

# GLORIA O'NEILL



## SUMMARY OF PROFESSIONAL ACCOMPLISHMENTS

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Serving as President and CEO of Cook Inlet Tribal Council (CITC) since 1998, Gloria O'Neill has led the organization's growth in becoming one of the major social service providers in Alaska, currently offering more than 50 essential programs that serve more than 12,000 Alaska Native and American Indian people each year. Through rigorous attention to community-based results, Ms. O'Neill has established CITC's national reputation as a leading innovator of effective and replicable approaches to overcoming disparities in education, employment, family preservation, and substance dependency. She oversaw the development and implementation of *Vision 2034*, a strategic framework model for optimizing long-term program effectiveness and sustainability; it is a plan that establishes CITC as an organization of side-by-side leaders, operating as teams to solve problems, improve performance, and measure progress toward a common vision.

### *Selected program accomplishments:*

- During the past five years, CITC has helped more than **4,600** low-income job seekers obtain unsubsidized employment, transitioned nearly **2,000 participants** from welfare to employment, and increased wages by more than **\$12 per hour** through workforce development programs
- Achieved a **66% completion rate** for residential detox programs in the last five years (national average is about 46%)
- Achieved a **92% graduation** rate among CITC in-school programs within the Anchorage School District (ASD), as compared to the ASD rate of 57% for Alaska Native/American Indian students
- Reunified nearly **400 families** during and prevented foster care placement for another 100-plus families
- Served nearly **2,200 individuals** through detox services and more than **700 individuals** in additional treatment services
- Since 2007, through the innovative *Chanlyut* program—which provides a re-entry/incarceration alternative for adult male offenders—taxpayers have saved **more than \$2,000,000** in comparable prison costs

Throughout her tenure, Ms. O'Neill has led the successful integration of for-profit business practices into the non-profit setting, and expanded public-private partnerships involving businesses, government agencies, and other non-profits. Her emphasis on rigorous financial management has resulted in a consistent record of unqualified audits.

### *Selected fiscal accomplishments, 1998 – present:*

- Increased staff from fewer than 70 employees to more than 450; raised more than **\$502 million** for operations, including **\$496 million** in state and federal grants/contracts and **\$14 million** in private sector donations and grants; increased fixed assets by nearly **\$30 million**, and net assets from approximately \$150,000 to approximately **\$35.8 million**.
- Expanded annual budget from \$8 million to **\$63 million**; through increased competitive grants, private sector fundraising, social enterprise income, and innovative collaborations.
- Spearheaded major capital projects totaling nearly **\$37 million**, including construction of a non-profit services center, two dormitories, a youth center, an **Early Head Start Center**, and through tripling the capacity of youth transitional housing in Anchorage.
- Inaugurated a **Social Enterprise** division, with a total current income of more than **\$11.5 million** annually.
- Created a for-profit subsidiary, CEI, to sustain CITC's mission. Through CITC, invested in and launched the critically acclaimed **Never Alone video game** and turned that investment in to ownership in E-Line Media. CITC now owns 31 percent of E-Line and has realized a **35 percent appreciation** in value.
- From 1998 to 2017, CITC has distributed nearly **\$51 million** in grants and contracts to more than 150 tribal and social service affiliates throughout the Cook Inlet region and statewide.
- Oversaw operational efficiencies in CITC-administered TANF program, which resulted in a 11-year savings of **\$16.2 million** which were re-invested in Supportive Services and programs.
- Oversaw operational efficiencies in CITC-administered TANF program, which resulted in a 5-year savings of **\$8.4 million** that were re-invested in supportive services and programs.
- Assumed responsibility for the **Alaska Native Justice Center (ANJC)**, currently serving as CEO; increased ANJC operating budget from \$525,000 to more than **\$8 million today**.

Ms. O'Neill has offered regular testimony before the Alaska State Legislature and the U.S. Congress, where she has been a persuasive advocate for policy reform at both state and national levels.

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**EMPLOYMENT**

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*Cook Inlet Tribal Council, 3600 San Jeronimo Dr., Anchorage, AK 99508*

1998 – *present*      President and CEO  
1992 – 1998          Various positions

Ms. O'Neill joined CITC in 1992 as a program caseworker, and over the ensuing six years, was promoted to positions of increasing responsibility, culminating in oversight of major programmatic divisions of the organization. During this time, she developed a set of skills and experience, including negotiating and implementing federal funding to expand key service areas; budget oversight of multi-million dollar projects and programs; staff expansion and development to promote upward mobility and competencies; coordination of service delivery among Cook Inlet regional agencies; and strengthening relationships with key state and community leaders to promote collaboration and expand resources.

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**EDUCATION**

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2000                  Master of Business Administration, *Alaska Pacific University*  
1996                  Bachelor of Arts in Sociology; minor in Business Administration, *University of Alaska Anchorage*

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**CURRENT BOARDS AND COMMITTEES**

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2021 - <i>present</i>	GSIS AK
2021 - <i>present</i>	Tuyan, LLC
2020 - <i>present</i>	Get Out The Native Vote (GOTNV)
2018 - <i>present</i>	Clare Swan Early Learning Center (CSELIC)
2018 - <i>present</i>	Alyce Spotted Bear and Walter Soboleff Commission on Native Children (Chair)
2016 - <i>present</i>	Alaska Native Justice Center (ANJC)
2013 - <i>present</i>	Alaska Federation of Natives Board of Directors ( <i>first term: 1998-2012</i> )
2012 - <i>present</i>	E-Line Ventures, LLC Board of Directors (Executive Chair 2013)
2010 - <i>present</i>	CITC Enterprises, Inc. (CEI)/President & CEO and Board member
2023 - <i>present</i>	Nudlaghi Leadership Institute (Chair)

*Past board service includes:* University of Alaska Board of Regents (2013-2021) (Board Chair between 2016-2018), Alaskan Command Civilian Advisory Board (2005 – 2020), National Court Appointed Special Advocates Association (CASA) Board; U.S. Census Bureau Advisory Committee on Race and Ethnicity; Secretary's Tribal Advisory Committee (*appointed by U.S. Secretary of Health and Human Services*); Governor Sean Parnell's Educational Transition Team; Bureau of Indian Affairs Tribal Interior Budget Council; Anchorage Museum Board (*Board Chair, 2010-'12*); University of Alaska Anchorage Advisory Board; Anchorage Community Land Trust Board; Cook Inlet Housing Authority Commissioner; ENSTAR Community Advisory Board; Mayor's Business Development Council; BP Exploration Inc. Community Advisory Board; The CIRI Foundation; Alaska Workers' Compensation Board; The Ronald McDonald House Charities of Western Washington; Alaska Native Concerns Municipal Committee

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**AWARDS AND RECOGNITION**

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2021                  Alaska Humanities Forum, Leadership Anchorage Alumni Award  
2018                  *ATHENA Leadership Award*, Anchorage ATHENA Society  
2014                  *Shirley Demientieff Award*, Governor of Alaska (presented at AFN October Convention)  
2011                  *Children and Family Fellowship*, Annie E. Casey Foundation  
2010                  *Humanitarian Award*, University of Alaska Anchorage Alumni Association  
2010                  *Keynote Speaker*, Alaska Federation of Natives Convention, Fairbanks  
2008                  *Sabbatical Award*, Rasmuson Foundation (climbed Mt. Kilimanjaro in January, 2009)  
2004                  *Woman of Achievement Award*, British Petroleum and YWCA of Anchorage  
2003                  *Light of Hope Award*, Court Appointed Special Advocate Association (CASA)  
2001                  *Athena Society*, Anchorage Chamber of Commerce  
2000                  *President's Environmental Award*, U.S. Environmental Protection Agency  
1998                  *Top Forty Under 40 Award*, *Alaska Journal of Commerce*  
1998                  *Leadership Anchorage Fellowship*

*Member of Alpha Kappa Delta International Sociology Honor Society (1993); Golden Key National Honor Society Award (1993); National Dean's List (1993-1995)*