

Fairbanks Native Association



2009



Bear


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Our Mission

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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.

Our
Mission

"Life has been just beautiful..."



"Life has been just beautiful, every morning when I get-up, I look out and you know even if it is snowing or raining. Whatever, it's a wonderful day to be alive. I just can't help but think that way."

Excerpt from the FNA History DVD .

Paldine Garb

FNA Founding Member

Board Meeting Attendance

January 2009 - December 2009



Poldine Carlo
Founding Member



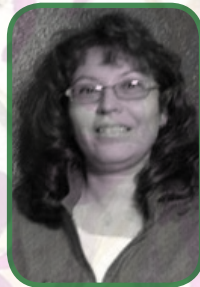
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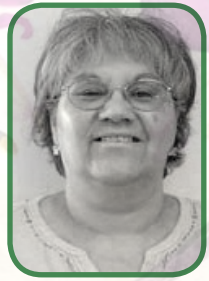
Corina Collins



Shirley Moses



Cheryl Cadzow



Karen Eddy

B.Bear
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Dear Membership:

This was a tough and challenging year for many non-profit organizations. But I'm proud to report that Fairbanks Native Association has its finances in order. I would like to recognize and commend our Accounting Department and our Program Directors for monitoring their finances over the past year. Financial reports show that FNA has improved its net operating margin for the fourth year in a row. FNA shows a slight increase in net assets for FY 2009. We are working hard on building sustainability for FNA, while costs are going up and grant dollars are going down.



I have been diligently meeting and working with our partner agencies to strengthen our relationships. In addition to our local nonprofit partners and Native organizations, I've also developed relationships with state officials, our state legislators, and our congressional delegation.

In an effort to become more effective and efficient, I arranged for a review of FNA's Behavioral Health programs. We collected input from staff and clients on the services we are providing, we asked them to suggest improvements, and asked them about overall satisfaction. After this, I made some leadership changes in our Behavioral Health Services. The management and staff have been continuously looking for ways to improve our services. Like a lot of other health providers in Alaska, FNA is dealing with a shortage of qualified staff – in particular, workers with behavioral health experience.

Our new Gateway to Recovery Enhanced Detoxification unit officially opened its doors in January. The building is beautiful, with 16 beds. But we've had a difficult time keeping qualified staff. In August, when our Advanced Nurse Practitioner (ANP) resigned, the state of Alaska Division Of Behavioral Health said we did not have enough medical oversight. So they told us to close the doors until we could hire a new ANP. We are open again and are contracting with TCC for medical oversight until we are able to hire an ANP.

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Several years ago FNA received a "Home" grant from AHFC to assist in the purchase of the Women and Children's Center for Inner Healing. But one of the conditions of that grant was that every woman entering into treatment had to go through a tedious application process for Section 8 Low Income Housing. This was a barrier to treatment. I started the process of negotiating with AHFC to pay back the grant in order remove these restrictions. So we are going to pay them back \$338,070 over 10 years -- with no interest using the money clients pay for services.

FNA Head Start and Early Head Start Programs were reviewed in January by the federal Office Of Head Start of the Administration for Children and Families. The review team complimented FNA on how prepared and organized the programs and staff were, and the reviewers closed any previously identified findings. Good job to all of the Head Start and Early Head Start staff.



I am privileged to work with a dedicated staff at FNA who have committed themselves to changing lives and making our community a better place. A place where treatment is accessible; a place where children's education is a priority; and a where elders are treated with love and respect.

I appreciate your continued support of FNA.

A handwritten signature in black ink, which reads "Steve Ginnis".

Steve Ginnis
Executive Director

Executive

Director

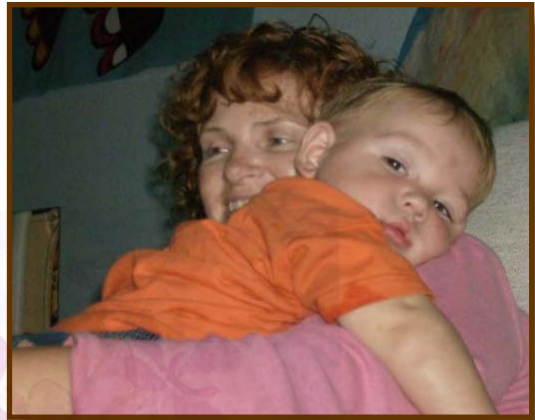
Early Head Start

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

Our mission is simple:

Through early intervention and relationship based practice, we will provide high quality child development, health, education, and nutritional services within a safe, culturally sensitive learning environment.

FNA Early Head Start serves 40 children within the Center Base option and 103 children within the Head Start/ Early Head Start Home Base option.



Program Highlights

More than 200 family members joined us for our 3rd annual Family Appreciation Dinner. Patrick McDonald was named the Agnes Moore Volunteer of the Year. Patrick has been very involved in our program and has provided support to our staff and building when we have needed it most.

- 4 Bringing Baby Home training was offered to parents in a 12-hour class based on research findings of what actually works to have a successful relationship, and how a child can be a big part of that. This training was presented over two weeks and was such a success that we will be offering it again in 2010. Local expert Jeanine Jeffers-Wolff was our facilitator for this event.

Once again this year we partnered with Cold Spot Feeds to provide a “scooping activity” for our kids to bring home a treat for their favorite canine at the Mush for Kids event. All families from both Center Based and Home Based were invited to this free event to share the fun of our “Spring” in Alaska.

FNA EHS participated in this year’s Week of the Young Child, held in April and sponsored by the Fairbanks Association for the Education of Young Children (FAEYC). All three mayors in the borough signed a proclamation honoring young children, and read by FAEYC President and EHS Program Director, Angela Foster.

For the 4th year EHS was recognized as a Family Friendly Workplace and honored at the Fairbanks Chamber of Commerce Luncheon in April. Nomination forms were submitted by staff and families and reviewed by the borough’s Early Childhood Commission.

EHS was awarded a Sleep Safe Grant for installation and testing of smoke detectors for our families. Based on statistics from our Home Based staff, fewer than half the families served have a working smoke detector installed in their home.

FNA EHS was one of three American Indian Alaska Native Programs awarded expansion money with the American Recovery And Reinvestment Act of 2009. We will expand on-site at the Women and Children’s Center for Inner Healing, with 40 additional full-day slots, and 17 more jobs in the community over the next two years.

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Early Childhood &

Other Services



My daughter, Linda Pitka, is 5 years old. She started out in FNA Early Head Start when she was 2. Now she is in her last year in FNA Head Start. She has been in the program for 3 years.

I got involved in the Policy Council as a Parent Representative. Later on I served as the Chairperson. I am still on the Policy Council. I have learned a lot from Policy Council and am sad that my daughter is getting too old for the program. Head Start helped me be a better parent. Head

Start has helped with Linda's Speech therapy by going to Linda's other school Hunter Elementary and talking with the other teachers and going to the yearly IEP meeting and getting a plan on how to teach Linda.

I have come to love the Head Start program. The Head Start of Fairbanks is awesome. There have been so much parent activities over the years from the yearly performance at the Festival of Native Arts to bead work and learning CPR and fire safety classes.

Adam Pitka.

FNA Head Start held its annual graduation. The graduation was a wonderful success. We had 264 family members sign in to help us celebrate this milestone in their child's life.

Head Start

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

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.



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Program Highlights



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

The Head Start children performed at the Festival of Native Arts on March 19th. The children performed the Airplane Song, the Seagull Song and Yup'ik Lullaby. There were over 90 family and friends in attendance to watch the children sing and dance. It was a great success!

Tanana Chiefs Conference Dental Clinic visited Head Start in September providing dental screenings to the Head Start children. During the two days 64 children were screened and received goodie bags that included a toothbrush, floss, and oral health literature for their parents.

The Head Start/Early Head Start staff and families participated in the Golden Days Parade in July. We handed out applications and 5000 toothbrushes. It was great fun and wonderful to see former Head Start families along the route.

Head Start held the Annual Head Start Family Holiday Party on December 16, 2009 at the Pioneer Park Civic Center. There were 62 adult guests signed in and numerous children enjoying themselves and Santa made an appearance to visit with the children.

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Early Childhood & Other Services

Fairbanks Alcohol Safety Action Program (FASAP)

FASAP helps misdemeanor criminal offenders get the education or treatment they need to comply with court orders 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 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 or non-compliance 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

FASAP is involved with a new program through the Wellness Court here in Fairbanks. Graduates from this program have devised, Reality Check - Life as a Felon, to hopefully deter 2nd time DUI offenders from offending again to the Felony status. It is a privilege to be a part of this program.

FASAP also maintains a close relationship with the courts, the District Attorney, and all of the agencies that we refer our clients to. Our office had special meetings with the Judges and the clerks at the state courthouse in Spring of 2009, to give them an update on our service to them. We also had meetings with the DA's and the Public Defenders offices.

Last year FASAP served 922 adults with 641 either in compliance or that completed the program; 206 juveniles were seen and 383 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.



Johnson O'Malley

The Johnson O'Malley (JOM) program provides educational and culturally-related services to Alaska Native/Native American children within the Fairbanks North Star Borough School District. JOM provides tutorial services to Hunter Elementary and Effie Kokrine Charter School. Supplemental funding to increase the number of tutors in schools remains a high priority. The major funding source is from the Bureau of Indian Affairs. JOM also benefits from the City of Fairbanks City Bed Tax process, as well as ongoing fundraising. JOM networks with the FNSBSD Alaska Native Education program in tutorial placement. During the 2008-09 school year there were approximately 1,500 student contacts made. JOM staff for 2009 is 100% Alaska Native hire.

In the fall of 2009 the JOM Potlatch Dance group reorganized and is in the process of extending services. Performance requests are honored as long as they do not interfere with the school day. Native Culture fundraising projects are ongoing as well as including community Elders to attend practice sessions.

Program Highlights

- 8 Our Annual School Supply Giveaway was held during the Community Service Wellness event. Ninety One students received much appreciated supplies. Extra school supplies were distributed during the JOM/ANE Election Potluck held at Ryan Middle School in late September.

The 2009 Alaska Native Youth Basketball Tournament had one hundred sixty one (161) students participating, with thirty four (34) schools represented, and twelve sponsors including the FNA Board of Directors and Administration, Tanana Chiefs Conference, Doyon Ltd., Youth Sports Bingo, Tozitna, Ltd., Wrights Air Service, Essentials Hair Salon, Fairbanks Youth Sports, Interior Regional Housing Authority, Denakkanaaga, Ron's Service and Regi & Judy Sookook, and approximately forty (40) parent/guardian/community volunteers. The 2010 tournament will be held at Tanana Middle School during Spring Break, March 8-10, 2010.

JOM participated in the annual Rotary Club holiday shopping spree. Twenty students were given \$50 gift certificates to purchase gifts.



Early Childhood & *Other Services*

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 children 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 trained in child development, to help parents understand what to expect in 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. 220 families were served this year.

Program Highlights

In December 2009 PAT program relocated to the FNA Administration building, where the staff and participants have adjusted very well. PAT is able to hold the majority of their group functions in the RPC gym which is conveniently located on-site.

PAT staff conducted 812 visits in the past year and 220 families received PAT services.

Father involvement was very successful in 2009 for the PAT program, 60 percent of PAT dads were a part of home visits and, or group meetings.

PAT held their annual graduation in May, for all children who will be entering kindergarten, 30 children graduated in cap and gown, as they walked over the bridge to success.

100 percent of PAT children are currently receiving a free book every month from Imagination library. Imagination library is a free program that mails out books to children between the ages of 0 to 5 years old in efforts to promote early literacy.

PAT collaborated with Play and Learn Head Start to put on a community resource fair for parents. PAT parents enjoyed learning about all of the resources in the community as they learned more about what different programs have to offer.

"If I could describe PAT in one word it would be "Amazing". After having my first child and going through postpartum depression I was really in need of support. After receiving a few PAT home visits I was thrilled that public health referred me. The support that I received with parenting is a big help and I'm thankful for their services."

- Mary Ebadpour
Parents As Teachers
Parent



Community Services

The vision and mission for the Community Services Department (CSD) is to help people become healthy individuals and bring families together by providing human services to FNA membership while recognizing human dignity in a culturally relevant, sensitive and empathic manner through coordinated services. The CSD operates with strong convictions toward family, home environment, Native atmosphere, with compassion and commitment to help make a difference in people's lives.

Program Highlights

In 2009, the welfare assistance program served 1,154 people; 928 families received food boxes; 5,986 congregate meals served at the elders program; 2125 miles of transportation provided to the frail and elderly for medical appointments, 8,923 office and telephone contacts, 113 clothing donations, 40 program activities including arts and craft days for Native artists to sell their crafts.

MAJOR EVENTS:

In May 2009, the Yukon River flooded Eagle, Stevens Village and Tanana. Community Services worked with all three villages in providing paperwork assurances, storage space for donated items, local transportation, and liaison services between the villages and the local agencies. The Director and Case Manager attended all the TCC transition meetings. Community Services assisted all three villages during the months of May and June.

July 31 was the 14th annual Homeless Barbecue Event. Lots of clothing, bedding and various household items were given away. Denali Resort collected items for flood victims, and the left over items were given away at this event.

August 21 was the family night event for wellness, sobriety and prevention of family violence. 300 people attended and picked up gift bags with Family Violence T-shirts and education materials. JOM also provided a school supply giveaway for all grades.

In October the Tanana Valley Campus (UAF) Cosmetology class came to give hair cuts, perms and pedicures. Picture an elder, who is 85, having her nails done was the first time in her life. This gave the students a chance to demonstrate their knowledge and skills, and the elders were excited to participate in the project for free.

In November CSD's annual luncheon for the homeless served 75 people, who were given free Census 2010 t-shirts. The Community Services director is involved with the Census 2010 project for the borough; from March 19 through April 19, 2010 there will be a U.S. Census worker at Community Services for intake for uncounted people.

In December, more than 300 people, including lots of children and Santa Claus, came to the CSD Christmas gathering at the David Salmon Tribal Hall. Family Violence prevention items, the JOM program gift bags and a lot of Census 2010 items were handed out.

Early Childhood &

Other Services



Behavioral Health Services

Behavioral Health Services is guided by a culturally-directed vision and operating principles. Although FNA has been continuously providing Behavioral Health Services since 1977, our management team decided to revamp and update its programs, integrating evidence-based and culturally responsive practices in all treatment units. Our efforts over the next year are guided by a strategic plan to support long-term client recovery.

Our practices are:

Culturally-resonant: Culture will inform our practices

Outcomes-based: Outcomes will direct our treatment plans

Recovery-oriented: Recovery principles will guide our practices

Strengths-based: We build treatment on client strengths

Client-directed: Clients will direct their own treatment

Evidence-based: Practice will be informed by scientific evidence that is culturally-based

Our Continuum of Care includes: Gateway to Recovery, the new Enhanced Detoxification unit, Ralph Perdue Center Outpatient and Residential treatment programs, the Women and Children's Center for Inner Healing, and Graf Rheeneerhaanjii for adolescents.

The System of Care provides allied support services during treatment to maintain long-term recovery. Support services include health, mental health, child welfare, legal and social services. All programs are integrating Evidence-based practices such as Motivational Interviewing, Case Management, Contingency Management, and Illness Management and are guided by strong culturally-responsive practice.

We are accredited by the Commission on Accreditation for Residential Facilities through October 2010.

In the coming year, we hope to develop Recovery Support Services, and enhance services for Women and Children, Adolescents, and Homeless (when grants become available).



Aerial view of the Ralph Perdue Center

Behavioral

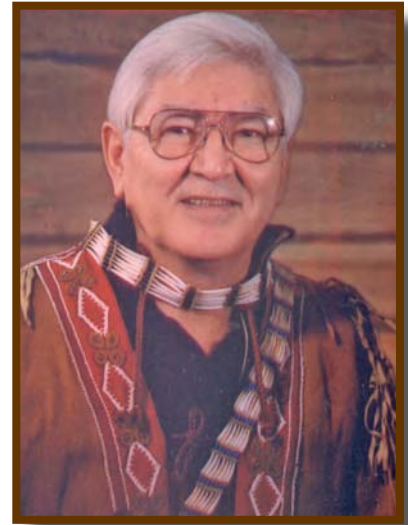
Health Services

Ralph Perdue Center

FNA developed a partnership with TCC to continue services with the RPC residential program. RPC currently offers a 10 bed 28-day treatment program. FNA actively coordinates with other community services 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 and/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 allow clients to share openly in a non-judgmental environment.

Ralph Perdue Center offers each client more than 20 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.



Ralph Perdue, Founding Member

Program highlights:

RPC has a close association with other FNA programs such as Gateway to Recovery (Enhanced Detox), RPC Outpatient, and Women & Children (WICCH). Clients completing treatment at RPC continue their recovery in our partner programs. RPC would like to thank all those involved for their support and encouragement.

Ralph Perdue Center Outpatient Services

The RPC Outpatient Program is a comprehensive program committed to serving all substance abusing adults in the community and takes referrals from all over Alaska. This FNA program includes Continuing Care, Standard and Intensive Outpatient Treatment. It is partnership formed through Tanana Chiefs Conference and funded through the State of Alaska, Division of Behavioral Health.

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, the Office of Children's Services, and other resources.

Gateway to Recovery

FNA's Enhanced Detoxification center first took in clients in January, 2009. The program is a safe, clean, medically-managed place where people are treated with respect while they detoxify from alcohol or other drugs. Clients receive substance-abuse counseling on-site, and a care coordinator works to assist them in obtaining the services they need to take the next steps to sobriety.

Gateway was closed temporarily in 2009 when our Advanced Nurse Practitioner resigned, leaving the center without the required level of medical oversight. FNA has since contracted with a doctor and two physician assistants from TCC to oversee the medical operations of the center.

Women and Children's Center for Inner Healing (WCCIH)

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 to help them 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 attend FNA Head Start or local schools. The WCCIH women support each other as they develop recovery skills and improve their parenting.

The Mission of the Women and Children's Center for Inner Healing is to assist women, in the interest of helping themselves and their children, to undertake a recovery journey to achieve a healthy lifestyle in which cultural pride is enhanced. The Women and Children's Center for Inner Healing program provides a comprehensive program structure designed to meet the goals of the program and a staffing pattern designed to ensure maximum opportunities for the persons served to access residential treatment services.

Program Highlights

14 In the past year there have been many changes in personnel at WCCIH. One of the continuous highlights of the program is the fabulous support WCCIH receives from the Fairbanks community. During the holiday season in 2009 we received several donations from local agencies to help assist in providing a very nice holiday for the women and children in the center.

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

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

We continue to 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 degrees.

The clients receive Food Boxes from the Food Bank once monthly through the TEFAP program.

Events that the women and children participated in were the Santa Clearing House, Christmas FNA Social Tribal Hall Function, After Christmas Fiddling Sober Event, A day visit to Chena Hot Springs, Drumming, Beading, Swimming, World Eskimo Indian Olympics, Midnight Sun Intertribal powwow, Thanksgiving POWWOW, Bake Sale, and several potlatches.



Behavioral

Health Services

Graf Rheeneerhaanjii

Graf is a residential substance abuse treatment program for youth ages 12 – 18. This program located in a beautiful facility surrounded by birch woods is a joint partnership between Fairbanks Native Association, Tanana Chiefs Conference. GRAF is a voluntary program that expects a commitment of participation by the youth, their family and community representatives.

GRAF is a culturally-sensitive, structured and supportive residential environment for youth with a diagnosis of substance abuse or dependency. 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 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 correspondence courses, or work on getting their GED. Physical education and cultural immersion are required activities.



Program Highlights

GRAF served 37 clients in 2009. In August of 2008, GRAF switched from a cohort to open enrollment system. We continue our strong cultural component. Community Activities: Monthly Elders Luncheon, Lakota Potluck Dinner and Dance, Fairbanks Fiddlers Festival, World Indian Eskimo Olympics and the Museum of the North (UAF) – Alaska Native Collection.

Volunteering: Food Serving and Prep at Stone Soup Café (Community Service Hours).

Guest Artist / Presentations: Worm Composting, Yupik/Inuit Drum Making, Ladle, Bowl and Mask Wood Carving with Crook Knife, Plaster Mask Making, Ice Fishing, Winter Camping, Caribou Tufting, Mukluks and Moccasin, Beading Gloves, Sewing and Quilting. Those are some of the activities done here at Graf.

Cultural Specialist has volunteered 4 hours a month at the Fairbanks Youth Facility's Treatment Program.



Graf Rheeneerhaanjii "The Healing Place" is a joint venture with Tanana Chiefs Conference and offers residential treatment for Alaska Native youth 12-18 years of age.

Human Resources

Human Resources' goal is to provide quality services and support employment, training, employee relations, benefits and compensation beyond the expectations of all employees thereby creating and maintaining a foundation which will enable FNA to promote the development, the involvement, and the retention of its employees to ensure customer satisfaction.

Program Highlights:

HR enhanced the in-house employee training opportunities by providing annual trainings, audio conferences and resources to assist in improving employee relations, job performance, and client services.

HR developed a record management tracking system which assisted in monitoring and maintaining employees' and volunteers' files and received recognition during State and Federal audits.

HR implemented the internal position opening advertisement and selection processes which encouraged internal promotions and career upward mobility in FNA.

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The following is a description of staffing demographics for 2009:

- At year end there were 203 total employees, 143 (70%) were Regular Full Time (RFT) or Regular Part Time (RPT) and 60 (30%) were Temporary employees.
- The turnover rate decreased from 28% (in 2008) to 16% (in 2009) through retention and recognition activities and transitioning staff to other programs when initiating lay-offs at Long House and Ch'eghutsen' and temporarily closing Enhanced Detox program.
- The ethnic composition of employees for 2009 was:

* Alaska Native	43.8%
* Asian/Pacific Islander	2.5%
* African American	7.4%
* Caucasian	36.9%
* Hispanic	5.4%
* 2 or More Races	3.4%
* Unknown	.5%

Human

Resources

Financial Overview

Fiscal Year 2009 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, 2009. The following provides details related to significant changes in these balances from the prior year.

*Current assets increased overall by \$513,128 from fiscal year 2008. There was a decrease in cash and cash equivalents of \$115,744, an increase in receivables of \$660,792, and a small decrease in prepaid expenditures and refundable deposits.

*An overall decrease in property and equipment of \$363,312 was due mostly to depreciation. Staff conducts an annual fixed asset inventory and updates the fixed asset schedule. This change in property and equipment did include an increase of \$157,336 in facility systems upgrades.

*During the past year, total assets increased by \$185,636 while total liabilities increased by \$67,742.

Statement of Activities

The Statement of Activities reflects an overall increase in net assets in 2009 of 2.6% or \$117,894. This is an improvement from the 5.7% decrease in 2008. The major factors contributing to this year's change in net assets include:

Revenues:

Total revenues decreased by \$182,030 from 2008. The primary reason for this decrease was the decreased availability of Federal funding. All other sources of support and revenue increased from 2008.

Expenditures:

Total expenditures decreased by \$574,454 from 2008.



Former Gov. Keith Miller and Poldine Carlo dancing at the 1969 Fairbanks Native Association potlatch.

Finance &

Accounting



Cover artist Betsy Bear's watercolor paintings are a visual expression of her love of nature, color, and the beauty that surrounds her in Alaska. She lives and works from her home studio in North Pole during most of the year, keeping busy with her family, art, and volunteer work. Summers are usually spent at her remote cabin among Southeast Alaska's beautiful fjords near Glacier Bay National Park, where she enjoys a brief respite from the busy world while she paints.

Betsy's art can be found at the Alaska Geographic gift shop in the Morris Thompson Cultural Center, the Ornamentry gift shop, Santa Claus House, the North Pole Visitor Center, in North Pole Art Society's Third Friday shows at the North Pole Grange Hall, the Summer Solstice Festival, several local Christmas bazaars, and at her home studio by appointment.

*Betsy Bear Creations
PO Box 56365, North Pole, AK 99705
phone 907-488-2129 / 907-388-4901
b.bear@acsalaska.net
www.betsybearcreations.com*



