



Annual Report 2022

A PEOPLE OF VISION

CONFEDERATED SALISH AND KOOTENAI
TRIBES OF THE FLATHEAD NATION



Our Vision

Maintain Traditional Principles and Values

The traditional values that served our people in the past are embedded 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.

Explore

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7,887

Total Enrolled Members

5,242 living on-reservation / 2,645 living off-reservation

1,616 are 17 years or younger

2,401 are 56 years or older

All numbers are as of Dec. 31, 2022

Front cover: The first Indigenous Department of Interior Secretary, Deb Haaland, wears gifts made by Tribal Members Carla Linsebigler (medallion) and Anna Whiting Sorrell (shawl) during the CSKT Bison Range Celebration. Photo credit Tailyr Irvine.

Back cover: Lieutenant Governor Kristen Juras wears a gifted blanket at the Bison Range Celebration. Photo credit Tailyr Irvine.



Tom McDonald

Chairman

Term Ends: 2026

It is with great pride and acknowledgment for our workforce and strength of our people that I present this 2022 annual report for your information. Without everyone’s continuous dedication, team work and persistence to prevail, we would not be able to highlight the great advancements and hard work from the past year to our citizens of the CSKT Nation and the general public. Additionally, the sound leadership from our Council Representatives has intensified our commitment to achieve success with the initiatives we have set for the future of our people. In the following pages will we give you a wide view of the last year’s efforts and accomplishments and an expectation into this year’s work efforts.

As we reflect back during the 2022 year, there were many stand-alone moments beyond the daily challenge to increase government services, workforce development, education, fiscal income and respect and care for all of our community members. Let me highlight an important accomplishment for you now.

One of the most significant work tasks in 2022 was to try and finalize the remaining one billion dollars of funding for the 1.9

billion dollar 2020 Water Compact. This action will help it become effective and secure the future funding for tribal needs. This remaining balance of funding was discretionary by the Federal Government and obtaining it now would eliminate future annual requests and lobbying in DC that may not fund it as needed. We spent considerable time and testimony to convince the Department of Interior to fund it completely and do inflationary adjustments into the future until we can begin expending those dollars on projects. With the funding now secured, important Tribal economic, natural resources, cultural preservation and community development projects can happen at a level not seen before once the compact becomes fully vetted in the near future.

Your Tribal Council has worked hard to increase the per capita payments and the funeral assistance funding for each of our members. We are working closely with our corporations to increase services and dividends so that we may meet the needs of our people. Our challenges are many as we look ahead and I am confident we will continue to adjust and plan to meet those demands and opportunities. I encourage you to study the unique contributions of each Tribal department as discussed in this report for the past year and for an insight to the future.

Sincerely,

Tom McDonald
Tribal Council Chairman



Leonard Twoteeth

Vice-Chairman

Elmo District
Term Ends: 2026



Ellie Bundy

Treasurer

St. Ignatius District
Term Ends: 2024



Mike Dolson

Hot Springs District
Term Ends: 2024



Jennifer Finley

Polson District
Term Ends: 2026



Martin Charlo

Secretary

Pablo District
Term Ends: 2024



Carole Lankford

Ronan District
Term Ends: 2026



Jim Malatare

Arlee District
Term Ends: 2026



Terry Pitts

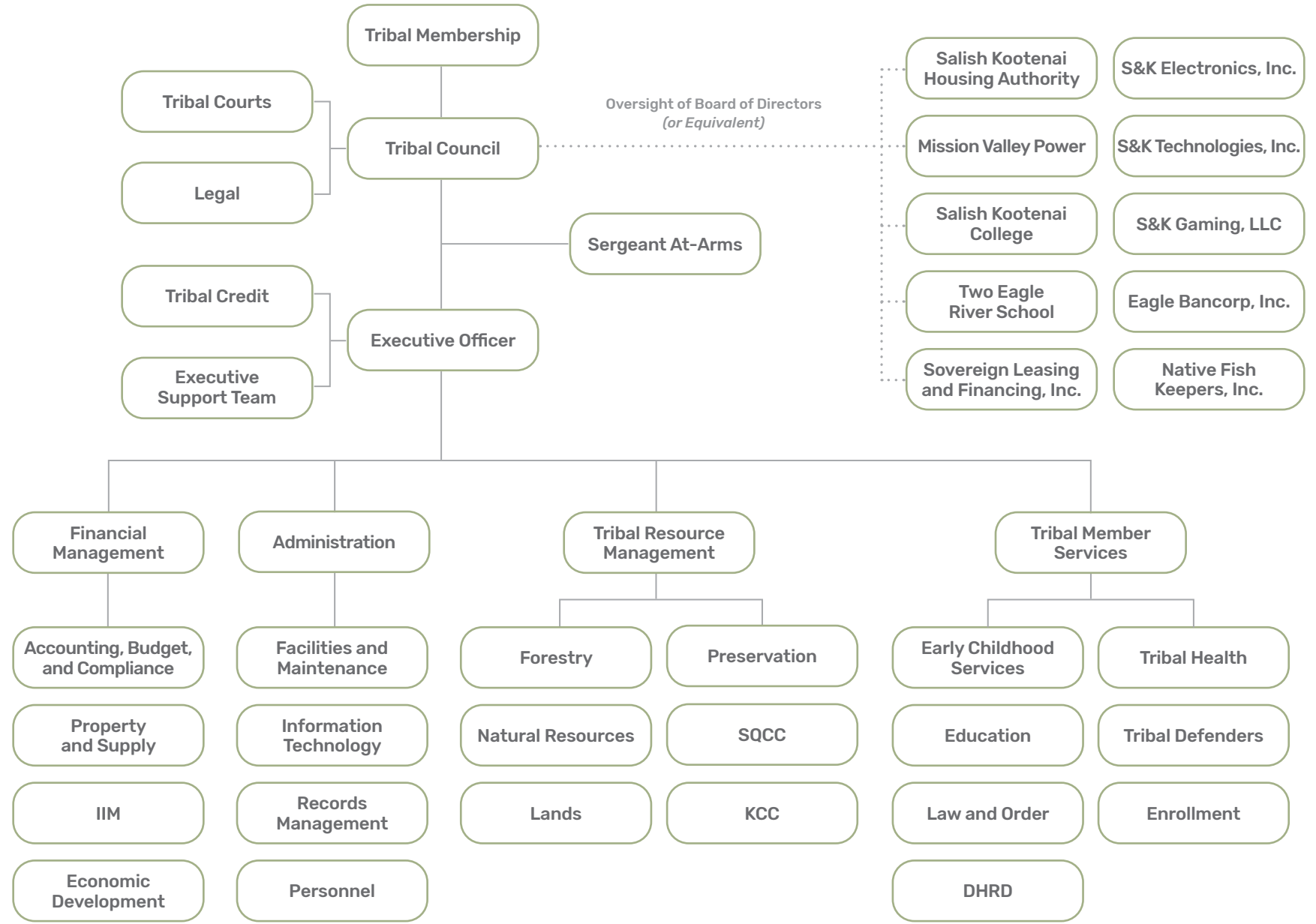
Dixon District
Term Ends: 2024



James “Bing” Matt

Arlee District
Term Ends: 2024





Reflecting on the year 2022, it is an exciting time with incredible potential for the Confederated Salish and Kootenai Tribes.

Two significant milestones were celebrated in the past year, including reclamation of the Bison Range, and full-funding of the CSKT water rights settlement. As we move forward in gratitude and celebration of these important events that reflect the historic vision and leadership of our Tribes, today we also continue to thoughtfully consider how we will navigate future opportunities and challenges.

Key considerations include planning for unprecedented resources now available for CSKT via the water rights settlement, and federal funding opportunities included in legislation such as the Inflation Reduction Act (IRA), Bipartisan Infrastructure Law (BIL) and others.

If CSKT thoughtfully pursues these opportunities, we can ensure critically needed updates are made to our infrastructure, in addition to critical work modernizing the Flathead Indian Irrigation Project (FIIP). Knowing that it benefits our community and region when we increase our capacity, while also keeping the dollars flowing locally, S&K Technologies has created the enterprise S&K Mission Management (SKMM) which has a mission to support the CSKT government as we build and grow more internal capacity and expertise, while also supporting the goal of providing opportunities for local tribal member businesses to

take advantage of the influx of work related to the modernization, rehabilitation and betterment of FIIP.

A challenge is that our current workforce is stretched to capacity. With that in mind, we know how critical it is to balance the needs and opportunities we face today, by planning thoughtfully and not overcommitting, so that we can be successful in every initiative that CSKT endeavors.

2022 is also the one-year anniversary of CSKT's restructuring of Tribal government operations, whereby existing government departments were placed into four groups, including: Financial Management, Administration, Tribal Resource Management and Tribal Member Services.

As we all continue to settle into this organizational structure, we are finding that it is providing more efficiency and responsiveness— important benefits for our Tribes as we continue to live up to being People of Vision.



Rick Eneas
Executive Officer





Séliš, Qlispé and Ksanka: A People of Vision

Beaded white buckskin dress, Cecile Vanderburg Stevens, Salish. Early 1900's. Image courtesy of the Three Chiefs Culture Center.

In the following pages of the 2022 Annual Report, we are pleased to showcase historical items that are part of the permanent collections belonging to the Confederated Salish and Kootenai Tribes' Three Chiefs Culture Center. Interwoven throughout the report are also images of contemporary beadwork done by Tribal Members, alongside department and program photos highlighting last year's progress and activities.

As home to our three Tribes, the Séliš, Qlispé and Ksanka peoples, our aboriginal territories covered all of western Montana and extended into parts of Idaho, British Columbia and Wyoming. Life continued to change quickly for the people with the Hellgate Treaty of 1855, which established the Flathead Reservation, and as more land was lost due to non-tribal settlement beginning in 1904.

In the next pages, a timeline created by the Séliš Qlispé Culture Committee speaks to life of the people in this place since the last ice age, over 15,000 years ago. Looking toward the present day, it is clear that we have experienced significant changes and challenges.

Yet, today a rich culture still weaves through the clear streams, lush mountainsides and fertile valley floors of our homelands. We are grateful for our ancestors who held strong in the vision for our Tribes to remain and thrive here today. The foresight of our leaders, whose footsteps we follow, continue to show us the way of protecting our homelands, culture, language and lifeways.

In the narrative of this report, there remains a strong vision for our Tribes, as we continue to venerate those who came before as a way to understand where we are heading next for the benefit of future generations. We continue to be the Confederated Salish and Kootenai Tribes, *A People of Vision*.



Séliš-Qłispé TIMELINE | since the last ice age

YEARS BEFORE PRESENT (B.P.)

PRESENT

15,000 to 13,000 years ago:
draining, refilling, and final draining of
Glacial Lake Missoula.

13,000 to 9,000 years ago:
Ancestors live in the lands made safe and
abundant by Coyote in the beginning.

9,000 to 4,000 years ago:
The Salish Nation thrives, growing in population
across the region, including most of what is now
the state of Montana.

4,000 to 250 years ago:
From the northern Plains to the Pacific coast,
the tribes of the Salish language family flourish,
with three branches, and at least 23 languages,
33 dialects, and 9 sub-dialects.

Sq^wIlluṃt – Stories
of Coyote & Creation:
Time Immemorial

15,000

14,000

13,000

12,000

11,000

10,000

9,000

8,000

7,000

6,000

5,000

4,000

3,000

2,000

1,000

Over 12,500 years ago:
oldest known archaeological site
in Séliš-Qłispé territories, along
Flathead Creek / Shields River.

About 9,000 years ago:
region's climate warms,
becoming similar to the
seasons of recent centuries.

About 4,000 years ago:
Salish population increase leads people to disperse;
they begin developing into the distinct tribes,
languages, and dialects of the Salish language family.

1491:
Last year before the
European invasion of
the Americas.



c. 1700: Salish acquire horse.
c. 1775: Xallqs (Shining Shirt) has vision of Blackrobes.
1781-82: One of most devastating smallpox epidemics.
1805: Lewis and Clark arrive, help spur fur trade.

1830s: Séliš seek Blackrobes, send 4 delegations east.
1855: Hellgate Treaty.
1883: NP Railroad enables industrialization of region.
1891: Séliš trail of tears—forced to leave Bitterroot.

1904: Flathead Allotment Act.
1910: Congress opens Reservation to homesteaders.
1934-35: Indian Reorganization Act, CSKT Constitution.
1975: CSKT establish Culture Committees.

Our Resolutions

The Priority Resolutions were adopted by Council in 2021 and 2022 to proclaim the top issues for the Tribal government to address. While Tribal programs already perform work in the Resolution areas, the Resolutions bring together the entire government to work towards unified, identifiable goals.

The Resolutions build upon the Tribes' Mission and Vision statements and provide focus areas for CSKT's Nation (re)building efforts. The next step, however, is to create a Tribal community definition of how these Resolutions will look in practice. Over the course of the next year, CSKT staff will visit with the Culture Committees to begin envisioning how these Resolutions will look as we continue to strive for a CSKT future in alignment with our Tribal values.

The authority to make binding resolutions comes from Article VI, Section 1(a)s of the CSKT Constitution, which states Tribal Council is empowered to regulate the uses and disposition of tribal property, to protect and preserve tribal property, wildlife and natural resources of the Confederated Tribes, to cultivate Indian arts, crafts, and culture, to administer charity, to protect the health, security, and general welfare of the Confederated Tribes. Each resolution reflects the Vision and Mission of the Tribes, and signifies the Tribes' desire and commitment to focus resources toward each issue for the health, security and general welfare of the Tribes and its members.



CULTURAL VALUES

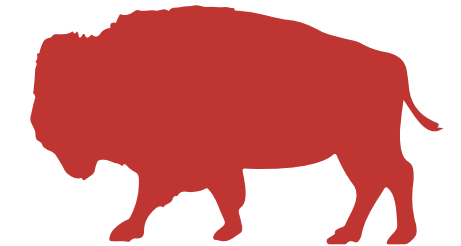
Resolution No. 21-085 to signify the Tribes' desire and commitment to fully integrating traditional cultural values and languages into the daily life of individuals within the reservation consistent with the Tribes' mission and vision.

Passed July 13, 2021

BUSINESS OWNERSHIP

Resolution No. 21-086 to foster business ownership among membership consistent with the Tribes' mission and vision.

Passed July 13, 2021

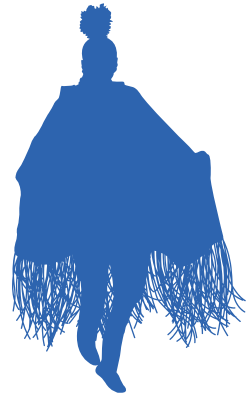


HOMELESSNESS

Resolution No. 21-087 proclaiming homelessness as a risk to the health, security, and general welfare of the Tribes and directing necessary resources.

Passed July 13, 2021





OPPORTUNITIES

Resolution No. 21-094 to facilitate the right earning opportunity or job for every member who wants one consistent with the Tribes' mission and vision.

Passed July 27, 2021



HUNGER

Resolution No. 21-090 proclaiming hunger as a risk to the health, security, and general welfare of the Tribes and directing necessary resources to achieve food security.

Passed July 13, 2021

MENTAL ILLNESS

Resolution No. 21-088 proclaiming mental illness as a risk to the health, security, and general welfare of the Tribes and directing necessary resources.

Passed July 13, 2021



CLIMATE

Resolution No. 23-016 proclaiming climate change as a risk to the health, security and general welfare of the Tribes and directing necessary resources for climate change planning, mitigation and adaption and to integrate resource sustainability and climate change mitigation and adaption management throughout tribal government operations.

Passed November 3, 2022



ADDICTION

Resolution No. 21-089 proclaiming addiction as a risk to the health, security, and general welfare of the Tribes and directing necessary resources.

Passed July 13, 2021

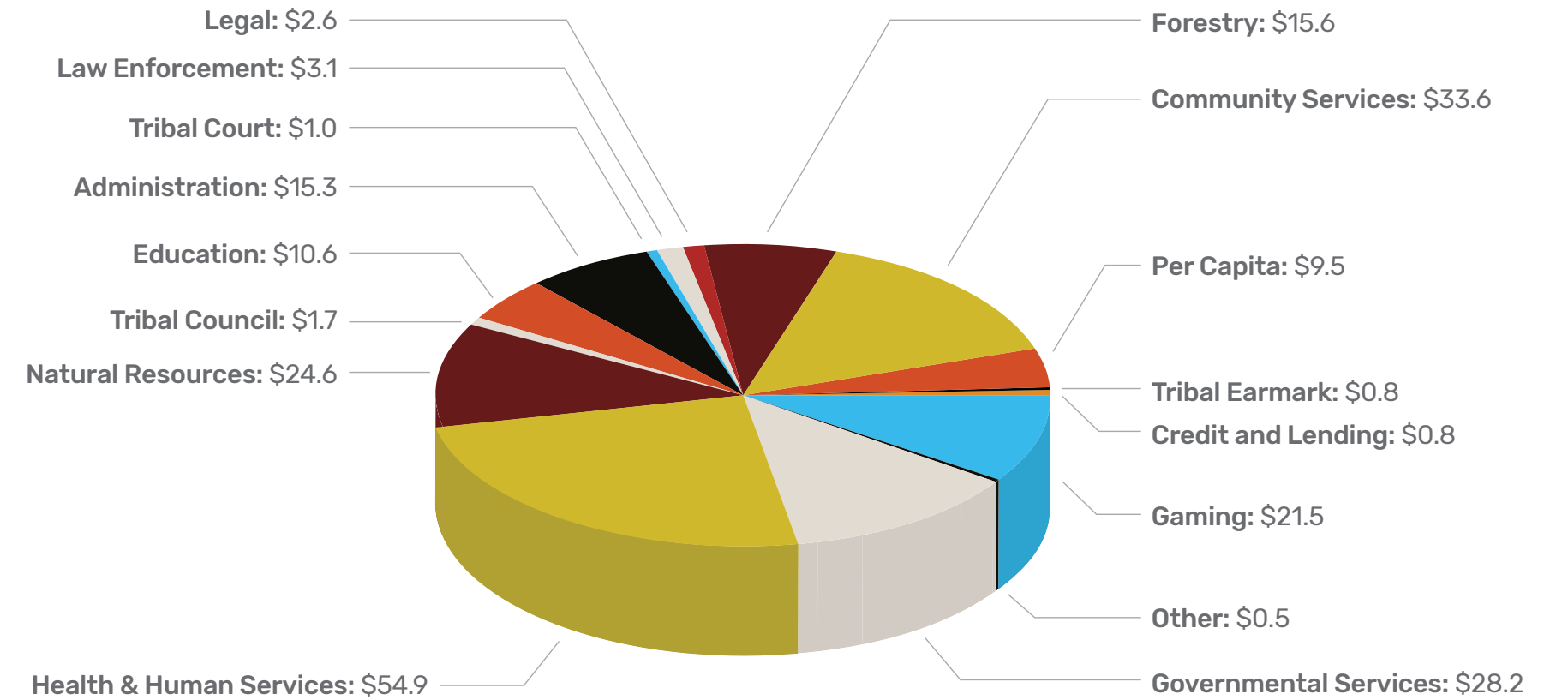


\$224.3M Primary Government

FY 2022 (Numbers are in millions)

The financial strength of the Tribes remains sound. In fiscal year 2022 the expenses of the Tribes were matched with revenue from all sources and did not require using any reserves to meet organizational needs. FY22 audited expenses were \$224,305,134 allocated across all functions of government (see graph, rounded).

Maintaining strong reserves continues to help the Tribes exercise their independence from borrowing of any kind; keeping the Tribes free from the costs of rising interest rates and obligations. Looking forward, the largest headwinds are expenses associated with inflation and increased expenses across the Reservation. While these are beyond our control, Council approved a 25% increase to per capita payments, and 20% increase to tribal elder assistance payments to be effective in fiscal year 2023 to alleviate the impact to the Tribal Membership.



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



Financial Management Division

Salish gauntlets, circa 1935. Purchased from the Allard auction in 2008. Image courtesy of the Three Chiefs Culture Center.

Financial Management encompasses Accounting Budget and Compliance, IIM, Property & Supply and the Economic Development Teams. These areas focus on planning for the future, delivering sound financial practices across the organization, serving employees and members who have financial engagements with tribal financial function. They equip the organization by delivering key materials for success, developing strategies and evaluating opportunities for tomorrow.

Accounting Budget & Compliance

The Accounting Budget & Compliance team is comprised of 28 team members providing a variety of financial services to the organization both internally and externally.

Accounting ensures the books and records meet the highest auditing standards for governmental organization. These employees support department heads and financial specialists with training ensuring compliance with sound accounting principles, integrating best practices to improve efficiency. The Accounts Payable and Receivable team generate nearly 1500 payments a month and are actively working to increase ACH processing reducing reliance on paper checks. The liquidity and investments of the organization are managed through this team.

Budget is the forward-looking function of the team encompassing budget development and implementation across all departments. This work includes understanding anticipated revenues, BIA and IHS funding obligations and presenting Council with information necessary to implement the fiscal year's budget for tribal-wide implementation.

Compliance maintains the highest standards for financial management, while reviewing and updating policies to ensure best practices are being followed. Compliance team members look for irregularities, policy violations and strive to ensure the Tribes are free of audit exceptions. Through the certification process Compliance helps programs ensure that the funding received from all sources is used for the intended purpose.

The Payroll team functions within the financial management oversight group to ensure accurate and timely compensation to employees and the attendant tax and benefit compliance.

Economic Development

The focus of the Economic Development team is shifting from managing access to CARES/COVID funding through the Member Business Support program during the pandemic, to future opportunities. Economic Development is actively engaged in



assessing tourism opportunities, business opportunities for the Tribes and Tribal Members, and the financial feasibility of development projects across the Reservation. The core focus for the team is doing the financial evaluation of business opportunities and presenting this to Council for action. The Economic Development team is the primary conduit when outside partners reach the Tribes to collaborate, and need to connect with the right internal tribal department for further engagement. Economic Development employees collaborate on the Property Management Team, informing on opportunities to bring highest best use decisions to Council for action, while also determining potential opportunities for the Council to consider as they assess needs to the resources available.

Several grants have been completed in the year. An evaluation of a meat processing facility was completed this year in a partnership with USDA Funding; the Economic Development team presented Council with ideas on where the ideal location would be and the economic feasibility of having an operation to staff and process meat. This would complement the food sovereignty initiative that is growing across the Reservation. A grant brings funding to complement capital improvements at the Arlee and Elmo powwow and celebration grounds. There is ongoing evaluation of opportunity in the Elmo area where they are actively seeking to address Tribal Member needs for a convenience store and fueling center.

Looking forward, Economic Development will collaborate with Indian Preference Office to align current Tribal Member-owned businesses with opportunities that come to the Tribes and directing Members to S&K Business Services to develop a business plan. Also the team is working with SKC to develop educational opportunities for Members to learn skills and trades that will position the next generation of Tribal Members to earn a meaningful living.

Property & Supply

The Property & Supply group is staffed with a tireless group of nineteen employees. Property & Supply is responsible for many things including inventory, ordering and delivering supplies to the departments and locations Reservation-wide. Property & Supply employees monitor capital expenditures on vehicles and equipment. The ongoing global supply chain disruption continues to provide challenges that staff anticipate, while looking for ways to navigate shortages to keep CSKT well supplied and prepared for current and evolving needs.

Additionally, Property & Supply maintains the physical inventory of capital equipment that helps the Tribes prevent waste and duplication, as well as help anticipate replacement based on observations. The mail room and switchboard are under Property & Supply supervision.



Chairman McDonald addresses the crowd gathered to commemorate Beartracks Bridge.

Individual Indian Money (IIM) Accounts

The CSKT Individual Indian Money (IIM) department at CSKT is one of only two tribes in the United States that have an “on-reservation” presence to assist Tribal Members who want to access their IIM funds. IIM is staffed with full-time employees who are committed to providing Tribal Member access to funds, and accurate accounting to ensure Tribal Members are efficiently served.

The goal is to provide exceptional service to Tribal Members, answer questions, and help be the on-reservation representation of the Bureau of Trust Fund Administration who are the trustees of all IIM accounts.





Administration Division

Beadwork by CSKT Tribal Member Annie Kathryn Sorrell.

The Administration Division includes the Departments of Facilities and Maintenance, Information and Technology, Personnel, Records Management and Director of Administration. The team is responsible for keeping facilities functioning and properly maintained; ensuring the smooth daily operation and upkeep of computer/network systems and equipment; assisting the organization with personnel management; moving to a paperless and centralized records management system; developing/ implementing policies and procedures; as well as strategic planning for cost effectiveness and appropriate services.

Facilities and Maintenance Department

Facilities and Management processed over 1,300 work orders from tribal departments in 2022 and also contributed to other major projects including:

- The Transportation bus barn received a concrete floor, along with spray-on insulation and insulated garage doors for an enclosed, safe vehicle storage area.
- The old complex underwent a major exterior renovation as the old stucco was patched, filled and repainted, new basement windows, brick wall replacement, new metal mansard, recoating of the EPDM roof system, new entry door and replacement of eight HVAC units.

- Most of the construction on the new Ronan Health Center was completed in 2022. The Health Center is a multi-million dollar project which included replacing a sewer mainline lift station which the CSKT turned over operation to the City of Ronan.
- The first wave of Early Childhood Services roof replacement began in late 2022.
- The Elmo grounds received some concrete work near the concession stands for greater mobility along with interior concessions work and roof repair. The Arlee grounds received new carpet in the pavilions and new all metal concession stands.
- Two major water leaks were also addressed in 2022. The old complex leak involved line replacement along with removing various add-ons from over the years and replacing a large valve. The old fire control building also had a major leak that required a trenchless company to be called upon to bore under and totally replace the old water line.

The Department will be taking on long overdue deferred maintenance in 2023. There are approximately 100 large scale construction and rehab projects for tribal facilities which will enhance Facility and Maintenance's ability to serve Tribal programs and building needs in 2023.





Elizabeth Gard, Network Analyst

Information Technology (IT)

The IT department manages governance of the Tribe’s technological systems, maintenance of the infrastructure and functionality of the systems overall. Beyond that, professionals in the IT department work internally on computer software and hardware in many ways that allow our tribal government to be successful.

Network Operations

- Took over purchasing all computer equipment for all of the organization and purchased/replaced 70 outdated systems in the organization.
- Replaced all USB printers and developed a plan for replacements going forward into FY23 that will coincide with a paperless environment.

- Led the change in the CSKT Websites (csktribes.org, cskthealth.org, bisonrange.org and threechiefs.org) with a contractor and will transfer the management of the site to the Executive Communication Team in FY23.
- Ensured all users have a webcam for TEAMS or Zoom calls.
- Closed 4,101 end user tickets.

Network Support

- Replaced all phone handsets within main sites.
- Continued OnBase deployments, including Accounting and Personnel.
- Moved all internal websites to use SSL.
- Set up election locations in Arlee, Hot Springs, Pablo, Ronan, Elmo, and Dixon.
- Refreshed the audio mixer for Council.
- Moved departments to digital fax.

Infrastructure

- Fiber build from Pablo HQ to SKHA with laterals to Elders Program, Bank Building, S&K Holdings, and Peoples Center.
- Fiber build from TLC to Two Eagle.
- Fiber build from Bison Range internal to all facilities.
- Pulled network cable at the new Ronan Tribal Health Center.
- Developed long-term maintenance standards and contracts for all organizational backup generators.
- Wrote and received a 43M NTIA Tribal Broadband Connectivity Program Grant.
- Helped negotiate T-Mobile co-location lease agreement.

Records Management

- The Records Management Department will establish a centralized electronic and non-electronic records management system for CSKT. The team led the cleaning the clutter initiative and managed the proper disposal of approximately 53 small and 167.5 large security carts of



Tribal documents. Other efforts include scanning, indexing, and cataloging personnel files for implementation into OnBase, providing an electronic database for all CSKT employees. The Records Management Department will be the central repository for long term document storage and will assist departments with proper records retention. The Department will utilize its portable scanner to assist CSKT departments with establishing electronic files in 2023.

Personnel Department

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

The Department consists of twelve (12) employees: Department Head, Lead Personnel Management Specialist, Personnel Management Specialist/Employee Benefits, 3 Personnel Management Specialist positions, Personnel Management Specialist/Employee Benefits Assistant, Personnel Management Specialist/Background Investigation Adjudicator, Personnel/Contract and Grants Technician,

Image at right: Alta Finley at the annual Flagger Certification Course offered by the Indian Preference Office.



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 and assists departments in the hiring process for advertised positions.

2022 showed a decrease in the number of positions advertised:

- 245 positions advertised (298 in previous year)
- 836 applications for advertised positions (1,257 in previous year)
- 415 interviews scheduled (621 in previous year)
- 519 CSKT members applied (806 in previous year)
- 53 First generation descendent of CSKT member applied (86 in previous year)
- 112 members of other Tribes applied (162 in previous year)
- 152 Non-tribal members applied (203 in previous year)
- 518 female applicants at 61.9 percent (587 in previous year at 46.7 percent)
- 318 male applicants at 38.1 percent (670 in previous year at 53.3 percent)

The Indian Preference Office reports the following:

- Contract Verification Forms Reviewed - 373
- Business Applications Approved - 109
- Employment Applications Received - 65 (41 CSKT; 24 MOT)
- First Aid Training - 24 spots available; Certified 9 people (8 CSKT; 1 MOT)
- Flagger Training - 40 spots available; Certified 17 People (8 CSKT; 6 MOT)
- Job Placements - 97 (65 CSKT; 32 MOT)
- Revenue - \$388,521.41

The Department continues to move to a paperless environment. Current official personnel folders are being converted to an electronic format and submission of personnel action forms are online using the OnBase system.





Tribal Resource Management Division

Headdress of Joe Antiste, Kootenai. Circa 1936. Image courtesy of Three Chiefs Culture Center.

Forestry Department

Forestry’s mission to prescribe and implement sound silviculture treatments to promote forest health and return forest back to a fire-maintained forest structure was enacted in 2022 by applying over 15,000 acres of treatments. The timber sales program treated over 2,300 acres on 17 sales in multiple watersheds. Harvesting near 11 million board feet and generating over 1.5 million dollars — Including a pilot project in the CSKT Buffer Zone to reduce the risk of fire into CSKT Wilderness. Forestry and NRD teamed up to restore 16 aspen stands in the next five years by reducing conifers and applying fire to help revitalize aspen habitat.

CSKT Fuels and Forest Development programs partnered efforts on and off the Reservation treating over 7,500 acres of hazardous fuels, 4,600 acres of precommercial thinning, 1,300 acres of slash piling, and over 900 acres of planting. These treatments are efforts in restoring Tribal lands back to near pre-settlement type condition to reduce the risk of large wildfires that have been trending upwards nationwide. The Reserve Treaty Rights Lands (RTRL) program collaborated with the US Fish and Wildlife Service, the Bureau of Land Management, the Nature Conservancy and the Lolo National Forest restoring and enhancing aboriginal lands of the CSKT.

The CSKT Division of Fire (DOF) program demonstrated resilience in facing a challenging 2022 wildfire season. In total there were 61

(35 lightning and 25 person caused) fires on the Flathead Indian Reservation burning 29,738 acres of reservation land. The Elmo fire was the most challenging fire in 2022 covering 21,349 acres. An Incident Management Team assisted with the management of this fire that ran through subdivisions near Dayton, destroying several structures. CSKT programs, with assistance from the BIA National BAER Team, developed a comprehensive BAER plan to protect cultural and natural resources impacted by the fire.

Tribal Lands Department

The Tribal Lands Department (TLD) worked on a wide variety of essential Bureau of Indian Affairs (BIA) trust functions in fiscal year 2022 including probate case preparation and submission (136 cases), recording of title documents, providing title information to trust land owners, assisting with mortgages (37 closed), developing leases on tribal lands and doing field compliance inspections for resource planning purposes and lease monitoring (835 instances).

The department has 33 employees and the work performed is funded by a combination of USDA Grants, BIA compact funds and Tribal funds. The functions range from property maintenance, fence construction, demolitions, lease monitoring, mapping and managing invasive noxious weeds, estate planning assistance, acquisition and disposal of individual trust property and meeting federal regulations to transition land into trust status.



In FY 2022, no individual owned fee parcels were converted to individual owned trust status. It is important to note that five individual acres came out of trust status while no acres of individual owned land came into trust status.

In FY 2022, the Tribal Lands Department field crew worked on 20.25 miles of fences on Tribal properties that border Tribal agricultural land, and performed seven demolitions. The field crew is consists of eight full-time employees and three TEA's for the season. Lands Department staff wants to thank the many lessees who act as stewards on Tribal lands by repairing fences, treating weeds and sustaining a quality land base.

In FY 2022, staff also treated 1,430 acres of noxious invasive weeds throughout the Reservation and plan to continue this work into 2023. The Department also has eleven USDA-NRCS grant projects in the works. The USDA-NRCS provides grant opportunities for the Tribes and Tribal Members to perform stewardship projects on trust lands. The grants assist in water developments, irrigation upgrades, weed management, rotational grazing planning and much more. The Tribal Lands Department also works with the USDA-Farm Service Agency (FSA) providing lessees the opportunity to get coverage to protect farmers and ranchers from crop loss and draught.

Division of Engineering and Water Resources

The Division of Engineering and Water Resources, or DEWRs, increased staffing and progressed on projects in 2022.

The Water Monitoring and Measurement Program oversees streamflow, canal flow and irrigation reservoir levels at 90 locations across the Reservation, all to protect water resources and provide data for irrigation water management.

The Restoration Program, as a new program in 2022, staffed up to implement restoration and mitigation efforts related to irrigation projects and DEWR environmental compliance efforts.

The Safety of Dams Program completed the Crow Dam Spillway, which is Phase II of the Rehabilitation Project. The Bureau of Reclamation (BOR) continued with studies and designs for the replacement of outlet works at Kicking Horse Dam, Mission Dam and Upper Dry Fork Dam. Located in Ronan, the BIA 24-7 National Monitoring Center provides real-time monitoring of more than 140 dams across the western United States while simultaneously assisting Mission Valley Power as their after-hours call center.

The Roads Program competed reconstruction of homesite roads at Rosalie Lane and South Arlee Homesite (Finley Lakes Roads), which included road widening, new aggregate, signs, drainage



improvements, and culverts. Designs are in progress for Dixon Agency street improvements, St. Mary's Lake Road bridge replacement, Revais Creek bridge replacement and Indian Avenue (Elmo) improvements. Several grant funding applications were submitted for various projects and safety plan updates.

The Irrigation Infrastructure Program oversaw the rehabilitation of Flathead River Pumping Plant Unit number 2. The Jocko K Canal Diversion construction started in Fall of 2022 after irrigation season with the overflow spillway, cofferdam installation, and Tribal Fisheries conducting fish rescue efforts. Work will be finished in 2023. Jocko Canals conversion to pipe and the structure replacement at 31A Canal Chute in Valley View will be ready for construction in 2023. The Charlo planning process began for compact implementation.

Division of Fish, Wildlife, Recreation and Conservation

Change dominated 2022 as the staff recovered from the impacts of the global pandemic. Despite changes, crews worked together to protect the culture, tribal treaty rights and the natural resources on the traditional homelands of the Séliš, Qlispé and Ksanka people.

Image at left: Crow Dam Spillway.





Division of Fish, Wildlife, Recreation and Conservation staff Shannon Clairmont, Dan McClure, Stephanie Gillin, Tasha McDanal, Whisper Camel-Means, Katie Finley-Squeque (L-R)

The Wildlife Program welcomed a new manager and staff navigated increased wildlife-human conflicts as new residents moved to the Flathead Reservation. Educating people to live with wildlife is a challenge. Habitat management and restoration remained on a successful path.

The Fisheries Program protected native fish and habitats on the Reservation. Mack Days fishing events on the Flathead Lake and the Native Fish Keepers netting program proved our most effective tools.

Numerous veteran Tribal Fish and Game Wardens retired, which encouraged an infusion of new wardens to meet team

expectations. Permit sales increased and contacts with the public have been positive.

The Aquatic Invasive Species Program operated the Ravalli and Thompson Falls watercraft stations checking nearly 18,000 boaters with 24-hour-a-day operation during the peak boating season.

The Information and Education Program at the upgraded Bison Range Museum and gift shop made impressive improvements for the public to access. The staff also assisted with AIS events around Flathead Lake, and the Annual River and Lake Honoring events, with hundreds of students from area schools participating.

CSKT's Bison Range was restored to full Tribal operation and management. The wildlife and rangelands are being evaluated for preservation and visitor enjoyment. Expect enhanced visitor services in the future to help the public experience the land and wildlife in respectful ways.

The Wildland Recreation Program welcomed a new manager. Blue Bay Campground maintained a high level of recreational visitor days. Staff provided important backcountry bridge, trail, and campsite maintenance and are prepared for another robust season.

Division of Environmental Protection

The Division of Environmental Protection advocates for the protection, restoration, effective management and health of the air, land, water and biological resources of the Flathead Indian Reservation environment. This is done through education, planning, conservation, cooperation and regulation, all while perpetuating cultural values and quality of life issues on the Reservation.

A Division Manager and 19 staff coordinate several programs:

- The Shoreline Protection Office administers Ordinances 64A and 87A, which enforces preservation of 62,000 acres on Flathead Lake and another 60,000 acres of Reservation wetlands.

- Wetlands Conservation Program assesses and monitors Reservation wetlands while analyzing 20 years of data on watershed trends.
- The Water Quality Program monitors surface water quality and standards, focusing on seven long-term CORE monitoring sites.
- The Water Pollution Control Program inventories point-source pollutants, issues 401 permits, and provides technical assistance to local wastewater treatment facilities.
- The Nonpoint Source (NPS) Pollution Program completed nine ecological restoration projects.
- The Brownfields Tribal Response Program manages illegal dumps and the restoration of contaminated land. In 2022, staff revitalizing a former industrial yard with community members.
- The Geographic Information System (GIS) Office provides updated maps, geographic insight, and spatial analysis to NRD programs.
- The Underground Storage Tanks Program inspects and monitors 18 sites. Staff track Reservation tanks and respond rapidly to emergencies.



- Air Quality Program staff monitor Reservation stations to improve human health and aesthetic value provided by clean air.
- The Pesticides Program provides FIFRA inspections, incident investigations, and pesticide education to four reservations in Montana as well as continued surface water monitoring. Recent projects also include pollinator habitat improvement.
- The Environmental Justice Program was created in 2022 to respond to environmental disasters and utilizes drone technology for rapid emergency response.

Preservation Department

The CSKT Preservation Department has continued to build on a well-established reputation within the cultural resource management realm. As one of the first tribes to establish a Tribal Historic Preservation Office, department employees have increasingly built capacity and capabilities over the years. Working closely with the Culture Committees and Elders, the Preservation Department

Image at right: Victoria White and Blair Libby looking into soil characteristics as part of a wetland delineation.



works to protect tribal cultural resources. Utilizing a blend between traditional knowledge and modern archaeological methods, staff members continually work to safeguard CSKT cultural resources.

Working through multiple policies such as the National Historic Preservation Act and CSKT Cultural Resource Protection Ordinance, the Preservation Office regularly conducts agency consultation, surveys, project monitoring, research and database management and administrative functions. Almost all work duties are tied to protecting CSKT's sacred or archaeological sites, traditional use areas and place-names. Consultation is initiated when culturally-important areas could be disturbed, which triggers a detailed review of in-house databases (site forms, reports, oral histories, newspapers, etc.) Based on the research results, ground verification and surveying may also take place. After the findings are determined, the Preservation Department and CSKT Leadership consult on management recommendations.

For 2021-2022, Preservation has executed multiple cultural resources based contracts important to the Séliš, Q̓ispé and Ksanka interests and identity. These projects include inventory, research and monitoring. Some of the more notable projects included maintaining Cultural Clearance applications, Geologic Soils Testing, Anaconda Smelter Project, BPA Power line Monitoring, Northwestern Energy Powerline Monitoring, Avista Hydroelectric Projects, Kootanusa GIS Map Story, Hungry Horse

Reservoir, Ethnobotany, Lake Pend Oreille Bear Paw Rock Art Site Monitoring, Kootanusa Big Creek Rock Art Monitoring, Somers Beach Survey on Flathead Lake and more. The Preservation Department is also looking forward to various incoming projects and contracts projected for 2022-2023.

Séliš-Q̓ispé Culture Committee

The staff and Elders Cultural Advisory Council of the Séliš-Q̓ispé Culture Committee is tasked with a sacred responsibility: the survival and revitalization of our culture, language, and history—the foundation of the Confederated Salish and Kootenai Tribes.

Since its beginning, SQCC has worked diligently in many areas to carry out our mission. The heart and soul of the program is the Séliš-Q̓ispé Elders Cultural Advisory Council, a group of culturally knowledgeable elders whose wise oversight and direction shapes both the long-term goals and daily work of the Culture Committee staff. The members of the Elders Council also serve as advisors to the CSKT Tribal Council, helping ensure that our cultural values remain at the center of what we do as an Indigenous nation.

2022 was a momentous year in many respects. On June 7, 2022 SQCC lost our longtime Director—our Ilmix'm, Antoine "Atwen" Incashola, Sr. CSKT & SQCC can never replace Tony's wisdom and



leadership, but will do our utmost to carry out the guidance and direction he gave to each one of us: continue. And over the course of the year, orders were followed, reaching major milestones in every area of work.

With the easing of restrictions related to COVID, SQCC was able to resume many traditional cultural events and activities, including Bitterroot Dig and Feast and bi-annual trips to Medicine Tree.

SQCC played key roles in major events, including the naming and dedication of Beartracks Bridge in downtown Missoula, and the induction into the Montana Outdoor Hall of Fame of the Three Yayas—Annie Pierre, Christine Woodcock, and Louise McDonald.

SQCC produced two special publications: the 76-page “Brochure & Guide to Available Educational Resources,” and “NtɁwétkʷ / Kúnamituk: the Lower Flathead River—the first CSKT Cultural Waterway,” a poster and booklet on the CSKT Cultural Waterways Ordinance.

In the effort to save and revitalize the endangered Salish language, SQCC’s Adult Language Program welcomed six new apprentices and promoted five apprentices into the second year. Cohort 5 completed Book 1 of the curriculum and Cohort 4 completed Stories 2. The program is now developing a fourth stage of the curriculum, including additional recordings of elders Johnny Arlee and Stephen

Smallsalmon. The program also contributed to Indigenous language policy and strategy, including updating and revising Class 7 teacher certification; comments on the Biden Administration’s 10-year National Plan on Native Language Revitalization; and participation in numerous language events, including the Flathead Reservation Regional Indian Education Summit at KwaTaqNuk; the Inter-Tribal Language Summit at MSU-Billings, where Steve Arca (SQCC) and Daniel Brown (Nkʷusm) delivered a keynote address; and Language Appreciation Day at Two Eagle River School.

The SQCC created and/or installed numerous interpretive signs, including: six at Beartracks bridge—the most extensive information on Séliš & Qlispé culture and history in Missoula’s public spaces since the city’s establishment in 1865; Snyelmn Čłčewm u Mqʷmōqʷ (Mission Valley and Mountains), a three-sign set installed by CSKT Roads at four locations—the latest additions to the Séliš-Qlispé Ethnogeographic Signs Initiative, an ongoing effort to restore Salish place-names to the land as powerful reminders of our historic and continuing connection to these places; a set of three signs installed along Kim Williams Trail in Missoula: two signs along Grant Creek Pedestrian Trail in Missoula: and additional installations of “Ncqʷelstétkʷ — Flint-Stuck-in-the-Ground Waters: the Upper Clark Fork River and the Séliš & Qlispé People.”

SQCC produced or contributed to three publications: “Sxʷúytis SmɁe—Grizzly Bear Tracks Bridge: Historical Background,” a 24-



page, illustrated, footnoted booklet relating to Beartracks Bridge; “Qʷeyqʷay: Buffalo and the Séliš & Qlispé People,” an 8-page illustrated pamphlet on the culture and history of our relationship with buffalo. Printed with support from CSKT Bison Range; and co-authored “Sčłpálqʷ: Biocultural Restoration of Whitebark Pine on the Flathead Indian Reservation,” published in Implementation of Climate Actions: How the Integration of Placed-Based Knowledge Can Lead to Science Solutions (CRC Press, 2022).

SQCC delivered many presentations on language, history and ethnogeography, by zoom and in-person, for groups ranging from our local schools to government agencies.

SQCC continued to build and secure its historical collections, processing small private collections generously donated, and building working relationships with outside agencies and institutions to share knowledge and pursue repatriation.

SQCC continues to serve on many boards and committees both inside and outside the CSKT, including the Reservation Review Board, the Salish Kootenai College Press board, the Missoula History Roundtable and Downtown Interpretive Trail Committee.

Image at left: Antoine “Atwen” Incashola, Sr.



SQCC is constantly engaged in consultation, discussion, and collaboration with an ever-increasing number of agencies, officials, institutions, and organizations.

SQCC gives first priority to requests from Tribal Members and departments for information and perspectives on language, culture, and history, striving to provide accurate, well-researched information that has been reviewed and approved by our Elders. This is a vital and appropriate role of the SQCC within the CSKT system. A protocol followed for each request requires significant time researching, checking and discussing each request thoroughly.

It is difficult time in our history, especially in the area of the continuance of our culture and language. Yet this is also a time when so many in our community are coming together to do our best for the generations yet to come. There are many exciting opportunities and projects that will be taking shape in 2023 and the years ahead. It's vital to stay connected together, and to remember and respect that so much of the hard work of our past Directors—Tony Incashola, Clarence Woodcock, and Johnny Arlee—was about keeping us unified as a people. We need to support one another, to help each other in good things whenever and however we can. We are reminded again of Atwen's parting words to us: continue.

Kootenai Culture Committee

The Kootenai Culture Committee (KCC) focuses on the cultural, traditional and historical resources of the Kootenai Tribal Membership. This includes but is not limited to language, history, elders and cultural and traditional practices throughout the year, as well as coordination and collaboration with Tribal departments and outside agencies over the protection of cultural resources.

The year 2022 marked the continuation of a period of transition for the Ksanka people. There are aspects of the traditional culture that have had to adapt to the reality of a global pandemic. The most extensive adaptation was in the size of gatherings. Throughout history large gatherings for spiritual, social, economic and political reasons have been a hallmark of the Ksanka (and all tribal nations) people. The pandemic has caused a cultural shift affecting the size of gatherings according to the purpose.

The Kootenai Culture Committee also sponsored cultural site visits including a trip to northern Idaho whereby many elder and community members were able to visit a culturally significant site. Other trips of cultural significance are planned in the future in order to teach the history and maintain the connection between Ksanka and the aboriginal territory.

The Kootenai Culture Committee staff has worked very hard to keep the community members safe while maintaining the mission of



Staff of the Kootenai Culture Committee.

cultural resilience and language revitalization. The Ksanka Language Apprentices consist of two groups (beginning and advanced) with the advanced group helping to teach the beginners. The advanced students will also be revising the curriculum using their learning experience as a guide. As a language isolate, the Ksanka language grammar structure does not easily fit into the standard language teaching methodologies which makes curriculum development more time consuming than usual. The Ksanka Apprentices have also moved into cultural leadership roles within the community and are the sinew holding together the practices.

The Ksanka Elders Advisory Committee has met at least twice a month via Zoom. Additionally they have had field trips to cultural sites and with

Forestry to visit management units. The Ksanka Elders Committee has provided the cultural perspective on many issues involving natural resource management, education and other departmental issues that have arisen. They are a key advisory group on traditional cultural issues for many departments and outside agencies.

In summary, the Kootenai Culture Committee is advancing the preservation and perpetuation of the traditional Ksanka culture through a variety of efforts and collaborations. We see our involvement in the coordinated efforts of CSKT and other agencies as stepping stones into ensuring that future generations will have a secure place in an ever-changing world.





Tribal Member Services Division

Beadwork by a CSKT Tribal Member.

Early Childhood Services

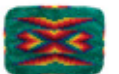
The CSKT Early Childhood Services team of educators, cooks, grandparents, bus drivers, and administrators welcomed children and families back into the classrooms for the 2021-2022 school year after many months of distance learning due to the COVID pandemic. The Tribes are proud of the Early Childhood team for their commitment, faithfulness and dedication to the children and families of our Reservation. Staff worked diligently, through many obstacles, to ensure children and families were safe in Early Childhood Services care. Children were served in each of these communities: Polson, Pablo, Ronan, St. Ignatius and Arlee while implementing safety protocol for all children, families and staff participating in the program. Some of the safety protocols included partnering with Tribal Health, Lake County Health Department and Dr. Cara Harrop to ensure continued safety measures were in place, providing gloves, masks and hand sanitizer to every individual in our centers and developing a policy specifically for reducing the spread of COVID.

The Early Childhood Services team is dedicated to the future of our Tribes children and families. Early childhood education and care is the foundation of the future. It is important that children have a safe, nurturing and supportive educational experience. Early Childhood Services provides these and so much more, and feels that they are fortunate to do this work and are also excited to have children back in the classrooms.

Tribal Education Department

The Tribal Education Department believes in strengthening tribal youths' identity to help them become better prepared to be successful in life. Tribal Education employs Department Head, Michelle Mitchell; Alexandra Plant, Education Advocate; Alisha Sheridan, Tribal Resiliency Specialist St. Ignatius Schools; Bradee BigSam, Support Specialist; Camilia Kenmille, Tribal Resiliency Specialist Ronan Schools; Cristen TwoTeeth, Project AWARE Program Manager; Malia Vanderburg, Salish Language Teacher; Miranda Burland, Department Manager/Scholarship Officer; Patricia Nomee-Songers, Financial Manager; Selina Kenmille, CTAS Program Manager and four Culture and Language Apprentices that include Mali Matt, Jan Gardipe, Al Woodcock and John Stevens.

Students received many opportunities throughout the year to strengthen and gain tribal knowledge both in and outside of the classroom provided through partnerships with SKC, SQCC and KCC. Professional development for Flathead Reservation teachers is one more way that Tribal Education supports tribal students through both Tribal PIR Day and various tribal restorative practices training opportunities throughout the year. In addition, Tribal Education offered summer learning opportunities for students through three summer culture encampments and the Mission Mountain Youth Crew which employed six reservation high school students and two SKC students.



Three Chiefs Culture Center, a vital part of the Tribal Education Department, provides guests information about traditional lifestyles and histories of the Salish, Pend d'Oreille and Kootenai Tribes. The past two years the Center has been located in St. Ignatius offering cultural education classes, museum exhibits, tours, curation care and a gift shop. Over 4,000 visitors and participants were served this year. Conservation work continues on the artifacts recovered from the 2020 fire and are being stored in Helena until the curation rooms are ready at Kicking Horse.

Three Chiefs currently employs a Director, Marie Torosian; Gift Shop Manager, Loushie Charlo; Curation Technician, Geri Hewankorn; Grant Director, Amy Webster; Gift Shop Clerk, Jamie Heavy Runner; and Curation Intern, Marianne Addison.

Law & Order

The CSKT Law and Order Tribal Police Department provides law enforcement within the Reservation boundaries, effectively servicing all calls. In addition, Tribal Police provide requested patrols and is present at several community events.

Law and Order responds to changing conditions and respects diversity, keeping the peace through enforcement of the law

and implements community policing by working alongside the community to identify and solve problems.

Officers are active in narcotics investigations and provide public awareness on the drug trends in our community. CSKT Law and Order leads the state of Montana with fentanyl seizures and is in the top three for methamphetamine seizures. In addition, Law and Order employees actively inform the community on the dangers of drugs through presentations at schools, and with CSKT employees and others.

During FY22, Law and Order responded to 13,211 direct calls which required police presence, seized 30,000 fentanyl doses/pills, seized twelve pounds of methamphetamine and provided several presentations.

Department of Human Resource Development

Department Human Resource Development (DHRD), providing direct support for the Tribal Membership, successfully submitted the 477 Plan providing for five subsequent years of funding from our federal partners for services in addition to three years funding for Tribal Temporary Assistance for Needy Families. In addition, an updated policy manual for Tribal Child Support Enforcement was approved by Tribal Council.



The Tribal Education Department providing a learning opportunity for local students.

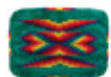
Infrastructure was further improved with Social Services completing business plan mapping and support for updating policy manuals and forms. Social Services has provided supportive services to over 134 families for assistance with rental, food, school supplies, utilities, car repairs and other services needed for success.

The Circle of Care program had a 100% program participation and hosted International Traditional Games at the Ronan Boys and Girls Club, collaborated with SKC's Bison Resiliency Coalition, TERS Youth Task Force, Young Child Wellness Council

and Social Services and Anderson Broadcasting community PSA for recruitment efforts. We also completed a community survey for baseline data.

After almost two years of COVID restrictions, the Home Visiting Program created in-person events with a Family Fun day and Lights Under the Big Sky. The program is currently doing hybrid home visits with participating families.

The Vocational Rehabilitation program focused on recruitment, doubling enrollment, and focusing on increasing outcomes



through collaboration with additional work/placement sites. We also expect additional funding to support clients towards their employment goals.

DHRD finance and accounting staff processed over 8,000 purchase orders and submitted over 5,300 timesheets in FY22. The Financial team successfully closed over 90 accounts and zero over expenditures.

With 620 elders enrolled in Elderly Services, the maintenance crew completed 876 plumbing, septic and minor home repair work orders, installed thirteen ramps and seven walk-in showers. During the cold/winter months over 286 driveways were plowed, during each snowfall that was over six inches. Wood cutters delivered 87 cords of wood. CSKT Senior Centers prepared and/or delivered 13,247 meals and 61 elders who were homebound received homecare services and 1,374 home visits were completed.

Facemasks were no longer required for transit passengers although they are still available for riders. CSKT Transit continues to provide same day pickup for shopping, job searching, court/probation hearings and doctor appointments. Daily commuter rides occur throughout the Reservation focusing on getting employees to work. This past fall, Quicksilver provided weekend Warming Center services while the Ronan location was

being prepped. During this fiscal year, purchase of six hybrid Toyota Sienna minivans were added to the fleet of vehicles. Transit purchased a new scheduling software application to be implemented in the next fiscal year. Lastly, transit staff attended the Montana State bus rodeo, and finished in 2nd place.

A few other notable updates include the Tribal Food Distribution Program implemented a new Integrated Food Management System, providing easy access to certification via the internet. DHRD also partnered in community events like Dixon clean-up, Tribal Education Back to School Distribution, Christmas for Foster Children, SKHA Rez-a-Palooza and other community events.

Lastly, DHRD implemented the first CSKT warming center for individuals who are in need of permanent housing. The warming center provided a safe place to sleep for individuals in need from November to March. The center not only kept people out of the cold but also provided a warm meal, supportive referrals to services, on site medical checks in collaboration with Tribal Health and more. Use of these services averaged between five and twenty per night.



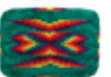
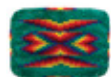
Tribal Health

Total Patient Encounters
(Calendar Year: 1/1/2022 - 12/31/22)

Behavioral Health:	4,467	Speech Therapy:	879
Chemical Dependency Counseling:	940	Audiology:	522
Medication Assisted Treatment (MAT):	734	Dental Clinics:	9,744
Medical Clinics:	8,824	Pharmacy:	32,180
Optometry:	996	Pharmacy Refills:	64,885
Optical Services:	235	Clinical Pharmacy:	580
Radiology:	476	Diabetes Services:	1,112
Physical Therapy:	1,464	Tribal Coordinated Care:	1,418 <i>(Program began September 2022)</i>

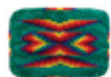
Total Patient Encounters: 65,082

Image at left: Pharmacy Technicians Louetta Conko-Camel and Flower Gopher.



Public Health

In 2022, the Public Health Division focused on vaccinations. During COVID, many community members, especially youth, fell behind on immunizations. Public health nurses offered vaccinations using the mobile health van. Community events such as the Men’s Health and Family Safety Fair, the Breast Cancer Walk and the Harvest Festival brought the community together. The Tobacco Warrior Summit was held in June for tribal youth from across Montana to learn about CSKT history and culture, as well as the negative effects of tobacco and vaping.



Clinical Pharmacy

Clinical Pharmacy initiated the medication synchronization program in 2022. Medication synchronization allows a patient to schedule prescription pick up at the same time every month through careful coordination between the patient and the pharmacy. Clinical Pharmacists continue providing direct patient care visits for disease state management, medication review, and diabetes education. Last year, Clinical Pharmacists completed 580 visits for 288 unique patients, including assisting 14 patients with Hepatitis C treatment and 116 individuals with Narcan training. Clinical Pharmacists also provide other critical services including pharmacovigilance, antimicrobial stewardship, drug shortage management, and continuing education to our provider group.

Diabetes Services

Diabetes Services transitioned to a clinic-based model in 2022 to increase care and show outcomes data. Diabetes Services had 1,112 visits with 380 unique patients last year. Early analysis suggests one-to-one patient education has contributed to a nearly 3-fold improvement in hemoglobin A1c for patients with one or more diabetes education visits as compared to standard care. Additionally, Diabetes Services introduced more cutting-edge technology for diabetes management, including the latest continuous glucose monitoring (CGM) model that is



smaller, has a one-step application, low blood glucose alarms and real-time glucose readings every minute. To date, Diabetes Services has assisted 155 patients in getting CGMs. Diabetes Services continues to assist patients with dental care, eyeglasses, orthopedic accessories and aquatic center fees.

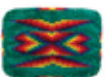
Tribal Care Coordination

The Tribal Care Coordination (TCC) division takes a holistic approach by providing TCC designated patients with a care team that includes nurses, social advocates and community health representatives. This approach encompasses a range of services, but most importantly, it links patients to community resources, while coordinating and implementing care plans, advocating on the patient’s behalf, and communicating with the patient’s primary care provider. A vital aspect of care coordination is exchanging information between health entities to ensure accurate, up-to-date information is exchanged to benefit the recipient’s care.

COVID

- 1547 Tribal COVID cases in 2022 (1953 non-Tribal)
- 3 Tribal COVID deaths (identified as American Indian on form)

Image at left: Travis Pierre, Pharmacy Intern; Michael Lawrence, Clinical Pharmacist; Chelle Brown, Pharmacy Intern; Cameron Neiss, Clinical Pharmacist. L-R





Left to Right: Tribal Health employees Michael Lawrence (Clinical Pharmacist), Merissa Pablo (Diabetes Services Executive Assistant), Nicole Cirilli (Registered Dietician), Mariah Hamel (Diabetes Nurse Educator), Adessa Gauthier (Wound Care Nurse)

- 10 non-Tribal deaths
- 13 total deaths in 2022

Medical

Last year renovations of the Polson and St. Ignatius Health Centers were completed. Now each location has two negative pressure air handling systems that allow the rooms to be sealed off from the rest of the building to prevent the spread of airborne diseases like

COVID, flu and tuberculosis. The area can be accessed from a separate side entrance, when needed.

There are currently nine health care providers at four locations, with continuation of telehealth to reach those unable to come in for services.

The Medical team continues to collaborate with internal services to provide Hepatitis C treatment, and Medication Assisted Treatment/MAT (Suboxone). This year 14 patients completed treatment for Hepatitis C. Medical providers maintained 62 individuals on treatment for Opioid Use Disorder, with a proposed increase in the number of patients in 2023.

Dental

The Dental Division provided treatment to 9645 patients in FY22, including 250 dentures, 200 root canals and over 500 crowns. Dr. Burke, the new Pediatric (children's) dentist has treated more than 1650 patients and reintroduced the general anesthesia surgical program at St. Joseph hospital, while providing comprehensive oral health/treatment for 50 children in this critically important dental service.

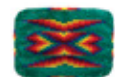
Dr. Burke is also the director of the Community Dental Health (CDH) program and his team provided preventive services, screenings and referrals to more than 350 Head Start/Early Childhood Services children. Additionally the team worked with the Sealants for Smiles program offering sealants, fluoride varnish, education and screenings in the nine school districts throughout the Reservation to over 650 students; while also extending outreach to elder Tribal Members in nursing homes as well.

The No Cavity Club continues to grow with prevention and early intervention efforts averaging 50-60 children a month with no cavities. Unfortunately, appointments are booked out nine weeks, with a need for two additional chairs which would allow the Division to be more responsive to both children and adults seeking services.



Tribal Defenders Office

The Tribal Defenders represent the indigent accused of criminal offenses in Tribal Court. Practicing holistic public defense, the Tribal Defenders Office utilizes interdisciplinary staff who assist clients to address the issues that bring them into the criminal justice system and the collateral consequences to criminal charges. Staff offer psychological services, case management, consultation and representation in civil matters, pro se assistance, representation of parents in child protection matters and youth





Kootenai Culture Committee Director Vernon Finley visits with DOI Secretary Haaland at the Bison Range.

in juvenile proceedings, driver's license restoration, the Flathead Reservation Reentry Program and permanent supportive housing at the Morning Star.

In 2022 the Tribal Defenders Office helped sixteen people restore their driver's licenses and 40 people enter inpatient substance use treatment. They provided services to 19 people at the Morning Star who would have otherwise been homeless; and assisted 300 people who returned to the Reservation from incarceration with services such as information and referral, parole planning, record

clearing, offender registration relief and access to services to support their transition.

Enrollment

Tribal Enrollment, with five team members, provides certificate of membership, per capita distribution letters, assists with completing enrollment applications and burial benefit forms along with providing descendants with certification of descendency letter. Enrollment also conducts research ancestry to correct

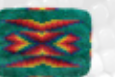
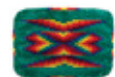
errors in blood quantum and reviews enrollment applications for completeness including all required documentation and certifications. When necessary, DNA samples are collected as necessary for next step processing to ensure omitted names are added to original documents. As stewards of enrollment services, records are continually reviewed to assure maintenance of an accurate active Tribal Membership on a daily basis.

During the fiscal year, enrollment records show CSKT had 7,918 Tribal Members. The number of deaths in fiscal year 2022 was 132 with new enrollments at 70.

The following chart shows the distribution amongst ages of Tribal Members in fiscal year 2022.

Age Distribution of Tribal Members

Age(s)	Number of Tribal Members
0 – 5	345
6 – 18	1,358
19 – 60	4,274
61 & older	1,941





Legal, Courts & Credit

Beaded purse, circa 1920. Salish/Kootenai. Image courtesy of Three Chiefs Culture Center.

Tribal Legal Department

The Tribal Legal Department works on legal assignments in matters designated by the Tribal Council. Many tasks involve Tribal attorneys and support staff working with and providing legal guidance to other Tribal departments, as well as communicating with governmental agencies, and private entities to carry out Tribal Council assignments.

As in previous years, the Legal Department continues to play a significant role with the implementation of the Montana Water Rights Protection Act, a federal law that ratified the CSKT Water Rights Compact and approved the Tribes' water settlement with the federal government. The Legal Department also oversees the Tribal Water Rights Registration Office that is under the supervision of attorney Christina Courville. Implementation of the Tribes' water rights settlement will continue to be a priority assignment for the Legal Department for the foreseeable future.

Daniel J. Decker was recently re-elected by Department staff as the Managing Attorney. The Department also welcomed attorney Zach Zipfel to its staff. In addition to those mentioned above, the Legal Department consists of attorneys Lana Page, John Harrison, Brian Upton, Melissa Schlichting, Stu Levit, Michael Wheeler, Chelsea Colwyn, Lynsey Gaudioso, Katie Jones, law office administrator Justine Maestas, and front office assistant Dorothy Finley.

Tribal Court

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 Brad Pluff, Associate Judges David Morigeau and Brandon Couture, Court Administrator Chelsi Camel, Clerk of Court, Malia Hamel, and four Deputy Clerks, Mona Haynes, Mary Pierre, Catherine Baylor, and a vacant Deputy Clerk position. The Attorney Law Clerk is Reagyn Germer, and Court Bailiff Lloyd Irvine. The Court has hired our Healing Court Coordinator Dana Comesatnight, who is working to establish a Wellness Court where defendants can be diverted to services instead of keeping them in the criminal court system. The goal is to try to assist people who need and want the help in their battle with addiction, and to try and keep them out of criminal court.

The Tribal Court is an established Court, however, we are working hard to make some changes going into the future. Over the past



six months, the Court has begun using the Full Court System to help manage and organize cases, dockets, fines, fees and general operations of the Court. This system will enable us to become a “paperless court” within 12-18 months. The Court anticipates expanding our staff to include a fourth attorney judge. We have hired a data input clerk to assist in inputting data into the Full Court System. Another goal for the Court moving forward is to expand the Court building through the DOJ Coordinated Tribal Assistance Solicitation (CTAS) grant which was awarded to the Tribes in 2020. Construction has been delayed because of the rising cost of building supplies when COVID hit. We are currently anticipating construction to begin Spring 2023.

Tribal Credit

The Tribal Credit Program has served CSKT Membership since 1936 and strives to invest in the prosperity of our communities. Tribal Credit offers capital to promote homeownership, entrepreneurs, and the education of the Séliš, Qlispé and Ksanka people. We build strong communities through access to education, financing and asset growth to improve prosperity and wellbeing of our people.

Mission Statement: Improve the social and economic condition of CSKT Membership by providing sound, equitable and accessible loans through a sustainable revolving loan program.

Objectives:

- Provide reasonable loan terms for CSKT Members.
- Promote and strengthen the Reservation economy.
- Promote utilization of Reservation resources resulting in financial gain to the membership.
- Provide loans that help improve access to housing.
- Loans that further the education of the Tribal Members.
- Provide a platform to help CSKT members build capacity in budgeting, spending, and home buyers education

Governance

Tribal Credit is governed by the Credit Plan of operations which is adopted and approved by Council.

Credit Manager and staff manage the loan portfolio through:

- Loan Processing
- Accountability
- Compliance



Credit Committee

Tribal Council appoints 3 Credit Committee members to review and approve long term loans.

- Roberta Steele - Chairwoman
- Lytle “Bud” Gillin - Vice Chairman
- Daniel Tromp - Committee Member

Each Committee member is appointed for a three year term.

Loan Products

- Personal Short Term loans
- Educational Loans, with the amount depending the unmet need.
- Mortgage Loans
- Business and Ag Loans
- CSKT Enterprise Loans, with the amount depending the need





Enterprises

Saddle blanket, circa 1890. Salish. Image courtesy of Three Chiefs Culture Center.



Sovereign Leasing & Financing

www.sllcorp.com

In 2022, S&K Business Services helped 28 small enterprises and individuals with their overall business planning and operations. The Montana Department of Commerce awarded S&K Business Services the Native American Business Advisor (NABA) Grant for a second year in July 2022, allowing for an increased ability to help Tribal small enterprises. This grant allowed S&K Business Services to assist eleven Tribal businesses in applying for Indian Equity Fund (IEF) Small Business Grants administered by the Montana Office of Tourism and Business Development to assist startup or expanding Native American businesses in Montana and to provide free continuing education courses for Tribal Members.

Salish & Kootenai Self Storage is a part of S&K Business Services. With the addition of two new facility buildings, Salish & Kootenai Self Storage will increase its storage capacity from 160 to 250 units effective in the spring of 2023. The storage rental rooms range in size from 10' x 10' to 10' x 30' and will be ready in the spring of 2023.

The Builder Hydroelectric Plant continues to support local economic growth initiatives. The infrastructure of the power plant will be renovated in 2023 to boost the facility's dependability and efficiency. The project has been generating energy since 1984 and has been accredited by the Low Impact Hydropower Institute as one of only 169 low impact hydropower facilities in the United States.



S&K Electronics

www.skecorp.com

S&K Electronics, Inc. (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. S&K Electronics, Inc. builds mainly Federal Department of Defense (DoD) funded products accounting for 85 percent of company revenue. Programs include aircraft, armored land vehicles, ship board electronics, missile systems, imaging systems and hundreds of thousands of individual warfighter products.



S&K Electronics, Inc. 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 located north of Pablo.

During this unprecedented year S&K Electronics experienced the worst supply chain issues in the history of the company, with lead times up to 108 weeks, shortages of raw materials and skyrocketing prices. Even with the obstacles S&K was able to produce a profit, pay a dividend to the Shareholder and continue to invest in the latest cutting edge equipment. While supply chain and work force issues (six retirements during the year) will continue; S&K has one of its largest backlog and best customer mix in company history. Materials ordered in 2021 are starting to arrive and FY 2023/2024 should see a large upswing in shipments.

S&K was recently awarded the Raytheon Technologies Premier Award for both Cost Competitiveness and Business Management/Customer Service and BAE's Gold Supplier of the Year.



S&K Technologies, Inc.

www.sktcorp.com

Since 1999, the S&K Technologies, Inc (SKT) family of companies has proudly represented the innovative spirit and culture of the Confederated Salish and Kootenai Tribes.

2022 was a year of continued success at SKT. Subsidiaries maintained seamless support of diverse customers around the world. Notable new business expansion includes contract awards with the Department of Energy, Defense Logistics Agency, U.S. Navy, Department of Homeland Security, and more. The SKT family of companies provide a broad range of services for federal agencies and commercial customers. Core industries include aerospace, IT, engineering, space technology, construction, and other professional services.

S&K Technologies mission is to be one of the preeminent professional service firms in the country and to provide dividends to the shareholder, today and into the future, for their use on social and cultural initiatives throughout the Tribes. In 2022, SKT



SKT headquarters near the Mission Mountains in St. Ignatius.

surpassed \$63.15 million in total shareholder dividend, with nearly half of that total being declared in the past five years.

In addition to these yearly dividends, SKT is deeply committed to the shareholder community. In 2022, there was continued focus on being a good corporate citizen and partner in the local communities by providing donations and scholarships, while supporting our employee charitable giving and volunteerism across the country.

Looking ahead to 2023, SKT sees great opportunities to expand services within existing customers, and to new customers, in the

marketplace, while continuing to focus on core enabling strategies and explore outside growth opportunities.



S&K Gaming, LLC

www.skgamingllc.com

2022 Highlights included Kwataqnuq's Flathead River Rodeo which won INFR's Rodeo of the year for the 6th time, and Gray Wolf Peak



being spotlighted in Yellowstone and bringing in basketball stars for Lassaw’s grand opening.

There were challenges in staffing, but with a 10% incentive SKG was able to find success in retaining employees. SKG has 144 staff with 42 CSKT Members, 12 CSKT Descendants, 42 members of other tribes, 1 descendant of other, and 47 non-members.

With rising costs of goods and services SKG balanced COGs against sales, but with these struggles they were able to open Lassaw’s at Gray Wolf Peak (named after Salish Kootenai sports star Nick Lassaw) and begin development of Polson West. With Polson West SKG will separate Kwataqnuq and the Casino, allowing both properties to flourish by focusing on their strengths.

SKG saw strong revenues in 2022 and was proud to contribute financially to CSKT in three primary forms. SKG made a dividend of \$6.8M (\$1.2M in 2021), \$1.5M in interest, plus \$1.967M in principal. For a total of \$10.3M.

S&K is excited to continue to strengthen its brand, and proudly represent CSKT, its values, its culture, and its people.

Image at right: Entrance to the Gray Wolf Peak Casino in Evaro.



Eagle Bank

www.eaglebankmt.com

Eagle Bank opened for business on July 25, 2006, as one of very few tribally-owned banks across the United States. Eagle Bank is a state-chartered community bank regulated by the state of Montana and the Federal Deposit Insurance Corporation (FDIC). The bank is owned by the Salish and Kootenai Bancorporation, a bank holding company which is owned by the Confederated Salish and Kootenai Tribes.

Eagle Bank was created with the mandate of helping the under-banked and un-banked across the Reservation. The bank is devoted to increasing Native American home ownership by utilizing available programs including the HUD Section 184 Indian Home Loan Guarantee Program. Through this program Eagle Bank has helped hundreds of Tribal Members realize the dream of home ownership.

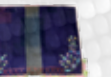
Eagle Bank is an active small business lender helping many small businesses and small agricultural operators with their

financing needs. Community banks like Eagle Bank are essential contributors to the local economy providing capital facilitating investment.

The bank consistently receives excellent exam ratings from the state of Montana and the FDIC. The bank also carries a Community Reinvestment Act (CRA) rating of outstanding. The CRA rating quantifies how well a bank is meeting its community’s financial needs.

Further, the bank consistently ranks among the top of all banks in Montana and the nation in terms of financial performance. Eagle Bank’s philosophy is to do the right thing every time regardless of cost, and financial performance will follow. The bank has added over \$7.5 million to equity capital in the last eight years.

Eagle Bank’s goal remains the same year after year; to help those most in need with access to financial services. Eagle Bank is committed to a stalwart presence on the Reservation, and is devoted to helping customers and the community however possible.





Native Fish Keepers, Inc.

www.nativefishkeepers.org

One of the largest threats to native Bull Trout and Westslope Cutthroat Trout in Flathead Lake is predation by non-native Lake Trout. Bull Trout and Westslope Cutthroat Trout are culturally and spiritually important to the Tribes, and both species are especially vulnerable to predation by Lake Trout. Bull Trout were listed as threatened by the federal government in 1998.

The Tribes are countering the threat in Flathead Lake by employing multiple fisheries management tools to reduce Lake Trout abundance, including incentivized harvest by recreational anglers and netting.

To help offset the costs of Lake Trout suppression, the Tribes established Native Fish Keepers, Inc. (NFKI), a not-for-profit corporation to market Lake Trout. The purchase of these fish supports the conservation of native Cutthroat Trout and Bull Trout. The current program also brings substantial local benefits,

including increased employment, support of recreational angling and a supply of fillets to food banks.

In 2022, NFKI processed 14,440 lbs of Lake Trout and 5,040 lbs of Whitefish for a gross profit of \$155,840.



Energy Keepers, Inc.

www.energykeepersinc.com

Energy Keepers Inc. (EKI) is CSKT’s Independent Power Producer responsible for the operation and management of the Séliš Ksanka Qlispè Hydroelectric Project.

In FY 2022 EKI generated \$75.3 Million in net revenues, a 250% increase from 2016 allowing the company to return over \$173M to CSKT over its first seven years of operating the SKQ project. EKI markets the 1.1-million-megawatt hours of annual production from SKQ to wholesale electricity customers across the west. Fourteen of Montana’s Wholesale Electric Customers and Puget Sound Energy, one of the largest utilities on the west coast, are a



Cindy Benson with the Native Fish Keepers, Inc. staff and fish products ready for shipping.

few of the customers served by EKI. The income from this activity is supplemented by EKI’s financial trading in the natural gas and power markets.

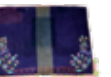
Energy Keepers Inc.’s FY 2022 dividend provided to CSKT was \$7.7M; bringing the company’s total payments to CSKT to \$31.2M for the year.

EKI continues to invest in the rehabilitation and betterment of the SKQ Project. As of the end of FY 2022 EKI has completed over \$21,000,000 in upgrades, primarily in unit reliability. These investments continue to keep the SKQ project producing at rates

that exceed the equivalent forced outage rate in the industry.

In FY 2022 EKI’s successfully upgraded the governor system and transmission breaker for Unit #3 of the SKQ Power Project as well as rehabilitating 5 of the 14 spill gates.

As EKI looks to the future we will strive to continue the rehabilitation of the SKQ Power Dam and Powerhouse while at the same time enhancing our revenue from power trading. EKI has a longer-range goal of building or acquiring another electricity generation asset to contribute to the Nation’s energy transition.





Affiliates

Beadwork by CSKT Tribal Member Karen "DeDe" Friedlander.



Salish Kootenai Housing Authority (SKHA)

www.skha.org

The Salish & Kootenai Housing Authority's (SKHA) mission is to provide high quality, affordable housing to the people of the Flathead Indian Reservation, utilizing all resources to insure the services are provided in an efficient, economical and timely manner. The Housing Authority will plan and assess all future housing and support services to insure all areas and individuals are served. The SKHA will continually strive to improve the quality of life while maintaining the cultural integrity and identity of the Salish & Kootenai people.

Maintenance provides service for 503 low-rent units. In 2022, Maintenance responded to 1,364 service order calls, contracted move-outs and scheduled repairs for 38 contracts, completed one interior rehab and 11 siding and 14 roof replacements.

Water/Sewer Operations operates, maintains and monitors 42 community water and/or sewer systems. Last year, these employees pumped 112 million gallons of water, added 27 new connections, ordered a sewer treatment plant for the Woodcock Lagoon, installed 14 private septic systems, and drilled eight wells.

Occupancy is responsible for all phases of a tenant's occupancy. Occupancy staff hosted the second annual Rez-a-Palooza last year; in addition to awarding 71 tenant incentives to thank tenants for hard work being good tenants.

Housing Resource used grant funds to purchase an electric vehicle and future Youth Center for the Project 30 community, administered the Emergency Rental Assistance Program, assisting 458 CSKT members/descendant and 344 non-member households residing on the Reservation, and continue to administer the Homeowner Assistance Fund providing mortgage, homeowners' insurance and property tax payments for CSKT members/descendants. The Housing Resource team is constructing five low-rent units in Pablo, and assisted eight households with the Home Improvement Program, and served 36 households at the Transitional Living Center.

Administration coordinated staff training in First Aid/CPR/AED, NARCAN, 40-Hour OSHA, and Employee Assistance Program. Finance had a clean audit and coordinated strategic planning.





Salish Kootenai College

www.skc.edu

Salish Kootenai College produced video recordings as part of the former KSKC TV station. The television station operated for more than 35 years and the recordings contained language, culture and content of community interest. Many of the videos that were made are in formats that are no longer in use. For the past 5 years SKC has been converting the archived recordings to a YouTube format. The goal is to make access to the archived recordings accessible. Many of the individuals who contributed to the content of these films are no longer with us. The College hopes that the community enjoys these videos and that they can be shared as was the original intent.

The links to the SKC-TV and SKC YouTube channels are as follows:

- SKC-TV YouTube Channel:
youtube.com/channel/UCxTfcW6rez5g8ui09esQhRQ
- Salish Kootenai College YouTube Channel:
youtube.com/user/skadmin

Last year Salish Kootenai College added the following Career Technical Programs:

- Office Professional Certificate of Completion
- Medical Office Professional Certificate of Completion
- Computer Science Certificate of Completion
- Dental Assisting and Nursing had successful accreditation site visits and received continued accreditation status for their programs.

U.S. Secretary of the Department of Education, Miguel Cardona delivered the commencement address for the graduating class of 2022. He took time to visit with the Language and Culture students about the importance of language and cultural perpetuation efforts. The students were passionate and committed during their discussions with the Secretary.



U.S. Secretary of the Department of Education, Miguel Cardona, participates in the SKC graduation.



Two Eagle River School

www.twoeagleriverschool.org

Two Eagle River School will celebrate its 50th Anniversary in the 2023-2024 school year. We have four individuals whose combined tenure is a total of 156 years. Even more amazing they are currently working at Two Eagle River School at this time! These individuals are former Superintendent Clarice King, Home Cultures teacher Kathy Tapia,



former Clerk/Bookkeeper Cheryl Morigeau, and Home-School Coordinator Claudette Bird. In addition to these amazing people, we have a staff whose average tenure is 20 years. We will have events celebrating the 50th Anniversary throughout the 2023-2024 school year.

Vision Statement: On Wings of Eagles Two Eagle River School students soar to their highest potential, to learn, grow, and succeed at new heights.

Mission Statement: Two Eagle River School, an alternative school for Native American students, provides Native Language and culturally relevant curriculum in a safe and healthy learning environment. The school community creates a foundation for each student to become a lifelong learner in an environment that fosters Individual Respect; Tolerance; Personal Integrity; Health and Well-Being; Social Responsibility; Tribal/Cultural Responsibility.

Two Eagle River School was started in 1974 to assist Indian students who had dropped out of school. At that time students were mostly older individuals (17-20 years old) who wanted to further their education. Over the years TERS evolved into a fully accredited high school for ages 14-20, largely because of need and demand. In 1979 Two Eagle River School became

a tribally controlled BIA contract/grant school operated by the Confederated Salish and Kootenai Tribes. The majority of the students are Tribal Members or descendants of the CSKT. Enrollment includes students from other tribes, and serves grades eight through twelve and maintains an enrollment of approximately 125 students. TERS received accreditation from the Northwest Association of Schools and Colleges in 1981 and from the Office of Public Instruction, State of Montana, in 1983. Over the past 49 years, TERS has successfully graduated over 700 students, many of whom had previously dropped out of, or fell through the cracks of the public school system. The school has come a long way toward educational fulfillment, a large step from the first 10 students forty-nine years ago. We bus students from every community on the Reservation, every day. Third and fourth generation students are a testament of multi-generational ties to Two Eagle River School. It is important to note, that over the years our students make up the largest percent of Tribal employees.



Nkwusm Salish Language School
www.nkwusm.com

Axlasqt m še Séliš nuwewl'stn lu qeqs yo?nunm. Imše qe olq'štwex'. Ta qe qes č?oyncutmstm lu qesnk'wsqelix'. Imše qe put?entm esya? lu ul sx'm' imēy'em. Imše qe q'weylm' ist. Ta pisterh qeqs čmšqnmist!

Everyday the Salish language is what we learn. We will help each other. We will not laugh at our Indian People. We will respect all teachers. We will do our best. We will never give up! Created by Sophie Quequesah - Mays for the Nkwusm Language School.

The mission of Nkwusm - Salish Language School is to recreate a process whereby the Salish language is passed from parents to children, elders to youth in an effort to holistically preserve the language, perpetuating the Salish way of life and worldview.

Image at left: Nkwusm students on a field trip to Council Groves state park.





MVP power substation.



Mission Valley Power
www.missionvalleypower.org

Mission Valley Power is organized and exists to provide the best possible and most cost-effective electric power service to its customers consistent with sound business principles. MVP faced many challenges this year, from completing a new 10 year high in new services to the area, to capturing and understanding 35 years of deferred maintenance. Growth to the service area has increased the concern over providing cost effective power, as inflation, and cost of materials continues to rise and put a strain on inventories.

MVP is a federally owned utility operated and maintained by Confederated Salish and Kootenai Tribes, under public law 93-638, the Indian Self-Determination and Education Assistance Act of 1975.

Operations and engineering staff are challenged to maintain the balance between new work orders and existing infrastructure needs and concerns. Support services staff are challenged with

ordering equipment in advance to have on hand for any unforeseen repairs. MVP provides power to over 23,000 meters in several different rate classes, residential service being the primary driver.

MVP utility board is tasked with finding the “happy medium” between current customers and predicting future growth and needs of the electrical infrastructure, throughout our 1600 square miles of service area.

MVP partners with Bonneville Power Administration (BPA) to meet a large majority of power needs, MVP has two delivery points to receive power from BPA, then distributes the received power to households and businesses in our service area. MVP maintains a 24/7 on call staff to rapidly restore power in case of equipment failure or any other unknown disruptions.

Please visit www.missionvalleypower.org, to find energy forms, new service forms, customer facing outage map and past annual reports with increased details.

Nkʷusm is a 501 (C) (3) non-profit organization governed by a Board of Directors.

Language is at the heart of what we do and it is an honor for Nkʷusm School to pass on what our ancestors have passed on to us. Nkʷusm School works hard to perpetuate language, culture, and traditions of our tribal people. Language is essential to maintaining our identity, culture and values while also strengthening our tribal government and sovereignty.

Nkʷusm provides an exceptional educational program structured around Séliš and Qlispé Language and Culture as well as academics in math and reading instruction. Nkʷusm enrolled 47

students in Preschool through 8th grade. Nkʷusm employs 14 staff, which includes our fluent speakers Stephen Smallsalmon (20th year) and Eugene Beaverhead.

Nkʷusm will continue working hard on our goal of Salish Language revitalization as the organization continues to grow and develop. We greatly appreciate the support of the Confederated Salish and Kootenai tribes, our local communities, and our faithful donors.

Lemlmtš Ta kʷ qes pʰečstmentxʷ lu qe sqelixʷ nqʷlqʷełtn!
Don't ever let go of our language!

- Stephen Smallsalmon



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Annual Report 2022

A PEOPLE OF VISION

