



# Confederated Salish and Kootenai Tribes 2010-11 ANNUAL REPORT



*Always Preparing*





# Total Enrolled Members: 7,753

(as of March 7, 2011)

### Our Vision:

#### Maintain Traditional Principles and Values

The traditional values that served our people in the past are imbedded in the many ways we serve and invest in our people and communities, in the way we have regained and restored our homelands and natural resources, in the ways we have built a self-sufficient society and economy, in the ways we govern our Reservation and represent ourselves to the rest of the world and in the ways we continue to preserve our right to determine our own destiny.

### Our Mission:

#### Be Guided by Traditional Principles and Values

Our Mission is to adopt traditional principles and values into all facets of tribal operations and services. We will invest in our people in a manner that ensures our ability to become a completely self-sufficient society and economy. And we will provide sound environmental stewardship to preserve, perpetuate, protect and enhance natural resources and ecosystems.



**Editor:** Robert McDonald

**Designer:** Crystal Reese

**Photos:** CSKT Employees





# Table of Contents

Letter from Council	4
Tribal Council	5
FY 10 Revenues, Receipts, & Expenditures	7
Salish-Pend d'Oreille Culture Committee	8
Kootenai Culture Committee	9
Tribal Historic Preservation Department	10
The People's Center	11
Economic Development	12
Tribal Credit	12
Tribal Personnel Department	12
Tribal Department of Energy	13
Tribal Payroll Office	13
Tribal Health & Human Services	14
Polson THHS	14
Department of Human Resource Development (DHRD)	16
Tribal Social Services Department	16
Salish Kootenai Housing Authority	17
Tribal Education	18
Salish Kootenai College	18
Two Eagle River School	19
Early Childhood Services	19
Nk <sup>w</sup> usm	21
Kicking Horse Job Corps	21
Tribal Forestry	22
Tribal Lands Department	23
Natural Resource Department	25
Tribal Court	26
Appellate Court	26
Tribal Defenders	26
Tribal Prosecutors	26
Victims Assistant Program	27
Tribal Police Department	27
Mission Valley Power	28
S&K Holding Company	28
S&K Electronics	28
S&K Technologies, Inc.	28
Eagle Bank	29
S&K Gaming	29
Resource Directory	30

Table of Contents

*TO THE SALISH, KOOTENAI, AND PEND D'OREILLE PEOPLE,*

Greetings, Xest Sxłxalt and Ki'su'k Kyukyit,

When we review 2010, the good news is there are plenty of highlights. Each and every Tribal Department accomplished a great deal of work in support of professional resources management and in serving the Tribal membership.

The blessings to the CSKT are vast and countless.

Even with a downturn in the economy, the CSKT ability to navigate recent financial challenges has been because we consult, plan, set priorities and chart a course for success.

In 2010, the Tribal Council and staff worked on many difficult historical issues such as water rights, local irrigation project management and complicated energy issues. We are taking steps forward with the same care and diligence of the leaders of the past.

The 2010 annual report is full of Tribal successes – from a wholesome senior meal, to energy assistance, to smiling faces at Head Start, to reforestation efforts on Tribal lands, to educational planning, best practice fish and game management, progress with Tribal lands fee to trust issues and even reliable low cost electricity.

Our goal for 2011 is to continue to work collaboratively for our Tribal families, our friends and neighbors in securing a bright future for the membership. Your elected leadership is dedicated, optimistic and will continue to work hard to meet the future challenges.

Sincerely, CSKT Tribal Council

E.T. "Bud" Moran

James Steele, Jr.

Terry L. Pitts

Steve Lozar

Carole Lankford

Jim Malatara

Charles L. Morigeau

Reuben Mathias

Joe Durglo

Mike Kenmille

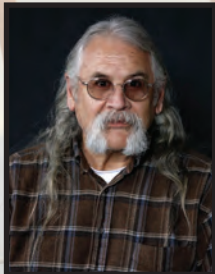
# Tribal Council



**E.T. "BUD" MORAN**  
Chairman  
Pablo District  
2008 - Present  
(Current Term Expires  
2012)



**JOE DURGLO**  
Vice-Chairman  
St. Ignatius District  
2006 - Present  
(Current Term Expires  
2014)



**STEVE LOZAR**  
Secretary  
Polson District  
2005 - Present  
(Current Term Expires  
2014)



**JIM MALATARE**  
Treasurer  
Arlee District  
2006 - Present  
(Current Term Expires  
2014)



**CAROLE LANKFORD**  
Ronan District  
1994 - Present  
(Current Term Expires  
2014)



**MICHEL "MIKE"  
KENMILLE**  
Hot Springs District  
2004 - Present  
(Current Term Expires  
2012)



**TERRY L. PITTS**  
Dixon District  
2008 - Present  
(Current Term Expires  
2012)



**JAMES STEELE, JR.**  
Arlee District  
2004 - Present  
(Current Term Expires  
2012)

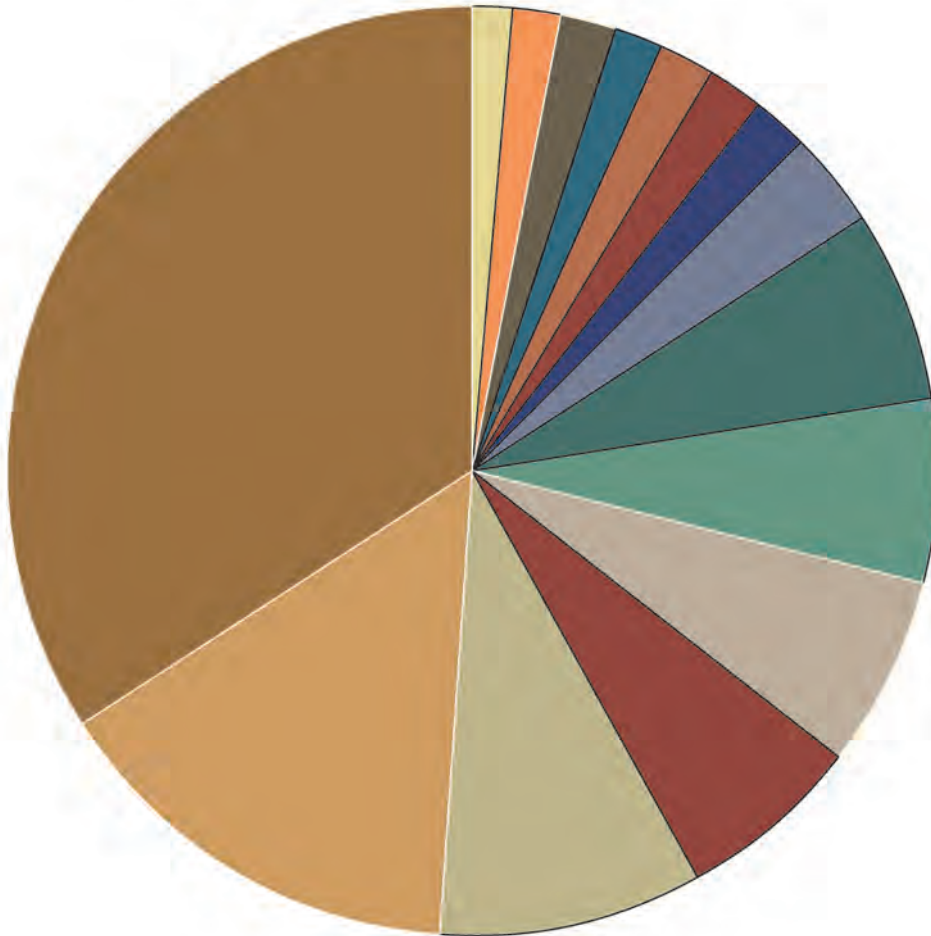


**CHARLES L.  
MORIGEAU**  
St. Ignatius District  
2008 - Present  
(Current Term Expires  
2012)



**REUBEN MATHIAS**  
Elmo District  
2006 - Present  
(Current Term Expires  
2014)

# Total Tribal Budget Expenses

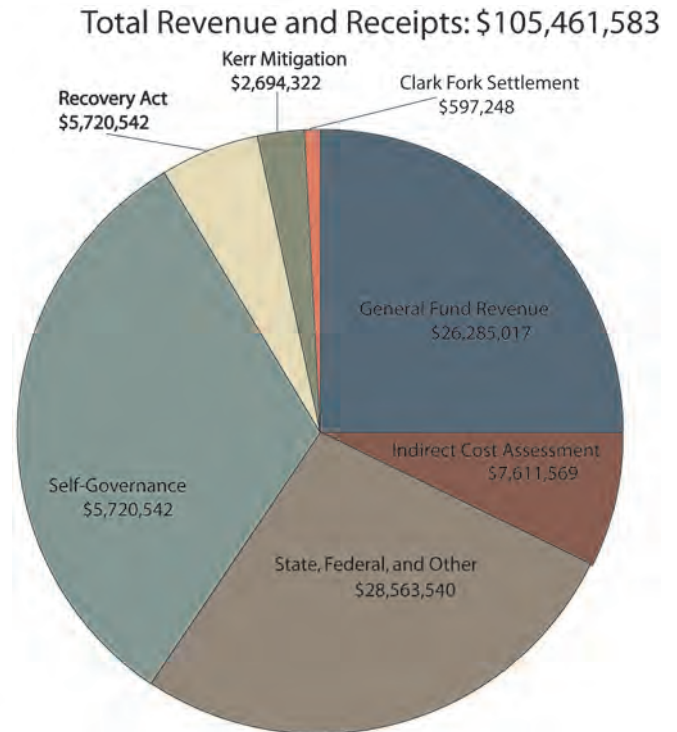
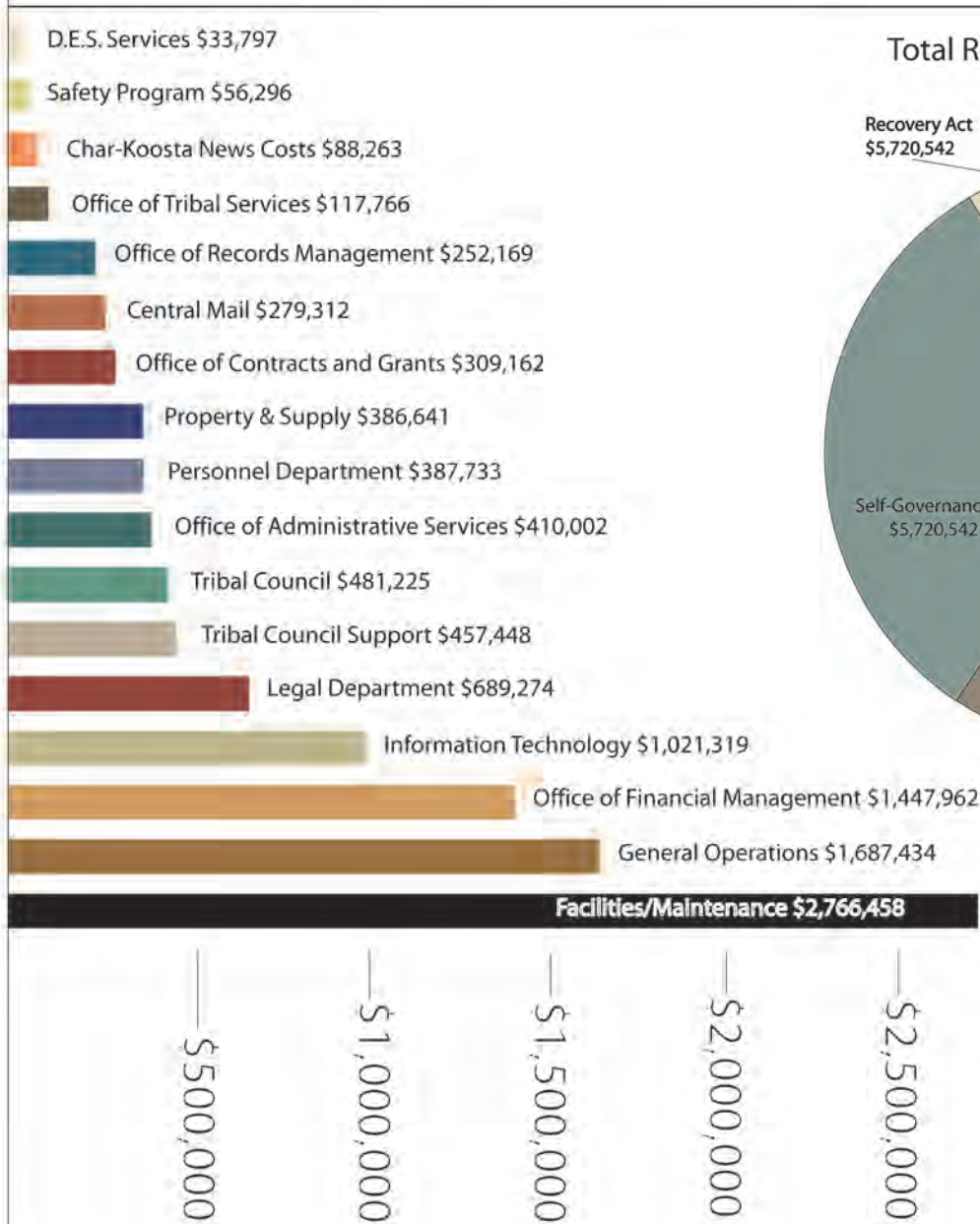


\$9,061,400	Per Capita
\$3,885,634	Government Services
\$2,448,225	Administration
\$1,746,192	Land Acquisition
\$1,742,821	Natural Resources
\$1,731,865	Legal Department
\$1,726,701	Governmental Operating Services
\$910,944	Debt Retirement
\$514,109	Tribal Court
\$509,127	Health and Human Services
\$503,403	Construction
\$500,000	Kerr Recapture
\$450,885	Education
\$442,714	Forestry
\$414,245	Law Enforcement
\$28,670	Capital Equipment

## FY 10 Revenues, Receipts, & Expenditures

The Confederated Salish and Kootenai Tribal Government receives funds through four major sources: (1) Tribal Revenues generated through a variety of sources, (2) federal funds through self-governance compact negotiated with the United States Department of the Interior and the Department of Health and Human Services, (3) funds from contracts and grants awarded by federal, state, private, and other entities, and (4) funds assessed by the Tribes (indirect cost assessment, administrative overhead, and the like) for administering compacts, contracts, grants, and other funds that operate the Tribal Government. The operating budget for the Tribal Government is made up of these four major funding sources as approved by the Tribal Council.

### Total Indirect Cost Expenses





## Salish-Pend d'Oreille Culture Committee

The Salish-Pend d'Oreille Culture Committee's mission is the protection, preservation, and perpetuation of the language and living culture of the Salish and Pend d'Oreille people. In 2010, the Salish-Pend d'Oreille Culture Committee continued to conduct and host the traditional cultural events of the Tribes' yearly calendar, meet with the Elders Cultural Advisory Council, represent the Tribes in meetings and consultations with many agencies and organizations, record and teach the Salish language, offer public presentations on tribal history and culture, and work on the preservation of the Salish-Pend d'Oreille Oral History and Culture Archive and Photographic Collection. The SPCC published new essays, pamphlets, and other written materials on tribal history and culture, and provided text and information to new major public exhibits, maps, interactive DVDs, and historical signs both on and off the reservation.

### 2010 SPCC highlights:

#### Language work:

- ◆ Meetings to develop a coordinated Salish language plan
- ◆ Interviews with Salish and Pend d'Oreille elders.
- ◆ Translations of oral histories
- ◆ Creation of bilingual Salish-English transcripts
- ◆ Production of two more children's books
- ◆ Classes, TV programs, and other educational efforts

#### Writings and publications:

- ◆ Extensive contributions to CSKT bull trout education project, including names and cultural information regarding fish, plants, and placenames, and a 150-page essay, "Aay u Sqélix<sup>w</sup>: A History of Bull Trout and the Salish and Pend d'Oreille People"
- ◆ Joint SPCC-SKC map of aboriginal territories and accompanying interactive computer program on placenames
- ◆ Detailed historical 2010 calendar, Sk<sup>w</sup>sk<sup>w</sup>stúlex<sup>ws</sup> (Names Upon the Land), drawn from the SPCC Ethnogeography Project
- ◆ Detailed historical materials (including documentary film script) for the 1910-2010 centennial commemoration of the opening of the Flathead Reservation to white settlement
- ◆ Contributions to Rocky Mountain Elk Foundation book

- ◆ New timeline on Salish-Pend d'Oreille history
- ◆ History of the CSKT River Honoring
- ◆ Revised pamphlet on the Salish removal from the Bitterroot Valley
- ◆ Montana Historical Society lesson plan for The Salish People and the Lewis and Clark Expedition

#### Public exhibits:

- ◆ Extensive contributions for Glacier National Park's permanent exhibit on Native Americans, formally dedicated at St. Mary in July 2010
- ◆ Exhibit texts for the People's Center

#### Historical markers and signs:

- ◆ Highway 93 on Polson hill: "The Beaver's Dam"
- ◆ Girard Grove near Seeley Lake: US Forest Service sign on tribal use of fire
- ◆ Highway 93 at Evaro: wildlife overpass sign
- ◆ Highway 93 north of Victor: three-sign installment on Salish placenames in the Bitterroot Valley

#### Historical collections:

- ◆ Digitization of SPCC audio-visual materials, photographs, and illustrations
- ◆ Extensive copies of audio-visual materials for tribal members and departments

#### Research and drafting for forthcoming projects:

- ◆ Continued work on next major book, The Swan Massacre: A Story of the Pend d'Oreille People
- ◆ Completed book-length drafts on Salish-Pend d'Oreille ethnobotany and ethnozoology





## History and Culture

### **Kootenai Culture Committee**

The Kootenai Culture Committee bears the primary responsibility within the Tribes for Kootenai language preservation, repatriation matters and traditions/culture. The Kootenai language is an isolate; it is not related to any other language in the world. This fact makes it critical for us to perpetuate our unique language. The Annual Ancestral Skills & Language camp was held in June with approximately 120 participants. Activities included language, history exhibits, traditional songs and crafts. Also, Kootenai language classes were conducted in Elmo for most of last year. In Fiscal Year 2010, the Kootenai Culture Committee's operating budget was \$612,687 and employs seven fulltime employees and the elders advisory committee.

### **Accomplishments and on-going projects for 2010-2011 consist of the following:**

- ◆ Completed language CD that accompanies Ksanka Conversation book. Available for sale at KCC office
- ◆ Beginning lessons being programmed into a Nintendo DSi, a hand-held gaming console
- ◆ Sponsored a three-day Kootenai Language workshop at SKC in September
- ◆ Developed beginning lessons in the Kootenai Tutor software
- ◆ Repatriated ancestral Native American Human Remains on September 14, 2010 from the Missoula County Sheriff's Department under the State of Montana's Human Skeletal Remains and Burial Site Protection Act of 1991, and for the "Montana Repatriation Act of 2001
- ◆ Submitted a Repatriation Claim under NAGPRA and repatriated 20 unassociated funerary objects and ancestral Native American Human Remains bone fragments on October 21, 2010 from the University of Montana, Department of Anthropology
- ◆ Submitted a Repatriation Claim under NAGPRA and Repatriated ancestral human remains from the University of Montana
- ◆ Staff participated in the annual PIR day with the tribal Education Department, Native American week with the People's Center and a three-day cultural awareness workshop with Ronan School District
- ◆ The annual bitterroot feast was held in Elmo and the annual trek to Kootenai Falls was hosted by the program
- ◆ Approximately 50 interviews conducted with elders
- ◆ Provided educational presentations on Kootenai language, culture, worldview, and history to many local, regional, state, and federal agencies

History and Culture



## Tribal Historic Preservation Department

The Tribal Historic Preservation Department continues to work on protecting our cultural resource sites both on the Flathead Indian Reservation and in our Aboriginal Territory.

The Rights Protection program has completed approximately 143 projects, 65 cultural resource compliance letters for projects by other agencies and 85 cultural resource reviews for communication towers. This means we have responded to 293 projects total for FY 2010.

Tribal Preservation has administered twelve contracts and grants throughout the fiscal year.

### Some of these contracts and grants include:

- ◆ A grant with BPA that will be ongoing for three years. We will develop and design a glossy poster with various pictures of artifacts that will have both the Salish and Kootenai name for it. We will also develop a DVD on the Salish/Pend d'Oreille approach to hunting deer and how to process the meat. We will also develop a DVD on how to make a Kootenai arrow from the shaft to the point
- ◆ A contract with the Glacier National Park called the Ice Patch Project. We are surveying some of the remaining ice patches for human made artifacts. This project came about because of global warming
- ◆ A CSKT Battlefield Grant. The end result of this grant was a GIS map. They have shared the information with the State Historic Preservation Office (SHPO) for their records for protection of these areas. The grant was with the State and the information was considered confidential and was only shared with the SHPO
- ◆ A Jocko Trail Grant. The purpose of this grant was to put the Jocko Trail on GIS so it can be located in the future. This map will be incorporated into their trails study database

### Ongoing Projects and Highlights:

- ◆ Tribal Preservation is providing input and information for development of the Sacred Sites Policy for the Department of Agriculture and the U.S. Forest Service. This will be ongoing throughout 2011
- ◆ They are also working with the Kootenai National Forest to Nominate Kootenai Falls and, soon, Chicago Peak to the National Register of Historic Places. The National status will give these two sites more protection
- ◆ Tribal Preservation took part in providing 126 Salish Place Names to the GIS map which gives us 726 Salish place names and 1,076 Salish and Kootenai Place Names total



## The People's Center

The People's Center Education Programs hosted approximately 755 students and adults. Classes toured the museum, watched videos about the tribes, played Native games and made craft items. The Native American Awareness Days event was held in September and hosted 1,123 students in three days. The Museum Visitor log was at 1,010 for those that signed in.

The People's Center Education Program also held the annual Elders Appreciation luncheon in February where tribal Elders received thank you gifts, entertainment and a meal for sharing their time, knowledge and support for the center.

### Some of the other events at the People's Center include:

- ◆ Spring Arts and Crafts Bazaar
- ◆ Tribal Author Book Reading and signing, assisted with the annual Stevensville Community Celebration
- ◆ Annual Camas Bake
- ◆ Annual Troy DeRoche Native Flute Workshop
- ◆ Baroque Music and Culture Exchange
- ◆ Annual Social Powwow and Art Market
- ◆ Dry Meat Social in October
- ◆ Annual Holiday Bazaar in December
- ◆ Assisted with the Kalispell Regional Hospital and CSKT Artist's display in Kalispell.

The People's Center has also assisted many schools and the local communities and departments with Native Games and assisted with arrangement of Reservation-wide student culture exchange at Two Eagle River School.

*The People's Center*  
*<http://www.peoplescenter.org>*  
*[peoplescenter@cskt.org](mailto:peoplescenter@cskt.org)*  
*(406) 675-0160*



## Economic Development

Priorities shifted for the Economic Development Office in early 2010 when the Economic Development Director was re-assigned to manage the Confederated Salish and Kootenai Tribes' gaming and hospitality businesses. Upgrades are ongoing at the KwaTaqNuk Resort and Casino in Polson, including installation of new security equipment, marina repairs, and casino expansion.

A new Economic Development Director, Joe Dupuis, was appointed in the fall of 2010. Meanwhile, the Tribal Planning Director, Janet Camel, continued work on energy conservation and development projects, including work with Tribal Maintenance to update an inventory of Tribal facilities to aid in assessment and installation of energy conservation measures. Work continued with University of Washington graduate program students, Tribal Forestry staff, and consultants to research possibilities for developing alternative energy resources on the Flathead Reservation. Kerr Dam acquisition and operation continues to be the priority regarding energy resources; a new Energy Department was established in 2010 to focus on this endeavor.

An additional goal involved improved communications between hospitals and other health care providers, law enforcement agencies, and schools throughout western Montana to enable more cost-effective services. Ronan Telephone was successful in receiving a multi-million dollar grant, and new fiber optic lines are scheduled for installation over the next three years.

The Tribal Planning Director also worked to secure leases on two Plum Creek properties to assist Tribal Forestry with their greenhouse expansion efforts and their work in the restoration economy. While last year's declining economy and waning markets prevented final purchase of those properties, the Forestry Greenhouse program was able to expand their facilities at Fire Control with assistance from a state economic development grant.

Feasibility studies were either initiated or completed for several economic development projects including potential renovation of the Hot Springs bathhouse, RV park development, utilization of the old Flathead Sticker and Lath equipment, construction and lease of airplane hangars, and development of commercial lots along the Highway 93 corridor. Tribal-member-owned consulting firms were hired to assist with some of these studies.

The Planning Director also worked with the Tribal Lands Department on multiple business leases and permits to assist with revenue generation for CSKT, as well as compliance with federal regulations for trust land services provided by CSKT through the Self-Governance Compact. Work is also ongoing to update the Tribes' Comprehensive Resources Plan.

## Tribal Credit

The Tribal Credit Program provides lending services to enrolled Confederated Salish and Kootenai Tribal members. As of September 30, 2010, the end of Fiscal Year 2010, the short-term loan program had loaned out \$5.9 million and the long-term program had loaned out nearly \$38.3 million.

Tribal Credit was established in 1936 to help raise the social and economic status of tribal members through loans. Loan types include a short-term personal loan, which provides up to \$5,000 for a maximum three-year term. The long-term loan program provides up to \$300,000 at seven percent for up to a 20-year term and must be secured by land and home. A first-time home-buyer loan is also available at a six percent rate for up to a 30-year term. All long-term loan requests are reviewed by three Credit Committee members who are appointed by the Tribal Council.

*Tribal Credit also provides educational loans under the long-term loan program.*

## Tribal Personnel Department

Jobs advertised, applications received and interviews scheduled increased compared to the previous year.

- ◆ 137 positions advertised
- ◆ 1,022 applications for advertised positions
- ◆ 445 interviews scheduled
- ◆ 531 CSKT members applied
- ◆ 181 members of other Tribes applied
- ◆ 310 Non-tribal members applied
- ◆ 599 female applicants (59 percent)
- ◆ 423 male applicants (41 percent)



## Tribal Services

### Indian Preference office

107 businesses were approved in FY10, same as the previous year

- ◆ \$491,279 generated through the Indian Preference office
- ◆ 349 employees referred by the Indian Preference office
- ◆ 239 were CSKT members
- ◆ 110 were members of other Federally Recognized Tribes

### Tribal Department of Energy

The Tribes' highest economic priority is acquisition of the Kerr Hydroelectric Project. Since the Federal Energy Regulatory Commission approved the current license for operation of Kerr Dam in 1985, which includes the Tribes as co-licensee and allows for CSKT to buy it in 2015, the Tribes have sacrificed other priorities to invest \$500,000 annually into an acquisition account. There are thousands of hours in staff and consultant resources invested in complying with the license's requirements for takeover.

The Tribes have always seen control of the Kerr Project as a means of providing the economic resources to allow the Tribes to determine our own destiny. That includes the strengthened ability to nurture Tribal culture and increase educational opportunities. Hence, a dam project that initially weakened tribal sovereignty and damaged aspects of Tribal culture will now help restore and strengthen our sovereignty, our economy, and our cultures. Operation of the dam is expected to create 15-20 highly technical, well-paying jobs for the Tribes and establish an increased stream of revenue for additional economic development by the Tribes.

Acquiring the Kerr Project involves the formation of a Tribal corporation to operate the complex as a wholesale power-generation asset by September 5, 2015. This will involve the implementation of multiple tasks to achieve objectives and goals continuously over the next 4 ½ years. Strategic acquisition of the project combined with building the corporation with Tribal values and further supporting it with a sound financial plan are the primary elements of the Tribes' overall strategy. To this end, the Tribal Council established the Tribal Department of Energy in May of 2010 and hired Brian Lipscomb as its Director to refine and implement the acquisition plan

along with staff development. The Department assumed a contractual relationship with RW Beck, a business and engineering consulting firm, to conduct a feasibility assessment and is now working with RW Beck in continued and detailed strategic planning and implementation.

The feasibility of developing additional renewable energy resources for management with Kerr Dam is also being explored. Biomass and other small hydro-power projects are the two primary focus areas. Assessments are expected on these resource opportunities in 2011 and 2012.

### Tribal Payroll Office

The payroll department of the Confederated Salish and Kootenai Tribes Payroll Office, consists of two positions: the Payroll Manager and Payroll Technician. On a biweekly basis, the payroll staff depends on designated timekeepers from each tribal department to electronically enter payroll data for all employees. Currently, there are 41 timekeepers who input approximately 1,300 timesheets each pay period. On the average, the payroll office processes 1,160 payroll checks and direct deposit remittances each payroll cycle. Every eight business days a new payroll cycle begins. Each cycle brings numerous tasks with strict deadlines. The payroll office also tends to other duties, such as preparation of monthly, quarterly, and annual reports. In calendar year 2010 there were 1,702 W-2s processed and distributed to tribal employees.

Tribal Services

## Tribal Health & Human Services

The Tribal Health and Human Services Department is the Tribes' largest department with numerous fast-paced challenges. The clinics remain busy. More than 100,000 visits were made last year and revenue from the collection of third-party programs generated revenue in excess of \$4 million. The entire staff deserves praise for the continuous hard work in meeting demands, which are expected to increase as more people choose to use tribal services. Federal budget issues could impact funding levels, which is an on-going concern that must be addressed.

### Highlights for 2010

- ◆ New Clinic in Polson – services include medical clinic, eye exams and eye wear, x-ray including MRI and mammography, physical therapy, dental, behavioral health
- ◆ Passage of Affordable Care Act, which permanently re-authorized Indian Health Care Improvement Act. Provides a wider scope of services authorized by IHS
- ◆ Increased emphasis on enrollment of eligible Indians into third-party programs, which translate into greater opportunity to recover third party payment
- ◆ Addition of new staff members, which includes a physician and clinical nurse in Polson, a physician in St. Ignatius, physical therapist in St. Ignatius, and physical therapist assistant in Polson, optometrist in Polson and an x-ray technician in Polson

*In FY2010, Tribal Health & Human Services had 104,000 visits to our facilities*

### Polson THHS

Tribal Health and Human Services closed the doors to the old building in Polson to allow staff to relocate into the new building on April 19, 2010, and open for business on April 26. Closing the doors to the old building also meant closing the doors to limited services. Services in the old building included Community Health Nurse, CHR, Pharmacy, Dental and Behavior Health. The new building meant more space which meant more services.

When Tribal Health opened the doors for business on April 26, 2010, Pharmacy and Dental were the first programs ready for services. The following week Dr. Muzquiz was ready to start seeing patients in the new clinic. Also opening for services that week was the x-ray department. The addition of the x-ray tech has enhanced the clinician's abilities and has also opened the door for mammograms and MRI's.

Also new to the Tribal Health family is the Physical Therapy Program. Patients are seen five days a week. Before the new building, physical therapy services were offered only in St. Ignatius. Physical therapy services are located on the third floor, a short elevator ride up. Although Behavioral Health is

not a new program offered in Polson Tribal Health, the new building offers the space and availability the old building couldn't provide. Along with Physical Therapy and Behavioral Health, the third floor also houses the office of administration for Tribal Health, offices for the Health Educator, Dietician, Information technology, and a conference room that can be made into three smaller conference rooms.

The Dental Program, located on the second floor, found the new facility equipped with state of the art equipment, including digital x-ray and a special procedure room furnished with nitrous oxide. Also located on the second floor is the Optical Program operated by an Optometrist and a technician. Complete eye exams are available and there is a show room where individuals are able to pick out their frames and place an order for glasses. With a medical provider in the Optical Program, Tribal Health is now able to offer contact lenses.

### Opening of the new clinic in Polson providing a wide array of medical services including:

- ◆ Seven dental operatories – an increase of four operatories over the previous clinical setup
- ◆ Pharmacy Services – the addition of another pharmacist to serve the membership
- ◆ Eye Care – including eye exams and eye wear now available in our Polson clinic. Appointment required for an exam
- ◆ X-ray – a state of the art x-ray suite with connections to Kalispell Regional Medical Center for the reading and storing of x-rays. The twice monthly addition of a mobile coach through the x-ray department provides mammographies and MRI service – appointments made through the x-ray department in Polson
- ◆ Physical Therapy – the employment of a Physical Therapy Assistant to work with contract Physical Therapist serves patients on the reservation's north end
- ◆ Behavioral Health – a full range of behavioral health services including out-patient therapy, mental health services, and substance abuse group meetings. The behavioral health staff are shared with St. Ignatius Clinic and rotate on a regular basis between Polson and St. Ignatius
- ◆ Six fully-equipped medical exam rooms and a procedure room for casting, wound care, etc. This clinic is staffed by two family practice physicians and two nurses
- ◆ Youth Health and Wellness – created as a part of Health Education, this office focuses on youth, health disparities and youth suicide issues, bullying, peer pressure and more. A wide variety of activities and agencies collaborate to provide safe and healthy activities for our youth

New x-ray unit and dental digital radiology for St. Ignatius clinic – this will bring the St. Ignatius clinic up to the standard and technology of the Polson clinic.

*“Opening of the new clinic in Polson provided a wide array of medical services including Eye Care, Physical Therapy, and an X-Ray Suite.”*

# TRIBAL HEALTH CLINIC



## Department of Human Resource Development (DHRD)

The Department of Human Resource Development strives to help Tribal families and individuals achieve self-sufficiency by providing support, compassion, hope and guidance. Support is given through sustenance income, childcare, parenting, food, employment, training, counseling, life planning and transportation as they transition to a more stable environment.

The Fiscal Year 2010 operating budget totaled \$19 million, of which, \$5.4 million came from a BIA compact. \$10.1 million came from contracts and grants, and another \$2.8 million from ARRA Stimulus funding. The department employed 149 FTE's of which 142 were Tribal members.

During the fiscal year, \$1,426,432 in wages was paid for work experience placements and employment. Seventy percent of employment was placed within the tribal organization including departments like Early Childhood Services, Maintenance, Lands, and Forestry. As of September 2010, the department placed 220 people through the Work Experience Program. The average hourly rate paid to employees was \$8 per hour. For employment-related supportive services, DHRD paid more than \$1 million for work supports and childcare. For On-the-Job (OJT) placements, there were 17 placements in 12 worksites with an hourly wage of \$9.50.

The Fatherhood Program also provides services to the target-group of fathers age 13-21 and has acted as a prevention component to DHRD. This grant will also end in FY 2011 having served just fewer than 200 individuals.

Sylvia's Store officially opened in January 2007. In 2008, the Store served between 60-70 people monthly. During 2009, the Store served 90-100 people each month with clothes, hygiene products, furniture and appliances. During 2010, the Store served 150-160 people each month. During Thanksgiving, 520 elders were provided dinners and for Christmas the store provided gifts and other needs to 1,284 children, families and elders. The Store provided 875 backpacks to children with school supplies. The tribal membership has been exceptional in donating furniture and other items to Sylvia's Store for clients. The store now has a warehouse where the crew fixes and repairs items to then be donated to those in need. DHRD case managers refer clients to the store. Excess items are offered in a free yard sale for everyone to use.

DHRD manages the Quick Silver gas station, which generated \$2 million in sales for 2010. The Tribal Transit Program operates out of this business. During 2010, with the ARRA stimulus funding for the transit hub upgrades, DHRD was able to purchase 18 bus shelters, upgrade the lighting and flooring of the office area, add a maintenance facility building, purchase six new vans and four new buses. DHRD is in the process of receiving

a car wash upgrade, underground storage tank and two more buses. The Tribal Transit Program has received the Annual Transit System of the Year award from the Montana Transportation Association for 2010, and Travis Beauvais, a former employee, won Montana's "Bus Rodeo." Ridership and Mileage increased greatly throughout the year. It will take a good part of FY 2011 to complete all planned tasks.

**For Fiscal Year 2010, the following grants were submitted and approved with services beginning in July (State) and October (Federal):**

- ◆ \$ 80,525 JARC Jobs Access Reverse Commute
- ◆ \$ 203,587 TransAde Transportation Operation
- ◆ \$ 145,671 Field & Home Food & Fitness
- ◆ \$ 250,000 Tribal Transit
- ◆ \$ 141,660 Title IVE (3-yr grant refunded)
- ◆ \$2,588,721 Vocational Rehabilitation (5-yr grant refunded)

The DHRD Social Services Program received 296 child abuse or neglect referrals involving 598 children. The consistent decrease in referrals contributed to prevention activities with families.

*In FY 2011 Council approved the separation of the Social Services Program from DHRD into its own separate department called Tribal Social Services Department (TSSD)*

## Tribal Social Services Department

The close of 2010 ushered in many changes for 2011, which promises to be an exciting year of transition. With the development of a separate Tribal Social Services Department, we will continue to provide quality support services to children and their families. These services and programs include: Prevention services, child protective services, adult protective services, foster care, permanency for youth, Second Circle Lodge, IIM, General Assistance, Trust Management, Montana Transitional Living for youth aging out of foster care, ANA healthy relationships and parenting classes, Circle of Trust suicide prevention, and the CSKT Good Behavior Game which works with 1st to 5th grade classrooms across the Reservation.

The main focus of all of our programs is to intertwine our cultural heritage and beliefs about family by helping to strengthen our tribal family systems.





## Salish Kootenai Housing Authority

Established in 1963, the Salish and Kootenai Housing Authority (Housing Authority) operates as a separate tribal entity from CSKT. The Housing Authority remains a national leader in dealing with housing issues in Indian Country. The mission of the Salish and Kootenai Housing Authority is to provide the highest quality, affordable housing to the people of the Flathead Reservation while utilizing all resources to insure that services are provided in an efficient, economical and timely manner. The Housing Authority plans and assesses housing and support services to insure all areas and individuals are served. The Housing Authority continually strives to improve the quality of life while maintaining the cultural integrity and identity of the Salish and Kootenai people.

The Housing Authority manages and maintains approximately 500 low-rent properties, 40 ownership properties, 19 transitional living units for homeless families and individuals, 60 mobile home lots and 50 rental assistance slots. All services are available to eligible low-income Tribal member families who live on the Reservation. The Housing Authority also provides rehabilitation to income-eligible Tribal member homeowners, water and waste water services to eligible families, emergency home repair to eligible homeowners, weatherization assistance for homeowners and renters, homebuyer education classes and manages 25 Community Water/Sewer Systems. CSKT, through the Housing Authority, is one of only two Montana Indian reservations that operate and administer the State/DOE Energy Funds providing weatherization services to the membership. Included again this year were funds from the State ARRA grants to provide additional weatherization services.

The Housing Authority's 2010 operating budget was funded primarily by Federal agencies for Indian housing and related services. The budget includes \$4.4 million from the Indian Housing Block Grant; \$1.1 million from Indian Health Service for water and

sewer projects; \$900,000 from Indian Community Development Block Grant which covers multiple years; \$1 million for weatherization from Bonneville Power Administration, Department of Energy and State ARRA; and other grants and operating revenue.

The Housing Authority was awarded American Recovery and Reinvestment Act (ARRA) funds in the amount of \$6,079,092 in 2009 for the construction of eight duplexes, rehabilitation of 86 Low Rent units, installation of 288 water meters to water users on the community systems and weatherization assistance for eligible families. Work continued into 2010 with the completion of eight duplexes, rehabilitation of 107 Low Rent units and 154 meters installed on the meter project.

### 2010 Highlights

- ◆ Completed eight duplexes through ARRA funding in Pablo
- ◆ Completed rehabilitation of 107 Low Rent Units (86 planned) ARRA funded
- ◆ Installed 288 water meters with ARRA funding
- ◆ Completed four additional units at the Transitional Living Center through Indian Community Development Block Grant funds
- ◆ Installation of 15 water and sewer systems to individual families through Indian Health Service funds
- ◆ The Homebuyer Education classes graduated 102 participants
- ◆ Emergency Home Repair services were provided to 187 individuals
- ◆ There were 118 families that received weatherization through funds provided by Bonneville Power Administration, Department of Energy and State ARRA.



## Tribal Education

The mission of the Tribal Education Department, established in 1994, is to promote, support, and respect quality education through leadership, curriculum development, scholarship opportunities, and community empowerment. The Education Department is located in the new complex building in Pablo. The four-person staff addresses reservation educational issues from kindergarten through college, and assists in the coordination of Class 7 – Language Certifications.

In October, the Department's two Community Specialists received the National Johnson O'Malley Award for their excellent work and coordination efforts of the Reservation JOM committees. The Community Specialists also provide free advocacy for families and students who request assistance with education-related issues. This academic year, they have assisted more than 60 families/students with issues relating to Individual Educational Plans (IEP's), suspensions, expulsion issues and other various behavioral and academic issues.

The Education Department continues to administer the Higher Education Scholarships for enrolled CSKT members who attend colleges, universities, and vocational training institutions. Information regarding Tribal Scholarships can be obtained at the Education Department or on the Tribal Website (<http://www.cskt.org>). Scholarship applications are accepted annually from February through May.

Every April, the Tribal Education Department hosts an across-the-reservation awards banquet to recognize students, educators and parents for their excellence. Students in 1st through 9th grades are nominated by peers, teachers, and community members. High School Students are required to write an essay about their academic, community service and cultural involvement. Recommendations from community and school officials are required. Students compete at their school level and then advance to the reservation-wide category where the finalist is selected.

Parent(s) of the Year and Teacher of the Year are nominated by the community and educators. These awards recognize the outstanding efforts put forth in assisting educational success in their schools. The Cultural Educator awards are given to a Salish/Pend d'Oreille individual and a Kootenai individual who have contributed to the education of youth, the general public, and educators. A Lifetime award is an acknowledgement

to an individual who has demonstrated many years of continually educating the community.

Each May, the Tribal Education Department coordinates with local schools to bring in more than 1,000 4th and 5th graders for the River Honoring in the Moiese Valley. This event opens each year with a community barbecue to help acknowledge those who have contributed to the education and preservation and understanding of how the river is culturally vital to the Salish, Kootenai, and Pend d'Oreille people. The event delivers a wealth of environmental knowledge from Tribal employees trained in forestry, natural resources, fisheries, and wildlife management. The event also offers elders stories, Native games, photography training, and other educational opportunities.

In September, the Tribal Education Department hosts a Pupil Instruction Related (PIR) Day for the 400-plus educators who teach on the Flathead Reservation. This rare one-day event exposes administrators and educators to Tribal topics, issues and educational opportunities with more than 40 individual 90-minute sessions that are presented in one potent day.

In May of 2009, Tribal Council appointed a committee, the Education Planning & Review Team (EdPaRT), to address the Tribal education system. The committee's on-going effort is to assess the existing education systems and map out improvements. The Team has identified seven initiatives they believe to be imperative to the success of the educational system in the Tribal organization.

### Those seven initiatives are:

- ◆ Governance
- ◆ Finance and Resources
- ◆ Academic Achievement, Assessment, Accountability
- ◆ Healthy Children, Family Wellness, Parental Involvement
- ◆ Career Opportunities, Training, Staff Development
- ◆ Communication, Participation, Parental Support
- ◆ Respectful Learning Environments and Equitable Access

Details about each of the initiatives are available at the website [www.cskteducation.org](http://www.cskteducation.org). This website provides the opportunity for public comment to the initiatives proposed. Please take the time to visit the website, and post your comments. The EdPaRT members are actively seeking input. The whole process involves the education of each tribal member from infancy to elderly.

## Salish Kootenai College

Salish Kootenai College welcomed our new president, Dr. Luana Ross, who assumed the presidency following the retirement in June, 2010 of Dr. Joe McDonald. President Ross brings a focus on the intellectual and ecological environment of the SKC community as well as student



## Tribal Education

retention and the quality of academic programs.

### Highlights for Academic Year 2009-2010 included the following:

- ◆ New degree programs in Fine Arts, Hydrology, Life Sciences, and Secondary Education – Science Emphasis were approved by the Northwest Commission on Colleges and Universities
- ◆ The Big Knife Building was remodeled to provide additional meeting space as well as updated offices for the President, Vice Presidents, and administrative personnel
- ◆ An addition to the D’Arcy McNickle Library will provide additional classrooms, study rooms, and computer labs for students and community members
- ◆ SKC students and graduates continue to receive recognition for academic work and creative endeavors. Katie McDonald (Salish) was one of two students to be invited to speak at the 10th Annual National Forum on Contaminants in Fish, held in Portland, Oregon. Amy Stiffarm (Atsina) placed first in the Scientific Poster and Scientific Presentation category at the American Indian Higher Education Consortium (AIHEC) National Conference. Other AIHEC winners included SKC teams finishing 2nd in both the Handgames Tournament and the Knowledge Bowl

Salish Kootenai College provides academic programs, comprehensive student services, and research/education programs to meet the needs of Flathead Indian Reservation residents. Student enrollment remains stable, with approximately 1,170 students in 35 different Certificate, Associate, and Bachelor’s degrees. More than 75 percent of students are American Indian.

SKC also houses the SKC Extension Office. SKC invests USDA-Land Grant funding in the Natural Resources degree programs and an Extension Program that delivers non-traditional education opportunities and implements research. For fifteen plus years, Extension has conducted environmental restorations and grown native plants, implemented noxious weed management areas and researched aquatic invasive plants. The Office also sponsors physical activities, community gardening, and healthy cooking instruction.

### Two Eagle River School


Two Eagle River School is operated by CSKT through a contract with the Bureau of Indian Education. TERS, which is accredited by the State of Montana and the Northwest Association of Accredited Schools, serves grades seven through twelve. The school operated in Dixon from 1974 to 1989, then moved to the current facilities in Pablo. The operating budget of \$2.2 million comes primarily from BIE funds. The staff consists of 45 full-time employees; twenty five are CSKT members, three are descendants, and three are enrolled in other tribes. The graduating class of 2010 consisted of eleven CSKT members plus five members of other tribes, and three foreign exchange students from Germany, Japan and South America.

### Early Childhood Services

Early Childhood Services (ECS) is a comprehensive, family-centered, child development program that serves pregnant women, children from birth to age five, and their families. Our mission is to provide the highest quality learning and growing experiences in a safe, fun, nurturing and challenging environment to enhance the total development of children, families, staff, and the community as a whole. ECS provides a range of services in education, early childhood development, health, nutrition, and parent involvement. Our vision is to help create and ensure healthy, honored, proud and strong families on the Flathead Reservation.

In Fiscal Year 2009, ECS’ Operating Budget was \$2,547,797. The department is funded to serve 177 Head Start and 40 Early Head Start children. Throughout 2009, more than 250 children were served.

Tribal Education



*The voices of the past do not  
need to haunt the future.  
Instead, let the voices of the past  
become the voices of tomorrow.*  
– from Nk<sup>w</sup>usm Vision Statement

Accomplishments during the past year include:

- ◆ ECS hosted a cultural camp during June for staff and families
- ◆ Hired a Special Services Coordinator after two-year vacancy
- ◆ Hired a Cultural Specialist
- ◆ 100 percent of the Early Head Start and Head Start children received medical examinations
- ◆ Two staff members received their Child Development Associate Credential

## Nk<sup>w</sup>usm

The mission of Nk<sup>w</sup>usm Salish Language Revitalization Institute is to recreate a process whereby the Salish Language is passed from parent to child, elder to youth, in an effort to holistically preserve the language and to perpetuate the Salish tribal way of life and world view. Nk<sup>w</sup>usm is dedicated to perpetuating the Salish language through the creation of comprehensive educational programs that involve people of all ages.

During the 2010-2011 school year, Nk<sup>w</sup>usm started its eighth year of operation, with twenty staff members that served thirty-two students in pre-school through the eighth grade. The school is dedicated to the survival of the Salish Language, as well as providing a comprehensive educational experience. The students' educational experiences reach beyond the classroom, as they participate in many different hands-on activities such as learning the process of tanning a deer hide, learning about medicinal plants and participating in seasonal traditional activities.

The school is supported by a remarkable curriculum department that has developed a curriculum framework for the school in mathematics, science and Salish language Arts. A variety of new children's Salish Books were published this year including a counting book and a traditional coyote story. The Adult Language Program continues to provide Nk<sup>w</sup>usm staff the opportunity to increase their Salish Language Fluency, with seven staff members attending the four hour immersion class. A collaborative effort with the Kalispel Tribe has resulted in the development of an adult Salish Language Curriculum and two community Beginning Salish Language classes are being taught in Arlee and Pablo. We are sharing the mission and vision of Nk<sup>w</sup>usm while being featured on Montana Public Radio's Children's Show, the Pea Green Boat. In addition, Nk<sup>w</sup>usm students have had the privilege to perform at the Salish Kootenai College Presidential Inauguration, the EWAM Peace Festival and the Montana Governor's Humanities Awards Banquet.

Nk<sup>w</sup>usm continues to grow and offer an amazing Salish learning experience for our students, parents,

grandparents, staff and community. Our growth relies on the generosity of many funders, including 60 CSKT and SKC employee donors. The commitment and dedication of our elders is the foundation for our success.

## Kicking Horse Job Corps

Kicking Horse Job Corps Center is the longest running federally-contracted program operated by CSKT. Through a contract with Department of Labor, the center has served as a vocational training center since 1970 for up to 224 students annually, serving economically disadvantaged youth age 16-24. The center reached its capacity of 224 students and those numbers remains strong.

### Highlights of 2010:

- ◆ 113 students earned GEDs; 20 students earned high school diplomas
- ◆ 180 students completed Career Technical Training programs in one or more of the following: Carpentry, Culinary Arts, Dental Assistant, Diesel Mechanics, Facilities Maintenance, Heavy Equipment Operation, Office Administration, and Certified Nursing/Medical Assistant/Phlebotomy Technician
- ◆ We have an 82 percent job placement rate with our students' average earnings reaching \$9.93/hour

We started an Earth Day Every Day initiative in April 2010 in which we banned Styrofoam from the center resulting in considerable savings by using one-time travel mugs and compost-friendly products. KHJC recycles paper, plastic, aluminum, tin, steel, and oil (cooking and motor). Our solar hot water panel which heats water in the cafeteria has resulted in operational savings as well as our ground source heat pumps, electric vehicles, and additional insulation—all funded by American Recovery and Reinvestment Act funds.

### Plans for 2011 include:

- ◆ Construct a greenhouse, start composting efforts and plant a garden to supplement food costs
- ◆ Implement high-demand training programs in the Health Occupations and Construction career pathways





## **Tribal Forestry**

Sales of tribal timber resources generated more than \$3.1 million in disbursements for Fiscal Year 2010. The Forestry Departments Fuels Program, with help from Forest Development Heavy Equipment personnel and tribal contract thinners, has again exceeded their treatment area targets for 2010, effectively treating 7,000 plus acres of tribal lands for hazard fuel reduction (HFR) and reducing fuel loading within the wildland urban interface (WUI). The program received special recognition for being the first Tribe in the Northwest to achieve more than 50,000 acres treated, exceeding targets for each funding year since 2003, and for being the first tribe to exceed 10,000 acres treated for a year.

As a recipient of American Recovery and Reinvestment Act (ARRA) funding of \$1.1 million, Forestry expanded the tribal greenhouse located on Old Hwy 93, replaced the roof on the forestry office building in Ronan, and hired additional tribal members to treat 1,200 additional acres in the Jette area for fuel reduction.

Division of Fire personnel responded to 79 on-reservation fires; only one exceeded initial attack forces and that fire grew to 750 acres in grass and sagebrush. Of the 79 fires; including the 750 acre fire; 12 were designated as arson. We developed new strategies with Tribal Law Enforcement to manage the next fire season.

## **Tribal Ecological Knowledge, Western Science, and Contemporary Resources Management Workshop at CSKT**

For two days in June 2010, 27 people from different realms of expertise and cultural backgrounds gathered at KwqTaqNuk for a workshop to explore cross-cultural integration of Native American stewardship practices, traditional knowledge and philosophies with Western science. A shared concern for forest health and wildfire hazard brought these people together, but broader issues of cultural respect, humility, and knowledge-sharing quickly emerged. Highlights and findings from this historic dialogue were documented in a report, which also contains 12 hours of video recordings. The dialog revealed that integration and application of traditional knowledge with Western science for contemporary natural resource management will require some work including: A commitment to abandon preconceptions, a willingness to correct the legacies of misunderstandings, and an acceptance of a collaborative vision that extends beyond accustomed boundaries of professional training and cultural orientation.

Also for the year, forestry personnel completed 15 fire ecology and historical use-of-fire presentations and field-trips to educate interested public and government agencies about CSKT traditional knowledge of ecosystems.

## **Lozeau Special Use Management Area**

In 2010, 6,600 acres were replanted or reseeded (including 80 miles of obliterated roads) to help fix the affects of the 2007 Chippy Creek Fire. A fall tour for elders and Council generated healthy talks about future management plans.

## **Continuous Forest Inventory**

Tribal Forestry staff re-measured 370 of 450 Continuous Forest Inventory (CFI) plots throughout the reservation. The information gathered is used to determine key areas, forest health and vigor, volume and commercial value, and how well the tribal forests are growing and responding to silvicultural treatments. Re-measurement occurs every 10 years as a partially-funded BIA requirement.

## **Flathead Indian Reservation Fire Lookout Research Project**

Forestry has been archiving information on Reservation fire lookout towers, including interviews with former lookout personnel, for all of the fire lookout towers on the reservation.

## **Forest Stewardship Project on the Lolo National Forest, Plains-Thomson Falls District using the Tribal Forest Protection Act Authority (TFPA)**

This has been the first such project under this authority in the Northwest in which tribes are performing management activities on adjacent Forest Service lands. We have completed most contract obligations to date. About 650 acres are yet to be treated by December 2011.

## **Fire Science Curriculum at SKC**

CSKT Forestry was instrumental in obtaining \$180,000 from BIA Forestry for SKC to initiate this new program.

Operations Plan, Feasibility and Market Analysis for Forest Product Manufacturing Facility using Indian Community Economic Development grant funds  
Forestry and Economic Development is investigating the economic feasibility of processing small-diameter, non-saw log products like post, poles, rails and residues.



# Natural Resources

**Business/Operations Plan for Tribal Greenhouses**  
Forestry personnel are working with Redtail Enterprises LLC and SKC on this project.

## All Lands Vision for Large Landscape Level Management

Forestry participated in the first of a series of workshops being held across the nation to develop an all-lands, landscape-scale research agenda for the USFS. The two-day November workshop at the Rocky Mountain Research Station in Missoula focused on discussing barriers and opportunities regarding large landscape-level management across ownerships. This was facilitated by the Western Forestry Leadership Coalition hosted by the USFS Research and Development, Forest Systems, State and Private, UM, State Foresters from MT and ID, and CSKT.

## Tribal Lands Department

In 2010, the Tribal Lands Department spent considerable time evaluating conservation programs to achieve land owner benefit and resource improvement. Participation in two programs listed below is the result of many hours of resource planning.

### Continuous Conservation Reserve Program Riparian Buffer

Natural Resources and Tribal Lands employees worked cooperatively with the US Department of Agriculture to enroll Tribal lands along the Little Bitterroot River into the USDA Continuous Conservation Reserve Program Riparian Buffer. This 15 year CRP contract is one the largest of its kind in Montana and will protect 343 acres of sensitive riparian land. Included in the enrollment are lands acquired and managed for wildlife habitat enhancement by the Natural Resources Department as well as parts of two existing agricultural leases managed by the Tribal Lands Department. The main components of the CRP program are to fence-off a minimum of a 180-foot buffer on each side of the Little Bitterroot River, restore vegetation, and manage the land to enhance natural resource values.

This conservation agreement is important for its ability

to protect sensitive areas from soil erosion, develop permanent cover and enhance wildlife habitat. Areas along this stretch of the River show signs of past heavy grazing pressure, including large areas of bare soil and sloughing banks that deposit sediment into the river, and a lack of trees and shrubs that should be abundant along the banks.

A requirement of the contract is to restore vegetation along the river. Approximately 5,000 native trees and shrubs will be planted to protect the river banks and enhance wildlife habitat. The Tribal Forestry greenhouse will supply the majority of the seedlings needed for this effort, and the actual planting will involve local CSKT staff and students. Other work includes removal and re-construction of fences as needed. As part of the contract, half the costs for these restoration efforts will be reimbursed to CSKT and annual payments will be made that will help in the management of these areas. These lands will be managed by the Tribal Lands Department and Tribal Wildlife Management Program.

### Conservation Stewardship Program

In mid-September, more than 5,000 acres of Tribal range unit 46 were enrolled in the USDA Conservation Stewardship Program. This five-year conservation agreement is important for its ability to improve management of Tribal resources. The US Department of Agriculture offers the CSP to monetarily reward participants with five annual payments

Natural Resources



*Photo Provided by Whisper Camel - NRD FWRC*



for planned and implemented resource conservation enhancements. It's a voluntary conservation program that encourages producers to address resource concerns in a comprehensive manner by improving, maintaining and managing existing conservation activities, and by undertaking additional conservation activities.

The Dixon Indian Stock Association requested the Tribes sponsor a CSP contract on their behalf to implement resource conservation enhancements at range unit 46. This range unit is permitted to the DISA and is located on the north shoreline of the Flathead River at Dixon.

#### Activities included in the contract are:

- ◆ non-chemical (biological) noxious weed control
- ◆ renewable energy (solar) to power pumping for livestock water
- ◆ monitoring key grazing areas to improve grazing management
- ◆ implement grazing management to allow for rest periods to provide residue for nesting cover and other wildlife benefits
- ◆ prescribed burning to create mosaic landscapes for wildlife benefits
- ◆ retrofitting existing water tanks to install escape structures for birds and other small animals
- ◆ periodic rotation of mineral supplements to multiple locations to improve livestock distribution

## Natural Resource Department

The Natural Resource Department is home to; The Division of Fish, Wildlife, Recreation, and Conservation; Division of Environmental Protection; and the Division of Water. Council appointed tribal member Rich Janssen as Department Head in December 2010. Despite leadership transitions and budget constraints, service levels remained strong. Below is a brief description of some the past year's accomplishments.

### Division of Water

In the Division of Water, the Safety of Dams and Roads programs received additional funding via Federal stimulus monies that funded projects including the Pablo Pedestrian/Bicycle Overpass, the Mission Creek (Bison Range) Bridge, and maintenance of reservation roads. Funding was also received to replace the Jocko/Valley Creek Bridge. The Division also continued its efforts to provide technical data for negotiation of water rights with the state Reserved Water Rights Compact Commission. Tribal Member Bill Foust is the Division Manager.

### Division of Environmental Protection

The Division of Environmental Protection continued its success despite budget cuts from the Federal Environmental Protection Agency. The Brownfield Program recently completed a clean-up of the Elmo Cash Store. The Air Quality Program moved its monitoring station atop the new Tribal Health Building in Polson, and the Pesticides Program achieved a new federally credentialed inspector. Tribal Member, Mike Durglo, Jr., was also hired as the new Division Manager in January of 2011.

### Division of Fish, Wildlife, Recreation, and Conservation

The Division of Fish, Wildlife, Recreation, and Conservation responded to a very high number of bear conflicts this past year due to a late spring snow fall. Staff Wardens and Biologists continued efforts to decrease the amount of conflicts between wildlife and people by educating the public on proper etiquette when living in bear country. A Federal judge rescinded the FY 2009-2011 annual funding agreement (AFA) between the U.S. Fish & Wildlife Service and CSKT for National Bison Range programs due to the Service's failure to fully comply with the National Environmental Policy Act (NEPA) prior to signing the agreement. As a result, Tribal employees working at the Bison Range lost their employment status. CSKT will continue to work with the Service in negotiating a new AFA and ensuring full NEPA compliance.

*This year's Mack days drew a record number of anglers and fish caught to help with the Flathead Lake fisheries. You can keep up-to-date on CSKT's Mack Days at [WWW.MACKDAYS.COM](http://WWW.MACKDAYS.COM)*

The Wildland Recreation Program hosted a new Fish and Wildlife Service Youth Conservation Corp, which aided the Division's Programs in completing numerous projects. Tribal Member Tom McDonald is the Division Manager.



## Tribal Court

Tribal law places the judicial power of CSKT in the Tribal Court and the Tribal Appellate Court. Guided by CSKT Laws Codified, the Tribal Court decides a wide range of cases including both criminal and civil suits. All of the Court's final decisions may be appealed and reviewed by the Appellate Court. The Tribes have jurisdiction over all enrolled members of federally recognized tribes accused of criminal offenses occurring on the Flathead Reservation. In 2010, there were 3,976 new cases filed (3,147 criminal cases, 505 civil suits, 244 juvenile court cases, and 80 small claims actions.) Currently, the Tribal Court staff consists of the Chief Judge, two Associate judges, the Attorney Law Clerk, the Chief Clerk of Court, two Deputy Clerks, and the Secretary/Receptionist.

## Appellate Court

The Appellate Court was established by Ordinance in 1995 to hear and decide on appeals from judgments, orders or rulings of the Tribal Trial Court. The Appellate Court convenes for regular sessions the second week of February, April, June and October and may convene for special sessions when necessary. In 2010, 14 appeals were handled. The Appellate Court is comprised of five justices: one Attorney Chief Justice, two Tribal Member Associate Justices, and two Attorney Associate Justices - as appointed by the Tribal Council. Cher (Desjarlais) Stewart serves as the Chief Justice; Greg Dupuis and Robert McDonald serve as Tribal Member Justices, and, Mr. Daniel Belcourt and Ms. Eldena Bear Don't Walk serve as the Attorney Associate Justices. In 2010, the Appellate Court welcomed Abby Dupuis as the Appellate Court Administrator.

## Tribal Defenders

The Tribal Defenders Office is a combined legal services and public defender system that provides representation and legal assistance to persons who financially qualify according to guidelines set by the Tribal Council. The office also serves as a walk-in legal clinic that provides assistance to individuals with legal questions. The Civil Division represents Tribal members in landlord-tenant matters, consumer issues, some child custody, guardianships, mental health commitments, adult protective services and jurisdictional issues. The most common request from Tribal members is for assistance in child custody and/or support and visitation. However, many of those cases do not meet the guidelines set by Tribal Council, and members are referred to mediation or are given the forms needed to represent

themselves in Tribal Court. Since there are an increasing number of people representing themselves, the Civil Division developed self-help forms to streamline access to the Tribal Court without an attorney.

The Defenders Criminal Division provides representation to financially-eligible adults who have been charged in Tribal criminal court and to juveniles charged in Tribal youth court. Representation begins with initial appearance, continues through trial, appeal, sentencing and post conviction assistance.

The Tribal Defenders are dedicated to strong advocacy and civil liberties protection while continuing to look for innovative and cultural ways to address the underlying issues that bring their clients into the Tribal justice system. The Defenders were awarded a Bureau of Justice Assistance grant to provide case management and psychological services for those involved in the criminal justice system due to mental health and chemical dependency issues. More than 30 clients have been served so far with good results.

## Tribal Prosecutors

The Tribal Prosecutor's Office is an integral part of criminal law enforcement on the Flathead Reservation. The Prosecutor's Office serves the public by prosecuting crimes and protecting the most vulnerable members of society such as the elderly, children, and persons suffering from debilitating conditions like mental illness. The Prosecutor's Office prosecutes misdemeanor crimes committed on the Flathead Reservation by enrolled members of any federally recognized Indian tribe and shares responsibility with the State of Montana for prosecution of felony offenses. This shared relationship between the State and CSKT is unique to Montana and rare among the other states. The Prosecutor's Office has been an active participant in building government-to-government coalitions and cooperation, all with the ultimate goal of providing safety and stability to the public through the effective prosecution of criminal conduct. An important aspect of achieving that goal is delivering essential rehabilitation services to offenders to change their behaviors as well as assuring accountability to victims and society.

The Prosecutor's Office provides intervention services, in conjunction with other agencies, in matters of abuse or neglect of children or elders, and mental health issues. This may involve social workers, mental health or addictions counselors, and educational



## Tribal Court System

professionals. The emphasis is always upon providing Reservation-based services with as much autonomy and privacy accorded to the family involved as possible. Strengthening families by compelling necessary actions – such as obtaining chemical dependency treatment or providing needed training to prevent medical neglect – is an important aspect of the mission of the Prosecutor’s Office.

Other duties include prosecuting juvenile offenses committed by Tribal youth. Youth Court is designed to intervene and rehabilitate juvenile offenders by making the youth accountable all while involving the youth’s parents in the rehabilitative process. There has been a marked reduction in juvenile crimes committed by Tribal youths, which comes as a result of intensive supervision by Tribal Probation and the involvement of parents in the youth court process. The Prosecutor’s Office strives to maintain family and community involvement and is exploring cultural diversions and community service as an alternative to punishment.

Among the most important tasks of the Prosecutor’s Office is assisting in the preservation of wildlife and other natural resources through civil actions against fish and game offenders. Tribal sovereignty over the Reservation’s natural resources is integral to the health and welfare of individual Tribal members and the future of the Tribes. Fish and game violations, which include the unlawful taking or destruction of any natural resources, are pursued against non-Tribal members as well as members. Monetary penalties, confiscation of illegally taken game or resources, suspension of hunting and fishing privileges, and restitution for damages are among the remedies available for violations.

There are seven full-time employees of the Prosecutor’s Office and one half-time employee. The half-time position is a special grant-funded attorney position that is dedicated to the prosecution of domestic violence cases. There are three other full-time attorneys employed by the department and two lay advocates as well as two support staff members.

### Victims Assistant Program

In 2010, the Victim Assistance Program provided confidential, respectful, quality care and assistance to victims of partner and family member violence, stalking and sexual assault. Our federal and grant-

funded program advocates provided 24-hour crisis counseling, referral services, advocacy and assistance in obtaining protection orders for victims. Our housing program also provided short-term rental assistance to many abuse victims who were ready to leave their abusers. Highlights for the year include the Attorney General’s “Victim Advocate of the Year” honors for our grants manager. The Attorney General’s office also rolled-out the new “Hope Card” in Tribal Council chambers. We continued partnerships with DOVES, to provide legal services for victims, and Safe Harbor, to provide emergency shelter. Our goals for the upcoming year include hiring a counselor to provide counseling services to adult and child victims of domestic violence, and to provide outreach and education to the Reservation community so that all our Tribal members understand the impact domestic violence has on each of us.

### Tribal Police Department

In providing services to the reservation, the Flathead Tribal Police Department received approximately 15,997 calls for service with 1,503 arrests. The department was funded by a \$1.57 million BIA compact; \$681,275 from tribal revenues and the rest from grants including a COPS grant for vehicles. The department employed 35 FTE’s.

One of the patrol officers serves as a school Resource Officer at Two Eagle River School. The STEP Program, which provides overtime-funding for additional DUI patrols, was a success. More than 400 DUI drivers were removed from our highways. No tribal members have died in traffic accidents in two years, according to the Montana Highway Patrol Annual report. The STEP Program allowed for nearly 1,000 additional patrol hours.

Tribal Court System



## Mission Valley Power

Mission Valley Power has the lowest rate power rates in Montana, if not in all the Northwest. On October 1, 2011, power costs will increase about 1 cent per kWh for residential accounts. This is Mission Valley Power's first significant increase in the last ten years. That translates into a \$12 monthly increase for homes that use 1,200 kilowatt hour per month.

Slightly more than 18,000 meters record electrical usage in MVP's service area. Throughout 2010, MVP's 20,000+ customers generated \$21.6 million in revenue for this non-profit organization. Unlike any other electric utility in the nation, Mission Valley Power, though federally owned, is managed by the Confederated Salish and Kootenai Tribes under a mature contract with the Bureau of Indian Affairs. And unlike any other electric utility, MVP is prohibited from borrowing any money and must operate solely on ratepayer revenues.

MVP purchases 80 percent of its power from the Bonneville Power Administration and nearly 19 percent from PP&L Montana (Kerr Dam). Proud of its steady and reliable service, there were, nevertheless, 288 power outages in 2010 with an average outage lasting almost two hours. Major outages affecting large numbers of customers, are usually weather related. The most significant outage occurred on March 9, 2010, during a snow storm.

A five-member Utility Board, appointed by the Tribal Council, provides direction and works with the General Manager in dealing with matters at hand and in forecasting future events that may impact the utility. A seven-member Consumer Council, appointed by the BIA superintendent, affords customers the opportunity to present their concerns to this unbiased group, developed for the purpose of customer representation.

## S&K Holding Company

S&K Holding Company conducts economic development projects for CSKT, which owns the for-profit business that was created in 1992. The company manages various projects including Boulder Hydro, S&K Self Storage and Flathead Botanicals. SKHC also manages two tribal properties in Polson. SKHC had a very successful 2010 with the selling of S&K Environmental Restoration. Profits for the year exceeded \$600,000.

## S&K Electronics

S&K Electronics remains a lead High Tech manufacturer in Indian Country. S&K Electronics, which is based in Pablo, had a good year with more than \$20 million in sales, a \$2 million increase from last year, and a fifth straight year in the black. S&K Electronics has grown its customer base 10 percent in the past 12 months.

PRIDE IN PRECISION, the company motto, speaks to the highly trained work force and the pride exhibited in the work they do. Our values helped us maintain sales, profitability and a productive workforce in a highly competitive industry.

S&K Electronics continually invests in new leading technologies, employee training, customer service and the latest manufacturing processes to further grow sales and profitability for the future, which provides dividends to our Tribal shareholder.

## S&K Technologies, Inc.

S&K Technologies, Inc., a federally chartered corporation, is wholly owned by CSKT. S&K Technologies, Inc., as the parent company, has a number of limited liability companies within its family. Each of those LLC's operates as an independent business entity and receives specific services from the parent company. This business model allows for each LLC to focus on the delivery of services and products to its specific customers. Each LLC has offices located throughout the country in close proximity to the customers. The S&K brand is well respected within the federal agencies that each LLC has contracts with.

S&K Technologies Inc. is known internationally for skillfully serving clientele that include the Department of Defense, Department of Energy, Federal Aviation Administration, Internal Revenue Service, NASA, and the Royal Saudi Air Force. As a parent company, S&K Technologies has a number of limited liability companies in its family. Each LLC operates as an independent business entity and receives specific services from the parent company. This business model allows for each LLC to focus on the delivery of services and products to its specific customers, a tactic that has proven very successful.



# Tribal Affiliation

## Eagle Bank

Eagle Bank was chartered in July of 2006, and is truly a “Community Owned Bank” with its ownership held on behalf of the approximately 7,500 members of the Confederated Salish and Kootenai Tribes of the Flathead Nation. Eagle Bank is one of only nine banks that are owned by a Tribal government and the only bank with its holding company organized under Section 17 of the Indian Reorganization Act of 1934.

The bank continues to grow at a conservative rate with total assets increasing to \$26.3 million at year’s end. There were 1,026 deposit accounts with total deposits of \$23.7 million and 720 loan accounts with total loans of \$11.5 million.

Eagle Bank is located at the intersection of Highway 35 and Heritage Lane in Polson and operates ATM’s in the KwaTaqNuk Resort in Polson, the Quick Silver convenience store in Pablo and the Gray Wolf Peaks Casino in Evaro.

## S&K Gaming

S&K Gaming, LLC consists of two facilities, KwaTaqNuk Resort & Casino and Gray Wolf Peak Casino. The LLC was formed to consolidate the various gaming interests of the Confederated Salish and Kootenai Tribes. Gray Wolf Peak Casino has been operational since 2007 and has approximately 130 Class II Gaming machines. The Deli and Conoco Convenience Store are two additional services Gray Wolf has to offer along with the Class II Gaming experience. This year Gray Wolf Peak Casino will be celebrating its four-year anniversary in June.

The KwaTaqNuk Resort & Casino is currently undergoing a much-anticipated remodel of the casino, restaurant and lounge. When completed, the Class II Gaming machine count will increase to approximately 250 machines. Other changes and improvements of the remodel include an area for a daily continental breakfast, high tech business center, and a non smoking casino. Grand Opening for the new casino is scheduled for spring 2011. There are 112 sleeping rooms all of which are equipped with flat screen televisions, microwaves, refrigerators, and wireless internet. Other amenities offered at the resort consist of a marina, conference facilities, and indoor/outdoor pools. The Shadow, a 65-foot deluxe passenger cruiser, will continue to

operate daily lake cruises and can accommodate up to 140 passengers. Meetings, weddings, family reunions, and retreats are only a few of the events that may be booked in one of the convention spaces or aboard the Shadow.

Last year, S&K Gaming employed up to 80 CSKT employees during peak season and entertained 295 conferences, 388 events in the banquet facility and 13 private charters for Shadow cruises. S&K Gaming continues to increase revenue through a down economy.



**EAGLE BANK**  
S&K BANCORP  
Of the land, lake and people.



Tribal Affiliation



## Resource Directory

### Mailing Address for all Departments:

**PO Box 278**

**Pablo, Montana 59855**

unless listed below Department Name.

#### Adult and Juvenile Probation Office

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1140 or 406-275-2745  
FAX 406-675-4904

#### Char-Koosta News

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 98, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1310 or 406-275-2830  
FAX 406-275-2831

#### Court

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1110 or 406-275-2740  
FAX 406-675-4704

#### Court of Appeals

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1308  
FAX: 406-275-2788

#### Credit

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1090, or 406-275-2727  
FAX 406-675-4567

#### Crime Victim Advocate Program

PHONE: 406-675-2700, Ext. 1194  
FAX 406-275-2744

#### Department of Human Resource Development

Physical Address: 42464 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1035 or 406-275-2720  
FAX 406-675-2775

#### DHRD Foster Care/Child Protection

PHONE: 406-675-2700 Ext. 1214  
FAX: 406-275-2749

#### Early Childhood Services

Physical and Mailing Address: 35840 Round Butte Road, Ronan MT 59864  
PHONE: 406-675-2700, Ext. 6100 or 406-676-4509  
FAX 406-676-4507

#### Education Department

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1073 or 406-275-2715  
FAX 406-275-2814

#### Enrollment Office

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1014  
FAX 406-675-2806

#### Facilities Maintenance

Physical Address: 42487 Complex Blvd., Pablo, MT 59855  
PHONE: 406-675-2700 ext. 1056  
FAX: 406-275-2775

#### Flathead Reservation Extension Office

Physical/Mailing Address: 701-B 1st Street East, Polson, MT 59860  
PHONE: 406-675-2700, Ext. 7375 or 7378 or 406-275-2756  
FAX 406-883-1491

#### Forestry Department

Physical Address: 104 Main St. SE, Ronan MT 59864  
PHONE: 406-675-2700, Ext. 6000 or 406-676-3755  
FAX 406-676-3756

#### Forestry Department - Division of Fire

Physical/Mailing Address: 44592 Old Highway 93 Ronan MT 59864  
PHONE: 406-676-2550 or 406-675-2700, Ext. 6400  
FAX 406-676-2554

#### Health Department

##### - Flathead Health Center

Physical Address: 35401 Mission Drive, *(this is a county address, THHS uses 308 Mission Drive for UPS, etc)*  
St. Ignatius MT 59865  
Billing and Mailing Address: PO Box 880, St Ignatius MT 59865  
PHONE: 406-675-2700, Ext. 5000 or 406-745-3525  
FAX 406-745-4095

- Elmo Health Center - 33116 US Highway 93 - PHONE: 406-849-5798

- Polson Health Center - 5 4th Ave. East - PHONE: 406-883-5541

- Ronan Health Center - 35840 Round Butte Rd. - PHONE: 406-676-8778

- Ronan Community Health Center - 35840 Round Butte Rd. - PHONE: 406-676-0137

- Arlee Health Center - 11 Bitterroot Jim Rd. - PHONE: 406-726-3224

#### Indian Preference Office

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1045 or 275-2844  
FAX 406-275-2819



**Individual Indian Money (IIM) Accounts**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1319 or 1015  
FAX 406-275-2807

**Kicking Horse Job Corps Center**

Physical and Mailing Address: 33091 Mollman Pass Trail, Ronan MT 59864  
PHONE: 406-675-2700, Ext. 6303 or 406-644-2217  
FAX 406-644-2343

**Kootenai Culture Program**

Physical Address: 47020 Cemetery Rd., Elmo MT 59915  
Mailing Address: PO Box 155, Elmo MT 59915  
PHONE: 406-675-2700, Ext. 7400 or 406-849-5541 or 406-849-5659  
FAX 406-849-5888

**Lands Department**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1240  
FAX 406-275-2804

**Legal Department**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1161 or 406-275-2760  
FAX 406-675-4665

**Mission Valley Power**

Physical Address: 36079 Pablo West Road, Pablo MT 59855  
Mailing Address: PO Box 97, Pablo MT 59855  
PHONE: 406-675-7900 or 406-883-7900  
FAX 406-883-7919  
[WWW.MISSIONVALLEYPower.ORG](http://WWW.MISSIONVALLEYPower.ORG)

**Natural Resources Department**

Physical and Mailing Address: 301 Main, Polson MT 59860  
PHONE: 406-675-2700, Ext. 7275  
406-883-2888 FAX 406-883-2895

**NRD Safety of Dams and Roads Program**

Physical Address: 711 3rd Ave NW, Ronan MT 59864  
PHONE: 406-676-2600  
FAX 406-676-2605

**Personnel Department**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1029  
FAX 406-675-2711

**Police Department**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1102 or 406-675-4700  
FAX 406-275-2881

**Preservation Department**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1075 or 406-275-2735  
FAX 406-675-2629

**The People's Center**

Physical Address: 53253 Hwy 93 N., Pablo MT 59855  
PHONE: 406-675-0160  
FAX 406-675-0260  
[WWW.PEOPLESCENTER.ORG](http://WWW.PEOPLESCENTER.ORG)

**Public Defenders Office**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1125  
FAX 406-675-2212

**Prosecutors Office**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1175 or 406-275-2765  
FAX 406-675-2732

**Salish Kootenai College**

Physical Address: 52000 US Hwy 93 N., Pablo MT 59855  
Mailing Address: PO Box 70, Pablo MT 59855  
PHONE: 406-675-4800  
[WWW.SK.CEDU](http://WWW.SK.CEDU)

**Salish Kootenai Housing Authority**

Physical Address: 56243 US Hwy 93 N., Pablo MT 59855  
Mailing Address: PO Box 38, Pablo, MT 59855  
PHONE: 406-675-2700, Ext. 1500 or 406-675-4491 or 406-883-4211  
FAX 406-675-4495

**Salish-Pend d'Oreille Culture Committee**

Physical Address: 81 Blind Barnaby Street, St. Ignatius MT 59865  
Mailing Address: PO Box 550, St. Ignatius MT 59865  
PHONE: 406-675-2700, Ext. 5300 or 406-745-4572  
FAX 406-745-4573

**Tribal Council Offices/ Tribal Council**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1003 or Ext. 1211  
FAX 406-675-2806

**Tribal Gaming Commission**

Physical Address: 12 Terrace Lake Road, Ronan MT 59864  
PHONE: 406-675-2700, Ext. 6180 or 406-676-GAME  
FAX 406-676-4264

**Two Eagle River School**

Physical Address: 52096 US Hwy 93 N., Pablo MT 59855  
Mailing Address: PO Box 160, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 2200 or 406-675-0292  
FAX 406-675-0294

CONFEDERATED SALISH AND KOOTENAI TRIBES

P.O. Box 278; Pablo, Montana 59855

Telephone: (406) 675-2700 | Fax: (406) 275-2806 | Email: [info@cskt.org](mailto:info@cskt.org)

[WWW.CSKT.ORG](http://WWW.CSKT.ORG)