



2011

ANNUAL REPORT

Confederated Salish & Kootenai Tribes



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 Employee



**Total Enrolled
Members:**

7,846

(as of March 7, 2012)

Table of Content

Letter from Chairman	4	Natural Resources	19
Tribal Council	5	Tribal Forestry	20
2011 Government Activities Expenses	6	Fire Management	21
History and Culture	7	Tribal Lands Department	21
Salish-Pend d’Oreille Culture Committee	8	Tribal Court System	25
Kootenai Culture Committee	9	The Appellate Court	26
Tribal Historic Preservation Department	9	Tribal Court	26
The People’s Center	10	Tribal Defenders Office	26
Tribal Services	11	Tribal Police	26
Department of Human Resource		Tribal Probation and Parole Department	27
Development (DHRD)	12	Prosecutor’s Office	27
Personnel Department	12	Victim Assistance Program	28
Indian Preference Office	13	Tribal Affiliation	29
Salish and Kootenai Housing Authority	13	Eagle Bank	30
Tribal Credit	13	Mission Valley Power	30
Tribal Energy Department	14	S&K Electronics	30
Tribal Health & Human Services	14	S&K Gaming LLC	30
Tribal Social Services Department	14	S&K Holding Company	31
Tribal Education	15	S&K Technologies, Inc.	31
Early Childhood Services	16	Resource Directory	32
Nk ^w usm	16		
Two Eagle River School	16		
Tribal Education Department	17		
Kicking Horse Job Corps (KHJC)	18		
Salish Kootenai College (SKC)	18		

Letter from Chairman

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

To the membership,

The Annual Report combines a year's worth of tribal issues into this brief document. Inside you will find examples of a commitment to assist tribal members.

You will also find many successes like the \$990 million contract obtained by S&K Technologies, and 30 years of success for S&K Electronics. In 2012, we celebrated the 114th Arlee celebration and the 33rd Standing Arrow celebration.

There are challenges remaining.

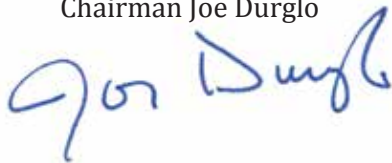
CSKT is finalizing a water-rights compact that will be ready for passage through the State Legislature and Congress, which will conclude nearly 40 years of work to reach this point. Tribal Council and the CSKT Energy Department continue preparing for the purchase and operation of Kerr Dam in 2015.

This report is also a place to acknowledge those in our community who teach our languages and nurture our traditional ways. Our culture committees, preservation department, elders, and committed community members keep us moving on the best paths.

Staffs support our community through social service and tribal health programs. Our lands, forestry and wildlife programs continue to be successful in efforts to preserve and protect our natural resources and environment. Courts and police enforce our laws while the education department sees to our education needs.

Tribal enterprises, KwaTaqNuk Resort and Gray Wolf Peak, S&K Electronics and S&K Technologies, provide a return each year from CSKT's investment. The future brings more opportunities. We look forward to seeing what new successes will emerge.

Chairman Joe Durglo

A handwritten signature in blue ink that reads "Joe Durglo". The signature is written in a cursive, flowing style.

Tribal Council



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



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



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



RON TRAHAN
Treasurer
St. Ignatius District
2012 - Present
(Current Term Expires 2016)



STEVE LOZAR
Polson District
2006 - Present
(Current Term Expires 2014)



TERRY PITTS
Dixon District
2008 - Present
(Current Term Expires 2016)



JIM MALATARE
Arlee District
2004 - Present
(Current Term Expires 2014)



LEONARD GRAY
Hot Springs District
2012 - Present
(Current Term Expires 2016)



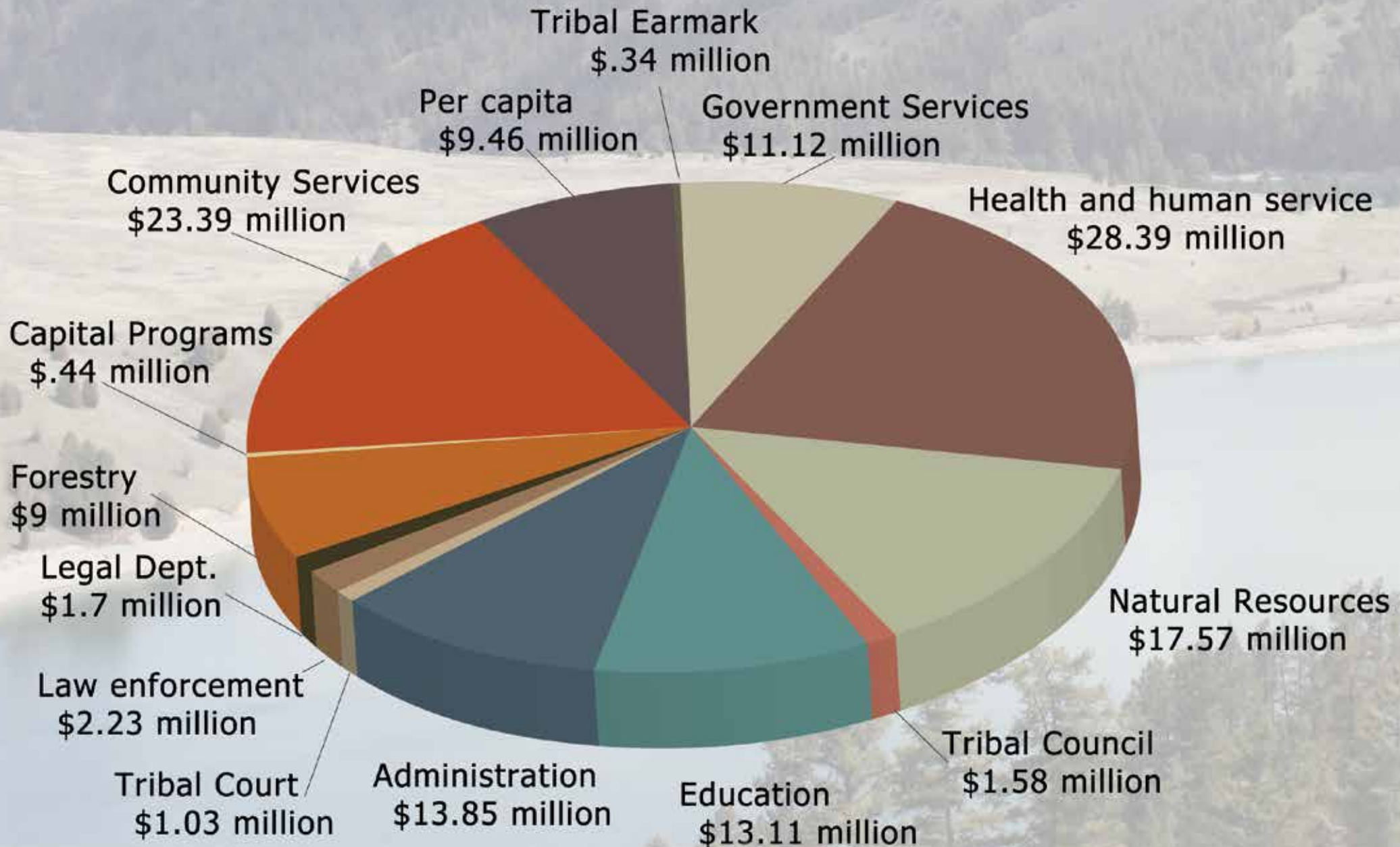
JAMES "BING" MATT
Arlee District
2012 - Present
(Current Term Expires 2016)



LLOYD IRVINE
Pablo District
2012 - Present
(Current Term Expires 2016)

2011 Government Activities Expenses

\$133.3 Million





History and Culture

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 2011, the Salish-Pend d'Oreille Culture Committee continued to conduct and host the traditional cultural events of the tribes' yearly calendar, including the Bitterroot Feast, Medicine Tree, and Stevensville pilgrimage. The SPCC also continued to convene meetings of the Elders Cultural Advisory Council, represent the Tribes in meetings and consultations with many agencies and organizations, recorded and taught the Salish language, offered public presentations on tribal history and culture, worked on the preservation of the Salish-Pend d'Oreille Oral History and Culture Archive and Photographic Collection. The SPCC published new materials on tribal history and culture, and provided text and information to new major public exhibits, maps, and historical signs both on and off the reservation. The most important change in 2011 for the SPCC was the retirement of Felicite McDonald, the Culture Committee's Senior Translator and Cultural Advisor from three decades; her knowledge and expertise on Salish language, culture, and history can never be replaced.

2011 SPCC Highlights:

Language work:

- ❖ Meetings to develop a coordinated Salish language plan
- ❖ Translations of recorded oral histories
- ❖ Creation of bilingual Salish-English transcripts
- ❖ Printing of two new children's language books
- ❖ Worked with Jim Ereaux on development of automatic converters for documents created in earlier Salish fonts

Ethnohistorical writings, publications, and presentations:

- ❖ Public release of CSKT bull trout education project, which included extensive SPCC contributions including a 150-page essay, *Ay u Sqélix: A History of Bull Trout and the Salish and Pend d'Oreille People*
- ❖ Detailed historical 2011 calendar with the theme of Salish-Pend d'Oreille material culture
- ❖ Presentations for numerous gatherings including Salish Language and Culture Camp, American Fisheries Society Montana Chapter Annual Conference, Flathead Chapter Montana Trout Unlimited, Interagency Bison Management Plan Partners, and University of Montana Graduate Geography Colloquium

- ❖ Recording for Montana Public Radio of station ID's using Salish placenames

Historical markers, signs, and public exhibits:

- ❖ Text, illustrations, and map for ethnohistorical/geographic sign to be erected in spring 2012 at Milltown State Park near Bonner
- ❖ Text, illustrations, and map for ethnohistorical/geographic sign to be erected in spring 2012 at Clearwater Junction
- ❖ Text for signage at Garnet State Park

Ethnogeographic work:

- ❖ A major commitment of SPCC time in 2011 was beginning the systemic review and updating of all placename-related information, in conjunction with CSKT Legal Department. This work, which will be completed in 2012, will also contribute toward production of the SPCC publication, *Sk^wsk^wstúlex^ws/Names Upon the Land: A Geography of the Salish and Pend d'Oreille People*, the first comprehensive atlas of any tribe in Montana
- ❖ Provided placename signs for Highway 28 in Lonepine-Niarada area
- ❖ Continued to work with NRD on providing Salish names for wildlife mitigation parcels on reservation
- ❖ Submitted to US Board of Geographic Names proposed name of Sim-heh Creek (Grizzly Creek) for unnamed creek near Evaro

Historical collections:

- ❖ Continued digitization of SPCC AV materials, photographs, and illustrations
- ❖ Fulfilled many requests for copies of photos and recordings from tribal members and departments

Research and drafting for forthcoming projects:

- ❖ Continued work on revised edition of *A Brief History of the Salish and Pend d'Oreille Tribes*, to be submitted for publication in 2012
- ❖ Continued work on next major book, *The Swan Massacre: A Story of the Pend d'Oreille People* and met with editor for University of Nebraska Press
- ❖ Revised book-length draft of text, *Sk^walúlex^w: Salish-Pend d'Oreille Ethnobotany*
- ❖ More than 150 interviews with Salish and Pend d'Oreille elders
- ❖ Research in public archives including Butte-Silver Bow Archives, University of Montana, Library of Congress, Board of Catholic Indian Missions, University of Washington, Washington State University, and others

Kootenai Culture Committee

During fiscal year 2011, the Kootenai Culture Committee made continued progress in repatriation, development of language curriculum and preservation of traditions and culture.

The Kootenai Culture Committee serves under the guidance and direction of the Kootenai elders and bears the primary responsibility within the Tribes for the preservation of the language, culture, and repatriation matters. Its motto is: "Preserve, Protect, Perpetuate and Enhance the Language and Culture of the Kootenai People"

Annual highlights include:

- ❖ Assisted and repatriated one set of ancestral human remains from the State of Idaho on behalf of the Kootenai Tribe of Idaho
- ❖ Repatriated 25 objects of cultural patrimony from the United States Department of Agriculture, Forest Service, Kootenai National Forest
- ❖ Sponsored the annual cultural camp with approximately 150 participants
- ❖ Hosted the annual Kootenai Falls Trek
- ❖ Staff participated in annual Tribal Education PIR day, Native American Awareness Week, and presented a three-day cultural awareness workshop for Ronan School District #30 in Elmo.
- ❖ Staff presented to Mission Valley Power on Kootenai culture, language, worldview, and history; presented to several schools and agencies on and off the reservation
- ❖ Approximately 120 video tapes transferred from VHS to DVD
- ❖ The linguist continues to work with fluent speakers on the Kootenai Audio Recordings Transcription and Translation Project
- ❖ Continued elder interviews
- ❖ Continued research on traditional areas of water use for water rights claims
- ❖ Continued Nintendo DSi programming efforts on beginning Kootenai lessons and Kootenai tutor software

Tribal Historic Preservation Department

CSKT's Tribal Preservation Department was established in 1996 under the Tribe's Cultural Resource Protection Ordinance with support from the National Park Service. Our office was designated to address tribal concerns about the impacts to, and loss of, cultural resources on our reservation and throughout our aboriginal territory. CSKT recognizes and supports the need to protect cultural resources by supporting a program to identify, evaluate, and protect the cultural, historic, and archaeological resources by regulating undertakings that may impact the character or use of these resources.

For the Preservation Department, 2011 was a year of perseverance as we continued to protect our cultural sites both on the Flathead Reservation and throughout our aboriginal territory. The Rights Protection staff, a division of the Preservation Department, is involved in reviewing and monitoring these undertakings.

In 2011, 319 projects were reviewed and processed by the Rights Protection team, 154 projects required correspondence and/or consultation letters and 423 Federal Communication Commission projects were processed. In all, almost 900 projects were processed.

CSKT's Preservation Department, in conjunction with the Flathead National Forest and the Army Corps of Engineers, moved forward with site protection plans along Kooconusa Reservoir. A barrier was constructed of local stone to preserve a set of pictograph panels important to the tribal people. This strategy limits site-disturbing activities while preserving the site's integrity and has been effective at deterring vandalism and archaeological site looting.

The Contracting staff negotiated for more than \$750,000 to support cultural site surveys and protection work as part of seven varied contracts.

The following sums up a few of these projects:

- ❖ Glacier Ice Patch – CSKT has partnered with the National Park Service, the University of Wyoming, and the University of Colorado to conduct surveys for archaeological and paleontological resources in the alpine regions of Glacier National Park. This project assesses the impacts that climate change is having on the cultural and biological resources located in these high elevation sites.
- ❖ Kootenai Falls Mitigation – 2011 saw the completion of a Salish and Kootenai font, a product that is designed to be compatible with multiple operating systems and is freely available for public or private use. A second mitigation project beginning in 2012 will involve the production of a short educational video that will document the traditional hunting perspectives and methods of the tribal people.
- ❖ An ongoing project since 2009, the Jocko Trail grant, was completed in the spring of 2011. More than 8.5 miles of trail tread, 40-plus Culturally Modified Trees and a dozen other cultural and historical sites were documented using a high-resolution GPS unit. Data accumulated from this grant will be used to formulate cultural resource management guidelines for the Jocko watershed.
- ❖ The Preservation Department, in conjunction with the Char-Koosta, launched “This Week in Tribal History.” This weekly column shares the ethnographic and historical information gathered by the Preservation Department over the last 15 years. Sources of information include historic newspapers, trapper’s journals, historic letters and ethnographic literature.

The People’s Center

The People’s Center exists to provide public education on aspects of traditional lifestyles and histories of the Salish, Pend d’Oreille and Kootenai people. Throughout the year, the Education program and Museum offer demonstrations and history on traditional and contemporary tribal lifeways. Events offered by the People’s Center include Museum Tours, an Annual Camas Bake, Baroque Museum and Cultural Exchange, Annual Elders Appreciation lunch, Native American Awareness Week, Annual Dry Meat Social, Construction of YaYa dolls, pouches and moccasins, Annual Holiday Bazaar and a weekly Beading Circle.

This past year we hosted more than 600 students and adults from all over the United States and abroad in our museum, crafts, video presentations, speaker series, Native Dance presentations, and Native games instruction.

Highlights for 2011 include The People’s Center’s annual Native American Awareness Week that hosted nearly 500 students and many more uncounted adults, chaperones and community members. Visitors learned about our tribal languages, hide tanning, native games, how wild game is taken and cared for then cooked (dry meat), fry bread tasting, dancing, drumming and crafts.

The weekly “Beading Circle” hosts local bead workers who share, teach and help others bead and make outfits. This is a community outreach program that continues to be a great success.

The gift shop promotes local tribal artists and bead workers by purchasing their work and selling it to local customers and tourists from all over the country.

Several exhibits were rotated in the display room, including:

- ❖ the “Salish Faces” exhibit, Gustav Sohon’s drawings,
- ❖ Susan Reynold’s photo exhibit titled “Understanding Native Americans”
- ❖ Caroline Antoinette Photography exhibit “Capturing Life’s Creations”

The People’s Center Museum and Education programs offer a multitude of educational opportunities for tribal and non-tribal individuals. These efforts help sustain the living culture of the tribal people through the perpetuation of traditional skills and they also help educate non-tribal people in the lifeways of the Salish, Pend d’Oreille and Kootenai people.

Visit the People’s Center at
WWW.PEOPLESCENTER.ORG

Tribal Services



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.

2011 brought significant changes to DHRD as Tribal Council decided to move the Social Services programs to a new and individual department. This move consisted of 14 staff and \$2.6 million in funding. Moving the social services programs has allowed DHRD to focus on jobs, jobs training and the wrap-around services that support employment.

Highlights of 2011 include:

- ❖ Fatherhood Program received another three-year grant, first-year funding of \$2.4 million. The target group will be all ages of fathers and mothers with the focus of skill development and work experience
- ❖ Sylvia's Store doubled in size providing additional room for donations and work space to complete school back packs, blankets, and other projects
- ❖ Quick Silver completed two American Recovery and Reinvestment Act projects that completed two mechanical work bays and an underground storage tank for diesel fuel
- ❖ Tribal Transit completed additional covered parking with electrical outlets and storage space
- ❖ Tribal Transit completed 12 bus shelters throughout the Reservation for those waiting for the transportation services
- ❖ Tribal Transit completed new car wash facilities that have hot water
- ❖ Tribal Transit received five new buses for replacement and upgrades
- ❖ DHRD revamped the bookkeeping accounting system in an effort to be manager friendly and audit error free
- ❖ DHRD completed a start-up grant for Child Support Enforcement and that grant completed its first year and will be ready for Council and public input in 2012
- ❖ DHRD reorganized with Council's approval of a new organizational chart developing additional management responsibilities

For Fiscal Year 2011, the following grants were submitted and approved with services beginning in July (State) and October (Federal):

- ❖ \$107,230 JARC Jobs Access Reverse Commute
- ❖ \$281,782 TransAde Transportation Operation
- ❖ \$118,032 Field & Home Food & Fitness
- ❖ \$235,000 Tribal Transit
- ❖ \$2,440,131 Fatherhood
- ❖ \$238,755 Child Support Enforcement

Personnel Department

The Confederated Salish and Kootenai Tribes established a Personnel Department to develop and administer a comprehensive personnel management program. The Personnel Department, under the direction of Tribal Council, is responsible for employment services, benefits administration, and employment relations within the Tribal organization.

The Personnel Department consists of six employees: Department Head, Lead Personnel Management Specialist, Personnel Management Specialist/Classifications, Personnel Management Specialist/Employee Benefits, Personnel Assistant and Personnel/Contract and Grants Technician. The department maintains official personnel files for all employees on the Tribal payroll system. The Department also administers employee benefits, classifies positions to fit within the Tribal Pay Plans policy approved by Council, and assists departments in the hiring process for advertised positions.

2011 was a busy year with increases in jobs advertised, applications received, and interviews scheduled:

- ❖ 169 positions advertised, 137 the year before
- ❖ 1,615 applications for advertised positions, 1,022 the year before
- ❖ 605 interviews scheduled, 445 previous year
- ❖ 1,116 CSKT members applied, 531 previous year
- ❖ 243 members of other Tribes applied, 181 previous year
- ❖ 256 Non-tribal members applied, 310 previous year
- ❖ 954 female applicants (59 percent), 599 previous year (59 percent)
- ❖ 662 male applicants (41 percent), 323 previous year (41 percent)

Indian Preference Office

- ❖ 95 Indian Preference businesses were approved
- ❖ \$453,256 revenue generated through the Indian Preference Office
- ❖ 310 employees referred by the Indian Preference Office
- ❖ 236 were CSKT members
- ❖ 74 were members of other Federally recognized Tribes

Salish and Kootenai Housing Authority

In 2011, the Salish and Kootenai Housing Authority provided housing to 20 additional families with the completion of 16 rental units and 4 Transitional Living Center units in late 2010. Because of savings in a previous American Recovery and Reinvestment Act grant, the Housing Authority was approved for an additional five rental units in 2011, which will be completed in 2012.

Established in 1963, The Salish and Kootenai Housing Authority operates as a separate Tribal entity. The Housing Authority has always been in the forefront of issues dealing with housing across 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 ensure 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, 30 ownership properties, 19 transitional living units for homeless families and individuals, 60 trailer park 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, and homebuyer education classes for individuals and manages 26 Community Water/Sewer Systems.

The Housing Authority's 2011 operating budget was funded primarily by Federal agencies for Indian housing and related services. The budget includes \$4.2 million from the Indian Housing Block Grant; \$1.1 million from Indian Health Service for water and sewer projects; \$647,000 from an Indian Community Development Block Grant that covers multiple years; \$534,000 for weatherization from Bonneville Power Administration, Department of Energy and State allocated ARRA funds; and other grants and operating revenue.

2011 Highlights

- ❖ Approval for construction of an additional five rental units through ARRA funding
- ❖ Installation of 22 water and sewer systems to individual families through IHS funds
- ❖ Installation of 160 water meters
- ❖ The Homebuyer Education classes graduated 113 participants
- ❖ Emergency Home Repair services were provided to 172 individuals
- ❖ In all, 72 families that received weatherization through funds provided by Bonneville Power Administration, Department of Energy and State-allocated ARRA funds.

Tribal Credit

Tribal Credit was established in 1936 to help raise the social and economic status of tribal members by making loans available to purchase property and homes. Currently, the Long Term Loan Program provides up to \$300,000 at seven percent interest for up to a 20-year term that must be secured by land and home. The program also provides a first-time homebuyer loan at six percent interest for up to a 30-year term. All 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. These loans charge a seven-percent rate for up to a 12-year term. While the borrower is in school and is in compliance with the Tribal Credit regulations, there is no interest charge on the loan balance. When the borrower is no longer in school, either by completing their course of study or by dropping out of school, they are placed in a one-year grace period before the interest rate and payment is started on the loan.

A Short Term Personal Loan is also available to Tribal members, which can provide up to \$5,000 at a twelve percent rate for a maximum three-year term. At the end of September 30, 2011, which is the end of Fiscal Year 2011, the Long Term Loan Program had loaned out \$38,834,092 and the Short Term Loan Program loaned out \$5,789,615.

Tribal Energy Department

In 2011, the Tribal Energy Department launched an extensive effort to gain control of all resources and facilities at the Flathead River hydroelectric facility known as Kerr Dam. This effort is a key goal for the department.

Another key focus is maximizing Tribal employment while ensuring proper technical expertise is put in place to operate the dam and market its power. Department Head Brian Lipscomb filled key positions with the hiring of Charmel Gillin, Business Manager, and Daniel Howlett as Power Marketing Coordinator. Also providing support are CSKT Legal Staff, as well as outside legal, business management, and hydro operational consultants. This “Energy Team” has developed an evolving financial model to guide plans for acquisition and operation of the facility. Other major Energy Team tasks involve preparations for the placement of CSKT staff in apprentice engineering and operation positions. The team is also responsible for the continuing negotiations with PPL Montana.

2011 accomplishments

- ❖ Engaged nationally recognized hydro consultants to assist with acquisition
- ❖ Added two Tribal members to department staff
- ❖ Started the negotiation process with PPL Montana
- ❖ Continue to improve strategic and financial planning for the acquisition, including identifying external financial resources
- ❖ Provided workshops to Tribal officials to aid in decision making at executive level regarding hydro power plant operations, management, maintenance and marketing
- ❖ Collaborated with union officials and hydro power control agency management
- ❖ Completed an internship agreement for specialized power marketing training with Bonneville Power Agency
- ❖ Presented a Lease-vs-Buy analysis to Tribal officials to confirm direction to purchase

Tribal Health & Human Services

The Tribal Health Department continues to grow and provide more clinical services to eligible Indian Patients. Tribal Health Clinics reported an aggregate patient visit count of 85,296 for FY11.

The department continues to provide services in a timely manner including pharmacy services. Plans are underway for the establishment of a clinic and pharmacy in Ronan. This should provide for better access and response for services for patients in the Ronan-Pablo area, which has the highest concentration of active patients. The St. Ignatius clinic will be adding optometry services and audiology services in the summer of 2012.

Of all the many health services, only outpatient (clinic visits/non-hospital) physician services is limited to a part-time basis. Full-time services offerings include outpatient primary care, dental, pharmacy, optometry, x-ray, physical therapy, diabetes management, health education, public health nursing, patient advocates, durable medical equipment, audiology, medical records, behavioral health and substance abuse services are offered in the clinics on a full-time basis.

Tribal Social Services Department

The Tribal Social Services Department provides 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 first to fifth 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.

Tribal Education



Early Childhood Services

The mission of Early Childhood Services is to provide the highest quality learning and growing experiences in a safe, fun, and challenging environment in order to enhance the total development of children, families, staff and the community. We commit to providing a variety of educational, nutritional, and social services based on individual development, the celebration of uniqueness, and cultural experiences.

Several changes took place during the 2011-2012 program. We have established school readiness goals for the entire program that combine each reservation school districts' goals, State of Montana School Readiness Goals, the Outcomes Framework of Head Start, Creative Curriculum, etc. We have had specific training this year as we chose the Creative Curriculum for our program, which includes interest areas throughout the classroom.

A significant long-term goal has been met by the hiring of language teachers to work in each classroom. This is exciting and we have heard positive comments from children and families about this addition to our program. We also have had two successful summer culture camps for staff and families.

Our program has adopted guidance policies that engage children in positive behaviors. The three behavior cues are Be Safe, Be Kind and Be Ready. We have attended the Montana Behavioral Initiative and have collaborated with area school districts who are also implementing MBI strategies. We feel that this will assist children in making an easier transition when they leave us and go on to kindergarten.

If you would like to know more about Early Childhood Services, feel free to contact Department Head Jeanne Christopher at 406-676-4509.

Nk'wusm

The mission of Nk'wusm Salish Language School 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 perpetuate the Salish tribal way of life and world view. The Nk'wusm Salish Language School is in its tenth year of operation and offers academic and Salish Language instruction for students in pre-school through eighth grade. The 501(c)(3) non-profit organization served twenty-five students in the 2011-2012 school year.

Teaching the Salish language is a priority for students of all ages. Community classes were offered in Arlee and Pablo for adults interested in learning Salish. In addition, the school was awarded its second Administration for Native Americans Grant focused on an intensive Salish Language Learning Program geared towards teachers wanting to teach Salish. This program will provide a sequenced adult language curriculum that can be taught throughout the reservation.

Nk'wusm has renewed its commitment to provide an exceptional academic environment based in the Salish and Pend d'Oreille language and culture. As the organization grows and improves, the focus will always be the revitalization of the Salish and Pend d'Oreille language. Our success greatly depends on the support of the Confederated Salish and Kootenai Tribes, the local community and our faithful donors.

Two Eagle River School

VISION STATEMENT

On wings of eagles, Two Eagle River School students soar to their highest potential ... bringing learning, growing, and succeeding to new heights.

MISSION STATEMENT

Two Eagle River School, an alternative school for Native American students, provides Native languages and a culturally relevant curriculum in a safe, healthy environment. The school community creates a foundation for each student to become a lifelong learner, to promote development of the whole individual, and to become a responsible, productive citizen of the community, state, nation, and world.

BELIEFS

We hold four beliefs to guide our work and decisions at Two Eagle River School.

- ❖ Everything on earth is connected and related, not separate and disconnected
- ❖ Each child is a unique creation of the Spirit from which we come
- ❖ Values such as respect and responsibility are integral to a holistic life
- ❖ Learning is challenging, meaningful, exhilarating, and rewarding

Highlights for the 2010-2011 year:

- ❖ Enrollment of 162 students during the year with nine graduates (the smallest class ever): Six Salish-Kootenai Tribal members, two from other Tribes and one foreign exchange student
- ❖ SAMSHA Strategic Prevention grant funded
- ❖ Parent-Teacher Conferences brought in nearly 50 percent of the parents
- ❖ Extended school held on Fridays had average of 15 students taking advantage of extra time for credit recovery

Highlights for 2011-2012 start:

- ❖ Obtained BIE grant to write AYP Alternate Plan
- ❖ The 2012 graduate class is anticipated to be back up in the 20-plus range

Tribal Education Department

Tribal Education is pleased to report many academic successes of our youth in schools on the Flathead Reservation. The 2011-2012 academic year featured record highs in the incentive program. For 20 years, the Tribal Education Department has awarded monetary incentives to students in grades seventh through twelfth. To earn \$50, they must attend school on this reservation and earn at least a 3.0 GPA for the year, while higher grades earn \$75. Good attendance is also rewarded because, put simply, students not in school cannot learn what they need to learn. With that in mind the Tribal Education Department offers attendance awards. Students missing less than five days earn \$50 with students missing less than nine days (but more than five) earn \$25 per academic year. In 2011, 101 Tribal members earned \$7,200 in GPA and Attendance incentives.

The High School Graduate incentive awards all Tribal members both on and off the reservation.

In 2011, 43 Tribal member graduates received \$200 each totaling \$8,600. Incentives totaled nearly \$16,000.

The Higher Education Scholarship program received 273 Applications, of which 187 of those students attended school. Fifteen were graduate students with a majority of CSKT students enrolling in Salish Kootenai College and the University of Montana. Tribal members are represented in 34 colleges and universities in 58 career fields.

Tribal Council set aside \$40,000 in scholarship funds for graduate student support. The 2011-2012 Tribal-member graduate students are pursuing degrees in architecture, business administration, chiropractic health care training, clinical psychology, physical therapy, education, library & information sciences, public health, mechanical engineering, nurse practitioner, and social work.

Re-occurring school issues including poor attendance, truancy, drop-out rates, and low graduation rates continue to top the needs-improvement list for all area reservation schools. The Tribal Education Department partners with other schools to improve those numbers. Miranda Burland and Dana Hewankorn are Student and Parent Advocates who are offered as resources to families. They often support families in Individual Education Plan meetings, suspensions, expulsions, or behavioral/attendance issues. As Tribal employees working outside the public school system, Miranda and Dana help families gain positive and successful educational experiences for their household students.

The Tribal Education Department operates 7:00 a.m.-5:30 p.m., Monday through Thursday and may be reached by phone at 406-675-2700 ext. 1073; fax 406-275-2814, or email, tribaled@cskt.org or visit the offices in the New Tribal Complex in Pablo, upstairs in the building's northwest corner.

Kicking Horse Job Corps (KHJC)

The Confederated Salish and Kootenai Tribes finalized a new contract with the US Department of Labor to operate Kicking Horse Job Corps (KHJC) for two years with three additional option years. The contract brought about many changes including, 1) the return to operating an all-Native center; 2) the addition of Pharmacy Technician and Medical Office Support training programs; 3) the elimination of Carpentry, Culinary Arts and Facilities Maintenance training programs; and 4) the addition of Safety and Security staff.

KHJC is the longest running federally-contracted program operated by CSKT. The center has served as a residential vocational training facility since 1970 for 224 students at a time, serving economically disadvantaged youth ages 16-24.

2011 Highlights:

- ❖ In 2011, 95 students earned their GED and nine students earned a high school diploma, 165 students earned certifications in one or more of the following training programs: Carpentry, Culinary Arts, Dental Assistant, Diesel Mechanics, Facilities Maintenance, Heavy Equipment Operation, Office Administration, and Certified Nursing Assistant/Certified Medical Assistant
- ❖ KHJC has a 77.3 percent placement rate with graduates earning more than \$9.50 an hour
- ❖ Students recycled more than 9,000 pounds of paper, plastic, aluminum, and tin through the Go Green Committee's efforts
- ❖ KHJC won a national Safety & Health award
- ❖ The National Job Corps Association (NJCA) awarded CSKT their "Above and Beyond" award for their work on convincing Montana House Representative Denny Rehberg to support Job Corps as Chairman of the Joint DOL-HHS Sub-Committee on Appropriations
- ❖ Montana Senator Jon Tester visited KHJC in December and was pleased with what he saw from the Kicking Horse Job Corp campus. "Is this money well spent? I think it's money well spent. It's an investment of infrastructure and an investment in education."

Salish Kootenai College (SKC)

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 retention and the quality of academic programs.

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.

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.

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.

Natural Resources



Photo by: Cynthia Bras - NRD Fisheries

Tribal Forestry

The Forestry Department promotes productive ecosystems for future generations in accordance with Salish, Pend d'Oreille, and Kootenai Tribal goals. Forestry prescribes and implements treatments to promote forest health and return forest lands to near pre-settlement, fire-maintained forest structures. Our management decisions are based on Tribal social and economic needs, as well as scientific and ecological principles.

Despite a timber market slump, Tribal Forestry still produced revenue, jobs, and stayed very busy as the staff explored new methods to utilize the Tribes' timber while networking with new and established partner agencies.

Seven mills still operate in the region. , In all, 15.2 million board feet of tribal timber was harvested and generated \$3,128,844 in Tribal revenue. Approximately 65 jobs are created by the active timber sales. Annually, about 30 paid permits are issued and 1.75 million board feet per year is harvested under those. A Forestry Department highlight involves a Salish Kootenai College partnership that created the first Bachelor of Science Forestry Degree offered by a Tribal college. Currently, Forestry employs six workers with forestry bachelor's degrees from SKC. Another SKC partnership obtained grants to develop procedures to measure and predict Tribal forest biomass. Work has also begun to obtain funds for a Camas Prairie Restoration Project using thinning and prescribed fire treatments.

Other partnerships with academic institutions have proven effective for the Forestry Department. A CSKT bio-energy portfolio will be drafted with the University of Washington Integrative Graduate Education and Research Traineeship to develop harvest-treatment-monitoring evaluations. Also, market studies exploring the feasibility of transporting forest products by rail to coastal ports is being done by University of Montana, Montana World Trade Center and Business Management graduate students.

Some of the new forestry areas explored include studies on marketing forest residue like hog fuel chips and other logging operating materials. The study was funded by a Montana Indian Community Economic Development Grant. Niche market opportunities may exist like furniture manufacturing, animal bedding, biomass heating, and milling and marketing of sunken logs that could possibly be recovered from the south end of Flathead Lake. Final study results should be available by summer of 2012 from a sunken log inventory in Dayton Bay and Polson Bay off Salish Point.

In the works is a multi-agency study (US Forest Service Rocky Mountain Research Station, Aldo Leopold Wilderness Research Institute, and the University of Leeds in England) to assess potential climate change impacts on Tribal natural resources.

The Forest Development Program employs about 60 Tribal members in various jobs including working in the greenhouses, thinning, or planting seedlings. Forestry completed a business plan for the greenhouse and nursery operations.

Our Forest Development Program continues to be very active by:

- ❖ Providing 500,000 native plants to the Opportunity Ponds Restoration project
- ❖ Planting native species along Highway 93
- ❖ Thinning approximately 2,000 acres
- ❖ Piling slash on about 1,500 acres for our fuels program
- ❖ Growing more than 1 million seedlings in our high-tech greenhouses
- ❖ Collecting 50 different species of seed
- ❖ Working with the Natural Resource Department in the Moiese Waste Water Project
- ❖ Completing regeneration studies on more than 1,000 acres

Our Fuels Reduction Program treated approximately 7,800 acres by thinning, piling, burning, and monitoring activities. The program provides direct employment for approximately 50 Tribal members and infuses nearly \$1.15 million into our Tribal economy.

Fire Management

The CSKT Fire Management Division and its Fire Prevention Program provides numerous fire education presentations to local schools. The staff also performs fire investigations, home assessments, restriction enforcement, fire signing, community events, patrolling high fire risk areas, and fire prevention assignments to other reservations. Most recently, the Fire Prevention Program worked closely with FireSafe Montana to establish a FireSafe Council on the Flathead Reservation. In 2011, 51 wildfires burned 265 acres within the Reservation boundary. Thirty-seven fires were on Tribal lands, while 14 fires were on state, private, or federal land. The Schmitz Fire was the largest fire at 135 acres.

Tribal Lands Department

The Tribal Lands Department continues to provide a wide variety of services to the Tribal membership and the Tribal government. The Lands staff looks forward to future service challenges. What follows is a list of accomplishments for the year.

Agriculture Leasing and Compliance:

- ❖ Completed 424 lease compliance inspections
- ❖ On average throughout 2011 - The total agriculture acreage available for leasing, excluding range units, was 147,238 and 117,724 acres were leased. The acreage not leased included pending contracts, tracts set aside and tracts advertised but not leased.

Home Site Leasing and Compliance:

- ❖ Completed 669 lease compliance inspections
- ❖ Assisted lessees with 90 boundary locations
- ❖ On average throughout 2011 - 1,744 acres were leased for home sites

Minerals:

- ❖ Completed 37 gravel and rock permits
- ❖ Provided minerals information to the Office of Minerals Evaluation to be used to complete its review entitled, "Review of Existing Minerals Data for the Allotted Parcels Associated with the Confederated Salish and Kootenai Tribes of the Flathead Reservation, Montana, July 2011." The review is a critical component for the Indian Land Consolidation Program acquisition of fractionated mineral interests

Range:

- ❖ Issued 39 grazing permits for the period of 2011-2012. One advertised permit was issued in 2010 for a total of 40 grazing permits
- ❖ 23 compliance inspections
- ❖ 16 range unit assessments for level of utilization and rangeland condition/trend
- ❖ 5 trespass actions

Property Tax legislation:

- ❖ Assisted in the drafting, revising and monitoring of two property tax bills to provide tax relief for the Tribal government, and worked extensively with CSKT Legal Department on these legislative issues
- ❖ Provided testimony to several legislative committees and advocated for local community support letters that supported the bills' successful passages

Miscellaneous:

- ❖ Sixty five short-term revocable permits for use of the Polson Super 1, Ronan Senior Citizens, St. Ignatius Community Center and Arlee Finley Creek Road sites
- ❖ Issued a revocable permit for a film documentary in the Niarada area
- ❖ Two fireworks permits for each permit holder to sell during the 4th of July and the New Years seasons
- ❖ 370+ miscellaneous compliance checks for the year
- ❖ Completed two Christmas tree lot permits, one at the Polson Super 1 and one at Ronan Senior Citizens sites.

Noxious Weed Management:

- ❖ 3,437 acres treated with herbicides using aerial and ground applications
- ❖ Contracted sheep producer to target graze leafy spurge on 4,000 acres
- ❖ Total cost of these projects was \$111,200.00
- ❖ Cooperated with the US Fish and Wildlife service to release the stem-boring weevil, *Mecinus janthinus*, to control Dalmatian toadflax on approximately 2,000 acres within the lower Salish Mountains area
- ❖ Monitoring activities were conducted at four project locations
- ❖ Received \$91,918 in cost-share contributions from the Montana State Noxious Trust Fund grants and USDA EQIP contracts which covers nearly 83 percent of the total Fiscal Year 2011 project costs

MT Noxious Weed Trust Fund:

- ❖ Montana MEPA documents completed and grant proposals submitted for one year grants at McDonald Basin, Ravalli Hill, Lower Salish Mountains and the Oliver Point Sheep Grazing Project with a payment total of \$56,247

Appraisal Program:

- ❖ 38 appraisal assignments completed and approved by the Northwest Regional Office

Probates:

- ❖ 48 new cases started, 19 subsequent deceased heir cases started, 43 probate cases submitted for review, 64 decisions issued, 158 cases submitted for closing, 154 probate process ended, 35 no trust assets cases
- ❖ Assisted Records and Enrollment with family member research using TLD microfilm and other TLD records



Land Services:

	Completed 2011	Acreage	New
Negotiated Sales/TLA	6	77	15
Negotiated Sales/BPA-ARCO	7	249.95	2
Bill of Sale	3	-	0
Partition	8	-	0
Joint Tenancy	2	-	0
Extinguish Life Estate	1	-	4
Exchanges	0	-	6
Fee to Trust	58	30,670	40
Mortgages	103	-	-
SUB-TOTAL:	188	30,996.95	58
Gift Deeds	6		31
Fee Patents	6		8
Gift Deed in Fee	13		23
SUB-TOTAL:	25		62
Right of Ways	45		62
Service Lines	5		7
Trespass	2		0
Road Use/ Revocable	11		3
SUB-TOTAL:	63		78

All documents and transactions are recorded in Land Title and Records (LTRO) Natural Resources Department

Natural Resource Department

The Natural Resources Department is home to three divisions: The Division of Fish, Wildlife, Recreation, and Conservation; the Division of Environmental Protection; and the Division of Water.

The Department did not expand services beyond 2010 levels due to budget constraints. Below is a brief description of some, not all, accomplishments this past year. Rich Janssen is the Department Head of Natural Resources and continued activities with Water Rights Negotiations, Flathead Basin Commission, Federal Advisory Committee on Children's Health, as well as the Lake County Solid Waste Board of Directors, and Crown of the Continent, in addition to management and administration of the department.

Division of Water

In the Division of Water, the Safety of Dam's and Roads programs received additional funding via Federal American Recovery and Reinvestment Act stimulus monies that funded additional 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 Pedestrian/Bicycle Overpass won the Montana Society of Civil Engineers award and the National American Society of Civil Engineers award for best overall design pertaining to cultural and structural significance. The Division also continued its efforts to provide technical data for Reservation water rights negotiations and water management efforts, as well as providing information for the protection of interim in-stream flows. Numerous construction projects began this fiscal year including Hell Roaring Dam. The 24-7 Program continued its monitoring efforts of numerous BIA Dam facilities and Mission Valley Power outage contact office. The Geographic Information System continued to provide maps and analysis for NRD as well as other departments. Bill Foust is the Division Manager.

Division of Environmental Protection

The Division of Environmental Protection continued its success despite budget cuts from the US Environmental Protection Agency. The Brownfield Program recently completed a clean-up of the Elmo Cash Store and submitted a competitive grant to clean up a nearby allotment. The Air Quality Program moved its monitoring station atop the new Tribal Health Building in Polson, and the Pesticides Program continued inspections of sites on the Blackfeet and Crow Reservations in Montana. Mike Durglo is the Division Manager and is the National Tribal EPA Science Council Region 8 representative. The Division currently has four federally credentialed inspectors. The Underground Storage Tank Program oversaw the newly installed fuel tanks at Quicksilver Express in Pablo.

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.

In August of 2010, a Federal judge ruled on the current annual funding agreement between the U.S. Fish and Wildlife Service and the agreement was found incomplete without an environmental assessment, which caused Tribal employee's at the range to lose their employment status. CSKT continued to negotiate a new AFA and monitored the respective EA with the FWS.

The Fisheries program continued its important work on mitigation properties. The Wildland Recreation Program hosted a Fish and Wildlife Service Youth Conservation Corp for a second successful summer. The youth aided the Division's Programs in completing numerous projects. 2012 marks the 30th Anniversary of the Tribal creation of the Tribal Mission Mountain Wilderness. Tom McDonald is the Division Manager.



Tribal Court System



The Appellate Court

The Appellate Court was established by Ordinance in 1995 to hear and decide appeals on the law taken from judgments, orders or rulings of the Tribal Court. In August 2011, Eldena Bear Don't Walk was appointed as the Chief Justice. The Associate Justices are Daniel Belcourt, Joey Jayne, Greg Dupuis, and Robert McDonald. Abby Dupuis is the Administrator, The Appellate Court handled 14 appeals during fiscal year 2011. The Court convenes for regular sessions the second week of February, April, June, and October to hear appeals and may convene for special sessions when necessary.

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 2011, there were 2,706 new cases filed (1,907 criminal cases, 586 civil suits, 154 juvenile court cases, and 59 small claims actions.) The Court held approximately 300 hearings each week for new and existing cases. Currently, the Tribal Court staff consists of the Chief Judge, two Associate Judges, the Attorney Law Clerk, the Clerk of Court, and two Deputy Clerks.

Tribal Defenders Office

In 2011, Tribal Defenders Office became the first tribal program nationally to be awarded technical assistance from the Center for Holistic Defense at the Bronx Public Defenders. With the new support, Tribal Defenders focused on an innovative, client-centered approach in addressing circumstances that brought people into the criminal justice system. The program also worked on the collateral consequences Tribal members face when charged with crimes.

The Tribal Defenders offer civil and criminal legal services to persons who meet financial guidelines set by Council. The office also serves as a walk-in legal clinic that assists 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. People who do not qualify for representation are referred to community resources or given direction on how to proceed with the assistance of self-help forms. Defenders also offer mediation services to assist parties in resolving civil and criminal disputes.

The Defenders Criminal Division provides representation to financially eligible adults and juveniles charged in Tribal court systems. Representation begins with initial appearance, continues through trial, appeal, sentencing and post-conviction assistance. Defenders provide case management and psychological services to those in legal trouble due to mental health and chemical dependency issues and have a low recidivism rate. The mainstay of the Tribal Defenders' mission is a dedication to strong advocacy and protection of civil liberties.

Tribal Police

In providing services to the reservation, the Flathead Tribal Police Department received approximately 16,348 calls for service. The Community Oriented Policing Grant (COPS) provided Law and Order with new vehicles as well as needed training funds. The Tribal Housing authority has provided funding for a fulltime Housing Officer. This officer responds to housing unit calls and has increased the department's community involvement. The ARRA Grant to renovate and add additional cells to the existing detention facility has had a slow start but groundbreaking began in the spring of 2012.

Tribal Probation and Parole Department

The numbers of youth referred to the Juvenile Probation department in 2011 declined from previous years; however adult referrals increased to the Adult Probation and Parole Department. A number of changes, concerning court order compliance for adults and juveniles, were enacted in 2011.

The Tribal Probation and Parole Department employs eight fulltime jobs, four Juvenile Probation Officers, two Adult Probation Officers, an administrative assistant/youth court clerk, and a secretary/receptionist/youth court clerk. Juvenile Probation Officers review citations and reports that have been issued to juveniles. Officers also inform the Courts regarding clients' compliance of Court Orders. All clients must be from a federally recognized tribe and reside on this reservation. Officers also assist clients with obtaining treatment, educational opportunities, and other rehabilitative services.

Adult Probation/Parole Officers supervise clients referred from Tribal Court for Probation, Parole, monitoring or for Pre-trial supervision. These officers assist clients in setting up court-ordered services and report non-compliance issues. Probation Officers work closely with many groups including treatment professionals, treatment centers, law enforcement agencies, other probation and parole agencies, detention centers, prosecutors, defenders, other Court systems, schools, parents, guardians, CPS and social workers.

Highlights:

- ❖ Youth court referrals decreased
- ❖ Two juvenile officers graduated from the Tribal Probation Academy in Shelton Washington
- ❖ Increased number of adults referred to Adult Probation for Pre-trial supervision for alcohol related offenses
- ❖ Probation Department began blood alcohol testing as directed by Tribal court for adults charged with various crimes involving alcohol

Prosecutor's Office

Protection of the public, particularly the most vulnerable members of society such as elders, children, and incapacitated persons, and enforcement of criminal law is the mission of the Tribal Prosecutor's Office. To carry out these duties, the Prosecutor's Office works closely with Tribal, State, and local law enforcement agencies, social service agencies, and is an integral part of enforcement of societal responsibilities on the Flathead Reservation. As a vital entity to the exercise of Tribal sovereignty, the Prosecutor's Office is responsible for the prosecution of all misdemeanor crimes committed on the Flathead Reservation by enrolled members of any federally recognized Indian tribe. In addition, the Tribes share responsibility with the State of Montana for prosecution of felony offenses committed within the Reservation boundaries. This shared relationship between the State and the Confederated Salish and Kootenai Tribes is unique to Montana and rare among the other states. Speedy and just enforcement of the law is a service to the public as it protects the personal and property rights of everyone in the community. The Tribal Prosecutor's Office strives to achieve this by enforcing the law fairly without regard to the status of any person involved.

The office has six attorneys or advocates and two support staff. In addition, the office employs one part-time prosecutor who specializes in domestic abuse cases. The office seeks to serve the public interest by intervening in cases involving child abuse or neglect or elder abuse. While such cases may involve criminal prosecution, the primary emphasis is to promote healthy family relationships and to maintain stable home environments. In some cases, this may involve removal of the vulnerable child or elder but the goal is always re-unification of the family and remediation of whatever condition is causing the problem. Successful remedies often involve working with other professionals such as social workers, mental health or addictions counselors, and educational professionals. Sometimes it is necessary to compel irresponsible family members to obtain chemical dependency treatment or other services to protect the more vulnerable family members. In the most extreme cases, where there has been a demonstrated lack of accountability on the part of parents or other persons liable for care of their children or vulnerable adult family members, the Prosecutor's Office assists in appointing responsible guardians who will act in the best interests of vulnerable persons.

Among the other duties of the Prosecutor's Office is to prosecute juvenile offenses committed by Tribal youth. Youth Court is designed to intervene and rehabilitate juvenile offenders by making the youth accountable and involving the youth's parents in the rehabilitative process. Because of intensive supervision by Tribal Probation and the involvement of parents in the youth court process, there has been a marked reduction in juvenile crimes committed by Tribal youths. The Prosecutor's Office will strive to maintain family and community involvement and is exploring cultural diversions and community service as an alternative to punishment.

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.

The Tribal Prosecutor's Office remains committed to preservation of the peace, protection of the public, and active intervention on behalf of the most vulnerable members of society.

Victim Assistance Program

In 2011, the Victim Assistance Program added a mental health counselor and an advocate dedicated to issues of partner and family member violence, stalking and sexual assault at Salish Kootenai College. Also added was an outreach advocate through the newly-funded, federal Violence Against Women Act rural grant position. With the efforts of both SKC and outreach advocates, many presentations were given to educate our community about the damaging impacts domestic violence inflicts on our Tribal community. With awareness comes hope, and our mission is to engage all community members to reach silently-suffering victims.

Our grant-funded program-advocates provide 24-hour crisis counseling, referral, advocacy and assistance in obtaining victim

protection orders. Our housing program provides short-term rental assistance to abuse victims who were ready to leave their abusers. Through a Montana Board of Crime Control Recovery Grant, the Victim Assistance Program was able to fund a half-time Tribal prosecutor who was responsible for prosecuting offenders of domestic violence, sexual assault and stalking. Our Coordinated Tribal Assistance grant, in cooperation with Tribal Law and Order, paid for one domestic violence investigator who did follow-up investigations on domestic violence cases. Through our partnership with DOVES, the Victim Assistance Program was provided an attorney who represented many Tribal member domestic violence victims in civil issues such as parenting plans and divorces. A Victim Assistance Program pass-through grant to our partner SAFE Harbor provided funding to support the efforts of SAFE Harbor in providing safe, emergency shelter for victims fleeing from domestic violence. The Victim Assistance Program received American Recovery and Reinvestment Act funding, which provided partial payment for a DHRD transportation driver, an SKC child-care worker; and an SKC GED worker. There was an added condition that each of those programs receives continued training and education from the Victim Assistance Program on how to detect when a client is a victim of domestic violence, and how to reach those victims to get them help. And finally, ARRA funds paid for our contracted mental health counselor who provides specialized counseling to victims of domestic violence and sexual assault. The Victim Assistance Program is guided by a group of Native women with a wealth of knowledge who are light-heartedly known as the D'VAs (Domestic Violence Advisors) They are: Tracy Perez, Helen Camel, Sharon Silberman, Claudette Bird, Constance Morigeau, Cecille LaFromboise and Penny Kipp.

Victim Assistance Program highlights for 2011 include:

- ❖ Receiving a Fatherhood Program intern as a new office assistant
- ❖ Our civil attorney was appointed to the Board of Directors of the Montana Coalition Against Domestic and Sexual Violence
- ❖ Making purple a fashion statement on October 27th, "Purple Thursday", in support of National Domestic Violence Awareness Day

Tribal Affiliation

Photo by: Cynthia Bras - NRD Fisheries

Eagle Bank

Eagle Bank was chartered in July 2006, and is truly a “Community Owned Bank” with its ownership held on behalf of the approximately 7,800 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 Native American Tribe 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 \$30 million by year end and completed its second year of profitability in very trying economic times.

As of December 31, 2011 the bank serviced 1,058 deposits accounts with total deposits of \$26 million and 695 loan accounts with loans totaling \$12.1 million.

Eagle Bank is located at the intersection of Highway 35 and Heritage Lane in Polson and operates an ATM at the Quick Silver convenience store in Pablo.

Mission Valley Power

Mission Valley Power experienced an exceptional year in FY 2011. MVP employs 82 people and total revenue were \$23,047,692. MVP manages 19,000 meters and an estimated 20,000-plus people obtain their power from the tribally-managed federal facility. South Shore and Kerr substations had large new transformers installed and energized and 25 miles of power line were rebuilt to assure power delivery. Since 2009, nine employees have gained journeymen status, a title earned from additional schooling and on-the-job experience.

In 2011, the non-profit organization managed the end of a 10-year contract with their main power supplier, Bonneville Power Administration. MVP moved into a new era of power purchasing whereby BPA, which once provided unlimited power, will now allocate a block of power, but if usage exceeds that set amount, MVP will likely need to go on the open market to meet additional usage.

A five-member Utility Board provides direction to the general manager as well as overall policy guidance and system planning. The

Utility Board is appointed by Tribal Council. A seven-member Consumer Council provides the consumer an opportunity for participating in the development of policies by management. Each member of Consumer Council is appointed by the BIA superintendent. Two represent Lake County, one Sanders County, one Missoula County, and three are members-at-large. At least one appointee, but no more than two appointees, shall be enrolled Tribal members.

S&K Electronics

S&K Electronics remains a lead High Tech manufacturer in Indian Country. S&K Electronics, which is based in Pablo, had another good year with more than \$17 million in sales, and our sixth straight year in the black. PRIDE IN PRECISION, the company motto, speaks to the highly-trained workforce 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 grow further sales and profitability for the future, which provides dividends to our Tribal shareholder.

S&K Gaming LLC

The Confederated Salish and Kootenai Tribes formed S&K Gaming Limited Liability Company on August 3, 2006, pursuant to Ordinance 104A, for the purpose of providing general gaming management oversight to the Confederated Salish and Kootenai Tribes. S&K Gaming Limited Liability Company is managed by three Agents of the LLC. The Agents are Tribal Council members Jim Malatare, Reuben Mathias and James V. (Bing) Matt.

S&K Gaming’s mission is to deliver outstanding customer service in a professional atmosphere that promotes financial and regulatory integrity, overall profitability, tribal member employment and community involvement while contributing to the economic vitality of the Flathead Reservation.

S&K Gaming’s net revenue was nearly \$5 million. Since January 2010, S&K Gaming has been operating as a self-reliant business, which means no money has been borrowed from the Confederated Salish and

Kootenai Tribes for operating expenses. \$1,700,453 was paid to CSKT through S&K Gaming's gaming revenue, which exceeded the projected dividend of \$1.5 million.

The Agents took action this year to award student scholarships. The Tribal Education Department formed a committee to score the applicants. On August 8, 2011, the LLC named John Whitworth and Kenneth Barnaby as the 2011 recipients of the scholarships and they were each awarded \$2,500.

During peak season, the workforce is comprised of 143 employees. As of September 30, 2011, 61 percent of the workforce was comprised of enrolled CSKT tribal members. Sheila Matt was appointed as Acting Principal Operations Officer on January 7, 2011.

In 2011, the KwaTaqNuk Casino expanded to maximize gaming revenues and opportunities. S&K Gaming borrowed \$600,000 from the Tribes for this expansion and makes monthly payments on the loan. The expansion made room for 282 gaming machines, provided The People's Center display space for cultural items, and included the addition of a business center. The KwaTaqNuk recently opened a restaurant, "The Nook," which provides breakfast, lunch and dinner.

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. Overall, SKHC had a successful 2011. Gross Revenue was \$212,599. This was primarily a result of \$72,000 from Sovereign Leasing & Financing for management services; \$47,000 from Boulder Hydro power and REC sales; \$27,000 from Self Storage revenue, \$38,000 from the Tribes EDA Grant; and almost \$18,000 in lease revenue.

S&K Technologies, Inc.

S&K Technologies (SKT) is a family of companies owned by the Confederated Salish and Kootenai Tribes. In the past six years, SKT has grown considerably in size, consisting of several subsidiary companies

known as LLC's. These companies offer information technology, engineering, and aerospace services to a variety of Federal government and commercial customers. The companies maintain offices throughout the United States and work on a wide-range of projects that include Uranium Mill Tailings Remediation for the US Department of Energy, and telephony services to various commercial customers. SKT (the parent company) is located in St. Ignatius and offers streamlined administrative services to the subsidiary companies, allowing them to reduce costs and be more competitive.

Accomplishments for the year:

- ❖ S&K Logistics Services, LLC, is created as a new subsidiary – March 31, 2011
- ❖ S&K Aerospace, LLC received NASA's Group Achievement award to Habitat Demonstration Unit Project Team for extraordinary collaboration, teamwork, and demonstration – June 13, 2011
- ❖ S&K Environmental becomes 8(a) Certified by the Small Business Administration – July 26, 2011
- ❖ S&K Global Solutions is the recipient of Mitel Channel Partner Award for "Rookie of the Year" in the United States – June 2011
- ❖ S&K Aerospace, Environmental Division, receives the US Secretary's Honor Award for Achievement from the Department of Energy Office of Environmental Management in recognition of their achievements on the Moab UMTRA Remediation Project – August 2011
- ❖ S&K Aerospace receives the NASA Elite Team Award and Superior Assistance Award – August 2011

Subsidiary companies (LLC's)

- ❖ S&K Aerospace, LLC
- ❖ S&K Environmental, LLC
- ❖ S&K Global Solutions, LLC
- ❖ S&K Logistics Services, LLC
- ❖ S&K Security Group, LLC
- ❖ S&K Technologies, LLC

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

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

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

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

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: 406-883-5344
FAX 406-675-0260
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.SKc.EDU

**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
WWW.SKHA.ORG

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: 406-675-0292
FAX 406-675-0294





CONFEDERATED SALISH AND KOOTENAI TRIBES

P.O. Box 278; Pablo, Montana 59855 | Telephone: (406) 675-2700 | Fax: (406) 275-2806 | info@cskt.org

A People of Vision

