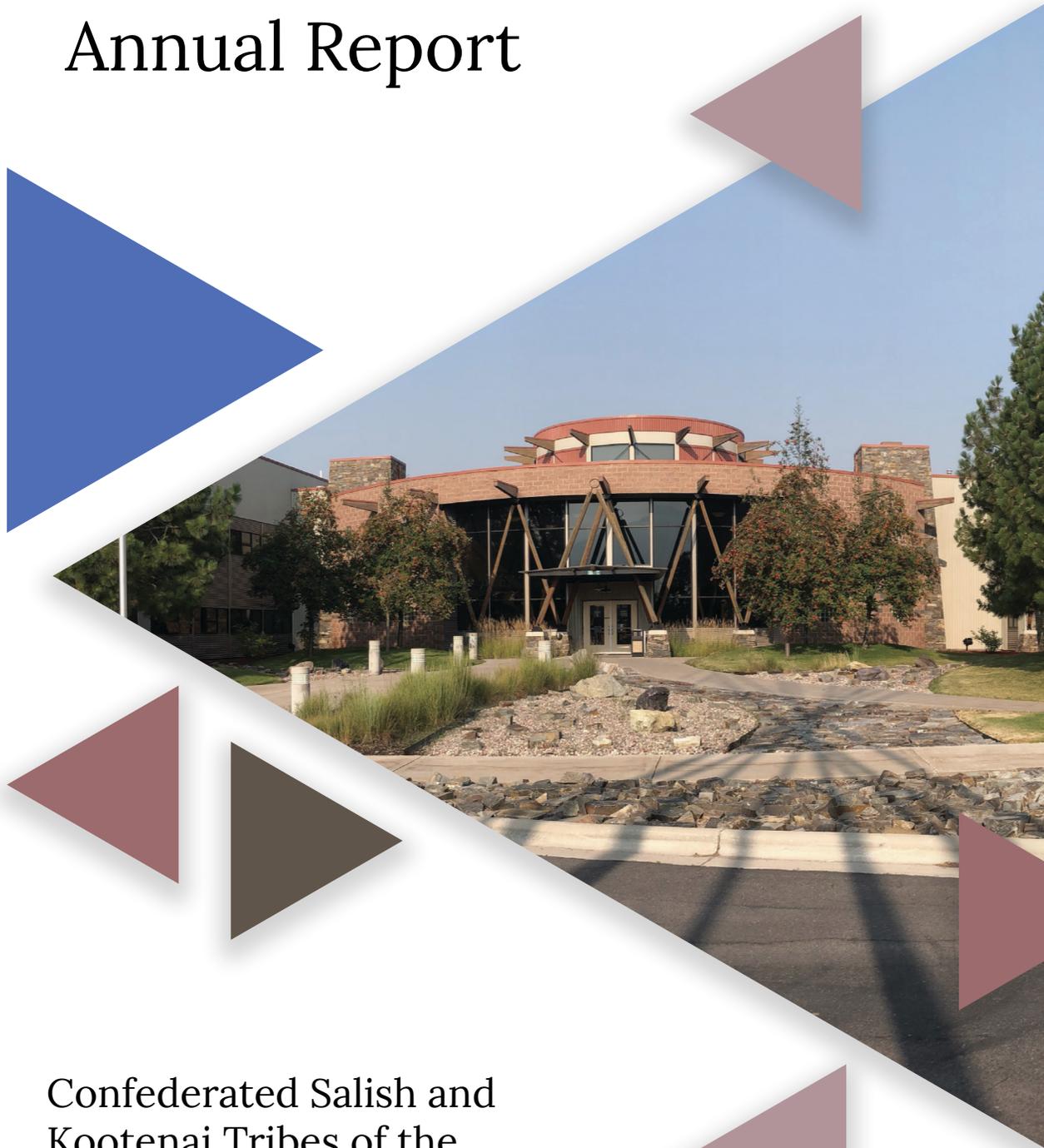


# 2018-19

## Annual Report



Confederated Salish and  
Kootenai Tribes of the  
Flathead Nation

8,078 Total Enrolled Members  
5,364 living on-reservation (as of May 1, 2019)

## Our Vision

*Maintain Traditional Principles and Values*

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

## Our Mission

*Be Guided by Traditional Principles and Values*

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

## REPORT STAFF



**Christopher Camel**  
*Designer*



**Robert McDonald**  
*Editor*

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# LETTER FROM THE CHAIRMAN

Greetings everyone. Welcome to the latest Annual Report, a 36-page snapshot of our Tribal Government, entities and people. Council is responsible for many duties. As I approach each new day, I remind myself that we are here for the people, for the good of everyone. As I see it, that's the job of the Chairman and Council.

Like our ancestors who made countless sacrifices for us to be here now, Council must embrace the challenge of ensuring our future generations will be supported.

This summer, I attended a business meeting of our Tribal companies, from the bank, to gaming to our technology ventures. I have to tell you that I'm excited by what I'm seeing. Economic development moves steady. While we'd like our gains to gallop, true gains grow over time. Our Tribal Nation is not yet independent but for the sake of our sovereignty, I'm pleased to report that I see a bright future coming for our people.

Our financial growth is not about enriching any one person or small group of people. It's about building for future generations so that one day our leaders can enhance our current successes.

I want to applaud the hard work that's carried out daily by our staff at S&K Gaming, S&K Electronics, S&K Technologies, S&K Business Services, Economic Development offices, and Eagle Bank. Every one of these entities has a hard-working staff and a dedicated board overseeing operations. It's the hard work and dedication from all of our Tribal employees that make our Tribal Nation great. Our elders, our youth, our veterans, our cultural leaders and the membership thank you for enabling our people to reach even greater successes in the future.

-Ronald Trahan, Chairman



**Ronald Trahan**

Arlee District



Shelly Fyant  
**Secretary**  
Term Ends: 2022



Myrna Dumontier  
Term Ends: 2020

Pablo District



Dennis Clairmont  
Term Ends: 2020

Polson District



Charmel Gillin  
Term Ends: 2022

Dixon District



Anita Matt  
**Treasurer**  
Term Ends: 2020

Ronan District



Carole Lankford  
Term Ends: 2022

Elmo District



Leonard Twoteeth  
Term Ends: 2022

Saint Ignatius District



Ronald Trahan  
**Chairman**  
Term Ends: 2020

Hot Springs District



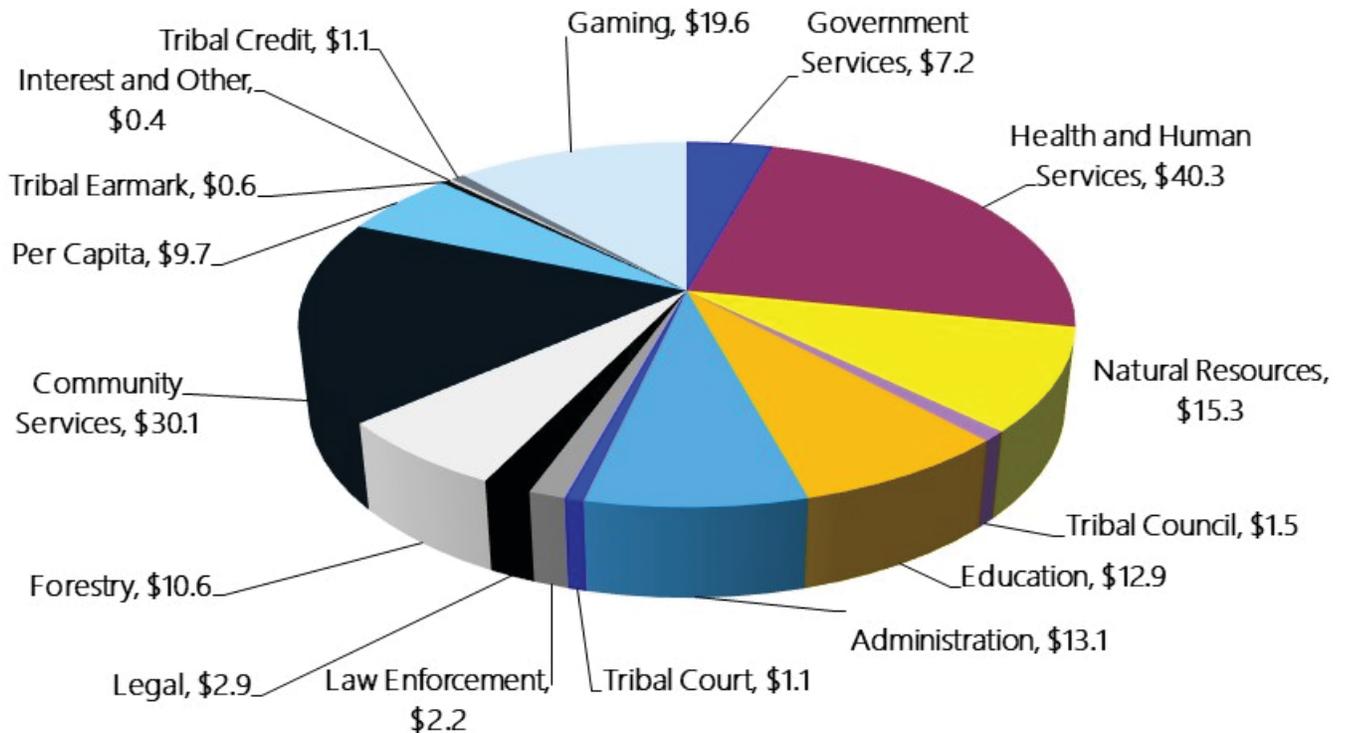
Leonard Gray  
**Vice-Chairman**  
Term Ends: 2020



Fred Matt  
Term Ends: 2022

# FY 2018 EXPENSES

## \$168.6M Primary Government - Expenses FY 2018 (Numbers are in Millions)



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.



## Tribal Economic Development Office

The Tribal Economic Development Office pursues CSKT's Sustainable, Comprehensive Economic Development Strategy/Plan, adopted by Tribal Council.

**Goal 1: Educate, train and provide work experience for Tribal members for today's and tomorrow's employment opportunities.** Progress:

- The Youth Business Internship Program funded four Tribal member interns in 2018 and sought placements for seven new internships in 2019
- Received funding from the Administration for Native Americans to continue the third year of CSKT's five-year, \$996,000 Sustainable Workforce Enhancement and Entrepreneurship Initiative
  - ◊ Sponsored new Hospitality and Sports Officiating curriculum development by Salish Kootenai College. Working on Building Trades, Adult Driver's Education and How to Start a Day Care curriculum for the 2019-2020 school year
  - ◊ Purchased textbooks, scrubs, work boots and uniforms and paid test fees for qualifying tribal members
  - ◊ Offered free Job Readiness, Personal Finance and Customer Service classes
  - ◊ Helped 60 tribal members complete career "blueprints," a plan for finding living wage employment. Stipends are available for clients

who follow-up with EDO 6 and 12-months after completing a blueprint

- ◊ The project's 15-member Workforce Enhancement Coalition meets the third Monday of each month at 1:30 p.m. at the Tribal Complex—the public is invited. Job, training and meeting announcements are posted on EDO's CSKT Workforce Enhancement Facebook page and on the CSKT Economics website

**Goal 2: Assist Tribal member entrepreneurs with Access to Capital, Training and Other Business Development Needs to Stimulate the Private Sector and Decrease Reliance on Tribal government employment.** Progress:

- Small Business Grants – Our office awarded seven \$7,000 grants to Tribal entrepreneurs that owned businesses in early 2019
- Networking Meetings -- The Office sponsored three Tribal Business Owner breakfast meetings to provide resource information about grants, technical assistance and loan providers, marketing and networking opportunities, and more. The April 2019 meeting also provided information on value-added grants, alternative crops, disaster assistance and more
- Free Business Classes were provided, covering Business Basics/Planning, Understanding Financials, QuickBooks, Marketing, Government Contracting and more

**Goal 3: Create a climate that attracts, retains and grows businesses that are compatible with CSKT cultural and environmental protection values.**

Progress:

- Completed an application to the Governor to designate eligible Reservation census tracts as Economic Opportunity Zones. The entire western portion of the Reservation received the designation, including Hot Springs and Dixon
- Wrote a Vibrant Tribal Economies grant application and received funding from the Northwest Area Foundation. CSKT is one of only four tribes in the nation funded to study economic leakage and how to keep Tribal dollars recirculating in the Reservation economy through Tribal member business development and retention and a “Buy Local” community-involvement campaign
- Works on Tribal Transportation Committee and coordinate with local utilities and Tribal and county sewer/water districts to ensure infrastructure is in place to support new development projects
- Serves on the Montana Indian Business Alliance Board of Directors to network with other Montana tribes to attract, retain and grow Tribal businesses
- Continues to screen outside business proposals to ensure compatibility with Tribal values
- Sponsored the annual mid-year meeting between the shareholder representatives and all six Tribal for-profit corporations, and compiled an annual economic scorecard summarizing corporate employment, return on investment and other community contributions

**Goal 4: Nurture emerging, sustainable industries and encourage innovation.** Progress:

- Worked with consultants to complete a detailed national and international market study for the Hot Springs Wellness Center project and a completed a Draft Business Plan
- Worked with consultants and IT staff to complete a telecommunications feasibility study
- Initiated formation of an interdisciplinary Tribal Tourism Committee to promote the People’s Center and other Tribal areas of interest along the Reservation’s main highway corridors through Tribal tour guides and a culturally-appropriate marketing strategy

- Exploring value-added agricultural product development

**Goal 5: Provide Community Wellness, Recreational, and Cultural Facilities that Support Traditional Principals and Values.** Progress:

- Working with the Ronan Community Center Development Committee and consultants to develop a new Tribal Health and wellness center in Ronan

The office also:

- Manages the Gray Wolf Mobile Home Park at a profit
- Serves on the Lake County Community Development Board to coordinate entrepreneur training and community development efforts and explore food sovereignty resources
- Is a voting member of the Lake County Planning Board as the Tribal Representative, ensuring that the new County Growth Policy contained accurate information about CSKT and that non-Tribal development proposals incorporate comments from CSKT members and management staff
- Coordinates with Missoula County Commissioners, planners and GIS staff on issues affecting CSKT. In November of 2018, Missoula County’s new public meeting room was dedicated to and named for Sophie Moiese

## Tribal Credit

Tribal Credit was established in 1936 with the objective of making loans for the purpose of raising the social and economic status of the members of the Confederated Salish and Kootenai Tribes. The Tribal Credit Program provides lending services to enrolled CSKT members. Loan types include a short term loan, which provides up to \$7,500 for up to a five-year term at a 12-percent interest rate. The long term loan program provides loans up to \$325,000 at five percent for up to 25-year term and must be secured by land and home. A first time homebuyer loan is also available to tribal members at a five percent rate for up to a 30-year term and must also be secured by land and home. We also offer educational loans at seven percent for up to a 12-year term. All long term loan requests are reviewed by a three-person committee who are selected by the Tribal Council.



## Tribal Education Department

*The mission of the Confederated Salish and Kootenai Tribes' Education Department is to serve the Confederated Salish and Kootenai Nation by facilitating leadership, empowerment, opportunity, and development through the cornerstones of formal education and cultural learning.*

To fulfill our mission, the Education Department provides a variety of services to Native students, their families, and local schools. Parent and student advocacy is available for students and their families' at all local K-12 schools. Higher education scholarships for undergraduate, graduate and vocational programs are available to CSKT members. Professional development for local education and curriculum resources are delivered to schools through scheduled events and specific requests.

What a teacher knows and can do is the most significant factor in student achievement. This understanding drives and inspires professional development committed to build teachers' competencies as culturally responsive educators. This year's annual "PIR (Pupil Instruction Related) Day" served approximately 450 school personnel and was invigorated with daylong workshops. Focusing on a specific content area or instructional practice provided greater opportunity for deeper understanding. School administrators attended their own learning strand that explored culturally responsive educational leadership and trauma

informed educational practices.

On February 7 and 8, the department hosted the Flathead Reservation Regional Indian Education Summit. Approximately 130 high school students, parents, teachers, administrators, higher education faculty and state agency staff gathered to address the current state of American Indian students. The first day began with a hard look at local school data and concluded with imagining what a culturally responsive school would look like on the Flathead Reservation. The final day offered the opportunity to analyze the concept of consultation. We then explored the numerous ways that could connect the school with Indian students and their families. At the end of a day and half we created consensus on immediate actions to build bridges of support for American Indian students.

### **Community Development Specialists**

*To improve the educational experience and opportunities of all American Indian students who reside on the Flathead Indian Reservation.*

The Community Development Specialists uphold this mission by building relationships between our office and the schools, promoting student and parent awareness of our activities and resources, engaging parent led Indian Education Committees (IECs), and gathering resources to support academic success for American Indian students.

The Johnson O'Malley Program (JOM) is coordinated through our office. JOM funding comes directly through CSKT. Funds are budgeted by the Education Department according to number of qualified JOM students in each school. To qualify for JOM funding, a student must be an enrolled member of a federally recognized tribe, or possess ¼ degree blood quantum from multiple recognized tribes. Each IEC establishes academic objectives for JOM expenditures. The Community Development Specialists help the IECs manage budgets, recruit parents, and explore options that meet the parent needs for their students.

Title VI Indian Education programs are directly administered by local schools in collaboration with a Title VI Indian Education Committee. The Specialists support collaboration between the schools and the Title VI IEC. Title VI serves enrolled tribal members students and first and second-generation descendant students. The Specialists attend monthly Title VI meetings and serves both the school and Title VI IEC as a liaison for support and resources from CSKT.

One of the most significant areas of service that the Community Development Specialists provide is that of advocacy to American Indian students and their families. Whether it is an Individualized Education Plan meeting, a 504 plan, or a discipline situation that arises, the Specialists can participate directly with on-site support and resources. Collectively, we hope to ensure that every student is able to succeed and have the best tools available to them.

### **Higher Education Scholarship Program**

The Tribal Higher Education Scholarship Officer, Miranda Burland, received 291 applications this year and funded 177 students, totally \$687,911 expended. The majority of students that apply for the Higher Education Scholarship attend Salish Kootenai College (SKC) and this year, 84 SKC students were funded totaling \$322,242.00 in scholarships. The University of Montana has the next highest scholarship enrollment equaling \$118,600 for 28 students this year. Students attend colleges all over the United States and we have funded students attending 49 different schools.

### **State Tribal Education Partnership (STEP ) Program**

The STEP program continued with family engagement with our five STEP partner schools. Family engagement activities ranged from traditional and contemporary Ledger Art with Frank Finley to Coyote Stories with Charlie Quequesah. The family engagement initiative builds relationships between school staff and their students' families. Attendance

from families and school staff increased as family engagement nights gained momentum.

STEP partner schools also developed a customized project that addressed Indian student classroom needs. Schools were thoughtful and creative in their endeavors and projects that ranged from One Book, One Community events to curriculum development.

### **Sqelix<sup>w</sup>-Aqismakni·k (The People's Center)**

Established in the fall of 1990 with groundbreaking in 1993 at our current Pablo location, we opened our doors to the public in April 1995. We are here to tell our stories. We are the Selis, Ksanka and Qlispe of the Confederated Salish and Kootenai Tribes of the Flathead Reservation. The traditions and culture of our tribes have been passed down orally from generation to generation since time began. As our lifestyles change with time and technology, we preserve and protect our heritage, history and culture. We invite you to explore the artifacts and exhibits, and to hear the stories of our people in our own voices. We also invite you to participate in our cultural activities, our celebrations, known as powwows, and other events reflecting the Tribes.

The People's Center perpetuates this rich heritage, through our tradition of oral history, and by creating opportunities of exchange between tribal elders, youth and the public. Through education, we hope to dispel myths and stereotyping of Native Americans and create better understanding between all peoples. We are owned and operated by the Confederated Salish and Kootenai Tribes.

Throughout the year, The People's Center's Education Program offers demonstrations and history on traditional and contemporary life-ways. We can provide gatherings, temporary displays, history presentations and carryout the continued practice of traditional events. We host Traditional Arts and Crafts day every Friday all year long. We added two evening classes per month to help working people participate. We host Native American Awareness Week every September and host several hundred students who get the opportunity to learn about our tribes' histories and cultures.

If you're interested in cultural collections visit The People's Center's museum, the largest collection lies in the main exhibit room, titled "The First Sun, The Beginning," which first opened in 1994. This exhibit is updated with additional exhibit pieces. The newly acquired beaded vests of Sub Chief Arlee and Charlo are now on display. A new "hands-on" display allows



tourists to touch and feel tools, cloth, stones, and other articles our people used long ago. We continue to seek new ideas for exhibits and are seeking additional resources to aid in exhibit updates.

The People's Center Gift Shop has a beautiful collection of local Native American artists' work for sale such as beadwork, native design clothing, beading supplies and more. The items for sale are hand crafted by local artisans and members of CSKT and other tribes. The gift shop is a member of "Native Made in Montana." A new wool blanket will be available by November this year.

The Center collaborates with others for public education and programming. We are members of Mission Valley Museum Consortium, which assists other members with advertising and promotions of museums and historical societies in the county. We were also the successful bidders of a full traditional beaded buckskin outfit made years ago by Agnes Kenmille. This will also be on display in the museum. Our annual Social Celebration (Powwow) will be held August 17th and we have begun planning and

fundraising. Our staff attended the annual Governor's Conference on Tourism recently. This conference helped us locate support and find ways to help increase tourism for our museum and programming. We have also joined CSKT Economic Development's Tribal Tourism Committee. Our goal is to increase tourism while protecting our resources in doing so.

## Nk'wusm

The mission of Nk'wusm Salish Language School is to recreate a process whereby the Salish Language is passed from parents to children, elder 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 which also serves as the School Board.

Nk'wusm is in its sixteenth year of operation and offers academic and Salish language instruction for students in pre-school through eighth grade. We served 44

students and families during the 2017-2018 School Year.

NK<sup>w</sup>usm provides an educational program structured around Salish and Pend d'Oreille language and culture.

Salish Language fluency is a priority for all staff at NK<sup>w</sup>usm. As staff gain Salish language fluency, NK<sup>w</sup>usm is able to develop new speakers of the language as well as support Salish Language immersion. Our success greatly depends on the support of the Confederated Salish and Kootenai Tribes, our local community and our faithful donors.

## Salish Kootenai College (SKC)

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

- Purchased property on the east corner entrance to the college (formerly Joe's Jiffy Stop).
- Constructed a three-pod, twelve-bed honor dorm which will open Fall Quarter 2019.
- Developed the Salish Language Teacher Education Program, AA Degree to promote language teaching.
- Created the position of Student Engagement Coordinator to provide opportunities to create and engage in community for all students on campus, with a priority placed on students living in housing and the dorms.

Salish Kootenai College creates the educational programs that our community needs not only for today but into the future. We remain grounded in tradition and strive to make the hopes and dreams of our founders a reality for our students. Salish Kootenai College fills a critical role in the lives of those we serve.

### Salish Kootenai College Foundation

The Salish Kootenai College Foundation works as a catalyst for change and opportunity. It is dedicated to ensuring the future and legacy of

Salish Kootenai College. The Foundation builds private financial support for Salish Kootenai College through responsible stewardship of donated funds, and sponsorship of student scholarships, college enhancement programs and capital dollars to build new facilities. The Foundation also conducts public relations with alumni, collaborative partners, the business community, as well as the general public.

Our donors, alumni, Foundation Board, SKC Board of Directors staff, faculty, and SKC administration have worked together to create lasting impacts for our students and our campus. Together we have been able to transform the development office into a thriving Foundation. The Foundation has grown the endowment from approximately \$6 million to over \$12 million in just four years. We have successfully launched a \$20 million capital campaign, and proudly facilitate the successful scholarship program for our students, which has given over \$3 million in direct student scholarship support in the past five years. SKC Foundation works to ensure the legacy of SKC, and your support has enabled us to achieve these wonderful accomplishments, as well as many more.

## Two Eagle River School (TERS)

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

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

**BELIEFS:** We hold four beliefs to guide our work and decisions at Two Eagle River School:

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



## Kootenai Culture Committee

Established in 1975, the Kootenai Culture Committee, or KCC, has a mission to protect, preserve, perpetuate and enhance the language, culture, and traditional lifestyles of the Kootenai people. Since that time KCC has provided and participated in activities locally, regionally, nationally, and internationally that work towards those goals. The 2018 year has seen the KCC work on cultural perpetuation in a variety of ways.

During 2018 the KCC participated in numerous activities for reservation schools. Many of the Kootenai children attend Dayton elementary school as well as the tribal alternative school (Two Eagle River School in Pablo, Montana). KCC also provided cultural activities such as storytelling, songs, bitterroot digging and preparation, teepee setup and native crafts.

In addition, the KCC sponsored cultural camping trips to Bull River, Spotted Bear, Beaver Creek, Gunsight Peak, Yaak River, and Hungry Horse. Traditional storytelling, hunting, fishing, and huckleberry picking were the themes for these camps.

Locally, the KCC sponsored movie nights, dinners, and barbecues for the Kootenai community. And as

a highlight, the entire community participates in the Standing Arrow Powwow as well as the customary ceremonial activities.

The Kootenai Culture Committee sits at the heart of the Ksanka community and sponsors a monthly meeting of cultural elders that is well attended by tribal departmental staff. The elders are kept up to date on program activities and they provide advice on cultural impacts to those activities.

And last but most importantly the KCC fluent speaking elders in conjunction with the linguist provide language classes and materials for perpetuating the Ksanka dialect of the Kootenai language. This past year three new books were produced. The Ksanka Parent/Child Language Book provides common phrases that parents can use while interacting with their children in everyday activities. 'Inismin is a storybook about Rainbow. It is not a traditional Kootenai story but was translated into Kootenai by Sarah Bufton. A third book 'At Hu Yaqawxamki (Where I Go) provides language for traveling to everyday common places.

In the coming years the Kootenai Culture Committee will primarily focus on language restoration as the Kootenai language is critically endangered and concentrated efforts must be enacted and maintained if the language is to continue into the future.

# Séliš-Qlispé Culture Committee

Qe es nte qeqs čštīm, qeqs kʷtqeyxʷm, nie taqs hoy, taqs oóst ʔu sqlixʷt nkʷulmis, ʔu nuwewlštis, ʔu qe xʷlčmusšn.

We seek to guard and protect the culture and language of our ancestors so that it will not end or be lost.

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

In 2016, this program officially changed its name to the Séliš-Qlispé Culture Committee (SQCC), reclaiming our own names for our tribes. This reinforces our mission of teaching our young people pride in who we are, and of bringing the Salish language into our daily lives whenever we can. (See [salishaudio.org](http://salishaudio.org) for proper pronunciation of Séliš and Qlispé.)

The SQCC has seven full-time employees, one contract employee, and a Longhouse caretaker. The staff is given guidance and direction by the Séliš-Qlispé Elders Advisory Council.

From April 2018 through early 2019, we lost many irreplaceable members of the Elders Advisory Council, who contributed greatly to the SQCC and the continuance of our language and culture: Clara Bourdon, Hank Baylor, Pat Pierre, Andy Woodcock, Clara Charlo, Dorothy Woodcock, and Eneas Vanderburg. It is impossible to fully express how much these men and women meant to our people, and to our efforts to pass on to the generations to come the spiritual and cultural ways that were given to us by our ancestors. There are now few elders alive who grew up with Salish as their first language, living by our traditional ways, and absorbing the knowledge of our culture and history. Our recent losses remind us that we must cherish the elders we have left, and redouble our efforts to do all that we can to pass on what they have taught us.

The SQCC's work includes a number of activities conducted each year, including monthly meetings and regular consultations with the elders; traditional tribal cultural events and activities, including the bi-annual Medicine Tree trip, the Bitterroot Dig and Feast, and the Stevensville pilgrimage; and presentations at annual events such as River Honoring, PIR day, Lake Honoring, People's Center



Native American week, SQCC Language and Culture Camp (in 2018, there were over 120 participants), and Tribal Ed awards for cultural education.

In addition to those regular, annual activities, the SQCC completed a number of milestones in 2018.

Special events included dedication of the Longhouse kitchen as Klolí SnkʷIsncutis / Gloria's Kitchen, in memory of longtime SQCC office manager Gloria Whitworth (1954-2018); dedication of a new sign at Fort Missoula Regional Park; renaming of Missoula County Courthouse's public hearing room in honor of Séliš elder Čtxʷnixʷmšná (Sophie Moiese, 1864-1960); dedication of new signs at Milltown State Park; and a ground-blessing at Montana State University for its new American Indian Hall.

Presentations on the SQCC program and Séliš-Qlispé language history, culture, and ethnogeography were delivered for many tribal departments, schools, and organizations, as well as non-Indian agencies, universities, and other organizations throughout our aboriginal territories, including for orientations, classes, conferences, and symposiums.

Salish language work included launching the SQCC Language Apprentice Program, with 13 full-time adult students, two full-time teachers, and frequent immersion sessions with fluent speakers, in partnership with Salish Kootenai College and its Salish Language Educator Development program (a 2-year degree program). SQCC successfully completed its Montana Indian Language Program (MILP) grant, which funded printing of curricula, online dictionary update, the book Séliš u Qlispé u Qʷeyqʷay / The Salish and Kalispel People and Buffalo, a poster entitled "Learn our Language, Speak our Language," and a Salish language card game. Continued to create bilingual transcripts of SQCC recordings, which form the core of all that the SQCC produces in language, history, and culture. Responded to countless language requests from individuals. Staff and students attended Celebrating Salish Language Conference and honoring of elder Sophie Haynes. Continued support of all Salish language activities, including efforts in the public schools, Nkʷusm, Es Kʷʷalmi Nuwewlštn (language nest), Two Eagle River School, SKC, and with other organizations and individuals.

Historical Collections Management work included finalizing digitization of pre-2000 and Special SQCC collections, researching and practicing current digital preservation techniques for longevity and

stabilization; processing donations of eight small private collections; working with WSU/Sustainable Heritage Network to digitize SQCC materials and develop content for the Séliš-Qlispé page in SHN's Plateau Peoples Web Portal; completing a programmatic agreement with UM Curation Facility; employing GIS to map gravesites in Snyelmn Cemetery; and responding to requests for information and materials from nineteen schools, dozens of individuals, and numerous outside agencies.

Tribal History and Ethnogeography work included publication through the University of Nebraska Press of a revised edition of The Salish People and the Lewis and Clark Expedition (available in May 2019); completion of a fully documented map of Séliš-Qlispé aboriginal territories and primary use-areas; and a poster of Séliš-Qlispé historical timeline. Completed, installed, and/or dedicated four new signs in the continuing series centered around maps of place-names of various parts of Séliš-Qlispé traditional territories, and their historical and continuing importance to tribal people. Produced a large bound volume of poster versions of 17 signs completed to date; this oversized book will be further developed and made available for purchase in 2019. Delivered a complete set of sign-posters to Ronan Public Schools. Humanities Montana selected the SQCC Ethnogeography Project for funding under its new Tribal Partnerships Initiative.

Other new signs created or shaped by SQCC included MDT signs near Arlee and in the Bearmouth area; USFWS signs for Pablo and Ninepipe Reservoirs; trails signs in Missoula's North Hills; history kiosks at Stevensville; additional historical signage at Milltown State Park; historical art for bridge abutments at Bonner. Researched and provided ethnogeographic information for Corky Clairmont's tar sands art project.

Completed initial drafts of book-length histories of buffalo; smallpox; and the aboriginal territories of the Séliš and Qlispé People.

Developed and recorded a two-minute bilingual message from Tony Incashola, welcoming visitors to a new exhibit on Montana's indigenous peoples at the Montana Historical Society museum in Helena. Researched and provided additional transcripts, audio files, historical information, and images for the CSKT film In the Spirit of ʷAtaticéʷ.

Research included field trips and recorded interviews

along the lower Flathead River, Clark Fork River, and Thompson River with Pat Pierre, and in the Placid Lake area with Eneas Vanderburg and Joe Vanderburg. Obtained previously unknown historical images from Northwest Museum of Arts and Culture in Spokane. Assisted in many inquiries from tribal staff and tribal members.

Assistance to and consultation with other CSKT departments, including Tribal Council, Preservation, Legal Department, NRD, Lands, People's Center, as well as Salish Kootenai College, and a variety of non-Indian agencies, organizations, and writers, relative to issues involving cultural resource protection; provision and documentation of accurate cultural, linguistic, historical, and geographic information; and countless issues affecting tribal cultural continuance.

Ye Seliš u Qlispé nk<sup>w</sup>u<sup>?</sup>ulmis lu tsqsi, ye nuwewłsti<sup>?</sup>is, snunx<sup>w</sup>ene<sup>?</sup>entis lu l nčawmn nk<sup>w</sup>tnaqsm ye l sqlix<sup>w</sup>ulex<sup>w</sup>. Ye tam tsqsi ečxey qe snunx<sup>w</sup>enetn, esya<sup>?</sup> ečxey qe nleptmntm, ečxey sck<sup>w</sup>uls lu suyapi u ye Amotqn sx<sup>w</sup>k<sup>w</sup>ulms ye x<sup>w</sup>l sqelix<sup>w</sup>, ečxey ta qe es k<sup>w</sup>upłs lu x<sup>w</sup>l qeqs nk<sup>w</sup>łx<sup>w</sup>uym lu qe cuut ye sqelix<sup>w</sup>.

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

Yetłx<sup>w</sup>a čx<sup>w</sup>ex<sup>w</sup>?it lu qe sx<sup>w</sup>six<sup>w</sup>It es nte<sup>?</sup>elsms qs yo<sup>?</sup>nu<sup>?</sup>unms lu qe p<sup>x</sup>w<sup>?</sup>p<sup>x</sup>w<sup>?</sup>ot smimi<sup>?</sup>is. K<sup>w</sup>emít lu l scx<sup>w</sup>lx<sup>w</sup>i<sup>?</sup>ilts ta l čeni qečxey u qs mimieye<sup>?</sup>m lu sx<sup>w</sup>six<sup>w</sup>Its esya<sup>?</sup> lu es miste<sup>?</sup>es. Tma x<sup>w</sup>l šey<sup>?</sup> m ix<sup>w</sup>e<sup>?</sup>te yetłx<sup>w</sup>a m qe es ti<sup>?</sup>amstem lu esya<sup>?</sup> lu smimi<sup>?</sup>s, m es qeyqey<sup>?</sup>. M qmintm ye l sqelix<sup>w</sup> snmimieye<sup>?</sup>tn.

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

Esčlo<sup>?</sup> ye l čx<sup>w</sup>a lu sq<sup>w</sup>lllu lu nk<sup>w</sup>u<sup>?</sup>ulmis lu sqelix<sup>w</sup> tsqsi, lu nča<sup>?</sup>awmis. Ye tł qe es k<sup>w</sup>uli nem esya<sup>?</sup> lu es nte qs yo<sup>?</sup>nu<sup>?</sup>unms lu qe nk<sup>w</sup>ulmn, nem yo<sup>?</sup>nu<sup>?</sup>uys. Ye qe sx<sup>w</sup>six<sup>w</sup>It u lu nex<sup>w</sup> sx<sup>w</sup>si<sup>?</sup>ix<sup>w</sup>Its, nem yo<sup>?</sup>nu<sup>?</sup>uys esya<sup>?</sup> ye tł qe es k<sup>w</sup>ulm. Lemlmtš.

The stories, the Indian ways of life of long ago,

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

Atwen Incashola  
Séliš-Qlispé Culture Committee

## Tribal Historic Preservation

The CSKT Preservation Department had a productive year maintaining and protecting the various cultural resources important to our Tribes. This includes: cultural sites, artifacts, place names, and traditional use areas. The Preservation staff functions under various laws and ordinances, such as the National Historic Preservation Act and the CSKT Cultural Resource Protection Ordinance. Working throughout our aboriginal territory, the Preservation Department conducts various tasks related to cultural resource management. Consultation, surveys, monitoring, research, and records management are all standard duties. With a combination of archaeological practices and a traditional mindset, the Preservation Department has maintained a well-established reputation for their fieldwork expertise. Parallel with the fieldwork, the Preservation Department has also strengthened consultation practices with Tribal, State, and Federal agencies.

From being among the first dozen tribes to establish a formal office under the National Historic Preservation Act, the CSKT Preservation Department has functioned collectively as a team of experts who work in various fields related to the cultural resource management. Over the years, the Preservation Department has established two main components within the office, the Compliance and Contracting branches. Although duties for each branch are separated at times, each staff member works toward the goal of protecting all CSKT cultural resources.

A few of the more notable accomplishments and duties that were achieved by the Preservation Department throughout the last year include surveying and monitoring various projects that had the potential to impact CSKT cultural resources, successfully consulting with agencies to protect cultural sites, updating and maintaining important databases, and conducting cultural resource awareness trainings with multiple agencies. The Preservation Department will also have two staff members with Master's degrees in their respective fields of Anthropology in the spring of 2019.



## Department of Human Resources Development

DHRD is a one-stop program for families with workforce development needs, including: (skill development, work experience, On the Job Training and work hardening, Mentoring, etc.), family stability (welfare, childcare, LiHeap, Commodities, Snaps, etc.) and those that are working with child/family matters (CPS, Foster Care, Permanency, Child Support Enforcement, Native Employment Works, (NEW), Childcare Block Grant, Commodities, etc.) Dire needs provides emergency assistance for tribal members who qualify. Vocational rehabilitation providers work/training experience for those that are disabled who qualify.

DHRD provides transportation services to disabled, elders, those under sixty, low-income and those that will pay the fee to ride. Our Elderly services program provides two healthy nutritious meals per week, elder care services, wood, snow plowing, minimal maintenance to those who meet the qualifications.

We offer multiple programs to our community which are dedicated to guiding clients into becoming self-sufficient with work-site placements. DHRD also

provides and encourages family-centered activities from learning to repair bikes to doing homework.

## Tribal Health Department

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

### Own Your Health in 2019

Tribal Health started the new year with an initiative called “Own Your Health.” Each month, Tribal Health is offering services or events directly to eligible patients to encourage them to take charge of their health, get involved in healthy activities, and to get medical treatments and testing– to support every person’s goal of living a healthy lifestyle.

Patients have been given an Own Your Health pass. Whenever a patient participates in an event

or activity, an authorized Tribal Health employee will stamp their pass accordingly. At the end of the year, patients who have participated in at least nine activities are eligible to enter into a grand prize drawing (prize to be announced).

Some activities include:

- January - Get a physical. Schedule an exam with your Primary Care Provider to start 2019 in a good way.
- February - Go Red for Women event. Get your blood pressure read. Walking the REZ starts! Get a pedometer and start walking.
- March - National Nutrition Month. Join a Tribal Health cooking class to learn about healthy food options. Workout with a certified trainer at a Tribal Health Fitness Center.
- April - Sexual Assault Awareness & Prevention Month. Support victims during upcoming events and activities. Schedule an eye exam with Tribal Health.
- May - Mental Health Month. Get scheduled with a Tribal Health mental health specialist. Join a Tribal Health support group. Participate in the Women 4 Wellness event. Schedule an annual pap and HPV test.
- June - Men's Health Fair. Schedule an annual prostate cancer screening exam. Get your blood pressure read.
- July - Celebration of Sobriety. And Strengthening Our Families events. Participate with your family in these annual events. Schedule a hearing test with Tribal Health.
- August - National Breastfeeding Awareness Month. And National Immunization Awareness Month. Make sure you and your children are up to date with immunizations.
- September - Suicide Prevention Week. Learn about Tribal Health resources to help families deal with suicides. Dispose of unused medications at a Tribal Health Pharmacy dropbox.
- October - Breast Cancer Awareness Month. Get your mammogram scheduled today. Domestic Violence Awareness month. Stay posted for events and activities.
- November - Diabetes Care Day. Get your blood glucose levels tested. Join Kidney Keepers. Celebrate the Great American Smokeout. Call Tribal Health to learn how to stop smoking.

- December - National Flu Vaccination Week. And World AIDS Day. Get your flu shot. Get tested for HIV.

Additionally, patients are encouraged to get a Health Partner (a family member, or friend, who can help them stay focused on their health during the year); while also making health goals, recording health achievements, and getting appropriate immunizations (such as the flu shot) throughout the year.

### **Pharmacy Stats**

In the last fiscal year, the total prescriptions provided to patients from the Polson pharmacy was 69,251. The total amount of prescriptions provided to patients from the St. Ignatius pharmacy was 55,298.

### **Diabetes Program**

Some highlights for the Diabetes program in 2018 include:

- Annual Diabetes Conference at the KwaTaqNuk
- Go Red for Women Health Fair at SKC
- No Kid Hungry event at the Fireman's Park in St. Ignatius
- Summer Youth Leadership Program in St. Ignatius and Elmo
- Strengthen Our Families weekend included Midnight Hoopz on the summer solstice and Celebration of Sobriety (diabetes program and fitness staff is the host of Midnight Hoopz)
- Participate in the MT Diabetes Advisory Coalition.
- Participate in Nkwusm, Dixon, and Arlee School screening (Community Health takes the lead)

Additionally, the Kidney Keepers physical activity group hosted several functions throughout the year:

- Poster presentation at the National SDPI (Special Diabetes Program for Indians) Conference
- Community walks in every community every Friday supporting Walking the Rez
- Half marathon and other fun walk/run training and support
- Movie and potluck at the Arlee Charlo Theater
- Winter solstice challenge
- Snowshoeing at Glacier



The Diabetes program hosts Yoga with Jennifer, a certified yoga instructor with classes in Elmo, Polson, St. Ignatius, and Ronan.

Prevent T2, a diabetes prevention program hosted a one-year long program, taught by CDC trained Lifestyle Coaches in Elmo, SKC, and St. Ignatius. Prevent T2 and diabetes prevention is also a service provided on individual basis.

Diabetes education is provided by appointment, walk-in, and in groups.

The diabetes program provided support through nutrition education, physical activity and training for:

- Youth Leadership Program leaders, assistant leaders, and participants
- Afterschool Program
- Spring and winter break activities for youth

The diabetes program staff also provides training and maintains competencies in diabetes education, prevention, intervention and treatment for TH staff.

### WIC Program

WIC is the Special Supplemental Nutrition Program for Women, Infants and Children. This public health program is designed to improve health outcomes and

influence lifetime nutrition and health behaviors in a targeted, at-risk population. Nutrition education is the cornerstone of the WIC Program.

Pregnant and postpartum women and children from birth to age five are eligible for WIC benefits. There are income guidelines as well, and WIC staff encourage pregnant women, and parents with young children to call the WIC offices to determine eligibility over the phone.

WIC offices are located in St. Ignatius, Arlee, Ronan, Pablo, Elmo and Hot Springs. Currently the WIC program serves 406 participants. WIC staff work to collaborate with other programs, such as Medicaid, to help increase program participation and to improve health outcomes for WIC participants.

WIC also works to support mothers with breastfeeding and current data suggests that rates of breastfeeding are increasing approximately 2.5 percent since 2016.

WIC staff also assist participants with transportation to offices and stores; support with trauma; and referrals to additional services as needed.

### Health Care Resources

Health Care Resources staff, such as Health Care Resource Advocates, Health Care Resource

Coordinators and a Veterans Health Care Advocate, work to assist patients in getting to “yes” when it comes to applying and getting additional health care coverage and benefits to cover the costs of health care services.

Some of the goals of the Health Care Resources staff include evaluating patients for various health care coverage options such as Medicaid, Medicare, Veterans Health Administration, Affordable Care Act, Healthy Montana Kids, Employer Insurance, Private Insurance, Self-pay and Tribal Health Paid Care. If a patient is found eligible for any above programs then the Advocate will assist with the application process. Once the patient is granted coverage then the Advocate will educate the patient on how to utilize their newfound coverage.

Currently there are four Health Care Resource Advocates that assist with Medicaid applications and conduct outreach each week in all clinics throughout the reservation.

In March 2018, CSKT Tribal Health Department launched EPIC, a new Electronic Health Record system that is linked to Providence Health Services. EPIC gives Tribal Health the ability to transfer medical records faster and more efficient allowing new lines of communication with associated Healthcare facilities outside of Tribal Health. Tribal Health also has the ability to conduct Real Time Eligibility for all types of health insurance coverage which means EPIC can determine if a patient has current health insurance coverage or not in less than one minute. In 2018, there were 476 new patients submitted applications to receive Tribal Health services and Tribal Health Paid Care.

### **Guided Care of the Community Health Program**

Guided Care (part of the Community Health Program) provides Tribal Health patients who experience chronic medical conditions, with a dedicated Community Health team that work directly with patients to help them understand health concerns, in addition to assisting with, and coordinating, health related services. As part of Guided Care, Tribal Health patients continue to receive regular health care from their primary care provider, even if their provider is not at Tribal Health. Patients have the opportunity to partner with a Community Health team to work closely with them and their primary care provider for extra services such as coordination of health care, and access to additional resources that will help them meet their unique health care needs. It is important to understand that the Community Health team does

not substitute, or take the place of, a primary care provider, or any of the other health care providers a patient might already have. Instead, Guided Care will be an added benefit, to help patients live a better quality of life amidst the chronic medical conditions they are experiencing. Some highlights in the past year include:

- March was national nutrition month – This year, Community Health employees collaborated with out Tribal Health divisions to have dry meat socials in Arlee, St. Ignatius, and Elmo
- The Community Health teams are regularly taking groups of patients to the aquatic center in Polson for physical fitness
- The Elmo Community Health team, in collaboration with the Kootenai Culture Committee, hosts a monthly community event promoting healthy activities and relationships. This event has seen up to 150 attendees

### **Tribal Health Personnel**

Currently, Tribal Health provides 174 full-time positions, approximately 20 part-time positions; and for commission corp positions. Additionally, approximately 40 summer youth positions are part of the Tribal Youth Leadership Program.

## Personnel

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

In 2018, the Personnel Department reorganized and now consists of 10 employees: Department Head, Lead Personnel Management Specialist, Personnel Management Specialist/Employee Benefits, two Personnel Management Specialist positions, Personnel Management Specialist/Background Investigation Adjudicator, Personnel/Contract and Grants Technician, Personnel Assistant, Indian Preference Coordinator and the Indian Preference Assistant. The department maintains official personnel files for all employees on the Tribal payroll system. The Department also administers employee benefits, classifies positions to fit within the Tribal Pay Plans policy approved by Council, and assists departments in the hiring process for advertised

positions.

In 2018, the number of advertised positions increased

- 263 positions advertised, 221 the year before
- 1,809 applications for advertised positions, 1,614 the year before
- 829 interviews scheduled, 589 previous year
- 1,168 CSKT members applied, 957 previous year
- 73 First generation descendent of CKST member applied, 104 previous year
- 317 members of other Tribes applied, 303 previous year
- 251 Non-tribal members applied, 252 previous year
- 933 female applicants (51.6 percent), 801 previous year (49.6 percent)
- 876 male applicants (48.4 percent), 813 previous year (50.4 percent)

## Salish Kootenai Housing Authority

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

The Housing Authority manages and maintains 477 low-rent properties, 19 transitional living units for homeless families and individuals, 65 trailer park lots and 50 rental assistance vouchers. All services are available to eligible low-income Tribal member families. The Housing Authority also provides rehabilitation to income-eligible Tribal member homeowners, water and waste water services to eligible families, weatherization assistance for homeowners and renters, and homebuyer education classes for individuals, and manages 28 Community

Water/Sewer Systems. The Housing Authority provided homebuyer Education opportunities to ready families to purchase their own home in order to move away from the rental properties.

In 2018, the Housing Authority continued testing units for methamphetamine contamination to protect future tenants from effects associated with meth use. This also provides a baseline date for each unit to track when each unit was determined to be at a safe level for occupancy.

Other highlights include:

### **Housing Resource Program**

- Held 10 Homebuyer Education Classes in 2018 with 129 clients receiving certification, provided counseling to 20 home buyers and assisted four clients with Down Payment or Closing Cost Assistance and two with Foreclosure assistance
- Assisted 18 clients with Weatherization assistance and completed rehabilitation to 10 home owners
- Transitional Living Center provided assistance to 31 families. All units received upgrades this year taking them offline for a period of time
- Demolished eight, two-bedroom units in Hot Springs in 2017 that were sitting on unstable ground and reconstructed them in Pablo in 2018

### **Occupancy Department**

- 477 units available - 432 LR units and 45 Tax Credit units; 65 trailer lots; 50 rental assistance vouchers

### **Maintenance Department**

- Our three two-person crews completed 1,537 service order calls
- Move-out costs in 2018 - \$452,049; Methamphetamine remediation costs for 2018 were \$618,739, down considerably from 2017

### **Water/Sewer Department**

- Connected four homes to existing community water systems and installed 19 new water/sewer systems
- Operates and maintains 28 community water and 10 community wastewater systems serving over 800 households and 42 commercial properties.

They pumped over 106,000,000 gallons of water in 2018

- Completed the install of the St. Ignatius Treatment Plant; Connected the new Dixon Agency well to the community water system; Began meter reading in all community water systems

## Early Childhood Services

The mission of Early Childhood Services is to provide the highest quality learning and growing experiences in a safe, fun, and challenging environment. We enhance the total development of children, families, staff and the community by providing educational, nutritional, cultural, health, and social services based on individual needs. We work with the entire family, involving and engaging them in our program.

Early Childhood Services has been working collaboratively with the State of Montana Office of Public Instruction. OPI funded the Montana Preschool Development Grant for our Head Start

Program, which has targeted the kindergarten readiness skills of our preschoolers transitioning into the public school system. Several local school districts have shared how our children fare at the Kindergarten Round-up each spring. These results have shown that our preschoolers can benefit from additional teacher training and curriculum development. This training has come in the form of Coaching, Observations, Modeling and Practice. We have also been fortunate to purchase books to expand our literacy efforts, materials and supplies and even a bus! Salaries were increased to compare with local school district teacher salaries, as well. The training our staff has received has been innovative. Children have learned specific kindergarten and beyond skills and will be better prepared for life through this collaboration. Our challenge will be to maintain the skills after the Grant period ends.

If you would like to be a volunteer for Head Start or Early Head Start, give us a call. This is important work and there is room in our program for you to make a difference. If you wish any additional information contact **Jeanne Christopher, Director at 406-745-4509.**





## Natural Resources Department

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

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

### **Fish, Wildlife, Recreation, and Conservation**

The Division of Fish, Wildlife, Recreation, and Conservation has many accomplishments including the ongoing management of established wilderness lands, grizzly bear protection, minimum water flow establishment for fisheries, local school

presentations, and trumpeter swan restoration. The Division hosts the annual River and Lake Honoring events for hundreds of local youth and held the popular spring and Fall Mack Days to help reduce non-native lake trout in Flathead Lake. Staff provided technical support for aquatic invasive species prevention, the Tribes water rights activities and State and Federal lobbying efforts. All of the Tribes' special management hunts, which include the Yellowstone Bison hunt and the Little Money and Ferry Basin hunts, sustained heavy demands from Tribal hunters. Tribal game wardens worked closely with State wardens to implement our enforcement agreements to the fullest extent possible and the Wildland Recreation staff continued annual operations and maintenance of all the backcountry campgrounds, trails and the Blue Bay and Salish Point grounds. Tom McDonald is the Division Manager.

### **EPA**

The Division of Environmental Protection continued its success despite budget cuts from the US Environmental Protection Agency. The Tribal Response Program recently completed a community-wide environmental assessment of 10 Brownfield sites and is working with an additional



Hazardous Substance grant to fund several more environmental assessments and cleanup efforts. The program received a DNRC grant that funded the cleanup of Revais Creek mine tailing site. The Solid and Hazardous Waste Program conducted several environmental inspections and oversight of meth contamination, illegal dumping, and asbestos issues with non-compliance enforcement and Clean-up efforts on continual basis. Recycling efforts increased involving local reservation and school districts.

The Air Quality Program monitors Reservation air quality for Particulate Matter in Ronan, Polson and on top of Jette.

The Pesticides Program inspects of sites on the Flathead, Blackfeet, Crow and Northern Cheyenne Reservations in Montana. The Pesticide Program is conducting Federal Insecticide, Fungicide and rodenticide Act inspections and complaint or incident investigations involving pesticides. The program consists of two FIFRA credentialed inspectors and a pesticide compliance/outreach coordinator. USEPA Region 8 entered into a Memorandum of Agreement (MOA) on September 13, 2007 with the Blackfeet Tribe and Confederated Salish and Kootenai Tribes. This MOA serves to increase compliance monitoring efforts with ton the Blackfeet Indian Reservation. On May 26, 2010 the USEPA (R8) then entered into an agreement with the Crow Nation for their participation in the Tribal Circuit Rider Program and in 2009; and in 2011 the Northern Cheyenne Tribe (NCT) entered into the circuit rider program. These cooperative agreements allow the CSKT inspectors to implement FIFRA regulations and to provide technical and compliance assistance on behalf of EPA in Indian Country. Fifty inspections conducted annually. The

program provides educational outreach on pesticides safety, pollinators, integrated pest management and other regulations such as the Worker Protection Standards. Education and awareness is provided to the community, schools and with collaborating agencies.

The Underground Storage Tank Program conducts enforcement inspections and monitors 18 active and five temporary closed sites on the Reservation. The pesticide program is conducting Federal Insecticide, Fungicide and rodenticide Act inspections and complaint or incident investigations involving pesticides.

The Shoreline Protection Program provides technical assistance and project review for Ordinance 64A, 87A and 109A. The Non-Point Source Program works with reservation residents to reduce pollution inputs to rivers and streams.

The Water Pollution Control Program inventories and evaluates point source discharges of pollutants; issues 401 certification, and requires Storm Water Pollution Prevention Plans. Oversight includes the major commercial development in the town of Polson and also by providing technical assistance to Waste water treatment facilities.

In 2018, the Water Quality Program conducted ambient water quality monitoring on the following network of sites across the Reservation. Long term Core monitoring network and Mission Watershed sites. Including, Aquatic Invasive Species (AIS), and assisted Pesticide Program sampling efforts.

The Water Rights Administration Program completed

approximately 150-200 of the 76L and 76LJ water right field investigations for the Tribal legal Dept. The program also helped individual Tribal, non Tribal water right users, Tribal Lands Dept. and Tribal BPA possible purchases.

The Water Quality Program has maintained a Long term Core water quality monitoring network of seven sampling stations. Long term data used to describe trends in water quality condition. Monitoring for the CSKT Core network is completed at the mouth of larger tributaries to the Flathead River - Jocko River near mouth, Mission Creek at Bison Range, Lower Crow Creek at fish ladder, and Little Bitterroot River at mouth, as well as the Flathead River at Perma and Polson Bridges. Dayton Creek near the mouth is included as a core station due to the significance of the watershed as a direct tributary to Flathead Lake. The Water Quality Program has conducted Rotating Basin assessments using a rotating basin approach to provide detailed information for each larger watershed. The Program sampled 12 Mission Watershed sites in FY 2018.

Sampling consist of field and lab samples. Field water quality parameters collected include [pH, dissolved oxygen, water temperature, specific conductance, turbidity, streamflow discharge]. Lab analysis completed for nutrients, bacteriological constituents (e. coli and total coliform), suspended, total and dissolved solids.

The Water Quality Program coordinates with the CSKT Pesticide Program by collecting water quality Field Parameters at nine of the 11 Pesticide sites, in 2018. In coordination with the CSKT AIS Program and Flathead Lake Biological Station (FLBS) i.e. Yellow Bay, the Program sampled 11 dock sites for Environmental DNA presence or absence of invasive mussels Zebra and Quagga species (*Dreissena* spp.). This monitoring has been developed in response to the positive detection of invasive mussels in the proximal waters of Canyon Ferry and Tiber Reservoir in 2016.

On January 3, 2019 the Tribal Council of the Confederated Salish and Kootenai Tribes considered and adopted, upon the recommendation of the Tribes Natural Resources Department, rules pertaining to surface water quality standards for the Flathead Indian Reservation. Such rules were proposed and submitted for public comment in July 9, 2018 and public comment closed August 23, 2018 in keeping with the Tribal Administrative Procedures Act. April 2, 2019 EPA completed its review of the revisions and is approving the CSKT Water Quality Standards,

October 22, 2018 adopted by the Tribal Council on January 3, 2019, without condition. The CSKT Water Quality Standards Document can be downloaded at: <http://nrd.csktribes.org/>. This document will be listed under the Featured Documents on the main page.

“The mission of the Water Quality Program is to preserve, protect, restore, and maintain the physical, chemical, and biological integrity of all surface waters, ground waters, and wetlands of the Flathead Reservation.”

The Wetland Conservation Program completed a wetland monitoring and assessment report as well as associated land-cover/land-use change maps for the Crow Creek Watershed in 2018. Work has begun on monitoring and assessing wetland conditions and functions in the Flathead Lake watershed for 2019. Willie Keenan is the Division Manager.

## **Water**

The Division of Water is comprised of the Safety of Dams, Roads, and Water Management Programs. This past year the Safety of Dams Program performed annual inspections on all 14 of the High Hazard Dams on the Flathead Reservation. In addition, Comprehensive and Periodic Reviews of the majority of the Flathead Dams were compared to historic reports to analyze any changes at the dams. Final design efforts for the Crow Dam Spillway Rehabilitation Project were completed with construction commencing on the lower spillway during spring/summer 2018. Early Warning Systems at all of the Flathead Dam facilities were functionally inspected and prepared for the upcoming irrigation season. Located in Ronan, the BIA 24-7 National Monitoring Center provides real-time monitoring of more than 100 dams across the Western United States while simultaneously assisting Mission Valley Power as their afterhours call center. The Water Management Staff works diligently on converting all of their existing stream and canal monitoring gauges to real-time as well as to installing new sites throughout the Reservation. All of the real-time stream and canal monitoring sites will soon be available for viewing on the internet. The Roads Program completed the Elmo West Roads Improvements Project in Elmo. The North Valley Creek Bridge Project designs were completed and ready for construction in spring/summer 2018. Annual road maintenance included culvert installation, blading/grading/drainage improvements, snow removal, right-of-way mowing,

pothole filling, street sweeping, asphalt road crack sealing, drainage structure cleaning and bridge decking replacement. Dan Lozar is the Manager of the Division of Water, Greg Wilson is the Safety of Dams Coordinator, Gabriel Johnson is the Roads Program Manager and Seth Makepeace is the Supervisory Hydrologist.

## Tribal Forestry

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

### Division of Project Planning

Timber sale activity is ongoing in

- Ferry Basin (3.1 Million Board Feet)
- Revais (7.6 Million Board Feet)
- Sales have been completed in:
- Dog Lake (7.3 Million Board Feet)
- Saddle Mountain (3.3 Million Board Feet)
- Arlee Pines (.4 Million Board Feet)

Staff is engaged in timber sale planning in:

- Safety Bay (.4 Million Board Feet)
- Camas (.3 Million Board Feet)
- Eva Paul (4 Million Board Feet)
- Hot springs (5.5 Million Board Feet)
- Boulder/Yellow Bay (15MMBF)

The Timber Sale program works in conjunction with all Natural Resource programs, lands department, Preservation Office, and both Culture Committees to mold each timber sale into a multiple objective resource plan.

### Forest Development

Forest Development Program activities include:

- Pre-commercial thinning, 526 Acres
- Mechanically slashed un-merchantable trees, 385 acres
- Grew 190,000 conifers and 200,000 other native plants in our high-tech greenhouses
- Planted 353 acres
- Collected 137 bushel of conifer cones
- Pilled slash on 1,389 acres

The program employs Tribal members in functions like operating heavy equipment and working in the greenhouses thinning and planting seedlings. The Forest Development Program maintains relationships with private, state, and federal entities in providing native plants, some of which include the Upper Clark Fork Superfund Sites, mining (TROY MINE) and other extraction companies (Upland Sage Grouse habitat in Wyoming and Idaho), Montana Fish, Wildlife and Parks, and of course providing plants and aid for restoration projects our own Natural Resource Department.

### Whitebark Pine

Forestry certified climbers along with climbers from the Bureau of Land Management and Flathead Forest Service collected cones in approximately 26 Whitebark pine trees, part of a multijurisdictional effort to restore a Crown of the Continent seed bank for future restoration projects. Forestry is also receiving 2,000 Whitebark pine seedlings for our first planting of Whitebark pine on the Flathead reservation. We began growing seedlings in our nursery and received a contract to grow 18,000 seedlings for the Crown of the Continent. The Forest Management Plan makes special treatment a priority for species with increased vulnerability due to climate stressors. We partnered with our Tribes' Climate Change Advisory Committee on effects and mitigations of climate change in our forest, which led to a grant-funded project with Salish Kootenai College. The work involves locating and documenting ideal trees for cone collections and mapping suitable Whitebark pine habitat, which mapped over 9,000 acres in the first year. We have also joined our Preservation Department to showcase the cultural significance of this high elevation tree species to the Salish & Kootenai peoples.

### Division of Fire

The Division of Fire was smoking in 2018. This progressive fire management program, viewed as



a premier fire unit in Indian Country, expanded its horizons within the Inter-Agency fire community. The Division of Fire consists of an Operations, Fuels, Prevention, Finance and Personnel sections.

### **CSKT Division Of Fuels**

The award winning CSKT Fuels program started 2018 by assisting the BIA Southern Plains Region in completing prescribed burns. The program then put its attention on the Hazardous Fuels Reduction program, which treats wildland fuels to reduce fire behavior and protect high value resources on the reservation. The reintroduction of fire into priority areas remains a program focus. The Reserved Treaty Rights Lands program (the largest Inter-Agency program in Indian Country) treats fuels across western Montana on Lolo National Forest, Bureau of Land Management, Nature Conservancy and Fish and Wildlife Service – National Bison Range ground.

### **CSKT Division Of Fuels Operations**

This aggressive firefighting force consists of an Aviation program, Engine program, Type 2 Initial Attack Crew, and an Administratively Determined Emergency Fire fighter program. The Operations program extinguished 42 fires on the Flathead Indian Reservation with the Garden Creek and Rattlesnake fires being the signature fires of 2018. The program also supported Oklahoma, Idaho, Colorado, Utah, Washington, Wyoming, Oregon and California wildfire seasons with firefighting resources and overhead personnel. The Ronan Fire Dispatch tracks all activities conducted by the CSKT Division of Fire and the Warehouse supports them with equipment and supplies.

### **CSKT Division Of Fuels Prevention**

The CSKT Prevention program, one of the strongest in Indian Country continued its bread and butter approach to prevention by educating our youth, participating in local events and parades spreading the gospel to prevent person-caused fires and driving it home with Smokey Bear. The restrictions and closures portion of the CSKT Prevention program participates in an Inter-Agency arena as a member of the Missoula Area Closure and Restriction group. With this group's recommendations and Tribal Council approval, the Flathead Indian Reservation was in Stage 2 Restrictions for most of August. Fire information became increasingly important as two of our fires grew to 1,000 acres, threatening structures and burning onto the Lolo National Forest. These large fires required numerous Public Service Announcements and a public meeting with the City of Hot Springs. The CSKT Prevention program investigated 29 person-caused fires including several high profile suspicions starts on the reservation that kept firefighters hopping.

### **CSKT Division Of Fuels Administration**

The Division of Fire Administration program, which is separated into Finance and Personnel sections, never gets an off-season. The supports 85 employees and an 80 person Administration Determined emergency firefighter program. Administration also processed over \$3.5 million in Emergency Rental Equipment payments, \$700,000 in AD payroll, over \$4 million in CSKT Division of Fire salaries, while paying over \$3 million in operating costs.

The CSKT Division of Fire would like to acknowledge



the Tribal Forest Development program for all its efforts fighting fires, rehabbing lines and completing Fuels work in 2018. Special thanks also to Tribal Preservation, Tribal Lands and the Natural Resources department for their continued support managing fire on the Flathead Indian Reservation.

## Lands

The Tribal Lands Department performs many diverse realty functions. These include: preparation and approval of Tribal member mortgages, commercial leasing, homesite leasing, agriculture leasing, fee to trust transactions (for the Tribes and for individuals), land acquisition, gift deeds, exchanges, easement approval and negotiation, recording and maintenance of all Tribal trust land records, mineral permits, environmental documents and general land review and planning. Probate cases are worked on daily and submitted on behalf of the BIA Flathead Agency Superintendent and Tribal families. Agricultural leases are inspected and many producers have done marvelous work with improved fence standards as a condition of lease contract compliance.

The Tribal Lands Department strives to provide quality customer service to the membership by producing Title Status Reports for CSKT and for individual Tribal members, estate planning (including but not limited to executing Wills for Tribal members), assisting with probate inquiries and assisting Tribal members with property ownership and buy/sell options.

Collaboration with Tribal Forestry, Natural Resources Department and various outside entities to identify and treat new and ongoing weed issues remains a priority.

The Agricultural program manages approximately 440 agricultural leases and 41 Range unit-grazing permits. Tribal Lands Agricultural program is actively involved with the USDA NRCS grant program with six Conservation Stewardship Projects and one Environmental Quality Improvement Project, with three proposed projects for 2019. Tribal Lands also continues working with the USDA Animal Plant Health Inspection Service, on the grasshopper and Mormon cricket surveys and treatment. The Animal Plant Health Inspection Service also assists the agricultural program in collecting biological control insects for weed management.

The Tribal Lands Department fencing crew cleans Tribal Lands by conducting trailer removal, painting, mowing etc. The crew accomplished over 30 miles of fence construction and repair and have numerous projects in the works for the upcoming summer season.

The Tribal Lands Department thrives in the area of noxious weed management. Projects for controlling invasive noxious weeds consist of herbicide treatments of 4,414 acres on six locations, 5,000 acres of biological control releases on 10 sites, surveyed 47,000 acres for invasive noxious weeds, 80 miles of tribal roadways treated and 247 acres of reseeding after treatment to slow the spread of invasive noxious weeds. Continued projects for controlling medusahead and Rush skeletonweed, and targeted grazing of leafy spurge on the Flathead Reservation, continues to be one of the highest cooperative projects in the state. While a new invasive noxious weed, *Ventenata*, threatens the Flathead Reservation, the Tribal Lands Department in collaboration with Tribal Forestry, Natural Resources Department, Salish Kootenai College Extension office and various outside entities, work to identify and treat this new invader and other ongoing weed issues.

## Appellate Court

The Appellate Court was established by Ordinance in 1995 to hear and decide appeals on the law taken from judgments, orders, or rulings of the Tribal Court. Eldena Bear Don't Walk is the Chief Justice. The Associate Justices are currently, Thor Hoyte, Joshua Morigeau, Rhonda Whiting, and Robert McDonald. Abby Dupuis is the Administrator. The Court convenes for regular sessions the second week of February, April, June, and October to hear appeals and may convene for special sessions when necessary. In 2018, there were five appeals filed, three were dismissed. In all, two hearings were held, eight cases are pending.

## Tribal Court

### Past

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

### Present

The Confederated Salish and Kootenai Tribal Court is a progressive Court having evolved from the early Dixon era to the current Court system. Tribal Law

places the judicial power of CSKT in the Tribal Court and Tribal Appellate Court. Guided by the CSKT Laws Codified, the Tribal Court decides a wide range of cases including both criminal and civil suits, traffic, fish and game, small claims, and Family and Youth Court cases. All of the Court's final decisions may be appealed and reviewed by the Appellate Court. The Tribes have jurisdiction over all enrolled members of federally recognized tribes accused of criminal offenses occurring on the Flathead Reservation. The Tribal Court consists of Acting Chief Judge Brad Pluff, Associate David Morigeau, a vacant Associate Judge Position, Acting Clerk of Court, Chelsi Camel, and three Deputy Clerks, Malia Hamel, Catherine Baylor and a vacant clerk position we are currently advertising for. The Tribal Court Bailiff is Val Roberts, and we also have a vacant Attorney Law Clerk position that we are advertising to fill.

### Future

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

## Legal Department

Rhonda Swaney, Managing Attorney for CSKT, oversees a team of attorneys who advise Council on numerous matters, from governmental policy overview, to impacts of federal changes in law, to the negotiation of the CSKT Water Compact, which is still working through Congress. Legal tracks a multitude of issues and regularly reports to Council.

## Tribal Defenders Office

The Tribal Defenders represent the indigent accused of criminal offenses in Tribal Court. The office staff practices a holistic method of public defense, addressing the issues that bring clients

into the criminal justice system and the collateral consequences to criminal charges. This year, the Tribal Defenders Office accomplished:

### **Community Outreach**

Our office organized the annual warrants court that allows people to clear warrants for unpaid fines. This year, Lake County Drug Court joined us and their clients for the annual community service day at Blue Bay. We hosted an annual open house that included presentations from Montana Department of Corrections, Montana Legal Services, Never Alone Recovery Hall, and the Montana Innocence Project.

### **Driver's License Restoration**

Our office assisted 205 of our clients to restore their driver's licenses.

### **Civil Services and Pro Se Clinic**

We represent tribal members in landlord-tenant matters, consumer issues, some child custody, guardianships, mental health commitments, adult protective services and jurisdictional issues. The Pro Se Clinic assists tribal members representing themselves in Tribal Court.

### **Psychology and Case Management**

A staff psychologist provides assessment and treatment. Case managers, using an intake and risk assessment tool developed by TDO staff, determine our clients' needs and assist them to access services.

### **The Flathead Reservation Reentry Program**

The Flathead Reservation Reentry Program generates positive life outcomes among our reentering clients and a significant reduction of recidivism. This year, we received a three-year Second Chance Act grant from the Department of Justice to improve services to returning tribal members who struggle with both substance abuse and mental illness.

### **Collaborations**

Public Defenders best serve their clients through collaboration. The office collaborates with the Alexander Blewett III, School of Law, Mediation Clinic to offer mediation to litigants in Tribal Court; the Margery Hunter Brown Indian Law Clinic; Montana Legal Services Association; DHRD, SKC, Tribal

Education, and Tribal Health; Tribal Police to offer services in the jail; and Probation and Parole to help our clients develop rehabilitation plans. The Tribal Defenders office is a model for legal services to native people and we contribute to criminal justice reform by providing technical assistance to the Office of the Public Defender, serving on Montana's Reentry Task Force, and developing a risk assessment tool validated for a native population.

## Tribal Police

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

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

The police department provides services 24 hours a day, seven days a week. In addition to investigating crimes and taking reports from individuals, the officers also provide security for several tribal functions, including meetings, voting polls, powwows, funerals, buildings, and sites which may require extra patrol.

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

## Tribal Probation and Parole

The Tribal Probation and Parole Department consist of both Adult and Juvenile Officers. The office has eight fulltime employees that consist of three Juvenile Probation Officers, three Adult Probation Officers, one administrative assistant, who is also a part time Youth Court Clerk, and one receptionist who is also a part time Youth Court Clerk.

The Juvenile Probation Officers are case managers for juveniles that have been adjudicated in Youth Court I or Youth Court II and placed on probation or monitoring by the Tribal Youth Courts.

Adult Probation officers provide case management

and community supervision to clients referred to the department for probation, parole or monitoring by the Tribal Courts for Criminal offense.

All of the probation officers assist their clients in rehabilitative measures by offering community service opportunities, treatment opportunities, and offer assistance with seeking a job or educational opportunities. Probation Officers will assist clients in locating needed treatment or counseling services to complete court ordered obligations.

This past year, two of the Juvenile Probation Officers completed three weeks of training at the Tribal Probation Academy in Reno, Nevada.

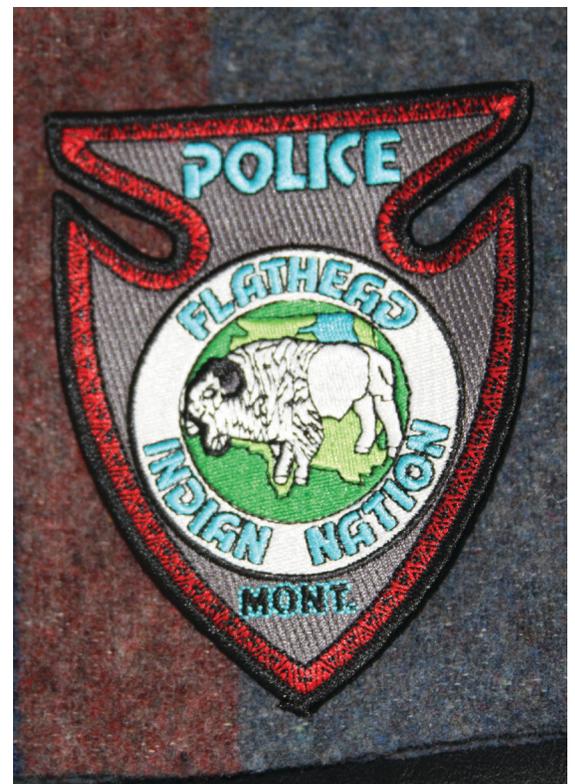
## Prosecutor's Office

The Tribal Prosecutor's Office represents the Confederated Salish and Kootenai Tribes in criminal cases filed in Tribal Court and the Tribal Appellate Court. Any member of a federally recognized or Canadian Indian Tribe who commits a crime within the boundaries of the Flathead Reservation may be arrested by Tribal Police and prosecuted in Tribal Court by the Tribal Prosecutor. At the moment, the Tribal Prosecutor's Office is comprised of five individuals, of whom three are licensed attorneys and two are support staff. We will be hiring more attorneys and support staff soon.

In addition to prosecuting criminal cases, the Tribal Prosecutor's Office represent the Tribes in juvenile cases, child protection cases, adult protection cases, mental health commitments, child support enforcement matters, as well as fish and game and Tribal natural resource infractions. The commonality of these cases is the protection of Tribal interests and assets.

Enforcement of criminal law is necessary for living together in a safe and secure community. Achieving justice in a manner consistent with due process and equal protection is the chief duty of the Prosecutor's Office. Due process means every person is assured of their rights under the Indian Civil Rights Act, the CSKT Constitution, and Tribal law. Equal protection means that the law is enforced the same towards everyone without regard to their wealth, position, power or influence. To that end, the Tribal Prosecutors employ a wide range of punishments including imposition of fines and incarceration in the Tribal Jail, probationary sentences, as well as traditional punishments. Sentences often mandate obtaining rehabilitative services including chemical dependency and mental health treatment.

Every society sets rules for acceptable conduct and enforces those rules as mandatory standards of conduct. The Tribal Prosecutor's Office, in connection with the Tribal Police, works to enforce those rules on the Flathead Reservation, equally and fairly, for the benefit of all.



# TRIBAL AFFILIATIONS

## Eagle Bank



**EAGLE BANK**  
BANK BANCORP  
Of the land lake and people.

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

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

Eagle Bank receives good ratings from the State of Montana and the FDIC on bank exams, annual IT Security audits, annual financial statement audits, and quarterly internal control and compliance audits. In October 2016, the FDIC honored Eagle Bank with a Community Reinvestment Act rating of OUTSTANDING. Institutions with this rating possess an outstanding record of meeting the credit needs of its assessment area including low and moderate income neighborhoods. This is a very difficult CRA level to reach and Eagle Bank is very proud of this achievement. The assessment area for Eagle Bank is the Flathead Indian Reservation.

Bank consolidation and merger activity continues to impact the market. Eagle Bank operates in a true, community bank environment with minimal layers of bureaucracy, which greatly improves the customer experience. The bank prides itself in quick underwriting decisions and excellent service with the foremost attention to the customer's financial well-being.

Our Board of Directors continually evaluates opportunities for expansion into southern areas of the Flathead Reservation.

The Bank currently has ATM's at the main office, Kwałaqnuk Resort in Polson, Quick Silver Express, S&K College Bookstore, and Joe McDonald Events Center in Pablo, and Gray Wolf Casino at Evaro. There is also a new standalone ATM building in St.

Ignatius that not only dispenses cash, but also takes cash and check deposits.

As of December 31, 2018 our current customer base included:

- 949 checking accounts with a total balance of \$25.3 million
- 315 savings accounts with a total balance of \$1.1 million
- 116 certificates of deposit with a total balance of \$9.6 million
- 827 loans with a total balance of \$42.3 million

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

- \$26.3 million for 2011
- \$36.2 million for 2012
- \$38.4 million for 2013
- \$40.8 million for 2014
- \$53.1 million for 2015
- \$59.0 million for 2016
- \$62.7 million for 2017
- \$67.1 million for 2018

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

- \$48,036 in 2011
- \$53,568 in 2012
- \$93,479 in 2013
- \$79,853 in 2014
- \$85,409 in 2015
- \$440,553 in 2016
- \$515,143 in 2017
- \$935,319 in 2018

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

- \$11.6 million in 2011
- \$12.7 million in 2012
- \$14.4 million in 2013
- \$17.0 million in 2014
- \$21.5 million in 2015
- \$28.7 million in 2016
- \$35.3 million in 2017
- \$40.6 million in 2018

Eagle Bank gratefully serves the Flathead Reservation residents in a meaningful way. A true community bank is essential to the vibrancy of the local economy. Eagle Bank is proud to fulfill this role on behalf of the Shareholder.

Energy Keepers, Inc.



For Skw'Ŧełs I Suwečm / Ksuk#i#muma# A-ka#mukwa'its, Incorporated, Energy Keepers Inc., 2018 was a year of restructuring the corporation and continued rehabilitation of the plant. EKI's Board of Directors issued three directives to reshape the financial position and forecast for the corporation for FY 2018 to 2022. Directive Number 1 capped EKI's annual controllable costs at \$10 million. Directive Number 2 capped strategic rehabilitation and betterment of the SKQ project at \$10 million for the five year period. Directive Number 3 implemented an initiative to generate increased revenues through additional energy management services. The Tribal Council, acting in their role as the Shareholder's Representatives, accommodate these initiatives with a reduction in EKI's Land Rental Payment to \$18 million per year and restructuring of EKI's debt. These changes resulted in a successful turnaround for EKI with significant net revenue growth in FY 2018 and continued expansion of net revenue into the future.

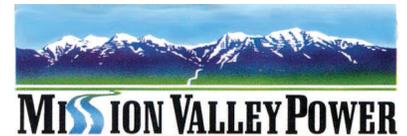
Energy Keepers Inc., continued to grow the

number of wholesale electric customers and now sells electricity to a majority of Montana's largest wholesale customers. With this market growth and our expansion in energy management services, EKI's revenues have increased, a trend that is anticipated to continue for the foreseeable future.

A few of FY 2018 highlights:

1. Power production was 1,115,208 MWh, slightly above average and 2.7 percent above FY 2017 production.
2. Wholesale electricity prices increased over \$5/MWh through the course of the year ending at \$23.32/MWh, an increase of over 20 percent over FY 2017 levels. With EKI's success in gaining Montana customers with long term fixed price contract the impact of electricity price swings will be greatly decreased.
3. EKI's total revenues for the year ended at \$35.1 million and increase of \$4 million over FY 2017.
4. EKI paid \$18 million to CSKT for land rental payment for this fiscal year.
5. EKI's O&M cost per MWh for the year decreased from FY 2017 from \$3.49/MWh to \$3.17/MWh respectively, on par with other hydro units across the region.
6. EKI's overall net operating position improved by \$4.3 million

Mission Valley Power



Mission Valley Power celebrates 30 years in operation. MVP is a federally owned utility that is operated and managed under Public Law 93-638. In 1988, through the Indian self-determination and education act of 1975, the Confederated Salish and Kootenai Tribes contracted with the Federal Government to bring local management and operation to the Flathead Indian Reservation. Today with nearly 20,000 customers, and over 23,000 accounts MVP still maintains the Lowest KWH rate in the state of Montana. MVP exists to provide the most cost effective, reliable, and safe electric power to all of our customers. We continue to gather knowledge and prepare for the future. We learn from past practices and use that knowledge to help shape forthcoming business decisions.

SKG revenues grew substantially year-over-year to \$22 million. We produced net income of \$1.1million during FY 2018. A \$365K dividend payment was issued in February 2018, based on our FY 2017 net income. The distribution is an increase of 85 percent over the previous year's dividend payment of \$200K to the Tribes. The majority of our revenues are from the gaming segment of the business. During FY 2018, our gaming division led all revenue growth with a \$1.5 million increase year-over-year.

SKG paid \$1.72 million in interest payments during FY 2018. The majority to the Tribes and tribal affiliate Eagle Bank.

SKG continued to pay down debt early in 2018:

- On January 10, 2018, the Board unanimously approved an additional \$20,000 per month principle payment on the outstanding KTN remodel loan.
- This strategic decision will reduce our KTN loan term by up to 17 years.

SKG refined our reinvestment program based off of the marketing analytics extracted from our player tracking system.

SKG purchased 20 gaming machines from Rocket Gaming Systems. During FY 2018 those machines generated \$474K in gross gaming revenue. Producing a substantial savings in lease expenses.

### **Big Arm Resort**

Big Arm Resort put into service 30 RV spaces for the full fiscal year. The site is complete with an amenities building allowing for guests to shower or wash clothes while on site. Big Arm hosted a range of RV types this past year. We anticipate positive future revenue growth for this business segment. Overall, total revenues increased at the property over the prior year by more than \$100K, or 25 percent. The strong growth was led by an increase in gasoline sales at the property along with first year's RV revenue of \$55K. SKG is confident in the future of our hospitality endeavor at Big Arm.

Photo notes: Big Arm Resort includes 30 RV spots, full service restaurant, an amenities building, and seven cabins with lake views.

### **Gray Wolf Peak Casino**

Gray Wolf Peak Casino (GWP) marked a full 12-months of operation at the new facility ending the fiscal year 2018. Gray Wolf Peak is the largest casino in Montana, by both size and number of gambling machines. The property offers over 310 gambling machines now represented by eight distinct gaming manufactures to deliver a diverse experience. We are pleased to report that gaming revenues continue to grow year-over-year and have now topped \$8.2 Million in gross gaming revenue, an increase of over 20 percent from the prior year. Gray Wolf Peak Casino is positioned to continue revenue growth for many years.

### **Kwałaqñuk Resort Casino**

Kwałaqñuk Resort Casino (KTN) ended the fiscal year with over \$8.3 million in gross gaming revenue. A slight increase of 1.8 percent in gaming revenue from the prior year. The property offers more than 227 gambling machines represented by six distinct gaming manufactures. SKG continued to modify the gaming environment, with changes projected to increase our Win-Per-Unit (WPU), by allowing smoking throughout the casino. KTN's underwent a remodel of the swimming pool area which lasted nearly one year. Construction wrapped just prior to our peak season. We were excited to add in a sauna as part of the construction upgrade.

### **S&K Electronics**



S&K Electronics, Inc. (SKE) is a wholly-owned business of the Confederated Salish and Kootenai Tribes, with offices and facilities on the Flathead Reservation. SKE is a contract manufacturer in the Electronic and Electro-Mechanical Assembly business. S&K Electronics, Inc. builds mainly federal Department of Defense (DoD) funded products accounting for 85 percent of company revenue. Programs include aircraft, armored land vehicles, ship board electronics 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 experienced a 15-percent revenue growth in FY 2018 and is projecting another 15 percent growth in FY 2019.

S&K Electronics, Inc. currently has 78 employees and is looking to increase employment by 10 percent to 20

percent this fiscal year.

SKE continues to pay yearly dividends to the shareholder (CSKT) while constantly investing in state of the art technology and certifications to keep pace with the ever changing electronics market. The products produced must meet a simple criteria. It must perform “The First Time and Every time.”

S&K Technologies, Inc.



S&K Technologies has grown tremendously over the last 16 months.

- Chad Cottet is our new Chief Executive Officer (since January 2018), replacing Tom Acevedo, retired.
- We’ve defined a new Mission Statement and Values.
- We employ over 900 employees across the entire S&K Enterprise.
- We have recently bestowed the CSKT Tribe with an \$8.5 Million dividend for the Fiscal Year 2019, the largest in S&K’s history. Our total dividend to the CSKT Tribes is nearly \$40 Million.
- S&K Technologies will turn 20 years old this year.
- We have grown from five subsidiary businesses to 10 subsidiaries over the past year.
- 22 offices in 13 states and in Saudi Arabia.
- We’ve also organized ourselves into three business units to drive business development.

### **Aerospace Services**

- S&K Aerospace, LLC
- S&K Federal Services, LLC
- S&K Logistics Services, LLC
- S&K Support Services, LLC
- Critical Mission Support Services
- S&K Engineering and Research, LLC
- S&K Global Solutions, LLC
- S&K Mission Support, LLC
- Engineering and Security Services
- Adelos Inc.
- International Towers, LLC

- S&K Security Group
- Subsidiary Achievements
- S&K Aerospace won the Montana and Western Regional SBA 8(a) of the Year award.
- S&K Global Solutions graduated from the SBA 8(a) Program.
- S&K Global Solutions won the NASA Super Nova Safety Award for 2018 and 2019.
- Adelos Inc., awarded BIRD Foundation Grant for Pipeline Disaster Prevention System.

### **S&K Business Services, Inc.**

This past year the company experienced a significant increase in revenue. Part of that may be due to the 2017 storage expansion and 2018 was the first full year in operating with that expanded capacity. Overall, revenue increased by 48.8 percent to \$344,817. This was offset by cost of goods sold of \$51, operating expenses \$191,087, (a decrease of 15 percent from 2017), depreciation expenses of \$71,613, interest expenses of \$19,822, and bad debt of \$56,105, (due to multiple bankruptcies from clients). Overall impact to net profit or loss from client bankruptcies is not fully determined as of this time but is being determined by our audit team.

Sovereign Leasing & Financing, a division of S&K Business Services, made a significant effort to collect on delinquent debt during the year. Sovereign Leasing & Financing funded nine new leases during the year. The company also provided technical assistance to 25 local business owners and prospective business owners. This resulted in 63 jobs created or retained and a total of \$397,400 in private sector investment and \$90,000 in public sector investment.

The Boulder Hydro Plant produced 1,455,000 KWH of electricity in 2018, an increase of 28 percent. S&K Self Storage ended the year with nine units available, a 94.4 percent occupancy rate. All of our warehouse space is rented and the business is setup well to have an even better year in 2019.



**CONFEDERATED SALISH AND KOOTENAI TRIBES**

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