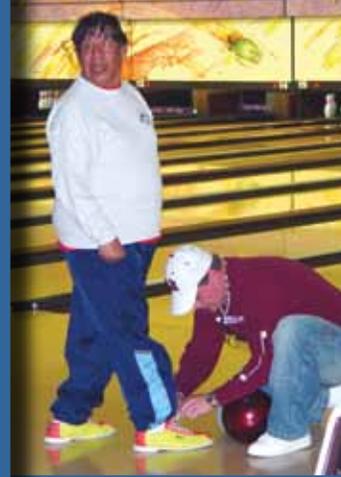




Confederated Salish and Kootenai Tribes

2009-10 ANNUAL REPORT
PRESERVING OUR HERITAGE



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

Questions or Comments should be directed to Robert McDonald at robertmc@cskt.org

EDITOR: Robert McDonald
DESIGNER: Crystal Reese

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

Cover Photo: Blue Bay
by Cynthia Bras-Benson - NRD Fisheries



Printed on recycled paper using eco-friendly inks

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

Welcome to another Annual Report from our government. Here you will find an explanation of the many complex departments that provide service and support to our Tribal members. This report is a snapshot to show the hard work that goes on every day in our Tribal buildings. As a sovereign Nation, we're on a path toward some important and challenging tasks. Your Tribal Council is taking necessary steps to serve our members well. The Council is a team, and we are all proud of the hard work and dedication shown by our workers every day.

Two of our biggest challenges surround the efforts to purchase and operate the Kerr Dam Complex in 2015. We've been planning for this project for years. It's a complicated issue in terms of staffing and training logistics. The lease payments are a steady source of Tribal income, but when we purchase and operate the facility, our investment will pay greater returns. The other big challenge is the on-going water rights talks with the Montana Reserved Water Rights Compact Commission. We're confident the negotiations will continue to go well until completion. Our successful negotiations will have a positive impact on our people for many generations into the future.

Already this year, Council has met with the Governor of Montana and discussed the most pressing issues for our people. Our daily job involves regular contact with state legislators and federal Congressionals. We have many success stories to share with them, including the continued success of S&K Electronics and S&K Technologies. Our gaming operations in Polson and Evaro are still going strong despite the challenging economic climate. Our Education department is going through a multiple-level review and assessment to improve the entire education system, from early head start to the attainment of advanced college degrees. Another bright note to mention is that Forestry is seeing a recovery in timber prices and the CSKT forestry nursery program is thriving. The program has grown native plants for the Opportunity Ponds superfund site, US Highway 93 re-vegetation, Flathead National Forest, along with the Rocky Boy and Blackfeet Indian Reservations. About 70 tribal member hires helped in the planting efforts of 3,000 acres in the Lozeau Special Use Area, which is a result of the Chippy Creek fire.

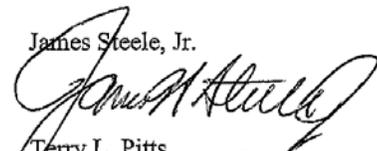
The Tribe also continues management of the southern half of Flathead Lake by ensuring managers focus on what's best for the lake. We'll continue our community boards at Mission Valley Power and for our wildlife management efforts. We'll continue to help everyone's safety by remaining first responders on 911 calls with our law enforcement team. We'll keep supporting good community ideas that impact all residents, and we'll keep trying to educate people further about our history here, our connection to this reservation and the surrounding aboriginal territories, and mostly, we'll remain good neighbors as we all work to preserve our heritage.

This spring, we will have a new Tribal Health building in Polson, which will provide a higher level of service to the Indian populations. We should all be proud of our accomplishments, but we can not lose sight of our dedication to preserving our languages and culture that's at the core of everything we do. The traditional values that served our ancestors are very much part of what we do today. Every year brings a new crop of successes from our programs and companies. We look forward to seeing what further good things will develop from all of our hard work together.

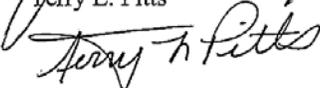
Sincerely, CSKT Tribal Council



E.T. "Bud" Moran



James Steele, Jr.

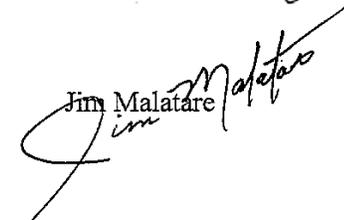


Terry L. Pitts



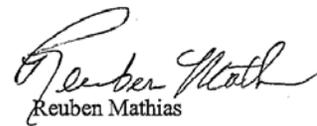
Steve Lozar

Carole Lankford



Jim Malatara

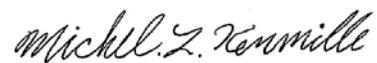
Charles L. Morigeau



Reuben Mathias



Joe Durglo



Mike Kenmille

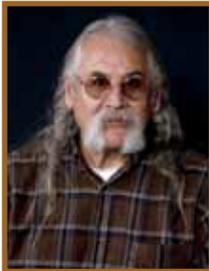
Tribal Council



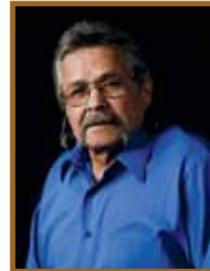
E.T. "BUD" MORAN
Chairman
Pablo District
2008 - Present
(Current Term Expires
2012)



JOE DURGLO
Vice-Chairman
St. Ignatius District
2006 - Present
(Current Term Expires
2014)



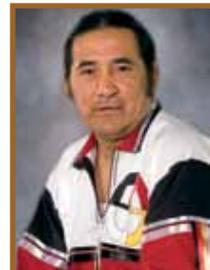
STEVE LOZAR
Secretary
Polson District
2005 - Present
(Current Term Expires
2014)



JIM MALATARE
Treasurer
Arlee District
2006 - Present
(Current Term Expires
2014)



CAROLE LANKFORD
Ronan District
1994 - Present
(Current Term Expires
2014)



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



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



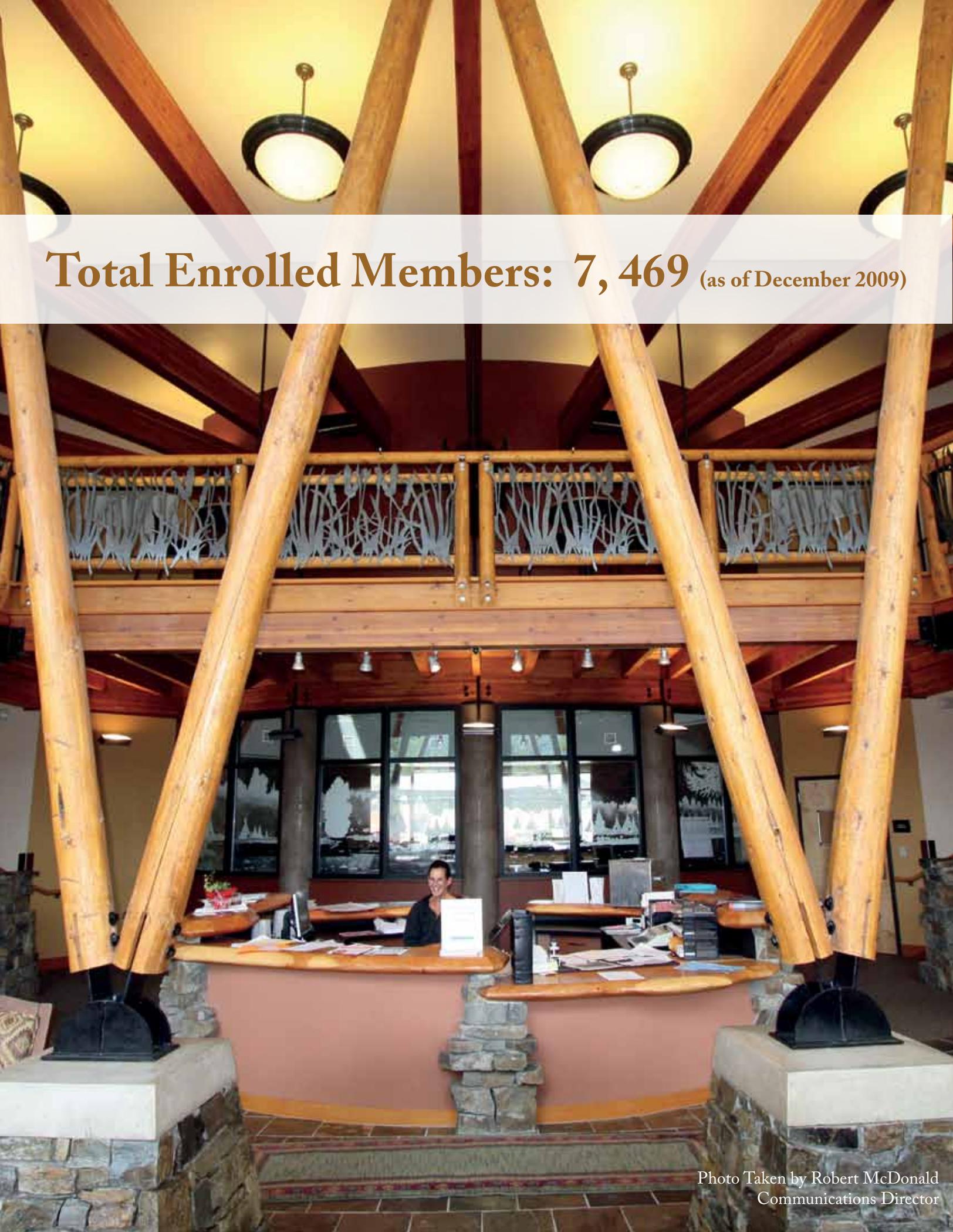
JAMES STEELE, JR.
Arlee District
2004 - Present
(Current Term Expires
2012)



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



REUBEN MATHIAS
Elmo District
2006 - Present
(Current Term Expires
2014)



Total Enrolled Members: 7,469 (as of December 2009)

Photo Taken by Robert McDonald
Communications Director

Kootenai Culture Committee

The Kootenai Culture Committee serves under the guidance and direction of the Tribal elders and bears the primary responsibility within the Tribe for language preservation, culture and repatriation matters. Its motto is: “Preserve, Protect, Perpetuate and Enhance the Language and Culture of the Kootenai People” In Fiscal Year 2009, the Kootenai Cultural Committee’s operating budget was \$629,129 and employed seven FTEs, six of whom are enrolled CSKT members.

Kootenai language classes were conducted in Elmo for most of last year. The program assists the Polson School District in developing a Kootenai language curriculum for grades K-2. The curriculum will be delivered to all students in those grades for the 2010-2011 school years and will be eventually expanded.

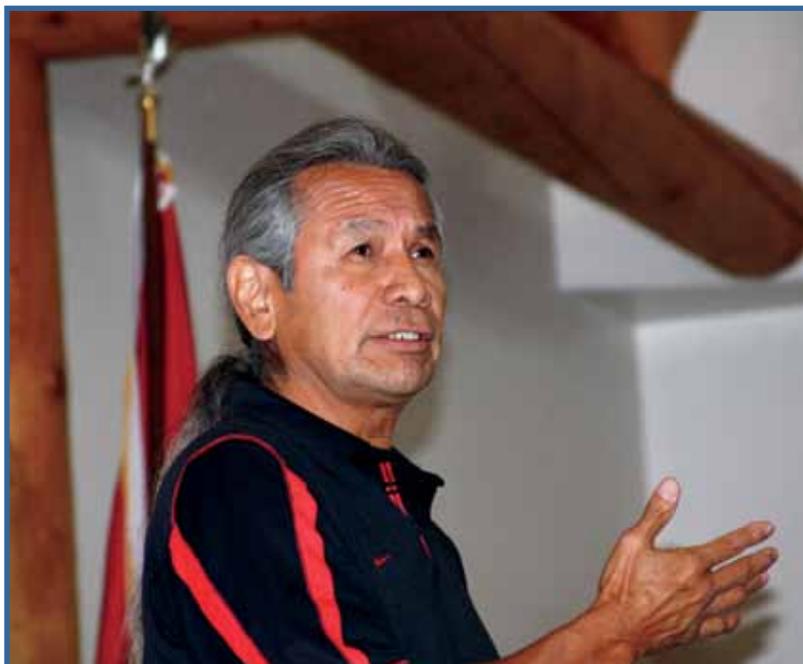
The annual language camp was held in June with approximately 120 participants. Activities included language, history exhibits, traditional songs and crafts. We also hosted the Kootenai Language Summit at the Kwataqnuq Resort in September where documents were produced in the Kootenai language and shared with other bands in the United States and Canada. The Kootenai Hymn book and accompanying CDs for the hymns and prayers have been completed and are available through the KCC office. Also available are the Kootenai Dictionary and Kootenai Legends books.

The Kootenai Language component of the KCC has also provided educational presentations on language, culture, worldview, and history to many local, regional, state, and federal agencies. Those agencies include Polson, Flathead, and Libby School Districts, Western States Tax Auditors, Glacier National Park, the State Office of Public Instruction, and the University of Montana. The new Glacier Park visitor center at St. Mary’s will feature video, audio, and pictorial displays about the Kootenai historical presence in the park. It is scheduled to be opened during the 2010 tourist season.

NAGPRA activities included consultation meetings with the Army Corps of Engineers, Seattle District; Kootenai National Forest, Glacier National Park, Fallon Paiute and Umatilla Tribe regarding repatriation of ancestral human remains. The coordinator also assisted the CSKT State Burial Board Representative with an inadvertent discovery and repatriation of ancestral skeletal human remains.

Staff participated in the annual PIR day with the tribal education department, Native American week with the People’s Center and a three day cultural awareness workshop with Ronan School district. The annual bitterroot feast was held in Elmo and a trek to Kootenai Falls was hosted by the program.

“Preserve, Protect, Perpetuate and Enhance the Language and Culture of the Kootenai People”



Culture Committees

Salish-Pend d'Oreille Culture Committee

The Salish-Pend d'Oreille Culture Committee is a crucial element of the Confederated Salish and Kootenai Tribes. As of November 2009, the staff consists of eight FTEs – seven tribal members and one non-member – along with approximately 15 Salish and Pend d'Oreille elder consultants. The program's operating budget consists of \$501,331 in tribal revenues and \$20,000 in grants.

A major part of the SPCC's work consists of hosting or conducting tribal cultural events and activities including a monthly meeting of the Salish-Pend d'Oreille Elders Cultural Advisory Council, the Bitterroot Feast, bi-annual trips to the Medicine Tree, Stevensville pilgrimage, New Year's Jump Dance and the gathering and storing of medicinal and food plants.

The committee delivered numerous public cultural education presentations at conferences, orientations, and workshops for tribal departments, universities, government agencies, historical societies, schools, and public forums. Consultations were held with numerous agencies and educational institutions both on and off the reservation.

As the appointed coordinator of Salish language activities on the reservation by Council, key projects include initiating and hosting regular meetings at the Longhouse of all involved in Salish language work in an effort to develop a more coordinated, unified language revitalization program and a fully developed Salish Revitalization Plan. Other projects include the creation of bilingual segments in SPCC books and publications, including the forthcoming book on the Swan Massacre, transcribing and translating Salish interviews with tribal elders, hosting the annual culture and language camp in June, recording a bi-weekly language program on SKC public television, teaching language classes at the Longhouse and replying to language requests from students, aiding tribal members who seek Salish names for personal property, and name-giving for tribal members.

The SPCC maintains a priceless collection of recordings related to tribal history and culture. Perhaps the most valuable of these materials are the committee's original cassette tapes of interviews with tribal elders dating back to 1975 with nearly 1,000 tapes with the vast majority recorded in Salish. In 2009, we acquired new equipment that helped efforts of transferring our recordings onto CDs.

The SPCC archives also contain more than 400 videotapes on VHS and Hi-8 formats, which also degrade over time. In 2007, the committee began transferring these recordings to DVDs. About 150 video recordings were digitized in 2008. In 2009, the remaining VHS tapes were transferred, leaving only the Hi-8 and Mini-DV tapes remaining. Plans for 2010 include digitizing and preserving materials kept on reel-to-reel audio recordings, film, and older video formats.

The Culture Committee is also home to some 14,000 historic and contemporary photographs of Salish-Pend d'Oreille people and culture. In 2008 and 2009, the committee digitized about 6,000 images. In 2009, more photos were added to the collection through private donations and purchases from public repositories, including the University of Montana and the Jesuit Oregon Province Archives. The SPCC continues to review historic photographs with tribal elders to document people and places in the photos.

The SPCC also holds original art by tribal members, many created in a large format. The Committee is in the process of digitizing these images.

In 2009, SPCC printed two children's books on the Salish language. A 2010 calendar from the SPCC will be distributed by the Montana Office of Public Instruction. The hardback edition of *The Salish People and the Lewis and Clark Expedition*, published in 2005 by the University of Nebraska Press, sold out, and has been reissued in a paperback edition that incorporates SPCC corrections. The next book with the University of Nebraska Press, *The Swan Massacre: A Story of the Pend d'Oreille People*, is now nearing completion.



As part of an October 18, 2008, centennial commemoration, the committee produced a six-page brochure, *The Swan Massacre: A Brief History*, with 2,000 copies printed. Copies were distributed in 2009 to all reservation schools. The Montana Department of Transportation erected a historical marker (written by SPCC) about the massacre along Highway 83 just south of Holland Lake, which was unveiled as part of the commemoration.

Other 2009 highlights include:

- Completed major segments of research in tribal history and archival sources, and field work with tribal elders, as part of the Salish-Pend d'Oreille Tribal History and Ethnogeography Project, which will lead to publication of a tribal atlas, *Names Upon the Land: A Geography of the Salish and Pend d'Oreille People*, and a comprehensive history of the Salish and Pend d'Oreille tribes.
- Conducted a weeklong ethnogeography field trip in September 2009 to Salish-Pend d'Oreille places and placenames east of the mountains, including the Bighorn River, Canyon Creek, the Judith River (site of the October 1855 treaty), and a number of cultural sites in the upper Musselshell Valley.
- Drafted for the Chairman's signature an appeal of those place names submitted by the CSKT that were rejected by the U.S. Board of Geographic Names as part of the renaming of "s-word" place names in Montana (state law mandates replacement of all geographic names in the state containing the offensive term "squaw"). Out of 27 names proposed by the committee, nineteen were approved.
- Contributed extensive material, text images, and design elements for numerous panels for a permanent exhibit on Native Americans in Glacier National Park to be built at St. Mary's.
- Continued work with US Forest Service, Montana Dept. of Transportation, and other agencies and organizations on historical and cultural markers, including a sign installed at the scenic turnout on Polson hill. In 2010, additional SPCC historical/cultural signs are scheduled to be emplaced at:
 - Evaro wildlife overpass;
 - Clearwater Junction;
 - Sandpoint, ID;
 - the Girard Grove of ancient larch near Seeley Lake; and
 - along Highway 93 near Victor, Montana.
- Neared completion of comprehensive lists of Salish/English/scientific names of plants, birds, mammals, fish, and invertebrates, combining information from SPCC recorded oral histories, current elders, ethnographies, ethnobotanical studies, various Salishan dictionaries, and other sources. These will be completed in 2010, with potential publication after that.
- Conducted more than 100 interviews with tribal elders.
- Worked extensively with Germaine White and David Rockwell / NRD on cultural, linguistic, and historical contributions to the interactive DVD / website *Explore the River: Bull Trout, Tribal People, and the Jocko River*.

- Created and printed a full-color 2010 historical calendar, featuring images from the SPCC Ethnogeography Project.
- Worked extensively with Salish Kootenai College on reviewing and correcting the land history DVD projec (to be completed in 2010).
- Provided ethnogeographic information, including placenames, to the Tribal Preservation Department.
- Reviewed and finalized Salish-Pend d'Oreille placenames for a trilingual map prepared by NRD (Mickey Fisher).
- Prepared and delivered powerpoint presentation for other groups, including Leadership Montana and Upward Bound, on Salish-Pend d'Oreille history and culture.



Tribal Historic Preservation

The Tribal Preservation Department is responsible for protection, preservation, field survey and documentation of Tribal and historic cultural resources which are the physical sites on the landscape. Preservation works closely with both the Salish and Kootenai Culture and Elders Committees. The difference between the Culture Committees and Preservation is the types of cultural resources we protect. The Culture and Elders Committees protect the intangible cultural resources of the tribes including language, songs, stories etc. Preservation protects landscapes that our ancestors used, such as camp sites, pictograph sites, and vision quest sites; locations that have a name or connection with traditional stories. Preservation must work in close contact with both culture and elders committees because the sites on the landscape are only complete in their cultural settings.

In 2009, Preservation received two new grants. The first was the Jocko Trails Grant, which documents GPS and GIS coordinates along the historic trails on the Flathead Indian Reservation. This grant allowed us to record all the cambium peeled trees along the trail as well as record the Salish and Pend d'Oreille place names associated with the trail. This study, along with others, reveals that most trails have peeled trees 50 to 200 feet of the trail, which served as "road signs."

The second was a Montana Land Information Act grant to record all the Salish and Kootenai intertribal battles that occurred on or near the Flathead Indian Reservation west of the Continental Divide. The project's first phase is to gather information about the battle sites through historical documents and oral tradition. The next step entails photographing these areas, taking GPS coordinates, and documenting the location's current status. Lastly, the sites are placed in the Preservation's GIS database.

Another developing project is with the Bonneville Power Administration and the impacts from their power lines in the Kootenai Falls area. As part of that project, Preservation will create a glossy poster displaying photographs of tools and artifacts along with Salish and Kootenai names. This poster will be available with a teaching curriculum that the Culture Committees will be able to use in their language classes.

Mary Jane Charlo completed the IMLS "People, Place and Time Project, an exhibit and education project that tells the history of the Flathead Indian Reservation with historic photographs. This exhibit has been displayed at the Tribal Complex, the KwaTuqNuk Resort, Arlee High School, and Glacier High School in Kalispell. It will be at Dixon School and the Community Banks in Polson and Ronan in March, and in Hot Springs in June and various museums in July. The display will reach its final destination at the People's Center at the end of summer. People will be able to browse the 1,457 photos by computer at the People's Center.

The People's Center has had a high level of success presenting classes and special educational programs to schools and the public. The biggest annual event is September's Native American Awareness Week. In 2009, more than 1,100 students and 50 community members participated. The events included Native games, fry bread tasting, dried meat preparing, cloth yaya dolls sewing and museum tours. The students learned about Salish, Pend d'Oreille and Kootenai people and their customs. They concluded by making their own mini teepees and ring-toss game sets to take home.

Other events include an Annual Elders luncheon, a Baroque Music and Culture exchange, a Native Flute Workshop, an Annual Art Market, Native Games for children, Beading and Dance outfit construction classes, and an Annual People's Center powwow. The Education program also helped other tribal and non-tribal organizations with Native American cultural presentations of Native dancing, drumming and singing. The People's Center Staff assists various schools and community entities with their requests for cultural presentations.

Tribal Health & Human Services

The Tribal Health and Human Services Department had a very busy, productive, and diversified year in 2009. The year began with a renewed focus on Indian Country issues and health care emerged as a priority among tribal leadership across the country. President Barack Obama signed into law a 13 percent increase in IHS funding over the previous years' funding.

Dr. Yvette Roubideaux, an enrolled member of the Rosebud Tribe, was nominated and confirmed as the Director of Indian Health Services during an economic downturn that had not been felt since the Great Depression. The economic condition worldwide was near collapse. Out of this came the American Reinvestment and Recovery Act. This funded a clinic renovation in St. Ignatius and other renovation projects like the Neil Charlo Building. In addition, the department secured dollars to pave the parking lots in the St. Ignatius clinic, and the Elmo Health and Wellness Center. The tribes also received dollars to purchase a digital mammography unit, which was later amended to purchase digital dental x-ray equipment for the older Polson Health Center. Mammography services will be provided via a mobile coach on a regularly scheduled basis. Construction is under way as of this writing.

Construction began on the new Health Center in Polson. The facility will be a proud accomplishment for the tribes. The facility will replace the current one in downtown Polson. The new structure will be a comprehensive out-patient clinic that will include two medical providers, x-ray, eye exam and eyewear, physical therapy, a new dental suite with seven new stations and an additional dentist, a dental hygienist, and two dental assistants. The plan is to have all currently available services in St. Ignatius also available in Polson. The center will add ten new staff members at a cost of approximately \$1 million.

The total cost of the new facility was paid for with resources collected from third party revenue. The department also secured a grant from IHS for \$464,000 to purchase new equipment for the facility. Carry-over from grants equipped the dental suite. The center will also have a conference center capable of accommodating up to 100 people. The health center is scheduled to open in March 2010 with a grand opening set for April 2010. On the service side, the department in the past year provided some 90,000 patient visits.

The clinic in Ronan and specifically Dr. LeeAnna Muzquiz will relocate to the new facility in Polson. Tribal Health director Kevin Howlett has committed to maintaining a health care presence in Ronan. He will pursue the construction of a replacement facility that will have a medical clinic part-time, a community health center to provide diabetes services, public health nursing, prescription pickup, behavioral health services,

WIC, immunization clinics, and health education services. Funds are being identified for the completion of the facility, which will also include a replacement facility for the current fitness center.

The outlook for improved Indian Health looks hopeful. Under both the Senate and House bills, the Indian Health Care Improvement Act is included. Some of the provisions include; more resources for health preparations (i.e. scholarships), a federal mandate that IHS cannot allow a person to be turned over for collections because they fail to pay for an authorized services, and an expansion of eligibility for Medicaid that will add resources to the local operation within third party collections.

The coming year looks brighter with new and remodeled facilities, additional staff and services and a federal government committed to providing everyone access to healthcare. In each of us is a part ownership of this system, and in each of us is the shared responsibility to utilize the system with the concern that our ownership demands.



Tribal Services

Department of Human Resource Development (DHRD)

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

The Fiscal Year 2009 operating budget totaled \$18 million, of which, \$5.4 million was from a BIA compact, \$9.9 million came from contracts and grants, and \$2.8 in ARRA Stimulus funding. The department employed 149 FTE's of which 138 were Tribal members.

During the fiscal year, \$1,451,338 in wages was paid for work experience placements and employment. Seventy percent of employment was placed within the tribal organization including departments like Early Childhood Services, Maintenance, Tribal Lands, and Tribal Forestry. As of September 2009, the department placed 285 people through the Work Experience Program. The average hourly rate paid to employees was \$8 per hour. For employment-related supportive services, DHRD paid more than \$1 million for work support and childcare. For On-the-Job (OJT) placements there were 42 placements in 31 worksites with an hourly wage of \$10.59.

DHRD Social Services Program received 374 child abuse or neglect referrals involving 834 children. A total of two children were placed into permanent homes. The Social Services program continues to work with parents using meth and now serves 42 children that were born positive to meth. The prevalence of domestic violence continues to increase (assault, partner assault) along with the severity of incidents including use of weapons and child witnesses.

Sylvia's Store officially opened in January 2007. In 2008, the Store served 60-70 people each month. During 2009 the Store served 90-100 people each month with clothes, hygiene

products, furniture and appliances. During Thanksgiving, 520 elders were provided dinners. For Christmas, the store provided gifts and other needs to 1,397 children, families and elders. The Store provided 733 backpacks to children with school supplies. The tribal membership has been exceptional in donating furniture and other items to Sylvia's Store for clients. The store collects and repairs items that are stored and eventually donated to those in need. DHRD case managers refer clients to the store. Excess items are offered to the general public for free

DHRD continues to manage the Quick Silver gas station. The Tribal Transit Program operates out of this business. During 2009, we began requesting ARRA Stimulus funding for the transit hub upgrades. DHRD is hoping to upgrade the bathrooms, car wash and add a buried diesel tank. The transit program has also requested bus shelters for riders in several areas for individuals waiting for the buses on the reservation. DHRD has also requested several buses to add to the fleet of transit buses.

For Fiscal Year 2009, DHRD brought in an additional \$4 million; the following grants were submitted and approved with services planned to begin in October:

- \$5,600 Court Assessment Project to research starting a tribal child support program.
- \$625,000 ANA Protecting Our Future Generations
- MOU with THHS to Transport doctor's appointments patients for reimbursement
- \$299,000 Direct Funding IVE Planning Grant

ARRA Funding requested and/or received: Title IV Nutrition (\$16,610), Title III Nutrition (\$3,987), Voc Rehab State allocation to Tribe (\$5,000), Tribal Transit (\$368,471), State Transit (\$568,000), Indian Reservation Roads (\$400,000), Summer Youth Employment (\$179,000), Childcare (\$192,000), and TANF Emergency funds (\$1,069,958) totaling \$2,803,026.00 in ARRA funds.



Salish Kootenai Housing Authority (SKHA)

The Salish Kootenai Housing Authority (SKHA) serves as a mentor to other Housing Authorities across Indian Country by providing assistance in a variety of areas. SKHA has always been in the forefront of issues dealing with housing in Indian Country. Established in 1963 and operating as a separate tribal entity, a seven-member board of commissioners provides oversight of policy compliance through twice-a-month meetings.

The mission of SKHA is to provide the highest quality, affordable housing to the people of the Flathead Reservation while utilizing all resources to insure that services are provided in an efficient, economical and timely manner. The Housing Authority plans and assesses housing and support services to insure all areas and individuals are helped. The Housing Authority continually strives to improve the quality of life while maintaining the cultural integrity and identity of the Salish and Kootenai people.

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

The Housing Authority also provides rehabilitation to income-eligible Tribal member homeowners, water and waste water services to eligible families, weatherization assistance, and homebuyer education classes. It also manages 23 Community Water/Sewer Systems.

The Housing Authority has been recognized by HUD for its excellence in operation and has received the Sustained Excellence Award every year the award has been offered. The consistency of the management team, which includes Executive Director Jason Adams and six managers, is a key to this success.

2009 Activities

The Housing Authority's 2009 operating budget was funded primarily by Federal agencies for Indian housing and related services. The budget includes \$4.1 million from the Indian Housing Block Grant; \$820,000 from Indian Health Service for water and sewer projects; \$900,000 from Indian Community Development Block Grant which covers multiple years.

The Housing Authority was awarded American Recovery and Reinvestment Act (ARRA) funds amounting to \$6,079,092 in

2009 for the construction of eight duplexes, rehabilitation of 86 Low Rent units, installation of 288 water meters for those on the community systems and weatherization assistance for eligible families. These one-time funds will cover multiple years.

CSKT, through the Housing Authority, is one of only two Montana Indian reservations that operate and administer the State/DOE Energy Funds.

Services provided

- Low Rent - 462 families served
- Home ownership (Mutual Help) - 47
- Emergency Home Repair - 149 families served
- Homebuyer Education Classes - 126 individuals served
- Indian Community Development Block Grant (ICDBG) - 25 families served
- Home Improvement Program (HIP) - 4 families served (limited funds)
- Weatherization - 65 families served
- Maggie Ashley Trailer Court - 67 families served
- Community Water/Sewer Services – 1,100 families served
- The Water/Sewer Operations Department installed water and sewer facilities to 24 families.

Tribal Credit

Tribal Credit was established in 1936 with the objective of making loans for the purpose of raising the social and economic status of the members of the Confederated Salish and Kootenai Tribes. The Tribal Credit Program provides lending services to enrolled CSKT members. Loan types include a short term loan, which provides up to \$5,000 for up to a three year term. The long term loan program provides loans up to \$300,000 at 7 percent for up to a 20-year term and must be secured by land and home. A first-time home buyer loan is also available to the tribal members at a 6 percent rate for up to a 30-year term. All long term loan requests are reviewed by a three-person committee who are selected by the Tribal Council.

“The long term loan program also includes educational loans.”

As of September 30, 2009, (the end of the Fiscal Year) the short term loan program had loaned out \$5,703,117 and the long term program loaned out \$35,318,369.



Two Eagle River School

Two Eagle River School is an accredited institution operated by CSKT through a contract with the Bureau of Indian Education. The school serves grades 7 through 12 in Pablo. TERS is accredited through the State of Montana and through the Northwest Association of Schools and Colleges. The school's name goes back to its original location in Dixon near the Flathead River where the school operated from 1974 to 1989 before moving to its new building in Pablo. The school's operating budget of \$2.2 million comes primarily from BIE funds. The school employs 42 people fulltime; 25 are CSKT members, two are descendants, and three are enrolled in other tribes.

“The class of 2009 graduated 6 CSKT members and 8 members of other tribes.”

Photo Taken by Robert McDonald
Communications Director

Tribal Education Department

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

In January of 2009, Tribal Council appointed a committee, the Education Partner Review Team (EdPaRT), to address Tribal education systems. The committee's on-going effort is to assess the existing education systems and map out improvements. Topics addressed include dropout rates, graduation rates, student success, relationships with the public schools, vocational and college education, Head Start, Salish and Kootenai Language opportunities. Dale Tiffany of TG&D Consulting Corp. writes, "Education involves all learning environments including the home school, community, plus the spiritual, cultural, and natural worlds." Please watch for public comment opportunities in the Char-Koosta or contact Tribal Council to submit comments.

The annual Awards Banquet in April 2009 honored the many youth who have gained recognition from schools as outstanding individuals. Teachers, parents, cultural preservation, and lifetime recognitions were also awarded. The event has evolved into one of the best tribal, family and community events to recognize our best of the best. We continue to coordinate with the Natural Resources Department to bring more than 1,000 fourth and fifth graders to the annual River Honoring event. Tribal employees from forestry, natural resource, fisheries, and wildlife share their expertise, knowledge, and professional skills. The event also offers elders stories, Native games, photography training, and other educational opportunities.

Tribal Education continues to monitor the Federal JOM and Impact Aid funds in each of the school districts. Indian Education Committees (IECs) are on task in following the required documentation tasks and procedures with the support of the Tribal Education staff.

In September of each year the Tribal Education Department hosts a Pupil Instruction Related (PIR) Day for the 400-plus educators that teach on the Flathead Reservation. This is a one-day (worth six educational OPI units) event when tribal departments present issues and educational opportunities for teachers and administrators. More than 40 individual 90-minute sessions are presented in one day. Keynote speakers for last year's event were Sam McCracken of NIKE Corporation and Cary Trivanovich, Americas "bullying" speaker/performer of California.

The two Tribal Education Community Specialists provides

free advocacy for families and students. In the current academic year they have assisted more than 61 families/students with issues relating to Individual Educational Plans (IEP's), suspensions, expulsion issues and various other behavioral and academic issues. Families/students in need of assistance can call Dana or Miranda at the education department.

Tribal member students in grades 7-12 who live on the reservation qualify for monetary incentive if they have at least a 3.0 G.P.A. and/or have 9-or-less days missed for the entire year. High school seniors, including off-reservation students, who present an accredited high school diploma, are given a \$200 incentive by the Tribes.

This spring we will be celebrating the Class of 2010 graduates. The following numbers represent the on-reservation students who are on target to graduate.

SCHOOL	Class of 2010
Arlee	8
Charlo	1
Hot Springs	0
Ronan	4
Polson	9
St. Ignatius	7
Two Eagle River School	15

Tribal Education will also pay for the cost of college application fees for up to three colleges for CSKT members graduating from high school in 2010. Contact us for more information.

Confederated Salish and Kootenai Tribal Higher Education 2010-2011 scholarship applications are available (January through May 1) in the Education Department, or call Ext. 1072 at the Tribal Complex (Penny), or go to www.cskt.org (Services tab - then click into the Education Dept.) fill out the application on-line, print, sign and send in the application

To date for the current academic year:

219 - Higher Education applications were received
168 - Students registered in a college or university
76 - Students are attending Salish Kootenai College
36 - Students attend the University of Montana - Missoula
7 - Students are at Montana State University- Bozeman
4 - Washington State University
4 - Gonzaga University
41 - Other

"Our Tribal students currently attend 34 colleges and universities across the United States."

Tribal Education

Kicking Horse Job Corps

Kicking Horse Job Corps Center is the longest-running federally-contracted program operated by CSKT. Through a contract with the Department of Labor, the center has served as an all-Indian vocational training center since 1970 for up to 224 students annually aged 16 to 24. When admissions began declining in 2007, the center opened to non-Natives to help keep students numbers high. The result was a more diverse population that better reflects the global workplace. The center reached its capacity of 224 students in December of 2009 and remains strong in that area.

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

In 2008, each technical training program at the Center received new training plans, which now require a one-year commitment from students to complete state or national industry certifications. The Center places a focus on accountability, integrity, respect and safety in our everyday operations. The goal is to provide a living and learning environment that contributes to student success now and down the road. Students learn to become employable and lifetime learners. KHJC is exploring additional trade offerings to respond to regional employment trends.

Kicking Horse Job Corps Center ranked second in the nation among 122 centers for average graduate wage in 2009. The Regional Office Center Assessment in May awarded Kicking Horse a "Very Good" rating.

Kicking Horse Job Corps' operating budget for the last program year was \$5.1 million and employed 70 staff, 42 of whom are CSKT members and three from other tribes. A total of 386 students were served, of which 167 completed a career technical training program, 77 earned General Equivalency Diplomas (GEDs) and seven earned high school diplomas.

Kicking Horse Job Corps Center has been accredited by the Northwest Association of Accredited Schools since 1983 and has received annual accolades for program excellence. The Center's high school diploma program is earned through Two Eagle River School. A co-enrollment agreement with Two Eagle River School allows students to attend both institutions and earn a high school diploma and vocational certification. Students can also earn a Life Skills certificate from SKC for completion of a 45-credit program of studies. Other partnerships with SKC include the Dental Assisting contract, CDL courses and several enhancement classes which allow KHJC students to earn college credits.

Kicking Horse Job Corps students have a strong tradition of community service to the Flathead Reservation communities including excavation, road work, building renovation, construction of park and campground facilities, recreational access, forestation projects, health and wellness activities, debris cleanup and assisting with tribal cultural events and activities. The value of projects accomplished by center work crews in 2009 was more than \$250,000.

The center was awarded ARRA funds for Projects for Green Initiative which includes a native species landscape, greenhouse, kitchen solar hot water, additional building insulation, cardboard recycling transport, new rapid recovery hot water tanks for dorms, and three electric vehicles for center use.



Nkwusm Salish Language Institute

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

The school opened its doors in 2002 with six children in one classroom. Today there are three multi-age classrooms serving over 30 children. Each classroom is staffed with a fluent Salish speaker, an elementary teacher, and an instructional aide. Children learn the language along with math, science, and the usual content areas. However, there is an emphasis on traditional knowledge and Salish language in all lessons.

This instruction is supported by a new, dynamic curriculum department that is funded by an ANA grant and staffed by five individuals who all hold teaching credentials. The curriculum team has developed curriculum guides for math, science, and social studies. A guide for Salish Language Arts is in process. A variety of books have been published ranging from a traditional Coyote story to a contemporary story of a young boy and his grandfather. All of these books are in Salish and some are bilingual. Curriculum staff has also worked diligently to adapt the Kalispel Tribe's Year-One Adult Language Curriculum. These materials are used for community adult classes held at the school in the evening.

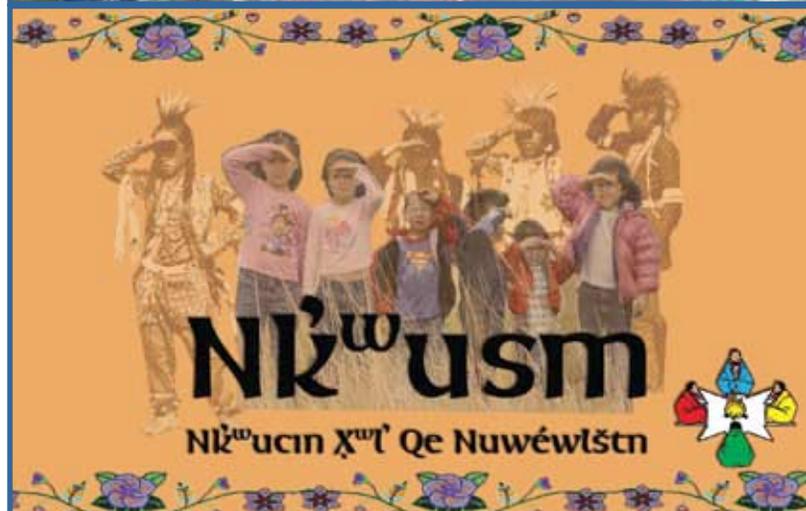
Another exciting innovation at Nkwusm is an adult immersion class that is held from 12:30 – 4:30 p.m. five days a week at the school. Currently, four Nkwusm staff are in the class. When they complete the program, another group will start the class. The intention of this program is to build the language skills of all Nkwusm staff and then open the program to community members. The program is five months long, however, it will be refined and shortened to four months. Tachini Pete is the instructor. It is exciting to observe the individuals in this program make significant gains in the language. The target goal is a vocabulary of 2,000 words and conversational fluency. With only 48 fluent speakers remaining in our community, it is of vital importance to build speakers among children and adults.

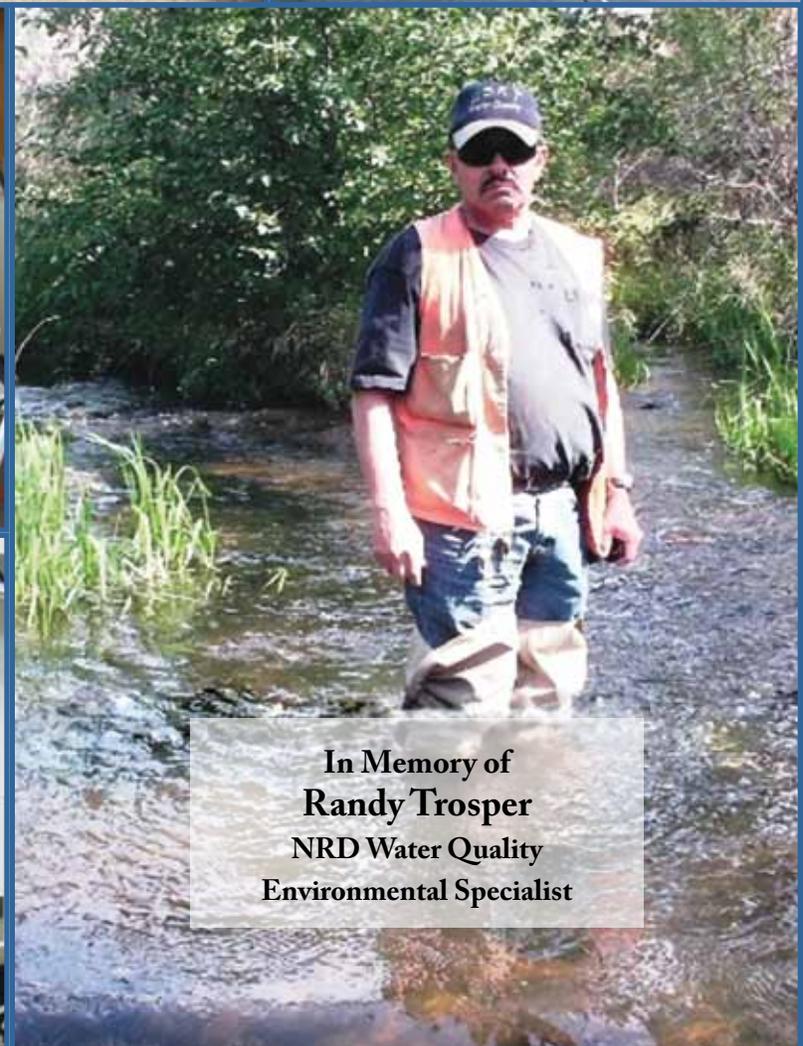
As Nkwusm continually looks to the future, there is a renewed commitment to explore every area of language revitalization. The progress of children and adults in the school builds hope. The generosity and intelligence of many elders provides the foundation to build upon.

Adding to the continued financial support from the Confederated Salish and Kootenai Tribes, gracious giving from 43 tribal employees provides \$263 each pay period, and in 2008, individuals gifted the school with \$105,500 at an annual fundraising luncheon. This financial support keeps the school doors open.

“We believe in our hearts the language will never end. Through our language we will strengthen our self-identity, self-esteem, and self-respect. We will be strong again.”

– Tachini Pete





In Memory of
Randy Troser
NRD Water Quality
Environmental Specialist



Natural Resources Department (NRD)

In 1982, the Tribes established the Earth Resources Division that became the Natural Resources Department in 1983. NRD houses three functional divisions: Water, Environmental Protection; and Fish, Wildlife, Conservation and Recreation.

Environmental Protection

The Division of Environmental Protection houses the Indian General Assistance Program, a Shoreline Protection Office, Air and Water Quality, Non-Point Source Pollution program, Wetlands Conservation, Water Pollution Control, Solid and Hazardous Waste, a Brownfield program, Pesticides Program, Recycling Program, and the Underground and Leaking Underground Storage Tank Program.

The division's primary purpose is to monitor, evaluate, and regulate activities on the reservation that may impact environmental quality.

The Shoreline Protection Office processed 174 Shoreline 64A permits, 26 Aquatic lands 87A permits and looked at 31 possible violations and collected approximately \$172,000 in dock and application fees and permits.

During the past year, the Brownfield Program performed an Environmental Site Assessment at abandoned home sites in the Dixon Agency and an Arlee home site. A draft cleanup plan has been completed for the Elmo Cash Store LUST site. Three other site assessments were conducted at three home sites that were contaminated by Methamphetamines. The Brownfield Program receives a \$200,000 clean-up grant for the Elmo Cash Store with the Salish Kootenai Housing Authority.

The Pesticides Program also finished its second year of being federally credentialed to investigate and enforce regulations pertaining to the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA). Approximately 45 inspections were conducted on reservation-owned businesses applying or selling products regulated under FIFRA and another Pesticide Specialist I was added to the division allowing more coverage. The Underground Storage Tank program became federally credentialed to investigate and enforce regulations pertaining to the Resource Conservation and Recovery Act (RCRA) in 2009. Thirty inspections were conducted on reservation-owned businesses containing underground fuel tanks and two underground storage tank leaks were investigated.

The Non-Point Source Program Restored 1,300 feet of the Little Bitterroot River at the McDonald ranch to a more

natural configuration. Point bars, deepening and narrowing the river channel, vegetation and sod mats were used. The program also constructed a power feed, stock water facility, and constructed a fence to aid in the Jocko river restoration project at the Printz Ranch near Ravalli.

The Water Pollution Control program continued monitoring the damage and clean-up of the Keller Transportation spill that occurred on Highway 35 near Finley Point, and visited numerous waste water and sewage treatment facilities. The program also partially funded a new sewage pumping station at S and K Marina in Polson. The Water Quality Monitoring Program continued sampling and analyzing water from reservation waters including Flathead Lake. The Wetlands Conservation Program is almost complete with its infrared mapping of wetlands on the reservation.

The Air Quality Program recently moved its Polson monitoring station to tribal lands located near Salish Kootenai Marina and continues air monitoring throughout the reservation air shed.

Division of Fish, Wildlife, Recreation and Conservation

The Division of Fish, Wildlife, Recreation and Conservation is the largest division within the Natural Resources Department. In fiscal year 2009, the Division had a multimillion dollar budget and employed more than 75 professional and technical staff who carried out hundreds of projects, performed annual activities and tasks, and acquired private lands for Reservation fish and wildlife habitat.

The Division's first success for the year was implementing the new co-management agreement for the National Bison Range Complex with the U.S. Fish and Wildlife Service. The Tribal staff performed all of the needed biological, maintenance and visitor services functions, along with the Forestry's Fire Division carrying out all fire activities for the Complex refuges and lands.

Staff spent many long hours on technical restoration work on the thousands of acres of Kerr mitigation lands across the Reservation and along the Jocko River lands near Arlee. Each program reached significant restoration milestones to improve and replace lost fish and wildlife habitat, which was done through settlement and mitigation agreements. As part of the Jocko River Restoration Project, 38 parcels of lands were acquired, 28 km of stream protected and 3,462 acres of ecological floodplain were managed for fish and wildlife.

Natural Resources

The Highway 93 wildlife crossings gained momentum in 2009 with many of the 40-plus crossings becoming icons for “The Peoples Way.” Preliminary documentation revealed that animals of all sizes – from elk and black bears to squirrels and snowshoe hare – use the underpasses. The largest structure, called the Evaro Hill wildlife over-crossing or wildlife overpass), is the first of its kind in Montana and in the United States, and will accommodate larger animals such as grizzly bears.

Other note-worthy accomplishments were the public scoping and planning for the Reservation’s first Wolf Management Plan during the summer and fall of 2009, construction of the second phase of the Blue Bay beach restoration project, opening of the Blue Bay Campground store to assist with the 20,000 plus recreation days, installation of new vault toilets at Salish Point Beach and Red Sleep Drive on the Bison Range, placement of solar pier lighting and underwater fishing lights at Salish Point, and much needed bridge-replacement work in the Jocko.

In 2009, the Information and Education Program reached more than 800 students at the annual River Honoring and more than 200 high school and middle school students, teachers and presenters at the annual Lake Honoring. The Information & Education Specialist and Fish, Wildlife and Parks collaborated on the Hooked on Fishing Program in six Reservation schools. The Information and Education Program produced 56 news releases, 52 radio shows, and moderated two 30-minute television informational programs and produced paid public service announcements campaigns for spring bear emergence and Mack Days events.

Division of Water

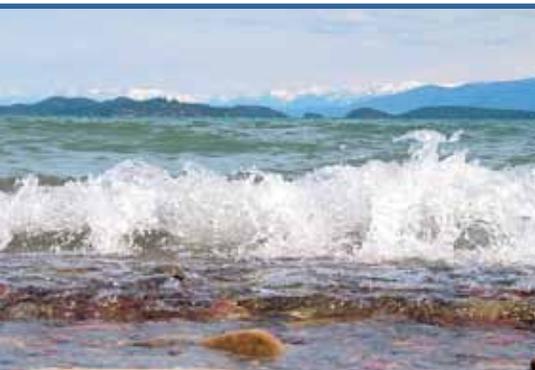
The Division of Water is made up of the Water Management Program, Water Administration/Rights Program, Geographic Information (GIS) Program, US Highway 93 Evaro-Polson Construction Administration Oversight Program and the

Safety of Dams (SOD)/Roads Program. The US Highway 93 Evaro-Polson Construction Administration Oversight Program ended November 22, 2009.

In Fiscal Year 2009, the Division of Water budget was \$4,511,552 and employed 34 full time professional and technical employees, 31 of whom were CSKT members. Significant events in the Division of Water during Fiscal Year 2009 include:

The continuation of data collection on surface and ground water to support the Tribes’ water right claim, provide data for resource management and development and protection of the water resource. This also included the monitoring of interim instream flows as well as measurement of snow pack at snow measurement sites that relate to the reservation’s water resources. The Division of Water also provided staff with data and reports for the continued water rights negotiations with the state of Montana.

The program also maintained all Reservation reservoirs and monitored those reservoirs through an agreement with the Safety of Dams Program. The Roads Program bladed, graded, installed culverts and did snow removal on BIA roads. Plans were also developed for the 2010 roads and highway projects, which include: Mission Dam Canal Bridge; Highway 93 Pedestrian/Bicycle Overpass; Revais Creek Bridge; Jocko/Valley Creek Bridge; College Streets and Maggie Ashley Streets. Two reaches of Highway 93 reconstruction were completed (Evaro to McClure Road and McClure Road to Arlee, south). Seal coating and re-vegetation will be done in the spring and summer of 2010. The Re-vegetation portion of the Highway 93 Oversight budget was transferred to the Tribal Forestry Department. The program also provides administration oversight over the US Highway 93 Evaro-Polson Corridor Construction.



Tribal Forestry

The mission of the Forestry Department is to promote healthy forests for future generations, done in accordance with goals of the Confederated Salish, Pend d'Oreille, and Kootenai Tribes. Forestry prescribes and implements treatments to enhance growth and yield of trees to promote forest health and return forest lands to pre-contact conditions. Our management decisions are based on Tribal social and economic needs, as well as sound scientific and ecological principles. It is our belief that to provide good stewardship, we must actively manage our forest resource in order to provide our membership a diverse and sustainable forest landscape.

It is evident that our tribal ancestors also took a very active role in management of our vegetative landscape through burning. Our forest management plan guides us in our actions of restoring pre-contact fire dependent forest ecosystems. Program staff within the Forestry Department, have been busy performing a great deal of on-the-ground management based on goals identified in our Forest Management Plan.

The Tribe's Forestry Department consists of the Division of Fire and the Division of Project Planning.

The Division of Fire includes wildfire suppression, fire prevention, and fuels management, respectively. The Project Planning Division includes timber sale preparation and administration, forest development, forest inventory, paid harvesting and free personal-use permits programs, respectively.

Division of Fire staff prepared rental agreements for dozers, skidgers, excavators, water trucks, fuel trucks, school buses, and food providers. These contracting agreements provide income and employment for local families.

The Fuels program completed a successful FY2009 campaign. The following summarizes areas of our work that the program is most proud:

- 35 Person Tribal Fuels Crew that where able to work year around.
- Crew Person Days Worked - 2,623 person days
- FY09 Fuels Target - 6,571 acres
- FY09 Fuels Acres Accomplished - 7,583 acres (avg. 20.78 acres treated per calendar day)

The Hazard Fuels Reduction (HFR) and Wildland Urban Interface (WUI) program with the help of Forest Development and the Lake County Fuels Reduction program:

- Thinned 2,566 acres
- Piled 1,239 acres

- Pile burned 2,437 acres
- Chipped logging slash on 25 acres, and
- Applied prescribed fire to 1,316 acres of tribal land.

The program received Special Recognition for being:

- The 1st NW Tribe to Exceed 50,000 acres treated
- The 1st NW Tribe to Exceed 10,000 acres treated in a single Fiscal Year.
- The only NW Tribe to meet or exceed its Annual Acre Target the last 5 years

Three employees within the program each received the 2009 Intertribal Timber Council Earle R. Wilcox Memorial Achievement Award, Northwest Region, in Recognition of Outstanding Service to Indian Forestry.

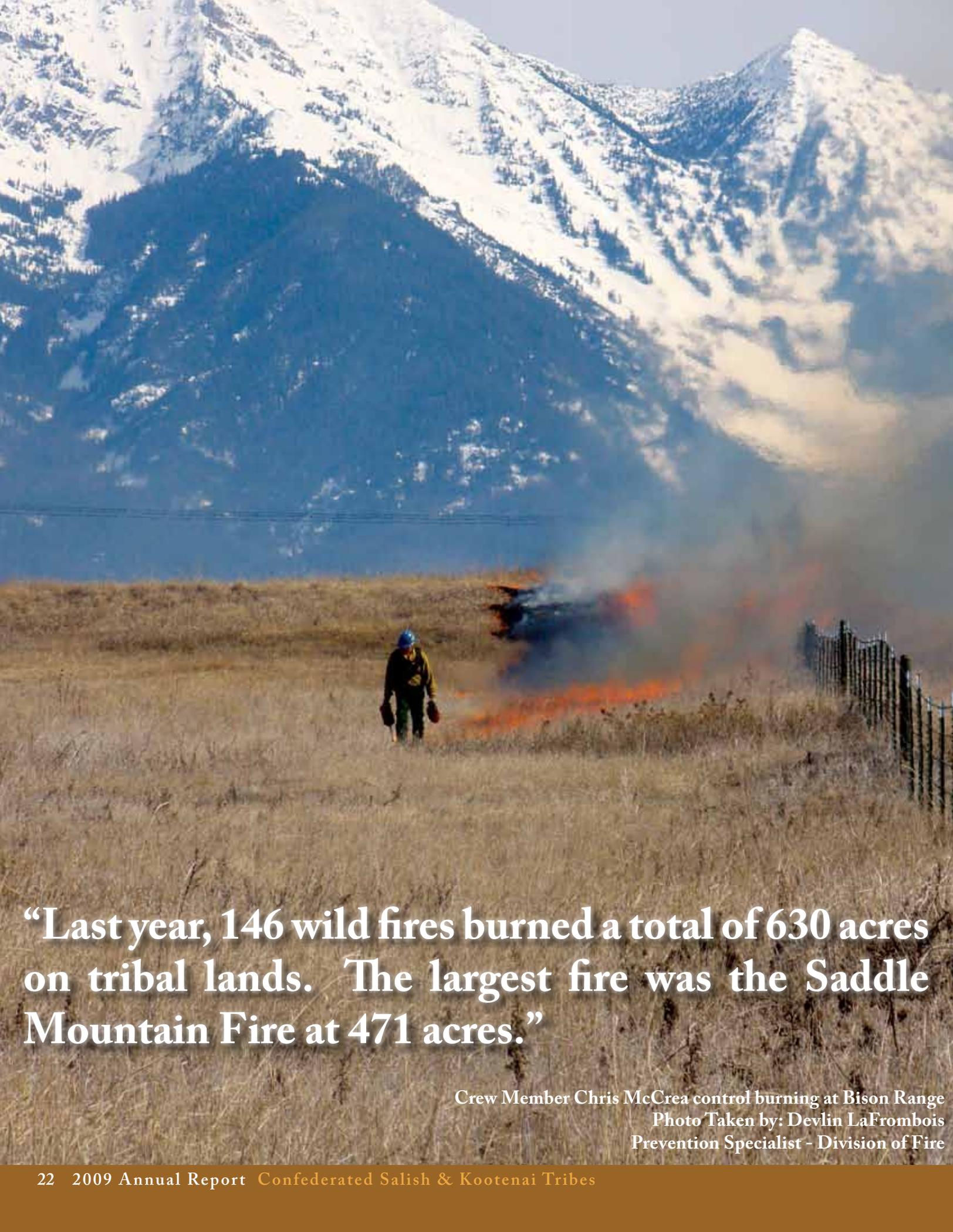
The Fuels Program entered an American Recovery Reinvestment Act (ARRA) Contract that will result in 1,250 tribal acres being managed and more Tribal Jobs.

The Fire Prevention Program performed fire education presentations to all Flathead Reservation schools, daycares, and headstart centers. The program staff also participated in the River Honoring, performed fire investigations, home assessments, restriction enforcement, fire signing, campground fire ring installation, community events (parades, rodeos, powwows etc), patrolling high fire risk areas, fire suppression, fire prevention assignments to other Reservations, and presenting fire-wise concepts to community organizations such as church groups and Rotary Clubs. This year, program staff is revising our five-year Fire Prevention Plan.

The Timber Sale Program planned and administered the harvest of about 12 million board feet of timber (one board foot is a piece of lumber that is 1 foot wide, 1 foot long and 1 inch thick), which generated approximately \$4.2 million in total revenue to the tribes.

The Forest Inventory and Planning (FIP) Program re-measured 140 of 440 Continuous Forest Inventory Plots. These are permanent plots located throughout the reservation and are re-measured every ten years. Data collected is used to identify forest growth and standing volume, detect disease and insect problems, and calculate the harvest potential of the forest.

The FIP Program also managed several allotments for allottees, designed and inventoried roads for several timber sales, measured timber for tribal reality transactions, and provided maps and data from GIS databases.



“Last year, 146 wild fires burned a total of 630 acres on tribal lands. The largest fire was the Saddle Mountain Fire at 471 acres.”

Crew Member Chris McCrea control burning at Bison Range
Photo Taken by: Devlin LaFrombois
Prevention Specialist - Division of Fire

Forest Development's Timber Stand Improvement Program coordinated pre-commercial thinning activities on 3,535 acres in dense stands of trees. The majority of those acres were for hazard fuel reduction in the wildland urban interface. This program was supported by the efforts of 35 tribal members that handled the chainsaw work.

The Forest Development, Heavy Equipment Program performed 2,046 acres of slash piling, cleared brush from 16.5 miles of roadsides, and helped with emergency stabilization in Chippy Creek burned area cleaning culverts, re-placing culverts, closing roads, and installing native shrubs.

The nursery grew a variety of native plants for the Opportunity Ponds superfund site. Currently the nursery has provided plants for the CSKT Natural Resources Department's Fisheries and Wildlife Programs, US HWY 93 re-vegetation, Flathead National Forest, private landowners, reforestation efforts in burned areas, Rocky Boy Indian Reservation, Blackfeet Indian Reservation, and private consulting firms. The Nursery is also active in collecting, cleaning, and storing native plant seeds for future projects.

Forest Development Program administered tree planting of about 3,000 acres in the Lozeau Special Use Area as a result of the Chippy Creek fire. The planting efforts could not have been accomplished without the hard work of the 70 tribal member hires.

Another important project that was initiated in 2009 was the McGinnis/Cabin Stewardship Project. This project is located west of the community of Hot Spings on the Lolo National Forest, Plains-Thomson Falls Ranger District. Under the Tribal Forest Protection Act (TFPA), tribes can propose projects on adjacent forest service lands with special consideration for performing the work. The law was written with the intent of reducing the effects of wildfires coming from forest service lands onto tribal lands. The CSKT was awarded a contract to perform 998 acres of commercial thinning, road construction, road maintenance, and pile burning. This is the first such project in the Northwest authorized under the authority of the TFPA. To date, about one third of the project has been complete.

Forestry and members of the Student Conservation Association completed a Fuels and Fire Risk Assessment for tribal forested lands. This assessment will be used to prioritize hazard fuels reduction treatments and help guide timber harvest activities in the future based on current forest stand conditions and the risk of sustaining a stand replacement fire.

Lands Staff (L to R): George DuCharme, CloAnn Westerman, Leonard TwoTeeth

Tribal Lands Department

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

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

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

Noxious weed surveys were completed on 22,000 acres and a range inventory was started at the 30,000 acre Valley Creek range unit. Approximately 6,700 acres of noxious weeds were treated. Program personnel assisted the USDA with grasshopper suppression on over 35,000 acres to protect nearly 100,000 acres from grasshopper damage. Tribal members were contracted to build fifteen miles of fence. Grants totaling \$144,354 were acquired for noxious weed management and rangeland vegetation inventory.

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



Tribal Legal Services

Appellate Court

The Appellate Court was established to hear and decide on appeals from judgments, orders or rulings of the Tribal Court. 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. Cher Desjarlais is the Chief Justice. The Associate Justices are Greg Dupuis, Daniel Belcourt, Robert McDonald, and Eldena Bear Don't Walk. D. Renee Pierre is the Administrator.

Tribal Court

Tribal law places the judicial power of CSKT in the Tribal Court and the Tribal Appellate Court. Guided by CSKT Laws Codified, the Tribal Court decides a wide range of cases including both criminal and civil suits. All of the Court's final decisions may be appealed and reviewed by the Appellate Court. The Tribes have jurisdiction over all enrolled members of federally recognized tribes accused of criminal offenses occurring on the Flathead Reservation. In 2009, there were 3,148 new cases filed (2,392 criminal cases, 513 civil suits, 119 juvenile court cases, and 124 small claims actions.) Currently, the Tribal Court staff consists of the Chief Judge, two Associate judges, the Attorney Law Clerk, the Chief Clerk of Court, two Deputy Clerks, and the Secretary / Receptionist.

Tribal Police Department

In providing services to the reservation, the Flathead Tribal Police Department received approximately 16,738 calls for service. The department was funded in 2008 by a \$1.57 million BIA compact; \$681,275 from tribal revenues and the rest from grants. The department employed 35 FTE's.

“One of the patrol officers serves as a school Resource Officer at Two Eagle River School.”

The STEP Program, which provides overtime-funding for additional DUI patrols, was a success. More than 400 DUI drivers were removed from our highways. No tribal members have died in traffic accidents in two years, according to the Montana Highway Patrol Annual report. The STEP Program allowed for 889 hours of additional patrol hours.

Tribal Adult and Juvenile Probation/Parole Department

The Tribal Probation and Parole Department houses the Adult Probation and Parole Officers and Juvenile Probation Officers. The Juvenile Probation Officers receive citations issued to tribal members residing on the Flathead Reservation. There are two Youth Courts within the Tribal Court system that handle youth citations. Youth Court I handles status offenses and Youth Court II handles youth charged with more serious offenses. One Juvenile Probation Officer handles all cases referred to Youth Court I and three Juvenile Officers handle cases referred to Youth Court II. After a youth is sentenced in either Court, it is the responsibility of the Juvenile Probation Officers to make sure the Court's Orders are followed and carried out. The Juvenile Officers keep the Court informed of compliance of these orders through review hearings.

There are two Adult Probation Officers that handle adults that are placed on Probation or Monitoring by the Tribal Court. These officers are also responsible for assuring the Court's Orders are followed and to report to the Court on the compliance or non-compliance of the Court's Orders.

The Adult Probation Officers also do courtesy supervision for other Court's when requested.

The Tribal Probation and Parole Department also employs an Administrative Assistant who also serves as the Youth Court Clerk for Youth Court II and employs a receptionist who also serves as the Clerk for Youth Court I.

The Probation/Parole Office also oversees a co-operative agreement called “Refocusing our Youth.” This program provides prevention programs for youth 10-17 years of age who are referred to the program for truancy and alcohol issues. This program also partnered with other Tribal programs in offering youth incentive/recreation programs designed to help them make healthier choices. This past year more than 300 youth/families were served.

Tribal Prosecutors Office

The Tribal Prosecutor's Office is the litigation branch of Tribal law enforcement. The primary duties are protection of the public, preservation of the peace, and enforcement of the law. The Tribal Prosecutor's Office is responsible for the prosecution of all criminal cases within the jurisdiction of Tribal Court. The office works with other Tribal agencies including the Tribal Police Department and Probation

Department, to enforce criminal law within the Flathead Reservation. All misdemeanor crimes committed within the boundaries of the Flathead Reservation by any enrolled member of a federally recognized Indian tribe are within the exclusive jurisdiction of the Confederated Salish and Kootenai Tribes. The Tribes may also prosecute felony offenses committed by Indian offenders within the Reservation boundaries where the State has declined to prosecute. The Tribal Prosecutor's Office filed in excess of 2,300 criminal cases in 2009 with many involving multiple offenses.

Also in 2009, an unprecedented level of cooperation developed between Tribal law enforcement agencies and those of the State and local governments.

“The goal is to provide improved safety and security for all Reservation residents. In 2010, the Prosecutor's Office will continue relationship building with an emphasis upon providing services to Tribal members.”

Efforts will look at reducing crime by addressing root causes such as addictions, mental health afflictions, and behavioral disorders. Of particular concern are DUIs and Domestic Violence crimes.

The Prosecutor's Office also prosecutes juvenile offenses committed within the Reservation boundaries by any youth under the age of 18 who is an enrolled member of a federally recognized Indian tribe. Rehabilitation of the youth is the objective and involves working with other agencies including Juvenile Probation, and Tribal Health and Human Services. Jointly, the agencies craft a rehabilitation plan suited to the individual youth. The Prosecution works closely with Tribal Probation to achieve these goals. Fundamental to achieving success in juvenile cases is the involvement of parents and other family members. The goal is to support parents in taking corrective action and to require parents to support the rehabilitation plan.

Among the more important duties of the Prosecutor's Office is prosecution of fish and game offenders, both Tribal and non-Tribal. Preservation of wildlife and other natural resources through enforcement of Tribal regulations is integral to Tribal sovereignty. Monetary penalties and suspension of hunting or fishing privileges can be imposed for violations. However, the Prosecutor's Office

has actively encouraged diversion of such cases, particularly those involving juveniles, to cultural committees or to individual elders for instruction in traditional ways.

The Tribal Prosecutor also provides legal representation to DHRD-Social Services in civil cases involving the welfare of children and vulnerable adults. Other civil cases include mental health commitments and guardianships for incapacitated adults. The primary goal is protection of children or vulnerable persons and, additionally, providing services to ameliorate the abuse or neglect that led to filing the case.

The Tribal Prosecutor's Office has eight full time employees consisting of three licensed attorneys, two lay advocates, and three support staff members. Of these employees, three are enrolled CSKT members and three are first generation descendants. In cooperation with the Victims' Assistance Program, the Prosecutor hired a half-time domestic violence prosecutor who is a licensed attorney specializing in such cases.

Victim Assistance Program

The CSKT Victim Assistance Program is dedicated to providing confidential, respectful, quality care and assistance to victims of partner and family member violence, stalking or sexual assault. Program advocates provide 24-hour crisis counseling, as well as information and referral, personal and legal advocacy and assistance in obtaining protection orders through Tribal Court.

The Victim Assistance Program is funded by state and federal grants. Current services available to qualified applicants include housing and related emergency assistance on a short-term basis to help victims leave abusive homes or make fresh starts. Additional services offered through the Victim Assistance Program include an attorney available to assist victims with civil issues through a grant obtained by the Victim Assistance Program's sister agency, DOVES (Domestic Violence Education and Services).

In addition, Recovery Act funding allows the program to offer outreach services to Salish Kootenai College and provide job training for qualified applicants.

The Victim Assistance Program also funds a half-time Tribal Prosecutor. (This position prosecutes all of the domestic abuse, stalking and sexual assault cases through Tribal Court.) Staff at the Victim Assistance Program includes a program manager, grants manager, officer Manager, three advocates and a civil attorney. Of the seven positions, four are filled with members of a federally recognized tribe and one is a first-generation descendant.

S&K Gaming LLC

S&K Gaming, LLC came into existence in 2007 as a natural evolution and consolidation of the various gaming interests of the Confederated Salish and Kootenai Tribes. Under S&K Gaming LLC, the Tribes operate Gray Wolf Peak Casino in Evaro and the KwaTaqNuk Casino Resort in Polson.

Gray Wolf Peak Casino first opened its doors with Class II Gaming in March of 2007.

The operation consists of approximately 120 machines, a small food area, and a small convenience store. The operation continues pretty much as it began, with no significant changes.

The Best Western KwaTaqNuk Resort and Casino has two casino areas with approximately 120 machines, a full service restaurant and lounge, 112 guest rooms, a marina, conference facilities, and indoor and outdoor pools.

At KwaTaqNuk, guest rooms have been upgraded in 2008 with new décor and amenities. An upgraded property management system allows the Best Western Company to make reservations at the Resort directly, which helps the occupancy level of the hotel. Other upgrades include a remodeled lounge and a 149-passenger cruise boat, the Shadow, which can host weddings, family reunions, and daily cruises.



KwaTaqNuk Resort
Photo Taken by Robert McDonald
Communications Director

Mission Valley Power

Mission Valley Power has the lowest power rates in Montana. On October 1, 2011 our power cost will increase significantly for the first time in ten years. The Utility Board and Consumer Council will determine new rates, which could raise generally 1 to 1.5 cents per kWh you buy. Total revenue for MVP was \$23,807,983 with the majority coming from sales revenue from rate payers \$22.2 million.

MVP completed a major conversion from Charlo to Arlee that converted the power delivery system from a 34 KV to a 69 KV capacity. This improved power availability and system reliability. Work began on a new Hot Springs Substation to replace the wood substation.

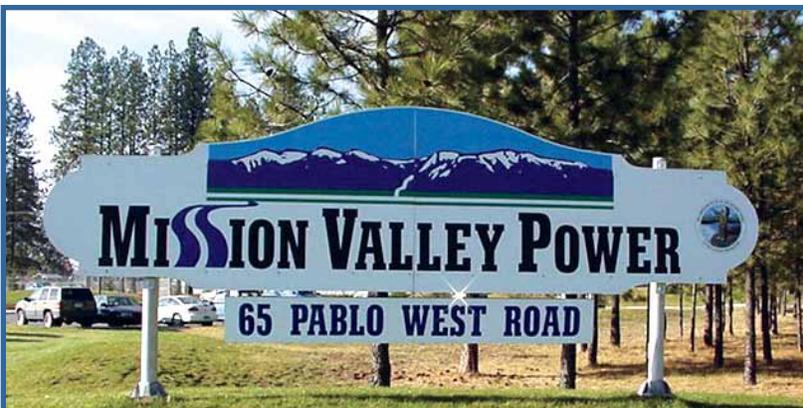
A five-member Utility Board provides direction to the general manager as well as overall policy guidance and system planning. A seven-member Consumer Council provides the consumer an opportunity for participating in the development of policies by management. Each member is appointed by the BIA superintendent.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

S&K Electronics

Starting business in 1984, S&K Electronics continues to lead as a High Tech manufacturer in Indian Country. In 2009, S&K Electronics maintained sales, profitability and a productive workforce in a highly competitive industry. S&K Electronics had a good year with more than \$18 million in sales and a fourth straight year in the black. S&K Electronics continues to invest in new leading technologies, employee training, customer service and the latest manufacturing processes to further grow sales and profitability for the future and to provide dividends to our Tribal shareholder.

S&K Technologies

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



Tribal Economies

Economic Development

The Economic Development office has been focused on the energy efforts of the Confederated Salish and Kootenai Tribes. Work includes updating and consolidating tribal business leases, aiding land use practices, **enticing new economic development activities to the Reservation**, and developing improvements in the Tribes' gaming and hospitality operations. Areas of focus have been general business prospects and energy opportunities surrounding the "restoration economy," which is a new area of focus overall for the United States. The restoration economy is aimed at cleaning up and mitigating over a hundred years of environmental abuse from mining and other industries.

In addition, the Economic Development Office began exploring ways to support tribal member entrepreneurs. Community forums were held in Elmo, Pablo, and Arlee to share information about what was needed to become successful. After the forums, a CSKT Business Expo was held at Salish Kootenai College that drew numerous state, federal, and local representatives, along with foundations and venture capital people. The Expo featured a nationally-known keynote speaker, Margo Gray Proctor, a successful Osage business-woman and Chair of the National Center for American Indian Enterprise Development. The event was well attended and provided a foundation of support for entrepreneurs to build upon. The backbone of the US economy is small business, and a healthy small business sector is vital to a healthy economy. This entrepreneurial effort recognizes the need for a strong, tribal member small-business sector, which is vital to the overall health of the Flathead Reservation economy.

The Economic Development Office has brought in numerous people to help CSKT's efforts at economic development, such as investors, which may be needed for energy efforts like Kerr Dam and other projects. Also brought in were PhD students from the University of Washington who are delivering free help with research regarding potential energy opportunities on the reservation. Also brought by the Economic Development Office was a list of development experts in the field of gaming/hospitality, and people focused on opportunities surrounding the restoration economy.

Given the severe downturn of the US economy that has affected every state and reservation, and the very slow economic recovery, economic development remains an important but difficult task to accomplish. Existing companies are simply trying to survive and are reluctant to expand or relocate. However, it is imperative for CSKT to remain focused on the effort to acquire and operate Kerr Dam. This is the greatest economic opportunity facing the tribes. Much hard work needs to be done to seize this opportunity, and it is a must for the tribes to do so.

PERSONNEL

- 118 Positions advertised
- 685 Applications for advertised vacancies
- 313 Interviews scheduled
- 430 CSKT members applied
- 133 Members of other Tribes applied
- 122 Non-tribal members applied
- 397 Female applicants (58%)
- 288 Male applicants (42%)

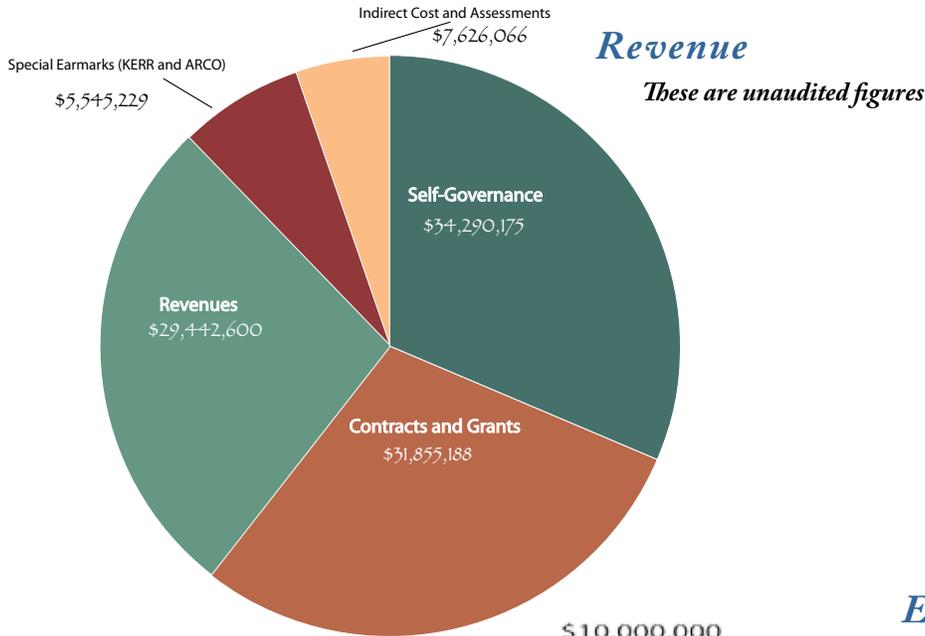
INDIAN PREFERENCE OFFICE

- 107 Indian Preference Businesses approved
- \$606,773.79 Revenue generated
- Employment Placement – total 336 Native Americans in construction positions
 - * 222 CSKT members
 - * 114 Members of other Federally Recognized Tribes

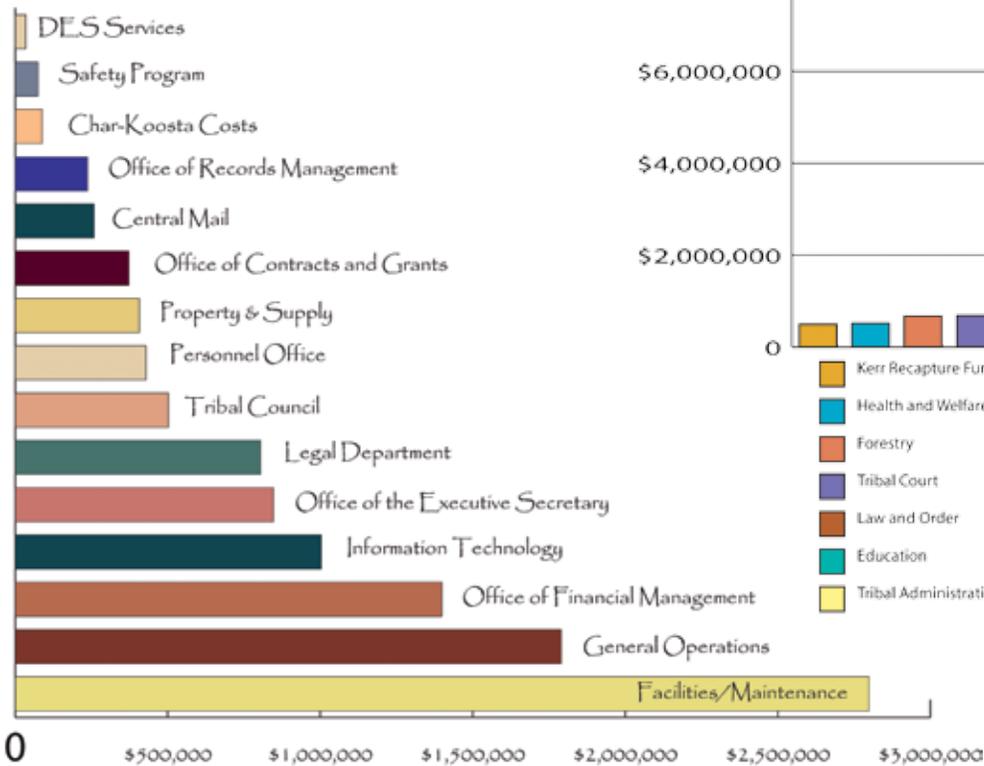


FY 09 Revenues, Receipts, & Expenditures

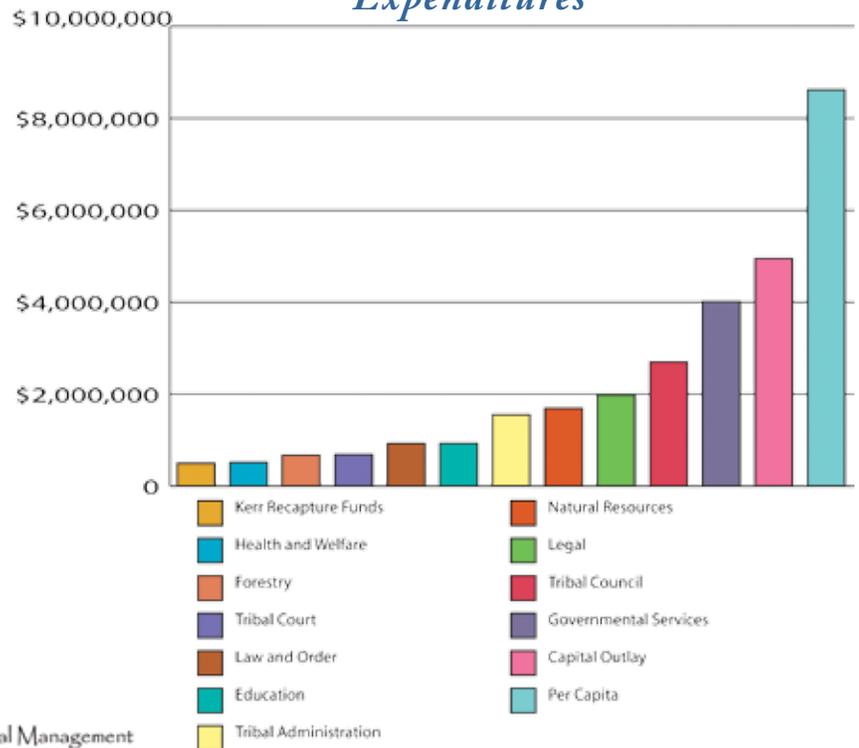
The Confederated Salish and Kootenai Tribal Government receives funds through four major sources: (1) Tribal Revenues generated through a variety of sources, (2) federal funds through self-governance compact negotiated with the United States Department of the Interior and the Department of Health and Human Services, (3) funds from contracts and grants awarded by federal, state, private, and other entities, and (4) funds assessed by the Tribes (indirect cost assessment, administrative overhead, and the like) for administering compacts, contracts, grants, and other funds that operate the Tribal Government. The operating budget for the Tribal Government is made up of these four major funding sources as approved by the Tribal Council.



InDirect Cost



Expenditures



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



Resource Directory

Mailing Address for all Departments:

PO Box 278

Pablo, Montana 59855

unless listed below Department Name.

Adult and Juvenile Probation Office

Physical Address: Tribal Complex, 42487

Complex Blvd., Pablo MT 59855

PHONE: 406-675-2700, Ext. 1140 or

406-275-2745

FAX 406-675-4904

Char-Koosta News

Physical Address: Tribal Complex, 42464

Complex Blvd., Pablo MT 59855

Mailing Address: PO Box 98, Pablo MT 59855

PHONE: 406-675-2700, Ext. 1310 or

406-275-2830

FAX 406-275-2831

Court

Physical Address: Tribal Complex, 42464

Complex Blvd., Pablo MT 59855

PHONE: 406-675-2700, Ext. 1110 or

406-275-2740

FAX 406-675-4704

Court of Appeals

Physical Address: Tribal Complex, 42487

Complex Blvd., Pablo MT 59855

PHONE: 406-675-2700, Ext. 1308

FAX: 406-275-2788

Credit

Physical Address: Tribal Complex, 42464

Complex Blvd., Pablo MT 59855

PHONE: 406-675-2700, Ext. 1090, or

406-275-2727

FAX 406-675-4567

Crime Victim Advocate Program

PHONE: 406-675-2700, Ext. 1194

FAX 406-275-2744

Department of Human Resource

Development

Physical Address: 42464 Complex Blvd.,

Pablo MT 59855

PHONE: 406-675-2700, Ext. 1035 or

406-275-2720

FAX 406-675-2775

DHRD Foster Care/Child Protection

PHONE: 406-675-2700 Ext. 1214

FAX: 406-275-2749

Early Childhood Services

Physical and Mailing Address: 35840

Round Butte Road, Ronan MT 59864

PHONE: 406-675-2700, Ext. 6100 or

406-676-4509

FAX 406-676-4507

Education Department

Physical Address: Tribal Complex, 42487

Complex Blvd., Pablo MT 59855

PHONE: 406-675-2700, Ext. 1073 or

406-275-2715

FAX 406-275-2814

Enrollment Office

Physical Address: Tribal Complex, 42487

Complex Blvd., Pablo MT 59855

PHONE: 406-675-2700, Ext. 1014

FAX 406-675-2806

Facilities Maintenance

Physical Address: 42487 Complex Blvd.,

Pablo, MT 59855

PHONE: 406-675-2700 ext. 1056

FAX: 406-275-2775

Flathead Reservation Extension Office

Physical/Mailing Address: 701-B 1st Street

East, Polson, MT 59860

PHONE: 406-675-2700, Ext. 7375 or 7378

or 406-275-2756

FAX 406-883-1491

Forestry Department

Physical Address: 104 Main St. SE, Ronan MT 59864

PHONE: 406-675-2700, Ext. 6000 or

406-676-3755

FAX 406-676-3756

Forestry Department - Division of Fire

Physical/Mailing Address: 44592 Old

Highway 93 Ronan MT 59864

PHONE: 406-676-2550 or 406-675-2700,

Ext. 6400

FAX 406-676-2554

Health Department

- Flathead Health Center

Physical Address: 35401 Mission Drive,

(this is a county address, THHS uses 308

Mission Drive for UPS, etc)

St. Ignatius MT 59865

Billing and Mailing Address: PO Box 880,

St Ignatius MT 59865

PHONE: 406-675-2700, Ext. 5000 or

406-745-3525

FAX 406-745-4095

- Elmo Health Center - 33116 US Highway 93 - PHONE: 406-849-5798

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

- Ronan Health Center - 35840 Round Butte Rd. - PHONE: 406-676-8778

- Ronan Community Health Center - 35840 Round Butte Rd. - PHONE: 406-676-0137

- Arlee Health Center - 11 Bitterroot Jim Rd. - PHONE: 406-726-3224

Indian Preference Office

Physical Address: Tribal Complex, 42487

Complex Blvd., Pablo MT 59855

PHONE: 406-675-2700, Ext. 1045 or 275-

2844

FAX 406-275-2819



Individual Indian Money (IIM) Accounts

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

Kicking Horse Job Corps Center

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

Kootenai Culture Program

Physical Address: 47020 Cemetery Rd., Elmo MT 59915
Mailing Address: PO Box 155, Elmo MT 59915
PHONE: 406-675-2700, Ext. 7400 or 406-849-5541 or 406-849-5659
FAX 406-849-5888

Lands Department

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

Legal Department

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

Mission Valley Power

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

Natural Resources Department

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

NRD Safety of Dams and Roads Program

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

Personnel Department

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

Police Department

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

Preservation Department

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

The People's Center

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

Public Defenders Office

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

Prosecutors Office

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

Salish Kootenai College

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

Salish Kootenai Housing Authority

Physical Address: 56243 US Hwy 93 N., Pablo MT 59855
Mailing Address: PO Box 38, Pablo, MT 59855
PHONE: 406-675-2700, Ext. 1500 or 406-675-4491 or 406-883-4211
FAX 406-675-4495

Salish-Pend d'Oreille Culture Committee

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

Tribal Council Offices/Tribal Council

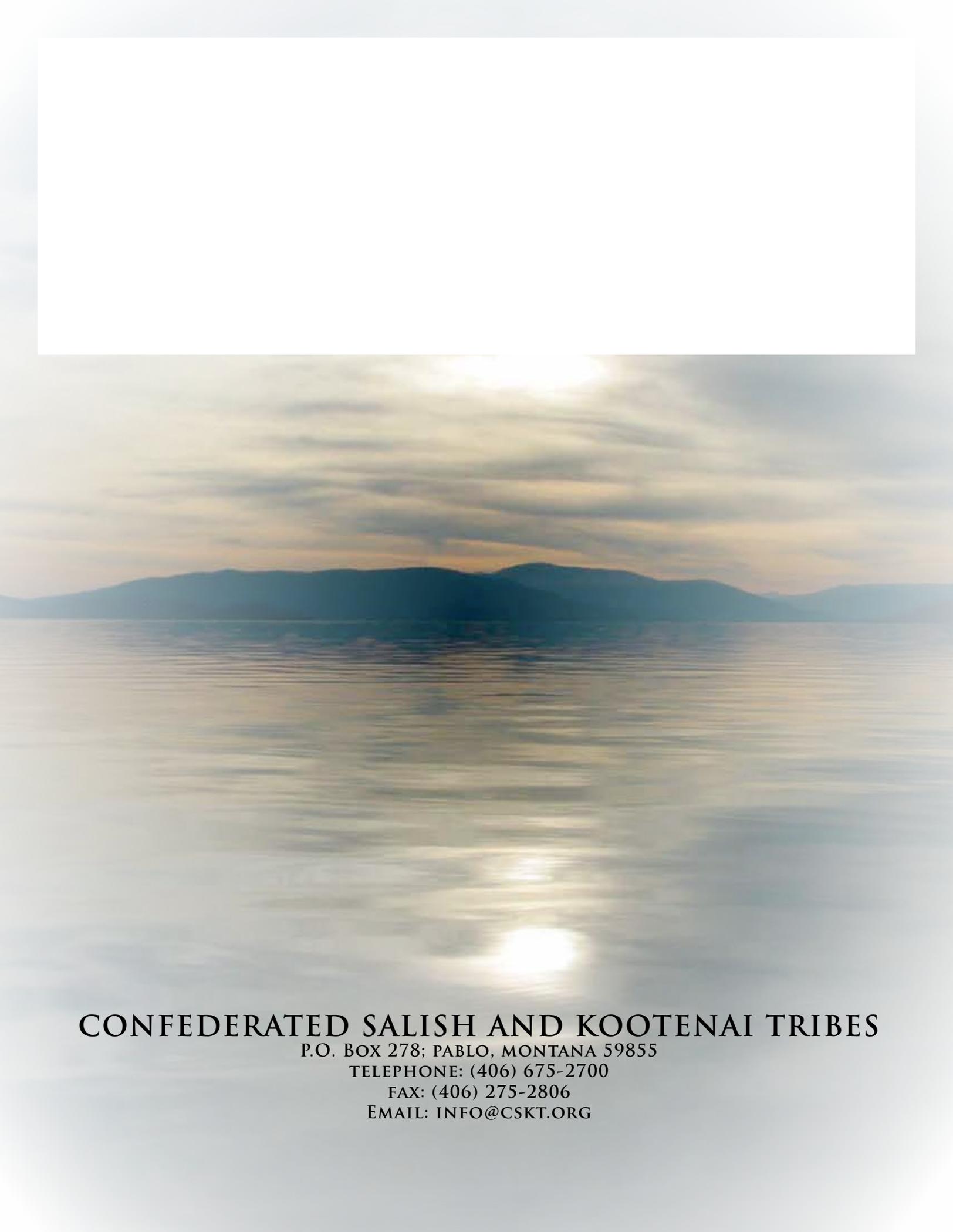
Physical Address: Tribal Complex, 42487 Complex Blvd., Pablo MT 59855
PHONE: 406-675-2700, Ext. 1003 or Ext. 1211
FAX 406-675-2806

Tribal Gaming Commission

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

Two Eagle River School

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



CONFEDERATED SALISH AND KOOTENAI TRIBES

P.O. BOX 278; PABLO, MONTANA 59855

TELEPHONE: (406) 675-2700

FAX: (406) 275-2806

EMAIL: INFO@CSKT.ORG