
Fairbanks Native Association

2008
Annual Report





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Our Mission

Fairbanks Native Association's mission is to provide quality services in a professional manner for its membership and the greater Fairbanks community. 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.

"I am proud of what FNA does and the people who work there."



There were so many people who helped get FNA going in the beginning. People who spoke up for Native people – Howard Rock, Emil Notti and Nick Gray, among others. If it weren't for them, I don't know how long it would have taken FNA to get started. Especially Nick, he was the one who really got us going. I really want something named after some of them.

I am proud of what FNA does and the people who work there. We are making a difference. I hope others will join us.

Thank you.

Paldine Gersh
FNA Founding Member

Founding Member

A vertical decorative pattern on the right side of the page, consisting of colorful, abstract shapes and dots in shades of blue, orange, red, and white, resembling a traditional Native American design.

Board of Directors

Board Meeting Attendance

January 2008 - December 2008



Poldine Carlo
Founding Member
10 out of 12 meetings



***Rhonda Joseph**
President
10 out of 12 meetings



Edna Riley
Vice-President
10 out of 12 meetings



***Shirely Moses**
Secretary
7 out of 10 meetings



Glenn Carlo
Treasurer
11 out of 12 meetings



****Corina Collins**
7 out of 10 meetings



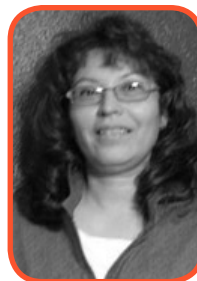
Mandy Sullivan
8 out of 12 meetings



Margaret Wilson
10 out of 12 meetings



***Cheryl Cadzow**
9 out of 10 meetings



****Janet Woods**
2 out of 2 meetings



Kathleen Meckel
5 out of 6 meetings
Resigned June 2008

* Elected in March 2008 **Filled vacant position

Dear Membership:

When I joined FNA this year as Executive Director I was only aware of some of the programs and services that this organization provides to our community. My own family has benefited from a few of these programs, not long ago my grandson was enrolled in FNA Head Start. He shared his experiences with me and I was impressed by the joy he had in learning. Since then I have learned more about FNA programs and how they help people in need, people who sometimes have nowhere else to go. FNA does valuable, important things; things that make a difference.



I am concerned about retaining these services. News of economic turmoil is everywhere this year. FNA is not immune from these difficulties. Our programs are primarily grant funded and depend on state and federal dollars. Declining grant funds have left our programs struggling to maintain the current level of services with fewer resources. In FY05, our budget was 15.5 million while in FY08 our budget was 12.8 million. During this time costs has also increased. We must be responsible for our own sustainability and explore opportunities where they exist.

FNA is developing internal resources. We have begun billing for our services when and where appropriate as a means to support these services and ensure that they continue to benefit our community. In doing so, we will show funding agencies that FNA is a good investment and that we have the self-determination to sustain our organization.

I have every faith that we do have the ability to sustain FNA. Our elders started this organization with vision, courage and only the money in the pockets of those sitting around Poldine Carlo's kitchen table. Today FNA is a multi-million dollar organization with 200 employees. We need to show our dedication to FNA's existence. We all have to work together to advance the vision of our Founding Members and provide the best service possible to our membership.

I commend each and every one of you who serve those less fortunate for your dedication, courage and commitment. It is through selfless acts that true hope and blessings are realized.



Steve wishing Hannah Solomn
Happy 100th Birthday!


Steve Ginnis
Executive Director

Executive Dire

Education & Other Services

Early Head Start

FNA Early Head Start (EHS) is a federally and state-funded community-based program for low-income, high-needs families with infants and toddlers and pregnant women; through a delivery focusing on the cultural identity of all ethnic groups, with an emphasis on Alaska Native traditions.

FNA Early Head Start serves 40 children within the Center-Based option and 101 Children within the Head Start/ Early Head Start option.

Program Highlights

EHS had the best attendance ever at our Family Events. Two events, the Fall Family Festival and February Family Appreciation Event, were huge successes.

More than 80 families attended the third Fall Family Festival. Infants and toddlers interacted and played games and everyone received goodies ranging from toothbrushes to animal crackers. Each family was given a wonderful soft Dr. Seuss Book provided through our First Books Grant.

EHS, joined by our friends on the UAF Hockey and Women's Basketball Teams, served 286 family members at the February Family Appreciation Event. It was a wonderful evening out with food, door prizes and fun for all. Many families commented on how much they enjoyed this event.

Early Head Start and Head Start are working to further staff training opportunities including the staff ability to acquire college credits. Angela Foster-Snow, EHS Program Director, coordinated or conducted training where attendees, staff or other community members, were eligible for college credit. Two of the special training opportunities offered this year were a week long intensive on the "Positive Behavior Support Philosophy" and a Teacher In-Service Week based on "Building Healthy Relationships". EHS was recognized for excellence for the Teacher In-Service training.

The State Infant Learning Program grantee, Project TEACH, assigns a staff member two to three days each week for our children with suspected or diagnosed delays. This collaborative effort expands the comprehensive support EHS strives to offer our children and their families.



Parents as Teachers

Parents as Teachers (PAT) is an early-childhood parent-education and family-support program designed to help all parents give their children the best possible start in life. Parents as Teachers provide parents with information on child development, prenatally to age five, and involves parents in learning activities with their child that encourage language and intellectual growth, physical and social emotional growth.

PAT is a voluntary program that offers personalized home visits by certified parent educators who are trained in child development. These visits help parents understand at each stage of their child's development, and offer practical ways to encourage learning, manage challenging behavior, and promote strong parent-child relationships. PAT also offers group meetings, play groups, screenings and a resource network for parents and children. PAT has no income or ethnicity requirements and all families are welcome if they are expecting or have children up to age five. 212 families were served this year.

Program Highlights

FNA Parents as Teachers celebrated its tenth year anniversary of providing services to families and was recognized by the Parents as Teachers National Center.

In January Channel News 11 spotlighted the PAT program and aired a home visit being conducted by one of the PAT staff. The PAT National Center aired the home visit on the Parents as Teachers National website for approximately 3 months.

PAT hosted its third annual graduation; 25 children successfully completed the program and are ready for their next milestone, is into kindergarten entry.

In June 80 percent of enrolled PAT families attended our Mothers and Fathers Day Picnic at Pioneer Park. This event was filled with food, fun, activities and laughter.

46 group meetings were offered this year. Group meetings consisted of parent child activities and parent work shops.

PAT collaborated with Play and Learn Head Start to produce a comprehensive community resources guide that is family friendly; all parents enrolled in the PAT program received a copy.

"I have had wonderful Parent Educators who are friendly, supportive and knowledgeable, and who seem to have real concern and love for our family. This makes the ongoing relationship comfortable and productive. I would first say that these characteristics are significant to our program's success."

-Tammy G.
Parents As Teachers
Parent

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Education & Other Services

Head Start

FNA Head Start promotes cultural identity of Alaska Native and American Indian families, while giving children aged 3-5 educational, physical and social skills and tools to have a great head start towards kindergarten. All of children receive screenings to help ensure that they are where they should be developmentally. Head Start works with families to connect with partnering community agencies to obtain additional resources for our families when needed.

FNA Head Start has four Part Day Classes that provide services to 80 children. FNA Head Start has two Extended Day Classes that provide services to 40 children.

FNA Head Start also has a Home-Based option for families of children from birth to 5 years. Families receive weekly visits in the home from a Head Start teacher, who helps the child develop social, physical and educational skills through appropriate developmental activities. There are socials twice a month that include home-style meals and interactions with other children and families. The Home Based option provides services to 33 children and their families.

Program Highlights

Head Start maintained steady enrollment during the last year and has a wait pool of more than 90 children.

TCC Ophthalmologist (Dr. Jaworski) performed vision screenings on 73 children at the Poldine Carlo Building in February resulting in 24 referrals to other services.

The Head Start children performed at the Festival of Native Arts on February 28, 2008. They performed the Airplane Song, the Seagull Song and a Yup'ik lullaby.

Head Start and Early Head Start participated in the Golden Days Parade on July 19. Twelve (12) EHS/HS families walked with the staff handing out toothbrushes, toothpaste, and applications to community members. More than 3000 toothbrushes were handed out.

Tanana Chiefs Conference Dental Clinic visited in September and provided 67 dental screenings to the Head Start children. Each child who was screened received goodie bags including a toothbrush, floss, toothbrush chart and oral health literature for their parents.



"We are proud to say that all three of our children are two-year graduates of FNA Head Start. Over the years, Head Start teachers and staff have provided our children with an individualized, solid foundation to begin their educational endeavors."

Our boys are all very different, yet each child's strengths were developed and weaknesses strengthened. As a result, all three boys entered the school district at an advantage, ready to take their learning to the next level. Head Start teachers, cooks, administration and support staff have been like an extended family for us over the years and when we run into them in the community, they continue to embrace us. We applaud FNA Head Start and wish you continued success in enriching the lives of each child who enters your door! Thank you for all that you have done for us and still do for Head Start children and families."

Amelia and Danny Ruerup

Head Start held its annual graduations on May 23, 2008. We had more than 300 families and friends attend.

Fairbanks Alcohol Safety Action Program (FASAP)

FASAP helps misdemeanor criminal offenders get the education or treatment they need to comply with the courts order and the Department of Motor Vehicles (DMV), with the ultimate goal of reducing alcohol and drug related crime. Most of FASAP's clients are referred by the justice system or the DMV. Some people do come to FASAP for themselves as well. The staff screens offenders charged with Driving Under the Influence of alcohol or drugs (DUI), Assaults, Disorderly Conduct and any other alcohol/drug related offense that is a misdemeanor. FASAP monitors the case as the offender attends education, counseling or treatment sessions. FASAP reports program completions and non-compliance with to the Court and District Attorney.

FASAP works with Juvenile offenders charged with Minor Consuming, Minor Operating a vehicle while consuming and any misdemeanor drug offenses.

FASAP maintains privacy and confidentiality for all clients in compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPPA).

Program Highlights

Last year FASAP served 1,094 adults with 433 either in compliance or that completed the program; 227 juveniles were seen and 146 are either in compliance or completed the program.

FASAP is proud to serve the Fairbanks community and will continue to maintain a strong working relationship with the court, district attorney's office, public defender's office and all other entities. We work together to help the people that need it.

FASAP moved to it's new location this past year. It is now located at 3100 South Cushman.



JOM Potlatch Dancers at the 2008 PowWow

Education & Other Services

Education & Other Services

Johnson O'Malley

The Johnson O'Malley (JOM) program provides educational and culturally-related services to Alaska Native/American Indian school-age children within the Fairbanks North Star Borough School District (FNSBSD). JOM provides tutorial services at Hunter and University Park Elementary schools and at the Effie Kokrine Charter School. JOM works closely with the FNSBSD Alaska Native Education program to place tutors where they will be most effective and assists with potlucks held in schools throughout the district. FNA/JOM continues to seek additional funding to expand the tutorial component. Last year, 3,353 student contacts were made.

Another component of the program is the Potlatch Dance Group. Junior High and High School students meet weekly to practice Athabascan song and dance. The group is highly sought for public presentations and performed for the Alaska Federation of Natives Convention, the Pacific North West Conference of Eagles, the National Guard Armory, the Governor's Arts and Humanities Awards, the North Pole Lions, guests at Pike's Waterfront Lodge, the Ft. Wainwright Bilingual Multicultural Education/Equity Conference, the Alaska Democratic Party, the Rotary Club of Fairbanks, the World Eskimo Indian Olympics and the Inter Tribal Pow Wow. Last year 168 students took part in the dance group.

Program Highlights

The annual School Supply Giveaway provided 156 students with pens, pencils, paper, notebooks, erasers, etc. Stipends were given to children to participate in many educational programs such as the Rotary International Exchange-France, National History Day, University of Maryland, Effie Kokrine Charter School senior trip, UAF Summer Music Academy, Denakkanaaga Youth Conference, Seward Sealift, Close-Up Program and the FNSBSD Literacy Book Giveaway.

Thirty four students were involved in the new FNA Dance Academy that offered Athabascan, Inupiat/Yupik and Tlingit song and dance. Weekly sessions were held at the Effie Kokrine Charter School.

The Alaska Native Youth Basketball Tournament held during 2007 Spring Break involved sixteen teams of 197 students from throughout Alaska. Thirty-one schools were represented. Parents, grandparents, guardians and community members volunteered as time/scorekeepers, concessionaires, monitors, and coaches.

Our annual holiday shopping spree, sponsored by the Rotary Club of Fairbanks, provided gift certificates to 20 Alaska Native/American Indian students.



Community Services

The Community Services Department offers the most direct human services available from FNA to families, elders, and homeless in a culturally-relevant manner. The program operates with strong convictions toward family, home environment, Native atmosphere and with compassion and commitment to help make a difference in people's lives.

With a staff of five people, on-call workers and volunteers, Community Services transports frail and elderly clients, serves elders hot, nutritious meals five days a week, distributes donated clothing and sundries, helps clients get services by helping with paperwork, advocacy on the phone, home visits, advocacy, and client outreach. Every month the program hosts intergenerational activities including community gatherings. Staff provides welfare assistance, agency advocacy, an annual homeless barbecue and clothing giveaway, adult protective services, information and referral, court appearances support, application assistance for housing and energy assistance, finances and employment, public awareness for family violence, and family caregiver referral and information. Community Services also helps families with burial at the Alaska Native Birch Hill Cemetery.



Program Highlights

In 2008, the welfare assistance program served 1,789 people; 911 families received food boxes, 5,661 congregate meals served at the elders program; 1,256 miles of transportation provided to the frail and elderly for medical appointments, 3,794 office and telephone contacts, 147 clothing donations, 55 program activities and 8 arts and crafts days for Native artists to sell their crafts.

The 13th annual Homeless barbecue event was August 13 and it was again a huge success. Lots of clothing, bedding and various household items were giveaway. The ICS Community provided military winter coats to give away.

The family violence grant provided the following adult and youth educational activities: "Native Dance"; "Birch Park Art"; "Sobriety"; "Proactive Decision-Making"; "Healthy Relationships"; "Money Talk"; "Trust & Staying Safe"; and "Back-To-School Success". There were 111 participants for the events.



Education & Other Services

Behavioral Health Services

Behavioral Health Services

FNA Behavioral Health programs treat alcohol and other addictions with residential and out-patient counseling. We provide welcoming, empathic services that are integrated to meet the needs of persons with substance abuse disorders and mental illness. Our vision is for FNA Behavioral Health programs to be recognized as places of excellence and wellness.

CARF accreditation was received through October 2010 for all programs.



Portrait of Ralph Perdue on loan to FNA from Perdue Family

Ralph Perdue Center Residential Services:

FNA developed a partnership with TCC to reopen the RPC residential program. RPC residential reopened in June 2008 as an 8 bed program. RPC currently offers a 28-day treatment program. FNA actively coordinates with other community service providers to ensure that RPC clients receive a wide range of services that aid their recovery and help them move beyond treatment.

Clients in this four-week intensive program get the support they need to recover successfully from alcoholism or drug addiction. In addition to required individual counseling and group counseling, clients gain insight and support from each other. Living in a community with other recovering addicts and alcoholics allows clients to share openly, in a nonjudgmental environment.

Ralph Perdue Center offers each client more than 28 hours a week of individual and group counseling. RPC staff strive to provide the client with the best foundation they can have for achieving not only lasting recovery from their addictions but as importantly a better way of living a successful and joyous life.

Program Highlights

Ralph Perdue Center has a close association with other FNA programs such as Gateway to Recovery (detox), RPC Outpatient, WCCIH and Longhouse. Clients completing treatment at RPC continue their recovery in these other programs. RPC would like to thank all FNA programs for their support and encouragement.

Ralph Perdue Center would like to thank Dorothy Perdue, wife of the late Ralph Perdue, and family members for their blessing at the opening of the program. Ralph Perdue Center is very proud of its cultural heritage and was thankful that many elders from the community attended the opening.

Ralph Perdue Center would like to thank Dorothy Perdue wife of the late Ralph Perdue, and family members for their blessing at the opening of the program.

Ralph Perdue Center Detox: The Gateway to Recovery

FNA's Detoxification Unit moved into a new 16-bed building in February 2009. FNA's expanded detoxification Gateway to Recovery program provides joint mental health and substance abuse treatment in the same building. Substance abuse treatment is provided by FNA and mental health services are provided onsite by the Fairbanks Community Behavioral Health Center. The Gateway to Recovery building is owned by the Alaska Mental Health Trust Authority. Numerous public organizations including the Fairbanks Memorial Hospital, Doyon, Limited and the Rasmuson Foundation, Tanana Chiefs Conference, made significant contributions to finish, furnish and equip the new building.

Gateway to Recovery is a medically-managed recovery facility where people can safely detoxify from alcohol or other drugs. The amount of time required for detoxifying varies; the average stay for alcohol is 3-4 days, while other drugs may take up to two weeks.

Entering the Gateway to Recovery program is the first step to gaining sobriety. Staff encourages patients to seek lifestyle changes and enroll in longer-term substance abuse treatment as appropriate. A care coordinator works with patients to obtain additional services such as assessments, supportive services, medical care and resources.

Program highlights for 2008:

- Broke ground for the Gateway to Recovery building in April
- Gateway to Recovery building 95% completed by December 2
- Gateway to Recovery Open House on December 19th with attendance by all major contributors, state representatives, and many members of the local community
- 1000 admissions to the Detoxification program
- 745 or 75% of admissions completed the detoxification process
- 38 or 26% entered longer term treatment directly from Detox

The State of Alaska and the Alaska Mental Health Trust Authority see this facility as an excellent example of integration of Substance Abuse treatment and Mental Health Services in our State.

- Steve Williams,
Alaska Mental Health Trust Authority

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Groundbreaking
April 2008



Behavioral Health Services

Behavioral Health Services

Ralph Perdue Center Outpatient Services

The RPC Outpatient Program is a comprehensive program committed to serving all substance abusing adults in the community. This FNA program includes Standard and Intensive Outpatient Treatment. It is a partnership formed through Tanana Chiefs Conference and funded through the State of Alaska, Division of Behavioral Health. Our geographical service area is the Fairbanks North Star Borough and Interior Alaska, however we take referrals from all over Alaska.

The RPC Outpatient treatment program offers group and individual counseling based on the needs of the individual as identified in their substance abuse assessment. RPC Outpatient receives referrals from our courts, FASAP, the Department of Corrections, and the Office of Children's Services, and other sources.

Program Highlights

- Clients Served: 56 individuals were served in the RPC Outpatient Program in 2008.
- Client Completion of Program: 23 successfully completed the program.
- Community Outreach Activities: Clients attended and participated with the Soaring Eagle Drum group, attended a bonfire at the Longhouse facility, and a pot-luck dinner at RPC.

Longhouse

Longhouse is an eight-bed long-term residential treatment facility for homeless, chronic inebriates who also have mental health problems. These clients have lived a tough life; they are not just temporarily homeless, but have a history of living on the streets, plus a mental illness and have been drinking or using drugs for a long time.

Longhouse provides residents with a safe and secure living environment in order to develop their recovery skills. Longhouse residents benefit from group and individual counseling, as well as supporting each other's recovery. Residents work with a case manager to learn daily living skills so they can live and work successfully in the community.

Program Highlights

Since the Longhouse program opened its doors in 2004, 72 clients have been served.

Longhouse residents benefit greatly through the collaboration of the street outreach case managers with the Golden Heart Project. The case managers provide a vital service to the residents at Longhouse. A majority of the Longhouse residents are eligible for some benefits, but have never applied or have been denied. The case managers close these gaps and help clients follow-through with paperwork, appointments, and responsibilities. It is difficult for the clients to engage in treatment and the case managers keep encouraging the residents so they stay in treatment.



Ch'eghutsen'

Ch'eghutsen' is an Athabascan word that represents one of the culture's most essential values and beliefs — **that Children are Precious**. The Ch'eghutsen' program provides family centered wraparound support for seriously emotionally disturbed (SED) children age's birth to twenty-two (22). Ch'eghutsen' was formed in 1998 as a collaborative effort between Fairbanks Native Association, Tanana Chiefs Conference and the University of Alaska Fairbanks. Each organization is able to share their strengths. Fairbanks Native Association and Tanana Chiefs Conference make sure Ch'eghutsen' is a culturally based system of care. University of Alaska Fairbanks ensures that goals and objectives are being met through systematic evaluation. Ch'eghutsen' collaborates with other agencies on behalf of the families they serve, but each family is responsible for selecting the services they wish to participate in.



Neal Charlie at the 2003 Ch'eghutsen' Sharing Time.

We are a unique mental health service. We focus on a culturally-based system of care, designed specifically by and for Alaska Native people. Ch'eghutsen' provides a full continuum of care that enhances the delivery of services to clients and their families by either providing direct services or coordinating with other agencies to provide these services. A value of the Alaska Native culture is the focus on family. Ch'eghutsen' view's the child as inseparable from family and community and severe emotional disturbance as affecting not just the individual child but also the extended family and community.

Program Highlights

Ch'eghutsen' has served 135 participants and their families. 120 have successfully completed the program, with only a small percentage having to leave due to relocation or other reasons.

Ch'eghutsen' invited the Canadian Native hip hop group "7th Generation" to perform in Fairbanks as part of the Mental Health Summit Day. The group provided a one hour workshop on how youths can use music to express themselves. Youths were given an opportunity to share their song and later enjoyed a performance by the group followed by a two hour dance.

Ch'eghutsen' meets regularly with the youth to discuss their input on the types of activities they would like to see happen. Ideas such as doing artwork, going swimming, camping, fishing, berry picking, having dances with themes and learning more Native dances and games are just a few of the activities that youth would like to do. Ch'eghutsen' has used these ideas as guidance for weekly and monthly activities.

Several community events occur throughout the year such as Disco Night, Luau, Masquerade Party, Halloween Carnival and the Youth Barbeque. We have had as many as 400 people participate in these events. Each event is filled with games, activities and prizes.

We provide parents with an opportunity to meet twice a week as a learning/talking support group. The first session works as a NICWA Indian parent model learning session and the second as a brief open session discussing parenting issues and progress while parents work on a craft or project.

Ch'eghutsen' received a Silver Recognition award for Excellence in Community Communications and Outreach (ECCO) from the Substance Abuse and Mental Health Services Administration (SAMHSA) for anti-stigma media outreach and was selected as a Family Friendly Workplace by the Early Childhood Development Commissioner through the Fairbanks North Star Borough.

Behavioral Health Services

Women and Children's Center for Inner Healing

The Women and Children's Center for Inner Healing (WCCIH) is a 10 bed, medium-intensity, long-term, residential treatment program serving adult women who are dealing with substance abuse issues. WCCIH is the only program in Alaska where a woman can bring her children (up to the age of seven) to live with her while she is recovering from substance abuse. WCCIH also serves pregnant and postpartum women. WCCIH attracts clients from all over the state of Alaska.

The women at WCCIH meet in daily group sessions that help them to understand the roots of their addiction and their relapse triggers. While the women are in groups and classes their children are cared for by in-house child care professionals or attending FNA Early Head Start or local schools. The WCCIH women support each other as they develop recovery skills and improve their parenting.

Program Highlights

One of the highlights of the past year was the fabulous support WCCIH received from the Fairbanks community. A couple of days before Christmas a woman came by with a box full of home made fleece mittens, hats and neck warmers for the women and children at WCCIH. When we asked her what made her think of our program she shared that when she had first come to Alaska there had been no program like WCCIH for her. Another highlight has been seeing WCCIH past residents gainfully employed and providing services to the community.

We appreciate the Rural Student Outreach (RSO) program at UAF which has assisted our clients in their return to college. The RSO program also provides support and guidance to clients in the process of obtaining college degree.

Women at WCCIH benefit from weekly classes provided by a nutritionist from UAF Cooperative Extension.

Women at WCCIH weekly attend Changing Patterns group at Interior Center for Non-Violent Living

Ch'eghutsen' welcomes the women of WCCIH weekly to work on crafts and enjoy cultural activities. Ch'eghutsen' also provides the women of WCCIH with weekly culturally sensitive parenting groups.

"One of the most touching things that happened at WCCIH for me last year was working with a young woman who intended to release the custody of her toddler to the state. During her stay at WCCIH she developed enough confidence in her ability as a parent her child that she made the decision to raise him." (Kathy, counselor)

Graf Rheeneerhaanji

GRAF is a residential substance abuse treatment program for youth ages 11-18. The program located, in a beautiful facility surrounded by birch woods, is a joint partnership between Fairbanks Native Association, Tanana Chiefs Conference and the Indian Health Service. GRAF is a voluntary program that expects a commitment of participation in the by the youth, their family, and community representatives.

GRAF is a culturally-sensitive, structured, and supportive residential environment for youth with medical diagnosed substance abuse or addiction. Youth come into the program after referral by a parent, community representative, health care provider, or the state legal system. Typically youth stay three to four months.

Counselors and teachers provide conventional substance abuse treatment, group and individual therapy, 12-step principles and drug education. Residents keep up with their middle school or high school credits through local school district or correspondence courses. Physical education and cultural immersion are required activities.

Program Highlights

GRAF served 39 clients in 2008. In August of 2008, GRAF switched from a cohort to open enrollment system. Graf instituted a driver's education program and strengthened its cultural program in 2008.



2008 Miss FNA, Kimberly Dullen was crowned 2008-2009 Miss WEIO on July 18, 2008. She is pictures above with Miss Indian World, Nicole Colbert and Miss Alaska, Courtney Carroll who was also Miss FNA in 2001.

Graf Rheeneerhaanji "The Healing Place" is a joint venture with Tanana Chiefs Conference and offers residential treatment for Alaska Native youth 11-18 years of age.



CARF accreditation was received through October 2010 for all FNA Behavioral Health programs.

Behavioral Health Services

Human Resources

Human Resources directs the employment policies and practices of FNA. HR processes employment and volunteer applications, personnel changes and terminations while ensuring fair and equal treatment of all individuals involved. HR is also responsible for fulfilling all legal requirements in personnel matters.

Program Highlights

FNA revitalized the Employee of the Month program which recognizes employees for their dedication and efforts, accomplishments and service to our clients, programs and organization.

HR promoted FNA programs and career opportunities through volunteering, conducting presentations and recruiting at key events such as Worlds Eskimo Indian Olympics, Annual Addiction School Conference, and Alaska Job and School Career fairs.

HR designed, implemented and completed an annual training program that ensures maximum participation and fulfills training requirements as mandated by CARF and OSHA.

The following is a description of staffing demographics for 2008:

- At year end there were 204 total employees, 155 (76%) were Regular Full Time (RFT) or Regular Part Time (RPT) and 49 (24%) were Temporary employees.
- The turnover rate increased from 26% (in 2007) to 28% (in 2008) partially due to lay-offs at the WCCIH, Community Service, RPC, JOM and New Life programs.
- **The ethnic composition of employees for 2008 was:**
 - Alaska Native 39%
 - Asian/Pacific Islander 3%
 - African American 7%
 - Caucasian 42%
 - Hispanic 4%
 - 2 or More Races 3%
 - Unknown 1%

Planning and Development (P&D) plays an integral role in stabilizing FNA and its programs. Planning and Development works to secure resources, promote communication, and sustain collaborations with other service organizations and funding agencies.



Robyne greeting individuals at the Enhanced Detox Open House

Program Highlights

- Planning and Development (P&D) submitted over 30 grant proposals in 2008 as well as legislative requests and other documentation requested by funding agencies and potential funding sources.
- P&D worked closely with community partners and funding organizations to facilitate the opening of the new Gateway to Recovery enhanced detoxification center. P&D staff took a central role in planning and coordinating the opening ceremony for the program.
- P&D staff continued to build partnerships with other community organizations through Arctic Alliance, the Golden Heart Project, Fairbanks Behavioral Health Community Planning Group, the Compass Coalition, the Effie Kokrine Steering Committee, Fairbanks Homeless Coalition, and Alaska Coalition for Housing and Homelessness.
- Staff attended several training and workshops including grant-funded trips for Alaska Native Education and Family Violence Prevention, a state-funded logic model training, and a training for Tribal Management Grantees. Staff also attended a Homeless Youth Summit sponsored by the Fairbanks North Star Borough School District and provided input to a statewide focus group for the Rasmuson Foundation.
- P&D staff worked to connect FNA programs in order to share resources for case management, child care and service delivery.
- P&D Director Elyse Guttenberg retired from FNA after 7 years of service in June.

FNA Community Services 14th Annual Homeless BBQ

Amy Van Hatten, Nellie Sheldon, Leafy McBride, Martha White, Ruth Esmailka, Bertha Nollner, and Freda Williams serve at the Community Services 14th Annual Homeless BBQ at the Hannah Solomon building.



Finance & Accounting

Financial Overview

The Fiscal Year 2008 Audited Financial Statements reflect the overall financial position of FNA. 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, 2008. The following provides details related to significant changes in these balances from the prior year.

- Current assets increased overall by approximately \$155,534 from fiscal year 2007. There was an increase in cash and cash equivalents, an increase in receivables, and a small decrease in prepaid expenditures and refundable deposits.
- An overall decrease in property and equipment value was primarily due to furniture and equipment depreciation. Staff conducted a fixed asset inventory and updated the fixed asset schedule. This change in property and equipment did include an increase of \$121,740 in facility systems upgrades.
- During the past year, total assets decreased by \$288,499 while total liabilities decreased by \$13,969.

Statement of Activities

The Statement of Activities reflects an overall decrease in net assets in 2008 of 5.7% or \$274,530. This is an improvement from the 7.5% decrease in 2007. The major factors contributing to this year's change in net assets include:

Revenues:

Total revenues decreased by \$947,337 from 2007. The primary reason for this decrease was the decreased availability of State and Federal funding.

Expenditures:

Total expenditures decreased by \$1,059,987 from 2007. Although the decrease in expenditures exceeded the decrease in revenues, expenditures exceed revenues and the overall result is a decrease in net assets.

*Traditional beadwork
displayed on this
Annual Report was
handcrafted by the
late Lily Pitka of Fort
Yukon.*

*FNA would like to
thank the family of Lily
Pitka for allowing us to
display her beautiful
beadwork.*



