Celebrating Solutions Award Nomination Form

Legal name of organization: Southcentral Foundation

Year established: 1982

Program nominated for award (if different): Family Wellness Warriors Initiative (FWWI)

Year established: 1999

Address: 4501 Diplomacy Drive

City/State/ZIP code: Anchorage, AK 99508

Contact person: Katherine Gottlieb

Title: President/CEO

Phone number: (907) 729-4938

Fax number: (907) 729-8611

E-mail address: kathering@scf.cc

Website address: www.scf.cc

Brief description of organization: Southcentral Foundation is an Alaska Native nonprofit organization that works together with the Native Community to achieve physical, mental, emotional & spiritual wellness.

Geographical area served: Alaska, with a special focus on Southcentral Alaska

Is the organization tax-exempt under IRS 501 (c) (3) guidelines or a public agency/unit of government? Southcentral Foundation is a 501(c)(3)

Please check up to five descriptors that best apply to the program you are nominating:

- Shelter-based
- Counseling
- Heath care setting
- Dating violence
- School/youth violence
- Underserved population
- Faith-based
- Elder abuse
- Legal aid/assistance
- University setting
- Batterer treatment
- Prison-based
- Stalking
- Coalition/collaboration
- Transitional housing
- Technology/Internet service
- Employment/training program
- Victim relocation
- Hotline service
- Public awareness/education
- Other __________________
As one of the goals of the Mary Byron Project is to disseminate information about cutting-edge programs and best practices, we wish to post exemplary Celebrating Solutions Award nominations on our website (www.marybyronproject.org). Those posted will include the organization's website address, telephone number, and e-mail address. If you have concerns about this request, please address them to information@marybyronproject.org, prior to submitting a nomination.

By my signature on this letter, I grant the Mary Byron Project permission to use the contents of my nomination for the Celebrating Solutions Award in the manner and for the purposes set above. I further affirm that I am fully authorized to grant such permission to the Mary Byron Project.

______________________________
Signature

______________________________
Date 11/17/09
1. Describe the mission of your organization in five sentences or less.

Based in Anchorage, Alaska, Southcentral Foundation (SCF) is a nonprofit health care organization serving over 56,000 Alaska Native and American Indian people in Southcentral Alaska. It was established in 1982 under the tribal authority of Cook Inlet Region Inc.. Today, the vision of the Alaska Native-owned and operated SCF is “A Native Community that enjoys physical, mental, emotional and spiritual wellness.” Its mission is to “Work together with the Native Community to achieve wellness through health and related services.” To accomplish this mission, SCF focuses on shared responsibility, commitment to quality, and family wellness.

2. Describe the most innovative aspects of the program you are submitting for consideration.

In 1999, an Alaska Native steering committee established the Family Wellness Warriors Initiative (FWWI) to break the cycle of domestic violence, child sexual abuse and child neglect in this generation. Through innovative education and training programs, FWWI has taught Alaska Native people how to walk through the shame of past abuse and trauma and free themselves and their families from it, rather than passing it on. FWWI training is a transformative experience; the alumni, both men and women, emerge from it with the ability to relate and respond to others in healthier ways.

FWWI was designed by and for Alaska Native people, and is carried out within the context of Native organizations and communities. It addresses healing in a physical, mental, emotional and spiritual way, and draws from the strengths of Alaska Native values and cultural traditions. Men are actively involved in FWWI’s development; standing up and fighting for their families, and calling for other Alaska Native men to reclaim their roles as protectors of family wellness and women as instillers of family values.

FWWI provides a safe environment, in small group trainings and large conference settings, for Alaska Native people to openly discuss what was previously considered unmentionable. Many FWWI participants have lived in silence all of their lives: not heard, not affirmed, and not believed. FWWI’s approach utilizes traditional ways of teaching and learning through “story”; people share their personal stories with support from a small group, entering a healing journey and learning how to walk beside others who are also healing. (Master’s-level clinicians are present for individualized counseling and support as needed.) Participants gain insight into how past harm plays into their interactions with others, and how the next generation’s behaviors are direct indicators of everything that has been modeled for them.

Two thousand participants have been trained to date, including natural helpers, inmates in the correctional system, and residents of a substance abuse treatment center. About half of the participants have been male. Almost all FWWI staff and volunteers participated in FWWI first, recognized its impact, and then joined the team. Also, teachers, health care providers, and other community leaders are trained in the FWWI model with the understanding that they will help expand these trainings and services in their home communities. As part of the process, they learn how to positively respond to others and enter into healthy relationships with those whose lives have been impacted by trauma and abuse.
FWWI was one of 12 programs in the country to win a 2009 National Indian Health Board Regional Impact Award. The award was presented for FWWI’s impact on: 1) Changing norms among Alaska Native people, particularly males, to (re)create a family environment that reflects Alaska Native traditions, free from domestic violence and other forms of conflict; 2) Increasing a sense of "harmony" within Alaska Native families and, ultimately, within the whole community; and 3) Developing support systems to help both those who abuse and those who are abused while norms are changing and abuse is being eliminated. (If someone reveals recent sexual or physical abuse, program leaders report it to authorities.) FWWI does not use the terms victim and perpetrator, but rather focuses on people whose lives have been impacted by domestic violence and child maltreatment as recipient, doer, witness, or any combination of these during their lifetimes.

3. Describe your program's implementation. What barriers did your organization have to overcome? How did you marshal the necessary resources for implementation?

FWWI started with a group of women who were alarmed by the escalation of domestic violence, child sexual abuse and child neglect in their Native communities, and its threat to their culture. The group quickly recognized that Western approaches were not getting to the root of the problem. The women attended a Survivors of Abuse Leadership Training Seminar (S.A.L.T.S.) in Michigan, and adapted what they learned into a family violence prevention approach grounded in Alaska Native culture.

A small leadership group formed and pitched the approach to the Alaska Native Health Board as a way to combat domestic violence and child abuse in Alaska Native communities. Initially, the male board members were not interested. This was a major obstacle. The group realized that, if things were going to change, women had to stop talking about men as the problem and, instead, talk about them as part of the solution. On the second visit, the group approached the Alaska Native Health Board by calling out the warriors of family wellness. The group said, "We need men out here that will stand in the front lines, that will protect their families, fight for us, even die for us, like you did in the old days." This visit was more successful, and resulted in $350,000 in seed money.

Using grant funds, a few staff members were hired and they traveled across the 12 Alaska Native regions (spanning 586,000 square miles) with the steering committee to share the FWWI vision. They conducted numerous meetings and mini-conferences with health care providers, community leaders, church officials, government agencies and legislators. The response was overwhelmingly positive. Alaska Native leaders from all over the state wanted FWWI to hold one of its events in their community. The greatest problem was deciding where to focus FWWI's limited resources; a single, one-week conference would cost $150,000 or more to support.

As FWWI evolved, its strategies became more focused. The program utilizes a train-the-trainers model to disseminate the approach throughout the state, to communities on and off the road system. The major events, Beauty For Ashes, Grace For The Wounded, Arriah House, and Train The Trainers, have been refined and the curriculum developed in greater detail. In addition to these events, there are weekly gatherings, ongoing small group discussions, and workshops and presentations all over the state complementing each other and serving specific purposes in advancing the overall strategy.
FWWI also uses a regional partnership model, which opens doors for Tribal leaders across Alaska to request that FWWI enter their region. The regional partnerships have fostered community change through a four-stage process: engaging the community, developing a plan, implementing the plan, and transitioning out of the community while empowering community members to continue the process. FWWI provides a structure, core philosophy and framework, but the plans are developed by the Native people of each region. This united effort increases each community’s awareness and commitment, which translates into increased capacity to combat the conditions that lead to abuse.

Implementing FWWI events, big and small, would not be possible without the FWWI volunteers. The program leverages over 10,000 volunteer hours every year, and all volunteers are alumni of past events. Additionally, FWWI’s 5 ½ day, faith-based Beauty For Ashes training that once required non-Native helpers to facilitate small-group, breakout discussions, are now conducted entirely by Native people.

While funding is a barrier, because a greater number of participants could be accommodated if funding was more readily available (FWWI events have a long waitlist), FWWI has been fortunate to receive support from a wide range of sources. Grant funding sources, over the last decade, have included government (U.S. Dept. of Justice, U.S. Dept. of Health and Human Services, State of Alaska Dept. of Corrections), national foundations (M.J. Murdock Charitable Trust, Robert Wood Johnson Foundation, Paul G. Allen Family Foundation), a large Alaska foundation (Rasmuson Foundation), Native organizations (Alaska Native Health Board, Alaska Federation of Natives), and more.

A fundraising campaign is currently underway to support the costs of building and renovating facilities on a two-acre campus to serve as a FWWI conference center. Having a conference center of its own, will build the capacity of the program to serve a greater number of people.

4. How do you know your program works? Please cite two examples. Although anecdotal examples are helpful, at least one example must include quantitative data.

For Alaska Native people, the personal testimonies of the numerous leaders who have participated directly in FWWI is all the evidence necessary to convince them of the effectiveness of the movement. One Elder has said, “I have seen it all over the years...the resolutions, the proposals, the programs, the movements, the efforts to ‘save’ our villages...but I believe that FWWI was the first one that truly addressed the heart of the problem.”

One family, the Dolchoks, have made several media appearances speaking publicly about FWWI’s impact. Max and Lisa Dolchok, who both suffered the devastating impacts of abuse as children, married at an early age. Max openly shares his personal story about how the anger he carried inside was, for a long time, directed at his family, and how this caused fear and low self-esteem in his children, just as it did to him as a youth. Lisa describes herself as "a screaming mother" who also let the damage done to her as a child affect her relationship with her children. Through FWWI, they have found healing and redemption, and have made changes in the way they relate and respond to others. They take advantage of many opportunities to model healthy behavior for their children, grandchildren and great-grandchildren, including how to process anger safely and appropriately. And, as Elders, the Dolchoks have paved the way for others to
begin their journey to wellness. Many of their own family members have since joined FWWI as participants, speakers, and group leaders to help break the cycle.

FWWI obtains quantitative evaluation data through a third-party evaluator. Early on, the FWWI Steering Committee, which includes Alaska Native Elders, discussed what must change at the individual level to counter all forms of family violence in the family and community. They worked with the evaluator to develop 61 questions/statements for FWWI participants, to be presented in pre- and post-test assessments. This methodology has been used for the last three large FWWI training events.

In summary, the evaluation results have shown higher post-test scores than pre-test scores in each of the 61 areas measured. These results indicate that the FWWI experience has been very useful in making personal changes. All of the differences between the measures were statistically significant. With probability less than or equal to .01, the greatest changes were in participants’ understanding of how their personal story and wounds influence their behavior and relationships (-1.33 between pre and post), and the importance of sharing their stories as a means to continue healing (-1.37 between pre and post).

The fact that the FWWI participants perceive improvements in each of the assessed areas offers hope for change. Elders and adults are leading the way, teaching the next generation that it is better to tell someone if you are being harmed, rather than keep it silent. This change in “norms” is having a ripple effect throughout Native communities. Family violence is being brought out into the open and people everywhere are now embracing FWWI’s approach as a way to respond to it.

5. Who are your key partners? What are their roles?

FWWI brings together leaders of the Alaska Native Community, the faith community, regional corporations and agencies, health care providers, and many other people concerned with breaking the cycle of family violence and restoring family wellness. Through these alliances, FWWI is able to leverage resources to help cover the costs of events in both urban and rural communities.

Many employers are starting to supplement, or cover the full cost, of their employee’s FWWI event tuition. The Anchorage-based nonprofit, Standing Together Against Rape, is partnering with FWWI to provide training to all of their volunteers. A residential treatment center is hosting FWWI trainings for their homeless residents who have demonstrated at least six months of sobriety. A local correctional facility hosts a week-long FWWI training at least twice every year, and conducts special follow-up services every six weeks.

To bring FWWI into different parts of Alaska, four major Alaska Native organizations have emerged as key partners in their respective regions: the Aleutian/Pribolof Islands Association, the Kenaitze Indian Tribe, the Tanana Chiefs Conference, and the Bristol Bay Native Association.

Each of these partnerships started when the organizations were searching for ways to address their communities’ family violence problems. Tribal leaders from each organization requested that FWWI enter their region and “train trainers” to carry out the FWWI process.
After being invited to partner, FWWI leaders consulted with Tribal leaders in each region to identify specific needs. This helped FWWI gain acceptance and trust within the communities. The organizations then formed steering committees, with the members attending FWWI’s Advanced Leadership and Education Training (ALET) to become qualified to serve as volunteer group leaders for their local FWWI events.

The purpose of these collaborations is to develop the capacity of people to address the challenges of domestic violence and abuse within their own communities, using their inherent strengths and FWWI’s proven strategies. The partnerships foster community change through a four-stage process: engaging the community, developing a plan, implementing the plan, and transitioning out of the community while empowering community members to continue the process. After the initial FWWI events, more people in each community became armed with the skills and tools necessary to combat the conditions that lead to abuse, and many become leaders of their local FWWI movement.

6. Could/Should your program be replicated in other areas of the country? Why?

FWWI could and should be replicated in other communities throughout the country with high rates of domestic violence. People everywhere could benefit from an approach that engages the men in the community and uses the power of “story” to create change. The intensive education and training programs give communities the means to break the silence of abuse, and start a healing process. FWWI changes the messages and the belief systems which propagate domestic violence and abuse as socially acceptable. It helps people see how and why they have harmed others—and after providing them a safe place to dig down to the depths of their pain, brings them back up to healing and redemption.

FWWI sees the cycle that labels a person as “victim” or “perpetrator” dependent on where you look in the cycle rather than as something essentially sick about the individual. It also tailors interventions so that all the needs of the family - physical, spiritual, emotional, and cultural - are addressed, not just the "problem." This is consistent with the circular or cyclic (versus linear) worldview shared by many indigenous cultures. Because of this approach, FWWI has received many requests for information from communities in Indian Country. Navajo people have already traveled to Alaska to participate in FWWI trainings and have indicated an interest in replicating the model in the Navajo Nation. The National Aboriginal Health Organization, based in Ottawa, Canada, has also cited FWWI as a program they feel could be a national model in Canada. They received funding for a television series and live call-in show to highlight Inuit men’s health, and selected FWWI’s regional partnership approach as one of the culturally relevant models to share.

Although FWWI reinforces the traditional role of Alaska Native men as protectors of the family from all harm, researchers examining Mexican families transitioning into the United States have identified similar protective factors, indicating a possibility for more widespread replication.

The regional partnership model used to bring FWWI into different regions all over Alaska can serve as a template for creating similar services throughout the nation.
June 8, 2010

Marcia Roth, Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville, Kentucky 40223

Dear Ms. Roth:

I am writing to encourage your favorable consideration of the Southcentral Foundation’s Family Wellness Warriors Initiative’s (FWWI) application for the distinguished Mary Byron Project’s Celebrating Solutions Award. I can be reached at BBNA’s mailing address PO Box 310, Dillingham, AK 99576; phone number 907-842-5257, Ext. 311, and email address at randersen@bbna.com.

The Bristol Bay Native Association (BBNA) is a tribal consortium of 31 tribes in the Bristol Bay region in Southwest Alaska. Our region covers about 44,000 square miles or an area about the size of the state of Ohio. Our region, like many others throughout our State and nation, has suffered years of high levels of domestic violence, sexual abuse, suicide, and other social problems. They literally are killing our people, destroying lives, and ripping apart families but we are determined to change that with the help of FWWI.

We are proud of the progress we have made with FWWI’s guidance and assistance during the past two years. At BBNA’s request, we have formed a collaborative partnership with FWWI to bring wellness to our region. We are building an innovative wellness program based on the core principals of self-empowerment, capacity building in our communities, and changing attitudes, behaviors and beliefs. We realize there are no simple answers or cookie-cutter solutions to domestic violence and other social problems. We also realize the rewards and results may not be immediate. We are very confident that with assistance from FWWI the program we are building is one that will last and improve the lives of our people now and in the future.

FWWI offers a unique program for breaking the cycle of domestic violence, while addressing core social issues. Their approach offers education and training programs that promote strong families and strong communities. It advocates protecting each family and community member from all forms of abuse, violence, and harm. It teaches participants how to walk through the shame of past abuse and free themselves from it, rather than passing it on. The program breaks new ground by asking men to talk about – and end – violence in their lives and calls out to the inner “warrior” in them to protect their families and others from harm.
We firmly believe the regional partnership approach used by FWI in our region and others in Alaska can serve as a model for creating similar services throughout the nation. We encourage your favorable consideration of bestowing upon them the distinguished Mary Byron Project's Celebrating Solutions Award.

Sincerely,

Ralph Andersen
Chief Executive Officer
June 10, 2010

Marcia Roth, Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville, Kentucky 40223

Dear Ms. Roth,

My name is Nancy Haag. I work as the Executive Director of Standing Together Against Rape (STAR) in Anchorage, Alaska. I can be reached at my e-mail address nhaag@staralaska.org. STAR was born 30 years ago as a grassroots response to the increasing sexual violence in Alaska. In the last 30 years, STAR has grown into a multifaceted organization offering 24-hour emergency response, individual and group sessions, as well as crisis line support.

STAR hosts a 40-hour crisis line training twice a year for volunteers new to the STAR family. Southcentral Foundation’s Family Wellness Warriors Initiative (FWWI) contributes to these training sessions, offering a presentation that not only enhances cultural awareness about the Alaska Native community, but also illustrates the healing impact of the FWWI model.

The FWWI model focuses on healing the wounds of past trauma so as not to pass the pain on to others; virtually saying, “It stops with me,” and ending the cycle of domestic violence. FWWI participants, including an administrator at STAR, have shared that the FWWI experience is powerful, healing, and continues to influence their lives in positive ways.

Through STAR’s experience, healing from trauma is possible; it requires a safe place to tell your story, a supportive environment, and mentors that lead through example. This is what FWWI provides. The model uses traditional wisdom and strength to help heal the trauma of abuse and loss in the present day. FWWI seeks to end domestic violence and child abuse in this lifetime; I believe they hold the tools to succeed for those who choose to use them.

Sincerely,

[Signature]

Standing Together Against Rape
Nancy Haag, MSW
Executive Director
June 16, 2010

Ms. Marcia Roth
Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville, KY 40223

Dear Ms. Roth,

I am writing to express my support of Southcentral Foundation’s Family Wellness Warriors Initiative (FWWI) as a deserving candidate for the Celebrating Solutions Award.

Unfortunately, Alaska has the highest rates of domestic violence and sexual assault in the nation. Nearly 75 percent of Alaskans have experienced, or know someone who has experienced, these traumas. More specifically, more than three out of four Alaska Native women will be physically assaulted in their lifetime, and more than one out of three will be sexually assaulted.

If we are to gain momentum and see our citizens’ lives, marriages, communities, and cultures saved and redeemed, we need broad community collaboration. FWWI has brought together leaders of our native communities, faith communities, corporations, agencies, health care providers, and many others concerned with breaking the cycle of family violence and restoring family wellness. FWWI trains and educates those who have done harm, those who have been harmed, and those who work with people whose lives have been impacted as the perpetrator, victim, or both. By training teachers, clergy, law enforcement, health care professionals, and other service providers, the awareness is spreading and people across all sectors of Alaskan communities are learning to relate and respond to others in healthier ways. The culturally relevant strategies of FWWI have proven effective in changing the hearts and minds of Alaskans. It is to FWWI’s credit that nearly 2,000 alumni of their training programs have joined with my administration in the statewide effort to put an end to domestic violence and sexual assault in Alaska.

My administration recently launched an initiative to stop the epidemic of domestic violence and sexual assault in Alaska. FWWI’s demonstrated success has made them a natural partner in achieving key aspects of this effort, helping survivors heal and focusing on prevention and education. Earlier this week, I expressed my support of this partnership by signing into law an appropriations bill that included $650,000 for renovations and expansion of FWWI’s training facility. I hope you will join me in my support of FWWI with a vote of confidence in their candidacy for the award.

Regards,

Sean Parnell
Governor
June 24, 2010

Ms. Marcia Roth
Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville, KY 40223

Dear Ms. Roth:

Thank you for your consideration of Southcentral Foundation’s Family Wellness Warriors Initiative (FWWI) as a finalist for the Mary Byron Project’s Celebrating Solutions Award. I am pleased to share more of our story through the following enclosures:

- Three letters of support
- Proof of 501(c)3 status
- FWWI’s budget
- Responses to the questions asked
- Summaries of training curricula

FWWI has an effective model for breaking the cycle of abuse and instilling hope for restoration and wellness within families, communities, and the world in which we live. For more information, please call me at (907) 729-4938 or visit our website at www.fwwi.org.

Sincerely,

SOUTHCENTRAL FOUNDATION

Katherine Gottlieb, MBA
President/CEO
June 8, 2010

Marcia Roth, Executive Director
Mary Byron Project
10401 Linn Station Road
Louisville, Kentucky 40223

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Regards,

Sean Parnell
Governor
In reply refer to: 0441645756
Feb. 26, 2009 LTR 4168C ED
92-0086076 000000 00 000
00032719
BODC: TE

SOUTHCENTRAL FOUNDATION
4501 DIPLOMACY DR
ANCHORAGE AK 99508-5919

Employer Identification Number: 92-0086076
Person to Contact: K. Hess
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your request of Feb. 17, 2009, regarding your
tax-exempt status.

Our records indicate that a determination letter was issued in
December 1982, that recognized you as exempt from Federal income tax,
and discloses that you are currently exempt under section 501(c)(3)
of the Internal Revenue Code.

Our records also indicate you are not a private foundation within the
meaning of section 509(a) of the Code because you are described in
section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of
the Code. Bequests, legacies, devises, transfers, or gifts to you or
for your use are deductible for Federal estate and gift tax purposes
if they meet the applicable provisions of sections 2055, 2106, and
2522 of the Code.

If you have any questions, please call us at the telephone number
shown in the heading of this letter.

Sincerely yours,

Rita Sandoval
Accounts Management II
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</tr>
<tr>
<td>Client Needs</td>
<td>30,000</td>
</tr>
<tr>
<td>Staff Support</td>
<td>475</td>
</tr>
<tr>
<td><strong>Total Non-Personnel Expenses</strong></td>
<td><strong>299,482</strong></td>
</tr>
</tbody>
</table>

**TOTAL EXPENSES**                               **1,531,242**  

**Funds Available LOv 42**                        **1,531,241**  
surplus (shortfall)                                **(1)**
1) Three letters of support are attached:
   a) Bristol Bay Native Association - A partnering or collaborative organization or agency;
   b) STAR, Inc. - A victim's organization; and,
   c) Governor of the State of Alaska - An elected official who represents the city, county, or state where the program operates.

2) Proof of 501 (c) (3) status is attached.

3) Last year’s FWWI budget is attached.

4) Responses to general questions:
   a) What is the approximate number of individuals served annually by the applicant?

   FWWI holds approximately 15 multi-day trainings on an annual basis, as well as weekly support groups and gatherings.
   - Approximately 400 (unduplicated) individuals were trained last year.
   - Sign-in sheets indicate 601 individuals were trained, but this includes returning participants (duplicates) who attended a series of trainings in order to qualify as group leaders.

   b) How many paid staff and volunteers are used to administer the nominated program?

   • 23 staff: 13 full-time, 6 part-time, 4 intermittent
   • 200 volunteers

   c) Does your agency have a work place policy in effect that addresses the safety and needs of employees who are victims of domestic violence?

   Southcentral Foundation (SCF) has policies and procedures in place that ensure safe environments, free of weapons, in all of its facilities for employees, customers and visitors—violations may result in criminal prosecution. Additionally, SCF has workplace policies and procedures in place to ensure freedom of discrimination, harassment, violence and other abusive conduct, and policies and procedures related to SCF’s team of security officers that protect employees, customers and visitors. (Please see P&Ps attached)

   All SCF employees are required to participate in a training session on the SCF Code of Conduct, and are expected to adhere to it as a condition of their employment. The Code of Conduct explicitly prohibits threats or acts of violence against co-workers, customers, visitors, or any other persons who are either on SCF premises or have contact with employees in the course of their duties. All employees have a personal responsibility to report any observations of acts or threats of violence to their supervisor, human resources
and/or quality assurance. All threats or acts of violence, including those made in a joking manner, are fully investigated.

In the event of assaultive behavior in an SCF facility or on SCF grounds, SCF has an emergency management plan in place to protect its employees, clients and visitors. This plan sets all procedural guidelines for all personnel at any SCF site. A key tool in assisting staff with emergency preparedness is the “Emergency Guidelines” booklet, which is posted in all departments. Another primary tool is the “Facility Safety Plan” that has been developed for each facility.

Lastly, all SCF employees, their household members and dependents have access to SCF’s Employee Assistance Program (EAP) and Employee and Community Assistance Fund (ECAF). EAP is a confidential counseling and referral service that can help participants resolve personal concerns, so they can be at their best at work and home. Among other things, the EAP can help with anger management, family/parenting issues, and marital or relationship problems. Employees, their household members and other community members who find themselves in a crisis can apply for ECAF funding—for example, one person applied for, and was granted, temporary financial assistance when she needed to relocate to a safe place (a new apartment) to remove herself from an abusive situation.

d) Are there past awards, accolades, and grants furnished upon the applicant or nominee that would further exemplify its success in combating domestic violence?

**Awards** – In 2009, FWWI won the National Indian Health Board Area and Regional Impact Award, which pays tribute to “an individual or organization whose work has contributed to improving American Indian/Alaska Native health care or affected a change on an area or regional basis.” FWWI was nominated for its innovative approach to healing and its commitment to putting an end to domestic violence, child sexual abuse and child neglect.

**Accolades** – Although designed for Native people, by Native people, FWWI’s techniques have proven to have universal appeal and effectiveness. In February 2010, the State of Alaska announced during a Joint Legislative Health Caucus discussion that the administration would be looking at collaborating with evidence-based practices and programs like FWWI to combat the escalating problems of domestic violence and sexual assault throughout Alaska. Shortly after this announcement, the State of Alaska appropriated funds in its FY 2011 budget to help FWWI build its capacity to move in that direction. Also this year, Alaska Pacific University, noting the effectiveness of FWWI’s approach, began offering 3 college credits and 4.5 CEUs to FWWI training participants. It is notable that FWWI is not only having a major impact on the lives of Alaska Native people and others in our state, but also receiving national and international recognition. In 2005, Southcentral Foundation President/CEO Katherine Gottlieb was invited to present FWWI at the Surgeon General’s Workshop on Making Prevention of Child Maltreatment a National Priority. Assistant Surgeon General and Deputy Director for Medicine and Science Dr. Woodie Kessel introduced FWWI as a parent/family innovation that utilized a public health approach to prevention. Over the years, people from 24 of the Lower 48 states have participated in FWWI’s trainings, and members of the Navajo Nations have participated with an interest in
replicating the model. Additionally, after a search throughout the Circumpolar countries for programs most impacting indigenous men’s health, the National Aboriginal Health Organization in Ottawa, Ontario (Canada), selected FWWI as one of its topics for a three-day television series in May 2009. FWWI was highlighted because of its potential to serve as a prevention model for Canada. Also in 2009, FWWI was one of five “expert organizations in the field” that contributed to the Reference Guide for Native American Family Preservation Programs. FWWI was recognized by the National Healthy Marriage Resource Center, who created the publication, and the United States Department of Health and Human Services, Administration for Native Americans, who funded it, for sharing a “creative and culturally relevant approach to delivering relationship skills training to Native Americans.”

**Grants** – Over the past decade, FWWI’s funding partners have included the U.S. Department of Justice, Mj Murdock Charitable Trust, Robert Wood Johnson Foundation, Paul G. Allen Family Foundation, Conoco-Phillips, Rasmunson Foundation, Alaska Children’s Trust, and, most recently, the State of Alaska (*please see Governor of Alaska’s letter of support attached*).

e) If funding were not an issue, what (if any) changes or additions would you make to your program in the future?

The wish list is long. FWWI’s mission is to end domestic violence, child sexual abuse and child neglect in this generation, which requires a comprehensive, statewide approach. There are three areas where FWWI could have a greater impact if funding were not an issue: i) responding to the increasing demand for training and support statewide; ii) strengthening the safety net in Anchorage—“Alaska’s largest village”; and, iii) public education to change norms.

The FWWI regional development model provides a three-year plan to work with the natural helpers within each community (e.g., tribal members, community health aides, clergy, law enforcement personnel) to listen to the needs of their region, and to provide tools to work with those locally who have experienced domestic violence and child abuse/neglect. These regional partnerships have fostered community change through a four-stage process: engaging the community, developing a plan, implementing the plan, and transitioning out of the community while empowering community members to continue the FWWI process. With unlimited funding, FWWI could expand beyond the four regions the program is currently working with and accept invitations from all 12 regions in Alaska to establish the prevention work in their communities. This would require an investment of $200,000 annually for three years in every region—and would only be possible if a local entity, probably an Alaska Native health corporation, would commit to supporting operational funds to continue the work once the start-up period is over. This model is working, but the scale of the effort is limited because of funding. Achieving the dream of helping more people around the state combat domestic violence would also require FWWI to complete a significant capacity-building effort. Due to the number of staff and volunteers it takes to run an event and the high cost of travel (*most villages are off the road system, and are reached only by air which can cost upwards of $800 to $1,000 per flight*) and scarce lodging in Alaska, training usually occurs on the FWWI campus in Anchorage. In order to accommodate people from every
region (and reduce the wait list), FWWI would have to triple its guest housing accommodations and establish a dining facility. The program would also have to triple its workforce to 60+ staff and create additional office space. Lastly, to provide ongoing support to the communities over the three years, conference rooms on the FWWI campus would have to be equipped with video-teleconferencing equipment to connect with the villages in rural Alaska by satellite as needed. With these additional resources, FWWI could cover more territory and assist its event alumni (2,000 and growing!) with their efforts to begin or continue the healing work in their home communities. FWWI would support efforts to combat domestic violence in Alaska first, then nationally, and then internationally.

FWWI would also strengthen the safety net in Anchorage for those experiencing domestic violence and/or child abuse, and those who have experienced it in the past. This would include establishing a culturally relevant safe home for children and residential treatment programs for youth who have experienced harm, as well as establishing assistance programs to address the needs of families whose “bread winner” is incarcerated for doing harm, leaving the family with no means to support themselves. These families would also be invited to participate in FWWI trainings at no cost. Lastly, FWWI would develop a more robust follow-up program for alumni of FWWI trainings who want to continue their journey. This would include counseling for the entire family, including those who have been harmed and those who have done harm.

To change norms within the child- and family-serving systems in Alaska, all Village Public Safety Officers, employees within the court system, probation workers, and law enforcement personnel would receive FWWI training so the children and families affected by domestic violence would not be “reharmed” by the system. The public education effort would also include quadrupling the PSAs and messages in the media about affecting change in family violence, and developing a weekly, one-hour TV and radio show on domestic violence and child abuse, with experts, that would run for the next three years. FWWI would also produce a series of educational videos, which would include content ranging from intensive education and training to continued aftercare. Small group leaders around the state could use these videos as they work to implement the FWWI philosophy in their home communities.

5) Responses to specific questions about FWWI:

a) Are participants screened for current safety issues? Is safety planning done with victims? How do you ensure safety for participants in group settings?

Screening – All prospective FWWI event participants (note: participants must be at least 21 years of age) are required to fill out an application packet, including a Pre-Screening Questionnaire. Trained counselors and mental health professionals then complete a careful review of each applicant’s questionnaire to determine whether or not the event applied for is an appropriate choice. If an applicant has experienced thoughts of suicide or self-harm within the 12 months prior to applying, or has less than 90 days of sobriety, referrals are made to other programs and services for support and assistance and the application is temporarily
denied. If there are other safety concerns—for example, if an applicant has less than 12 months of sobriety, is in a relationship in which he or she is being harmed or fears probable harm, has a restraining order against someone, or has a restraining order against him/her, etc.—these applicants are flagged for a screening interview with a mental health professional and may or may not be approved for attendance. Further, if an applicant is seeing a counselor for any reason, approval would not be granted unless the applicant signs a release form to allow FWWI’s mental health professional to talk with the counselor. During the consultation with the counselor, FWWI would discuss the training/group process and ensure it would not impede the therapy or where the client is at in treatment. Throughout the screening process, FWWI’s mental health professional is exploring the participant’s expectations, clarifying goals and objectives and determining the possible risks and values of the applicant’s participation in the group process. Appropriate referrals are made for support and assistance and any applicant not approved for attendance initially may reapply in the future.

Safety Planning - If a participant becomes involved in a domestic violence situation during or after FWWI attendance, a mental health professional will provide tools out of the program’s resource manual to help them develop a safety plan. The participant will also be connected to immediate resources for housing/safe centers in their area, and the mental health professional will follow up to ensure a safe transition. If an FWWI applicant discloses domestic violence in the Pre-Screening Questionnaire, a mental health professional will meet with the applicant to ensure the participant is in a safe place prior to being approved to attend. A blank, customizable Safety Plan and other resources are posted on FWWI’s website at www.fwwi.org/documents.cfm.

[Note: All group leaders are “mandatory reporters,” which means if someone is experiencing domestic violence, and they have children in the home, the group leaders will have to report it. The reporting requirement is disclosed at each event, both in large and small group sessions, and it is written into the small group member agreement (informed consent) each participant signs.]

Safety in Group Settings – Participants spend part of each FWWI training event in small breakout groups that are carefully designed to create a safe environment for sharing. Participants are assigned to their small groups behind the scenes, based on information in their Pre-Screening Questionnaires. The groups consist of six to seven participants and may be same sex or co-ed, depending on the participants’ preferences and personal histories. The group leaders are lay people who have received intensive training in the FWWI process. Support and oversight is provided by individuals with more advanced training who are assigned to four or five groups and serve as “first responders” if a group appears to be struggling. Additionally, “Individualized Care Team” members (mental health professionals) are available to provide individualized care in the event that a participant experiences emotional distress or another adverse reaction, or requests counseling during the training. Although applicants are screened in an attempt to eliminate people who are not psychologically ready for an FWWI event, discussions surrounding scenarios of domestic violence can still evoke powerful emotions that are capable of overwhelming individuals’ coping mechanisms. The Individualized Care Team is able to provide immediate professional intervention, as well as aftercare oversight for group leaders, presenters and participants.
b) What is your relationship with and how do you interact with domestic violence, rape, or child abuse agencies, law enforcement, or the court system? Is collaboration with those something you encourage in your trainings?

**Domestic Violence, Rape, or Child Abuse Agencies** – FWWI has a referral relationship with these agencies and also offers training to their staff and volunteers. Partners include AWAIC, which is a safe shelter for women and children impacted by domestic violence; Southcentral Foundation’s Willa’s Way Program, which provides temporary shelter and case management for women and children who are not safe in their own homes; Standing Together Against Rape (STAR); and the State of Alaska, Office of Children’s Services. In Anchorage, FWWI offers a special training presentation to STAR’s new crisis line volunteers twice each year. In rural Alaska, FWWI has trained infant learning intervention workers, behavioral health case managers, safety advocates, family service workers, shelter managers, legal village services coordinators, tribal children’s service (Indian Child Welfare Act) workers, Head Start lead case workers, and tribal victims assistants, providing them with new skills and tools to use in their work with those who have experienced abuse.

**Law Enforcement** – In Anchorage, FWWI has held trainings specifically for law enforcement personnel, and has provided officers with tours of the FWWI campus. This relationship-building effort has helped increase law enforcement’s awareness of FWWI’s role in the continuum of services provided by Southcentral Foundation. It paid off recently when officers responded to a domestic violence report, and while addressing the needs of the family, referred several people to FWWI. FWWI helped the woman being harmed enter a domestic violence shelter and case management program, and shared information with her on FWWI’s future trainings. In rural Alaska, FWWI has trained Village Public Safety Officers (VPSOs). Also, as natural helpers within their home communities, the VPSOs are involved in the dialogue on the next steps to be taken in implementing FWWI and creating the attitudes and structures for preventing domestic violence.

**The Court System** – In 2009, the Alaska Court System invited FWWI to present to all Superior Court Judges in Anchorage as part of their effort to find more effective ways for educating and working with domestic violence offenders. Since then, the Alaska Court System has listed FWWI as one of the options for the mandatory training required of domestic violence offenders. FWWI has made several appearances at hearings to attest to an offender’s participation and whether he or she completed the program.

**Corrections System** – Every year, FWWI holds a large training at the Palmer Correctional Center for male transitional living community inmates. The trainings focus on skills and tools for creating healthy relationships, and also help the men overcome experiences and relationships that have had an adverse impact on their lives. After each training, the participants attend monthly support groups and receive quarterly follow-up and support. FWWI has also held trainings for female prisoners at Hiland Mountain Correctional Center.
c) A copy of the training curriculum is attached.

Please note that permission was granted on 6/15/10 to attach summary documents in lieu of the 400+ pages of curricula.
WEAPONS IN THE WORKPLACE PROCEDURE

I. PURPOSE

To ensure that the Southcentral Foundation workplace is a safe environment for all employees, customers, and other persons.

II. SCOPE

This applies to all employees, volunteers, and other individuals (Civil Service and Commissioned Corps Officers) working under contractual agreements with SCF. Contractual arrangements with independent business entities are exempt unless otherwise stated in their contracts.

III. DEFINITIONS

A. Weapon - An object, such as a gun, knife or club, used with the intent to injure, defeat or destroy.

IV. PROCEDURE

A. SCF will endeavor to provide a safe work environment, free of weapons, for its employees, customers and visitors.

1. Safe healthcare delivery is paramount to any law or public policy that would otherwise permit individuals to possess and carry firearms, as defined by AS 11.81.900, into certain SCF Facilities.

   a. Under Alaska law, a person is prohibited from carrying concealed firearms into certain facilities and onto grounds to those facilities, including child care facilities, schools and domestic violence or sexual assault shelters, and a violation will result in criminal prosecution.

   b. Even though a person will have a concealed weapons permit which permits him/her to lawfully carry a firearm into certain SCF Facilities, SCF has determined that no weapons will be brought into any SCF Facilities and onto any grounds adjacent to those SCF Facilities.
B. Signs will be posted in all SCF Facilities that no weapons will be brought into the Facilities, and that no weapons will be kept in vehicles parked on the grounds immediately adjacent to those Facilities.

C. If any person brings a weapon into any of the following facilities, or onto the grounds immediately adjacent to those facilities, law enforcement officials will be called and a report and complaint will be filed:

1. Child care facilities;
2. Preschool facilities; and
3. Domestic violence or sexual assault shelters.

D. At all other facilities, if the person bringing the weapon onto the premises is not a SCF employee, the person will be asked to leave the premises, and if he/she refuses, law enforcement officials will be called to escort them from the premises.

E. If the person bringing the weapon onto the premises is a SCF employee, the person must take the weapon off the premises.

1. This time will be unpaid time.
2. If a SCF employee refuses to leave the premises, law enforcement officials will be called to escort them from the premises and appropriate corrective action will be taken.

Policy Group
500 - QUALITY ASSURANCE

Policy Sub Group
Safety & Environment of Care

Department Procedure

PnP Type
Procedure

PnP Code
SCF-QA-501-043-001

Approval Date
9/25/2006

Comments

Last modified at 6/8/2010 4:01 PM by Weatherman, Dione
SPECIAL/HEIGHTENED SECURITY NEEDS PROCEDURE

I. PURPOSE

To outline the process to identify situations where special or heightened security is required to assist in protecting customer-owners, visitors, employees, and any business associates on Southcentral Foundation (SCF) properties.

II. SCOPE

This applies to all employees of the security program.

III. PROCEDURE

A. SCF Security Officers are to be highly visible and readily available whenever there is need for special or heightened security.

B. The need for special or heightened security may arise when:

1. A celebrity or highly visible visitor
2. A political visitor
3. Receiving information that indicates the customer-owner may be in some degree of danger.
   a. The customer-owner or visitor may be in danger because of threats or an actual incurred customer-owner injury (i.e. gunshot wound, stabbing, etc.), being a witness to a major or high profile crime, or possible other occurrence.

C. The protection of customer-owners or visitors with celebrity or political status will be preplanned, whenever possible.

1. SCF Security will coordinate protection activities with ANMC Security, the customer-owner’s or visitor’s personal security staff, Public Relations and/or a public safety agency (i.e. Anchorage Police Department, Secret Service, FBI, etc.), as appropriate.

D. General guidelines for Security Officers

1. Security procedures will be the same for each customer-owner’s circumstances however the degree of the security precautions will vary with the situation.
2. The Security Officer on duty will notify the following for customer-owner(s) requiring heightened security measures:

   a. Safety Manager or Safety Officer
   b. Quality Assurance Director
   c. Program Manager and/or Administrator
   d. SCF Public Relations Director

3. The Security Officers may call additional Security Officers “on an as needed basis” after consultation with the Safety Manager or Safety Officer.

   a. May also need to coordinate with the Anchorage Police Department.

4. Security, in collaboration with the Safety Manager or Safety Officer and Program Manager, will determine the most appropriate customer-owner placement after conducting a risk and vulnerability assessment.

5. Information about the reasons for heightened security must not be shared with other employees, customer-owners, or visitors.

E. The customer-owner or their decision maker, if the customer-owner is unable to do so, will determine individuals allowed to visit.

F. Confidentiality will be respected.

1. Information will be shared with healthcare providers or others on an as-needed basis.

G. Security will obtain a name and contact number of person(s) coordinating the customer-owner’s security should questions arise or if there is an emergency.

H. Security Officers will be responsible to ensure a smooth flow of traffic before and during the event.

1. Security may block off parking and traffic areas as needed, reroute traffic as needed, and take any other actions as needed to ensure a smooth orderly flow of traffic.

   a. This decision will be made by the Security Manager in consultation with the Quality Assurance Director and Public Relations.

I. Security will also be responsible for ensuring that any potential protestors or demonstrators are kept away from visiting dignitaries, employees, or customer-owners in order to minimize the disruption of service delivery.

1. The Safety Manager or Safety Officer can call in extra Security staff as needed. Local law enforcement agencies can also be called for additional assistance.
DIVISION & PROGRAM PROCEDURES

Policy Sub Group
Safety & Environment of Care

Department Procedure

PnP Type
Procedure

PnP Code

Approval Date
9/17/2009

Comments
new

Last modified at 9/21/2009 8:19 AM by Weatherman, Dione
SECURITY REPORTING AND DOCUMENTATION PROCEDURE

I. PURPOSE

To outline the process for documenting all shift activities.

II. SCOPE

This applies to all employees of the security program.

III. PROCEDURE

A. Security Officers are expected to document all activities that occur on their shift using the proper forms, providing sufficient information for another officer or supervisor to be appraised of facts without the need to ask obvious questions.

1. Reports should be completed and posted prior to the end of each shift.

2. Any criminal acts, unusual incidents, or circumstances investigated by SCF Security, must be documented on a Security Department Incident Report.

   a. Minor incidents that do not require follow up action should be described in the Security Hourly Log.

3. Routine daily activities, such as employee escorts, door unlocks, and regular alarm activations/deactivations are recorded in the Security Officer Report.

4. Suspicious vehicle plates may be logged for future reference.

5. Any routine daily activity where unusual circumstances occur, or are discovered, should be described in an Incident Report (IR).

6. Incidents that occur where previous IR are directly or indirectly related to the current incident should be cross-referenced with the title, date, and time of the previous IR.

   a. Reasons for suspicions that the parties involved or incidents are related should be described in full.
7. Conditions that require corrective action should be reported on an incident report and facility work order.

Policy Group
DIVISION & PROGRAM PROCEDURES

Policy Sub Group
Safety & Environment of Care

Department Procedure

PnP Type
Procedure

PnP Code

Approval Date
9/17/2009

Comments
new

Last modified at 9/21/2009 8:21 AM by Weatherman, Dione
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A LOOK AT THE PROBLEM - ADDRESSING THE HELPERS

Session One: An Introduction to the Problem of Domestic Violence and Alaska Native People.

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Session Three: Are There Indicators of Abusive Relationships in the Village?

Session Four: How Can You Support A Woman Being Harmed By Domestic Violence?
   A. When Our Helping Does Damage
   B. Pursuing Without Injury

A LOOK AT THE CORE ISSUES - ADDRESSING THE WOUNDED

SESSION FIVE: Living in the Light: How and Why Do I Begin?

SESSION SIX: Is Your Shame a Lie?

SESSION SEVEN: Does My Anger Serve A Purpose?

SESSION EIGHT: How Do I Relate to Others on My Journey?

SESSION NINE: What is Recovery Anyway?

SESSION TEN: What Do I Do With My Longings and Disappointments?

SESSION ELEVEN: Responding to Another’s Journey

NEW WARRIOR CURRICULUM

BEGINNING STAGE:
SESSION ONE: Breaking the Silence
  • (Regaining Your Voice)
  • (Courage)
  • (Validate Fear)
  • (Not Staying “Stuck”)

STORY STAGE:
SESSION TWO: Responding
  • (Listening and Responding Well)
SESSION THREE: Domestic Violence Through Innocent Eyes
  • (Revisiting Your Childhood)
SESSION FOUR: Breaking the Cycle
  • (Putting the Finger On the Wound)
  • (Child Sexual Abuse / Neglect / Abandonment)
  • (Trauma Triangle)
  • (Parenting/Prevention For Next Generation)

WORKING STAGE:
SESSION FIVE: Illegitimate Shame
  • (AK Native Culture / Identity)
SESSION SIX: Legitimate Shame
  • (Addictions / Suicide)
  • (Generational Sin/Race Issues)
SESSION SEVEN: Relational Styles
  • (Tie to the Trauma Triangle)
  • (How It Plays Out In Violence)
SESSION EIGHT: Righteous Anger (Loss of Culture) vs. Anger’s Arrows (As A Sin)
  • (Generational Sin/Race Issues)
ENDING STAGE:

SESSION NINE: The Way Of the Warrior
- (What Recovery Looks Like)
- (Healthy Relationships)
- (Boundaries / Reconciliation)
- (How To Love the Different Relational Styles)

SESSION TEN: The Risen Warrior
- (Loving Who I Am In Christ)
- (Identity)
- (Forgiveness / Redemption)
- (Pick Up Your Mat Bible Story)

SESSION ELEVEN: Out Of the Ashes
- (Action Plan)
- (Do You Want To Be Healed?)
BEAUTY FOR ASHES SCHEDULE

Day One

9:00 A.M.  STUDENT REGISTRATION  
(Must be attended by all participants)  
Step One: Event Evaluation  
Step Two: Final Payments, Room and Group Assignments, Collect Materials  
LOCATION: CONFERENCE ROOM

10:00 A.M.  BOOKSTORE OPEN UNTIL NOON  
LOCATION: CONFERENCE LOBBY

12:00 P.M.  LUNCH  
LOCATION: DINING FACILITY

12:50 P.M.  PRAISE & WORSHIP  
LOCATION: CONFERENCE ROOM

1:00 P.M.  LARGE GROUP MEETING ~ EVENT KICK-OFF  
Journey Guide Session #1: My Journey Begins  
LOCATION: CONFERENCE ROOM

3:00 P.M.  SMALL GROUP SESSION (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

4:30 P.M.  HOMEWORK / SESSION PREPARATION TIME  
LOCATION: ANYWHERE EXCEPT BREAKOUT ROOMS

5:00 P.M.  DINNER (Please sit with your small group for this meal)  
LOCATION: DINING FACILITY

6:00 P.M.  PRAISE & WORSHIP  
LOCATION: CONFERENCE ROOM

6:10 P.M.  LARGE GROUP MEETING  
Journey Guide Session #2: The Journey Back To My Story  
LOCATION: CONFERENCE ROOM

7:25 P.M.  SMALL GROUP SESSION (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

9:00 P.M.  BONFIRE: Meet at the fire pit for SMORES!  

DAY TWO

7:30 A.M.  BREAKFAST  
LOCATION: DINING FACILITY

8:30 A.M.  PRAISE & WORSHIP  
LOCATION: CONFERENCE ROOM

8:40 A.M.  LARGE GROUP MEETING  
Journey Guide Session #3: Responding To Another’s Journey  
LOCATION: CONFERENCE ROOM

9:30 A.M.  SMALL GROUP SESSION (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

11:00 A.M.  HOMEWORK / SESSION PREPARATION TIME  
LOCATION: ANYWHERE EXCEPT BREAKOUT ROOMS

11:30 A.M.  LUNCH  
LOCATION: DINING FACILITY

12:00 P.M.  BOOKSTORE OPEN / FREE TIME  
LOCATION: CONFERENCE LOBBY

1:30 P.M.  PRAISE & WORSHIP  
LOCATION: CONFERENCE ROOM

1:40 P.M.  LARGE GROUP MEETING  
Journey Guide Session #4: The Journey of My Childhood  
LOCATION: CONFERENCE ROOM

2:35 P.M.  SMALL GROUP SESSION (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

4:00 P.M.  HOMEWORK / SESSION PREPARATION TIME  
LOCATION: ANYWHERE EXCEPT BREAKOUT ROOMS

4:30 P.M.  DINNER  
LOCATION: DINING FACILITY

5:45 P.M.  PRAISE & WORSHIP  
LOCATION: CONFERENCE ROOM

6:00 P.M.  LARGE GROUP MEETING  
Journey Guide Session #5: My Journey of Shame  
LOCATION: CONFERENCE ROOM

7:00 P.M.  SMALL GROUP SESSION (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

DAY THREE

7:30 A.M.  BREAKFAST  
LOCATION: DINING FACILITY

8:30 A.M.  PRAISE & WORSHIP  
LOCATION: CONFERENCE ROOM

8:40 A.M.  LARGE GROUP MEETING  
Journey Guide Session # 6: My Journey of Anger  
LOCATION: CONFERENCE ROOM
10:00 A.M.  
**SMALL GROUP SESSION** (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

11:30 A.M.  
**HOMEWORK / SESSION PREPARATION TIME**  
LOCATION: ANYWHERE EXCEPT BREAKOUT ROOMS

12:00 A.M.  
**LUNCH**  
LOCATION: DINING FACILITY

12:30 P.M.  
**BOOKSTORE OPEN / FREE TIME**  
LOCATION: CONFERENCE LOBBY

1:45 P.M.  
**LARGE GROUP MEETING**  
Journey Guide Session #7: How I Relate To Others On My Journey  
LOCATION: CONFERENCE ROOM

2:45 P.M.  
**SMALL GROUP SESSION** (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

4:15 P.M.  
**HOMEWORK / SESSION PREPARATION TIME**  
LOCATION: ANYWHERE EXCEPT BREAKOUT ROOMS

4:45 P.M.  
**DINNER**  
LOCATION: DINING FACILITY

5:45 P.M.  
**PRAISE & WORSHIP**  
LOCATION: CONFERENCE ROOM

6:00 P.M.  
**LARGE GROUP MEETING**  
Journey Guide Session #8: My Journey With My Sexual Identity  
LOCATION: CONFERENCE ROOM

7:00 P.M.  
**SMALL GROUP SESSION** (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

8:30 P.M.  
**FRY BREAD FEAST / FREE TIME**  
LOCATION: DINING FACILITY

### DAY FOUR

7:30 A.M.  
**BREAKFAST**  
LOCATION: DINING FACILITY

8:15 A.M.  
**PRAISE & WORSHIP**  
LOCATION: CONFERENCE ROOM

8:30 A.M.  
**LARGE GROUP MEETING**  
Journey Guide Session # 9: My Journey of Recovery  
LOCATION: CONFERENCE ROOM

9:30 A.M.  
**SMALL GROUP SESSION** (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

11:00 A.M.  
**HOMEWORK / SESSION PREPARATION TIME**  
LOCATION: ANYWHERE EXCEPT BREAKOUT ROOMS

11:30 A.M.  
**LUNCH** (Pick-Up Boxed Lunch in Dining Facility)  
FREE TIME UNTIL 5:00 P.M.

FREE TIME ACTIVITIES:

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:30 P.M</td>
<td><strong>FES EVALUATION RESULTS</strong> (Until 1:00 P.M.)</td>
<td>REGISTRATION TABLE</td>
</tr>
<tr>
<td>12:30 P.M</td>
<td><strong>BOOKSTORE OPEN</strong> (Until 2:00 P.M.)</td>
<td></td>
</tr>
<tr>
<td>12:30 P.M</td>
<td><strong>BEADING ACTIVITY</strong> (Until 4:00 P.M.)</td>
<td></td>
</tr>
<tr>
<td>1:00 P.M.</td>
<td><strong>MOVIE “National Treasure 2”</strong> (Snacks Served)</td>
<td>CONFERENCE ROOM</td>
</tr>
<tr>
<td>1:00 P.M.</td>
<td><strong>SHUTTLE SERVICE TO SHOPPING</strong> (Return 3:30 P.M.)</td>
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</tr>
<tr>
<td>2:45 P.M.</td>
<td><strong>DANCE LESSON: Rise Up Mighty Warrior</strong></td>
<td>CONFERENCE ROOM</td>
</tr>
<tr>
<td>3:30 P.M.</td>
<td><strong>CONFERENCE ROOM CLOSED FOR SOUND CHECK</strong></td>
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</tr>
</tbody>
</table>

5:00 P.M.  
**DINNER**  
LOCATION: DINING FACILITY

6:15 P.M.  
**LARGE GROUP MEETING**  
BROKEN WALLS Leads PRAISE & WORSHIP  
Journey Guide Session #10: My Journey of Redemption  
LOCATION: CONFERENCE ROOM

7:15 P.M.  
**SMALL GROUP SESSION** (1.5 Hrs)  
LOCATION: BREAKOUT ROOMS

### DAY FIVE

7:30 A.M.  
**BREAKFAST**  
LOCATION: DINING FACILITY

8:30 A.M.  
**EVENT EVALUATION** (Participation Required by All Participants)  
LOCATION: CONFERENCE ROOM

9:30 A.M.  
**LARGE GROUP MEETING**  
BROKEN WALLS Leads PRAISE & WORSHIP  
Journey Guide Session #11: My Journey With Disappointment  
LOCATION: CONFERENCE ROOM
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:15 A.M.</td>
<td>SMALL GROUP SESSION (1.5 Hrs)</td>
<td>BREAKOUT ROOMS</td>
</tr>
<tr>
<td>12:45 A.M.</td>
<td>LUNCH</td>
<td>DINING FACILITY</td>
</tr>
<tr>
<td>1:45 P.M.</td>
<td>LARGE GROUP MEETING</td>
<td>CONFERENCE ROOM</td>
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<tr>
<td></td>
<td>Journey Guide Session #12: My Journey With The Wounded Healer</td>
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<tr>
<td></td>
<td>BROKEN WALLS &amp; THE PRINCESS WARRIORS Special Performance</td>
<td></td>
</tr>
<tr>
<td>3:30 P.M.</td>
<td>SMALL GROUP SESSION (2 Hrs)</td>
<td>BREAKOUT ROOMS</td>
</tr>
<tr>
<td>5:45 P.M.</td>
<td>DINNER BANQUET</td>
<td>DINING FACILITY</td>
</tr>
<tr>
<td>6:30 P.M.</td>
<td>LARGE GROUP SESSION</td>
<td>CONFERENCE ROOM</td>
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<tr>
<td></td>
<td>Open Sharing Opportunity for Participants</td>
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<tr>
<td>8:00 P.M.</td>
<td>BROKEN WALLS CONCERT</td>
<td>CONFERENCE ROOM</td>
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<tr>
<td>9:15 P.M.</td>
<td>ICE CREAM SOCIAL &amp; DANCE CELEBRATION</td>
<td>CONFERENCE ROOM</td>
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</tbody>
</table>

CONFERENCE CONCLUDED
# ADVANCED LEADERSHIP EDUCATION AND TRAINING

## A.L.E.T.

### DAY ONE

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30</td>
<td>BREAKFAST – Sit with Co-Leader and cover discussion questions</td>
<td>DINING HALL</td>
</tr>
<tr>
<td>8:00</td>
<td>Welcome &amp; Overview of A.L.E.T.</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>Qualities of a Leader</td>
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<tr>
<td></td>
<td>Co-Leader Processing: Group Leaders, Get Ready!</td>
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<tr>
<td></td>
<td>Journey Guide Speaking Topics and Selections</td>
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<tr>
<td></td>
<td>Intro to Binder: Small Group Prep Tools and Guidelines (30 min)</td>
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<td></td>
<td>The Role of Care Team &amp; How They Enter Group</td>
<td></td>
</tr>
<tr>
<td>11:30</td>
<td>LUNCH – HMWK: Journey Guide Session One</td>
<td>DINING HALL</td>
</tr>
<tr>
<td>12:30</td>
<td>Overview of the 4 Stages of Group (Beginning, Story, Working, Ending)</td>
<td>TRAINING ROOM</td>
</tr>
<tr>
<td></td>
<td>Beginning Stage of Group</td>
<td></td>
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<tr>
<td></td>
<td>Sample Journey Guide Presentation:</td>
<td></td>
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<tr>
<td></td>
<td>Session 1 MY JOURNEY BEGINS</td>
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<tr>
<td></td>
<td>MODEL GROUP DEMONSTRATION</td>
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<tr>
<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
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<tr>
<td></td>
<td>Care Team Post-Group Processing</td>
<td></td>
</tr>
<tr>
<td>5:30</td>
<td>DINNER – HMWK: Journey Guide Session 3</td>
<td>DINING HALL</td>
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</tbody>
</table>

### DAY TWO

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>7:30</td>
<td>BREAKFAST – HMWK: Finish Journey Guide Session 3</td>
<td>DINING HALL</td>
</tr>
<tr>
<td>8:00</td>
<td>Story Stage of Group (Part I)</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>Sample Journey Guide Presentation:</td>
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<tr>
<td></td>
<td>Session 3 RESPONDING TO ANOTHER'S JOURNEY</td>
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<tr>
<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
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<tr>
<td></td>
<td>Care Team Post-Group Processing</td>
<td></td>
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<tr>
<td>12:00</td>
<td>LUNCH – HMWK: Journey Guide Session 4</td>
<td>DINING HALL</td>
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<tr>
<td>1:00</td>
<td>What Does it Mean to Listen Well? Ladder of Inference</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>Story Stage of Group (Part II)</td>
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<td></td>
<td>MODEL GROUP DEMONSTRATION</td>
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<tr>
<td>5:30</td>
<td>DINNER – HMWK: Co-Leader Discussion Guide</td>
<td>DINING HALL</td>
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</tbody>
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### DAY THREE

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>7:30</td>
<td>BREAKFAST – HMWK: Finish Co-Leader Discussion Guide</td>
<td>DINING HALL</td>
</tr>
<tr>
<td>8:00</td>
<td>Journey Guide Presentation: Session 4 JOURNEY OF MY CHILDHOOD</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
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<td></td>
<td>Care Team Post-Group Processing</td>
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<td></td>
<td>Working Stage of Group (Part I)</td>
<td>TRAINING ROOM</td>
</tr>
<tr>
<td>12:00</td>
<td>LUNCH - HMWK: Journey Guide Sessions 5 &amp; 6</td>
<td>DINING HALL</td>
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<tr>
<td>1:00</td>
<td>Journey Guide Presentation: Session 5 MY JOURNEY OF SHAME</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
</tr>
</tbody>
</table>
## ADVANCED LEADERSHIP EDUCATION AND TRAINING
### A.L.E.T.

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:00</td>
<td>DINNER – HMWK: Read “Time Out” and “Grounding”</td>
<td>TRAINING ROOM</td>
</tr>
</tbody>
</table>

### DAY FOUR

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30</td>
<td>BREAKFAST – HMWK: Finish “Time Out” and “Grounding”</td>
<td>DINING HALL</td>
</tr>
<tr>
<td>8:00</td>
<td>Connecting the Dots: How Past Trauma Impacts Current Relationships</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>Transference and Counter Transference</td>
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<tr>
<td></td>
<td>Journey Guide Presentation: Session 6 MY JOURNEY WITH ANGER</td>
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<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
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<tr>
<td></td>
<td>Care Team Post-Group Processing</td>
<td></td>
</tr>
<tr>
<td>12:00</td>
<td>LUNCH – HMWK: Journey Guide Session 7</td>
<td>DINING HALL</td>
</tr>
<tr>
<td>1:00</td>
<td>Trauma Triangle</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>Preparing To Present FWVI Journey Guide Curriculum (Part I)</td>
<td></td>
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<tr>
<td></td>
<td>Journey Guide Presentation: Session 7 RELATING TO OTHERS ON MY JOURNEY</td>
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<tr>
<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
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<tr>
<td></td>
<td>Care Team Post-Group Processing</td>
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<td></td>
<td>Why Spirituality is Important to the Process: A Holistic Approach</td>
<td>TRAINING ROOM</td>
</tr>
<tr>
<td></td>
<td>Preparing To Present FWVI Journey Guide Curriculum (Part II)</td>
<td></td>
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<tr>
<td>5:30</td>
<td>DINNER – HMWK: Select Speaking Topic &amp; Create Outline</td>
<td>DINING HALL</td>
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</tbody>
</table>

### DAY FIVE

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30</td>
<td>BREAKFAST – HMWK: Finish Outline</td>
<td>DINING HALL</td>
</tr>
<tr>
<td>8:00</td>
<td>Role Play Teaching and Demonstration</td>
<td>TRAINING ROOM</td>
</tr>
<tr>
<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
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<tr>
<td></td>
<td>Care Team Post-Group Processing</td>
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<tr>
<td></td>
<td>Ending Stage of Group</td>
<td>TRAINING ROOM</td>
</tr>
<tr>
<td>12:00</td>
<td>LUNCH - HMWK: Journey Guide Session 10</td>
<td>DINING HALL</td>
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<tr>
<td>1:00</td>
<td>Journey Guide Presentation: Session 10</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>SMALL GROUP SESSION (1.5 hrs)</td>
<td>SMALL GROUP ROOMS</td>
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<tr>
<td></td>
<td>Care Team Post-Group Processing</td>
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<tr>
<td></td>
<td>How To Respond To a Presentation</td>
<td>TRAINING ROOM</td>
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<tr>
<td></td>
<td>A.L.E.T. Week In Review – Question &amp; Answer Opportunity</td>
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<tr>
<td></td>
<td>COURSE EVALUATION</td>
<td>TRAINING ROOM</td>
</tr>
<tr>
<td>5:30</td>
<td>DINNER – HMWK: Turn in all Homework</td>
<td>DINING HALL</td>
</tr>
</tbody>
</table>
Camai! Welcome!

Family Wellness Warriors Initiative (FWWI) seeks to address the devastating problems of domestic violence, abuse, and neglect in the Alaska Native community. Its purpose is to equip organizations and individuals to effectively address the spiritual, emotional, mental, and physical effects of domestic violence, abuse, and neglect. It is our desire to encourage wellness in each of these areas in the individual, the family, the community, and the world in which we live:

- Families and Communities
- With hearts open to change
- Working together with others through education and training
- Instilling hope for restoration and wellness

Family Wellness Warriors Initiative targets the Alaska Native and American Indian populations of Alaska, but all individuals, regardless of race, gender, or religion are encouraged to apply for our events.

New Campus
Construction of the Na'vee Zhe Conference Room is now complete! Also, construction of apartment unit 3130 is nearly complete! Please click here for construction details and photos.

FWWI Donation Drive: Q1
Donations: $98,577.43

Our Goal: $300,000.00

Donations enable FWWI to build - please consider being a part of this work.

Making History—Yesterday, Today, Tomorrow
Matthew Stevens of Southcentral Foundation's Family Wellness Warriors Initiative was keynote speaker for the Kowenak Inc. conference. This conference addressed the need to encourage wellness in ourselves, our communities, our families and our workplaces.

Please click the 'play' button at the bottom of the image below to start the video.

http://fwwi.org/
Newsletter
Would you like to learn what's new with FWWI? Please click here to view our newsletter.
Evaluations & Peer Reviews

Psychologists and psychiatrists, medical doctors, and tribal leaders feedback on FWI training sessions and its resiliency model have unanimously supported FWI as a program founded according to best practices.

Dr. Edward Deaux, Psychologist
FES Independent Evaluator for FWI from 2004 to 2008
"Comparing the pre-session and post-session Incongruence Scores shows a pre-session mean of 99.51 and a post-session mean of 75.03, which represents a statistically significant change, as shown by a two-tailed, paired-sample Student’s t test (t=3.7239, df=71, p=0.00039). Thus the first objective of the Family Wellness Warriors Initiative, to reduce the disparity between participants' real family life and their perceived ideal, is being successfully accomplished."

Dr. Gary Leonardson, Psychologist
FES Independent Evaluator for FWI from 2008 to Current
"Most of the individual training sessions showed a decrease in Incongruence, along with the overall results. If the Incongruence score variations were standardized (made to be normally distributed) the overall results would be statistically significant for both methodologies. Comparing the pre-session and post-session Incongruence Scores shows a pre-session mean of 84.0 and a post-session mean of 71.6; which represents a statistically significant change."

Dr. Denise Dillard, Psychologist
Focus Group Independent Evaluator for FWI from 2008 to Current
"Many participants were able to see how the abuse itself as well as the behaviors occurring after the abuse or neglect created and perpetuated disharmony in their families and community. They reported a shift in perspective towards themselves as Alaska Native or non-Native people as well as a shift in perspective of some behaviors towards others which were conducive to more harmonious interactions with others.

"Participants seemed to view each other as a large support system. Some contextual benefits of this program appear to be: sense of camaraderie, importance of shared experiences, social support, empathic understanding, sense of community and sense of cultural pride."

Professional Reviews

Dr. Bob Chaney, PhD (Psychologist)
"The Family Wellness Warriors Initiative (FWWI) provides a safe path toward wellness. I have participated in the FWI both as a participant and as a consulting psychologist with over 20 years of experience. As a participant I felt invited and accepted for who I am. With this acceptance I took the risk to share parts of my story that were still causing me pain. In the process of sharing, I let go of some unwanted baggage and also made some great friends. As a psychologist evaluating the safety and effectiveness of the overall program I have found it to be a cutting edge program built upon the very best of "best practices." I’m grateful to be an active member of the FWI community. It is a community based upon non-judgment, acceptance, sharing and the healthiest of principles."

Dr. Allan Crandell, MD (Child Psychiatrist)
"I found Beauty for Ashes/FWWI to have been quite a rich and surprising experience, therefore quite hard to capture in mere words. The actual experience itself was intensely vivid, emotional, and far-reaching. In my practice I have found that I listen more closely to Native Alaskans and this has helped me understand the stunning experiences of Native Alaskans."

**Dr. Mark Erickson, MD (Psychiatrist)**

"For me personally Beauty for Ashes was a remarkable journey into my life story and into Alaska Native cultures and history. I will attend again. Because of BFA I am better able to understand and help those I see with their story and healing. My one piece of advice is to leave your professional hat at the door and engage fully and openly."

**BEFORE**

Family Environment Scale - BFA Participant #36
Pre-Event

**AFTER**

Family Environment Scale - BFA Participant #36
Follow-up June 12, 2006
Domestic Violence Safety Tips:

Safety Tips for you and Your Family
(http://www.andvsa.org)

If you are in danger, call 911 or your local police emergency number

To find out about help in your area, call National Domestic Violence Hotline:
1-800-799-SAFE or 1-800-787-3224 (TTY)
An Introduction to the Problem of Domestic Violence and Alaska Natives

As we look at restoring family wellness for our Alaska Native families, it is important to realize that Native American women experience the highest rate of violence of any group in the United States (National Organization for Women, 2001). In fact, Alaska ranks among the top 5 states in the nation for per capita rates of domestic violence and the rate of Alaskan women being killed by a partner is 1.5 times the national average (AK Dept of Health & Social Services Website – AK Family Violence Prevention Project).

What do these statistics mean for our children? First, if the mother is not safe, neither are the children. Domestic violence is the NUMBER ONE indicator for child abuse, with child abuse being 15 times more likely to occur in a household where adult domestic violence is also present. 91% of abused women indicate that their children witnessed their beatings. In 1994, 4 of 16 domestic violence related deaths were children. (US Dept. Of Justice; Bureau of Justice Statistics)

Why do Alaskan Native Women stay with their abuser?

1. Fear of being murdered or beaten
2. Village social pressure or Tribal cultural belief
3. Former Tribal Council/Court responses
4. Unable to get restraining order or protective orders enforced
5. Unable to stop the stalking or harassment
6. Negative response from the community
7. Historical Oppression, violation and discrimination factors
8. Familiarity with subsistence lifestyle
9. Unable to survive in industrious regions
10. They have nowhere safe to go
11. They are often restricted in gaining access to services, in receiving emotional support from friends/relatives, and in taking part in public life
12. No money, food, or transportation
13. Fear of partner committing suicide
14. Fear of getting in trouble with social services
15. Abused women often experience depression, anxiety and low self esteem
16. Caring about their partner
17. Fear of change
18. No Voice
19. A Learned silence
20. Helpless
Indicators of Abusive Relationships
The more signs the person has, the more likely he is an abuser. In some cases the batterer may only have a few recognizable signs, but they are very exaggerated; for example, extreme jealousy over ridiculous things.

Initially the abuser tries to explain his behavior as a sign of his love or concern. The partner may be flattered at first, but as time goes on, these behaviors become more severe and serve to dominate the woman. Behaviors of an abuser may include:

- Put downs
- Treating you like a servant
- Threats to take the children
- Smashing things or making you afraid
- Controlling what you do, who you see or talk to and where you go
- Destroying your support system
- Making you do illegal things
- Preventing you from getting a job
- Blaming you for their anger or abuse
- Denying any wrongdoing

Common Characteristics Of An Abuser

- Quick involvement - He comes on like a whirlwind: "You're the only person I've ever really been able to talk to. I've never felt loved like this before." He needs someone desperately and pressures you to commit to him. Many women believe that this is a sign of his love.

- Unrealistic expectations - He is very dependent on you for all his needs, expects you to be the perfect wife, partner, mother, lover, friend.

- Rigid sex roles - He sees women as inferior to men, more stupid, unable to be a whole person without a relationship. He expects you to obey him, to serve him, to stay home.

- Dr. Jekyll/Mr. Hyde - He has "sudden" changes in mood. One minute he's nice, the next minute he explodes. Anything can set him off on a rampage.

- Blames others for his problems - Almost anything that goes wrong in his life is someone else's fault. For example, if he lost his job or is chronically unemployed, he may say, "They did me in."
• **Blames others for his feelings** - When he becomes angry and abusive it's because "You made me mad. You're hurting me by not doing what I ask. I can't help being angry." He uses his feelings to manipulate you. Hard to catch are his claims, "You make me happy. You control how I feel."

• **Poor or negative self-image** - Research has found that abusers have lower self-esteem and masculinity scores than other men tested. One researcher calls this a "failed macho complex." These men appear to over-compensate for what they see as their failure to live up to the masculine sex role stereotype.

• **Hypersensitivity** - He is easily insulted, or takes the slightest set-back as a personal attack. He claims his feelings are "hurt" when he's really very mad. He rants and raves about the injustice of things that have happened to him - things that are really just part of living - like being asked to work over-time, getting a traffic ticket, being asked to help around the house.

• **Verbal abuse** - He says cruel and hurtful things, uses foul and degrading language to describe you or parts of your body, attacks your self-esteem by criticizing your looks, running down your family, friends or accomplishments. He tells you are stupid and unable to function without him.

• **Jealousy** - At the beginning of the relationship, he says that his jealousy is a sign of his love. In reality, jealousy has nothing to do with love - it is a sign of his insecurity and possessiveness. He's constantly suspicious of any contact you have with other men at work or in social situations. He questions you about who you talk to, accuses you of flirting, or is jealous of time you spend with family, friends or children. As his jealousy and possessiveness increase, he may call you frequently or drop by unexpectedly to check on you. He may refuse to let you work for fear you'll meet someone else, or even check your car mileage or ask friends to watch you.

• **Controlling behavior** - At first, he says he's just concerned about you. He may throw a tantrum if you are a few minutes late coming home from work or the store, or question you closely about where you went, who you spoke to. He may not let you make personal decisions about the house, your clothing, going out with friends. He may keep control over all the money, making you ask him for anything you need.

• **Isolation** - He tries to cut you off from friends and family. If you have men friends, you're a "whore"; if you have women friends, you're a lesbian; if you have close family ties, you're "tied to the apron strings." He accuses people who are your supports of "causing trouble." He may restrict your
use of the phone, limit your use of the car or prevent you from going to work or school.

- "Playful" use of force in sex - He may like throwing you down, holding your wrists, jumping on top of you or holding you up against a wall or door to have intercourse. He may want to act out fantasies where you are helpless. He's letting you know that the idea of rape excites him. He may show little concern about whether you want to have sex, and use sulking or anger to manipulate you into compliance. He may start having sex with you while you are sleeping, or when you are ill or tired. 34% to 59% of battered women report they were forced to have sexual intercourse. Although people usually associate rape with the use of great physical force or weapons, it is still rape if you agree to have sex simply because you are afraid of what he will do if you refuse.

- Cruelty to children and animals - Studies of battering men have found that between 40% to 70% physically abuse their children. He may expect a child to be capable of doing things far beyond her ability, like whipping a 2 year old for wetting a diaper, or may tease a child until he cries. He may not want to eat at the table with the children. He may punish animals brutally, insensitive to their pain or suffering, or deliberately abuse animals in front of you and the children in order to use the animal's anguish to terrorize or manipulate you. Between 71% and 80% of battered women have reported that their abuser also abused animals.

- Has witnessed abuse - Many abusers were themselves abused as children or saw their mothers abused by their fathers. In one study, 57% of male batterers were exposed to one form or another of domestic violence as children - either as victims of child abuse or as witnesses of spousal violence. Almost one-third were both victims and witnesses. Source: www.vtnetwork.org/fact_sheets/signs
Potential For Change

Surface Level Indicators *(Talking The Talk)*
1. Admitting a Need to Change
   - "My temper gets out of control."
   - "I shouldn't hit a woman."
   - "I don't want to go to jail."
   - "I will lose my family if I don't change."

2. Sees Himself In a Way He Doesn’t Like
   - "I wish I didn’t do it."
   - "I'm just like my father."
   - "I don’t want my kids to be afraid of me."
   - "I've got a problem with my temper."

Deeper Level Indicators *(Walking The Walk)*
1. Taking Responsibility for His Behavior
   - "It was my fault, not hers."
   - "This is what I did to her."
   - "I am controlling and abusive."

2. Ability to Understand the Effects of Abuse on Others
   - "I saw fear in my kids’ eyes."
   - "She has no reason to trust me."
   - "If I was her, I’d leave me too."
   - "I’ll never be a good father if my kids are afraid of me."

[http://www.endingviolence.com/Potential_Change.htm](http://www.endingviolence.com/Potential_Change.htm)

How Can You Support a Woman Being Harmed by Domestic Violence?
First of all, if you are trying to support a woman in a domestic violence situation, be patient! You should be aware that leaving an abuser is a dangerous time for them. Research shows that women who leave their abuser are at a 75% greater risk of being killed than those who stay. (www.awaic.org/education). Therefore, the timing and safety of how domestic violence is handled is critical.

You can:

- Listen! Do not place blame on her by asking her why she stays.
- Support! You can help by providing childcare or resources.
- Inform! Giving information that she can have available such as support groups, housing information, safe places, or community advocates.
• Provide Information on Safety Plans (www.andvsas.org/safety.htm)
  Sample plans included in appendix.

• Give Words! Let her know it is not her fault and that you are there for her.
  Let her know she does not deserve to be treated that way.

Remember that a woman who has experienced domestic violence may struggle
with depression, anxiety, or low self-esteem. They can be at an increased risk
for suicide or substance abuse. Pressuring, attempting to control her, or tell her
what to do, may be tempting, but is not helpful. Leaving is her decision to make
when she is ready. She needs your encouragement both now and then.
SAFETY PLAN

Personalized Safety Plan For Victims of Domestic Violence
This is my plan for increasing my safety and preparing in advance for the possibility of further violence. Although I do not have control over my partner's violence, I do have a choice about how to respond to him and how to best get myself and my children to safety.

My Important Telephone Numbers

Police: 911 and ___________________________ (non-emergency)

Domestic Violence Program/Safe Home: ___________________________

District Attorney's Office: ___________________________

Women cannot always avoid violent incidents, but they can do a number of things to increase their safety during violent incidents.

I can do some or all of the following:

1. If I decide to leave, I can get out of the house by ___________________________
   
   (Practice how to get out safely. What doors or windows will you use?)

2. I can go to ___________________________
   
   (Decide this even if you do not think there will be a next time.)

3. I can keep my purse and car key ready by putting them: ___________________________

4. I can tell ___________________________, (neighbors/friends) about the violence and ask them to call the police if they hear suspicious noises coming from the house.

5. I can teach my children how to use the telephone or radio to contact the police and to get help in an emergency.

6. I can use ___________________________ as my code word with my children and/or friends when I am in danger, so they will call for help.
7. When I expect and argument, I can try to move to ____________, a space near an outside door that has no guns, knives or other weapons (usually bathrooms, garages and kitchen areas are dangerous places).

8. I can use my judgment and intuition. If the situation is very serious, I can give my partner what he wants to calm him down. I have to protect myself until I am out of danger.

9. I can call the police when it is safe, and I can get a protective order from the court.

**SAFETY WHEN PREPARING TO LEAVE**

Leaving must be done with a careful plan to increase safety. Batterers often strike back when they believe the woman is leaving the relationship.

I can some or all of the following:

1. So I can leave quickly, I can leave money, an extra set of keys, extra clothing and important documents with (where) ____________________________

2. I can open a savings account to increase my independence by _________

3. I can check with ________________ and ________________ to see who would be able to let me stay with them or lend me some money.

4. The National Domestic Violence hotline number is **1-800-799-SAFE (7233)**. By calling this free hotline, I can get the number of a shelter near me.

5. I can rehearse my escape plan and, as appropriate, practice it with my children.

6. Other things I can do to increase my independence:

Checklist-what you may want to take with you, if it is safe to do so:

- Identification
- Address book
- Money
- Credit cards
- Medications
- Social Security card
- Keys (house/car/work)
- Welfare identification
- Driver's license/vehicle registration
- Birth and marriage certificates
- Checkbook, ATM card, and other bank books
- Work permit (if necessary)
- School and vaccination records
- Divorce papers
- Copy of protective order
- Passport
- Pets (if necessary)
- Jewelry
- Photo album
- Children's special blanket, doll, etc.
SAFETY IN MY HOME

There are many things that a woman can do to increase safety in her home. It may be impossible to do everything at once, but safety measures can be added step by step.

1. I can inform ____________________ , that my partner no longer resides with me and they should call the police if he is seen at my residence.

2. I can change the locks on my doors and windows as soon as possible.

3. I can replace wooden doors with steel/metal doors.

4. I can install security systems including additional locks, window bars, poles to wedge against doors, an electronic system, etc.

5. I can purchase rope ladders to be used for escape from second floor windows.

6. I can install smoke detectors and purchase fire extinguishers for my home.

7. I can install an outside lighting system that lights up when a person is coming close to my house.

8. I can teach my children how to use the telephone, in case my partner takes them to make a collect call to me and to: ____________
   __________________ friend/advocate/minister/other)

9. I can tell people who take care of my children which people have the permission to pick up my children and that my partner does not have permission. The people I will inform about this are:

   School ____________________________________________

   Day care __________________________________________

   Babysitter _________________________________________

   Teacher ___________________________________________

   Others ____________________________________________
SAFETY WITH A PROTECTIVE ORDER

Protective orders are available from the court. An advocate is available at the nearest domestic violence/sexual assault program to help you get one. Many batterers obey protective orders, but some do not.

I understand that I may need to ask the police and the courts to enforce my protective order. I can do some or all of the following to increase my safety:

1. I can keep a copy of my protective order with me at all times.

2. I can check with my local police department to make sure my protective order is on record with them. If not, I will give a copy of my protective order to them. If not, I will give a copy of my protective order to them. I will also give a copy of my protective order to police departments in the community where I work and in those communities where I usually visit family or friends.

3. I can tell my employer, my domestic violence program advocate, my minister, my closest friend, and ___________________________ that I have a protective order in effect.

4. If my partner destroys my protective order, I can get another copy from the courthouse by calling ___________________________.

5. If my partner violates the protective order, I can call the police and report a violation, call my attorney, call an advocate at a DV program, and/or advise the court of the violation.

SAFETY ON THE JOB AND IN PUBLIC

Each battered woman must decide for herself if and when to tell others about the violence. Friends, family and co-workers can help to protect her, and she needs to consider carefully who to ask for help.

I can do any or all of the following:

1. I can tell my boss, the security supervisor and __________________________ at work.

2. I can ask __________________________ to help screen my telephone calls at work.

3. When I leave work, I can walk with __________________________ to my car. I can park my car where I will feel safest getting in and out of the car.
4. When traveling home if problems occur, I can _______________________

5. I can use different grocery stores, shopping malls, and banks to shop and do business at hours that are different from those I used when residing with my battering partner.

6. I can also _______________________

SAFETY AND DRUG OR ALCOHOL USE

Many people use alcohol and drugs. Using illegal drugs and abusing alcohol can be very hard on a battered woman physically and emotionally, and may hurt her relationship with her children and put her at a disadvantage in court. Beyond this, the use of alcohol or other drugs can reduce a woman's awareness and ability to act quickly to protect herself from her battering partner. In the context of drug or alcohol use, a woman needs to make specific plans.

If drug or alcohol use has occurred in my relationship with my partner, I can enhance my safety by doing some or all of the following:

1. If I am going to use, I can do so in a safe place and with people who understand the risk of violence and are committed to my safety.

2. If my partner is using, I can _______________________

3. To safeguard my children, I can _______________________

SAFETY AND MY EMOTIONAL HEALTH

The experience of being battered and verbally degraded is exhausting and emotionally draining. The process of building a new life takes much courage and incredible energy.

To conserve my emotional energy during hard emotional times, I can do some of the following:

1. If I feel down and ready to return to a potentially abusive situation, I can ______

2. When I have to communicate with my partner in person or by telephone, I can _______
3. I can use, "I can" statements with myself and be assertive with others.

4. I can tell myself ______________ whenever I feel others are trying to control or abuse me.

5. I can read __________________________ to help me feel stronger.

6. I can call ______________, __________, and __________ to be of support to me.

7. I can attend workshops and support groups to gain support and strengthen my relationships with other people.

8. Other things I can do to help me feel stronger are: ____________________________

Note: This safety plan was written using the female gender when referring to the battered victim. This does not mean to imply that men cannot be victims of battering.

This was adapted from safety planning materials prepared by the Alaska Department of Law and from the Alaska Network on Domestic Violence & Sexual Assault (ANDVSA) website. 
www.andvsa.org.