

**Experience**

**City Administrator, City of Sand Point** Anchorage and Sand Point, AK 2018 – Present

- Finance and Budgeting: Preparation and presentation of annual and mid-year budget amendments to City Council to illustrate the city's financial status, monitored revenue and expenditures across all city funds to ensure budget compliance, participated in the annual audit, worked with the Alaska Bond Banks to refinance existing debt to save nearly \$300,000 and issued new bond debt over 1.1 million dollars for waterfront infrastructure
- Ordinances and Resolutions: Drafted and presented ordinances and resolutions to council for review and approval, revised old ordinances to reflect community and budget needs, amended the personnel policies and procedures manual to adapt best human resource management practices including the introduction of a leave pool
- Grant Management: Oversaw all narrative and financial reporting for CARES Act, ARPA, Local Government Lost Revenue funds along with other federal, state and borough grants in a timely matter and in compliance with grant requirements
- Department Head Relations: Worked with department heads including public safety, public works, water/wastewater and harbor to identify their needs and find solutions, consulted with them on rate structures and user fees to sustain operations, assisted as needed on personnel and staffing issues

**Product Manager, Digital Globe Services** Castle Rock, CO 2014 – 2018

- Project Management: Led development of new telecom sales platform for internal and client use, established timeline and product release phases, tracked progress and assigned tasks using project management software, wrote technical documentation for the sales platform, conducted QA testing before releases, and balanced demands and resources of internal departments
- Client Services: Worked directly with clients to ensure smooth and timely integration of new sales platform and away from existing platforms, demonstrated new features for clients, provided technical and reporting assistance, incorporated client feedback into improvements and upgrades to sales platform

**Executive Director, Native Village of Chenega** Anchorage, Alaska 2012-2013

- Finance and Budgeting: Preparation and presentation of annual budget for the tribe and tribally run utilities based on revenues from user fees and pass-through funding, responsible for daily finances and monitoring finances, eliminated tribal deficit through re-bidding of services, and revised utility charges to approximate actual costs

- **Personnel Management:** Managed full-time office staff, four part-time public works employees along with several on-call staff, reviewed applications and interviewed potential employees, revised salary and benefits based on budgets, introduced changes to personnel + procedures policy manual
- **Grant Management:** Oversaw all grant management and reporting, brought tribe's federal grant reporting into compliance, identified reimbursable expenses in old grant reports, registered tribe with federal reporting and payment systems
- **Ordinances and Resolution:** Located missing and incomplete ordinances and resolutions for tribe and tribally-run utilities, reviewed tribal ordinances and resolutions for conflicts, and wrote and presented new ordinances and resolution to the council for review and action

#### **Community Development Coordinator, Lake and Peninsula Borough King Salmon, Alaska 2008-2012**

- **Borough Comprehensive Planning:** Led the effort to update the borough comprehensive plan that covered 18 communities spread over 39,000 square miles, conducted baseline research for comprehensive plan, organized and facilitated community meetings in all villages for comprehensive plan, and supervised consultants to monitor project deliverables and budget.
- **Capital Projects:** Collaborated with borough manager and engineers on project funding, design, federal and state permitting, writing RFPs, bid review and construction management on projects totaling over 7 million dollars.
- **Land Use Planning and Regulation:** Reviewed development permits and plats, led planning commission meetings, worked with borough attorney to revise land and development ordinances, administered 100,000 acres and 13 commercial leases as borough land manager.
- **Emergency Management Planning:** Served as emergency manager, completed hazard mitigation plan, created new emergency operation plan with consultants, participated in Alaska Shield 2012, Certified in Incident Command System ICS-100, -200, -300, -400, -402, -700, -800

#### **Professional Skills and Memberships**

President – Alaska Municipal Managers Association, 2023

Vice President – Alaska Municipal Managers Association, 2022

Legislative Committee – Alaska Municipal League, 2020

Permitting at local, state and federal levels

Crafting, issuing, and evaluation of RFPs and Project Management

Writing, including technical writing and press releases

Organizing and leading meetings in diverse communities in numerous local and regional planning, economic development and emergency management committees

#### **Education**

**McGill University, Montreal, Quebec, Canada**

B.A. in Politics and Minor in History, 2005\

## Mark A. Stahl

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### Chief Executive Officer

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Genuine, sure-footed executive leader with an indelible reputation for delivering focused business strategies and member focused solutions that improve the member experience and margin. Recognized for transforming concepts to improve profitability and productivity.

Extremely focused on identifying potential problem areas, minimizing issues, formulating and executing competent solutions.

Broad experience in building profitability, growth business lines, and streamlined operations. Mobilizes top-tier talent to create high performing cultures that consistently achieve.

Excellent communication, leadership, negotiation, trouble-shooting, and motivational skills that effectively interact with staff, members, and Board of Directors.

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|--|--|
| ✓ Strategic Business Planning and Execution            | ✓ Complex Change Management                      |
| ✓ High Productivity with Collaborative Approachability | ✓ Cross-Cultural Talent Training and Development |
| ✓ Certainty in Dynamic Environments                    | ✓ Team Cultivator                                |
| ✓ Risk Management and Performance Metrics              | ✓ Fiscal Accountability and P& L Management      |

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### Professional Experience

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**Infuze Credit Union** | Fort Leonard Wood, MO

**July 2016 - Present**

State Chartered Credit Union with Assets of \$226MM

**Chief Financial Officer**

- **Lowered Debit Card Fraud by \$360,000 per year** through analysis of the current process and making changes. This not only saved a significant amount of loss every year but also improved member trust and satisfaction.
- **Increased Loan to Shares from 63% to 89%** through auto participation and through motivational coaching for direct lending. With the increased Loan to Share, income was greatly increased and allowed for development of new products.
- **Collaborated to develop a new high rate checking** in house to grow shares and improve the Primary Financial Institution (PFI) status with our member base. The checking was designed to grow total shares and member satisfaction.
- **Reduced redundancy in staff duties** that reduced the staff costs by 20%. Conducted an employee duties test and had buy in from all staff for maximum results. This engaged all subject-matter experts in the analysis.

**AEA Federal Credit Union** | Yuma, AZ

**August 2015 – July 2016**

Federal Chartered Credit Union with Assets of \$246MM

***Vice President of Finance***

- **Built the plan to be the second Credit Union to be released from Conservatorship.** Wrote and built the necessary projections in the plan that was submitted to the NCUA. The plan was reviewed and passed unanimously by the NCUA Board. The Credit Union was released after 5 years in conservatorship.

**Tongass Federal Credit Union** | Ketchikan, AK

**May 2011 – August 2015**

Federal Chartered Credit Union with Assets of \$76MM

***Chief Financial Officer***

- **Led a "more than successful" Core Conversion** to the point of the new core's staff requesting a copy of our conversion plan for future use.
- **Developed a cross training system called "Twisted Tuesday"** to ensure that all team members not only knew their backup duties, but were comfortable in them. The final successful testing was with staff outside the area.
- **Developed a Vendor Management system** to evaluate and effectively select vendors efficiently for key functions. Managed these vendors for Business Continuity and Disaster Recovery.

**Magone Marine Services** | Dutch Harbor, AK

**February 2006 – May 2011**

Ship Salvage and Repair Company

***Business Manager/Finance Controller***

- **Brought Company out of IRS Final Notice** to a record net income year with bonuses for all employees. This was a long process of rebuilding the financial stability of the company.
- **Reduced Worker's Compensation costs by over \$300,000 annually** through targeted tracking of employee hours and duties as it pertained to Worker's Compensation classes.
- **Reduced invoicing turnaround by 83%** through streamlining the invoicing process.

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**Education**

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**Bachelor of Arts, Business Administration and Management**

Alaska Pacific University, Anchorage, AK

Cum Laude Honors, 3.73 GPA

# TIM MCDERMOTT

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tmcdermott@lpsd.com

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*A talented tradesman with excellent communication skills and a broad range of construction experience in rural Alaska.*

- Pride in workmanship.
- Ability to adapt to difficult or changing situations.
- Works effectively under pressure.
- Known for completeness and attention to detail.
- Hands on experience in most phases of the construction industry.

## **PROFESSIONAL HISTORY**

### **Lake and Peninsula School District, King Salmon, Alaska**

September 2011-present

#### **Facilities and Maintenance Director**

- Coordinates maintenance effort for 13 school sites that include 235952 sq.ft. of educational facility and 59 housing units totaling 48, 283 sq.ft.
- Maintains building structures and systems (including but not limited to) structural, architectural, water, sewer, electrical, HVAC, back-up power generation systems, and vehicles.
- Oversees the preventive maintenance program and daily maintenance activities for facilities and equipment utilizing the preventive maintenance software program.
- Pursues compliance with state, federal and local regulations including drinking water and waste water, safety and health, asbestos management, fuel storage, and fire.
- Provides training for site maintenance and custodial personnel.
- Communicates with Business Manager, Chief of Operations, and Superintendant.

## **Lake and Peninsula School District, King Salmon, Alaska**

2008-2011

### **Facilities Maintenance**

- Repair and maintenance of existing facilities.
- Assist in project planning.
- New construction.
- Remodel.

### **Projects with LPSD**

**Site Foreman / Carpenter** – Building upgrade at Newhalen School consisting of the hands-on removal and replacement of 44 windows. The interior finish included drywall, MDF sills, caulk, and paint. Concurrent with the window replacement, quality control was provided for complete removal of the existing steel roofing and siding, the disposition of the removed materials, and the installation of new steel roofing and new steel siding .

**Project Superintendent** - Gymnasium and site upgrade Chignik Lake. The project consisted of the demolition and removal of an existing 10,000 square foot gym facility, excavation of new building footprint, and construction of a new 10,000 square foot gymnasium complete with kitchen, locker rooms, and classrooms. This project was completed in conjunction with a total remodel of the 10,000 sq. ft. school building including complete siding, roofing, window, and flooring removal and replacement. Hydronic baseboard heaters were removed and replaced with cabinet unit heaters as part of this project. Lighting was converted from T-12 to T-8. The interior of the school was patched and painted throughout. The windows, siding, and roofing were removed and replaced on an existing 1165 sq.ft. three bedroom house and an existing 1260 sq.ft. one bedroom duplex, both utilized as teacher housing. These housing units were interior remodeled with patch and paint, new flooring, new heat distribution, and new fixtures throughout. The entire project was completed in one calendar year with zero lost time accidents, utilizing as much local hire as possible.

## **Paug-Vik Development Corporation, Naknek, Alaska**

2005-2007

### **Carpenter/Foreman/Superintendent**

Actively participate in all phases of commercial construction projects.

- Carpentry work from foundation to finish.
- Operate equipment, including construction lift.
- Adhere to task specific completion schedules.
- Commitment to detail from project mobilization to completion.

**Projects with Paug-Vik Development include:**

**Carpenter/site foreman/acting superintendent** – Fisheries resource buildings at Kwigillinghok, Mekoryuk, and Nightmute.

**Project superintendent** - Phase III of concrete removal/replacement/repair, King Salmon Air Force Base, including 2000 square feet of spall repair and 10,000 feet of joint sealing.

**Carpenter/cement mason** - Sand Point Clinic, Sand Point.

**Cement mason** - NEA Plant Addition, Naknek.  
Delta Western, Naknek

**Site foreman/carpenter/equipment operator/cement mason** - NPS Dormitory, King Salmon.

**King Salmon Lodge, LLC, King Salmon,**

**Alaska** 2005

**Carpenter**

Remodel of existing buildings and new construction of outbuildings and cabins.

- Carpentry work from foundation to finish.

**Gateway Homes, Montrose, Colorado**

2004 - 2005

**Carpenter/Site Labor/Cement mason**

Excavate, form, place, and finish post-tensioned concrete for single family homes.  
Organize site and materials at project inception.

**Bristol Bay Housing Authority, Dillingham, Alaska**

2003 - 2004

**Project Superintendent**

Organization and construction of a four house project in Ugashik, Alaska requiring communications with Project Manager and strict adherence to schedule and job cost analysis.

Responsibilities include:

- Hiring, safety management, discipline.
- Materials inventory and site security.

- Supervision and participation in construction in accordance with plans, specifications, and submittals.
- Co-ordination of sub-contractors.
- Recordkeeping involving daily and weekly time and job progress reports.
- All aspects of fieldwork from foundations and site utilities to finish, inspection, and acceptance of project.

### **Paug-Vik Development Corporation, Naknek, Alaska**

1999 - 2003

#### **Carpenter/ Project Foreman/Superintendent**

Organization and supervision of on-site construction at locations throughout Alaska.

Responsibilities include:

- Working closely with Project Manager and Project Superintendent.
- Set and adhere to schedules.
- Safety meetings and quality control.
- Constant hands-on active participation in construction.
- Recordkeeping, timesheets, and job reports.
- Commitment to details from mobilization and site location to completion and final inspection.

#### **Construction projects with Paug-Vik Development include:**

**Foreman** - Housing at Shugnak, Alaska for Northwest Inupiat Housing Authority.

**Foreman** - Fish processing plant at Kipnuk, Alaska for Coastal Villages Seafoods.

**Carpenter** - Post Offices at South Naknek, Akiachack, Kwethluk, Akiak, and Pilot Point.

**Superintendent** - Concrete tarmac removal/replacement at King Salmon Air Force Base, Phase I

**Superintendent** - Concrete boat launch ramp for National Park Service at Katmai National Monument.

**Carpenter** – Naknek Village Council Building.

### **State of Alaska, D.O.T./P.F, King Salmon, Alaska**

1988 – 1997

#### **Equipment Operator**

Operate a variety of heavy equipment involved in maintenance and operations of airports and highways.



## **Certifications**

State of Alaska Class A CDL, TN Endorsements  
Red Cross CPR and First Aid  
Forklift certified  
OSHA 10

Management and Leadership Skills for Managers seminar – June 5-6, 2008

## **References**

Mike Laufenburger	907-246-4378	King Salmon, Alaska
Jim McFarland	907-246-6634	King Salmon, Alaska
Greg Harris	907-246-6804	Naknek, Alaska
Ron Mistler	907-745-8270	Palmer, Alaska

**Damian Hill**  
907.201.9434 [damianhill@lpsd.com](mailto:damianhill@lpsd.com)

## **Work Experience**

Commercial fisherman, self-employed, 1998-present

- Gillnet fishing in Bristol Bay during the Summers in both drift and setnet operations.
- Maintain equipment and service boat systems.
- Develop procedures to improve efficiencies.

Elite/Professional Triathlete, self-employed, 2004-2014

- Maintain a consistent high level of fitness through annual training programs.
- Work with product vendors to market products at events and expos.
- Organize training events, up to 100 participants.
- Organize racing events for 1000+ participants.
- Travel and race in international events.
- Act as an industry expert when input is needed for events.

Property Manager, private estate, 2014-2018

- Oversee day to day groundskeeping and housekeeping operations on large equestrian estate, up to six full-time employees.
- Manage and coordinate construction projects.
- Document work and check in/out 100+ subcontractors during building phases.
- Assist in providing quarterly/annual cost estimates.

ETT LLC, owner, 2019-present

- Marine systems installation, troubleshooting and repair on both commercial and recreational vessels.
- Emphasis on energy efficiency improvements.
- Installation of 12volt, 48 volt, 120 volt, 208 volt, 240 volt in single and three phase electrical configurations.
- Electro-hydraulic actuation of controls.
- Generator troubleshooting and repairs.
- Off-grid electrical solutions.

Safety and Compliance Officer, Lake and Peninsula School District, 2021-present

- Maintain CIP eligibility for major maintenance projects.
- Oversee classified staff safety training.
- Assist with maintenance projects when needed.
- Travel to rural sites for surveys and inspections with contractors.
- Oversee logistics/movements of supplies and materials.

### **Academic Background**

- Diploma, Bristol Bay High School, 2001
- Associate of Arts Degree, Peninsula College, 2004
- Diploma, Northwest School of Wooden Boatbuilding's Marine System Program, 2019

### **Certifications**

- AHERA Building Inspector
- AHERA Management Planner
- ABYC Marine Electrical
- Wilderness First Responder (not current)
- Siemens Desigo Operator

### **Training/Internships**

- BBEDC/Icicle Seafoods shipping and receiving internship
- BBNC/Spec-Pro 8a Business Development internship
- AHFC Building Monitoring Systems training

### **Skills**

- Project development and coordination
- Supply chain management
- Problem solving
- Working with multiple stakeholders

# LAURA HYLTON

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907 632-6266, lhylton71@gmail.com

## EXPERIENCE

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2003-Present     Lake and Peninsula School District     King Salmon, AK  
*Director of Business Services*

- Administer \$15,000,000 budget plus grants and agency funds.
- Supervise payroll, purchasing, accounts payable and accountant.
- Responsible for annual audit and publishing financial statements.
- Responsible for all financial operations and reporting functions.
- Manage teacher housing rental properties.
- Manage grant and construction project funding, compliance and reporting.
- Manage Nation School Lunch Program and Pupil Transportation.

2000-2003     Lake and Peninsula School District     King Salmon, AK  
*Accountant*

- Grant accounting and construction, reporting and compliance.
- Grant application and budget creation.
- Audit preparation, maintaining required statistical reporting.

1998-2000     Bristol Bay Borough Police Department     King Salmon, AK  
*Dispatcher/Corrections Officer*

- Dispatch Police, Fire, Ambulance, and State Troopers.
- Process and supervise prisoners.
- Prepare reports, manage LAN, booking and case management software.

1997-1998     Bristol Bay Contractors     King Salmon, AK  
*Bookkeeper*

- Accounts Payable and Accounts Receivable.
- General ledger maintenance, collections, daily banking.
- Bank reconciliation, customer service and general office duties.

## EDUCATION

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1991 – 1995     Walla Walla College     College Place, WA  
B.S., Business Administration and Accounting

## INTERESTS

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Outdoor activities, hunting, fishing, gardening and travel.

## PROFESSIONAL ASSOCIATIONS

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Alaska Association of School Business Officials  
Member since 2000  
President 2010  
Vice President 2009  
Board Secretary 2008  
Board Member 2006 & 2007  
Association of School Business Officials International Member since 2002

# Kasie Luke

Superintendent of Schools



907 444 1294



kasie.luke@gmail.com



King Salmon, AK

## EDUCATION

UNIVERSITY OF ALASKA  
Superintendent Endorsement  
2020 - 2021

M.Ed., Educational Leadership  
2016 - 2017

PENN STATE UNIVERSITY  
M.Ed., Counselor Education  
2008 - 2010

INDIANA UNIVERSITY OF PA  
BA, Sociology  
2004 - 2008

## Certifications

Superintendent  
Endorsement,  
Alaska

Type C Special Services,  
Alaska

Type B Administrative,  
Alaska

## EXPERIENCE

### THE LAKE AND PENINSULA SCHOOL DISTRICT

*Superintendent of Schools*  
*King Salmon/Palmer, Alaska*  
*2021 - Present*

- Listen to the school board, local school advisory committee members and communities to best serve our students.
- Empower administration, teaching staff, and support staff to effectively implement our mission and vision.
- Facilitate strong partnerships with regional School District's to bolster Career and Technical Education opportunities for students.
- Collaborate with Borough to build common goals regarding facilities maintenance for a safe learning environment.

*Director of Personnel*  
*King Salmon, Alaska*  
*2017-Present*

- Recruit and place Certified Educators for twelve schools (~55 employees)
- Support staff wellness through individual outreach & collaboration
- Maintain certified staff records
- Manage mandatory training assignments for certified staff

*K-12 Itinerant Principal*  
*Meshik School, Port Heiden, Alaska*  
*2016 - 2018*

*Chignik Bay School, Chignik, Alaska*  
*2016 - 2017*

- Supported student achievement
- Evaluated certified educators
- Advocated for collaboration between school & community
- Cultivated community and school goals

# Kasie Luke

Superintendent of Schools

907 444 1294  
kasie.luke@gmail.com  
King Salmon, AK

## Membership

Alaska Association of  
Superintendents Board  
Seat D  
July 2022 - Present

## Skills

- Time management
- Consensus Building
- Active Listening
- Networking
- Team-building
- Communicative

## EXPERIENCE CONT.

### THE LAKE AND PENINSULA SCHOOL DISTRICT

- K-12 School Counselor*  
*Perryville, Chignik Bay, Chignik Lagoon, Chignik Lake, Port Heiden, Pilot Point, Egegik*  
*2010 – 2016*
- Provided academic, social/emotional, and personal school counseling
  - Served ~100 students PK-12
  - Acclimated to flying in small aircrafts 3 days a week to visit schools
  - Developed counseling lessons based on literacy
  - Created and implemented online individual and group counseling sessions

## References

Mr. Ty Mase	Mrs. Toni Christensen	Dr. Lisa Parady
Superintendent	Meshik School Community	Executive Director of
Chugach Schools, AK	Member, Parent, Local	Alaska Association of
907.469.0516	School Advisory Committee	School Boards
tymase@chugachschoools.com	Member	907.903.1689
	907.717.3722	lparady@alaskaacsa.or
	toni_christensen@msn.com	