



Qik'rtarmiut Asiitmen Kodiak Native Wellness News

Kodiak Area Native Association

Promoting wellness & knowledge for Kodiak's Native People



SUMMER - KIAK 2008

Rasmuson Foundation awards \$850,000 for a new Community Development Center

Rasmuson Foundation recently awarded KANA an \$850,000 grant for a new Community Development Center on Near Island. The new facility will house our Community Development department, consolidating under one roof programs such as Vocational Rehabilitation; Education & Training; Women, Infant, & Children (WIC); Infant Learning Program (ILP); and Economic Development.

Ownership of the new facility will allow us to more efficiently and effectively serve our community. Overcrowding at the KANA Health Center has created the need to lease three office spaces around Kodiak. When the new facility is complete, two of these spaces will no longer be needed. This move will also allow more efficient use of our 3449 Rezanof Drive healthcare facility, and improve staff coordination within our departments.

The new building is planned as a shared condominium with Koniag, Inc., providing greater convenience for community members to access both the Regional ANCSA Corporation and our Community Development programs in one visit. Will Anderson, President and CEO



of Koniag, explains that the move makes good sense for both organizations, since “we’re both focused on the same people in the community.”

The award of this Rasmuson grant is a positive endorsement of our facility planning. “We see it as a vote of confidence from the Rasmuson Foundation in the planning that we’ve done to

date and the sustainability of the project we’re proposing,” says Mike Pfeffer, KANA’s Facility Director.

We will keep you posted on our progress with the new facility. ■

New pharmacy robot improves dispensing process

There is a new robot in town! KANA’s pharmacy has installed its new ScriptPro automated pharmaceutical dispensing equipment. This “robot” decreases patient wait times by significantly reducing the time our pharmacists spend hand-counting medication.

The ScriptPro pharmaceutical robot can fill, label and deliver up to 150 prescriptions every hour, eliminating potential human error through its direct linkage to KANA’s patient records computer system. Also, with each medication held in its own dispensing cell, the distribution system protects against drug cross-contamination as pills fill directly from their containers into each prescription bottle.



With this new system patients can get their prescriptions filled faster and safer—allowing the pharmacist to spend more time explaining medication usage to patients, while the robot does its job. ■

Iluani Inside

Rasmuson construction grant	1
Pharmacy robot	1
President’s letter	2
Rasmuson furniture grant	2
Event calendar	2
Rural out-migration concern	3
Akhiok clinic construction	3
New after-hours triage system	4
Provider Profile: Brian Narog	4
Preschoolers off to a great start	5
Provider Profile: Charles Phillips	5
KANA Survey results	6
Provider Profile: Nyia Charest	7
Child sexual abuse prevention	8
KANA gym new & improved	8

President's letter



Cama'i,

Greetings from KANA! My name is Andy Teuber and I've served as KANA's President/CEO since May of 2006. I'm proud to work with and among our dedicated people, each of whom is committed to delivering exceptional service. We're pleased to present this Beneficiary newsletter, bringing you information about the programs and services provided by the great people who work for our organization.

Over the past two years, working with the support of our Board of Directors, we've conducted internal

evaluations of our programs, gauging their effectiveness and prioritizing available resources to best meet the needs of our Beneficiaries. In this effort, we've relied on internal information such as budgets, patient encounter statistics and other information made available through sources such as the Alaska Native Health System. Recently, to ensure our improvement efforts are meeting your needs, we've commissioned a Beneficiary survey to determine additional areas for improvement in our service delivery, as discussed on page 6. From the results, we've learned you would like to receive more information about available services and the operation of KANA.

This newsletter is a response to your request. We want you to be familiar with the many services offered by KANA. In our 42nd year, we serve over 3,400 Beneficiaries in 7 communities on the Island. We'll select from among 15 facilities in which the organization's 170 employees operate and showcase recent construction and improvement projects. We'll profile our wonderful people who are among Kodiak's finest and who routinely find innovative ways to maximize often limited resources. We'll describe how KANA's annual budget of nearly \$14 million is constructed and used to meet the needs of the thousands served.

We'll describe the medical, dental and behavioral health services, public safety, education and employment assistance, preschool, infant services, vocational rehabilitation, senior meals, tribal operations and the many other services we deliver.

I'm proud of the work being done here and am committed to supporting our people in their efforts to deliver the best care and service possible. Let me know how we're doing; we welcome the opportunity to improve.

Sincerely,

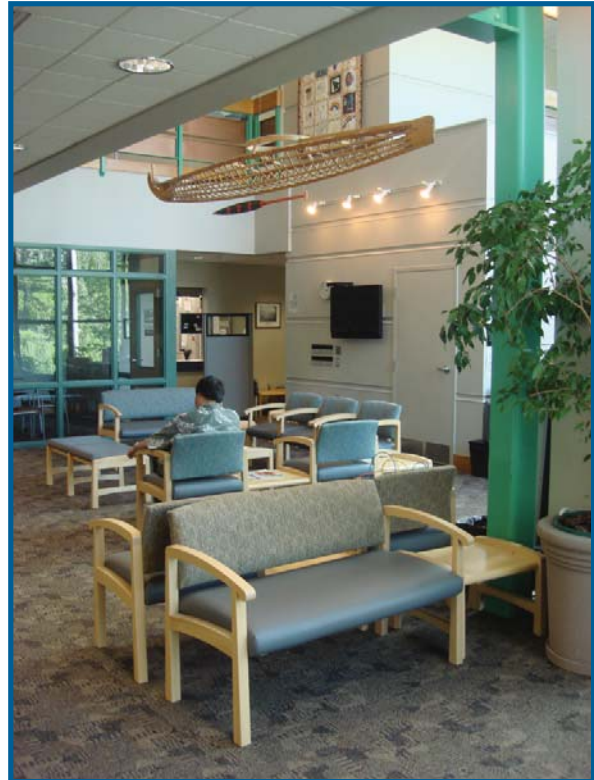
Andy Teuber

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Quyanaa Thank you to the Rasmuson Foundation!

KANA would like to thank the Rasmuson Foundation for a grant award of \$25,000 for new lobby furniture. The furniture arrived August 1. We hope you like it!



The KANA lobby now features new furniture for patients to wait for their appointment, as shown on this quiet Friday afternoon.

Cislat Calendar

KANA Koniag Round Table
September 20, 2008
Sun'aq Tribal Bingo Hall

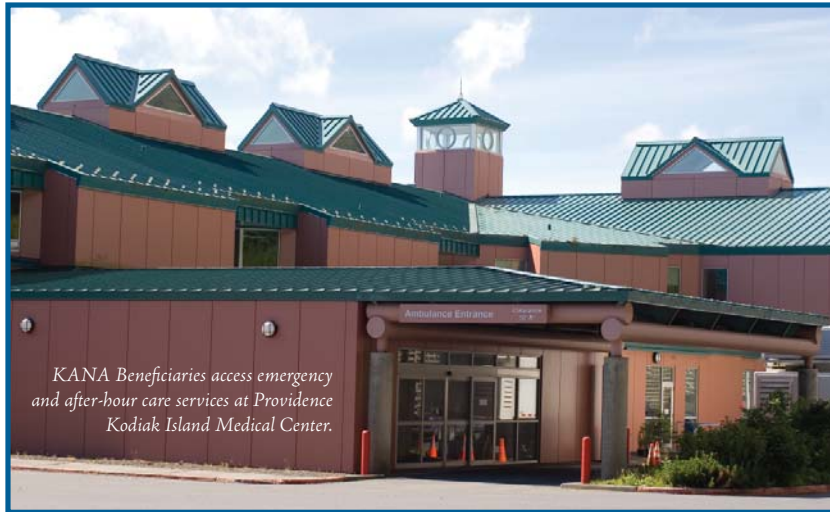
KANA Annual Meeting
October 18, 2008
Kodiak High School Commons

KANA's Mission

The Mission of this tribal organization is to promote pride and self determination on the part of the sovereign and indigenous people of the Kodiak Island area in their cultural heritage and traditions:

- to preserve and promote their language, customs, folklore and arts;
- to promote the educational, health, physical, and economic community;
- to prevent and overcome racial prejudice and its inequities;
- and to restore effective self-government, reminding those who govern and those who are governed by their mutual and joint responsibilities.

A new triage service supports emergency and after-hour care



KANA Beneficiaries access emergency and after-hour care services at Providence Kodiak Island Medical Center.

KANA is currently evaluating the same nurse triage service that Providence Kodiak Island Medical Center (PKIMC) uses for after-hour and emergency calls. Over one hundred calls from Kodiak patients are already triaged through this system each month. Now, KANA Beneficiaries who call in to the hospital with non life-threatening situations between 5:00 p.m. and 8:00 a.m., or during weekends and holidays, will be immediately transferred, along with other Kodiak patients, to a triage nurse who can provide general medical advice and help assess if it's time for a trip to the emergency room.

Prior to using this new streamlined service, KANA Beneficiaries were asked to leave a message with the PKIMC switchboard operator and wait for an on-call KANA physician to be paged. The physician would then call back to answer questions or arrange a meeting at the emergency room. This sometimes resulted in service delays, and was a significant strain on our physician workload.

In many clinic and hospital settings, physicians rotate service for emergency and after-hour patient care. KANA physicians had the added duty of answering all general after-hour nursing questions. This new service should put KANA on a more equal footing with other clinics as physicians compare employment opportunities, which will help in future recruitment efforts and in retention of our doctors.

Additionally, as KANA operates on a limited fixed budget, the high cost of emergency care is a crucial factor in the level of continuing services available for our Beneficiaries. The triage system will allow us to provide immediate and sound medical advice, which may help Beneficiaries avoid an unnecessary emergency room visit. The cost of emergency care, without added tests or treatment, starts at \$1,000. Comparatively, KANA's IHS allocation is currently \$2,122 for each Beneficiary each year. In addition to emergency room visits, that \$2,122 is also supposed to cover the expense associated with all regular clinic visits, travel, hospital stays, surgeries, pharmaceuticals, x-ray, laboratory, dental, behavioral health counseling, and other services. Therefore, it is a fine balance between providing excellent medical care and operating our health services within budget.

Ultimately, KANA is here to provide our Alaska Native community with reliable and high quality healthcare. We strive to make improvements to services, such as this new triage system, to help balance cost with quality.

After the current two-month trial period, KANA and PKIMC will meet to evaluate the costs and patient/provider satisfaction with the system to determine if it is a permanent solution for improving patient service and relieving excessive demands on our physicians. ■

Provider Profile: Brian Narog, Deputy Chief Pharmacist

Brian Narog joined KANA as Deputy Chief Pharmacist in November 2006, after he and his wife moved from Nome to Kodiak—excited for an adventure and a new environment. His wife Anne, originally from Golovin 80 miles east of Nome, now serves part-time as a nurse for Providence Kodiak Island Medical Center. With their four children, they love camping, fishing, and hiking, particularly given Kodiak's abundant opportunities for this lifestyle. They also enjoy being able to take their small boat out to fish and explore along Kodiak's shores. After eight years in Alaska, including his service in Nome and Anchorage, Brian feels most at home now here in Kodiak.

Originally from Ohio, Brian has always been interested in medicine in general, but he felt pharmacy matched up best with his personal characteristics, such as attention to detail. He also sought a more balanced life that would allow for time away from work, which many doctors struggle to maintain. He has found this to be true; as a pharmacist he is able to have time for his family after his workday ends.

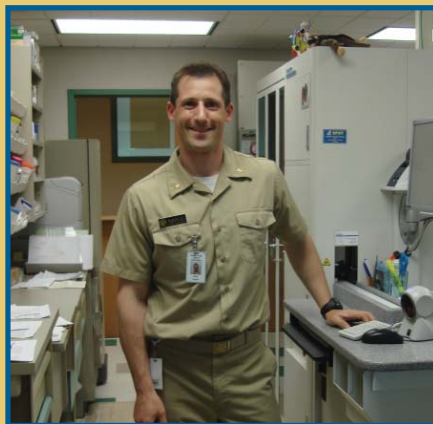
He earned his Doctorate in Pharmacy from Ohio Northern University in rural

Western Ohio. Pleased with the career he's chosen, Brian feels he is constantly learning new things as there are frequent changes in medicines and medication management. Where some pharmacists are more removed from patient encounters, he particularly likes that his work at KANA offers him one-on-one contact with patients. It allows him to build relationships and more effectively

monitor dosing adjustments and potential conflicts that can be caused by multiple medications. In his close working relationship with both KANA doctors and patients, he can best streamline medications, making sure they are appropriate.

Brian and the Chief Pharmacist, Preston Van Curen, with KANA for the past eight years, are officers with the

U.S. Public Health Service, employed jointly by the Indian Health Service and KANA. Watching Brian greet patients who visit the pharmacy window you can tell he both takes his duty seriously and loves what he does. He cultivates an open door policy where patients feel comfortable asking questions, and he encourages that they feel free to call or stop by with concerns about their medications. ■



Brian Narog, Deputy Chief Pharmacist, works with KANA's new ScriptPro automated pharmaceutical dispensing equipment.

Preschoolers off to a great start



Ouzinkie preschoolers McKayla, Dominic, and Desirée graduated May 2008.

For KANA preschoolers, summertime is a great opportunity for learning to continue. 2008 graduates from our rural preschools in Ouzinkie, Old Harbor, and Port Lions each received a backpack with books and school supplies to continue summer reading and activities with their parents. The backpacks, loaded with kindergarten necessities, also help graduates gear up for the first day of school.

Thanks to a 2008 First Alaskans Institute Grant for \$29,123, KANA has been able to expand our preschool curriculum for the upcoming year, as well as provide more teacher training and make needed facility improvements. Through this Rural Preschool Enhancement Project we'll also establish our parent empowerment gatherings and begin using our new environmental science curriculum in the classrooms. We appreciate

the leadership of our Education Manager, Linda Resoff, who has implemented these enhancements into an already great program. We're also proud of our preschool teachers and thank them for their service to children and families in each community. This coming year we welcome back Marlene Gundersen in Port Lions, Georgia Smith in Ouzinkie, and an as-yet-to-be-hired new teacher in Old Harbor.

In previous years, our teachers successfully used our new literacy curriculum, as well as conducted biannual learning assessments of each student in collaboration with the school district, helping teachers transition students into elementary school.

As the school year approaches, parents of children ages 3-4 in the three villages served by our rural preschool program need to decide if they want their child to attend preschool. Parents can register at the preschool, from 10:00 a.m. -12:00 noon, on October 1-3. Preschool will start October 6, 2008. Parents should look for registration flyers posted at the village post office, tribal office and health clinic.

We also want to thank each parent, as their child's first teacher, and encourage them to continue setting aside time each day to read and play with their child. ■

Provider Profile: Dr. Charles Phillips, Dental Clinic Director

Dr. Charles Phillips has worked with KANA since May 1, 2006. He has served as our Dental Clinic Director since May 2008, supervising eight staff members. He hopes to add an additional three employees to help meet the intense demand for oral health care services. He feels KANA is "a place you want to work at and a fantastic employer."

When he came to Kodiak two years ago he knew he'd found a place to call home. Originally from Oklahoma, Dr. Phillips worked in Barrow for the Arctic Slope Native Association as a staff dentist, and in King Cove and Sand Point for the Eastern Aleutian Tribes as an itinerant dentist before coming to Kodiak. He initially took an itinerant dentist position with KANA, first traveling to Karluk, Larsen Bay, and then Ouzinkie, after which KANA offered him a permanent position in the Kodiak Dental Clinic.

As an avid fisherman, Dr. Phillips looked forward to fishing Kodiak Island's waters and saw this as a major appeal to moving to Kodiak. Compared to his other experiences within Indian Health Services, he found Kodiak's mild weather and welcoming people offered

a refreshing atmosphere. Hearing stories of Kodiak's unique environment before his arrival, he was pleased it suited him as anticipated.

Prior to his work in Alaska, Dr. Phillips served as Director of a Community Health Service Center, overseeing three rural clinics in Southwestern Idaho's high desert region—an experience that provided him a background in dental clinic management and developed his thirst for rain.

After graduating from the University of Oklahoma College of Dentistry in 1982, Dr. Phillips operated his own successful private practice for 23 years in Oklahoma. During his career he has received several awards, including recognition by the American Academy of Oral Pathology and the American Society of Dentistry for Children. However, he prefers the humble and practical environment he finds in his work at KANA.

He explains that while his private practice was thriving, he didn't feel comfortable with the inherent sales aspect—a mentality not suited to his personality. He is more concerned



Dr. Charles Phillips is a fisherman at heart.

with providing high quality, necessary dental care, adding that "I'm not going to give you something you don't need." He appreciates not having to "run a business," but to instead be able to focus on service and what will work best for each individual patient. ■

KANA Survey shows high satisfaction and identifies areas for improvement

The McDowell Group completed a Beneficiary survey in June, 2008, focused on how familiar and satisfied KANA Beneficiaries are with our services. The McDowell Group interviewed 474 Beneficiaries, 379 in Kodiak and 95 in the villages, while ensuring protection of anonymity and privacy.

Satisfaction

We are pleased to report that client satisfaction with our most frequently used services had a 9 out of 10 rating, showing that the greater majority of patients are pleased with our service. Further, almost all clients (Kodiak and village) were satisfied with our pharmacy. Of the few clients who were dissatisfied with any program encounter, interviewers asked why and recorded verbatim responses, gathering details about the issue. Each department is reviewing this information, seeking ways we can further improve our delivery and client relations.

Service Awareness

While client satisfaction is high, the survey also showed that while most were aware of our medical, dental and pharmacy services, over half were vaguely familiar or unfamiliar with others. Within the last 12 months, approximately 70-85% of the interviewees used our pharmacy, medical and dental care services, but only a small percentage used or knew of KANA's other programs:

- Diabetes Management Services
- Women, Infants, and Children (WIC) Program
- Infant Learning Program (ILP)
- Immunization Programs
- Mental Health Counseling
- Substance Abuse Treatment Clinics
- Tobacco Clinics
- Employment, Education & Training Programs
- Tribal Vocational Rehabilitation Program
- Village Public Safety Officer Program
- Village Elder Meals & Activities Program
- Alaska Temporary Assistance Program
- BIA General Assistance Program
- Johnson O'Malley Preschool Program

We would like to better communicate how KANA can support family well-being. This newsletter is the first in an ongoing response to this need, and we have incorporated summaries at right to help expand awareness of our services.

Development Support

In asking clients if they supported construction of a new Community Development Center, four-fifths of all KANA clients agreed with the need for this new facility. With our Beneficiaries standing behind us, KANA is moving forward with plans for a new building on Near Island. More information can be found on page 1.

Health Care Coverage

Another important issue the survey identified is our high number of uninsured Beneficiaries. Most families rely on KANA's Indian Health Services (IHS) funding allocation as their sole support of healthcare services. According to the survey, "Approximately four out of ten Kodiak and village clients reported having no insurance coverage beyond KANA, Denali KidCare, Medicaid and Medicare." Specifically, 15-25% of Kodiak and village clients are enrolled in the latter three healthcare assistance programs, which allows KANA to offset delivery costs when no insurance is available to bill. Only "one-third of Kodiak clients and one out of five village clients had third-party private insurance such as Blue Cross, Blue Shield, Aetna, or Premera." Another concern this raises is whether eligible families are maintaining private insurance, or pursuing supportive funding that could offset KANA costs. To address this concern, KANA registration staff can help families identify eligibility for supplemental health coverage and complete applications for supportive funding services.

We greatly appreciate those who participated in this survey. Knowing more from our clients about their perception of services helps KANA plan and better meet community needs. ■

Youth Programs

Johnson O'Malley Preschool

The KANA JOM funds support educational preschools in three villages for children ages three to five. KANA assists Tribal Councils by providing preschool teacher salaries and training along with classroom supplies, books and developmentally appropriate curriculum. Our goal is for children entering kindergarten to have a strong foundation in reading, writing and math.

Child Care Development Fund

The CCDF Program provides financial assistance to low-income parents who are seeking work, training, or are attending school and are in need of child care to pursue self-sufficiency. The CCDF Program can subsidize child care costs and reimburse eligible parents. Assistance is calculated based on income and family size. Child care is essential to individuals who are pursuing economic self-sufficiency. We encourage families to ask about eligibility.

Infant Learning Program

This program provides family centered early intervention services for infants and toddlers 0-36 months who may have developmental or medical difficulties or who are at risk of having problems. Services include: free developmental screening and evaluations; identification of necessary devices, home and community visits by ILP staff; toys and materials to help families enhance their child's development, physical, occupational and speech language services; vision photo screening; the Ages and Stages Program; information on early childhood development; and assistance for families in locating additional resources.

Supplemental Youth Services

SYS is available to youth between the ages of 14 -21 whose families are economically disadvantaged. Participants in the Youth Program are provided work experience and/or academic enrichment. Job sites are selected with the interests of the youth in mind that will provide them with continuous job counseling and support.

Women, Infant, & Children

The KANA WIC Program provides one-on-one nutrition education and counseling by a registered dietician. Growth and development monitoring and diet assessment services are available to all eligible persons. Eligibility is based on federal income guidelines and demonstrated nutritional risk. The program is committed to excellence in health and nutrition promotion.

Adult Programs

Higher Education

The Higher Education Scholarship is available to financially assist Alaska Natives enrolled in the Koniag Region. Funds are awarded specifically for the purpose of assisting students in achieving a four year academic degree from an accredited institution. KANA currently assists students who are enrolled members of Akhiok, Old Harbor and Port Lions.

Job Club

Job Club is a program in which Beneficiaries are able to utilize KANA's computers to look for jobs,

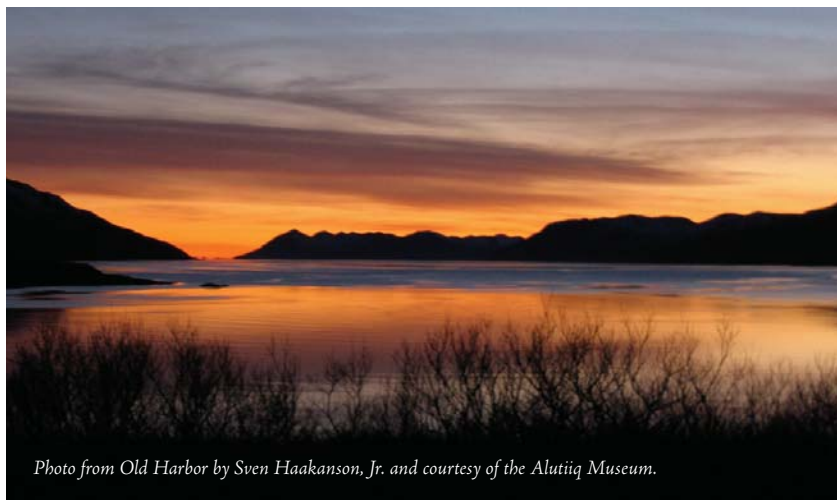


Photo from Old Harbor by Sven Haakanson, Jr. and courtesy of the Alutiiq Museum.

create resumes, get information on colleges or trade schools and work on scholarships. Periodic life skills workshops are also a part of Job Club. The Club meets Monday, Wednesday and Friday from 9:00 am to 10:00 am at KANA.

Workforce Investment Act

WIA provides employment-oriented education and training to individuals who are unable to secure suitable employment because of a lack of experience, education, or a marketable skill. This program was established to assist individuals obtain permanent employment by providing guidance and counseling, training, education, and funding assistance.

Social Services

Social Services administers General Assistance and Burial Assistance programs for the residents of Akhiok and Old Harbor. Indian Child Welfare Act (ICWA) services are provided to the village of Akhiok. In addition, Social Services staff work closely with KANA's Behavioral Health department to provide information, community resource referrals, direct interventions and counseling services.

Title VI - Elder Meals & Activities

This program provides an opportunity for village elders to access well balanced meals that will enhance intake, improve nutritional status and provide a social outlet. The following villages offer congregate (in-house) and home delivered meals three days per week and an opportunity to use the exercise equipment and computers located within the senior center: Larsen Bay, Old Harbor, Ouzinkie and Port Lions.

Tribal Vocational Rehabilitation

This program is one of the sixty-nine American Indian/Alaska Native Vocation Rehabilitation programs in the United States. The purpose of this program is to assist people in identifying and overcoming barriers related to a physical or mental disability, and to gain or retain desired employment. Program staff members work with each person to determine an individual plan for employment. Each plan for employment is unique to the needs of the individual, and services vary according to those needs. Some examples of services are: employment counseling, on-the-job training, resume development, college/vocational educational preparation, and physical restoration.

Village Public Safety Officer Program

The Village Public Safety Officer Program began in the late 1970's as a means of providing rural Alaskan communities with needed public safety services at the local level. The program was created to reduce the loss of life and address the lack of immediate emergency medical assistance in rural communities. The Village Public Safety Officer Program was designed to train and employ individuals residing in the village as first responders to public safety emergencies such as search and rescue, fire protection, emergency medical assistance, crime prevention and basic law enforcement. The presence of these officers has had a significant impact on improving the quality of life in the participating villages. ■



Provider Profile: Nyia Charest, Behavioral Health Clinician

Nyia Charest is a new Behavioral Health Clinician with KANA in Kodiak. She also conducts rural site visits to Akhiok and Port Lions every four to five weeks. She provides both individual and family counseling, and also co-facilitates our outpatient substance abuse program. The needs of her patients define her job focus. She has mainly needed to respond to childhood trauma and substance abuse recovery, building relationships within the community to help make her more effective.

She describes her first visit to Alaska in July 2007 as "magical". To see what winter held, she returned in February, finding it "enchanting". Deciding she wanted to move here, she immediately posted her resume on the Alaska Native Tribal Health Consortium website, and KANA responded. When she left her Philadelphia home for Kodiak, she told herself that "if I like it when it rains, I'll love it when it's sunny." And now, her previous experiences of Anchorage, Wasilla, and Seward don't even touch the beauty she has found here.

After the three hours a day commute in Philadelphia, she loves being able to bike or walk to work or anywhere, and hasn't had the need for a car. "This is exactly what I asked for, not having to wait in lines, and people saying hi to you," she says. She has particularly appreciated being able to hike, kayak, bike, and make friends as soon as she got here—all of which came easier than in Philadelphia.

Nyia is a Licensed Clinical Social Worker, with her Masters degree from University of Pennsylvania, and Bachelors degree in Sociology from Atlanta's Spelman College—whose motto is "A Choice to Change the World." Raised by parents who were both social workers, she says, "I've always had a passion for working with people and discovering new ways to heal." Although her father warned her of the challenges within the field, Nyia felt an undeniable draw to the vocation.

She served in the Peace Corps for two years in Costa Rica, where she offered social work prevention workshops, at-risk youth group meetings, and ran community fundraisers. She has worked as a research assistant with the Children's Hospital of Philadelphia and as a mobile therapist, in addition to running her own private practice in Philadelphia. But, she left all that behind to pursue a life in Alaska.

Nyia says, "I love the people I work with and for." She admires the Alutiiq community's accomplishments in preserving its unique culture, and feels fortunate she can share in supporting such a community. She sees many of our social challenges as universal and feels she has a lot to contribute as a counselor. With her role developing, she believes that in this environment possibilities are endless. ■



Breaking the silence: Putting an end to child sexual abuse

To suggest that sexual abuse of children is occurring in our communities is difficult. To fail to acknowledge it is a tragedy. Alaska ranks first in the nation for reported cases of child sexual abuse. In fact, Alaska's reported rate of child sexual abuse is twice the national average.

The effects of this abuse are among the leading causes linked to alcohol and substance abuse and suicide. Compounding the effects, studies indicate an alarming number of victims of abuse become perpetrators. It is within our means to end the cycle of child sexual abuse. The first step is our acknowledgement of need.

KANA has recently assembled a workgroup to begin addressing the sexual abuse of our children. The members of this group are each committed to eradicating child sexual abuse and treating the victims. The membership shares the core belief that all children have the right to safe, healthy and nurturing homes.

Recognizing the need for collaboration to effectively stem this abuse from occurring, the workgroup has begun outreach to many organizations within our communities, including the Tribal Councils, City Councils and law enforcement organizations. KANA is undertaking policy changes and initiating staff training to enable an organization-wide mandatory reporter status.

The workgroup is also developing plans for a proposed Child Advocacy Center. Such a center would offer a safe and dedicated location that would

offer physical examinations, forensic interviews, legal advocacy, emotional support, education and guidance throughout the process of healing for victims of sexual abuse and their families. Further, the members of the workgroup have developed a draft Children's Bill of Rights which adds clarity and definition to the protection of our children.

On May 15-16, 2008, KANA sponsored a Community Facilitators Training entitled Pathways to Hope: Healing Child Sexual Abuse, in partnership with the Tribal Law & Policy Institute. Forty community members from around the Island, including social service providers and volunteers, attended the two-day workshop. The attendees were given the tools to effectively combat child sexual abuse and its underlying factors. We thank those who participated, as they each reaffirm that we all, as members of this community, can make a difference.

"We can know the future only in the laughter of healthy children."

Sometimes when topics are painful to accept, it can be easier to turn away. But it is only with a proud, unified voice that we will be able to confront this cycle of abuse. Please contact Carolyn Smith at 907-486-9835 or carolyn.smith@kanaweb.org for more information on how you can get involved in this effort. Though we have a solid beginning, community support and participation will be the key to unlocking years of generational trauma which lead to environments that are harmful to children. We recognize the need is here and look forward to collaborating with our communities to eradicate the abuse of our most precious resource. ■



Children playing in the ocean on Afognak Island's shores at Dig Afognak Camp. Photo by Sven Haakanson, Jr. and courtesy of the Alutiiq Museum.



KANA gym new and improved

KANA Beneficiaries and their spouses now have access to a gym that rivals health clubs. To encourage healthy living through regular exercise, KANA has developed its gym facility to offer physical therapy patients and all other Beneficiaries a thorough workout.

Located below *Total Interiors* on Mill Bay Road, the gym's entrance is at 1420 Selig Street, Suite 300. It features a wide variety of workout equipment, free weights, and a stretching or yoga area. Our Personal Trainer, Steve O'Brien, is on duty to demonstrate proper equipment usage and to help plan a balanced workout routine. He can answer questions at 486-3479.

The gym is open 6:30 a.m. to 7:00 p.m. Monday through Friday. Spouses are welcome to workout in the company of their partner who is a KANA Beneficiary. If you haven't had a chance to check out the gym, we encourage you to build a healthy exercise routine into your week. ■

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