

ANNUAL REPORT 2014-15

of the Confederated Salish & Kootenai Tribes

“Success and Wellness”

7,926
(as of April 3, 2015)

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.



Robert McDonald

Editor



Crystal Reese

Designer

TABLE OF CONTENTS

Letter From The Chair	4
Tribal Council	5
FY 2014 Primary Government Expenses	6
Economic Development	7
Economic Development OFFice	7
Tribal Credit	8
History & Culture	9
Salish-Pend d'Oreille Culture Committee	9
Kootenai Culture Committee	11
Tribal Historic Preservation Department	11
Human Services	13
Department of Human Resource Development	13
Mission Valley Power	14
Salish Kootenai Housing Authority	15
Tribal Health Department	15
Tribal Personnel Department	16
Tribal Social Services Department	16
Education	19
Tribal Education	19
Early Childhood Services	19
Nk ^w usm	20
Two Eagle River School	20
Kicking Horse Job Corps	21
Natural Resources	23
Natural Resource Department	23
Tribal Forestry	24
Tribal Lands Department	26
Tribal Court System	27
Tribal Court	27
Appellate Court	27
Tribal Defenders	27
Tribal Probation and Parole	28
Tribal Prosecutors	28
Tribal Police Department	29
Tribal Affiliations	31
Energy Keepers, Inc.	31
Eagle Bank	32
S&K Gaming	33
S&K Electronics	34
S&K Holding	34
S&K Technologies	34
Resource Directory	36

LETTER FROM THE CHAIR

Hello and greetings to the Salish, Pend d'Oreille, and Kootenai People,

Welcome to the 2014-2015 Annual Report. In keeping with the spirit of this year of big changes, the Annual Report is changing too. An on-line version can be found at CSKT.ORG that is longer and more detailed. The paper version has been streamlined for easier reading.

The past 12 months were busy with developments. The Montana Legislature responded to public support and passed the CSKT Water Compact. Now Congress has four years to take action and pass the Compact. We've all also witnessed the day when CSKT officially took complete ownership of Kerr Dam, which we renamed Salish Kootenai Dam after its owners.

These events could not have happened without the hard work of our staff. Time and again, their dedication has moved our Tribes toward these goals. We are all fortunate to be part of these times. There are many thanks to give for the September 5 event, a highlight of the year.

Council is grateful to be surrounded by hard-working staff and a membership that cares deeply about our homeland and future generations.

- Vernon Finley, Chairman

TRIBAL COUNCIL



Vernon Finley
Chairman
Polson District
Term Ends: 2018



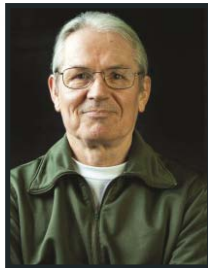
Carole Lankford
Vice-Chairman
Ronan District
Term Ends: 2018



James "Bing" Matt
Secretary
Arlee District
Term Ends: 2016



Leonard Twoteeth
Treasurer
Elmo District
Term Ends: 2018



Leonard Gray
Hot Springs District
Term Ends: 2016



Terry L. Pitts
Dixon District
Term Ends: 2016



Lloyd Irvine
Pablo District
Term Ends: 2016



Ron Trahan
St. Ignatius District
Term Ends: 2016



Patty Stevens
St. Ignatius District
Term Ends: 2018



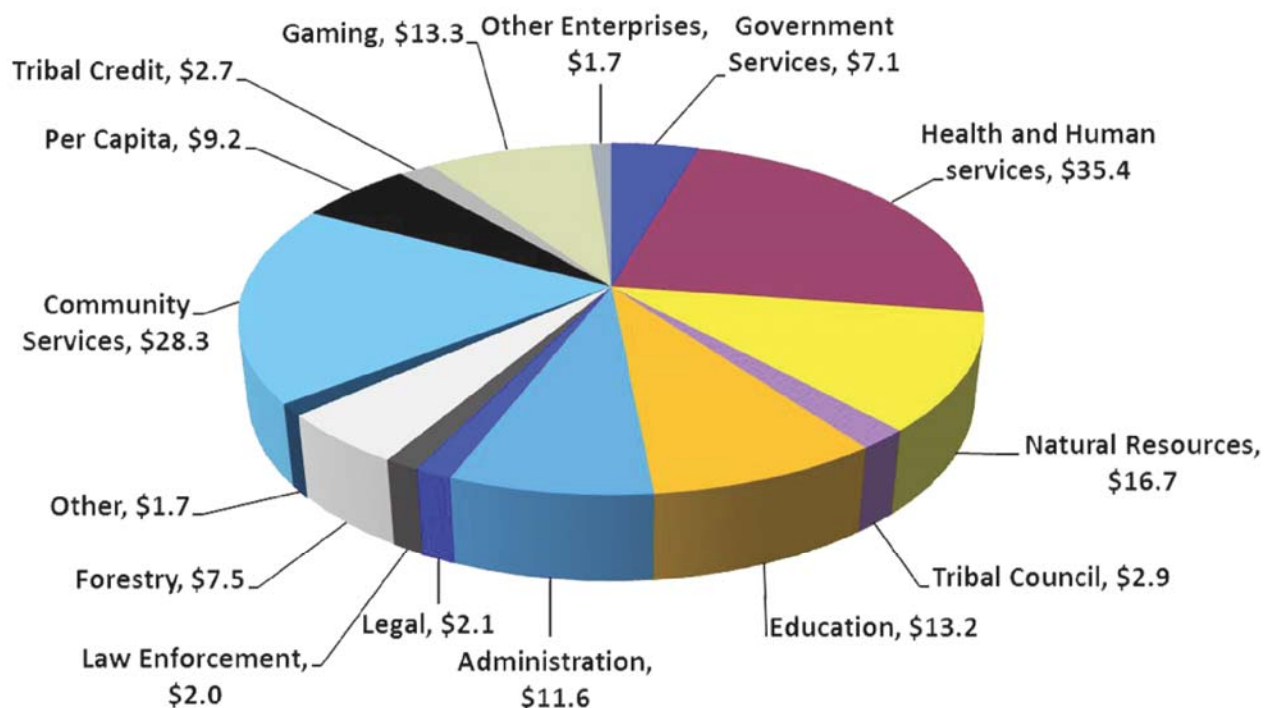
Shelly Fyant
Arlee District
Term Ends: 2018

FY 2014 PRIMARY GOVERNMENT EXPENSES

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.

2014 Primary Government Expenses - Totaling \$155.4 Million

Health and Human Services	\$35.4	Government Services	\$ 7.1
Community Services	\$28.3	Tribal Council	\$ 2.9
Natural Resources	\$16.7	Tribal Credit	\$ 2.7
Gaming	\$13.3	Legal	\$ 2.1
Administration	\$11.6	Law Enforcement	\$ 2.0
Education	\$13.2	Other Enterprises	\$ 1.7
Per Capita	\$ 9.2	Other	\$ 1.7
Forestry	\$ 7.5	(in Millions)	



ECONOMIC DEVELOPMENT

ECONOMIC DEVELOPMENT OFFICE

Tribal Economic Development Office Activities in 2014:

The Tribal Economic Development Office has been working on a Sustainable Economic Development Project, made possible by a \$442,000 grant from the Administration for Native Americans. The first phase of the grant included a Job and Training Needs survey of Tribal members between the ages of 18 and 60 who live on the Reservation, with a follow-up survey mailed to those very interested in entrepreneurship. Utilizing the membership's responses to these surveys and additional information gathered by the University of Montana, we completed a Sustainable Economic Development Study: A Profile of the Flathead Reservation Economy and Tribal Member Job and Training Needs. The study is available on the Tribal website at www.cskt.org.

The next phases of the Project include development of a Strategic Economic Development Plan in Fiscal Year 2015, and a Pilot Job and Entrepreneur Training Program in 2016. Economic Development staff members are working with a Steering Committee of Tribal, state and local partners to complete this plan and training program, using information obtained from the membership surveys, as well as additional information about the Reservation economy.

In addition to this Project, the Economic Development Office continues to work in the following five areas:

1. Existing Tribally-owned Corporations — The Economic Development Office facilitates and tracks annual and mid-year reporting to the Shareholder, who is represented by the Tribal Council. Office staff review audits and identify the need for additional reporting when applicable. The Office is also 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.
2. New Businesses—As outside companies approach CSKT with business proposals, the Economic Development Office screens the proposals, conducts additional research or “due diligence” on those proposals as needed, and presents options to the Tribal Council for consideration regarding the proposals.
3. Tribal Member-Owned Businesses/Entrepreneurs--Assistance to Tribal member entrepreneurs continues to be provided through a small grant program that was initiated in 2011. Since that time, the Tribal Council and Economic Development staff have awarded 38 grants to Tribal member-owned businesses who have pledged matching funds, inventory, equipment and other collateral in order to qualify for these grants. The Planning Director has written and received five grants for CSKT for funding this program, and works with Sovereign Leasing & Financing staff to provide technical assistance to grant applicants to assist with business plan development, market and financial analysis, etc. One grant recipient is manufacturing teddy bears that speak Salish — a project that greatly impressed Montana's Governor Bullock. The Economic Development Office has also developed an electronic mailing list of Tribal entrepreneurs and prospective entrepreneurs and sends notices for training and grant opportunities to those individuals.
4. Tribal Government Programs that Produce Revenue — The Economic Development Office continues to manage the Gray Wolf (Mobile Home) Park at a profit. The Office also hired Sovereign Leasing and Financing to analyze the Peoples Center functions, expenses and revenue generation capabilities, and develop a business plan with Center staff with options for future management of the Center.
5. Research and Planning of Undeveloped Tribal Assets — Planning for a business park on Tribal property north of Pablo, as well as for a Community Center in Ronan, and development of other commercial lease lots is ongoing. Asbestos-containing panels have been removed from the old Bathhouse in Hot Springs, and further feasibility work is ongoing for Hot Springs. The Economic Development Office Planning Director also continues to work on infrastructure development and completed a nine-lot residential subdivision for Tribal members in Pablo. The Director worked with the Salish Kootenai College Highway Construction Program and the Tribal Lands Department to build a new gravel road to serve the new lots. The Director also coordinates with the Tribal Roads Program, Salish Kootenai Housing Authority and Lake County Community Development Corporation on other infrastructure projects, including road and path projects, water development in Pablo and sewer lagoon expansion in St. Ignatius.



Tribal Enterprise contributions to CSKT:

Six Tribally-owned corporations contribute significant returns to the members of the Confederated Salish and Kootenai Tribes. Eagle Bank provides 15 full-time employment opportunities for Reservation residents, as well as lending and other banking services. Energy Keepers, Inc., CSKT's newest company incorporated in 2012, now has 20 full-time and 1 part-time employees, 12 of whom are CSKT members. S&K Electronics has 68 employees, including 20 CSKT members, 10 CSKT descendants and 6 members of other tribes. S&K Gaming, LLC, provides 165 jobs between its two properties — KwaTaqNuk Resort and Casino in Polson and Gray Wolf Peak Casino in Evaro. Sixty-two employees are CSKT members, 19 are CSKT descendants, and 30 employees are members from other tribes. Gaming returned \$1.5 million to the Tribes in 2014, based on profits in 2013. S & K Holding, Inc., and its subsidiary, Sovereign Leasing and Financing, provides three job opportunities, as well as technical assistance to Tribal member business owners and prospective owners. S&K Technologies (SKT) has 452 employees, including 17 CSKT members. SKT had its best year in 2014, and will be providing a \$3.1 million dividend to the Tribes in 2015.

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 \$325,000 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 long-term loan requests are reviewed by three Credit Committee members who are appointed by 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 beginning after a grace period. Personal loans are provided under the Short Term Loan Program and loans are available for up to \$5,000 at 12 percent interest for up to a three-year term.

At the end of Fiscal Year 2014, the Long Term Loan Program had loaned out \$32,969,080 and the Short Term Loan Program loaned out \$4,798,495.

SALISH-PEND D'OREILLE CULTURE COMMITTEE

Qe es nte qeqs čštīm, qeqs k^wʔqeyx^wm, ńe taqs hoy, taqs oóst ʔu sqlix^wʔ
nk^wulmis, ʔu nuwewlštis, ʔu qe x^wlčmusšn.

“We seek to preserve, protect, and perpetuate the living culture, language, and traditional way of life of our people.”

In the mid-1970s, the Confederated Salish and Kootenai Tribes established Salish-Pend d’Oreille and Kootenai Culture Committees in recognition of the importance of cultural survival to the overall well-being of the tribes. The Culture Committees, guided by Elders Advisory Councils, serve as direct cultural advisors to the Chairperson and Tribal Council – thereby continuing the traditional role of culturally knowledgeable elders as advisors to the chiefs.

The SPCC has a staff of seven permanent full-time employees and six temporary full-time employees, guided by about 15 elder cultural consultants. SPCC activities fall into eight areas:

SPCC activities fall into eight areas:

1. Meetings and consultations with the Elders Cultural Advisory Council.
2. Traditional tribal cultural events and activities.
3. Salish language.
4. Historical Collections Management.
5. Tribal History and Ethnogeography Projects.
6. Cultural orientation.
7. Other public educational outreach and presentations.
8. Consultations and meetings with tribal and non-tribal agencies and organizations.

During FY 2014, major SPCC projects and accomplishments included:

Held final meetings to confirm Salish place-names in support of CSKT water rights effort, incorporating newly discovered ethnogeographic material from the Midwest Jesuit Archives and other sources;

- ▶ Developed SPCC website, www.salishaudio.org, with added and expanded content in language, history, and culture;
- ▶ Created the Basic Salish Language Guide brochure and CD;
- ▶ Implemented the grant-funded Intensive Salish Language Program, in which 8 adult Salish Language Apprentices were hired and studied Salish full-time in FY 2014, and successfully completed the grant;
- ▶ Hosted community-wide Salish language meetings at the Longhouse;
- ▶ Created additional bilingual Salish-English transcripts of recordings of tribal elders;
- ▶ Held the annual Language & Culture Camp;
- ▶ Recorded and/or notated approximately 150 new interviews with tribal elders, in addition to 120 new hours of Salish language recorded for the Intensive Salish Language Program;
- ▶ Completed the 2015 SPCC Calendar;
- ▶ Created background report on portraits in Council Chambers of Salish and Pend d’Oreille chiefs;
- ▶ Published three new posters on cultural-historical-ethnogeographic themes;
- ▶ Created new bilingual plaques identifying the various categories of portraits in the Longhouse;
- ▶ Completed edits and rewrite of OPI document on Montana Indians, which is distributed to all schools in state;

- ▶ Finalized design work and content on two cultural-historical signs to be installed in Spring 2015 on the lower Clark Fork near Noxon;
- ▶ Developed some 15 cultural-historical signs to be installed in 2015 at Salish Point and adjoining Polson city parks;
- ▶ Drafted new cultural-historical signs to be installed in 2015 at the National Bison Range;
- ▶ Conducted field-work and began drafting new cultural-historical signs in conjunction with Five Valleys Land Trust for the Drummond and Rock Creek areas;
- ▶ Developed additional interpretive material for Milltown State Park;
- ▶ With the help of the temporary SPCC Audio Technician, continued digitization of SPCC's collection of 16,000+ photographs, 500+ videotapes, and 1000+ audio tapes; in FY 2014 Digitized and Remastered 880 archived audio cassette tapes, 100 reel-to-reel tapes, and began digitization of 236 mini-discs; digitized 35 Hi-8 videotapes; began the 2nd format digitization of 250 VHS tapes; hired a professional film archivist to digitize a set of rare video formats including Sony helical video tapes; created system for organization of digitized material and redundant backup with on and off-site storage; continued digitization of Allard photo collection;
- ▶ Recorded elders' ID's and other info for hundreds of historic photos;
- ▶ Worked with CSKT Preservation on numerous cultural sites and place-names, including Deer Lodge area/Grant-Kohrs Ranch;
- ▶ Collaborated with the three Corvallis schools in creating permanent exhibit galleries of photographs and information;
- ▶ Assisted in development of ice patch website, a joint project of Glacier National Park, CSKT, and Blackfeet;
- ▶ Continued work on three major books on Salish-Pend d'Oreille history and geography;
- ▶ Delivered presentations at numerous venues both on and off reservation, including at PIR day, the Montana legislature, meetings hosted by the Governor's office, Traveler's Rest State Park, and the MIEA conference in Billings;
- ▶ Participated in tribal digitization and preservation workshop at Washington State University;
- ▶ Received and processed important material collections and donated photo collections;
- ▶ Maintained and updated Longhouse photo displays;

- ▶ Recorded and/or notated approximately 150 new interviews with tribal elders;
- ▶ Conducted research and provided info for CSKT and outside organizations on wide variety of historical, cultural, and language topics.
- ▶ Conducted research at many archives and in archival materials, including University of Montana, Washington State University.

Ye Seliš u Sqłse nk^wu?ulmis u tsqsi, ye nuwewłsti?is, snunx^we?entis u l nčawmn nk^wtnaqsm ye l sqlix^wulex^w. Ye tam tsqsi ečxey qe snunx^wenetn, esya? ečxey qe n eptmntm, ečxey sc^wk^wuls u suyapi u ye Amotqn sx^wk^wulms ye x^wl sqelix^w, ečxey ta qe es k^wup ls u x^wl qeqs nk^w x^wuym u qe cuut ye sqelix^w.

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

Yet x^wa čx^wex^w?it u qe sx^wsix^wIt es nte?elsms qs yo?nu?unms u qe p^wx^w p^wx^wot smimi?is. K^wem^w u l scx^wlx^w?ilts ta l čeñ qečxey u qs m^wimeye?m u sx^wsix^wlts esya? u es miste?es. Tma x^wl šey m ix^we^wete yet x^wa m qe es ti?amstem u esya? u smimi?s, m es qeyqey. M qmin ye l sqelix^w sm^wimeye?tn.

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

Esčlo? ye l čx^wa u sq^wllu u nk^wu?ulmis u sqelix^w tsqsi, u nča?awmis. Ye tl qe es k^wuli nem esya? u es nte qs yo?nu?unms u qe nk^wulmn, nem yo?nu?uys. Ye qe sx^wsix^wIt u u nex^w sx^wsi?ix^wlts, nem yo?nu?uys esya? ye tl qe es k^wulm. Lemlmtš.

“The stories, the Indian ways of life of long ago, and their ways of prayer are recorded on tape. Our efforts here today will enable everyone who has a desire to learn our way of life to do so. Our children and their children will learn everything from what we are doing. Thank-You.”

KOOTENAI CULTURE COMMITTEE

The Kootenai Culture Committee, established in 1975, has a mission to protect, preserve, perpetuate, and enhance the language, culture and traditional lifestyles of the Kootenai people.

The Kootenai Culture Committee completed cultural research for CSKT water rights in December 2014. The work included a review of historical tapes and research of Kootenai use of western Montana's streams and waterways.

The weekly afterschool program has 12 youth and teaches Kootenai language, traditional song, crafts, and storytelling.

Repatriation and consultation efforts are ongoing with federal agencies and universities.

In June, office members attended the reburial of the Anzick Human Remains.

The office wrote and started implementation of the Tribes' Substance Abuse Policy, Resolution No. 14-036, for the community.

Presentations on the cultural perspective of the Kootenai people continued all year with local, regional, and national groups.

The office is working on signage for the city of Polson and national forests.

The KCC Level I Ksanka language Curriculum, which includes 45 lessons and accompanying materials, has been completed. Work continued with fluent speakers on the Kootenai Audio Recordings Transcription and Translation Project, in which stories from the Kootenai Culture Committee Audio Library are transcribed in Kootenai and translated into English. Close to 80 percent of the collection has been completed. Language information from this project is entered into a lexical database to produce a greatly expanded and updated second edition of the Kootenai dictionary, which will be available in both electronic and print form. The electronic version will have links to sound and picture files. The KCC continued work on interviewing elders, along with further development of language recordings.

KCC hosts the annual bitterroot feast and the annual Kootenai Falls trek. Monthly elder committee meetings continue September through May.

TRIBAL HISTORIC PRESERVATION DEPARTMENT

The Tribal Historic Preservation Department (THPD) was established in 1996 with support from the National Park Service (NPS). Our Tribes' cultural resources are managed through the CSKT Cultural Resource Protection Ordinance (CRPO). This document was designed to meet the federal requirements necessary for the assumption of State Historic Preservation Office (SHPO) functions while providing additional considerations for cultural and historical resources important to the Salish, Pend d'Oreille, and Kootenai people. The Preservation Department as a whole was designed to address the concerns held by the Tribes about the impacts to, and loss of, cultural resources on our reservation and throughout aboriginal territory.

Our Tribe has stated in the CRPO that:

“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

A primary element of the THPD's mission involves working closely with the Salish-Pend d'Oreille Culture Committee (SPCC) and the Kootenai Culture Committee (KCC). The traditional knowledge provided by our Elders informs and guides our actions as they pertain to the management of our cultural resources. A key difference between the THPD and the Cultural Committees lies in the federally delegated authority vested in the THPD to regulate undertakings subject to compliance with the National Historic Preservation Act (NHPA), CSKT's CRPO and other applicable Federal and Tribal laws associated with cultural resources.

The Cultural Committees' dedication to the perpetuation of the living culture through language revitalization and as the keepers of the culture is an invaluable asset that our entire Tribe is grateful to have as a resource. Tribal Place Names, oral histories and cultural site and artifact interpretation are key pieces of knowledge that provide understanding to our office and the many other Federal, State, Tribal, local and private agencies that our office consults with regularly.

The THPD is comprised of three divisions that work seamlessly together to complete the directives located within the CRPO. These divisions include Compliance, Contracting,



and The People's Center. All three divisions are overseen by co-program managers Mike Durglo Sr. and Francis Auld.

Compliance – The Compliance Division is composed of five full-time employees. As a group these employees are responsible for the implementation of the Tribe's Cultural Resource Protection Ordinance. Ira L. Matt oversees these operations and serves as the Tribal Historic Preservation Officer (THPO). Clarinda Burke, Wain Lefthand, Arlene Caye, and Loretta Stevens execute compliance reviews and monitor cultural sites throughout the reservation and our larger aboriginal territory.

Contracting – Tribal concerns about the management of cultural resources often result in the development of contracts that agencies fund the Tribe to perform. The Contracting Division is responsible for executing contracts including archaeological surveys, ethnographic reports, and Traditional Cultural Property designations. Several of these ongoing contracts include work in National Parks, large reservoirs, and power lines corridors. Kevin Askan serves as the THPD's Contract Manager and he oversees a staff of full-time and seasonal employees. Contracting executes these contracts to help bridge the gap between consultation and on-the-ground resource management. Contracting staff includes Mary Rogers, David Matt, Grey Johnson, and Katie McDonald.

The People's Center regularly hosts groups and families from all over the United States and abroad. These visitors enjoy our museum, crafts, video presentations, speaker series, Native dance presentations, and native games instruction. We continue to share our history and life-ways through our museum and rotating exhibits, classes, Facebook page, and community outreach.

Activities we hold throughout the year include:

- ▶ Crafts: Sewing Kits, yaya dolls, moccasin making, pouches, dream catchers, beading
- ▶ Dry Meat social
- ▶ Camas Bake (we also take a group to dig and gather items to hold the traditional bake)
- ▶ Annual Art Market (held twice a year to promote local artists)
- ▶ Annual Christmas Bazaar
- ▶ Native American Awareness week (held yearly for schools and community)
- ▶ Annual Elders appreciation lunch
- ▶ Social powwow
- ▶ Speaker/history presentations

The People's Center Museum & Gift Shop

The People's Center - The People's Center exists to provide the public an educational forum concerning the traditional lifestyles and histories of the Salish, Pend d'Oreille, and Kootenai people. Throughout the year, the Education Program and Museum exhibits offer demonstrations and history discussions on traditional and contemporary life-ways of the Tribal people.

Visit their website at

WWW.PEOPLESCENTER.ORG

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 2014 include:

- ▶ Vocational Rehabilitation has assisted with many job opportunities and retraining for enrolled CSKT tribal members residing on the Reservation, meeting its employment goals for the last several years. To date Tribal Vocational Rehabilitation has served 541 people with 118 of these people securing permanent employment. CSKT Tribal Vocational Rehabilitation has provided Services to enrolled CSKT members for the last 25 years and is currently in the fifth and final year of funding in a five-year funding cycle. A new grant for the next five-year cycle is currently being written and will be submitted in late August. Vocational Rehabilitation has been successful in securing permanent employment for the IT department, DHRD Accounting, and the CSKT maintenance crew, and has also assisted students in completing cosmetology courses and various degrees including Bachelor's and Master's degrees.
- ▶ Kerr Elder Program hired a homecare services coordinator to focus on day-to-day client and caregiver scheduling while identifying training needs and assisting in managing duties
- ▶ Kerr Elderly provided services to 700 eligible tribal elders; the working crew provided services to supplement energy assistance with wood for stoves, medically related modifications including handicap toilets, ramps, grab bars in the bathrooms, and walk-in shower installs
- ▶ The Fatherhood Program is in the fourth year of its grant. Currently, 72 individuals are receiving services and employment placements. The Fatherhood Program placed work experience clients in Tribal Lands Department staffing the fencing crew and provided construction crews for the Elder's Program. The Fatherhood program also supplies Tribal Transit drivers and private sector jobs like staffing several restaurants in the Reservation Area. The Fatherhood Program provided staffing for DHRD Security and takes reentry clients coming back to the community from the prison system
- ▶ On April 1, 2013, the Confederated Salish and Kootenai Tribes DHRD Tribal Child Support Enforcement Program opened its doors and began working its first caseload. Thus, Tribal Court has been hearing Child Support cases on a regular basis. The existing Tribal Codes have been revised and modified to fit TCSEP program objectives and IV-D criteria. Along with this revision, TCSEP is able to process Foreign Judgment Orders from different states, jurisdictions, and other Tribal Courts. Since the above improvements, TCSEP gained the authority to provide service to all Court Orders subject to enforcement; therefore, this process has been very productive and beneficial to the Tribal Membership.
- ▶ To date, between two caseworkers, the TCSEP Director has assigned 355 cases. These consist of 70 TANF cases, 92 Child Support Per Capita Holds, 73 Walk-ins; and the majority are shared cases transferred from the State (120 Assigned Cases).
- ▶ TCSEP continues to work with the State of Montana, along with other Tribal Child Support Programs throughout Indian country. These relationships require great communication and understanding of daily programmatic procedures to ensure every case is given the adequate attention, which enables case staff to come up with a financial obligation that works for both individual families.
- ▶ TCSEP continues working through a certified DNA laboratory, known as Lab Corp, TCSEP is able to offer genetic testing for Child-Support-seeking participants only. Staff has been through training and is now certified to conduct DNA testing in house. Supplies are offered through Lab Corp and results are kept in a locked fire proof file cabinet. This method is a wonderful service provided to the Tribal membership; the participants are very appreciative of this process
- ▶ Quick Silver has expanded its lunch special menu. This menu is posted each Monday on the intranet. Quicksilver also offers a salad bar every Tuesday and Thursday
- ▶ Quick Silver continues to serve as a work placement site for WIA, TANF, Voc. Rehab, and Fatherhood workers. There are cashier, gas attendant, and laundry attendant positions available as work experience positions
- ▶ Quicksilver continues to provide laundry services to Kicking Horse Job Corps

- ▶ Tribal transit program received funding from Federal transit Administration (FTA) for FY2015, the funding is for operations and capital equipment. Capital equipment purchases included seven minivans, three buses, updating the communication radios in each vehicle and new tablets for route match scheduling software. This grant allows the program to hire eight drivers to full time. The staff includes a division manager; an administrative assistant, two dispatcher/receptionists, avmechanic, 11 bus drivers, and 13 van drivers. All buses are equipped with ADA lifts or ramps
- ▶ Flathead Transit is partnering with Montana Department of Transportation and Greyhound for the second year. The Intercity route has been averaging 12 riders per day on the 400 mile round trip route. The program has four employees. The project is being funded by MDT and is matched with Greyhound miles
- ▶ Tribal Transit submitted a training grant for CDL drivers. The program ended September 30, 2014 -50 Class B CDL and 18 Class A CDL drivers finished the class over six month periods in the past two years. The class instructors were from Salish Kootenai College
- ▶ The Transit program logs in 632,256 annual vehicle revenue miles and 44,540 riders
- ▶ CCBG – This program provides child care assistance to members of federally recognized enrolled children ages 0-12. We served 79 families with 152 children. The family pays five percent of their monthly income as a copayment toward their child care. We also offer parenting classes/ training for providers on a monthly basis from Oct.-June. This helps our providers keep up on their State licensing requirements. We also assist providers with background checks, insurance, and CPR/1st aid training. We were able to provide mini grants up to \$3000 to 12 providers who applied for the grant. We held a child care provider appreciation dinner at KwaTaqNuk in December
- ▶ SYEP – This program provides six-weeks of employment to CSKT enrolled youth ages 14-21. We had a career fair in June at SKC Theater that all participants must attend. We had 48 job sites/employers also attend and conduct interviews to make their selections. Ninety six participants worked from mid-June to the end of July. We were able to offer two-week extensions of employment to 11 participants. At the end of their successful employment period we invited the youth to an end of season event at Flathead Raft Company in July
- ▶ LIHEAP – We were able to assist approximately 1,005 households with their home energy needs of oil, propane, wood, and/or electricity. We were also the recipient of CITGO funding in the amount of \$73,882 in which

we served 463 households with an additional \$142 per household plus additional fuel expenditures

- ▶ In 2014, Sylvia's Store provided 551 turkey dinners for the elderly, 1,219 Christmas presents to children and provides an average of 30 referrals per month for groceries, personal hygiene, and household cleaning supplies for DHRD Fatherhood, TANF and Voc.-Rehab participants
- ▶ TANF 2014 unduplicated cases 277, adults 298, children 527, and total people 825
- ▶ TANF unduplicated case from the creation of DHRD 1,348, adults 1,657, children 2,574 total people TANF has served 4,231 recipients
- ▶ TANF work experience placed 43 individuals in jobs, three were hired permanently in their positions
- ▶ WIA had 135 participants; 84 were placed in work experience, 16 work experience placements went into On-The-Job training. 16 were permanently hired right after the On-The-Job contract ended.
- ▶ The Food Distribution Program on Indian Reservations (Commodity Program) continues to serve people with food supplies at St. Ignatius. They have seen an increase in participation between 15-20 percent. We are in the process of submitting another USDA grant for community gardens working with SKC. The gardens provide fresh vegetables to the senior centers and seniors
- ▶ In 2014, DHRD administered several contracts and grants from the State and Federal government as well as tribally-funded programs. Our total budgets exceed 14 million dollars, most of which benefits our clients through direct services described above

MISSION VALLEY POWER

Mission Valley Power completed 26 successful years of operations at the end of fiscal year 2014. MVP employs 79 people and the tribally-managed federal facility manages an estimated 20,000 accounts.

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.

SALISH KOOTENAI HOUSING AUTHORITY

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

The Housing Authority manages and maintains approximately 520 low-rent properties, 15 ownership properties, 19 transitional living units for homeless families and individuals, 60 trailer park lots and 50 rental assistance vouchers. 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, weatherization assistance for homeowners and renters, and homebuyer education classes for individuals and manages 28 Community Water/Sewer Systems.

In 2014, the Housing Authority took an active approach against drug activity in our units and began testing units for methamphetamine contamination to protect future tenants from effects associated with meth use. Initially, the Housing Authority adopted the state of Montana standards as a guideline for testing. We then began researching the effects of meth use to establish refined standards for the Housing Authority.

The Housing Authority also began more water testing to reveal potential problems faster. We have also been able to provide more training for all of our System Operators.

TRIBAL HEALTH DEPARTMENT

In September, Tribal Health and Human Services officially became the Tribal Health Department. In August, the Tribal Health Department (THD) opened a newly remodeled facility in St. Ignatius that includes eight medical exam rooms and eight modern dental chairs.

The last bit of remodeling at the St. Ignatius facility will be completed in August making room for THD administration. Early Childhood Services will relocate to the Neil Charlo building once it's vacated.

The Tribal Health Department is working on incorporating a business model in order to focus on "Building Quality Health Care," for beneficiaries. This means streamlining processes to increase access to medical care, assisting beneficiaries in getting insurance and simplifying patient registration. THD has revised their organizational chart, provided training for all staff on the Affordable Care Act, and has improved billing and budgeting.

With an automated prescription refill service, THD's pharmacy can fill prescriptions more quickly. The Behavioral Health program now has walk-in hours to better serve patients needing mental health care. The Dental department collaborated with private dentists in the area through the Sealants for Smiles program to provide dental screenings and sealants to hundreds of children on the reservation.

With Medicaid expansion having passed, there will be more changes underway. An estimated 2,000-3,000 people will become eligible for services locally. The Tribal Health Department will keep beneficiaries posted of any changes and updates. THD now has a monthly newsletter and calendar as well as a facebook page to keep people updated and informed about available services.

The Tribal Health Department continues to provide outpatient primary care, dental, pharmacy, optometry, x-ray, physical therapy, diabetes management, health education, public health nursing, patient advocates, durable medical equipment, audiology, medical records, behavioral health, and substance abuse services. The Tribes are on track to reassume the Contract Care Program now called Purchased and Referred Care. The transition date will be October 1, 2015 pending final negotiation on our Funding Agreement.

Director Kevin Howlett says, “The Tribes desire to provide care, and the need people have for care necessitates us to continue to improve our services and the manner in which we deliver those services.”

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:

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

- ▶ 224 positions advertised, 145 the year before
- ▶ 1,438 applications for advertised positions, 1,145 the year before
- ▶ 578 interviews scheduled, 224 previous year
- ▶ 873 CSKT members applied, 714 previous year
- ▶ 299 members of other Tribes applied, 186 previous year
- ▶ 266 Non-tribal members applied, 245 previous year
- ▶ 884 female applicants (61 percent), 638 previous year (56 percent)
- ▶ 554 male applicants (39 percent), 507 previous year (44 percent)

2014 saw an increase in the number of positions advertised.

Indian Preference Office

The Indian Preference Office, under the direction of the Tribal Council, was established to protect the political integrity, economic security, and the health and welfare of the Tribes by seeking to counter the effects of discrimination against Indians and to promote Tribal and individual economic self-sufficiency through the enforcement and application of the Indian Preference Ordinance NO. 101A. The Indian Preference Office is responsible for negotiating employment for Tribal members in the areas of construction, contracting, and timber harvesting.

- ▶ 162 Indian Preference businesses applications were reviewed.
- ▶ \$407,281.02 revenue generated through the Indian Preference Office.
- ▶ 113 employee placements by the Indian Preference Office

TRIBAL SOCIAL SERVICES DEPARTMENT

**TRIBAL SOCIAL SERVICES VISION STATEMENT:
OUR CHILDREN, OUR CULTURE, OUR TRIBES**

**OUR MISSION IS TO PROTECT AND PROVIDE
OUR TRIBAL CHILDREN A SAFE ENVIRONMENT
WITH CULTURAL AND FAMILY CONNECTIONS**

**TO PROTECT THE RIGHTS OF NATIVE
AMERICAN CHILDREN, IT IS SOMETIMES
NECESSARY FOR A TRIBAL COMMUNITY TO
PROVIDE-OUT-OF-HOME-CARE. CSKT HAS
AN INHERENT RESPONSIBILITY TO INVEST IN
THE PROTECTION OF THE RIGHTS OF THEIR
CHILDREN**

We recognize that the Tribe's future is tied directly to the experiences of its children. Children raised within well-functioning families add strength to the Tribes as a whole; children who are damaged by abuse and neglect weaken the Tribes. Thus, the future strength of the Tribes is rooted in the experience of its children.

We recognize that child abuse and neglect has an adverse effect not only during childhood, but also on the capacity of those children to become adults capable of forming healthy families and becoming positive role models for their children.

We recognize we are all part of a larger whole and that the troubles of even one child or one family are, in reality, the troubles of the whole Tribal community.

We recognize that responding to the problem of child abuse and neglect is not the sole responsibility of the Tribal Social Services Department. The problem belongs to the whole community. All individuals and all organizations (law enforcement, schools, health care, tribal council, and others) must actively and cooperatively work toward solutions.

Tribal Social Services' Department Head is Constance A. Morigeau, MSW/ACSW and currently employs 65 people.

Child Protection Services/Foster Care:

Child Protection Services receives and investigates reports of child abuse and neglect to determine danger of harm and to substantiate the immediate danger of harm to the child due to parental, or guardian abuse resulting from or connected with abuse of alcohol, drugs, physical assault or sexual assault, and if necessary take action to remove the child from immediate harm. The target population served: CSKT enrolled Tribal members, and CSKT first generation descendent children, and enrolled Tribal members from other federally recognized tribes.

Foster Care serves the children in foster care, the biological parents, extended family members, and foster parents. The primary goal is to work with families on a reunification plan and when that is not possible, develop an alternative permanency plan which can be guardianship/adoptions and CSKT Guardianships.

Families First and Parent Partner Project coincide with CPS and Foster Care. Families First is a program which consists of TANF & TANF eligible recipients who are at risk of child abuse and neglect. Families First assists families with prevention, intervention, and reunification services. Parent Partner Project program serves enrolled families and first generation descendent children that have become involved with CPS/Foster Care. Participation is voluntary and offers parenting classes every Monday and Wednesday.

TSSD also has an Adult Protective Services Program:

The APS Worker is the designated tribal authority responsible for receiving and investigating reports of exploitation, abuse, neglect, victimization of adults, elders, and individuals with disabilities. An array of support services, information/referral,

advocacy, resource coordination services are provided as part of the case management process.

Along with Child Protective Services and Adult Protective Services, TSSD offers these services as well:

Trust Management Services provides financial management services to approximately 60 clients who are in need of a payee. Clients are either court ordered by Tribal Court or come on a voluntary basis. The clientele usually receive SSI, SSDI, GA, or social security.

GA/IIM is a service offered to adults with no dependent children and no other possible source of funding.

Services that support families with children are:

MIECHV Home Visiting is a program where pre-kindergarten education is our priority. Early Foundations have the resources for enriching your child's future. Home Visiting assists families with children from birth to three years of age.

Supporting Pregnant and Parenting Teens provides assistance to teens who are between the ages of 13-21. The program connects teens to the supportive services they need such as educational assistance, parenting and life skills, parent-child interaction, and family well-being.

Project Launch will provide services to children birth to eight and their families and pregnant women and their families. The goal of Project Launch is fostering the health development and wellness of all young children, preparing them to thrive in school and beyond, and provide better access to Mental Health Specialists and offering specialized training.

Other Programs that support family well-being include:

- ▶ Mt Transitional Living
- ▶ Circle of Trust Suicide Prevention Program
- ▶ Tribal Court Improvement Planning
- ▶ Trauma Informed Substance Abuse Program
- ▶ Youth at Risk of Homelessness Program

For any questions on services offered by Tribal Social Services please call 406-675-2700, extension 1214.



TRIBAL EDUCATION

Bill Swaney was hired as Tribal Education Department Head in early 2015, and he manages a staff of four, including a scholarship officer, two community development specialists, and an office manager. The department works across the board in formal education, from early grades to graduate school, and also supports community education projects throughout the Reservation.

The Education Department has awarded monetary incentives to enrolled students in grades seventh through twelfth for more than 20 years. Students who attend school on the reservation and who have a GPA between 3.0 and 3.49 receive \$50, while students with GPAs 3.5 and higher earn \$75 for the academic year. Attendance is vital to a student's academic success. The department rewards good attendance habits by tribal member students; those missing five days or less earn \$50, while students missing less than nine days (but more than five) earn \$25 per academic year. Tribal Education awards a Graduation Incentive of \$200 to all Tribal members both on and off the reservation. Incentives for grades and graduation totaled nearly \$16,000 for the 2014 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, Community Development Specialists, are available to families as resources to assist in communication and support between students/families and schools. They support families in Individualized Education Plan 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.

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 encourage families to get their children to Early Head Start and Head Start every day. Attendance matters and it has a direct connection with school success.

Our program also provides deeper cultural activities throughout the year. We begin our year with a fall powwow.

Recently, our program was awarded funding to provide services to 50 additional infants and toddlers up to age 3. This is exciting news! We will be hiring more staff and extending the invitation to send staff to SKC and providing in-house training to meet this need. If you would like to make a difference in children's lives, contact Jeanne Christopher, Department Head at 406-676-4509 for further information.



NK'USM

The mission of NK'usm Salish Language School is to recreate a process whereby the Salish Language is passed from parent to child, and elder to youth, in an effort to holistically preserve the language and perpetuate the Salish tribal way of life and world-view. The NK'usm Salish Language School is in its thirteenth year of operation and offers academic and Salish Language instruction for students in pre-school through eighth grade, as well as training in traditional and cultural practices. The 501(c)(3) non-profit organization served 26 students in the 2014-2015 school year.

The school employs a staff dedicated to the school's mission. Most staff have either gone through an intensive adult language program, or are progressing in the Salish language through independent study. Lessons are taught in the Salish language as much as possible, and NK'usm employees are excited to see a surge in students' ability to speak Salish with ease.

Teaching the Salish language is a priority not only for young children but for students of all ages, which is why the school includes an adult language program. In the summer of 2014, NK'usm received a grant from a private foundation that allowed the school to continue an adult intensive language program for an additional year. This program is proving to be highly effective with two adult students learning to speak the language at a rapid pace. The adult language program supports the school by subbing in children's classrooms when needed so that learning the Salish language is never compromised.

NK'usm has renewed its commitment to provide an exceptional academic environment based in the Salish and

Pend d'Oreille language and culture. As the organization grows and improves, the focus will always be the revitalization of the Salish and Pend d'Oreille language. Our success greatly depends on the support of the Confederated Salish and Kootenai Tribes, the local community, and our faithful donors.

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.

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

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



Highlights for the 2014-2015 year:

- ▶ Enrollment of 138 students during the year
- ▶ 10 Graduates: five CSKT Tribal members, three other Tribal members, two descendants
- ▶ Family Night monthly dinner and Parent-Teacher Conferences brought in nearly 50 percent of the parents – thank you, parents.
- ▶ Apple ConnectED grant awarded; TERS is one of 114 schools in the nation to receive this prestigious honor.
- ▶ 40-year celebration held with powwow and other daily events.

Highlights for 2015-2016 start:

- ▶ New Superintendent - Rodney Bird.
- ▶ School starts August 24.
- ▶ Apple will roll out equipment; ipads for every staff and student plus laptops for teachers and televisions for classrooms.

KICKING HORSE JOB CORPS

In 2014, Job Corps centers marked 50 years of service throughout the country. Kicking Horse Job Corps, one of 125 centers in the United States, has been operating since 1965. Though the years Kicking Horse students helped build existing landmarks including Boettcher Park in Polson, the Charlo Senior Citizen's Center, Ronan's City Park, the baseball and football fields in Ronan, the Polson ice skating rink, Elder's Park in St. Ignatius, and the Elmo powwow grounds. Most recently, Kicking Horse students have been instrumental in building the Arlee community walking trail.

Job Corps has a proven record for changing the lives of young people. More than 80 percent of graduates enter the workforce, attend college, or enroll in the military. Since 1965 more than 17,000 students have gone through Kicking Horse Job Corps.

Most students choose to live on center, but local students can attend Kicking Horse as non-residential students. Currently, there are seven trades offered at Kicking Horse including Culinary Arts, Dental Assistant, Facilities Maintenance, Heavy Construction Equipment Operations, Machine Equipment Repair, Nurse Assistant, and Pharmacy Technician.



NATURAL RESOURCES

NATURAL RESOURCE DEPARTMENT

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

NRD did not expand services beyond 2010 levels due to budget constraints. Below is a brief description of some accomplishments from this past year. Rich Janssen Jr. is the Department Head of Natural Resources and continued activities with Elk River Mining Complex in British Columbia, Columbia River Treaty Sovereign Review Team, Flathead Basin Commission, Water Rights, as well as the Lake County Solid Waste Board of Directors, and Crown of the Continent. Other activities include management and administration of the department, and planning for future human resource needs by informing interested Tribal Members of upcoming vacancies. The Department occupies five buildings in Ronan and Polson. Efforts began this year to develop a facility that will house the entire department in an area near Ronan that better serves the membership and resources by becoming more efficient and accessible.

Division of Environmental Protection

The Division of Environmental Protection continued its success despite budget cuts from the US Environmental Protection Agency. Division Manager, Mike Durglo, is Co-Chair on the National Tribal Science Council and the Chair of the EPA Regional Tribal Operations Committee, and leads the Tribal effort on Climate Change. The Brownfield/Solid and Hazardous Waste Program recently completed a clean-up of the Elmo Cash Store and the nearby Joseph allotment with Salish Kootenai Housing Authority. Clean-up continued of an illegal dump sites. Recycling efforts have continued. 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 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. Oversights include the major commercial development in the town of Polson and also by providing 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 has many accomplishments including the ongoing management of established wilderness lands, grizzly bear protection, minimum water flow establishment for fisheries, local school presentations, and trumpeter swans restoration. 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 tribes' special management hunts, which include the Yellowstone Bison hunt and the Little Money and Ferry Basin hunts, sustained heavy demands from Tribal hunters. Tribal game wardens worked closely with State wardens to implement our enforcement agreements to the fullest extent possible and the Wildland Recreation staff continued annual operations and maintenance of all the backcountry campgrounds, trails and the Blue Bay and Salish Point grounds. Tom McDonald is the Division Manager.

Division of Water

The Division of Water is comprised of the Safety of Dams, Roads, and Water Management Programs. This past year the programs completed the Black Lake Dam and Lower Dry Fork Dam water filling. Tabor Dam, at St. Mary's Lake, were successfully raised by both Montana National Guard and our construction crews. Significant design efforts continue on the rehabilitation of the Crow Dam Outlet Works and emergency spillway. The extensive Early Warning Systems on the Flathead Reservation were upgraded to provide more efficient transmission of events happening on our fifteen high hazard dams, various streams and canals. The 24-7 National Monitoring Center continues to provide monitoring services for a multitude of BIA dams across the west. In addition, the 24-7 National Monitoring Center acts as Mission Valley Power's outage contact portal. The Water Management staff made a huge technological leap this year by replacing 25 of their aging manual sites with real-time stream gauging equipment. The effort quickly showed its value by allowing the staff to evaluate flows through the internet on a real-time basis. These upgrades were done while they simultaneously measured stream and river flows, analyzed and interpreted flow data and measured snow pack on the Reservation and throughout western Montana. All of the data gathered and analyzed provides invaluable support for the on-going water rights and compact negotiations. The Roads Program successfully completed the Sundown Home sites Road Improvements Project this year. This project provided the residents with a safe and efficient access to their land. Roads also rehabilitated multiple road washouts in various locations throughout Reservation due to a significantly erosive runoff season. Annual road maintenance included culvert installation, blading/grading/drainage improvements, snow removal, right-of-way mowing, pothole filling and street sweeping. Dan Lozar is the Manager of the Division of Water.

TRIBAL FORESTRY

Forestry's mission is to promote perpetually productive ecosystems for future generations in accordance with the goals of the Salish, Pend d'Orielle, 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 staff has been looking at other avenues to enhance the use of the Tribes' timber resource. We have been very active in establishing new relationships with other agencies, as well as maintaining and nurturing current partnerships.

We are working with Salish Kootenai College (SKC) on a number of projects including studies on dendrochronology, biomass calculations, and a whitebark pine restoration research project.

We have also been working in collaboration with a doctoral student from the University of Washington to develop what we are calling 'The History of Our Forest' Project. The project is researching how federal and tribal policy, reservation demographic changes, and cultural/traditional interactions have influenced management of our forest through time. They are also working with the Forest Service Rocky Mountain Research Station, University of Montana photo archives, and satellite imagery to research changes in our forest structure through time.

The Forestry Department has been active with the Tribes' Climate Change Oversight Committee. Along with other members of the committee, Forestry has contributed energy and vision in creating and implementing a Climate Change Strategic Adaptation Plan. Forestry has also partnered with the Rocky Mountain Research Station, using social science to determine how the public views changes from what they have seen in the past, what it looks like now, and what they would like to see in the future. Forestry has been diligent in including Traditional Ecological Knowledge (TEK) in forest activities and decisions.

We completed most of the harvesting in the Tribal Forest Protection Act (TFPA) project west of Hot Springs in the Lolo National Forest, Plains-Thompson Falls Ranger District, 1. The TFPA allows tribes to propose projects on adjacent FS or BLM lands in order to reduce the effects of wildfire crossing the boundary.

Our Forest Development Program, now under the leadership of Tony Incashola Jr., continues to be very active.

Some departmental highlights include:

- ▶ Thinning approximately 1,843 acres
- ▶ Piling slash on about 1,490 acres
- ▶ Growing 200,000 native plant seedlings in our high-tech greenhouses

- ▶ Planted 284 acres
- ▶ Completing regeneration studies on over 2,900 acres

The Forest Development Program employs about 60 Tribal members in different functions like operating heavy equipment, and working in the greenhouses, thinning, or planting seedlings.

We also continue to maintain an active timber sales program. We are fortunate to have seven mills still operating in the region. Forestry has harvested 17.28 million board feet of timber that generated approximately \$2.7 million dollars in Tribal revenue. Harvest activity is occurring in the Stevens, Firestone Flats Fire salvage, Hellroaring, and Sullivan and Cromwell. Approximately 65 wood jobs are created by maintaining an active timber program.

Annually, approximately 30 paid permits are issued. Collectively, they harvest 1.75 million board feet per year.

Check out Division of Fire's Facebook Page at [facebook.com/CSKTForestryGreenhouse](https://www.facebook.com/CSKTForestryGreenhouse)

Division of Fire

The Division of Fires mission is to enhance the quality of life, promote economic opportunity and to carry out the responsibility to protect and improve the trust assets of the Confederated Salish, Kootenai and Pend d'Oreille Tribes of the Flathead Indian Reservation. We will accomplish this through the delivery of quality Wildland Fire Management services and by maintaining government to government relationships within the spirit of self-determination.

During 2014, Division of Fire staff pursued their mission through aggressive and progressive Fuels Management, Fire Prevention, and Suppression actions. The CSKT Division of Fire continues to adjust as funding allocations systems and processes evolve through the National Cohesive Strategy initiative. The DOF is also reaching out to other Inter-Agency and local Government partners to compete for additional funding sources that will assist us in our pursuit of our mission.

The CSKT Division of Fire – Fuels program went through some personnel changes in 2014 and continues to perform at the highest level. The program treated more Hazardous Fuels acres than all other agencies within the Northwest Region

of the BIA. These treatments are designed to reduce fire behavior, enhance fire fighter safety and protect the Cultural and Natural resources of the Tribes. The Fuels program is also working with NRD on burn projects designed to restore wetlands and other important wildlife areas including critical winter range. The Fuels program continues to pursue all avenues available to obtain outside funding to complete Fuels related work that meet the mission of not only the Division of Fire but CSKT as well.

The Prevention program also went through personnel changes over the past year and continued to meet its portion of the mission. The Curt Matt Memorial Camp Ground was opened, the Buffer Zone Home Assessment project was completed and the Prevention Program continues to collaborate with the Salish/Pend d'Oreille Culture Committee and the National Bison Range in its construction of the informational Kiosk at the Visitors Center in the National Bison Range proper. The "Protect Your Home" Firewise poster was developed and the slogan was written in both Salish and Kootenai within the sign. The High School Athlete Prevention Poster (started by Homer Courville 20 years ago) was again a large success and Smokey Bear was seen in all area schools and at a number of Flathead Indian Reservation community events. The Prevention program also investigated 44 person caused fires in 2014 and worked with CSKT Tribal Law Enforcement in their investigation processes.

The Division of Fire had a normal fire season in terms of fire starts and acres burned. CSKT responded to 70 fires within the exterior boundaries of the Flathead Indian Reservation that burned 1,783 acres of State, Private, and Tribal Lands. The CSKT Division of Fire worked closely with our Inter-Agency (Local Rural Fire Departments, Lolo National Forest, Flathead National Forest, and the State of Montana) partners and county governments to provide swift aggressive initial attack to Flathead Indian Reservation fires. The DOF sent resources to Oklahoma, Alaska, Arizona, Oregon, and Washington to assist in fighting numerous large fires and booster IA capabilities for areas in need.

Credit for our success goes to a dedicated and passionate staff.

Check out Division of Fire's Facebook Page at [facebook.com/CSKT.Division.of.Fire](https://www.facebook.com/CSKT.Division.of.Fire)



TRIBAL LANDS DEPARTMENT

The Tribal Lands Department has had a number of staff retire. With many new faces on the staff, the Tribal Lands Department continues to perform many diverse realty functions. These efforts include: Preparation and approval of Tribal member mortgages, commercial leasing, homesite leasing, agriculture leasing, fee to trust transactions for the Tribes and for individuals, land acquisition, gift deeds, exchanges, ILCA Recoup purchases, easement approval and negotiation, recording and maintenance of all Tribal trust land records, mineral permits, environmental documents and general land review and planning. Probate cases are worked on daily and submitted on behalf of the BIA Flathead Agency Superintendent and Tribal families. CSKT has contracted with CNI to assist in processing the probate backlog, and to date has seen real progress in the time frame of current probates. Probate hearings are held with the Administrative Law Judge on site and by telephone. Agricultural leases are inspected and many producers have done marvelous work with improved fence standards as a condition of lease contract compliance.

The Tribal Lands Department has made a real effort to provide good quality Customer Service to the membership. Producing Title Status Reports for the CSKT and for individual Tribal members, estate planning, including but not limited to executing Wills for Tribal members, assisting with probate inquiries and assisting Tribal members with property ownership and buy/sell options are just some of the ways daily customer service is provided.

CSKT successfully participated in the Cobell Land Buy Back Program. The Land Buy Back program purchased \$5.2

million worth of fractionated interests from willing sellers and consolidated seven parcels to 100 percent Tribal ownership. CSKT expects a second wave of offers to be offered in the fall of 2015. The Tribal Lands Department, working in cooperation with the DHRD Fatherhood Program continues to work on fence repair, clean-up of Tribal Lands, trailer removal, painting, removal of asbestos material, etc. The crew has accomplished miles of fence construction and repair while learning about Tribal lands. More home sites have been allocated to qualified Tribal members due to the crew efforts at home site clean-up.

In March, Lands presented three Montana Noxious Weed Trust Fund projects to the Montana Noxious Weed Advisory Council for controlling medusahead and rush skeletonweed, and for targeted grazing leafy spurge on the Flathead Reservation. These projects ranked among the highest cooperative projects in the state and were among the few that received a full funding award.

Last year was one of the most productive years for invasive plant management. In the fall of 2014, aerial herbicide applications were completed on 1,000 acres of the medusahead infestation in the Valley Creek area. This project combined with 14 other herbicide and mechanical control projects resulted in the treatment of over 10,000 acres in 2014.

TRIBAL COURT SYSTEM

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 Tribal 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 2013, there were 3,475 new cases filed (2,654 Criminal and Traffic cases, 484 Civil suits, 53 Fish and Game cases, 214 Youth Court cases, and 70 Small Claims actions.), an increase of 71 cases, or a two-percent increase from the previous year's total. 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, and two Deputy Clerks.

APPELLATE COURT

The Appellate Court was established by Ordinance in 1995 to hear and decide appeals on the law taken from judgments, orders, or rulings of the Tribal Court. Eldena Bear Don't Walk is the Chief Justice. The Associate Justices are currently, 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

In 2014, the Tribal Defenders continued their commitment to holistic, client-centered public defense by addressing the issues that bring their clients into the criminal justice system and the collateral consequences to criminal charges. To that end, the Defenders look for alternatives to the criminal justice system that contribute to positive change in the community. Special services provided are:

Community Outreach – this year we educated the community on the right to counsel for the indigent, the problem of over incarceration, the Montana Innocence Project, Tribal Appellate Court practice, collateral consequences to criminal charges, and services available at the Tribal Defenders Office.

Driver's License Restoration - we help clients restore their driving privileges and have had continued success. In 2014, 32 obtained valid licenses.

Cultural mentoring – volunteers, who were recruited through the culture committees, assist clients in making amends for their wrongs while reconnecting to their community. Clients served by this program have had a low recidivism rate.

Psychology and Case Management – The Defenders continue to provide these services at a minimal level with assistance from Tribal Behavioral Health. Psychologists are clinical psychology doctoral candidates from the University of Montana. Accessibility of this service in the Defenders Office has allowed clients to be more successful in obtaining assessments and following treatment recommendations. Case management is available through our psychologists and social work interns. The Defenders are seeking funding to expand upon these services.

Tribal Defenders offer civil and criminal legal services for those who financially qualify according to guidelines set by Tribal Council. The office also serves as a walk-in legal clinic that assists people 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 the assistance of 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 who are charged in Tribal criminal court



and to juveniles charged in Tribal youth court. Representation begins with an initial appearance, continues through trial, appeal, sentencing and post-conviction assistance.

The Defenders reach out to tribal members who are in Montana's prisons to assist with collateral issues resulting from their conviction and incarceration. In collaboration with Tribal Police, Tribal Behavioral Health, and the Department of Human Resources Development, the Defenders are seeking funding to expand services to tribal members who are returning from correctional institutions.

TRIBAL PROBATION & PAROLE

The Tribal Probation and Parole Department is staffed with eight full time employees, three Juvenile Probation Officers, three Adult Probation Officers, an administrative assistant/youth court clerk and a secretary/receptionist/youth court clerk.

Offense reports and citations issued to youth that are enrolled in a federally recognized tribe and are residing on this reservation are sent to the Tribal Probation/Parole office to be assigned to and reviewed by a Juvenile Probation Officer. After review of the citation or reports a decision is made to have charges filed or further investigation done or have an informal meeting with youth and guardian. Officers keep the Courts informed of client's compliance with their Court Orders. Officers also assist clients with setting up meetings with treatment professionals, educational opportunities and assisting with other rehabilitative services when needed.

The Adult Probation/Parole Officers supervise clients referred

from Tribal Court for Probation, Parole, monitoring or for Pre-trial supervision. The Officers assist clients in setting up services that have been ordered by the Court and report any non-compliance back to the Court. Probation Officers work closely with treatment professionals and treatment centers, Law enforcement agencies, other Probation and Parole agencies, detention centers, prosecutors, defenders, other Court systems, schools, parents, guardians, CPS and social workers.

The Pre-trial supervision program monitors clients five days a week while they await their case to be resolved in Court. The Pre-trial supervision program also assists with Tribal members referred from other Courts when they need to be monitored as a condition of their release.

TRIBAL PROSECUTORS

The mission of the Prosecutor's Office is to enforce the law fairly without regard for any person's position, connections, wealth, or lack thereof. We strive to do justice to all, equally and equitably, consistent with the guarantees of due process and equal protection provided in the Indian Civil Rights Act. The Prosecutor's Office has eight full-time employees, consisting of three attorneys and two lay advocates and three support staff members.

While enforcement of criminal law is the most prominent part of the Prosecutor's Office duties, the office also prosecutes fish and game violations by both members and non-members. Protection of Tribal natural resources and sovereignty rights are important principles. Illegal taking of Tribal resources such as wood and stone are prosecuted as well as the unlawful



taking of berries, mushrooms and other natural resources. The Tribes remain committed to protection of their off-Reservation hunting rights, including Yellowstone bison, and the Prosecutor's Office enforces those regulations. Monetary penalties, confiscation of illegally taken game or resources, suspension of hunting and fishing privileges, and restitution for damages are among the remedies available for violations. In addition, the Prosecutor's Office in connection with the Tribal Court, are attempting to educate violators by sending them to appear before Tribal cultural committees for instruction.

The Tribal Prosecutor's Office continues to fight for the rights of ordinary citizens to be secure in their homes and property and to protect the most vulnerable members of the Tribal community from exploitation. Many challenges for law enforcement have arisen due to the renewed presence of drug trafficking, particularly methamphetamine, on the Flathead Reservation. Illegal drug use and trafficking cause innumerable negative social problems and the Prosecutor's Office has been in the forefront of fighting the scourge of meth by prosecuting offenders, obtaining treatment for addicts, and removing children from parents who have lost their ability to provide normal care and sustenance for their children. The Tribal Prosecutor's Office remains committed to preservation of the peace, protection of the public, and active intervention on behalf of the most vulnerable members of society.

The Prosecutor's Office welcomes assistance and input from the public. Law enforcement personnel cannot be present everywhere and detect every crime. We must rely upon the public desire for a better life for all to identify problems in

the community. Not all problems are amenable to solutions by law enforcement and jail is not a cure for all social ills. But the members of the Prosecutor's Office are committed to finding community solutions that work for the public good and are always willing to listen to ideas about how to prevent crime as well as rehabilitate those who are convicted. We look forward to a year of achieving fair adjudication of disputes and reasonable consequences consistent with due process and equal protection of the law.

TRIBAL POLICE DEPARTMENT

The Flathead Tribal Police Department received a nomination for the 2013 Law Enforcement Lifetime Achievement award from the Montana Board of Crime Control. Police Chief Craig Couture said it was an honor to compete against other state law enforcement agencies. This was the first time CSKT law enforcement was nominated. During the year, illegal drugs worth more than \$119,000 were removed from the reservation. Also for the year, the jail construction and renovation was completed. The ARRA Grant funded the renovation and addition of jail cells to the existing facility. Law and Enforcement continued efforts to educate the public on the dangers of illegal drugs.



TRIBAL AFFILIATIONS

ENERGY KEEPERS, INC.

Sx^wnq̓els 1 Suw̓ečm / Ksuk̓t̓imumał' Ak̓ałmukwa' its Incorporated (d.b.a. Energy Keepers Incorporated, or EKI) reached important milestones in its second full year of operation as the Confederated Salish and Kootenai Tribes' youngest corporation. The most prominent of those milestones may have been a decision by the American Arbitration Association that favored CSKT by determining the conveyance price of FERC Project #5 (Kerr) to be \$18.3 million. The news of the decision was a great way to start the New Year in 2014, which provided a basis for EKI to refine its projections and move forward with a better vision for the beginning of operations on September 5, 2015.

The following is a roundup of 2014-2015 milestones we celebrate with the tribal membership:

EKI Legal Department

It's important to take a pause and appreciate the hard work by Joe Hovenkotter (EKI General Counsel) and the many other legal team members at Van Ness Feldman and CSKT who led the effort resulting in saving the tribal membership \$31.1 million in the long run of the battle for conveyance price.

EKI General Counsel continues to work on managing the variables that will provide the "true-up" transaction to complete the acquisition. The variables are any capital improvements to the plant, payments for taxes, payments for land rental, and the Fish Wildlife Implementation Strategy (FWIS) to the CSKT. General Counsel also maintains a continual watch on the legal climate and any litigation that may affect the mission of the corporation and CSKT.

Focal points immediately following the success in arbitration included Petition with FERC for finding that CSKT and EKI are "exempt public utilities" with regard to Part II of the Federal Power Act. The petition was subsequently approved. Exempt status allows EKI to market power as a wholesale generating company not subject to the rate-making authority of the Public Service Commission.

CSKT, EKI, and NorthWestern filed an application for CSKT/EKI Co-Licensee Status with the FERC.

General Counsel took the lead in managing the transition from NorthWestern Energy to Energy Keepers Incorporated.

EKI Department of Finance, Risk, and Administration

Financing strategies were presented to CSKT (Shareholder) and direction toward internal (CSKT) loan financing was received. Subsequently, the first major loan document of CSKT was executed, which included a Loan Agreement, a Promissory Note, and a Security Agreement to facilitate a \$30 million loan at an interest rate negotiated above prime. The loan term is 20 years and scheduled to be drawn in three parts, beginning in August of 2015.

Selling and purchasing power is heavily reliant on cash and credit due to the size and value of the transactions involved. EKI secured a letter of credit with a major banking institution experienced in backing power sales. This credit enables EKI to pursue transactions that will aid in reducing the risk of market price fluctuations.

EKI obtained a brokerage firm to provide a comprehensive risk loss policy to protect business operations and shareholder interests. The broker is experienced in major hydro risk coverage and loss recovery, which is essential for a project of this size.

The EKI information technology department led the way in securing an Enterprise Resource Program and a Computerized Maintenance Management System as well as other major software systems integrated to operate the various business units of the corporation.

Records management focused on approximately 6500 documents inherited in the transfer of ownership to EKI.

EKI Department of Power Plant Operations & Maintenance

Condition assessments continued by the experienced team of engineers at MWH, Americas resulting in a refined schedule for capital improvements.

A Chief Dam Safety Engineer was brought on staff and integrated with the local Disaster Emergency Services team.

Plant O&M secured additional staff, including long-standing Kerr Plant Operators (one full-time and one part-time) who assisted in planning and training efforts. An education agreement was also initiated with the Compliance Manager who engaged in the electrical engineering program at Montana State University.

NAES Corporation assisted EKI's Plant O&M team with a host of important tasks. NAES helped to develop a WECC/NERC Compliance Program for the upcoming CIP-002 Version which will be in effect, as well as providing support in development of a maintenance program and policy manual. The consultant also provided support in selection, configuration, and installation of the CMMS.

EKI brought on two additional operator trainees to begin a program to prepare for 24x7 operations at the plant.

EKI Department of Power Management

The Power Management department, along with its real-time power marketing consultant, TEA Solutions, Incorporated (TSI) led the charge for completion of the Energy Risk Management Plan, which included a hedging strategy to mitigate the risks of power sales.

The team also developed a host of transactional opportunities to prepare for operations, as well as coordinated a series of transition-focused committees and meetings to delve into the details of power marketing.

EKI contracted the nFront Consulting team to assess the transmission interconnection options available to EKI and support the development of a large generator interconnection agreement (LGIA) with Northwestern Energy (NWE) and Bonneville Power Administration (BPA), thus assuring access to move the power from the Kerr Plant onto the transmission lines.

EAGLE BANK

Eagle Bank opened for business July 25, 2006 and has continued to grow on a conservative basis. Average assets have increased from:

- ▶ \$ 8.9 million for 2007
- ▶ \$16.2 million for 2008
- ▶ \$21.8 million for 2009
- ▶ \$24.0 million for 2010
- ▶ \$26.3 million for 2011
- ▶ \$36.2 million for 2012
- ▶ \$38.4 million for 2013
- ▶ \$40.8 million for 2014

We have discussed the impacts of the ongoing economic downturn and the very low interest rates in prior meetings with the Shareholder, and conditions have not improved since our update last year. We posted modest net income of \$64,688 for 2010, \$48,036 for 2011, \$53,568 for 2012, \$93,479 for 2013 and \$79,853 for 2014 during a time when other banks in the area had experienced significant losses during several of those years.

The lack of fee income, and very low yields on investments and overnight funds, leaves loan income as the primary source for improved revenues. We have been able to increase annual average loan volumes from \$12.7 million in 2012 to \$14.4 million in 2013, and \$17 million in 2014.

Loan growth has come from improved local commercial and real estate demand as well as selective purchased participations.

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

Eagle Bank continues to receive good ratings from the State of Montana and the FDIC on bank exams, from annual financial statements audits, and from internal quarterly internal control and compliance audits.

The announced sale of Community Bank to Glacier Bank, the rumored sale of Lake County Bank to Valley Bank, and the continuing difficulties of First Citizens Bank will have a significant impact on local competition, and will provide opportunities for Eagle Bank in the coming years.

Eagle Bank continues to provide small dollar loans and check cashing services for residents of the Reservation in accordance with the original business plan. Most banks no longer provide small dollar loans except for well-established customers and will not cash checks for non-customers as well as checks not drawn on their institution.

As of December 31, 2014 our current customer base includes:

- ▶ 853 checking accounts with a total balance of \$20.6 million
- ▶ 361 savings accounts with a total balance of \$3.2 million
- ▶ 156 certificates of deposit with a total balance of \$11.8 million
- ▶ 649 loans with a total balance of \$17.6 million.

We currently have ATM's located in the bank drive in and KwaTaqNuk Resort in Polson, Quick Silver Express, S&K College Bookstore and Joe McDonald Events Center in Pablo, and Gray Wolf Casino at Evaro.

S&K GAMING

The Confederated Salish and Kootenai Tribes formed S&K Gaming LLC on August 3, 2006, pursuant to Ordinance 104A, to provide general gaming management oversight to the Confederated Salish and Kootenai Tribes. In 2013, a five-member board was appointed to oversee gaming operations. The managing board members are Kermit Clary, Angelique Albert, Charles Tellier, Allen Sloan, Jim Malatare and Tribal Council ex officio James "Bing" Matt.

S&K Gaming's Mission Statement is: We, the Salish, Kootenai and Pend d'Oreille People, are committed to provide our guests an unsurpassed experience, our team rewarding opportunities and our shareholders superior value.

A feasibility study for Gray Wolf Peak Casino determined that

Gray Wolf had excellent potential to evolve into a destination casino. Tribal Council directed the board to proceed with an Environmental Assessment. Further information will help determine if this project will proceed. Currently underway is a \$4.6 million renovation of KwaTaqNuk resort and casino that includes updated rooms, additional parking, and enhanced outdoor spaces like a new patio. Please check out www.skgamingllc.com to learn more on these projects.

We are currently leasing Big Arm Marina. This new project will be completed in several phases. The first phase will renovate the docks, remove the current outbuildings and reopen the restaurant and bar. We will continue to work on RV units.

S&K Gaming's net revenue was \$7,084,674. A dividend of \$1.5 million went to CSKT, which uses the funds for several programs that deal with education along with other resources that are available to the Tribal membership. S&K Gaming continues to be a self-reliant business and has not borrowed money from CSKT for operating expenses.

This year our \$5,000 scholarship recipient was Danielle Peterson, a tribal member whose college major pertains to the hospitality industry. S&K Gaming provides financial donations and support to a variety of our community partners including Salish Kootenai College Foundation, Women for Wellness, Safe Harbor, Warrior Society, and the Boy and Girls Club of the Flathead Indian Reservation.

S&K Gaming believes in training our employees for our future. We have had a Customer Service Coach work with staff on a one-on-one level. We encourage employees to consistently seek and obtain position-related training. We average 165 fulltime employees with the majority of employees being CSKT Tribal Members.

The Flathead River INFR Tour Rodeo had more than 7,000 spectators and 550 entries from cowboys across the United States and Canada. The event was voted Tour Rodeo of the Year by the cowboys for the third consecutive year.

This year's rodeo dates will be August 20, 21, and 22, 2015



S&K ELECTRONICS

S&K Electronics launched in June 1984, more than 30 years ago. CSKT's longest-running technology business signed a three-year, \$1.8 million deal earlier this year with BAE Systems. The electronic assembly is used in equipment that deters surface-to-air missiles.

Sales for fiscal year 2014 were \$12,491,002. This is off five percent from the previous year but better than the 22 percent drop the year before. This was due again primarily to the uncertainty in the Federal Defense Budget. Bookings for the year were \$13,824,708. Business levels picked up at the end of the year.

Recap of Fiscal Year 2014

- ▶ Sales were \$12,491,002
- ▶ No Profit for the Year.
- ▶ Total Assets were \$7,730,462
- ▶ Labor included 71 Individuals, 70 Fulltime, and one Temp

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 \$193,777, down 13 percent from the previous year. This was achieved with \$72,000 from Sovereign Leasing & Financing; \$48,998 from Boulder Hydro power and REC sales; \$30,158 from Self Storage revenue, \$36,969 from the Tribes EDA Grant; and \$2,885 in warehouse rental revenue. Since May 5, 2014, S&K Holding Company has adopted a new name through an amendment to the Articles of Incorporation. The company will now be known as Flathead Reservation Business Services.

S&K TECHNOLOGIES

In the past eight years, S&K Technologies, Inc., has grown considerably in size. These companies offer aerospace services, environmental support, engineering, and information technology to a variety of Federal government and commercial customers. Offices are maintained throughout the United States and Saudi Arabia with a wide-range of projects that include Foreign Military Sales efforts in support of U.S. allies, Uranium Mill Tailings Remediation for the US Department of Energy, and technical data services to various government and 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:

- ▶ The past year has been a big one for Adelos, Inc. We have seen many challenges and opportunities and we have positioned ourselves to take advantage of new markets for our fiber-optic sensor technology
- ▶ With the help of our manufacturing and engineering partners, S&K Electronics, Inc. and Providenza & Boekelheide, Inc., Adelos has developed a new generation, state of the art fiber-optic sensor called Adelos 2.0. In addition to being smaller and less expensive to produce than its predecessor, our new sensor can detect higher sound frequencies, produces less operational noise and has a much greater dynamic range. This increased range will allow us to penetrate new markets, such as oil and gas, and environmental monitoring
- ▶ We have also partnered with a company called ClaroVia Technologies, LLC, a world class technology consulting firm based out of Bainbridge Island, WA. With the help of ClaroVia, we are building a new business strategy to deliver both short-term and long-term revenues based on the sublicensing of our intellectual property portfolio. In



addition to expanding our overall IP portfolio, we have taken steps to strengthen our existing patents by filing continuations and derivatives of the patents with a focus on high value markets

- ▶ In conclusion, we have assembled an excellent team of engineering and business professionals focused on achieving market penetration in the areas of perimeter security, oil and gas, and environmental monitoring. We expect to achieve substantial cash flow within the next 12 months and provide long-term positive returns to our shareholders

- ▶ SKLS inducted into 8a program Dec 2013

SKT, LLC:

- ▶ S&K Technologies, LLC won an Individual Aircraft Tracking Program for the C-5. We will use base and flight history to predict corrosion damage potential
- ▶ Our work was reviewed and summarized during the Aging Aircraft Office era for the Air Force Corrosion Prevention and Control office
- ▶ The Israeli F-15 Technical Order program was renewed on Sole Source basis
- ▶ We have also setup and are operating a Print-On-Demand server for Israeli Air Force

SKER, LLC:

- ▶ The Canyon Ferry Shoreline Stabilization was a \$1 Million dollar project completed for the Bureau of Reclamation in which we received very high ratings
- ▶ Blackfoot Dam was an 8a contract for the Bureau of Land Management. The project consisted of dam removal and channel construction that again rated very high in job performance
- ▶ Greely Creek stream reconstruction was a MDOT job where a new channel was constructed under an interstate bridge near Livingston, Montana
- ▶ SKER reached major completion of two Army Corp jobs in North Dakota. They will be finished Spring 2014. Garrison Dam and Fort Yates are part of SKER's 8a MATOC
- ▶ SKER started last fall and will complete this spring the Lower Dry Fork project for CSKT This is a \$2.4 Million total dam and outlet structure rebuild

SKA, LLC:

- ▶ S&K Aerospace awarded follow-on to Royal Saudi Air Force Third Party Logistics – November 2013
- ▶ S&K Aerospace awarded option period for U.S. Air Force Medium Altitude Unmanned Aerial System support – December 2013
- ▶ S&K Aerospace continues to provide Tri-Service support to over 90 FMS countries through PROS IV – March 2014

SKGS, LLC:

- ▶ Early 2013 saw the ramp up of operations in Houston and Oklahoma City with continuing work in Georgia, Washington, and Montana
- ▶ SKGS added the EPA and US Forest Service as new customers and increased tasking with the FAA. Increased focus was placed on developing the tools and systems to allow the management team to meet customer requirements, continue to be competitive and ensure customer and employee satisfaction
- ▶ SKGS entered in to an SBA approved Mentor Protégé agreement with SAIC which will afford SKGS significant growth and mentoring opportunities through 2014 and beyond.

SKLS, LLC:

RESOURCE DIRECTORY

Mailing Address for all Departments:

PO Box 278
UPS Address:
42432 5th Ave. East
Pablo, Montana 59855
unless listed below Department Name.

Adult and Juvenile Probation Office

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

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

Tribal Court

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

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

Tribal Credit

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

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

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

Economic Development Office

Tribal Complex, 42464 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1256
FAX 406-275-2814

Education Department

Tribal Complex, 42487 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1073 or 406-275-2715 FAX 406-275-2814

Enrollment Office

Tribal Complex, 42487 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1014
FAX 406-675-2806
EMAIL: enrollment@cskt.org

Facilities Maintenance

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

Flathead Reservation Extension Office

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: flatheadreservation@montana.edu

Forestry Department

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

Division of Fire

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

Tribal Health Department

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

Tribal Complex, 42464 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1045 or 275-2844
FAX 406-275-2819

Individual Indian Money (IIM) Accounts

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

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

Kootenai Culture Program

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

Tribal Complex, 42487 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1240
FAX 406-275-2804

Legal Department

Tribal Complex, 42487 Complex Blvd., Pablo MT 59855
PHONE: 406-275-2760
FAX 406-675-4665

Mission Valley Power

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
Website:
MISSIONVALLEYPower.ORG

Natural Resources Department

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

711 3rd Ave NW,
Ronan MT 59864
PHONE: 406-676-2600
FAX 406-676-2605

Personnel Department

Tribal Complex, 42487 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1029
FAX 406-675-2711

Tribal Police Department

Tribal Complex, 42464 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1102 or 406-675-4700
FAX 406-275-2881

Preservation Department

Tribal Complex, 42464 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1075 or 406-275-2735
FAX 406-675-2629

The People's Center

53253 Hwy 93 N., Pablo MT 59855
PHONE: 406-883-5344
FAX 406-675-0260
Website:
WWW.PEOPLESCENTER.ORG

Public Defenders Office

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

Prosecutors Office

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

52000 US Hwy 93 N., Pablo MT 59855
Mailing Address: PO Box 70, Pablo MT 59855
PHONE: 406-675-4800
Website:
WWW.SK.C.EDU

Salish Kootenai Housing Authority

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

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

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

Tribal Gaming Commission

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

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



CONFEDERATED SALISH AND KOOTENAI TRIBES

P.O. Box 278; Pablo, Montana 59855

Telephone: (406) 675-2700 | Fax: (406) 275-2806 | Email: info@cskt.org

WWW.CSKT.ORG