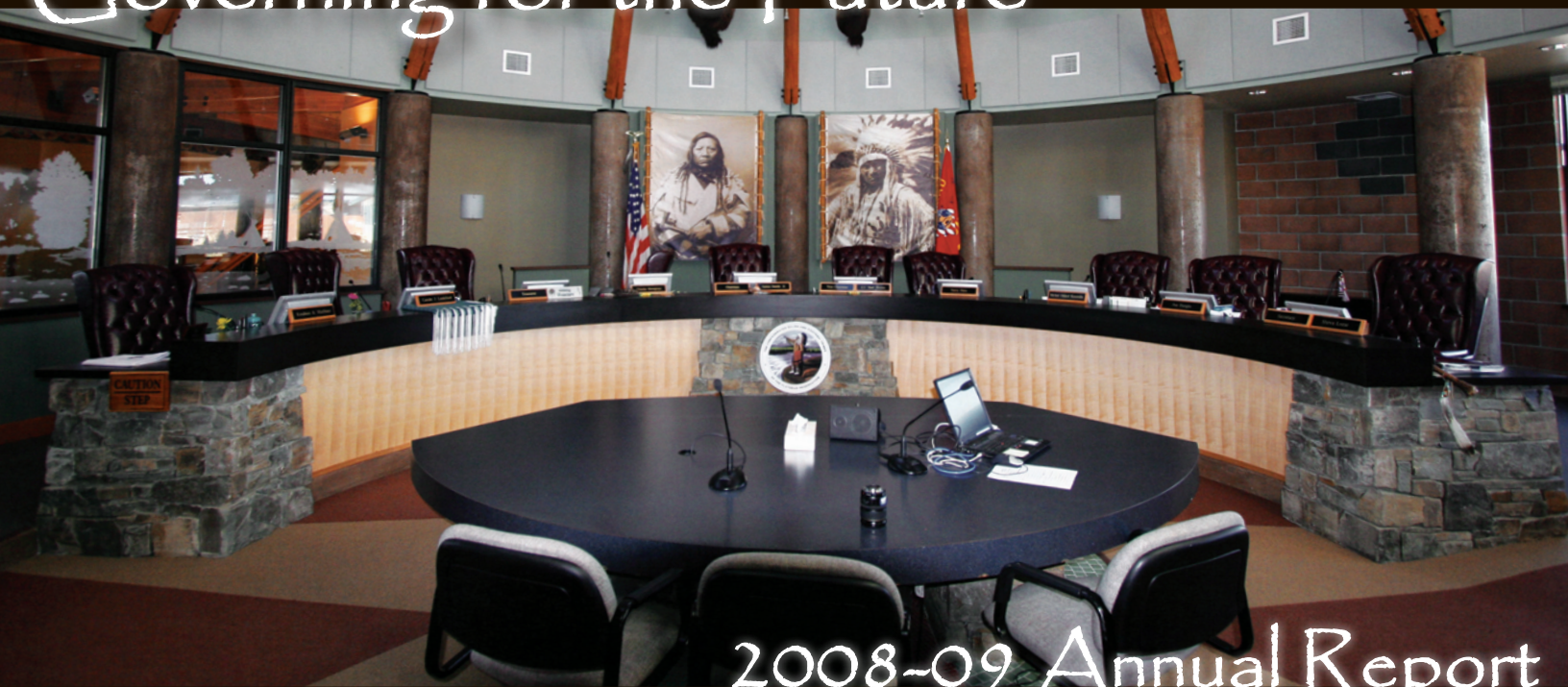




Confederated Salish and Kootenai Tribes

# Governing for the Future



2008-09 Annual Report





In memory of Oshanee Kenmille  
1916-2009



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

**MISSION:** *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.*

|   |    |
|---|----|
| <b>Letter from Chairman</b> .....   | 6  |
| <b>Tribal Council</b> .....   | 7  |
| <b>Salish-Pend d'Oreille Culture Committee</b> .....                              | 8  |
| <b>Kootenai Culture Committee</b> .....   | 10 |
| <b>Tribal Historic Preservation</b> .....   | 11 |
| <b>Office of Economic Development</b> .....                                       | 12 |
| <b>Personnel Department</b> .....   | 12 |
| <b>Tribal Credit</b> .....  | 12 |
| <b>Information Technology</b> .....   | 12 |
| <b>Enrollment 2008 - 2009</b> .....   | 12 |
| <b>Tribal Health &amp; Human Services</b> .....                                   | 13 |
| <b>Tribal Education Department</b> .....  | 14 |
| <b>Kicking Horse Job Corps</b> .....  | 16 |
| <b>Two Eagle River School</b> .....   | 16 |
| <b>Nkwusm Salish Language Institute</b> .....                                     | 17 |
| <b>Salish Kootenai College (SKC)</b> .....  | 17 |
| <b>Early Childhood Services (ECS)</b> .....                                       | 18 |
| <b>Department of Human Resource Development (DHRD)</b> .....                      | 19 |
| <b>Salish Kootenai Housing Authority (SKHA)</b> .....                             | 20 |
| <b>Tribal Lands Department</b> .....  | 21 |
| <b>Natural Resources Department (NRD)</b> .....                                   | 22 |
| <b>NRD - Division of Water</b> .....  | 22 |
| <b>NRD - Division of Environmental Protection</b> .....                           | 22 |
| <b>NRD - Division of Fish, Wildlife, Recreation and Conservation (FWRC)</b> ..... | 23 |
| <b>Tribal Forestry</b> .....  | 24 |
| <b>Tribal Police Department</b> .....   | 25 |
| <b>Appellate Court</b> .....  | 26 |
| <b>Tribal Court</b> .....   | 26 |
| <b>Tribal Adult and Juvenile Probation/Parole Department</b> .....                | 26 |
| <b>Tribal Defenders Office</b> .....  | 26 |
| <b>Tribal Prosecutors Office</b> .....  | 27 |
| <b>Mission Valley Power</b> .....   | 28 |
| <b>S&amp;K Electronics</b> .....  | 28 |
| <b>S&amp;K Technologies</b> .....   | 28 |
| <b>Eagle Bank</b> .....   | 29 |
| <b>S&amp;K Gaming LLC</b> .....   | 29 |
| <b>FY 08 Revenues, Receipts, &amp; Expenditures</b> .....                         | 30 |
| <b>Resource Directory</b> .....   | 32 |

Table of Content

# Letter from Chairman

## ***TO THE SALISH, KOOTENAI, AND PEND D'OREILLE PEOPLE,***

There's no question that 2008 will go down in history as a time of extremes and a time of change.

The national economy melted down and gas prices hit more than \$3 a gallon. The crisis ushered in change in the form of President Barack Obama. The wave nearly transformed Montana into a blue state during the presidential election. The power of the Indian vote was shown in the way every County with an Indian Reservation went to Obama.

As energy costs soared, Council took action to cut back on costs, which led to a four-10s workweek for most CSKT workers. The schedule is still in place and initial studies have shown a financial savings, especially for individual employees who have long commutes to work.

Another development was the securing of a \$200,000 grant to develop a master plan for CSKT's emerging future of energy development. The Tribes will have an opportunity to purchase Kerr Dam in 2015. A lot of work and internal capacity building must be done to ensure CSKT is successful in becoming a thriving energy supplier.

2008 also became the year when CSKT successfully negotiated a new agreement to return employees to the National Bison Range. The year started with pre-negotiation talks, and by the summer, the deal was signed in Washington D.C.

Another bright spot came when the Health Department opened a new state-of-the-art wellness center in Elmo. Health officials also announced the coming of a new three-story clinic in downtown Polson to better serve the health needs of Tribal members.

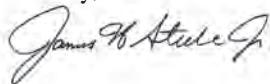
A pleasant surprise came toward year's end when a Christmas tree for the Capitol building was selected from the Bitterroot. The tree was blessed by cultural leaders and greeted in Pablo with performances and prayers. Several trees from the Flathead Reservation were harvested to be displayed in several buildings in Washington D.C.

Tremendous progress was made in the water rights negotiations. Overall, despite the challenges, CSKT finances are in good fiscal shape.

We also said good bye to some dear friends like Judge Moran, CSKT's chief appellate judge. In his honor Abby Dupuis completed Moran's dream by pulling together an impressive event that drew large crowds to hear how the tribal legal system works. By February 2009, the Salish, Pend d'Oreille, and Kootenai Nations said goodbye to a tribal matriarch, Oshanee Kenmille. May we not forget her teachings and may we maintain her passionate efforts at retaining our language, culture and ways.

As a Nation, we've encountered many challenges, but like our ancestors we adjusted and looked for new opportunities as we continue to govern for the future.

Sincerely,



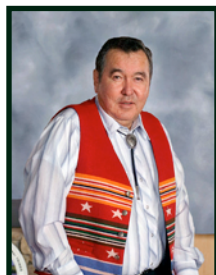
James Steele, Jr.

*Chairman*

*CSKT Tribal Council*



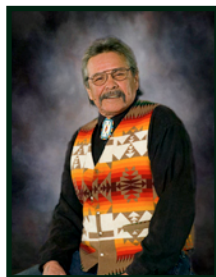
**JAMES STEELE, JR.**  
Chairman  
Arlee District  
2004 - Present  
(Current Term Expires  
2012)



**E.T. BUD MORAN**  
Vice-Chairman  
Pablo District  
2008 - Present  
(Current Term Expires  
2012)



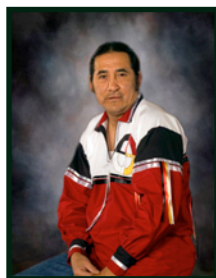
**STEVE LOZAR**  
Secretary  
Polson District  
2005 - Present  
(Current Term Expires  
2010)



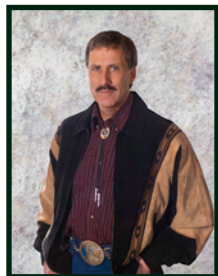
**JIM MALATARE**  
Treasurer  
Arlee District  
2006 - Present  
(Current Term Expires  
2010)



**CAROLE LANKFORD**  
Ronan District  
1994 - Present  
(Current Term Expires  
2010)



**MICHEL "MIKE"  
KENMILLE**  
Hot Springs District  
2004 - Present  
(Current Term Expires  
2012)



**TERRY L. PITTS**  
Dixon District  
2008 - Present  
(Current Term Expires  
2012)



**JOE DURGLO**  
St. Ignatius District  
2006 - Present  
(Current Term Expires  
2010)



**CHARLES L.  
MORIGEAU**  
St. Ignatius District  
2008 - Present  
(Current Term Expires  
2012)



**REUBEN MATHIAS**  
Elmo District  
2006 - Present  
(Current Term Expires  
2010)

Tribe  
Council

# Salish-Pend d'Oreille Culture

## Salish-Pend d'Oreille Culture Committee

The Salish-Pend d'Oreille Culture Committee is a crucial element of the Confederated Salish and Kootenai Tribes. In 2008, seven FTEs, all tribal members, were on staff along with 15 Salish and Pend d'Oreille elder consultants and one history/ethnogeography consultant (non-member). The program's operating budget came from \$504,548 in tribal revenues and more than \$16,000 from grants.

Regular events and activities continued in 2008 including monthly elders meetings, the Bitterroot Feast, trips to the Medicine Tree, the New Year's Jump Dance, and the gathering and storing of medicinal and food plants. The committee delivered numerous public cultural education presentations at conferences, orientations, and workshops for tribal departments, universities, government agencies, historical societies, schools, and public forums. Committee staff represented the tribes in consultations with numerous agencies and educational institutions both on and off the reservation.

## Language Work

The SPCC is designated by the Tribal Council as the coordinator of Salish language activities on the reservation. In 2008, the committee transcribed and translated Salish interviews with tribal elders, hosted the annual culture and language camp, held a bi-weekly language program on SKC public television, taught language classes to NRD employees, reviewed and corrected dictionaries and language materials, digitized original cassette recordings, recorded prayer and hymns on CDs, and replied to information requests from students, tribal members seeking Salish names for land, and name-giving for tribal members.

## Historical Collections Management and Publications

The SPCC maintains a priceless collection of materials relating to tribal history and culture. Perhaps the most valuable of all of these materials are the committee's original cassette tapes of interviews with tribal elders dating to 1975 – nearly 1,000 tapes with many recorded in the Salish language. In the late 1990s, an outside entity was contracted to back up many of these tapes on

mini-disks; however, that job was incomplete and was carried out with inconsistent quality and organization. In 2008, approximately 130 audio recordings were transferred onto CDs, and in 2009, an additional set of equipment will be utilized for digitizing the remaining recordings. The SPCC archives also contain more than 400 video tapes on VHS and Hi-8 formats, which also degrade over time. In 2007, the committee began transferring these recordings to DVDs. 150 video recordings were digitized in 2008, with the remainder to be digitized in 2009. The Culture Committee is also home to some 14,000 historic and contemporary photographs of Salish-Pend d'Oreille people and culture. In 2008, the committee digitized about 3,000 of these images. In 2009, that effort will continue along with the development of a searchable database for all SPCC photos, which when completed will make the collection more accessible for tribal members. In 2008, more photos were added to the collection through donations from private collections. The committee's massive collection of historical documents is also in the process of being gradually digitized; ultimately, they will be included in the database.

Five children's books on Salish language were created in 2008 and will be printed in 2009. Updates of the existing books continue depending on funding. In 2008, the SPCC produced another illustrated 18-month historical calendar, the theme of which was Salish names of plants. This calendar was selected by the Office Of Public Instruction to be distributed to all Montana Public Schools.

## History and Ethnogeography Projects

*The Salish People and the Lewis and Clark Expedition*, published in 2005 by the University of Nebraska Press, was sold out in its hardback edition, and was reissued in a new paperback edition in 2008. The next book with the University of Nebraska Press, *The Swan Massacre: A Story of the Pend d'Oreille People*, is nearing completion.

October 18, 2008 marked the centennial of the Swan Massacre, and the committee organized a centennial commemoration of the incident in the Swan Valley, funded in part by a grant from Humanities Montana.





A number of buses carried tribal members to a private tribal gathering at the site of the massacre, followed by a public event at Holland Lake where tribal and state representatives spoke to a large gathering. As part of the commemoration, the committee produced a preview of the book – an illustrated, full-color, six-page brochure about the incident, entitled *The Swan Massacre: A Brief History*. Two thousand copies were printed for distribution to area schools. In addition, the committee worked with the Montana Department of Transportation to write and erect a historical marker about the massacre along Highway 83 just south of Holland Lake, which was unveiled as part of the commemoration.

**Other major accomplishments in 2008 included:**

- ◆ Completed major segments of research in tribal history and archival sources, and field work with tribal elders, as part of the Salish-Pend d’Oreille Tribal History and Ethnogeography Project, which will lead to publication of a tribal atlas, *Names Upon the Land: A Geography of the Salish and Pend d’Oreille People*, and a comprehensive history of the Salish and Pend d’Oreille tribes.
- ◆ Continued to work on the replacement of “s-word” placenames in Montana (state law mandates replacement of all geographic names in the state containing the offensive term “squaw”). Out of 27 names proposed by the committee, 17 have now been approved by the U.S. Board of Geographic Names.
- ◆ Completed compilation of extensive geographical and historical content for the Crown of the Continent geotourism map, published by National Geographic in March 2008.
- ◆ Continued work on highway historical markers, including signs to be built at the Ravalli Hill interpretive site, a sign on Highway 93 near Victor, Montana, signs in the town of Ronan, and signs at Ross’s Hole.
- ◆ Conducted more than 100 interviews with tribal elders.
- ◆ Completed and released a CD of place name signs along Highway 93.
- ◆ Completed a 100-page essay on bull trout and the Salish and Pend d’Oreille people for NRD’s interactive DVD project, Explore the River.

- ◆ Conducted extensive work with NRD, including research, meetings, and fieldwork, to develop Salish-Pend d’Oreille names for land parcels purchased for conservation purposes.
- ◆ For the 100th anniversary of the National Bison Range, worked with CSKT Communications to prepare exhibit materials and a new pamphlet on the Salish-Pend d’Oreille relationship with bison.
- ◆ For the 75th anniversary of the Going-to-the-Sun Road at Glacier National Park, researched history and prepared materials for CSKT presenters.
- ◆ Completed list of Salish-Pend d’Oreille placenames for map being prepared by NRD (Mickey Fisher).
- ◆ Completed an initial draft of a book on Salish bird names.
- ◆ Completed over half of a comprehensive ethnobotanical listing of Salish plant names and uses, including also English and Latin (scientific) names of plants.
- ◆ Completed updated drafts of Salish names of mammals, fish, reptiles, and invertebrates.
- ◆ Delivered written comments on numerous outside writings and exhibits, including an exhibit on bison at the Charlie Russell museum in Great Falls.

Culture Committees

# Kootenai Culture Committee

## **Kootenai Culture Committee**

The Kootenai Culture Committee serves under the guidance and direction of the Tribal elders and bears the primary responsibility within the Tribe for the preservation of the language, culture and repatriation matters.

In Fiscal Year 2008, the Kootenai Cultural Committee's operating budget was \$629,179 and employed seven FTEs, six of whom are enrolled CSKT members, the elders advisory council and language consultants.

The Kootenai language has few remaining fluent speakers and the aging of these remaining fluent speakers makes perpetuating the Kootenai language an extreme priority of the cultural committee. Efforts to preserve the language include weekly Kootenai language classes at the Tribal Complex in Pablo, an evening class in Elmo and teacher-training and curriculum development support for Kootenai classes in the Polson Head Start Center, Polson Public Schools, and Salish Kootenai College.

The Kootenai hymn book with CD is complete. Awaiting print are two storybooks, and a Kootenai curriculum guide with worksheets. An interactive language DVD using traditional stories is being developed.

In June 2008, the committee hosted a week-long language and culture camp that highlighted Kootenai language, history, songs, storytelling, cooking, arts and crafts. Approximately 150 Ksanka/Ktunaxa attended.

In promoting the Kootenai language, the committee responds to requests for translation from tribal departments and serves as a language resource to outside agencies like the Kootenai National Forest and Polson Public Schools.

The staff does many regular events including Pupil Instruction Related (PIR) day for school staff, Two Eagle River School-sponsored Elders Week, educational

programs at The People's Center, and cultural events such as the annual journey to Kootenai Falls and annual bitterroot feast.

The staff also made numerous presentations in 2008 including events with Polson Public Schools, Ronan Public Schools, Salish Kootenai College, Glacier National Park, Libby School District, and CSKT Tribal courts. NAGPRA activities included reclaiming 560 objects of cultural patrimony.

Still under development is the Kootenai Audio Recordings Transcription and Translation Project, which will provide a systematic and thorough inventory of all the recorded Kootenai Language material and make it easily accessible and usable. As of the end of 2008, the historical stories, interviews, and legends are seventy-five percent transcribed and translated. The video tape collection is fifty percent transferred to DVD.

*"Preserve, Protect, Perpetuate and Enhance the Language and Culture of the Kootenai People"*





## Tribal Historic Preservation

The National Historic Preservation Act amendments of 1992 allowed federally recognized tribes to assume the State Historic Preservation Office authority on tribal lands. Tribes became responsible for historic preservation review and compliance for any ground disturbing activity within the boundaries of the reservations.

The Confederated Salish and Kootenai Tribes entered into an agreement with the National Park Service and the Advisory Council for Historic Preservation to assume all State Historic Preservation Office authority for the Flathead Indian Reservation. The Tribal Preservation Department, established in 1996, offers a tribal perspective for cultural resources and maintains a tribal database of historic places.

The department is responsible for the protection, preservation, survey and documentation of Tribal and historic cultural resources that are physical sites on the landscape. The department works closely with the two culture committees and the Elders Committees. A key distinction between the Culture Committees and the Preservation Department is the types of cultural resources we protect. The Culture and Elders Committees protect the Tribes' cultural resources including historic photographs, language, songs, stories etc. Preservation protects the physical places on the land that our ancestors used such as camp sites, pictograph sites, vision quest sites, areas that have a traditional place name or where traditional stories took place.

Cultural resource law requires all federal agencies and Indian tribes to survey, record and evaluate project lands for cultural resources; and to consider any impacts projects would have on cultural sites that could be included on the National Register of Historic Places. CSKT's Preservation Department often includes elders in cultural site visits and records any comments, stories

and place names offered by the elders. All sites are recorded on GPS and a GIS database. The Tribal Historic Preservation Department also contracts with federal agencies to do cultural resource work to bring in extra dollars.

The Peoples' Center museum and gift shop is also part of the Preservation Department and the center provides education to the public and local schools about Salish, Pend 'Oreille and Kootenai traditional lifestyle and history. Some of the activities include hands on projects of drying meat, beading, doll making, and playing traditional games. The Peoples' Center gift shop offers unique beadwork and art made by Indian artists. There's also a fine selection of beads and beadwork supplies along with CDs, books and t-shirts for purchase.

In April 2009, the Peoples' Center will display a pictorial history of the Flathead Indian Reservation. This display will be the result of an IMLS Historical Photograph Exhibit and a National Park Service Grant.

The Tribal Historic Preservation Department employs 23 people; three half-time employees, and two seasonal employees. Twenty one are CSKT members, one is enrolled with the Choctaw Tribe of Oklahoma, and one is enrolled with the Kin-Basket Kootenai Tribes of Canada.

Tribal Historic Preservation

# Office of Economic Development Personnel Department Tribal Credit Information Technology

## **Office of Economic Development**

2008 marked the inception of the Office of Economic Development. In difficult economic times, it is imperative to direct the business-related activities of the tribes in an efficient and effective manner. The office will undertake these efforts, coordinating communication and planning between the existing tribal business entities and tribal council, and exploring new business opportunities. A key component of these efforts is due diligence – ensuring that we are doing our homework in assessing what to do with existing operations and sifting through potential new opportunities so that we seize on the good, while just as important, stay away from the bad. A cornerstone of the Office of Economic Development will be formulating a plan and coordinating the tribes' efforts in the area of energy. The tribes have the opportunity to purchase and operate Kerr Dam in 2015. In order to make this a reality and to ensure a successful tribal effort, much work needs to happen now, and that will be the focus of this office in 2009.

## **Personnel Department**

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

CSKT's Personnel Department oversees eight employees. In 2008, the department received 1,406 applications for 150 positions. In all, 754 people were interviewed. The majority, 61 percent of applications, came from CSKT Tribal members, with 21 percent of applications submitted by non-tribal members and the remaining 18 percent from enrolled members of other tribes. Fifty two percent of the applications submitted were from men and 48 percent of applications were submitted by women.

## **Tribal Credit**

Tribal Credit was established in 1936 with the objective of making loans for the purpose of raising the social and economic status of members of the Confederated Salish and Kootenai Tribe. The Tribal Credit Program provides lending services to enrolled CSKT members. Loans types include a short term loan, which provides up to \$5,000 for up to a three year term. The long term loan program provides up to \$225,000 for up to a 20-year term and must be secured by land and home. A first time home buyer loan has also been added to the program, which loans up to a 30-year term. A three person committee reviews all long term loan requests.

The long term loan program also includes loans for education. As of September 30, 2008, (the end of the Fiscal Year) the short term loan program had loaned out \$5,619,936; the long term program had loaned out \$34,794,595. The operating budget for fiscal year 2008 was \$804,930.

## **Information Technology**

The Information Technology Program within Tribal Administration supports the computer operations for the tribal government. The IT Program currently consists of 12 employees and of those 12, eight are Tribal members.

IT provides support for more than 800 Tribal employees on more than 1,000 computers, printers, and other computer related devices. The support locations range from Elmo to Arlee. IT Operates a computer problem tracking system that gathers statistical information based on computer problems and solutions over that past six years.

The IT Program offers a wide variety of computer training for Tribal Employees and entities. The computer trainings cover standardized software within the Tribal government. Statistics show, in general, that more than 75 percent of the Help Desk calls received in both FY2007 and FY2008 are the result of user education/



training rather than computer system failures. It has become apparent that employee training can lead to savings, both from the effort and costs required by IT Staff, but also from the efficiency of employees.

### **Tribal Health & Human Services**

In Fiscal year 2008 the department has successfully recruited another dentist and an additional pharmacist. The total number of services provided in the Tribal clinic was in excess of 90,000 visits with 3,200 patients being provided services. That is an enormous number of visits/ services provided.

The funding for healthcare services for Indians has remained stagnant. The tribes received approximately 51 percent of the resources needed to provide a level of expertise compared to that spent on a person on Medicaid or a person housed in a federal prison. While these figures are dismal, we continue to pursue our ability to collect third party revenue. This is used by the Tribes to provide services not paid by Indian Health to enrolled members. While not considered comprehensive, the department in consultation and with the approval of the Tribal Council, provides resources to pay medical services/procedures that have been determined to be essential but not eligible for CHS payment. The important thing to note about this is two fold:

- 1) Every **deferred** service must be rated by a medical review team with supporting documentation from the persons primary care provider
- 2) The person must be an enrolled member of the Confederated Salish and Kootenai Tribes to be eligible for this service. (These are tribal dollars.)

We provide services to all eligible persons under what is termed direct services (those services provided in our clinics by our staff). For those patients who are determined to be direct service only, the scope of services is limited to the services provided in the clinics, and services that are required beyond the clinic are the

financial responsibility of the patient or any third party payer the patient may have. The department is continuing to process the application for a joint venture with the Indian Health Service which would provide for a substantial resource in base operations as well as provide for new clinics in St. Ignatius and Polson. This is a five-to-six-year endeavor. In the interim, the Tribes have approved the construction of a new professional building in Polson. This will provide for a much-needed expansion of space and services. The facility will be open in December 2009 or January 2010.

The Tribes were able to renovate the old bowling alley in Elmo into a health and wellness center, complete with a medical clinic, diabetic training center and a state of the art fitness center. This facility speaks to the philosophy of providing competent, committed and the best care possible for our membership.

The department remains optimistic about health care into the future. With a new administration and a new HHS Secretary who is familiar with Indian Health, perhaps the long neglected area of Indian Health will be given better recognition and resources.

*“The Tribal Health & Human Services continues to expand availability of services to those eligible for care.”*



# Total Applications For Academic Year 2008-2009:

*Male: 82 | Female: 142 | Total: 224*

## **Tribal Education Department**

The mission of the Tribal Education Department, established in 1994, is to promote, support, and respect quality education through education leadership, curriculum development, scholarship opportunities, and community empowerment.

Tribal Education has an exciting year ahead. Tribal Council is redesigning education. The effort will be a compilation of many educators, department managers, community members, and local school representatives. The final outcome should be a department that meets the needs of all Tribal members. Please watch for public comment opportunities in the The Char-Koosta or contact Tribal Council to submit comments.

Tribal Education will continue to monitor Federal JOM and Impact Aid funds, which enhance schools. Parents, students and schools collaborate on the process. In May 2009, Tribal Education will celebrate the high school graduation of CSKT members from reservation high schools. We are requesting pictures of each graduate along with their names, high school, parents and grandparents.

Each year an Awards Banquet recognizes youth throughout reservation schools. One child is chosen from each elementary and middle school. A high school student is selected in each of the schools and then an exemplary student is selected by committee to receive The High School Student of the Year. Parents are selected by educators, peers and community members to recognize those who give unselfishly to support youth. An Educator of the Year is awarded based on peer, parent and student nominations. The department has partnered with the Kootenai and the Salish-Pend'd Oreille Culture Committees who select the Cultural Preservation award, which is given to an elder who has contributed to the culture connected to the youth and communities. The Education Department also issues a Lifetime

Achievement award.

At the beginning of each school year, Tribal Education hosts a Pupil Instruction Related (PIR) Day for the 400-plus educators that teach on the Flathead Reservation. This is a one day (six educational OPI units) event when tribal departments present issues and educational opportunities for teachers and administrators. More than 40 individual 90-minute sessions are presented in one day.

For those youth living on the reservation, a monetary incentive is given to 7-12 graders who maintain a 3.0 G.P.A. or better and/or have 9-or-less days missed for the entire year. High school seniors, including off-reservation students, who present an accredited high school diploma, are given a \$200 incentive by the Tribes.

For the college bound, a new program will pay for the cost of college application fees for up to three colleges for CSKT members.

## **CSKT TRIBAL EDUCATION DEPARTMENT HIGHER EDUCATION STUDENTS 2008 – 2009**

*Total Applications for academic year 2008-2009:*

Male: 82

Female: 142

**Total: 224**

Students accepted in the 2008-2009 academic Higher Education Scholarship Program are attending the following schools.

Salish Kootenai College – Pablo (127 students)  
University of Montana – Missoula (41 students)  
Montana State University – Bozeman, (5 students)  
Washington State University (3 students)



Photo by: NC Shooter

**The following colleges/universities have 2 or less CSK Tribal Scholarship supported students.**

- Arizona State University
- Carroll College
- Central Arizona College
- Central Washington University
- Clover Park Technical College
- Columbia College
- Eastern Oregon University
- Eastern Washington
- Gonzaga University
- Harvard University JFK School of Government
- Haskell Indian Nations University
- Houston Community College/Lee College
- Institute of American Indian Arts
- Idaho State University
- Johnson & Wales University
- Linn-Benton Community College
- Montana State University – Billings
- Montana State University – Butte
- Nicolet Area Technical College
- Normandale
- Portland
- Seattle Central Community College
- Snow College
- Southern Illinois University
- Spokane Community College
- Tohono O’odham Community College
- UMASS – Amherst
- University of Colorado
- University of Idaho
- University of New Mexico
- University of Phoenix
- University of Montana Western
- Walla Walla University
- Weber St. University
- Whitworth University

**Number of Tribal Member High School Seniors anticipated to graduate in 2009**

|              |    |
|--------------|----|
| Charlo       | 1  |
| Hot Springs  | 1  |
| Ronan        | 12 |
| Polson       | 6  |
| St. Ignatius | 5  |

Confederated Salish & Kootenai Tribal Higher Education 2009-2010 Scholarship Applications are available in the Education Department, or call Ext. 1072 at the Tribal Complex (Penny), or go to [www.cskt.org](http://www.cskt.org) (Services tab - then click into the Education Dept.) download the application, policies and procedures online.

***DEADLINE  
IS  
MAY 1, 2009.***

Tribal Education Department



## Kicking Horse Job Corps

Kicking Horse Job Corps Center is the longest-running federally-contracted program operated by CSKT. Through a contract with the Department of Labor, the center has served as an all-Indian vocational training center since 1970 that serves up to 224 students annually for students from ages 16 to 24. When admissions began declining in 2007 the center opened to non-Natives to help keep student numbers high. The result was a more diverse population that better reflects the global workplace.

Local recruitment efforts continue through awareness campaigns about the meaningful training opportunities available for local youth at the Center. The national economic crisis has encouraged young people to consider Job Corps as a way to receive valuable skills and industry certifications in career, technical-training programs.

In 2008, each technical training program at the Center received new training plans, which now require a one-year commitment from students to complete state or national industry certifications. A focus has been placed on accountability, integrity, respect and safety in our everyday operations of the center. The goal is to provide a living and learning environment that contributes to student success now and down the road. Students learn to become employable and lifetime learners.

Also in 2008, Kicking Horse Job Corps Center received multiple Regional Job Corps awards including Literacy ranking, Career Technical Training Completion ranking, Average wage ranking, 6-month wage ranking and Most Improved Center in the Region.

Kicking Horse Job Corps' operating budget for the last program year was \$5.046 million and employed 70 staff, 42 of whom are CSKT members and three from other tribes. A total of 265 students were served (including 27 local students), of which, 126 completed career technical training program, 71 earned General Equivalency Diplomas (GEDs) and three earned high school diplomas.

Kicking Horse Job Corps Center has been accredited by the Northwest Association of Accredited Schools since 1983 and has received annual accolades for program excellence. The Center's high school diploma program is earned through Two Eagle River School. Through Salish Kootenai College, Center students can earn a Life Skills certificate for completion of a 45-credit program of studies. Additionally this year, a co-enrollment agreement with Two Eagle River School allows students to attend both institutions and earn a high school diploma and vocational certification.

Kicking Horse Job Corps students have a strong tradition of community service to the Flathead Reservation communities including excavation, road work, building renovation, construction of park and campground facilities, recreational access, forestation projects, health and wellness activities, debris cleanup and assisting with tribal cultural events and activities. The value of projects accomplished by center work crews in 2008 was more than \$200,000.

## Two Eagle River School

Two Eagle River School is an accredited institution operated by CSKT through a contract with the Bureau of Indian Education. The school serves grades seven through 12 in Pablo. TERS is accredited through the State of Montana and through the Northwest Association of Schools & Colleges. The school's name goes back to its original location in Dixon near the Flathead River where the school operated from 1974 to 1989 before making the move to its new building in Pablo. The school's operating budget of \$2.2 million comes primarily from BIE funds. The school employs 42 people fulltime; 25 are CSKT members, three are descendants, and three are enrolled in other tribes.

*"The class of 2008 graduated 10 CSKT members, 2 CSKT descendants, and 8 members of other tribes."*





## Nk'usm Salish Language Institute

The mission of the Nk'usm Salish Language Revitalization Institute is to recreate a process whereby the Salish Language is passed from parent to child, elder to youth, in an effort to holistically preserve the language and to perpetuate the Salish tribal way of life and world view. Looking to the future, Nk'usm is dedicated to perpetuating the Salish Language through the creation of comprehensive educational programs that involve people of all ages. In order to fulfill this goal, an immersion school was created for pre-school and primary students, with the future to include students through high school.

The Nk'usm Salish Language Revitalization Institute, located on the Flathead Indian Reservation in Arlee, opened its immersion school to its first group of young children in the fall of 2002 with a preschool and kindergarten; it now enjoys students from Pre-K through grade 8. There were 40 students enrolled during the 2008-2009 school year. The school's first class of four students graduates in June. The school is a complete academic experience dedicated to the promotion and preservation of the Salish Language. The curriculum is translated into the Salish Language and the children are then instructed in their ancestral tongue. The curriculum and programs are specifically designed to create conversationally fluent Salish speakers.

**From the Past...For the Future:** *Instructing our children in the Salish Language while interweaving the cultural and historical traditions of the Salish people provides an opportunity to bring greater meaning and self-awareness to the learning process. Being able to rely on honored past traditions to bring insight and experience to the present educational needs and goals provides opportunities to develop future leaders of the Salish people with the skills necessary to be successful in an ever-changing world.*

## Salish Kootenai College (SKC)

Salish Kootenai College is an accredited tribal college. Its programs are accredited by the Northwest Commission on Schools and Colleges. Nursing, Dental Assisting, Technology, and Social Work have specialized accreditation.

The College's campus has 51 modern buildings occupying more than 265,000 square feet on a beautiful 135-acre campus. During the 2007-2008 academic year, SKC enrolled more than 1,600 students resulting in 1,040 full-time equivalent students; of which 715 were members of federally recognized tribes. In 2008, 194 degrees and certificates were awarded. It was the largest graduating class in the College's history.

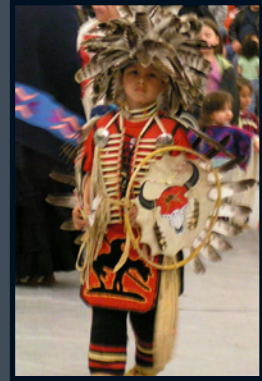
SKC offers comprehensive student support services including recruitment and retention programs, financial aid, scholarships, computer-equipped academic laboratories, tutoring, personal and career counseling, job placement, housing, child care, cafeteria, a health and recreation center and a performing arts theatre. SKC has numerous student clubs and activities. Student housing consists of 55 living units and a dormitory with 40 bedrooms.

Salish Kootenai College employs 185 fulltime faculty and staff members of which 41 percent are Native American. There are 96 faculty members in which 54 are full time and 42 are part time. The average class size is 15 students.

Salish Kootenai College offers eight bachelor degree programs including nursing, business/entrepreneurship, information technology, computer engineering, forestry, social work, elementary teacher education, environmental science; and 14 associate degree programs including highway construction training, medical office clerk and dental assisting technology.

Salish Kootenai College

# Early Childhood Services



## Early Childhood Services (ECS)

ECS is a comprehensive, family-centered, child development program that serves pregnant women, children from birth to age five, and their families. Our mission is to provide the highest quality learning and growing experiences in a safe, fun, nurturing and challenging environment to enhance the total development of children, families, staff, and the community as a whole. ECS provides a range of services in education, early childhood development, health, nutrition, and parent involvement. Our vision is to help create and ensure healthy, honored, proud and strong families on the Flathead Reservation.

In Fiscal Year 2008, ECS' Operating Budget was \$2,484,990 from the Department of Health and Human Services. The department is funded to serve 177 Head Start and 40 Early Head Start children. Throughout 2008, more than 250 children were served.

ECS employs up to 75 staff in 17 different classrooms, with centers located in Arlee, St. Ignatius, Ronan, Pablo and Polson. Wrap-around childcare is now offered in one centralized Pablo Center, as well as Ronan Early Head Start which gives priority to high school students, enabling them to complete their education while their children are in care.

Community partnerships are made to enhance services to ECS families. Local partners include: Safe Kids, Safe Communities, Coalition for Kids, PTOTS, Salish Kootenai College, and tribal departments including DHRD, SKHA and Tribal Health and Human Services.

### *Notable events for 2008 include:*

- ◆ Early Childhood Services hosted our 33rd Annual Head Start Powwow in April at the Ronan Event Center.
- ◆ Early Childhood Services completed our sixth year as a Touchpoints participant program, a parent and family program designed to help create strong foundations for child development.
- ◆ The 4th Annual Early Childhood Services Baby Fair in November was a success with more than 400 families attending. The annual event honors and supports pregnant families and the new babies on our Reservation. More than 40 vendors from local communities and throughout the state provided valuable information about child wellness, health, safety and early literacy for children.





## Department of Human Resource Development (DHRD)

DHRD strives to help Tribal families and individuals achieve self-sufficiency by providing support, compassion, hope and guidance. Support is given through sustenance income, childcare, parenting, food, employment, training, counseling, life planning and transportation as they transition to a more stable personal environment.

The Fiscal Year 2008 operating budget totaled \$13 million, of which \$5.2 million was from the BIA, \$6.8 million came from contracts and grants, and the remainder came from tribal revenues. The department employed 127 FTE's of which 122 were Tribal members.

During the fiscal year, \$1,171,277 in wages was paid for work experience placements and employment. Seventy five percent of employment was placed within the tribal organization including departments like Early Childhood Services, Maintenance, Tribal Lands and Tribal Forestry. As of September 2008, the department placed 237 people through the Work Experience Program. The average hourly rate paid to employees was \$7.87 per hour. For employment-related supportive services, DHRD paid more than \$1 million for work supports and childcare. For On-the-job (OJT) placements there were 56 placements in 30 worksites with an hourly wage of \$12.99.

DHRD Social Services Program received 351 child abuse or neglect referrals involving 628 children. A total of 25 children were placed in permanent homes, which breaks down to three adoptions and 22 guardianships. Social Services continues to work with families impacted by meth use. Forty children who receive these services were born positive to meth. The prevalence of domestic violence this last year increased.

Sylvia's Store officially opened in January 2007. During 2008 the Store served 50-60 people each month with clothes, hygiene products, furniture and appliances.

During Thanksgiving 500 elders were provided dinners and for Christmas the store provided gifts and other needs to 1,280 children, families and elders. The Store provided 435 backpacks to children with school supplies. The tribal membership has been exceptional in donating furniture and other items to Sylvia's Store for clients. The store now has a warehouse and the crew fixes and repairs items that are then donated to those in need. DHRD case managers refer clients to the store. Excess items are offered in a free yard sale for everyone to use.

DHRD continues to manage the Quick Silver gas station. The Tribal Transit Program operates out of this business. Next year, with Council approval, two mechanical bays will be built on and used by the Transit Program.

For Fiscal Year 2008, the following grants were submitted and approved with services beginning in October:

- ◆ \$500,000 SMASHA suicide-prevention
- ◆ \$73,000 JARC Transportation grant MOU with SKC to Transport student for reimbursement
- ◆ Field and Home – fresh vegetables and nutrition education

DHRD worked closely with Senator Baucus's office and the National Indian Child Welfare Office to pass a bill for direct funding to tribes for IVE – this bill was passed and signed by the President.





## Salish Kootenai Housing Authority (SKHA)

The SKHA was established by Tribal Council in 1963. Ordinance 38B established the Housing Authority as a separate tribal entity, managed by a seven-member board of commissioners that meets twice a month. The mission of the Salish and Kootenai Housing Authority is: To provide the highest quality, affordable housing to the people of the Flathead Reservation while utilizing all resources to insure that services are provided in an efficient, economical and timely manner. The Housing Authority plans and assesses housing and support services to insure all areas and individuals are served. The Housing Authority continually strives to improve the quality of life while maintaining the cultural integrity and identity of the Salish and Kootenai people.

*“The SKHA has been recognized by HUD for its excellence in operation and has received the Sustained Excellence Award every year the award has been offered.”*

The consistency of the management team, which includes Executive Director Jason Adams and six managers, is a key to this success. The team is experienced and trained with an average length of service of 19 years. Jason was recognized by the United Native American Housing Association and the Department of Housing and Urban Development with the Friend of Housing Award in 2008.

The Housing Authority manages and maintains approximately 480 low-rent properties, 75 ownership properties, 15 transitional living units, 80 trailer park lots and 50 rental assistance slots. All services are available to eligible low-income Tribal member families who live on the Reservation. The SKHA also provides rehabilitation

to income-eligible Tribal member homeowners, water and waste water services to eligible families, weatherization assistance for homeowners and renters, and homebuyer education classes. SKHA also manages 23 Community Water/Sewer Systems.

SKHA's 2008 operating budget was approximately \$6.4 million, which is funded primarily by Federal agencies for Indian housing and related services. The budget includes \$4.1 million from the Indian Housing Block Grant; \$1.5 million from Indian Health Service for water and sewer projects; \$900,000 from Indian Community Development Block Grant; and other grants and operating revenue. CSKT, through the SKHA, is one of only two Montana Indian reservations that operate and administer the State/DOE Energy Funds.

### 2008 Activities

- ◆ Low Rent - 558 families served
- ◆ Home ownership (Mutual Help) - 67
- ◆ Emergency Home Repair - 480 families served
- ◆ Homebuyer Education Classes - 72 individuals served
- ◆ Indian Community Development Block Grant (ICDBG) - 26 families served
- ◆ Home Improvement Program (HIP) - four families served (limited funds)
- ◆ Weatherization - 45 families served
- ◆ Maggie Ashley Trailer Court - 37 families served
- ◆ Community Water/Sewer Services – 1,100 families served
- ◆ The Water/Sewer Operations Department installed water and sewer facilities to 76 families in 2008.
- ◆ The Water and Sewer Department completed a Community Water and Wastewater System installation in 2008 at the Timberlane Homesites community that has the capacity to serve six users.



The SKHA serves as a mentor to other Housing Authorities across Indian Country by providing assistance in a variety of areas. SKHA has always been in the forefront of issues dealing with housing in Indian Country.

### Tribal Lands Department

In Fiscal Year 2008, the Tribes purchased 852.44 acres with \$2,834,710.32 from the Tribal general fund and \$335,000 of ARCO funds bridging a purchase of 105.64 acres. At present, there are 53 Tribal and 30 individual fee-to-trust actions being processed. The Tribal Lands Department employed 25 personnel, and spent \$1.4 million from BIA compact funds and \$297,000 from the Tribal general fund for operations.

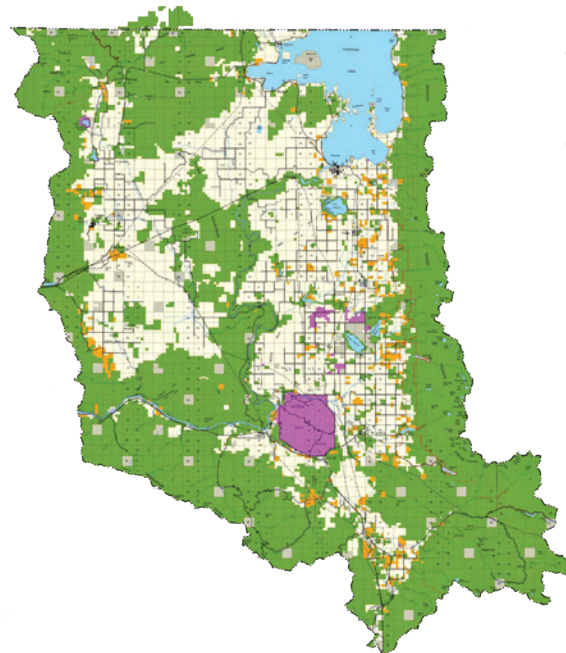
Revenues from Tribal leases, permits, fees, and related activities totaled approximately \$900,000. The department administered 47 commercial leases, 1,496 homesite leases, 52 gravel permits, 429 agricultural leases and 40 grazing permits.

The Planning Program began a full update of the Tribes' Comprehensive Resources Plan with a \$59,985 grant. The documentary video "Finding Common Ground" was shown to many diverse groups including other tribes, colleges, National Forest personnel, and local schools and clubs. A cooperative project with the Flathead Reservation and Salish Kootenai College extension agents resulted in a USDA national animal identification system grant of \$168,472 for education of Indian livestock producers.

Noxious weed surveys were completed on 22,000 acres and a range inventory was started at the 30,000 acre Valley Creek range unit. Approximately 6,700 acres of noxious weeds were treated. Program personnel assisted the USDA with grasshopper suppression on over 35,000

acres to protect nearly 100,000 acres from grasshopper damage. Tribal members were contracted to build fifteen miles of fence. Grants totaling \$144,354 were acquired for noxious weed management and rangeland vegetation inventory.

The Land Titles and Records Office maintains the ownership records on all trust property on the Reservation. It produced 202 certified and approximately 975 working copy Title Status Reports. The office was responsible for managing the prior year's probates and the 83 new Tribal member deaths. It also processed mortgages and facilitated 120 property appraisals. The office also processed 117 mortgages and facilitated 120 property appraisals.





## Natural Resources Department (NRD)

In 1982, the Tribes established the Earth Resources Division which became the Natural Resources Department in 1983. With an average annual total of about 110 FTE's, NRD houses three functional divisions: Water, Environmental Protection; and Fish, Wildlife, Conservation and Recreation; in addition to Administrative Services and the National Environmental Policy Act (NEPA) Program.

*"In 2008, CSKT entered into a new Annual Funding Agreement with the US Fish and Wildlife Service for activities at the National Bison Range, now a program under NRD."*

### NRD - Division of Water

The Division of Water is made up of the Water Management Program, Water Administration/Rights Program, Geographic Information (GIS) Program, Safety of Dams (SOD)/Roads Program and the Highway 93 Coordination Program.

In Fiscal Year 2008, the division budget was \$7,902,081 million and employed 36 full time professional and technical employees, 33 of whom were CSKT members.

#### Significant events in the division during Fiscal Year 2008 include:

- ◆ The continuation of data collection to support the Tribes' water right claim as well as participation in water rights negotiations.
- ◆ Construction was completed at the Low Dry Fork Dam by the Safety of Dams Program. Construction was necessary to address safety concerns in the structure.
- ◆ Blading, grading, installation of culverts and snow removal on BIA roads by the Roads Program.
- ◆ The Elmo East Streets Project was completed in 2008.
- ◆ Two reaches of Highway 93 reconstruction were completed.

- ◆ New data bases for the Water Management Program and Water Administration/Rights were completed.

### NRD - Division of Environmental Protection

The Division of Environmental Protection houses the Indian General Assistance Program, a Shoreline Protection Office, Air and Water Quality, Non-Point Source pollution program, Wetlands Conservation, Water Pollution Control, Solid and Hazardous Waste, a Brownfield program, Pesticides Program, and the Underground and Leaking Underground Storage Tank Program. The division's primary purpose is to monitor, evaluate, and regulate activities on the reservation that may impact environmental quality.

The Shoreline Protection Office processed 225 Shoreline 64A permits, 39 Aquatic lands 87A permits and looked at 31 possible violations and collected approximately \$174,000 in dock and application fees and permits.

During the past year the Brownfield Program performed two Environmental Site Assessments at abandoned home sites in the Dixon Agency and the North Crow canyon area, plus two environment site assessments were completed for the Elmo Cash Store and the old St. Ignatius/Woodcock dump. Three other site assessments were conducted at three home sites that were contaminated by methamphetamines. The Brownfield Program receives a \$200,000 clean-up grant for the Elmo Cash Store with the Salish Kootenai Housing Authority.

The Pesticides Program also finished its first year of being federally credentialed to investigate and enforce regulations pertaining to the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA). Approximately 45 inspections were conducted on reservation-owned businesses applying or selling products regulated under FIFRA.



The Underground Storage Tank program is scheduled to become federally credentialed to investigate and enforce regulations pertaining to the Resource Conservation and Recovery Act (RCRA). Thirty inspections were conducted on reservation-owned businesses containing underground fuel tanks.

The Non-Point Source Program Restored 1,300 feet of the Little Bitterroot River at the McDonald ranch to a more natural configuration. Point bars, deepening and narrowing the river channel, vegetation and sod mats were used.

The Water Pollution Control program monitored the damage and clean-up of the Keller Transportation spill that occurred on Highway 35 near Finley Point, and visited numerous waste water and sewage treatment facilities. The Water Quality Monitoring Program continued sampling and analyzing water from reservation water bodies including Flathead Lake, and the Wetlands Conservation Program is almost complete with its infrared mapping of wetlands on the reservation.

### **NRD - Division of Fish, Wildlife, Recreation and Conservation (FWRC)**

The Division of Fish, Wildlife, Recreation and Conservation (FWRC) is the largest division within the Natural Resources Department. In Fiscal Year 2008, the Division had a multimillion dollar budget and employed more than 50 professional and technical staff who carried out hundreds of projects, performed annual activities and tasks, and acquired private lands for Reservation fish and wildlife habitat.

One important highlight of the 2008 fiscal year was assisting with the finalization of the new co-management agreement for the National Bison Range Complex with the U.S. Fish and Wildlife Service.

The 2009-2011 Annual Funding Agreement was approved mid summer after months of negotiation sessions and hard work from the Tribal staff involved. The Tribal responsibilities for the Complex will reside primarily within the FWRC Division to perform all of the biological, maintenance and some visitor services

functions, along with the Forestry's Fire Division, which handles all fire functions for the Complex refuges and lands.

Division staff also invested a significant amount of time implementing the successful return of the greater Yellowstone area bison hunting for the Tribal membership. A series of Yellowstone Bison Hunt orientations were held by the Division to more than 120 potential Tribal hunters.

Our wardens and staff continually coordinated with state, forest service and park officials to provide a good, sound and legal hunting opportunity for the membership engaged in the hunt. All of the Tribal members who hunted were successful with 34 total animals harvested during the FY '08 season.

Additionally, the Yellowstone Bison Hunt activity continued to improve fish and game law enforcement communication and coordination concerning all off-Reservation hunting and fishing by our Tribal membership.

Another note worthy accomplishment is the completion of the Salish Point beach restoration project west of the KwaTaqNuk Resort in Polson. The removal of the old saw mill's 900 foot long failed seawall and the construction of a restored natural gravel shoreline in its place is a milestone accomplishment for the environmental enhancement and recreational uses of Flathead Lake. This restored beach is a major attribute and compliment of the ongoing CSKT/City of Polson Salish Point Park Project.

# Natural Resources



## Tribal Forestry

The Confederated Salish and Kootenai Tribe's Forestry Department promotes healthy forests for future generations, done in accordance with goals of the Confederated Salish, Pend d'Oreille, and Kootenai Tribes. Forestry prescribes and implements treatments to enhance growth and yield of trees to promote forest health and also to return forest lands to pre-contact conditions. Our management decisions are based on Tribal social and economic needs, as well as sound scientific and ecological principles.

It is our belief that to provide good stewardship, we must actively manage our forest resources to provide for our membership a diverse and sustainable landscape. According to the 2000 Flathead Reservation Forest Management Plan, 236,000 (51.4 percent) of the 459,000 forested acres are available for active forest management. About 57,000 forested acres (12.4 percent) are designated as restricted management, and 166,000 forested acres (36.2 percent) are classified as unavailable (Mission Mountain Wilderness) for active forest management.

Forestry also supervised tree planting on 781 acres in the Seepay II Fire area. The Seepay II planting efforts could not have been accomplished without the hard work of 70 tribal member emergency hires. The program also planted more than 15,000 native shrubs and trees along the US Highway 93 corridor.

### Division of Project Planning

The Division of Project Planning includes the Timber Sale Program, the Forest Inventory and Planning (FIP) Program, and the Forest Development (FD) Program.

The FIP Program assists Allotment land owners with timber harvest. The program also oversees tribal roads,

forest inventory, Forestry's geographical information system (GIS), and special projects such as research plots, continuous forest inventory, and photo projects.

The Timber Sale Program planned and administered the harvest volume of about 46 million board feet of timber (one board foot is a piece of lumber that is 1 foot wide, 1 foot long and 1 inch thick) which generated approximately \$9.2 million in total revenue to the tribes. Most of the volume was generated by the harvest of dead or dying trees within the Chippy Creek Fire area. This fire was located within or near in the Lozeau Special Management Area. Actual harvest activity occurred on about 7,500 acres of the 36,000 acres that burned in the wildfire. Additional activities such as small scale timber salvage, tree planting, road closures, grass seeding, and weed management will continue in that area for the next two years.

The Timber Stand Improvement Program coordinated pre-commercial thinning activities on 1,958 acres in dense stands of trees. A majority of those acres were in the wild land/urban interface (known as WUI). The interface is where homes and property bump up against forested tribal lands. Thirty-five tribal members did the chainsaw work under temporary employment agreements.

The Heavy Equipment Program piled 2,331 acres of hazardous forest fuels within the wild land/urban interface. Forest Development excavators opened 28.7 miles of BIA and canal roads by removing impassable forest vegetation, mostly brush and small trees. The heavy equipment program also helped with emergency soil stabilization efforts in the Chippy Creek Fire by cleaning or replacing culverts, closing roads, and planting native shrubs.

The Nursery was awarded growing contracts for Milltown Dam and Opportunity Ponds superfund sites. The nursery is growing native grasses, shrubs, and trees





that will be planted at these sites to rehabilitate the disturbed areas. The nursery has and is providing plants for the CSKT Natural Resources Department's Fisheries and Wildlife Programs, US Highway 93 re-vegetation projects, Flathead National Forest, private landowners, reforestation efforts in burned areas, Rocky Boy Indian Reservation, Blackfeet Indian Reservation, and private consulting firms. The Nursery is also active in collecting, cleaning, and storing native plant seeds for future projects.

### Division of Fire

The duties of the Division of Fire include wildfire suppression, fire prevention, and fuels management. Last year, 116 wild fires burned 2,425 acres of tribal land. The Division of Fire signed up and inspected heavy and water handling equipment for local emergency hire rental agreements, which generated \$961,351 in tribal member and local vendor income from area fire assignments. The Division also trained CSKT staff and 163 emergency firefighters. The Division of fire dispatched 27 hand and camp crews that generated about \$750,000 in local income for reservation families. The Division also provided agency support and coordination for fire restrictions, fire evacuations, fire prevention and education, burned area stabilization and rehabilitation, and provided Incident Management Team support for the Deep Draw Fire.

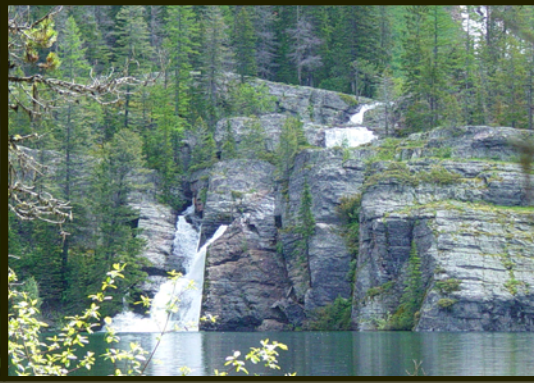


### Tribal Police Department

In providing services to the reservation, the Flathead Tribal Police Department received approximately 15,572 calls for service. The department was funded in 2008 by \$1.2 million from the BIA; \$931,275 from tribal revenues and the rest from grants. The department employed 35 FTE's, all of whom were CSKT members.

The jail incarcerated 1,574 persons. The STEP Program provided overtime-funding for additional DUI patrols and was a success. In all, 73 DUI drivers were apprehended and taken off our roadways, along with 82 fugitives who were taken into custody. In addition, 48 minors were cited for possession. The STEP Program allowed for 889 hours of additional patrol hours. For the calendar year 2008, the department reported a total of 189 domestic-violence offenses and 133 assaults.

FLATHEAD  
TRIBAL  
POLICE



## Appellate Court

The Appellate Court was established to hear and decide appeals on the law taken from judgments, orders or rulings of the Tribal Court.

In the fall of 2007, Chief Justice Moran applied for and received an *Enhancing Capacity Improving Performance Grant* to provide legal research and training funds. His vision was to culturally connect with the non-Indian community professionals who practice before the Tribal Court and Appellate Court system, but he passed away before he could fulfill his vision. After his death in 2008, the Appellate Court staff presented the “*Cultural Connection and the Law 2008*” seminar in August at the Best Western KwaTaqNuk Resort in Polson. In all, 85 people attended the seminar, which was held in Justice Moran’s honor. William Joseph “Joe” Moran served as Chief Justice of the Appellate Court from 2003-2008. Moran was the first tribal member to serve as Appellate Court Chief Justice. In his honor, Tribal Council named the appellate courtroom the WILLIAM JOSEPH MORAN APPELLATE COURTROOM.

The Appellate Court had 10 appeals filed in 2008. 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.

## Tribal Court

The judicial power of the Confederated Salish and Kootenai Tribes is vested with the Tribal Court and the Tribal Court of Appeals. The Tribal Court hears cases under the CSKT Laws Codified involving criminal offenses, civil disputes, traffic violations, juvenile matters, small claims, and fish & game regulations. Final decisions of the Tribal Court may be appealed to the Tribal Court of Appeals. The Tribal Court has criminal jurisdiction over any enrolled tribal member of a federally recognized tribe found within the Flathead Reservation and accused of an offense under the CSKT Laws Codified.

In 2008, there were 3,041 new cases filed in Tribal Court (2,273 criminal cases, 138 juvenile cases, and 630 civil cases). The Court staff consists of the Chief Judge, two Associate Judges, an Attorney Law Clerk, Chief Clerk of Court, and two Deputy Clerks.

## Tribal Adult and Juvenile Probation/Parole Department

The Tribal Adult and Juvenile Probation/Parole Department is an extension of the Tribal Judicial System and is funded entirely by Tribal revenues. The Probation Department employs eight full-time employees: Two Adult Probation Officers, four Juvenile Probation Officers, one administrative assistant and one Youth Court Clerk/receptionist.

The current Tribal Youth Code passed by Tribal Council in 2005 was enacted to make parents more accountable for their children and also to hold youth more accountable for their actions. The new Youth Code has resulted in a steady decline of juveniles referred to the Juvenile Probation Office. In 2008, Council approved a change to the Youth Code allowing an expansion in the offenses handled by the Probation Office.

The Probation/Parole Office also received a grant called “Refocusing our Youth.” In its second year the truancy, youth drinking and cultural classes were implemented. The program runs on a referral system with all reservation schools to provide early intervention and prevention to reduce truancy rates and Minor in Possession charges among our youth. This program serves enrolled youth ages 10-17 along with their parents or guardians.

In Fiscal Year 2008 the Tribes continued with the contract it had with RYO (Reintegrating our Youth), a detention center in Galen, MT. Due to the reduced referrals of Juvenile citations, the contract with RYO was reduced from a three bed guarantee to a two bed guarantee.

## Tribal Defenders Office

The Tribal Defenders Office is a combined legal services and public defender office, which provides representation and legal assistance to persons who meet guidelines set by Council. The office also serves as a walk-in legal clinic that helps individuals with legal questions on a variety of issues.

The Civil Division represents Tribal members in housing, consumer issues, some child custody, guardianships, mental health commitments, adult



protective services and jurisdictional issues. The most common request from Tribal members is for assistance in child custody and/or support and visitation. However, many of those cases do not meet the guidelines set by the Tribal Council and are referred to mediation. Requests for assistance in landlord-tenant matters and assistance for debtor issues are common as well.

The Defenders Criminal Division represents people charged in Tribal criminal and juvenile court from initial court appearances and motion practice to sentencing and appeals. The Criminal Division also provides client counseling, referrals and advocacy for those who need treatment for mental health or chemical dependency issues.

The Criminal Division takes questions or concerns regarding Tribal members charged in state or federal court, and regularly consult with state or federal public defenders that represent Tribal members. The Defenders also take questions from Tribal member inmates housed with the Montana Department of Corrections and assist with their requests for temporary release from institutions to attend funerals on the reservation.

The Tribal Defenders are dedicated to strong advocacy and the protection of civil liberties while seeking innovative ways to address the underlying issues that bring clients through the Tribal justice system. The department emphasizes the use of Tribal programs and volunteer advisors to assist with traditional remedies and mediation.

### **Tribal Prosecutors Office**

Protection of the public, preservation of the peace, and enforcement of the law are the primary duties of the Tribal Prosecutor's Office. The Tribal Prosecutor's Office is the agency responsible for the prosecution of all criminal cases within the jurisdiction of the Tribal Court. The office works in close association with other Tribal agencies such as the Tribal Police Department and Probation Department to enforce the criminal law within the Flathead Reservation. An important part of law enforcement on the Reservation involves working with Montana State law enforcement agencies as well as Federal agencies to build cooperative relationships that lead to better safety and security for all Reservation residents. All misdemeanor crimes committed within the

boundaries of the Flathead Reservation by any enrolled member of a federally recognized Indian tribe are within the exclusive jurisdiction of the Confederated Salish and Kootenai Tribes. Pursuant to the Retrocession Agreement with the State of Montana whereby CSKT resumed criminal jurisdiction previously granted to the State, the Tribes may also prosecute felony offenses committed by Indian offenders within the Reservation boundaries where the State has declined to prosecute. The Tribal Prosecutor's Office filed in excess of 2,000 criminal cases in 2008 with many involving multiple offenses.

An important duty of the Tribal Prosecutor is to provide legal representation to DHRD-Social Services in civil cases involving the welfare of children and vulnerable adults. These too are rehabilitative cases in which the object is, first and foremost, protection of the children or vulnerable person and, additionally, providing services to stop the abuse or neglect that led to filing the case. Other civil cases include mental health commitments and guardianships for incapacitated adults.

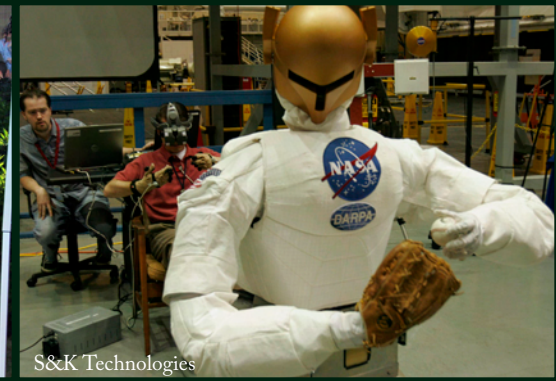
The Tribal Prosecutor also supervises the Victim's Assistance Program which provides legal help to victims of violence crime, especially domestic cases. Such legal assistance includes obtaining Orders of Protection and, in some instances, help in child custody or related matters arising out of domestic violence situations.

The Tribal Prosecutor's Office has eight full time employees consisting of three licensed attorneys, two lay advocates, and three support staff members. Of these employees, three are enrolled CSKT members and three are first generation descendants.

# Tribal Judicial System



S&K Electronics



S&K Technologies



Mission Valley Power

2008-09-16

### Mission Valley Power

2008 saw few interruptions in service. A new substation in Arlee replaced an older model to meet the growth of Arlee and the surrounding area. The effort to install new Automated Meter Reading units continued with more than half of the meters being replaced. The plan is to finish the conversion of more than 18,000 meters by 2011. For the first time, Mission Valley Power increased its basic charge rate, which was a small increase that allowed MVP to retain its claim on providing the second lowest rates in the State of Montana, just pennies behind Marias River Electric in Shelby. Total revenue at MVP was more than \$23.29 million with sales revenue accounting for more than \$21 million.

A five-member Utility Board provides direction to the general manager as well as overall policy guidance and system planning. A seven-member Consumer Council provides the consumer an opportunity for participating in the development of policies by management. Each member is appointed by the BIA superintendent. Two represent Lake County, one Sanders County, one Missoula County, and three are members-at-large. At least one appointee, but no more than two appointees, shall be enrolled Tribal members.



### S&K Electronics

In business for 25 Years, S&K Electronics continues to lead as a High Tech manufacturer in Indian Country. In 2008, S&K Electronics maintained sales, profitability and a productive workforce in a highly competitive industry. S&K Electronics had a good year with over \$14 million in sales and a third straight year in the black. S&K Electronics continues to invest in new leading technologies, employee training, customer service and the latest manufacturing processes to further grow sales and profitability for the future.

### S&K Technologies

S&K Technologies is a family of CSKT owned companies, consisting of S&K Aerospace, S&K Technologies, and S&K Global Solutions. These companies offer information technology, engineering, and aerospace services to a variety of Federal government customers. The three subsidiary S&K Technologies companies maintain offices throughout the country and work on a variety of projects from advanced robotics engineering for NASA, to Uranium Mill Tailings Remediation for the Department of Energy. S&K Technologies, which is commonly referred to as “the holding company,” is located in St. Ignatius and offers streamlined administrative services to subsidiary companies that allow them to reduce costs and be more competitive. S&K Technologies’ staff is talented, multi-faceted, and is dedicated to quality customer service.



S&K Technologies



KwataqnuK - Jocko's Lounge



Eagle Bank Staff

## Eagle Bank

Eagle Bank was chartered in July of 2006, and is truly a "Community Owned Bank" with its ownership held on behalf of the approximately 7,100 members of the Confederated Salish and Kootenai Tribes of the Flathead Nation.

Eagle Bank is one of only eight banks owned by individual Native American Tribes and is the only bank with its holding company organized under Section 17 of the Indian Reorganization Act of 1934.

The bank continues to grow, with average assets for the year increasing from \$8.9 million in 2007 to \$16.2 million in 2008. As of year end, the bank served 775 deposit accounts with total deposits of \$11.2 million and 595 loan accounts with total loans of \$9.8 million.

Eagle Bank is located at the intersection of Highway 35 and Heritage Lane in Polson and operates ATM's in the KwaTaqNuk Resort in Polson, the Quick Silver convenience store in Pablo and the Gray Wolf Peak Casino in Evaro.



## S&K Gaming LLC

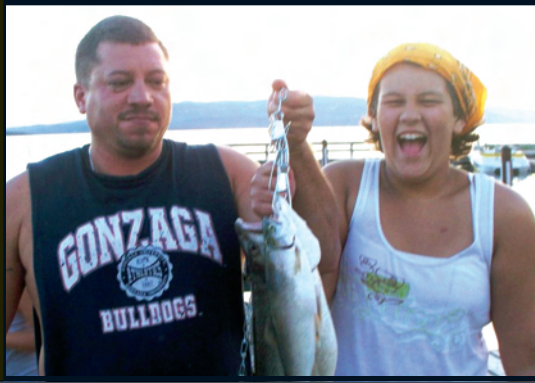
S&K Gaming LLC came into existence in 2007 as a natural evolution and consolidation of the various gaming interests of the Confederated Salish and Kootenai Tribes. Under S&K Gaming LLC, the Tribes operate Gray Wolf Peak Casino in Evaro and KwaTaqNuk Casino Resort in Polson. Gray Wolf Peak Casino first opened its doors with Class II Gaming in March of 2007. Gray Wolf Peak operates 115 machines, has a small café and convenience store. Management has begun exploring designs to expand Gray Wolf.

KwaTaqNuk Casino Resort has two casino areas with 108 machines, a full service restaurant and lounge, 112 guest rooms, a marina and conference facilities as well as both indoor and outdoor pools. At KwaTaqNuk, guest rooms have been upgraded in 2008 with new décor and amenities. An upgraded property management system allows the Best Western Company to make reservations at the Resort directly. Other upgrades include a remodeled lounge and a 149-passenger cruise boat that can host weddings and family reunions etc. Look for new changes and upgrades in 2009.

S&K Gaming helps sponsor Flathead reservation Boy's and Girl's Club, Lake County Big Brothers and Sisters SAFE Harbor, SKC and various other youth programs.

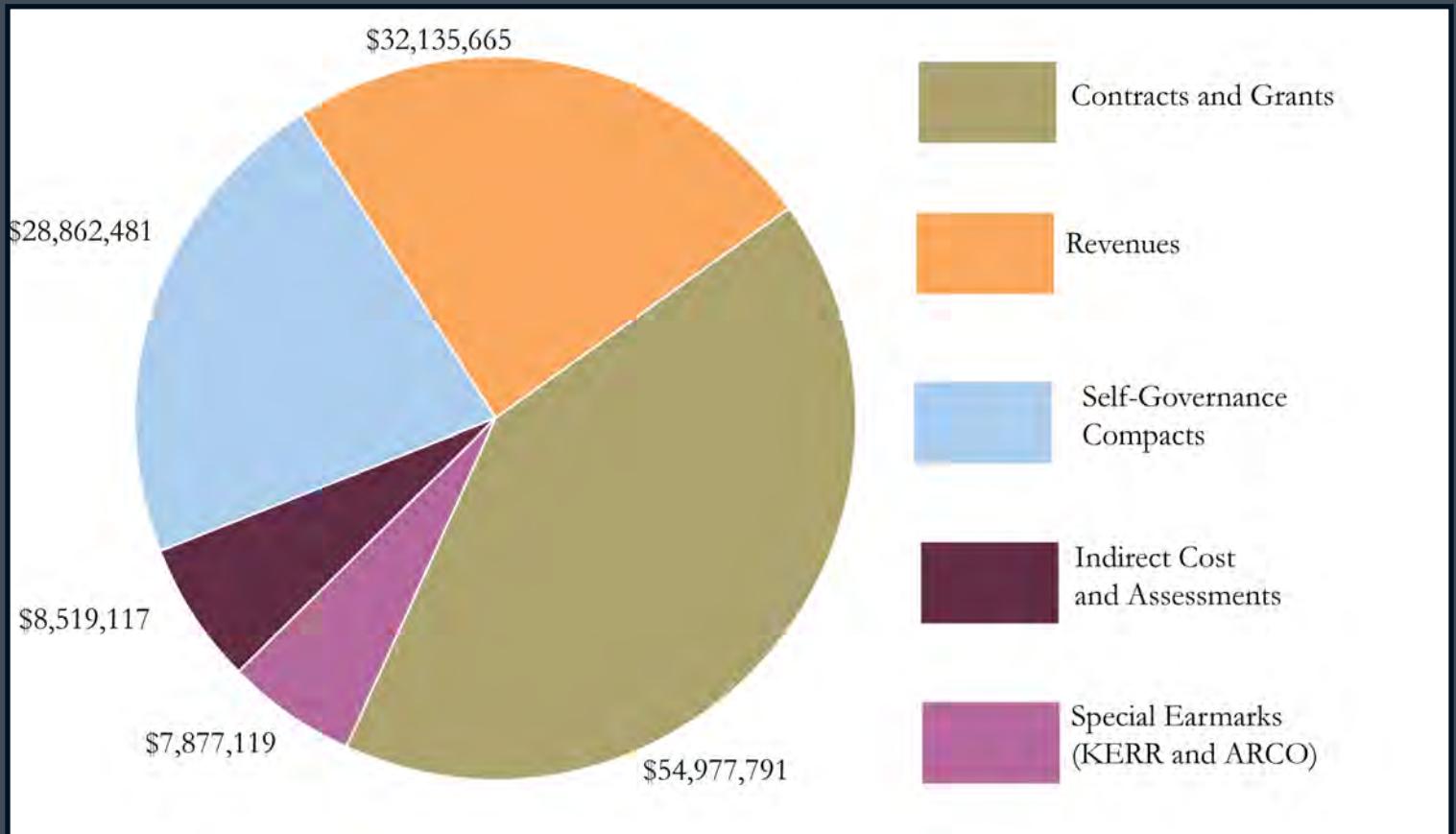


Affiliated Businesses



## FY 08 Revenues, Receipts, & Expenditures

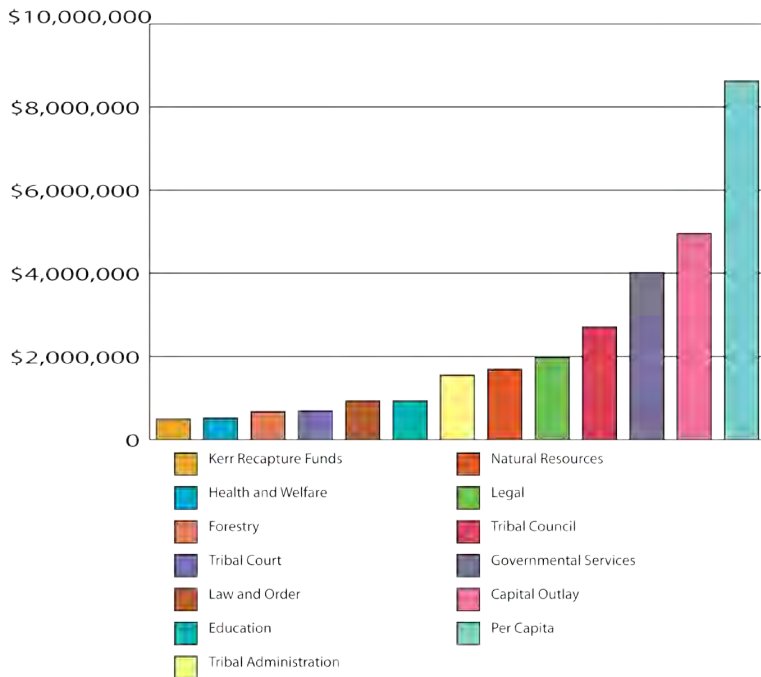
The Confederated Salish and Kootenai Tribal Government receives funds through four major sources: (1) Tribal Revenues generated through a variety of sources, (2) federal funds through self-governance compact negotiated with the United States Department of the Interior and the Department of Health and 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.



*These are unaudited figures*

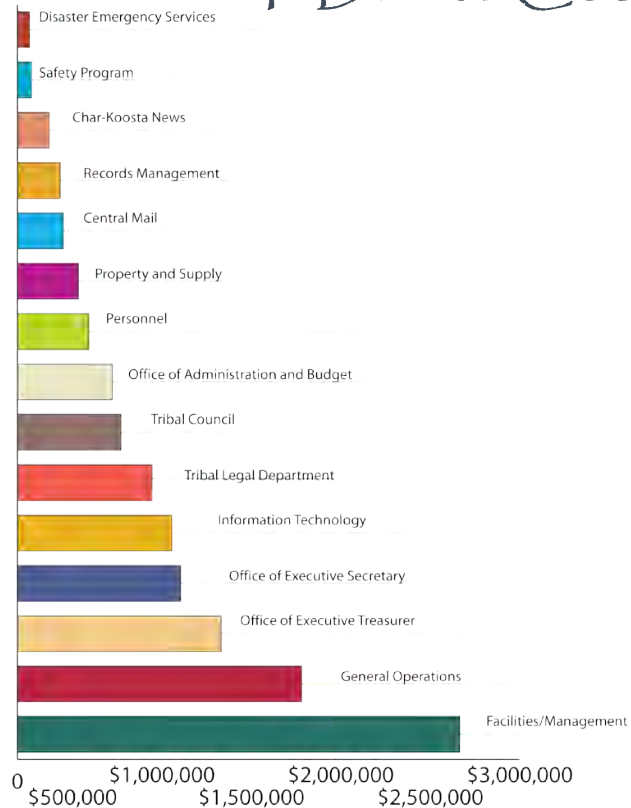


# Expenditures



*This graph to the left shows how CSKT Revenues were allocated. The largest expense was Per Capita payments followed by Capital Outlay, which funds land acquisitions and large equipment costs like automobiles.*

# InDirect Cost



FY 2008 Revenues, Receipts & Expenditures



**Adult and Juvenile Probation Office**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1140 or 275-2745  
FAX 406-675-4904

**Char-Koosta News**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 98, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1310 or 406-275-2830  
FAX 406-275-2831

**Court**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1110 or 275-2740  
FAX 406-675-4704

**Court of Appeals**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1032  
FAX: 406-675-0039

**Credit**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1090, or 275-2727  
FAX 406-675-4567

**Crime Victim Advocate Program**

Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1194  
FAX 406-275-2744

**Department of Human Resource Development**

Physical Address: 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855

PHONE: 406-675-2700, Ext. 1035 or 406-275-2720  
FAX 406-675-2775

**DHRD Foster Care/Child Protection**

Mailing address: PO Box 278 Pablo, MT 59855  
PHONE: 406-675-2700 Ext. 1214  
FAX: 406-275-2749

**Disaster Emergency Services**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 675-2700, extension 1123, or 675-4700 or 270-3647

**Early Childhood Services**

Physical and Mailing Address: 35840 Round Butte Road, Ronan MT 59864  
PHONE: 406-675-2700, Ext. 6100 or 406-676-4509  
FAX 406-676-4507

**Education Department**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1073 or 406-275-2715  
FAX 406-275-2814

**Enrollment Office**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1014 or 275-2750  
FAX 406-675-2806

**Facilities Maintenance**

Physical Address: 42487 Complex Blvd., Pablo, MT 59855  
Mailing Address: PO Box 278, Pablo, MT 59855  
PHONE: 406-675-2700  
FAX: 406-275-2775

**Flathead Reservation Extension Office**

Mailing address: PO Box 335, Pablo, MT 59855  
PHONE: 406-675-2700, Ext. 1246 or 1247  
FAX 406-675-2035

**Forestry Department**

Physical Address: 104 Main St. SE, Ronan MT 59864  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 6000 or 406-676-3755  
FAX 406-676-3756

**Forestry Department - Division of Fire**

Physical and mailing Address: 44592 Old Highway 93 Ronan MT 59864  
PHONE: 406-676-2550 or 406-675-2700, Ext. 6400  
FAX 406-676-2554

**Gaming Commission**

Physical Address: 12 Terrace Lake Road, Ronan MT 59864  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 6180 or 406-676-GAME  
FAX 406-676-4264

**Health Department**

Physical Address: 35401 Mission Drive, St. Ignatius MT 59865  
Billing and Mailing Address: PO Box 880, St Ignatius MT 59865  
PHONE: 406-675-2700, Ext. 5000 or 406-745-3525  
FAX 406-745-4095

**Indian Preference Office**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1045 or 275-2844  
FAX 406-275-2819

**Individual Indian Money (IIM) Accounts**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1319 or 1015  
FAX 406-275-2807

**Kicking Horse Job Corps Center**

Physical and Mailing Address: 33091 Mollman Pass Trail, Ronan MT 59864  
PHONE: 406-675-2700, Ext. 6303 or 406-644-2217  
FAX 406-644-2343





Kwataqnuik - Jocko's Lounge

**Kootenai Culture Program**

Physical Address: 77339 US Hwy 93, Elmo MT 59915  
Mailing Address: PO Box 155, Elmo MT 59915  
PHONE: 406-675-2700, Ext. 7400 or 406-849-5541 or 406-849-5659  
FAX 406-849-5888

**Lands Department**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1240  
FAX 406-275-2804

**Legal Department**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1161 or 406-275-2760  
FAX 406-675-4665

**Mission Valley Power**

Physical Address: 36079 Pablo West Road, Pablo MT 59855  
Mailing Address: PO Box 97, Pablo MT 59855  
PHONE: 406-675-7900 or 406-883-7900  
FAX 406-883-7919  
[WWW.MISSIONVALLEYPower.ORG](http://WWW.MISSIONVALLEYPower.ORG)

**Natural Resources Department**

Physical and Mailing Address: 301 Main, Polson MT 59860  
PHONE: 406-675-2700, Ext. 7275  
406-883-2888  
FAX 406-883-2895

**NRD Safety of Dams and Roads Program**

Physical Address: 711 3rd Ave NW, Ronan MT 59864  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-676-2600  
FAX 406-676-2605

**Personnel Department**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1029  
FAX 406-675-2711

**Police Department**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1102 or 406-675-4700  
FAX 406-275-2881

**Preservation Department**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1075 or 406-275-2735  
FAX 406-675-2629

**The People's Center**

Physical Address: 53253 Hwy 93 N., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-883-5344  
FAX 406-675-0260  
[WWW.PEOPLESCENTER.ORG](http://WWW.PEOPLESCENTER.ORG)

**Public Defenders Office**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1125 or 406-275-2897  
FAX 406-675-2212

**Prosecutors Office**

Physical Address: Tribal Complex, 42464 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1175 or 406-275-2765  
FAX 406-675-2732

**Salish Kootenai College**

Physical Address: 52000 US Hwy 93 N., Pablo MT 59855  
Mailing Address: PO Box 70, Pablo MT 59855  
PHONE: 406-675-4800  
[WWW.SKc.EDU](http://WWW.SKc.EDU)

**Salish Kootenai Housing Authority**

Physical Address: 56243 US Hwy 93 N., Pablo MT 59855  
Mailing Address: PO Box 38, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1500 or 406-675-4491  
FAX 406-675-4495

**Salish-Pend d'Oreille Culture Committee**

Physical Address: 81 Blind Barnaby Street, St. Ignatius MT 59865  
Mailing Address: PO Box 550, St. Ignatius MT 59865  
PHONE: 406-675-2700, Ext. 5300 or 406-745-4572  
FAX 406-745-4573

**Tribal Administration/ Council**

Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855  
Mailing Address: PO Box 278, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 1001  
FAX 406-675-2806

**Two Eagle River School**

Physical Address: 52096 US Hwy 93 N, Pablo MT 59855  
Mailing Address: PO Box 160, Pablo MT 59855  
PHONE: 406-675-2700, Ext. 2200 or 406-675-0292  
FAX 406-675-0294

Resource Directory



The Annual Report is published each spring for the CSKT Membership.

Questions or Comments should be directed to Robert McDonald at [robertmc@cskt.org](mailto:robertmc@cskt.org)





**EDITOR: Robert McDonald**  
**DESIGNER: Crystal M. Reese**

*We would like to thank all those departments that contributed photos to this project. The photos are greatly appreciated!*



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