A voice for the people of Fairbanks

About FNA

- FNA advocates for the people of Fairbanks on various issues such as, but not limited to: behavioral health services, social services, subsistence, education, and civil rights.
- Most of FNA programs serve ALL Fairbanks residents, such as our behavioral health services and Head Start 0-5.
- FNA embraces all cultures and ethnicities.
- FNA is Interior Alaska’s first Civil Rights Organization.
- FNA collaborates within our community to advocate on issues, enhance program services, and coordinate community wide events.

Annual Program Events in 2014:

- FNA Potlatch & Pageant
- 19th Annual Homeless BBQ
- JOM Youth Basketball Tournament
- JOM School Supply Giveaway
- Day of Prayer - June 21st
- Head Start End of the Year Celebration

Proud Accomplishments of 2014:

- Behavioral Health Services CARF National Accreditation
- Head Start 0-5 & Tribal Home Visiting programs completed successful federal reviews
- Community Services Elders Kitchen Renovation Completed
Message from Executive Director, Steve Ginnis
Let us all remember our Elders during this holiday season. Take a few minutes of your day and lift their spirits by visiting and spending time with them. Have a safe and wonderful holiday!

FNA Employee Annual Awards

Making the Difference:
Aliya Maiden, Head Start 0-5

Above & Beyond:
Martha Miles, Head Start 0-5

Leading By Example:
Colleen Hasbrouck, ECD Director

Shining Star:
Selina Rodriquez, Accounting

Employee of the Month Awards

June: Amy Bollaert, Behavioral Health Services
July: Poly Chico, Head Start 0-5
August: Duane Hoskins, Administration
September: Yvette Curtis, Graf
October:
Ryanne Snow & Katelynn Hasbrouck, HS 0-5
November: Irene Nicholia-Todd, JOM
December: Joanne Beck, Graf

“It takes each of us to make a difference for all of us.”

Thank you employees for making FNA a great place!

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elizabeth Holmes</td>
<td>Gateway to Recovery Detox</td>
<td>5</td>
</tr>
<tr>
<td>Daniel Powers</td>
<td>Head Start 0-5</td>
<td>5</td>
</tr>
<tr>
<td>Stephanie Stowman</td>
<td>Community Services</td>
<td>5</td>
</tr>
<tr>
<td>Ashley Thronsen</td>
<td>Head Start 0-5</td>
<td>5</td>
</tr>
<tr>
<td>Perry Ahsogoeak</td>
<td>Director of Behavioral Health</td>
<td>10</td>
</tr>
<tr>
<td>Janet Baker</td>
<td>Head Start 0-5</td>
<td>10</td>
</tr>
<tr>
<td>Crystal Hill</td>
<td>Head Start 0-5</td>
<td>10</td>
</tr>
<tr>
<td>Brandi Humphrey</td>
<td>Head Start 0-5</td>
<td>10</td>
</tr>
<tr>
<td>Deborah Panamaroff</td>
<td>Tribal Home Visiting</td>
<td>15</td>
</tr>
<tr>
<td>Susan Courtillet</td>
<td>Administration</td>
<td>25</td>
</tr>
<tr>
<td>Maureen Monroe</td>
<td>Administration</td>
<td>30</td>
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**JOM Math Night**

FNA Johnson O’Malley (JOM) program hosted a Math Night at the JP Jones Community Center on September 25, 2014 for students and families in the North Star Borough School District (FNSBSD). This evening event included math games and support for parents, guardians, grandparents, aunts, uncles, cousins, friends and more. The new math curriculum was introduced by the FNSBSD staff while families enjoyed supper and math activities.

**Birch Hill Native Cemetery**

FNA manages the Native Section at the Birch Hill cemetery.

FNA would like to thank the North Star Facility & Shirley Holmberg for their volunteer work. This group volunteers from May through October to cut the grass, clean the area, level the ground, and cut tree branches.

We appreciate your service!

For more information regarding the Native Section please call FNA at 907-452-1648.

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**Community Services 19th Annual Homeless BBQ**

The FNA Community Services program held their 19th Annual Homeless BBQ on September 19, 2014. Volunteers at the event included FNA employees and members of the Homeless Coalition. Community members that attended were able to enjoy a meal while they received clothing and supplies. Freda M. Williams, Community Services Program Director, began this annual event 19 years ago and it has grown to now serve over 200 clients.

Clients receive: clothing, backpacks, toiletries, shoes, and other items that are generously donated by the Fairbanks community.

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**2014 Christmas Celebration in Fairbanks**

FNA programs assisted in coordinating a free community wide Christmas celebration on December 11, 2014 at the Chief David Salmon Tribal Hall. The successful event hosted over 400 people with food, games, crafts, prizes, cake walk, piñatas, and pictures with Santa.

Thank you to all the Sponsors:
- Fairbanks Native Association
- FNA JOM, Tribal Home Visiting
- GRAF Rheeneerhaanjii
- Tanana Chiefs Conference
- Doyon, Limited & Doyon Facilities
- Wright Air Service
- Kwik’Pak Fisheries
- American Mechanical

Thank you to all of the Contributors:
- IRHA
- Regis Salon
- Gulliver’s Books
- Geraldo’s Restaurant
- Beaver Sports
- Bruegger’s Bagels
- Ti-Ja Professional Hair Stylists
- Pike’s Landing
- McCafferty’s Coffee House
- Cook & Haugeberg LLC
- Elements Salon & Day Spa
- Cookie Jar
- Big Daddys BBQ
- Warbelows Air
- Browns Electric
- Santa’s Stitches
- Dimensions Salon
FNA Program Events

GRAF Rheeneehaanjii

PBS Series Leading Edge

The PBS award winning series Leading Edge, hosted by coach Jimmy Johnson, aims to deliver educational programming on unique programs across the country. Our FNA GRAF Rheeneerhaanjii program was chosen to record an overview of the program for it’s unique and challenging substance abuse program designed to address not only youth substance abuse problems but to assist them in identifying and/or working on other challenges that make recovery harder, such as community, family, peer, educational, legal, and/or medical problems. The staff at GRAF along with the Behavioral Health Services Director, Perry Ahsogeak, recorded on site in October 2014.

GRAF is a voluntary based adolescent program that expects a commitment of participation by the youth, their families, and community representatives.

For more information contact GRAF at 907-455-4725

FNA’s Position In Response To Ballot Measure 2

This article is to clarify FNA’s position regarding the State of Alaska’s election results. This fall the election included a ballot measure concerning the legalization of marijuana use in the State, which was passed. The drug testing policy of FNA has not changed by the legalization of medical and recreational marijuana use in the State of Alaska.

FNA’s Alcohol and Drug Use & Testing Policy (Policy I-10) states the following:

“As a federal grant recipient, FNA and its employees are required to comply with the Drug-Free Workplace Act of 1988 (41 USC 701). The Drug-Free Workplace Act applies to all federal grants, regardless of dollar amount, and all federal contracts in excess of $25,000; therefore, all departments of FNA are affected. Under the Drug-Free Workplace Act, an employee must notify FNA of a criminal conviction for drug-related activity occurring in the workplace. The report must be made within five days of the conviction.”

Based on the referenced policy above, the reported presence of marijuana in an employee’s drug test result will be considered positive, and the FNA policy will be applied accordingly.

What if each person asked himself or herself every night just before falling asleep, did I make the world a more peaceful place today? Imagine the world, your world, when a significant number of us honestly can answer, “YES”. - Dean Jackson

Annual Employee Training

FNA programs strive to ensure quality services in a professional manner to all of Fairbanks. Our programs and staff attend trainings so that services provided remain to benefit the community.

Recently, our Head Start 0-5 staff attended their annual pre service training prior to the beginning of the school year to keep the staff updated on the early childhood curriculum and head start needs. The Behavioral Health Services staff also attended their annual training to stay updated on the continuously changing requirements of behavioral health guidelines.

The Head Start 0-5 pre service held in August & September 2014, BHS Annual Training was held in October 2014.
FNA Community Services held their grand reopening of the Hannah Solomon Elders’ Building on November 21, 2014. The kitchen renovation was largely funded by Doyon, Limited and also funding from the State of Alaska. Interior Regional Housing Authority (IRHA) was contracted to lead the work which was completed this past summer. During this time, the Elders utilized the Poldine Carlo Head Start Building for luncheons. The renovation expanded the Elders building and upgraded the kitchen appliances. The space is utilized for Elders lunches, events, and visiting. Thank you to the funders and all who contributed to making the facilities a beautiful place for Elders to gather. This project has taken staff years to dream, design, and complete. We appreciate the hard work of our staff and partners.

The grand reopening featured a turkey dinner with all the fixings for the Elders and contributors of the project to enjoy.

Tribal Home Visiting

FNA Tribal Home Visiting (THV) program is a comprehensive early childhood education and family support program designed to honor traditional values in supporting parents as they raise healthy happy children. The goal of the FNA Tribal Home Visiting Project is to support the development of healthy, happy, successful Alaskan Native/American Indian children and families. THV uses the time tested, high quality Parents as Teachers curriculum to help you meet your parenting goals. An example of the activities the parent educators bring to your home is the Pretend Potlatch, which you can do at home with your children.

Pretend Potlatch Activity

**Pretend Picnic: Imagining and Showing Understanding**

**Potlatch:** A gift giving feast, a celebration where Traditional Native Foods are served. Starting with moose soup and pilot bread crackers, meat, salmon strips and hot tea. Dessert of berries is also enjoyed.

**Activity:** Find items in your home such as a Soup pot, tea pots, bowls, spoons, stir spoons, potlatch scarves, big bowl and wooden spoon for drumming, box of lipton tea, box of pilot bread crackers, cups, butter knife and yellow yarn.

*Give your child the soup pot and ask them to help you cook moose soup.*

*Using parallel talk, describe what your child is doing while he explores his imagination.*

*Start the pretend picnic eating moose soup, crackers, meat, salmon strips, and drinking hot tea then serving a dessert of berries. Encourage your child to be the server.*

*Encourage your child to pretend to pour tea and stir in sugar. Pouring involves eye and hand coordination. It also involves the same wrist movement that is used in writing.*

*Use the big bowl and wooden spoons to drum, sing and dance while holding the scarves.*

**Rationale:** Your child is engaging in pretend play as they take on the role of the moose soup Cooker, the server and helper. Your child will enhance their imagination as you offer your child opportunities to pretend play. When pretending, they are learning that they can act out something that they have done before. Their memory is increasing. It also gives the child opportunities to learn about our Native culture. For information on the FNA THV program call 907-451-1005.
**FNA JOM**

2015 Alaska Native Youth Basketball Tournament
March 16-18, 2015
Tanana Middle School
Grades 3rd-12th
Applications can be downloaded on our FNA website at: www.fairbanksnative.org or call JOM at 907-452-1648.

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**Dance Practice**
Join the FNA JOM Potlatch dance group!

<table>
<thead>
<tr>
<th>AGES: K-5th Grade</th>
<th>AGES: 6 -12th Grade</th>
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</thead>
<tbody>
<tr>
<td><strong>Dance practice:</strong></td>
<td><strong>Dance practice:</strong></td>
</tr>
<tr>
<td><strong>Every Tuesday</strong></td>
<td><strong>Every Thursday</strong></td>
</tr>
<tr>
<td><strong>Time:</strong> 4:00- 5:00PM</td>
<td><strong>Time:</strong> 4:00- 5:30PM</td>
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<tr>
<td><strong>Location:</strong> FNA gym located at 605 Hughes Ave.</td>
<td><strong>Location:</strong> FNA gym located at 605 Hughes Ave.</td>
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</tbody>
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Requirements: Parents or guardians will have to drop off and pick up their children.

For more information, contact Irene Nicholla-Todd at: 907-452-1648 Ext. 6404 or by cell at 907-378-8419

Stop by the JOM office for applications, located at: 605 Hughes Ave Fairbanks, AK 99701

Join us for dancing, singing, and fun! Perform at community events, such as Potlatches, Meetings, WEIO, Festival of Native Arts and more!

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**FNA Head Start 0-5**
Taking applications now!
Call us to find out which Head Start 0-5 option best fits your family’s needs!
4 Convenient Fairbanks Locations!

Options include:
- Home Based Visits
- Extended Day/Daycare (M-TH)
- Half Day Classroom (M-TH)
- Combo (Home based visits & Twice a week classroom experience)

We offer a positive child experience & family support services in a diverse environment at all of our locations.

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A little smile, a word of cheer, a bit of love from someone near, a little gift from one held dear, best wishes for the coming year... These make a Merry Christmas!
FNA in the Community
JOIN THE FNA TEAM!
Did you know that FNA Employee benefits include:
- Health, Dental, Vision Insurance
- Retirement
- Vacation Pay
- Holiday Time Off
- A variety of positions available
- Nominated as a Family Friendly Workplace

Apply online to work at FNA!
www.fairbanksnative.org

Don’t Forget to ‘Like’ us on Facebook to receive daily updates on programs, events, and jobs!
Facebook: www.facebook.com/Fairbanks.Native
FNA Website: www.fairbanksnative.org

Happy 94th Birthday to Founding Member Poldine Carlo!
December 5, 2015

Visit our website at:
www.fairbanksnative.org

Like us on Facebook:
www.facebook.com/Fairbanks.Native