

Annual Report

2019-2020

CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION



OUR VISION

Maintain Traditional Principles and Values

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

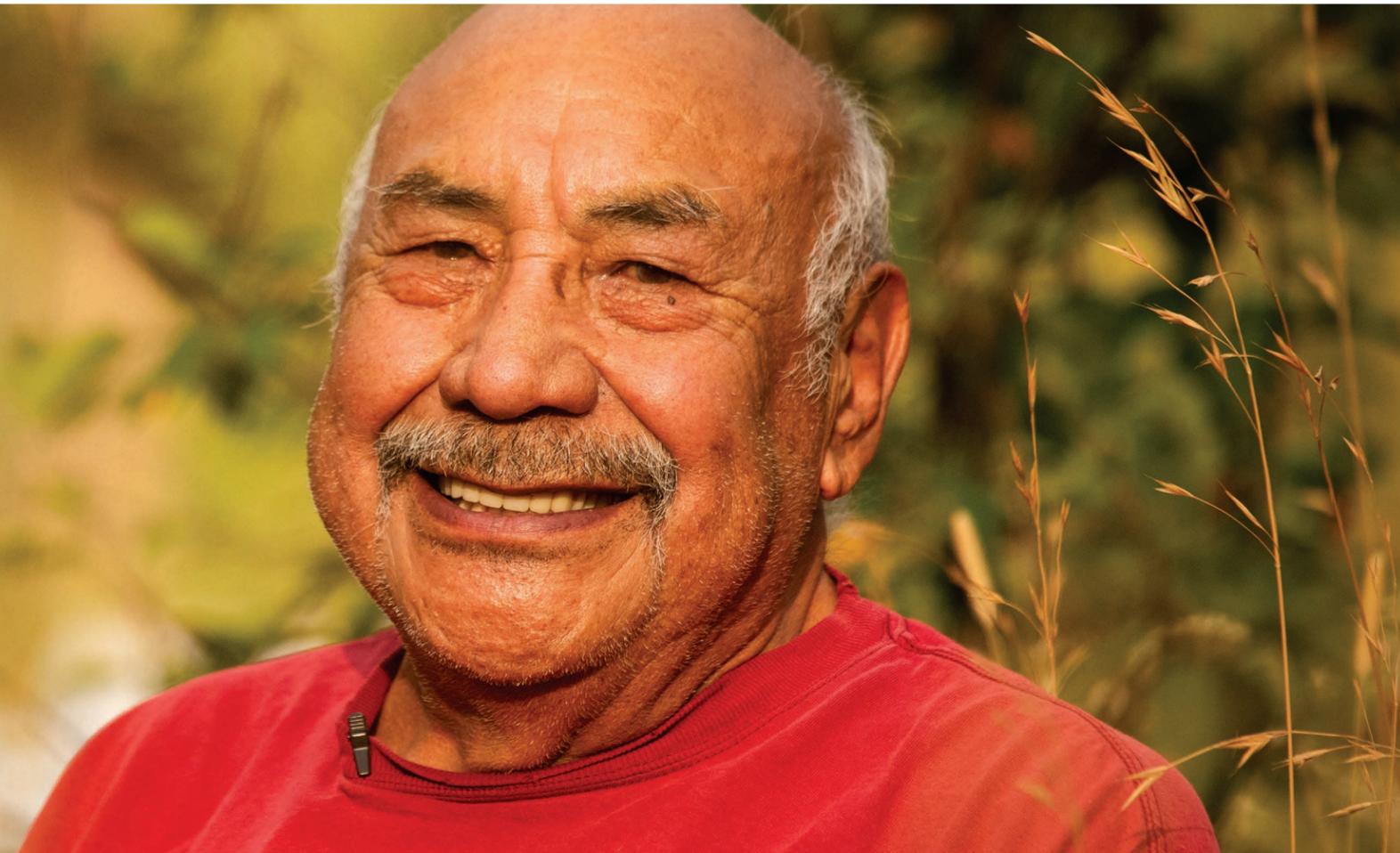
EXPLORE

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Total Enrolled Members

5,322 living on-reservation (as of October 26, 2020)





Shelly Fyant
Chairwoman

2020 will go down in the record books for many things, including the Coronavirus pandemic. Despite little national leadership on the issue, CSKT took swift action to declare a State of Emergency, a Shelter in Place order and closure of recreational lands to tribal members only later allowing reservation residents access with conservation permits. Our primary goal was the public health and safety of all reservation residents. We formed a Unified Command Team with Lake County and Council mandated employee and building protocols for all tribal facilities. We are grateful for the front-line workers who worked through the pandemic and staff that continue to do their jobs with passion and dedication.

The federal government, through Coronavirus Relief Funding, allocated \$44 million to CSKT. Council quickly determined priorities, i.e. increasing broadband for telework, telehealth and education needs. Homelessness and food security efforts began in earnest. Small business grants were awarded to tribal member business owners and agriculture producers. Economic stimulus payments were provided to tribal members in August and December. Our youth campaign and CSKT artists showcased their talents with a message to Protect Our Elders which can be found at whosatrisk.com

The People’s Center building in Pablo was lost in a devastating fire in August. Curation mitigation efforts were undertaken immediately and staff has relocated to St. Ignatius at the “Allard station” setting up their offices, gift shop and small gallery.

CSKT Missing and Murdered Indigenous People working group efforts continue. CSKT was chosen as a pilot project for the Department of Justice Tribal Community Response Plan. This plan serves as a guide for Law Enforcement, Victim Services, Community Outreach and Media and Public Communications.

Our Legal staff worked with the Administration (*DOI, DOJ, OMB*) and members of Congress and their staff to advocate for the CSKT Water Compact. The Montana Water Rights Protection Act was passed and signed into effect on December 27, 2020. With the passage of this legislation, the National Bison Range will be restored to the Selis, Ksanka and Qlispe people.

Our prayers continue for the many losses our people have suffered during this year. We will continue on, as a strong, resilient, determined people of vision, keeping in our hearts the sacrifices our Ancestors endured to get us this far, remembering the values they instilled in us that will carry us into the future.

Keep the faith,
Shelly Fyant, *Chairwoman*



Anita Matt
Vice-Chairwoman
Dixon District
Term Ends: 2022



Ellie Bundy
Secretary
St. Ignatius District
Term Ends: 2024



Martin Charlo
Treasurer
Pablo District
Term Ends: 2024



Fred Matt
St. Ignatius District
Term Ends: 2022



James “Bing” Matt
Arlee District
Term Ends: 2024



Carole Lankford
Ronan District
Term Ends: 2022



Leonard Twoteeth
Elmo District
Term Ends: 2022



Charmel Gillin
Polson District
Term Ends: 2022



Mike Dolson
Hot Springs District
Term Ends: 2024

Protecting Our Most Vulnerable from COVID-19

Through photography, music and film, the Confederated Salish and Kootenai Tribes, and Tribal artists, have come together to protect beloved elders, one of the Tribes' most vulnerable cultural assets, from COVID-19.

"Our elders are cultural treasures, the ones we value the highest for their knowledge and wisdom," said Shelly R. Fyant, Chairwoman of CSKT's Tribal Council. "From the beginning we've been concerned about protecting our community and especially our elders."

CSKT launched the Who's At Risk? Campaign to remind people that social distancing protects the people, businesses and community that they care most about. The multimedia campaign encourages everyone to wear a mask, practice social distancing and wash their hands so that elders like Vic Charlo

can remain better protected from COVID-19 exposure. Through video, he expresses some of his joys that remind him to keep his guard up.

"My children and my grandchildren, that's what makes me happy," Charlo says. "That's why I mask up."

To tell the stories of who's most at risk, CSKT commissioned nine talented artists from the Flathead Reservation to photograph, film and record Tribal elders and businesses. The elders will be showcased on billboards throughout the Flathead Reservation, in digital ads, on social media platforms, in television and radio spots to air this fall, and on whosatrisk.com, a website created for the campaign. Who's At Risk? will also feature music videos made by Tribal artists on YouTube.

"There's always been a push from Council to tell our own story in our own way," says CSKT's Communication Director, Robert McDonald. "This mix of photography, video and musicianship puts on full display the range of talent in our Tribal Community. It's overwhelming at times to watch to reaction from our community who are moved by these efforts."

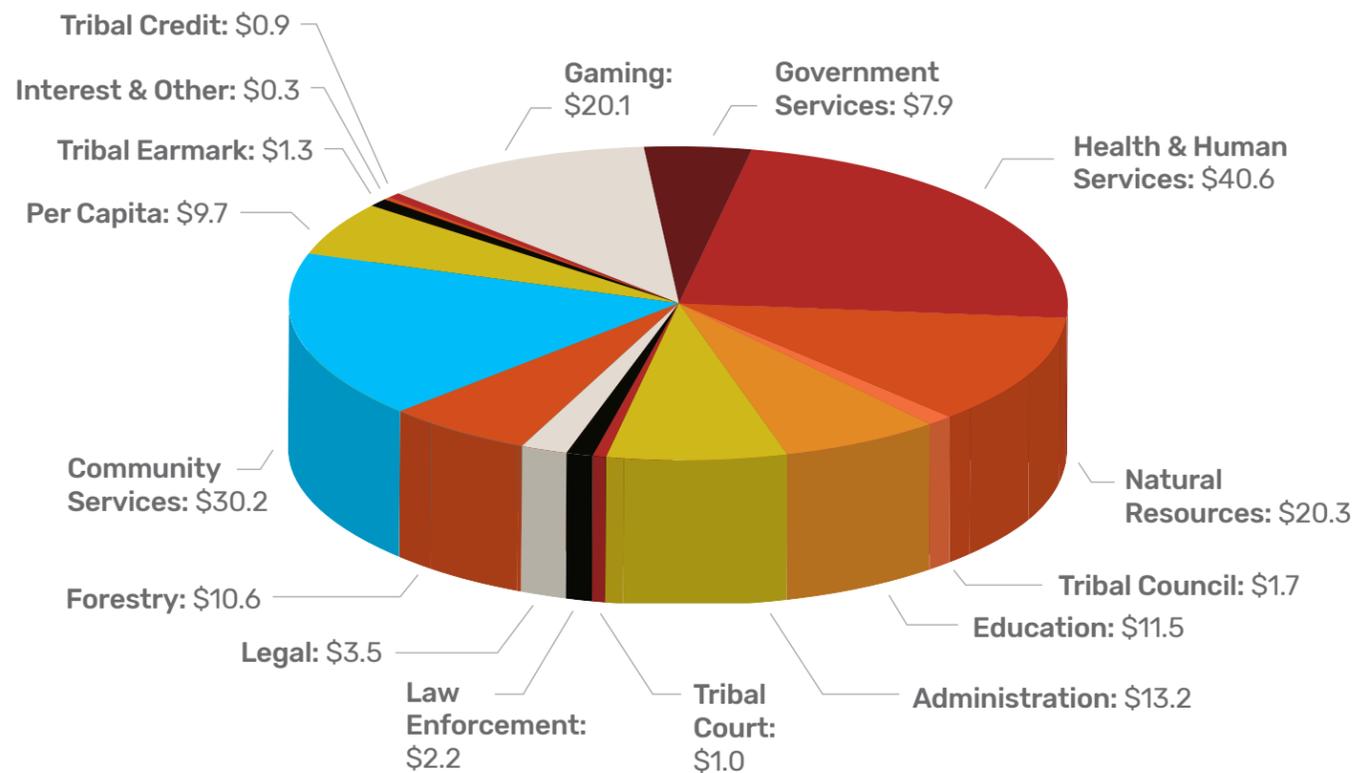
Who's At Risk?, made possible by CSKT Tribal Council and backing from the CARES ACT, hopes to elevate the message that that everyone can do their part to protect Tribal elders and the cultural knowledge they hold.

"If you really care for people, you wear a mask," said Mary Jane Charlo, another elder featured in the campaign.



\$175.1M Primary Government

FY 2019 (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 continues work on the goals and objectives outlined in CSKT’s Sustainable, Comprehensive Economic Development Strategy/Plan, adopted by the Tribal Council.

Activities in 2019 and early 2020:

- 1 **GOAL:** Educate, train and provide work experience for Tribal members for today’s and tomorrow’s employment opportunities.

Progress:

- Continued the Youth Business Internship Program, finding placements for and

funding six Tribal member interns in 2019, with placements at S&K Technologies, Eagle Bank, Valley Bank, Blue Bay Campground, Access Montana and the Mission Mountain Food Enterprise Center.

- Received funding from the Administration for Native Americans to continue the 4th year of CSKT’s five-year, \$996,000 Sustainable Workforce Enhancement and Entrepreneurship Initiative.
 - » The Workforce Enhancement Coordinator helped 111 Tribal members complete career “blueprints,” a “first-steps” plan for finding employment, or the training needed for higher wage

jobs. Stipends (\$25 each) are given to clients who complete an intake survey, and follow-up with our office six and 12 months later to report on their employment status.

- » To address barriers to employment and training, the Coordinator provides bus passes, phones for interview callbacks, textbooks, scrubs, work boots and more for qualifying Tribal members. The Initiative co-sponsored an Adult Driver's Education class during the Fall of 2019 to help with the transportation barrier.
- » The Planning Director sets up free training workshops for those interested in improving their job readiness skills, including customer service, soft skills and personal finance classes, in addition to training for small business owners or prospective entrepreneurs.
- » Over the past 3 years, the Director has worked with Salish Kootenai College to develop curriculum and offer more affordable, stackable, training certificates in Health Care, Hospitality, Sports Officiating, and How to Start a Day Care—all of which are now offered at Salish Kootenai College. Work on a Building Trades curriculum is pending.
- » 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 the Workforce Enhancement Facebook page and on the CSKT Economics website.



2 Goal: 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 continued the small grant program for Tribal entrepreneurs, awarding \$7,000 grants to eight Tribal member-owned

businesses in early 2020. Also worked with the State of Montana's Indian Equity Fund to award larger grants to three additional Tribal member-owned businesses.

- Networking Meetings — The Office sponsored two Tribal Business Owner meetings to provide resource information about grants, technical assistance and loan providers, marketing opportunities, and more. The January 2020 meeting focused on cooperative development and ideas for Tribal cattle ranchers to gain a better price when selling their cattle.
- Free Business Classes were provided covering Business Basics/Planning, Understanding Financials, Marketing, Government Contracting and more.
- Obtained funding from the State of Montana to hire a consultant to provide technical assistance and grant application assistance to new and expanding Tribal member owned businesses.

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

Progress / The Planning Director:

- Hired a Vibrant Tribal Economies Assistant to assist with work on the Vibrant Tribal Economies grant from the Northwest Area Foundation. CSKT is one of 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/Invest Locally” community-involvement campaign. Ten economic-development priorities have been identified for this project, one of which is a culturally-sensitive tourism project lead by the new Assistant.

- Continues to serve on the Tribal Transportation Committee and coordinate with local utilities and Tribal and county sewer/water districts to ensure infrastructure is in place to serve 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.
- Screened outside business proposals to ensure compatibility with Tribal values. These will be screened by the new Economic Development Director in 2020.
- 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.

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

Progress:

- The new Economic Development Director will be working on this goal which includes food sovereignty and other Tribal Council priorities. She started work in December, filling the position that had been vacant for 5 ½ years.

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

Progress:

- The Planning Director worked with the Ronan Community Center Development Committee and consultants to plan a new Tribal health center in Ronan.

6 Goal: Research and Plan for the Best Use of Tribal and Reservation Assets, Aligned with the Cultural Values of the Selis, Ksanka and Qlispe People.

Progress / The Planning Director:

- Is working with the Climate Change Committee to update CSKT's Climate Change Plan.
- Is working with the Kicking Horse Job Corps Property planning committee to recommend short and long-term uses for the property.

- Served on the Lake County Community Development Center Board to coordinate entrepreneur training and community development efforts, and explore food sovereignty resources.
- Serves on the Lake County Planning Board as the Tribal Representative to ensure Tribal values are not compromised by non-Tribal development projects.
- Manages the Gray Wolf Mobile Home Park at a profit.
- Coordinates with Missoula County Commissioners, planners and GIS staff on land use issues affecting CSKT and the Reservation.

7 Goal: Develop a System that Maximizes the Flow of Money in the Local, Tribal Economy and Reduces Economic Leakage.

Progress:

- The Planning Director and Vibrant Tribal Economies Assistant are working with the Northwest Area Foundation to address this goal, and are working on a Draft Plan for Renewing a Self-Sufficient Tribal Economy.

TRIBAL CREDIT

Tribal Credit was established 84 years ago to provide lending services to enrolled CSKT members in a time when banking was not available to the membership. Since then, Tribal Credit's purpose is to enhance the quality of life and opportunities for the future of Salish, Kootenai, and Qlispe people. We provide lending services to meet the needs of our populations and promote access to home ownership and education. Tribal Credit provides our membership, economic and financial stability by providing financial services with integrity.

2019 Tribal Credit at-a-glance:

Short-Term Loans up to \$7,500 for up to a five-year term at a 12-percent interest rate.

- 1,843 loans
- \$6,067,647.21 current loans receivable

Long-Term Loans up to \$325,000 at five percent for up to 25-year term and must be secured by land and home. For qualifying first time home buyers a 30-year term and must be secured by land and home.

- 500 loans
- \$38,448,945.28 current loans receivable

Educational Loans at seven percent for up to a 12-year term.

- 206 loans
- \$1,914,330.30 current loans receivable





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.

In alignment with the mission, the Tribal Education Department provides services to Native students, their families, and local schools. Cultural activities are offered

throughout the school year and summer for students, their families, and the local communities. 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 enrolled Tribal members. Professional development for local education and curriculum resources are delivered to schools through scheduled events and specific requests.

The importance of Native students’ sense of identity is a key factor in their success. Students who are comfortable in who they are as Tribal people are better able to navigate their world and overcome challenges. The Tribal Education Department strives to help students, families and schools in their positive growth in students’ sense of self through Tribal restorative practices and activities. Relationships are another key factor in Native student success. Strong relationships with teachers and administrators, peers and families ensure students are connected and engaged in their own success.

To build reservation teachers’ cultural connectedness to Native students and enhance their cultural understanding, the 2019 annual “Tribal PIR (Pupil Instruction Related) Day” served approximately 451 school personnel who earned 385 OPI Renewal Unit certificates. Tribal PIR Day offered 16 separate sessions that included a total of 28 presenters. Due to COVID-19, the 2020 Tribal PIR Day will be converted to an entirely web-based event that will be online for reservation teachers for a week instead of a single day.

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 focus on building relationships between Tribal Education and reservation 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 Native students. Beginning in January 2020, the Community Development Specialists began to increase in-school support by shifting their location from the Tribal complex to 80 percent of their time being located in reservation school buildings.

The Johnson O’Malley Program (JOM) is coordinated through the Tribal Education Department, with JOM funding coming directly through CSKT. Funds are budgeted by the Tribal 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 priorities for JOM expenditures through parent surveys. 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 reservation schools in collaboration with a Title VI Indian Education

Committee. The Community Development Specialists support collaboration between the schools and the Title VI IEC. Title VI serves enrolled Tribal member students and 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. Collectively, we hope to ensure that every student is able to succeed and have the best tools available to them.

Higher Education Scholarship Program

For the 2019-2020 academic year, there were a total of 270 students that applied for the Higher Education Scholarship and 178 were funded, for at least one term. Students attended 53 different colleges throughout 19 states. The bulk of students who apply for this scholarship, attend Salish Kootenai College totaling 80 students, followed by the University of Montana with 32 students. We had 44 graduating students, throughout this year, which includes finishing up this summer. Degrees ranged from Certificate of Completions to Doctorate.

Many of the planned activities to support Tribal Restorative Practices and relationship building that the Tribal Education Department had planned for the year were either cancelled or postponed due to COVID-19.

NK'WUSM SALISH LANGUAGE SCHOOL

The mission of Nk'wusm Salish Language School is to recreate a process whereby the Salish Language is passed from parents to children, elder to youth in an effort to holistically preserve the language, perpetuating the Salish way of life and worldview. Nk'wusm provides an exceptional academic environment based in the Salish and Qlispé language and culture. Nk'wusm is a 501 (C)(3) non-profit organization governed by a Board of Directors.

Nk'wusm is in its eighteenth year of operation and offers academic and Salish Language instruction for students in pre-school through eighth grade. We served 43 students and families during the 2019-2020 School Year. We have 11 staff, which includes our Fluent Qlispé Elder Stephen Small Salmon.

To respond to the Covid -19 pandemic, Nk'wusm instituted distance learning in March. Nk'wusm teachers and staff responded by finding alternative ways to deliver language and culture lessons online using Facebook and Messenger. The school continued to support our Nk'wusm community by delivering meals and snacks to families. At the end of the school year Nk'wusm hosted a very small personal graduation for our one eighth grade graduate at his home in Ronan. Nk'wusm will continue to maintain our goal of Salish Language revitalization as the organization

develops. Our success greatly depends on the support of the Confederated Salish and Kootenai Tribe, our local community, and our faithful donors.

Qe es lemti x'wí qe nuwewlštn, Qe es lemti x'wí Qe sccmelt, Qe es lemti x'wí esya?

We are thankful for our language, we are thankful for our children, we are thankful for all things!

SALISH KOOTENAI COLLEGE

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:

- Implementation of a Bachelor of Nursing Program. This allows students to enroll directly into the Nursing Program and complete in 4 years
- Construction for a new Allied Health Building is underway

- SKC entered into an agreement with the Advisory Council on Historic Preservation (ACHP), and the ACHP Foundation, to implement a Tribal Preservation Training Partnership
- The Salish, Qlispé and Ksanka Leadership Program begun under Johnny Arlee and Vernon Finley is being re-established and will begin during the 2020-2021 Academic Year

Salish Kootenai College creates the educational programs that our community needs not only for today but for 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 \$15 million in just five years. We proudly facilitate a successful scholarship program for our students, which has given more than \$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



This image was submitted and placed into the Missoula library to be placed in a time capsule.

KOOTENAI CULTURE COMMITTEE

The Kootenai Culture Committee (KCC) was established in 1975 during a period of time when the CSKT government realized the benefits of cultural perpetuation for the membership. Strengthening the Kootenai culture by promoting community involvement in traditional activities throughout the year in aboriginal territory has become the hallmark of KCC. Many camps and gatherings in appropriate times of year offer

the opportunities for the Ksanka community to experience and come to understand the worldview of the ancestors. The Kootenai language connects the people to the beginning of time in this place we call home. KCC strives to nurture the mission of making the traditional language and cultural practices relevant in today's world.

During 2019 the KCC sponsored many camps, dinners, and cultural activities throughout the aboriginal territory in order to

maintain the connection with the land, water, and the ancestors. Beginning with bitterroot digging and feast in the spring through the hunting camps in the late fall KCC provided opportunities for the membership to learn the traditional Kootenai way of life. Digging roots, hunting, picking berries and gathering traditional medicines took place at traditional campsites.

During 2019, the Kootenai language classes concentrated on furthering the understanding and speaking ability of the Ksanka Apprentices utilizing the language books that had been developed in recent years. This highlighted the need for more language materials to be developed in the coming years. The KCC fluent speaking elders in conjunction with the linguist are the key resources for providing language classes and materials for perpetuating the Ksanka dialect of the Kootenai language.

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-QĪISPÉ CULTURE COMMITTEE

*Qe es nte qeqs čštim, qeqs kʷtqeyxʷm, n̄e taqs hoy, taqs oóst
tu sqlixʷt nkʷułmis, tu nuwewłštis, tu 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, charged with protecting, preserving, and perpetuating the Tribes’ languages, cultures, and histories. 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-QĪispé Culture Committee (SQCC), reclaiming our own names for our people—the Séliš, usually anglicized as Salish, and QĪispé, usually anglicized as upper

Kalispel or referred to by the French term Pend d’Oreille. This name change reinforced our mission of restoring the Salish language to our daily lives whenever we can. (See salishaudio.org for proper pronunciation of Séliš and QĪispé.)

Under the guidance and direction of the Séliš-QĪispé Elders Advisory Council, the SQCC had in 2019 eight full-time employees, a Longhouse caretaker, and two assistant caretakers, as well as a language teacher through a coordinated program with Salish Kootenai College. Under that arrangement, there were in addition 13 language apprentices employed on a temporary basis as full-time students.

In 2019 and early 2020, the SQCC made great strides in its mission. At the same time, we also saw the continued passing, as in the past several years, of many elders who were so vital to our efforts. In fourteen short months, we lost Andy Woodcock, Clara Charlo, Dorothy Woodcock, Eneas Vanderburg, Virgie Woodcock Brockie, and Joseph Vanderburg. Their presence, their tireless efforts to help our cause, and their cultural knowledge and wisdom cannot be replaced. We feel their absence, reminding us constantly of our gratitude for what they gave us—as well as the continuing contributions of the elders today, and the urgency of our work. The SQCC conducts a number of ongoing

activities, 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 and cultural education at annual events such as River Honoring, PIR day, Lake Honoring, People’s Center Native American week, and the SQCC Language and Culture Camp.

In addition to those regular activities, the SQCC completed a number of milestones in 2019 and early 2020:

Special Events

Special events included a field trip with elders, students, and staff to Three Forks and Madison Buffalo Jump, with remarks and educational materials about the traditional importance of that area in our culture and history; educational displays at the Missoula Osprey Indigenous Heritage Night; participation in the Nkʷusm Hunting Camp on the lower Flathead River; taking part in the Flathead Lake launch of a dugout canoe that Nkʷusm helped build; digging ɣasɣs with Nkʷusm students at Lolo Pass.

Salish Language Work

The language is central to who we are as Séliš and QĪispé people. We continue to do our best to fulfill the hopes and prayers of the elders and

ancestors that our language will survive and be carried on by all the generations to come.

The heart of this work, and of our many other projects, are the SQCC’s recordings of Tribal elders dating back to 1975. We continue to translate these and develop bilingual transcriptions for use in all of our areas of work.

In 2019, we continued our SQCC Language Apprentice Program, an intensive, full-time adult instruction program using our fully developed curriculum. We had 13 apprentices — seven new apprentices in a beginner class, and six who continued from the previous year and graduated to an intermediate class. All worked eight hours a day, five days a week, with immersion sessions with fluent speakers. This program is integrated with Salish Kootenai College’s Salish Language Educator Development program (SLED), a two-year degree program in which students gain the necessary skills to become effective language teachers. Fluent speakers have been impressed and given hope by the extent of language acquisition by the apprentices. The apprentices themselves have felt this has been a life-changing experience.

We also hosted our annual Séliš u Qlispé es Yo?nunm u Sqlix^w nuwewlštn u Sqlix^w nk^wulmn (Language and Culture Camp), with over 120 participants, and participated in numerous events, including the Montana Indian

Language Program (MILP) language summit and Capitol Rotunda event in Helena, the Celebrating Salish Language Conference in Spokane, and SKC’s Early Childhood Tribal Language Summit. The SQCC continued to assist language efforts in public schools, Nk^wusm, Es K^w?almi Nuwewlštn (language nest), Two Eagle River School, SKC, and other organizations and for individuals, as well as programs of other indigenous communities, including the Mandan Hidatsa Arikara Nation.

We also responded to many language inquiries from other Tribal departments and from individual Tribal members, and attended to certain cultural matters such as recording Salish names given during the Jump Dance.

Historical Collections Management

Historical Collections Management work included progress toward long term stabilization and digital back-up of existing collections of audio recordings, video recordings, photographs, and documents; maintaining displays throughout the Longhouse; continuing work with the University of Montana Anthropological Collections Facility & Heritage Collections Board on digitizing collections, curation, and repatriation of items; processing private collections of historical photographs and audio recordings donated to the SQCC; assisting Tribal members in researching family genealogy, historical records, and

photographs; digitation of thousands of pages of SQCC archival documents with the assistance of the Sustainable Heritage Network at Washington State University and provision of a much-needed worker under DHRD funding; and continuing to add to and revise the Séliš-Qlispé page in SHN’s Plateau Peoples Web Portal (<https://plateauportal.libraries.wsu.edu/community/selis-u-qlispe>). In addition, we responded to ongoing requests for orders for our publications and for copies of SQCC primary materials.



Presentations

Presentations included Séliš-Qlispé history and culture in relation to climate change for CSKT Climate Change Advisory Council gatherings at Kwataqnuk; the Séliš-Qlispé

Ethnogeographic Signs Initiative (SQESI) for the Missoula Heritage Roundtable; history of the Hellgate Treaty for Two Eagle River School students at Council Grove; “Séliš u Q^waylqs: Tribal Perspectives on the Blackrobes” for the conference on Ethnicity, Race, and Indigenous Peoples at Gonzaga University; “Overview of Séliš-Qlispé History” for Ira Matt and the U.S. Advisory Council on Historic Preservation; and a guided field tour for the SKC class, “Integrated Perspectives in Science for Educators.”

Tribal History and Ethnogeography

Tribal History and Ethnogeography publications included a new revised edition of *The Salish People and the Lewis and Clark Expedition* (the University of Nebraska Press), along with an updated webpage on www.salishaudio.org providing access to original audio clips of elders represented in the book’s bilingual passages, and development of a classroom curriculum for the book in coordination with the Sustainable Heritage Network.

The SQCC has now installed nearly 90 signs of varying kinds both inside and outside the reservation. In 2019, we put up two more signs in our continuing series, the Séliš-Qlispé Ethnogeographic Signs Initiative (SQESI), centered around place-name maps of specific parts of Séliš-Qlispé traditional territories. This project reflects the elders’ teachings of the great importance of place-names in our culture and history. “Ncq^wełstétk^w | Flint-

Stuck-in-the-Ground Waters — The Upper Clark Fork and the Séliš and Qlispé People” is now installed at rest areas on both sides of Interstate 90 near Bearmouth. In addition, we used mitigation funds from the Federal Aviation Administration to create a two-sign set, “Nstečcxwétk^w | Waters of the Red-Osier Dogwood — The Séliš People and the Bitterroot Valley,” now installed at St. Mary’s Mission at Łqetmíš (Wide Cottonwoods — Stevensville).

More than twenty signs in the SQESI series are planned, with about half now completed. Each sign—even each place-name—represents the distillation of decades of work by elders and staff. The project is one of the most far-reaching efforts of any native nation to restore Tribal place-names to the land and to reverse the erasure of our history from public spaces. Our focus is on teaching these things to our young people. An additional benefit is fostering greater understanding among all those who visit the signs.

Partly with funding from a grant from Humanities Montana, we also produced and delivered to schools and individuals an oversized, bound volume of the SQESI signs and other posters, and an accompanying 30-page illustrated, footnoted overview of the SQCC Ethnogeography Project, “Sk^wsk^wstúlex^ws | Names Upon the Land: Introduction to A Portfolio of Maps and

Signs.” We also produced a 2020 calendar with each month featuring one of the SQESI signs and posters.

The SQCC created or assisted with several other signs: the reinstallment along Highway 93 south of Arlee of a sign about Jocko Valley history; Salish place-name signs for the Ninepipe and Pablo National Wildlife Refuges; Flathead Reservation entrance / exit signs; and an interpretive marker near Helena for the Gates of the Mountains Foundation.

SQCC is engaged in additional interpretation efforts, including the Missoula downtown plan, the National Bison Range (including content for the new brochure), Montana State Parks Region 2, and the Lolo National Historic Trail.

SQCC has now completed a template for our multi-volume atlas, *Sk^wsk^wstúlex^ws / Names Upon the Land — Ethnogeography of the Salish and Kalispel People*, and neared completion of *Volume 1: Aboriginal Territories*. We also completed a 41-page history of buffalo for inclusion in our children’s *Q^weyq^way* book, and neared completion of our more in-depth book-length history on the same subject.

Other public historical and interpretive efforts including extensive input into a new historical exhibit on Jewish-Salish relations in the Missoula area, and providing indigenous land

acknowledgement phrasing to the University of Montana, Missoula Art Museum, Big Sky Film Festival, and Missoula County Commission.

Research and conference work included Salish Kootenai College archives, the National Archives, Library of Congress, Yale’s Beinecke Library, Washington State Historical Society, University of Washington Archives, and grant-funded attendance at the annual meeting of the Western Historical Association. SQCC responded to many requests and inquiries from Tribal staff, departments, and individuals.

SQCC Assistance and Consultation

SQCC assisted and consulted with other departments, including Tribal Council, Preservation, Legal Department, NRD, Lands, Roads, People’s Center, and Salish Kootenai College. SQCC also provided cultural, linguistic, historical, and geographic information to individual Tribal members and a variety of non-Indian agencies, organizations, and individuals, including public schools, the University of Montana, the Environmental Protection Agency, the National Bison Range, CSKT undergraduate and graduate students, Five Valleys Land Trust, the Nature Conservancy, and the Montana Forest Action Advisory Council (for which we provided a 5500-word, footnoted essay on “Native American Values and Forest Management”).

Ýe Seliš u Qlispé nk^wu?ulmis u tsqsi, ýe nuwewlšti?is, snunx^wene?entis u l nčawmn nk^wtnaqsm ýe l sqlix^wulex^w. Ýe tam tsqsi ec̣xey qe snunx^wenetn, esya? ec̣xey qe n eptmntm, ec̣xey sc̣k^wuís u suyapi u ýe Amotqn sx^wk^wulms ýe x^wí sqlix^w, ec̣xey ta qe es k^wup ls u x^wí qeqs nk^w x^wuym u qe cuut ýe sqlix^w.

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.

Ýet x^wa čx^wex^w?it u qe sx^wsix^wlt es nte?elms qe yo?nu?unms u qe p̣x^wp̣x^wot sṃiṃi?is. K^weṃt u l scx^wlx^w?ilts ta l čeñ qečxey u qs ṃiṃeye?m u sx^wsix^wlts esya? u es miste?es. Tma x^wí šey m ix^wete ýet x^wa m qe es ti?amstem u esya? u sṃiṃi?s, m es qeyqey. M qmintm ýe l sqlix^w sṇṃiṃeye?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? ýe l čx^wa u sq^wlllu u nk^wu?u^lmis u sqelix^w tsqsi, u nča?awmis. Ýe tí qe es k^wu^li ñem esya? u es nte qs yo?nu?unms u qe nk^wu^lmn, ñem yo?nu?uys. Ýe qe sx^wsix^wlt u u nex^w sx^wsi?ix^wlts, ñem yo?nu?uys esya? ýe tí qe es k^wu^lm. 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

PRESERVATION DEPARTMENT

The CSKT Preservation Department has continued to build on a well-established reputation within the cultural resource management realm. As one of the first Tribes to establish a Preservation Office, department employees have increasingly built capacity and capabilities over the years. Working closely with the Culture Committees and Elders, the Preservation Department works to protect Tribal cultural resources. Utilizing a blend between traditional knowledge and modern archaeological methods, staff members continually practice various work elements that are vital to the Tribe’s cultural resource management.

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

Maintaining 11 staff members throughout 2019 into 2020, the Preservation Department had a very productive year. Preservation Staff also executed multiple contracts off-Reservation related to cultural resource inventory and monitoring. Some of the more notable projects included maintaining Cultural Clearance applications, Perma Curves Survey, RTRI/Gold Creek Inventory, BPA Powerline Survey and Monitoring, Rogers Pass Mitigation, and more. The Preservation Department is also looking forward to various incoming projects and contracts projected for 2020–2021.



DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

DHRD is a one-stop Department for families with six Divisions (Accounting, Community Support, Elderly Services, Grants, Social Services, and Quick Silver/Transit) which provide: 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, Families First, Commodities, etc.) Dire Need provides emergency assistance for Tribal members who qualify. Vocational Rehabilitation provides 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 also operate Quick Silver gas station/store which has full-time mechanics who are able to provide service to CSKT employees (oil changes, minor repair) as well as a Laundry Facility.

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; community health; dental; medical; 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.”

With the onset of the COVID pandemic, many new protocols and systems have been put into place for delivery of health care to Tribal Health patients.

Medical highlights in the last year include:

- Primary care providers took over the medication assisted treatment patients from Dr. Cairns. We now have three providers who can write for Suboxone and look to add one more.
- Tribal Health completed the trial of alternative medicine providers, and determining the next steps from what was learned.
- Continued turnover in our leadership and with our providers remains a challenge to our efforts to stabilize and move forward, and the Tribal Health leadership continues to work on this hurdle.

- In the spring of 2020, the health care providers of Tribal Health stepped up considerably to assist with the overall CSKT response, policies, and implementation of new ways of doing business for the Tribes.
- Tribal Health has also continued to provide health care to patients throughout the duration of the pandemic, and continues to thoughtfully and carefully deliver services to our community.

Pharmacy

As one of the busiest programs at Tribal Health, here are some statistics on how many patients were served.

- **St. Ignatius:**
 - » Prescriptions (Jan 2019–Dec 2019): 61,117
 - » Prescriptions (Jan 2020–July 2020): 33,230
- **Polson:**
 - » Prescriptions (Jan 2019–Dec 2019): 74,874
 - » Prescriptions (Jan 2020–July 2020): 39,475
- **St. Ignatius and Polson:**
 - » Unique Patients (Jan 2019–Dec 2019): 5,637

The pharmacies have maintained comparable prescription numbers from the previous fiscal year while adding or expanding services in Spring 2020 such as curbside pick-up, mail-order, and compliance packaging to best assist our patients.

The clinical pharmacy program has been revived with the hiring of a new clinical pharmacist and will help evolve the pharmacist identity from medication dispenser to practitioner within our communities.

The pharmacy division will be adding new pharmacy personnel in 2020 to provide a more personal touch to the patient’s experience at our pharmacies.

Behavioral Health

The Behavioral Health Program consist of two umbrella Divisions. Mental Health Division and the Addiction Treatment Division. The Addiction Treatment Program consists of the following positions whereby these credentialed positions are qualified to provide substance use disorder treatment services for our Tribal Health eligible recipients. Presently Tribal Health Behavioral Health Program has one Tribal Health Addiction Treatment Program Manager. Three Substance Use Disorder Addiction counselors and one vacant Substance Use Disorder Addiction counselor position. The Tribal Health Addiction

Treatment Program provides lower level of care substance use disorder services.

The Tribal Health Behavioral Health, Addiction Treatment Program has successfully incorporated “Best Practice” Medical Model by incorporating the Medication Assisted Treatment (MAT) Program. In conjunction to the MAT Program, Tribal Health has successfully obtained the Tribal Opioid Response (TOR) Grant to enhance the Medical (MAT) Model by integration of both the behavioral health and substance use disorder treatment services with the Tribal Health Medical Clinic.

Diabetes Program

The Diabetes Program provides education and support to patients by appointment, walk-in, and in groups.

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

Some highlights include:

- Provided support to patients through nutrition education, physical activity and training for youth during spring and winter break.
- Provided support for people with diabetes to attend the Taking Care of Your Diabetes (TCOYD) Conference in Missoula.

- Go Red for Women Health Fair was held at the St. Ignatius Health Center Partnered with the Boys and Girls Club for summer youth.
- Fitness Center and Diabetes Program hosted the Midnight Hoopz in Arlee.
- Men’s Health Fair hosted in Arlee.
- Hosted 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 at SKC and in St. Ignatius. Prevent T2 and diabetes prevention is also a service provided on individual basis.



Additionally, the Kidney Keepers physical activity group hosted several functions throughout last year and this year. These are all by the Honor System, as participants usually do these on their own time.

- Resolution Challenge
- Winter Solstice Challenge; Log 200 run/walk miles or the equivalent in biking/swimming from Dec 21–Mar 19
- Summer Solstice streak Challenge
- Triathlon Challenge - Begins in April. You have 8 weeks to complete 112 miles on bike, 26.2 miles on foot, 2.4 mile swim
- Big River Run - 4.5 mile run along the Flathead River. (fundraiser)
- Mentorship Program; Kidney Keepers sign up and is partnered with another Kidney Keeper to set and achieve active goals
- Hike to Mount Aeneas, Glacier
- Indigenous Running Warrior Challenge - a challenge against another indigenous running group
- Summer Hiking Series; July & August experience 3 hikes you have never done before, post pictures.

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, and Elmo. Currently the WIC program serves approximately 390 participants. 85% of the WIC participants have health care benefits, such as Medicaid, to help increase 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 at three months of age are 32.9 percent in 2018.

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 (HCR) 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 HCR 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 than the Advocate will educate the patient on how to utilize their newfound coverage.

Currently HCR has six Health Care Resource Advocates, and one Veterans Health Care Advocate, that assist with applications and conduct outreach each week in all clinics throughout the reservation.

Community Health

Community Health provides Tribal Health patients who experience chronic medical conditions, with a dedicated Care team who work directly with patients to help them

understand health concerns, in addition to assisting with, and coordinating, health related services. These 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 Care 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 these care teams do 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, this care team is an added benefit, to help patients live a better quality of life amidst the chronic medical conditions they are experiencing.

Additionally, Community Health hosted a successful mass flu clinic at the SKC gym in September. This was used as a practice exercise for emergency preparedness in the case of a pandemic.

Tribal Health Personnel

As of August 2020, Tribal Health provides employment for 201 full-time staff members. Due to COVID, summer youth positions did not take place.

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.

The Personnel Department consists of ten 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.

2019 seen an increase in the number of positions advertised:

- 325 positions advertised (263 the year before)

- 1,340 applications for advertised positions (1,809 the year before)
- 641 interviews scheduled (829 previous year)
- 829 CSKT members applied (1,168 previous year)
- 78 First generation descendent of CKST member applied (73 previous year)
- 252 members of other Tribes applied (317 previous year)
- 181 Non-Tribal members applied (251 previous year)
- 774 female applicants, 58 percent (933 previous year, 51.6 percent)
- 566 male applicants, 42 percent (876 previous year, 48.4 percent)

SALISH AND KOOTENAI HOUSING AUTHORITY

The Salish Kootenai Housing Authority was created in 1963 by CSKT Ordinance 38A and organized as a legal entity under the laws of CSKT. The ordinance was updated in 1976 and became Ordinance 38C, which governs SKHA today. The ordinance outlines the relationship between the Tribes and SKHA and describes the authority and purpose of SKHA, the establishment of



Act (NAHASDA) of 1996. In 1985, CSKT moved all housing-related programs under SKHA. The reorganization moved the Indian Health Services (IHS) 121 program funds, the Tribal Operations and Maintenance Program, the Housing Improvement Program (HIP), the Indian Community Development Block Grant Program, the State Weatherization Program and the Low Income Housing Energy Assistance Program (LIHEAP) under SKHA. LIHEAP was later moved back under CSKT's Department of Human Resource Development (DHRD) office.

the Board of Commissioners and the other guiding principles for the organization. SKHA is the Tribally Designated Housing Entity (TDHE) for CSKT, which can receive grant funding under the Native American Housing Assistance and Self-Determination

Rules & Regulations

The SKHA Board of Commissioners sets all policies for the SKHA. A majority of board issues pertain to Low Rent program policies. Before NAHASDA was enacted, the SKHA Board of Commissioners made a policy decision that still stands, which was to adopt a zero drug tolerance policy. What this means is that if there is preponderance of evidence that a tenant had illegal drugs the SKHA will issue a seven-day eviction notice. We do not need a conviction for a violation of the zero drug tolerance policy.

All SKHA staff decisions are subject to the SKHA Grievance Policy except Transitional Living Center issues. Service recipients or applicants may grieve an issue first to the Executive Director, and if needed, the Board of Commissioners for a final decision. Clients retain the right to pursue issues through the appropriate court. All grievances are initiated by the Grievant Request Form. The forms can be obtained on the SKHA website or by calling SKHA at (406) 675-4491 to have one sent.

Programs & Services

The following is a list of the programs or services that are currently offered by SKHA:

- Home Improvement Program (HIP)
- DOE/BPA Weatherization Programs
- Indian Community Development Block Grant (ICDBG)

- Homebuyer Education Program
- Low Rent Housing 465 units
- IHS (121) Water & Sewer services
- Transitional Living Center 19 units
- Flathead Finance Program
- Tenant Based Assistance
- Tax Credit/Rural Development 12 units
- Maggie Ashley I Trailer Park 46 lots
- Maggie Ashley II Trailer Park 21 lots
- Healthy Homes Program
- Resident Opportunity Self Sufficiency
- Foreclosure Prevention Assistance
- Post Purchase Maintenance Classes

Staff & Structure

The Board of Commissioners are ultimately responsible for SKHA operations. The Executive Director is responsible for the hiring and firing of all of the staff of SKHA.

The current Board of Commissioners are:

- Frank Acevedo, *Board Chairman*
- Francis "Gene" Sorrell, *Board Vice-Chairman*

- Kim Azure, *Board Secretary*
- Carrie Antoine, *Commissioner*
- Rachel Andrews-Gould, *Commissioner*
- Carole Lankford, *Board Council Representative*
- D. Fred Matt, *Board Council Representative (Alternate)*
- Joe Vanderburg, *Commissioner*

The Salish and Kootenai Housing Authority had big changes in the Management Team in 2019. Long term employees Jason Adams (Executive Director), Carrie Irvine (Administration Manager/Assistant Executive Director), Carolyn Weivoda (Finance Manager), Ruby Vanderburg (Occupancy Manager) and Melanie Buckless (CPA) all retired or moved to other departments.

The new management team is:

- Jody Perez, *Executive Director*
- Sid Shourds, *Maintenance Manager/Assistant ED*
- Lytle Gillin, *Water & Sewer Manager*
- Katie Miller, *Housing Resource Manager*
- Su-san Perez-Tenas, *Occupancy Manager*

- Daniel Tromp, *Finance Manager*
- Rhonda Quequesah, *Administration Manager*

The following is a list of the six SKHA Departments with a number of employees by department:

• Maintenance	24
• Water & Sewer	17
• Housing Resource	10
• Occupancy	8
• Finance	9
• Administration	6

2019 Highlights

Housing Resource Department

- Held 10 Homebuyer Education Classes with 117 clients receiving certificates; provided counseling to 23 homebuyers and assisted two clients with Down Payment or Closing Cost Assistance
- Assisted 19 Clients with Weatherization assistance and completed rehabilitation to five home owners
- Applied for and was awarded the ICDBG18 Grant for homeownership

and home improvements; the IHBG Competitive Grant for constructing six new two-bedroom units, replacing 100 roofs and siding, interior rehabilitation of 30 units and complete rehabilitation of 15 units over five years

- Transitional Living Center provided assistance to 33 families

Occupancy Department

- Occupancy and tenant monitoring from move-in to move-out on: 465 Low Rent units, 12 Tax Credit units, 67 trailer lots and 50 rental assistance vouchers

Maintenance Department

- Our three two-person crews completed 1,977 service order calls for maintenance assistance
- Contracts for move-outs and scheduled repairs was 48, costing \$367,107
- Methamphetamine remediation continues with move-outs of 36, costing \$369,644

Water & Sewer Department

- Dixon Agency — we replaced the storage tank and disconnected the old tank and installed new sewer line replacing the old asbestos pipe
- Evaro — we completed the construction of the new pump house and our engineer

worked on the design of the new storage tank

- St. Ignatius (Southside) — we were able to get the new wastewater treatment plant operational and implemented the new discharge testing requirements
- Chief Martin Charlo home sites — we made improvements on the water system and completed the dedication of the sewer system over to Arlee/Lake County Sewer District
- In 2019, we assisted Tribal families by drilling new wells, installed new septic systems, and arsenic filtration systems; in addition we connected four families into community water and/or wastewater systems
- In September, we received our new meter reading system and trained our water/sewer operators on the operation of the system and have begun reading meters on a monthly basis
- Began preliminary work on the new Woodcock Lagoon system and worked with EPA to complete the new discharge permit
- Began work on an Emergency Response Plan and Risk/Resilience Assessments for each of our public water systems as required by the Environmental Protection Agency

- Received Board approval for a residential rate increase of \$2 rate increase for water and \$2 rate increase for sewer, for non-residential the increase was approximately 13 percent
- Operated and maintained 28 community water and 10 wastewater systems serving approximately 830 residential customers and 44 commercial customers. They pumped over 106 million gallons of water in 2019

All information on our programs and services, contact information and current news can be found on our website at www.skha.org.

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. Our staff has received innovative training and the children have learned specific kindergarten and beyond skills and will be better prepared for life through this collaboration.

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 for any additional information, contact:

Jeanne Christopher, Director
406-745-4509



NATURAL RESOURCES DEPARTMENT

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

NRD did not expand services due to budget constraints. Below is a brief description of some accomplishments from the past year. Rich Janssen Jr. MBA, is the Department

Head of Natural Resources. Among his leading projects include the Teck Coal 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 Roundtable of the Crown of the Continent. The Department is located in three communities of Polson, Ronan, and in Charlo at the former

Kicking Horse Job Corp, and occupies seven different buildings.

Fish, Wildlife, Recreation, and Conservation

This past year was a very busy time for each of the six programs within the Division in their efforts to protect Tribal Treaty Rights to hunt and fish both on and off the Reservation.

The Wildlife staff conducted various tasks with wildlife population monitoring, threatened species management and forestry habitat reviews. A new threat to deer, elk and moose appeared in Western Montana from Chronic Wasting Disease and the staff proactively began a monitoring and information program with our big game hunters to help control the disease.

The Fisheries Program continued protection measures for Bull Trout, a native fish that sustained our people during the hardest of times in the past, with the removal of non-native Lake Trout. The popular Flathead Lake’s Fall and Spring Mack Days fishing events and the Native Fish Keepers netting program were key tools in that effort. Additional threats to our native fisheries from the expansion of Northern Pike and Smallmouth Bass populations were identified and harvest limits were liberalized for those species. Tribal Fish and Game Wardens, with new staff on board, completed additional backcountry and river patrols and resulted in a higher compliance of

licensed recreationists, arguably the highest for the 30 year old Tribal/State Hunting and Fishing Agreement. Wardens also provided important law enforcement support to the Ravalli watercraft check station to improve boater compliance.

The Aquatic Invasive Species (AIS) Program operated the Ravalli and Plains watercraft stations and checked nearly 18,000 boaters with 24 hours a day operation during the peak boating season at the Highway 93 station. The Information and Education Program assisted with the AIS student Mussel Walk events around Flathead Lake and continued the highly successful Annual River and Lake Honoring events, with hundreds of area schools participating. Blue Bay Campground, managed by the Wildland Recreation Program, maintained a high level of recreational visitor days and staff began planning for an upgraded water system for all of the facilities on the grounds. Wildland Recreation staff continued to provide important backcountry bridge, trail, and campsite maintenance. Tom McDonald is the Division Manager, Dale Becker is the Wildlife Program Manager, Lester Bigcrane is the Wildland Recreation Program Manager, Les Evarts is the Fisheries Program Manager, Dan McClure is Chief of the Fish and Game Program, Amanda Bourdon, AIS/Permits Program Manager, and Stephanie Gillin is the Information and Education Specialist.



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.



Mack Days fisherman spotted a juvenile bobcat swimming far from shore so they netted him and took him back to shore for a quick release.

The Water Quality Program has maintained a Long term Core water quality monitoring

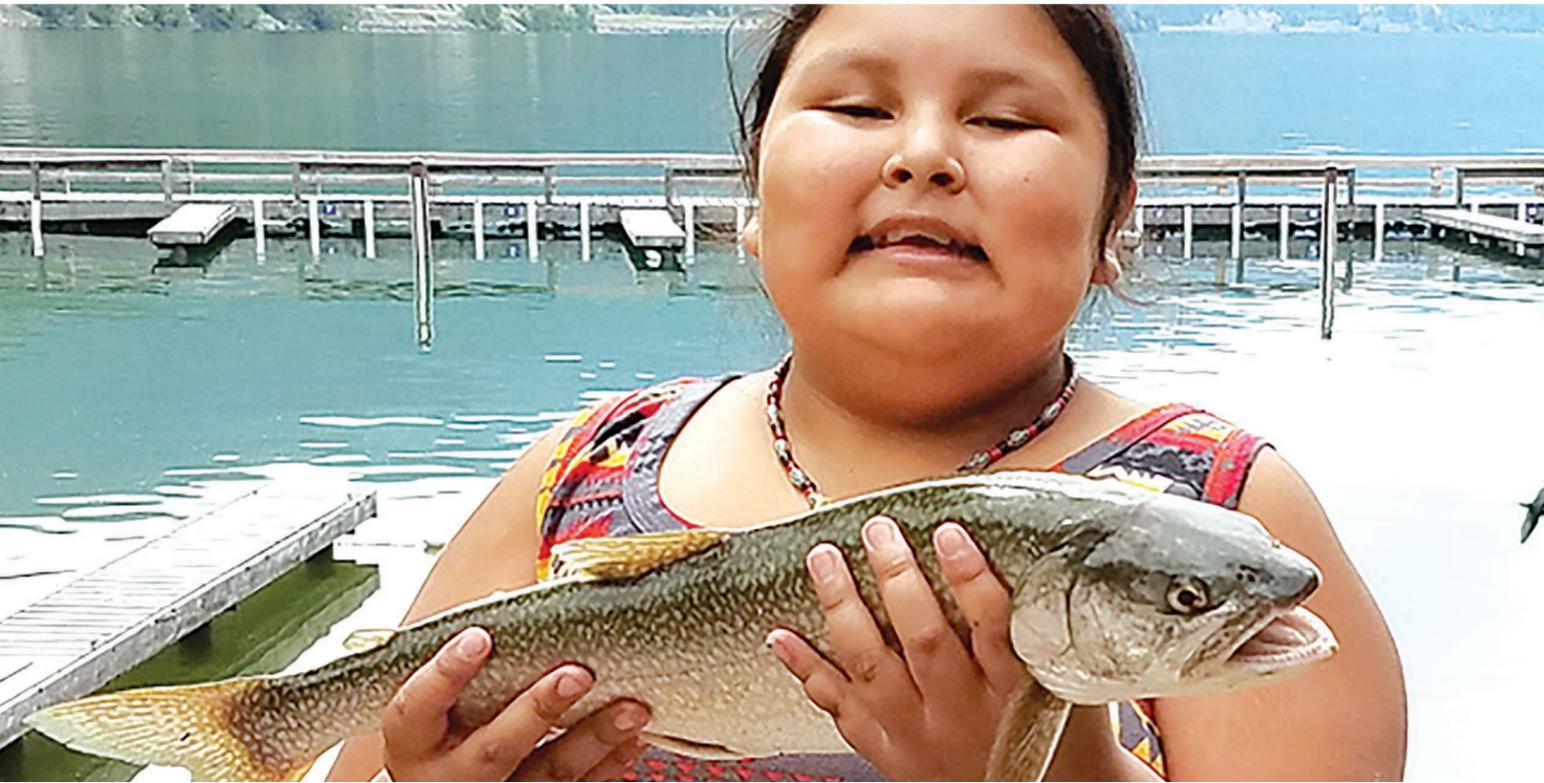
network of seven sampling stations. Long term data used to describe trends in water quality condition. Monitoring for the CSKT Core network is completed at the mouth of larger tributaries to the Flathead River - Jocko River near mouth, Mission Creek at Bison Range, Lower Crow Creek at fish ladder, and 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. Program Managers are Randy Ashley, Air, Tom McClure, Underground Storage Tanks, Chauncey Means Water Resources, Tabitha Espinoza, Wetlands, Dan Lipscomb, Shoreline, Clarence Skaw, Water Rights,

Evan Smith, NPDES, Jasmine Courville-Brown, Pesticides, MaryRose Morgieu, Brownfield and Solid Waste.

Engineering and Water Resources

The Division of Engineering and Water Resources 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, Scott Johnston is the Roads Program Manager, Loretta Hoots is the 24/7 National Monitoring

Center Supervisor, and Seth Makepeace is the Supervisory Hydrologist.

CSKT TRIBAL FORESTRY

The Forestry Department is composed of two distinct divisions and a Forest Development Program. The Division of Project Planning includes Timber Sale Preparation and Administration, Forest Inventory and Planning, GIS, Log Scaling, NEPA compliance, Permits, Allotments, and Accounting functions. The Division of Fire Management includes Fire Suppression Operations and Aviation, Prevention, and Fuels Management functions. The Forest Development Program includes the collection of seeds for growing of trees and native plants, planting trees and native plants, thinning operations, and slashing and piling of timber harvest areas.

Division of Project Planning

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

Sales that were completed in FY2019 are:

- Dog Lake South (2.44 million board feet)
- Dog Lake North (4.92 million board feet)
- Arlee Pines (.53 million board feet)

◇ Natural Resources (cont.)

- Camus WUI (.92 million board feet)
- Safety Bay (.36 million board feet)
- Ferry Basin Tower (3.57 million board feet)

Current active timber sales are:

- Revais (Estimated 7.7 million board feet)
- Garden Creek Fire salvage (Estimated 4.0 million board feet)

Staff is engaged in timber sale planning in:

- Eva Paul (Estimated 4.3 million board feet)
- Hot Springs (Estimated 6.1 million board feet)
- Boulder (Estimated 10.4 million board feet)
- Moss Ranch Fire Salvage (Estimated .7 million board feet)
- Sunny Slope (Estimated 1.0 million board feet)

The Inventory and Planning staff are continuing to work with allotments, provide GIS services to Forestry and other programs, and will also oversee the Continuous Forest Inventory, which measures fixed plots throughout the Tribal forest every 10 years. This measurement provides information

on the status of the forest's health, trends, volume, density, size and allowable harvest targets. A review and updating of the Forest Management Plan is also a project under this division.



CSKT Division of Fire (DOF)

The Division of Fire (DOF) was HOT in 2019. The progressive fire management program continues to expand its horizons with its innovative approach to fire management. The DOF consists of an Operations, Fuels, Prevention, Finance and Personnel sections that strive to provide quality service to our customers and protect values at risk from wildfire within the exterior boundaries of the Flathead Indian Reservation and beyond.

CSKT DOF Fuels

The CSKT Fuels had an incredible 2019 campaign. The organization completed 15,604 acres of fuels treatments, which was a new Fuels record. The program treated 7,016 Tribal trust acres on the Flathead Indian Reservation. The remaining 8,588 acres were accomplished on other lands through the Reserved Treaty Rights Lands (RTRL) initiative. The CSKT RTRL program (the largest in Indian Country) continues to provide opportunity and keep our Fuels program busy, while treating nonTribal lands to meet CSKT goals and objectives. This Inter-Agency collaborative approach is treating fuels across western Montana on the Lolo National Forest, the Bureau of Land Management, The Nature Conservancy and the Fish and Wildlife Service – National Bison Range. Meanwhile our relationship with other Tribal programs and our Inter-Agency partners continues to grow as a comprehensive approach to land management goals and objectives utilizing prescribed fire expands.

CSKT DOF Operations

The Operations organization was hard at it again in 2019. 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 during an average 2019 Wildfire season. The Moss Ranch Fire (5,100 acres)

Natural Resources (cont.) ◇

was the signature fire of the 2019 season. The decisions and actions associated to the management of this fire were progressive and resulted in a BIA National Success story. The program also supported Oklahoma, Idaho, Colorado, Utah, Washington, Wyoming, Oregon, California and Arizona 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 DOF Prevention

The CSKT Prevention program had a successful 2019. The program continued to educate our reservation youth by visiting schools, operating educational booths at local

events and participating in 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 continues to participate in an Inter-Agency arena as a member of the Missoula Area Closure and Restriction group. Fire information disseminates timely and accurate fire related information utilizing several media platforms to service the needs of the Flathead Indian Reservation residents. The CSKT Prevention program investigated 29 person caused fires including several high profile suspicions starts on the reservation that kept firefighters hopping. The prevention program also supported Tribes in Arizona and Oklahoma with Fire Investigation.

CSKT DOF Administration

The Division of Fire Administration program solidified its place as a strength of the organization. The Admin program, which is separated into Finance and Personnel sections, never gets an off-season. The DOF Administration supports 85 Division of Fire employees and an 80 person AD (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. Over 10 million in fire business in 2019.

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 2019. Special thanks also to Tribal Preservation, Tribal Lands and the Natural Resources Department for their continued support managing fire on the Flathead Indian Reservation and protecting and enhancing the natural and cultural resources of the CSKT for future generations.

Forest Development Program

The goals for Forest Development are to ensure that all Tribal timbered lands are maintained and healthy for future generations. This is done by multiple factors such as thinning, piling, burning and planting. Forest Development also ensures that the Tribes have a continuous renewable resource for future generations. The program treats all acres that have been harvested by timber harvesting operations. The program employs 106 Tribal members in different functions like operating heavy equipment, and working in the greenhouses thinning and planting seedlings. There are 22 positions filled along with 84 seasonal TEA workers.

A brief overview of Forest Development Program activities includes:

- Completed pre-commercial thinning on 1,836 acres

- Grew 450,000 conifers and 100,000 other native plants in our high-tech greenhouses
- Planted conifer trees on 423 acres
- Completed site prep on 1,224 acre
- 9 acres of WBP planted

Timber Stand Improvement (TSI) Shop Update

Worked with 14 thinners and completing nearly 2,000 acres. Heavy equipment piling in the Hellroaring, Saddle Mountain, Hog Heaven, Alder Ditch areas. Worked with other Tribal and nonTribal agencies on various projects including stream restorations, road work, and bridge building.

Nursery Update for 2020

The Greenhouse has grown the largest conifer crop it has ever produced. There was conifers we grew for our own planting but also growing for the Spokane Tribe, contractors and other projects. The Forest Development Program maintains relationships with private, state, and federal entities in providing native plants for restoration projects, some of which include the Upper Clark Fork Superfund Sites, Troy mine reclamation, Mill dam removal and other extraction companies and Montana Fish, Wildlife and Parks. We have also work with our own natural resources including fisheries and wildlife programs on providing plant material

for various plant community restoration projects on the reservation.

In June of 2019, CSKT partnered up with members from the Flathead National Forest and planted 1,900 Whitebark Pine seedling within the Jocko Primitive Area. This site was chosen because of the recent fire activities that have occurred from the Liberty Fire. Planting occurred on nine acres where we later established permanent plots for future study and growth charting. This was the first time that Whitebark Pine has ever been planted by hand.

A special project involving Whitebark Pine, an ecologically important but endangered tree species, is ongoing. Climbers caged cones to be collected for the 2020 season. Staff will collect seed from roughly 25 trees in Valley Creek, Three Lakes area, Jocko and Boulder area. We have partnered with CSKT Climate Control Resiliency Group to maintain a forestry sector section in the CSKT Climate Strategic plan. Forest Development is partnering with the Hi5 working group and the Crown of the Continent Ecosystem to establish a restoration plan for Whitebark Pine in high elevations around reservation. We are mapping and working with the SKC interns to help ground truth and tree data collection.

TRIBAL LANDS DEPARTMENT

The Tribal Lands Department worked on a wide variety of essential Bureau of Indian Affairs trust functions in Fiscal Year 2019 including probate case preparation and submission, recording of title documents, providing title information to trust land owners, assisting with mortgages, developing leases on Tribal Lands and doing field compliance for resource planning purposes and lease monitoring.



The department has 22 full time employees and five temporary employees. The work performed is funded by a combination of BIA Compact funds, Tribal funds and Grant funds. The functions range from inspecting

land, counting cows, mapping and managing noxious weeds, fencing construction and repairs, demolitions, land management, leasing, preparing wills, buying land, estate planning assistance, preparing gift deeds, and meeting federal regulations so Tribal and individual owned land can transition into trust status.

Even though, FY 2020 has proven to be a challenge due to the COVID-19 pandemic. The Tribal Lands Department compliance crew inspected over 500 leases. The inspections ranged from agricultural leases, homesite leases, Business leases, Range/ Grazing leases and trespasses throughout the reservation. The TLD field crew worked on fencing, mowing and demolition projects throughout the reservation. Approximately 15 miles of fence have been rebuilt and/or upgraded as a result of this Tribal partnership with the lessees under the Tribal Lands fencing agreements and grant funded projects. The field crew also mowed and maintained numerous Tribal properties and performed three demolition projects throughout the reservation. In addition, many agricultural lessees upgraded and rebuilt fences as part of ongoing fence maintenance. The Lands Department would like to thank the many lessees who act as stewards on Tribal land by repairing fences, treating weeds, and sustaining a quality land base.



The Tribal Lands Department continues to collaborate with Tribal Forestry, Natural Resources Department, MSU Extension, Salish Kootenai College, USDA programs and various other outside entities to identify and treat new and ongoing invasive noxious weeds management on the Flathead Reservation. Management of the invasive noxious weeds consists of herbicide treatments of 5,014 acres on six locations, 115 miles of Tribal roadways, 247 acres of grass reseeding, 10 biological control release points with approximately 7,500 acres of coverage, surveyed 47,000 acres of Tribal land for noxious invasive weeds.



Ann Miller, head of the CSKT Tribal Defenders office, meets with judge Brad Pluff.

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 2019, there were three appeals filed, no hearings. One opinion was pending with four appeals pending.

TRIBAL COURT

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

range of cases including both criminal and civil suits, traffic, fish and game, small claims, and Family and Youth Court cases. All of the Court's final decisions may be appealed and reviewed by the Appellate Court. The Tribes have jurisdiction over all enrolled members of federally recognized Tribes accused of criminal offenses occurring on the Flathead Reservation. The Tribal Court consists of Chief Judge Winona Tanner, Associate Judge David Morigeau, Associate Judge Brad Pluff, Clerk of Court, Chelsi Camel, Deputy Clerks, Malia Hamel and Lauren Lefthand, Tribal Court Bailiff Val Roberts, and Attorney Law Clerk Reagyn Germer.

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. This office 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. Beginning April 2020 the Tribal Defenders Office will be representing parents in child protection matters.

This year, the Tribal Defenders Office accomplished:

- **Community Outreach**
The Defenders Office organized the annual warrants court that allows people to clear warrants for unpaid fines followed by the annual community service day at Blue Bay. We hosted an annual open house that included presentations on Discipline and Policing in Montana's Public Schools, Co-Occurring Evaluations and Accessing Treatment, a Prosecutor's Perspective on Evaluations, and Culturally Competent Therapy.
- **Driver's License Restoration**
Since 2011, Tribal Defenders has helped restore more than 250 peoples' driver's licenses.
- **Civil Services and Pro Se Clinic**
Defenders represents Tribal members in landlord-tenant matters, consumer issues, some child custody, guardianships,

mental health commitments, adult protective services and jurisdictional issues. 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 staff, determine our clients' needs and assist them to access services.

- **The Flathead Reservation Reentry Program**

The Flathead Reservation Reentry Program continues to see positive life outcomes among our reentering clients. Still operating under a Second Chance Act grant from the Department of Justice, FRRP provides supportive services to returning Tribal members who struggle with co-occurring substance abuse and mental illness.

- **Collaborations**

Public Defenders best serve their clients through collaboration. Our 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. New

this year is the Child Protection Diversion Committee, an inter-departmental team of professionals seeking services to support healing for families in crisis.

Since the COVID-19 pandemic hit, our staff works hard to redefine holistic defense and find new ways to serve our clients in the new normal.

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 DEPARTMENT

The Tribal Probation and Parole Department consists of both adult and juvenile officers. The Department has eight fulltime employees that consist of three juvenile probation officers, three adult probation officers, one administrative assistant and one secretary/receptionist. The secretary/receptionist is also the restitution officer for the Tribal Court. This officer investigates and provides written reports for the Court when a restitution amount is in question and a defendant has been ordered liable for a loss by the Tribal Court.

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. The Tribal Youth Courts I and II were established with the adoption of the updated youth code in 2005. This code guides the Youth Courts and the juvenile probation officers in the daily operations of their jobs.

In 1990, the Tribal Adult Probation Department was established and consisted of two adult probation officers and a secretary. At that time, the juvenile probation officers were a part of the Tribal Court. In 1996, the adult probation officers and juvenile probation officers were combined under one department called, "Tribal Probation and Parole Department." The Department is under the direction of the Director of Tribal Probation and Parole.

Adult probation officers provide case management and community supervision to clients referred to the department for probation, parole or monitoring by the Tribal Courts. They also provide pre-trial supervision for clients referred for monitoring pending adjudication of their pending cases. The probation officers also prepare pre-sentence investigation reports for the Tribal Court when requested for sentencing recommendations.

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

TRIBAL 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 three licensed attorneys, one Deputy Prosecutor (Advocate), and four support staff. Our most recent hire is focusing on data entry and data management in our new practice management software, and also acting as a victim liaison. The victim liaison work is new to our office, and that individual will be reaching out to victims to keep them apprised of the status of the cases they are involved in.

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, 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.



EAGLE BANK

Eagle Bank opened for business on July 25, 2006. While most banks no longer provide small dollar loans or check cashing for non-customers, Eagle Bank prides itself in helping those customers who may be unbanked or underbanked by offering these services for all Flathead Reservation residents.

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

Eagle Bank continues to receive excellent exam ratings from the State of Montana and the FDIC. The bank also carries a Community Reinvestment Act (CRA) rating of OUTSTANDING. Less than 10 percent of banks in the United States receive a rating of outstanding. The CRA rating quantifies how well a bank is meeting its community's financial needs. Institutions with this rating possess an outstanding record of meeting the credit needs of their assessment area including low and moderate income neighborhoods. This is a very difficult rating to obtain and Eagle Bank is proud of this achievement. The assessment area for Eagle Bank is the Flathead Indian Reservation.

Bank consolidation and merger activity continues to impact both customers and the industry as a whole. Eagle Bank operates as a true community bank with employees who

know their customers well. The bank prides itself in quick underwriting decisions and excellent service with foremost attention to the customer’s financial well-being. Community banks such as Eagle Bank distinguish themselves through their understanding, flexibility and creativity in helping customers. Often, banks like Eagle Bank are able to assist customers larger banks are either unable or unwilling to help. Eagle Bank’s commitment to serving people is unwavering.

The Bank currently has ATMs at the main office, KwaTaqNuk 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 standalone ATM building in St. Ignatius that not only dispenses cash, but also accepts cash and check deposits.

As of December 31, 2019 our current customer base included:

- 967 checking accounts with a total balance of \$23.7 million
- 305 savings accounts with a total balance of \$1.3 million
- 142 certificates of deposit with a total balance of \$10.7 million
- 728 loans with a total balance of \$49.9 million

Our bank continues to grow on a conservative basis. Average assets for the past nine 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
- \$68.9 million for 2019

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

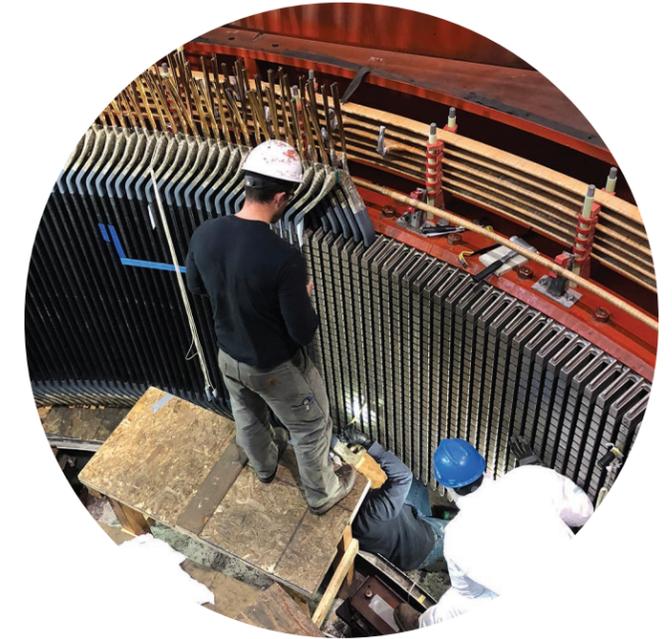
- \$515,143 in 2017
- \$935,319 in 2018
- \$1,168,444 in 2019

The lack of deposit fee income and lower 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 loan 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
- \$45.9 million in 2019

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 Sxʷnqʷels | Suwēc̓m / Ksukʷimumaʷ A·kaʷmukwaʷits, Incorporated, Energy Keepers Inc., 2019 was the largest net revenue year in the history of the corporation. EKI’s Board of Directors’ directives to grow the corporation through power trading for profit and selling SKA generated electricity in long-term fixed price contracts has led to the 2019’s financial success. In spite the year being the second

lowest, generation-supply year for the Selis Ksanka Qlispe facility, EKI was still able to realize tremendous revenue growth. In addition, all non-power operation constraints and objectives for the Lower Flathead River and Flathead Lake were met including flood risk management, irrigation, recreation and fisheries obligations.

A few FY 2019 statistics:

- EKI’s operating revenue increased by \$14.649 million, or 41.75 percent, over FY 2018, ending the year at \$49.73 million
- Power production was 901,889 MWh, down from FY 2018 production due to low water year
- Average wholesale electricity prices for FY 2019 were projected to be \$24.36, an increase 4.9 percent over FY 2018. Due to some volatility in the market the average price for the year increased 64.94 percent to \$40.18
- EKI paid \$18 million to CSKT for land rental payment for this fiscal year
- EKI’s net income for FY 2019 was \$5.47 million

Each year SKQ, like many hydro power plants, has only a small window to complete maintenance projects on their three hydro power generators. This window is from August to the end of November when there is only enough water left to run one of the three hydro

units. During fiscal year 2019, EKI completed a full rebuild of Unit #2 which included a rewind and core restack starting at the end of fiscal year 2018 and running thru the first quarter of FY 2019.

The rebuild marked the completion of the most complex Capital Improvement to date at the SKQ facility. The rebuild will allow Unit #2 of the SKQ Dam to run for another fifty years with regular maintenance. In addition, during the last quarter of FY 2019, EKI finished rehabilitation of one of the last major components of Unit #2, the replacement of an oil circuit breaker with a newer style SF6 gas breaker. You can think of these as large version of the breakers in your house these breakers protect the SKQ hydro units from large voltage issues on the power system and trip when there is a problem to protect the equipment. EKI continues the rehab and betterment of the facility to reduce the risk of unplanned outages and provide longevity of the facility for generations to come.



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.



S&K GAMING, LLC

Understanding the historic performance of our properties helps us navigate the future. S&K Gaming, LLC (SKG) was organized in 2006 under the laws of the Confederated Salish and Kootenai Tribes as a Tribally-owned limited liability company to provide general gaming management oversight. Today we operate businesses at Kwařađnuq Resort Casino (1992), Gray Wolf Peak Casino (2006) and Big Arm Resort (2015) offering a diverse portfolio of gaming, hospitality, and miscellaneous business divisions to generate shareholder value. SKG utilizes the historical business trends to shape future business decisions, leveraging our knowledge and industry expertise to move the company in a positive direction.

Strategic Highlights:

- SKG revenues remained consistent at \$22.7 million. We produced a net income of \$907,780 during FY 2019. A \$715,500 dividend payment was issued in February 2019, based on our FY 2018 net income. The distribution is an increase of 96 percent over the previous year’s dividend payment of \$365K to the Tribes. We derive a majority of our revenues, 74.5 percent, from the gambling segment of the business. During FY 2019, our gaming

division led all revenue growth with a \$327K increase year-over-year.

- SKG is required to pay a minimum of 60 percent of net income to CSKT annually.
- SKG paid \$1.73 million in interest payments during FY 2019. The majority to the Tribes and Tribal affiliate Eagle Bank.
- SKG continued to pay down debt early in 2019, paying an additional \$240,000 in principal payments on outstanding debt, above the requirement.
- As of September 30, 2019, SKG owned 62 gaming machines from Rocket Gaming Systems (20), AGS (20), Aries (14) and Bluberi (8). Ownership produces significant savings in lease expenses that would otherwise go to gaming manufacturers.
- SKG employs 176 FTE employees year-round and more than 225 during our peak season.

Big Arm Resort

Big Arm Resort now has in service 30 RV spaces, 20 cabin rental units, a full-service restaurant, marina slips, and marina gasoline service. Total revenues increased at the property over the prior year by more than \$126K, or 25 percent. Growth occurred in all business segments at Big Arm except the marina, which had a decrease of 10 percent.

Our restaurant operation is open year-round to provide quality food to the local community.

Gray Wolf Peak Casino

Gray Wolf Peak Casino (GWP) remains the largest casino in Montana, by both size and number of gambling machines. The property offers over 329 gambling machines now represented by seven distinct gaming manufactures to deliver a diverse experience. We are pleased to report that gaming revenues continue to grow year-over-year. Our Gross Gaming Revenue grew 3.6 percent year over year. By comparison, GGR on a national level climbed 4 percent for the last three years. Specifically, the Rapid City region (MT, WY, ND, SD) representing 36 operations grew at 1.5 percent from FY 17 to FY 18, the last reported data. GWP is positioned to lead the SKG family with a steady positive net income and offer many employment opportunities.

Kwařaq'nuk

Kwařaq'nuk (KTN) revenues remained nearly unchanged during the last 12-month period. The property remodeled and invested in the Falling Waters Sports Bar updating the restaurant amenity to allow for additional services and more efficient utilization of our workspace. The remodel allowed us to increase food and beverage revenues. Additional efforts were spent on rehabilitating our parking structure. The Kwařaq'nuk Resort

has been in service for nearly 27 years providing a unique hospitality venue on Flathead Lake. SKG will continue to invest in the property to address our current and foreseeable business demands.



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, missile systems, imaging systems and hundreds of thousands of individual warfighter products.

S&K Electronics, Inc. has been in business since 1984 and was incorporated under Tribal corporation laws in January of 1985. SKE has grown from a single 6,400 sq. ft. building to over 45,000 sq. ft. in three buildings located north of Pablo. S&K experienced over 20 percent revenue growth in the past two fiscal

years and is expecting another large growth year in FY 2020. S&K Electronics, Inc. ended FY 2019 with 73 benefit eligible employees and expects to have 15 percent employee growth in FY 2020.

S&K Electronics, Inc. was able to pay its second largest dividend to the shareholder (CSKT). The company constantly invests in state of the art technology and certifications to keep pace with the ever changing electronics market. Products must deliver on-time and must perform “The First Time and Every Time.”



S&K TECHNOLOGIES, INC.

S&K Technologies, Inc. (S&K) was established in 1999 and contracts with numerous federal agencies to provide a broad range of services in the fields of aerospace, information technology, engineering, security, and other professional support services. Some of S&K's current clients include the Department of Defense (DoD), Department of Energy (DOE), Federal Aviation Administration (FAA), US Air Force (USAF), Environmental Protection Agency (EPA), and the National Aeronautics and Space Administration (NASA), among many others.

◇ Tribal Affiliations (cont.)

While establishing a successful reputation for high quality products and services, the company has continuously restructured to allow opportunities for growth and enhance its ability to compete. Over the last 15 years, the S&K enterprise has become a holding company to nine subsidiary companies that continue to support federal and commercial clients around the world. These nine subsidiary companies are organized within three business units: Aerospace Services, Critical Mission Support Services, and Engineering & Security Solutions.



These business units work collaboratively and independently, leveraging corporate experience, efficiencies, and processes to provide the most cost effective and high-quality products and services for our diverse group of customers. This ownership structure gives S&K access to well established methods of corporate governance, infrastructure, financial support, and technical “reach-back” across the entire family of CSKT corporations. S&K’s unique ability to leverage the combined resources of these nine subsidiaries makes the corporation an extremely viable small business prime vendor/contractor with significant capacity to meet the requirements of large federal contracts in multiple markets. S&K’s vision is to be the premier tribal enterprise in the eyes of our customers, tribal

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 & Research, LLC
- S&K Global Solutions, LLC
- S&K Mission Support, LLC

Engineering & Security Solutions

- International Towers, LLC
- S&K Security Group, LLC

shareholder, communities and employees. Each year, we take great strides towards achieving this vision and 2020 includes significant initiatives to further obtain this vision. We are re-aligning our business development processes and methods in order to maximize on the certifications of our subsidiary companies. Further we are investing in infrastructure improvements to gain efficiencies and further scale operations. These steps, as well as our normal rhythm of pursuing and winning business, point to increased revenue growth and prosperity.

S&K and its subsidiaries enjoyed many great milestones in 2019, including the following:

- **S&K Federal Services, LLC, S&K Mission Support, LLC and International Towers, LLC received 8(a) Certification**
In 2019, S&K Federal Services, LLC, S&K Mission Support, LLC and International Towers, LLC received acceptance to the SBA 8(a) business development program. Participation in this 9-year program will enable these three firms to grow their capabilities and customers across the federal marketplace.
- **Moab Celebrates 10 Years of S&K Project Support**
As of 2019, more than 9.6 million tons of the estimated 16 million tons of mill

Tribal Affiliations (cont.) ◇

tailings have been removed from the US Department of Energy’s (DOE) Moab Uranium Mill Tailings Remediation Action (UMTRA) project site and shipped to the project’s Crescent Junction disposal cell. S&K Logistics Services has served as the technical assistance contractor on this project since 2009 with a focus on safety and environmental stewardship and will continue services through 2022.

- **S&K Support Services, LLC receives HubZone Certification**
In 2019, S&K Support Services, LLC gained HubZone status which will assist the firm in being able to acquire HubZone set aside contracts as well as to help fulfill subcontracting goals of large prime contractors.
- **S&K Receives NASA Safety and Health Award**
For the fourth consecutive year, S&K Global Solutions, LLC was awarded the Super Nova Safety and Health Award from NASA Johnson Space Center (JSC) Contractor Affairs Safety and Health Committee (CASC) and Contractor Safety and Health Forum (CSF).
- **S&K Technologies Acquires International Towers**
In January 2019, S&K acquired Tucson-based International Towers, LLC (ITL) (formerly International Towers, Inc.), an evolutionary communications firm on the cutting edge of digital TV conversion,

high-speed wireless networks, and advanced surveillance technologies. Together, S&K and ITL are expanding to help design new infrastructure for wireless broadband systems and build and maintain federal and commercial tower communications systems.



S&K BUSINESS SERVICES, INC

In 2019, S&K Business Services reported a sustained increase in revenue similar to that observed in 2018. This increase in revenue was largely due to the expanded storage facility, located next to our Business Service Center. Looking to the forthcoming decade, S&K Business Services will be focused on the mission statement of the Corporation: To promote economic independence by maximizing economic opportunities for the Tribes and the Tribal Membership in a culturally appropriate manner. The Corporation will be expanding its capacity to provide business and technical assistance to our clients, partners and other CSKT entities.

Sovereign Leasing & Financing Inc., a division of S&K Business Services, continued to provide support for Tribal owned businesses in the Mission Valley. Numerous local businesses and entities utilized our lease financing option to expand their facilities

• **S&K — By the Numbers;**

- » \$46.9M in dividends delivered to CSKT by the end of 2020
- » \$7M declared dividend in FY 2020
- » \$8.5M dividend in FY 2019
- » Over \$500,000 of awarded scholarships and community donations
- » 22 enrolled tribal members and descendants
- » 67 SKT Inc. corporate employees
- » Over 1,000 total employees worldwide
- » 10 Limited Liability Companies under the Corporate Parent
- » 22 offices and project locations in 13 states and in Saudi Arabia

and create new avenues for commerce. The company also provided technical assistance to 22 local business owners and prospective business owners. This resulted in a total of 35 jobs created or retained and a total of \$207,946 in private sector investment and \$87,350 in public sector investment.

The Boulder Hydro Plant continues to support our economic development initiatives. The power plant produced 1,064,640 KWH of electricity in 2019. Looking forward to 2020, infrastructure upgrades will be made to the powerplant and substation that should increase the power production of the facility by up to 30 percent. The project has been producing electricity since 1984 and is certified as a low impact hydroelectric facility by the Low Impact Hydropower Institute, one of only 169 similar projects certified in the United States.

In November, 2019, Sam Wall became the new General Manager of S&K Business Services. Mr. Wall recently graduated as a Master of Environmental Management from the Yale School of Forestry and Environmental Studies (FES), even more recently renamed the Yale School of the Environment. The areas of focus during the tenure of Mr. Wall’s FES studies were Business, Finance, Energy and Sustainability. He is also a proud alumnus of Salish Kootenai College, where he earned a Bachelor of Science—Hydrology.

Syaʔpəqéyɩnɩ xʷɩ ʔesél sʔíjálɩm



Celebrating the Two Circles:
Gratitude for the Past - Hope for the Future
40th Anniversary Council
Traditional Circle of Indian Elders and Youth Gathering
2017



CONFEDERATED SALISH AND KOOTENAI TRIBES OF THE FLATHEAD NATION

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Annual Report

2019-2020