



Fairbanks Native Association 2015 Annual Report



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BOARD OF DIRECTORS



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A MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Membership,

It is that time of year again, for Fairbanks Native Association to gather with our membership for the 2016 Annual Meeting. This year we have three board seats up for re-election: Manny Carlo, Susan Dayton and Rhonda-Baker Joseph. It has been a privilege to work with all three board members and I value their dedication to FNA over the past years. I would like to take this time to inform the FNA membership of the organization's success over the past year and also of the challenges we are faced with in the year to come.

Our Board recently approved our 2015 audit. I am pleased to report we had a clean audit with no compliance matters. Our total revenue has increased by \$929,746 in the past year. FNA's net assets increased 10% with a healthy \$1,028,777 in fund balance. I am happy with the outcome of our audit and pleased with our Finance Department and Program Directors ability to operate the programs within their proposed budgets.

Under FNA's Behavioral Health Service side of the organization, I am pleased to announce we have received some new grants this past year. The Visions Program is a new youth suicide prevention project in partnership with Tanana Chiefs Conference, to reduce suicide among 15-24 year olds. The Saving our Youth and Adolescents (SAYA grant) is another new suicide prevention program focused on intervention among 10-5 year olds. The Foundations for the Future grant expands the purpose of SAYA by adding wrap around systems of care for youth seeking treatment and recovery.

I am also pleased to announce that we have been awarded funding to build a playground at our McKinley, Head Start site. This project will be completed this summer with a newly built play structure and bike path. We also received funding to repaint the Poldine Carlo building. FNA owns the Poldine Carlo building which is named after our founding member so I am pleased to report it will be repainted this summer. This year our Head Start program will be seeking new funding opportunity for a new building and we are excited about that. We are also excited about a new ANA Language Grant we are currently applying for, which would fund a Gwich'in immersion classroom in our Head Start.



Last November our Board finalized and approved our five year strategic plan. The Board has directed this organization to focus our involvement with Get Out the Native Vote this year. It is important that we educate our people on the importance of voting and also increase the number of Native voter turnout at the polls. The Board has also directed us to not only maintain services but to increase revenue and expand our federally funded education programs, to better serve our youth in the Fairbanks area. In this past year we have begun the process of a completing a detailed facility survey on our program needs; we will extend the survey to include our Head Start facilities this coming year. I am very pleased with the direction our Board has guided us --in the area of improving and expanding our services and I look forward to working diligently to fulfill the goals outlined in the 5 year strategic plan.

Our Behavior Health programs are primarily State funded with an exception to our prevention grants. Currently our State is faced with a \$4 billion deficient. This will have an impact on our residential and outpatient treatment programs and Detox. This will have an impact on all consumers we serve from infants to elders.

I think it is a critical time for our people and to support each other. We must remember our traditional values of respect, sharing, self-sufficiency, humor and spirituality in order to overcome the challenges we are faced with. I will to continue to support our mission to improve the quality of life in our community though the professional quality services that FNA provides.

Sincerely,

A handwritten signature in black ink that reads "Steve Ginnis".

Steve Ginnis
Executive Director





COMMUNITY SERVICES

PROGRAM DESCRIPTION

The FNA Community Services Program (CSP) promotes healthy, successful, productive, and self-sufficient clients by providing quality culturally-sensitive social services.

STAFF DESCRIPTION

The staff positions for Community Services: Program Director, Program Assistant, Case Manager, OVW Project Coordinator; Elder Coordinator, Elder Program Aide, 2 on-call workers (bus driver aide and maintenance/janitorial)

PROGRAM HIGHLIGHTS

Staff provides the following services:

- 1) Community Services Block Grant:
- 2) BIA 638 Social Services/Welfare Assurances program
- 3) Title VI Part A and Part C - Older Americans Act
- 4) Family Violence Prevention
- 5) Enhanced training and Services to End Violence Against and Abuse to Women in Life
- 6) Hopeful Connections

Clients served: 4,395
Transportation Provided: 94
Food Boxes: 732
Outreach and Advocacy: 398
Donations: 150

The Community Services Block grant provides the following services:

- direct client services through paperwork assurances
- transportation for the frail and elderly
- home visits
- telephone assurances advocacy for medical and court
- client outreach
- monthly intergenerational activities including community gatherings
- annual homeless barbecue and clothing giveaway
- adult protective services
- information and referral
- application assistance for housing and emergency assistance, finances and employment
- weekly food boxes
- donated clothing distribution

315 WENDELL STREET, 2ND FLOOR
FAIRBANKS, AK 99701
(907)452-5225



BIA 638 WELFARE ASSISTANCE PROGRAM

Provides General Assistance, Emergency Assistance, and Burial Assistance. There were a total of 136 applications for General Assistance, with 94 being approved. There was 1 emergency assistance and 10 burial assistances. Paperwork assurances are provided as well as job coaching and job searches. There were several applicants who were able to obtain jobs because of the job searches required with the application. Also, multiple clients were able to receive disability services through the SOA and SSI.

ELDERS PROGRAM

Older Americans Act: Title VI Part A and Part B is a federal grant that provides salaries and operating costs for the Hannah Solomon Elder's program. The staff works hard to meet the needs of the elders who participate in the program. The building is open from 8 am to 4 pm and serves lunches by meals provided by the North Star Council on Aging. Traditional foods are cooked on site and served on Wednesdays. The staff provides paperwork assurances, intake and referrals; transportation for the frail and elderly, shopping, and field trips. Home visits for paperwork is available. Home delivered meals are by referrals to North Star Council on Aging.

From May 2015 to current there have been 2,841 congregate meals served to a total of 82 unduplicated Elders. Fifty-six unduplicated Elders received supportive services which included 1,095 transports in the 8 month period.

FAMILY VIOLENCE PREVENTION

The 2015 funds provided educational and public awareness on family violence within the North Star Borough service area. There were 29 community education events/activities with 661 adults participating. In addition, there were 9 youth targeted community education/ public awareness events/activities with 169 youth participating.

ENHANCED TRAINING AND SERVICES TO END VIOLENCE AGAINST AND ABUSE TO WOMEN

Program grant 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.

HOPEFUL CONNECTIONS

Hopeful Connections 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 mornings from 10-Noon for Bagels and Arts and Crafts support group.

HEAD START

PROGRAM DESCRIPTION

FNA Head Start promotes cultural identity of Alaska Native and American Indian families, while giving children the educational, physical, and social skills and tools to have a great head start towards school readiness. Developmental, social/emotional, and health screenings are part of Head Start requirements to help ensure that all children are receiving individualized services that are necessary to best meet their needs. Head Start seeks to obtain additional services for children and families when needed. Head Start works with families to connect with partnering community agencies for additional resources that they may need.

PROGRAM HISTORY

FNA Head Start opened its doors 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.

In 1998, FNA expanded, and opened Early Head Start at 609 3rd Ave, and served an additional 80 families in center and home base options.

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 our newest site in the McKinley building.

The FNSBSD has partnered with FNA, offering use of a classroom in the Nordale Elementary School to provide services to children. Home Based Services are also offered to families. Head Start 0-5 is currently funded to serve 303 children; 136 Head Start slots for children age 3-5, and 167 Early Head Start slots for children age 0-3.

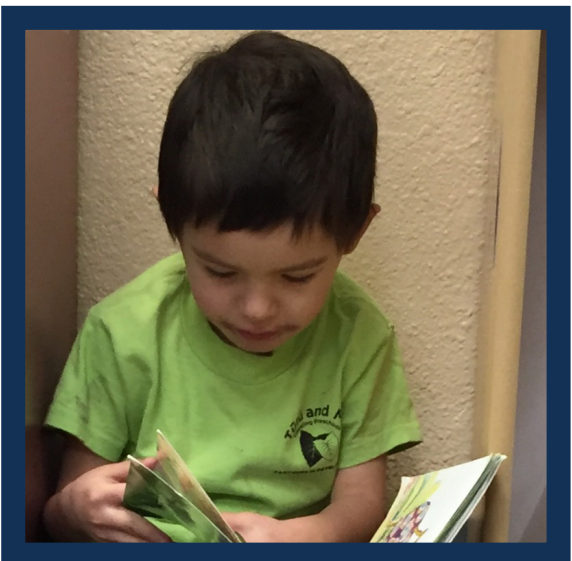




PROGRAM OVERVIEW

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

- Center Based (Ages 6 weeks - 5 years): Center based services focus on health, nutrition, education, and cultural activities.
- Part Day Services: FNA Head Start has 6 Part Day Classes, 3 morning classes and 3 afternoon classes. This service is open Monday through Thursday, 4 hours per day, September – May.
- Extended Day Services: FNA Head Start has 7 Extended Day Classes are for parents/guardians who are in training/school, searching for work or currently employed. The Extended Day Classes are open Monday through Thursday, 10 hours per day, September – August.
- Combo – Home Based/Center Based (Ages 3 to 5 years): This service is a Preschool Classroom / Home Visiting combination. The children meet for classroom experiences twice a week with one monthly home visit by their teacher/home visitor between September – May; this adjusts to weekly educational home visits during the summer months.
- Home Based (Prenatal – 5 years): This option offers weekly educational home visits as well as twice monthly socializations. These services are offered year round.





HEAD START

PROGRAM HIGHLIGHTS

FNA Head Start 0-5 served 335 children during the Program Year and had a wait pool of less than 60 children at the end of the year.

Of the 335 FNA Head Start 0-5 children served:

- 158 children were enrolled based on income eligibility – 47%
- 4 children were enrolled based on receiving public assistance – 1%
- 40 children were enrolled based on homeless and/or foster child status – 12%
- 133 children enrolled were in the over income category – 40%

FNA Head Start 0-5 children received preventive health care services:

- 195 children had health insurance.
- 333 children with an ongoing source of continuous, accessible health care (172 received services through IHS).
- 218 children were up-to-date on schedule of age-appropriate preventive and primary health care, which 10 were diagnosed as needing medical treatment.
- 330 children were up-to-date on all immunizations appropriate for their age. 2 children met the state guidelines for an exemption from immunizations.
- 333 children with an ongoing source of continuous, accessible dental care provided by a dentist.
- 240 children completed a professional dental exam, which 25 were diagnosed as needing dental treatment.

FNA Head Start 0-5 children received educational services:

- 123 newly enrolled children completed routine screenings for developmental, sensory and behavioral concerns.
- 27 children received services thru the ACCA (Part C partner).
- 27 children in the 3-5 Option (HS) received services thru the FBNSB school district (Part B partner).
- 11 children aged out of the 0-3 Option (EHS).
- 47 children transitioned from the 3-5 Option (HS) to kindergarten.

188 FNA Head Start 0-5 Families received WIC/SNAP/TANF services.

3-5 Option (HS) provided transportation services to 22 children in the Part Day 3-5 Option.

FNA Head Start 0-5 Families were provided with:

- Resources for emergency/crisis intervention
- Adult education, English as a second language training, Job training
- Housing and food assistance
- Information on Parenting, marriage, and child support
- Health/mental health education
- An array of abuse prevention assistance
- Car seats and booster seats for children as needed.



BUDGET FY 2014-2015

Revenues:

DHHS – Office of Head Start	\$ 3,812,049.00
Extended Day Services	\$ 314,941.43
State of Alaska Grant (shared with FNA-EHS)	\$ 117,199.00
Child/Adult Care Food Program (shared with FNA-EHS)	\$ 147,981.66
Child Care Grant	\$ 5,770.40
TOTAL REVENUE	\$ 4,397,941.49

Expenses:

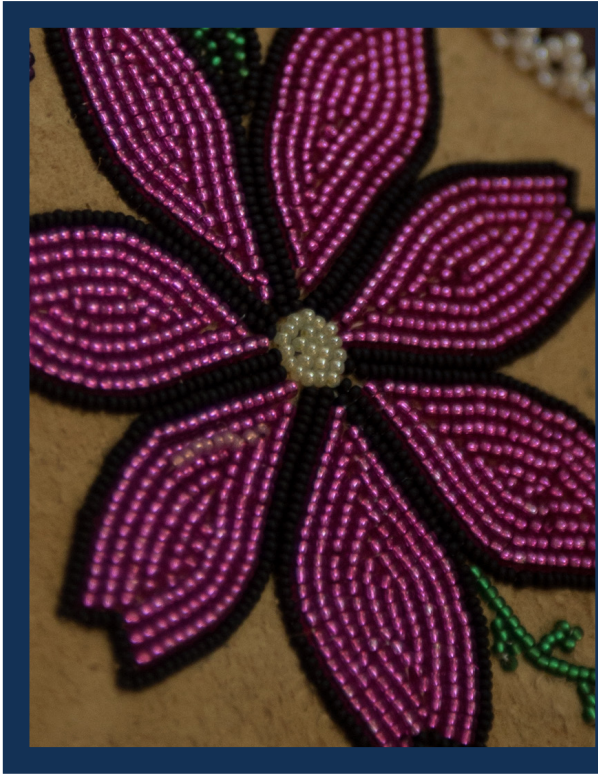
Payroll and fringe benefits	\$ 2,601,862.40
Operating expenses	\$ 1,063,042.06
Indirect expenses	\$ 557,294.80
TOTAL EXPENSES	\$ 4,222,199.26

FNA Early Head Start/Head Start Program served 45,501 meals and snacks to the Head Start children during the 2014/2015 program year with the Child Adult Care Food Program grant.

Credit card expenditures for FY 2014 were:
(these amounts are included in operating expenses)

- \$2365.61 this was the use of WEX card which is used for fuel for the school buses.
- \$20,014.17 Safeway Card

IN-KIND FUNDING: We received a total of in-kind funding for our Head Start 0-5 classroom and office spaces, as well as other in-kind support in the amount of: \$953,012.00.



**609 3RD STREET
FAIRBANKS, AK 99701
(907) 451-8814**



JOHNSON O'MALLEY

PROGRAM DESCRIPTION

The FNA Johnson O'Malley program (JOM) has been in existence for more than 30 years. JOM places tutors in the Fairbanks North Star Borough School District to assist Alaska Native/Native American children. The primary goal of the JOM tutorial program is to improve grades and academic status in general. JOM partners with the FNSBSD Alaska Native Education Program, which also places tutors within the district. Another goal is to encourage parents/guardians to actively participate in their children's academic program. During the 2014-15 school year JOM offered many moose soup/fish chowder socials in the district, which were well attended. During the 2014-15 school year three thousand two hundred sixty (3,260) tutorial student contacts were made.

PROGRAM HIGHLIGHTS

The JOM Native Culture component holds weekly song and dance practice sessions. We have extended this program and invite elementary, middle and high school students to attend. Irene Todd also offers Koyukuk language classes and most of our children can now introduce themselves in Koyukon. Fourteen public performances were held during the past year, including the Veterans Association, Ladd Airfield US Army birthday, Intertribal Powwow and WEIO. Three hundred eleven students participated, many students rotate in and out as their schedules allow. JOM staff members, as well as volunteers continue to make new dance dresses. At this time we are planning on having a drum making class.

The JOM Family Advocate, Kathleen Halverson continues to assist families in dealing with academic and social issues. Parents appreciate having a third party present and more and more parents are calling for appointments. In 2014-15 a hundred fifty six family contacts were made. Families moving into Fairbanks from rural villages are given pointers on dealing with necessary school documents, free lunches, transportation accommodations and connections with many social services programs in the Fairbanks area. Kathy also helps gathering snacks from the food bank for students.

The "17th Annual Alaska Native Youth Basketball Tournament" will be held at Tanana Middle School March 14-16, 2016. This tournament is for students in grades 3-12, co-ed teams play for three days, with the championship games scheduled for Wednesday, March 16, 2016.

605 HUGHES AVENUE, SUITE 100
FAIRBANKS, AK 99701
(907) 452-1648 EXT 6403



TRIBAL HOME VISITING

PROGRAM DESCRIPTION

Tribal Home Visiting Program (THV) 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, 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 educated in child development and how to use PAT in culturally sensitive ways. These visits help parents understand each stage of their child's development and offer ways to encourage learning manage challenging behavior and promote strong parent child relationships. THV also offers development screenings, resource network for parents and children, group meetings, parent workshops and free children books.

Expected Outcomes:

- Improved health for mothers and newborns
- Improvement in school readiness and achievement
- Reduction in crime and 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, maltreatment and reduction of emergency department visits
- THV served 77 families last year with over 400 home visits completed





BEHAVIORAL HEALTH SERVICES

YOUTH PREVENTION SERVICES

The historical trauma perpetrated on Alaska Native and American Indian people has led to disproportionate rates of mental illness, abuse, violence, and suicide. The objective of this grant is to reach out to our youth and provide them with the help and resources they need to overcome adversity and transition into healthy adults. FNA's BHS has created a Youth division structured to create a system of support that responds to the unique needs of our youth (ages 10-15). The Youth division will work collaboratively with youth, parents, and other agencies to promote healthy lifestyles during this critical transition into adulthood.

VISIONS

Visions for the Future, FNA's newest youth program, is a collaborative suicide prevention project, between Fairbanks Native Association and Tanana Chiefs Conference serving the Doyon region of Alaska. The purpose of Visions is to implement tribal-wide youth suicide prevention and early intervention strategies for the region; serving 908 unduplicated participants over the next five years (2016-2021). The purpose of Visions is to reduce suicide deaths and non-fatal suicide attempts, with a bold anticipated outcome of zero suicide attempts by the end of year 5. Alaska's suicide rate has been consistently one of the highest rates in the nation. Suicide is the number one cause of death in Alaskans 15 to 24 years of age.

Visions will enhance our cornerstone Youth project and SAYA, by providing suicide prevention and early intervention services for ages 10-25; the impact will reach urban areas of Fairbanks and North Pole to the 42 rural villages of the Doyon region.



315/317 WENDELL AVENUE
FAIRBANKS, ALASKA 99701
(907) 555-1212



SAYA

Saving our Adolescents and Young Adults is in its second year of the grant. SAYA helps adolescents and young adult Alaska Natives ages 16-25 access support and treatment needed for mental health issues in Fairbanks and North Pole. The goal for Alaska’s Healthy Transitions Initiative is to support the healthy transition of Alaska Native/ American Indian youth and young adults. The program promotes successful transitions to adulthood through a culturally specific, youth guided wrap-around continuum of outreach, engagement, awareness, prevention, intervention and treatment strategies.

The program will also promote awareness and reduce stigma in the community. SAYA provides direct access to therapy, substance abuse treatment, resources, referrals and housing to youth services in Fairbanks and North Pole. The program will focus on social needs such as homelessness, educational services, family services, tutoring, domestic violence resources, cultural activities, and youth leadership opportunities.

FOUNDATION FOR THE FUTURE

Foundation for the Future is a system grant that expands on the goals and objectives of SAYA. Foundation for the Future will focus on, how to help adolescents and young adults with substance abuse issues as well as support the continuing development of the wrap-around System of Care. The primary intent of Foundations is to improve the integration and efficiency of the treatment and recovery support infrastructure to increase access, service use and outcomes for AK/AI transition aged youth and their families, by evidence-based practices.

All three of these grants are funded through SAMHSA and address the fact that we are failing on our Alaska Native youth and young adults in disproportionate numbers through suicide, mental illnesses, and co-occurring disorders. FNA hopes to ensure collaboration across agencies and refer youth directly to the services they are in need of to address the needs of youth.

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BEHAVIORAL HEALTH SERVICES

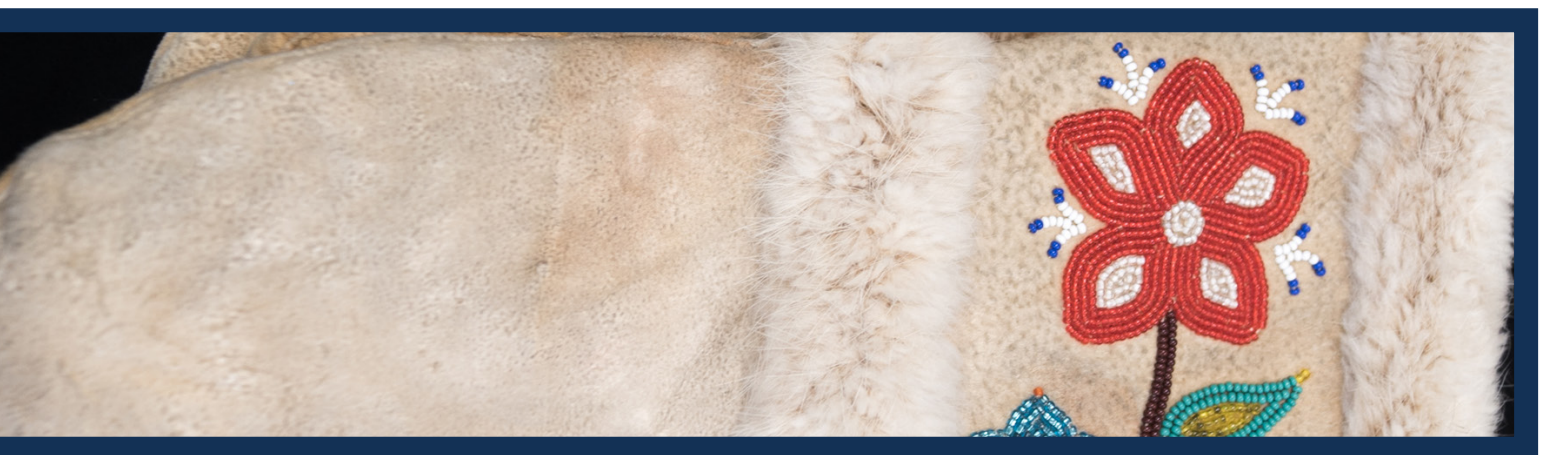
WORKFORCE RE-ENTRY AND RECOVERY

Workforce Re-Entry and Recovery Project assists consumers to overcome barriers of staying drug free by increasing self-esteem, gaining independence, and working on life skills. Qualified consumers participate individually and in groups, with professional staff encouragement, motivation, education, community resources, training and volunteering.

The Workforce Re-Entry and Recovery project was developed to assist and support consumers overcoming employment challenges in their life. Research has shown that when we can help to eliminate barriers to employment by providing supportive options, successful recovery is increased and maintained. The Recovery and Re-Entry project promotes healthy, intentional and safe workforce re-entry that is in alignment with each consumer's recovery plan.

FNA Workforce Re-Entry and Recovery and offers access to established community partnerships. These partners provide opportunities to practice new workforce development skills that could end in long term employment prospects.

Funded by the Administration for Native Americans Social and Economic Development Strategies, this project supports the adult and adolescent Alaska Native and American Indian population within each of the FNA Residential and Out-Patient treatment programs.



3100 SOUTH CUSHMAN STREET
FAIRBANKS, AK 99701
(907) 452-6144



FASAP

FASAP is the monitoring and case management agency for DUI's, substance abuse, and other misdemeanor offenses, as an early identification and intervention program aimed at attaining a more effective monitoring of the drunk/impaired driving problem. FASAP provides screenings and referral to those clients referred by the justice system and/or DMV, monitor clients progress through education and/or treatment until completion, provides completion or non-completion information to the courts and issue required documentation for license reinstatement to DMV. Bring any court paperwork you have received with you to your screening.

Consumer screenings take 10- 20 minutes depending on their charges. They need to either be assigned to alcohol information school or referred to a state approved agency for further assessment. Upon completion of all program requirements a completion letter is sent to the court and DMV. In accordance with AS AAC 80.210 & 220 the FASAP office charges a Case Monitoring Fee of: \$200 Adult Cases & \$100 Juvenile Cases.

FASAP's Mission Statement: To serve our community with professionalism, assuring each consumer's confidentiality as provided by law and dignity while meeting the directives required by the Alaska Court System and Department of Motor Vehicles.

GATEWAY TO RECOVERY ADVANCED DETOX

Detox is a medically monitored inpatient facility for those in need of detoxification services related to alcohol, opiates, or cocaine. Detox provides a safe medical detoxification, 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, 7 day a week medical coverage. The staff consists of RN's, LPN's, CNA's, Intake Clinicians, and Physician Assistants; with oversight from a physician/psychiatrist Medical Director. Detoxification for Alcohol and Cocaine requires an approximate 3-5 day withdrawal period. Detoxification from opiates require a minimum of 8 days and up to 16 depending on the substance abused to provide safe withdrawal for the consumer. Detox has 3 Intake Clinicians that assist with behavioral 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 issues or concerns. Vivitrol injections are offered to consumers when the detoxification process is completed and the consumer has a follow-up plan in place. Narcan prescription kits are offered to 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.



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

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.
- The 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.

**3100 SOUTH CUSHMAN STREET
FAIRBANKS, AK 99701
(907) 452-6251**



WOMEN & CHILDREN'S CENTER FOR INNER HEALING

Women & Children's Center for Inner Healing (WCCIH) serves to strengthen the healing process for participating women recovering from addiction and co-occurring disorders and their children. The program utilizes a family approach which has been augmented by a strong team that combines a multi-disciplinary 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 home after the program is complete. 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

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.

The 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, Infants Learning Program, State of Alaska court systems throughout the state, Fairbanks Memorial Hospital, Fairbanks Correctional Center, 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 council which has strengthened the consumer support system while in treatment and upon discharge.

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.

**3100 SOUTH CUSHMAN STREET
FAIRBANKS, AK 99701
(907) 451-8164**



GRAF RHEENEERHAANJII "THE HEALING PLACE"

Graf is a residential substance abuse treatment program for youth ages 12-18. Our program is located in a beautiful facility surrounded by hills and Birch trees. 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 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.

Youth participate in scheduled groups throughout their stay:

- **Choice and Change:** Alcohol and Drug Education
- **Wellness Group:** Focus on Wellness, healing;
- **Keep it Simple:** Helps in understanding the Alcoholics Anonymous Steps of Addiction
- **Non-Violent Living Group:** Focus on Domestic Violence prevention;
- **Process Group:** Gives consumers a chance to discuss issues/successes that they are experiencing in treatment;
- **Life Skills:** Misc. skills-focusing on being successful Independently as an Adult;
- **Cultural /Art Therapy/Challenge Course:** Groups linking cultural enrichment, team building;
- **Grief and Loss/Conflict Resolution/Relapse Prevention/Skill Streaming:** Groups that help the youth deal with tough situations and learn how to deal with trauma and communicating in an appropriate way without resorting to abusing mind or mood altering substances.

Treatment at GRAF includes but is not limited to:

1. Attending Group Therapy
2. Individual Counseling Sessions
3. School Work
4. Community Service
5. School
6. Substance Abuse Treatment Work
7. Transition Planning
8. Identifying Aftercare

Upon completion of their stay at Graf, it is the expectation that they will have gained skills that will enable them to lead healthy, substance free lives in their home community. We have added EMDR Therapy to our Program during this past year. Eye Movement Desensitization and Reprocessing, (EMDR), has been a very positive experience for many of the Graf consumers.

2550 LAWLOR ROAD
FAIRBANKS, AK 99709
(907) 455-4725

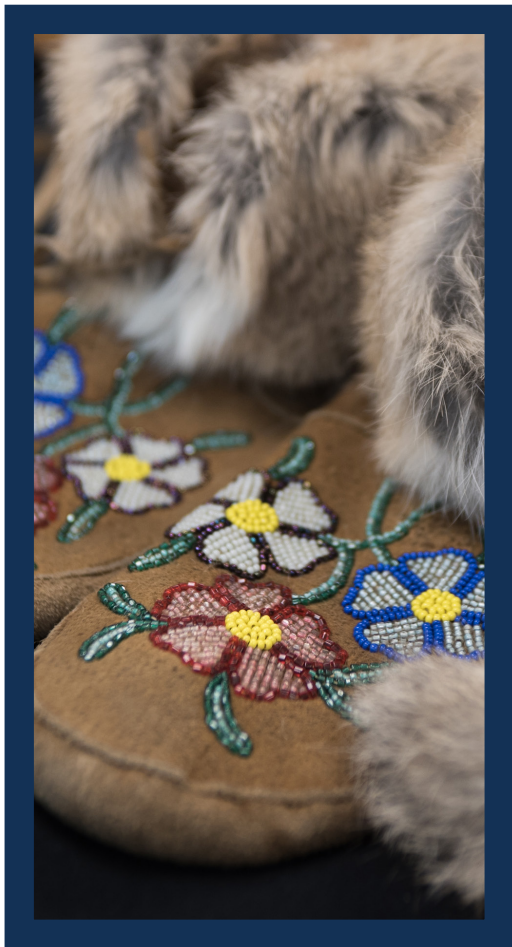
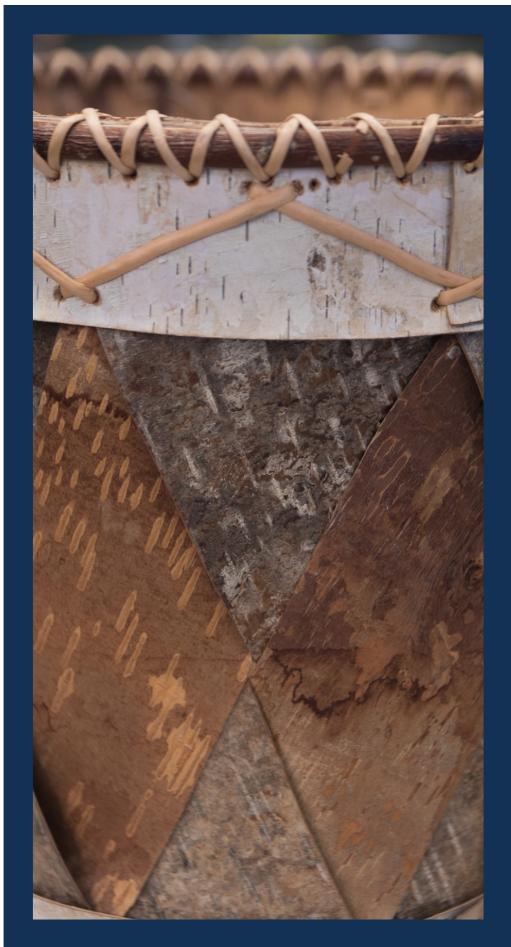


PROGRAM HIGHLIGHTS

Graf has open enrollment.

Community Activities: Monthly Elders Luncheon at Graf, Participating in various Traditional Dance Group practices, volunteering at various Potlucks/Fundraisers/Events at the David Salmon Tribal Hall, Visiting Denali Center and helping with their lunches, Volunteering at Calypso Farms, Volunteering at annual OCS Foster care Awards dinner, in addition to other miscellaneous activities in the community.

Community Partnerships: Resource Center for Parents and Children teaches Parenting Classes bi-weekly for consumers that have children; UAF Cooperative Extension Service teaches Nutrition bi-weekly. State of Alaska Public Health teaches Sex Education, STD's/Aids Prevention, TB and Hepatitis classes every three months; the FNA Workforce Re-entry Program staff participate in a group with our consumers weekly.





HUMAN RESOURCES

Our primary departmental objective is to provide value-added Human Resources (HR) Management services to all FNA programs, by applying best practices in the field and being available to meet the service needs of our programs, our employees, and FNA membership. Our goal is to provide quality services and support employment, training, recruitment, and employee relations services to our management team and employees, while ensuring competitive benefits and compensation.

We want to promote the development, involvement, and retention of our employees for improved customer satisfaction.

The HR Department is composed of the following staff members:

- Krista Wilkinson, PHR: Director of Human Resources
- Terri Paul-Smoke: Human Resources Generalist
- Claudia Samuel: Human Resources Specialist
- Natasza Needham: Payroll/Benefits Coordinator
- Fanta Lee-Sankoh Payroll Technician (hired Feb 2016)

DEPARTMENTAL HIGHLIGHTS

During the year 2015, HR reviewed the results from the focus group exercises that sought input directly from employees concerning their employment at FNA. These concerns focused our work to create a more informative orientation process for FNA's employees. It also created a driving force of action to create greater speed and efficiencies in our pre-hiring process. HR work will continue to focus on the areas of concern from this group exercise as well as the results from the annual employee survey. Employees are encouraged to provide HR with continuous feedback about HR services and their overall employment experience with us.

Each year we renew a contract for compliance activity; we have a visiting Corporate Compliance Officer reviewing grants and general compliance on a quarterly basis. Senior management in turn addresses any identified concerns if/when items are presented by the consultant. FNA has not had any significant issues and our consultant assists in assuring FNA remains compliant with current and changing employment laws, HIPAA regulations, and accreditation activities.

HR's focus for 2016 will be to act upon our set action plans in alignment with the above activities as well as FNA's approved 2015-2020 Strategic Plan. There are a number of initiatives that will be targeted during the year, such as management training directed for employee retention, implementing routine in-house training to enhance overall customer service and create a more service-oriented focus for our consumers, as well as overhaul current systems and resources to narrow in on specific reasons for staff turnover as we look to improve overall employee retention.

STAFF DEMOGRAPHICS

Total number of New Hires in 2015: 76

- 79% RFT/RPT (25% increase over 2014),
- 21% TOC

Total turnover count for 2015: 89

- 82% Voluntary
- 18% Involuntary (36% decrease over 2014)
- 11% TOC

Employee count information:

- 33.04% - Alaska Native hire
- 11.30% - 2 or more races

- 86.96% - Female employees
- 13.04% - Male employees



FINANCIAL OVERVIEW

Significant financial improvements have been achieved this past year, including a positive change in net assets of \$971,504. FNA's Fiscal Year 2015 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, 2015.

Assets: During the past year, total assets increased by \$579,244.

Current assets increased by \$766,716 from fiscal year 2014.

- An increase in cash and cash equivalents of \$1,766,758
- A decrease in receivables of \$1,011,209
- An increase in prepaid expenses of \$11,167

Other assets decreased by \$187,472 from fiscal year 2014.

- A decrease in net property and equipment of \$134,865
- A decrease in cash restricted for replacement reserve of \$48,151
- A decrease of equity in earnings of joint venture of \$359
- A decrease in net intangible assets of \$4,097

Liabilities and Net Assets: During the past year, total liabilities decreased by \$392,260.

Current liabilities decreased by \$291,774 from fiscal year 2014.

- A decrease in accounts payable, payroll accounts and current portion of long-term debt \$324,335
- An increase in deferred revenue of \$32,561

Long-term debt decreased by \$100,486 from fiscal year 2014.

Net assets increased by \$971,504 from fiscal year 2014.

STATEMENT OF ACTIVITIES

The Statement of Activities reflects an overall increase in net assets in fiscal year 2015 of 10% or \$971,504. The major factors contributing to this year's positive change in net assets include:

Revenues: \$16,391,305

Total revenues increased by \$929,746 from 2014. This increase was mostly due to IHS settlement funding and Billing efforts this past year. Revenues from all sources in fiscal year 2015 remain healthy at \$16,391,305.

Expenditures: \$15,419,802

Healthy revenues and a modest increase in expenditures in 2015 of \$1,028,777 resulted in an increase in net assets of \$971,504 from 2014.

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.

VISION

We are a unified, healthy, and empowered Native community that embraces all cultures.



Fairbanks Native Association

605 Hughes Ave.
Fairbanks, AK 99701

p (907) 452-1648
f (907) 456-4148