

FAIRBANKS NATIVE ASSOCIATION

2021 Annual Report





Table of Contents

Board of Directors.....	1
Executive Director Message.....	2
Financial Overview.....	3
Administration.....	4
Education	
Head Start 0-5	5
Indigenous Language Program ..	6
Johnson O'Malley Program.....	7
Tribal Home Visiting.....	8
Community Services	9
Behavioral Health Services	
Adult Services	10-14
Youth Services.....	15-19



Fairbanks Native Association Board of Directors



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Member*



*Dr. Anna Frank
Elder Advisor*

Fairbanks Native Association Executive Director

Dear Fairbanks Native Association Members,

It has been a challenging year for our people as we continue in the second year of this pandemic. We have lost many dear loved ones. My heart goes out to those grieving, healing, and those struggling to survive.

I have had a lot of time to reflect on what our past elders had to endure during the Spanish flu of the early 1900s. It comforts my heart knowing they came out of such a dark time with perseverance. I have faith our people will emerge from the current pandemic unified, and stronger than ever before. I look forward to gathering together again, in person, and celebrating our traditional ways. Until then I encourage everyone to be safe and healthy.



We have three open seats up for this year's election. They are currently held by Dr. Jessica Black (President), Andrea Nield (Secretary), and Glenn "Manny" Carlo. It has been an honor to work with all three board members and I value their dedication to the mission and vision of FNA.

FNA finds itself growing in all areas. Social justice was part of FNA's original calling, and embedded deep within our roots. We are re-emphasizing this cause, and have updated our mission and priorities to support renewed efforts in this area. We have also undertaken a justice initiative company wide.

Our strategic initiatives are

- To tell FNA's story such that we positively influence justice, healing, and wellness in the community
- Sustain and enhance existing programs and address infrastructure requirements
- Diversify FNA's financial portfolio to include, specifically, increasing unrestricted revenue

Behavioral Health Services has grown tremendously over the past seven years, now serving children, youth, young adults, and adults.

This year we received six BHS grants from the Substance Abuse and Mental Health Services Administration:

- Alaska Native Pandemic Project II: \$798,000, one year grant
- Healing the Hurts Trauma Project: \$2 million, five-year grant
- Preparing Our Future Leaders: \$2.1 million, five-year grant
- Screening, Brief Intervention and Referral to Treatment: \$3.9 million, five-year grant
- Reconnecting Youth (Native Connections): \$1.2 million, five-year grant
- Opioid Community Education: \$1.5 million, three-year grant

In fall 2021, Doyon, Limited collaborated with FNA with the distribution of CARES funding to our community. Doyon granted FNA \$1,076,627 to provide critical services needed to address the impact of COVID-19. These funds enabled FNA to upgrade our IT infrastructure; provide burial assistance; purchase vehicles for youth and elders programs for delivery of COVID-19 related resources; and deliver food boxes and hygiene backpacks to our under-served population. We thank Doyon's management team, and board of directors for their generous support.

FNA has been a powerful, and humble organization from the beginning. Our founders envisioned the same purpose as our sister organizations: to strengthen our Native people, and give them a voice. Although we are addressing new challenges, our deep-rooted passion to strengthen our people remains the same. Our tribal members, shareholders, and membership are all one, all related, and all come from past chiefs and elders who loved, and respected one another. It humbles me to carry this beautiful tradition forward. Mahsi' cho.

Sincerely, **Steve Ginnis, Executive Director**



Financial Report

FISCAL YEAR 2021

Significant financial improvements have been achieved this past year, including an increase in net assets of \$2,840,354. FNA's Fiscal Year 2021 Audited Financial Statements reflect the overall financial position of the organization. The information below refers to these documents.

Statement of Financial Position

The Statement of Financial Position presents FNA's assets owned, obligations owed, and total net assets at June 30, 2021.

Assets - \$36,224,875

During the past year, total assets increased by \$2,763,651.

- Current assets increased by 1,193,627 from fiscal year 2020.
 - An increase in cash and cash equivalents of \$897,866.
 - An increase in receivables of \$302,236.
 - A decrease in prepaid expenses of \$6,475
- Other assets increased by \$1,570,024 from fiscal year 2020.
 - All of this increase was in net property and equipment.

Liabilities - \$3,026,994

During the past year, total liabilities decreased by \$76,703.

- Current liabilities decreased by \$746 from fiscal year 2020.
 - A decrease in accounts payable of \$329,723.
 - An increase in payroll accounts of \$336,570.
 - An increase in current portion of long-term debt of \$3,754.
- A decrease of distributions over equity: \$11,347.
- Long-term debt decreased by \$75,957 from fiscal year 2020.

Net Assets - \$33,197,881

Net assets increased by \$2,840,354 from fiscal year 2020, of which \$356,201 was Donor Restricted.

Liabilities and Net Assets - \$36,224,875

Statement of Activities

The Statement of Activities reflects an overall increase in net assets for fiscal year 2021 of 9.4% or \$2,840,354. The major factors contributing to this year's positive change in net assets include:

Revenues: \$26,804,682

Total revenues increased by \$1,321,244 from FY 2020. This increase in FY 2021 was due mostly to COVID-19 Relief funding.

Expenditures: \$23,964,328

Healthy revenues with a continuing pandemic increased expenditures in FY 2021 by \$1,201,749 but still resulted with an increase in net assets of \$2,840,354 from 2020. Net Assets at fiscal year-end 2021 reached an unprecedented high of \$33,197,881.



Strategic Development/Justice

On September 20, 2021, Shirley Lee began work as the Strategic Development/Justice Director. Known for her work in Alaska Native social justice issues, she is charged with developing and implementing a justice initiative for FNA. She also oversees the Planning and Development staff, who generate grants for all non-Behavioral Health Services programs.

In October 2021, the FNA Board reviewed and approved the Justice Initiative Plan, with the understanding it is a living document subject to change. Concurrently, the board amended the FNA mission statement to include justice. This is fitting as FNA was founded in part due to injustice and racism encountered by Alaska Natives in Fairbanks in the 1960s. The mission statement now reads:

“To improve the quality of life for individuals and families by promoting justice, healing and wellness in our community.”

The Justice Initiative items to be addressed include: advocating for an independent law enforcement review board when there is deadly use of force or officer misconduct; a conviction integrity unit to review suspected wrongful convictions; work with law enforcement to create greater trust and transparency in their work; work with families on missing and murdered cases; investigate housing for re-entry options; address boarding school trauma, and create healing opportunities; and address sex/human trafficking issues.

In November 2021, Ms. Lee met with family members, the Fairbanks Police Department, and the Alaska State Troopers on four prominent missing Indigenous people cases. A rally was held in December 2021 to promote awareness of the cases. Regular meetings and rallies are planned to maintain public awareness.

Executive Director Ginnis and Ms. Lee also met with city mayor Jim Matherly and FPD Chief Ron Dupee in December 2021, to begin the discussion of improving the working relationship between FNA and FPD. Ways to improve transparency and increase trust were discussed.

In December 2021, we also met with the State of Alaska Interior Legislative delegation, and provided an introductory overview of the justice initiative.

Human Resources

In 2021, the COVID-19 pandemic continued to impact FNA and the HR team. HR successfully coordinated Zoom interviews, and on boarding to fill vacancies organization-wide.

HR coordinated a vaccine incentive drawing, which resulted in 61% of the FNA workforce providing proof of vaccination.

HR coordinated COVID-19 testing for staff, and new hires, due to potential encounters with clients or coworkers.

Remote work was mandated several times in 2021 for positions that were capable of doing so to slow the virus spread. While in offices, staff maintained social distancing, mandatory mask wearing, and increased hygiene, which helped minimize the spread in the workforce.

A one-time personal time off cash pay out in was authorized. We realize that since the pandemic, employees have had difficulty using PTO for travel, and we felt this PTO cash pay out may help the finances of our workforce.

The Employee Longevity Awards, and Employee Recognition Awards were successfully reinstated at All Staff Meetings for 2021.

Information Technology

The Information Technology division has added additional positions. There are now four IT staff positions, with three of them currently filled. The IT division has adopted ticket tracking software and procurement processes that led to becoming more independent and allowed for the transition away from Tanana Chiefs Conference. To help improve internal communications, IT worked with FNA Communications to deploy digital signage within workplace facilities.

With the help of CARES funds, access to the Internet from FNA's internal network has been dramatically improved. Another benefit from receiving CARES funds is that FNA is able to replace numerous computer systems that are completely outdated. We also improved the ability for staff to work remotely.

Moving forward, the IT staff strives to continuously improve IT services for FNA employees.



Education: Head Start 0-5

Program Overview

Head Start programs promote school readiness of infants, toddlers, and preschool-aged children from low-income families. FNA Head Start 0-5 is funded to serve 303 children living in the Fairbanks North Star Borough.

During the COVID-19 pandemic we transitioned between remote and direct services based on the Alaska COVID alert levels while following FNA's mitigation plan, Centers for Disease Control and Prevention guidelines, and Smart Start. Student-to-educator ratios were lowered to allow for safe and healthy distancing.

Program Highlights

Children Served: 167, with 76 in Early Head Start, and 91 in Head Start.

Learning kits: 1448 were distributed with family learning guides, and materials such as wooden blocks, dry erase boards, flash cards, zip and button dolls, and art materials such as crayons, markers, a variety of paints, glues and papers.

Additionally diapers and safety items such as face masks, life jackets, bicycle helmets, emergency car kits, first aid kits and home safety locks were distributed.

Food boxes: 1042 were provided, and in November and December, we partnered with the Fairbanks Food Bank to include a turkey and ham in each of the food boxes.

We used COVID response funds to purchase laptops for Head Start staff. Each child, two and older, received a backpack with a HATCH Early Learning Tablet. The HATCH early learning tablets allowed children to play learning games linked to Teaching Strategies Gold Online Software and parents could use the tablets for ZOOM video conferencing.

Laptops allowed staff to work remotely and communicate effectively with families.

Construction of the toddler addition to the infant and toddler wing of the Poldine Carlo Building was completed, adding two toddler rooms, and a large playroom.

We partnered with Tanana Chiefs Conference to provide child safety locks, and gun locks for families, as well as ensuring employees and families were aware of the opportunities available to them to receive the vaccine and be tested for COVID.

Accomplishments and Awards

We completed Level I of the Alaska Early Learning Quality Recognition and Improvement System, QRIS, with all teaching staff enrolled in the Alaska System for Early Education Development, SEED, registry.

We had 65 staff with the following degrees or credentials: 4 M.A., 13 B.A., 5 A.A., 19 child development associate degrees, and 4 CDAs near completion. Two bus drivers hold their commercial driver's license, and three nutrition staff are certified food protection managers.

Alaska Head Start Association 2021 Awards of Excellence Winners

- Aliya Maiden – Family Advocate of the Year
- Jeremy Agee – Cook of the Year
- Poly Chico-Acevedo – Administrative Support Staff of the Year
- Wanda Cover – Cultural Awareness Award
- Fairbanks MACS Transit – Community Advocate Award



Education: Indigenous Language Project

Program Overview

The *Denaakk'e* Classroom began its fifth year in the classroom September 2021. The program consists of the Goose, *Dets'ene*, Classroom at the Poldine Carlo Building which serves 3-5 year-old children in the Fairbanks community. The children learn the Koyukon Athabascan Language *Denaakk'e*, as well as English.

The 2021-2022 school year is the last year of this five-year grant. This grant was extended on a no cost extension, which ends June 2022. The plan is to integrate the program into the current FNA Head Start 0-5 program when the no cost extension funds run out.

Program Highlights for 2021

The in-person classroom was closed due to COVID-19 for most of 2021 except for two weeks in early September. The teachers and project director met via Zoom with one student at a time each week. We created a cultural lesson, along with a parent guide, and shared these with the parents so they can help their children practice *Denaakk'e*. A good thing about having remote lessons is that the parents learned alongside their children.

For the 2021-22 school year there are eight students enrolled in the class: three new students, and five returning students.

The project director and the grant evaluator gave a presentation of the project at the “Successful Native Education Projects: Stories from NAM Project Directors.” The Office of English Language Acquisition partnered with three Native American, and Alaska Native Children in School grant recipients to highlight successful Native language and English learner projects.

The language staff spent two weeks at Effie Kokrine Charter School teaching 40 3-6 graders *Denaakk'e* for an hour a day in June 2021, in collaboration with the Johnson O'Malley Program.

Meetings and Trainings

The language teachers and project director participate in Head Start Zoom meetings weekly in the *Deenaalee* Pod—*Denaakk'e* teachers plus FNA Head Start pre-school teachers group. The teachers also keep up with the state Department of Education and Early Development trainings to climb the System for Early Education Development, SEED, ladder. The teachers and project director have also participated in numerous trainings on the Teaching Strategies Gold, ChildPlus, and Hatch systems. Language staff attended an FNA Head Start In-Service in August. All language staff also attended language webinars throughout the year 2021 put on by Northern Arizona University and Dual Language Education of New Mexico.

Teachers worked with families to follow Head Start requirements to ensure that all children received individualized services necessary to best meet their needs. If special services were needed, referrals were made to help students in need.

Most of 2021 the *Denaakk'e* Classroom students received bi-weekly food boxes, and educational material that the FNA Head students also received. They also got a bi-weekly cultural kit to be used during their class with the teachers on *Denaakk'e* lessons.

The project director, as the *Denaakk'e* language speaker, is being recorded for curriculum development.

Education: Johnson O'Malley Program

Program Overview

The Johnson O'Malley Program offers supplementary, culturally appropriate programs and services that meet the unique educational needs of Alaska Native/American Native students attending the Fairbanks North Star Borough School District. School enrollment for AK/AN students in 2021 was 2,521. JOM served 986 AK/AN students enrolled in 10 schools, with approximately 398 students who received direct JOM services.

Program Highlights for 2021

In the spring of 2021, JOM Program held *Opening Doors* classes virtually to help increase parent engagement with their children. Staff facilitated 10 sessions to strengthen family support with parents as their children's first teachers.

The summer began with the Camp Read-A-Lot Drive-Through event, which was held in partnership with FNA Tribal Home Visiting, KUAC, Doyon Facilities, and the Fairbanks Children's Museum. JOM staff handed out bags that consisting of five books for adult, high school, elementary, and preschool ages.

The JOM Summer Camp commenced in June with a celebratory potlatch for students and their families. Theme for the camp was "Water: Our Way of Life," with a focus on learning about the cultures in Alaska surrounding rivers and coastal regions.

JOM also partnered with Fairbanks Children's Museum to host Career Day at Pioneer Park. This was a community event to foster career readiness, with hands on participation of over 20 more local businesses. Over 200 families were in attendance.

The JOM program was granted three new grants from the institute of Museum and Library Services, and the Alaska Native Education Program.

In the fall of 2021, program staff participated in "Self-Care Strategies for Work and for Home," as well as "Being Trauma and Healing Informed." These trainings were provided by the Native Wellness Institute to assist staff in implementing strategies to reduce stress and burnout, as well as finding balance between the work and home, and how to advocate and participate in healing from trauma in the Native community.

The JOM program has had ongoing success in providing cultural events in the schools this fall. "Family Engagement Night" brought school communities, and Alaska Native families together using the ceremonial practice of potlucks, and dancing. Students and their families were greeted, served traditional foods, participated in cultural activities, met and greeted Molly of Denali, and were given free books. Indigenous dance performance and instruction was provided by JOM's Christina Hill for families to participate.

In December JOM invited Johon Atkinson to do Indigenous storytelling, and dance performance and instruction to the community. Mr. Atkinson's performance was widely appreciated throughout our community, and he was featured on KTVF evening news.



Tribal Home Visiting

Program Overview

Tribal Home Visiting Program is a comprehensive, early childhood education, and family support program, designed to honor traditional values. The target community is the Fairbanks North Star Borough, and the target population is pre-natal to age 5 Alaska Native/American Indian children; parents who have adopted Alaska Native/American Indian children; and teen parents, regardless of 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.

THV's sole funder is the U.S. Department of Health and Human Services, Administration for Children and Families. THV was awarded a five-year federal grant/cooperative agreement which began in October 2018.

Program Highlights

THV program relocated to the McKinley site, 526 Gaffney Rd in June.

THV returned to onsite work, and in-person family visits, and then back to remote several times during 2021.

The THV program partnered with community agencies and participated in Kids Literacy Farmers Market and Super Saturday Career Day.

The THV program was highlighted on FNA's Facebook, Twitter, and Instagram for the month of November 2021.

Four cultural kits, Fish Camp, Berry Picking, Mitten, and Beading, were completed, and readied to be used during family visits.

Families received wellness kits which included locally sourced honey and tea, soup, yoga cards for children and adults, a candle (aromatherapy), adult and child notebooks for journaling, and a child's book on kindness and self-care.

Service

- 15 families with 15 children and 17 siblings received services
- 11 Group Connections, with 57 in attendance
- 436 Family contacts, in person or virtual visits, phone call, text, or drop offs of packets.

Trainings

- PAT Foundational 1 & 2
- Virtual Model Implementation Training
- PAT- Penelope Institute Supervisor/ Data Analysis
- National Home Visiting Summit
- IEG2 Community of Learning: Continuous Quality Improvement
- Transforming Tribal Early Childhood Development
- American Rescue Plan Act Supplemental Funding for Tribal MIECHV Webinar
- Sealaska Heritage's Culturally Responsive Education Conference
- Addressing Mental Health Issues among Children, Staff and Families in Tribal Early Childhood Programs



Community Services

There were 4,641 requests for services in 2021, averaging 386 requests per month. The types of services requested were victim/survivor services, advocacy for medical, legal, housing, food insecurity, requests for counseling services, grandparents raising grandchildren issues, caregiver and homeless needing resources/services, burial assistance, paperwork assurances for heating assistance, emergency housing assistance, court, power of attorney, restraining orders, guardianship/conservatorship, applications for state of public assistance, and Social Security, and individuals/families requesting housing assistance.

100% of the consumers reside in the Fairbanks North Star Borough, but come from all across Alaska, and the nation.

Bureau of Indian Affairs Welfare Assistance

During the report period 141 people received BIA General Assistance. The once a month payments are to be used for essential needs, which include food, clothing, shelter, and utilities.

Burial Assistance was provided by non BIA funding during the report period. There were 86 families provided Burial Assistance. The maximum amount was \$3,500, which was paid directly to the funeral home. Special funds were exhausted on December 31, 2021.

Food Insecurity

Food boxes were distributed to 388 individuals/families. Of those, 52.2% of the boxes distributed were to elders. Consumers are allowed 10 food box units per calendar year.

Homelessness

Clothing items, hats, gloves, snack bags, backpacks, and toiletry kits were provided for the homeless. In addition, program staff did monthly outreach. The outreach events happened at a variety of locations –parking lots, the Rescue Mission, No Limits, and Stone Soup.

Title VI Elders Program

There were currently 245 elders enrolled in our Title VI Program: 139 women and 106 men. We provided home delivered meals in collaboration with Fairbanks Senior Center, case management, transportation, caregiver support and services, and outreach and education.

Victim/Survivor Services

The purpose of the program is to provide culturally responsive services to the community of Fairbanks to address the issues of violence. Those issues include physical violence, domestic violence, sexual assault, stalking, other violent crimes, elder abuse, child abuse, and any other crime that affects people.

In the last report period there were 202 victims provided services: 162 women and 40 men. Of those 91% of the victims were Alaska Native/Native American. The types of victimization include domestic violence, sexual assault, trafficking, stalking, physical assault, sexual assault, DUI/DWI, identity theft, and robbery.

Key partners were the Fairbanks Police Department, Interior Alaska Center for Non-Violent Living, Love, INC, State of Alaska Adult Protective Services, Fairbanks Memorial Hospital, and Tanana Chiefs Conference, and TCC Chief Andrew Isaac Health Center.



Behavioral Health Services: Adult

Gateway to Recovery

Gateway to Recovery Withdrawal Management Services is a 24-hour inpatient facility staffed with a team of registered nurses, certified nursing assistants, physician assistants, intake clinicians, and patient navigators. We offer high quality care to those withdrawing from alcohol, stimulants, and opioids.

We served 753 members of our community during 2021. Consumers receive a physical exam to address immediate medical concerns, along with referrals for further medical care, if needed. Our team put the consumer's best interests into account, and helped them along their journey to recovery.

GTR staff have participated in training, and community meetings for COVID-19 to stay up to date on the recent data and research. To keep everyone safe during COVID-19, we have taken the state recommended precautions for both the staff and consumers. We educate the consumers on proper mask wearing, hand washing, and social distancing.

The staff at Gateway to Recovery would like to thank Fairbanks Memorial Hospital's ER, the Sobering Center, ESP, Alaska State Troopers, Housing First, Tanana Chiefs Conference, and Chief Andrew Isaac Health Center for helping our consumers, and working together as a team.

Fairbanks Alcohol Safety Action Program

We have online orientations up and running for all ASAP offices. The ASAP training modules are in place for a streamlined, uniformed approach for new ASAP workers. It also will give everyone another resource if questions arise.

ASAP records retention are up-to-date, and those that are older than seven years have been archived.

For 2021 we have had 430 adult admissions, and 4 juvenile cases referred to FASAP.

Most of our staff were working remotely. Our program office stayed open, and we took all necessary precautions to protect the staff in our office.

Courts held hearings by telephone, and were a great challenge. However, cases are not being rescheduled for a later date. Instead they took cases as they came, and sentencing has been on a regular basis.

Our awareness panel, Safe Drivers of Alaska, was conducted via Zoom since the pandemic began. It's going great thus far, and now include our out-of-town consumers. We didn't do that pre-COVID-19.

For our consumers who were considered high risk to the virus, we screened over the phone. We use our scanner, and email to provide them all the documents, and take payment over the phone. For our rural consumers we continued mailing packets.

Fairbanks Wellness Court Reality Check Panel was held every Wednesday at the Fairbanks Courthouse via Zoom. The panel is devised to help stop second offense DUI offenders from being charged on a third offense, a felony in Alaska.

FASAP met on a monthly basis with the District Attorney's office, and courts for status updates, and adjudication hearings on non-compliant cases.

Behavioral Health Services: Adult

Intake/Assessment Team

The Intake/Assessment team provided in person, and telebehavioral health Integrated Mental Health/ Substance Abuse Assessments, Assessment Addendums, and SBIRT Screenings by master's level clinicians. These assessments use the American Society of Addiction Medicine criteria to determine the level of care recommended for each individual consumer.

After the assessment, the team worked with the consumer to find the appropriate substance use and/or mental health treatment program to meet their individual needs. The Intake/Assessment team works with programs within Fairbanks Native Association, and other organizations throughout the Alaska to help consumers receive the treatment they needed to begin or continue their recovery journey.

The Intake/Assessment team processed, on average, approximately 70 unique applications per month. More than 225 adult and youth assessments, and approximately 160 assessment addendums were completed this past year. Over 230 intakes were completed into FNA Behavioral Health programs. This number does not reflect all program-to-program transfers.

Ralph Perdue Center Residential

RPC Residential is an ASAM level 3.5 high intensity residential facility for adults. The program provided trauma-informed, evidenced-based individualized treatment for up to 12 consumers for about 45 days. Consumers attended up to a minimum of 20 hours of treatment weekly that included a combination of individual, group and case management services.

We invited guest speakers to share their stories who have been successful in recovery to our group therapy schedule. We offered telebehavioral health through University of Colorado, Denver, and a mental health clinician offered EMDR therapy as needed.

We attended multiple sober activities in the community, and became creative in finding safe alternative activities that can be accomplished while social distancing. This included berry picking, bike riding, BBQs, hiking Angel Rocks, Chena Lakes, Creamers Field, arts and crafts, and beading projects. True North Church hosted another winter clothing drive for RPC this Christmas.

In the last year we served 77 consumers with a 75% graduation rate.

Staff worked diligently through COVID-19. Staff now use Zoom to facilitate group therapy, individual therapy and weekly staff meetings when needed.

Ralph Perdue Center South

RPC South is an ASAM Level 3.1 low-intensity residential facility for adults. The program provided individualized treatment based off the Community Reinforcement Approach, for up to 10 consumers on average of 30 days.

In the last year we served 76 consumers with a 70% graduation rate.

This program focused on consumers transitioning back into the community with a minimum of five treatment hours weekly. We offered two group therapy sessions daily to accommodate work schedules: one morning, and one evening. A case manager offered individual, and group sessions, with emphasis on employment, and housing needs. This is often a barrier to consumers successfully reentering the community, and maintaining long term sobriety after graduation.

COVID-19 impacted our program in many ways, and staff worked diligently through it all. Consumers faced challenges to obtain employment, and use of public transportation.

Behavioral Health Services: Adult

Intensive Outpatient

Intensive Outpatient is an ASAM level 2.1 treatment service for adults. This program used the evidence-based Matrix Model to provide a minimum of nine treatment hours per week to consumers.

This individualized program provided both individual, and group sessions through telebehavioral health since the COVID-19 pandemic began. The providers worked diligently in order to make the necessary changes to continue providing quality services while meeting the challenges associated with the pandemic, and staff shortages. Consumers are referred to IOP by the intake team, FNA programs, and by agencies, and organizations throughout the State of Alaska.

The Intensive Outpatient Program enrolled approximately 25 consumers. Of these, two have earned a completion certificate. Nine were still enrolled, and several have been transferred to a higher level of care. This reflected the national trend indicating people are having a difficult time with substances during the pandemic.

RPC Outpatient

Outpatient is an ASAM level 1.0 treatment service for adults. Consumers had the option of attending both group, and individual counseling sessions, or individual sessions alone. They are required to obtain a weekly minimum of one treatment hour. Sessions focused on relapse prevention to help the consumer in their recovery process.

Services have been provided through telebehavioral health since the onset of the COVID-19 pandemic. Consumers came to this program through assessment recommendation, other FNA programs, and referral from other Alaskan agencies and organizations.

The Outpatient program served 30 consumers in the last calendar year.

Mental Health Trauma Team

The Mental Health Trauma Team provided crisis intervention services to support children, youth, adults, and elders that have been impacted by the COVID-19 pandemic. The focus of the program is on individuals with substance abuse disorders and/or with serious emotional disturbance(s) from negative experiences that originated during COVID-19.

MHTT staff consist of mental health clinicians, peer-support specialists, outreach specialist, clinical supervision, and a program manager. We worked during COVID-19, following FNA mitigation measures.

By end of year 2021, the team provided services to 260 consumers with a need to be addressed, and included 50 consumers in the program.

MHTT now has a satellite office to meet the needs for consumers that may be reached throughout TCC. This process has enlarged the outreach capabilities of the program to assure that all in need can receive the proper care and services afforded by this program.

As part of the training aspects of the team, all staff received training in numerous categories, however a few are included: Peer Support Specialist Training; Trauma-Focused Cognitive Behavioral Therapy; Adolescent Substance Use Screening; Substance Use During a Pandemic; Cultural Considerations for the Ethically Aware Clinicians; The Columbia-Suicide Severity Rate Scale; Addressing the Intersection of Substance Use and Suicide; Strengthening Peer Support in Alaska; Motivational Enhancement Therapy; SBIRT, Cognitive Behavioral Coping Skills Therapy; and the Matrix Model.

Behavioral Health Services: Adult

Community Opioid Intervention Project

The purpose of the Community Opioid Intervention Project is to address the opioid crisis in the Fairbanks North Star Borough from a tribal perspective. COIP is an outpatient program, and provides opioid education, and awareness to the community through different outreach efforts, on areas related to prevention strategies, harm reduction and reducing stigma.

Increasing access to medication assisted treatment services through referrals, and case management is a focal point, as it increases the chances of long-term recovery. SBIRT screenings and MAT focused counseling were used, as well. Additionally, COIP is designed to strengthen family systems through traditional engagement activities, recovery support, elder involvement and peer support. Our target population is Alaska Native/American Indian adults, however, educational efforts are intended for all community members.

2021 COIP Highlights

- COIP attended 5 outreach events and were given the opportunity to provide OUD educational materials
- Started a weekly beading group as recovery support activity at WCCIH
- Collaborated with FNA's Community Services to provide monthly OUD education and family engagement activities for our elders

Staff have participated in numerous trainings and webinars via Zoom on topics related to opioid use, treatment/recovery, cultural healing, harm reduction, motivational interviewing, Narcan, etc.

COVID impacted COIP mainly with staffing and outreach. In person outreach opportunities were limited, however, we were diligent in finding events to participate in. Moreover, COIP used Zoom to conduct a number of outreach meetings with other agencies, and monthly work groups.

Women and Children Center for Inner Healing

Women and Children Center for Inner Healing provided a consumer-centered approach toward treatment for women with children ages 0-7, or who are pregnant, seeking recovery from addictions and co-occurring disorders.

WCCIH offered daily recovery support activities to ensure that consumers develop cultural, sober, healthy recovery skills. We had daily clinical groups with highly qualified and skilled staff; individual substance use counseling at least once per week; case management for housing, education, and other assistance needs from local and state agencies; telehealth psychiatric services and contracted mental health clinicians for women who are interested in mental health services to aid them on their journey to recovery. Trauma informed care was the foundation of the healing process.

The program offered a licensed childcare center on site for mothers to enroll their children, 0-5, for early child education services. A partnership with ACCA was established to provide special needs services and assessments as needed. WCCIH provided an infant and child mental health clinician, to improve parenting skills, and assist in working through generational trauma. The clinician worked closely with our childcare coordinator to provide appropriate services and accommodations for all children who have specific needs.

Over the last year we have worked diligently with other FNA programs, the state, and community partners to continue offering our services to women during the COVID-19 pandemic. Our administrative and clinical team developed opportunities for groups, and recovery support activities held through Zoom, and other digital communication platforms.

Woman and Children's Center for Inner Healing served 31 consumers, and 27 children during 2021 with a 92% graduation rate.

Behavioral Health Services: New 2021 Grants

During 2021 FNA BHS received new grants from the Substance Abuse and Mental Health Services Administration. Some have a few staff, and are just getting started. All should be fully running in 2022.

- The \$2.1 million five year grant, called Preparing our Future Leaders, will work with Alaska Native/American Indian young people ages 21-25. Considered transitional aged youth, they are most at risk for substance use disorder and mental health issues. The young adults have not been previously targeted for intervention appropriate for their age group, and this grant will allow FNA staff to focus on them. The new grant will provide outpatient services using culturally appropriate, and evidence based materials.
- The \$1.2 million, five-year grant, Reconnecting Youth, will seek coordination among all agencies working with at-risk youth up to age 24. This will insure a common standard of care among various agencies. Most importantly, the new grant will provide follow up services for youth who have attempted suicide and use substances.
- The Alaska Native Pandemic Project received a \$798,000 SAMHSA grant. Phase one of the grant was established in 2020 to address mental health issues and domestic violence that have come about because of COVID-19. The extension grant, called ANPP2, will provide staff to focus on suicide and domestic violence prevention training for community members, coalition members, and clinical providers.
- FNA BHS received a five-year, \$2 million grant for a new program called Healing the Hurts. The program will provide support and trauma services for indigenous children, and their families. The program will provide outreach, trauma screening, trauma prevention workbooks for adolescents and family, office-based and home-based outpatient treatment, and trauma-informed care training.
- SAMHSA awarded a \$3.9 million grant to provide early screening and intervention for anyone within the Fairbanks area accessing FNA's Behavioral Health Services. The new tool is called Screening, Brief Intervention and Referral to Treatment, or SBIRT. It is used to quickly assess the severity of substance use and identifies appropriate levels of treatment. Trained staff will give the SBIRT assessment to those first seeking services at FNA Behavioral Health, and should take about 5-10 minutes. The screening is standard across primary care, hospitals, trauma centers and other behavioral health agencies. FNA has started using it.

The Community Opioid Intervention Program was also awarded a \$1.5 million, three-year grant from SAMHSA earlier in 2021. Their program report is on page 13.

Behavioral Health Services: Youth

Family Wellness

The Family Wellness Program had an exciting, yet challenging year. We moved into the Jimmy Huntington Building in December 2020. This space is very consumer friendly, as it is located downtown, close to bus transportation site with easy access to the federal and state building. Our census grew and we had at 27 consumers. Our therapist provided clinical services to the Women and Children's Center for Inner Healing weekly. We added an SBIRT position, and did substance abuse assessments, and provided this service for other departments in FNA outpatient.

Regina Davis, our therapist, was offered a scholarship to the prestigious Ackerman Institute which is one of the premier training facilities for family therapy in the United States. She also is attending the Parent Child Interactive Therapy training. These opportunities will provide her with increased skills to better serve the children, and families.

Staff presented at a number of trainings on PTSD, depression, resiliency, trauma, and other related issues to increase our understanding of the issues our consumers deal with. We provided a two day webinar on Infant Mental Health and the Babies in the Court Systems. This was attending by over 80 individuals.

Our partnership continued with Alaska Center for Children and Adults, and THRIVALaska to increase education, and resources to our community for child and their families 0-8. We worked collaboratively to ensure there is no wrong door for services.

In 2021 we lost the executive directors at both ACCA and THRIVALaska. Both ladies were an integral part of this partnership, and trusted members of our community, as they have worked with children and families for many years. We look forward to working with the new executive directors.

Family Wellness staff worked well together, and are willing to multi-task to ensure our consumer's needs are met. We provided seven families with food boxes, and gifts for Christmas with the help of FNA SOAP, and other kind individuals in our community.

We are looking forward to our third year of the Project Launch grant to expand our services and reach out and continue to educate our community members about the importance of early childhood infant mental health.

Behavioral Health Services: Youth

Graf Rheeneerhaanji

Graf Rheeneerhaanji is an adolescent treatment facility that serves our youth in Alaska. We serve youth from ages 12-17 years old, and have case-by-case admission of 18-year-olds.

The treatment program provided a culturally sensitive, structured residential treatment environment for youth diagnosed with substance use disorders and dependency. We incorporate Alaska Native culture and spiritual beliefs into the program. This is a 12-week residential program providing individual counseling, group therapy, eye movement desensitization and reprocessing, mental health services, anger management, and 12-step work with treatment assignments.

This program is a joint effort between Tanana Chiefs Conference, and Fairbanks Native Association.

An on site high school certified teacher provided instruction and guidance to consumers to earn credits in English, math, life skills, history, and physical education, as well as other required high school courses needed to keep them on track to graduate. The entire academic program is part of the Galena City School District's IDEA and iGrad programs.

We stayed active in groups and community activities doing basketball, volleyball, badminton, fishing, hiking, gardening, bike riding, skiing, and operating a snare line in the winter. The consumers attended a variety of local events in the Fairbanks/North Pole area. We were limited by COVID-19 precautions to stay safe.

Weekly Group Treatment Focus

- Choice and Change
- Keep it Simple
- Relapse prevention
- Mindfulness
- Conflict resolution
- Challenge course (low rope elements)
- Family and relationship in recovery
- Life skills
- Process/transition
- Trauma, grief, and loss

Consumers

During the past year, Graf has had four Native male youth, and seven Native females. These youth came from across Alaska, and one person came from the Lower 48.

We had referrals from Department of Juvenile Justice, Office of Children Services, self-referrals, Yukon Kuskokwim Health Corporation, and Provo Canyon, Utah. Many of these referred more than one consumer over the course of the year.

COVID-19

All safety precautions, as recommended by State of Alaska Childcare Licensing, Indian Health Services and FNA have been implemented, and are rigidly observed and enforced. We have been contacting agencies throughout the state, informing them that we are still open for business. The Graf consumers have been restricted to the unit, with most activities canceled or severely curtailed for safety.

Behavioral Health Services: Youth

Fairbanks Alaska Native Strategic Prevention Framework

Fairbanks Native Association developed the Strategic Prevention Framework in order to prevent underage drinking. We are developing a comprehensive underage 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 SPF project productively moved through the grant process in 2021. Despite COVID-19 challenges, we established, and revised the grant timeline as needed. We were successful in fully staffing the SPF Project.

Interagency Transition Council meetings continued every 6-10 weeks. The purpose of the ITC is to develop the infrastructure necessary to promote comprehensive, integrated and sustainable services to Alaska Native youth and young adults.

The first ITC retreat was conducted via Zoom for FNA staff in early 2021. We received a Two Six Digital training during this meeting. This program featured an extensive review of Google Analytics – detailing information such as referring sites, engaged users based on bounce rates and site time, along the consumption of specific content.

Coalition Training for the ITC was also completed during this time.

Staff has worked with our implementation team to update work plans and tasks. The SPF Planning sub-committee reviewed the workforce development plan, and prioritized adolescent alcohol risk and protective factors. Subcommittee leaders of the work groups have reached out to their subcommittee members to discuss next steps for their groups. The capacity committee worked on additions to the community resource directory.

Behavioral Health Services: Youth

Street Outreach and Advocacy Program

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

Currently we have 227 youth in our SOAP program.

This was another challenging year for the SOAP staff because of COVID-19. We were able to open for a short time for youth to visit. However, as the variants arrived we went back to scheduling youth by appointment to keep them safe. We still worked with our youth to make sure they were safe, healthy and well fed.

Staff handed out approximately 2,300 dinners and approximately 3,100 food bags. Also, staff gave out 1,362 food boxes.

Staff completed almost 400 hours of outreach to check on youth, and to see that they had adequate hygiene and clothing. During outreach staff made contact with 67 new youth on the street. Staff handed out 300 masks, and created 73 cooking classes for our youth.

Also, 52 youth secured jobs and 31 found suitable housing. Staff gave out 1, 225 packages of diapers, and wipes to our youth with families.

Trainings

- Respect
- ITC
- General Code of Ethics
- Mental Health Awareness
- Supervisor Training
- SOAP staff gave a special training with the 3-21 India Company Soldier and Family Readiness group. The SOAP director/therapist facilitated a session on Isolation Darkness, and Mental Health Awareness

Thank You

We would like to thank all of our amazing volunteers and our amazing community for all the wonderful donations in 2021. Hungry Robot participated with SOAP for National Pizza Day, and we received a \$500 donation. Ascension Rock Club donated passes for our SOAP youth to enjoy a day at their facility.

Our Easter was amazing as our youth received 67 handmade baskets. SOAP also participated in a canned food drive, and collected over 500 cans of food for our youth. Christmas and Thanksgiving were special with youth receiving gifts, and food boxes. These were just a few of the exciting and appreciated donations SOAP received.

We would like to thank all of our amazing volunteers, and our amazing community for all the wonderful donations this year. We especially want to thank the churches and the individuals who give to SOAP.

Behavioral Health Services: Youth

SOAP Basic Center

SOAP Basic Center received its licensing at the beginning of August 2021, and was able to open its doors to youth. We enrolled our first youth August 26th, and since then have enrolled 13 youth.

The residence has a kitchen, group meeting room, gym, and five, double-bed rooms with a bathroom.

It operated 24-hours, seven days a week. The purpose of the Basic Center program is to provide emergency housing, and counseling services.

SOAP Basic Center serves all children, 12-17 years old, who are at high risk of becoming homeless, are currently homeless, or have run away from home. FNA may provide rooms for homeless youth up to 21 days, with the option of extending this service by engaging in a 14-week treatment plan through FNA's Behavioral Health Services.

SOAP Basic offers screening and assessment, life skills, case management and transportation. Staff also conducts an outreach program.

COVID-19

COVID has made staffing difficult, but with the FNA Mitigation Plan, we have been able to work through it. Youth have also had difficulties with COVID. We followed school district protocols to ensure youth are safe and can return to school healthy.

Youth Served

We served 12 youth through the year. We had 13 enrollments for the year, as one youth returned to us after leaving.

Many of our referrals come from the Fairbanks North Star Borough School District, or Office of Children Services. We have had a number of successful exits in recently with youth being placed in stable housing of their choice.

Partners and Funders

SOAP Basic Center is funded by a Runaway and Homeless Youth grant from Housing and Urban Development. We were fortunate enough to work closely with our grant monitor in building the program structure, and as we opened the shelter.

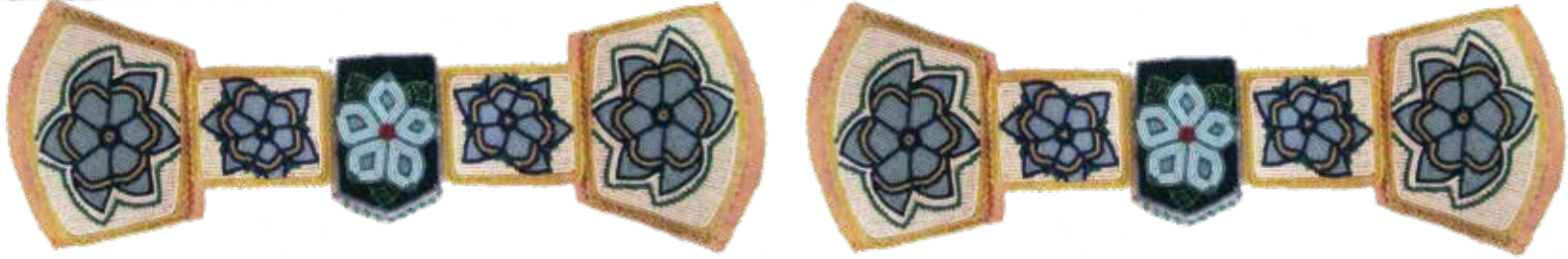
We received generous donations from the community. We have been given fresh fruits and vegetables, bedding, clothing, and winter items for the youth. It has been great being able to provide these items for the youth we are working with.

Professional Training

Staff participated in RESPECT Training this summer, covering de-escalation techniques, and working with consumers.

All shelter staff complete training through RHYTTAC, a training data base provided by our Runaway and Homeless Youth grant. The RHYTTAC training covered a range of topics required for basic centers and includes Positive Youth Development, Human Trafficking, Trauma and the effects of Trauma on Youth, etc.

Additionally, Alaska state licensing requires training in Reasonable and Prudent Parent Standards, which all staff completed in orientation.



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