



FY17 Annual Report



8,062
(as of April 1, 2017)

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.



Robert McDonald
Editor



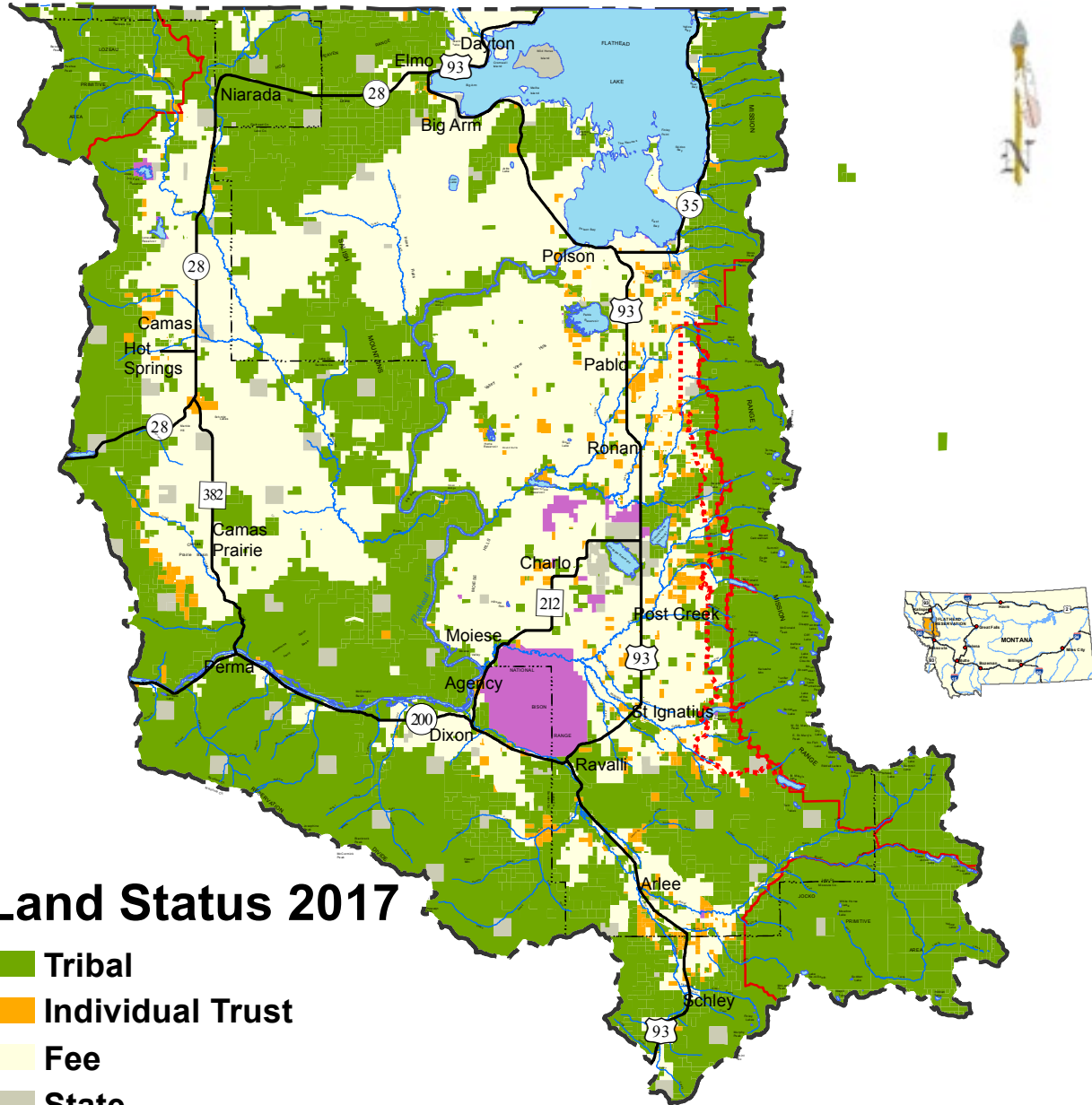
Crystal Reese
Designer

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CSKT LAND STATUS MAP

THE CONFEDERATED SALISH AND KOOTENAI TRIBES OF THE FLATHEAD NATION



Land Status 2017

- Tribal
- Individual Trust
- Fee
- State
- Federal
- Water
- Main Road
- Reservation Boundary
- County Boundary
- Tribal Wilderness/Primitive Areas
- Wilderness Buffer Zone

0 5 10 20 Miles

0 5 10 20 Kilometers

CS&K TRIBES
NATURAL RESOURCES DEPARTMENT
GIS PROGRAM

This map is intended for general planning purposes related to the Flathead Indian Reservation, Montana. This map is a representation of the physical features, infrastructure, and land ownership boundaries. This map should not be relied upon to establish legal title, boundary lines or the extent of riparian rights.

Much of the land portrayed on this map is public owned and is closed to the nonpublic entry and use of vehicles. Please observe all other local and state regulations and notices. These products are provided as a public courtesy. No warranty is made on the part of the Flathead Indian Reservation, Montana. This product is subject to future and copyright limitations and further distribution or resale is prohibited.

This map was created from records and existing map sources, not from field surveys. Actual field status is maintained by the Confederated Salish & Kootenai Tribes, Title and Records Office, Montana.

This map status is current as of 2017.
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TRIBAL COUNCIL



Vernon Finley
Chairman
Polson District
Term Ends: 2018



Leonard Twoteeth
Vice-Chairman
Elmo District
Term Ends: 2018



Troy Felsman
Secretary
Arlee District
Term Ends: 2020



Anita Matt
Treasurer
Dixon District
Term Ends: 2020



Leonard Gray
Hot Springs District
Term Ends: 2020



Dennis Clairmont
Pablo District
Term Ends: 2020



Ron Trahan
St. Ignatius District
Term Ends: 2020



Carole Lankford
Ronan District
Term Ends: 2018



Patty Stevens
St. Ignatius District
Term Ends: 2018



Shelly Fyant
Arlee District
Term Ends: 2018

FY 2016 PRIMARY GOVERNMENT EXPENSES

Primary Government - Expenses (in millions) FY2016: \$152.5 million

Health and Human Services: \$33.7

Community Services: \$27.3

Education: \$14.9

Gaming: \$14.7

Natural Resources: \$12.9

Administration: \$10.9

Per-Capita: \$9.6

Forestry: \$8.3

Government Services: \$7.3

Legal: \$3.9

Economic Development: \$2.3

Law Enforcement: \$2.2

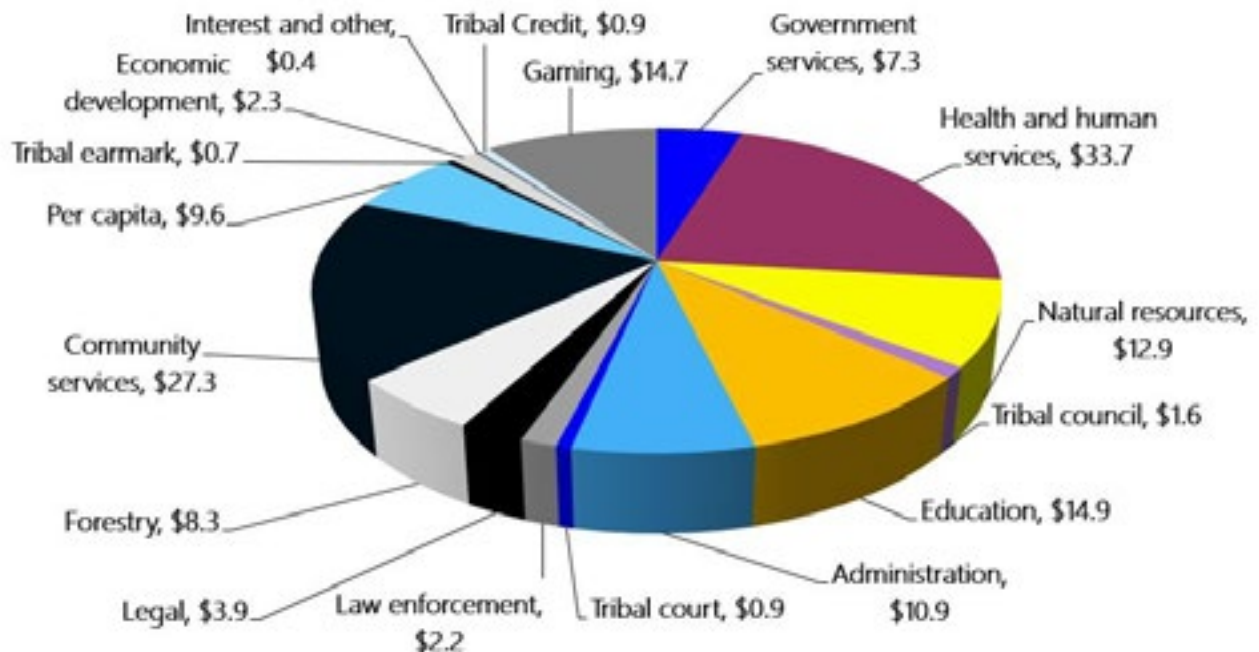
Tribal Council: \$1.6

Tribal Credit: \$0.9

Tribal Court: \$0.9

Tribal Earmark: \$0.7

Interest & other: \$0.4



Tribal Economic Development Office

Tribal Economic Development Office Activities in 2016 and early 2017:

The Tribal Economic Development Office follows the Confederated Salish and Kootenai Tribes' Sustainable, Comprehensive Economic Development Strategy/Plan, adopted by Council in early 2016.

In April of 2016, the office completed the CSKT Pilot Project Implementation Plan and Training Initiative that, in cooperation with several partners, offered 23 free job and entrepreneur training classes. Survey responses from more than 770 Tribal members indicated a need for business owner training that addressed employment barriers.

In August and September, a Succession Planning Guide for Tribal departments addressed which departments will see key staff and managers retire within the next five years. Assistance went to three Tribal departments with initiating department-succession plans to identify the qualification and training needs for employees to fill those key positions in the future.

In September, funding came from the Administration for Native Americans to complete a five-year, \$996,000 Sustainable Workforce Enhancement and Entrepreneurship Initiative. The Initiative builds upon the data gathered in 2014 about the local economy, Tribal members' career goals, and job and training needs. The goal is to help Tribal members find living-wage employment and reduce the unemployment rate.

Partnerships are in place with Salish Kootenai College, the Tribal Education Department, Lake County Community Development Corporation, Job Service Polson, Kicking Horse Job Corps, and other entities to develop the project and recruit participants to take advantage of this new opportunity. The office Planning Director coordinates monthly meetings with the partners. Tribal membership is welcome to attend and provide input.

Selina Kenmille, a new staff member of the Economic Development Office, is working with Tribal members to develop career "blueprints," a personal plan for achieving a living wage job. Stipends are available as individuals complete these blueprints and training, and the Initiative will assist with purchasing class materials, transportation to and from training, uniforms, background checks, and clothing for job interviews. If individuals want to start a small business, Coalition members will provide technical assistance.



1. Assistance for Tribal member-owned, small businesses continues in three areas, with a fourth opportunity on the forefront.
2. The office has applied for funding and expects to continue the small grant program for Tribal entrepreneurs beginning in the Fall of 2017
3. Free business training classes are being offered in May and in the Fall of 2017.
4. The office is sponsoring Tribal Business Owners networking meetings on a quarterly basis to address the needs of Tribal entrepreneurs. The first was held in April of 2017, and subsequent meetings will be held in July, October, and January
5. Funding for a summer business internship program is being applied for to serve Tribal youth interested in gaining work experience with a small Tribal business. Grant funds would cover 75 percent of the costs for the internships, and interested Tribal businesses would cover only one-fourth of the cost for a six-to-eight week summer intern

New business development includes research into a possible call center, a forest products enterprise, and a Hot Springs wellness center. Newly completed conceptual drawings and preliminary cost estimates for renovation of the bathhouse include a new motel and restaurant. Several community meetings were held in 2016 and early 2017 to review and provide comments on the drawings. The Planning Director received a second grant from the Montana Department of Commerce to take the architectural drawings to the next level. A feasibility study to address operational costs and other financial issues will be completed by May of 2017.

In addition, the Planning Director:

- continues to work with the Tribes' corporations to facilitate more frequent reporting to the Shareholder, including sponsorship of the annual mid-year meeting with all Tribal corporations and the Shareholder representatives

- co-sponsored the Montana Economic Developers Association Conference in the Fall of 2017 at KwaTaqNuk, showcasing Tribal businesses to business leaders from across the state
- continues to manage the Gray Wolf Mobile Home Park at a profit, and is exploring potential development of other Tribal properties. Several community water system upgrades were made at the Park in 2016, and the Park is expected to have 100 percent occupancy by the summer of 2017
- serves on the Lake County Community Development Board to explore access to food processing and "buy local" initiatives that could assist with Tribal food sovereignty efforts
- continues to serve on the Lake County Planning Board as the Tribal Representative. Work in 2017 will include an update to the county Growth Policy that incorporates Tribal growth concerns and data, and work to retain the density map and regulations that protect Reservation natural and cultural resources and promote efficient use of utility infrastructure, emergency services, and school busing

Tribal Credit

Tribal Credit offers loans up to \$325,000 for purchase of property and homes. The loan rate is 5 percent for up to a 25-year loan.

The first time homebuyer loan is now offered at 5 percent for up to a 30-year term. Tribal Credit also offers educational loans at 7 percent and the short term loan program offers loans up to \$5,000 at a 12 percent rate.

Tribal Education Department

The Tribal Education Department continued to seek new initiatives and develop new services while retaining the existing programs. Julie Cajune was chosen as Education Department Head in 2017. The total staffing level, including The People's Center (added in 2015), now includes 13 employees, up from 4 in early 2015. Those employees provide services to parents of children enrolled in the public school system, to the Indian Education Committees (IECs) at each school, and scholarship services to enrolled tribal members attending institutions of higher learning and trade schools. In addition, we are working through our State Tribal Education Partnership (STEP) grant to further develop relationships with area schools, and we recently added another grant-funded program that targets college and career readiness for all native students attending Reservation schools.

Education: The Department continued its monetary incentives to students for GPA, attendance, and high school graduation. Incentives for grades and graduation totaled about \$17,100 for the 2016 academic year.

Community Development Specialists Lucinda Michel and Josephine Lefthand worked with individual student advocacies as well as with the Indian Education Committees at each school and assisted with student counts for Impact Aid and the Johnson-O'Malley count. Tragically, Josephine passed unexpectedly in early 2017 and we miss her.

Tribal Education's partnership endeavors including SciNation (collaborative effort with CSKT employees and the University of Montana), Bitterroot Cultural Camp (with the US Forest Service), the annual River Honoring, and numerous other education events with schools and the public. In particular, the SciNation collaboration has led to funding from the National Science Foundation to develop a "maker truck", which is a mobile science learning lab that will offer hands on science education throughout the Reservation beginning in the summer of 2017.

Scholarship Officer Miranda Burland administers funding for about 140 students, including 20 graduate students. Those graduate students are in the fields of Business, Social

Work, Education, Health, Communications, Geospatial Sciences, Natural Resources, and Pre-Law. In total we received 227 applications covering 45 different schools across the country. The bulk of students were applying to SKC (109), the University of Montana-Missoula (39), and Montana State University-Bozeman (12). Some students who initially submitted applications chose not to pursue college at this time or had incomplete files. Tribal PIR day in 2016 was again well-attended with all Reservation schools participating along with several off-Reservation schools. Approximately 500 teachers participated in hands-on learning, cultural demonstrations, and cultural pedagogy.

State Tribal Education Partnership (STEP)

The STEP project began in late 2015 and also underwent staffing changes through 2016. Mandy Moran is the STEP project coordinator and works under the direction of the Education Department Head, who also functions as the STEP Project Director. The project also includes three Reservation school partners in Arlee, Dixon and St. Ignatius. Staff regularly interacted with school administrators, teachers, staff and parents during the year to build collaborative working relationships to improve academic outcomes for tribal member students. The project also began professional development activities in 2016 and worked with a cohort of teachers to develop their skills in culturally-relevant pedagogy.

The People's Center

The People's Center hosted craft classes, demonstrations, cultural activities, art markets, Christmas Bazaar, Native American Awareness Week, Dry Meat Social, and rotating exhibits featuring various artworks or aspects of tribal history and culture. Numerous schools scheduled field trips to the facility to learn and partake in cultural activities. The Education Department also used the facilities as a venue for numerous meetings and events, including the annual Graduation/8th Grade Promotion celebration and the Social Powwow in August.



SAMHSA

The Department administered a youth drug and alcohol prevention program through a grant from the Substance Abuse and Mental Health Services Administration (SAMHSA) until the end of September, 2016. We submitted a proposal for continued funding but were unsuccessful. However, during the year the program was active in establishing partnerships in communities throughout the Reservation for drug and alcohol free activities with a prevention focus. SAMHSA helped fund youth activities all over the Reservation during 2016 and also funded "Culture Nights" in various communities. The Department still maintains the FaceBook page for SAMHSA and posts appropriate and relevant activities as the opportunity arises, but the program itself does not currently exist. The Tribal Education Department can be reached by calling 406-675-2700 ext. 1073 (Administrative Assistant Patricia Songers), or stop by the offices in the New Tribal Complex in Pablo.

Nk'wusm

The mission of Nk'wusm Salish Language School is to recreate a process whereby the Salish Language passes from parent to child, and elder to youth, in an effort to holistically preserve the language and perpetuate the Salish tribal way of life and worldview. The Nk'wusm Salish Language School completed its fifteenth year of operation and offers academic and Salish Language instruction for students in pre-school through eighth grade, as well as training in traditional and cultural practices. The 501(c)(3) non-profit organization served 32 students in the 2015-2016 school year.

The school employs a staff dedicated to the school's mission. Most staff have either gone through an intensive adult language program, or are progressing in the Salish language through independent study. Lessons are taught in the Salish language as much as possible, and Nk'wusm employees are excited to see a surge in students' ability to

speaking Salish with ease.

Teaching the Salish language is a priority not only for young children but for students of all ages, which is why the school includes an adult language program. This program is proving to be highly effective with adult students learning to speak the language at a rapid pace. The adult language program supports the school by increasing the numbers of staff at Nk'wusm with a foundation in the Salish Language. 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 Fluent Salish Speakers, our Elders, Families, Confederated Salish and Kootenai Tribes, the local community, and our faithful donors.

Salish Kootenai College (SKC)

Salish Kootenai College is committed to providing students with opportunities that will provide them with the education they need to become the leaders for the future of their communities. The college makes a concerted effort to recruit, retain and engage exceptional faculty, staff and students. We are proud of the accomplishments of our SKC community and it is an honor to serve such a motivated, resilient learning community. Some noteworthy accomplishments include:

- The development of a one-year Certificate of Completion in Emergency Services
- Strengthening our Recruitment, Retention and Transfer processes for our students
- Successful grant applications in the following areas:
 - a) Pre K through 12th grade that involve all seven school districts on the reservation as well as Two Eagle River School
 - b) Research-Internship opportunities for students in the STEM fields
 - c) Workforce Enhancement/Vocational Training



programs in collaboration with CSKT, to be developed and implemented over the next five years. The training will consist of “stackable” certificates in work skill areas

- The college has made a concerted effort to reflect the cultural presence of the people of the CSKT by providing opportunities for faculty, staff and students to experience the language, history and foods of the Selis, Ksanka and Qlispe.

As Salish Kootenai College continues to innovate to create the educational programs that our community needs not only for today but into the future. We remain grounded in tradition and strive to make the hopes and dreams of our founders a reality for our students. Salish Kootenai College fills a critical role in the lives of those we serve. We are very proud of the accomplishments at Salish Kootenai College and are excited to have the opportunity to share them with you.

Salish Kootenai College Foundation

Salish Kootenai College Foundation is an institutional foundation that works as a catalyst for change and opportunity. It is dedicated to ensuring the future and legacy of Salish Kootenai College. Additionally, the Foundation seeks to carry out the short and long-term goals identified in the Salish Kootenai College Mission and Vision Statements. The Foundation builds private financial support for Salish Kootenai College through responsible stewardship of donated funds, and sponsorship of student scholarships, college enhancement programs and capital dollars to build new facilities. The Foundation also conducts public relations with alumni, collaborative partners, the business community, as well as the general public.

Our donors, alumni, Foundation Board, SKC Board of Directors staff, faculty, and SKC administration have worked together to create lasting impacts for our students and our campus. Together we have been able to transform the development office into a thriving Foundation. The

Foundation has grown the endowment from approximately \$6 million to over \$12 million in just 4 years. We have successfully launched a \$20 million capital campaign, and proudly facilitate the successful scholarship program for our students, which has given over \$3 million in direct student scholarship support in the past 5 years. SKC Foundation works to ensure the legacy of SKC, and your support has enabled us to achieve these wonderful accomplishments, as well as many more.

Two Eagle River School (TERS)

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 is 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:

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



Kootenai Culture Committee

Established in 1975, the Kootenai Culture Committee, or KCC, has a mission to protect, preserve, perpetuate and enhance the language, culture, and traditional lifestyles of the Kootenai people. Youth activities began in April 2016 with the Youth Hot Shot basketball competition, which was set up for a pre-teen crowd with adult and teen mentors on hand. KCC's May Day event drew elementary students from Elmo, Dayton and Hot Springs to foster relations between students in different communities. The summer of 2016 saw many camping trips to various sites in Kootenai aboriginal territory. The Grave Creek camping trip, in the Eureka, MT area, featured fishing, hunting, hiking, storytelling, and sky watching in the Tobacco Plains region. The Buckhorn camping trip featured a guided tour of the Kootenai Tribe of Idaho's sturgeon hatchery. The final camping trip was in the West Fisher area at Lake Creek campground. Elder anecdotal tales and the longest hikes of summer were among the highlights. Other events included an Elders day trip to Logging Creek in Glacier National Park and a Back to School picnic held at Tribal Park in Elmo. Two hunting camps were held in the fall at Lozeau and Dry Fork campgrounds. Budding hunters were mentored in traditional hunting practices of the Kootenai people. Meat from the camps was distributed and donated to Kootenai Elders and New Year's gatherings. A pair of community holiday dinners ended the year, which brought many people together for a night of movies, games, meals and fun. Throughout 2016, nearly three dozen people assisted KCC as facilitators and youth summer employees. Other successes for the year include KCC's completed work on the Montana Indian Language Program, or MILP grant, to develop written and audio language materials. Within KCC, the Language Apprentices hired in early 2016 launched their work in the study, learning and application of the Kootenai language as part of the Kootenai Language Program. KCC has taken a more visible approach to relations with area schools in classroom activities from language to traditional lore. The coming months should bring more of these successes.



Séliš-Qłispé Culture Committee

Qe es nte qeqs čštım, qeqs k'łqeyx'ım, ńe taqs hoy, taqs oóst tu sqlix'ł nk'ulmis, tu nuwewłštıs, tu qe x'łčmusšn. We seek to guard and protect the culture and language of our ancestors so that it will not end or be lost.

In the mid-1970s, the Confederated Salish and Kootenai Tribes established Culture Committees. Guided by Elders Advisory Councils, the Committees serve as direct cultural advisors to the Chairperson and Tribal Council. This is a continuance of the traditional role of culturally knowledgeable elders as advisors to the chiefs. For more than four decades, the Tribal Council has supported the Committees out of an understanding of the importance of cultural survival to the well-being and sovereignty of the tribes.

In 2016, the program officially changed its name to the Séliš-Qłispé Culture Committee (SQCC), using the names by which these two tribes of have been known from time immemorial. This reinforces our mission of teaching our young people pride in who they are, and of bringing the Salish language into our daily lives whenever we can. (See salishaudio.org for proper pronunciation of Séliš and Qłispé.)

The SQCC has seven full-time employees, one contract employee, and a Longhouse caretaker. The staff is given guidance and direction by the 15-member Séliš-Qłispé Elders Advisory Council. The SQCC's work includes a number of activities conducted

each year, including monthly meetings and regular consultations with the elders; traditional tribal cultural events and activities, including the bi-annual Medicine Tree trip, the Bitterroot Dig and Feast, and the Stevensville pilgrimage; and presentations at annual events such as River Honoring, PIR day, Lake Honoring, People's Center Native American week, SQCC Language and Culture Camp, and Tribal Ed awards for cultural education.

In March 2017, we lost one of the great leaders of the cause of Séliš-Qłispé cultural continuance. Felicite "Jim" Sapiye McDonald died at the age of 94. She worked for many years as the SQCC's senior translator and cultural advisor, retiring on her 89th birthday. We will do our utmost to pass on the knowledge she gave us, and to carry on her work.

In 2016, SQCC completed a number of milestones. Special events included a trip to Three Forks, Madison Buffalo Jump, and SQCC's new historical marker near Drummond; the Return to the Homeland event, a walk from Arlee to Stevensville conducted in collaboration with the Salish Institute; a video recorded field trip with Pat Pierre to Camas Prairie; and a retracing of the old North Crow Trail with Preservation and Legal staff.

Presentations included overviews of the SQCC program and Séliš-Qłispé history and culture for Tribal Council members, Preservation, SKC Wildlands class, Head Start, girl scouts, and a UM tour; and opening remarks for Governor Bullock's visit to SKC, the SKC graduation, and dedication of the Bitterroot pedestrian/bike trail.

Salish language work included launching of the free Salish



Language App; completion of the table-top Salish language game; honoring of Tony Incashola and Chaney Bell with awards at the Celebrating Salish Conference; hosting MILPP language summit at Polson; continuing work on stories for next stage of language curriculum; continued partnering with Nk'usm, Head Start Early Childhood language nest; hiring of translator under TANF funding; responding to ongoing inquiries; continued work on bilingual transcripts of SQCC recordings.

Historical Collections Management conducted a site visit and evaluation of SQCC collections by WSU/Sustainable Heritage Network, and launched the Séliš-Qlispé page in SHN's Plateau Peoples Web Portal; updated the SQCC website; helped CSKT's archival repository effort; pursued repatriation of UM anthropology collections; continued digitization and backup of SQCC collections; processed donations; updated Longhouse displays; stabilized collections; recorded elders' information of photos; and responded to countless requests.

Tribal History and Ethnogeography Projects published a chapter on Swan Massacre for Swan Valley Historical Society book, a Missoulian op-ed on National Bison Range, "Return to Homeland" pamphlet on Bitterroot Valley, "A Brief History of Kerr Dam and the Flathead Reservation" for OPI teaching unit on D'Arcy McNickle's Wind from an Enemy Sky, and table-top SQCC history card game.

New signs, centered around maps of place-names, included

Drummond area / upper Clark Fork River, 16 signs at Polson/ Salish Point, three signs at Noxon / lower Clark Fork River, Lincoln / Blackfoot River corridor, Rock Creek, and Swan Valley. Presentations included Travelers' Rest State Park and three lectures at Yale University. Papers included Chronology of Jesuit Missions, First Great Changes, Felicite McDonald for Esyapqeyni Committee, and Clark Fork Place-names. Research included interviews with tribal elders and American Museum of Natural History. SQCC Project Coordinator named Consulting Scholar, Center for Native American and Indigenous Research (CNAIR), American Philosophical Society. Continued work on three major books, and on publication by University of Nebraska Press of revised edition of The Salish People and the Lewis and Clark Expedition.

Assistance to other CSKT departments included Legal and Council, water rights reports, Hellgate Treaty documents, information on Little Bitterroot for tour with federal officials, and documentation for field trip to CSKT property near Stevensville; Preservation, information on Chief Cliff, Flathead River, Flathead Lake, Bull Mountain / Boulder River area, and Wild Horse Island; NRD, information on grizzlies and buffalo, and Salish terms for Riparian App; People's Center, reading packet for tour; Roads, support for Highway 93 bike path; participant on CSKT teams for climate change, Highway 93, Aquatic Invasive Species, Flathead River policy.



Ýe Seliš u Sqłse nkʷuʔulmis ʔu tsqsi, ýe nuwewłstiʔis, snunxʷeʔentis ʔu l nčawmn nkʷtnaqsm ýe l sqlixʷulexʷ. Ýe tam tsqsi ečxey qe snunxʷenetn, esyaʔ ečxey qe nłeptmntm, ečxey sckʷułs ʔu suyapi u ýe Amotqn sxʷkʷułms ýe xʷı sqelixʷ, ečxey ta qe es kʷuptłs ʔu xʷı qeqs nkʷłxʷuym ʔu qe cuut ýe sqelixʷ.

The Salish and Kootenai way of life of long ago, their languages, and their belief in prayer are held in high regard on this reservation. Not long ago, it seemed like our beliefs were largely forgotten. It is like the white people and the government that work for the Indians do not support us in our pursuit of the way of life of our people.

Yetłxʷa čxʷexʷit ʔu qe sxʷsixʷlt es nteʔelsms qs yoʔnuʔunms ʔu qe p̄xʷp̄xʷot smımiʔis. Kʷem̄t ʔu l scxʷlxʷiʔilts ta l čeñ qečxey u qs mımeʔem ʔu sxʷsixʷlts esyaʔ ʔu es misteʔes. Tma xʷı šey m ixʷełe yetłxʷa m qe es tiʔamstem ʔu esyaʔ ʔu smımiʔs, m es qeyqey. M qmin ýe l sqelixʷ snmımeʔtn.

Today many of our children want to learn our elders' stories. In their lifetimes it seems there is no way they can tell their children all that they know. So that's why right away today, we need to gather all our stories and write them down, and they will be put in the schools.

Esčloʔ ýe l čxʷa ʔu sqʷıllu ʔu nkʷuʔulmis ʔu sqelixʷ tsqsi, ʔu nčaʔawmis. Ýe tı qe es kʷułi nem esyaʔ ʔu es nte qs yoʔnuʔunms ʔu qe nkʷułmn, nem yoʔnuʔuys. Ýe qe sxʷsixʷlt u ʔu nexʷ sxʷsiʔixʷlts, nem yoʔnuʔuys esyaʔ ýe tı qe es kʷułm. Lemłmtš.

The stories, the Indian ways of life of long ago, and their ways of prayer are recorded on tape. Our efforts here today will enable everyone who has a desire to learn our way of life to do so. Our children and their children will learn everything from what we are doing. Thank you.

Atwen Incashola, Salish-Pend d'Oreille Culture Committee



Department of Human Resources Development

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.

This year in May 2016 the Tribal Council relocated Tribal Social Services into DHRD. Tribal Social Services is now a division within DHRD known as Tribal Social Services Division. The two departments received trainings to familiarize each other with information regarding services provided and grants acquired that have new and additional services. Trainings have also occurred to resolve any silo operating effects within programs and then within departments coming together. There has been an executive team established to see this through and to build on what we have started.

DHRD is a one-stop program for families with workforce development needs (skill development, work experience, OJT and work hardening, Mentoring, etc.), family stability (welfare, child care, LiHeap, Commodities, Snaps, etc.) and those that are working with child/family matters (CPS, Foster Care, Permanency, Child Support Enforcement, etc.)

DHRD is in the process of acquiring space needed to house program components and to enhance areas of development. DHRD would like to start pre-apprenticeships and apprenticeships work within the department. We appreciate the member's patience while we find an appropriate home and space for all DHRD/TSS services to come together.





Tribal Health Department

Tribal Health of the Confederated Salish and Kootenai Tribes provides comprehensive health care services to recipients including audiology/speech; behavioral health; dental; medical; nursing services; optical; pharmacy; physical therapy; wellness and radiology across a rich network on the Flathead Indian Reservation. Tribal Health is dedicated to a promise that every Tribal Health recipient receives high-quality health care grounded in tribal values — supporting each recipient’s journey of “Being in a Good Way.”

In the past year, Tribal Health focused on improving the rich network of health care services by enhancing in-house processes and practices for delivering those services.

One area with significant development includes getting more Tribal Health recipients additional health care coverage and/or insurance. Through a new department, Health Care Resources, Tribal Health recipients receive assistance and support to sign up for benefits under Medicaid; Medicare; Veterans Health Administration; Affordable Care Act; Healthy Montana Kids; employer insurance; private insurance; in addition to counseling regarding self-pay options. By creating more coverage options for recipients, Tribal Health is working hard to “Get to Yes” whenever there is a recipient need for health care services.

Behind the scenes, the effort to identify and secure additional resources for Tribal Health recipient health care needs ultimately improves Tribal Health services and facilities.

Tribal Health, with support and direction from Tribal Council, and through the hard work and dedication of highly qualified staff, continues to pioneer a new way of delivering health care services in Indian Country. On December 1, 2016, the Confederated Salish and Kootenai Tribes assumed management of the Indian Health Service (IHS) Purchased and Referred Care (PRC), also known as Contract Health Services. The Tribes administer the program through Tribal Health, renaming the program Tribal Health Paid Care (THPC).

The assumption of THPC offers new opportunities for Tribal Health to pivot away from the old ways of doing business — and making quality care the tip priority.

Under Tribal Health, THPC staff are developing new ways of operating, providing more transparency and guidance to recipients. In addition, Tribal Health is being more efficient and fiscally responsible so that limited resources of THPC, which is by law and by Council directive, a payer of last resort, can be expended more effectively.

In the coming year, Tribal Health will continue to work on improving the services in their rich network of care, always trying to “Get to Yes” when there is a health care need for recipients, all the while operating under a tribal value system.

One major goal includes transitioning to a new electronic health care records system, called EPIC. This system will provide more comprehensive record keeping for the benefit of recipients, and health care providers. It will also provide more tools for each recipient to manage their healthcare.

Ongoing focus on the new Tribal Health division called Health and Wellness will continue for years to come. Special emphasis on diabetes prevention and care continues to be critical.



Tribal Health network offers a comprehensive array of services for people with pre-diabetes and diabetes, including diabetes screening and education regarding management and nutrition; chronic disease management by high-quality health care professionals; specialists focused specifically on diabetes care; lifestyle education; wound care; foot clinics; and diabetic eye care to name some services.

In the community, Tribal Health continues to lead on issues of great importance to the community such as suicide prevention and response, domestic violence, mental health; substance abuse, and WIC to name just a few.

Lastly, Tribal Health recognizes that each individuals' journey of health is very personal. To support that journey, Tribal Health is bolstering efforts to communicate and educate Tribal Health recipients. By meeting this obligation, Tribal Health aims to make health care accessible and inviting when the need arises, in addition to clarifying the obligations that each recipient has in order to make the system work well.

Personnel

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.

In late 2016, the Personnel Department advertised for an additional staff member and now consists of nine employees: Department Head, Lead Personnel Management Specialist/Employee Benefits Supervisor,



Personnel Management Specialist, Personnel Management Specialist/Employee Benefits, Personnel Management Specialist/Background Investigation Adjudicator, Personnel/Contract and Grants Technician, Personnel Assistant, Indian Preference Coordinator and the Indian Preference Assistant. 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.

2016 seen an increase in the number of positions advertised.

- 305 positions advertised, 280 the year before
- 1,970 applications for advertised positions, 1,784 the year before
- 854 interviews scheduled, 838 previous year
- 1,212 CSKT members applied, 1,083 previous year
- 378 members of other Tribes applied, 374 previous year
- 380 Non-tribal members applied, 327 previous year
- 1,046 female applicants (53 percent), 867 previous year (49 percent)
- 827 male applicants (47 percent), 917 previous year (51 percent)



Salish Kootenai Housing Authority

Established in 1963, the Salish and Kootenai Housing Authority operates as a separate Tribal entity. A seven-member Board of Commissioners manages the Housing Authority. The commissioners employ an Executive Director, who has oversight of six different divisions; Finance, Administration, Housing Resource, Occupancy, Maintenance and Water and Sewer with a division manager assigned to each division to establish and carry out the goals of the Housing Authority. The Housing Authority remains a national leader across Indian Country in dealing with housing issues and provides mentoring to other Indian Housing Authorities across the country.

The Housing Authority manages and maintains approximately 500 low-rent properties, six ownership properties, 19 transitional living units for homeless families and individuals, 60 trailer park lots and 50 rental assistance vouchers. 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 wastewater services to eligible families, weatherization assistance for homeowners and renters, and homebuyer education classes for individuals and manages 28 Community Water/ Sewer Systems.

In 2016, the Housing Authority continued to provide rental options but also provided Homebuyer Education opportunities to ready families to purchase their own homes in order to move away from the rental properties. We continued our fight against drug activity in our units and continue testing units for methamphetamine contamination to protect future tenants from effects associated with meth use. We began establishing a baseline date for each unit to track meth contaminations in order to confirm when each unit was determined to be at a safe level for occupancy.

Other 2016 highlights include:

- Water/Sewer Department
- Completed 12 new water/sewer systems.
- Operate and maintain 28 community water and 10 community wastewater systems with Approximately 107 billion gallons pumped in 2016
- Housing Resource Department
- Held 10 Homebuyer Education Classes in 2016 with 152 clients completing
- Assisted three clients with Matched Savings Account program to assist with home improvement
- Completed 11 leasehold mortgages; 11 Down Payment assistance projects; two Foreclosure Prevention; and five with Foreclosure Counseling
- Weatherization Program had 17 homes weatherized
- Low Income Housing Tax Credits Program
- Purchased Arlee Tax Credit units in January, 10 units that the Housing Authority acquired ownership of after 15 years of partnership with a Tax Credit partner. In January 2017, the Housing Authority acquired ownership of 10 Tax Credit units in Elmo
- Maintenance Program
- In 2016, our three two-person crews completed 1,801 service order calls for repairs
- Occupancy Department
- 445 units available- 414 LR units and 31 NAHASDA units
- Move outs – 49
- Evictions – 15 with 7 drug related



Natural Resources Department

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

NRD did not expand services due to budget constraints. Below is a brief description of some accomplishments from this past year. Rich Janssen Jr. is the Department Head of Natural Resources and continued activities with Elk River Mining Complex in British Columbia, Columbia River Treaty, Flathead Basin Commission, Water Rights, as well as the Lake County Solid Waste Board of Directors, Aquatic Invasive Species check stations, Crown Managers Partnership, and Crown of the Continent. The Department occupies five buildings in Ronan and Polson.

Division of Fish, Wildlife, Recreation, and Conservation

The Division of Fish, Wildlife, Recreation, and Conservation has many accomplishments including the ongoing management of established wilderness lands, grizzly bear protection, minimum water flow establishment for fisheries, local school presentations, and trumpeter swans restoration. The Division continued hosting the annual River and Lake Honoring events for hundreds of local youth and held the popular spring and Fall Mack Days to help reduce non-native lake trout in Flathead Lake. Staff provided technical support for aquatic invasive species prevention, the Tribes water rights activities and State and Federal lobbying efforts. All of the tribes' special management hunts, which include the Yellowstone Bison hunt and the Little Money and Ferry Basin hunts, sustained heavy demands from Tribal hunters. Tribal game wardens worked closely with State wardens to implement our enforcement agreements to the fullest extent possible and the Wildland Recreation staff continued annual operations

and maintenance of all the backcountry campgrounds, trails and the Blue Bay and Salish Point grounds. Tom McDonald 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. Division Manager, Mike Durglo, is Region 8 representative on the National Tribal Science Council and the Chair of the EPA Regional Tribal Operations Committee, and leads the Tribal effort on Climate Change. The Tribal Response Program recently completed a community-wide environmental assessment at a total of 10 Brownfield sites and is working with an additional Hazardous Substance grant funding to conduct several more environmental assessments and cleanup efforts. The program received DNRC grant funding the cleanup of Revais Creek mine tailing site. The Solid and Hazardous Waste Program conducted several environmental inspections and oversight of meth contamination, illegal dumping, and asbestos issues with non-compliance enforcement and Clean-up efforts on continual basis. Recycling efforts have continued with increased efforts involving local reservation and school districts. The Air Quality Program continues to monitor Reservation air quality for Particulate Matter in Ronan, Polson and on top of Jette and the Pesticides Program continues inspections of sites on the Flathead, Blackfeet, Crow and Northern Cheyenne Reservations in Montana. The Division has four federally credentialed inspectors. The Underground Storage Tank Program (UST) continues to do enforcement inspections and monitor 18 active and five temporary closed sites on the Reservation. The Shoreline Protection Program provides technical assistance and project review for Ordinance 64A, 87A and 109A. The Non-Point Source Program works with reservation residents to reduce pollution inputs to rivers and streams. The Water Pollution Control Program inventories and



evaluates point source discharges of pollutants; issues 401 certification, and requires Storm Water Pollution Prevention Plans. Oversights include the major commercial development in the town of Polson and also by providing technical assistance to Waste water treatment facilities. The Water Quality Program conducts ambient water quality monitoring on sites across the Reservation.

The pesticide program is conducting Federal Insecticide, Fungicide and rodenticide Act (FIFRA) inspections and complaint or incident investigations involving pesticides.

Division of Water

The Division of Water is comprised of the Safety of Dams, Roads, and Water Management Programs. This past year the Safety of Dams Program performed annual inspections on all 14 of the High Hazard Dams on the Flathead Reservation. In addition, Comprehensive and Periodic Reviews of the majority of the Flathead Dams were completed. The Safety of Dams Program successfully completed the Tabor Dam Upstream Tunnel Grouting Project. Final design efforts for the Crow Dam Spillway Rehabilitation Project continued with construction scheduled during 2017. Early Warning Systems at all of the Flathead Dam facilities were functionally inspected and prepared for the upcoming irrigation season. Located in Ronan, the BIA 24-7 National Monitoring Center continues to provide real-time monitoring of more than 100 dams across the Western United States while simultaneously assisting Mission Valley Power as their afterhours call center. The Water Management Staff has continued to work diligently on converting all of their existing stream and canal monitoring gauges to real-time as well as to installing new sites throughout the Reservation. All of the real-time stream and canal monitoring sites will soon be available for viewing on the internet. The Roads Program completed the Nancy Joseph Road Improvements Project in Elmo and the first phase of the Hot Springs Pedestrian Path. Road

design efforts were advanced for the West Elmo Road Improvements Project and the North Valley Creek Bridge Project both of which are scheduled to be constructed in 2017. Annual road maintenance included culvert installation, blading/grading/drainage improvements, snow removal, right-of-way mowing, pothole filling, street sweeping, asphalt road crack sealing, drainage structure cleaning and bridge decking replacement. Dan Lozar is the Manager of the Division of Water and Safety of Dams Coordinator, Gabriel Johnson is the Roads Program Manager and Seth Makepeace is the Supervisory Hydrologist.

Tribal Forestry

The Forestry Department is composed of two distinct divisions. The Division of Project Planning includes Forest Development, Timber Sale Preparation and Administration, Forest Inventory and Planning, GIS, Log Scaling, Permits, Allotment Forestry, and Accounting functions. The Division of Fire Management includes Fire Suppression Operations and Aviation, Prevention, and Fuels Management functions.

Division of Project Planning

Timber sale activity is ongoing in the Ferry Basin and Saddle Mountain Management Areas, and staff is engaged in timber sale planning in the Dog Lake, Hot Springs, Revais, and Jette Management Areas.

A brief overview of Forest Development Program activities includes:

- Completed pre-commercial thinning on approximately 2,309 acres
- Slashed un-merchantable trees on 184 acres using hand crews and on 374 acres using mechanical methods
- Grew 196,000 conifers and 200,000 other native plants in our high-tech greenhouses
- Planted 379 acres

The program employs Tribal members in different functions



like operating heavy equipment, and working in the greenhouses thinning and planting seedlings. The Forest Development Program maintains relationships with private, state, and federal entities in providing native plants, some of which include the Upper Clark Fork Superfund Sites, mining and other extraction companies (Upland Sage Grouse habitat in Wyoming and Idaho), and Montana Fish, Wildlife and Parks.

In the spring of 2016, Forestry staff, along with certified climbers from the Bureau of Land Management, Missoula field office, located, climbed and caged cones in approximately 11 Whitebark pine trees to assure seed collection later in the summer. More than 225 cages were set containing nearly 525 cones. Trees were selected based on their size, age, health, and whether they had a cone crop this year.

The Forest Management Plan makes special treatment a priority for species with increased vulnerability due to climate stressors. The loss of Whitebark pine is particularly unfortunate here on the Reservation because at one time Tribes extensively consumed the nuts, which are also important to wildlife as a primary food for many species, including grizzly bears. Forest wide objectives include the mapping of the extent of Whitebark pine and reintroduce periodic fire to 6,500 to 8,600 acres of habitats by the year 2029 using a combination of a fire-management response strategy, fire use for resource benefit, timber harvest activities, mechanical treatments, and planned ignitions. There has been a decline in Whitebark pine in the United States and Canada. Regionally, there has been a concerted effort to restore these precious pines.

The Forestry Department has also improved relations with the United States Forest Service Research, Coeur d'Alene nursery, which is at the forefront in research, propagation, and consultation, in order to restore Whitebark pine forests on the Reservation. The Forestry Department actively participates with the Crown of the Continent High Five

Needle Working Group to preserve and restore five needle pines throughout the United States and Canada.

Forestry staff are active in the Tribes' Climate Change Advisory Committee through contributions to a Climate Change Strategic Adaptation Plan. Forestry has also partnered with the Rocky Mountain Research Station and is using social science to determine how the public views evolved, and what they would like to see into the future. Forestry has been diligent in including Traditional Ecological Knowledge (TEK) in forest activities and decision-making.

The Division of Fire

The Division has completed contract obligations for our stewardship project, authorized under the Tribal Forest Protection Act on the Lolo National Forest, Plains-Thompson Falls Ranger District, located west of Hot Springs. The Tribal Forest Protection Act allows tribes to propose projects on adjacent Forest Service or BLM lands in order to reduce the effects of wildfire crossing the boundary. Building on previous accomplishments, work continues with the Forest Service and the National Bison Range Complex to implement thinning, piling, and prescribed burning treatments using Department of the Interior, Reserved Treaty Rights Lands fuels management funding.

The Fuels Management Program creates a significant opportunity for tribal member employment. Over the last year, fuels funding employed approximately 50 tribal employees with a reputation for getting things done on the ground.

The Fire Prevention Program had a very busy 2016 season. Highlights include 44 Fire Investigations. The program issued 426 Burn Permits to reservation residents May 1st through June 30th. The Prevention Program had 60-plus days of Prevention/Recreation Patrol. The Prevention



staff attended a week long Fire Prevention Workshop in Oregon. The Prevention Specialist attended the Regional WUI/Prevention Specialist meeting in Albuquerque, NM for the NW Region. Staff attended the National Forestry/Fire meeting in Albuquerque, NM. Fire Prevention helped and participated in the One Less Spark, One Less Wildfire Poster. Prevention staff participated in PIR Day for the Mission Valley teachers. Prevention staff helped Montana State University make an educational fire commercial. Fire Prevention staff participated in the Western Montana Wildfire Prevention Team Trap line. The Prevention staff provided 22 presentations to Headstarts, Elementary, and Middle school students.

The CSKT Division of Fire, with the assistance from the BIA, the Northern Rockies Coordination Center and the Lolo National Forest has established itself as a formidable Aviation Base. The CSKT Division of Fire is the primary home to the Bureau of Indian Affairs, Type III Initial Attack Helicopter. The IA Helicopter and a multi-Agency relationship between the CSKT, Lolo National Forest, Rural Fire Departments, and MT State DNRC continue to provide a strong, cost effective Initial Attack resource for the Southwest Montana Zone. Our alliance with the Northern Rockies, the Lolo National Forest, the Flathead National Forest, and the State of Montana DNRC over the years has developed a unique level of trust. This trust has led to an increase in Aviation resource sharing and Inter-Agency collaboration in the management and use of Aviation assets. We appreciate the partnerships that have been created and maintained over time. They are vital when it comes to managing wildland fire over the landscape.

Tribal Lands Department

While the Tribal Lands Department has newer staff, the department still performs many diverse realty functions. These efforts include: Preparation and approval of Tribal member mortgages, commercial leasing, homesite leasing, agriculture leasing, fee to trust transactions

for the Tribes and for individuals, land acquisition, gift deeds, exchanges, easement approval and negotiation, recording and maintenance of all Tribal trust land records, mineral permits, environmental documents and general land review and planning. Probate cases are worked on daily and submitted on behalf of the BIA Flathead Agency Superintendent and Tribal families. Probate hearings are held with the Administrative Law Judge on site and by telephone. Agricultural leases are inspected and many producers have done marvelous work with improved fence standards as a condition of lease contract compliance.

The Tribal Lands Department has made an effort to provide quality Customer Service to the membership. Producing Title Status Reports for CSKT and for individual Tribal members, estate planning, including but not limited to executing Wills for Tribal members, assisting with probate inquiries and assisting Tribal members with property ownership and buy/sell options are just some of the ways daily customer service is provided.

CSKT was one of nine pilot Tribes invited to participate in the Tribal Trust Evaluation Methodology Project, whereby staff have been providing input into the development and implementation of the new method of how trust evaluations will be performed by the Office of Special Trustee.

The Tribal Lands Department fencing crew continues with the clean-up of Tribal Lands, trailer removal, painting, mowing etc. The crew has accomplished miles of fence construction and repair.

The Tribal Lands Department thrives in the area of noxious weed management. Projects for controlling medusahead and rush skeletonweed, and for targeted grazing leafy spurge on the Flathead Reservation, remains one of the highest cooperative projects in the state. We were among the few that received a full funding award.



TRIBAL COURT SYSTEM

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. Eldena Bear Don't Walk is the Chief Justice. The Associate Justices are currently, Thor Hoyte, Joshua Morigeau, Greg Dupuis, and Robert McDonald. Abby Dupuis is the Administrator. 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

PAST: The Tribal Court was established in the early 1950s in the Old Agency in Dixon, Montana. The Court at that time processed citations issued by the small Tribal Police force. The Court was housed in the same location as the small jail. When a Defendant was arrested or cited, they would appear before the Tribal Judge who pronounced sentence or set trial. During the early years, a Defendant would represent themselves before the Court. The Honorable Judge Louise Burke, one of the first Tribal Court Judges, spoke of travelling from Dayton, stopping in Polson at the Lake County Courthouse, continuing on to the BIA Offices in Ronan, and then to Dixon to conduct court proceedings. In the 1970s, the Court moved to Pablo when the Tribal Complex was established and where the Tribal Court continues to be housed. The Tribal Council adopted and passed a formal Tribal Law and Order code and established a formal court process. Since the 1970s, many individuals have been appointed as Chief Judge and Associate Judges serving the Confederated Salish and Kootenai Tribal Judicial system.

PRESENT: The Confederated Salish and Kootenai Tribal Court is a progressive Court having evolved from the early Dixon era to the current Court system. Tribal Law places the judicial power of CSKT in the Tribal Court and Tribal Appellate Court. Guided by the CSKT Laws Codified, the Tribal Court decides

a wide range of cases including both criminal and civil suits, traffic, fish and game, small claims, and Family and Youth Court cases. 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. The Tribal Court consists of Chief Judge Winona Tanner, Associate Bradley Pluff, Clerk of Court Cara Croft, and three Deputy Clerks, Chelsi Camel, Genevieve Morigeau, and Malia Hamel.

FUTURE: The Tribal Court is an established court. With the discussion of potential changes in Public Law 280, the Court may have to expand to meet the ever increasing changes in the judicial system. Since the 1950s, the Confederated Salish and Kootenai Tribes have held fast in the belief that a Tribal judiciary is paramount to the sovereignty of the Tribes to establish law and maintain a Tribal judicial system for Tribal members and the community.

Tribal Defenders Office

Continuing their commitment to holistic, client-centered public defense, this year the Tribal Defenders Office accomplished:

Community Outreach: The Tribal Defenders Office provides education on topics relevant to the people served. Defenders provided presentations on collateral consequences to criminal charges, stories of reentry, implicit bias, tenants' rights, and recent successes of the Montana Innocence Project. Defenders also collaborated with Tribal Court to organize a warrants day, allowing people to clear their arrest warrants for nonpayment of fines in conjunction with a community service day. Defenders worked at Blue Bay again this year, cleaning the campground along with approximately 12 people who worked off their fines. DHRD provided transportation to the work site. Defenders now has a Facebook page and a quarterly newsletter.



Driver's License Restoration: Defenders assists clients in restoring their driving privileges. Since 2011, 165 people have restored their driver's licenses.

Cultural mentoring: Volunteers recruited through the culture committees assist clients in making amends for their wrongs and help clients reconnect to their communities.

Civil Services and Pro Se Clinic: Defenders represents Tribal members in landlord-tenant matters, consumer issues, some child custody, guardianships, mental health commitments, adult protective services and jurisdictional issues. People who are not offered representation are referred to community resources or given direction on how to proceed with the assistance of self-help forms. Defenders also collaborates with the University of Montana, School of Law, Mediation Clinic to offer mediation to litigants in Tribal Court.

The Flathead Reservation Reentry Program: Collaborating with DHRD, or the Department of Human Resources Development, Tribal Health and Tribal Police, Defenders implements the Flathead Reservation Reentry Program. Targeting tribal members who are transitioning back to the reservation from tribal, state and federal correctional facilities and who are most at risk of recidivism due to co-occurring mental illness and substance use disorders, the program offers case management, psychology and legal services. Reentry Program psychologists are improving the Reentry Intake and Screening Tool that determines mental health, social, vocational, educational, financial and cultural needs of reentering tribal people. The Reentry Program has developed a strong working relationship with the Montana Department of Corrections and has seen a significant recidivism reduction among clients.

Modeling Innovation: Defender's innovative and culturally relevant methods have emerged as an example for other government programs. Governor Bullock signed House Bill 89 that requires Montana's Office of Public Defender to implement holistic defense pilot projects modeled after the

Tribal Defenders Office. The Tribal Defenders are finalists in the Innovations in American Government award that acknowledges examples of novel and effective action whose work has had significant impact and can be replicated across the country.

Tribal Police

MISSION: The Mission of the Flathead Tribal Police department is to serve the people and communities of our homeland protecting life, safety, and property; promoting and maintaining order; preventing crime; and enforcing the law.

VISION: Professional law enforcement services, effective partnerships, quality technical assistance, creative problem solving and innovative policing of the Flathead Indian Reservation.

The police department provides services twenty-four hours a day seven days a week. In addition to investigating crimes and taking reports from individuals the officers also provide security for several tribal functions, including meetings, polls, powwows, funerals, buildings, and sites which may require extra patrol.

All of the Officers and the Task Force are available to give talks and presentations at schools or community events. Officers do safety presentations and deliver presents donated by the Confederated Salish and Kootenai employees at Christmas.

Tribal Probation and Parole

The Tribal Probation and Parole Department has grown from a staff of two Juvenile Officers and a secretary in 1986 when the tribe took over the positions from the BIA, to today where there are three Juvenile Probation Officers, three Adult Probation Officers, an administrative assistant/youth court clerk, and a secretary/receptionist/youth court clerk.

Two of the Juvenile Probation Officers handle youth that



are referred to the department for criminal offenses and they are handled in Youth Court II, which is assigned a youth court judge by the Chief Tribal Court Judge. Other youth that are cited for status offenses are handled by one Juvenile Probation Officer who refers them to Youth Court I, which is overseen by the Chief Tribal Court Judge. Conditions ordered by the Court are monitored by the Juvenile Officers and reported to the Court in review hearings scheduled by the Court.

There are three Adult Probation/Parole Officers that work with all clients referred from Tribal Adult Criminal Court that are ordered to the Probation Office for probation, parole or monitoring. The probation officers supervise court-ordered offenders and report violations to the court. Being placed on probation by the Court allows offenders to maintain employment and/or seek employment to continue supporting their families. Often probationers have obligations like fines, restitution and/or Court ordered fees to satisfy their debt to society. Probation Officers can assist clients in locating treatment and/or counseling services to complete court ordered obligations.

The Pre-trial supervision program monitors clients referred by the Court that allow them to be released from the Tribal Jail and still be monitored while waiting their case to be completed. Without this service, clients would either post a higher bond or stay in jail until their case is resolved.

Prosecutor’s Office

The laws of the Confederated Salish and Kootenai Tribes are enacted by the Tribal Council and enforced by the Tribal Police Department and Tribal Prosecutor’s Office. Any member of a federally recognized or Canadian Indian Tribe who commits a crime within the boundaries of the Flathead Reservation may be apprehended by the Tribal Police and prosecuted in Tribal Court by the Tribal Prosecutor. The Tribal Prosecutor’s Office is comprised of eight individuals of whom three are licensed attorneys, two are law trained Advocates

and three are support staff. Enforcement of the criminal law in a manner consistent with due process and equal protection is the chief duty of the Prosecutor’s Office. Due process means every person is accorded their rights under the Indian Civil Rights Act and CSKT Constitution and equal protection means that the law is enforced the same without regard to wealth, position, power or influence. Achieving just results in criminal cases that take into account the need for punishment and rehabilitation and the individual characteristics of the accused and which attempt to restore the safety of the community and obtain restitution for victims is the ambitious objective of the Tribal Prosecutor. To that end, the Tribal Prosecutors employ a wide range of punishments including jail and even banishment and a wide array of services including chemical dependency and mental health treatment. In addition to prosecuting criminal cases, the Tribal Prosecutor’s Office represent the Tribes in juvenile cases, child and adult protection cases, mental health commitments, as well as fish and game and Tribal natural resource infractions. The focus of these types of cases is protection of Tribal assets and interests. Juvenile cases are centered upon teaching responsibility and rehabilitation to juvenile offenders. Child and adult protection are centered upon providing necessities of life for children and adults who are unable to care for themselves. Fish and game and natural resource cases are primarily concerned with protecting wildlife and natural resources from unlawful exploitation. The common feature of all these cases is protection of a particular class of endangered persons or the preservation of Tribal resources.

The Tribal Prosecutor’s Office serves the membership by enforcing the least acceptable standards of social behavior. Every society sets rules for acceptable conduct and enforces those rules as mandatory standards of conduct. The Tribal Prosecutor’s Office, in connection with the Tribal Police, enforce those rules on the Flathead Reservation, equally and fairly, for the benefit of all.

TRIBAL AFFILIATIONS

Eagle Bank

Eagle Bank opened for business July 25, 2006. While most banks no longer provide small dollar loans, check cashing for non-customers or checks not drawn on their institution, Eagle Bank continues to pride itself in helping our customers by offering these services for all residents of the Flathead Reservation.

Eagle Bank is a state chartered bank and is regulated by the State of Montana, Division of Financial Institutions, and the Federal Deposit Insurance Corporation. The bank is owned by Salish and Kootenai Bancorporation, a bank holding company, which is regulated by the Board of Governors, Federal Reserve System.

Eagle Bank continues to receive good ratings from the State of Montana and the FDIC on bank exams, annual IT Security audits, annual financial statement audits, and quarterly internal control and compliance audits. In October 2016, the FDIC honored Eagle Bank with a Community Reinvestment Act (CRA) rating of OUTSTANDING. An institution in this group has an outstanding record of helping to meet the credit needs of its assessment area including low and moderate income neighborhoods, in a manner consistent with its resources and capabilities. This is a very difficult CRA level to reach and Eagle Bank is very proud of this achievement. The assessment area for Eagle Bank is the Flathead Indian Reservation.

Bank consolidation and merger activity continues to impact the market. Eagle Bank operates in a true community bank environment with minimal layers of bureaucracy greatly improving the customer experience. The bank prides itself in quick underwriting decisions and excellent service with the foremost attention to the customer's financial well-being. Our Board of Directors continually evaluate opportunities for expansion into southern areas of the Flathead Reservation. The Bank currently has ATM's located in the bank drive in and KwaTaqNuk Resort in Polson, Quick Silver Express, S&K College Bookstore, and Joe McDonald Events Center in Pablo, and Gray Wolf Casino at Evaro.

Eagle Bank gratefully serves the Flathead Reservation residents in a meaningful way. A true community bank is essential to the vibrancy of the local economy. Eagle Bank is proud to fulfill this role on behalf of the Shareholder. As of December 31, 2016 our current customer base included:

- 947 checking accounts with a total balance of \$20.9 million
- 339 savings accounts with a total balance of \$1.0 million
- 152 certificates of deposit with a total balance of \$12.9 million
- 776 loans with a total balance of \$33.1 million

Our bank continues to grow on a conservative basis. Average assets for the past six years have increased from:

- \$26.3 million for 2011
- \$36.2 million for 2012
- \$38.4 million for 2013
- \$40.8 million for 2014
- \$53.1 million for 2015
- \$59.0 million for 2016

Opening the bank on the cusp of The Great Recession presented a variety of challenges. While many community banks struggled during this time, Eagle Bank thrived and managed consistently to show a positive Net Income as follows:

- \$48,036 in 2011
- \$53,568 in 2012
- \$93,479 in 2013
- \$79,853 in 2014
- \$85,409 in 2015
- \$440,553 in 2016



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



The lack of deposit fee income and low yields on investments and overnight funds leaves loan interest income as the primary source of revenue. Loan portfolio growth has come from improved commercial and real estate demand as well as selective purchased participations. Average loan balances have improved from:

- \$11.6 million in 2011
- \$12.7 million in 2012
- \$14.4 million in 2013
- \$17.0 million in 2014
- \$21.5 million in 2015
- \$28.7 million in 2016

Energy Keepers, Inc.

After a seamless transition of the Seli's Ksanka Qlispe' Project SXWŃQEPĒLS L SUWĒČM / KSUKĒĪMUMAĒ 'A-KĀĒMUKWA'ITS, INCORPORATED, Energy Keepers, Inc., assumed full operational control of the project including the management of Flathead Lake and Lower Flathead River and marketing of the power into the wholesale market. Overall, the first year of full operation has been very successful for Energy Keepers, Inc. primarily attributable to Energy Keepers Inc.'s, highly qualified staff. Their experience, commitment, and dedication to excellence were the driving factors for Energy Keepers Inc.'s success.

In the first three months of operation The Energy Keepers Inc. team successfully assessed the facility, identifying critical deferred projects, as anticipated, and proceeded to address those most eminent to the successful operation of the project. Rebuilding of the power house access bridge, upgrading of Unit #3 thrust bearings, assessing the condition of all three generators, and addressing a decades old spill gate sticking issue were but some of the accomplishments at the Seli's Ksanka Qlispe' Project. Energy Keepers Inc.'s Power Plant Operations and Maintenance department, led by Billy Bryant, skillfully evaluated, planned, and executed these projects successfully with zero lost time accidents.

Fiscal year 2016 is also the first full year producing revenues from the sale of power and ancillary services into the wholesale energy market. Energy Keepers Inc. is set up to provide power through this market to more than 40 wholesale customers – greatly surpassing the goals set for this aspect of takeover. The wholesale market is a volatile commodities market with price movements throughout the year, Energy Keepers' Risk Oversight Committee assessed and implemented extensive hedging strategies to maximize revenue. The power marketing team at Energy Keepers Inc. led by Travis Togo successfully built and implemented sophisticated risk and resource management models that have contributed greatly to our success in this complex environment.

Legal issues continue to take the attention of General Counsel Joe Hovenkotter, who with the CSKT and outside legal counsel team, successfully defended CSKT's rights against the interest of the Flathead Joint Board of Controls and their seeking of ownership of a portion of the power from the Seli's Ksanka Qlispe' Project. The final ruling of this case has been appealed by the FJBC to the full Federal Energy Regulatory Commission. A final ruling is expected in 2017.

In spite of a lower than average production year due to drought and lower than planned for power prices EKI returned \$24 million dollars to CSKT.





Mission Valley Power

Mission Valley Power takes pride in ensuring all customer comments and concerns are addressed as quickly as possible. MVP’s safety department investigates accidents, claims, or hazardous conditions. Conservation programs provide incentives for qualifying programs. MVP recycles batteries, paper, newspapers, magazines, metals, tube lamps, cardboard, and HPS lamps. The National Electric Safety Code is applied to all MVP work orders issued. The average unplanned outage in MVP electrical system is 1.65 hours, which is due to the maintenance invested in the electrical distribution system. MVP distributes power, and generates none. Eighty percent of purchased power comes from Bonneville Power Administration, 19 percent is purchased from SKQ Dam, and one percent is purchased from the Boulder hydro facility. MVP is committed to continue the best possible and most cost effective electric power service to our customers consistent with sound business principles.



S&K Gaming, LLC

We have had an exciting year of growth and development. Throughout the fiscal year, we have tackled financial obstacles, our resort remodels, and our property development at Gray Wolf Peak. Today’s investment into modernization of our aging facilities will provide a stable platform for the Tribes to build upon. In the end, S&K Gaming has emerged stronger and fully prepared for the challenges that lie ahead.

Strategic Highlights

Kwa’aq’nu’k Resort Casino finished the remodel of the hotel rooms, conference space, and fitness room in time for the 2016 Summer season. That concluded a \$5.4 million investment to remodel all 107 rooms over the course of the last two years. All the while, S&K Gaming was concurrently building a \$21.1 million new gaming facility at Gray Wolf Peak to replace the aging and undersized casino. 2016 also marked our first full year of operation at Big Arm Marina and Grill.

Looking Ahead

Our successful build out of Gray Wolf Peak Casino is in line with S&K Gaming’s vision “to be the premier destination experience for gaming and hospitality in the region.” S&K Gaming will continue to build a strong organizational framework to serve the Tribes for many years. Our focus is on the future, looking at expansion possibilities and reinvesting in our current facilities to generate incremental revenues to benefit the Tribes.

Big Arm Marina

Big Arm Marina and Grill underwent some major renovation in preparation for the full development of the site. During the year, we expanded our parking lot and added an outdoor patio. Dock work was completed and we now have 59 boat slips to produce incremental revenue. Marina revenue was \$84,334 during the fiscal year 2016. Additionally, we added fuel services that will now be available.





The staple of Big Arm’s business is their Food and Beverage department. As with any start-up, this business will grow over a few years before it will be profitable. We are open year-round with Winter hours during the off season. We have a team of dedicated full-time employees that work to make Big Arm a friendly and inviting atmosphere.

Once the property is fully developed, we anticipate having RV services, cabin rentals, recreational water rentals, food and beverage, and other hospitality related services. Each revenue stream will complement the other. Big Arm represents an expansion as well as investment in our current property.

Gray Wolf Peak Casino

Gray Wolf Peak Casino is now the CSKT’s flagship property. Built with the company’s vision in mind, Gray Wolf Peak is the largest casino in Montana. Gray Wolf Peak Casino completed its successful transformation from concept to reality.

Meeting its timeframe for a soft opening in the Fall of 2016. On November 1, 2016, Gray Wolf Peak opened its doors to its first guests setting high standards, focusing on exceptional guest service, fine foods, and a breathtaking atmosphere that far exceeds the locals’ expectations.

S&K Gaming will continue to refine our business operations at Gray Wolf Peak Casino. We will look for opportunities to expand when it is economically beneficial for the Tribes to invest in the property. Our immediate focus shall be to penetrate the Missoula gambling market and to meet our mission of providing our guest an unsurpassed experience.

www.kwataqnuk.com - 406.883.3636 - 800.882.6363 T
 www.graywolfpeakcasino.com - 406.726.3778 - 800.882.6363
 www.skgamingllc.com - 406.883.3636 - 800.882.6363

S&K Electronics

S&K Electronics, Inc., also known as SKE, is a wholly-owned business of the Confederated Salish and Kootenai Tribes, with offices and facilities on the Flathead Reservation. SKE is a contract manufacturer in the Electronic and Electro-Mechanical Assembly business. The company builds other business’ designed products on a contract basis.

SKE has been in business since 1984 and was incorporated under Tribal corporation laws in January of 1985. SKE has grown from a single 6,400 sq. ft. building to over 45,000 sq. ft. in three buildings. It has gone from an initial \$100,000 of capitalization for the first building to nearly \$5.9 million in current assets and \$6.2 million in our plant and equipment. S&K Electronics, Inc. has employed up to 120 benefit-eligible employees in previous fiscal periods. Currently, SKE had 76 employees with an average time in service of 10 years at the end of the year.

Profitable for 22 out of 32 years, or 68 percent of the time, SKE has paid \$4 million in dividends to the shareholder, CSKT. S&K Electronics, Inc. has roughly an 80/20 mix of business of federal Department of Defense (DoD) funded products (80 percent) to commercial business to business (B2B) products (20 percent). This sales mix has varied over the years depending on the strength of the B2B market and size of the federal DoD budget.



S&K Technologies, Inc.

Headquartered in St. Ignatius, S&K Technologies, Inc., also known as SKT, is a family of six subsidiary companies that employ more than 400 people at locations across the world. The companies offer professional services that include aerospace, engineering, logistics, and information technology.

Like all tribally owned businesses, SKT's mission is to benefit the lives of their shareholders through dividends, employment opportunities, and community investment. Since their incorporation in 2001, SKT has given the tribes more than \$25 Million in yearly dividends.

Here are featured accomplishments for each subsidiary in 2016:

Adelos, Inc.

www.adelosinc.com

The company has pushed for increased development funding and new partnerships this year. Adelos won a \$2.5 million dollar Rapid Innovation Fund contract through the U.S. Air Force and continues to pursue technology improvements to their fiber-optic sensor system.



S&K Aerospace, LLC

www.ska-llc.com

With their graduation from the SBA 8(a) program, S&K Aerospace tackled several initiatives to remain competitive with their customer base. S&K Aerospace remains the leading supply and repair contractor for U.S. and allied forces around the world with emphasis in Saudi Arabia, where the business development team has nurtured strong ties and relationships with Saudi air force personnel. S&K Aerospace won the PROS V Contract worth up to \$4.2 Billion, over the next 15 years.

S&K Engineering and Research, LLC

www.skercorp.com

S&K Engineering and Research (SKER) continues to benchmark itself as leader in aircraft maintenance, structural engineering, and aging aircraft research and development. S&K Engineering and Research was merged from two previous S&K LLC companies, S&K Technologies and S&K Environmental. SKER has three-years left on the 8(a) program and plan to maximize it for the future.

S&K Global Solutions, LLC

www.skglobalsolutions.com

With 8(a) graduation looming, S&K Global Solutions has secured several contract vehicles to aid transition and promote business for years to come. This includes a General Services Administration Schedule 70 IT Contract, and U.S. Air Force Contract Field Team (CFT). S&K Global Solutions continues to support a diverse customer base and recently secured a five-year contract for work being performed for the Federal Aviation Administration in Washington, DC as well as awards for two other FAA contracts.

S&K Logistics Services, LLC

www.sklogisticservices.com

S&K Logistics Services (SKLS) performed under a number of new contracts including supporting role duties for other S&K subsidiaries. In 2016, the Department of Energy awarded SKLS a large Administrative and IT contract at the Savannah River Site in Aiken, South Carolina.



Sovereign Leasing & Financing, Inc. / S & K Business Services, Inc.

Sovereign Leasing & Financing, Inc. / S & K Business Services, Inc. provides financing for equipment acquisition, expansion, and business startup to Tribal Programs, Enterprises, and Tribal member owned businesses located within the Flathead Reservation Boundary. We also manage the Boulder Hydro facility as well as our storage units and we rent warehouse space and manage the Tribes' EDA Grant activity. In 2016, Sovereign funded 9 leases, one less than the previous year. Sovereign also provided technical assistance to 39 businesses overall during the year.

Business Performance Review & Financial Performance Results

For comparison of actual vs. actual, we had predicted a net profit of \$8,000 and recorded a net loss of \$3,352.59. Total revenue was \$214,206.81, while we had predicted total revenue of \$220,000. The company paid a \$3000 dividend to the Confederated Salish and Kootenai Tribes after the completion of the 2015 audit. Overall, SLF / SKBS had a year that was lower than projected in revenue and profit. Total expenses were \$167,157.49 for the year. Overall depreciation is projected at \$50,449 for the year. This includes the acceleration of several old depreciated expenses that were no longer valid for depreciation.

Boulder Hydro - 2016 was a very low year for Boulder Hydro. The facility generated 1.12 Mega Watt Hours of electricity, down 18 percent from the 2015 (which was a below average year), and down 29 percent from our five-year running average (420,160 KWH less). This resulted in \$37,039.40 in power sales to Mission Valley Power and \$5,173.94 renewable energy credits sales to Native Energy \$42,213.34 total. The facility required repairs and maintenance for the year of \$8,318.53, a decrease of 200 percent from the previous year. Total expenses were \$8,318.53, down 93

percent from the previous year. We have been addressing deferred maintenance on the facility and expect to see our maintenance expenses continue to decline.

S&K Self Storage - The year ended with an occupancy rate of 100 percent for much of the year. Overall S&K Self Storage's gross receipts for 2016 were \$36,318.41, while expenses were \$28,894.92. This resulted in a net income of \$7,423.49.

Other Functions - Warehouse rental revenue in 2016 brought in \$4,219.19. This was offset by maintenance and repairs to the warehouse in the amount of \$3,183.31. This resulted in a net profit of \$1,035.88. The EDA grant revenues provided \$44,266 in revenue to the business.

Other Activity -

1. During the year, all assets were transferred to Sovereign Leasing & Financing, Inc. in order to consolidate holdings and eliminate depreciation and other non-cash costs to S & K Business Services.
2. Due to the ongoing reduction trend in financing revenue and the environmental instability of snow pack which directly impacts Boulder Hydro revenues, the corporation has decided to expand our Self Storage facility. Work was started in the fall of 2016 so that all ground work was completed prior to the start of winter. We are currently establishing financing for a mortgage on the property that will pay for the expansion effort. The storage facility will triple in size to 158 units once the expansion is completed.



RESOURCE DIRECTORY

Mailing Address for all Departments:

PO Box 278

UPS Address:

42432 5th Ave. East
Pablo, Montana 59855
unless listed below Department Name.

Adult and Juvenile Probation Office

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

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

Tribal Court

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

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

Tribal Credit

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

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

35840 Round Butte Road, Ronan MT
59864
PHONE: 406-675-2700, Ext. 6100 or
406-676-4509 FAX 406-676-4507
EMAIL: ecs@cskt.org

Economic Development Office

Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1256
FAX 406-275-2814

Education Department

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

Enrollment Office

Tribal Complex, 42487 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1014
FAX 406-675-2806
EMAIL: enrollment@cskt.org

Facilities Maintenance

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

Flathead Reservation Extension Office

701-B 1st Street East, Polson, MT
59860
PHONE: 406-675-2700, Ext. 7375 or
7378 or 406-275-2756 FAX 406-883-
1491
EMAIL: flatheadreservation@
montana.edu

Forestry Department

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

Division of Fire

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

Tribal Health Department

35401 Mission Drive, (this is a county
address, Tribal Health 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 Health Center

35840 Round Butte Rd. -
PHONE: 406-676-0137

Arlee Health Center

11 Bitterroot Jim Rd.
PHONE: 406-726-3224

Indian Preference Office

Tribal Complex, 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1045 or
275-2844
FAX 406-275-2819

Individual Indian Money (IIM) Accounts

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

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

Kootenai Culture Program

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

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

Legal Department

Tribal Complex, 42487 Complex Blvd., Pablo MT 59855
PHONE: 406-275-2760
FAX 406-675-4665

Mission Valley Power

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
Website:
MISSIONVALLEYPower.ORG

Natural Resources Department

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

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

Personnel Department

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

Tribal Police Department

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

Preservation Department

Tribal Complex, 42464 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1075 or 406-275-2735
FAX 406-675-2629

The People's Center

53253 Hwy 93 N., Pablo MT 59855
PHONE: 406-883-5344
FAX 406-675-0260
Website:
WWW.PEOPLESCENTER.ORG

Public Defenders Office

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

Prosecutors Office

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

52000 US Hwy 93 N., Pablo MT 59855
Mailing Address: PO Box 70, Pablo MT 59855
PHONE: 406-675-4800
Website:
WWW.SK.C.EDU

Salish Kootenai Housing Authority

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

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

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

Tribal Gaming Commission

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

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

WWW.CSKT.ORG