

Grant Approval Memo



Grantee: REACH 907
Request Amount: \$48,960.00
Project Title: Strengthening Strategic Infrastructure
Grant Term: 3/1/2026 – 2/28/2027
Fund Source: FY26 Partnerships/Designated Grants
Trust Staff: Tina Voelker-Ross

Requested Motion:

The Program and Planning Committee recommends that the Board of Trustees approve a \$48,960 Authority Grant to REACH 907 for the Strengthening Strategic Infrastructure grant. These funds will come from the Partnerships/Designated Grants line of the FY26 budget.

Staff Analysis:

- What does this project do?
This project will support REACH 907/Resilience Behavioral Health to build organizational infrastructure to strengthen fiscal and operational stability to meet the growing needs of the organization and staff. Trust funds are for personnel, more specifically contractual consultants in human resources for capacity building and in compliance, quality assurance, and supervision of clinical and support staff.
- Who is receiving the funds?
REACH 907 is a non-profit organization established in 2014 as Royal Family Kids Camp. In 2021, they expanded their services to become REACH 907/Resilience Behavioral Health to include clinical behavioral health services for at-risk youth. REACH 907/Resilience Behavioral Health is located in Wasilla, Alaska.
- Why is staff recommending this project?
This project will strengthen the infrastructure of REACH 907/Resilience Behavioral Health. Their programs, such as their community recovery support, peer support, and therapeutic behavioral health services, have experienced an annual growth rate exceeding 70%, with the number of children and youth in the one-on-one day services program doubling each year. All the children and youth served within this programming are Trust beneficiaries. This project will support their continued growth and the maintenance of high-quality care through the intentional building of infrastructure to effectively scaffold behavioral health services around the children, youth and families. The outcomes of this project will be stronger compliance with Medicaid regulations, improved quality assurance in service provision for Trust beneficiaries, better billing accuracy for sustainability, and improved workforce retention which will lead to increased service capacity and operational resilience.
- Will this be a multi-year project?
This proposal is for a single-year/12-month grant project.

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Trust Five Year Funding History

<u>Fiscal Year</u>	<u>Project Title</u>	<u>Amount</u>	<u>Status</u>	<u>Final Expended</u>
2025	Billing and Strategic Planning Consultation	\$27,260	Active	TBD

Comp Plan Identification

Area of Focus	Objective	Comments
Area of Focus 1: Early Childhood & Youth	1.7 Coordinated youth behavioral health systems work will continue to improve the health and wellness of Alaska's young people	

Trust Focus Area Connection

Budget Area	Strategy	Comments
Early Childhood & Youth	Early Childhood - Ensure accurate identification and treatment of social-emotional needs for children, youth, and their caregivers	

Project Description (from grant application)

REACH 907 | Resilience Behavioral Health seeks Trust support to strengthen the strategic infrastructure necessary for continued organizational growth and service expansion. Our programs, especially community recovery support, peer support, and therapeutic behavioral health services—have experienced an annual growth rate exceeding 70%, with the number of children and youth in our one-on-one day services program doubling each year. To sustain this momentum and maintain high-quality care, we are intentionally building the infrastructure needed to effectively scaffold services around the children, youth, and families we serve.

Strategic Growth and Program Continuum

REACH 907's strategic plan encompasses a comprehensive continuum of support for children, youth, and families. Current and developing services include camps, retreats, mentoring clubs, clinical outpatient services (therapy and case management), peer support, and community recovery support. We recently launched a therapeutic foster placement agency and are actively working toward establishing partial hospitalization services and, ultimately, residential care. These future services will be housed in purpose-built facilities designed to function as an integrated network of safety and care for families.

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The heartbeat of REACH 907 is unmistakable—our work flows directly from our strategic vision and is reflected in the healing outcomes we see every day among the children, youth, and families we serve.

Commitment to Alaska Youth and Families

REACH 907 is dedicated to serving children and youth across Alaska, all of whom are Alaska Mental Health Trust beneficiaries. We recognize the profound and diverse needs of vulnerable youth—whether they come from biological, foster, or adoptive families—and we are committed to providing stable, high-quality behavioral health supports across the care continuum.

Approach and Values

We partner intentionally to avoid unnecessary duplication of services, creating redundancy only where it is strategically beneficial and avoiding “reinventing the wheel.” We prioritize upstream prevention through robust wraparound supports that stabilize families before crises escalate.

Why Infrastructure Support Is Needed

Our model is resonating strongly with families, driving demand at a pace that requires stronger internal systems to ensure sustainability. Infrastructure support from the Trust will allow REACH 907 to continue meeting the needs of beneficiaries at our current velocity. Without this support, we will be forced to begin turning families away—an outcome that would be deeply discouraging for our entire team and counter to our mission.

Project Components

a. LPC-S – Compliance and Clinical Supervision Services – \$28,800

Funding will support professional services to help REACH 907 remain compliant with complex and evolving regulations affecting electronic health records (EHR) and clinical operations. This includes identifying and interpreting regulatory changes, monitoring compliance status, and providing clinical supervision and education. These services reduce risk, improve efficiency, support staff on complex client cases, and free up providers to focus more time on client care.

b. HR Consultant Support for Capacity Building – \$28,800

To strengthen organizational infrastructure and support staff retention, REACH 907 will engage a senior-level HR consultant. Limited internal HR capacity has constrained our ability to implement consistent hiring practices, onboarding, performance management, and supervision systems. The consultant will:

- Develop updated HR policies and procedures
- Refine job descriptions and role expectations
- Provide guidance on complex personnel situations
- Strengthen leadership capacity in supervision
- Implement trauma-informed management practices
- Establish supportive, empowerment-based feedback systems

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Beneficiaries, Geographic Focus, and Community Support:

- Primary beneficiaries: the children, youth, and families we serve, who will receive more stable, consistent care from better-supported providers.
- Secondary beneficiaries: clinical and support staff who will gain improved working conditions, stronger supervision, and more effective organizational systems.

Geographic focus: the Mat-Su Borough, where demand for behavioral health services continues to grow rapidly.

Community support: this initiative is backed by our board, leadership, and community partners, all of whom recognize that sustainable behavioral health care requires strong internal infrastructure and staff retention strategies.

Expected Outcomes:

- Reduced staff turnover and improved staff satisfaction
- Improved EHR and HR compliance
- Streamlined organizational workflows
- Stronger supervision and professional development
- A more resilient infrastructure capable of supporting long-term sustainability and expansion
- Increased capacity to serve more Alaska youth and Trust beneficiaries with high-quality, continuous care

Other Community Supports:

The Mat-Su Health Foundation (MSHF) recently provided us with a grant to update our technology devices to faster processing speeds as current devices were becoming slow and outdated. United Way Mat-Su recently granted us funds to support community trauma-informed camp programs. The MSHF has been a wonderful partner in supporting the development of outpatient services. Other partners include MTA Foundation, Alaska Community Foundation, and Rasmuson Foundation for various grant requests in the past.

Performance Measures (developed by the Trust)

Proposed Performance Measures:

LPC-S Clinical Supervision and Compliance Services

Provide a narrative describing the timeline, activities, successes, challenges, and any lessons learned during the grant term for the LPC-S Clinical Supervision and Compliance Services component of the project. Be sure to address the following as identified in the services contract with Well & Free:

- Feedback on REACH 907's performance quality improvement plan

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- Assistance with remaining compliant with regulations affecting electronic health records (EHR) and clinical operations, including: identifying and interpreting regulatory changes, monitoring compliance status, and providing clinical supervision and education.

Human Resources Consultation Support for Capacity Building

Provide a narrative describing the timeline, activities, successes, challenges, and any lessons learned during the grant term for the Human Resources Consultant Support for Capacity Building component of the project. Be sure to address the following as identified in the scope of services:

- Advise the CEO on HR compliance and HR processes
- Provide non-legal consultation to mitigate the risk of litigation and provide support when addressing high-risk personnel matters
- Provide support in resolving workplace conflicts
- Review and suggest edits to existing HR policies, documents, and handbooks to ensure compliance with Alaska state and federal laws
- Review the current onboarding and orientation processes and provide recommendations for improvement
- Evaluate recommended improvements to HR workflows
- Advise and consult on staff training efforts.

Sustainability (from grant application)

Yes, this project will continue beyond the Trust's one-time funding. The requested support will allow REACH 907 | Resilience Behavioral Health to build internal systems and staff capacity that are foundational to long-term sustainability.

The LPC compliance and supervision services will equip our leadership and clinical supervisors with tools, knowledge, and documentation protocols that will remain in place after the engagement ends—reducing future legal and operational risk, while strengthening internal oversight. These systems will be maintained by existing staff going forward.

The HR consultant support is intended as a one-time investment in strategic infrastructure. Once policies, job descriptions, and leadership training systems are developed, these will be maintained and implemented by our administrative team. As our organization grows, the efficiencies gained through this support will reduce turnover and onboarding costs—further strengthening fiscal and operational stability.

Over time, the outcomes of this grant—stronger compliance and improved workforce retention—will directly contribute to increased service capacity and financial resilience. Future sustainability will be supported by ongoing Medicaid reimbursement, private pay insurance, and other diversified funding sources already in development.

REACH 907 has a proven track record of incredible return on investment. At this point, infrastructure investment is a direct investment in a sustainable approach to healing trauma in children, youth and

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families. As children, youth and families heal, costs inevitably decline, allowing the same resources to be reutilized to help heal other children, youth and families.

Who We Serve (from grant application)

The Trust prioritizes prevention and early intervention strategies for beneficiaries—including children, youth, and families—and REACH 907 | Resilience Behavioral Health is proud to advance this mission through our work in the Mat-Su Borough and across Alaska.

Since 2014, REACH 907 has served the Mat-Su region, with Resilience Behavioral Health formally launched in 2021 to expand clinical services for at-risk youth. In response to increasing need, the organization has nearly doubled in both service delivery and revenue annually. More importantly, we remain deeply committed to our clients—walking alongside them as they stabilize, heal, and reintegrate into their communities.

REACH 907 | Resilience Behavioral Health witnesses daily the effects of trauma, substance use, mental illness, and poverty on children and families. We provide both therapeutic and social supports to wrap around young people and their caregivers, addressing challenges such as depression, anxiety, low self-esteem, and self-limiting beliefs. Through individualized, trauma-responsive care, we help shift belief systems and foster lasting positive change in the lives of youth and their families.

Trust support will directly strengthen our organization’s infrastructure and workforce, enabling us to meet complex regulatory requirements related to treatment and billing, while preparing for continued growth in service demand. This partnership will help ensure long-term compliance, staff development, and service sustainability.

Ultimately, investment from the Trust will enhance the behavioral health system of care in Alaska by promoting early intervention, improving access to quality services, and supporting comprehensive, trauma-informed approaches that build resiliency in children, youth, and families—advancing both the immediate and long-term goals of the Trust.

Estimated Numbers of Beneficiaries Served Experiencing (from grant application)

Mental Illness:	100
Developmental Disabilities:	40
Traumatic Brain Injuries:	5
Secondary Beneficiaries (family members or caregivers providing support to primary beneficiaries):	60
Number of people to be trained	10

Project Budget (from grant application)

Personnel Services Costs	\$48,960.00
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Personnel Services Costs (Other Sources)	\$8,640.00
Personnel Services Narrative	<p>LPC-S Clinical Supervision and Compliance Services - \$28,800 REACH 907 has prepared a one-year agreement for compliance services with Well and Free of Palmer, Alaska, detailing the scope of work required (attached). It will include clinical supervision services for clinicians to include assessment and treatment plan compliance provided by a master level clinician with professional counseling licensure.</p> <p>HR Consultant - \$28,800 REACH 907 has prepared a one-year agreement for HR consulting services with Dulinsky Consulting Services, detailing the scope of work required (attached). It will include advising the executive director and related office staff on HR compliance and processes, providing consultation to mitigate the risk of litigation, support in resolving workplace conflict, review and edits to existing HR policies and documents, review of onboarding processes and documents, recommending improvements to workflow, and advising on staff training.</p> <p>\$48,960.00- Trust funds \$8,640 REACH 907 funds (in-kind)</p>

Other Costs	\$0.00
Other Costs (Other Sources)	\$0.00
Other Costs Narrative	

Other Funding Sources (from grant application)

REACH 907 (in-kind)	\$8,640.00
Mat-Su Health Foundation (secured; technology update)	\$34,000.00
United Way Mat-Su (secured; trauma-informed camps)	\$7,500.00
Total Leveraged Funds	\$50,140.00