

# FAIRBANKS NATIVE ASSOCIATION



## 2025 ANNUAL REPORT





## *Vision*

**We are a unified, healthy,  
and empowered Native  
community that embraces  
all cultures.**

## *Mission*

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



**“Let us Have a Story”**  
**By Kathleen Carlo**



# Fairbanks Native Association 2025 Board of Directors



**Dr. Rev. Anna Frank**  
*Elder Advisor*  
2025-2028



**Sharon McConnell**  
*President*  
2024-2027



**Beverly Kokrine**  
*Vice President*  
2024-2027



**Jolene Malamute**  
*Treasurer*  
2024-2027



**Brenda Krupa**  
*Secretary*  
2023-2026



**Dr. Jessica Black**  
*Member*  
2025-2028



**Travis Cole**  
*Member*  
2023-2026



**Steve Ginnis**  
*Member*  
2025-2028



**Sharon Hildebrand**  
*Member*  
2023-2026



**Teisha Simmons**  
*Member*  
2025-2028



## Dear Membership,

As the Executive Director of Fairbanks Native Association, I want to express my sincere gratitude to all our members for taking an active role in the operations and mission of FNA over the past year. Together, we have done good things with our dedicated staff.



I want to express my sincere gratitude to Sharon Hildebrand for her nine years of service on our board. Her leadership and guidance have strengthened our programs and processes to help make FNA what it is today. I am certain she will continue to serve our people in a good way. I wish her many blessings.

This past year I am proud to state that we completed a clean audit. We increased our revenues in federal grants and third-party billing. We revised our expenses to better prepare for any unexpected financial impacts. We updated many policies, procedures, and plans to improve efficiency and services. We remain committed to doing the necessary work to ensure that FNA is an employer of choice while advancing the standard of service we provide. We remain committed to addressing Missing and Murdered and justice issues, strengthen our working relationships with local governments and sister organizations, and remain active in the school board and the delivery of appropriate education for our students.

Over the past year, we encountered numerous challenges, including significant, unexpected grant cancellation and reinstatement notices, and a complete shutdown of the federal payment drawdown system. While these uncertainties persist, we have strengthened our preparedness and resilience.

We have dedicated leadership on our board that keeps us grounded in our tradition. We have the best Head Start teachers and support staff. Our Behavioral Health Services staff are exceptional. Our Johnson O'Malley staff are selfless and driven. The staff at our Elders program are true gems. Our administrative team is not only very skilled, but they also bring positive energy to everything they do. It is very rewarding to be part of such an incredible team.

Thank you for attending our annual meeting and for always standing with us in support of our mission.

Baasee'

**Melissa Charlie**  
**FNA Executive Director**

# Financial Overview

The Fiscal Year 2025 audited financial statements show that FNA remains financially stable while making intentional investments for the future.

## Statement of Financial Position

This statement shows what FNA owns (assets), what it owes (liabilities), and its overall financial position as of June 30, 2025.

### Assets: \$35,325,234

Total assets decreased by \$885,000 compared to last year. This change is mainly due to normal depreciation of buildings and equipment and the scheduled reduction of lease balances.

- Current Assets: Decreased by \$1,047,350 from FY 2024.
- Cash and Cash Equivalents: Decreased by \$3,449,094 due to planned investments and operational improvements.
- Receivables: Increased by \$2,376,858, mostly due to timing of year-end billing and reporting.
- Prepaid Expenses: Increased by \$24,886.

### Liabilities: \$4,262,589

Total liabilities continued to decrease due to careful debt management.

- Current Liabilities: Decreased by \$125,853, largely from timing of accounts payable.
- Long-Term Debt: Decreased by \$91,056 due to regular principal payments.

### Net Assets: \$31,062,645

Net assets decreased slightly by \$227,974 because of FY 2025 financial activity.

This statement shows revenue and expenses for the year. Overall, net assets decreased by \$227,974, reflecting planned spending on growth and future projects.

### Revenues: \$28,486,929

Revenue increased by \$1,037,631 compared to FY 2024, supported by efforts to diversify funding sources.

### Expenses \$28,714,903

Expenses increased by \$805,468. These costs supported FNA's programs and services and represent investment in long-term efficiency and impact.

Overall, FY 2025 was a year of investment and transition. FNA focused on long term sustainability while continuing to serve the community and remains in a strong position for the future.



*Fish strips drying in the FNA Head Start smokehouse.*



# Education/ Head Start 0-5

Our educators apply early childhood development principles through these focus areas:

**Whole-Child Development:** Integrates academics (literacy, math, science, arts) with social-emotional, physical, and cognitive growth to build independence and confidence.

**Relationship-Centered:** Recognizes positive adult-child relationships as the foundation for learning.

**Constructive Play:** Uses purposeful play to teach essential skills.

**Inquiry-Based Learning:** Encourages curiosity, imagination, and a lifelong love of learning.

**Standards-Aligned:** Follows state early learning guidelines and the Head Start Early Learning Outcomes Framework (ELOF).

Our goal is to create an excellent learning environment where children feel a sense of belonging and parents are empowered as their child's first teachers. FNA HS 0-5 is funded to serve 224 children: 121 Head Start and 103 Early Head Start.

Current staff: 55 employees.

environment where children feel a sense of belonging and parents are empowered as their child's first teachers.

## Program Highlights

We maintain strong collaboration with families through relationship-based practices. Our program is one of approximately 146 American Indian/Alaska Native (AI/AN) Head Start programs nationwide, integrating AI/AN values into the Creative Curriculum to honor the vision of our founders.

### Highlights include:

- Winter safety gear provided to all enrolled students and education staff
- Fall, winter, spring, summer meal boxes to support families during non-program hours
- Ongoing staff advancement toward CDA credentials and associate, bachelor's or master's degrees in early childhood education
- Our upcoming community assessment and self-assessment will guide continued program growth and highlight critical family services. We remain committed to supporting family resilience amid economic and national challenges.
- We are seeing renewed focus on family meals and subsistence lifestyles, prompting intentional planning around environmental stewardship, cultural connection, and community wellbeing for both children and adults.

# Johnson O'Malley Program

The **Johnson O'Malley Program** offers supplementary, culturally appropriate programs and services that meet the unique and specialized needs of Alaska Native/American Indian students in Fairbanks North Star Borough School District schools.

JOM uses cultural heritage education to promote pride in culture, encourage social independence, and help youth to gain personal responsibilities and leadership skills.

JOM provided support to approximately 330 students, with a total of 2,050 interactions with students, and provided 100 families with technical assistance. JOM has seen an increase in requests for assistance with winter gear, transportation, and school supplies.

JOM hosted 200 players, grades 3-12, during the 2025 JOM Annual Alaska Native Youth Basketball Tournament in March 2025.

Campers at the eight-day FNA JOM Summer Cultural Camp participated in cultural activities with academics braided in, such as beading, making mittens, slippers, kuspuku, yo-yos, cleaning and cooking wild game, and making moose dry meat.

Young attendees learned drills and techniques at the FNA JOM Basketball Day Camp with Noah Dahlman of ND42.

In October JOM brought Johon Atkinson, cultural storyteller, to Fairbanks for storytelling presentations in all local JOM-staffed schools. He was the presenter at the Annual Indigenous Fall Book Festival.

In late 2025 author and inspirational speaker DJ Vanas held presentations at the secondary schools and an evening family event.



*Youth learn cultural dances at a JOM event.*

# Tribal Home Visiting

FNA **Tribal Home Visiting** program is a comprehensive early childhood education and family support home visiting program.

THV offers personalized home visits for Alaska Native/American Indian children, prenatal to age five, parents who have adopted Alaska Native/American Indian children, and teen parents, regardless of ethnicity. During home visits, parents are offered ways to encourage learning and promote strong parent-child relationships. Tribal Home Visiting also offers development screenings, a resource network for parents and children, group connections, parent workshops, and free children's books.

There were 27 families served with 31 children enrolled in THV.

THV held nine Group Connections with twenty families attending with the purpose to connect families with one another and share Alaska Native culture. THV provided 174 personal visits, in-person and virtual, and 1,325 family contacts by check-ins, email, mail, phone call, and text. Each family received at least 20 books to add to their home library.



# Community Services

## FNA Community

**Services** is committed to meeting people's basic needs, supporting Elders and families, promoting safety and healing for survivors, and strengthening community resilience through culturally grounded, trauma-informed services. We focus on stabilization, prevention, cultural wellness, victim services, and organizational stability to ensure responsive, equitable, and effective service delivery.

Community Services strengthened the safety net for Elders, families, and survivors by providing consistent, culturally responsive support throughout a period of increased need and limited resources.

Our services prioritized safety, dignity, and stability.

The department ensured access to essential supports, including meals, transportation, advocacy, emergency assistance, and referrals. Trauma-informed, strengths-based approaches reduced barriers, minimized re-traumatization, and supported long-term stability.

Victim/Survivor Services provided advocacy and flexible financial assistance to survivors of domestic violence, sexual assault, and other crimes. Services met immediate needs without requiring repeated trauma disclosure, increasing trust and engagement.

Culturally grounded, intergenerational programming promoted healing, resilience, and community connection through safe, welcoming events for learning, relationship-building, and cultural sharing.

Strong partnerships with military bases, non-profits, health providers, and law enforcement enhanced coordinated response and increased access to services. Our collaborative efforts expanded reach, reduced duplication, and maximized limited funding.

*Fireweed in bloom*



## Total Number of People Served by FNA Community Services

- 1,490 youth, Elders, and families attended multiple events
- BIA Program: 3,600 requests for assistance, with 16 burial assistance
- CSBG: 278 unduplicated homeless made 2,941 requests for services
- Food Boxes: 59 unduplicated individuals and families accessed 534 units of food boxes (units were dependent on the size of the household), with 30.5% of the food boxes were distributed to Elders
- Title VI: 121 unduplicated Elders were enrolled in the Congregate Meal Service. 9,378 congregate meals were served in the report period
- 39 unduplicated Elders participated in the transportation program.
- 304 unduplicated Elders accessed other Title VI programs- case management, Elder and Youth Program, Beads 'n Bagels, Knitting 'n Crocheting, Windows Between Worlds, shopping, field trips, assistance in filling out applications, exercise and yoga, movies, gardening, and special events
- Victim/Survivor Services: 402 unduplicated victims/survivors accessed emergency or short-term assistance

# **Behavioral Health Services**

## **FNA Behavioral Health Services**

FNA BHS has shifted to a service-based model from a program based structure. This approach ensures consumers are connected to the right services, of which FNA BHS has many specific offerings.

Our services are aligned across key areas:

### **FNA Behavioral Health Clinic**

**Outpatient Services**

**Residential Services**

**Recovery Services**

**Adult Services**

**Youth Services**

**Prevention and Education**

Strengthening coordination across these programs has been essential. By improving communication and shared planning among teams, we ensure that consumers experience smooth transitions and consistent support across all areas of care.

Consumers may now access FNA BHS through any contact within our system—clinical, residential, outpatient, case management, or community based. From that first interaction, consumers receive a thoughtful evaluation that guides consumers toward the level of care that best fits their needs. This service-based approach reduces barriers, supports continuity, and creates a more seamless experience for consumers throughout their care journey.

Looking ahead, our focus remains on accessibility, quality, and person-centered care. Behavioral Health Services is committed to honoring the resilience of our community while continually enhancing the services that promote wellness, healing, and long-term recovery for the consumers we serve.

*Spawning salmon return to the river*



## **BHS Outpatient Services**

FNA BHS has **Outpatient Services** for adults and youth.

**Hope for our Children**, a youth program, provides day treatment, outpatient, and caregiver support. The program saw 14 youth, ages 11-21, who were predominantly female.

**Healing the Hurts** is an outpatient mental health service for youth, and saw 71 American Indian/Alaska Native youth, ages 3 - 18 in 2025. Overall youth indicated a 28.4 % improvement in post-traumatic stress disorder symptoms. Protective factors that help the youth were either maintained or improved from baseline.

**Alaska Native Outreach and Resiliency** will provide early intervention services for youth who are experiencing or are at risk for experiencing psychosis.

**New Hope** is a partnership with Interior Aids Association and FNA for the treatment of opioid use disorder for Alaska Native/American Indians. New Hope provides greater access to medications and treatment for opioid use disorder and offers treatment, therapy, education, employment information, transportation, and other services.

The **Ralph Perdue Center Outpatient Services** offers culturally responsive counseling at both a low-level and a more intense level to consumers. Treatment options include group and individual sessions. The program saw 30 people in 2025.

**Tele-Mental Health** offers psychiatric evaluation, medication prescription, therapy and assessment through contract services with psychiatry and therapy providers through the University of Colorado/ Access Care.

# FNA Behavioral Health Clinic

The **FNA Behavioral Health Clinic** is meeting the growing demand for mental health, substance use treatment, and crisis stabilization services, particularly among individuals experiencing co-occurring conditions and complex health needs. The clinic saw 84 people in 2025 and offers services to children, adolescents, adults and older adults.

The clinic staff reduced wait times for appointments and increased same-day or rapid intakes. The clinic services decreased emergency department visits and hospital readmissions and improved follow-up care after crisis.

## Services:

- Crisis behavioral health services, coordination with 988/Careline and mobile crisis unit and other community response partners
- Comprehensive evaluations to identify mental health, substance use, and co-occurring conditions to guide treatment planning
- Provide outpatient mental health and substance use treatments for individuals, groups, and family therapy
- Personal care planning that reflects each individual's strengths, goals, and recovery needs
- Care and case management coordination of services across medical providers, social services, and community partners to support whole-person care
- Psychiatric rehabilitation and recovery support services provides skill-building services that promote independence, stability, and community integration
  - Trained peer specialists provide peer and family recovery support for those in treatment and recovery
  - Primary care screening and health monitoring for issues that may impact behavioral health
    - Care coordination and support services tailored to veterans, active-duty service members, and their families

*An Interior Alaska blueberry patch.*

# BHS Residential

The **Ralph Perdue Center Residential** program offers a comprehensive range of services, including individual counseling and group sessions, on-site mental health therapy or teletherapy, and telepsych services. Consumers participate in recovery support activities, receive medication monitoring and support, and engage in psycho-education focused on relapse prevention and coping strategies. Additional services include life skills training, cultural and traditional healing activities, and aftercare/discharge planning to support long-term recovery and successful community reintegration.

The 3.5 intensive residential treatment program has 16 beds, while the 3.1 less intensive program has 10 beds. RPC 3.5 served 125 consumers during 2025. RPC 3.1 served 105 consumers during 2025. RPC Residential is inclusive for all adults.

One particularly meaningful success involved a consumer who entered treatment while pregnant and successfully completed both levels of the program. Throughout her stay, she remained engaged in services, committed to her recovery goals, and actively participated in her treatment plan. In December, she delivered a healthy baby boy. Since discharge, she has remained connected to the program and occasionally visits to share updates and allow staff to meet her son. Her journey reflects the program's commitment to providing a safe, structured environment where individuals can build stability not only for themselves, but for their families as well.

The mission of the **Women and Children's Center for Inner Healing** is to assist women and their children to undertake a recovery journey to achieve a healthy lifestyle in which cultural pride is enhanced. The program is designed to serve pregnant and postpartum women who use substances, and their children. Women may enter the residence without child placement onsite. During 2025 WCCIH supported 40 women.

**SOAP Basic Center** served 89 homeless and runaway youth, ages 12-17 in 2025. Center youth have expressed how happy they are to have someone believe in them. Many of them have been able to obtain the best version of themselves by being at SOAP.

We encourage youth to stay in school and participate in groups and individual therapies.

While we are seeing youth with high awareness, we are encountering an increase in mental health needs and drugs and alcohol use. Also, the amount of quality foster homes has decreased. SOAP Basic Center provided youth with stable housing for more than 21 days.

# *BHS Recovery Services*



*Day of Remembrance*





## Healing and Recovery Through

**Culture** offers outpatient recovery support services through a team of peer support professionals. HARTC hosts talking circles, Alaska Native and Native American art projects, group and individual skills building activities, and Elder mentoring and guidance. In 2025, HARTC served 102 adults, 18 and up, with a diagnosis of substance use disorder and/or mental illness. Male participation has increased since opening of services, and another highlight is the addition of billable services. We hope to provide family services in the future.

Our consumers are our success stories. One consumer who had been in services for six months said they felt a lot more confident in being sober, and has learned about resources to help in Fairbanks. They enjoyed working with the peer support specialist, learned sober activities, and appreciated the good scheduling of services. Peer staff assisted the consumer to study and pass their driver's license test.

**New Beginnings** is a transitional housing program that allows consumers to find permanent housing while living in our one-bedroom apartments and working on their continued recovery. The program has a limited number of one-bedroom apartments available for BHS who have completed residential treatment. The program helped 15 consumers in 2025, providing services to those 18 and older. In 2025, the program doubled the number of apartments available and started offering outpatient services. The program obtained a vehicle which has it made possible to transport consumers.



## **BHS Adult Services**

**Fairbanks Alcohol Safety Action Program** is a court referred program that works with individuals charged with alcohol-related offenses. The program conducts intake and case management, refers clients for substance-use evaluations and treatment, monitors compliance with court-ordered requirements, and reports progress to the court. FASAP's goal is to reduce repeat offenses and promote public safety by connecting participants with appropriate services and supporting accountability throughout the legal process. FASAP served 497 people, ages 14 and up, in 2025.

**Adult Services** under other core areas:

### **OUTPATIENT**

New Hope

Ralph Perdue Center Outpatient

### **RESIDENTIAL**

Ralph Perdue Center

Womens and Childrens Center for Inner Healing

### **RECOVERY**

Healing and Recovery Through Culture

New Beginnings

### **PREVENTION/EDUCATION**

Alaska Native Recovery Coaching

Project Forward

All Together

988

SBIRT

# BHS Youth Services

The **Street Outreach and Advocacy Program** works with youth 10-25, and we served 212 in 2025.

Our goal is to keep them safe, off the streets and in school. SOAP provides services such as food boxes, therapies and Christmas and other holidays gifts and food.

SOAP helps older individuals with their therapies to secure them a better future. Our holiday and other donations are amazing. Last Christmas SOAP secured enough in donations to give out over 600 gifts. Also, our SOCKTOBER event with KWOLF FM brought in over 6,000 pairs of new socks.

**Youth Services** under other core areas:

## **OUTPATIENT**

Hope for Our Children

Alaska Native Outreach and Resiliency

Healing the Hurts

## **RESIDENTIAL**

SOAP Basic Center

## **PREVENTION/EDUCATION**

Reconnecting Youth

Healthy Transitions

Community Synergy

Preparing Future Leaders

*FNA dancers, singers and drummers at the Festival of Native Arts*

# BHS Prevention/Education

## Alaska

### Native Recovery

**Coaching** provides essential support to Alaska Native and American Indians, 18 and older, to initiate, stabilize, and maintain long-term recovery from substance use disorder and opioid use disorder. The program served 61 people, provided SUD/ODU talking circles, and distributed naloxone/fentanyl test strips. A recovery coach group met twice weekly to support residential treatment and strengthened outreach relationships within community.

**Preparing Future Leaders** provides comprehensive treatment, early intervention, and recovery support services to Alaska Native/American Indian youth, 12-25, and their families/caregivers. The program specializes in co-occurring substance abuse and mental health disorders with outpatient service. PFL sees about 25-30 youth monthly.

**Project Forward** offers screenings, referrals, and behavioral health services to Alaska Native/ American Indian veterans, 18 and older, within the Fairbanks North Star Borough. Project Forward saw an increase in people participating in behavioral health screenings and engaging in behavioral health services.

**SBIRT, or the Early Intervention Project**, provides pretreatment screening, brief intervention, referral to treatment, as well as case management. The project serves all ages and ethnicities.

It also completed 205 SBIRTs and conducted six-month follow-ups.

An SBIRT success story is helping a person who wanted to live independently, become employed, and raise a one-month-old daughter, but recognized they needed additional support. Their living environment wasn't good for their mental health and provided opportunities to compromise their sobriety.

They were dealing with postpartum depression, too, and worried how the baby would be impacted. SBIRT staff were able to get them quickly

into  
treatment.

**Healthy Transitions** provides early intervention screenings and peer-based support services for youth and young adults, ages 16-25, experiencing mental health challenges.

The program focuses on identifying needs early, increasing access to supportive services, and offering skill-building group opportunities that promote successful transitions into adulthood. In 2025 the program initiated screening services and began implementing structured training groups, establishing a strong foundation for ongoing engagement, service delivery, and future growth. Healthy Transitions has experienced an increase in community collaboration and a growing level of interest and participation in training groups.

**Community Synergy** offers SBIRT screenings, referrals, and case management and support for youth, ages 10-24, at risk for suicide, as well as their families.

**All Together** is an Indian Health Service grant focusing on the reduction of suicide among American Indians and Alaska Natives ages 14 and up. We also have the Natural Helper program at Effie Kokrine Charter School. The program has reached 186 youth in 2025.

We recently had a missing teen in Fairbanks who contacted one of our Natural Helpers who helped her to reunite with her family by using the skills learned in Natural Helpers.

**988** provides culturally responsive suicide prevention, crisis response, and community outreach services for Athabascan and other Alaska Native individuals. Services include coordination with the 988 Suicide & Crisis Lifeline, community education and outreach, participation in interagency crisis response planning, and collaboration with regional and tribal partners to strengthen culturally informed crisis response systems.

Our most recent outreach event was coordinated with local agencies and over 200 people were engaged with, one on one, and education on 988, along with other materials were widely disseminated.

**Reconnecting Youth** is a program geared to raising community awareness of suicide and substance use prevention and trauma. The program provides trainings to youth, professionals working with youth, and to the community.

*International Overdose Awareness Walk 2025*



**FAIRBANKS NATIVE**  
ASSOCIATION

3830 South Cushman Street, Fairbanks AK 99701

[www.fairbanksnative.org](http://www.fairbanksnative.org)