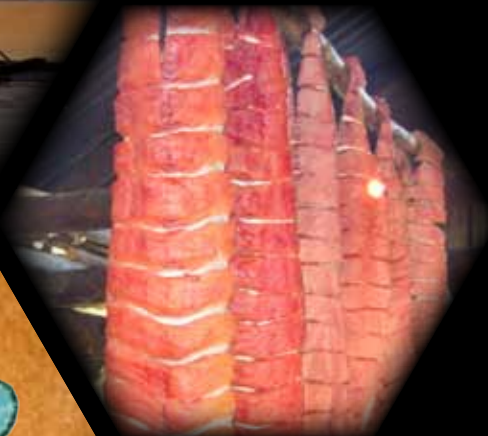


Fairbanks Native Association



2012 Annual Report

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Our Mission

To provide quality services in a professional manner for its membership and the greater Fairbanks community. These services are provided through special and innovated programs, which preserves the membership's unique lifestyle and culture, while improving the quality of life for the community.



“Hopeful Connections”

Alaska Native Cancer Survivorship Project

*Collaboration Between
Fairbanks Native Association and
University of Alaska Fairbanks – Center for Alaska Native Health Research*

This project supports cancer survivors, their friends and family when dealing with cancer. “Hopeful Connections” began in 2010 and continues today. Hopeful Connections members share their stories, support, and knowledge through support group sessions, projects and community engagement.

Hopeful Connections four main goals are:

1. SAFE: Providing a safe environment for sharing and caring
2. FACTUAL: Sharing factual cancer information
3. TRUST: Promoting trust in cancer and other health-related research
4. AWARENESS: Providing awareness about the strengths and needs of cancer survivors

Through our support group sessions, projects and community engagement:

- We host gatherings that encourage positive and hopeful outlooks.
- We strive NOT to be dependent on external funding.
- We continue to expand our outreach of support.
- We try to find ways for cancer survivors to utilize their own cancer experience to help others.
- We meet every 2-3 weeks.
- We offer many opportunities for community engagement, such as Hopeful Connections Relay for Life Team.
- We focus on our Alaska Native family, but our doors are open to all.

This collaborative effort supports the idea that individuals supporting each other through the diagnosis, treatment and healing process is necessary.

Our message



You are not alone





A Message from the Executive Director

Dear Membership,

Under the direction of our committed Board of Directors, through our dedicated staff and alongside our community partners, we look to the 46th year of Fairbanks Native Association with excitement as we continue to strengthen our programs.

This past year has brought many opportunities for growth and success for our organization. The Johnson O'Malley Program received funding to expand our tutoring services within the Fairbanks North Star Borough School District.

Our Community Services Program welcomes new funding under the support of the Department of Justice, Office of Violence against Women. This training grant will focus on the issue of violence against our Elder women.

Within our Behavioral Health Programs, we continue to analyze the successes and challenges of all our programs to lead us in a strong direction to better serve our community. We are proud to announce the Recovery and Re-Entry Program that will support individuals through the application and employment process.

I am proud to report that under this Administration, our organization continues to make financial decisions that are mindful of our membership, programs and staff. In addition, FNA continues to increase our capacity that will provide for additional organizational sustainability.

"As we continue to move forward in a positive direction with the guidance of our Board of Directors, we are prepared for the challenges ahead, while we continue to promote our mission."



Steve Ginnis
Executive Director



A Message from the President

Dear Membership,

I have enjoyed my first year as President of Fairbanks Native Association. I began working with the organization when my son was enrolled in the FNA Head Start Program five years ago. I was first elected to the Head Start Policy Council and then to the Board of FNA. I have attended the Elders lunch at FNA's Community Services Program several times and enjoy visiting with my mother-in-law, along with many of my grandmothers and grandfathers. It has been a valuable learning experience and an honor to serve our membership in the Fairbanks area.

This past year, our Board has worked so hard towards focusing on the future of FNA. The Board has met several times to discuss FNA's five-year Strategic Plan. This is a liquid document that changes as our needs and events progress. I'm proud of our Board for putting exciting plans into motion. I'm also proud of our management for addressing many issues promptly and professionally.

Many of the goals have already been met, but after conducting a survey, we thought a major concern was the lack of knowledge the Fairbanks membership has on the services we provide. Our Board felt this was an area that should be improved since we have so much to offer. We take pride in our programs that serve our elders, tutor our school children, provide home-visiting for babies, head start programs for toddlers, supports our cancer survivors and provides behavioral health services. To remedy this, FNA created informational commercials about services that FNA provides. We will continue to reach out to members in the Fairbanks area and those planning to move to the Fairbanks area.

We are very proud of the fiscally conscious way that FNA has performed in recent years. The ability that FNA has shown in a continuing trend toward financial health is a result from the close relationship of our Board and management working together. We continue to improve and maintain fiscal policies, while improving our financial stability.

I would encourage anyone living within the Fairbanks area to run for the Board or attend a Board meeting. It is not only interesting, but also a rewarding service towards our community. Thank you for your support of Fairbanks Native Association and I wish you all health and wellness in the coming year.

A handwritten signature in black ink that reads "Audrey Jones". The signature is written in a cursive style.

Audrey Jones
President

Spotlight on Janet Flaherty

Breast Cancer Survivor

"The support we get from each other is proof that we are part of a much bigger picture than ourselves."



Janet is an Inupiaq and was born and raised in Fairbanks. Her parents were the late Dale Dahl and Bertha Newman. Janet is the oldest of six children; she has four sisters and one brother. Being the oldest in the family, she helped to raise her younger siblings. Janet and her late husband Jim raised their two daughters Erika and Kiana. Janet lost her beloved son Dale to a tragic incident. She has two beautiful grandsons Miles and Calvin. Janet has two dogs Sweet-Pea and Peter-Max and she considers them to be her additional children.

In her younger years, Janet worked all over the state of Alaska. She was employed at various canneries, was a cook during the pipeline days and also for one of the FNA programs. Now that Janet is retired, she loves to travel the world. She has traveled to Italy, London, Great Britain and she continues to travel to Mexico regularly. Janet also enjoys sewing, knitting and cooking. She also takes much pride in being a helping hand to her family. Janet is always helping others in need and always has her door open.

Detection

In the mid 90's, Janet went in for a routine mammogram. Janet's results showed a small lump in her breast and she was diagnosed with breast cancer. She remembers not being able to feel the lump. At that time, Janet had to travel to Anchorage for all of her medical care. She underwent a lumpectomy and radiation treatments. Janet's husband was working and she decided to travel to Anchorage on her own.

"When I was diagnosed, God was with me and He never left me, I had no worries and it was so weird to be so calm at that time."

"I remember being diagnosed on a Friday and going to church on Sunday. I prayed and felt this strong presence around me, like God was holding me and it calmed me."

Janet had a relapse nine years ago and had to undergo surgery.

Janet came across an invite for Hopeful Connections. She decided to attend some gatherings. She stated that she grew up in a time where it was not appropriate to talk about certain things. This support group opened the door to all the feelings about cancer.

Janet says that *"The gatherings are such a good support for those just starting out with their diagnosis, it's good to get knowledge from those that have already been through it."*

"After attending the group gatherings, it gives you a release, knowing that there others who went through the same thing." Janet says the support system provided at Hopeful Connections is needed in our Native community.



Spotlight on Beverly Beardsley

Breast Cancer Survivor

***"We can help others by
sharing our stories."***

Beverly, a Gwich'in originally from Fort Yukon, is the daughter of Richard and Eva Carroll. Beverly is the oldest of 12 children which include seven girls and four boys. Beverly and her husband Mark have three children; Greg, Damen and Tammy. They are also blessed with three grandchildren; Aiden, Carter and Emily. Beverly has been employed at Chief Andrew Isaac Health Center in the Health Information's Management Department since 1985.

Detection

In 2004, Beverly's results from her blood sugar were high; she was then added to the diabetic list. Following proper protocol, she had to complete a mammogram. The result of Beverly's mammogram showed she had breast cancer. By May 2004, Beverly had surgery which was followed by rounds of chemo therapy and radiation. She received her last cancer treatment in January of 2005.

"Having very supportive family, friends, and church is what really saw me through my cancer, and most importantly my faith in God."

As Beverly was going through her rounds of treatment for breast cancer, she never gave up on her faith in God. Mark, Beverly's husband, was her biggest supporter through it all. Beverly said that without her loving support system, she wouldn't have been as strong as she was.

Her Sister Fannie would come and sit by her side during the chemo sessions, although at the time Beverly didn't realize the impact this would have, but it meant so much. Her church was such a huge support, they provided a dinner the first four nights of each chemo session. Beverly's cousin, Lois, would bring her moose broth and Beverly states, "I would just live on it, it gave me strength and energy". During Beverly's chemo, as she started losing her hair, she asked her son Damen to shave her head. Beverly's, son and husband then shaved their own heads. Beverly's late sister Kathy brought her wig shopping in Anchorage. Beverly was reluctant at first, but once there with the different wigs, she felt empowered. She was surprised at how good the wig made her feel and it really boosted her morale at that time. Beverly began to repay that favor after her recovery; when she brought other patients out wig shopping, and she really enjoyed doing this.

"Hopeful Connections gave us a safe place to open up and talk about cancer; to not be ashamed or embarrassed of cancer, or what it put us through."

Beverly still attends Hopeful Connections Support Group in Fairbanks. "I'm very happy we have a group like this, it's a place of support, for people who had family or friends who have gone through cancer and survived or maybe not survived. This group is not only for survivors, but also for friends and families impacted by cancer."

Beverly explains when growing up, we are taught not to talk about certain things, disease was one of them. Beverly believes that this communication that happens in the group is the best thing about Hopeful Connections. Beverly explains, "When I was told my biopsy came back malignant, I was in a state of shock. This was something I didn't want to keep inside to myself."

She was pleased to see people talk about their feelings and share experiences that they normally wouldn't talk about with others.

"At Hopeful Connections, there are a lot of different emotions, we can talk, laugh, then cry and then laugh again. It's amazing to watch others enter the group and work through their anger. Some people don't come back, but others do."



Board of Directors



Dr. Poldine Carlo
Founding Member



Audrey Jones
President



Rhonda Baker-Joseph
Vice President



Glenn "Manny" Carlo
Treasurer



Roxanne Frank
Secretary



Roy Roehl Sr.
Member



Ray Dewilde
Member



Brenda Krupa
Member



Gerald "Jerry" Sam
Member

Not photographed Member Earl Adams



Community Services

Our mission at the Community Services (CS) program is to help people become healthy individuals and bring families together by providing human services to our membership. We operate with strong values toward family, home environment, and Native traditions to help make a difference in people's lives. There are three components to Community Services: Social Services, Elder's Program and the Alaska Native Birch Hill Cemetery.

Alaska Native Birch Hill Cemetery Community Services Program administers eight acres on the Birch Hill Cemetery. Our program assists the families with the burial application, selection of the plot, and support for families.

Program Highlights

In 2012, there were 36,968 client contacts, averaging 3,080 per month. The welfare assistance program served 1,088 clients with \$45,850 in welfare distributions, including two burials and two fire burnouts. 1,088 families received food boxes; 4,970 congregate meals were served through the elders program; 168 clothing donations were made; and 7,871 miles of transportation was provided to the elderly for medical appointments, paying bills, shopping and transporting to community events sponsored by FNA. Community Services coordinates events such as: arts & crafts, holiday activities and clothing giveaways.

Elders participated in gathering berries, bowling and other outings. The elders took trips to Nenana, Delta Junction, North Pole and the Riverboat Discovery.

Major Events:

The 2012 Homeless Barbecue and winter clothing giveaway provided 280 individuals with clothing, personal care items, bedding, warm socks, gloves and hats.

The Family Violence Grant sponsored awareness activities such as "Teen Dating" and other events for high school students and students at Graf.

We continue to work with UAF on two research projects "Cancer Gathering" and "Grandparents Raising Grandchildren."

Early Head Start

FNA Early Head Start (EHS) is a federally funded, community based program for low-income, high-income needs families with infants, toddlers and pregnant women. FNA Early Head Start provides center based services to 56 children, ages 6 weeks thru 3 years of age. A home visitation option is also available for families who have children birth to 5 years old. For families wanting both, a center based experience for their child(ren) as well as home visitation, EHS offers the combo option which provides children 2 classroom experiences per week (Sept. thru May), as well as home visits.

Program Highlights

Early Head Start served 274 children during the Program Year; 40 children have returned to the program for a 2nd year and 28 children have been with the program for 3 or more years.

Of the children Early Head Start served:

- 145 children were enrolled based on income eligibility – 52%
- 11 children were enrolled based on receiving public assistance – 4%
- 25 children were enrolled based on homeless and/or foster child status – 9%
- 84 children enrolled were in the over income category – 30%
- 55 families received services under WIC – 20%

Early Head Start children received preventive health care services:

- 136 children had health insurance.
- 114 children were up-to-date on the schedule of age-appropriate preventive and primary health care.
- 140 children were up-to-date on all immunization appropriate for their age.
- 189 children completed a professional dental exam.
- 136 children had a continuous source of health care.
- 114 children were up-to-date on the regularly scheduled EPSDT or Well Child exams.
- 6 Prenatal mothers were provided services through FNA Early Head Start.

Early Head Start children received educational services:

- 60 children completed routine screenings for developmental, sensory and behavioral concerns within the first 45 days of entering the program.
- 17 children received services thru ACCA, our local Infant Learning Program.



Head Start

FNA Head Start (HS) promotes the cultural identity of Alaska Native and American Indian families, while giving children educational, physical and social skills and tools to have a great head start towards kindergarten. All of the children receive screenings to help insure that they are where they should be developmentally and Head Start seeks to obtain additional services for them as needed. Head Start works with families to connect with partnering community agencies for additional resources as need.

Program Highlights

Head Start served 168 children during the Program Year and had a wait pool of 60 plus children at the end of the year.

Of the children the Head Start served:

- 95 children were enrolled based on income eligibility – 57%
- 17 children were enrolled based on receiving public assistance – 10%
- 24 children were enrolled based on homeless and/or foster child status – 14%
- 32 children enrolled were in the over income category – 19%

Head Start children received preventive health care services:

- 143 children had health insurance.
- 108 children were up-to-date on the schedule of age-appropriate preventive and primary health care.
- 168 children were up-to-date on all immunizations appropriate for their age.
- 126 children completed a professional dental exam.
- 162 children had a continuous source of health care.

Head Start children received educational services:

- 87 children completed routine screenings for developmental, sensory and behavioral concerns.
- 33 children received services through the FBNSB school district; one child tested out of services.
- 67 children transitioned to kindergarten.

Head Start provided transportation services to an average of 18 children monthly and maintained an average ridership of 68% during the program year 2012.



Johnson O'Malley



The Johnson O'Malley (JOM) program provides educational and culturally-related services to Alaska Native/Native American children within the Fairbanks North Star Borough School District. JOM provides tutorial services to Hunter Elementary and Effie Kokrine Charter School.

Program Highlights

JOM was awarded a \$1.6 million, three year U.S. Department of Education JOM Expansion grant. We are in the process of placing eight additional tutors, a Tutor Coordinator and a Family Advocate in additional schools.

In 2011-12 there were 77 students involved in our FNA/JOM Potlatch Dance Group. Numerous performances were held at various gatherings throughout the year. The dance group was presented with new regalia from community volunteers.

In partnership with Yukon-Koyukuk School District, Susan Paskvan is offering a Koyukon Language class once a week.

The 2012 Alaska Native Youth Basketball Tournament hosted 223 students during the three day event. This year's event will be held at Tanana Middle School, March 11-13, 2013.

Tribal Home Visiting

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 and happy children. The objective of Tribal Home-Visiting 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 support parents in meeting their parenting goals.

Program Highlights

THV staff collaborated with Elders to get their approval on cultural enhancements to the Parents as Teachers curriculum.

THV began providing home visiting services to families on September 17, 2012 and 135 home visits have since been conducted.

THV staff enhanced over 200 research based child development activities to reflect Alaska Native cultures.

At FNA's Annual Potlatch, the THV staff distributed over 500 t-shirts to introduce the community to the program.



Behavioral Health Services

Behavioral Health Services (BHS) is an oversight of all FNA's substance abuse programs. We continue to focus on providing quality care for all our consumers. We have made significant strides to improve our capabilities, as well as identifying our strengths, to insure that our consumers receive the treatment services necessary for their continuation to maintain sober lives. We have increased the number of people we serve over the past year. Also, our evaluation and consumer surveys show that our consumers have seen a positive impact from their treatment to maintaining sober lifestyles from the quality of our service.

In the past year, BHS has made significant accomplishments from our 2012 strategic plan. The intent for our 2012 BHS Strategic plan was to maintain momentum towards the vision and adherence to the departments Guiding Principles. In addition, our goals are to improve our case management system, strengthen evaluation, develop an aggressive outreach program, as well as several other goals to improve clinical services. We have successfully implemented a new Electronic Health Record for Ralph Perdue Center, Women & Children's and Graf which will enable us to improve our records management. BHS received a new grant for the "Workforce Recovery & Re-Entry Project," which will promote long-term recovery by assisting consumers in becoming self-sufficient. The project's goal is to provide the tools necessary to reenter the workforce. BHS also received a State grant (SPF-SIG) which allows us to work on prevention opportunities related to Under Age Drinking and Adult Binge Drinking.

In the coming year, we will look forward to enhancing our behavioral health services and continue to promote healthy lifestyles.

Gateway to Recovery

Gateway to Recovery Enhanced Detox has continued to grow and change. We are a medically monitored, inpatient Detox service for those with alcohol, opiate, or cocaine use in need of detoxification. We are a 16 bed facility and have appropriate staffing on site to monitor the consumers who enter our facility. Our staffing is made up of RN's, LPN's, CNA's, Care Coordination, and our Providers. Substance Abuse Assessments are completed on all of our consumers every six months to aid and facilitate them into treatment. There has been an increase of consumers entering treatment since completing assessments. We offer group to our consumers throughout the week and referrals to community resources as needed. Consumers complete a physical examination, with referrals to their primary care provider as needed. Consumers also complete a mental health screening; referrals are made as needed. We continue to work in collaboration with other agencies in our community to assure our consumers are receiving the follow-up care that they need.

Program Highlights

Improving relationships and working with community resources to assist our consumers.

Care has changed with the implementation of a new opiate protocol, as well as changes in our paperwork to ensure individualized care for all our consumers.

The positive feedback informs us we are working for our consumers and will continue to do what is necessary for them to ensure they receive the highest level of care possible.

"Pray for us. We'll do the same. For we are all angels on Earth." Anonymous

Ralph Perdue Center - Residential

Ralph Perdue Center (RPC) provides a 10 bed, 45-day, medium-intensity residential treatment program for male and female adults entering recovery from drug and alcohol addiction. The clinical program has counselors and residential aides trained in motivational interviewing, cognitive behavioral therapies, and trauma. Our professional staff uses care and mindfulness practices to provide more than 20 hours per week of individual and group counseling.

Program Highlights

- Consumers are provided transportation to local recovery support meetings and other necessary medical and behavioral health appointments so that they can engage in the holistic, wrap-around care they may need.
- Consumers live in a community with others recovering from addiction, learning how to reach out to others and offer support to others in a non-judgmental environment.
- Relapse prevention, coping skills, life skills, addiction and recovery education, healing from trauma, self-acceptance, conflict resolution, relationships, spirituality, and health and wellness are some of the counseling groups provided to consumers to learn, practice and implement the tools necessary for sustained recovery.
- In the coming year, RPC Residential and Outpatient programs will be implementing a family counseling component so that loved ones of consumers can learn about addiction and recovery and participate weekly with the consumers in preparation for their coming home.

Ralph Perdue Center - Outpatients

The RPC Outpatient program offers level I outpatient and level II services. Level I is an intensive outpatient treatment service to male and female adults entering recovery from drug and alcohol addiction.

Program Highlights

- Many consumers transition to the outpatient program after completion of one of FNA's residential treatment programs in order to implement relapse prevention and other skills learned during treatment.
- Consumers may also enter this program without attending residential treatment depending upon recommendations from a substance use assessment.
- The RPC Outpatient program has 30 treatment slots available and provides group and individual counseling to meet the individualized needs of the consumer.
- FNA accepts referrals from FASAP, the Department of Corrections, the Office of Children's Services and many others.

*"RPC was definitely an eye-opening time in my life.
I will never forget what I learned there." Anonymous*

Women and Children's Center for Inner Healing and The Sacred Child Project

FNA has fully integrated Women and Children Center for Inner Healing (WCCIH) and the new Pregnant and Postpartum Women's Federal Grant (PPW) called "The Sacred Child Project" to strengthen the healing process for participating women and their children. A family approach has been adopted by a strong team that combines staff and consultants to promote substance abuse recovery, family reunification and community support for aftercare. This new partnership is now able to house twelve adult residents, plus their children aged 0-7. Consumers attend classes and groups together; while exploring their strengths, they seek community support for a healthy recovery, by re-connecting with their families and cultural traditions.

Program Highlights

WCCIH and Sacred Child were fully integrated as a balanced recovery approach and as a treatment team with a focus on Trauma Informed Care.

Beyond Trauma became a primary part of the Treatment Curriculum for WCCIH & PPW.

WCCIH and PPW work together with Early Head Start to help women and their children.

In 2012, WCCIH and Sacred Child graduated 17 women from their programs and re-united all but one of the graduates with their children. Three children were born to residents while in treatment and 33 children lived with their mothers while in treatment. The PPW staff referred 4 mothers and/or their children to Hope Counseling for Family and/or Child Therapy.

WCCIH and PPW worked together to implement and utilize the new FNA Electronic Health Record System.

PPW staff increased the capacity of WCCIH to: provide services, meet the demands of a changing population, and build relationships with community providers and State agencies such as the Office of Children's Services and Adult Probation.

Cultural activities continue to be a vital part of WCCIH that promotes recovery and community sober support by re-connecting families with their cultural values, interests and support for the healing process.

PPW hosted an open house at WCCIH to help build relationships with community providers, State Agency staff along with FNA employees.

PPW Staff hosted/sponsored a two day, State-wide, Trauma Informed Care Training.



Case Management

Case Management and Recovery Support for Office of Children Services-Engaged Families

This program's goal is to assist family reunification of parents and children.

Primary outcomes

- Elimination of delays in accessing treatment
- Increased parental engagement in treatment
- Increased treatment completion
- Increased reunification of parents with their children as a result of successful treatment and ongoing sobriety

Currently there are eight consumers actively utilizing this program with six OCS referrals. This quarter ten consumers have successfully completed treatment and four consumers were reunited with their children. One OCS case has been closed with the children being reunited with the parent.

Fairbanks Prevention Coalition

The Fairbanks Prevention Coalition (FPC) is a group of volunteers working to identify and utilize the resources to establish initiatives in effectively providing education, prevention, intervention, and treatment of substance abuse issues. Our mission is to create a community culture that does not tolerate the harmful impacts of substance abuse by building a fully integrated approach to substance abuse prevention.

State Prevention Framework – State Incentive Grant (SPF SIG)

SPF-SIG is a program that involves people the community that works collaboratively in a five-step process to prevent youth alcohol use in ages 12 to 20 and adult heavy and binge drinking ages 21 to 44 within the Fairbanks city limits.

The SPF-SIG uses a five-step process known to promote youth development, reduce risk-taking behaviors, build assets and resilience and prevent problem behaviors across the life span. SPD-SIG works to decrease risk factors in individuals, families and communities.

Drug Free Communities (DFC) Program

DFC's targeted population is youth ages 20 and younger within the Fairbanks North Star Borough. Our focus is to prevent and reduce marijuana use, prescription drug abuse, and alcohol use through community education and awareness.

Program Highlights

- Connected with Joel's Place, which hosts a quarterly "World Café" with youth in the community
- Advertised 901 PSA's on local channels and on GCI cable network channels targeting the prevention of underage drinking and marijuana use
- Conducted a community readiness assessment and community needs assessment
- Reviewed patterns of consumption related to underage drinking and to adult heavy/binge drinking
- Revised Resource Manual and community service/volunteer listing

Fairbanks Alcohol Safety Action Program

Fairbanks Alcohol Safety Action Program (FASAP) is a monitoring program that assists individuals charged with a misdemeanor in the Fourth Judicial District. We work with consumers that have been charged with criminal offenses that involve alcohol or drugs. We refer them to the proper treatment needed to satisfy their court orders. Our program goal is to reduce alcohol and drug-related crime/infractions.

FASAP monitors a case as the offender attends the education or treatment sessions necessary. FASAP reports to the Fairbanks District Court and District Attorney when a consumer has successfully completed the program and also issues affidavits of non-compliance. FASAP also issues letters of completion to the DMV if a consumer is charged with a DUI, so an individual can obtain their driving privileges. FASAP maintains privacy and confidentiality for all consumers in compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPPA).

Program Highlights

Our program continues to work with the Fairbanks Chapter of Mothers against Drunk Driving (MADD) and the Fairbanks Wellness Court Reality Check Panel.

Last year, FASAP served 752 new cases, with 164 repeats and 648 completions for adults, and 175 new cases, 74 which were repeats and 118 case closed completions for juveniles. Our program is proud to serve the Fairbanks community and surrounding areas. We continue to maintain a strong working relationship with the District Courts, District Attorney's Office and Public Defender's Office.

Graf Rheeneerhaanjii- "The Healing Place"

Graf is a residential substance abuse treatment program for youth ages 12-18. Graf is a joint partnership between Fairbanks Native Association, Tanana Chiefs Conference and Indian Health Service. Graf is a voluntary program that expects a commitment of participation by the youth, their family and other community supports.

Graf provides a culturally sensitive, structured residential treatment environment for youth with a diagnosis of substance abuse or dependency. Our program typically accepts youth that have previously participated in outpatient counseling and have been recommended for more intense inpatient treatment. The youth come to Graf after being referred from a parent, community representative, health care provider, or the State of Alaska legal system. The length of stay varies, depending on participation, individual treatment needs, and successful completion of treatment plans and goals. Typically, most youth complete the program in 12-16 weeks.

Treatment at GRAF includes the following, but is not limited to:

- Attending Group Therapy
- Individual Counseling Sessions
- School/Work
- Community Service
- Substance Abuse Treatment Work
- Transition Planning
- Identifying Aftercare

Program Highlights

Graf has open enrollment.

Consumers served in FY 2011- 12: 37

Consumer completion of Program in 2012: 33

Human Resources Department

Our Human Resources (HR) Department takes pride in staying current with the best practices and tools in the field by providing the best quality services and support throughout the recruitment, training and employment process. FNA's human resources team continues to build and shape our workforce around program needs.

Departmental Highlights

Achievements in 2012 included a comprehensive compensation study that identified the wage gap that non-profit organizations such as FNA are often challenged with. HR has created a new wage schedule, positioning our organization to be competitive in the current job market. The implementation of a new human resources information system (HRIS) will provide web based applicant tracking that will decrease the processing time for new hires and will support better communication with applicants.

The following is a description of FNA's staffing demographics for 2012:

At year end there were 212 total employees, 166 (78%) were regular full time (RFT) or regular part time (RPT) and 46 (22%) were temporary on-call employees.

The ethnic composition of employees for 2012 was:

· Alaska Native	36.8%	· Hispanic	4.7%
· Asian/Pacific Islander	4.2%	· 2 or More Races	4.7%
· African American	9.9%	· Unknown	1.9%
· Caucasian	37.7%		



Financial Overview

Significant financial improvements have been achieved this past year, including a positive change in net assets of \$1,520,011. This significant net increase resulted from Medicaid settlements received from the State of Alaska for calendar years 2010 through May of 2012. FNA's Fiscal Year 2012 Audited Financial Statements reflect the overall financial position of the organization. The information below refers to this document.

The Statement of Financial Position presents FNA's assets owned, obligations owed and total net assets at June 30, 2012.

Assets

During the past year, total assets increased by \$1,542,899.

- Current assets increased overall by \$1,709,116 from fiscal year 2011.
- An increase in cash and cash equivalents of \$509,644
- An increase in receivables of \$1,170,998
- An increase in prepaid expenses and refundable deposits of \$28,474
- Property and equipment, replacement reserves and intangibles decreased by \$166,217 from fiscal year 2011.
- Accumulated depreciation and amortization : (\$515,254)
- Property and equipment additions/(deletions): \$397,049

Liabilities and Net Assets

During the past year, total liabilities increased by \$22,888.

- Current liabilities increased overall by \$131,912 from fiscal year 2011.
- Accounts payable and payroll related liabilities increased by \$158,077
- Deferred revenue decreased by \$51,529
- Distributions in excess of equity in joint venture increased by \$20,692
- Other minor changes \$4,672
- Long-term debt decreased by \$109,024 from fiscal year 2011.
- Net assets increased by \$1,520,011 from fiscal year 2011.

Statement of Activities

The Statement of Activities reflects an overall increase in net assets in fiscal year 2012 of 25% or \$1,520,011.

Revenues:

Total revenues increased by \$1,397,608 from 2011. The primary source of this revenue increase was the 2010-2012 Medicaid settlement realized in fiscal year 2012 from the State of Alaska. This settlement was awarded based on the difference of billed services during this period and the IHS approved "encounter rate".

Expenditures:

Total expenditures increased by \$1,101,544 from 2011.

Quotes from Cancer Survivors

"It slowed me down and I can't walk in the woods like I used to, and I can't hunt."

"I mean it's frightening. I've never had to search my soul to try to understand something that's so deep, you know personal."

"I think I can appreciate life more."

"That's the only thing I can really see. To help others, just be here and present for others and be a witness and let them know, you can survive."

"Because I've been through the treatment. I've been through the radiation. I've been through the surgeries and I've had my ups and downs."

"You can't get well if you think you're dying. Can you?"

"I survived a lot of stuff, you know? That's why I am a survivor. No quitting."

"I survived it once and I probably could survive it again."

"I leave everything to the Lord. If He wants me, I know it's my time to go."

"Just living and hoping that somebody helps other people find cure and treatments."

"What kept me going was my Native food when I got my appetite back."

"I think cancer patients need a lot more help than just getting the cancer treatment; like the chemotherapy and whatnot."

"Oh, it's amazing what a little bowl of soup will do."

"So, it would have been nice to say, this is what you have, and this is how we're going to treat it."

"It's NOT the end of the world basically, and that's what I thought. I thought my world ended, but it didn't."

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N E N T D E S I G N

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