

**FAIRBANKS
NATIVE
ASSOCIATION**

**ANNUAL
REPORT**

2019





Front page photo: Beaded flower wall hanging from Denakkanaaga, Inc. collection.
Photo by Shaylene Dublin.
Other photos in issue by Shaylene Dublin, Linda Nicholia and Diana Campbell.



Table of Contents

<i>Board of Directors</i>	4
<i>Message from the Executive Director</i>	5
<i>Financial Overview</i>	6
<i>2019 Employees of the Year</i>	7
 <i>Education</i>	
<i>Head Start 0-5</i>	8
<i>Indigenous Language Program</i>	9
<i>Johnson O'Malley</i>	10-11
 <i>Tribal Home Visiting</i>	11
<i>Community Services</i>	12
 <i>Behavioral Health Services</i>	
<i>Adult Services</i>	13-15
<i>Youth Services</i>	16-18

Board of Directors



Dr. Anna Frank
Elder Advisor



Dr. Jessica Black
President



Beverly Kokrine
Vice-President



Andrea Durny- Nield
Secretary



Sharon Hildebrand
Treasurer



Glenn "Manny" Carlo
Member



Travis Cole
Member



Tonya Garnett
Member



Gerald "Jerry" Sam
Member



Dr. Charlene Stern
Member

Dear Fairbanks Native Association Members,

This year we have three seats up for reelection: Travis Cole, Beverly Kokrine and Sharon Hildebrand. It has been an honor to work with all three board members and I value their dedication to the mission and vision of FNA.

What an exciting year it has been for FNA and we are very proud of our accomplishments. Last year I reported on the purchase and renovation of the new Poldine Carlo Building, which houses Administration, Head Start and Johnson O'Malley. We are currently renovating the south wing to add a new kitchen and five infant/toddler classrooms. We should be finished with this construction by the end of the summer.

Last year FNA has been awarded eight new grants totaling \$4.1 million for the next one to five years. These grants will help us better carry out the mission of FNA.

Behavioral Health Service has expanded. The new Ralph Perdue Residential South is an ASAM Level 3.1 program for substance use. This is an extended 30-day program for consumers who will receive five hours of treatment per week, with the primary focus of obtaining resources to address employment issues, secure housing needs, and address educational and medical needs.

Fairbanks Strategic Prevention Framework, another new program, supports the development of a comprehensive underage prevention drinking plan for Alaska Native/American Indian youth ages 9-20 who are at risk for or already engaged in drinking in the Fairbanks North Star Borough. The overarching goals are to prevent the onset of and reduce the progression of alcohol abuse and reduce the consequences and related problems of alcohol use/abuse among AK/AI youth.

Our Indigenous Language Program received state funding to create Denaake' lessons and provide curriculum to support dual language learning.

Johnson O'Malley received a funding from the Institute of Library and Museum Services to support early reading for our Native students in the Fairbanks North Star Borough School District.

We have made significant financial improvements at FNA over the past year. Our total assets increased by \$3,814,674 and total liabilities decreased by \$466,764. Our total net assets increased to \$27,636,668. Our organization strengthened our financial stability despite the budget climate at the state and federal level.

Last fall we updated our strategic plan, and in 2020, we will diligently focus on the five board approved initiatives:

- FNA will effectively communicate with Alaska Native community, consumes, partners, staff and funders
- FNA will work diligently with key partnerships to support successful native advocacy and services
- FNA will support well trained staff to provide great customer service
- FNA will protect, maintain and grow revenue streams to sustain key essential services
- FNA will maintain excellent facilities to support essential services

Our strategic plan will guide FNA to better serve our members in behavioral health, prevention, education, and community services.

As we move forward, we will face many new challenges. The state is continually decreasing our behavioral health funding as the need for services rises. We are actively pursuing an increase in Bureau of Indian Affairs general assistance funding to adequately support the Alaska Native population in the Fairbanks borough. Closing the achievement gap for Native students is an ongoing priority for FNA.

I am in my 11th year as the executive director of this organization. With the support of my board, management team, and all FNA staff, I am ready to tackle the challenges that FNA is facing.

Sincerely,



Steve Ginnis, Executive Director

P.S. We are featuring the Employees of the Month and Employees of the Year in this edition of FNA's Annual Report.



Financial Overview for Fiscal Year 2019

Meaningful financial improvements have been achieved this past year, including an increase in net assets of \$4,281,438. FNA's Fiscal Year 2019 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, 2019.

Assets	\$30,107,989	Liabilities	\$2,471,321
During the past year, total assets increased by \$3,814,674.		During the past year, total liabilities decreased by \$466,764.	
<ul style="list-style-type: none">• Current assets increased by 3,790,584 from fiscal year 2018.<ul style="list-style-type: none">○ An increase in cash and cash equivalents of \$3,205,626○ An increase in receivables of \$582,315○ An increase in prepaid expenses of \$2,643• Other assets increased by \$24,090 from fiscal year 2018.<ul style="list-style-type: none">○ All of this increase was in net property and equipment		<ul style="list-style-type: none">• Current liabilities decreased by \$399,001 from fiscal year 2018.<ul style="list-style-type: none">○ A decrease in accounts payable of \$127,538○ An increase in payroll accounts of \$60,440○ A decrease in current portion of long-term debt of \$16,688○ A decrease in deferred revenue of \$323,322○ An increase of distributions over equity: \$8,107• Long-term debt decreased by \$67,763 from fiscal year 2018.	
Net Assets	\$27,636,668	Liabilities and Net Assets	\$30,107,989
<ul style="list-style-type: none">• Net assets increased by \$4,281,438 from fiscal year 2018, of which \$500,000 was Donor Restricted.			

Statement of Activities

The Statement of Activities reflects an overall increase in net assets in fiscal year 2019 of 18% or \$4,281,438. The major factors contributing to this year's positive change in net assets include:

Revenues: \$24,745,629

Total revenues decreased by \$3,051,027 from FY 2018. This decrease in FY 2019 was largely due to funding received for the purchase of the new Poldine Carlo Building in 2018. Medicaid and other revenues remained stable.

Expenditures: \$20,464,191

Healthy revenues with a modest increase in expenditures in FY 2019 of \$511,852 resulted in the increase in net assets of \$4,281,438 from 2018. Net Assets at fiscal year end 2019 reached \$27,636,668.

Administration 2019 Employees of the Month



**David Stepp, Facilities Manager
February 2019**

"There are very few things we use on a daily basis that have not passed through his hands."



**Alisa Chacon, right, Receptionist
May 2019**

"She is always positive under all circumstances. She has a nurturing attitude."



**Juliana Shankle, Accounts Payable
November 2019**

"She rearranges her schedule to accommodate emerging tasks and has no problem helping us navigate urgent matters."

FNA 2019 Employees of the Year

Teamwork



Debra Pitka
Staff Accountant
Administration

Teamwork is defined as the combined action of a group of people, especially when effective and efficient. The Teamwork Award is earned by the FNA

employee who consistently places team above self, guides or aides fellow co-workers, recognizes their teammate's contributions, and inspires their team to make a difference within FNA and to the members we serve in the Fairbanks community.

Pitka, as the recipient of the Teamwork Award, knows that everyone in the team needs the guidance, patience, and thoroughness of a mentor in order to succeed. This recipient looks out for others on her team making sure that all the tasks are detailed enough that the new employee can learn how to work in the new environment. She also waters plants for staff on vacation. She takes time to ask how everyone's day is, and she would like to remind everyone that if you come to work sick, you infect the entire team. If someone comes to work sick, she believes that everyone who gets infected should be able to use that person's personal time off hours, so her message to all of us is: Sharing is NOT caring. Take care of yourself so the team stays strong, and if you go on vacation, ask her to water your plants.

Jeremy Agee
Cook II, Early
Childhood Development

Service



Service is defined as the action of helping or doing work for someone, or the act of assistance. The Service Award is awarded to an FNA employee who has demonstrated exceptional service to FNA and the community we serve through innovative practice, dedication to their profession and commitment to enhancing services.

Agee personifies service here at FNA. He is a strong public advocate for FNA and his program. We are lucky to have such a grounded employee. He goes about his work with a humbleness that inspires other. Children run to him for attention because he takes the time to recognize them.

"When we first started, he took the time to engage with my son so that I could leave the room without upsetting him and gave him a chance to see the fun in the classroom," a program parent said.

Community



Dorothy Kawaglia
Data Specialist
Community Services

Community is defined as a group of people living in the same place, or having a particular characteristic in common. The Community Award is earned

by the FNA employee who strives to make both the Fairbanks community and FNA a better place to work and live. This employee adheres to FNA's mission, vision, and strategic plan, and works to make positive contributions to benefit everyone in our community.

Kawaglia always welcomes a consumer with a smile on her face. She always makes them giggle and feel better. Her work ethic is undeniable as she makes herself visible with a positive attitude and leadership skill. She excels with her involvement with the membership of FNA. She always goes above and beyond to help. She can work long and tirelessly and still not pass judgement in a challenging situation.

Leadership



Charlotte Miller
Program Assistant
Early Childhood
Development

Leadership is defined as the action of guiding a group of an organization towards a common mission. The Leadership Award

is awarded to an FNA employee who consistently demonstrates leadership by example, inspires excellence in others, recognizes and draws on the skills of co-workers, and sets high standards for themselves and FNA.

Miller is highly educated, highly skilled, and highly respected. She balances these qualities with her humble, friendly, and helpful nature. The employees that nominated her describe her as a born leader, phenomenal friend, and a caring co-worker. All employees feel comfortable walking into her office to ask her a wide variety of questions and will always find the answer. Charlotte provides suggestions to existing employees and hands on guidance for new employees. One of her teammates said, "Her vibrant smile and uplifting attitude reminds me daily that no matter what is going on at home or at work, there is no excuse to let anything show or effect your attitude or outlook on life." Leadership is bringing everyone around you up, socially, educationally, and inspirationally.

Education: Head Start 0-5



Monica Edemar
ECD Primary Educator
January 2019

"Always has a smile on her face."



Mary Wiley, right,
HS Site Supervisor
April 2019

"...Hard to count the hundreds of children's lives that she influenced in her many years here at FNA."



Jennifer Pitzke
HS Data Entry
July 2019

"Makes everyone feel welcome."



Jessica Fox
Early Childhood
October 2019

She makes it fun for both parents and child.

Our most recent success is the purchase and renovation of the new Poldine Carlo Building located at 3830 South Cushman. Additionally, in 2019 FNA Head Start 0-5 served 100 children from three additional locations: McKinley Site, Denali Elementary School and Anne Wien Elementary School.

South wing renovations at the Poldine Carlo Building will be complete in the fall of 2020, creating an infant and toddler wing, and allowing all but the McKinley Site to operate from the new building. By September of 2023 we plan that all 303 children will be served from the Poldine Carlo Building.

In September, U.S. Department of Health and Human Services Deputy Secretary Eric Hargan and Dr. Deborah Bergeron, Director of the office of Head Start, toured FNA administrative offices and Head Start program. The visit was part of a larger effort by HHS officials to tour Interior Alaska, its many communities, behavioral health providers and education outreach programs to better understand the issues Alaska Natives and American Indians face at the local level while delivering HHS programs.

FNA Head Start 0-5 provided transportation services for a total of 31 children with two bus routes for part day preschool classrooms in 2019.

2019 FNA EARLY HEAD START TOTAL FAMILIES SERVED: 160				
2019 FNA HEAD START TOTAL FAMILIES SERVED: 177				
	# of EHS families receiving services during program year	% of EHS families receiving services during program year	# of HS families receiving services during program year	% of HS families receiving services during program year
Specific Family Services Received:				
Emergency or Crisis Intervention	12	7.5%	28	15.8%
Housing Assistance	5	3.1%	11	6.2%
Mental Health Services	13	8.1%	40	22.6%
English as a Second Language (ESL) Training	2	1.2%	5	2.8%
Adult Education	4	2.5%	9	5.1%
Job Training	10	6.2%	15	8.5%
Substance Abuse Prevention	1	0.6%	4	2.3%
Substance Abuse Treatment	12	7.5%	32	18.1%
Child Abuse and Neglect Services	0	0%	5	2.8%
Domestic Violence Services	1	0.6%	2	1.1%
Child Support Assistance	1	0.6%	3	1.7%
Health Education	35	21.9%	51	28.8%
Assistance to Families of Incarcerated Individuals	2	1.2%	2	1.1%
Parenting Education	13	8.1%	51	28.8%
Relationship or Marriage Education	0	0%	1	0.6%
Asset Building services	8	5.0%	1	0.6%



Katrina Nunemann
Head Start Director of the Year
Alaska Head Start Association



Natasha Hadnot
Head Start Mother of the Year
Alaska Head Start Association



Jessica Loaliza
Family Advocate of the Year
Alaska Head Start Association

Education: Indigenous Language Project

The FNA Denaakk'e Classroom, at Anne Wien Elementary School, began its third year in August 2019. There are 16 students, 11 new, in the class from 9 a.m. to 3 p.m., Monday through Thursday. Two primary educators and an associate educator are in the classroom teaching Denaakk'e to the children. The children are acquiring the educational, physical, social skills and tools towards school readiness and are preparing to enter kindergarten. The students also receive developmental, social/emotional, and health screenings, part of Head Start requirements, to ensure that all children are receiving individualized services. The Indigenous Language Project works with families to connect them with partnering community agencies for additional resources that the children may need.



The project director, as the Denaakk'e language speaker, is recording audio, as printed curriculum is being developed. Alphabet, songs, phrases and words have been recorded and all current recordings are on FNA's website for easy access by parents and community members who wish to learn the language. Children's books have been printed – Animals, Clothing, Eetaa'e & Eeaa'e (Mom and Dad), Family Kinship, Ggoh (rabbit), Land/Environment, Leekk'oze Tokk'ee (three puppies). Fall, winter, spring and summer posters were made. Ebooks are currently being developed.



Funded by the Alaska Department of Education and Early Development, two curriculum developers worked with the project director in fall 2019 to develop curriculum for the Denaakk'e Classroom. A book with six units of lessons—Personal Introductions & Emotions; My Family Kinship Terms; Colors and Numbers; Animals; Clothing and Weather; and Food and Mealtimes—is being printed.

Every other Wednesday night from September to December 2019, we held an event called Denaakk'e Hudełnekkaa (our Denaakk'e people) at FNA Community Services for community members. The event was supported by Doyon Foundation Language Department.



The evaluator and project director will use the Denaakk'e Early Language Learning Assessment, DELLA, to test the progress students have made at the end of the year. A Classroom-Based Denaakk'e Developmental Language Assessment is used by teachers in the classroom for ongoing assessment each quarter.



The staff is doing a wonderful job learning to teach Denaakk'e. The summer of 2019 was spent with a daily Denaakk'e class from 9-10:30 a.m. for all the language staff and three interested parents. The language staff attended a Consortium of Indigenous Language Organization, CILO, training at the Wedgewood Resort from August 12-16 in coordination with the Council of Athabascan Tribal Governments out of Fort Yukon. The topic from August 12-14 was "Developing Relevant Language Guides (Curriculum) and Activities (Lessons)." The topic for August 15-16 was "How do I say...? Learner Driven Language Learning Method." The staff will attend another CILO training in February 2020. All language staff members are also moving forward in obtaining their degrees in early childhood education by taking ECE classes through UAF.

Education: Johnson O'Malley Program

The JOM Program offers supplementary, culturally appropriate programs and services that meet the unique and specialized needs of Alaska Native and American Indian students in the Fairbanks North Star Borough School District within budget constraints. A cultural component and tutoring services are offered.

An important part of JOM is to seek additional grant funds to provide academic and social emotional skill building for our students and their families during the critically important school years.

About 20% of the FNSBSD student body are Alaska Native/American Indian students, including mixed race, plus others who have not formally identified as indigenous. Currently there are 2,102 Alaska Native/American Indian students of the 13,300 students enrolled.



Risk Status		Special Education Students	
Non-Native high-risk students	756/11,198 = 6.8%	Non-Native	1,788/11,198 = 10.6%
AKN/AI high-risk students	397/2101 = 18.8%	AKN/AI	584/2101 = 27.8%
Non-Native medium-risk students	1,324/11,198 = 11.8%		
AKN/AI medium-risk students	435/2101 = 20.7%		



A quick look at the FNSB School District 2018-19 Report Card to the Public gives data for reading proficiency, which is the key predictor of high school graduation and active citizenship:

- Alaska Native students in grades 3 – 9: 20% of Alaska Native students are proficient and of those 2% are advanced
- 80% are below proficient and of those, 52% are far below proficient
- The overall graduation rate was 63.2% in the area high schools

Twice a year the FNSBSD holds a tribal consultation with FNA, to discuss issues such as those described above to determine where systems need to be adapted to insure that our students thrive. There is a growing recognition that the deficits are not in the students, but in the systems designed to serve them. Building awareness is key to making positive change that is so essential for our Native students' success.

Interim program-level meetings between the school district and FNA are held biweekly throughout the school year with a focus on the issues identified during the tribal consultation. Currently the focus is on attendance, the low graduation rate and the high dropout rate for our students.

JOM led the effort to join the national Campaign for Grade-Level Reading. Reading by third grade is a key predictor of high school graduation and career success. From learning to read by third grade, the focus changes to reading to learn in fourth grade. Alaska lies near the bottom in reading proficiency in the United States, and it is important for us to do our part as an organization to help our families and students in this important challenge.





Daphne Gustafson, JOM Program Director
August 2019

“Daphne shows her department that you control your surroundings, so show those around you how to treat everyone with respect and kindness.”

JOM Projects

During this school year, JOM will have 18 staff working with our targeted students in 12 elementary schools, Effie Kokrine Charter School, Ryan Junior High School, and at Lathrop High School. Our memorandum of agreement with the school district allows us to work collaboratively in the schools as an integral part of the school staff.



Tribal Home Visiting



Tribal Home Visiting Program is a comprehensive, early childhood education and family support program, designed to honor traditional values. The vision of Tribal Home Visiting is to create systems of support for families in order for children to be safe and healthy to reach their full potential. The Fairbanks North Star Borough is the target community and the target population is prenatal-5 Alaska Native/American Indian children, parents who have adopted Alaska Native/American Indian children, and teen parents of any ethnicity.

Tribal Home Visiting is a voluntary program offering personalized home visits by certified parent educators using the time-tested, high quality, Parents as Teachers curriculum. During home visits, parents are taught to understand each stage of their child’s development and offered ways to encourage learning, manage challenging behavior and promote strong parent child relationships. Tribal Home Visiting also offers development screenings, a resource network for parents and children, group connections, parent workshops and free children’s books.

The Program’s expected outcomes are:

- Improved coordination and referrals between THV program and community resources
- Parents will be aware of and able to access the available resources in the community
- Parents will have skills and self-efficacy to prevent child abuse, injury and neglect
- Parents will understand how parent-child interaction impacts child development
- Children with developmental delays will receive the services they need
- Parents will have an increased awareness of how Alaska Native and American Indian culture can be a protective factor for their families

Program Accomplishments

- Developed The Tribal Home Visiting Implementation Plan, a 200 page document detailing the program design, logic model, work plan, data collection and evaluation activities.
- THV staff participated in 120 hours of individual training and professional development.
- THV focused on building partnerships with FNA programs Head Start, JOM and Community Services through co-hosting community events.
- THV staff collaborated with elders on cultural enhancements to the Parents as Teachers curriculum and enhanced child development activities to reflect Alaska Native cultures.

Community Services

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

The **Community Services Block grant** provides case management, direct client services through paperwork assurances; home visits; telephone assurances; advocacy for medical and court; client outreach; monthly intergenerational activities, including community gatherings; barbecues for homeless; education and outreach, monthly community events/activities; information and referral; application assistance for housing and emergency assistance, finances and employment; and weekly food boxes.

The **BIA 638 Welfare Assistance Program** funding provides general assistance, emergency assistance, burial assistance, and case management. There have not been any funds to provide direct services to consumers for general assistance, burial assistance, or emergency assistance since June, 2019. There were a total of eight applications for general assistance, two

emergency assistances and eleven burial assistances during this report period. Consumers requesting GA are referred to the State of Alaska for adult public assistance and/or to Social Security, which ever was appropriate to meet the needs of the consumer. Because of this process multiple clients were able to receive disability services through the State of Alaska and Social Security.

The Older Americans Act: Title VI Part A and Part C provides salaries and

	#	Expenditure
General Assistance	8	\$3,157
Burial Assistance	11	\$26,825
Emergency Assistance	2	\$2,000
Totals	21	\$31,982

Referrals: TANF => 1
 State of Alaska Public Assistance => 53
 # Consumers Case Managed in Report Period : **184**

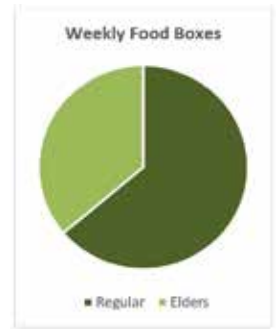
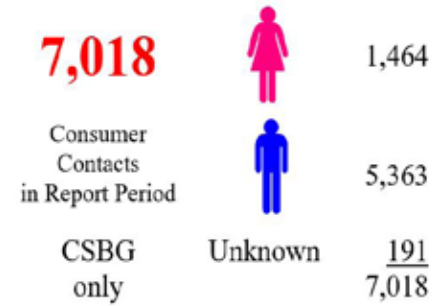
operating costs for the Title VI Elders Program. The staff works hard to meet the needs of the 267 elders who participate in the program. The building is open from 8 a.m. to 4 p.m. and serves lunches provided by the North Star Council on Aging. Lunch is served from 11:30 a.m. to 1 p.m. Case management is provided between 8 a.m. and 10 a.m. and 1 p.m. to 4 p.m. each day. Traditional foods are cooked on site and served once a month. The staff provides paperwork assurances, intake and referrals, transportation for the frail and elderly, shopping, and field trips. Sixty-one local resource agencies have contributed to the success of the program. Home-delivered meals are by referral to North Star Council on Aging.

U.S. Department of Justice, Office of Victims Crime has three components: case management, outreach, and data curation. The project follows a model that establishes relationships through trust, advocacy, and outreach; identifies specific problems and provides solutions; and tracks client progress; while maintaining support and advocacy, and maintain an open door policy after a case is closed. Staff managed 439 consumers in the reporting period. The program social worker worked with over 190 local agencies. The specific five top areas of crime consumers experienced were domestic violence, elder abuse, stalking, aggravated assault, and fraud. Other areas included gang violence, human trafficking, identity theft, and robbery.

U.S. Department of Justice, Office of Violence Against Women grant provides CS Women's Case Management, and also has three components: case management, outreach, and data curation. The project, also, follows the same model as the Tribal Victim's Assistance which establishes relationships through trust, advocacy, and outreach, identifies specific problems and provides solutions, and tracks client progress, while maintaining support and advocacy, and maintain an open door policy after a case is closed. The OVW grant provided monthly community education, which means providing general information that will increase awareness of sexual assault, domestic violence, dating violence, and stalking.



Domestic Violence Prevention Initiative promotes positive youth and adult attitudes and behaviors through strength-based strategies to reduce domestic violence and sexual violence. In this report period DVPI had 2,223 consumer contacts. Project activities are based on a variety of evidence-based program and cultural practices to complement and enhance existing Survivor Services activities. Program include Sources of Strength, Learning Circles, Beads 'n Bagels, Wellness Night/Learning Circle, Knitting and Crocheting and Art is Healing.



Behavioral Health Adults: Gateway to Recovery

Gateway to Recovery Withdrawal Management Services is a 24 hour/7 day medically monitored inpatient facility. Our team of Nurses, Certified Nursing Assistants, Nurse Practitioner, and Physician Assistants offer high quality care for individuals requiring medication to safely withdraw from alcohol, stimulents, and opioid substances. While at Gateway to Recovery, consumers receive a physical exam in order to address any immediate medical concerns as well as referrals for further needed medical care. The nurses and clinicians collaborate to provide Substance Use Assessments and Integrated Behavior Health Assessments to facilitate applications for further substance use treatment. The Gateway team also educates and assists consumers in accessing community resources, public services, and Medicaid applications. We also assist in coordinating care for further medication assisted treatment.



BHS Adults: Fairbanks Alcohol Safety Action Program

Fairbanks Alcohol Safety Action Program is a monitoring agency that covers the Fourth Judicial Circuit, and 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 and the Department of Motor Vehicles. Our program goal is reducing alcohol and drug-related crime. Many of FASAP's consumers are referred by the justice system as a court requirement, or the DMV, which is often referred to as a DMV action and/or self-referred consumer. The staff screens offenders charged with driving under the influence of alcohol or drugs, 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 for consumer who were 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.



Our agency continues working with the Safe Drivers of Alaska panel, which is a local non-profit, with 30 percent of its profit going to Volunteers in Policing in the community. Fairbanks Wellness Court Reality Check Panel is held every other month here in Fairbanks. The panel is devised to help stop second 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 on a weekly basis with the DA's office and court, for status and adjudication on non-compliant cases.

Effective July 1, 2019 Senate Bill-54 went into effect and reversed SB-91 resulting in FASAP monitoring all alcohol related misdemeanor charges rather than only monitoring cases that are statutorily required which narrowed down to DUI'S and Refusals according to the Alaska Statutes when SB-91 came into effect.

In FY20 FASAP monitored 530 Adult Convictions, and 22 Minor Convictions.

BHS Adults: Ralph Perdue Center Residential and Outpatient

Overview: Ralph Perdue Center Residential and Outpatient programs provide substance use treatment services for Alaskans that include individual, group, and case management services. All of our programs have access to telepsychiatry, as well as mental health services, with an emphasis on eye-movement desensitization reprocessing. Upon entry consumers are provided with a comprehensive behavioral health assessment to determine their level of care. Due to our CARF accreditation and evidenced-based treatment services, most of our programs have a waitlist to receive services, but we are able to provide interim services for those on a residential waitlist. Many referrals for behavioral health services come from Gateway to Recovery, FASAP, Department of Corrections and the Office of Children's Services as well as other behavioral health agencies around the state. Some of our consumers feel the need to address their substance use on their own.

RPCR: RPC Residential is an ASAM Level 3.5 high-intensity residential facility for adults that provides evidenced-based and individualized treatment for up to 12 consumers for 30-45 days at a time. Consumers attend up to 20-hours of treatment per week that include a combination of different services based upon their individual needs. Group sessions have an emphasis on life skills training, alcohol/drug abuse awareness, grief and loss, coping with trauma, conflict resolution, health and wellness and relapse prevention. Consumers also have the opportunity to participate in sober activities around the community that vary from week to week and consumers are encouraged to develop their sober network through attending self-help groups, such as Narcotics Anonymous or Alcoholics Anonymous.



**Alexandria Bucholtz, left, RPC
March 2019**

"She is a great listener and encourages our consumers."

RPCS: RPC South is an ASAM Level 3.1 low-intensity residential facility for adults that provides individualized treatment, pulled from the Community Reinforcement Approach, for up to 10 consumers for 30 days at a time. Consumers attend up to five hours of treatment weekly with an emphasis on securing employment and housing.

Consumers must have the intent to stay in Fairbanks upon their discharge. Consumers are able to leave during the day for work and to save up money to afford a deposit and/or rent for housing as this is often a barrier our consumers face upon their discharge from residential. Groups have an emphasis on building living skills to help consumers re-integrate into the community.

IOP 2.1: Intensive Outpatient is an ASAM Level 2.1 service for adults that utilizes the Matrix Model for up to 30 consumers for three to four months. Consumers attend groups, individual sessions and case management services for a minimum of 9 hours weekly. Groups revolve around early recovery skills, relapse prevention, health and wellness, men/women's trauma and family group. IOP accepts referrals from FNA residential programs, other residential programs around the state, assessments from outside agencies and other FNA assessments.

OP 1.0: Adult Outpatient is an ASAM Level 1.0 service for up to 40 consumers for three to four months. Consumers have the option to attend groups, but mostly attend individual sessions that focus on relapse prevention for a minimum of one hour weekly. Groups provide psychoeducation on building relapse prevention skills and health and wellness. Many referrals for outpatient come from FNA's residential programs for continuing care, but outpatient accepts referrals from other residential programs around the state, assessments from outside agencies and other FNA assessments.

YYA 1.0: Youth and Young Adult Outpatient is an ASAM Level 1.0 service for up to 30 consumers between the ages of 12-25. Youth consumers attend individual sessions throughout the week that use the Adolescent Community Reinforcement Approach no less than an hour weekly. Consumers are encouraged to involve family in their treatment.



BHS Adults: Recovery is Real



In September 2018, Fairbanks Native Association received a SAMHSA Tribal Opioid Response grant to fund a new program called Recovery Is Real. Recovery Is Real is a nonclinical aftercare program for Alaska Native and American Indian adults who have been diagnosed with opioid use disorder, have completed a treatment program and are seeking supportive aftercare services.

This program is aimed at supporting and empowering individuals in their recovery from heroin and other opioids. RIR works to reduce unmet treatment needs and opioid overdose related deaths through prevention and recovery based activities. It is housed in the Ralph Perdue Center. A weekly talking circle is hosted by RIR staff and Elder peer navigators.

A separate weekly gathering called Soup & Stories is hosted at the FNA Community Services building. At Soup & Stories, staff and consumers meet to make a soup together, eat and share stories of life and recovery as well as plans for the future. In addition to the weekly events, RIR participants meet with RIR staff one-on-one each week, either in person or over the phone, to identify and work toward personal goals as well as attend community group activities.

BHS Adults: Women and Children Center for Inner Healing

Women and Children's Center for Inner Healing provides a holistic approach to for women seeking recovery from addictions and co-occurring disorders. We serve women with children as well as those who are pregnant. Trauma-informed care is the foundation of the healing process.

WCCIH uses a strong multi-disciplinary team from intake to discharge. The team may include Office of Children's Services, tribal village councils, Head Start, Office of Public Advocacy, Department of Vocational Rehabilitation, Tanana Chiefs Conference, Resource for Parents and Children, state and tribal courts, Office of Public Defenders, Fairbanks Correctional Center, Department of Probation and Parole, Chief Andrew Isaac Health Center, Interior Aids Association and Fairbanks Memorial Hospital. We found that working together helps ensure a smooth transition for the consumer.

WCCIH uses trained substance abuse counselors, as well as contract mental health clinicians to meet the needs of the consumers using cognitive behavioral therapy. WCCIH also provides an infant and child mental health clinician for consumers and their children to learn parenting skills and assist in dealing with generational trauma. WCCIH also partners with UAF to provide internships for students interested in substance abuse treatment.

WCCIH ensures that consumers and their children are involved in cultural and sober community activities to promote healthy recovery skills. WCCIH has coordinated partnerships with other FNA programs, such as SOAP, YYSAs, OUD, RIR and RPC Outpatient to support them in their discharge planning. WCCIH provides daily groups, in addition to individual substance abuse treatment, case management, telehealth psychiatric services and contract mental health clinicians that coordinate a consumers treatment plan and work as a team to ensure support needed to be successful.



**Louise Hisamoto, WCCIH Nurse
December 2018 (now retired)**

"She answers consumer's questions without prejudice or judgement and listens with an open heart."

Behavioral Health Youth: Graf Rheeneerhaanjii



**Sierra Songer,
Graf Rheeneerhaanjii
September 2019**

Graf Rheeneerhaanjii, commonly referred to as Graf, is a residential substance abuse treatment program for youth ages 12-17 who reside in Alaska. This program is a joint effort between Tanana Chiefs Conference and Fairbanks Native Association. The program provides a culturally sensitive, structured residential treatment environment for youth diagnosed with substance use disorders and dependency. This 12-16 week residential program provides individual counseling, group therapy, eye movement desensitization and reprocessing, mental health services, anger management, and 12-step work with treatment assignments. Alaska Native culture and spiritual beliefs are incorporated into the program.

"She is a great mentor and is constantly looking after safety and welfare of our consumers and co-workers."

There is also an academic component to the program. An onsite high school certified teacher provides the consumers the instruction and guidance to earn credits in English, math, life skills, history and physical education as well as other required high school courses required for graduation. The academic component is part of the Galena City School District, IDEA Home School, and IGRAD online programs.

There are a variety of group activities, including monthly elder's lunch, participating in various cultural events in the community as well as cultural activities on-site. Other activities include basketball, volleyball, badminton, fishing, hiking, gardening, bike riding, skiing and operating a snare line in the winter. The consumers also attend a variety of local events in the Fairbanks/North Pole area throughout the year.

There are also weekly treatment activities, including choice and change, keep it simple, relapse prevention, mindfulness, conflict resolution, challenge course, family and relationship in recovery, life skills, process/transition, and trauma, grief and loss.



**Marie Kokrine,
Graf Rheeneerhaanjii,
June 2019**

"She shares kind words and stomps down gossip and negativity."

BHS Youth: Youth and Family Wellness



The Youth and Family Wellness project aligns with the Indian Health Services Methamphetamine and Suicide Prevention Initiatives' goal to promote positive American Indian/Alaska Native youth development and family engagement through the implementation of early intervention strategies to reduce risk factors for suicidal behavior and substance abuse. The Y/F Wellness project is integrated within the Youth and Young Adult services division of FNA, as part of a multi-tiered service system. Y/F Wellness partners with other youth and young adult service projects to deliver a comprehensive intervention, prevention, and or treatment continuum. Y/F Wellness project activities addresses the current local area service gaps for youth services in the Fairbanks North Star Borough. The gaps include positive youth development, family engagement, case management, and methamphetamine and other drug prevention.

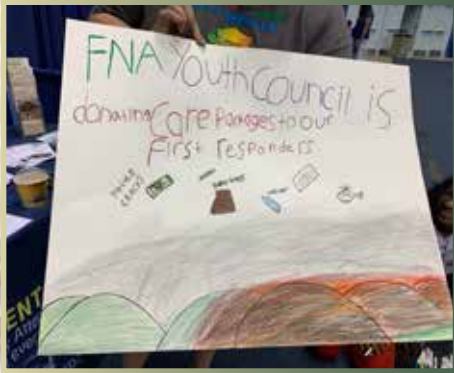
Y/F Wellness offers two evidence-based practices classes for youth, young adults and their families.

Guiding Good Choices Workshop is a substance abuse prevention program that provides parents with the knowledge and skills they need to guide their children through adolescence. It's also for parents who want to strengthen family bonds and reduce the risk factors associated with teenage

drug use. The program consists of five 2-hour workshops, usually held one evening each week for five consecutive weeks.

Coping and Support Training is a life skills program for youth that helps improve mood management, drug prevention and school performance. It is a six-week program with two one-hour sessions per week.

Y/F Wellness hosts monthly family engagement activities such as paint night, movie night, laughter yoga, and/or game night. We offer these events to foster positive youth development and strengthen family bonds.



We conduct monthly Youth Council meetings for members ages 10- 25. This Youth Council serves as the voice for youth in our community. We also provide training to our council members and provide opportunities for positive outreach geared towards mental health and drug prevention awareness.

Y/F Wellness collaborated with Visions and Synergy to work with the Youth Council on developing awareness messages about mental health and drug/other substance prevention. The new public service announcements were broadcasted on 10 different stations on January 14th, 2019 and has generated a significant amount of interest from the public.

BHS Youth: Youth and Young Adults

The Youth and Young Adult Services Program partners with clients, their family members and behavioral health providers to offer services focused on health, wellness, prevention, and treatment of our young adults. We offer four direct services programs in collaboration with Tanana Chiefs Conference, Fairbanks North Star Borough School District, and other local agencies.

Our suicide prevention team supports youth and young adults ages 10-25 that have attempted suicide or are having thoughts of suicide. This service provide crisis and mental health therapy, and case management.



We have completed new suicide prevention PSAs. The eight PSAs will air on local radio. In collaboration with Effie Kokrine Charter School, students now have easier access to substance abuse and mental health services. Our program manager plans to branch into more schools to provide this type of access. Also, the Youth Summit was held on January 14, 2019. Suicide reponses protocols have been completed and implemented.

The Youth and Young Adults Transitions into Adulthood program serves ages 16-25 with the intent on helping young adults navigate adulthood successfully. This program is needed as youth often do not understand some of the processes of accessing adult services for legal issues, insurance, or even resume building. Our program is designed to enhance our young adults' knowledge of how to function as a member of our community.

BHS Youth: Synergy

The Synergy project's purpose is to prevent and reduce suicidal behavior and substance abuse, reduce the impact of trauma, and promote mental health among Alaska Native youth/young adults up to age 24. With five existing youth/young adult SAMHSA grants, Synergy's overarching goal is to bring all projects together into one coordinated program that creates health and well being for our youth/young adults.

The project has two focus areas: infrastructure development, and services. Infrastructure development is guided by our Tribal Interagency Transition Council, which has the authority to make policy and budget decisions.

The Interagency Transition Council embodies "connections" among its Native representatives and builds relationships among its tribal system of care members and the larger community in multiple service arenas including: behavioral health, cultural/spiritual, child welfare, juvenile justice, education, and housing. Group outcomes/results are regularly reported to the ITC and which reviews and addresses challenges. A strategic action plan identified service gaps and will guide addressing these gaps in subsequent years. The plan focuses on the "ideal" future. Our plan's vision for the future: "Strong, healthy youth, families and community"



BHS Youth: Street Outreach Advocacy Program



Street Outreach Advocacy Program's dedicated staff reaches out to 10-25 year-olds who are/or at high risk of being homeless, currently homeless or needing therapeutic services. Our goal is to protect youth from abuse, sexual exploitation, assault and help prevent involvement in criminal activities due to lack of money, support and resources.

SOAP provides bus tokens, food, diapers, clothing, and hygiene products to each of our youth. SOAP staff complete five hours of outreach in the community weekly and work with schools and other agencies to ensure the best possible services for our youth. SOAP encourages youth to stay in school and staff work with them in securing employment and housing. To accommodate the needs of our youth, SOAP is opened Monday-Friday from 2-6 p.m. Youth are encouraged to come and have a hot meal and take home a food bag or food box.

Last year, SOAP provided a prom for our youth. They crowned a king and queen, ate great food, and danced to music played by a DJ. Thanksgiving was a special time for our youth as they ate a Thanksgiving feast and enjoyed being warm and safe at the SOAP. During Christmas, 93 youth enjoyed receiving gifts handed out by Santa and had a special meal.



This annual report features Fairbanks Native Association's Employees of the Year and Employees of the Month. EOY are on page 7, while the EOM are featured with the department they work in. Steve Ginnis, FNA executive director is featured in the photograph with the winners most times. Krista Wilkinson, FNA human resource director, is in the rest.

Please celebrate with us our wonderful employees.





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ASSOCIATION

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