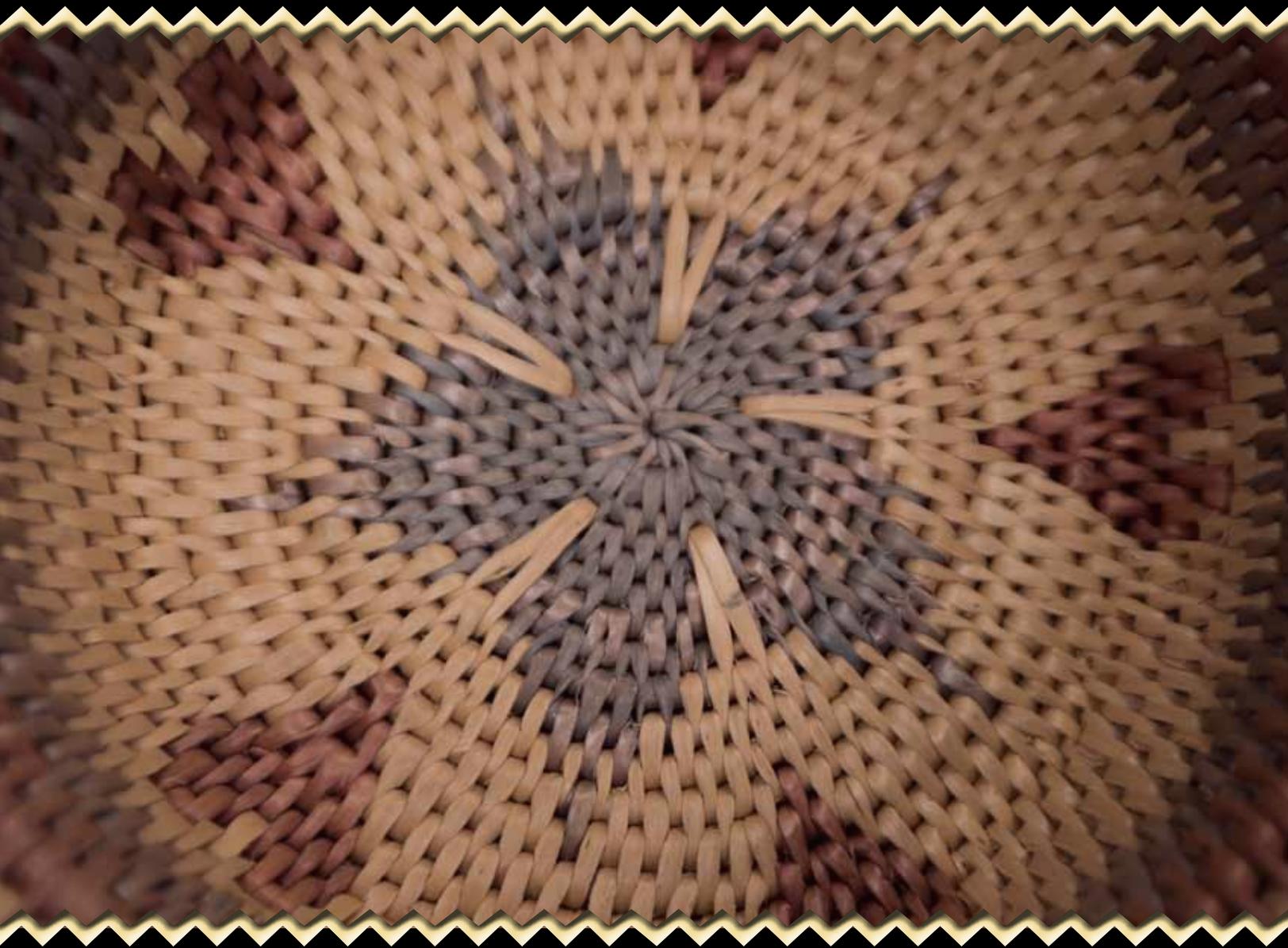
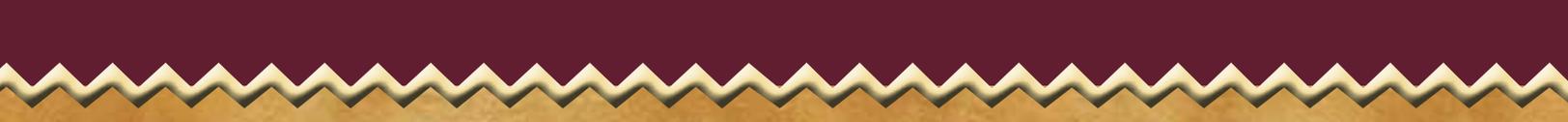




# FAIRBANKS NATIVE ASSOCIATION



2014 ANNUAL REPORT



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## OUR VISION

*“We are a unified, healthy, and empowered Native community that embraces all cultures”*

## OUR MISSION

*“To promote spirituality, cultural identity, self-reliance, physical and mental health, by improving the quality of life of our community through professional quality services”*



**FAIRBANKS NATIVE**  
ASSOCIATION



# BOARD OF DIRECTORS



**Dr. Poldine Carlo**  
*Founding Member*



**Roxanne Frank**  
*President*



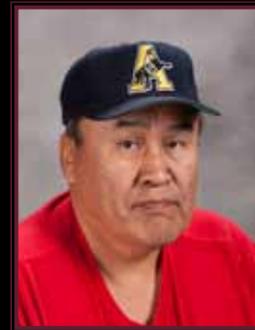
**Brenda Krupa**  
*Vice-President*



**Susan Dayton**  
*Secretary*



**Gerald "Jerry" Sam**  
*Member*



**Earl Adams**  
*Member*



**Travis Cole**  
*Member*



**Rhonda Baker-Joseph**  
*Member*



**Glenn "Manny" Carlo**  
*Member*

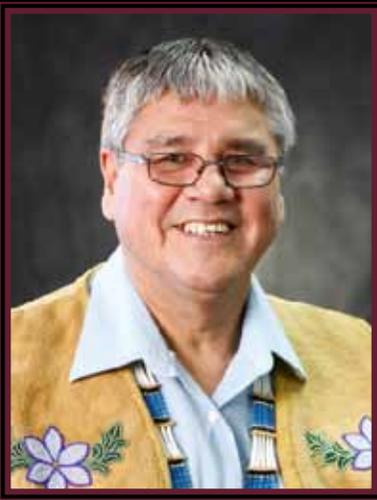


**Roy Roehl II**  
*Member*



**Linda Rexford**  
*Youth Representative*

# A MESSAGE FROM THE EXECUTIVE DIRECTOR



*Dear Membership,*

What a remarkable year 2014 has been for Fairbanks Native Association! We have had many accomplishments under the direction of our dedicated board.

Overall it has been a very good fiscal year for FNA, with just over 1 million in operating gains. In February, our board approved our annual audit which shows FNA is financially strong.

This year we will be celebrating our 52nd annual potlatch on March 21st. Our founding members began this tradition as a way to annually celebrate the foundation of FNA. This is a tradition that I am proud to be a part of and to carry on. Our potlatch is a time to celebrate and to serve our membership with traditional foods that is prepared by FNA staff. I would like to invite everyone to join the FNA potlatch celebration.

I am also proud to report that last summer we completed a kitchen renovation at our Hannah Solomon Building that serves our respected elders of the community. The kitchen and dining area was expanded and new appliances were installed. This renovation project was a big success for FNA because it provides a comfortable and relaxing environment for our elders.

In the past year FNA has successfully completed the restructure of our Head Start program. Previously we had been operating Early Head Start and Head Start as two different programs. Under the restructure, both programs were combined in to one "Head Start 0-5" program. The purpose of the restructure was to better serve our Head Start families and to provide more efficiency and a smoother transition to school readiness.

I have been strongly advocating on behalf of FNA for Medicaid expansion. The Medicaid expansion would allow FNA to bill for many consumers of behavioral health services that previously would not have had been eligible. This is an important issue to FNA, as we serve all consumers seeking treatment services, regardless of health care coverage at their time of need.

I am also proud to report that our board of directors have completed and approved a new vision statement, a new mission statement and a new five-year strategic plan. The improved vision and mission statement gives FNA a simplified but inspiring new objective. The new strategic plan will guide FNA in a new direction of improved service delivery, growth and improved community partnerships. Our goal of continued partnerships and enhancing working relationship with other agencies for advocacy and service is extremely important to me. It is essential for FNA to maintain strong relationships, not only with Native organizations, but with all agencies that promote the spirituality, cultural identity, self-reliance, and physical and mental health of all our consumers.

In closing, this year marks my six year anniversary at FNA and I will continue to be dedicated to the mission of our organization. I believe that all of our programs are vital and improve the health and well being of all the consumers we serve.

A handwritten signature in black ink, appearing to read "Steve Ginnis". The signature is fluid and cursive, written over a white background.

**Steve Ginnis**  
*Executive Director*

# COMMUNITY SERVICES

The vision and mission for the Community Services Program (CSP) is to help people become healthy individuals and bring families together by providing human services to the FNA membership while recognizing human dignity in a culturally relevant, sensitive and empathic manner through coordinated services. Community Services Program operates with strong convictions toward family, home environment, Native atmosphere, with compassion and commitment to help make a difference in people's lives. Community Services/Elders has been in service since 1964. The elders program has been serving Fairbanks elders since the early 1980's.

## **Community Service operates under the following grants:**

- Community Services Block Grant
- BIA 638 Social Services/Welfare Assurances program
- AOA Title VI Part A and Part C
- Family Violence
- Enhanced training and Services to End Violence Against and Abuse to Women in Life
- Hopeful Connections

**The Community Services Block Grant** provides the following services: direct client services through paperwork assurances; transportation for the frail and elderly; home visit; donated clothing distribution; telephone assurances advocacy for medial and court; client outreach; monthly intergenerational activities including community gatherings; welfare checks with agency advocacy, annual homeless barbecue and clothing giveaway; adult protective services; information and referral; court appearances support; application assistance for housing and emergency assistance, finances and employment; weekly food boxes.

Other events hosted by Community Services were: Wellness for seniors; 19th annual homeless barbecue. The biggest event this year was the fabric/material donation by the Milles family. \$10,000 worth of various materials and fabric were donated to Community Services this fall. Approximately 100 boxes were donated to the Fairbanks community as well as 10 other surrounding communities.

The BIA 638 Welfare Assistance Program: Served 104 clients	Total distribution:
63 female and 41 male; 41 unemployable and 63 employable	\$35,558 Welfare assistance
Aged: 18-29 served 11; aged 30-49 served 50; aged 50-60 served 43	\$12,616 Burial assistance
Provided for 5 Burials assistance	\$2,000 Emergency assistance
Provided for 2 emergency fire burnout	\$50,174 Total

**Elders Program Older Americans Act: Title VI Part A and Part B:** is a federal grant that provides salary and operating costs for the Hannah Solomon Elder's program. The staff works hard to meet the needs of the elders in the program. The program serves meals provided by the North Star Council on Aging. Traditional foods are cooked on site and served every Wednesday. The staff provides paperwork assurances, intake and referrals; transportation for the frail and elderly, shopping, field trips for outings during the summer and in door activities during the winter months. Home visits for paperwork is available.

The Hannah Solomon kitchen renovation project started June 2, 2014 and was completed September 19, 2014. The project was funded by State of Alaska Capital funds and Doyon Ltd. NASHDA funds. The Interior Regional Housing Authority completed the construction renovation. The dining room and kitchen areas were enhanced with more space and updated kitchen appliances, the fire code system was updated and the electrical system was also updated. November 21, 2014 was the open house with 100 people attending the event.

**Family Violence:** The FY 2014 funds provided educational and public awareness on family violence within the North Star Borough service area. The following workshops were held: Teen Dating/Teen Violence, Bullying, Suicide Prevention/Intervention, Stress & Healthy Diets, What is DV?, Life Skills, and Grief and Loss.

**Enhanced training and Services to End Violence Against and Abuse to Women in Life:** provided training to the following MOU partners: State of Alaska Courts, City of Fairbanks Police Officers, Adult Protective Services and the Center for Non-Violent Living Center. December 10, 2014 was the Victim Services Cross-Training event held at the Behavioral Health Facility. The training was attended by Denakaagaana, State of Alaska Probation Office, ALPA Housing Program, Alaska Legal Service, and District Attorney Office, Center for Non-Violent Living Center and a private attorney, as well as FNA staff. May 27, 2014 was the Law Enforcement Training for safety and police officers. Both trainings were a success.

**Hopeful Connections:** program is an Alaska Native Cancer Survivorship Support Group that meets bi-weekly with guest speakers about health issues, prevention of cancer, etc. The group meets every Saturday morning for Art and Crafts activity support. 440 pins were made for the 2014 Relay for Life Cancer Walk in June. This program continues to be successful with sharing and presenting at the Tanana Chiefs Annual Convention. The State of Alaska Department of Health and Services provided a \$4500 donation to support the bi-weekly and Saturday events.

# 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 school readiness. All the children receive developmental screenings. Head Start advocates with partnering community agencies for additional resources when needed.

FNA Head Start has grown through the years, and in 2014, FNA restructured its Early Childhood Division, bringing Early Head Start and Head Start together to operate as one program. FNA Head Start 0-5 has a staff of over 50, providing Center Base services to children in three sites: The Poldine Carlo Building, 609 3rd St., and McKinley building, as well as providing Home Based Services. Head Start 0-5 is currently funded to serve 303 children; 130 slots for children age 3-5, and 173 slots for children age 0-3.

## Program Overview

FNA Head Start 0-5 accepts applications from all families of the Fairbanks North Star Borough. The children are guided in developing social skills, physical fitness and educational tools that give them a head start towards school readiness. The program is inclusive and promotes cultural identity of Alaska Native and American Indian families through onsite activities and field trips.

- Center Based (Ages 6 weeks - 5 years)
- Part Day Services
- Extended Day Services
- Combo – Home Base/Center Base (Ages 3 to 5 years)
- Home Base (Prenatal – 5 years)

## FNA Head Start 0-5:

- 172** enrolled based on income eligibility – 47%
- 16** enrolled based on receiving public assistance – 4%
- 41** enrolled based on homeless and/or foster child status – 11%
- 141** enrolled based on over income criteria – 39%

## Early Head Start (0-3) children:

- 154** had health insurance
- 97** were up-to-date on preventive and primary health care
- 111** were up-to-date on all immunizations for their age
- 100** with continuous dental care provided by a dentist
- 150** had a continuous source of health care

## Early Head Start received educational services:

- 47** completed routine screenings for developmental, sensory and behavioral concerns
- 2** received services thru ACCA
- 29** aged out of Early Head Start

## Head Start (0-5) Families were provided with:

- Resources for emergency/crisis intervention
- Adult education, English as a second language training
- Housing and food assistance
- Parenting, marriage, and child support
- Health/mental health education

## Head Start (3-5) children:

- 175** had health insurance
- 99** were up-to-date on preventive and primary health care
- 179** were up-to-date on all immunizations for their age
- 142** with continuous dental care provided by a dentist
- 157** had a continuous source of health care

## Head Start received educational services:

- 100** completed routine screenings for developmental, sensory and behavioral concerns
- 23** received services thru the FBNSB school district
- 69** transitioned to kindergarten

# HEAD START

## Program Highlights

FNA Head Start 0-5 served 364 children during the program year and had a wait pool of less than 90 children at the end of the year.

Transportation services were provided to the Part Day 3-5 Option. An average of 10 children monthly and maintained an average ridership of 70% during program year 2014.

In accordance with the Head Start Reauthorization-School Readiness Act of 2007; 14 of the 18 Primary Teachers met the required qualifications in the program year 2014; 11 teaching staff obtained CDA Credential.

Head Start 0-5 Home Base Option, hosts two socializations per month throughout the community such as; Gymnastics, Inc., Morris Thompson Cultural Center, and Holme Town Nursery.

FNA Headstart presented at the National Head Start Conference in regard to the transition from two programs to one.

FNA Head Start Child Development Outcomes Children "Ready for School" - fall 2013 and spring 2014: Percentages reflect changes in children learning between fall 2013 and spring 2014. (Only the children that were kindergarten bound in fall 2014 are reflected in the outcomes report. Full outcomes available on request)

• Physical Development:	Fall 2013 – 53.78%	Spring 2014 – 87.69%
• Social Emotional Development:	Fall 2013 – 71.16%	Spring 2014 – 90.77%
• Cognitive Development:	Fall 2013 – 96.23%	Spring 2014 – 91.92%
• Language Development:	Fall 2013 – 51.56%	Spring 2014 – 78.82%
• Literacy Development:	Fall 2013 – 86.76%	Spring 2014 – 91.00%
• Mathematics Development:	Fall 2013 – 42.45%	Spring 2014 – 61.77%
• Approaches to Learning:	Fall 2013 – 60.37%	Spring 2014 – 87.87%

## HEAD START BUDGET FY 2013-2014

### *Revenues:*

DHHS – Office of Head Start	3,569,357.00
Extended Day Services	367,930.11
State of Alaska Grant (shared with FNA-EHS)	115,825.00
Child/Adult Care Food Program (shared with FNA-EHS)	136,900.52
Child Care Grant	7,393.40
<b>Total Revenue</b>	<b>\$ 4,197,406.03</b>

### *Expenses:*

Payroll and fringe benefits	2,716,618.27
Operating expenses	931,154.74
Indirect expenses	514,604.17
<b>Total Expenses</b>	<b>\$4,143,915.14</b>

Credit card expenditures for FY 2014:

Fleet One/Wex \$3277.15 and Safeway \$32,228.91

The difference between the revenue and expenses is due to unobligated funds that were collected by the OHS FNA Head Start served 51,204 meals during the 2014 with the Child Adult Care Food Program grant

IN-KIND FUNDING: We received in-kind funding for our classroom, office spaces, as well as financial support in the amount of: \$892,339

# 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.

## Expected Outcomes:

- Improved health for mothers and newborns
- Improvement in school readiness and achievement
- Reduction in crime or domestic violence
- Improvements in family economic self-sufficiency
- Improvements in the coordination and referrals to community resources and supports
- Prevention of child injuries, child abuse, neglect, or maltreatment, and reduction of emergency department visits

## Program Accomplishments:

- 405 visits have been conducted with families in the past year
- Father participation is up from 40 to 50 percent
- 98 percent of enrolled families are participating in THV research project.
- 80 percent parent attendance at quarterly group connection dinners held quarterly



# JOHNSON O'MALLEY JOM

The FNA Johnson O'Malley program (JOM) had been in existence for more than 30 years. JOM places tutors in classrooms in the Fairbanks North Star Borough School District (FNSBSD) to assist Alaska Native students. The program is expected, throughout the life of this grant, to serve approximately 500 of the 2,000 Alaskan Native students in the Fairbanks North Star Borough. The primary goal of the JOM Program Tutor Expansion Project is to improve the standardized test scores for identified Native students.

JOM staffs have been hosting monthly Student Success Strategy Meetings regarding Lathrop High School students that are in struggling with attendance and/or grades. The Lathrop principal, parents and students, and JOM staff gather and discuss ways to improve the teacher/student relationship, making our students comfortable in the school environment, and goals for including more multicultural activities

Sponsorships for our "Alaska Native Youth Basketball Tournament" continue to arrive. Our tournament is being held on March 16-18, 2015 at Tanana Middle School. This event is held annually for students in grades three through twelve. FNA staff and board members are welcome to participate, coaches, concessionaires, monitors and score/timekeepers are needed.

The JOM Native Culture components elementary group has really taken off. Our young singers and dancers are really enjoying the performances and practice sessions. Irene Nicholia Todd has had to cancel several practice sessions due to extreme cold weather. Both elementary and high school groups will perform during the Festival of Native Arts and UAF.

Family Advocate, Kathy Halverson, continues to network with other social agencies and families in need of numerous services. Kathy also has been asked to accompany parents/guardians to meetings with school district staff.

The JOM Expansion grant is in year three. Staff and the Planning and Development Department are patiently waiting for the RFP; we plan on submitting a continuation proposal and are hopeful that it will be funded. Other potential funding has been referred to in President Obama's "2014 Native Youth Report."

JOM Cultural Specialist, Irene Nicholia-Todd has met with the YKSD Native Language instructor and has been looking into this goal of introducing a basic course for learning our Koyukon Native language for the kids who are interested.





# GATEWAY TO RECOVERY DETOX

Detox is a medically monitored inpatient facility for those in need of detoxification services related to alcohol, opiates, or cocaine. The purpose of Detox is to help consumers safely withdrawal and also to encourage and assist consumers to enter treatment to help maintain sobriety. We also help our consumers with other needs such as housing, food stamps, access to medical care, and referrals. Gateway to Recovery Enhanced Detox continues to grow to meet needs in our community and throughout the state.

Detox is a beautiful 16 bed facility that provides 24 hour day, 7 days a week medical coverage. The staff consists of RN's, LPN's, CNA's, and Physician Assistants, with oversight from a physician/psychiatrist Medical Director. Detox's protocol in place for Alcohol and Cocaine require an approximate 3-5 day withdrawal period. Detox's opiate protocol requires a minimum of 8 days and up to 16 depending on the substance abused to safely withdrawal.

Detox has two Intake Clinicians that assist with behavioral health assessments, mental health assessments, and guides consumers into treatment with referrals.

Detox consumers receive a physical exam by the Physician Assistants, in order to address any immediate medical concerns. Vivitrol injection is offered when the detoxification process is completed. Narcan prescription kits are offered for opiate related consumers upon discharge. Clinicians and medical staff collaborate to help consumers integrate community resources, public services, Medicaid, and on-going care with Primary Care Providers.

Detox staff supports every consumer dealing with addiction to prevent relapse. Detox staff encourage treatment and recovery with every admission. Many consumers are in need of mental health care after their successful detoxification in order to maintain sobriety. The lack of services in the community causes many setbacks to consumers.

## STATE PREVENTION FRAMEWORK- STATE INCENTIVE GRANT (SPF SIG)

The Strategic Prevention Framework is a focused approach to substance abuse prevention. The SPF SIG is a SAMHSA/CSAP initiative that involves bringing individuals and programs together in a five-step process to prevent youth (ages 12-20) from alcohol use and adult (ages 21-44) from heavy and binge drinking within the Fairbanks North Star Borough. This initiative helps fund the Fairbanks Prevention Coalition.

SPF SIG is implementing an environmental strategy by using PhotoVoice and Digital Storytelling as a unique way to disseminate the voices and opinions of the community on underage drinking and heavy/binge drinking. The goals of these projects are to enhance or create awareness of the perceptions of risk and social availability of alcohol for youth and the perceptions of risk of alcohol for adults. The program focuses on resilience, strengths and overcoming the challenges of alcohol abuse.

# SAYA

SAYA is FNA's newest program. SAYA means "Save our Youth and Young Adults for Transitions." This awesome new project is a joint effort between Fairbanks Native Association and Tanana Chiefs Conference. The project will provide wrap around service and support for Alaska Native/American Indian (AN/AI) to enter adulthood successfully:

- 16-25 year olds at high risk of developing a serious mental health condition, suicide or co-occurring disorder who may otherwise be unidentified
- 16-25 year olds who have already been identified as experiencing a serious mental health condition
- Will serve Fairbanks, North Pole and surrounding areas

The overarching goal is to develop successful transitions to adulthood through a culturally specific, youth guided wrap-around continuum of outreach, engagement, awareness, prevention, intervention and treatment strategies.

## DRUG FREE COMMUNITIES PROGRAM (DFC)

The Drug Free Communities support Program serves the Fairbanks North Star Borough, the target population is youth ages 20 and younger. The program focus is to prevent and reduce marijuana use, alcohol use, and prescription and over the counter drug abuse through community education and awareness by providing parents, caregivers, healthcare providers, educators, and others interested with educational tools, information and resources.

The program will strive to achieve the DFC goals by implementing these strategies:

- Advocate for consistent consequences for adults who provide alcohol to youth
- Increase awareness among parents and the broader community of the negative consequences of youth alcohol use
- Increase awareness among liquor store owners, parents, older friends, siblings, and the public about the dangers and legal ramifications of providing alcohol to youth
- Increase awareness among youth and parents about the dangers of prescription drug misuse, abuse, and addiction
- Increase awareness among youth, parents, and community members of the negative consequences of youth marijuana use
- Provide technical assistance to physicians, pharmacists, veterinarians, dentists, and podiatrists and provide a mechanism for linking pharmacies, doctor's offices, and hospital emergency rooms
- Improve information and data used by the Coalition to make decisions
- Increase awareness in the community

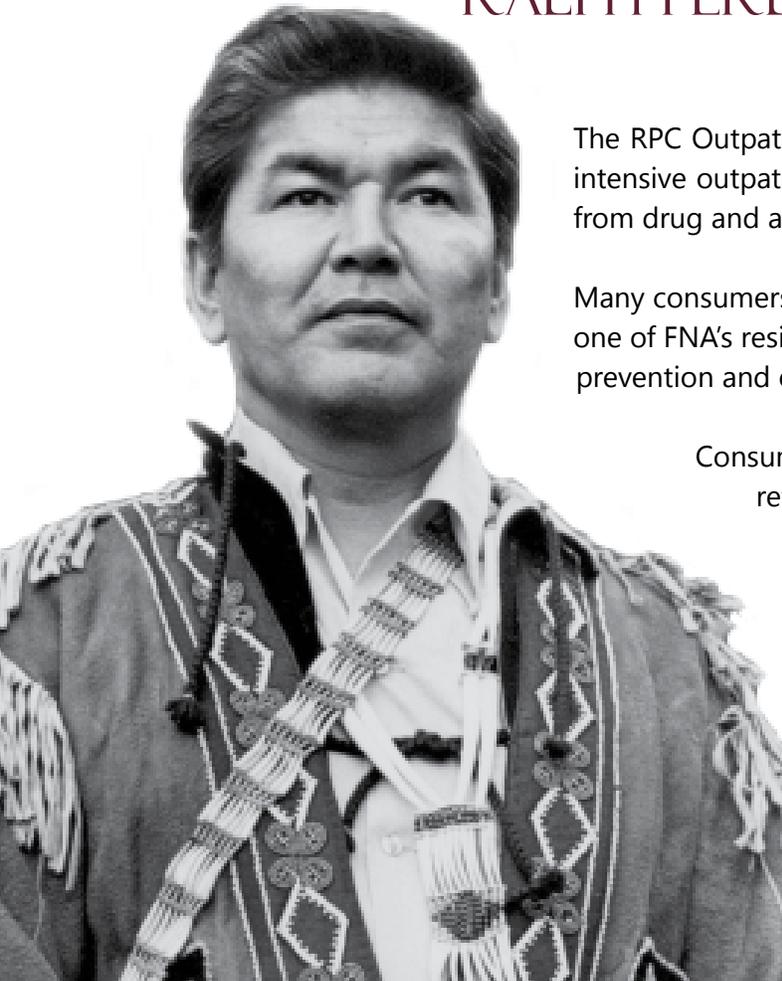


# RALPH PERDUE CENTER - RESIDENTIAL

Ralph Perdue Center (RPC) is a 10 bed, 45-day high intensity, residential treatment program for male and female adults entering recovery from drug and alcohol addiction. The treatment program has clinical staff 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.

- 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 needed
- 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
- Consumers are provided with cultural activities to include community potlatches, talking circles, and community events

# RALPH PERDUE CENTER - OUTPATIENT



The RPC Outpatient programs offers both 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 the Outpatient program through referrals depending upon recommendations from a behavioral health assessment

RPC Outpatient program has 30 treatment slots available and provides both group and individual counseling to meet the individualized needs of the consumer

FNA accepts referrals from FASAP, Department of Corrections, and Office of Children's Services along with many other agencies

# WOMEN AND CHILDREN'S CENTER FOR INNER HEALING AND THE SACRED CHILD PROJECT

The program serves to strengthen the healing process for participating women recovering from addiction and co-occurring disorders. The program utilizes a family approach which combines a multi-disciplinary team of staff as well as consultants to promote a positive and nurturing environment while recovering from substance dependence. Family reunification, community support and aftercare are incorporated as well to ensure a smooth transition back to their home after they complete the program. WCCIH is able to house up to twelve adult females in the 3-6 month program and up to three children per consumer aged 0-7. Consumers attend class, counseling groups, individual therapy and community support services such as A.A. and N.A. in order to explore their strengths so they may learn to build healthy relationships with peers, families, and community members.

## Program highlights

In 2014, WCCIH successfully graduated 13 women from their program and re-united 10 graduates with their children. Two beautiful infants were born to residents while in treatment and 31 children lived with their mothers while in treatment in the past year.

WCCIH has integrated Trauma Informed Treatment that has created a more balanced treatment experience.

Beyond Trauma, Circle of Security as well as established parenting curriculums that are all evidence based practices have been fully integrated into the treatment schedule.

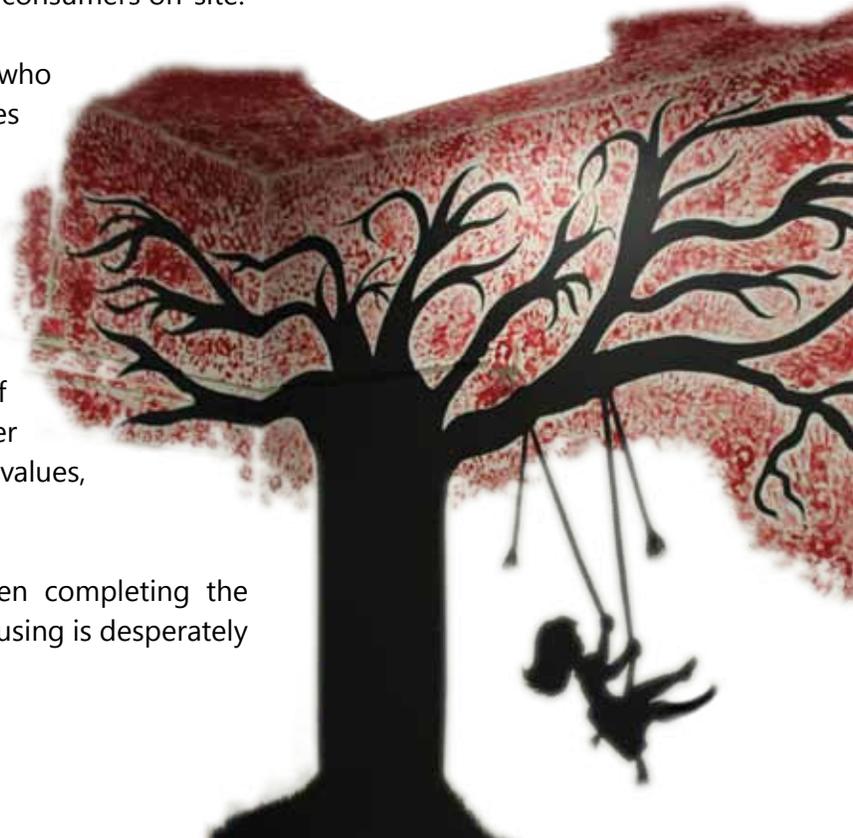
WCCIH utilizes both full time employees as well as contracted mental health clinicians when necessary in order to meet the needs for mental health services for our consumers on-site.

The staff works closely with a child specialist who provides infant and child behavioral health services based on child and parent interactions.

THE staff successfully provided consumers the required 20 or more hours of treatment per week with regard to both group and individual services.

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.

A challenge that the mothers are faced with when completing the program is the lack of stable housing, transitional housing is desperately needed for the mothers upon graduation.



# FAIRBANKS ALCOHOL SAFETY ACTION PROGRAM

Fairbanks Alcohol Safety Action Program has been a service of Fairbanks Native Association since 1978. FASAP monitors cases of individuals that are convicted of alcohol and drug misdemeanors in the State of Alaska, Fourth Judicial Circuit. FASAP works in partnership with the Alaska Court System and Department of Motor Vehicles to monitoring all cases that are referred to our office. FASAP provides the court personnel with regular updates, information, and documentation on each referred individual. Our program refers those that are in our program, to obtain alcohol education and/or treatment to programs that are certified through the State of Alaska Department of Health and Social Services. The overall goal of the program is reduction in alcohol or drug related crimes in Fairbanks and surrounding areas.

Our office monitors misdemeanor cases such as: driving under the influence, assault, disorderly conduct, and minor consuming alcohol. Upon completion of our program our office notifies the District Attorney Office, Alaska Court System, and DMV stating a consumer has satisfactorily completed the program and court requirements.

The challenge that our program is currently facing is the completion dates that the courts are requiring on judgment orders of referred consumers. The dates are ranging out over a year which sets the driving under the influence cases back; they need proof of FASAP completion for DMV reinstatements.

FASAP staff attended the annual ASAP training and workshop by Ron Taylor, DOC commissioner for the State of Alaska, in regards to recidivism and collaboration amongst programs.

## GRAF RHEENEERHAANJII- “THE HEALING PLACE”

Graf provides co-ed residential drug and alcohol rehabilitation to youth ages 12-18. The program has been in operation since 1989. 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. GRAF typically accepts youth that have previously participated in outpatient counseling, and have been recommended for more intense inpatient treatment at a 3.5 level of care. Youth come into GRAF after referral from a parent, community representative, health care provider, or the State of Alaska legal system. The length of stay at our treatment program varies, depending on participation, individual treatment needs, and successful completion of treatment plan and goals. Typically, most youth complete the program in 12-16 weeks.

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

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

Community Activities: Monthly Elders Luncheon at Graf, participating in various traditional dance group practices, volunteering at various Potlucks/Fundraisers/Events, visiting Denali Center and Helping with their lunches, Calypso Farms, and volunteering at annual OCS Foster care awards dinner.

2013-2014 consumers served: 24 admissions

2013-2014 consumer completion of program: 11 graduated

# HUMAN RESOURCES DEPARTMENT

Our primary departmental objective is to provide ethical Human Resources Management to all FNA programs, by applying 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 relations services. We are proud of FNA's competitive benefits and compensation. The HR department continues to increase development, involvement, and retention of our employees for improved employee satisfaction.

The HR Department is composed of the following staff members:

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

## Departmental Highlights

Every year HR performs an Employee Satisfaction Survey. In response to elaborate on the survey responses, HR recommended an outside consultant to conduct a focus group exercise seeking input directly from employees regarding their employment at FNA. HR has been working on the informative feedback from both resources.

Each year we renew a contract for compliance activity; our Corporate Compliance Officer who visits our offices, quarterly to review grant and program compliance. FNA's Corporate Compliance Officer helps ensure FNA remains in compliance in the areas of employment law, HIPAA regulations, and required accreditation.

HR's focus for 2015 is to develop and improve action plans necessary for a successful organization. Also to assist in the implementation of the goals outlined in 2015-2020 Strategic Plan. A number of initiatives will be targeted during the year, such as management training, implementing in-house training to enhance overall customer service. HR will also be modifying current systems and resources to identify reasons for staff turnover as we look to improve employee retention.

2014 Human Resources staffing demographics:

- Total number of new hires in 2014: 83
- 58% RFT/RPT, 42% TOC
- Total turnover count for 2014: 85
- 72% Voluntary, 28% Involuntary, 31% TOC
- Employee count Information:
- Alaska Native 38.46%
- Female employees 85.97%
- Male employees 14.03%



# PLANNING AND DEVELOPMENT DEPARTMENT

FNA Board of Directors and Senior Management met in November to create a new "2020 Strategic Plan" for our organization.

The new plan was completed during the three day retreat and included the following Goals:

- A. Strengthen the Effectiveness of the Board of Directors
- B. Maintain Current Levels of Services to Consumers
- C. Provide a High Level of Customer Service
- D. Evaluate Potential for New and Expanded Consumer Services
- E. Increase Revenues to Sustain Key Services
- F. Ensure That Facilities and Equipment Are Adequate and Well-Maintained
- G. Improve Communications with Community, Consumers, and Staff
- H. Continue Building Partnerships and Enhance Working Relationships with Other Agencies for Advocacy and Services
- I. Reduce Staff Turnover and Improve Staff Recruitment
- J. Meet Professional Staff Certification and Accreditation Requirements
- K. Ensure That Staff Have Essential Training, Support, and Recognition

During the Strategic Planning session the FNA Mission and Purpose statements were updated to a new Vision and Mission Statement:

Marketing: FNA created and aired commercials for the following programs: Fairbanks Prevention Coalition, Head Start 0-5, Women and Children's Center for Inner Healing, and Gateway to Recovery – Detox

Additional Marketing efforts included:

- Updated brochures were created for all Behavioral Health Programs as well as Head Start 0-5.
- Planning and Development coordinated with BHS Programs to create a USB drive that includes a copy of the commercial from each of the programs and a copy of each current brochure as well as an introduction to FNA.
- Behavioral Health and PBS collaborated a Special highlighting Graf and created an episode on "The Leading Edge" This series was created by Football legend Jimmy Johnson that highlights unique and successful treatment programs across the country.

New Funded Projects:

Proposal development was successful in 2014 in the area of Behavioral Health through the SAHMSA "Now is the Time" Healthy Transitions Grant. This successful application provides \$3,693,346 over five years, in additional funding in the area of Behavioral Health Services. These dollars will support collaboration under the title of "Save our Youth and Young Adults for Transitions" (SAYA).

The Planning and Development Department participated in various community activities:

- Supported the complete restructure of the Head Start and Early Head Start Programs into the current Head Start 0-5 Program.
- Provided support of written documents to local and federal officials in matters of FNA under the direction of Executive Director Steve Ginnis.
- In addition to the development of new proposals, Planning and Development supports all programs in the continuation of current funding. These applications from 13 FNA Programs support the 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 \$1,070,534. FNA's Fiscal Year 2014 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, 2014.

**Assets:** During the past year, total assets increased by \$1,271,013

- Current assets increased by \$1,273,404 from fiscal year 2013
  - An increase in cash and cash equivalents of \$1,216,300
  - An increase in receivables of \$8,779
  - An increase in prepaid expenses of \$48,325
- Other assets decreased by \$2,391 from fiscal year 2013
  - A decrease in net property and equipment of \$13,961
  - An increase in cash restricted for replacement reserve of \$11,017
  - An increase of equity in earnings of joint venture \$2,005
  - A decrease in net intangible assets of \$1,452

**Liabilities and Net Assets:** During the past year, total liabilities increased by \$200,479

- Current liabilities increased by \$319,637 from fiscal year 2013
  - An increase in accounts payable, payroll and current portion of long-term debt \$326,708
  - A decrease in deferred revenue of \$6,342
  - A decrease in distributions in excess of equity in joint venture of \$729
- Long-term debt decreased by \$119,158 from fiscal year 2013
- Net assets increased by \$1,070,534 from fiscal year 2013

## Statement of Activities:

The Statement of Activities reflects an overall increase in net assets in fiscal year 2014 of 14% or \$1,070,534. The major factors contributing to this year's positive change in net assets include:

### **Revenues: \$15,461,559**

Total revenues increased by \$627,228 from 2013. This increase was mostly due to increases in federal funding this past year. Revenues from all sources in fiscal year 2014 remain healthy at \$15,461,559.

### **Expenditures: \$14,391,025**

Healthy revenues and a modest increase in expenditures in 2014 of \$712,923 resulted in an increase in net assets of \$1,070,534 from 2013.



*Designed by*

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