



# *The Sealaska* **SHAREHOLDER**

SEPTEMBER 2025

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Photo Caption: Performing in Klawock Gym during High School



Photo Caption: Putting salmon up with her sons in Angoon

## Meet Sealaska's New President: **AAN SHAAWÁTK'I SARAH DYBDAHL**

She heard a knock on the door. It was her Auntie, Mary Guthrie.

"There is going to be dance practice at ANB Hall, and I expect to see you all there," her auntie said.

For Sarah Dybdahl, moments like this were not unusual. Whether from her aunts, uncles, parents, coaches or teachers, she was reminded often that she carried more than herself. She carried her clan, her family and her community.

Aan Shaawátk'i Sarah Dybdahl is Taakw.aaneid'í, a child of Kaax'.oos.hittan. She is a child of Arthur Jr. (Mac) and Linda Demmert and a grandchild of Sarah Manzano and the late Virginia and Arthur Demmert Sr. She is married to Travis Dybdahl and is mother to three children, Michaela, Orion and Elias.

"I was raised by the people of Klawock, by Prince of Wales Island and by the larger Southeast communities," she said. "It wasn't something where your aunts or community members would say, 'This is the lesson we're teaching you.' You learned by participating, by observing, by hearing stories. You learned the expectations and responsibilities that come with being part of a community."

Those early lessons in accountability and care stayed with Sarah as she grew, guiding her journey as a community leader, a model for others, and now President of Sealaska.

Her career path began as a Sealaska Natural Resources Intern, where she learned the significance of our homelands. She went on to work as a clerk, earned her anthropology degree at Southern Oregon University, and later joined Sealaska Heritage Institute. After that, she worked as an Executive Director at Huna Heritage Foundation and Director on the Board of Klawock Heenya Corporation, then as a Cultural Education Manager and Director at Tlingit & Haida. Most recently, she served as the Director of the Office of the President at Tlingit & Haida.

"I think back then, I was just a young girl from Klawock with a graduating class of fifteen," she said. Her early dream was to become a language teacher and return home, but years of working for her people alongside experienced leaders laid the stepping stones that brought her to this moment.

The story of Dukt'ootl', the strong man, continues to inspire her leadership philosophy. As a boy, Dukt'ootl' could only join his uncles in a canoe as a bailer, the one keeping the boat afloat while the others hunted. "The bailer is just as important as the captain," she said. "We all have something to bring at different points in our lives. There's really no role that's too big or too small."

When headlines named her the first woman president of Sealaska, she was caught off guard. "We've always had phenomenal women leaders in Southeast," she said, pointing to figures like Elizabeth Peratrovich,

Marge Young, Marlene Johnson, Rosita Worl and Ethel Lund. "So when I saw the headline, I thought, 'There's no way. That can't be right.'"

It took her husband and a few texts to colleagues to convince her it was true. "I had no idea, but I understand the significance. Any time there's a first, it carries weight, and while I feel the responsibility, I also know I wouldn't be here if it wasn't for the women who came before me," she said. "I think about the women in our communities that make sure community events are happening, the ones that show up and understand our protocol, that are teaching our next generation of young leaders and speakers. To me, they're each leaders in their own right."

Sarah believes people thrive when they can see how their work matters. "Anyone who decides to work for Sealaska does it because they care. They believe in the work we are doing for our communities," she said. That belief, she adds, calls for recognition and investment to ensure employees feel valued. Looking at the past, she points out that our communities have endured over tens of thousands of years because of the people who made the intentional choice to stay rooted. In the same way, employees at Sealaska and the surrounding family of OneSealaska organizations are making intentional decisions every day to stay, to grow, and to contribute to something larger than themselves.

As an intern turned president, Sarah comes full circle, stepping into her role with the same care, responsibility and presence that Auntie Mary expected at dance practice.



KLAWOCK

And still, her father calls to remind her of the responsibility she holds. "Even in my forties, my dad will still call and tell me, 'You represent more than yourself,'" she said. The reminder brings her back to the lesson she has known since childhood: when something needs to be done, no matter how big or small, you step in and do it.

*"Any time there's a first, it carries weight. And while I feel the responsibility, I also know I wouldn't be here if it wasn't for the women who came before me."*



Photo Caption: Canoe journey with her son Orion 2024



## Interns Step into a SEALASKA SUMMER

It all began in late June during Connect Week. Thirty-five strangers filled a large meeting room. Some were born and raised in Alaska, others visiting for the first time. Silence hung in the air, each person wondering what the summer would hold.

The quiet did not last. Conversations bloomed as interns introduced their assignments. “I’m restoring Indigenous artifacts,” one said. Another added, “I’m working on stream restoration.” “I’m in cybersecurity,” another replied. The week moved quickly, from zip lining through the trees together in Hoonah to stepping into the work that lay ahead.

Across the ocean in Ireland, HSEQ Fellow Kuelene Tupou spent her summer moving from site to site at Causeway Geotech, conducting audits, observing emergency drills and checking safety protocols. She helped design a deck of playing cards to explain ground investigation, a tool



**KUELENE TUPOU**  
Causeway Geotech Limited Health, Safety, Quality, and Environment (HSEQ) Fellow

*Passionate about:*  
Addressing the health inequalities in her community.

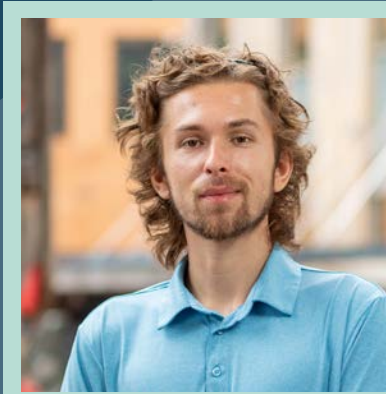
now used by employees and at career fairs. “Each project presented a unique challenge that allowed me to apply and grow my skill set,” she said. Not far away was Geotechnical Engineer Fellow Luke Dachenhausen shadowing engineers, gaining insight about international environmental compliance and environmental law.

Cyber Security Intern Trey Zurfluh worked remotely in helping our organization detect, prevent, and respond to cyber threats. During his time he performed ethical hacking exercises to strengthen digital networks that



**LUKE DACHENHAUSEN**  
Causeway Geotech Limited Geotechnical Engineer Fellow

*Passionate about:*  
Addressing inequality and corruption in his community.



**TREY ZURFLUH**  
Sealaska Cyber Security Intern

*Passionate about:*  
Preserving the culture of his Tlingit community.

protect Indigenous knowledge. “I’ve enjoyed it to the fullest, and I’m so thankful to have taken part in such an opportunity,” he said.

Back in Southeast Alaska, Sealaska Natural Resources Interns like Malia Towne and Alyce Baxter balanced office research with hands-on fieldwork in Hoonah. Alyce guided crews through habitat restoration, building trails, moving logs and surveying Coho fry, while Malia wrote reports, restored streams and rode in helicopters. “Everything I got to be



**MALIA TOWNE**  
Sealaska Natural Resources - Land Management Technician Intern

*Passionate about:*  
Addressing fisheries and resources in Southeast Alaska.



**ALYCE BAXTER**  
Sealaska Natural Resources Intern

*Passionate about:*  
Leaving the planet a better place than she found it.

a part of played an important role in the bigger picture of Southeast Alaska’s environment and natural resource management,” Malia said.

Closer to home in Juneau, Kisheo Baines and Aurelia Johnson worked in the archives at Sealaska Heritage Institute processing photographs, documents and artifacts. Aurelia’s research on fire trees, inspired by Rosita Kaaháni Worl and Mary Ida Henrikson, connected cultural knowledge to contemporary study. “One of the most inspirational projects I have ever worked on,” she said.



**KISHEO BAINES**  
SHI Archives & Collections Intern

*Passionate about:*  
Revitalizing Sm’algyax in his community.



**AURELIA JOHNSON**  
SHI Archives & Collections Intern

*Passionate about:*  
Addressing cultural and language revitalization in all her traditional homelands.

Charlotte Moore, Sealaska Internship Program Coordinator, emphasized the program’s scope. “This is only a fraction of the important projects the interns completed this summer,” she said. “This program is designed to open doors across many fields at Sealaska, whether your passion is science, business, media or community work, we have a variety of exciting opportunities and are looking to expand our reach even more.”

Across oceans and borders, interns left their mark, returning with skills and a vision that will ripple far beyond one summer.

## *Geosciences Expertise Contributes to Construction of Mediterranean Wind Farm*

While so much great work is happening to support careers and culture in Southeast Alaska, Sealaska's Woocheen businesses are continuing to succeed elsewhere in the world. In just a few years, Woocheen company Seas Geosciences has made itself a world leader in offshore, nearshore and onshore geosciences that support the global offshore energy industry. This is an important part of Woocheen's goal to foster ocean health and mitigate the effects of climate change.

This year Seas completed the conversion of the BOS Princess, a 262-foot-long ship, into a multipurpose geotechnical drilling vessel built specifically to work in offshore energy. The vessel is outfitted with custom tools that enable the Seas team to investigate the seabed in waters more than two miles deep.

The BOS Princess has a "moon pool" opening in the hull that allows for equipment to be raised and lowered into the water away from the elements. It can also deploy Seas' custom-built deepwater geotechnical drill from the stern, using a uniquely designed launch and recovery system.

Seas is using these tools to sample and test the soils on the sea floor. Understanding the nature and mechanics of soil is one of the most critical elements in the development of offshore wind energy, and geotechnical and geophysical site characterization for foundations, mooring and cable routes are the first and most important priority for every project.

All of this is crucial to Seas' work on Med Wind, which will be the first floating offshore wind farm in the Mediterranean and will be anchored in ultra-deep water off the coast of Sicily. Seas has been supporting the development of Med Wind since 2023. In February, Seas President Paolo Casciotti joined a panel of leaders to present and celebrate the results of Med Wind's Environmental Impact Study.

The Med Wind project will be built gradually in several stages and, when completed, will generate a total of about 9 Twh of clean energy, equivalent to the energy needs of 3.4 million households.



## **RESTORING HALIBUT ACCESS** *for Southeast Alaska Communities*

The Southeast Village Fisheries Collective is a new initiative aimed at restoring access to the commercial halibut fishery for rural and Indigenous communities in Southeast Alaska. Led by the Alaska Sustainable Fisheries Trust (ASFT) in partnership with Sealaska, Tlingit and Haida, and Spruce Root, this project is supported by a \$934,000 investment from the Rasmuson Foundation.

The funding includes a \$700,000 grant and a \$234,000 program-related investment, enabling the purchase of halibut quota for communities such as Yakutat and Kasaan. These communities have signed resolutions in support of the regional Community Quota Entity (CQE). The halibut assigned to these communities will be fished only by residents, ensuring local stewardship and economic benefits.

ASFT and its partners intend to expand the program to additional Southeast villages that wish to participate, helping to revitalize coastal economies, provide cultural and economic opportunities, and support sustainable fisheries management across the region.



## *Sealaska Heritage Institute* **UPDATES**

### **ECONOMIC IMPACT REPORT**

SHI released an economic impact report showing the institute contributed more than \$20 million in labor income to Alaska's economy in 2023, including \$5.4 million in education spending. That support directly benefited school districts, the University of Alaska, and more than 380 teachers.

### **CYRIL GEORGE PHOTO COLLECTION NOW ONLINE**

SHI also published a photo book to help identify people and places captured by the late Tlingit traditional scholar and master storyteller Cyril George,

Sr. The 20,000-image collection spans 75 years of Alaska Native life. SHI is hoping those who know any of the people, places, events, at.óow (clan sacred objects), or dates related to the photos will contact the Archives and Collections Department at [SHIArchives@sealaska.com](mailto:SHIArchives@sealaska.com). SHI asks that respondents include photo numbers along with any descriptions they have to share.





# Revitalizing Haida Language THROUGH TECHNOLOGY & COMMUNITY

They clicked on a Haida phrase and heard it speak through a computer in a familiar voice. The speakers carried the sound of Erma Lawrence, coauthor of the Alaskan Haida Dictionary and Alaskan Haida Phrasebook, who devoted much of her life to teaching her language. Elders listened and nodded as memories of parents and grandparents who once spoke fluently rose to the surface. The moment at this year’s language summit in Juneau marked a convergence of technology and ancient knowledge as her words returned to life and reminded everyone present of the living strength of Haida and her enduring legacy.

Across the region, recordings and transcripts of Haida, Tlingit and Tsimshian languages exist, yet they remain scattered across hard drives, websites and archives. Linguists call this siloed data, a barrier that often prevents learners from finding and using the material. Sealaska shareholder and U.S. veteran Nathan Bennett, grandson of Frederick “Bully” Bennett and great-grandson of House Chief Johnnie Bennett of Massett and Cordelia Skultka of Howkan, is developing an AI platform to bring Haida learning materials together. The project gives students of all ages meaningful ways to engage with authentic Haida voices.

“When I presented this model at the language summit and older folks heard it speak back in Haida, I saw a twinkle in their eye,” Bennett said. “It is hopeful. It really makes you feel good.”

*"We should not be driving for innovation without a purpose"*  
- Bennett

After years in the Air Force and working on highly secure networks in big tech, Bennett returned to serve his Haida community with a mission to protect and strengthen his language. Now, as a passionate learner and Sealaska Language Fund recipient, he is focusing on building the team and tools to make that possible. From the start, the platform is guided by speakers themselves, ensuring the technology reflects living voices and traditional cultural values.

Working with the Xaad Kíl Kwaaygahí Kiis Foundation and a researcher from Carnegie Mellon University,

Bennett built a Haida text-to-speech model using just thirty minutes of archival recordings by Erma Lawrence. The system generates spoken Haida instantly and is being tuned to listen to learners and offer gentle corrections. Bennett imagines interactive tools such as flashcards, games and immersive practice, "our own Duolingo," so people can carry their languages into daily life wherever they are.

“The technology is here to support our linguists, Elders and teachers, not replace them,” Bennett said. “Tools like AI can take care of repetitive, time-consuming tasks such as transcription, pronunciation checks or formatting lesson materials. This frees our cultural teachers to spend more time on what truly matters like one-on-one mentorship, storytelling and passing on the cultural context that no machine can replicate, things like tone, facial expression, body language and the deeper meaning behind words.”

At the heart of the platform is respect for data ownership. Contributors retain full authority over access, deciding when and how their recordings and transcripts are used. The platform draws on these materials to build learning tools and pronunciation guides so the community benefits while sensitive knowledge stays protected. Oversight of this platform will rest with a governing body of Haida leaders and Elders, with youth included as future stewards, ensuring decisions remain in trusted hands.

Youth training is key to the effort. Bennett plans to hold local training centers in Southeast villages where students spend twelve weeks learning technical skills alongside cultural stewardship and mentorship. Instructors and Elders lead one day each week in cultural activities, including field trips, visits to important sites and traditional practices, while the rest of the sessions focus on technology.

“We want Native youth to understand they are not just learning technology, but protecting something sacred,” Bennett said. “We are creating a new kind of role for our people, one that opens opportunities in technology while grounding youth in a deep respect and understanding of our culture and ancestors. That balance is what will create real and lasting change for future generations.”

Bennett imagines a future where Haida, Tlingit and Tsimshian languages flow through the streets as easily as they appear on signs, where culture thrives in daily life and grows stronger with digital tools. Together, our platform, our people and our rising generation of protectors will ensure these languages not only survive but flourish.

“We have always been remarkable toolmakers,” he said. “Now it is time for us to master another tool and be leaders of it for our languages.”

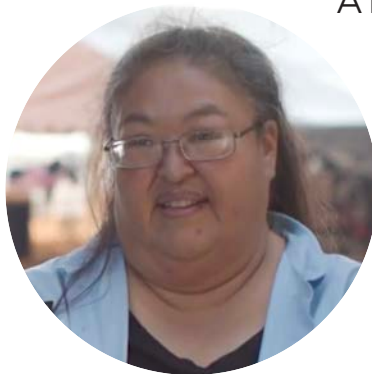
The platform is not yet public, but Bennett and his team invite anyone with Haida recordings or transcripts from Elders, youth, men and women to contribute. Those interested in technology or language learning are welcome to join. Bennett will teach new learners and work alongside them so the platform truly belongs to the people it serves.

*Want to be a part of revitalizing language?*

**Send in your Xaad Kíl recordings or join the team! Check out [Futureancestorsalliance.org](https://Futureancestorsalliance.org) or email [Nathan@Futureancestorsalliance.org](mailto:Nathan@Futureancestorsalliance.org)**



Investing in  
**CULTURE CAMP**



A massive sea lion harvested by former campers was pulled to shore. Young people gathered, wide-eyed and marveling at the task ahead. Elders and staff guided older youth through the work of processing the animal, turning the moment into both a history lesson and a rite of passage.

“That’s an animal we’ve only heard of in stories,” said camp coordinator and Sealaska shareholder Mona Evan. “Our Elders told us the hides were used for armor when time came to defend our homes. People adapted with what the land provided.”

Most campers had never taken part in a sea lion harvest.

A former camper herself, Mona has led Kéex’ Kwáan (Kake) Culture Camp for ten years. She recalls when it began, during a period where youth suicide and substance abuse devastated the community. “People didn’t know their culture because they were pulled away from it. They thought, well, let’s try a culture camp,” she said. Elders noticed early signs of change as youth showed interest in traditional practices, engaged with their families and connected with the land. The first week-long gathering sparked noticeable change and inspired families to continue. Today, 37 years later, the camp thrives, reconnecting young people to culture, language and traditional harvest practices while strengthening the bonds that hold the community together.



Nearby, longtime subsistence coordinator and Sealaska shareholder Kevin Aceveda worked at the tables, his hands red from preparing the sea lion and fish. Children played in the background as he taught them to clean and preserve native foods. “These practices teach our kids how to live off the land and care for it,” Kevin said. “You could survive without a grocery store if you learn how to process what the land and sea give you. The skills, knowledge and respect for food and animals keep culture alive.”

Sealaska supports Culture Camp as an investment in youth who carry forward environmental stewardship, cultural fluency and leadership. From the weight of a sea lion hide to the warmth of a smokehouse fire, campers learned lessons that heal communities, preserve traditions and prepare the next generations of leaders.



A Letter from  
**LEADERSHIP**



LEADERSHIP  
STATEMENT FROM  
**RICHARD TASHEE  
RINEHART**

Dear Shareholders,  
Gunalchéesh Kéex’ Kwáan (Kake) for the warm welcome during the 2025 Annual Meeting. Gathering with shareholders in person reminds us that our work is grounded in our people, our places and the traditions we share.

Nearly 300 shareholders joined us in Kake, including 61 Elders and 139 descendants. Hundreds more connected online to follow the conversation and participate in the annual election.

We welcome the 2025 Sealaska board of directors, including our newest member Vikki Mata alongside returning members Barbara Blake and Jodi Mitchell. I am honored to serve with this team as we carry forward our shared vision.

This year also brought an important moment of renewal as the board unanimously appointed Sarah Dybdahl to serve as president. Sarah is the first woman to hold this role since Sealaska was founded. Her deep commitment to culture and community reflects the values that guide us, and her leadership will help shape the path ahead.

Sealaska is in a strong financial position today. The success of Woocheen’s global seafood operations and our investments in clean energy flow directly

back to our people through dividends, scholarships and programs that support our communities and uphold our culture. Guided by Tlingit, Haida and Tsimshian values, we measure success not only by profit but by the positive change we create for people and the planet. From Southeast Alaska to international markets, every decision reflects our purpose to create opportunity for our people and protect the lands, waters and traditions that sustain us.

Investing in the next generation is central to that purpose. Through internship, training and educational opportunities we are preparing young leaders to carry our values forward and make a difference at home and around the world.

Next year, we look forward to gathering in Angoon for the 2026 Annual Meeting. I encourage all of you to stay engaged. It is your voices, your votes and your stories that guide this work and help shape the future we are building together.

On behalf of the Sealaska Board of Directors, thank you for your trust, your participation and your continued engagement.

**Richard Tashee Rinehart**  
Board Chair

*In Memoriam*

We are deeply saddened to share the passing of former Sealaska executive T’weich eesh Clarence “Clay” Antioquia, at the age of 85.

A highly respected statewide leader in the Alaska Native community, Clay was Eagle, T’eikweidí, Brown Bear House (Yakutat). Born in Sitka, he was the son of Roman Antioquia and Annie Charlie of Yakutat, and the grandchild of the L’uknax.ádi. Lovingly raised by his maternal grandmother Kitty Charlie, he grew up in the Presbyterian faith, graduated from Sitka High School, and continued his education at Sheldon Jackson College.

Clay’s distinguished career reflected his deep commitment to public service. In 1974, after serving as Assistant Area Director, he was appointed Alaska Area Director of the Bureau of Indian Affairs (BIA). At that time, the Juneau Area Office oversaw all BIA operations in Alaska, managing 1,200 employees, an annual budget of more than \$40 million, 52 day schools, two boarding schools, five field offices, and services for 65,000 Alaska Natives across 250 villages.

After leaving federal service, he continued in leadership roles at Sealaska and its subsidiaries, including vice president of human resources, administration, and corporate development; president of Sealaska Business Investment Corporation; executive vice president of Ocean Beauty Seafoods Inc.; and president of TriQuest Precision Plastics Vancouver. He later served as executive manager

of the Lummi Indian Business Council and president and CEO of the Colville Tribal Enterprises Corporation.

Clay was married to Patricia Myrick of Kake, Alaska, and together they raised three children: Deanne, Melanie, and Todd.

His legacy of leadership, service, and unwavering dedication to Alaska Native communities will be remembered with deep respect and enduring gratitude.



*Clarence "Clay"*  
*Antioquia T'weich eesh*  
**1940-2025**

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