

Annual Report

2020-2021



CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION



OUR VISION

Maintain Traditional Principles and Values

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

OUR MISSION

Be Guided by Traditional Principles and Values

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



Total Enrolled Members

5,291 living on-reservation (as of June 30, 2021)

EXPLORE

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◇ Letter from the Chairwoman



Shelly Fyant
Chairwoman

2021 was an extremely busy year with the ongoing pandemic, Tribal government reorganization, and Council initiatives.

While we are not out of the woods yet with the Coronavirus pandemic and new variants, Tribal Health staff worked diligently providing vaccinations and COVID-19 tests along with steady education and outreach efforts. CSKT continues to enforce masking and social distancing protocols in all Tribal buildings to prevent further spread. We should be proud that we took into consideration the whole Flathead Reservation community during this challenging time and worked side-by-side with the Lake County Public Health Department.

Council undertook a reorganization in an effort to improve efficiency, accountability and customer service to the membership. Directors will oversee Financial Management, Administration, Tribal Member Services, and Tribal Resource Management, which will supervise the majority of tribal operations once fully implemented.

Council undertook priority planning sessions in anticipation of the American Recovery Plan Act (ARPA) funding, water compact implementation and the U.S. infrastructure bill. To date, initiatives

have been approved for language and culture; homelessness; food security; addiction; mental health; earning opportunities and jobs; economic development, entrepreneurship and business ownership. Still to come are resolutions addressing Elders services and Lands. These resolutions fit into strategic focuses set by Councils in 2016, which are Cultural Perpetuation, Health & Wellness, and Economic Development.

Council shifted their energy to focus on policy and code review. To that end, we revised the Personnel Ordinance (now 69D) and passed the Cultural Waterways Ordinance (our tribal version of the Wild and Scenic Rivers Act) to protect the Flathead River. The Lands Ordinance is in final review stages. Next on the list is the Probate Code, a Dog Ordinance, and the Mental Health Code.

The world is dealing with a pandemic, climate change, a biodiversity crisis, and social justice issues. CSKT is doing its part in each of these areas thanks to our dedicated staff. With improved communications via “Council Dispatches” and listening sessions with staff, our goal is to improve governmental services.

We continue to move forward with the Tribes’ mission and vision honoring the traditional values and principles our Ancestors instilled in us. That “Indian privilege” will carry us through the most difficult of times and we will persevere as we have for generations.

Keep the faith,
Shelly Fyant, *Chairwoman*



Anita Matt
Vice-Chairwoman
Dixon District
Term Ends: 2024



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



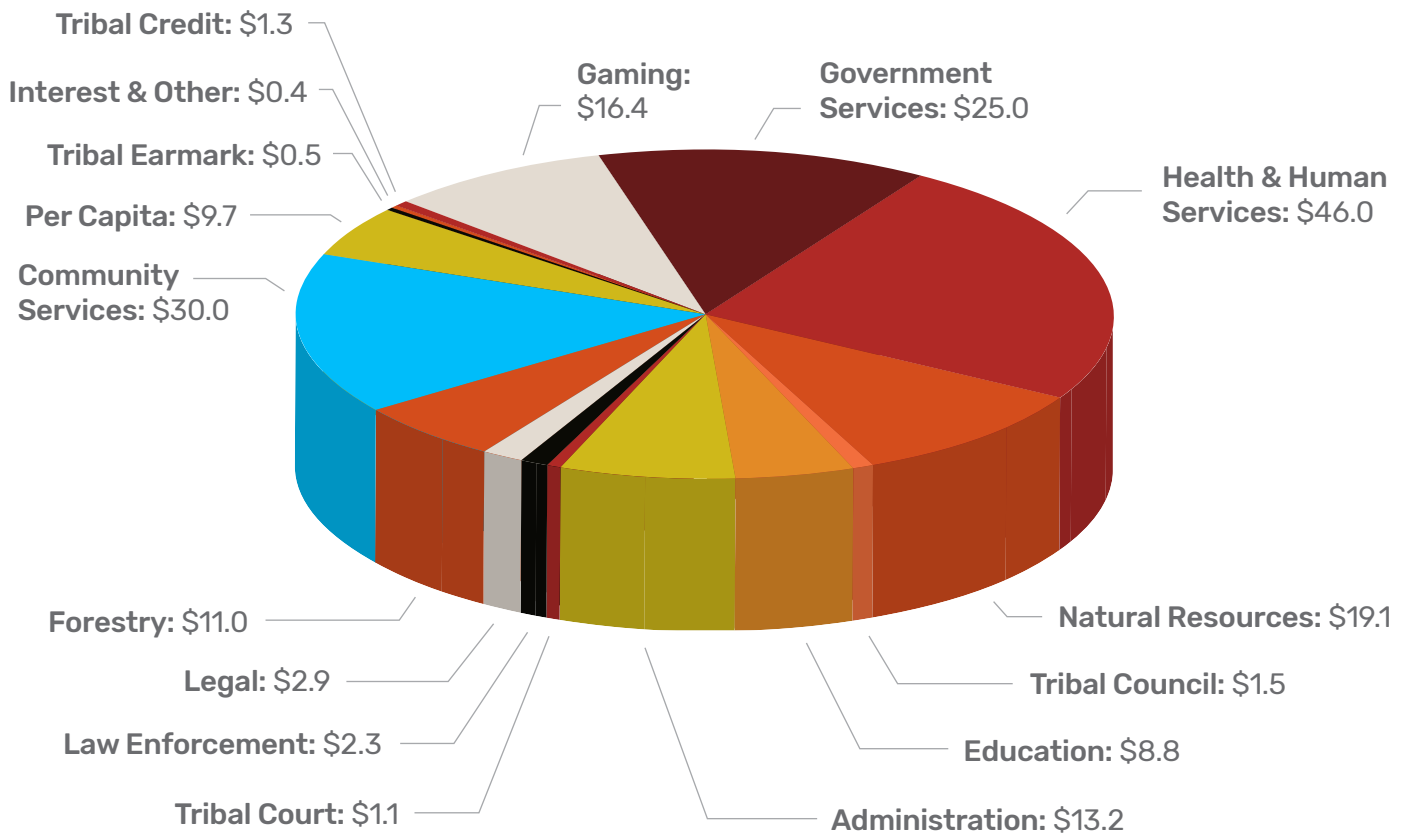
Charmel Gillin
Polson District
Term Ends: 2022



Mike Dolson
Hot Springs District
Term Ends: 2024

\$189.2M Primary Government

FY 2020 (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.



Raising of the flag at the Bison Range transfer, restored to CSKT in December.

TRIBAL ECONOMIC DEVELOPMENT OFFICE

The Tribal Economic Development Office, EDO, focuses on the recovery and revitalization of the Tribal economy impacted by the global health pandemic. As directed by Tribal Council, they administered a \$2.26 million Business Relief Grant program supported by CARES funds. With the support of Business Advisors, S&K Business Services, and the Contracts and Grants Department, 110 grants were awarded to Tribal member businesses impacted by COVID-19.

Early on, EDO adopted Tribal resiliency initiatives including shifting to digital platforms and hosting virtual meetings and

trainings to assist Tribal members. Office staff participated in the FCC licensing process to access broadband spectrum for CSKT's future needs. They also combined forces with the Homelessness Task Force to respond to supportive housing needs and new housing opportunities, another CARES priority for the Tribal Council. They participated in the planning of other initiatives including the Bison Range transfer, property development, tourism, workforce development, food security and agriculture production.

EDO maintains collaborations and partnerships with area development organizations and planning groups.

Activities in 2020 and early 2021:

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

Progress:

- Received funding from the Administration for Native Americans to continue the 5th year of CSKT's five-year, \$996,000 Sustainable Workforce Enhancement and Entrepreneurship Initiative.
 - » The Workforce Enhancement Coordinator helped 27 Tribal members complete career "blueprints," a "first-steps" plan for finding employment, or the training needed for higher wage jobs. Stipends (\$25 each) were given to clients who complete an intake survey. \$50 stipends were given to clients who follow-up with our office six and 12 months later to report on their employment status and employment and training needs.
 - » To address barriers to employment and training, the Coordinator provides bus passes, phones and phone minute cards for interview callbacks, textbooks, scrubs, work boots and more for qualifying Tribal members.
 - » 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 four years, the Director worked with Salish Kootenai College to develop curriculum and offer more affordable, stackable, training certificates in Health Care, Hospitality, Sports Officiating, How to Start a Day Care and Building Trades—all of which are now offered at SKC. Unfortunately, some of these courses were canceled in 2020 due to the pandemic.
- » 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 – On top of the \$2.26 million in Business Relief grants to 110 Tribal member-owned businesses

impacted by the pandemic, the EDO Planning Director also continued the small grant program for Tribal entrepreneurs, awarding grants ranging from \$6,200 to \$7,000 each to eight Tribal member-owned businesses in early 2021. The Planning Director also worked with the State of Montana’s Indian Equity Fund to award larger grants to four additional Tribal member-owned businesses.

- Other work by the Planning Director included coordinating free business basics including social media marketing, bookkeeping fundamentals and tourism itinerary planning. Multiple Tribal Cattle Producer meetings were held to provide information about grants, technical assistance, and marketing opportunities. A consulting firm was hired to promote Business Relief grant opportunities in the Fall of 2020, and write feature articles about 56 Tribal member owned businesses which have been published weekly in the Char-Koosta News.

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:

- Worked with the Vibrant Tribal Economies Assistant in FY20 to work on the tourism issues and sponsored the annual mid-year meeting between the

Shareholder representative and all six Tribal for-profit corporations.

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

Progress:

- Work continues on food sovereignty, hemp regulations and other Tribal Council priorities.

5 Goal: provide community wellness, recreational, and cultural facilities that support traditional principals and values.

Progress:

- Coordinated with the Ronan Community Center Development Committee and consultants to plan a new Tribal health center in Ronan, scheduled for construction in 2021.

6 Goal: Research and plan for the best use of Tribal and reservation assets, aligned with the cultural values of the Séliš, Ksanka and Qlispé People.

Progress / The Planning Director:

- Worked with the CSKT Homelessness Committee to purchase and remodel the Starlite Motel, now known as the Morning Star, in Ronan to provide 14 apartments for homeless individuals in need of permanent, supportive housing with wrap-around counseling services.

◇ Economic Development *(cont.)*

- Completed an update of CSKT's Comprehensive Economic Development Strategy with S&K Business Services staff and others.
- Completed a Feasibility Study and Business Plan with a consulting team for vacant Tribal property west of Polson.
- Purchased seven manufactured homes and worked with the Salish and Kootenai Housing Authority to complete infrastructure upgrades for placement and occupancy at the Maggie Ashley Trailer Court and at Kicking Horse.
- Managed the contract for the sewer and water system upgrade project at the Kicking Horse Job Corps Center and created 13 new potential lots for home site development.
- 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 worked with the Northwest Area Foundation to complete a Draft Plan for Renewing a Self-Sufficient Tribal Economy. The objectives of this plan were incorporated into the newly adopted CSKT Comprehensive Economic Development Strategy.
- The Office continues to evolve in program development and Tribal engagement. Please visit the Facebook page or CSKT Economic Development for more information on EDO activities and events.

TRIBAL CREDIT

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.

Mission Statement

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

Objectives

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

What we offer

- Personal Short Term loans — Up to \$7,500 OAC.
- Educational Loans- amount depending the unmet need.
- Mortgage loans — Up to \$400,000
 - » Fee Simple
 - » Improvements on CSKT Lease lots
 - » Individual Trust
 - » Home Equity
- Business and Ag loans — Up to \$400,000
- CSKT Enterprise loans — amount depending the need

Short-Term Loans

- » 1,632 loans
- » \$7,410,717.18

Long-Term Loans

- » 500 loans
- » \$37,797,450.23

Educational Loans

- » 187 loans
- » \$1,756,297.68



Opening of Three Chiefs Culture Center, Museum & Gift Shop.

TRIBAL EDUCATION DEPARTMENT

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

The Tribal Education Department provides services to Native students, their families, and local schools. Parent and student advocacy is available for students and their families at all

local and Tribal K-12 schools on the Flathead Reservation. 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. Cultural activities are offered throughout the school year for students, their families, and the local communities.

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.

As a part of our professional development for our local schools, we come together to build their cultural connectedness to Native students and enhance their cultural understanding. Due to COVID-19, our Tribal PIR (Pupil Instruction Related) Day 2020 was converted entirely to a web-based event that was available to local teachers online for three weeks instead of a single day, with the focus of presentations around restorative practices. We had 417 school personnel register who earned 342 OPI Renewal Unit certificates. Tribal PIR Day offered 25 separate sessions that included four hands-on sessions. Tribal Education will offer this same online format for our 2021 Tribal PIR Day to local teachers.

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, also known as Tribal Education advocates, focus on building relationships between Tribal

families and all of our local and Tribal 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.

The Johnson O'Malley (JOM) Program is coordinated through the Tribal Education Department, these funds come directly through CSKT. Tribal Education sets each Indian Education Committees (IECs) budget according to the total number of qualified JOM students in each school. To qualify for JOM, 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 assist each IEC to manage budgets, recruit parents, and explore options that meet the parent needs for their eligible students throughout each district.

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 that serve both the

◇ Education *(cont.)*

school and Title VI IEC as a liaison for support and resources from CSKT.

Higher Education Scholarship Program

The Higher Education Scholarship is available for any CSKT enrolled member who is interested in pursuing a college degree or certificate from an accredited postsecondary institution. During the 2020–2021 academic year, there were a total of 212 students that applied for our scholarship and 147 were funded, for at least one term. Students are attending 39 different colleges throughout 13 states. The majority of students who apply for the higher education scholarship, attend Salish Kootenai College, followed by the University of Montana.

Three Chiefs Culture Center, Museum and Gift Shop

Three Chiefs is owned and operated by the Confederated Salish and Kootenai Tribes. The Center was a dream brought forth to create a place to share the stories, histories and lifeways of the Bitterroot Salish, Pend d'Oreille, and Kootenai tribes; a place where tribal and non-tribal people come and learn through museum exhibits, presentations and engage in cultural activities; a place where people can buy authentic Native made products from the gift shop. The center has also been blessed to house and care for tribal artifacts in a small repository.

The mission of The People's Center was to provide public education on aspects of traditional lifestyles and histories of the Salish, Kootenai and Pend d'Oreille peoples as sanctioned by Tribal Elders and the Culture Committees.

The People's Center building in Pablo was burned due to arson on September 6, 2020. It was a devastating loss to all our staff, tribes and communities. The fire was started in several rooms of the center, unfortunately the repository sustained massive damage and a majority of the collection was lost. We were able to recover many articles from under the ashes. The artifacts in the museum were spared from the actual flames and were recovered with some heat, soot and water damage. We are currently working with professional conservators to clean, care for and restore these items.

We are leasing the original Allard restaurant building in St. Ignatius and have opened a new gift shop, education programming and will be opening a new exhibit gallery/museum here.

After careful thought and respect for our three tribes, we proposed to change the name of The People's Center to "Three Chiefs Culture Center, Museum & Gift Shop." We chose this name to represent all three tribes that Tribal Council approved.

Our staff continues to seek guidance from Tribal Elders and Culture Committees for all we do.

The Three Chiefs Culture Center currently employs a full time Program Manager/ Director who oversees all operations of the Center, a full time Education Coordinator, a full time Gift Shop Manager and a full time Curatorial Technician. We also hire a seasonal Gift Shop Clerk, College interns and summer youth who all contribute to the education and outreach of the center's programs.



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, elders 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 xʷí qe nuwewlštn, Qe es lemti xʷí
Qe sccmelt, Qe es lemti xʷí 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 makes a concerted effort to recruit, retain, and engage exceptional faculty, staff, and students. We are proud of the accomplishments of our SKC community. In the face of a worldwide pandemic, SKC continued to meet its mission with new initiatives and programs to support students and the CSKT reservation community.

Some noteworthy accomplishments include:

- Implementation of the CSKT Culture and Language Program under the direction of the two CSKT Culture committees
- Implementation of a Salish Language Teacher Education Program
- Approval from the Northwest Accreditation of Colleges and Universities to offer online degree programs
- New Organizational Chart
- Development of the first MS Degree in Natural Resource Management

SKC 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 SKC. The Foundation builds private financial support 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. 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)

Our school community has been greatly impacted by the COVID-19 virus. To better protect our students, educators and their families, Two Eagle River School has taken steps to help achieve a higher level of protection. Like the community we serve, we want to protect our elders and their households from as much risk as possible. Like other schools, we have watched as outbreaks hit our households despite our efforts. The loss of another elder is not acceptable. While we waited for more people to get the COVID-19 vaccine, we chose to reduce the risk of further exposure by canceling the sports season in hopes that these sacrifices today will offer that much more protection for our vulnerable individuals tomorrow.

The decision was brought to the school board, which supported the steps.

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



Creation of additional Séliš-Qlispé signs through funding from the Montana Indian Language Program (MILP).

KOOTENAI CULTURE COMMITTEE

Ksanka Community

Ever since the Kootenai Culture Committee was established in 1975 the mission has been to preserve and perpetuate the traditional language and culture of the Ksanka people. This includes identifying, gathering, preparing, and storing all the traditional foods and medicines as well as carrying on all the ceremonial practices and all of the worldview values that go along

with it. Of utmost importance is knowing the Ksanka language and songs that go along with all of the traditional practices. All of the above is what defines us as Ksanka people. The Ksanka language apprentices play a critical role in the survival of the Ksanka culture. The few fluent speakers and the KCC Linguist are what stands between us and language extinction.

Pandemic

The stated mission of the Kootenai Culture Committee is to perpetuate the Ksanka way

of life. An important aspect of perpetuation is the community way of doing things. Gathering together to do these things is as important as the acts themselves. To share knowledge with the group in a community setting was standard practice for centuries. Then along came COVID-19.

The year 2020 will be marked as one of the most challenging times of adjustment to the Ksanka people and therefore to the Kootenai Culture Committee. Every aspect of Kootenai culture that had previously been practiced by the group was stopped. This basically meant that all traditional practices had been put on hold since the pandemic began in late 2019 and throughout 2020. For KCC this meant the cancellation of the Ksanka Elders Advisory Board monthly meetings and all the culture camps that happen each year. For the community it meant the cancellation of the annual ceremonies including the Standing Arrow Powwow and the unplanned community gatherings for wakes and funerals. Families who previously had been accustomed to support from the entire community, during a time of ceremony or loss, were encouraged to limit their gatherings to immediate family in their own homes. The Ksanka community hall was closed except for single family units for one-night wakes with no kitchen service available. Cremation and small single-family burials became common.

For KCC the Ksanka Elder Advisory board meetings were canceled for several months until the Elders were able to use laptop and home computers for Zoom meetings. In the beginning of the pandemic most of the elders stayed home and away from public places. KCC staff checked on them daily via phone or text messages and did shopping and home deliveries of groceries, medicines, and any other household needs. Keeping the elders safe during the pandemic was the number one priority for KCC staff. This also required staff to diligently abide by all the safety protocols put forth by the Center for Disease Control. Additionally, the delivery service was provided to any community member who felt unsafe in public places. Masks, hand sanitizer, and social distancing became the norm for the Ksanka community for much of 2020 and into 2021.

Recovery

The Ksanka community did not go unscathed from the pandemic as community members, including cultural leaders, became victims of COVID-19. As the year wound down and protocols to protect people from illness appeared to have moderate success, the cultural need to resume traditional practices of gathering in groups began to influence the Ksanka community. As stated in the beginning, gathering is an essential component of Ksanka culture and it will become imperative that it continue, which

◇ History & Culture *(cont.)*

will require individuals to make responsible decisions about not participating in community gatherings if they are feeling any sickness at all. Even that will not eliminate the possibility of disease spread as asymptomatic individuals may be present.

Gathering the traditional foods and medicines will have to begin with small manageable groups. Ceremonies will also have to be cautiously opened to small groups.

The Ksanka language Apprentices continued holding classes throughout 2020 via Zoom and in outdoor social distanced settings strictly observing the CDC protocols. Their role in the survival of Ksanka culture required it. Precautions will have to continue into the future. A new way of defining health safety has become the norm and a community shift in attitude towards our own safety and ensuring the safety of others is gradually taking place. It is a necessary shift in order for Ksanka culture to survive into the future. The small Ksanka population and number of fluent and emerging speakers of the language isolate has required a huge paradigm shift but our staff remains committed to the Kootenai Culture Committee mission.

SÉLIŠ-Q'ISPÉ CULTURE COMMITTEE

*Qe es nte qeqs čštím, qeqs k'w'łqeyx'w'm, n'e
taqs hoy, taqs oóst
łu sqlix'w'ł nk'w'ulmis, łu nuwewłštis, łu qe
x'w'łčmusšn.*

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

In the mid-1970s, the Confederated Salish and Kootenai Tribes established Culture Committees, 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-Q'ispé Culture Committee (SQCC), reclaiming our own names for our

people — the Séliš, usually anglicized as Salish, and Qlispé, 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 *Qlispé*.)

Under the guidance and direction of the Séliš-Qlispé Elders Advisory Council, the SQCC had in 2020 eight full-time employees, as well as a Longhouse caretaker (under CSKT maintenance). The SQCC language program also had a language teacher provided through a coordinated program with Salish Kootenai College, and through a combination of SQCC and SKC resources, 17 full-time Salish language apprentices.

In 2020, the SQCC — like all CSKT departments — had to find ways to continue our work through the pandemic. This not only meant working from home, as many Tribal employees have done, but also somehow meeting the Culture Committee’s obligation to ensure the continuance of our cultural ways. Many of our most important cultural and spiritual activities involve gathering together as a people and a community. Last year, for the first time since perhaps the epidemics of smallpox, we could not do that safely. We therefore encouraged people to do certain things — visit the Medicine Tree,

dig bitterroot, and harvest other foods and medicines — on their own or as small family groups, while giving our support to one another through prayers and with the aid of modern technology. The pandemic did force us to cancel altogether some of our important annual events, including the Language and Culture Camp, the Stevensville pilgrimage, and the Woodcock-Incashola feast. Likewise, CSKT and other departments also canceled Tribal events in which the SQCC usually takes part, including River Honoring, PIR day, Lake Honoring, and People’s Center Native American week. The Longhouse was closed, and wakes were restricted to immediate family and limited to a single night. SQCC put together guidelines, and provided sanitation and protective equipment, to make possible for limited use of the building.

We continued to check in on and consult with our elders throughout this difficult time, reminding them of how our work depends on their continued help and involvement. We provided them with meal kits and facilitated the distribution of bison meat that was donated by Roam Free Bison Ranch.

By the end of the year, we had succeeded in holding our first Zoom elders meetings, an amazing example of using these new tools to serve an old cultural purpose: gathering our elders to seek their guidance and direction on a wide range of issues and projects.

◇ History & Culture *(cont.)*

We are deeply grateful that due to the prayers of many and to the skillful, wise action taken by Tribal Council, Tribal Health, Tribal Maintenance, and our staff, no members of the Séliš-Qlispé Elders Advisory Council have been lost to the virus. However, our staff and community were shocked and saddened by the passing in December of our longtime staff member Alan “Chauncey” Beaverhead.

Despite the pandemic, the SQCC completed a number of milestones in 2020:

Salish Language Work

The language is central to who we are as Séliš and Qlispé people. We 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 2020, Séliš Senior Translator and Language Advisor Shirley Trahan continued to create bilingual transcriptions of our recordings of elders. These transcripts are the heart and soul of everything we do, whether in language, culture, history, or ethnogeography.

Other language work in 2020:

- Despite the pandemic, we made great progress with the SQCC Language Apprentice Program, an intensive, full-time adult instruction program using our fully developed curriculum. In 2020, we had 17 apprentices — five new apprentices in a beginner class, and twelve who have worked through our intermediate class. Because of the health emergency, classes were held online in a Google Classroom environment five days a week. This program is also 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 accomplished many language projects under funding from the Montana Indian Language Program (MILP). Among these projects were:
 - » Eight Salish language posters: weather, colors, inspirational, basic words, basic foods, numbers, seasons and body parts.
 - » Four online language presentations that provided insight into Salish grammar and curriculum development.

- » The grant is also funding the graphic design, manufacture and installation of the latest in the Séliš-Qłispé Ethnogeographic Signs Initiative (SQESI), this one a three-panel sign about Snyełmn Čłčewm u Mq̓moq̓w (Mission Valley and Mountains).
- The SQCC responded to many language inquiries from other Tribal departments and from individual Tribal members, and attended to certain cultural matters when asked.
- We also continue to assist language efforts in public schools, Nk̓usm, Es K̓?almi Nuwewłštn (language nest), Two Eagle River School, SKC, and other organizations and for individuals, as well as programs of other indigenous communities.



Historical Collections Management

SQCC work in Historical Collections Management also continued in spite of the pandemic. We were able to continue our research, providing information and access, and outreach and consultation, mostly by conducting meetings and communications through zoom, email, and phone:

- Networking and consulting with other repositories, historical societies, museums and educational institutes have provided deeper insight to the necessary management and practice of our historical collections as we progress and advance in the digital world. This has included the University of Montana's Anthropological Collections Facility, Mansfield Library & Special Collections, and the Heritage Collections Board. These working relationships and consultations give the SQCC the opportunity to both advise UM, and to learn from them.
- Curation and management of private collections of historical photographs, cultural collections, video and audio recordings that have been donated to the SQCC.
- Assisting Tribal members in researching family genealogy, and assisting other CSKT departments and local schools in research of historical records and photographs.

◇ History & Culture *(cont.)*

- Worked with Washington State University’s Sustainable Heritage Network on research, digitization of historical documents and photographs, and uploading them to the Séliš-Qłispé page within SHN’s Plateau Peoples Web Portal.
- Pursued long-term goals of digital stabilization of existing collections, which continue to grow.

Tribal History and Ethnogeography

2020 Presentations

- “Séliš-Qłispé Perspectives on the Climate Crisis,” CSKT Climate Change Advisory Committee, December 2019.
- “The Confederated Salish & Kootenai Tribes and Highway 93: A Brief Review,” CSKT, MDT, and consultants, June 24, 2020.
- “Where We Live,” Salish Kootenai College in-service training, Sept. 4, 2020.
- “Continuity through a Time of Upheaval: Tribal History in Western Montana, 1700-1805,” Travelers Rest State Park, October 6, 2020.
- “Bringing Tribal Voices into Public Spaces,” Grant Creek Trails Association, Nov. 19, 2020

2020 Publications

- Two essays on Séliš-Qłispé history in relation to Nłʔay (Missoula area) for Missoulian special publication marking 150th anniversary of the city “Place of Small Bull Trout: Tribal History from the Beginning to 1870,” and “Tribal Continuance through a Time of Transformation: Missoula and the Séliš and Qłispé People, 1870-2020.” September 2020.
- “Indigenous Peoples and Forests,” a 5,500-word, footnoted essay to be published in 2021 as part of the Montana Forest Action Plan.
- Continued distribution to schools and individuals of “A Portfolio of Maps and Signs,” 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.”
- Fully illustrated brochure, “Sk^wsk^wstúlex^w | Names Upon the Land: The Séliš-Qłispé Ethnogeography Project.”

2020 Sign Work

- Signs in the Séliš-Qłispé Ethnogeographic Signs Initiative (SQESI):
 - » “Nłnetk^w: Rock Creek and the Séliš and

Q̄lispé People.” Installed by Five Valleys Land Trust, spring 2020.

- » Completed draft of a three-panel set of SQESI signs, “Snyel̄mn Čłčewm u Mq̄wmoq̄w | Mission Valley and Mountains,” to be installed in spring-summer 2021.
- » Provided Grant-Kohrs National Historic Site with a new version of the SQESI sign, “Ncq̄wełstétk̄w | Flint-Stuck-in-the-Ground Waters, Upper Clark Fork River,” to be installed in spring 2021.
- Other interpretive signs and sign-related work:
 - » “Gathering at the Place of Little Bull Trout.” Installed by Missoula Downtown Association outside new Missoula Public Library, January 2021.
 - » Re-installation of SQCC-MDT historical sign just south of Arlee along Highway 93, “The Salish and Pend d’Oreille People and the Jocko Valley.”
 - » “Julia Grant Higgins and the Origins of the Place-name ‘Missoula.’” Sign completed, awaiting approval of MOA with Grant Creek Trails Association.
 - » Participated in planning and development of downtown Missoula Interpretive Trail.
 - » Continuing to work toward development of SQCC interpretive signs near former site of Rattlesnake Dam.

- » Rewrote panels for exhibit on Indigenous art at Travelers’ Rest State Park.

2020 Web-based Work

- Expanded ethnogeographic content on the SQCC section of the CSKT website, including working with David Rockwell and CSKT IT to develop and launch a page that provides locations of all existing signs that are part of the Séliš-Q̄lispé Ethnogeographic Signs Initiative (SQESI).

Research

- Developed plan for digitizing history documents for SQCC projects.
- Developed and provided to WSU/ Sustainable Heritage Network a highly detailed, prioritized list of historical maps at the National Archives that SQCC needs to obtain digital copies of.
- All Séliš-Q̄lispé images at Museum of the Rockies.
- Worked through 35 flash drives to organize maps developed by Michael Louis Durglo, Sr.
- Developed 14 topical lists of maps held at the National Archives, prioritized for research and reproduction by WSU’s Sustainable Heritage Network.

◇ History & Culture *(cont.)*

Assistance & 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 consulted with and provided cultural, linguistic, historical, and geographic information to individual Tribal members and a variety of non-Indian agencies, organizations, and individuals, including Missoula County, Missoula City Council, a number of public schools, the University of Montana, the Environmental Protection Agency, the Bison Range, CSKT undergraduate and graduate students, Five Valleys Land Trust, the Nature Conservancy, and the Montana Forest Action Advisory Council.

- Issues included:
 - » CSKT co-management with Nature Conservancy and USFS of the area around Nt̓iqps (Wilbur's Meadow) by Placid Lake, and more broadly restoration of Seeley-Swan-Blackfoot drainage systems.
 - » Cultural mitigation related to the Anaconda/ ARCO/EPA Superfund Site. SQCC produced a detailed, illustrated project proposal in June 2020.
 - » Renaming of the Mullan Area as Sx^wtpqéyn (Place Where Something is Cut Off and Tapers to a Point) (consultations with Missoula County).

- » Renaming of Higgins Bridge as Beartracks Bridge (consultations with Missoula County and Missoula City Council).
- » SQCC provided land acknowledgment phrasings to many educational institutions, organizations and governments.
- » SQCC participated extensively in CSKT meetings relating to the Bison Range.
- » SQCC participated extensively in CSKT meetings on development of an Institutional Review Board policy and ordinance.

Ýe Seliš u Qlispé nk^wu?ulmis u tsq̓si, ýe nuwewlšti?is, snunx^wene?entis u l nčawmn nk^wtnaqsm ýe l sqlix^wulex^w. Ýe tam tsq̓si ec̓xey qe snunx^wenetn, esya? ec̓xey qe n eptmntm, ec̓xey sc̓k^wul̓s u suyapi u ýe Amotqn sx^wk^wul̓ms ýe x^wl̓ sqelix^w, ec̓xey ta qe es k^wup ls u x^wl̓ qeqs nk^w x^wuym u qe cuut ýe sqelix^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?elsms
 qs yo?nu?unms u qe p^wx^wp^wx^wot sm^wim^w?is.
 K^wem^wt u l scx^wlx^w?ilts ta l čeñ qeč^wey u qs
 m^wim^weye?m u sx^wsix^wlts esya? u es miste?es.
 Tma x^wí šey^w m ix^wete ýet x^wa m qe es
 ti?amstem u esya? u sm^wim^w?s, m es qeyq^wey.
 M qmintm ýe l sqelix^w sm^wim^weye?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?ul^wmis u
 sqelix^w tsq^wsi, u nča?awmis. Ýe tí qe es k^wul^wi
 nem esya? u es nte qs yo?nu?unms u qe
 nk^wul^wmn, nem yo?nu?uys. Ýe qe sx^wsix^wlt u
 nex^w sx^wsi?ix^wlts, nem yo?nu?uys esya? ýe tí
 qe es k^wul^wm. 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-Qíispé 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 Tribal Historic Preservation Office, department employees have increasingly built capacity and capabilities over the years. The Preservation Department collaborates with the culture committees and elders to protect Tribal cultural resources. Utilizing a blend between traditional knowledge and modern archaeological methods, staff members continually work to safeguard CSKT cultural resources.

Working through multiple policies such as the National Historic Preservation Act and CSKT Cultural Resource Protection Ordinance 95, the Preservation Department regularly conducts agency consultation, surveys, project monitoring, research and database management, and administrative functions. Almost all work duties are tied to protecting CSKT's sacred or archaeological sites, traditional use areas, and place-names. Consultation is initiated when federal undertakings are to occur and may impact areas within CSKT's aboriginal territories. This triggers a detailed review of in-house databases (site forms, reports, oral histories, newspapers, etc.) Based on the research results, ground verification and

◇ History & Culture *(cont.)*

surveying may also take place. After the findings are determined, the Preservation Department and CSKT Leadership consult on management recommendations.

Flathead National Forest, research regarding aboriginal territory, Jennings signage, and more. The Preservation Department is also looking forward to various incoming projects and contracts projected for 2020-2021.



Maintaining ten staff members throughout 2020 into 2021, the Preservation Department had a very productive pandemic-influenced year. Preservation Staff executed multiple contracts off-reservation related to cultural resource inventory and monitoring. Some of the more notable projects included maintaining cultural clearance applications, Anaconda Smelter Project, BPA Power line (Anaconda-Hot Springs zone) survey and monitoring, Rogers Pass mitigation, Hungry Horse ethnobotany research with



DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

DHRD is a one-stop Department that serves families with five Divisions (Finance & Grants, Community Support, Elderly Services, 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, LIHWAP, 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 and live within the reservation boundaries. Vocational Rehabilitation provides work/training and educational assistance as well as OJT experience for those that are disabled who qualify.

DHRD provides transportation services to disabled, elders, low-income and those that will pay the fee to ride. Our Elderly services

Services *(cont.)*

program provides two healthy nutritious meals per week, elder care services, wood, snow plowing, and 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 that 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, basic mechanical/vehicle repair to doing homework.

TRIBAL HEALTH DEPARTMENT

In 2020, Tribal Health was on the frontlines keeping the Confederated Salish and Kootenai Tribal community healthy and safe during the COVID-19 worldwide health crisis. Tribal Health helped shape policies adopted by CSKT regarding COVID protocols, treated patients sick with COVID and led the charge to immunize as many as possible to further protect our people. Although some services were initially cutback due to mandated public health closures, key services remained in place to help keep everyone healthy. Today, all Tribal Health services are back online and Tribal Health continues to balance the unique demands that come from being a

health department during a pandemic, with the general needs of serving and keeping the health and wellbeing of the Confederated Salish and Kootenai Tribal community at the forefront.

Currently, there are 256 employees for Tribal Health, with 28 employees on a Temporary Employment Agreement.

Highlights from the past year include:

Medical

Multiple changes in 2020 will benefit Tribal Health now and in the future. One great change is the ability to do TeleHealth. Prior to 2020, there was very little TeleHealth appointments for patients. During the Spring of 2020, we transitioned most of our appointments to TeleHealth.

Today, with declines in COVID cases and higher vaccination rates, we are seeing more patients in-person again, but we are pleased to also have TeleHealth as a tool to connect with patients who may otherwise find it difficult to make appointments due to job, transportation issues, and because of convenience.

During 2020 we made plans to reopen the Arlee Health Center. It is now staffed with two family nurse practitioners, Patricia Kelly (FNP) and Candice Ben (D-FNP). Additionally, our workplace staff and the working environment

is now more engaged in safety and infection control. One current project we are working on is to create isolation rooms that will allow health care providers to bring people into our building without concern of spreading infectious airborne particles through the air. It will not only help during this pandemic but for other health conditions such as tuberculosis.



Pharmacy

Through 2020, Tribal Health pharmacies filled almost 120,000 prescriptions and helped more than 5,600 patients. Thus far in 2021, the pharmacies have already filled almost 45,000 prescriptions and helped more than 4,300 patients. In addition to our standard prescription volume, the pharmacy staff were actively involved in COVID-19 vaccinations of

Tribal Health staff, elders, and volunteers at mass vaccination events.

Pharmacy was able to remain open for the duration of the pandemic, but it did require our staff to develop new ways to safely deliver services to our membership. Our pharmacy staff worked on curbside pick-up, shipping, and drive-up services that allowed patients to receive their prescriptions without entering the building in the early days of the pandemic. Other initiatives to limit potential exposures include Medication Kiosks at our outer communities in Elmo and Arlee. These kiosks are filled daily, allowing patients a secure, HIPAA-compliant, and convenient option for medication pick-up.

Our pharmacy staff became acutely aware of the challenges our elders faced during the COVID-19 pandemic, so we began developing a delivery service to overcome safety and transportation concerns. Also in 2020, we upgraded our compliance packaging technology, which individually packages medications by the time of day and is helpful for elders or their caregivers.

The pharmacy staff recognizes that we are more accessible to the public and would like to actively participate in preventative medicine, so we began offering routine vaccinations for adults and adolescents in Fall 2020. In 2021, the pharmacy expanded available vaccinations to catch-up vaccines

◇ Services *(cont.)*

for children aged seven and older. Another public health initiative that the pharmacy took on was offering free and confidential opioid overdose kits that include naloxone nasal spray as well as safer sex kits.

The pharmacy staff growth has been largely in our clinical pharmacy services sector. Clinical pharmacy is a direct patient care service in which our specially trained pharmacists see patients in the clinic and work with other members of the healthcare team to improve the health of our patients. By the end of 2021, Tribal Health will have three clinical pharmacists working in our clinics and a post-graduate pharmacy resident. A pharmacy residency is a post-graduate training that can be one or two years and allow new pharmacists additional opportunities to improve their pharmacy knowledge and skills. Over the next year, Tribal Health will aim to accredit our residency with the American Society of Health-System Pharmacists.

The last initiative of this past year for the pharmacy has been a focus on education. Our pharmacy is committed to providing a career pathway for our young Tribal members to become certified pharmacy technicians. We welcomed five new staff members as technicians-in-training to receive training and prepare for their certification exam. Our pharmacies are now rotation sites for fourth-

year pharmacy students from the University of Montana and other universities.

Our entire staff is invested in improving our pharmacy services. We work on our day-to-day operations in order to become more efficient, remain financially responsible, and maintain patient safety. Tribal Health pharmacies also work with the other Tribal Health Services, so we can all reach our shared goal of providing high-quality health care.

Community Health

The enormity of the pandemic challenges that were faced last year have required an unprecedented mobilization of resources and cross-sector collaboration to protect all community members of the Flathead Reservation. The Community Health program led from the front due to their abilities, experience, and community connections to address each of the multi-layered problems that we have faced. The Community Health teams are trusted individuals from within the community who provide social support, arrange access to needed health and social services, promote healthy behavior and improve the quality and cultural competency of services. The Community Health program's team members are trusted because of who they are and what they do. They share life experiences with the people they serve and have often walked in their shoes. This empathy is a critical ingredient of trust. The

Community Health team has also built trust by letting patients drive the agenda, rather than dictating or being inflexible.

Some highlights from 2020 include Community Health teams being implemented and responsible for providing drive-up navigation to patients seeking Tribal Health pharmacy services. Community Health facilitated and operated the COVID-19 phone and email hotlines that were available to all people on the Flathead reservation.



The Community Health program collaborated with St. Joes, St. Luke, KRMHC, and County Health Departments through relationships that were built during the pandemic. Through this collaboration, they set up five mass testing sites across the reservation, testing, 2,486

people. The teams remained in contact with all their patients throughout the pandemic while providing COVID testing across the reservation.

During the height of the pandemic, when numbers of positive COVID cases were high, many of the Community Health team members worked well into the evenings and weekends, seeing 100s of patients during that time.

Even though the primary focus was COVID, the teams still had immunization clinics to address flu season as well as other immunizations to ensure recipients were up to date on immunizations. Community Health provided over 800 influenza immunizations in one day. They also spent considerable time ensuring that patients were getting their needs met by advocating and assisting for Tribal Health patients to receive other medical care during the shutdown.

Teams provided delivery of food baskets to community members to address food security, in addition to COVID education, and Personal Protective Equipment (PPE) delivered to patient homes across the reservation. Community Health addressed transportation issues to ensure patients still had access to care, while also continuing to assist patients in establishing care.

Communication was another need the Community Health teams were able to

◊ Services (cont.)

address. This included addressing WiFi issues, access to phones, and providing equipment for TeleHealth and zoom links to meet with providers. Many virtual events were held to assist in educating the community further on all facets of health.

CSKT had the first confirmed COVID-19 case reported on 6/11/2021.

Our community ended the year 2020 with:

- 721 total confirmed COVID cases
- 15 EPI-linked cases
- 9 deaths
- 40 total hospitalizations

THD completed, and sent to the state labs, at least 2,446 COVID in 2020.

- *84 THD sent tests were positive
- *2,362 were negative.
 - » (*Reporting of testing numbers were not consistently submitted and there may have been more tested that were not reported as numerous tests were done in the patient's homes, total numbers were not reported.)

THD completed 305 rapid tests in 2020, 78 were positive, 227 were negative.

Mass testing events:

- 6/17 — Arlee
 - » 475 total tests collected
 - » 358 were tribal
- 6/18 — SKC
 - » 1,013 total tests collected
 - » 663 were tribal
- 6/19 — Polson
 - » 532 total tests collected
 - » 250 were tribal
- 6/20 — Elmo
 - » 466 total tests collected
 - » 310 were tribal
- 7/9 — Hot Springs
 - » 258 total tests collected

The CSKT/Lake County Emergency Declaration was on 3/17/2020. The Lake County/CSKT Unified Command Center was established 3/26/2020. Community Health was at the forefront of the UCC to help manage the public health crisis.

Telework for most Community Health staff members began on 3/16/2020.

Community Health staff were called in to help with case investigations and contact tracing when cases were steadily increasing, working long hours including assisting on weekends.

Our staff was ready once vaccinations became available and mobilized very quickly to get shots in the arms of our at-risk population. Initially those efforts consisted of calling our at-risk populations and filling appointment slots for vaccinations administered at our pharmacies and assisting with patient monitoring after vaccination. Community Health took over vaccination duties just after the first of the year and those efforts were ramped up and continue to present day.

Dental

- The pandemic reduced dental program treatments from 10,000 plus to 6,813 patient visits in 2020.
- The great news, however, was that our staff continued to see patients throughout the worst of a very scary year, while many IHS and private clinics closed their doors completely. As our ability increases to maintain a safe environment for our patients and staff we have continued open the door more every month, in fact we provided 925 patients visits in April of 2021.

- Some new program initiatives include the combined effort of the dental division and medical division in the development of “Isolation Rooms” in Dental and Medical clinics at both St. Ignatius and Polson.
- This project also includes the expansion and increase of air filtration systems throughout both the dental and medical clinics. These systems will allow dental to continue to expand the services that our patients were accustomed to such as crown and bridge work, endodontics (root canals), basically any dental service that requires the use of high-speed aerosols developing because of hand pieces and/or procedures.
- Today, we are diligently working through the list of patients that were put on hold during 2020.
- We continue to require patients with “emergent and urgent” dental needs to call our offices and have their condition triaged and an appointment established for their care. Access to our clinics remains controlled through each buildings patient access point and our buildings navigation system.
- The most exciting success story is the reintroduction of our children’s dental program. Although it has not returned to full capacity, Dr. Clark, our previous pedodontist, has been providing episodic

◇ Services (cont.)

services until our full time pedodontics dentist, Dr. David Burke, arrived in May.

- In addition, St. Joseph has opened their surgery suite to our program, and we will conduct our first General Anesthesia day at the end of April.

Tribal Health Paid Care

Tribal Health Paid Care never ceased or slowed operations and actually issued an increase in production related to CHEF cases during the pandemic. Referrals were processed weekly, claims were paid, and purchase orders continued throughout the duration of the pandemic.

THPC staff are proud that they were able to continue to serve the Tribal Membership during a challenging health crisis. In 2019, there were 11 Catastrophic Health Emergency Fund (CHEF) cases, which are cases with costs that exceed \$25,000, for a total of \$279,552 in CHEF claims. These cases were processed in 2020.

In total, THPC paid \$4,521,610.43 (22,854 purchases orders written and 6,469 medical referrals reviewed) for THPC eligible patients.

For 2021, through March of 2021 there has been \$1,116,568.56 paid in claims (8,023 purchases orders written and 3,148 medical referrals reviewed).

Physical Therapy

Physical Therapy was forced to curtail most services during the pandemic. Tribal Health Physical Therapy began seeing patients clinically in 2020 after months of providing direct support to the pharmacy. Since reopening our services, there have been 440 patients from May to December of 2020, and 680 patients served to date by the Physical Therapy program in 2021.

We have treated multiple post-COVID patients, as well as maintained our ability to see our high priority post-operative patients. We have expanded our capacity over the last year and can now boast that we have on the team a Tribal member Physical Therapist, Dr. Samantha Morigeau.

Although, Dr. Jason Krumbeck was not able to provide direct physical therapy during the closure, he worked every day, helping where assistance was needed most during the challenging times of the pandemic. As of now, there is full-time physical therapy coverage and services in both St. Ignatius and Polson.

Work is underway to restructure and develop a more robust Rehabilitation Division, with the goal of additional physical therapy staff, as well as expanding to bring in occupational therapy, oversight of home health consultations, and bringing services to additional locations.

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

2020 experienced a decrease in the number of positions advertised due to the COVID-19 pandemic. Most personnel staff were considered “essential” positions and

continued to report to work or telework for the period of March 16, 2020 to August 10, 2020. We continue to conduct interviews through ZOOM meetings and have scheduled in-person interviews for individuals who do not have access to the ZOOM application.

- 180 positions advertised
(325 the year before)
- 818 applications for advertised positions
(1,340 the year before)
- 394 interviews scheduled
(641 previous year)
- 467 CSKT members applied
(829 previous year)
- 46 First generation descendant of CKST members applied (78 previous year)
- 147 members of other Tribes applied
(252 previous year)
- 158 Non-tribal members applied
(181 previous year)
- 424 female applicants (51.8%)
(774 previous year / 58%)
- 394 male applicants / 48.2%
(566 previous year / 42%)



Development of supportive housing units for 14 people at the Morningstar Apartments (formerly Starlite Motel).

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 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 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.

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 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*
- Joe Vanderburg, *Commissioner*
- Carole Lankford, *Board Council Representative*
- D. Fred Matt, *Board Council Representative (Alternate)*

The Salish & Kootenai Housing Authority Management Team is:

- Jody Perez, *Executive Director*
- Sid Shourds, *Maintenance Manager/ Assistant ED*

◇ Services (cont.)

- Lytle Gillin, *Water & Sewer 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 positions by department:

- Maintenance 24
- Water & Sewer 18
- Housing Resource 10
- Occupancy 8
- Finance 9
- Administration 6

2020 Highlights

Housing Resource Department

- Was only able to hold two in person Homebuyer Education Classes due to the pandemic. In January and February there were 39 people who completed the course. Once the pandemic hit our partner Neighborworks Montana (NWMT) created a state wide zoom Homebuyers class which was covered in four evening

sessions. Flathead Finance Program (FFP) program was able to assist with two classes and received rave reviews from people across the state. There are online classes available for a fee but SKHA has purchased vouchers for Tribal Members who cannot afford to pay for the class. With the pandemic in 2020 the FFP staff was still able to serve 76 clients.

- Assisted 19 people with weatherization and Home Improvement.
- Was awarded the ICDBG19-20 grant for the Flathead Finance program and the Home Improvement program. Was awarded the IHBG Competitive Grant for constructing six new two-bedroom units, replacing 100 roofs and siding, interior rehabilitation of 30 units and completed rehabilitation of 15 units over a course of five years.
- Was awarded the Wells Fargo/NAIHC grant to assist the elders that are homeowners to help with home improvement.
- TLC served 33 adults and 23 children within 27 households were served during the 2020 year.
 - » Of those households that left TLC during 2020, seven households were evicted for drug activity and 6 households were vacated in good standing. Of those, six households remain in good standing, three households went to a SKHA Low Rent

and three households moved to a private rental.

- Created and implemented the COVID-19 Assistance Program serving 37 families and received a total of 70 applications.
- Completed the ICBDG 17 grant that was to completely rehab and update the Transitional Living Center. \$255,350 was from grant funds and \$85,265 was matched by the Housing Authority for a total of \$340,615.
- In the process of closing out the last tax credit project and have completed the 15 year compliance period.
- Was selected by Neighborworks Montana to be one of only ten processors for the state’s Emergency Housing Assistance Program which brought in \$11,000 to the housing authority which helped pay for salaries that could not be covered by the IHBG-COVID grant.

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.
- Occupancy staff with the help of some volunteers from other SKHA Departments distributed approximately \$100,000 of food and cleaning supply vouchers to Low Rent Tenants during the Shelter in Place.

Maintenance Department

- Our three two-person crews completed 1,169 service order calls for maintenance assistance
- Contracts for move-outs and scheduled repairs was 27, costing \$286,198.00
- Methamphetamine remediation continues with move-outs of 19, costing \$214,914
- All negative results are based off of the Housing Authority set standard of 1.5 ug/100cm² or less. 80 units tested, 11 were positive. 18 TLC units tested, three were positive
- We completed three occupied interior rehabs using the competitive grant
- Completed four vacant unit interior rehabs using the competitive grant
- Completed eight siding replacement jobs using the competitive grant
- Completed 20 roof replacements using the competitive grant
- Our inspectors assisted with the Morning Star apartments inspections
- Inspected both the Kicking Horse and MAIL mobile home installs
- Revised the maintenance policy to reflect more towards the California/ Colorado standard

Water & Sewer Department

- Operated and maintained 29 community water and 15 waste water systems servicing approximately 830 residential customers and 44 commercial customers. Over 155,460,786 gallons of water was pumped in 2020. In December 2020, we drilled a new well for the Housing Authority, separating our water source from S&K Electronics
- In Evaro, the new well completed in 2019 was connected to the community water system in early 2020. In August, the new storage tank was erected and connected to the water source.
- The new well testing requirements for arsenic at the Dixon Agency have been reduced from quarterly to annual testing due our source water protection and water quality efforts. The Dixon Agency service road to the tank was improved from the highway to the tank.
- Meter reading has been a valuable resource. We have been able to detect leaks and find tampered meters from customers who had their water turned off due to non-payment. When water is turned off, Tribal Lands is notified as this a violation of their home site lease. Unfortunately, in doing the readings, we have found several meters in multiple community systems that are no longer reading. Approximately 29 percent of our meters need replacement.
- We continued with the preliminary work on the Woodcock Lagoon project. In September 2020, we ordered the BIA environmental review required for the land lease.
- In 2020, we assisted Tribal families by drilling 13 new wells, installation of 16 new septic systems, connected one family on of our community water and wastewater systems. Additionally, we assisted three families with water source issues. We also completed three private party repairs on service lines within community systems.
- In August, the Board of Commissioners approved a \$10 late fee for residential water/sewer customers and \$20 late fee for business customers.
- We received our finalized Emergency Response Plan for all our Public Water Systems.
- We now offer online credit card payments and also in-person credit/debit card payments.
- We had a successful 2019 audit with no findings.
- We refinanced the water/sewer loans that we had through USDA Rural Development and received a lower interest rate with Glacier Bank, and we also shrunk the term of the loans by 10 years. In turn, this saved SKHA approximately \$350,000 in interest payments throughout the life of the loan.

Administration Department

During the Shelter in Place Order, SKHA Administration Staff continued to provide services and attention to our staff and customers as safely allowed. We realized the desperate need to upgrade our technology in order for staff to telework as needed. Our IT Manager worked tirelessly to meet everyone’s needs. We also realized the need to make adjustments to our reception area to ensure staff and customer safety from the spread of COVID. With funding from others, we were able to accomplish the following:

- CARES and Other Funding (CSKT, SKHA, Headwaters)
 - » IT Upgrades
 - * Server and Storage Equipment
 - * PCs
 - * WiFi
 - * Telework Equipment
 - * Website Upgrade
 - » Building Improvements
 - * Siding
 - * Restrooms
 - * Reception Area
 - * Well

In addition, our Executive Director was a part of the Homelessness Task Force and was heavily involved in assisting in the planning and development of supportive housing units for 14 individuals at the Morningstar Apartments (formerly Starlite Motel) and the CSKT Cares Housing units which provided homes to an additional seven families. Homelessness discussions continue as the task force is in the beginning stages of planning and implementation of a supportive housing program for families in need.

All information on our programs and services, contact information, current news and the ability to make payments and submit forms can be found on our website at www.skha.org. Please visit our website and direct others to visit it to obtain information.

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. Our goal is to 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. We assist families in developing advocacy skills that they will use throughout their child’s life.

◇ Services *(cont.)*

Early Childhood Services has had a long-standing relationship with Salish Kootenai College's Early Childhood Department as many staff enroll in classes. Recently, we collaborated for funding and coordinating instruction efforts for all students enrolled in ECED programs.

Trainings from the Montana Preschool Development Grant has been innovative and positive as children left ECS better prepared for life through these collaborations. The challenge is to maintain these staff skills because the grant period has ended and we hope to utilize these methods to provide the children with skills they will use throughout critical learning stages.

Our current challenge has been to continue teaching the Salish Language throughout our program. Several speakers, who were working with ECS/teacher speakers, have left to work on the Language projects at SKC. In addition, our desire is to secure Kootenai speakers as teachers, teacher aides, and other support staff.

The COVID-19 pandemic has altered the service delivery of our entire program. Having to close our doors, limit exposure to children and families, and stay away from each other has been difficult. Our list of prevention tasks has been long and these actions will continue throughout the pandemic. As a result, because

of low attendance, we have combined classes as some families are choosing to keep their children at home. In addition, some staff have been reluctant to return to work due to COVID-19 exposure risks.

We look forward to hands-on engagement activities with parents and caregivers in our classrooms, our annual Powwow, and when our children are thriving among the entire community of people caring for them. ECS's work is important. We make a difference in the children's lives.

If you would like additional information about Early Childhood Services, please contact

Jeanne Christopher, Director
406-745-4509
406-360-2216 (Direct)



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 expand services with the Waters Rights Implementation and Bison Range Restoration. 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 Implementation, Bison Range Restoration, 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 Center, and occupies ten 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

◇ Natural Resources *(cont.)*

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, Whisper Camel-Means 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 Program Manager.

Environmental Protection

The Division of Environmental Protection continued its success despite budget cuts from the U.S. 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 a continual basis. Recycling efforts increased involving local reservation and school districts.

Established on July 6, 1979 by Council resolution, the Air Quality Program is one of the oldest existing programs in the Natural Resources Department second only to Fish and Game. In October 1981, CSKT formally requested the administrator of EPA approve the redesignation of the classification from Class II to Class I. EPA authorized the Class I redesignation. In 1980, EPA funded the Tribal Air Quality program to develop an air monitoring network and to hire legal services to write the rules and regulations for the tribes Program. The 1982 redesignation to Class I air quality on the Flathead Reservation allows residents:

- To maintain the existing high-quality air and to preserve the scenic beauty and natural resources of the area and;
- To control industrial development on the reservation which otherwise might

contribute significantly to a reduction of air quality.

Air quality staff were hired and monitoring stations were established across the reservation. One full time program manager currently works in the program. The Tribal Air Quality Program monitors reservation air quality for Particulate Matter 10 (PM10) microns in size and smaller in Ronan, Polson and on top of Jette an Interagency Monitoring of Protecting Visual Environments (IMPROVE) site collects data on a number of air parameters primarily PM, SOx, and NOx. Volkswagen Tribal Trust Settlement.

Following the 2015 U.S. EPA citation of Volkswagen, the United States reached a settlement in 2016 resolving allegations that Volkswagen used “defeat devices” to violate emissions standards by selling diesel vehicles with those devices. The settlement was for \$14.7 billion. As part of that settlement, tribes were successful in establishing a set aside of the mitigation funds of \$55 million. On June 29, 2020, CSKT received notice of their eligible status for Designated Beneficiary for the Third Funding Cycle. In November 2020, disbursement of monies to the Tribe occurred to satisfy partially, the submitted Eligible Mitigation Action. The Lead Agency is the Air Quality office.

The Pesticides Program inspects various pesticide use sites on the Flathead,

◇ Natural Resources *(cont.)*

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. A number of cooperative agreements allow CSKT inspectors to implement FIFRA regulations and to provide technical and compliance assistance on behalf of EPA in Indian Country. Fifty inspections are 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 are 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 include the major commercial development in the town of Polson and also by providing technical assistance to Waste water treatment facilities throughout reservation communities including Ronan this past year.

In 2020, 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 helped individual Tribal, non-Tribal water right users, Tribal Lands Dept. and Tribal BPA possible purchases.

The Water Quality Program has maintained a Long-term Core water quality monitoring network of seven sampling stations. 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 CSKT's Tribal Council adopted rules pertaining to surface water quality standards for the Flathead Indian Reservation. The CSKT Water Quality Standards Document can be downloaded at: <http://nrd.csktribes.org/>

“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 conducted monitoring and assessment of 20 wetland sites as well as associated land-cover/land-use change maps for the Jocko River Watershed in 2020. Data analyses and reporting on the findings was completed in FY21.

Willie Keenan is the Division Manager. Program Managers are Randy Ashley, Air Quality Program Manager, Tom McClure, Underground Storage Tanks Specialist, Chauncey Means Water Quality Administrator, Tabitha Espinoza, Wetlands Conservation Coordinator, Frank Acevedo, Shoreline Protection Administrator, Clarence Skaw, Water Rights Program Manager, Pete Gilliard, GIS Program Manager, Evan Smith, NPDES Coordinator, Jasmine Courville-Brown, Pesticides Program Manager, Maryrose Morigeau, Brownfield and Solid Waste Program Manager.

Engineering and Water Resources

The Division of Engineering and Water Resources is comprised of the Safety of Dams, Roads, Water Compact Implementation Program, and Water Management Programs. This past year the Safety of Dams Program performed annual inspections on all 14 of the High

◇ Natural Resources *(cont.)*

Hazard Dams on the Flathead Reservation. As well as beginning Phase II of the Crow Dam rehabilitation Project. 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 after-hours 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, Jace Smith, Irrigation Infrastructure Program Manager, 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 Department programs, Lands Department, Office of Preservation, and both Culture Committees to develop each timber sale into a multiple objective resource plan. FY20 was challenging due to the COVID-19 pandemic but, because producing lumber was declared essential, the mills stayed open, loggers kept logging and

Tribal Forestry stayed operational to facilitate and administer timber sales.

These sales that were completed in FY2020:

- Garden Creek Fire Salvage
- Camus WUI
- Revais West permits

A total of 9.3 million board was harvested in FY20.

2020 CSKT Timber Sale Accomplishments:

- Hot Springs tractor sale
(2,138,420 board feet / 334 total acres)
- Hot Springs contract 140506B
(230,790 board feet / 30 total acres)
- Hot springs permit
(33,290 board feet / 20 total acres)
- North Missions blow down permit
(23,120 board feet / 40 total acres)
- Revais East Tractor sale
(4,651,330 board feet / 687 total acres)
- Garden Creek salvage tractor
(581,560 board feet / 154 total acres)
- Safety Bay blow down salvage
(14,280 board feet / 42 total acres)
- Camas WUI contract
(121,410 board feet / 250 total acres)

◇ Natural Resources *(cont.)*

- Revais West contract 720818
(28,370 board feet / 16 total acres)
- Revais West contract 720701
(81,240 board feet / 17 total acres)
- Revais West tractor sale
(685,250 board feet / 123 total acres)
- Revais West contract 721706
(69,810 board feet / 21 total acres)
- Garden Creek Salvage cable
(705,770 board feet / 217 total acres)

The above list totals 13 Timber sales, equaling 9,364,640 board feet or 5,676 total acres.

Current active timber sales are in the Revais East, Revais West, Hot Springs Tractor, and Hot Springs Permits and Garden Creek Line Salvage, Eva Paul Anytime, Eva Paul Winter, Magpie Salvage, Sunny Slope and Alder Ditch 2021.

Staff is engaged in timber sale planning in the Boulder, North Buffer, South Valley and Frog Management Areas.

The Inventory and Planning staff work with allotments, provide GIS services to Forestry and other programs, and will also be overseeing the Continuous Forest Inventory that 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 project to enhance alder sites is also being developed. The review and revision of the 2000 Flathead Indian Reservation Forest Management Plan is progressing.

CSKT Division of Fire (DOF)

The Division of Fire, also called the DOF, demonstrated resilience during a challenging COVID-19 pandemic riddled year. The protection of trust, cultural and natural resources of the Tribes were priorities long with the protection of homes and property of the residents of the Flathead Indian Reservation from wildfire. Wildfire suppression drove the decisions and actions of the DOF. All employees synchronized their efforts to provide a united response to an active 2020 Wildfire season.

The CSKT closed offices and issued a stay-at home shelter-in place order in March 2020 due to COVID-19. During this time, the DOF received support from BIA NIFC, the BIA Northwest Regional Office and the CSKT Tribal Council to address the challenges of fire suppression during the pandemic. All entities assisted DOF in the development of COVID-19 mitigations in an attempt to provide a safe work environment while maintaining a viable fire suppression organization throughout the 2020 wildfire season. The DOF staffed



seven days a week starting June 15th running through September.

Suppression resources from our tribal and interagency partners greatly assisted and include: CSKT Forest Development, local Rural Fire Departments, BIA Eastern Oklahoma Region, the United States Forest Service, Montana Department of Natural Resources, Missoula Smoke Jumpers and Fish and Wildlife Service – Bison Range.

Major 2020 Accomplishments for the CSKT Division of Fire Include:

- Fuels Officer, Darrell R. Clairmont earned the ITC - Earle R. Wilcox Award
- Fuels treatment acre accomplishments were met
- A new 638 Contract was negotiated and is in place
- Constructed a new fire facility

◇ Natural Resources *(cont.)*

- \$1.7 million dollars in equipment rentals related to 2020 wildfires
- \$2.6 million in suppression expenditures
- 81 fires suppressed for 5,609 acres burned
- The CSKT aviation program supported both local, regional and national suppression efforts
- DOF resources were dispatched to six different states assisting the national firefighting effort
- Type 2 IA crew had three excellent off-reservation large-fire assignments
- MV Helitack received praise for their efforts assisting the Colville Tribe suppression effort

Fire Investigation

CSKT human-caused fires were on the rise in 2020. This sparked a need for assistance in fire investigation. The Eastern Oklahoma Region provided support. The CSKT Prevention program ensured point of origin/cause investigation occurred on all 66 person-caused fires.

Fire Information

Information sharing was a key component to the 2020 fire season. Magpie Rock, the largest fire on the CSKT/FHA landscape sparked a

robust communication effort. This stubborn fire required area closures, daily updates and frequent chauffeured access for local news media members. A public meeting held at the Dixon Gymnasium was an essential part of our communication effort to the local community during event.



Bird Island fire was a high visibility multi – agency fire on Flathead Lake. Bird Island, managed by Montana Fish, Wildlife and Parks, as a Bird sanctuary is a popular spot for recreationalists. This high use area being on fire required coordinated press releases and traffic control. The CSKT, Montana Fish, Wildlife and Parks and Lake County Sheriff’s Office worked cooperatively to ensure a common message was provided to the

concerned public. The messages emphasized the island was too hazardous for people to visit and outlines the long-term ecological benefits of fire.

CSKT Aviation

The Helicopter assigned to the Mission Valley Helitack was an AStar B3e – N53E. Reeder Flying Service out of Twin Falls Idaho owns the aircraft. A quality company that was a pleasure to work with. The pilots were excellent aviators and the aircraft provided strong performance. Todd Couture and his crew provided excellent management of this BIA Northwest Regional resource. The crew prides itself on quick initial attack response. MV Helitack is a hard-hitting resource. They put the bucket on the ship and support the suppression effort with boots on the ground. They provide operational strength wherever they go.

The Ronan SEAT base started operation in mid-June when 2 exclusive use 802 SEAT aircraft landed at 7S0. They flew to Miles City to assist with fires burning in southeast Montana.

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 2,257 acres.
- Grew 595,000 conifers and 100,000 other native plants in our high-tech greenhouses.
- Planted conifer trees on 978 acres.
- Completed site prep on 1,224 acre
- Nine acres of WBP planted

Timber Stand Improvement (TSI) Shop Update

Worked with 14 thinners and completing over 2,000 acres. Heavy equipment piling in the Saddle Mountain, Hog Heaven, Alder Ditch areas. Worked with other Tribal and non-tribal

◇ Natural Resources *(cont.)*

agencies on various projects including stream restorations, road work, and bridge building.

Nursery Update

The Greenhouse has grown the largest conifer crop it has ever produced. There were 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, Montana Fish, Wildlife and Parks, and Mill dam removal along with other extraction companies. We have also been working with our own natural resources including fisheries and wildlife programs on providing plant material for various plant community restoration projects here on the reservation.

With the current timber sale that is being laid out in the northern portion of the reservation and in our Whitebark Pine Ecosystems we have been working on finding suitable stands for our High Elevation Nursery. These stands will be used to help establish our own seed orchard. Working with the timber sales side on this project we have identified 4-5 units that we will be using.

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 the reservation. We are mapping and working with the SKC interns to help ground truth and tree data collection.

TRIBAL LANDS DEPARTMENT

The Confederated Salish and Kootenai Tribes along with the rest of the world faced trying times in FY 2020. The COVID-19 global pandemic created many challenges for the Tribal Lands Department (TLD).

TLD worked on a wide variety of essential Bureau of Indian Affairs (BIA) trust functions in Fiscal Year 2020 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 23 full time employees and five temporary employees. The work 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 proved to be a challenge due to the COVID-19 pandemic, the compliance crew inspected over 500 leases. The inspections ranged from agricultural leases, homesite leases, business leases, range/grazing leases and trespasses throughout the reservation. Field crews worked on fencing, mowing and demolition projects throughout the reservation. Approximately 15 miles of fence have been rebuilt 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, in FY 2020, many agricultural lessees upgraded and rebuilt fences as part of ongoing fence maintenance. The department would like to thank the many lessees who acted as stewards on Tribal lands by repairing fences, treating weeds, and sustaining a quality land base.



The Tribal Lands Department collaborates 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, and surveying of 47,000 acres of tribal land for noxious invasive weeds.



In honor of Judge Winona Tanner who left us in 2021.

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, Daniel Tanebaum Greg Dupuis, and Robert McDonald. Abby Dupuis is the Administrator. The Court convenes for regular sessions the second week of February, April, June, and October to hear appeals and may convene for special sessions when necessary.

COVID-19 impacted 2020 as there were no hearings, no opinions issued and no motions ruled for the year.

TRIBAL COURT

Tribal Law places the judicial power of the Confederated Salish and Kootenai Tribes in the Tribal Court and the 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: Interim Chief Judge, Brad Pluff; Associate Judge, David Morigeau; Clerk of Court, Chelsi Camel; Deputy Clerks, Malia Hamel and Veyanna Curley and Attorney Law Clerk, Reagyn Germer.

In March 2020, Tribal Council declared a State of Emergency because of the COVID-19 coronavirus, pursuant to Resolution 20-086; and the Shelter in Place Order on March 27, 2020, activating an emergency response and implementing changes in governmental services. The Tribal Court Chief Judge ordered temporary closure of the court and all court related services, suspending normal operations. The Tribal Court issued Administrative Orders 20-01 and 20-02 being committed to the health and safety of the public and its staff to provide essential services and maintain the rule of law. The Court adopted policies and procedures that maintained the court schedules by allowing for e-filing of documents, telephonic and video appearances. Essential hearings such as incarcerated defendants, juvenile, Child Protection Services, Mental Health and Adult Protection, and Orders of Protection were scheduled without delay. The Tribal Court was tasked with protecting the collective rights

of the people to remain safe and continue to conduct essential proceedings. The Court was able to provide a system of continuation of court process and adapt to the State of Emergency that Covid-19 presented.

The Court, along with the legal community were able to adapt and develop protocols to keep the employees and community safe during a difficult time on a global scale.

LEGAL DEPARTMENT

This year the Tribal Legal Department closed a significant chapter in the protection of the Tribes' water rights. Following decades of litigation, negotiation, public outreach, and advocacy, the Montana Water Rights Protection Act — a federal law ratifying the CSKT Water Rights Compact and approving the Tribes' water settlement with the federal government — was signed into law in December, 2020. This historic water settlement was the largest Indian water rights settlement to be approved by Congress to date. It confirms a Tribal water right for present and future generations of Tribal members, provides for the unitary administration of water use on the reservation, and will allow the Tribes to restore natural resource damages and fish and wildlife habitat and improve water quality on the reservation. The federal settlement authorizes the Tribes to address community

Tribal Court System *(cont.)*

water system needs, develop geothermal resources, enhance Tribal agriculture, eradicate noxious weeds, and rehabilitate and modernize water infrastructure. In addition, the water settlement restored ownership of the National Bison Range to the Tribes and provides a process for restoring ownership of state-owned lands back to Tribal ownership.

TRIBAL DEFENDERS OFFICE

The Tribal Defenders Office represents the indigent accused of criminal offenses in Tribal Court. Office staff practice a holistic method of public defense, addressing the issues that bring their clients into the criminal justice system and the collateral consequences of criminal charges. The Tribal Defenders Office worked during the pandemic and government shut-down. Employees provided curbside intakes, notifications on Facebook, assistance to our clients to access Zoom for court appearances and behavioral health appointments, and are transitioning to a more proactive approach to reach out to our clients.

Some of the services provided include: Helping clients restore their licenses by determining why they were suspended and learning how to clear the suspension. Staff also represent Tribal members in landlord-tenant matters, consumer issues, some child custody,

guardianships, mental health commitments, adult protective services and jurisdictional issues. Other support includes family defense services, representing indigent parents in child protection matters. The Defenders Office's Pro Se Clinic assists Tribal members who represent themselves in Tribal Court.

This year, staff psychologists provided mental health screenings for clients to better identify mental health and substance use issues and offer services accordingly. Case managers, using an intake and risk assessment tool developed by staff, helped clients access services. Thanks to funding from the Montana Mental Health Trust, the Defenders Office will hire two mental health client advocates who will offer services to people experiencing mental health and substance use issues while incarcerated in the Tribal jail.

The Flathead Reservation Reentry Program provides supportive services to Tribal members returning to the reservation from incarceration, targeting those with co-occurring mental health and substance use disorders. Because of COVID-19, case managers and the reentry attorney reached out to incarcerated clients by telephone and mail. They attended Zoom hearings before the Montana Board of Pardons and Parole to inform the Board of collateral consequences potential parolees must address as well as resources available to them to support their success.

Public Defenders best serve their clients through collaboration. Current on-going collaboration efforts include partners like the Alexander Blewett III School of Law Mediation Clinic to offer mediation to litigants in Tribal Court, the Margery Hunter Brown Indian Law Clinic, the University of Montana School of Social Work and Psychology Department, Montana Legal Services Association, DHRD, SKC, Tribal Education, Tribal Health, Tribal Police to offer services in the jail, and both Tribal and state Probation and Parole to help our clients develop rehabilitation plans. New this year is a collaboration with the Montana Board of Crime Control who funded Zoom equipment and cell phones for our clients to facilitate remote court appearances and behavioral health appointments. Also this year, Tribal defenders collaborated with Tribal Council, the Homelessness Committee, and the Salish Kootenai Housing Authority to plan and implement the first permanent supportive housing project on the reservation, the Morning Star Apartments. Permanent supportive housing is an evidence-based housing intervention that combines affordable housing assistance with voluntary support services to address the needs of residents. The Tribal Defenders Office will be the lead services provider for residents at the Morning Star.

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 full-time employees that consist of three juvenile probation officers, three adult probation officers, one administrative assistant and one secretary/receptionist.

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.

Tribal Adult Probation Department consists of three adult probation officers. 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.

This past year due to the COVID-19

pandemic, the probation officers changed the way clients are monitored and signed up. Clients are met under the departments COVID-19 policy which only allows for one client at time after being tested and asked specific questions related to COVID-19 contact. Some meetings are also done on Zoom to lessen the chance of contact with clients from out of the area.

All Court hearings are now done on Zoom. All probation officers are connected to Zoom to allow for participating in the hearings. Caseloads dropped significantly last year due to the Court's decision to only handle emergency cases. Due to the ongoing issue with the pandemic, the Probation Office will continue its COVID-19 policy until such time the Tribal Council reduces its requirements for its departments.

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. 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 position 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 represents 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.

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 can recommend a wide range of sanctions 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.

In 2021, the Tribal Prosecutor's Office started a new project in conjunction with Loyola University in Chicago, and Florida International University, to bring transparency to the work that we do. Over the next two years we will develop a public platform so that the Tribal public can see the work of the Prosecutor's Office. We are also in the process of exploring a diversion program with the Defenders, Probation, the Court, and Law Enforcement to restructure how some criminal cases are handled. The Tribal Prosecutors continue to work with many departments in the process of reviewing and proposing revisions to the Tribal Codes to update and improve them in the areas where we work. The Tribal Prosecutors are working with the Court, Tribal Social Services, and the Defenders in exploring a families-in-need-of-services model to address child protection issues. Finally, over the next two years we will be completing a study grant for the Tribes to consider exercising Special Domestic Violence Criminal jurisdiction over non-members.

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

◇ Tribal Affiliations



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, a ranking reached by less than 10 percent of U.S. banks. 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 when 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, the Tribal Complex 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, 2020 our current customer base included:

- 1,228 checking accounts with a total balance of \$69.8 million
- 343 savings accounts with a total balance of \$1.2 million
- 82 certificates of deposit with a total balance of \$9.5 million
- 679 loans with a total balance of \$59.5 million

Our bank continues to grow on a conservative basis. Average assets for the past ten 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
- \$83.6 million for 2020

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

◊ Tribal Affiliations (cont.)

- \$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
- \$1,472,580 in 2020
- \$35.3 million in 2017
- \$40.6 million in 2018
- \$45.9 million in 2019
- \$57.3 million in 2020

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.

With a record revenue year in 2020 Sx'ŋé?els | Suwéčm / Ksukłimúmal 'A•káłmukwa'its, Incorporated, Energy Keepers Inc., (EKI) added its first dividend to the yearly returns provided to CSKT. This brings EKI's five-year return provided to CSKT at just over \$113 million. The continued growth in revenue was a continued emphasis to grow the corporation through power trading for profit and selling Séliš Ksanka Qłispé (SKQ) generated electricity in long-term fixed price contracts. In addition, EKI continued to improve the SKQ facility focusing this year's efforts at replacement and rehabilitation of

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

CASHFLOW
EKI to CSKT through 2020

FROM EKI



\$2.85M

(FY 2019 +
FY 2020)

\$94.6M

\$18M Annually
(First 5 Years)

\$5.4M

(\$5M Interest +
\$462k Principal)

\$10.7M

\$2M Annually
(First 5 Years)



TO CSKT

\$113.55M



Brian Lipscomb, EKI CEO presents \$2.85M Dividend Check to Shelly Fyant, Tribal Council Chair.

the large step-up transformers located on the outside deck of the power plant. 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.

EKI operated throughout the Covid-19 Pandemic, implementing measures to assure continuity of operations and worker safety.



MISSION VALLEY POWER

Mission Valley Power 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. As we enter new times in a technologically-advanced utility world, MVP continues to focus on using technology to increase reliability and have embarked on several projects that focused on conserving energy. The undertaking of these projects is key to maintaining the lowest power rates in all of Western Montana.

We will continue to serve all 23,000 meters in or 1,600/square mile service area.



S&K GAMING, LLC

This past year demonstrated the perseverance of S&K Gaming, LLC (SKG). We endured the longest shutdown in our company history as a result of the COVID pandemic. At some point, we were not sure if reopening was possible or who would frequent our establishments when we opened. As a result, the management team made difficult decisions to reduce our staffing levels in anticipation of weak demand for our hospitality and gaming venues. We were forced to lay off 39 individuals. This was one of the most difficult decisions we faced, and one we did not take lightly. Today we employ

130 FTE Year-Round and offer a competitive benefits package.

SKG internally evaluated our operating practices and examined spending in key areas such as marketing to strategically align our spending with the occupancy restrictions that would impact our ability to operate as we did in the previous year. We understood after reopening that past business practices would not be successful in the current environment. SKG fortified its screening and cleaning procedures by incorporating Center for Disease Control and Prevention guidelines to mitigate the impacts of COVID upon reopening. All of these changes allowed us to remain a viable entertainment and hospitality venue during the pandemic. Our company has persevered through a life-altering event and was able to prosper at a time when other businesses struggled to survive. That is a testament to the contributions from all levels of the organization.

SKG History

SKG was originally 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. The Articles of Organization were updated in 2016 to affirm SKG is governed by the provisions of Section 109A of Ordinance 104A. We operate businesses at Kwataqnuq Resort

◊ Tribal Affiliations (cont.)



Casino (1992), Gray Wolf Peak Casino (2006), and Big Arm Resort (2015) offering a diverse portfolio of gaming, hospitality, and miscellaneous business segments to generate shareholder value.

SKG is committed to delivering increased value to our shareholders by bolstering the services we provide and evaluating our operating efficiencies. Combining the two actions will continue to make SKG a strong performer.

Strategic Highlights:

- SKG revenues dropped to \$17.9M during FY 2020, a 21.6 percent decrease. The decline was across all revenue segments and was a direct result of closing for

10 weeks and reopening with reduced occupancy limits and other safety restrictions in place, and also, a peak season drop in transient guest visitation to the Kwataqnuq property

- A \$550,000 dividend payment was issued in September 2020, based on our FY 2019 net income
- SKG is required to pay a minimum of 60 percent of net income to CSKT annually
- SKG paid \$1.06M in interest payments during FY 2020 with most of that payment going to the Tribes and Tribal affiliate, Eagle Bank. This is down \$669,000 from the prior year based on approved modifications for the KTN loan, GWP loan, Big Arm loan, and Eagle Bank loan
- SKG continued to pay down debt early in 2020
- With approval from the Board, SKG is committed to paying an additional \$40,000 per month in principle payments
- The additional principal payments are being dedicated to the Big Arm loan. The company is on course to repay the loan in full by 2024, some 24 years early



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 funded products accounting for 85 percent of company revenue. Programs include aircraft, armored land vehicles, ship board electronics, missile systems, imaging systems and hundreds of thousands of individual warfighter products.

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

During this difficult year S&K Electronics was deemed as “Essential Business” by the Secretary of Defense and thus was required to work on site throughout the pandemic. Despite the difficulties of keeping the work force safe, S&K Electronics had its largest revenue year in company history in FY 2020.

S&K experienced a 33 percent year over year growth and 48 percent growth over the last three years. S&K achieved a 15 percent employee growth during the period. The revenue growth allowed S&K Electronics to pay the largest dividend in company history. S&K recently received the Supplier of the Year award from its largest customer for supplying over 44,000 units with over a 99.85 percent quality and over 98 percent delivery rating for the year.





S&K TECHNOLOGIES, INC.

For more than 20 years, the S&K Technologies, Inc family of companies has proudly represented the innovative spirit and culture of the Confederated Salish and Kootenai Tribes. Our mission is to be one of the preeminent professional service firms in the country and to provide dividends to our shareholder, today and into the future, for their use on social and cultural initiatives throughout the tribe. We achieved these goals again in 2020, a year that presented unique challenges for our businesses, customers, and employees.

The economic shutdown required leadership and employees to adapt business processes to immediately put the health and safety of our employees first while continuing to deliver dependable, consistent service. Our employees showed characteristic grit and determination to maintain support at all levels, whether newly working from home or working adjusted hours at the office. Thanks to everyone's hard work and flexibility, the SKT family of companies could retain our valued employees throughout the year and continue serving each customer with minimal disruption.

2020 was a year of continued growth and success at SKT. Our subsidiaries earned several large contract awards with the Department of Energy, U.S. Air Force, U.S. Navy, Boeing, Department of Homeland Security, and others. Infrastructure changes have allowed us to gain efficiencies and further scale operations. Critical hires at the corporate level have infused new ideas and process improvements across departments. Despite a chaotic and challenging 2020, SKT experienced another record year in net growth.

SKT and our subsidiaries enjoyed several milestones in 2020, including the following:

- SKT surpassed \$54.95 million in Total Shareholder Dividend with the declaration of an \$8 million dividend for FY 2020.
- S&K Logistics Services, LLC was awarded technical data contracts to support the Republic of South Korea Air Force and Royal Saudi Air Force F-15 programs.
- S&K Global Solutions, LLC was awarded follow-on subcontract with Booz Allen to provide IT support services for the U.S. Navy.
- The U.S. Navy selected S&K Aerospace, LLC for a contract award to provide P-8A Poseidon aircraft repair, overhaul, and upgrade support.



F-15 teardown and corrosion research.

- International Towers, LLC expanded broadband service on the Flathead Reservation by installing four communication towers.
- SKT sold majority ownership of its subsidiary, Adelos, Inc. to Digital Force Technologies.

The companies of SKT provide a broad range of services for numerous federal agencies and commercial customers. Core industries



include aerospace, information technology, engineering, space technology, security, and other professional support services. We have a large client base with offices and project

◇ Tribal Affiliations *(cont.)*

sites around the United States and in Saudi Arabia.

The Limited Liability Subsidiary Companies under the SKT Corporate Parent include:

- S&K Aerospace, LLC
- S&K Federal Services, LLC
- S&K Logistics Services, LLC
- S&K Support Services, LLC
- S&K Engineering & Research, LLC
- S&K Global Solutions, LLC
- S&K Mission Support, LLC
- International Towers, LLC
- S&K Security Group, LLC

SKT By the Numbers:

- \$8 million declared shareholder dividend for FY 2020
- \$7 million declared shareholder dividend for FY 2019 (delivered in FY 2020)
- Over \$903,000 in awarded scholarships and community donations
- Over 1,000 total employees worldwide

- 41 employees working on the reservation (29 of whom are enrolled tribal or descendant employees)
- 20+ office and project locations in 13 states and Saudi Arabia

Learn more about SKT at www.sktdcorp.com



S&K BUSINESS SERVICES, INC

In 2020, S&K Business Services increased their capacity to support Tribal small businesses with the hiring of a Business and Technical Assistance Specialist. This was accomplished through a grant funded by the CARES Act through the Economic Development Administration. SKBS also updated and expanded their Business Service Center, located in Pablo, with up-to-date computer systems that include

new laptops and desktops to better assist Tribal small businesses with all of their business needs.

In November of 2020 into early March 2021, SKBS and CSKT Economic Development Office collaborated to administer the CSKT Small Businesses Covid Relief Grant. The CSKT Covid Relief Grant aided 110 existing Tribal businesses with covid adaptation funds and operational expenses ranging from \$1,000 to \$30,000 per business. This funding was available to assist in stabilizing the small businesses located on the CSKT reservation that had been affected by the pandemic.

Salish & Kootenai Self Storage, a division of S&K Business Services, operated at full capacity with 160 storage units occupied. In 2021, SKSS plans to expand their storage capacity from 160 to 250 units with an addition of 90 storage units in two new facility buildings. Storage rental spaces range from 10'x10' to 10'x30' and will be available to rent in late fall of 2021.

The Boulder Hydro Plant continues to support our economic development initiatives. The power plant produced 1,195,040 KWH of electricity in 2020. This was an 11 percent increase in production over the previous year. Looking forward

to 2021, infrastructure upgrades will be made to the powerplant that will increase the facility dependability and efficiency. 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.



**CONFEDERATED SALISH
AND KOOTENAI TRIBES
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Annual Report
2020-2021