



FAIRBANKS NATIVE
ASSOCIATION

2013 Annual Report

2013



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.

TABLE of CONTENTS

- 1 Our Mission*
- 2 Board of Directors*
- 3 Message from Executive Director*
- 5 Education & Other Services*
- 10 Behavioral Health Services*
- 15 Human Resources*
- 16 Planning & Development Department*
- 18 Finance & Accounting*

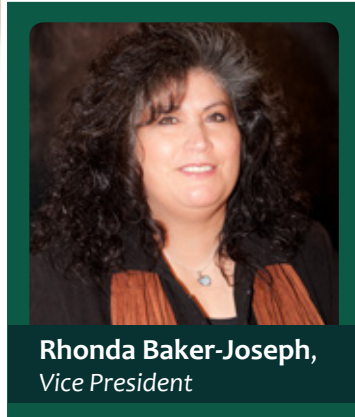
Board of Directors



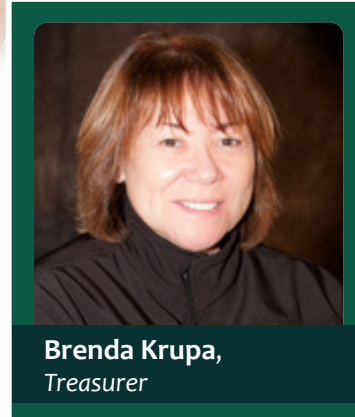
Dr. Poldine Carlo,
Founding Member



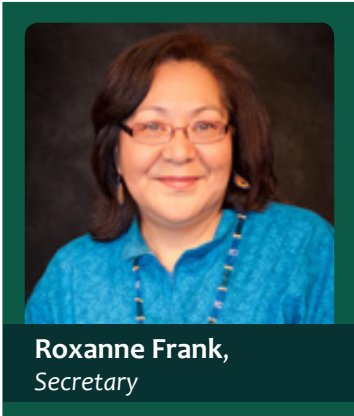
Audrey Jones,
President



Rhonda Baker-Joseph,
Vice President



Brenda Krupa,
Treasurer



Roxanne Frank,
Secretary



Roy Roehl Sr.,
Member



Ray Dewilde,
Member



Susan Dayton,
Member



Gerald "Jerry" Sam,
Member



Earl Adams,
Member



Steve Ginnis,
Executive Director

A Message from the **Executive Director**

Dear Membership,

2013 was a monumental year for Fairbanks Native Association. 50 years ago FNA hosted their first Potlatch and this annual report is a celebration of that historical event. The FNA potlatch symbolizes the foundation on which our organization was built, people coming together to support each other and respect our culture. Over the years we have seen this event grow from our Founder's gathering together around a kitchen table to hosting nearly 400 people at our 50th Anniversary.

With the success of our Annual Potlatch, FNA was again asked to host the 2013 AFN Potlatch in Fairbanks. Our staff along side of many community partners including Doyon and TCC hosted over 3000 guests at the Big Dipper during the week of AFN. The success of this event was the result of all of the partners working together and the generosity of our Native community.

Throughout the year there were many other successes including our completion of the CARF Accreditation process. (Council on the Accreditation of Residential Facilities) This accreditation process includes a week long comprehensive look at the entire organization. As a result of the high quality of our services and staff, FNA was awarded this accreditation for the next 3 years.

The FNA Board of Directors conducted the first Annual Board Retreat in November 2013. Three days of training with our Board of Directors, Senior Management and Directors resulted in a renewed commitment to our FNA Strategic Plan. Priorities from these updates included a stronger marketing effort that has resulted in 5 informational FNA Commercials as well as a continued focus on the mission of our organization.

2013 brought a new Logo to the Fairbanks Native Association. Embarking on our 51st year, we embrace a new look that came as a result of both designs from our membership and input from our Board of Directors. This new logo symbolizes both the future of FNA and our historical past.

Although the year started out with the daunting glare of the sequestration, I am proud to report that proactive approach our Program Directors took by acting quickly and responsively, lead to a positive outcome and minimal impacts. Through continued efforts 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.

Closing out 2013 the FNA Board of Directors supported the restructure of our Early Head Start/ Head Start program to better serve our families. This restructure will allow FNA to provide stronger, more comprehensive services for our families prenatal through the age of 5.

In closing, as this year marks my five year anniversary at FNA, I continue to be dedicated to the Mission of our organization. I believe in the impact that every program and staff member has on

our community every day and I invite each of you to visit our programs and join me in celebration of the influence of this organization for over 50 years.

Advocating for Subsistence

FNA Board of Directors appointed FNA Executive Director Steve Ginnis to advocate for subsistence and represent FNA on the issues of hunting and gathering waterfowl for our membership. As a result of over two years of pursuing this challenge, in December of 2013; a landmark decision was established as law and the following is recorded as follows in the Federal Register under Subpart A- General Provisions:

§92.5 Who is eligible to participate?

(d) *Participation by permanent residents of excluded areas.* Immediate family members who are residents of excluded areas may participate in the customary spring and summer subsistence harvest in a village's subsistence area with permission of the village council, to assist indigenous inhabitants in meeting their nutritional and other essential needs or for the teaching of cultural knowledge. A letter of invitation will be sent by the village council to the hunter with a copy to the Executive Director of the Co-management Council, who will inform law enforcement.

Prior to this amendment, Membership in communities such as Fairbanks were not allowed to return to their villages to hunt legally.

In response to this legislation, Steve Ginnis was appointed to the TCC Hunting and Fishing Task Force where he currently continues his advocacy and has helped to develop a Strategic Plan promoting the future of the subsistence lifestyle.



Steve Ginnis
Executive Director





Community Services

The mission for Community Services is to help people become healthy individuals and bring families together by providing human services to the Fairbanks Native Association membership while recognizing human dignity in a culturally relevant, sensitive and empathic manner through coordinated services. The Community Services Department operates with strong convictions toward family, home environment, and Native atmosphere, with compassion and commitment to help make a difference in people's lives.

In 2013, contacts: 59,376: the welfare assistance program served over 454 applications with \$56,043 welfare distributions; 1,002 families received food boxes; 4,385 meals served at the elders program; 208 clothing donations; 6,826 miles of transportation provided to the elderly for medical appointments, paying bills, shopping and to community events sponsored by Fairbanks Native Association. Community Services has monthly events such as: Arts & Crafts, holiday and annual events serving food and clothing giveaways. Elders participate in gathering berries, bowling outings, and visiting Nenana, Delta Junction, North Pole and the annual Riverboat Discovery trip in May. Community Services works with local, state and federal agencies advocating for the clientele served by the program.

Major Events:

The major events were: Homeless Barbecues with food and a winter clothing giveaways. A total of 200 people received clothing, personal care items, bedding and warm socks, gloves and hats this year. All the items were gathered throughout the summer with donations from the Fairbanks community with the excess donated to other agencies.

The Family Violence Grant sponsored events around the topic of domestic violence e.g. "Teen Dating" and other events with high school students and students at GRAF.

Fairbanks Native Association's Community Services continues to work with two research projects "Cancer Gathering" for the Alaska Native Community for cancer survivors and family to share their stories and Grandparents Raising Grandchildren with UAF's Center for Alaska Native Health Research Institute of Arctic Biology.



FNA Early Head Start

FNA Early Head Start has been in operation since 1994. The original program started as a Home Based option only, serving 40 children and grew to include a center based option with 5 classrooms in the old Gambell Sports Building at 609 3rd Street.

From these small beginnings FNA Early Head Start now serves 131 children and their families prenatal through the age of three.

Through relationship based practice Fairbanks Native Association provides the highest level of care to our youngest participants within this Early Head Start Program. With a mission to be the leading early intervention program in the Fairbanks North Star Borough, FNA leads the field in identifying and serving families that need our services the most through a comprehensive program that is built to support families in the areas of health, safety, education, and nutrition.

FNA Early Head Start served 210 children during the last Program Year and had a wait pool of less than 60 children at year end.

Of the children served by FNA Early Head Start:

- 124 children were enrolled based on income eligibility – 59%
- 13 prenatal women were served
- 5 children were enrolled based on receiving public assistance – 2%
- 34 children were enrolled based on homeless and/or foster child status – 6%
- 47 children enrolled were in the over income category – 22%

Early Head Start preventive health care and wellness services:

- 134 children had health insurance
- 100% of prenatal mothers were provided information in regard to fetal development, benefits of breast feeding, and post partum health care

(continued)



- 114 children were up-to-date on schedule of age-appropriate preventive and primary health care and immunizations
- 90 children completed a professional dental exam
- 46 children received the benefit of the Wellness consultant in support of mental health and family services

Early Head Start educational services:

- 121 children completed routine screenings for developmental, sensory and behavioral concerns
- 28 children received services thru ACCA the local Infant Learning Program

Early Head Start Budget FY 2012-2013

Revenues:

DHHS – Office of Head Start	\$ 2,117,039.00
Extended Day Services	\$ 209,957.49
State of Alaska Grant (shared with FNA-HS)	\$ 129,669.00
Child/Adult Care Food Program (shared with FNA-HS)	\$ 148,400.21
Child Care Grant	\$ 6095.80
Total Revenue	\$ 2,333,092.29

Expenses:

Payroll and fringe benefits	\$ 1,453,431.33
Operating expenses	\$ 549,818.53
Indirect expenses	\$ 278,947.36
Total Expenses	\$ 2,282,197.22



FNA Head Start

FNA Head Start promotes cultural identity of Alaska Native and American Indian families, while giving children educational, physical, social skills, and tools to have a great head start towards kindergarten. All of the children receive screenings to help ensure that they are where they should be developmentally and Head Start seeks to obtain additional services for them when needed.

FNA Head Start opened its door in 1993. The original site, the Poldine Carlo Building dedicated to one of FNA's founders, provided part day services for 60 children and home base care for 22 children. The original program had 15 staff members.

FNA Head Start has grown through the years and a staff of 30 now enriches community children at two sites, the Poldine Carlo Building and the McKinley Building. The program is funded to serve 140 children; 120 in the Center Base option and 20 in the Combo Option (a Home Base Option). Head Start serves children 3-5 years of age in the following options: Center Based Part Day Services, Extended Day Services, and Combo – Home Base/Center Base.

Head Start served 182 children during the last Program Year and had a wait pool of less than 60 children at year end.

Of the children the Head Start served:

- 100 children were enrolled based on income eligibility – 55%
- 10 children were enrolled based on receiving public assistance – 6%
- 16 children were enrolled based on homeless and/or foster child status – 9%
- 46 children enrolled were in the over income category – 25%

Head Start children received preventive health care services:

- 155 children had health insurance
- 87 children were up-to-date on schedule of age-appropriate preventive and primary health care
- 182 children were up-to-date on all immunizations appropriate for their age
- 116 children completed a professional dental exam

Head Start children received educational services:

- 60 children completed routine screenings for developmental, sensory and behavioral concerns
- 27 children received services thru the FBNSB school district, one child tested out of services
- 70 children transitioned to kindergarten

(continued)

Head Start Budget FY 2012-2013

Revenues:

DHHS – Office of Head Start	\$1,646,988.00
Extended Day Services	\$ 158,982.98
State of Alaska Grant (shared with FNA-EHS)	\$ 129,669.00
Child/Adult Care Food Program (shared with FNA-EHS)	\$ 148,400.21
Child Care Grant	\$ 5,349.14
Total Revenue	\$2,089,389.33

Expenses:

Payroll and fringe benefits	\$1,266,593.12
Operating expenses	\$ 545,515.36
Indirect expenses	\$ 277,016.72
Total Expenses	\$ 2,089,125.00

Johnson O’ Malley (JOM)

The Johnson O’Malley program provides educational and culturally related activities to Alaskan Native/Native American students enrolled in the Fairbanks North Star Borough School District. JOM provides tutorial services at Hunter, Woodriver, Anne Wien, University Park, Ryan, West Valley, Lathrop, and Effie Kokrine Charter School. JOM is currently in its second year of a three year U.S. Department of Education grant funded for \$1.6 million. In the past year 5,071 student contacts were made. The grant also provides JOM with a Family Advocate who made 1,176 contacts providing assistance to our Native community.

JOM participated in the holiday shopping spree hosted by the Rotary Club of Fairbanks, JOM was able to identify 40 youth in first through sixth grades to participate. JOM will host the 15th Annual Alaska Native Youth Basketball tournament at Tanana Middle School March 17-19, 2014. In 2013 JOM hosted 240 student athletes, 24 teams and approximately 50 community volunteers. Students from Alaska villages are welcome and encouraged to participate. JOM is grateful for Tanana Chiefs Conference, Doyon Limited and Interior Regional Housing Authority for sponsoring this exciting event.

The JOM Potlatch Dance group grew to 76 participants in 2013. This group held dance practice weekly. Performances included: Festival of Native Arts, ANE events, Ice Alaska, FNA Annual Potlatch, EKCS, Channel 11 News, Episcopal Diocese, Howard Luke’s Birthday, AFN Welcome Potlatch, Quayana, Denali Center, FNSBSD Science Night along with numerous other events.

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.

THV is a voluntary program that offers personalized home visits by certified parent educators who are trained in child development, and how to use the PAT curriculum in culturally sensitive ways. These visits help parents understand each stage of their child's development and offer practical ways to encourage learning manage challenging behavior and promote strong parent child relationships. THV also offers developmental screenings, resource network for parents and children, group meetings, parent workshops free children books and infant massage. (continued)

In 2013 THV staff conducted 361 visits and cultural enhancements were used on 90 percent of visits with families.

THV has been recognized at the federal level and by the Parents as Teachers National Center for cultural enhancements to PAT curriculum. THV staff continues to enhance the curriculum with cultural materials.

In 2013 THV PSA was aired for several months on channel 11 spotlighting a glimpse of a THV home visit being conducted with an enrolled family. As a result of the PSA several parents have inquired about THV services.

In celebration of Native Heritage THV hosted their first annual dinner event 80 percent of families were in attendance.

Father involvement has been a success in the past year at THV at least 75 percent of fathers are involved in home visits and group meetings.

50 percent of enrolled families were able to qualify for activity scholarships through Resource Center for Parents and Children parents were able to enroll their children into recreational activities such as swimming, basketball, indoor soccer and gymnastics.

Behavioral Health Services

Behavioral Health Services (BHS) provides oversight of all FNA's substance abuse treatment and prevention programs. As we strive to enhance the services we provide we have focused on insuring that our consumers receive the treatment services necessary in order to maintain a sober lifestyle. All of our programs have made a positive impact as reported by our consumers in the comment card reports, their exit surveys, as well as the visits and telephone calls our staff receives.

During the past year we have made significant accomplishments in moving from consumer paper files to Electronic Health Records which helps us to insure that we provide a seamless treatment process. We have implemented an aggressive outreach program that created new brochures as well as television/radio advertising for several of our programs. We have continued our training to insure that staff are continually updated on new ways of providing services as well as maintain accreditation and licensing standards.

Our major accomplishment this past year is that we prepared for both a CARF accreditation as well as a State of Alaska review and successfully passed to receive a three year approval from both the State as well as CARF. Receiving these approvals indicates that our BHS Programs continues to insure that we meet the Standards that are expected as well as to move to enhancing our services so that we do provide the quality of care that our consumers need to move towards a healthy environment.

In this coming year, we will continue to improve our current services as well as use our abilities to look at providing additional services that are identified for the community as well as the rest of the State.

Gateway to Recovery

Gateway to Recovery Enhanced Detox has continued to grow this past year. Detox is a medically monitored inpatient facility for those in need of detoxification of alcohol, opiate, or cocaine.

Detox is a 16 bed facility with 24/7 staff that consist of RN's, LPN's, CNA's, Providers, Care Coordination, and an Intake Clinician. Detox provides services such as substance abuse assessments to assist consumers into treatment, mental health assessments with referrals for treatment, assistance with public services, Medicaid, and community resources. Detox offers the Vivitrol injection for consumers once detoxification is complete. All consumers receive a physical exam while at the facility to assist with any medical conditions or referrals to Primary Care Providers. We continue to work in collaboration with other agencies in the community to assure our consumers are receiving the follow up care they need.

Program Highlights

Increase in Opiate Detoxification completions

Increase in number of Vivitrol injections administered with follow up care over past year

Increase in number of consumers entering treatment programs over past year

Ralph Perdue Center – Residential

Ralph Perdue Center (RPC) provides a 10 bed, 45-day high-intensity, residential treatment program for male and female adults entering recovery from drug and alcohol addiction. The clinical program has counselor and residential aides trained in motivational interviewing, cognitive behavioral therapies, and trauma-informed care. Our professional staff uses client centered services to provide more than 20 hours per week of individual and group counseling. Case management is provided to access local mental health, medical and social services.

- 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
- Family counseling is available through the Family Recovery Group
- From January 1 thru December 31, 2013 –RPC residential admitted 114 consumers with 70% completion rate

Ralph Perdue Center – Outpatient

The RPC Outpatient program offers level 1 outpatient and level 2.1 intensive outpatient services to male and female adults entering recovery from drug and alcohol addiction.

- 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 35 treatment slots available and provides group and individual counseling to meet the individualized needs of the consumer
- FNA accepts referrals from FASAP, Department of Corrections, Office of Children’s Services along with other agencies
- From January 1 thru December 31, 2013 RPC outpatient admitted 71 adults with a 53% completion rate

Women & Children’s Center for Inner Healing *and the Sacred Child Project*

FNA has fully integrated the Pregnant and Postpartum Women’s Federal Grant (PPW), called the Sacred Child Project, into the Women and Children’s Center for Inner Healing (WCCIH). The integration has served to strengthen the healing process for participating women and their children. The programs utilize a family approach which has been augmented by a strong team that combines a multi-disciplinarian team of staff and consultants to promote substance abuse recovery, family reunification and community support for aftercare. Due to this partnership WCCIH is able to house twelve adult females plus their children aged 0-7. Consumers attend class and groups together while exploring their strengths and build healthy relationships with peers, community members and their families.

Program Highlights

In 2013, WCCIH and the Sacred Child Project successfully graduated 19 women from their programs and re-united 18 graduates with their children. Four infants were born to residents while in treatment and 36 children lived with their mothers while in treatment.

WCCIH and the Sacred Child Project have fully integrated a Trauma Informed System of Care that has created a more balanced treatment experience.

Beyond Trauma and Circle of Security curriculums have been fully integrated into the treatment schedule.

The PPW and WCCIH staff has worked diligently with over 55 community agencies statewide to build community support for FNA and for the consumers so we can provide a more comprehensive level of care. Agencies we have worked closely with this past year include Tribal Home Visitors, Infant Learning Program, State of Alaska Courts systems throughout the state, Fairbanks Memorial Hospital, Office of Children’s Services (statewide), and Adult probation. Staff also coordinated services with Tanana Chiefs Conference family services, Chief Andrew Isaac Health Center, and tribal councils which has strengthened the consumer support system while in treatment and upon discharge.

WCCIH has increased the number of contracted mental health clinician in order to increase the availability of mental health services for our consumers on-site.

The staff worked closely with a child specialist who provides didactic services based on child and parent interactions

The staff has successfully scheduled consumers the required 20 hours of treatment per week.

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.

Prevention Programs

Fairbanks Prevention Coalition (FPC)

The Fairbanks Prevention Coalition consist of a group of volunteers working to identify and utilize the resources to institute initiatives in effectively providing education, prevention, intervention, and treatment of substance abuse issues resulting in a safe and drug free community for youth and adults. 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 from all community systems that work collaboratively in a five-step process to prevent youth alcohol use ages twelve (12) to twenty (20) and adult heavy and binge drinking ages twenty-one (21) to forty-four (44) within the Fairbanks North Star Borough. Through this process, SPF SIG was able to implement an environmental strategy called PhotoVoice to thirty-three community members.

PhotoVoice is a process using a photograph and written words to portray the author’s story. The picture can be thought provoking and is used to share the realities of the issue, similar to a PowerPoint presentation. For example, a person experiencing unsettled emotions may use pictures to express their feelings about the topic, set it to music and the author would talk about the subject matter. The project focuses on resilience, strengths and overcoming the challenges.

Drug Free Communities (DFC) Program

DFC’s targeted population is youth ages twenty and younger within the Fairbanks North Star Borough. Our focus is to prevent and reduce marijuana use, prescription and over the counter drug abuse and alcohol use through community education and awareness by providing parents, caregivers, healthcare providers, educators and others with educational tools, information and resources.

- Developed PhotoVoice and Digital Storytelling Strategic logic models
- Participated in “Military Appreciation Day” at Pioneer Park
- Conducted PhotoVoice Workshops that targeted the harmful aspects of alcohol and its consequences as it related to the individual participants
- Connected with the Alaska Wellness Coalition

Fairbanks Alcohol Safety Action Program (*FASAP*)

FASAP is a monitoring agency that serves the jurisdiction within the Fourth Judicial Circuit, our agency works with consumers that have been charged with criminal offenses that involves alcohol or drugs and refers them to get the education or treatment needed to satisfy their court orders. It is our goal to reduce alcohol and drug-related crime in the Fairbanks area. FASAP’s consumers are referred by the justice system. The staff screens offenders charged with driving under the influence of alcohol or drugs (DUI), assaults, disorderly conduct, minor consuming/operating under the influence and any other alcohol/drug related offense that is a misdemeanor.

FASAP monitors the case as the offender attends education or treatment sessions. FASAP reports program completions when a consumer has completed the program and also issues affidavits of non-compliance to the Fairbanks District Court and District Attorney. FASAP also issue letters of completion to the DMV if a consumer is charged with a DUI so that they can regain their driving privileges. FASAP maintains privacy and confidentiality

for all clients in compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA).

Our agency continues working with the Fairbanks Chapter for Mothers against Drunk Driving and the Fairbanks Wellness Court Reality Check Panel that is held every other month. The Panel is devised to help stop 2nd offense DUI offenders from being charged on a third offense which is a felony in the State of Alaska.

We also maintain a close relationship with the District courts and also the District Attorney's office and treatment providers in Fairbanks and surrounding villages. FASAP has the privilege of meeting with the DA's office and court for status and adjudication on non-compliant cases.

FASAP served 697 new cases; 460 DUI's; 62 Assaults; 175 other/multiple charges; 457 with prior cases; and 648 completions for adults. Our office received 127 minors cases, 124 cases were minor consuming charges and 78 case closed completions. Our agency is proud to serve the Fairbanks community and surrounding areas and continues maintaining a strong working relationship with the District courts, District Attorney, public defender's office, and other entities.

Graf Rheeneerhaanjii (*Graf*)

Graf is a residential substance abuse treatment program for youth ages 12 – 18. This program located in a beautiful facility surrounded by birch trees. Graf is a joint partnership between Fairbanks Native Association, Tanana Chiefs Conference and the Indian Health Service. GRAF is a voluntary program that requires a commitment of participation by the youth, their family and community representatives.

GRAF provides a culturally-sensitive, structured and supportive residential environment for youth with a diagnosis of substance abuse or dependency. Youth come into the program after referral by a parent, community representative, health care provider or the state judicial system. Typically youth stay at Graf three to four months.

Counselors provide conventional substance abuse treatment, group and individual therapy, 12-step principles and drug education. Residents keep up with their middle school or high school credits through local correspondence courses, or work on getting their GED. Physical education and cultural immersion are mandatory activities.

Graf abides by an open enrollment policy.

Consumers Served: 24 consumers were served in the Graf Rheeneerhaanjii residential facility in 2013.

Consumers Completion of Program: 19 consumers successfully completed the program.

Consumer Activities: We continue our strong cultural component and cultural treatment work as outlined in the 12-week cultural curriculum. Graf had an elder come and work with the consumers on cultural projects four times a month during the year. Each month the consumers participate in the Talking Circle and Drum Circle and Monthly Elders Luncheon at Graf. Each Sunday consumers eat dinner at a local restaurant as Participant Support for Life Skills building. Other activities throughout the year were the Inu' Yupiaq Dance Practice at UAF, movies, church, bowling, golfing, basketball, daily exercising, walking, bike riding, swimming, snow shoeing, cross country skiing, ice skating, rock climbing at UAF, beading, skin sewing, knitting, use of looms, storytelling, and berry picking.

Community Activities: Consumers attended Ice Dogs at Big Dipper, Festival of Native Arts at UAF, Elizabeth Peratrovich Celebration at UAF, FNA Annual Potlatch, movies at Morris Thompson Cultural Center, Rural Providers Conference, Farmer's Market, Gold Dredge #8, Concert at the Plaza downtown, Summer Folk Fest, Midnight Sun Festival, Midnight Sun Intertribal Powwow, World Eskimo-Indian Olympics, Golden Days Parade, Tanana Valley State Fair, AFN Youth and Elder's Convention, AFN Chin'an event, AFN Teen Dance, Haunted House in North Pole, Christmas on Ice at North Pole, and University Chorus Holiday Concert at UAF.



Human Resource Department

The primary departmental objective is to provide ethical Human Resources (HR) Management services to all FNA programs, using best practices in the field. Along with being available to meet the service needs of our programs, employees, and membership. We strive to provide professional support for employment, training, recruitment, and employee relation services. We are proud of FNA's competitive benefit and compensation plans. We continue to increase the development, involvement, and retention of our employees for improved employee satisfaction.

FNA HR Department consists of the following staff members:

- Bill Abbott: HR Director
- Terri Paul-Smoke: HR Generalist
- Claudia Samuel: HR Specialist
- John Albers: Health & Safety Coordinator

FNA's HR department has been restructured in a manner to promote two existing staff; the HR Generalist title now provides generalist support to the Behavioral Health division. The HR Specialist is responsible for FNA recruitment and records management. The HR Director position oversees all department needs, with a focus to Administration and the Early Childhood division. Our Health & Safety Coordinator focuses on all things related to health and safety, while providing in-house first aid and CPR training for programs.

Numerous HR policies have been updated over the past year to ensuring current practices are reflected. The Corporate Compliance Policy and Plan have been updated recently. This reflects an effort by senior management to develop a concise document for FNA which integrated an Acknowledgement form.

The focus for this year is to update personnel files ensure records management is current and conduct in-house training. HR will be developing training topics to help supervisors and management with an overview of employment laws, ensure familiarity with FNA HR policies, and supervisory skills.



Here is a brief representation of staffing demographics for 2013:

- Total number of New Hires in 2013: 82
- 43% RFT, 23% RFT, 34% TOC
- Total turnover count for 2013: 65
- 49% Voluntary, 14% Involuntary, 37% TOC
- Employee Information:
- Alaska Native hire 37.76%
- Female employees 84.80%
- Male employees 15.20%

Planning & Development Department

FNA Capital Project Progress: The following steps have been taken to begin the pre-development process for the FNA Capital Project

- Contact with several local architecture firms to provide a bid for conceptual design and operations costs. Design Alaska provided the approved estimate of \$97,500.00.
- A letter to Senator Click Bishop was sent, upon his request to provide his office with the above estimate. This information will be used during the summer sessions during which time allocations will be projected for the 2014 State Budget.
- An application to the Foraker Pre-Development Program was submitted on April 18th, 2013. This program would provide funding and guidance for the pre-development process, with support from the following partners: Alaska Mental Health Trust, Denali Commission, Mat-Su Health Foundation, and the Rasmuson Foundation; with the coordination of the Foraker Group.

In response to the updated Strategic Plan that highlighted marketing of FNA Programs in our community, the following commercials have aired this year:

(continued)

All of the commercials have been aired locally. In addition they are currently on the FNA Facebook page and on YouTube on the FNA Channel:

- Tribal Home Visiting
- Hopeful Connections
- Graf Rheeneerhaanji
- Fairbanks Prevention Coalition
- Take Back The Drugs Day
- Ralph Perdue Program

FNA Logo Contest:

As we near our 50th year of operation, Fairbanks Native Association Board of Directors approved the decision to update the current logo. Planning and Development initiated a Logo Contest that was opened up to our Membership and the entire community. After reviewing several submissions The FNA Board voted to approve our new logo designed by Staff Member Maggie Matheson. The new logo was presented to the staff at the December 2013 All Staff meeting, sharing the inspiration of each of the key elements noted.



**FAIRBANKS NATIVE
ASSOCIATION**

- Mukluks are traditional native footwear, originally made to keep feet warm throughout the cold winters. Today, they not only perform the same protective function, but also symbolize the history, pride and heritage of Interior Alaska.
- The Native Alaskan Drum is a Voice, when we listen we can feel the spirit of our people. It is the Heartbeat. It is a Prayer.
- The feathers symbolize trust, honor, strength, wisdom, power, and freedom.
- All of these characteristics are encompassed in Fairbanks Native Association!

Funding Development:

Proposal development was successful in 2013 in the area of Behavioral Health through the Tribal Management Grant. This successful application provides nearly \$100,000.00 for three years, in additional funding in the area of Behavioral Health Management. These dollars will support additional staff and support in the FNA Billing department.

In addition Planning and Development supports all continuation applications for the 13 FNA Programs that support an annual budget of nearly 15 Million dollars.

Financial Overview

Significant financial improvements have been achieved this past year, including a positive change in net assets of \$1,156,229. FNA's Fiscal Year 2013 Audited Financial Statements reflect the overall financial position of the organization. The information below refers to this document.

Statement of Financial Position: The Statement of Financial Position presents FNA's assets owned, obligations owed and total net assets at June 30, 2013.

Assets: During the past year, total assets increased by \$1,034,482.

- Current assets increased by \$1,387,128 from fiscal year 2012.
- An increase in cash and cash equivalents of \$1,738,879
- A decrease in receivables of \$333,777
- A decrease in prepaid expenses and refundable deposits of \$17,974
- Property and equipment, replacement reserves and intangibles decreased by \$363,663 from fiscal year 2012.
- A increase in accumulated depreciation and amortization of \$485,316
- An increase in property and equipment of \$121,653
- An increase in cash restricted for replacement reserve of \$11,017

Liabilities and Net Assets: During the past year, total liabilities decreased by \$121,747.

- Current liabilities decreased by \$7,763 from fiscal year 2012.
- An increase in accounts payable and payroll related liabilities of \$53,694
- A decrease in deferred revenue of \$9,971
- A decrease in distributions in excess of equity in joint venture of \$51,486
- Long-term debt decreased by \$113,984 from fiscal year 2012.
- Net assets increased by \$1,156,229 from fiscal year 2012.

Statement of Activities: The Statement of Activities reflects an overall increase in net assets in fiscal year 2013 of 15% or \$1,156,229. The major factors contributing to this year's positive change in net assets include:

Revenues: \$14,909,331

Total revenues decreased by \$554,753 from 2012. This decrease was due to reductions in federal funding this past year and the Medicaid settlement from the State of Alaska in 2012. Revenues from all sources in fiscal year 2013 are still healthy at \$14,909,331.

Expenditures: \$13,753,102

Healthy revenues and a total decrease in expenditures in 2013 of \$190,971 resulted in a significant increase in net assets of \$1,156,229 from 2012.



**FAIRBANKS NATIVE
ASSOCIATION**

Administrative Offices

605 Hughes Avenue, Suite 100 | Fairbanks, Alaska 99701
(907)452.1648 | (907)456.4148 fax

Community Services

315 Wendell Street, 2nd Floor | Fairbanks, AK 99701
(907)452.5225 | (907)452.6355 fax

Early Head Start

609 3rd Street | Fairbanks, AK 99701
(907) 451.8814 | (907) 451.8815 fax

Head Start

320 2nd Avenue | Fairbanks, AK 99701
(907) 456.4989 | (907) 455.7459 fax

Johnson O'Malley (JOM)

605 Hughes Avenue, Suite 100 | Fairbanks, AK 99701
(907)452.1648 ext 6403 | (907) 451.6238 fax

Tribal Home Visiting

605 Hughes Avenue | Fairbanks, AK 99701
(907) 451.1005 | (907) 451.6296 fax

Ralph Perdue Center

3100 South Cushman Street | Fairbanks, AK 99701
(907) 452.6251 | (907)456.4849 fax

WCCIH

3100 South Cushman Street | Fairbanks, AK 99701
(907)451.8164 | (907)451.0273 fax

FASAP

3100 South Cushman Street | Fairbanks, AK 99701
(907)452.6144 | (907)452.7845 fax

Graf Rheeneerhaanjii

2550 Lawlor Road | Fairbanks, AK 99709
(907) 455.4725 | (907) 455.4730 fax