

2012-2013 ANNUAL REPORT



Confederated Salish and Kootenai Tribes
of the Flathead Reservation





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TOTAL ENROLLED MEMBERS
7,900
(as of March 28, 2012)

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

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



Editor:
Robert McDonald



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

Welcome to the 2012-2013 Annual Report. These pages offer a snapshot of the hard work that's done each year. CSKT and Council have been and continue to be challenged by complex and important issues like the Water Rights Compact, the effort to purchase Kerr Dam, and complications created by reduced federal funding. As is our practice, we plan for coming challenges, and we use the values passed on by our ancestors. These practices ensure our survival.

The employees of the Confederated Salish and Kootenai Tribes, including workers at Mission Valley Power, Salish Kootenai College, Salish Kootenai Housing Authority, and the tribal business ventures like S&K Electronics, KwaTakNuk Resort, S&K Technologies, Mission Valley Power, and S&K Holding deserve thanks and praise for their dedication and contributions to CSKT efforts. When we work together for the people, we are providing for the people.

Sincerely,

Chairman Joe Durglo



JOE DURGLO
Chairman
St. Ignatius District
Term Ends: 2014



CAROLE LANKFORD
Vice-Chairman
Ronan District
Term Ends: 2014



REUBEN MATHIAS
Secretary
Elmo District
Term Ends: 2014



RON TRAHAN
Treasurer
St. Ignatius District
Term Ends: 2016



James "Bing" Matt
Arlee District
Term Ends: 2016



Jim Malatare
Arlee District
Term Ends: 2014



Terry L. Pitts
Dixon District
Term Ends: 2016



Lloyd Irvine
Pablo District
Term Ends: 2016



Leonard Gray
Hot Springs District
Term Ends: 2016



Steve Lozar
Elmo District
Term Ends: 2014

FY 2012 GOVERNMENT ACTIVITIES

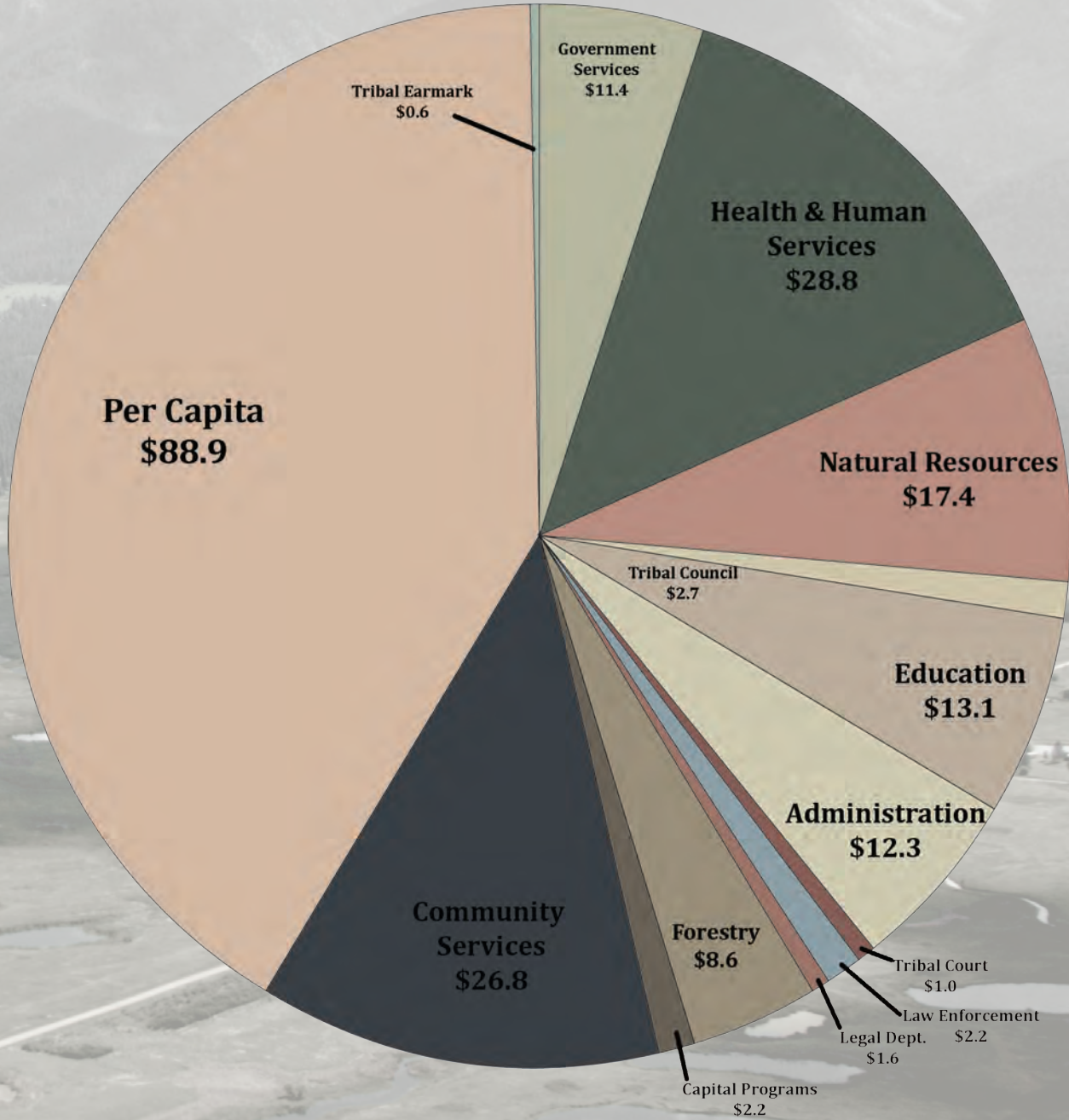
The Confederated Salish and Kootenai Tribal Government receives funds through four major sources: (1) Tribal Revenues generated through a variety of sources, (2) federal funds through self-governance compact negotiated with the United States Department of the Interior and the Department of Health and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

Per Capita	\$88.9
Health & Human Services	\$28.8
Community Services	\$26.8
Natural Resources	\$17.4
Education	\$13.1
Administration	\$12.3
Government Services	\$11.4
Forestry	\$8.6
Tribal Council	\$2.7
Capital Equipment	\$2.2
Law Enforcement	\$2.2
Legal Department	\$1.6
Tribal Court	\$1.0
Tribal Earmark	\$0.6

(in Millions)

2012 Government Activities Report

\$217.6 Million





SALISH-PEND D'OREILLE CULTURE COMMITTEE

The Salish-Pend d'Oreille Culture Committee was first established in 1974-75 due to the urgent concern of traditional elders over the loss of cultural knowledge, and their desire that strong action be taken to ensure that our languages and cultural ways would be carried on by the generations yet to come. The effort began with a small grant from the US Department of Education. In time, the Tribal Council decided to establish the Culture Committees as CSKT departments under tribal funding. The first director was Johnny Arlee. He was succeeded by Clarence Woodcock, who served as director from 1978 until shortly before his death in 1995. Since 1995, the SPCC Director has been Tony Incashola.

The SPCC mission is to preserve, protect, and perpetuate the living culture, language, and traditional way of life of our people. The two Culture Committees, and the Elders Advisory Councils, serve as direct cultural advisors to the CSKT Chairperson and Council. This brings into the present day the traditional role of culturally knowledgeable elders as advisors to the chiefs. Specific goals in each area of activity are listed below.

SPCC activities, carried out by a staff of seven guided by 15 elder cultural consultants, fall into eight areas:

- ◆ Meetings and consultations with the Elders Cultural Advisory Council

- ◆ Traditional tribal cultural events and activities including Jump Dance, Medicine Tree, Bitterroot Feast, Stevensville Pilgrimage, gathering, preparing, and storing traditional plant foods and medicines

- ◆ Cultural orientation presentations for Tribal and non-Tribal departments and programs

- ◆ Salish language including language planning; recording elders; translation and transcription; Language and Culture camp; Salish content in history and geography projects; books, CDs, and other language materials; language content for other CSKT departments, projects, and individuals

- ◆ Historical Collections Management, care and stabilization of 1000+ audio tapes, 500+ video tapes, 16,000 tribal photographs, and material collections; Longhouse displays; requests from CSKT departments and members

- ◆ Tribal History and Ethnogeography Projects, research and writing for major SPCC book projects; articles; CDs, DVDs, and internet content; projects in coordination with other CSKT departments; roadside signs; public exhibits; presentations; other projects and meetings; ethnogeographic information for Legal Department water rights effort

- ◆ Other public educational outreach and presentations, including annual Flathead River honoring; public schools/PIR day; SKC, UM, and other secondary education institutions; museums and park events; and other events

- ◆ Consultations and meetings with both tribal and non-tribal agencies and organizations on matters relating to cultural preservation and perpetuation including USFS, NPS, BLM, COE, BPA, Avista and Crown of Continent

KOOTENAI CULTURE COMMITTEE

During fiscal year 2012, the Kootenai Culture Committee made continued progress in repatriation, development of language curriculum, and preservation of traditions and culture.

The Kootenai Culture Committee serves under the Tribal Council and bears the primary responsibility within the Tribes for the preservation of the Kootenai language, culture, and repatriation matters. Its motto is: "Preserve, Protect, Perpetuate and Enhance the Language and Culture of the Kootenai People" Five sets of ancestral human remains were repatriated from the University of Montana along with associated funerary objects and objects of cultural patrimony; one set of ancestral remains from a discovery were repatriated in conjunction with the CSKT, State of Montana, and a Flathead Burial Board member under the Montana Human Skeletal Remains and Burial Site Protection Act.

An eight-week NAGPRA workshop was held to review the regulations and definitions for the purpose of repatriation workshop participants including elders and traditionalists.

A Level I Curriculum in the Ksanka language, which includes 45 lessons and accompanying materials, is being put together.

Cultural presentations continue to be made with local, regional, and national groups regarding the cultural perspective of the Kootenai people. The KCC also presented hands-on workshops to area schools including hide tanning, baskets, language, baby boards, fish traps, bread making, etc.

Work continues with fluent speakers on the Kootenai Audio Recordings Transcription and Translation Project, elder interviews, research on traditional areas of water use for water rights claims and language recordings.

KCC also hosted the annual bitterroot feast, participated in the annual Kootenai Falls trek and held monthly meetings September through May.

TRIBAL HISTORIC PRESERVATION DEPARTMENT

The spirit and direction of the Confederated Salish and Kootenai Tribes of the Flathead Nation is founded upon and reflected in its cultural heritage” - Tribal Council, Cultural Resource Protection Ordinance, 1995

CSKT’s Tribal Preservation Department was established in 1996 under the Tribe’s Cultural Resource Protection Ordinance with support from the National Park Service. Our office was designated to address tribal concerns about the impacts to, and loss of, cultural resources on our reservation and throughout our aboriginal territory. CSKT recognizes and supports the need to protect cultural resources by supporting a program to identify, evaluate, and protect the cultural, historic, and archaeological resources by regulating undertakings that may impact the character or use of these resources.

CSKT’s Preservation Department employs 16 full-time Salish, Kootenai and Pend d’Oreille tribal members. The department is composed of three divisions: the Compliance Division, Contracting Division and The People’s Center. Mike Durglo Sr. and Francis Auld have served as Program Managers for this department since 2011.

In 2012, 181 projects were reviewed and processed through the department within the exterior boundaries of the Reservation and 237 off-reservation projects required correspondence and/or consultation. Project priorities included burial protection, cultural site identification and protection, and public education.

Examples of projects the department is currently involved with include:

- ◆ Glacier Ice Patch Archaeology and Paleo-Ecological Project – CSKT has partnered with the National Park Service, the University of Wyoming, and the University of Colorado to conduct surveys for archaeological and paleontological resources in the alpine regions of Glacier National Park. This project assesses the impacts that climate change is having on the cultural and biological resources located in these high elevation sites. In 2012, this project received the “Partners in Conservation” Award presented by Secretary of the Interior Ken Salazar.

- ◆ AVISTA – Preservation is actively working with AVISTA utilities to integrate Tribal information into Pilgrim Park. Plans are currently being developed that will incorporate interpretive signs and structures in this location to educate the public on the first people who inhabited these locations along the Clark Fork River. In addition to this educational outreach, Preservation actively works with AVISTA to monitor and protect tribal cultural resources located in and around the Noxon and Cabinet Gorge Reservoirs.

- ◆ The Preservation Department, in conjunction with the Char-Koosta, launched “This Week in Tribal History.” This weekly column shares the ethnographic and historical information gathered by the Preservation Department over the last 15 years. Sources of information include historic newspapers, trapper’s journals, historic letters and ethnographic literature.

THE PEOPLE’S CENTER

The People’s Center Education Programs hosted approximately 755 students and adults. Classes toured the museum, watched videos about the tribes, played Native games and made craft items. The Native American Awareness Days event was held in September and we hosted 1,123 students in three days. The Museum Visitor log was at 1,010 for those that signed in.

The People’s Center Education Program also held the annual Elders Appreciation luncheon in February where tribal Elders received thank you gifts,

entertainment and a meal for sharing their time, knowledge and support for the center yearly.

Some of the other events at the People's Center include:

- ◆ Spring Arts and Crafts Bazaar
- ◆ Tribal Author Book Reading and signing, assisted with the annual Stevensville Community Celebration
- ◆ Annual Camas Bake
- ◆ Annual Troy DeRoche Native Flute Workshop
- ◆ Baroque Music and Culture Exchange
- ◆ Annual Social Powwow and Art Market
- ◆ Dry Meat Social in October
- ◆ Annual Holiday Bazaar in December
- ◆ assisted with the Kalispell Regional Hospital and CSKT Artist's display in Kalispell.

The People's Center has also assisted many schools and the local communities and departments with Native Games and assisted with arrangement of Reservation-wide student culture exchange at Two Eagle River School.

The People's Center
<http://www.peoplescenter.org>
peoplescenter@cskt.org
(406) 675-0160



ECONOMIC DEVELOPMENT

The Tribal Economic Development Office focused its efforts in five areas of economic development:

- 1.) Existing Tribal Enterprises
- 2.) New Businesses
- 3.) Tribal Member-Owned Businesses/Entrepreneurs
- 4.) Tribal Government Programs that Produce Revenue
- 5.) Research and Planning of Undeveloped Tribal Assets

Economic Development staff and a consultant worked with S&K Holding Company, Inc., to develop a strategic plan for future operations of the company, as well as its subsidiary company, Sovereign Leasing and Finance. The Economic Development Office worked with the Tribal Council to pass an Amended Operating Agreement of S&K Gaming, LLC, and is currently working on an update of Tribal policy to facilitate the reporting process between Tribal enterprises and the Tribal Council. The Office is developing an Economic Scorecard to track Tribal capital investments in Tribally-owned businesses, as well as returns to CSKT in the form of dividends and employment.

Assistance to Tribal member entrepreneurs was provided through a new small grant program that was initiated in 2011. Since that time, the Tribal Council and Economic Development staff have awarded 14 \$7,000 grants, one \$6,000 grant, one \$2,200 grant, and three \$637 grants to Tribal member-owned businesses who have pledged matching funds, inventory, equipment and other collateral in order to qualify for these grants. Economic Development staff wrote and received three grants for funding this program as well as another project. Economic Development staff work in concert with S&K Holding staff to provide technical assistance to grant applicants in the form of business plan development, marketing, financial analysis, and more.



Planning for a new business park on Tribal property north of Pablo is in its initial stages, and planning for development of other commercial lease lots is ongoing.

The Economic Development Office also worked with the managers of Quick Silver Express to analyze sales and expense trends and develop a plan for the business which is operated by the Department of Human Resource Development.

Regarding infrastructure and policy development needed to support future land development, Economic Development Office staff assisted with the proposed Tribal sewage lagoon expansion project at St. Ignatius, development of an MOA with Housing for management of the sewer and water systems at the Coriacan Village Trailer Park, the potential expansion of the Pablo water system to accommodate Tribal development north of Pablo, and transportation planning for Reservation roads and bicycle/ pedestrian paths.

Tribal Enterprise contributions to CSKT

Six Tribally-owned corporations contribute significant returns to CSKT members. Eagle Bank provides 11 full-time and 3 part-time employment opportunities for Reservation residents, as well as lending and other banking services. Energy Keepers, Inc., CSKT's newest company incorporated in September of 2012, now employs 9 individuals, 8 of whom are Tribal members. S&K Electronics has 96 employees and returned a dividend of \$200,000 to the Tribes in 2012. S&K Gaming, LLC, provides more than 100 permanent jobs between its two properties — KwaTaqNuk Resort and Casino in Polson and Gray Wolf Peak Casino in Evaro. Gaming supports an additional 68 seasonal employees during the summer months, and returned \$1.7 million to the Tribes in 2012. S&K Holding, Inc., provides three job opportunities and a dividend of more than \$4,400 was given to CSKT in 2012. S&K Technologies has

over 400 employees and returned \$1.5 million to the Tribes in 2012.

In addition to the diverse employment opportunities created by these businesses, the dividends paid to the Tribal treasury allow the Tribal Council to provide additional services to the Tribal membership, explore the potential for new business development on the Flathead Reservation, support Tribal member entrepreneurs, and create new Tribal enterprises such as Energy Keepers, Inc.

TRIBAL CREDIT

Tribal Credit was established in 1936 to help raise the social and economic status of tribal members by making loans available to purchase property and homes.

The Long Term Loan Program provides loans up to \$300,000 at seven percent interest for up to a 20-year term that must be secured by land and home on the reservation. The program also provides a first-time homebuyer loan at six percent interest for up to a 30-year term. All loan requests are reviewed by three Credit Committee members who are appointed by the Tribal Council.

Tribal Credit also provides educational loans under the Long Term Loan Program. These loans are also at seven percent interest, with the payments starting after a grace period. Short Term Personal Loans are also available for up to \$5,000 at 12 percent for up to a three-year term.

At the end of Fiscal Year 2012, the Long Term Loan Program had loaned out \$37,734,496 and the Short Term Loan Program loaned out \$4,069,183

TRIBAL PERSONNEL DEPARTMENT

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 eight employees:

- ◆ Renee Joachim, Personnel Department Head
- ◆ Juliana Tanner, Lead Personnel Specialist
- ◆ Joan Colman, Personnel Management Specialist/Classifications
- ◆ Melanie Piedalue, Personnel Management Specialist/Employee Benefits
- ◆ Jan Gardipe, Personnel Assistant
- ◆ EJay Hammer, Personnel/Contracts & Grants Technician
- ◆ Lissa Peel, Indian Preference Coordinator
- ◆ Maggie Sheridan, 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.

2012 was a busy year with increases in jobs advertised and interviews scheduled. However, the number of applications received did decrease.

- ◆ 202 positions advertised, 169 the year before
- ◆ 1,367 applications for advertised positions, 1,615 the year before
- ◆ 518 interviews scheduled, 605 previous year
- ◆ 838 CSKT members applied, 1,116 previous year
- ◆ 212 members of other Tribes applied, 243 previous year
- ◆ 317 Non-tribal members applied, 256 previous year
- ◆ 910 female applicants (67 percent), 954 previous year (59 percent)
- ◆ 457 male applicants (33 percent), 662 previous year (41 percent)

Indian Preference Office

There was 151 Indian Preference businesses applications were reviewed. There has been 135 employees referred by the Indian Preference Office. 102 were CSKT members and 33 were members of other Federally-recognized Tribe. The Indian Preference Office generated \$360,456 in revenue in 2012.

TRIBAL HEALTH & HUMAN SERVICES

The Tribal Health and Human Services provides a comprehensive menu of medical services in clinics located in Polson, St. Ignatius, Elmo, Ronan, and Arlee.

Polson, St. Ignatius and Arlee clinics operate on a full time basis. The clinics located in St. Ignatius will undergo an extreme remodel and construction of a new clinic wing to house the medical clinic, pharmacy, and dental programs.

Tribal Health & Human Services face the challenges

of implementing the Affordable Care Act and the enrollment of participants into "Exchanges." Major changes in health policy are to take effect in 2014.

DEPARTMENT OF HUMAN RESOURCE DEVELOPMENT

The Department of Human Resource Development 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 environment.

Highlights of 2012 include:

- ◆ Vocational Rehabilitation has assisted with many job opportunities and retraining for enrolled CSKT tribal members residing on the Reservation
- ◆ Vocational Rehabilitation, in collaboration with Quicksilver, has developed a computer lab and will be offering basic computer literacy instruction
- ◆ Vocational Rehabilitation is now offering fingerprinting and background investigation for all DHRD program work experience participants
- ◆ Kerr Elder Program hired a homecare services supervisor to focus on day-to-day client and caregiver scheduling, training and management
- ◆ The Fatherhood Program is in year two of the three year grant. Last year, 177 participants received services/employment. This included a fencing crew for Lands and a home construction crew for the Elder's Program
- ◆ DHRD completed a Court Assessment project grant. This grant will finalize how CSKT does fingerprinting and background checks
- ◆ Sylvia's Store brought back the turkey dinners for the elders and served 450 people
- ◆ Child Support Enforcement completed the training grant requirements and is awaiting final approval to open the doors for services
- ◆ Quick Silver continues to be a training worksite for DHRD work experience programs as follows; WIA, TANF, Fatherhood and Voc Rehab
- ◆ Quick Silver is now completing laundry service contracts and will begin with Kicking Horse Job Corps
- ◆ Tribal Transit purchased a software dispatching system to handle all the rides more efficiently; this will enhance the data collection significantly
- ◆ Tribal Transit submitted a training grant for CDL drivers for jobs in transit, fire control, school bus driving, etc. It starts in 2013
- ◆ Tribal Transit clocked 712,888 annual vehicle revenue miles and 38,846 rides.
- ◆ Tribal Transit completed eight more bus shelters for a total of 18 throughout the reservation
- ◆ Kerr Elderly provided services to 700 eligible tribal elders, the working crew providing services to supplement energy assistance with wood, medically related modifications i.e. ramps, grab bars in the bathrooms and walk-in shower installs.
- ◆ LIHEAP served 1,214 households in 2012
- ◆ DHRD received 147 applications in Summer Youth with 85 being hired; 21 percent dropped out and were terminated for cause (not showing up on time or at all, etc.)
- ◆ TANF 2012 unduplicated cases 165, adults 160, children 308, and total people 468
- ◆ TANF unduplicated case from the creation of DHRD 1,182, adults 1,449, children 2,172 total people TANF has served 3,621
- ◆ TANF work experience placed 50 individuals in jobs, one hired permanent
- ◆ WIA placed 11 in jobs, 2 hired permanent

TRIBAL SOCIAL SERVICES DEPARTMENT

The mission of the Tribal Social Service Department is to protect our children while providing a safe environment with cultural and family connections.

Many Social Service Department programs focus on developing strong family relationships with support services that are integrated with our tribal culture and customs. Social Service recognizes that the tribe's strength and future rests within our children.

The Social Service Department protects the wellbeing of our tribal children and elders through programs including:

- ◆ Child Protection Services (CPS)
- ◆ Adult Protective Services (APS)
- ◆ Indian Child Welfare Act (ICWA)
- ◆ Protection Services
- ◆ The Tribal Court Improvement Program
- ◆ Foster Care Services

Programs that support family wellbeing include:

- ◆ Parent Partner Project
- ◆ Families First Project
- ◆ Circle of Trust Suicide Prevention
- ◆ Home Visiting Programs
- ◆ Pregnant & Parenting Teen Program
- ◆ Individual Indian Money Accounts Management
- ◆ Trust Management
- ◆ General Assistance Program

Other programs support youth development including Montana Transitional Living Program, Second Circle Lodge, and The Good Behavior Game.

In 2012, prevention was a program priority, which led to increased efforts in reaching challenges at earlier stages. Successful results and quality data gathering efforts in 2012 will support future preventative efforts. As we move forward, we hope to see the long term impacts.

SALISH KOOTENAI HOUSING AUTHORITY

Established in 1963, the Salish and Kootenai Housing Authority (Housing Authority) operates as a separate tribal entity from CSKT. The Housing Authority remains a national leader in dealing with housing issues in Indian Country. 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 Housing Authority manages and maintains approximately 500 low-rent properties, 40 ownership properties, 19 transitional living units for homeless families and individuals, 60 mobile home lots and 50 rental assistance slots. All services are available to eligible low-income Tribal member families who live on the Reservation.

The Housing Authority also provides rehabilitation to income-eligible Tribal member homeowners, water and waste water services to eligible families, emergency home repair to eligible homeowners, weatherization assistance for homeowners and renters, homebuyer education classes and manages 25 Community Water/Sewer Systems.

CSKT, through the Housing Authority, is one of only two Montana Indian reservations that operate and administer the State/DOE Energy Funds providing weatherization services to the membership. Included again this year were funds from the State ARRA grants to provide additional weatherization services.





TRIBAL EDUCATION

Penny Matt Kipp is the Tribal Education Department Head for CSKT. The Education Department has a staff of four: two student/parent advocates, an office manager, and a department head. The department works to maintain a presence in the public schools on the reservation and neighboring colleges and universities. The staff encourages a positive educational experience and supports graduation efforts, work force development, and higher education goals.

For more than 20 years, the Confederated Salish and Kootenai Tribes Education Department has awarded monetary incentives to students in grades 7th through 12th. To earn a \$50 incentive, students must attend school on the reservation and maintain at least a 3.0 GPA for the year, while higher GPA's earn \$75. Attendance is vital to a student's academic success and good attendance is rewarded for tribal members; students missing less than five days earn \$50, students missing less than nine days (but more than five) earn \$25 per academic year. The High School Graduation Incentive of \$200 is awarded to all Tribal members both on and off the reservation. Incentives for grades and graduation totaled nearly \$17,000 for the 2012 academic year.

Top school issues include poor attendance, truancy, drop-out rates, and low graduation rates. The Tribal Education Department partners with students/parents and schools to improve those numbers.

Miranda Burland and Dana Hewankorn are available to families as resources to assist in communication and mediation between students/families and schools. They often support families in Individual Education Plans meetings (IEP's), suspensions, expulsions, or behavioral/attendance issues, and credit recovery. As Tribal employees working outside the public school system, Miranda and Dana help families gain positive and successful educational experiences for students.

The Annual Tribal PIR DAY 2012 marked the beginning of a full, Reservation-Wide School Administrators Meeting, which is held quarterly. Topics are discussed between the school districts to identify solutions to educational success barriers. The Higher Education Scholarship program received 283 Applications, of which 208 of those students attended school for at least one quarter or semester. Each received scholarship funds up to \$2,000 annually, which amounted to \$40,000.

2012 Higher Education Graduates

- ◆ 24 Seniors, 11 graduated with B.A., B.S. – In the following fields - Wildlife Biology, Nursing, Environmental Science, Social Work, Biology, Social Sciences, History, Information Technology and Business
- ◆ 17 Graduate Students were in the CSKT Higher Education Scholarship Program. There were 8 graduates in the following fields: Architecture; Education Science, Public Health, Nurse Practitioner, Clinical Psychology, Social Work, Information Technology, Business Administration

TWO EAGLE RIVER SCHOOL

VISION STATEMENT

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

MISSION STATEMENT

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

SY 2012-2013 SCHOOL SUCCESS

Two Eagle River School made great strides during the 2012-2013 school year. The school started the year with 26 percent of our students proficient in Reading and 16 percent of students proficient in Math as evidenced by the NWEA's MAP (Northwest Evaluation Association's Measure of Academic Progress). Student proficiency is defined as being on track with their learning at their grade level. Over the course of the year, TERS implemented a full RTI (Response to Intervention) model, enrolling students in additional reading and math classes to fill in and fortify their basic skills. The staff participated in many professional development opportunities, and took two graduate courses through the University of Montana as a full instructional staff. Staff looked in depth at our student data and used this information in deciding the courses to be taught. Teachers revised the curriculum and updated the teaching resources to meet the needs of the students. Spring testing showed a gain of 19 percent proficiency in Reading, bringing the total rate of proficiency to 45 percent. The school also saw a 22 percent gain in Math proficiency in the Spring, bringing the total proficiency in Math to 38 percent.

EARLY CHILDHOOD SERVICES

The Mission of Early Childhood Services is to provide the highest quality of comprehensive early childhood services in a safe, fun, challenging environment in order to enhance the total development of children, families, staff, and the community. We celebrate the uniqueness of individual children and families through cultural, educational, nutritional, and social emotional activities. We commit to engaging parents in these activities so that they participate in the educational development of their children from Early Head Start and Head Start throughout their child's life.

This year we are focusing on several themes. One is ATTENDANCE MATTERS! We are encouraging families to participate in the services their children receive by getting their children to Early Head Start and Head Start every day! We want to partner with Parents by preparing their children for Life! Our school readiness goals will go unmet if children do not attend our program on a regular basis. The planning and preparation we do to help with Life readiness is wasted if children are not in attendance. We aspire that their Head Start graduation is just the first of many graduations! They need to go on to public school and graduate and do well throughout grade school, middle school and high school and beyond to college or trade school! Attendance Matters! It has a direct connection with school success!

"BE SAFE, BE KIND, AND BE READY"

We are also focusing on social emotional development at Early Childhood Services. Teachers and other staff are being trained in the Montana Behavioral Initiative. We are collaborating with local school districts who are also implementing social emotional strategies. Helping children learn to self-regulate is one on the keys to success! We have many cues to meet this goal.

Three of them are BE SAFE, BE KIND, AND BE READY. These cues will assist children in their transition to the rest of their life!

If you would like to know more about Early Childhood Services, feel free to contact Jeanne Christopher, Department Head at 406-676-4509 for further information.

KICKING HORSE JOB CORPS

Kicking Horse Job Corps Center has endured a challenging 2012 year because many significant events occurred that have impacted programming at the Center. The Center received a Regional Office Center Assessment, which rated the Center satisfactory for compliance and quality. In addition, the Center experienced three enrollment suspension periods that was in effect for all Job Corps Centers in the nation. All the while, thriving to uphold and maintain the Job Corps program and mission, amongst the regular events that occurred throughout the year.

KHJC is the longest running federally-contracted program operated by the Confederated Salish and Kootenai Tribes. The center has served as a residential vocational training facility since 1970 for 224 students at a time, serving economically disadvantaged youth ages 16-24.

2012 Highlights:

- ◆ In 2012, 94 students earned their GED, 13 earned a high school diploma, and 170 students earned certifications in one or more of the following training programs: Carpentry, Culinary Arts, Dental Assistant, Diesel Mechanics, Facilities maintenance, Heavy Equipment Operation, Office Administration, Pharmacy Technician, and Certified Nursing Assistant/Certified Medical Assistant

- ◆ KHJC has a 74 percent placement rate with graduates, earning more than \$9.55 an hour
- ◆ Students and staff recycled more than 9,000 pounds of paper, plastic, aluminum, scrap metal, oil, and tin through the Heavy Equipment Mechanic Career Technical Trade, the Culinary Program, and the Go Green Committee's efforts
- ◆ KHJC received the You Make A Difference Award from the Center for Prevention and Wellness for providing volunteer efforts toward the 4th Annual Women 4 Wellness Events
- ◆ The Center Invited the National Coalition Building Institute (NCBI) to facilitate the Building Bridges Across Group Lines Workshop with 40 KHJC students. The effort was in recognition of October's National Bullying Prevention Month. The workshop consisted of a series of incremental experiential activities that help participants to identify and reduce prejudicial attitudes and to become leaders in ending individual and institutional mistreatment and discrimination
- ◆ Staff and students made volunteer efforts toward Mission Mountain Enterprises, The Boys & Girls Club, Tribal Health & Human Services, Salish Kootenai College, Ronan Chamber of Commerce, and many other community organizations throughout the year

SALISH KOOTENAI COLLEGE

Now in its 36th year, Salish Kootenai College remains student and community-centered, providing programs and services designed to improve the educational attainment of American Indians and provide individual and community development. The 170+ college employees are dedicated to serving students. Many SKC faculty and staff members are engaged in their communities; in 2011-2012, 80 percent of faculty members were active in campus and community service.

SKC continues to develop programs and services that meet the needs of American Indian students. The newest academic programs are the Associate and Bachelor of Arts degrees in Tribal Historic Preservation (THP). The programs are the only formal educational curricula or specific training programs at an American college or university designed to prepare professionals to staff Tribal Historic Preservation Offices or Cultural Departments as well as state or federal entities that employ preservationists and archaeologists who routinely consult with Indian tribes.

The Hydrology program is gaining national recognition as the only undergraduate geoscience program at a tribal college. The Associate and Bachelor of Science degrees prepare graduates who are technically and theoretically proficient and prepared to help solve the pressing water and climate problems facing reservations, using both Western and Tribal scientific knowledge and values. This is of particular significance given that Tribal nations and confederacies have sovereignty over approximately 20 percent of American's fresh water resources.

In July 2013, Salish Kootenai College welcomed its new president, Robert DePoe III. Mr. DePoe would like to thank the community for its warm welcome as he returned to the reservation, and for their continuing support of the College.





TRIBAL FORESTRY

Forestry's mission is to promote perpetually productive ecosystems for future generations in accordance with the goals of the Salish, Pend d'Oreille, and Kootenai Tribes. Forestry will prescribe and implement sound silvicultural treatments to promote forest health and return forest lands to near pre-settlement, fire-maintained forest structures. Our management decisions will be based on Tribal social and economic needs, as well as sound scientific and ecological principles.

The Forestry Department is composed of the Division of Fire and the Division of Project Planning. Within the Division of Fire are the Fuels Reduction, Prevention, and Fire suppression programs. Within the Division of Project Planning are the Forest Development, Project Planning, and Inventory and Planning Programs. The department employs approximately 65 fulltime employees and 150 part-time, seasonal personnel. The pure economic impact of an active forestry and fire program on the local and regional area is not well-defined, but is far reaching, employing truck drivers, loggers, mill workers, fire fighters, as well as those that support each employment category.

We pride ourselves in providing employment opportunities to our tribal membership while treating our forest lands for long term sustainability and resiliency.

Some departmental highlights include:

- ◆ Forestry staff has participated in fire planning initiatives at the national level as a tribal representative to the Wildland Fire Leadership Council and the Western Regional Strategy Committee, in the development of products for the National Wildland Fire Cohesive Strategy, to include the West Regional Phase II Assessment; the West Regional Risk and Analysis Report; and, the West Regional Implementation Action Plan.

◆ Forestry staff hosted and helped plan the field day session in the Northern Rockies Fire Science “Traditional Ecological Knowledge – Returning Fire to the Land” workshop that was conducted on the Flathead Indian Reservation.

◆ We hosted the Indian Forest Management Assessment Team (IFMAT) in June of 2012. The team conducted the third decadal independent assessment of forest management throughout Indian country across the nation, visiting 21 tribal forest management programs and will produce a report that will be presented to Congress.

◆ We are collaborating with University of Washington and members of the Northwest Advanced Renewable Alliance (NARA), looking at a more comprehensive study of biomass availability from tribal lands to help support a broader effort in western MT, N. Idaho, Oregon, and WA with the primary end-product being jet fuel.

◆ The West Garceau Fire was the largest wildland fire that occurred in 2012. This fire eventually grew to approximately 9,700 acres, of which 2,200 acres occurred on tribal lands. We also managed a large fire in the Mission Mountain Wilderness, and the White Horse Lake Fire and Schley Fire in the Jocko Primitive area.

◆ We are partnering with Salish Kootenai College and Northern Arizona University on a research grant proposal to assess climate change impacts on Tribal forested lands.

◆ We contributed approximately \$2.55 million into the tribal general fund from the sale of approximately 17.2 million board feet of timber products.

◆ Forest Development has planted 63 acres, thinned 1,163 acres, completed site prep on 1,323 acres, performed regeneration surveys on 360 acres, prepared 1,472 acres for thinning contracts, and collected seed from 30 different locations.

◆ The heavy equipment staff has supported the NRD Fisheries and Wildlife programs in their river restoration and waste water/wetland projects.

Our success is credited to a very dedicated staff that have a vested long-term interest and passion for the forestry and fire management work that we do.

TRIBAL LANDS DEPARTMENT

FY 2012 Highlights:

The Tribal Lands Department worked on a wide variety of essential Bureau of Indian Affairs trust functions in Fiscal Year 2012 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 21 employees and the work performed is funded by BIA Compact and Tribal funds. Duties range from inspecting land, counting cows, monitoring and spraying weeds, preparing wills, buying land, estate planning, preparing gift deeds, and meeting federal regulations so Tribally-owned land can transition into trust status.

In FY 2012, eight individually-owned fee parcels were converted to individual-owned trust status (117.56 acres) and 35 parcels of Tribally-owned fee land were converted to trust status, totaling more than 18,000 acres. Notably, 5.25 individual acres came out of trust status while 117.56 acres went from individual owned land into trust status.

An initiative of the FY 2012 year was to develop a partnership with the CSKT Department of Human Resources Development Fatherhood Program. This program focuses on developing personal and professional skills so young parents can make meaningful contributions to their communities.

Tribal Lands worked with approximately 45 young fathers in the field, developing work skills and rebuilding and replacing fences on agricultural, cultural, and home site properties that border agricultural land. This was a unique opportunity for young people to develop a respect and understanding for the benefits of Tribal land.

Many miles of fence have been rebuilt and upgraded due to Fatherhood Program partnership. In addition, in FY 2012, many agricultural lessees upgraded and rebuilt fences as part of ongoing fence maintenance. The Tribal Lands Department offers thanks to the many lessees who act as stewards on Tribal land by repairing fences, treating weeds, and sustaining a quality land base.

Another initiative in FY 2012 was the creation of a Draft Land Consolidation Plan for acquiring fractionated Trust land interests. This plan was created to respond to the Cobell Buy Back Program, which provides funding for tribes to acquire fractionated interests from willing sellers. There are 150 Tribes with fractionated interests nationwide and CSKT is in the top 40 Indian nations that will be funded. Approximately \$7.4 million dollars will be spent acquiring fractionated interests. Eligible parcels are those parcels with two or more owners. CSKT will be advertising to purchase fractionated interests from willing sellers. Selling fractionated land to the Tribe is nation building, promotes self-governance and the perpetuation and survival of the Tribal land base.

DEPARTMENT OF ENERGY

In 2012, the Tribal Energy Department continued to implement an extensive architecture of strategy to accomplish the Kerr Dam acquisition, an overarching energy goal of CSKT. Major accomplishments include:

- ◆ Initiated a hydro power operator trainee program and staffed it with three hydro-power operator trainees. The program is implemented through an agreement with the International Brotherhood of Electrical Workers Union and PPL Montana. Trainees are working at hydro facilities in and around Great Falls, MT and at Kerr Dam
- ◆ Received confirmation of a US Department of Interior grant for \$600,000 to support ongoing

feasibility assessment necessary for the acquisition of Kerr Dam

- ◆ Received confirmation of a US Department of Energy grant for \$800,000 to conduct a feasibility assessment for the development of a biomass electric generation facility
- ◆ Commissioned MWH Americas, a worldwide leading hydro-engineering firm, to conduct a condition assessment on Kerr Dam
- ◆ Commissioned the development of a power management report highlighting considerations for the management of power generated at Kerr Dam
- ◆ Established SX^wNQE?ELS L SUWEČM / KSUKŁIŁMUMAŁ 'A•KAŁMUKWA'ITS, Inc., (dba Energy Keepers Inc.), a wholly owned, federally chartered, section 17 corporation to operate Kerr Dam. Key staff were transitioned to the corporation upon establishment of a board of directors
- ◆ Initiated dispute over the updated estimated conveyance price of \$51.6 million for Kerr Dam provided by PPL Montana. CSKT maintains the conveyance price as negotiated in 1985 should be \$16 million and have undertaken necessary steps to secure this price

With the transition to Energy Keepers Inc. complete the corporation will continue the preparation tasks necessary for successful takeover of Kerr Dam targeted for September 5, 2015. Upcoming in 2013 will be the hiring of additional staff and initiating operation and maintenance transition tasks and continuing the pursuit of an acceptable conveyance price.

“Takeover of Kerr Dam targeted for September 5, 2015.”



NATURAL RESOURCE DEPARTMENT

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

The Department did not expand services beyond 2010 levels due to budget constraints. Below is a brief description of some, not all, accomplishments this past year. Rich Janssen Jr. is the Department Head of Natural Resources and continued activities with Columbia River Treaty Sovereign Review Team, Flathead Basin Commission, Water Rights Negotiation Team, as well as the Lake County Solid Waste Board of Directors, and Crown of the Continent, in addition to management and administration of the department.

Division of Water

In the Division of Water, the Safety of Dam's and Roads programs completed Federal American Recovery and Reinvestment Act projects including Jocko Road Grading, Valley Creek Bridge Replacement, Seepay Fish Barrier, Magpie Fish Barrier and maintenance of reservation roads. Other projects completed in 2013 include Black Lake Dam Phase II, Lower Dry Fork Dam Outlet Works, Tabor Dam Embankment as well as operation and Maintenance on other dams. Planning continued for Michelle Bridge Replacement, Highway 93 Construction (Ronan), and other road improvements. The Division also continued its efforts to provide technical data for Reservation water rights negotiations and water management efforts, as well as providing information for the protection of interim in-stream flows. Staff was directly involved with the development of the draft Tribal Water Rights Compact. The 24-7 Program continued its monitoring efforts of numerous BIA Dam facilities and Mission Valley Power outage contact office. The Geographic Information System

continued to provide maps and analysis for NRD as well as other departments. Bill Foust is the Division Manager.

Division of Environmental Protection

The Division of Environmental Protection continued its success despite budget cuts from the US Environmental Protection Agency. Mike Durglo is the Division Manager and is the National Tribal EPA Science Council Co-Chair and Region 8 representative. The Brownfield/Solid and Hazardous Waste Program recently completed a clean-up of the Elmo Cash Store and submitted a competitive grant to clean up a nearby Joseph allotment. They also continue clean-up of illegal dump sites which have become a large problem and conduct recycling activities. The Air Quality Program continues to monitor Reservation air quality, and the Pesticides Program continued inspections of sites on the Flathead, Blackfeet and Crow Reservations in Montana. The Division currently has four federally credentialed inspectors. The Underground Storage Tank Program continues to inspect and monitor several sites on the Reservation. 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. They also provide technical assistance to Waste water treatment facilities. The Water Quality Program conducts ambient water quality monitoring on core, fixed, and lake monitoring sites across the Reservation.



Division of Fish, Wildlife, Recreation, and Conservation

The Division of Fish, Wildlife, Recreation and Conservation, on behalf of the Tribal Government, accepted the 2012 National Conservation Achievement Award for a Government by the National Wildlife Federation. The highly respected award, also known as a “Connie”, was given to the Tribes for their commitment to protecting, enhancing and conserving their homeland and thus benefiting wildlife for all of America in one of this country’s most spectacular and important ecosystems. Establishing wilderness lands, protecting grizzly bears, establishing minimum water flows for fisheries and restoring trumpeter swans were listed among dozens of actions that the Tribes had accomplished. The Division continued hosting the annual River and Lake Honoring events for hundreds of local youth and held the popular spring and Fall Mack Days to help reduce non-native lake trout in Flathead Lake. Staff provided technical support for the Tribes water rights activities and State and Federal lobbying efforts. All of the tribe’s special management hunts which include the Yellowstone Bison hunt and the Little Money and Ferry Basin hunts continued to have a high demand from Tribal hunters. Tribal game wardens worked closely with State wardens to implement our enforcement agreements to the fullest extent possible and the Wildland Recreation staff continued annual operations and maintenance of all the backcountry campgrounds, trails and the Blue Bay and Salish Point grounds. Tom McDonald is the Division Manager.







TRIBAL COURT

Tribal law places the judicial power of CSKT in the Tribal Court and the Tribal Appellate Court. Guided by CSKT Laws Codified, the Tribal Court decides a wide range of cases including both criminal and civil suits. 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. In 2012, there were 3,404 new cases filed (2,580 Criminal and Traffic cases, 401 Civil suits, 104 Fish and Game cases, 263 Youth Court cases, and 56 Small Claims actions.) This represents a 25.8 percent increase in new cases filed over the preceding year. The Court held approximately 175 hearings each week for new and previously filed cases. Currently, the Tribal Court staff consists of the Chief Judge, two Associate Judges, the Attorney Law Clerk, the Clerk of Court, two Deputy Clerks, and a Secretary/ Receptionist.

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. The Appellate Court handled 12 appeals during fiscal year 2012. Eldena Bear Don't Walk is the Chief Justice. The Associate Justices are currently, Kenneth Pitt, Joey Jayne, 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.

TRIBAL DEFENDERS

A mainstay of the Tribal Defenders' mission is dedication to strong advocacy and protection of civil liberties. In 2012, the Defenders assisted 34 people who had suspended drivers licenses to become legal drivers. At the conclusion of the first phase of the Defenders' Mental Health Collaboration Program, data showed that 41 of 79 clients served in a two-year period did not reoffend, resulting in a recidivism rate of less than 49 percent. The Defenders' cultural mentoring program grew with the recruitment of more volunteers who assist clients in reconnecting to their tribal community. The program also mediates disagreements between parties so reparations may be made for wrongs committed. The Tribal Defenders offer civil and criminal legal services to persons who financially qualify under guidelines set by the Tribal Council. The office also serves as a walk-in legal clinic that assists with legal questions.

The Civil Division represents Tribal members in landlord-tenant matters, consumer issues, some child custody, guardianships, mental health commitments, adult protective services, and jurisdictional issues. People who are not offered representation are referred to community resources or given direction on how to proceed with assistance on self-help forms. The Civil Division also offers mediation services through the University of Montana, School of Law, Mediation Clinic.

The Defenders Criminal Division provides

representation to financially eligible adults charged in Tribal criminal court and to juveniles charged in Tribal youth court. Representation begins with initial appearance, continues through trial, appeal, sentencing and post-conviction assistance. The Defenders reach out to tribal members incarcerated within Montana's prison system and provide community education by presenting on topics such as legal rights and responsibilities, consumer protection and financial management. The mainstay of the Tribal Defenders' mission remains to be a dedication to strong advocacy and the protection of civil liberties.

TRIBAL PROSECUTORS

The Tribal Prosecutor's Office is an integral part of criminal law enforcement on the Flathead Reservation. The Prosecutor's Office serves the public by prosecuting crimes and protecting the most vulnerable members of society such as the elderly, children, and persons suffering from debilitating conditions like mental illness. The Prosecutor's Office prosecutes misdemeanor crimes committed on the Flathead Reservation by enrolled members of any federally recognized Indian tribe and shares responsibility with the State of Montana for prosecution of felony offenses. This shared relationship between the State and CSKT is unique to Montana and rare among the other states. The Prosecutor's Office has been an active participant in building government-to-government coalitions and cooperation, all with the ultimate goal of providing safety and stability to the public through the effective prosecution of criminal conduct. An important aspect of achieving that goal is delivering essential rehabilitation services to offenders to change their behaviors as well as assuring accountability to victims and society.

VICTIMS ASSISTANT PROGRAM

In 2012, the Victim Assistance Program, or VAP, brought awareness to domestic violence issues

through events including two tribal PIR sessions for area teachers, presentations to Fatherhood members and employees, hosting a booth at the Women for Wellness event and also at the Tribal Health Fair. VAP would like to remind everyone that October is Domestic Violence Awareness month (purple) which includes our "Purple Thursday" on the last Thursday in October, and April is Sexual Assault Awareness month.

Our three grant-funded program advocates provide 24-hour crisis counseling, referrals, advocacy and assistance in obtaining victim protection orders. Our housing program provides short-term rental assistance to abuse victims who are fleeing their abusers. VAP grant funding covers the costs to employ a tribal prosecutor and mental health counselor. In cooperation with Tribal Law and Order, we were able to fund a domestic violence investigator. Through our partnerships, VAP was provided an attorney by DOVES, and was able to provide a pass through grant to SAFE Harbor shelter. The focus of VAP and partners is to provide services to survivors of domestic violence, sexual assault, and stalking. One of the primary goals of VAP is to educate the community in recognizing and preventing these issues, to strengthen our people and the reservation as a whole.

TRIBAL POLICE DEPARTMENT

In providing services to the reservation, the Flathead Tribal Police Department received approximately 16,319 calls for service. The Community Oriented Policing Grant (COPS) provided Law and Order with training funds. The Tribal Housing authority continues to provide funding for a fulltime Housing Officer. This officer responds to housing unit calls and has increased the department's community involvement. The ARRA Grant to renovate and add additional cells to the existing detention facility has completed construction of the new addition and begun renovation of the old facility.

MISSION VALLEY POWER

Mission Valley Power experienced a good year in Fiscal Year 2012. MVP employs 79 people and total revenue was \$25,876,105. MVP manages 19,000 meters and an estimated 20,000 plus people obtain their power from the tribally-managed federal facility.

Major accomplishments in FY12 include:

- ◆ Rebuilding the Ronan West Substation installing a new distribution bay and buss off the 69 KV.
- ◆ Rebuilding 36 miles of power line to assure power delivery.

A five-member Utility Board provides direction to the General Manager as well as overall policy guidance and system planning. The Utility Board is appointed by Tribal Council. A seven-member Consumer Council provides the consumer an opportunity to participate in the development of policies proposed by management. Each member of the Consumer Council 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 HOLDING

S&K Holding Company conducts economic development projects for CSKT, which owns the for-profit business that was created in 1992. The company manages various projects including Boulder Hydro and S&K Self Storage. Overall, SKHC's Gross Revenue was \$221,042, up 4 percent from the previous year. This was partly a result of \$88,206 from Sovereign Leasing & Financing; \$60,388 from Boulder Hydro power and REC sales; \$25,982 from Self Storage revenue, \$42,581 from the Tribes EDA Grant; and more than \$5,800 in warehouse rental revenue.

S&K TECHNOLOGIES

S&K Technologies, Inc., also known as SKT, is the family of companies owned by the Confederated Salish and Kootenai Tribes. In the past seven years, SKT has grown considerably in size. These companies offer information technology, engineering, and aerospace services to a variety of Federal government and commercial customers. Offices are maintained through the United States and Saudi Arabia and work on a wide-range of projects that include Uranium Mill Tailings Remediation for the US Department of Energy, and telephony services to various commercial customers. SKT, the parent company, is located in St. Ignatius and offers streamlined administrative services to the subsidiary companies, allowing them to reduce costs and be more competitive.

Accomplishments for the year include:

- ◆ Adelos, Inc. subsidiary formed – March 2012
- ◆ S&K Aerospace awarded contract with PROS IV - \$975,000,000 – March 2012
- ◆ Kevin Thomas hired as President of S&K Environmental – April 2012
- ◆ S&K Aerospace awarded follow-on to the Dept of Energy UMTRA Contract – April 2012
- ◆ S&K Global Solutions awarded Special Forces/ Personnel Recovery Division Team of the Year Award – June 2012
- ◆ S&K Global Solutions awarded the Engineering Product Integration Contract (EPIC) from the NASA Engineering Directorate – September 2012
- ◆ S&K Global Solutions awarded Tinker Advisory and Assistance Contract (TAASC II) vehicle – October 2012

Subsidiary companies

- ◆ S&K Aerospace, LLC
- ◆ S&K Environmental, LLC
- ◆ S&K Global Solutions, LLC
- ◆ S&K Logistics Services, LLC
- ◆ S&K Technologies, LLC
- ◆ Adelos, Inc

EAGLE BANK

Eagle Bank was chartered in July 2006, and is truly a “Community Owned Bank” with its ownership held on behalf of the approximately 7,900 members of the Confederated Salish and Kootenai Tribes of the Flathead Nation. Eagle Bank is one of only nine banks that are owned by a Tribal government and the only bank with its holding company organized under Section 17 of the Indian Reorganization Act of 1934.

The bank continues to grow at a conservative rate with average assets increasing to \$36 million by year end and completed its third year of profitability in very trying economic times.

As of December 31, 2012 the bank serviced 1,360 deposits accounts with total deposits of \$28 million and 597 loan accounts with loans totaling \$13.7 million.

S&K GAMING

The Confederated Salish and Kootenai Tribes formed S&K Gaming LLC on August 3, 2006, pursuant to Ordinance 104A, for the purpose of providing general gaming management oversight to the Confederated Salish and Kootenai Tribes. S&K Gaming LLC is managed by three LLC agents: Tribal Council members Jim Malatare, Reuben Mathias, and James V. (Bing) Matt.

S&K Gaming’s mission is to deliver outstanding customer service in a professional atmosphere that promotes financial and regulatory integrity, overall profitability, tribal member employment, and community involvement while contributing to the economic vitality of the Flathead Reservation.

S&K Gaming’s net revenue was \$7.3 million. Since January 2010, S&K Gaming has been operating as a self-reliant business, which means no money has been borrowed from CSKT for operating expenses. \$1,700,000 was paid to CSKT through S&K Gaming’s gaming revenue.

This is the second year S&K Gaming has awarded student scholarships. The Tribal Education Department formed a committee to score the applicants. Klarin Durglo was the 2012 recipient of the scholarships and was awarded \$5,000. The second annual Food Drive aboard The Shadow produced 1,730 pounds of food that was distributed to the Mission Food Bank, Polson Food Bank and Sylvia’s Store.

During peak season, the workforce is comprised of 168 employees. As of September 30, 2012, 67 percent of the workforce was comprised of enrolled CSKT tribal members. Sheila Matt was appointed as Acting Principal Operations Officer on January 7, 2011.

In 2012, S & K Gaming, LLC hosted the INFR Tour Rodeo in August. This is known as the “Flathead River Rodeo” and was selected by the Indian Cowboys and Cowgirls as Tour Rodeo of the year. This year’s dates for the rodeo are August 22, 23 and 24th. Cowboys from across the United States and Canada competed in 2012.

RESOURCE DIRECTORY

**Mailing Address for all Departments:
PO Box 278
Pablo, Montana 59855
unless listed below Department Name.**

Adult and Juvenile Probation Office

Physical Address: Tribal Complex, 42487
Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1140 or
406-275-2745
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
PHONE: 406-675-2700, Ext. 1110 or
406-275-2740
FAX 406-675-4704

Court of Appeals

Physical Address: Tribal Complex, 42487
Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1308
FAX: 406-275-2788

Credit

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

Crime Victim Advocate Program

PHONE: 406-675-2700, Ext. 1194
FAX 406-275-2744

Department of Human Resource Development

Physical Address: 42464 Complex Blvd.,
Pablo MT 59855
PHONE: 406-675-2700, Ext. 1035 or
406-275-2720
FAX 406-675-2775

DHRD Foster Care/Child Protection

PHONE: 406-675-2700 Ext. 1214
FAX: 406-275-2749

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
EMAIL: ecs@cskt.org

Education Department

Physical Address: Tribal Complex, 42487
Complex Blvd., 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
PHONE: 406-675-2700, Ext. 1014
FAX 406-675-2806
EMAIL: enrollment@cskt.org

Facilities Maintenance

Physical Address: 42487 Complex Blvd.,
Pablo, MT 59855
PHONE: 406-675-2700 ext. 1056
FAX: 406-275-2775

Flathead Reservation Extension Office

Physical/Mailing Address: 701-B 1st
Street East, Polson, MT 59860
PHONE: 406-675-2700, Ext. 7375 or 7378
or 406-275-2756
FAX 406-883-1491

EMAIL:

Forestry Department

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

Forestry Department - Division of Fire

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

Tribal Health & Human Services

Flathead Health Center

Physical Address: 35401 Mission Drive,
*(this is a county address, THHS uses 308
Mission Drive for UPS, etc)*
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

Elmo Health Center

33116 US Highway 93
PHONE: 406-849-5798

Polson Health Center

5 4th Ave. East
PHONE: 406-883-5541

Ronan Health Center

35840 Round Butte Rd.
PHONE: 406-676-8778

Ronan Community Health Center

35840 Round Butte Rd. -
PHONE: 406-676-0137

Arlee Health Center

11 Bitterroot Jim Rd.
PHONE: 406-726-3224

Indian Preference Office

Physical Address: Tribal Complex, 42487
Complex Blvd., 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
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

Kootenai Culture Program

Physical Address: 47020 Cemetery Rd.,
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
PHONE: 406-675-2700, Ext. 1240
FAX 406-275-2804

Legal Department

Physical Address: Tribal Complex, 42464
Complex Blvd., 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

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
PHONE: 406-676-2600
FAX 406-676-2605

Personnel Department

Physical Address: Tribal Complex, 42487
Complex Blvd., 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
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
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
PHONE: 406-883-5344
FAX 406-675-0260
WWW.PEOPLESCENTER.ORG

Public Defenders Office

Physical Address: Tribal Complex, 42464
Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1125
FAX 406-675-2212

Prosecutors Office

Physical Address: Tribal Complex, 42464
Complex Blvd., 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.SK.C.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 or 406-883-4211
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 Council Offices/ Tribal Council

Physical Address: Tribal Complex, 42487
Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1003 or Ext.
1211
FAX 406-675-2806

Tribal Gaming Commission

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

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

