

FAIRBANKS NATIVE ASSOCIATION



2010

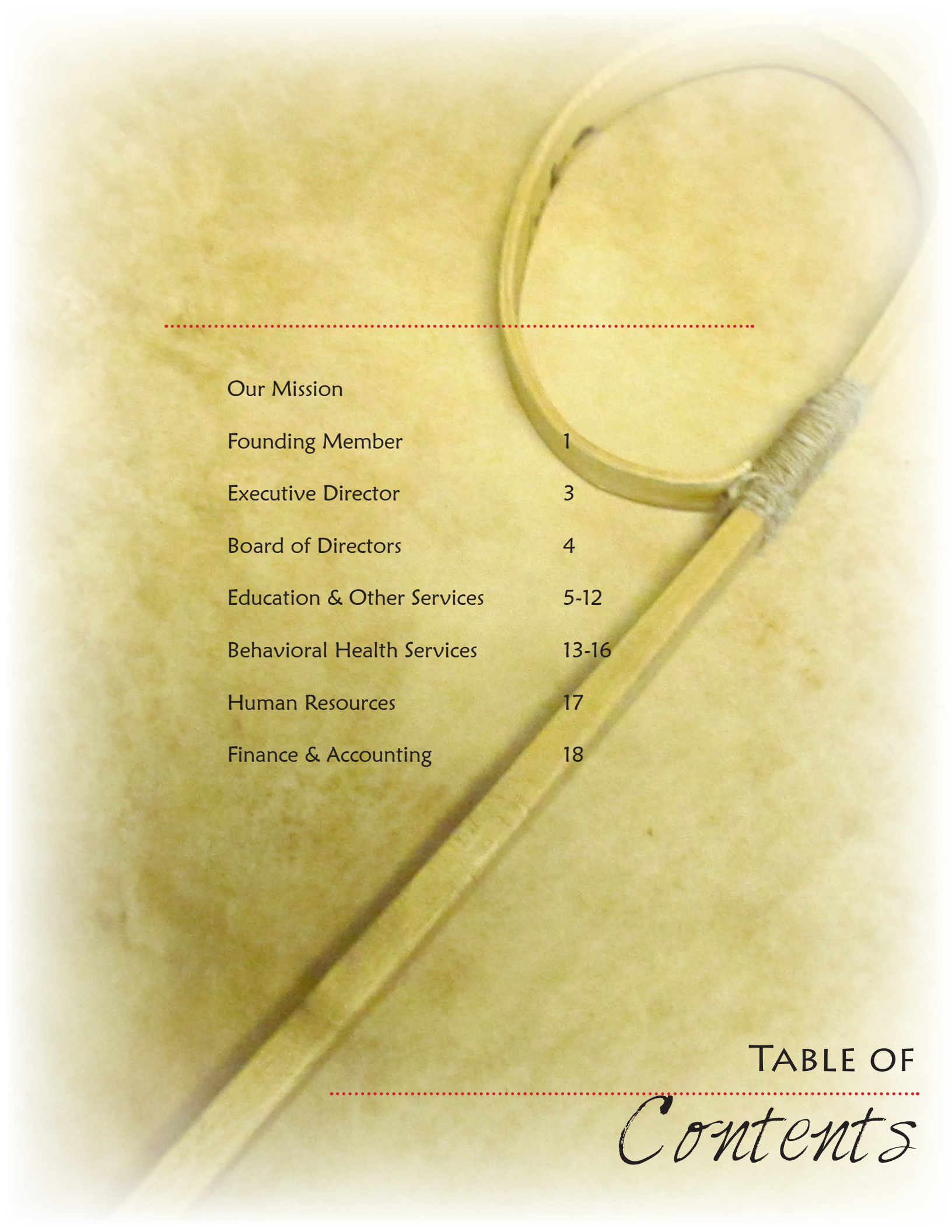
Honoring our youth...



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.



Our Mission

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FOUNDING

Member

Steve Ginnis presenting Poldine gifts on her 90th birthday at the FNA All Staff Meeting.

It is an honor to have our Founding Member, Poldine Carlo, so actively involved in our organization. She has never missed a Board meeting and is always willing to give her opinion and advice.

Thank you Poldine!

December 2010



Poldine Carlo
FNA Founding Member

JOHNSON O'MALLEY (JOM) DANCE GROUP

We would like to take this opportunity to recognize and celebrate the young people who have participated in the JOM Dance Group over the years. Many pictures are included here.

It is important for us to honor the service of these young people who step forward and make an effort to preserve our living traditions.

We dedicate this annual report to them.



2004 Doyon Chiefs Court

EXECUTIVE

Director

Dear Membership:

As we begin a new year, I want to reflect on our accomplishments in 2010 and thank the amazing staff for their dedication to FNA and compassion for the people we serve. These accomplishments could not have been possible without their hard work.

I'm pleased with our successes in 2010. For the second consecutive year we have shown a surplus in our financial audit. We were reviewed by the Commission on Accreditation for Rehabilitation Facilities (CARF) and I couldn't be happier with the results. As a result of this excellent review, our behavioral health programs are accredited for three years. In addition, the State of Alaska gave us a three-year program operation approval for our Enhanced Detox unit, Gateway to Recovery.

I am also pleased that we have been successful in our Early Childhood Development programs to receive a renewal of the Childcare Licenses for both the Head Start and Early Head Start programs. But even more exciting is the pending expansion of the EHS program to serve 40 more children. State Childcare Licensing has given approval to our Early Head Start program to start classes at FNA's Women and Children's Center for Inner Healing. This will help the mothers who are recovering from substance abuse by giving them another support resource.

Although the aforementioned are some accomplishments for our organization, all of FNA's programs continue to thrive and excel while providing services to the community. We have a new Strategic Plan, approved by the Board of Directors. This is a five (5) year plan that sets the direction for FNA. Some of the goals in this plan have already been accomplished and we will continue to move forward toward completing this plan in 2011.



Steve Ginnis
Executive Director



"I hope you use this annual report to learn more about FNA and the services that we have to offer."

BOARD OF DIRECTORS

March 2010 - February 2011



Poldine Carlo
Founding Member



Rhonda Joseph
President



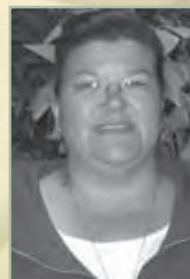
Glenn Carlo
Vice-President



Glenn Carlo
Treasurer



Shirley Moses
Secretary



Audrey Jones
Member



Ray Dewilde
Member



Brenda Krupa
Member



Jerry Sam
Member

BOARD OF

Directors

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.

In our last program year, we served 173 children from 131 families (82 two-parent families and 49 single-parent families).

Of these children:

84% were eligible based on family income, homelessness, or foster child status.

Currently, we serve 40 children in our Third Street Center, 16 in our Evergreen facility, and the prenatal-to-5 Home-based option serves 119 children. FNA Early Head Start has 45 full and part-time positions.



1992 Native Village

PROGRAM HIGHLIGHTS

This past year has been a true test of our program's abilities to change and adapt through expansion and collaborations. We expanded to two classrooms in partnership with the FNA Women and Children's Center for Inner Healing (WCCIH). The expansion is funded by the American Recovery and Reinvestment Act (ARRA). One full-day infant and toddler classroom opened in November and a second is scheduled to open in March 2011.

The ARRA expansion provided funding for a full-time cook offering USDA-approved meals for breakfast, lunch and snack each day Monday through Thursday.

We received the honor of becoming the first demonstration site for Social and Emotional Foundations for Early Learning in an Infant and Toddler program. This is a three-tiered collaboration including EHS, ACCA (Project Teach, our local Infant Learning Program) and the FNSBSD Preschool Special Education Program. The service helps children with challenges to receive a high quality of relationship-based services at EHS, and then the school district special education classroom with the support of the experts from ACCA.

Our program was selected three times to participate at the national level for input and guidance to the Office of Head Start, including a site visit from the National Director. This is the first time that National Director Yvette Sanchez Fuentes and Anne Linnehan, Fiscal Director, came to Fairbanks. They toured FNA Early Head Start and Head Start as well as Tanana Chiefs Conference's Nenana Early Head Start site. We were commended for environments and diverse staff presence. We will not take these compliments lightly.

Also in 2010, FNA Early Head Start was very successful in the area of Professional Development. One Teacher was accredited through the CDA Assessment and five others have submitted and will be validated in the spring of 2011.

The Alaska Autism walk had a great turnout; more than 20 people walked to raise money and Autism Awareness for Team Ty, a former Early Head Start and Head Start child. More than \$4,000 was raised for this worthy cause.

We hosted Barrow Head Start Director Melinda Bessett and staff who came to Fairbanks for two days to learn from our program as they are opening an EHS program this fall. This visit was a true compliment to the professionalism and reputation of our program. Two other state programs have also requested time at FNA EHS for training and mentoring.



The Fenton Family

The FNA Head Start Program in Fairbanks, Alaska has forever changed my life, the lives of my family members and all of those around us for the better.

This program has done so much to open my eyes to the goodness in all people. From the diverse cultures and interactions I see daily, to the kindness and generosity I experience, the FNA Head Start Program simply brings out the best in people and takes in so many that are in need to a better place and with open arms...

Danielle M. Fenton and the Fenton Family



Hilda's Story...

I began my journey with FNA Early Head Start more than 14 years ago as a new parent of my now teenage daughter Joni. Soon the program saw the potential in me as a compassionate and professional educator and I was hired as a Primary Teacher. I was a teacher with EHS for more than 7 years before making a transition to the Home Visiting team. I enrolled all three of my children in both Early Head Start and Head Start. My son, Jamie was born 2 months premature, and EHS was there with support. This experience has been the foundation of my knowledge as the Prenatal Specialist on the Home Visiting team. I am often consulted for information and resources on this topic that I literally take to heart.

Currently my youngest daughter Janna is enrolled with the FNA Head Start Program and loves to share the lunch menu with me on the ride home. Most recently shared that she had "color green" for lunch and requested that it be served at home as well. Daily I am inspired by Janna and her development and am grateful that I am able to be a part of providing these same opportunities to other families in our community.

My husband John and I have both benefited from resources through EHS and HS. John is an active participant in all of the EHS and HS father-involvement activities. We recently benefited from the health information that has been shared with my family and me as I am working through my diagnosis of Type II Diabetes. The support I have received has helped me and my family make changes to our lifestyle and commit to a healthy recovery that I am well on my way to.

Early Head Start and Head Start have been a big part of our lives. We have met a lot of challenges, but have had more success with their support.

Hilda Johnson and the Johnson Family

EARLY CHILDHOOD &

Other Services

HEAD START

FNA Head Start promotes the 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 children receive developmental screenings and Head Start works with families to connect with partnering community agencies for additional services they may need.



FNA Head Start employs a total of 36 staff members. We have four Part-Day classes to serve 80 children aged 3-5, an Extended-Day option serving 40 children, and a Home-Based option serving 33 children and their families. However, more than 60 children are on the waiting list.

More than 30,000 meals and snacks were served at FNA Head Start during the year, with a Child/Adult Care Food Program reimbursement of approximately \$74,000.

Head Start provides service to an average of 16 homeless/foster children/families each month.

Children performed at the Festival of Native Arts on March 4th. The children performed the Airplane Song, the Seagull Song and Yup'ik Lullaby.

FNA Head Start's annual graduation was May 28 at Pioneer Park in the Centennial Hall Theater with a cookout following.

More than 30 staff members and parents walked in the Golden Days Parade on July 24, 2010. We handed out applications and 5000 EHS/HS logo toothbrushes.

More than 100 adult guests, including Santa, came with their children to the Family Holiday Party on December 16 at Pioneer Park Civic Center.

Mary's story...

My Head Start career began when my son Dakota (Cody) enrolled in FNA Head Start. He had not been away from me very often, but the teachers and staff made us comfortable and eased the transition to the classroom. A month later, as Cody was able to say "Bye, mommy" at drop off time, I had volunteered myself into a paid position as an on-call Teacher Aide. The next fall I was hired as a regular Teacher Aide; the next year I became a Lead Teacher. I started work on my higher education; because of Head Start I have my AA degree in Early Childhood Education and am continuing on to a higher degree. In March 2005, I became the Program Director for FNA Head Start.



Cody isn't the only Willey Head Start graduate. My daughter Serena spent two years in the program. Cody is now a Teacher Aide at FNA Early Head Start and Serena says she wants to work with little kids when she grows up. I firmly believe that they both are succeeding in school and work because of the love of learning that they gained here at FNA Head Start.

I have seen FNA Head Start help so many children and families over the last 15 years. As Head Start Director, I work with the Alaska Head Start Association to advocate and educate. And I make sure we comply with State and Federal regulations, so FNA Head Start can continue to provide much needed services to our 152 children and their families every year.



PARENTS AS TEACHERS

Parents as Teachers (PAT) is an early childhood parent education and family support program. We provide parents with information on child development, and involve them in learning activities to encourage their child's language, intellectual, physical and social-emotional growth.

PAT is a voluntary program that offers personalized home visits by certified parent educators. Trained in child development, they help parents understand what to expect in each stage of their child's growth, and offer practical ways to encourage learning, manage challenging behavior, and promote strong parent-child relationships. PAT also offers group meetings, playgroups, 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

Father involvement was very successful in 2010 for the PAT program, 80 percent of PAT dads were a part of home visits and, or group meetings.

PAT staff conducted 620 home visits in the past year and 187 group meetings.

35 percent of enrolled PAT families had two or more children graduate from the PAT program.

PAT held their annual graduation in May for all children who will be entering kindergarten. 25 children graduated in cap and gown, as they walked over the bridge to success.

100 percent of PAT children were up to date on their immunization records.

WHAT'S AHEAD:

In September, PAT was awarded a Tribal Maternal, Infant, and Early Childhood Home-Visiting Grant. It was funded out of the Federal Health Care legislation, The Affordable Care Act. We will be changing our program in 2011 after working out a plan to find the best Tribal Home Visiting (THV) model. The goal for THV grant is to support the development of healthy, happy, successful Alaska Native/American Indian children and families through a coordinated, high quality, evidence-based home visiting strategy.

2010 FNA Baby



Julianne Arkell

"Our family has been blessed to be a part of the PAT program. Our parent educator has helped our family through some tough times. I would have to say being a parent of two, PAT has been a very resourceful program."

- Diane Cruz
Parents As Teachers
Parent

EARLY CHILDHOOD &

Other Services

1999 World Eskimo Indian Olympics opening ceremony



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, as well as West Valley and Hutchison High School when time allows. Supplemental funding to increase tutorial services to the schools throughout the district remain 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 2009-10 school year there were approximately 2,891 student contacts made. JOM staff for 2009-10 was 100% Alaska Native Hire.

PROGRAM HIGHLIGHTS:

In 2009-10 there were seventy seven (77) students involved in the FNA JOM Potlatch Dance Group. Numerous performances were made and weekly dance practice sessions were held.

Our Annual School Supply Giveaway provided ninety one (91) students with school supplies. JOM also provided back packs and school supplies at the annual Alaska Native Education / JOM Election Potluck held at Ryan Middle School in October 2010.

The 2010 Alaska Native Youth Basketball tournament had two hundred eleven (211) students participating from thirty-six schools. Sponsors included: Fairbanks North Star Borough School District, FNA Administration and Board of Directors, Tanana Chiefs Conference, Doyon, Ltd., Youth Sports, Tozitna, Ltd., Denakkanaaga, Wright Air Service, Ron's Service, Interior Regional Housing Authority, Essentials Hair Salon, Fairbanks Youth Sports, Local IBEW, and Judy and Regi Soolook. Approximately 40 volunteers, who include parents, grandparents, guardians, and community members, stepped forward to make this tournament possible.

JOM participated in the annual Rotary Club holiday shopping spree. Twenty students received \$50 gift certificates to purchase gifts for family and friends.



"THE POTLATCH"



"The Potlatch" was a performance held in the early 90's of song, dance, and story which celebrated the cultural traditions of Athabaskan Indians. This performance was held at the Native Village at Alaskaland.

EARLY CHILDHOOD &

Other Services

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 the Fairbanks Native Association membership while recognizing human dignity in a culturally relevant, sensitive and empathic manner through coordinated services. The Community Services Department operates with strong convictions toward family, home environment, and Native atmosphere, with compassion and commitment to help make a difference in people's lives.

PROGRAM HIGHLIGHTS

In 2010, the Welfare Assistance program served 2,530: 1,135 families received food boxes; 5,483 congregate meals served at the elders program; 293 people donated clothing; 6,843 miles of transportation were provided to the elderly and frail for medical appointments, shopping, paying bills and to community events sponsored by Fairbanks Native Association. Community Services has monthly events such as: Arts & Crafts, holiday and annual events serving food and clothing giveaways. Elders participate in gathering seasonal berries, bowling outings, and visiting Nenana, North Pole and the annual Riverboat Discovery trip in May.

MAJOR EVENTS:

There were two Homeless Barbecues with food and winter clothing giveaways this year. 417 people received clothing, personal care items, bedding, warm socks, gloves and hats. The items were gathered through the summer with donations from the Fairbanks community.

The Family Violence Grant sponsored events raising awareness of domestic violence e.g. "Give Me Shelter" and a "Self Defense Class." There are numerous public educational materials about domestic violence available at Community Services.

FNA's Community Services sponsored the first "Cancer Gathering" for the Alaska Native Community for cancer survivors and family to share their stories. As a result FNA Community Services and the UAF Center for Alaska Native Health Research at the Institute of Arctic Biology will be working together on two research projects involving Cancer and Grandparents.

August 20 was the second "Wellness Gathering" held at the David Salmon Tribal Hall with 237 people signing in. The following agencies had informational tables: Community Services, which gave away Family Violence Prevention T-Shirts; TCC Diabetes; Joel's Place; Careline (Suicide prevention); Fairbanks Homeless Coalition; TCC Dental; UAF Center for Alaska Native Health; Fairbanks Native Association's Human Resources. Fairbanks Native Association's Elder's Program conducted the needs assessment with 53% of the elderly population completing the survey. Also Community Services gave away school supplies for pre-school; elementary, middle and high school. There were 17 door prizes. Sandwiches and other goodies were served. Excellent turn-out!



March 2000

Leading UAF graduates to commencement ceremony



EARLY CHILDHOOD &
Other Services

BEHAVIORAL HEALTH SERVICES

Behavioral Health Services (BHS) made significant accomplishments in 2010. Of twelve goals identified on our Strategic Plan, nine were fully achieved. Our plan for 2011 is to maintain momentum towards the Vision and adherence to the department's Guiding Principles. In the coming year we want to improve our case management system, strengthen evaluation, develop work therapy for our consumers, develop an aggressive outreach program, and engage several other ideas to improve clinical services.

BHS is proud of the commitment of our staff. It has allowed us to receive a three-year accreditation from the Commission on Accreditation for Rehabilitation Facilities (CARF). The CARF survey team indicated some of FNA's strengths are: we are a strongly-committed community-based organization which clearly prioritizes the well-being of our community members; FNA's dedicated leadership supports inclusive and culturally-focused services and collaborates with other providers to get more people more help; and the commitment and passion of the FNA Board, management, support staff, counselors, and other team members reflect a cohesive determination to weather the recent storms the BHS program has faced.

The dedication, compassion, enthusiasm, professionalism, and skills of the staff members are trademarks that are practiced throughout every level of Fairbanks Native Association.

In addition because of our CARF accreditation and the professionalism of our BHS staff, we received the State of Alaska, Division of Behavioral Health Certification. It applies to substance abuse disorder treatment services for "Alcohol and other Drug Addiction Services; Detoxification (Adult), Outpatient Treatment (Adults), Residential Treatment (Adults), Residential Treatment (Children and Adolescents)" through December 2013.

In the coming year, we will continue to improve and enhance our services through careful planning; improving processes as well as look at other opportunities to provide excellent services for all of our consumers and the community.



Denali Center

RALPH PERDUE CENTER

The Ralph Perdue Center offers 10 people at a time a live-in community, where they are treated with sensitivity and respect while they seek long-term sobriety. Consumers in this six-week intensive program get the education, learning tools, skills and support they need to recover successfully from alcoholism and/or drug addiction. In addition to required individual and group counseling, consumers gain insight and support from each other. Living in a community with other recovering addicts and alcoholics living a clean and sober life style allow consumers to share openly in a non-judgmental environment.

RPC offers each consumer more than 20 hours a week of individual and group counseling. RPC staff strives to provide the consumer with the best foundation, but as importantly, a better way of living a successful and joyous life. FNA actively coordinates with other community service providers to ensure that RPC consumers receive a wide range of services to aid their recovery and help them move beyond treatment.

PROGRAM HIGHLIGHTS:

In 2010, treatment in our residential program took on a more long-term approach. We lengthened the time a consumer stays with us from 28 to 45 days.

We also added connections to “recovery supports.” These are the services in the community that help someone stay sober after they leave treatment. RPC would like to thank all those involved for their support and encouragement.

Previously our residential program was managed through Tanana Chiefs Conference, but after a presentation to the State detailing FNA’s Strategic Plan, the State transferred the program to FNA’s Behavioral Health Services.

RPC 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 Standard and Intensive Outpatient Treatment.

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, the Department of Corrections, the Office of Children’s Services, and other resources.



FNA Head Start performers at the 1999 FNA Annual Potlatch

PROGRAM HIGHLIGHTS:

FNA’s Outpatient group attended Soaring Eagle Drum at Pioneer Park and the World Eskimo Indian Olympics for cultural responsive enhancement.

BEHAVIORAL

Health Services

WOMEN AND CHILDREN'S CENTER FOR INNER HEALING (WCCIH)

The Women and Children's Center for Inner Healing serves 10 women and their children (age 7 and under) with 4-6 month residential treatment which supports healing, learning and growth. This unique substance abuse treatment program blends physical, emotional, intellectual, spiritual and cultural components to create a holistic approach to recovery. Pregnant women are a priority for admittance and all residents are scheduled for a variety of groups & classes including: parenting, addiction studies, 12 step, relapse prevention, relationships/self esteem, nutrition, cultural traditions, "wellbriety," life skills and beading/sewing & cooking.

WCCIH promotes recovery by integrating three treatment directions: substance abuse education/awareness; building a sober support network; and understanding emotional/mental health issues such as trauma and grief. In 2010 WCCIH contracted with two Mental Health Professionals to provide on-site groups and individual treatment. Cultural traditions and wellbriety are vital parts of the program on-site and within the community. Residents attend AA/NA meetings and domestic violence classes.

The WCCIH staff is dedicated to a treatment model that encourages respect, sharing and caring about themselves and others through teamwork. Treatment planning is individualized for each resident and staff also supports each woman's need for autonomy and self-reliance.



PROGRAM HIGHLIGHTS

Very few staff changes were made in the past year and the program and the facility have undergone a re-birth. The building has beautiful new floors & paint that brighten the rooms and the spirits. FNA's Early Head Start program moved in with additional teachers, a child advocate and a day-time cook. Positive attitudes reach out and touch others and the community has made a number of donations for WCCIH residents that include: clothing, baby monitors, a computer, toys, food boxes, tickets to events and cash.

WCCIH is averaging five graduations per quarter and last fall one resident received a college scholarship. Partnerships with UAF continue through the Rural Student Services Program, nutrition classes and Sunday visits to the campus for drumming. Other Interaction with community partners include: ALPA, Catholic Community Services, Salvation Army, TCC, Rescue Mission, Food Bank, as well as FNA Head Start, Community Services, RPC and Gateway. The residents also hold bake sales to help pay for activities/events. They attended potlatches, Tribal Hall events, Fiddlers and a number of AA/NA sober support family activities, the World Eskimo Indian Olympics, AFN, and the Midnight Sun Intertribal powwow. The residents work and play together to find their individual Strengths, Needs, Abilities and Preferences in a sober world.



2010



GRAF RHEENEERHAANJII

Graf is a residential substance-abuse treatment program for youths ages 12 -18. We strive to provide a culturally-sensitive, structured, and supportive residential environment for Alaska Native and Native American teens. This program, located in a beautiful facility surrounded by birch woods, is a joint partnership between Fairbanks Native Association and Tanana Chiefs Conference.

Graf is unique. Designed to address our youths' substance abuse problems, the program also assists them in identifying and working on other challenges that makes recovery harder, such as: community, family, peer, educational, legal, and/or medical problems. This is a voluntary program that expects a commitment of participation by the youth and their families.

Graf operates 24 hours per day, 365 days a year. The youths' treatment and school activities are scheduled throughout the day to maximize the treatment modality outcome. The youths often come into the program after referral by a parent, community representative, health care provider or the state legal system and are connected with a primary support counselor who is going to provide conventional substance abuse treatment, individual and group therapy.

Residents stay 12 to 14 weeks. However the stay could be extended on a case by case basis, depending on each youth's individual needs, participation, and the completion of his/her treatment process. Residents keep up with their school requirements through Raven Correspondence School, including GED assistance, with an on-staff Educational Coordinator.

PROGRAM HIGHLIGHTS

Graf served 45 consumers in 2010. Graf accepts new applicants every day as we work with our candidates and their families through our open enrolment system. We continue to offer our strong cultural component to help ground our consumers, as they may experience a wide range of challenges and emotions throughout their treatment process.

Graf Rheeneerhaanjii, "The Healing Place," stays connected with our customs and beliefs and teaches our next generation to respect and honor their past, by participating in activities such as the monthly Elders Dinner and Dance, Fairbanks Fiddlers Festival, World Indian Eskimo Olympics, Artic Winter Games, Soaring Eagle Inter-Tribal Pow-Wow and the (UAF)-Alaska Native Collection.



2003

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.

BEHAVIORAL

Health 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 (HIPAA).

PROGRAM HIGHLIGHTS

FASAP maintains a close relationship with the courts, the District Attorney, the Wellness Court (to deter second time DUI offenders) and all of the agencies that we refer our clients to. Our office had a special meeting with most of the treatment agencies in April 2010. We discussed communication between agencies.

Last year FASAP served 1017 adults with 293 either in compliance or who completed the program; 204 juveniles were seen and 506 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 who need it.



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

Although HR was challenged due to shortage of staff for half of the year we continued to focus on recruitment, retention and training. We successfully met the personnel management and records requirements for all audits to include State and Federal criteria for Licensing and CARF.

HR reviewed and updated policies in the FNA Policies and Procedure manual and implemented the new Employee Leave Donation program where employees can donate their PTO and/or sick leave to other employees in need due to their illness or an immediate family member.

HR streamlined the hiring packet process in the department thereby decreasing the amount of time that HR takes to process packets. We also eliminated the internal job list which helped to decrease advertisement timeframe for posting open positions but still gave employees opportunities to apply for internal hire/promotion.

HR led the second year of the wellness program which included encouraging healthy living, sending out wellness reminders, and assisting in coordination of activities such as exercise sessions and weight loss events.

The following is a description of staffing demographics for 2010:

- At year end there were 210 total employees, 156 (74%) were Regular Full Time (RFT) or Regular Part Time (RPT) and 54 (26%) were Temporary employees.
- The turnover rate increased from 16% (in 2009) to 20% (in 2010) partially due to employees finding other employment or relocating outside of Fairbanks area.
- The ethnic composition of employees for 2010 was:

* Alaska Native	39.5%
* Asian/Pacific Islander	4.3%
* African American	6.2%
* Caucasian	40.0%
* Hispanic	6.2%
* 2 or More Races	3.8%



HUMAN

Resources

FINANCIAL OVERVIEW

FNA achieved significant financial improvements this past year, including an increase in net assets of \$190,071. FNA's Fiscal Year 2010 Audited Financial Statements reflect our overall financial position. The information below is from this document.

Statement of Financial Position as of June 30, 2010.

Assets

During the past year, total assets increased by \$350,657.

- Current assets increased overall by \$778,102 from fiscal year 2009.
- An increase in cash and cash equivalents of \$585,194
- An increase in receivables of \$196,000
- Small decreases in prepaid expenses and refundable deposits.
- Property and equipment, and intangibles decreased by \$413,401 from fiscal year 2009.
- Accumulated depreciation and amortization : (\$500,137)
- Property renovations and equipment purchases: \$86,736

Liabilities and Net Assets

During the past year, total liabilities increased by \$160,586.

- Current liabilities increased overall by \$282,351 from fiscal year 2009.
- Increased deferred revenue: \$245,337
- Restructuring of AHFC grant agreement: \$41,726
- Losses due to investment in joint venture decreased by \$3,330
- Other minor changes (\$1,382)
- Long-term debt decreased by \$121,765 from fiscal year 2009.
- Net assets increased by \$190,071 from fiscal year 2009.

Statement of Activities

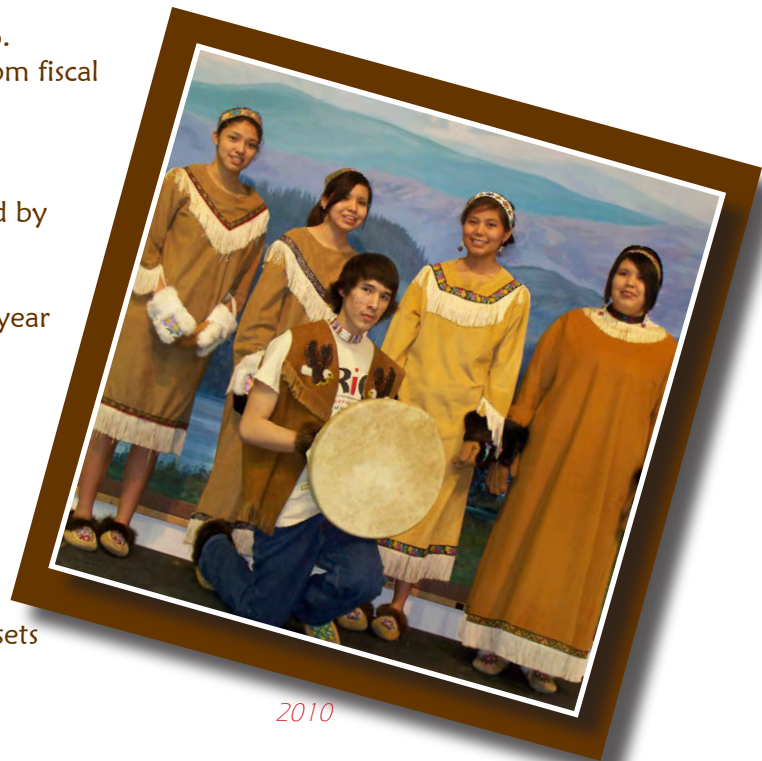
The Statement of Activities reflects an overall increase in net assets in fiscal year 2010 of 4.1% or \$190,071. This is an improvement from the 2.6% increase in 2009. The major factors contributing to this year's change in net assets include:

Revenues:

Total revenues decreased by \$581,697 from 2009. The primary cause for this revenue decrease was a reduction in federal and local sources of funding.

Expenditures:

Total expenditures decreased by \$653,874 from 2009.



2010

FINANCE &

Accounting

2010 FNA PRINCESSES



*Tessa Wallis
2010 FNA Princess*



*Shyanne Frerichs
2010 FNA Princess*



*Kalila Matheson
2010 FNA Princess*

During the 2010 FNA Annual Potlatch these three young ladies participated in the Princess Pageant. The Princess pageant is judged solely on regalia. The judges decided that they were each a princess and for the first time ever crowned three princesses.



2010 FNA JOM Potlatch Dancers, 2010 Miss FNA Stephanie Bluekens, 2010 FNA Princesses, 2010 FNA Baby

FAIRBANKS NATIVE ASSOCIATION

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