



December 2009

THE NEWSLETTER Fairbanks Native Association *Merry Christmas, from our family to yours*

Employee Spotlight: Fairbanks Alcohol Safety Action Program - FASAP Director Louise Glynn helps guide alcohol offenders toward healthy, productive behavior



Louise Glynn is the director of FNA's FASAP office. Clients from all walks of life are sent to the Fairbanks Alcohol Safety Action Program (FASAP) by the courts.

Louise Glynn's office walls are decorated with the icons of popular music culture. Framed and behind glass are album covers from Eric Clapton, Led Zeppelin, Elton John, Joe Cocker and Chicago; a time when vinyl was king and so was rock and roll. On first contact, sharp-eyed clients might wonder about the path ahead, as they anticipate regaining driving privileges or fulfilling the court's directive.

There's no paradox for Louise; love of music is not a ticket to excess. A point she'll gently share with clients, if the conversation moves in that direction. After arrest and jail, Louise is likely the first

friendly face people see since the police stopped their cars. Her counseling is some of the best advice they need to hear.

For most people, the FASAP intake interview is the first time they learn the full extent of the consequences of their actions. These usually are convictions under first, second or third DUI charges. FASAP is also court mandated for assault, minor consuming, minor operating, reckless driving, reckless endangerment, and disorderly conduct.

New judgments arrive from the courts twice a week. Each month FASAP sees ap-

**Louise Glynn Continued
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FNA Board selection opens, nomination deadline Jan. 26, election March 2

Fairbanks Native Association is seeking qualified individuals to serve three-year terms as members of the Board of Directors.

Three seats are open. Each person will serve until March 2013. The election for these seats will occur at the Annual Meeting.

In order to be eligible, you must be one-fourth (1/4) or more Alaska Native or American Indian, a resident of Fairbanks North Star Borough for 30 continuous days, and 18 years of age or older.

On August 14, 2009, the FNA Board of Directors revised the FNA Bylaws to change the process on how nominations are received. The language we now operate under is as follows:

"Nominations for directors shall be made on a form provided by FNA not less than thirty days prior to the date of the annual meeting. Nominations may also be made from the floor at the annual meeting".

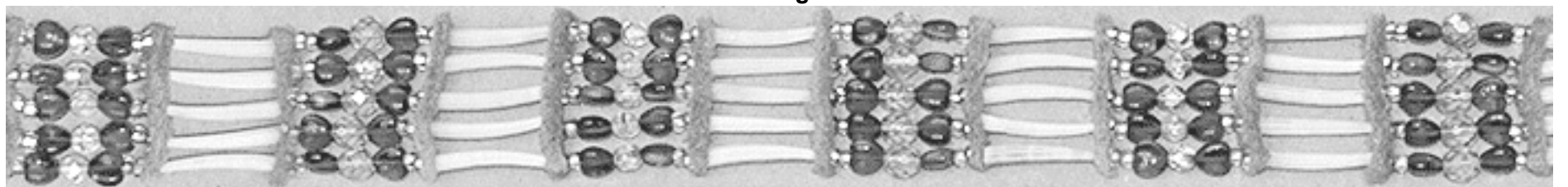
These changes were made to increase the level of candidate information reaching the membership prior to the meeting.

This year, FNA's Annual Meeting is scheduled for Tuesday, March 2, 2010 at 6:00 pm at the Chief David Salmon Tribal Hall.

To be considered a Board Candidate, complete and submit your nomination paperwork no later than 5:00 pm, Monday, January 26, 2010.

Contact Maurine McGinty at 452-1648 ext. 6235 for questions regarding this opportunity. Nomination forms are available at FNA's front desk.

Steve Ginnis says, "I encourage everyone to become involved in our community, attend the Annual Meeting."



**Louise Glynn Continued
From Page 1**

proximately 150 people, 80 percent are misdemeanor crimes. The formal lists clot the pages of the Daily News-Miner week after week.

“It ebbs and flows”, says Louise. “The load may be above 150 one month, below the next.” The trend, however, is up. According to quarterly reports submitted to federal agencies, the load is increasing 15 percent a year. Repeat offenders are 30 percent of the case load.

The program is supported by a two-person staff. Twyla Cruger is a program assistant and screening technician; Felisha Cooper handles data entry and clerk duties.

There are 12 ASAPs in Alaska; the main office is in Anchorage, where state employees operate the site. The other eleven sites throughout the state are funded by grants funneled through non-profit corporations. The ASAPs act as middlemen/monitors between the courts and the private firms that provide treatment services. FNA has been serving in this capacity since 1985, covering the Interior region.

The program operates on a budget of \$172,000 annually. Program receipts, fees paid by clients, bring in \$25,000 a month. FASAP maintains a reserve fund to pay for juvenile treatment, a service that catches many children who would otherwise fall through the cracks.

What does the job of being a middleman require? According to Louise, a nonjudgmental person, one who’ll clearly explain the process as directed by state regulation. One who will not hinder, but can certainly understand that many people are agitated and overwhelmed when they realize the full extent of the process that began when they were arrested.

“I do get feedback and feel fulfilled when I learn that I helped someone see the light, stick with the program and get their lives back,” she says.

Joy Copeland, a therapist at Shades of Growth, a for-profit service that accepts FASAP clients, says she impressed with Louise’s healthy attitude about the job. “She also demonstrates leadership skills

and pays attention to colleagues.”

Based on the charges and information gained at the FASAP interview, the client is directed to for-profit services that offer court-imposed counseling and behavior benchmarks.

Services are specifically designed to manage behavior associated with part of the population’s fixation on drinking to oblivion and the negative consequences associated with it. Depending on the individual, drug and anger counseling may also be ordered.

Sanctions for third-time DUI offenders are severe. When all costs are totaled, the tab from lost wages, lost job, fines and court fees, attorney or public defender, FASAP fees, paid transportation, private counseling and possible residential care facilities, an offender’s case may exceed \$20,000.

For a woman who grew up on Long Island, New York, attended the State University of New York at Farmingdale, and aspired to be a veterinarian or work for the USDA, leading an alcohol monitoring program is a leap. And yet, here she is.

Louise came to head the department in 2008, after joining FNA as a client screener almost three years ago. Prior to moving to Alaska, she was a clerk in the Colorado State Courts, a position that provided a level of experience immediately applicable to FASAP.

She’s now enrolled in an accreditation process toward certificates in substance abuse counseling.

Recalling her years in Colorado, she says, “It was a mountain town called Rollinsville, about 40 miles west of Denver, right at 9,000 above sea level. While my husband worked for an electrical contractor, I helped raise his stepdaughters (now 23 and 28). At that elevation, there’s more than a few things that relate to life in Fairbanks. I know how to chop wood and carry water.”

But her husband’s work was slow and the chance for something better came as an opening for an electrician at the Fairbanks North Star Borough School District.

“I adapt pretty well; 18 years at 9,000 feet builds a strong heart; I like it here,” she says.

Fairbanks Native Association

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FNA’s Mission

We provide our membership and the greater Fairbanks community quality services in a professional manner. These services are provided through special and innovative programs, which preserve the membership’s unique lifestyle and culture, while improving the quality of life for the community.

Steve Ginnis, Executive Director
Doreen Deaton, Deputy Director
Duane Hoskins, Director of Finance
Rhonda Howard, Director of Human Resources
Perry Ahsogeak, BHS Director
Carrie Lucas, WCCIH Program Director
Rob Finke, Graf, Acting Program Director
Elizabeth Vaughan, Ch’eghutsen’, Acting Director
Mary Willey, Head Start Program Director
Angela Foster-Snow, Early Head Start Program Dir.
Shirley Williams, PAT Program Director
Freda Williams, Community Services Program Dir.
Louise Glynn, FASAP Program Director
Linda Woods, Johnson O’Malley Program Director

FNA Annual Meeting

**Chief David Salmon
Triball Hall**

March 2, 2010, 6pm

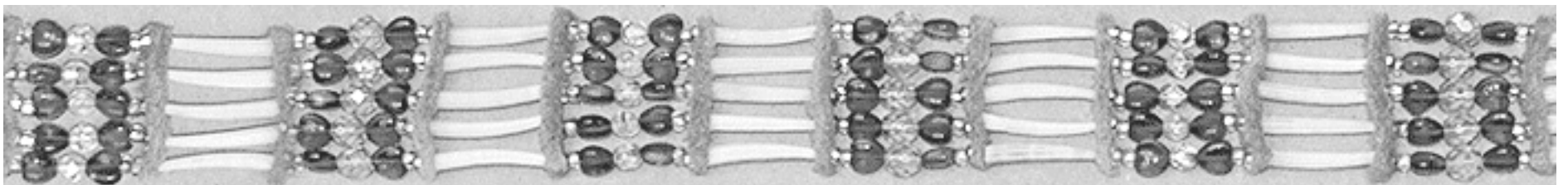
**Join the community
for reports about the
operation and funding
of your organization.**

**Be present for the
candidate speeches.**

**Weigh and consider the
options, then vote for the
best three people.**

Joy, temperance, and repose, slam the door on the doctor's nose.

— Henry Wadsworth Longfellow



We value our employees; they are the heartbeat of FNA

Join us in celebrating the 2009 Employees of the Month
for their dedication and accomplishments

January



Kelly Caldwell
Early Head Start, Home Visitor

February



Karla Martin
Accounting Dept.
Payroll/Benefits Coordinator

March



Mona Nollner
Ch'eghutsen', Family Advocate

April



Brandie Pike
Head Start, Primary Teacher

May



Martha White
JOM, Educational Tutor

June



Desiree Ballesteros
Graf, Secretary

July



Lois Hardesty
Head Start, Cook II

August



Bertha Nollner
Community Service, Case Manager

September



Virginia Shangin
WCCIH, Residential Aide

October



Linda Alford
Early Head Start, Primary Teacher

November

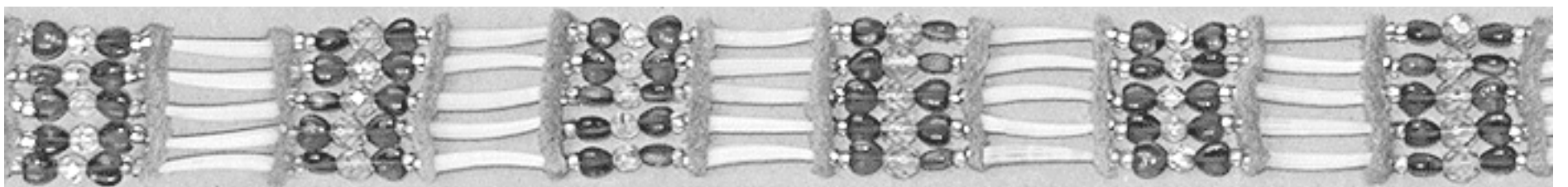


Ruth Esmailka
Community Service, Program Asst.

December



Janet Pearson
Ralph Perdue Cntr, Reception



FNA receives AEYC award in recognition for years of service to the community's children



Doreen Deaton, deputy director, far left, and members of FNA's educational programs staff gather to accept the President's Award from the Association for the Education of Young Children. AEYC is an advocacy organization composed of educators and resource specialists who work to promote early childhood education.

At its conference in October, the Fairbanks Association for the Education of Young Children gave its President's Award for 2009 to FNA. Established to recognize commitment to early childhood development, this year's distinction has a lot to do with longevity and hard work.

From the commendation statement we learn again why FNA is a community leader:

"For the past 42 years FNA has been passionate about the services it provides to Alaska's children and families. [...] working with the community, FNA established programs to serve the children in our Borough:

"Johnson O'Malley: providing cultural preschool experiences, tutoring for school age children, and culturally relevant programs for Alaska Native children.

"Che'jhtusen: which provides services addressing mental wellness through culturally sensitive opportunities, empowering the family and a child's best place for healing.

"Women and Children's Center for Inner Healing: a safe place for women and their children in the process of recovery from alcohol or drug addictions, focusing on their healing together as a family.

"Parents as Teachers: Nationally recognized family centered services regardless of income, through a home based model and socialization delivery that focuses on parents as their child's first and best teacher.

"Head Start and Early Head Start: Comprehensive early childhood services provided through home base and center base models to children and families, pre-natally through the age of five.

"[...] FNA serves over 300 families annually, empowering parents and focusing on the family as their strength.

"FNA [...] provides employment in the Early Childhood field to over 80 staff members, encouraging and maintaining a strong training base and commitment to professional development."

Board retreat clarifies issues, informs, opens way for better service

As earlier announced, FNA's board of directors held a retreat to review program management, discuss policy and resources. Though delayed several times, it was held October 20 at the Westmark in Anchorage. It was facilitated by Cady Lister, a senior consultant with Information Insights.

Among the topics covered: financial status, Behavioral Health Services and the Ralph Perdue Center. Long House, Enhanced Detox, Women and Children's Center. Also reporting, directors of Graf Rheeneerhaanjii, Ch'eghutsen'.

The afternoon component included presentations about FNA's education programs. These included Head Start, Early Head Start, Parents as Teachers, Johnson O'Malley, FASAP and Community Services.



Retreats are designed to allow policymakers and staff the freedom from daily pressures to allow full and frank discussions about the organization each party wishes to see thrive and succeed. Steve Ginnis, at right, FNA's executive director, and members of the staff and board of directors.

The afternoon closed out with board and staff interviewing each other. The exercise informs and builds trust on both sides. Discussions moved to core values, hopes, wishes.

The next morning board members and staff met to examine the common values that propel our work in this arena. Exercises helped reinforce direction and commitment while exploring challenges and obstacles ahead.

Staff and our consultants are analyzing the retreat's outcomes with hopes of using what was learned to design a strategic planning session, one aimed at future challenges.

Clean Hands Promote Health

Encourage your children by example; washing your hands reduces the risk of disease, protects the family and the community

Wash Your Hands

