	Revenue (2022) \$3,829,160
Alaska Arts Southeast Inc Sitka, AK	Revenue (2022-2023) \$2,935,556
Sitka Counseling & Prevention Services Inc Sitka, AK • Mental Health, Crisis Intervention - Mental Health Treatment - Multipurpose and N.E.C.	Revenue (2022-2023) \$2,719,599
Youth Advocates Of Sitka Inc Sitka Receiving Home Sitka, AK • Human Services — Multipurpose and Other - Residential, Custodial Care	Revenue (2022-2023) \$2,250,229
Sitka Conservation Society Sitka, AK • Environmental Quality, Protection and Beautification - Natural Resources Conservation and Protection	Revenue (2023) \$2,145,827
Alaska Raptor Rehabilitation Center Inc Arrc Sitka, AK • Animal-Related - Bird Sanctuary, Preserve	Revenue (2022) \$1,997,390
Armstrong Keta Incorporated Sitka, AK • Animal-Related - Fisheries Resources	Revenue (2022) \$1,964,956
Kootznahoo Fortress Of The Bear Sitka, AK • Animal-Related - Animal Protection and Welfare	Revenue (2022) \$1,459,281
Outer Coast Sitka, AK • Educational Institutions and Related Activities - Higher Education Institutions	Revenue (2022-2023) \$1,433,302
Sitka Community Development Corporation Sitka, AK • Housing, Shelter - Housing Development, Construction, Management	Revenue (2022) \$461,045
Schaeffers Angels Sitka, AK • Human Services — Multipurpose and Other - Neighborhood Centers, Settlement Houses	Revenue (2019) \$306,783
Mt Verstovia Building Corporation Sitka, AK	Revenue (2023) \$14,468
Sitka Fine Arts Endowment Sitka, AK • Arts, Culture and Humanities - Single Organization Support	Revenue (2023) \$2,740

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<p>Sitkans Against Family Violence Sitka, AK • Human Services — Multipurpose and Other - Family Violence Shelters, Services</p>	<p>Revenue (2022–2023) \$1,205,392</p>
<p>Alaska Marine Safety Education Association — Amsea Sitka, AK • Public Safety, Disaster Preparedness and Relief - Safety Education (M4XZ)</p>	<p>Revenue (2022–2023) \$1,153,369</p>
<p>Alaska Sustainable Fisheries Trust Inc Sitka, AK • Environmental Quality, Protection and Beautification - Natural Resources Conservation and Protection</p>	<p>Revenue (2022) \$1,091,418</p>
<p>Greater Sitka Chamber Of Commerce Inc Sitka, AK</p>	<p>Revenue (2022) \$843,117</p>
<p>Benevolent & Protective Order Of Elks Of The Usa — 1662 Sitka Sitka, AK</p>	<p>Revenue (2023–2024) \$744,995</p>
<p>Sitka Trail Works Sitka, AK • Public, Society Benefit — Multipurpose and Other - Public Transportation Systems, Services</p>	<p>Revenue (2023) \$723,737</p>
<p>Southeast Region Emergency Medical Services Council Sitka, AK • Health — General and Rehabilitative - Ambulance, Emergency Medical Transport Services</p>	<p>Revenue (2022–2023) \$671,268</p>
<p>Sitka Homeless Coalition Sitka, AK • Housing, Shelter - Homeless, Temporary Shelter For</p>	<p>Revenue (2022–2023) \$618,264</p>
<p>Alaska Longline Fishermens Association Sitka, AK • Community Improvement, Capacity Building - Promotion of Business</p>	<p>Revenue (2022) \$596,170</p>
<p>Betty Eliason Child Care Center Sitka, AK</p>	<p>Revenue (2022) \$573,407</p>
<p>Sheldon Jackson Child Care Center Sitka, AK • Human Services — Multipurpose and Other - Child Day Care</p>	<p>Revenue (2023) \$477,020</p>
<p>Sitka Golf Association Sitka, AK • Recreation, Sports, Leisure, Athletics - Golf</p>	<p>Revenue (2022) \$247,780</p>
<p>Mt Edgumbe Preschool Inc Sitka, AK</p>	<p>Revenue (2022–2023) \$228,639</p>
<p>America Legion — 13 Sitka Sitka, AK • Public, Society Benefit — Multipurpose and Other - Military, Veterans' Organizations</p>	<p>Revenue (2023) \$226,785</p>
<p>Sitka Sportsmans Association Sitka, AK • Philanthropy, Voluntarism and Grantmaking Foundations - Named Trusts/Foundations N.E.C.</p>	<p>Revenue (2023) \$205,603</p>
<p>Sitka Historical Society Inc Sitka, AK • Arts, Culture and Humanities - Historical Societies, Related Historical Activities (A82Z)</p>	<p>Revenue (2022–2023) \$200,022</p>
<p>Sitka White Elephant Shop Inc Sitka, AK • Human Services — Multipurpose and Other - Thrift Shops</p>	<p>Revenue (2022) \$197,857</p>

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<p>Sitka Music Festival Inc Sitka, AK • Arts, Culture and Humanities - Music</p>	<p>Revenue (2022) \$195,133</p>
<p>Southeast Alaska Indigenous Transboundary Commission Sitka, AK • Animal-Related - Wildlife Preservation, Protection</p>	<p>Revenue (2023) \$193,997</p>
<p>Brave Heart Volunteers Inc Sitka, AK • Human Services — Multipurpose and Other - Human Service Organizations - Multipurpose</p>	<p>Revenue (2022) \$193,878</p>
<p>Sitka Economic Development Association Inc Sitka, AK • Community Improvement, Capacity Building - Economic Development</p>	<p>Revenue (2022–2023) \$187,982</p>
<p>The Seer School Sitka, AK • Employment, Job-Related - Vocational Training</p>	<p>Revenue (2017–2018) \$181,657</p>
<p>3 To 5 Preschool Inc Sitka, AK</p>	<p>Revenue (2022–2023) \$167,867</p>
<p>Baranof Barracudas Sitka, AK • Recreation, Sports, Leisure, Athletics - Swimming, Water Recreation</p>	<p>Revenue (2023) \$157,699</p>
<p>Sitka Music Festival Foundation Sitka, AK • Arts, Culture and Humanities - Music</p>	<p>Revenue (2023) \$144,480</p>
<p>Sita Foundation Inc New York, NY • Human Services — Multipurpose and Other - Human Service Organizations - Multipurpose</p>	<p>Revenue (2022) \$129,950</p>
<p>Artchange Inc Sitka, AK • Educational Institutions and Related Activities - Adult, Continuing Education</p>	<p>Revenue (2022–2023) \$108,357</p>
<p>The Island Institute Inc Sitka, AK</p>	<p>Revenue (2017–2018) \$85,316</p>
<p>Friends Of Sheldon Jackson Museum Sitka, AK • Arts, Culture and Humanities - Natural History, Natural Science Museums</p>	<p>Revenue (2022) \$79,570</p>
<p>Sitka Charr Association Sitka, AK</p>	<p>Revenue (2023) \$75,295</p>
<p>Rivers Edge Property Inc Sitka, AK • Housing, Shelter - Housing Development, Construction, Management</p>	<p>Revenue (2022–2023) \$68,884</p>
<p>Greater Sitka Arts Council Inc Sitka, AK</p>	<p>Revenue (2023) \$59,781</p>
<p>New Archangel Dancers Sitka, AK</p>	<p>Revenue (2023) \$53,574</p>

Appendix D:

Senior Services

Adult Protective Services

Report harm or neglect of vulnerable adults

Phone: 1-800-478-9996

Alaska Legal Services Corporation

8800 Glacier Highway, Suite 228

email: juneau@alsc-law.org

Provides legal services to socially and economically needy and to those 60 and older and others who meet financial eligibility.

Phone: 1-907-586-6425

Toll Free: 1-800-789-6426

alsc-law.org

Tama Beven, LMT

Offering geriatric massage and End of Life Doula services.

Phone: 1-907-738-0400

Brave Heart Volunteers

120 Katlian Street (Manager's House on the Pioneers' Home Campus)

braveheartvolunteers.org

Brave Heart Volunteers Yee gu.aa yáx x'wán (be of brave heart), provides compassionate care, companionship, respite and education to those facing illness, isolation, end of life and grief. Program services include volunteer training, orientation, and coordination; family caregiver information and grief support groups; a library and resource room. All services are provided free of charge.

Phone: 1-907-747-4600

CAREGIVER RESOURCES

Southeast Senior Services Senior Caregiver & Resource Center (Juneau Office).

Phone: 1-907-463-6177

Senior Caregiver Support Advocate & Information also available at the Swan Lake Senior Center, Sitka.

Phone: 1-907-747-8617

Center For Community

Phone: 1-907-747-6960

700 Katlian Street, Suite B

- Personal Care Services – Professional in-home care for temporary or long-term personal care needs resulting from age, disability or illness. Tamara Walsh Sitka Regional Manager for Community Services, email: twalsh@cfc.org
- Respite Care Services – Providing a needed break for caregivers and families of people with disabilities, Alzheimer’s and other dementia, and frail seniors. Terra Parsly, email: tparsly@cfc.org

Harry Race Durable Medical Equipment Services

Phone: (907) 966-2104

Contact: Tammy Thom, DME Specialist

117 Granite Creek Rd., Sitka, AK99835

email: tammythom@whitesalaska.com

Services available include: mobility equipment, hospital beds and accessories, bath safety equipment, vascular support, orthopedic support, personal care items, and diabetic supplies. Many items available to be billed through Medicare, Medicaid, or Private Insurance with proper documentation.

Mature Alaskans Seeking Skills Training (MASST)

Phone: 1-907-586-6806

email: info@serrc.org

www.serrc.org/educational-services/masst/

This program is designed to assist seniors with developing marketing skills with the opportunity to earn extra income while receiving part-time job site or educational training.

Older Persons Action Group, Inc. (OPAG)

Phone: 1-907-276-1059

3340 Arctic Blvd., #106, Anchorage, AK 99503

Toll free: 1-800-478-1059

Contact: James Bailey, Executive Director

seniorvoicealaska.com

email: info@seniorvoicealaska.com

Advocacy for older Alaskans. Publishes Senior Voice, a statewide newspaper for seniors and their families and caregivers, with online version at www.seniorvoicealaska.com. Also publishes the statewide Directory for Older Alaskans.

Southeast Alaska Independent Living (SAIL)

Phone: 1-907-747-6859

Contact: Rick Petersen

514 Lake Street, Suite C

email: sitka@sailinc.org

A consumer directed independent living program providing information and referrals, advocacy services, independent living skills training, recreation, and de-institutionalization information. The program is designed to increase the potential for persons with aging and/or disability issues who live in the community so they can remain active, involved, productive, integrated individuals.

Swan Lake Senior Center

Phone: 1-907-747-8617

Contact: Sandi Koval

402 Lake Street

Senior Nutrition & Transportation Programs:

Senior lunches: (age 60 & older) served Monday through Friday at 11:30 am; suggested free-will donation for senior lunch is \$5.00. Guests of seniors are welcome; there is a \$15.00 charge per meal for non-seniors. Homebound seniors call for information about delivery.

Afternoon activities: include exercise classes & other group activities; call for details. The Senior Center building is open from 9 am to 3:30 pm Monday through Friday.

Transportation: Senior & Paratransit Care-A-Van is a pre-scheduled door-to-door service for seniors age 60 and above; and for folks of all ages who have a disability, which prevents them from using the regular bus fixed-route system. Scheduled vans are wheelchair accessible. Call 907-747-8617 for more information about paratransit eligibility & application process.

Senior & Paratransit Care-A-Van Hours: Monday through Friday from 6:30 am to 7:30 pm. Riders are encouraged to call at least one day in advance; and can call up to 7-days ahead to pre-schedule rides. Flexibility with times will also offer riders their best opportunities for successful scheduling.

Ride scheduling, donations, & fares: Care-A-Van Dispatch office is open from 8 am – 4:30 pm Monday through Friday; call 907-747-8617 to pre-schedule rides. Free-will donations (\$2 per trip) are accepted from seniors and much appreciated to help support services. Paratransit Riders (under 60 years old) must pay \$2.00 per one-way trip; Care-A-Van Drivers do not handle cash so exact change is necessary.

Saturday & Sunday: Care-A-Van Senior Rides available from 8:45 am to 2 pm. These rides should be pre-scheduled before 4:30 pm on Fridays.

If something comes up after regular dispatch hours the Care-A-Van weekend & evening cell phone: 907-738-1333.

Sitka Long-Term Care

Phone: 1-907-747-3241

209 Moller Ave

For those who need more care than can be delivered at home, Sitka Long-Term Care offers professional, skilled nursing services in a protected home-like environment.

Sitka Pioneers' Home

Phone: 1-907-747-3213

120 Katlian Street

The Sitka Pioneer Home is an Eden Alternative® Registered Home. The home is committed to providing compassionate care to residents, staff, family and community in a home that nurtures the human body, mind and spirit while preserving dignity and individuality.

State Care Line

Phone: 1-877-266-4357

Transportation

Swan Lake Senior Center Van (Paratransit & Senior rides)

Phone: 1-907-747-8617

Contact: Sandi Koval

The Senior Center van service provides transportation for persons with disabilities and seniors including transportation to and from the Center. Suggested senior donation is \$2.00 each way; paratransit non-senior rides must pay \$2.00 each way. Pre-Scheduled paratransit rides are available Monday through Friday from 6:30 am-7:30 pm; senior rides available on weekends between 8:45 am to 2:00pm. Please call and make a reservation in advance as van availability cannot be guaranteed at the last minute. After hours call **738-1113**.

Appendix E:

[Wrangell Senior Resource Directory](https://www.wrangell.com/sites/default/files/fileattachments/community/page/8451/senior_resource_directory_22_final.pdf)

https://www.wrangell.com/sites/default/files/fileattachments/community/page/8451/senior_resource_directory_22_final.pdf