

# Alaska Center for Children and Adults

## *Lessons from the Geese*



**ACCA**

Alaska Center for Children and Adults

*Finding the ability in disability*

Annual Report FY 2019: July 2018 - June 2019

Fairbanks North Star Borough | Copper River Basin | Delta Junction | North Slope

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# From the Director

A MESSAGE FROM ACCA EXECUTIVE DIRECTOR,  
SUSAN KESSLER



ACCA is a living, breathing organization which is able to accomplish its mission because of our strong team of valued, dedicated professionals. The administrative staff and direct service staff have relationships of mutual understanding, support and respect. With each team member filling an essential role, we can provide the highest quality services, ensure compliance with accreditation standards, maximize funding revenues and meet the needs of the communities we serve.

Like the geese, our team members step up for each other when one needs a break. We uplift each other in times of need, whether medical concerns, birth of a child, deployment of a spouse, or other life obligations, we work together to problem solve and provide support. Our direct service staff extend these supports to the families we serve, showing up for them during times of stress and need. We value our partnerships with families and individuals and are grateful for the opportunity to support them in meeting their life goals. At the policy level, the Board of Directors provides a foundation of support that allows us to create a workplace that is both team and family oriented.

We wouldn't have it any other way!

A handwritten signature in black ink, appearing to read 'SE Kessler', with a long horizontal flourish extending to the right.

Susan E. Kessler

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## LESSONS FROM THE GEESE

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### THE GOOSE STORY, A LESSON IN TEAMWORK

When you see geese flying along in “V” formation, you might consider what science has discovered as to why they fly that way. As each bird flaps its wings, it creates an uplift for the bird immediately following. By flying in “V” formation, the whole flock adds at least 71 percent greater flying range than if each bird flew on its own. People who share a common direction and sense of community can get where they are going more quickly and easily because they are traveling on the thrust of one another.

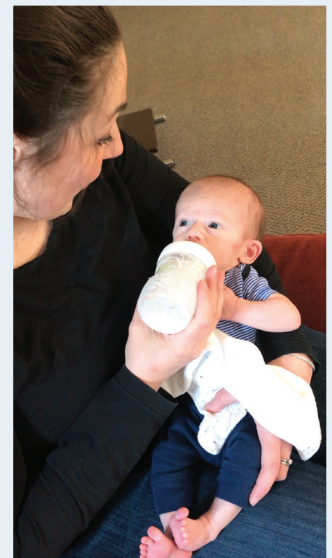
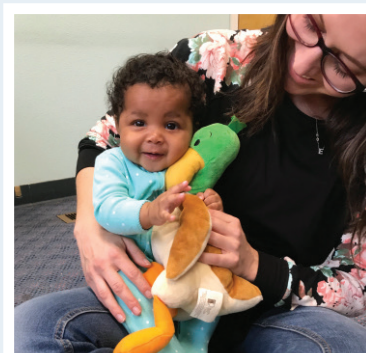
When a goose falls out of formation, it suddenly feels the drag and resistance of trying to go it alone — and quickly gets back into formation to take advantage of the lifting power of the bird in front. If we have as much sense as a goose, we will stay in formation with those people who are headed the same way we are.

When the head goose gets tired, it rotates back in the wing and another goose flies point. It is sensible to take turns doing demanding jobs, whether with people or with geese flying south. Geese honk from behind to encourage those up front to keep up their speed.

What messages do we give when we honk from behind? Finally — and this is important — when a goose gets sick or is wounded by gunshot, and falls out of formation, two other geese fall out with that goose and follow it down to lend help and protection. They stay with the fallen goose until it is able to fly or until it dies, and only then do they launch out on their own, or with another formation to catch up with their group.

If we have the sense of a goose, we will stand by each other like that.

Author Unknown



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# Board of Directors

ACCA's Board of Directors participated in a board development training this year facilitated by Brenda Holden, former ACCA Executive Director. It was a great opportunity for board members to come together to form a strong leadership team.

Janelle Chapin, *President*

LaVada "Sam" Bush, *Vice President*

Janet Daley, *Treasurer*

Lorraine Trask, *Secretary*

Carrie Nash, *Member-at-Large*

Glori Williams, *Secretary (FY 19)*

Isaac Bush



# Staff

## Admin Team

Susan Kessler, <i>Executive Director</i>	Heidi Haas, <i>Deputy Director</i>
Jennifer Traver, <i>Finance Coordinator</i>	Terry Roberts, <i>Finance Consultant</i>
Rachael Timmons, <i>Billing Specialist</i>	Tiffany Timmons, <i>Billing Specialist</i>

## Program Coordinators

Fontana Dawson, <i>DDRC Coordinator</i>
Jenn Wagaman, <i>FASD Diagnostic Team Coordinator</i>
KimAdelia Leff, <i>ECMH Coordinator</i>

## ILP Team

Angie Gingue, <i>ILP Coordinator</i>	Kristin Bradshaw, <i>Therapy Supervisor</i>
Colleen Elzey, <i>Educator</i>	Elizabeth Vandermeer, <i>PT</i>
Dani Williams, <i>Educator</i>	Janette Cole, <i>SLP</i>
Emily Gingue, <i>Educator</i>	Keri Herning, <i>OT</i>
Hanna Austin, <i>Educator</i>	Rebecca Bjorke, <i>OT</i>
Kristen Panamaroff, <i>Educator</i>	Amy Davis, <i>Program Specialist</i>
Lillian Arnold, <i>Educator</i>	Sarah Kleinschmidt, <i>Referral Specialist</i>

## Former Staff

Cerena Banks, <i>Referral Specialist</i>	Christina Poupard, <i>ILP Coordinator</i>
Gina Denio, <i>SLP</i>	Janelle Lucksavage, <i>PT</i>
Betsy Lokken, <i>2019 Exxon Intern</i>	Tiffany McCormack, <i>Educator</i>



# FASD

## DIAGNOSTIC TEAM



The FASD Diagnostic Team provides Fetal Alcohol Spectrum Disorder (FASD) diagnosis to children ages 3 to 18 years from around the Interior and Northern regions of Alaska. In addition to diagnosing FASD, we provide social opportunities, advocacy, training and parent support. The FASD Diagnostic Team Coordinator, Jenn Wagaman, is an ACCA employee, while the rest of the team is comprised of community providers including pediatricians, psychologists, occupational therapists, speech/language pathologists, and parent navigators. The Team Coordinator assists families through the diagnostic team process, facilitates the interdisciplinary team meeting, and supports the family in understanding and implementing the team's recommendations.

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**Evaluations  
Completed**

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## FASD STATE UPDATE

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The FASD Diagnostic Team Coordinator has continued work this year with the Governor's Council on Disabilities and Special Education by co-chairing two sub groups in the 5 Year Plan for FASD. The screening and diagnosis group is creating recommendations for the state regarding improvements to the current diagnostic system with a goal of allowing teams to be more sustainable and ensuring access across Alaska's communities. The systems transformation group is looking broadly at appropriateness and accessibility of services for individuals with FASDs across the state.

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## FASD TRAININGS

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This year FASD Into Action was presented twice in Fairbanks and once in Utqiagvik, in coordination with the Arctic Slope Native Association. In recognition of FASD Awareness Day a webinar viewing on FASD and co-occurring mental health disorders was hosted. In June, Deb Evenson provided training targeting homeschool families working with youth who experience FASD. Community trainings by Jenn Wagaman included a talk to the School District paraprofessionals, a webinar on IEPs and FASDs to the Alaska Center for Resource Families, a general talk on FASDs to the State Advisory Board for Department of Juvenile Justice and a presentation at the Full Lives conference.

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### Pieces of Equipment

#### Loaned

Loan Closet provides short term loan of adaptive medical equipment such as canes, crutches, walkers, knee scooters and wheelchairs to individuals in our community. The equipment available through loan closet helps individuals establish and maintain mobility in order to continue participating in home and community activities.



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# ILP

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## INFANT LEARNING PROGRAM

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Children  
Enrolled

ILP provides evaluation and intervention services for children ages birth to 3 years who experience developmental delays and disabilities. Services take place in home and community based settings. The ILP model has 3 core evidence based components:

**Natural learning environments practices** utilize child interests, family and community activities, and parent responsiveness to the child to support child learning. Everyday activity settings are used because they provide frequent opportunities for learning and practicing skills. Child interests are maximized because children learn better in activities in which they are motivated and engaged.

**Coaching practices** are used with families in order to build parent capacity to reflect on what works to support their child's learning. Rather than telling parents what to do, coaches start with what is already working and develop a joint plan with the parent to implement new ideas and plan next steps.

A **primary provider approach to teaming** means that families have one main provider who helps them navigate ILP services. This teaming approach ensures that all children and families in the program have access to a full team of practitioners from across disciplines. The full ACCA ILP team meets weekly to efficiently address new intakes, eligibility determination, service delivery questions, annual reviews, discharges and scheduling.





## Special Projects

ILP had the opportunity to host and participate in a variety of special projects and trainings this year. Each one allowed staff and parents an opportunity for learning and growth.

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### More Than Words

This 8 week Hanen Program provides parents of young children on the autism spectrum and with other social communication difficulties the tools, strategies and support to help their children reach their full communication potential.



### Circle of Security

This 8 week COSP™ class helps caregivers of children ages birth to 6 feel more confident in meeting their children's emotional needs while setting appropriate limits. Parents learn how to help their children make friends, ask for help, express their feelings and enjoy life.



### Down Syndrome Playgroup

Children with Down Syndrome and their families meet monthly for food and playtime. This group allows for parents to network with others and share similar experiences.



### Babies Collaborative

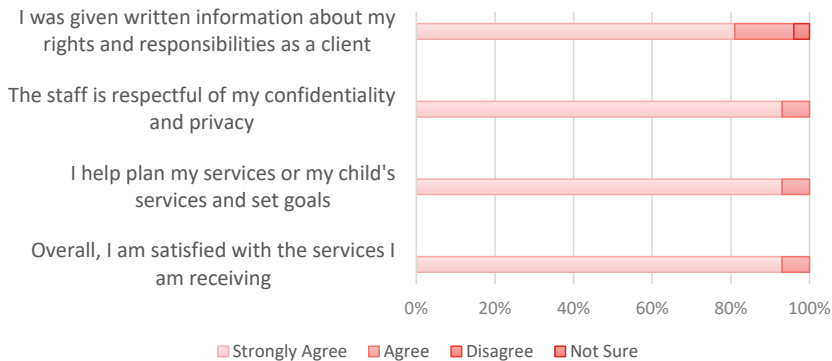
Six ILP providers and a partner nurse from FMH participated in the Ways of Nurturing Development through Enhancing Relationships year-long learning collaborative with Joy Browne, PhD, learning to support the development of the youngest high-risk and fragile infants.

# PQI

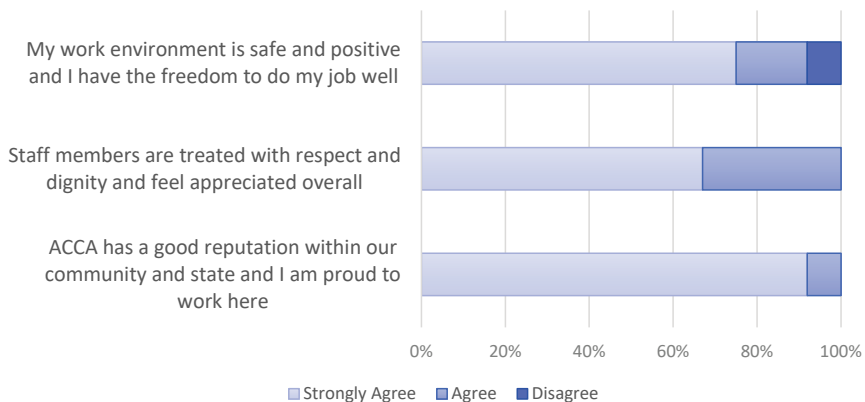
## PERFORMANCE AND QUALITY IMPROVEMENT FRAMEWORK

ACCA utilizes a data-driven process to continually monitor and improve our management and services. Two important indicators that we are meeting our agency and program goals include client and staff satisfaction surveys.

### Client Satisfaction



### Staff Satisfaction



*"I feel so supported as a parent with the two providers we have used through ACCA. Both my son and daughter needed speech assistance, and the providers have helped my husband and me find different, unique ways to work with our children and to help them learn more. I love ACCA!"*

## THE PQI FRAMEWORK

Our PQI Plan and Activities is linked to our strategic planning process. Processes such as surveys, chart reviews, fiscal audits, accreditation activities and data analysis allow us to ensure we are on the right path.



## Statement of Activities & Changes in Net Assets

For the Year Ended June 30, 2019

	2019	<i>Audited</i> 2018
<b>REVENUE</b>		
Grants	1,268,004	1,374,316
Program Services	773,254	707,055
Contributions	96,994	111,475
Other Revenue	13,297	10,944
<b>Total Revenue</b>	<b>\$ 2,151,549</b>	<b>\$ 2,203,790</b>
<b>OPERATING EXPENSES</b>		
Personnel Services	1,562,348	1,650,916
Professional Fees/Contracts	195,033	195,106
Facility Expense	91,666	98,741
Supplies/Equipment	18,090	16,552
Travel/Conferences	71,776	64,614
Other Expense	\$ 22,747	\$ 27,070
<b>Expenses before Depreciation</b>	<b>\$ 1,961,660</b>	<b>\$ 2,052,999</b>
Depreciation	64,348	68,423
Allowance for Bad Debt	(11,734)	(5,280)
Loss on Disposal of Fixed Assets	-	-
<b>Total Expenses</b>	<b>\$ 2,014,274</b>	<b>\$ 2,116,142</b>
<b>NET ASSET CHANGES</b>		
Change in Net Assets	137,275	87,648
Beginning Net Assets	1,078,886	991,238
<b>Ending Net Assets</b>	<b>\$ 1,216,161</b>	<b>\$ 1,078,886</b>

## Balance Sheet

As of June 30, 2019

	2019	<i>Audited</i> 2018
<b>ASSETS</b>		
Cash and Cash Equivalents	526,735	291,542
Receivables	140,685	204,041
Prepaid Expenses	23,246	33,066
Investments	71,294	70,948
Restricted Cash	381,778	381,206
PPE - Net	339,907	387,904
<b>Total Assets</b>	<b>\$ 1,483,645</b>	<b>\$ 1,368,706</b>
<b>LIABILITIES &amp; NET ASSETS</b>		
Payables	25,282	53,059
Accrued Expenses	237,507	229,237
Deferred Revenue	-	1,203
ST Capital Lease Obligation	1,641	1,625
LT Capital Lease Obligation	3,054	4,697
<b>Total Liabilities</b>	<b>267,484</b>	<b>289,820</b>
Net Assets - Unrestricted		
Designated	174,052	173,364
Undesignated	660,329	524,316
Net Assets - Temporarily Restricted	381,778	381,206
<b>Total Net Assets</b>	<b>1,216,159</b>	<b>1,078,886</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 1,483,643</b>	<b>\$ 1,368,706</b>



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# New Programs

## INTRODUCING PROGRAMS AND GRANTS STARTING IN FISCAL YEAR 2020

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### **Connections DDRC**

The Developmental Disability Resource Connection will help individuals with intellectual and developmental disabilities and their families access and navigate the variety of disability services available through State of Alaska Senior & Disability Services.

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### **Project LAUNCH**

Address social, emotional, behavioral, physical and cognitive aspects of children birth to 8. Raise public awareness, education and collaboration in childhood development and mental health issues. We are partnering with FNA & thrivalaska for this 5 year grant.

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### **FNSB Human Services Community Matching Grant**

Processes will be developed to help facilitate referrals of children who potentially experience FASD through community provider trainings, a new FASD screening form, and facilitating cooperation among community providers through the development of working agreements.

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### **Statewide FASD Framework Development**

Create a plan to update the training strategy and curriculum used for training providers who serve individuals experiencing FASD and their families. This plan will help improve the quality and consistency of services provided within Alaska.

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**We are so excited about new services we will be providing to our community this next year. Please feel free to reach out if you have questions about any of these programs.**



## DONOR RECOGNITION

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A heartfelt thank you from all the families we serve and the ACCA team to the following individuals, businesses, foundations, volunteers and community organizations for their generous support. Please accept our sincere apologies for anyone we may have inadvertently left out or listed incorrectly.

Alaska Center for Resource Families	Kathleen Dalton	Monte Jordan	Ronnie Rosenberg
Alaska Travel Industry Assn. - Fairbanks Chapter	Sandy Dauenhauer	Kathy Karella	Rotary Club of Fairbanks
Alyeska	Amy Davis	Kendall Automotive	Robert & Martha Roth
Amazon Smile Foundation	Sandra Davis	Susan Kessler	Barbara Rothrock
Linda Anderson	Maricel Del Rosario	Kinross Fort Knox	Shriners Hospitals
Arctic Traveler's Gift Shop	Norman Del Rosario	Sarah Larabee	Steve Russell
Debra Babcock	Thomas DeLong	Sacha Layos	Laura Saunders
James Baird	Nathaniel Difloria	Philip Layral	Carma Shay
Melissa Balvanz	Katherine Dillon	Lynden	Molly Sherman
Alan Batten	Doyon	MAC Federal Credit Union	Cynthia Shilling
Linda Berg	Andy Durny	Dr. Mary MacFarlane	Lauren Stalder
Kristal Bell	Ear Nose and Throat	Patricia Mata-Celis	Kasandra Stanford
Shirley Belon	Sven Ebbesson	David Mattice	Niesje Steinkruger
Dr. Marvin Bergeson	Elks Lodge	Ellen May	Myles Stevens
Elaine Berrie	Susan Ellison	Curtis McDonald Jr.	Bill Stodden
Bill Stroecker Foundation	Fairbanks Host Lions	Tracy McDonald-Ofeldt	John Sturgeon
Leila Blanchard	Betty Flodin	McKinley Orthopedic	Elizabeth Sturm
Diane Borgeson	Foundation Health Partners	Johnny Mendez	Barbara Sundberg
Emma Bradshaw	Victoria Franich	Patricia Merritt	Jackie Sunnyboy
Keagan Bradshaw	Joan Franz	Charles Miller	TalkAbout
Kristin Bradshaw	Fred Meyer Community Rewards	Debbie Mowrey	James Thurman
Michael Bradshaw	Annette Freymueller	Kimberly Mukavetz	Rachael Timmons
Linda Brooks	Tana Fudge	Carrie Nash	Tiffany Timmons
Roger Brooks	Amber Gauthier	Network for Good	Toyota Dealer Match Program
Dr. Christopher Brown	Paula Gelineaux	Mary Ann Nickles	Lorraine Trask
Isaac Bush	Robert Gingue	Christopher Nield	Truist
LaVada "Sam" Bush	Jewell Gottschling	Wendi Nordstrand	Cindy Turnbough
Cole Carson	Heidi Haas	North Pole Lions Club	Usibelli
Tim Castor	Ryan Hasty	Joan O'Leary	Lisa Villano
Janelle Chapin	Aislinn Hebrink	Matthew Oakleaf	Jennifer Wagaman
Chatanika Lodge	Keri Herning	Ian Olson	Adam Ward
Chena Hot Springs Resort	Keiko Herrick	Patrick Patridge	Suzanne Waugaman
Janette Cole	Lynette Holt	Family Perdue	Randy Weaver
Sharon & Mike Cook	Stephanie Homan	Pick. Click. Give. Donors	Grace Wells
Jadelin Craig	Deborah Honea	Ramona Pierce	Ruth Wendler
Mike Cuffel	Hannah Honea	Mike Potter	Mackenzie Widmayer
Talitha Cullen	Rebekha Honea	Carol Powell	Glori Williams
Dr. Dan Curns	Charles Hubbard	Jenny Randall	Wilson and Wilson CPA's
Janet Daley	Betsey Jacobs	Jim Richardson	Lorren Wilson
Monica Dallas	Ron Jaeger	Stuart Roberts	United Way of the Tanana Valley
	Dr. Steven Jay	Deborah Rockney	& many Anonymous Donors
	Annabelle Jones	Karen Rookard	

*“Alone we can do so little,  
together we can do so much.”  
-Helen Keller*



*Our mission is to assist in improving the lives of people with disabilities and their families by providing quality diagnostic, therapeutic, educational and referral services in conjunction with other community providers without regard to ability to pay.*



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