



Annual Report 2023

Voices of The People

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

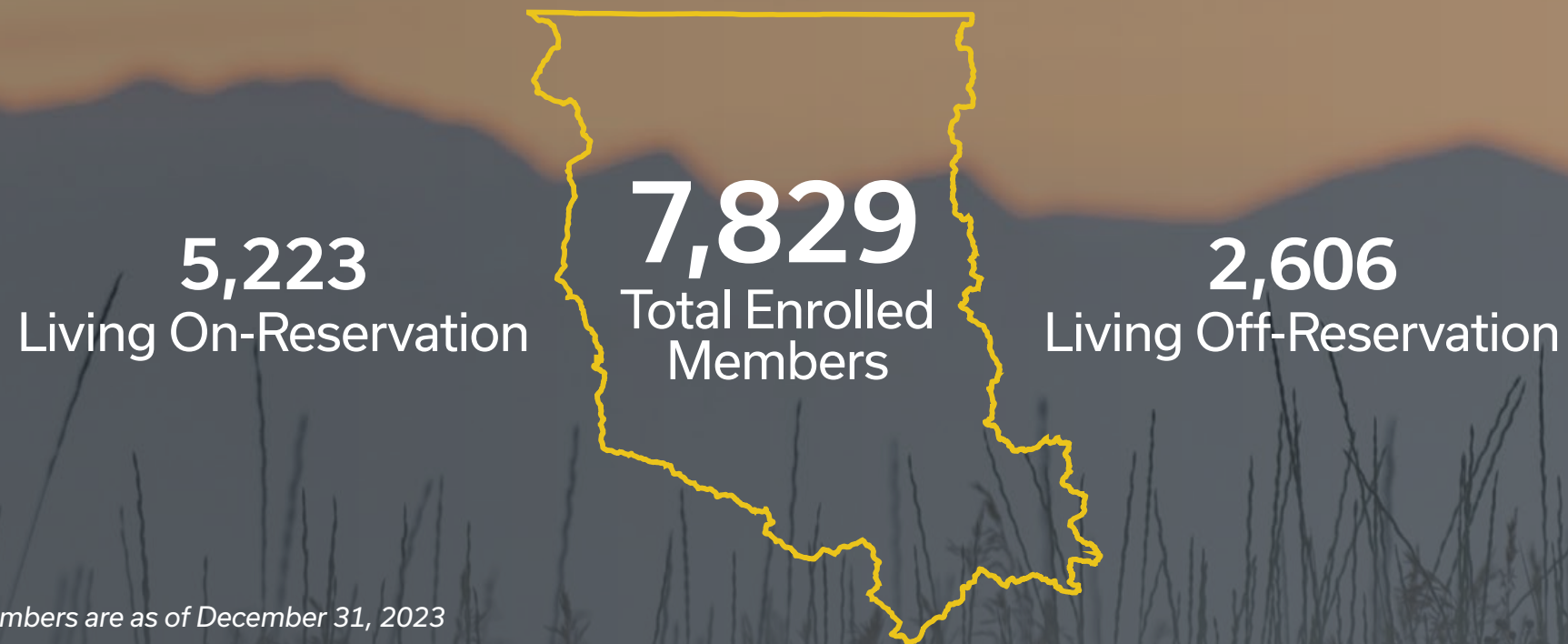
Be Guided By Traditional Principles and Values

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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Front Cover: Flathead Youth Council together at their first meeting on April 13, 2023. L-R: Ezra FastHorse, Saisha Fry, Hannah Medina, Brandi Bigby, Abigail Lei, Brett Myers, Saanjay SmallBoy, Keithetta Quequesah, Paisley Couture, Alyssa PrettyOnTop, Anjaleah Sheridan. Photo credit: Colter Olmstead.



All numbers are as of December 31, 2023

Enrolled Members By The Numbers 2023





Tom McDonald

Chairman

Council Term Ends: 2026

It is my great honor to present the Confederated Salish and Kootenai Tribes Annual Report, reflecting the year 2023. As I look back on the year's events and work accomplishments, it was amazing to witness the dedication and abilities of our workforce as they dealt with challenges and opportunities.

Many of our accomplishments and continued planning efforts are not ours alone, they are efforts in partnership with one or more other governments, agencies or non-profit entities. Maintaining and developing these relationships is very important to our long-term success, especially with cumulative issues from population growth and climate change. We must expand our partnerships to protect our people and the resources we depend upon.

One of many inclusive endeavors is the significant change coming from the Canadian government's water quality management of the Kootenai River's headwaters from open pit coal mining. This was a significant international partnership and accomplishment lead by us,

the Kootenai Tribe of Idaho, the Kootenai Bands in British Columbia, the Upper Columbia River Tribes and various non-governmental organizations to reduce and eliminate selenium from coal mining in the Elk and Kootenai Rivers. If this water pollution is allowed to continue, it would remove subsistence uses of the Kootenai River fisheries and other natural resource uses in our Treaty area waters.

As I close with this opening note for the 2023 Annual Report, I would also like to recognize my fellow Council Representatives for their leadership that improves support services for our people and the expanded resource management of our Reservation and aboriginal lands. And thank you to the many fire fighters that protected our lands and homes from one of the largest wildfire years we have ever had on our Reservation.

As we move into 2024, please be assured that the Tribal Council has worked hard and will continue to focus on increasing services, resource management and corporate dividends, so that we may meet the needs of our people.

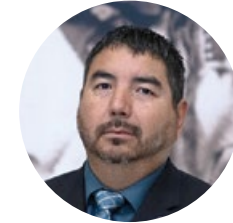
Sincerely,
Tom McDonald



Leonard Twoteeth

Vice-Chairman

Elmo District
Term Ends: 2026



Martin Charlo

Secretary

Pablo District
Term Ends: 2024



Ellie Bundy

Treasurer

St. Ignatius District
Term Ends: 2024



Mike Dolson

Hot Springs District
Term Ends: 2024



Jennifer Finley

Polson District
Term Ends: 2026



Carole Lankford

Ronan District
Term Ends: 2026



Jim Malatare

Arlee District
Term Ends: 2026



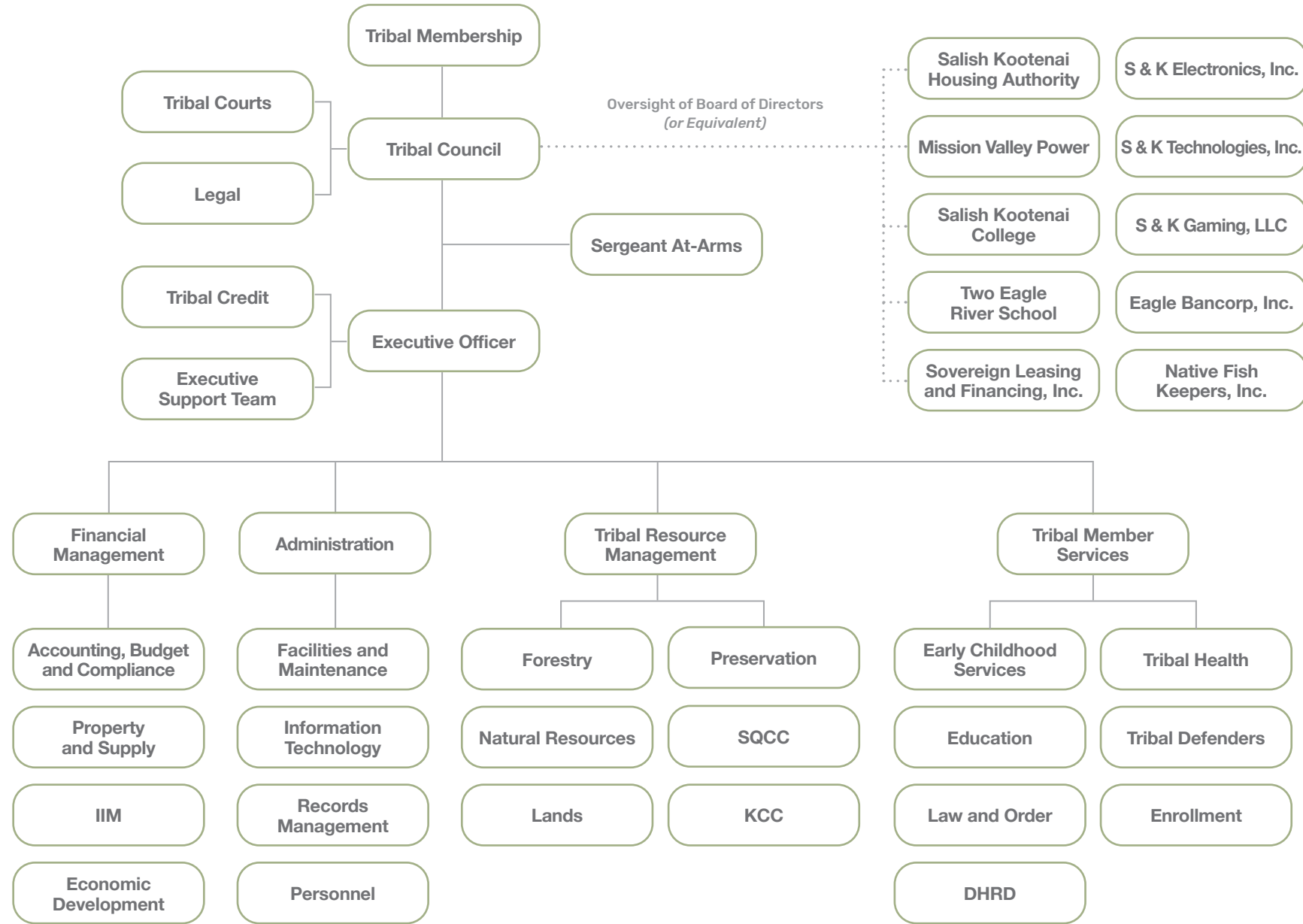
James "Bing" Matt

Arlee District
Term Ends: 2024



Terry Pitts

Dixon District
Term Ends: 2024



2023 was an eventful year for Confederated Salish and Kootenai Tribes and heading into 2024 there are many reasons to be excited for what the future holds.

To name just a few, first, our Food Sovereignty team continued its growth by adding several community gardens across the Reservation which produced over eight tons of food, then provided to CSKT Members through existing programs or delivered directly by Food Sovereignty staff. Secondly, the Facilities and Maintenance team made significant progress on capital improvement and long-term maintenance projects by working closely with S & K Mission Management, a newly established entity owned by S & K Technologies. And third, the CSKT Tribal Health team purchased a long-term care facility in Polson, assuming operations in 2023, to fill a need identified by our Homelessness Coalition.

Unfortunately, there were also several challenges last year as well, including the loss of several community pillars, with two in particular, felt deeply.

Vern L. Clairmont, the long-time Finance Director of the Tribes, oversaw the financial stability and viability of the government

for over 40 years as a trusted advisor to many Tribal Councils and faithful servant to his community. And Dr. Joe McDonald, the longest-serving President of Salish Kootenai College SKC, an educator instrumental in both the establishment and development of the College, and who helped ensure our community not only valued education but also had access without the typical barriers. Both men leave behind the type of legacy that future generations should hold in high regard.

Looking to the future, CSKT staff will focus on several large-scale efforts, including assessing and building capacity for potential changes to PL 280 and continued work restoring the Flathead Indian Irrigation Project. Both initiatives can appear daunting without perspective, however, if we look at the examples of perseverance and overcoming obstacles represented in the lives and work of Mr. Clairmont and Dr. McDonald, it is clear that we are in good company and we can be successful. Thank you gentlemen for the example you left us.

Rick Eneas
Executive Officer

Voices of the People

Braided through this report, leaders are highlighted from across the Confederated Salish and Kootenai Tribes (CSKT), including perspectives from Elders, Tribal Council, Culture Committees, Education, Legal, Executive Team and Youth Leaders. For each, the theme, "What makes the CSKT a People of Vision," was discussed.

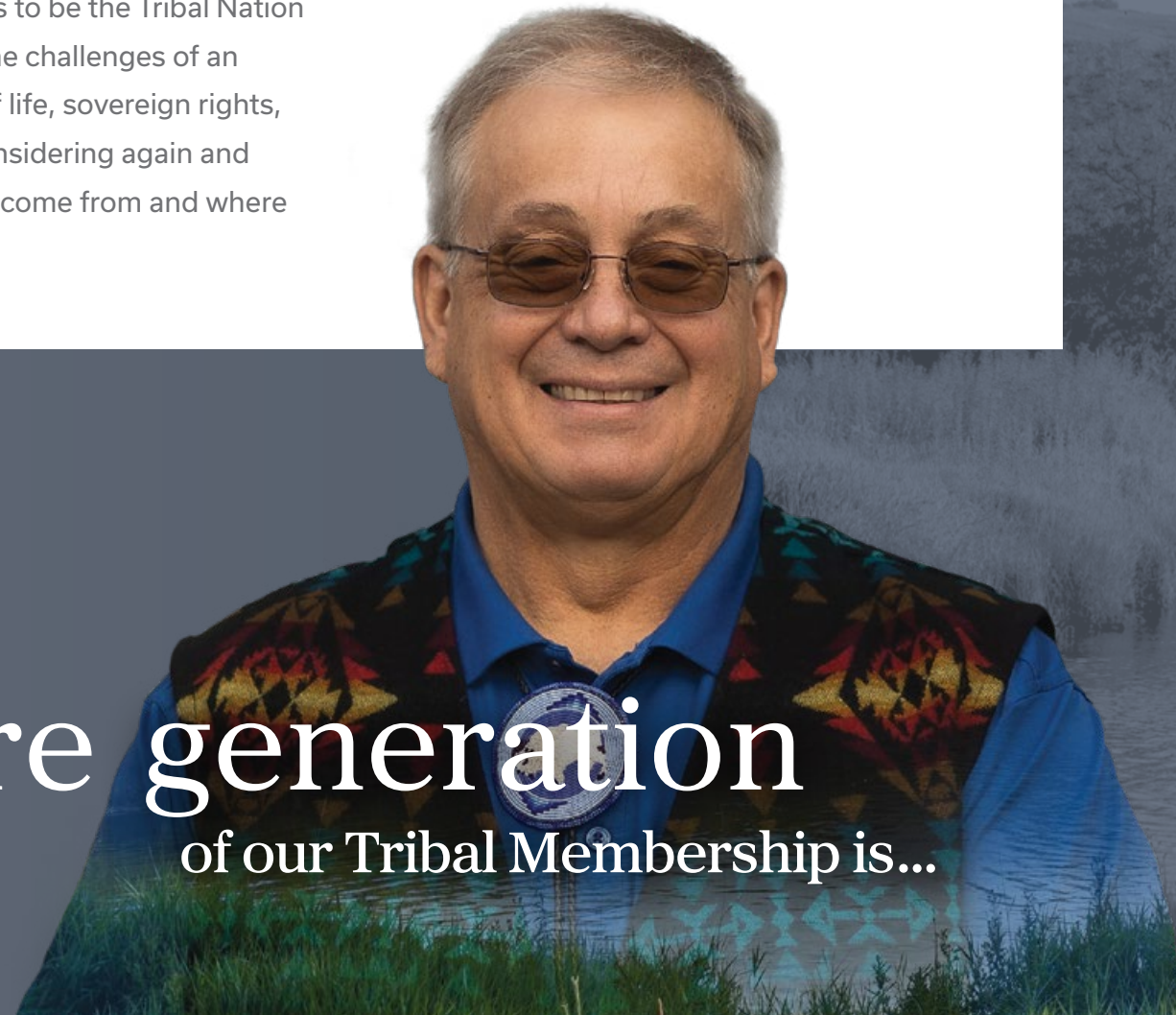
Their reflections give a small snapshot of voices from our community, with hallmarks of a value system that has endured for generations, and which honors the past while also thinking in perpetuity for those generations yet to come.

One of the strongest sentiments is that we are stronger when we uplift, include, care for and consider each other — the heart of what it means to be the Tribal Nation of Séliš, Qlispé and Ksanka people. As we continue to face the challenges of an ever-changing world and the assaults continue on our way of life, sovereign rights, language and culture, these words of guidance are worth considering again and again, with hope that we never forget who we are, where we come from and where we are heading long into the future.

TOM MCDONALD
Chairman

“My hope for the future generation
of our Tribal Membership is...

...to have a secure homeland
where they have prosperity,
that they have no conflict, that
they can earn a living, raise a
family, care for their elders, care
for their friends, and have a
safe environment and live with
respect to the landscape.”



Our Priorities



Priority resolutions, built upon the CSKT mission and vision, were adopted by Tribal Council in 2021 and 2022 to proclaim top issues for the Tribal government to address. While Tribal programs already perform work in the resolution areas, resources are coalesced from the entire government to work towards unified, identifiable goals. Major efforts have begun to further effectuate these priority areas.

TONY INCASHOLA, JR.
Tribal Resource Management Division Director

“In order for the Tribe to **succeed...**



Resolution No. 21-090, passed on July 13, 2021, proclaims hunger as a risk to the health, security and general welfare of the Tribes and directs necessary resources to achieve food security. Last year CSKT’s Food Sovereignty Pilot Program (FSP) made enormous strides to conserve and enhance the Tribal food system, going from one to six full-time employees, and utilizing additional support through resources such as DHRD’s WEA and Summer Youth programs. The recently revitalized Kicking Horse cafeteria is now known as the CSKT Food Sovereignty Center and hub of FSP operations. There are five areas of focus: Build a community mindset for healthy foods; increase local cultivation and food production; build local food economies; integrate local, healthy

foods into the community; and ensure CSKT food development and practices are aligned with CSKT values.

Additionally, work by the Office of Economic Development (EDO) included working toward a meat processing facility as a potential Tribal enterprise, in an effort to increase CSKT’s food sovereignty infrastructure. Last year, land was identified as a potential site for a plant and annexed into the city of Ronan for future infrastructure support. CSKT was also notified of selection for a multi-million dollar grant from USDA to construct a meat processing facility that will support Tribal cattle producers as well as the NRD and the Food Sovereignty Program with wild game and bison processing.

...during adversity, we have to understand that we are a tribe, we’re not in this alone. We are a large family, a large community.”

 **CULTURAL VALUES**

Resolution No. 21-085, passed on July 13, 2021, signifies 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. In the last year the Education Department held twelve major youth events, including cultural camps, impacting more than 2500 youth and their family members. They also have a culturally-based school within the Polson High School. DHRD held seven cultural events with over 428 attendees. Furthermore, Departments hold staff inservice with the Culture Committees.

 **BUSINESS OWNERSHIP**

Resolution No. 21-086, passed July 13, 2021, fosters business ownership among membership consistent with the Tribes' mission and vision. In the last year, S & K Business Services announced a new entrepreneurship program in collaboration with Syncurrent. This new program provides step-by-step guidance in building a business for free, using a roadmap to get the ideas out of Tribal entrepreneurs' heads and into the world.

 **HOMELESSNESS**

Resolution No. 21-087, passed July 13, 2021, proclaims homelessness as a risk to the health, security, and general welfare of the Tribes and directs necessary resources. Last year the Homelessness Coalition implemented two Reservation-wide surveys about homelessness, started the Warming Center during winter months and purchased an assisted living facility to house elderly in need. The Coalition has also been working on collective case management to assure clients receive the services they need. Tribal Health has been providing comfort bags (sleeping bags, toiletries, snacks/food) and DHRD continues to provide items through Sylvia's store and direct support. ECS gives priority enrollment to homeless families and advocates provide support through connected services. DHRD provided rental and other assistance to over 1041 families eliminating eviction.

 **OPPORTUNITIES**

Resolution No. 21-094, passed July 27, 2021, facilitates the right earning opportunity or job for every member who wants one consistent with the Tribes' mission and vision. Last year the new enterprise S & K Mission Management (part of the S & K

Technologies portfolio), focused on hiring Members for new contracts, while encouraging business development for future needs. CSKT Indian Preference Office continues to manage a robust Indian Preference Business List, and generally the Tribes continue to post high-quality employment opportunities, with a focus by departments such as Forestry, to encourage more loggers and woodcutters to engage in work with the Tribes.

 **ADDICTION**

Resolution No. 21-089, passed July 13, 2021, proclaims addiction as a risk to the health, security, and general welfare of the Tribes and directs necessary resources. Last year CSKT Behavioral Health added therapeutic groups, outpatient counseling and higher level-of-care referrals for people struggling with addiction. All Tribal Member Services Division departments provided referrals and information to community peer supports such as AA, NA and other recovery services. Over seventy people have attended inpatient treatment with many more in outpatient services. NARCAN training has been provided to nearly all Tribal employees and hundreds of community members, and NARCAN is available to anyone that asks.

 **MENTAL ILLNESS**

Resolution No. 21-088, passed July 13, 2021, proclaims mental illness as a risk to the health, security, and general welfare of the Tribes and directs necessary resources. In the last year, CSKT Behavioral Health services created improved coordination and scheduling of same day appointments for therapy, therapeutic groups and referrals to higher levels-of-care and specialty care, while adding on-call mental health staff for 24/7 emergency assessments. Speakers are available to help destigmatize and provide youth-oriented focus about suicide prevention efforts.

 **CLIMATE**

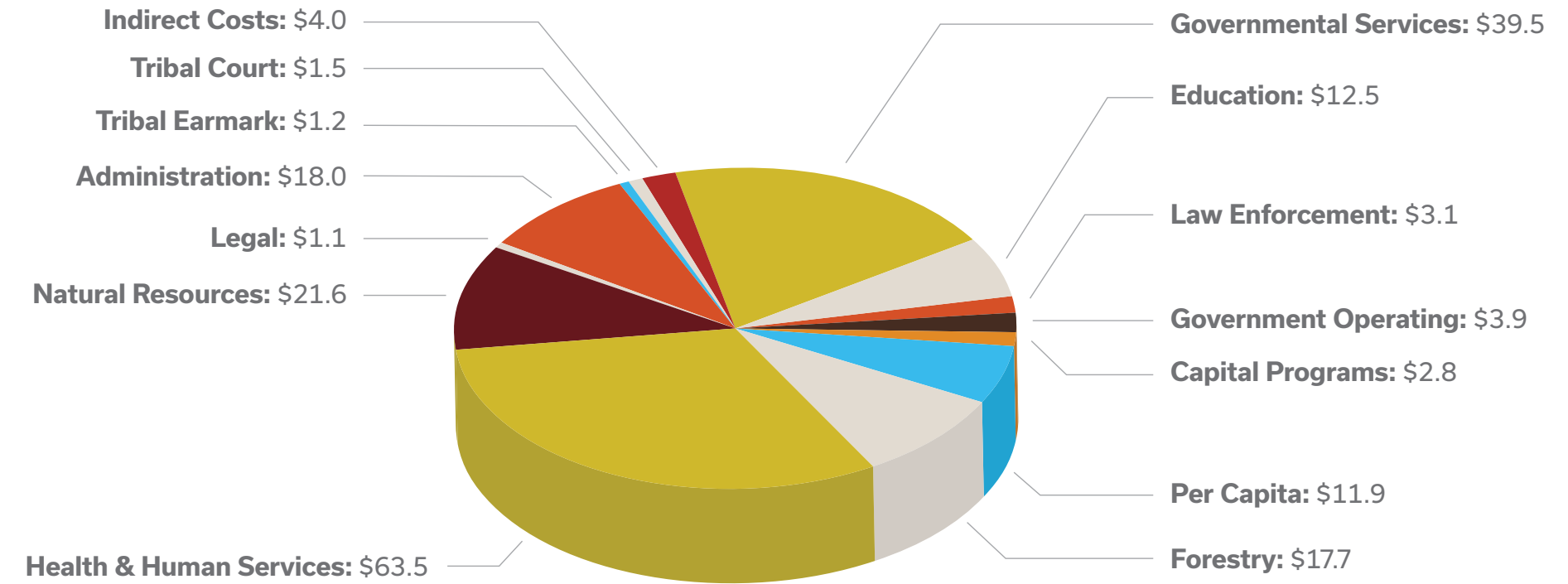
Resolution No. 23-016, passed November 3, 2022, proclaims climate change as a risk to the health, security and general welfare of the Tribes and directs necessary resources for climate change planning, mitigation and adaption, and to integrate resource sustainability and climate change mitigation and adaption management throughout Tribal government operations. Last year Michael Durglo was hired as the CSKT Climate Office Director. He continues critical work assessing and coordinating Tribal efforts of mitigation and resiliency efforts.

\$202.3M Primary Government

FY 2023 (Numbers are in millions)

The financial strength of the Tribes remains sound. In the calendar year of 2023, the expenses of the Tribes were matched with revenue from all sources and did not require using any precious reserves to meet organizational needs. Expenses were \$202.3M as allocated across all functions of government (see graph). 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 in fiscal year 2023 to alleviate the impact to the Tribal Membership.



The following financial data is unaudited. Numbers have been rounded for presentation.

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

Financial Management encompasses Accounting Budget & Compliance, Individual Indian Money (IIM) Accounts, 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

SADIE PEONE STOPS
Séliš Qlispé Culture Committee Director

“We can’t ever predict what the future...

...is going to be like. But I think we could think about what we want as a people. We always want to make sure that we have something left for our future, something left for those yet to come.”



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 Economic Development Office (EDO) teamed with Tribal and community partners to actively respond to the Tribal Council's eight priority resolutions. In support of the Homelessness Coalition, EDO developed and sponsored a tiny homes building project at SKC. The Building Trades Program successfully built a tiny home and sold it to reinvest back into the program. EDO continued to manage Tribal business property and procured funding for improvements at the Arlee and Elmo pow-wow grounds. Staff assisted Tribal Gaming to get Polson West property annexed for access to water and sewer infrastructure. They facilitated communication between MDT, Gaming and a consulting firm to obtain a traffic impact study for the proposed new casino.

EDO submitted an application for an USDA Indigenous Animal Grant to develop a meat processing plant, as commissioned in

the business plan written by the late Vern Clairmont. With a notice of conditional approval, the staff are laser-focused on final site development and environmental review for the new business. EDO staff led many new initiatives including the Kicking Horse Job Corp property masterplan. With Executive Team oversight, the Economic Development staff continue to explore business development opportunities including researching and procuring resources for climate change adaptation. The EDO application is a finalist with the USDOT Thriving Communities Program. This program will transform CSKT clean energy initiatives as prioritized in the CSKT climate change priority resolution.

EDO staff assist with business development proposals on a routine basis. The vetting process often requires in-depth feasibility analysis and formal business plans. This information is factored into Tribal Council direction on potential projects. The staff then seeks funding to leverage with Tribal capital. Tribal values, environmental standards, along with project viability and sustainability, are factors that determine a sound rate of return for Tribal investments.

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



Bison Range calves.

to the departments and locations across the Reservation. Property & Supply employees monitor capital expenditures on vehicles and equipment.

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.

Individual Indian Money (IIM) Accounts

The CSKT is one of only two tribes in the United States that have an "on-reservation" Individual Indian Money (IIM) department 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

The Administration Division includes the departments of Facilities & Maintenance, Information & Technology, Personnel, Records Management and Director of Administration. This division 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 CSKT to a paperless and centralized records management system; developing and implementing policies and procedures; as well as strategic planning for cost effectiveness and appropriate services.

Facilities and Maintenance Department

The Facilities and Maintenance (F & M) program holds responsibility for the upkeep and janitorial needs of approximately 90 facilities across the Reservation which house Tribal programs. In addition, F & M staff provide seasonal plowing and groundskeeping for all facilities, in addition to maintaining two water systems.

F & M is comprised of three crews including day maintenance, night maintenance and building maintenance. The crews processed over 1,200 work orders alongside frequent office moves from Tribal departments in FY23. During inclement weather the maintenance crew's work day begins at 3:00 AM to clear parking lots, sidewalks

and in some instances shovel roof tops. Daily janitorial duties of the buildings consume most of the night crew hours.

In April 2023, F & M began collaboration with S & K Mission Management (SKMM). This partnership resulted in the completion of over \$3 million in deferred maintenance and rehab projects that are vital to the infrastructure and day-to-day operations of Tribal programs. These projects include new HVAC systems to 20 buildings, safety and security fencing, remodel of the new Three Chiefs building, window and door replacement, parking lot paving at the cultural centers, new or recoated roofs on 17 buildings, as well as upgrades to the Arlee and Elmo powwow grounds.



LISA SHOURDS
Administration Division Director

“We all serve a purpose...”

...no matter what it is. It helps the Tribe as a whole. And so as long as we remember that we need to come together and support each other, then we can keep going. We can keep surviving. We can keep doing well.”



The cooperation between CSKT and SKMM will continue in FY24 with additional projects awaiting contracts. Early stage planning is underway on a number of buildings including the old fire control, greenhouses, cultural centers, Preservation Department, DEWR and the Bison Range.

At the newly completed Ronan Tribal Health Center, a physical therapy and fitness center addition along with a drive-up pharmacy window is underway and will be completed in early 2024.

Above: Blue Bay dock rebuild.

Information Technology (IT)

The IT Department manages the network for the Tribes. The network infrastructure runs approximately 50 miles from Arlee to Elmo.

The network infrastructure refers to the hardware and software that enables network connectivity and communication between users, devices, the internet and more.

- The IT department offers:
 - » Security
 - » Performance and reliability
 - » Manages data storage needs
 - » Ensures compliance with quality standards
 - » Offers training to all employees
 - » Configures and updates software applications, employee devices, servers, databases and other IT infrastructure

When employees of CSKT require access to computer systems or troubleshooting assistance, they call or submit a ticket to the IT Helpdesk. In FY23, IT resolved 3,825 tickets.



The Network Support staff replaced all 1,300 desktop phones with ones compatible with their new system. The Network Support staff ran fiber to the new Tribal Health Ronan Health Center. They also installed all the network infrastructure needed to operate desktops, phones, cameras, access-controlled doors and wireless access points.

In 2023, network service and connection at the Three Chiefs building in Pablo to CSKT's core fiber network was a major project for the IT department. Network Support also connected the individual Bison Range buildings together with fiber and wireless.

Records Management

The Records Management Department (RMD) was developed to move the Tribes towards a paperless and centralized records management system. The RMD will develop and manage the Tribal records infrastructure and work with Tribal departments to implement processes for ensuring records are secure and compliant in records management practices. Through modernizing policies, procedures and retention schedules the Tribe will retain records in an orderly fashion. The Kicking Horse facility is undergoing restoration to become the central repository for long

At left: Terminating network cables at the rack.

term document storage and a scanning station is located in the Vern L. Clairmont building.

The Records team transformed the Personnel Department paper employee files into the OnBase electronic management system. Approximately 1,300 hard copy personnel records were scanned, indexed and cataloged into the electronic database. The Department will continue to utilize the scanner to assist other departments in transitioning from hard copy to electronic files.

In addition, an industrial shredder and box truck were purchased to aid various departments in properly disposing of paper clutter and dated records set to be retired or disposed in accordance with disposal policies and procedures.

Personnel Department

The Personnel Department is responsible for employment services, benefits administration and employment relations within the Tribal organization. There are twelve employees: Department Head, Lead Personnel Management Specialist, Personnel Management Specialist/Employee Benefits, three Personnel Management Specialists, Personnel Management Specialist/Employee Benefits Assistant, Personnel Management Specialist/Background Investigation Adjudicator, Personnel/Contract and Grants

Technician, Personnel Assistant, Indian Preference Coordinator and the Indian Preference Assistant. The Department maintains official personnel files for all employees on the Tribal payroll system. The Department also administers employee benefits and assists departments in the hiring process for advertised positions.

2023 reflected the following:

- 301 positions advertised (245 previous year)
- 978 applications for advertised positions (836 previous year)
- 478 interviews scheduled (415 previous year)
- 582 CSKT Members applied (519 previous year)
- 84 First generation descendent of CSKT Member applied (53 previous year)
- 159 members of other tribes applied (112 previous year)
- 153 non-tribal members applied (152 previous year)
- 578 female applicants (59.1 percent); 518 previous year (61.9 percent)
- 400 male applicants (40.9 percent); 318 previous year (38.1 percent)

Tribal Government employs over 1,300 employees and the current Personnel employees have not had adequate time to provide all the human resource and support services required of a growing organization. To assist with addressing this need and other areas of concern, the Personnel Department entered into a consultant agreement with a firm called Aligned at Work to provide policy review and restructuring of the Department and its functions. The Department has been reviewing position descriptions and will update them during the remainder of this process. They are also updating hiring policies and procedures and developing an on-boarding process both at the department and Personnel Department level. Aligned at Work has also provided assistance with Ordinance 69D revisions, updating the performance review process, updating the grievance process and developing exit interviews.

The Personnel Department continues to move to a paperless environment. Current active official personnel folders are being converted to an electrical format and is about 90% complete. The OnBase system is being used for electronic submission of personnel action forms. By using the OnBase system, the official personnel files for new employees are being converted into an electronic format.

KIERAN INCASHOLA

Tribal Youth Leader

“I hope that they are learning who we are and who we came from, the stuff we had to do to get to where we are now.”



Tribal Resource Management Division

The Resource Management Division is comprised of natural resource (Lands, Forestry and Natural Resources) and cultural resource (Preservation, Kootenai Cultural Committee and Séliš-Qlispé Culture Committee) Departments. The work of these departments exemplify the broad CSKT mission and vision by reflecting traditional values in how the Tribes protect and preserve lands and resources for current and future generations and how the Tribes strive to achieve a self-sufficient society and economy.

Forestry Department

Forestry's mission to implement sound silviculture treatments to promote forest health and return the forest back to a fire-maintained forest structure, was advanced in 2023, by applying almost 19,000 acres of treatments. The Timber Sales Program treated over 1,700 acres on 17 sales in multiple watersheds. Harvesting near 6.4 million board feet and generating \$839,072 dollars. A project in the buffer zone to reduce the risk of fire into CSKT Wilderness was completed. Forestry and NRD joined to plan the restoration of 16 aspen stands in the next five years by reducing conifers and applying fire to help revitalize aspen habitat.

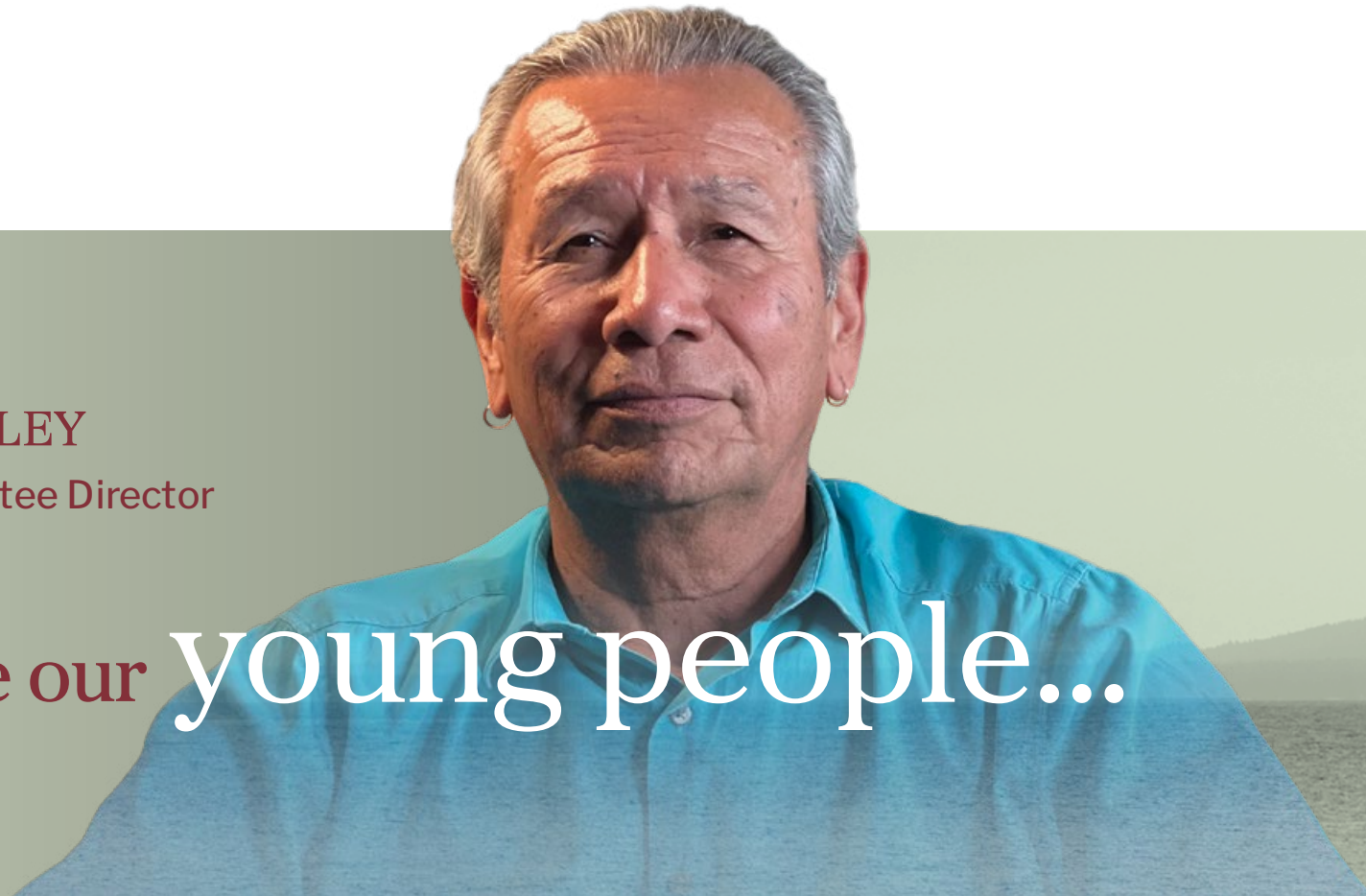
CSKT Fuels and Forest Development Programs partnered efforts on and off the Reservation, treating over 4,777 acres of hazardous fuels; broadcast burning 9,801 acres; 2,507 acres of pre-commercial thinning; 2,801 acres of slash pilling; and over 577 acres of planting. These treatments enhance restoring Tribal lands back to pre-settlement type conditions and reduce the risk of 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, Montana DNRC, Lake County and the Lolo National Forest in restoring and enhancing aboriginal lands of the CSKT.

VERNON FINLEY

Kootenai Culture Committee Director

“We have to have our young people...”

...realize that they have a connection here to the beginning of time, to the beginning of human existence, they have a tie right here.”



The CSKT Division of Fire (DOF) demonstrated resilience in facing a challenging 2023 wildfire season. In total there were 37 fires (lightning and human caused) burning over 45,000 acres of the Reservation. The Niarada (20,373 acres), Big Knife (7,276 acres) and the Middle Ridge (14,153 acres) fires were the most challenging fires in 2023. An Incident Management Team assisted with the management of these fires. Several structures were lost. CSKT, with assistance of the BIA National Burned Area Emergency Response (BAER) Team, developed a comprehensive BAER plan to restore and protect natural resources and cultural sites impacted by the fires.

Tribal Lands Department

The Tribal Lands Department continues to provide a wide variety of services to the Tribal Membership and the Tribal government. The staff looks forward to future service challenges. Accomplishments in 2023 include the following highlights.

Agriculture Leasing and Compliance:

- Completed 276 lease compliance inspections
- On average throughout 2023 - The total agriculture acreage available for leasing, excluding range units, was 152,388 and 123,366 acres were leased. The acreage not leased included pending contracts, tracts set aside and tracts advertised but not leased.

Home Site Leasing and Compliance:

- Completed 471 lease compliance inspections
- Assisted lessees with 23 boundary locations
- On average throughout 2023 – 1,694 acres were leased for home sites and fish for Food Sovereignty

Minerals:

- Completed 4 gravel and rock permits



Lands crews replacing fence after fire season.

Range:

- 58 compliance inspections
- 16 range unit assessments for level of utilization and rangeland condition/trend
- 5 trespass actions

Miscellaneous:

- 43 short-term revocable permits
- Three fireworks permits for the 4th of July and the New Years seasons
- 90+ miscellaneous compliance checks for the year
- Completed 12 political sign permits
- Completed two holiday tree lot permits

Noxious Weed Management:

- 2,990 acres treated with herbicides using aerial and ground applications
- Total cost of these projects was \$98,400
- Received \$56,238.31 in cost-share contributions from the Montana State Noxious Trust Fund grants and USDA EQIP

contracts which covers nearly 83 percent of the total FY23 project costs

Appraisal Program:

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

Probates:

- 48 new cases started; 19 subsequent deceased heir cases started; 43 probate cases submitted for review; 64 decisions issued; 158 cases submitted for closing; 154 probate process ended; 35 no trust assets cases

** All documents and transactions are recorded in Land Title and Records*

Division of Engineering and Water Resources

The Division of Engineering and Water Resources, or DEWR, grew in 2023.

The Water Management and Planning Program, adhering to technical requirements in the Water Compact, conducted water supply planning, water conservation strategies, irrigation water management and instream flow management. Goals include

Voices of the People

improving irrigation water efficiency, aquatic habitat improvement and perpetuation of cultural values.

The Water Monitoring and Measurement Program tracks canal flow and irrigation reservoir levels at 90 plus locations to provide data for irrigation water management.

The Restoration Program completed design and permitting for the Lower Jocko J Diversion and floodplain enhancements near Ravalli. It also initiated the Jocko River Bison Range Reach Restoration design, teamed with Montana Freshwater Partners to mitigate the Jocko Spring Creek Restoration and started on the Kicking Horse Dam project.

The Irrigation Infrastructure Program completed the Jocko K Headworks and made significant progress on the Jocko Pipeline project while also going to bid on a Falls Creek project.

The Safety of Dams Program ushered in the removal of Lower Crow Reservoir level restrictions following a controlled reservoir filling and performance testing of the new spillway.

The BIA National Monitoring Center provides real-time monitoring of 141 dams on 40 Indian Reservations and afterhours emergency dispatch for MVP.

The Water Rights Program registered Tribal uses of water for the Unitary Administrative Ordinance Office, which included water rights for wetlands.

Working with Montana DNRC and the Unitary Ordinance Office, tasks focused on registration of wells, development of a process to access Flathead System Compact Water and updates to the State-wide water rights database.

The Roads Program completed homesite construction at Rosalie Lane in Arlee. Roads received a \$30.56 million grant to rehabilitate part of Highway 93 as part of the Federal Highway Administration's National Significant Federal Lands and Tribal Projects (NSFLTP) program.

Track ongoing projects at www.csktwatercompact.com.

Division of Fish, Wildlife, Recreation and Conservation

Relationship building, while leveraging work and funding opportunities, were paramount in 2023. The Division worked with partners to receive over \$1 million in grant funding for various projects. Staff continue to work together to protect the culture, treaty rights and natural resources on the traditional homelands of the Séliš, Q̓lispé and Ksanka people.



Safety of Dams engineers survey one of the many sites maintained and monitored by staff.

The Wildlife Program created a disease surveillance plan for big game and continued to work with CSKT Food Sovereignty. Habitat management and restoration remained on a successful path.

The Fisheries Program protected native fish and habitats. Mack Days fishing events and netting reduced non-native lake trout in Flathead Lake while providing Native Fish Keepers, Inc. with sales. Tribal Fish and Game wardens trained new wardens and increased presence around the Reservation. Coordination with regional law

enforcement partners helped to keep recreationists safe and enforce Reservation ordinances.

The Aquatic Invasive Species (AIS) Program operated the Ravalli and Thompson Falls watercraft stations inspecting 18,308 boats with 24-hour-a-day operation during the peak boating season.

Grants will provide additional funds for AIS outreach and decontamination efforts.



A wildlife program manager using flags at the annual bison handling event at the Bison Range.

The Information and Education Program continues work at the Bison Range Museum and advocates for diverse public access. The staff 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 continues under full Tribal operation and management. The bi-annual Bison Gathering occurred in the fall. A grant was obtained to collar some bison to observe forage use

and movement. 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 and continues to grow and improve outdoor recreation. Blue Bay Campground maintained a high level of recreational visitor days and has large infrastructure improvements. A large grant will be

utilized to combat weeds. Staff provided important backcountry bridge, trail and campsite maintenance and are prepared for another robust season.

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.

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 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 and Flathead Lake 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 monitors NPS pollution on the Reservation.
- The Brownfields Tribal Response Program manages illegal dumps and the restoration of contaminated land.
- The Geographic Information System (GIS) Office provides updated maps, geographic insight and spatial analysis to NRD programs and any Tribal office requesting assistance.
- The Underground Storage Tank (UST) Program monitors and inspects 25 federally registered UST sites on the Reservation. To prevent potential UST releases, a federally credentialed inspector conducts compliance inspections, provides compliance assistance and ensures the proper cleanup of UST releases.

- Air Quality Program staff monitors Reservation stations to improve human health and aesthetic value provided by clean air.
- The Pesticides Program provides Federal Insecticide, Fungicide and Rodenticide Act (FIFRA) inspections, incident investigations and pesticide education to four reservations in Montana as well as continued surface water monitoring.
- The Environmental Justice Program utilizes drone technology for rapid emergency response.

Preservation Department

The CSKT Tribal Preservation Department 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. Department employees have increasingly built capacity and capabilities over the years, working closely with the Culture Committees, Elders, CSKT Tribal Members and the general public.

Preservation Section 106 Compliance (Cultural Clearance) works through multiple policies such as the National Historic Preservation Act and CSKT Cultural Resource Protection Ordinance. The Preservation Office regularly conducts agency consultation,

pedestrian surveys, research and database management, project monitoring and administrative functions. Preservation is tasked with 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, past reports, oral histories, newspaper articles, 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.

Preservation has had success with opportunities to survey and monitor "unsurveyed" private property for cultural resources and pre-contact sites. Preservation collaborated with Salish Kootenai Housing Authority (SKHA) utilizing Housing and Urban Development funding. Thorough communication with CSKT resource departments via regular Interdisciplinary Team (IDT) meetings, the Department created partnerships to assist in successful cultural resource work.

Preservation project work included: Surveys of wildfire incidents in CSKT Aboriginal Territory; Montana Department of Transportation Project Review of Bad Rock Canyon; BPA Power Line consultation; Northwestern Energy Power Line Monitoring; Avista Hydroelectric Projects; Kooconusa GIS Map Story; Libby/Jennings Interpretive Signage; Hungry Horse Reservoir Ethnobotany; Lake Pend Oreille

Bear Paw Rock Art Site Monitoring; Kooconusa Big Creek Rock Art Monitoring; Placid Lake Reserve Treaty Rights Land/TNC Survey; FCRPS Albeni Falls Dam; Hungry Horse Dam; and Libby Dam Cultural Resource Groups.

Séliš-Qłispé Culture Committee

Since 1975, the Séliš-Qłispé Culture Committee has worked diligently to carry out a mission central to CSKT well-being and sovereignty, revitalizing our culture, language and history. The heart of the program is the Elders Cultural Advisory Council, the culturally knowledgeable Elders who generously share their wisdom, knowledge and perspectives. Through our monthly meetings, Elders also provide opportunity for CSKT Council, departments, individuals, outside agencies and organizations to discuss issues and seek the Elders' guidance and direction.

Each year, SQCC hosts traditional cultural events and activities, including Bitterroot Dig, bi-annual trips to the Medicine Tree, Language & Culture Camp and also assists with River Honoring and Beartracks Bridge celebrations.

In 2023, SQCC's Salish language team gained new members and worked hard to continue the Intensive Language Program for full-time adult students, including students hired as SQCC Language

JOHNNY ARLEE

Séliš Elder

“My greatest hope is to have our people, especially our children, know about the land and have respect for being honest and truthful.”



Voices of the People

Apprentices and those enrolled through SKC. In 2023, six apprentices successfully completed the first year of the course; all are continuing in their second year. Four students completed year two and SQCC welcomed seven new apprentices. Their dedication gives our Tribes hope that our endangered language will be carried on by all the generations to come.

Jim Ereaux has generously donated countless hours creating Salish fonts and keyboards. He recently completed two new fonts, owned by the CSKT and soon available for download, named Incashola and Vanderburg.

Many new resources are now available online, including:

- “Qe Ilmíx”m — Our Chief: Atwen Ntisúlex” — Antoine “Tony” Incashola, Sr.”
- “Stítúlixws Séliš u Qlispé: Territories of Salish, Kalispel, & Related Nations”
- “Q”eyq”ay: Buffalo, the Séliš and Qlispé People, and the Restoration of the Bison Range,” on the website for Ken Burns PBS documentary The American Buffalo
- Study Guide for The Place of the Falling Waters

In May, SQCC Elders and staff, CSKT Council and Missoula officials gathered along Grant Creek Trail to dedicate two new SQCC

interpretive signs: “Julia Grant Higgins and Origins of the Place-name Missoula”; and a new version of “Nłʔay — Place of Small Bull Trout: The Missoula Area and the Séliš & Qlispé People.”

SQCC Elders and staff delivered numerous presentations, including: “Restoring Place-names/Restoring the Land: the Séliš-Qlispé Ethnogeography Project” (UM Society & Conservation Seminar); “Transportation, Transformation, and Resistance: Séliš-Qlispé Perspectives on the Mullan Road” (Mullan Road Conf.); “The Salish World Traversed by Lewis and Clark” (L & C Trail Heritage Foundation); “Where We Are” (UM Law School); “Snyelmn Mq”móq” — the Mission Mountains” (SKC); Glacier National Park’s Native America Speaks Program — Cultural Awareness Training; Travelers’ Rest State Park and at Milltown State Park for UM’s “Stolen Waters Summit.”

Field research and documentation included Ntiqps (Wilbur’s Meadow); and Lost Prairie and Séliš trails near Słeʔi (Fales Flats). SQCC also dedicated extensive time to online and in-person archival research.

As time allowed, SQCC’s Historical Collections Program continued to digitize collections and accession donations. Much urgent work awaits the Longhouse renovation, which will provide a safe repository for collections and staff office space.



SQCC Elder Lady Station for River Honoring.

Consultations, meetings and reports included:

- Helping secure US Board on Geographic Names approval of “Three Eagles Peak” for a mountain in SW Montana formerly named for white supremacist traitor Jefferson Davis. This was a three-year effort initiated by the Wilderness Society and the CSKT team which included Elders and staff, Legal and Preservation.
- Consultations and field trips included SKQ Dam interpretation, Primm Meadows, Marshall Mountain, Cabinet Mountains

mining, Missoula Midtown Masterplan and “cultural easements” land trust concept.

- “Field Survey of Lolo Trail National Historic Landmark” for Federal Research Division of the Library of Congress.
- Tribal Council and Administration have approved much-needed additional staff positions. They will be filled once the building is renovated to provide necessary office space, safer storage for SQCC Historical Collections and classrooms for language

instruction. This renovation is a temporary fix until the new facility is built. All look forward to the completion of this long overdue project.

Kootenai Culture Committee

The Kootenai Culture Committee has the responsibility of preserving and perpetuating the traditional culture of the Ksanka people. The focus of KCC has been 1) to accurately promote the Ksanka language in the form that was spoken by the highly fluent Elders of the recent past; 2) to promote Ksanka presence in all areas of the aboriginal territory; 3) to assist the Ksanka community in meeting their diverse needs; and 4) to present educational opportunities on Ksanka history, language and cultural worldview to other groups.

The Ksanka language is complex and the Ksanka Language Apprentices have continued to advance their knowledge and use of the language by participating in classes with the KCC linguist. The Advanced Apprentices are prepared to mentor a new group of Beginner Apprentices in the new year.

KCC also sponsored cultural site visits including historical sites in the aboriginal territory and a trip to First People’s Buffalo Jump in

At right: Ksanka Elders visit to aboriginal territory.



Ulm, Montana, where they were able to interact with the staff on future plans for the jump. Cultural awareness training was provided to the staff members of the DHRD Department and the Ksanka Elders Advisory Board continues to provide cultural insights to other groups (both internal CSKT, and state and federal agencies). 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 also works very hard to keep the community members safe while maintaining the mission of cultural resilience and language revitalization. The Ksanka community is enigmatic but the KCC staff understands how to promote togetherness within the community and strives to keep the community safe.

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 insuring that future generations will have a secure place in an ever-changing world.

Natural Resources Department (NRD)

The Natural Resources Department (NRD) is proud to serve the CSKT Membership by conserving, managing and protecting the natural resources for current and future generations.

This past year the Department expanded its role in the selenium pollution issue originating in British Columbia, Canada, within aboriginal territory at Lake Koocanusa and the Kootenai River near Eureka, Montana.

It continued to monitor the developments of the US/Canadian Columbia River Treaty negotiations as part of the observer status of Columbia Basin Tribes with the U.S. Department of State.

The Department was successful in increasing the opportunities for recycling and reducing environmental blight on Tribal lands by receiving a \$1 million grant from the U.S. Environmental Protection Agency.

NRD was also successful in achieving a \$31 million grant from the Federal Highways Administration to begin planning for the improved construction of U.S. Highway 93 on Post Creek Hill north of St. Ignatius. This will allow the Tribes to continue the completion of the “Peoples Way” which began over 24 years ago by the CSKT.

Tribal Member Services Division

Early Childhood Services

Professional Development

CSKT Early Childhood Services (ECS) and Salish Kootenai College (SKC) have a collaborative relationship whereas ECS classroom teaching staff are encouraged and supported in attending SKC and earning a degree in Early Childhood Education. This partnership allows ECS employees to meet the educational requirements

designated by the Office of Head Start for each of the classroom staff. In addition, all students are supported with paid time to take one course per quarter; acquire books and supplies; and apply for and receive additional incentives upon successful completion of an associate or bachelor's degree. In the year 2021-2022 three ECS employees obtained a higher education degree.

In addition to supporting SKC students, the partnership with SKC also includes providing support for employees working towards their Child Development Associate (CDA) Certificate which is recognized by the Office of Head Start.

From 2022-2025, the Salish Kootenai College is the recipient of a

five-year federal grant award called Head Start Partnership Grant: Jump Start (October 2020 through September 2025) and a three-year supplemental award (October 2022 – September 2025) under the U. S. Department of Health and Human Services Administration for Children and Families awarded through the Office of Head Start. These grants allow SKC to partner with SKC Early Learning Center, CSKT Early Childhood Services, Northwest Indian College, Chief Dull Knife College and Northern Cheyenne Head Start Services to support Head Start, Early Head Start teachers and early childhood service providers to earn early childhood degrees and certifications.

The purpose of the project is to build capacity to sustain and expand a pipeline of highly qualified early childhood graduates at



PATRICIA HIBBELER
Tribal Member Services Division Director

“In every decision we make...

...there is forward thinking about what’s going to happen with that decision and how does it impact our children, our grandchildren, and our relatives yet to come down the road.”

all levels to meet the extensive needs of the Northern Cheyenne, Séliš, Ksanka and Qlispé people.

Special Services

Early Childhood Services tracks children's screenings and progress throughout the year to ensure that progress is being made. If a child shows a concern in their development, referrals are made for further evaluations to the local educational agency or specialists. ECS has contracts with specialists including three speech-language therapists, one audiologist, one family physician and one mental health consultant. ECS coordinates with CSKT Tribal Health for a Speech Therapist that provides services in our centers. ECS contracted with a behavior specialist to train staff on challenging behaviors.

The local school districts came to our centers to provide services to children who have been determined to be eligible for school-based services or ECS and the school district may share children if the school district houses a special needs preschool.

Mental Health

ECS has contracted with consultants on challenging behaviors and the practice of Prevent-Teach-Reinforce for young children. The consultants have trained the Education Managers as a train-the-trainer program to carry on this process after the contract ends.

Social Emotional Curriculum

ECS has updated the curriculum for Talk About Touching to the new Second Step Child Protection Unit. This unit is taught in the 4-5 year old classrooms to talk about appropriate touching. ECS also adopted the curriculum A Little SPOT of Emotions and Feelings by Diane Alber (www.dianealber.com) which teaches children feelings and emotions.

ECS has adopted the universal positive behavior expectations, "Be Safe, Be Kind, Be Ready!"

Tribal Education Department

The Tribal Education Department (TED) employs Michelle Mitchell, Department Head; Alfred DeRoche, Education Advocate; Sarah BigSam, Education Advocate; Alisha Sheridan, Tribal Resiliency Specialist St. Ignatius Schools; Camilia Kenmille, Tribal Resiliency Specialist Ronan Schools; Cristen TwoTeeth, Project AWARE Program Manager; Miranda Burland, Department Program Manager/Scholarship Officer; Patricia Nomee-Songers, Department Financial Manager; Selina Kenmille, CTAS Program Manager and Kristen Pyke-Pierce, Behavioral Health Specialist with CSKT Project AWARE.

This year, the new Flathead Youth Council was selected from all of the Flathead Reservation high schools through an application



Student learning to make a hand drum.

process. Each of the students represent their school in this important work. The inaugural members were: SaanJay SmallBoy and Saisha Fry from Arlee High School; Keithetta Quequesah and Paisley Couture from St. Ignatius High School; Margaret Cordova and Alyssa PrettyOnTop from Ronan High School; Brandi Bigby and Hannah Medina from Two Eagle River School; Abigail Lei and Ezra FastHorse from Polson High School and Anjeleah Sheridan from Hot Springs High School. Students have already planned and organized a two-day pow wow, done a cleanup project and presented to Lewistown School District.

Three Chiefs Culture Center (TCCC), a vital part of the TED, provides visitors information about traditional lifestyles and

histories of the Séliš, Qlispé and Ksanka Tribes. This past year found the TCCC relocating to a new temporary home in Pablo at the former Glacier Bank location. The TCCC staff look forward to the return of the conserved artifacts and education classes to their new home in Pablo, in the near future. Montana Museum of Art & Culture exhibited the Three Chiefs story about the fire of 2020 with artifacts from our collections.

Three Chiefs currently employs a Director, Marie Torosian; Gift Shop Manager, Loushie Charlo; Curation Technician, Geri Hewankorn; Grant Director, Amy Webster; and Education Coordinator, Nadia Adams.



Captain Louis Fiddler and Officer Cheyenne Haynes.

Law & Order

The Tribal Police Department is a full-scale law enforcement agency that handles all calls for service. The Tribal Police provide for police patrols and community-related presence at events.

We believe that the reason we exist is to serve our communities. We must be open and responsive to changing conditions and needs, and we must recognize and respect diversity. We believe that it is our responsibility to keep the peace not only by enforcing the law, but also by working proactively with our communities to identify and reduce problems by addressing their causes. We believe that community policing is an ongoing process, not just a problem.

The Tribal Police are the responsible agency conducting narcotics investigations and public awareness on drug trends on our lands. We provide drug presentations at schools, for the public, for CSKT employees and Tribal departments.

Department of Human Resource Development

Grant Awards and Initiatives

DHRD proudly received three grants in FY 2023, bolstering its commitment to elevating services for families and children in the community.

- Tribal Maternal, Early Infant and Early Childhood Home Visiting Program: With a decade of experience in the Early Foundations Home Visiting Program, DHRD's expertise in providing culturally-aligned, evidence-based services for families continues. This program aims to enhance multiple aspects of family life, from maternal health to decreased incidences of adversity.
- Tribal Court Improvement Program (TCIP): Entering its third funding cycle, TCIP collaborates across stakeholders to bolster Tribal Court efficacy in managing child welfare. By fostering collaboration, TCIP aims for improved safety and well-being for children within the child welfare system.
- National Quality Improvement Center on Family-Centered Reunification (QIC-R) Grant: Utilizing the evidence-based START model, this project seeks to improve permanency for families facing child maltreatment and substance abuse issues. The initiative employs a family-centered approach, involving various stakeholders and emphasizing family support.

DHRD Transit and Via Collaboration

DHRD Transit's collaboration with Via, a leading Transit Tech provider, introduced an on-demand public transit service in the Flathead Indian Reservation. This initiative enhances transportation access for residents, providing efficient and affordable rides

MICHELLE MITCHELL
Education Department Head

“We’re a people of vision, individually, independently and collectively. And our ancestors were as well.”





Tribal Health's newest facility, the Ronan Health Center.

to healthcare, education and commercial centers. The service operates weekdays and extends to neighboring areas, prioritizing accessibility with wheelchair-friendly vehicles.

Booking Rides with CSKT Transit

To book a ride, individuals can download the CSKT Transit app or call the dedicated line for assistance. Users select pickup and drop-off locations, choose immediate or scheduled rides and track the vehicle's real-time location. Fare payment, initially in cash, will soon be available via credit or debit card.

DHRD's Impact on Elders

Throughout the year, DHRD has significantly supported the elderly community. Services range from home repairs and wood deliveries to plowing driveways, processing applications and delivering

meals. The organization's dedication is evident in completing vital tasks like processing ARPA and LIHEAP applications and engaging elders with nurturing activities.

Warming Center

The CSKT Warming Center commenced operations on November 18, 2022 and concluded its services on March 29, 2023. During this period, it offered shelter and meals to both CSKT Members and non-members, extending support to other Tribal Members and non-affiliated individuals. Tribal Health collaborated by offering comfort and hygiene bags, alongside essential aid for the health requirements of Tribal Members.

ARPA Projects

The ARPA Home Repair Program, receiving 500+ applications,

addresses critical needs like roofing, ADA-accessible upgrades, flooring, siding, windows, doors, wells and plumbing. Around 200 homes have secured bids or undergone repairs. Priority lies in aiding elderly homeowners and responding to urgent repair requests, reflecting our commitment to community care.

In FY 2023, DHRD's commitment to enhancing family services, innovative transit solutions and dedicated support for elders, embodies values of compassion and community service.

Tribal Health

2023 brought exciting updates for the Tribal Health Department (THD). The realization of a dream came to fruition when the Ronan Health Center opened in May, offering necessary health services at the center of the Flathead Reservation. This new health facility, coupled with Tribal Health now managing the Tribe's very own assisted living facility, The Retreat, has made for monumental strides toward self-sufficiency in the realm of health care for the Tribes. THD is excited to now include Aquatic Therapy within physical therapy services. In addition to historic advances made, the Tribal Health Department continues to provide comprehensive health care services, which include: audiology and speech; behavioral health; chemical dependency counseling; dental; diabetes services; eye and vision care; medical; pharmacy;

physical therapy; public health; radiology; telehealth; Tribal Care Coordination (TCC) and vaccinations.

As always, the Tribal Health Department remains committed to constantly evolving and growing in pursuit of finding the most effective ways to serve the people. From new ways of meeting the needs of people, to ensuring a consistent theme of remaining rooted in tradition, the Tribal Health Department continues to offer top care across a rich network of facilities on the Flathead Reservation—supporting every client's journey of Being in a Good Way.



Above: Pharmacy drive-through window.

Ronan Facility

The Ronan Health Center was developed and opened in two phases: Phase one includes the clinic side of the facility with a footprint which spans 12,000 sq. ft. This portion of the Ronan Health Center came in at a cost of \$6.8 million; phase two includes the fitness center and physical therapy side, which consists of an additional 6,000 sq. ft. and a budget increase of \$2.5 million. This beautifully designed facility includes a first for Tribal Health—a highly anticipated drive-through pharmacy window! The drive-through window allows for better accessibility and convenience to pharmacy services for THD clients. The clinic side of the facility includes two negative pressure rooms in a corridor separate from the rest of the clinic, designed to meet the needs of clients experiencing symptoms associated with airborne pathogens (such as COVID-19 or influenza), while also ensuring the safety of other clients and staff on site. Ronan Health Center aims to focus its medical services on pediatric and women’s health care, with dedicated providers specializing in each area. Additionally, Tribal Health has partnered with Moving Mountains to provide speech and occupational therapy onsite for pediatric clients.

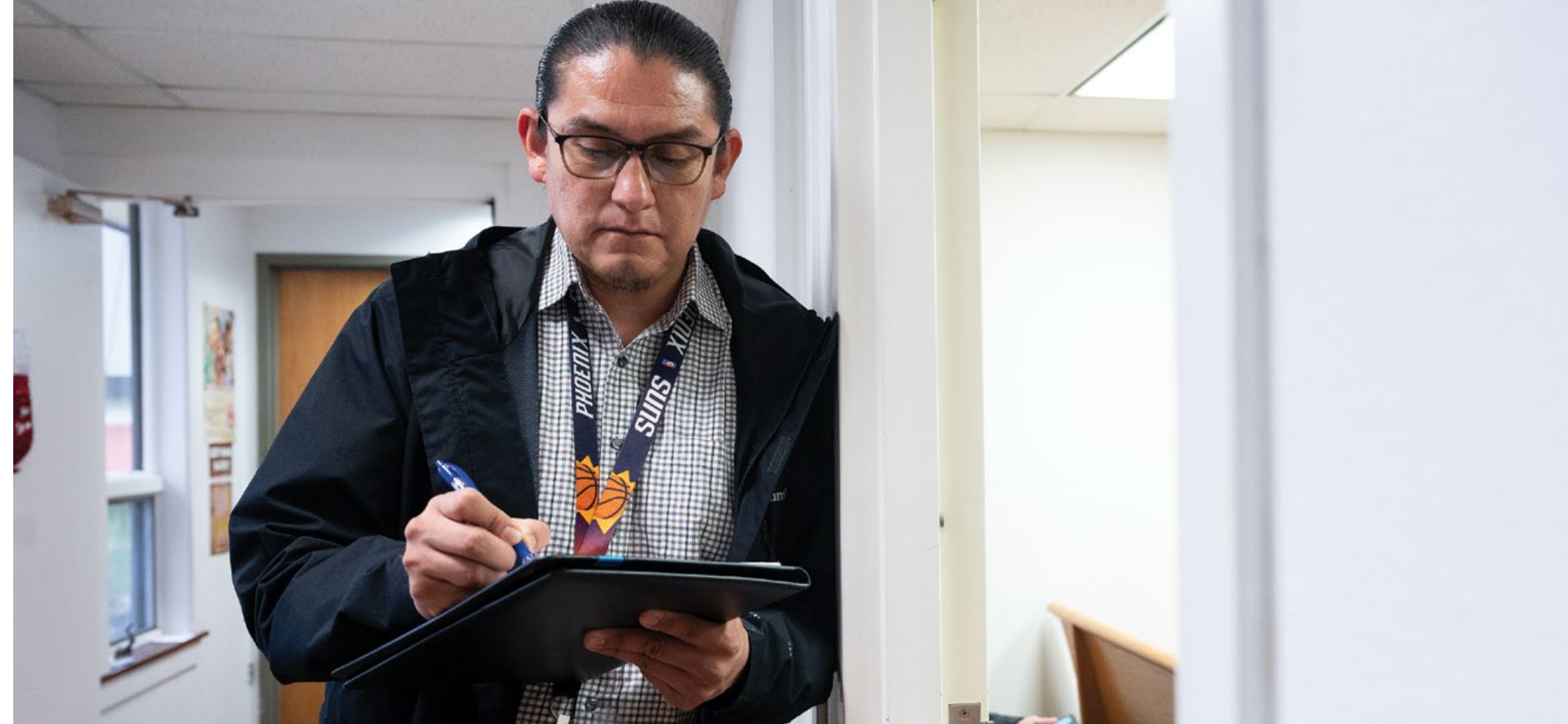
The Retreat

The Retreat Assisted Living Facility was purchased by the Tribes in July, with Tribal Health taking over operations of the facility on

August 1st. This stunning home-style facility overlooks Flathead Lake and is comprised of 13 rooms, 11 single rooms and two double rooms. The facility is licensed for 15 residents, with nine residents currently in residence. The key difference between an assisted living facility, such as The Retreat, and a nursing home, is that residents do not require 24-hour skilled nursing care. Residents at The Retreat do require some assistance in their daily living activities, with that level of assistance and a care plan being tailored to each resident. The Retreat is operated by one Resident Nurse Manager, who is a registered nurse (RN), and six Resident Care Aides, each of whom is a certified nursing assistant (CNA). Care for residents is provided in three shifts: day, swing and night shifts. Meals are homemade and there is daily activity.

Tribal Defenders Office

The Tribal Defenders Office (TDO) represent the indigent accused of criminal offenses in Tribal Court. Practicing holistic defense, TDO utilizes an interdisciplinary staff who assist clients to address the issues that bring them into the criminal justice system and collateral consequences to criminal charges. TDO offers psychological services, case management, consultation and representation in civil matters, pro se assistance, representation of parents in child protection matters and youth in youth court proceedings, driver’s license restoration, the Flathead Reservation



Mental Health Client Advocate taking notes during a court session.

Reentry Program and permanent supportive housing at the Morning Star.

Services Outcomes

In 2023 TDO helped 17 people restore their driver’s licenses. They completed 31 mental health screenings to more efficiently

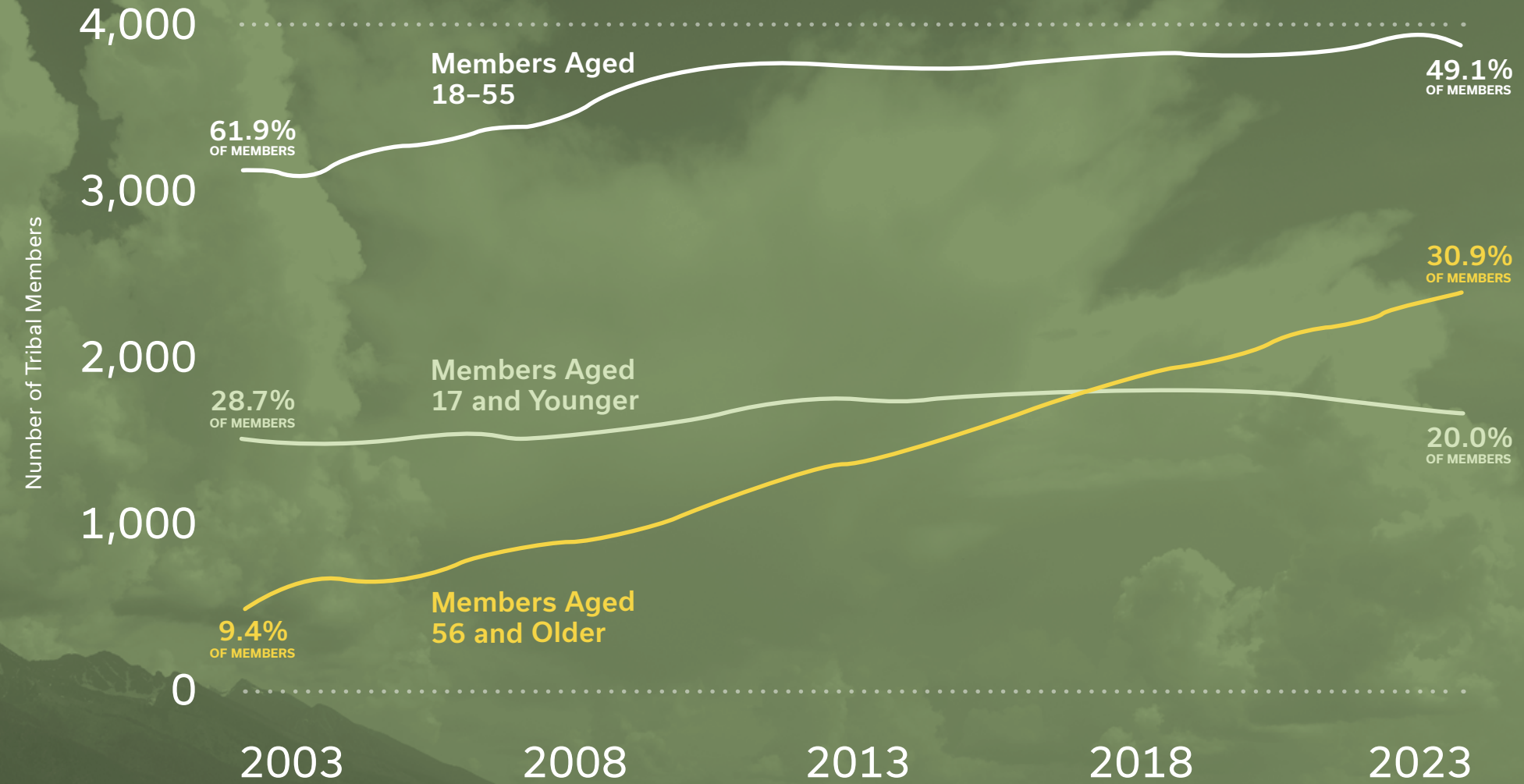
determine client behavioral health needs and, in collaboration with Tribal Health, assisted 38 people to enter inpatient substance use treatment. TDO assisted 330 people with: parole planning, record clearing, offender registration relief and access to services to support their transition from incarceration.

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 letters. 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.

A 20-YEAR GLANCE

Enrollment By The Numbers



Legal, Courts & Credit

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

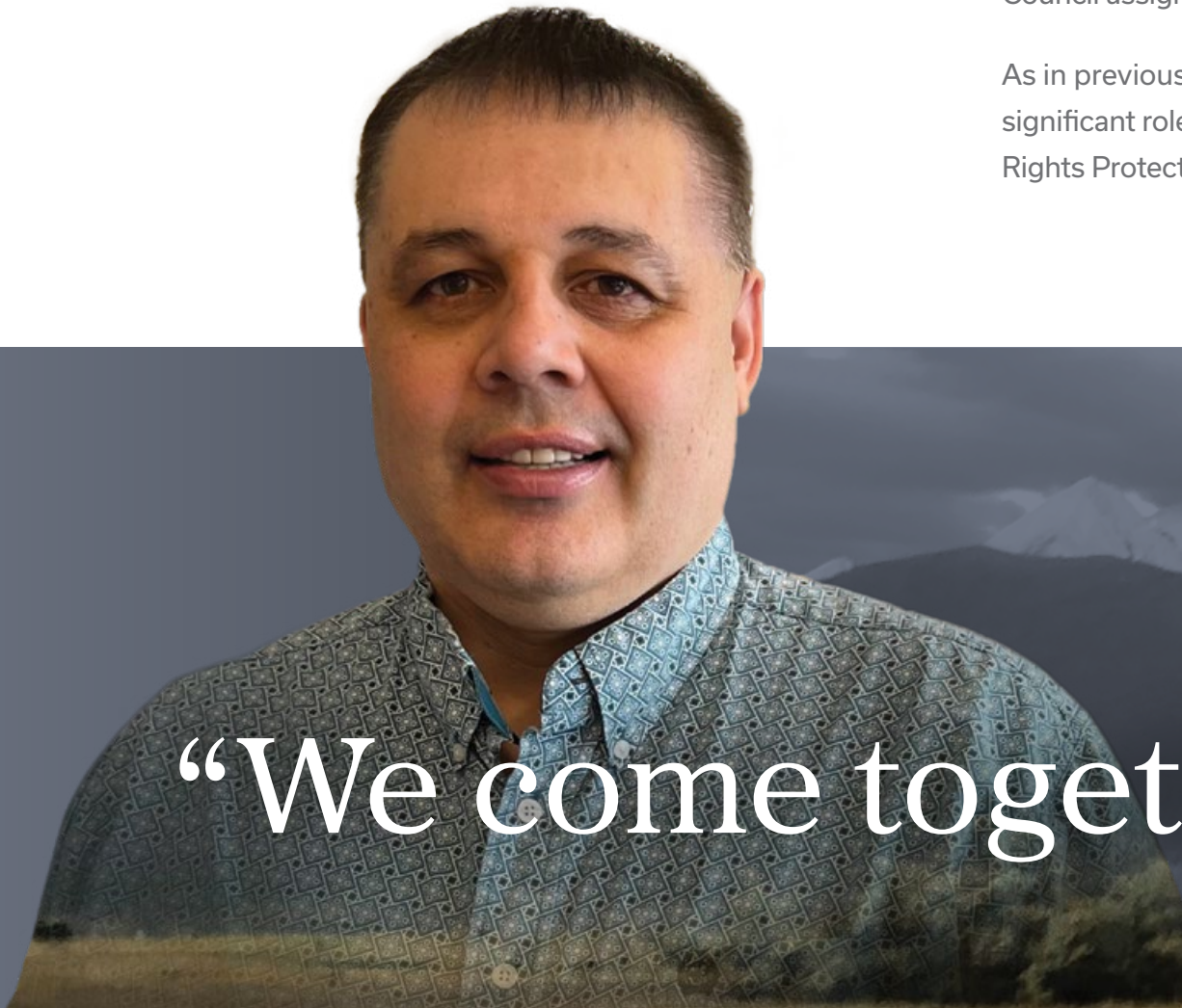
Rights Compact and approved the Tribes' water settlement with the federal government. The Department also oversees the Tribal Water Rights Registration Office that is under the supervision of attorney Christina Courville. Other priority assignments for the year included environmental and treaty rights protection, ICWA, self-governance, Columbia Basin, collective bargaining and P.L. 280.

Daniel J. Decker was re-elected by Department staff as the Managing Attorney. The Department also welcomed attorneys Shane Morigeau and Danna Jackson 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, Zach Zipfel, 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



DANIEL J. DECKER
Managing Attorney

“We come together and help...

...each other out. I think that's been something that tribal people have done.”



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 and a staff of two Associate Judges, a Clerk of Court, five Deputy Clerks, a Court Administrator, Bailiff and an Attorney Law Clerk. The Court also has started the new Healing Court, where defendants can have charges diverted while they get support and assistance from the Court to combat substance abuse issues.

Tribal Credit

Since 1936, Tribal Credit has been a pillar of financial empowerment for the Séliš, Ksanka and Q̓lispé people. Our commitment to raising the social and economic status of enrolled CSKT Members remains steadfast.

Diverse loan types, reviewed meticulously by a community-centric, three-person committee, underscores the dedication to meeting the varied needs of the Tribal community.

Our mission is an unwavering commitment to the Membership. Tribal Credit exists to enhance the social and economic condition of CSKT Members through sound, equitable and accessible loans. Objectives, such as economic development to housing improvement, drive our efforts.

In June 2023, our approved operations plan centered on enhancing credit access, empowering Tribal Members to improve their social and economic conditions. This plan solidifies our dedication to fostering prosperity.

Beyond loans, Tribal Credit collaborates with CSKT departments that create synergy across Tribal entities. We're not just a lender, we're a platform for financial education, empowering CSKT Members in management, budgeting and home buyer's education.

Tribal Credit's 2023 journey is a testament of enduring commitments. Through our diverse loans, impactful collaborations and financial education, we're shaping a brighter future for the CSKT Membership.

ABIGAIL LEI
Tribal Youth Leader

“Some strengths in our community would be our strong sense of self. Or our leaders, they're our net to fall back on if we need any help.”



Enterprises



Sovereign Leasing & Financing
www.slfcorp.com

In 2023, S & K Business Services played a pivotal role in assisting 72 small enterprises and individuals in refining their business plans and optimizing day-to-day operations. Notably, our dedication to supporting the growth of Tribal small enterprises and individuals was recognized when S & K Business Services was awarded the

Montana Department of Commerce Native American Business Advisor (NABA) Grant in July 2023. This grant enabled us to extend our assistance to 13 Tribal businesses and individuals, guiding them through the application process for the Montana Office of Tourism and Business Development Indian Equity Fund (IEF) Small Business Grants. These grants were instrumental in launching and expanding Native American businesses in Montana, providing free continuing education opportunities for Tribal Members.

Our subsidiary, S & K Self Storage marked expansion in June 2023 with the addition of 90 storage units, bringing the total number of units to 250.

Our economic progress is further underscored by the contributions of the Boulder Hydroelectric Plant, which generated an impressive 600,000 kWh in 2023. Despite challenges, such as the Boulder fire in the summer of 2021, affecting output, the power station has been a consistent source of energy since 1984. Looking ahead, we are investing in the renovation of the plant's infrastructure in 2025 to improve reliability and efficiency as one of 169 low-impact hydropower facilities in the US accredited by the Low Impact Hydropower Institute.



LAURENCE KENMILLE
Ksanka Elder

“The best thing for **future...**

...generations is that we continue maintaining our culture, religion, language, and our commitment to the Tribe. Those are the four things that make us a nation.”



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. SKE 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.

SKE survived the pandemic to become a stronger company. With many small businesses going out of business during the past

two years SKE has booked more contracts than in the history of the company with a backlog spanning into 2026. The company was able to retain staff (the most important asset) and continue to invest in state-of-the-art equipment to meet the needs of customers into the future. While material issues have not ended, and costs have risen, SKE was able to grow 33% in 2023 and is projected to grow another 25% in the coming year.



S & K Technologies headquarters in St. Ignatius, Montana.



S & K Technologies, Inc.

www.skcorp.com

S & K Technologies, Inc. (SKT) is an incredible success story for the CSKT. Launched in 1999 with an initial investment of \$150,000 from the Tribes, the company has experienced exponential growth. Shareholder dividends have reached \$71.55 million since its inception.

SKT provides a myriad of services for both government and commercial customers worldwide. Core segments include defense logistics support, construction, IT, cybersecurity, environmental services, space technology and much more. The company operates through twelve subsidiary companies.

2023 was another year of achievement and success. SKT continues to increase revenue year-to-year through the hard work and dedication of their employees.

Also in 2023, SKT began a new partnership with the Tribes,



Eagle Bank in Polson, Montana.

offering program and project management support for initiatives across the Reservation through their subsidiary, S & K Mission Management.

Community investment is a top priority at SKT. The company provides educational scholarships, donations and organizes drives for toys, clothing and food. Additionally, employees frequently volunteer their time to help those in need.

SKT is dedicated to providing the highest quality products and services to their customers. Their goal is to deliver the maximum dividend to their shareholder, the CSKT, while ensuring long-term employment, education and social benefits to employees, Tribal Members and communities.

S&K Gaming

S & K Gaming, LLC
www.skgamingllc.com

S & K Gaming (SKG) was organized in 2006, under the laws of the Confederated Salish and Kootenai Tribes as a Tribally-owned limited liability company to provide general gaming management oversight. Since its inception, SKG has provided over \$27 million in dividends to our shareholders. In 2023 SKG proudly provided a \$6 million dividend. The company is primarily engaged in the hospitality industry, most notably gaming, hotel and restaurants. As such, the company vision is “as ambassadors of CSKT, we will be the premier destination, providing an authentic experience by offering warm welcoming service, delivering increased value to our shareholders and reinvesting in our team.” SKG is committed to achieving this vision!

SKG employs approximately 150 year-round full-time employees between Big Arm Resort, Kwataqnuq and Gray Wolf Peak. The company contributed around \$9.2 million to the local economy in payroll-related expenses. SKG is excited to continue to strengthen its brand and proudly represents CSKT values, culture and the people.



Eagle Bank
www.eaglebankmt.com

Eagle Bank opened for business on July 25, 2006, and is one of 18 tribally-owned banks in 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 and has helped hundreds of Tribal Members realize the dream of home ownership.

Eagle Bank is also an active small business lender helping many small entrepreneurs and agricultural operators grow their businesses.

Further, the bank is a valuable tool for the Tribes to manage funds and maximize returns for the benefit of Tribal Members. The bank has consistently been a top national performer.

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 the Reservation community and is devoted to helping our customers meaningfully improve their lives.



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.

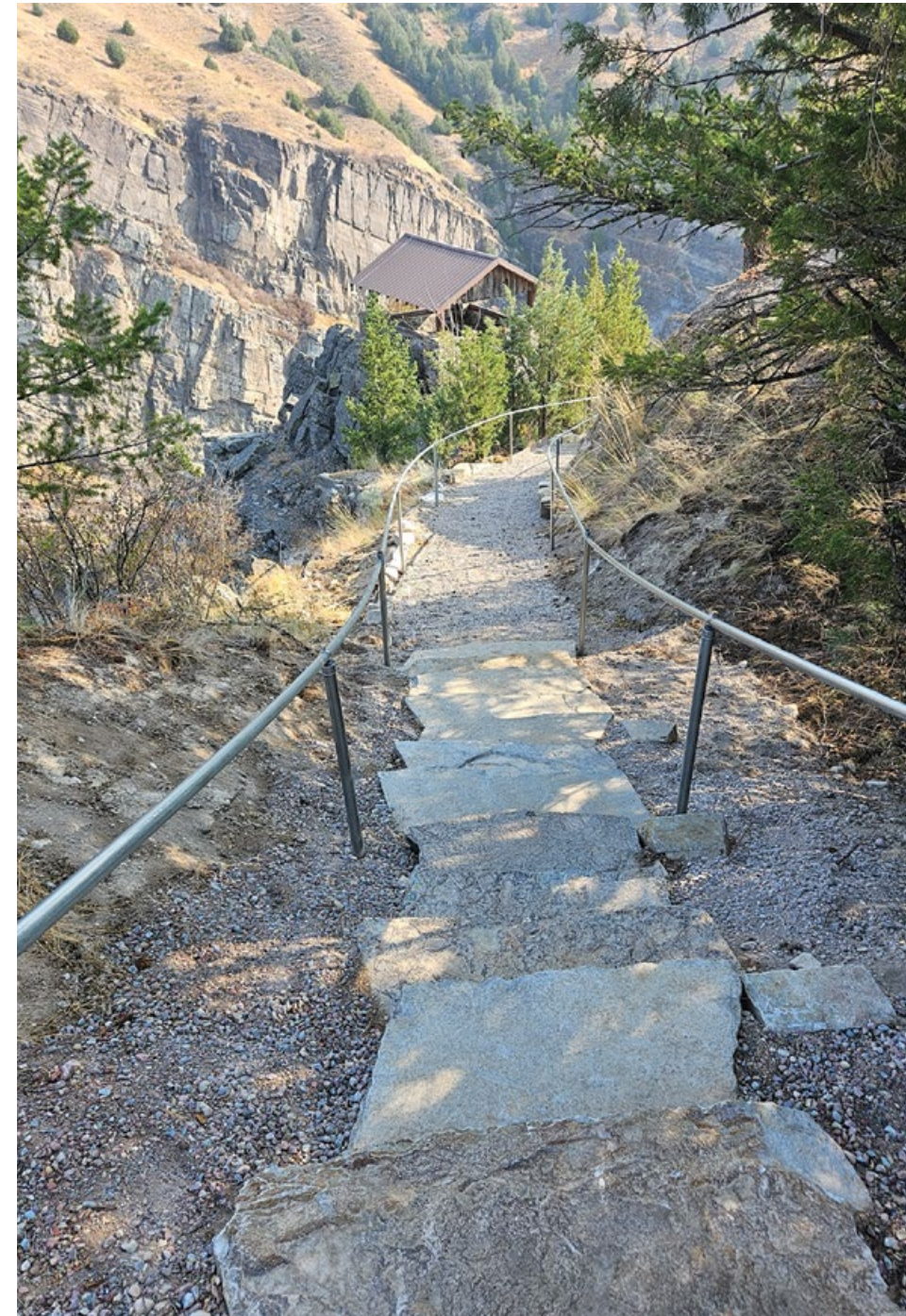
To help offset the costs of Lake Trout suppression, the Tribes established Native Fish Keepers, Inc. (NFKI), a not-for-profit corporation to market Lake Trout. The purchase of these fish supports the conservation of native Cutthroat Trout and Bull Trout. The current program also brings substantial local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

In 2023, NFKI processed 15,220 pounds of lake trout and 4,080 pounds of whitefish for a gross profit of \$154,400.



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 Qlispé Hydroelectric Project.



With record low spring and summer water volumes EKI operated the SKQ project to best protect CSKT's Flathead Lake, Lower Flathead River and economic resources. While electricity generation from this climate change-induced drought was at record lows, EKI still produced \$15.9M in net income for 2023 through very successful power trading. This provided a \$3.9M dividend payment bringing EKI's total cash back to CSKT to \$199.2M over its first eight years of operation. EKI served fourteen of Montana's Wholesale Electric Customers and Puget Sound Energy, one of the largest utilities on the west coast, with the SKQ production.

EKI continues to invest in the rehabilitation and betterment of the SKQ Project. As of the end of FY 2023 EKI has completed over \$25M 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.

At left: Upgraded pathway to the SKQ Overlook.

Affiliates

Nk'wusm



Nk'wusm ƛ'w'ƛ' Qe Nuwéwłstn

Nk'wusm Salish Language School

www.nkwusm.com

Aƛlasq̄t m še Sélišnuwewłstn łu qeqs yo?nunm. Imše qe olq'štweƛ'.
Ta qe qes č?oyncutmstm łu qe snk'w'sqelix'. Imše qe put?entm esya?
łu ul' sx'w'n̄ imey?em. Imše qe q'eyłn̄ ist. Ta pisterħqeqs 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 Nk'wusm Language School.

The mission of Nk'wusm 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. Nk'wusm 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 Nk'wusm School to pass on what our ancestors have passed on to us. Nk'wusm 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.

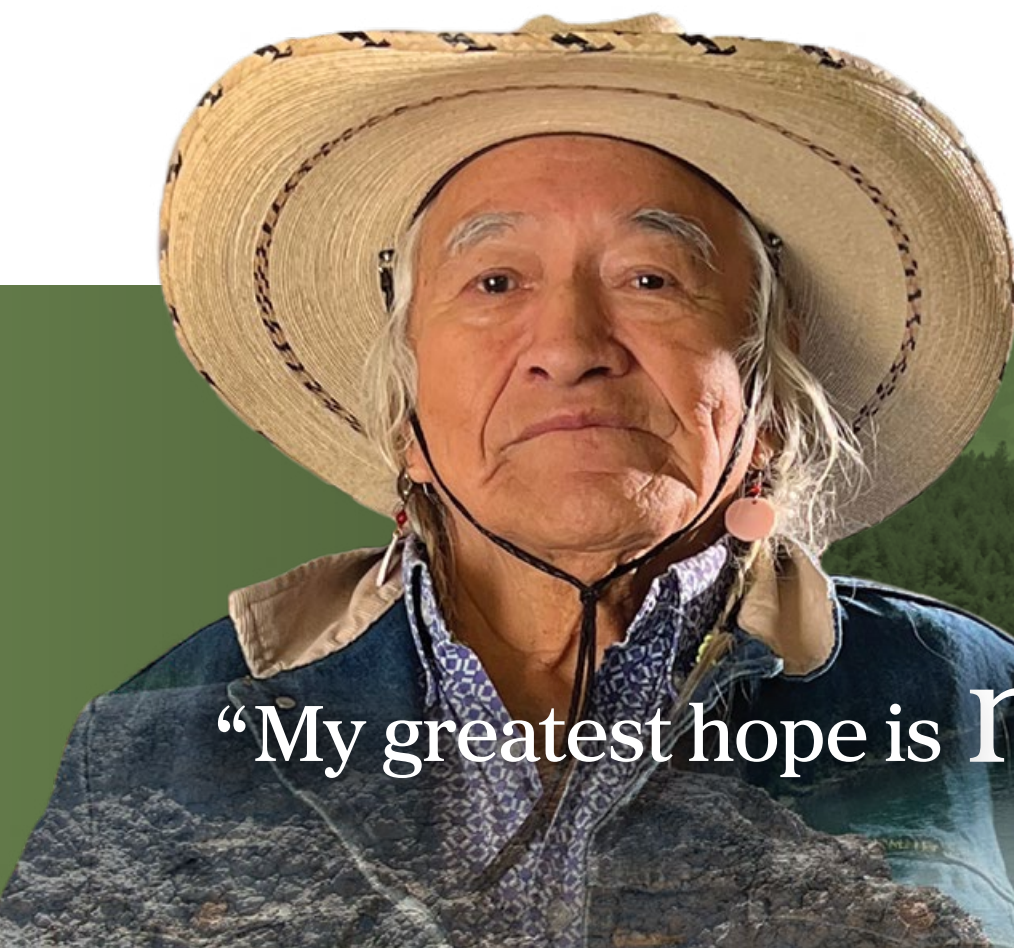
Nk'wusm provides an exceptional educational program structured around Séliš and Qłispé language and culture, as well as academics

in math and reading instruction. Nk'wusm enrolled 54 students in preschool through 8th grade. Nk'wusm employs 14 staff, which includes our fluent speakers Stephen Smallsalmon and Eugene Beaverhead.

Nk'wusm 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. Lemłmš.

Ta k'w qes p'łečstmentx'w łu qe sqelix'w nq'w'łq'ełtn!

Don't ever let go of our language!
– Stephen Smallsalmon



STEPHEN SMALLSALMON
Qłispé Elder

“My greatest hope is **my language...**

...and to be getting the kids to learn the language. It's awesome that they're learning.”



Salish Kootenai College

www.sk.c.edu

A comprehensive enrollment management plan has been developed, with the graduation rate at 64% as a result of retention strategies. SKC has increased our outreach efforts to high schools, while also entering into 14 articulation agreements with the Tribal Colleges in Montana to offer 2 + 2 programs as well as to ensure a more seamless transfer process.

Community focus groups were hosted across the Reservation and helped in identifying programs and training opportunities that our community would like to have available at the College. Housing, access to affordable childcare and rising inflation were identified as potential barriers to college attendance.

The SKC High School Tribal Member Scholarship (and 1st degree descendants of CSKT) has been modified so that a student can access the scholarship no matter how many years it has been after receiving their HSD or High School Equivalency Diploma.

Culture and Language Programs offer four encampments that are centered on the seasonal rounds. Salish and Kootenai language

groups have been formed by students and faculty and are meeting during the day for anyone who wants to participate. A stick game club has been formed and has about 25 participants.

SKC honors the memory of the Founding President, Dr. Joe McDonald. He lived a long and storied life of service and mentorship. He was a strong advocate for Indian Education from K-12 through higher education. He was at the forefront of the tribal college movement and was instrumental in the work to obtain funding and legislation to support the Tribal Colleges. Joe was known everywhere he went. He always had a story, advice or words of encouragement. He was a mentor to many. His vision and tenacity are evident in the foundation that was laid for SKC.



Above: The late Dr. Joe McDonald, SKC Founding President.



District Winners for the Fall Power Up contest at Two Eagle River School.



Two Eagle River School

www.twoeagleriverschool.org

In 1973 it was noted that the dropout rate for high school age students in Montana was approximately sixteen (16) percent and in schools with large numbers of Native American students, the dropout rate was estimated between 38-42 percent but a study

showed that in the nine public school districts on the Flathead Indian Reservation sixty three (63) percent of Indian students had quit school prior to acquiring a high school diploma. This was the beginning for the Tribes to appoint a steering committee who were educators and Members of the Tribes to develop a plan for the educational needs of the Indian children on the Reservation. This initial committee included Joe McDonald, Daryl Dupuis, Roger McClure, Karen Fenton, Gene Sorrell, Clarice Sanchez (King) and Gerald Slater.

The Flathead Alternative School began out of the notion that much of the alienation and apathy for Indian students could be traced

to an irrelevant or culturally biased curriculum. Thus, the Flathead Alternative School was conceived and organized for the 1974-75 school year. The school was given space in the Tribe's CAP building; the building was old but was adjacent to the river at the Dixon Agency. It was noted in the report that two bald eagles had built a nest in a snag across the river, the wild geese and ducks were plentiful and this was a good location for outdoor activities. Funding was through a Title IV grant written under the Tribes Co-operative Indian Educational Program and the year started with a handful of staff. Gerald Slater and Clarice Sanchez went on to be some of the first staff, while the other five committee members became the first School Board. Students who were sixteen years of age or older and had dropped out of school were the first recruited.

The first year more than 70 applied but only 38 actually attended. Of those, five went on to be the first graduating class. The next major obstacle was the development of a high school credit system that had the flexibility to work with the students. Thus, the contract system was developed. This included a success oriented concept whereby students were not failed but rather received no points/credits until they succeed. This "no fail" system provides a sense of accomplishment for the student, accentuates their strengths to build a stronger self-concept and motivates students by redirecting them rather than holding them back as failures. The Montana Office of Public Instruction evaluated this program and

supported its acceptance by the public schools. This system is still used to date.

During the next few years, the school moved to Pablo. In 1977-78 a contest was held and the school was renamed Two Eagle River School. In 1979 TERS became a BIA contract/grant school, went on to receive accreditation from the Northwest Association of Schools and Colleges in 1981 and from the State of Montana in 1983. During the late 1980s, an application to BIA was approved for a new building and the move was made to Pablo in 1989. Over time, the school was opened up to all age Native American high school students and added 7th & 8th grades in 1995.

To date the school has served a multitude of students with 730 graduating and has a possible 24 graduates for the 50th class. With a walk through the Tribal offices, a Two Eagle River graduate can be found in almost every department. Currently, many of those students have found their way back to Two Eagle River School as employees. They are AJ McDonald, Inismin Auld, Gabby Big Beaver, Marie (Phillips) Bigby, Lena (McLeod) Burland, Vernon Christopher, Daryl Conko-Camel, Tricia McDonald, Tashina McKeever, Espa Orozco, Neena Orozco-Charlo, DJ Piapot, Louie Pierre, Colleen Tenas and Elijah Lefthand.



Mission Valley Power
www.missionvalleypower.org

The staff at Mission Valley Power express their gratitude for the opportunity to work with our communities and for the ability to contribute to the success of the company. Recently, MVP has focused on improving infrastructure, nurturing company culture, enhancing communication and developing a sustainable plan for the future.

MVP staff have taken on several major projects, including the installation of new meters, negotiating a new union labor agreement and updating substations that needed attention. Despite the increasing cost of power and other utility expenses, MVP remains committed to providing reliable and sustainable power to the Mission Valley community.

Top priorities are customer satisfaction and dedication to meeting needs promptly and effectively. MVP values a positive and transparent relationship with customers and employees, making sure that everyone's voice is heard and valued.

Moving forward, Mission Valley Power will continue to be accountable for its actions and provide a cost-effective electric

KEITHETTA QUEQUESAH
Tribal Youth Leader

**“I'm most proud of who I am
and where I came from and,
who we are.”**



Voices of the People

power service to its customers. The commitment to upholding this standard and making sure that every person matters is part of a long-term plan to build a sustainable future for generations to come.

It is these collective efforts that have made MVP a symbol of excellence and consistency for the last 35 years and this standard will be upheld in the future. MVP - Bringing Power to the People!



Above: Zachary Conko Camel, new General Manager of Mission Valley Power.



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 ensure 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 ensure 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 Séliš, Qlispé and Ksanka people.

Highlights in 2023 include the creation of the Recovery Village in partnership with the Never Alone Recovery Support Services and the CSKT Healing Court, to positively impact and assist those in a sober environment; providing 413 households with mortgage, property tax and homeowner insurance assistance totaling \$2,002,628 through the Homeowner Assistance Fund; and completing the construction of 18 new units in Pablo,



Martin Charlo, Bob Gauthier, Gene Sorrell and Jody Cahoon Perez celebrate the construction of five new Low-Rent rentals in Pablo.

consisting of 5 two-bedroom units and 13 one-bedroom units — kicking off our Quality Homes for Quality of Life construction campaign.

SKHA diligently provided tenant services and maintenance to 518 low-rent units; water and sewer services for 42 community systems throughout the Flathead Indian Reservation were operated and maintained for approximately 950 customers; processed 228 new incoming applications; completed 63 move-ins; successfully provided the 3rd Annual Rez-a-Palooza activities in 7 communities; and completed 117 contracts for unit maintenance, new construction, water and sewer projects, home improvement and office building improvements.

SKHA is in its third consecutive year of record-breaking spending because of new grants to benefit CSKT Members on and off the Flathead Reservation. SKHA staff continue to strive to provide the best services possible with increasing work activities and duties.

Program applications, policies, events, news, job openings and contact information for SKHA departments and staff can be found at www.skha.org.

Back Cover: Flathead Youth Council Members enjoying their time together. L-R Abigail Lei, Saanjay SmallBoy, Keithetta Quequesah, Paisley Couture, Brett Myers, Hannah Medina, Brandi Bigby. Photo credit: Colter Olmstead



**CONFEDERATED SALISH
AND KOOTENAI TRIBES
OF THE FLATHEAD NATION**

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