

2019

**NOOKSACK INDIAN TRIBE
Annual Report**



NOOKSACK INDIAN TRIBE

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2019 Tribal Council



Ross Cline Sr.
Chairman



Richard George
Chairman Vice



Agripina Smith
Treasurer



Frank Leyva
Secretary



Bob Solomon
Council Member



Lona Johnson
Council Member



Katherine Romero
Council Member



Roy Bailey
Council Member



NOOKSACK INDIAN TRIBE

LETTER FROM THE GENERAL MANAGER

Dear Nooksack Tribal Members,

Our directors and staff worked hard this year to provide leadership and dedicated service to our members. In 2019, the Nooksack Tribe has strengthened across both its community and sovereign government. By the end of 2019, we saw a growth in enrollment to 1,910 enrolled Tribal members, welcoming young and adult members alike into the fold of our community. We have many accomplishments to be proud of this year. The 2019 Annual Report is an opportunity to take a moment and celebrate the successes of our Tribal government.

Through collaborations, strategic planning, outreach, smart fiscal planning we are seeing strong growth in several of our departments and programs. Within the 2019 Annual Report, we share some of the year's highlights and accomplishments.

Departments

In 2019 the Nooksack Tribal government contributed 251 jobs to the local economy. In the same year, the Tribe was awarded over \$4 million in grant funding. Due to dedicated oversight, we received a clear fiscal opinion in both our 2017 and 2018 audit reports. In order to remain competitive in the Whatcom County job market, a salary scale increase was approved effective Jan. 1, 2020 for all Nooksack employees.

Nooksack Indian Tribal government has been working to increase communication with our Tribal membership. Fall brought several listening opportunities for the voices of the Nooksack Tribal members to be heard: a strategic plan public meeting, a housing public comment forum, and Tea with the General Manager. In November, we launched the new website with new features such as updates, community events calendar, language words, and extensive program information. We also made improvements to our Snee-Nee-Chum newsletter. The Nooksack Tribe hosted several community events throughout the year such as the Mother's Day Canoe Races, July Canoe Landing at Birch Bay, Canoe Journey to Lummi, Nooksack Days, Sla hal Tournament, and holiday meals.

Our Education Department continues to provide cultural, educational, and career-related activities. The department received a significant grant to establish the new Nooksack library. Throughout the year, education support included: liaison services between Nooksack students and the public schools; tutoring; and after school programing. This year also began our new Nooksack Tribal scholarship program. In June of 2019, we expressed our gratitude to our teens by hosting a Graduation Ceremony. We are proud to report that the current graduation rate for our Tribal teens is up to 82%, which is just above Washington State graduation average.

The Health Department received special funding through Indian Health Services for infrastructure improvements. In 2019, the Nooksack Medical Clinic served over 700 patients. Nooksack Behavioral Health expanded its out-patient and school services. The Fitness Program also saw growth in participation. This year the Community Garden grew 3,000 lbs. of produce, which was delivered directly to our elders and to the Nooksack Food Bank.

The year saw several improvements in assistance to our Tribal members at home. Social Services expanded the Nooksack Food Bank program, providing over 19,000 pounds of food to the community and assistance with more than 200 monthly food vouchers. We also initiated the Tribe's very first homelessness task force. The Office of Tribal Attorney continues to help Tribal members with getting their wills and estate plans in order. To date, they have served 90 Tribal members and their spouses. The Facilities and Maintenance Department provided several improvements to our self-managed water system at the Nooksack housing sites. In December, the Council approved the construction of two new affordable housing complexes. Both buildings will be located on First Street in Deming, one housing complex for elders and one for families. To come, the Tribal Court in the process of establishing a Wellness/Drug Court.

Natural and Cultural Resources unified under one department in 2019. Last year, the department convinced the state of Washington to restore the historic Páatsel Creek name. The department's strong programs continue to increase resource protection, salmon habitat restoration, climate change monitoring, right to gather, and sharing of our cultural knowledge.

The Tribal Police Department reports a continued decline in violent crime in 2019. Law enforcement received a new 30-foot marine vessel with grant financing. The department also received Tribal Access Program (TAP) for access to federal crime information.

We are excited to help develop a new Victims of Crime Program, or Tl'íls Ta'á'altha, which will provide vital and pertinent services. The Tl'íls Ta'á'altha program is made possible from a grant from the U.S. Office for Victims of Crime Tribal Victim Services Set-Aside Program. Additionally, the Tribe was awarded grant from the U.S. Office on Violence Against Women.

Economic Development

We strive for financial stability as a sovereign government in service to its people. Healthy economic development for the Nooksack Tribe is key to the quality programs and services we provide to our members. In 2019 the Council supported the purchase of the Halverstick property adjacent to Northwood Casino for economic development. News to come on further project development at the Halverstick location.

Throughout the year, we have taken steps towards exploring the potential of a cannabis enterprise located in Deming. Some of the initial steps this year have included a member survey, legal exploration, informational meetings, a public forum, decriminalizing the use of marijuana, approval of Title 58A Marijuana Code, and budgeted the start-up costs for a dispensary.

In August, the Northwood Casino expanded its offerings with the introduction of table games. The Casino managers are closely monitoring numbers to track progress and make any necessary adjustments for financial success. The Casino provided \$1.1 million, or an 11.1% increase, in Tribal Economic Development taxes paid to the Nooksack Tribe. The NBC II Board Members meet regularly and are now exploring sports gambling opportunities.

The Market Center has seen substantial growth in 2019, primarily due to the 76 Gas Station rebranding. The new fuel line increased gas sales by 41% over 2018, or over \$200,000 above 2018 fuel tax dollars. In-store Market sales also increased in 2019. The Market Center reports closing at 13% above distributions from the previous year. The Market Center continues to support cultural activities by providing blankets and team apparel for events and canoe clubs at discounted ceremonial costs.

Please join us in reflecting on our continued work for the Nooksack Tribe and the opportunities to look forward to in the coming year.

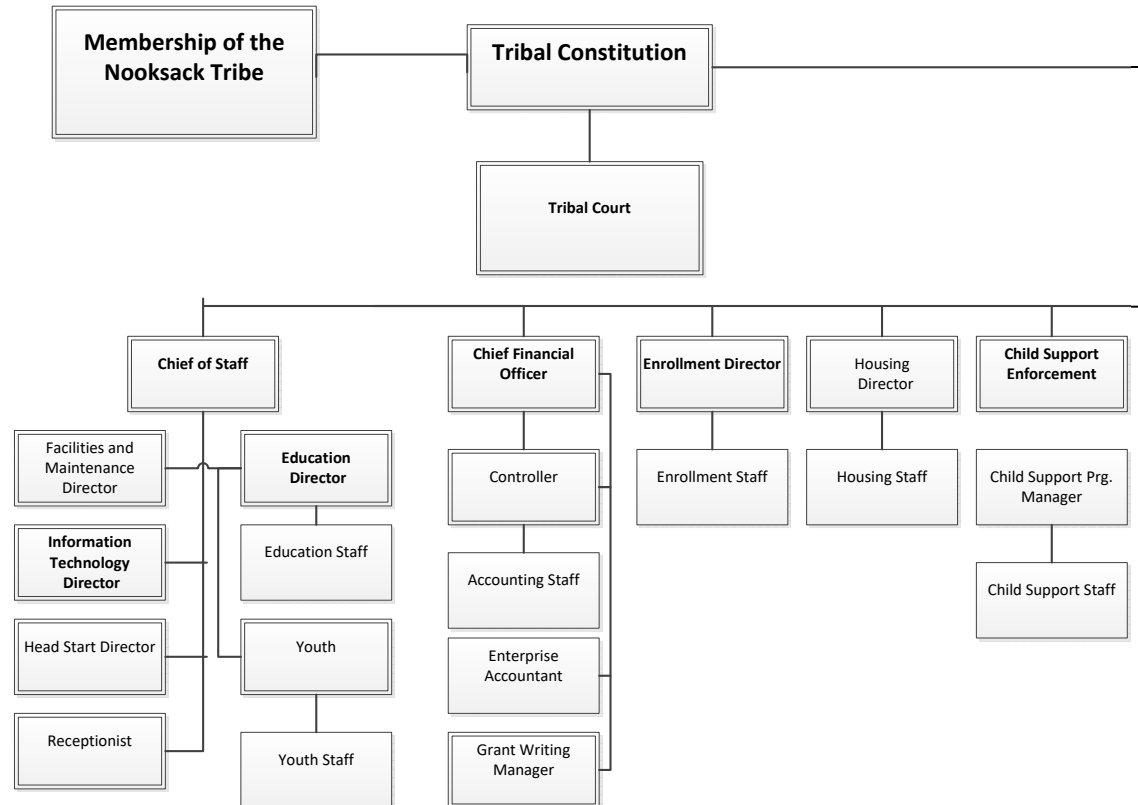


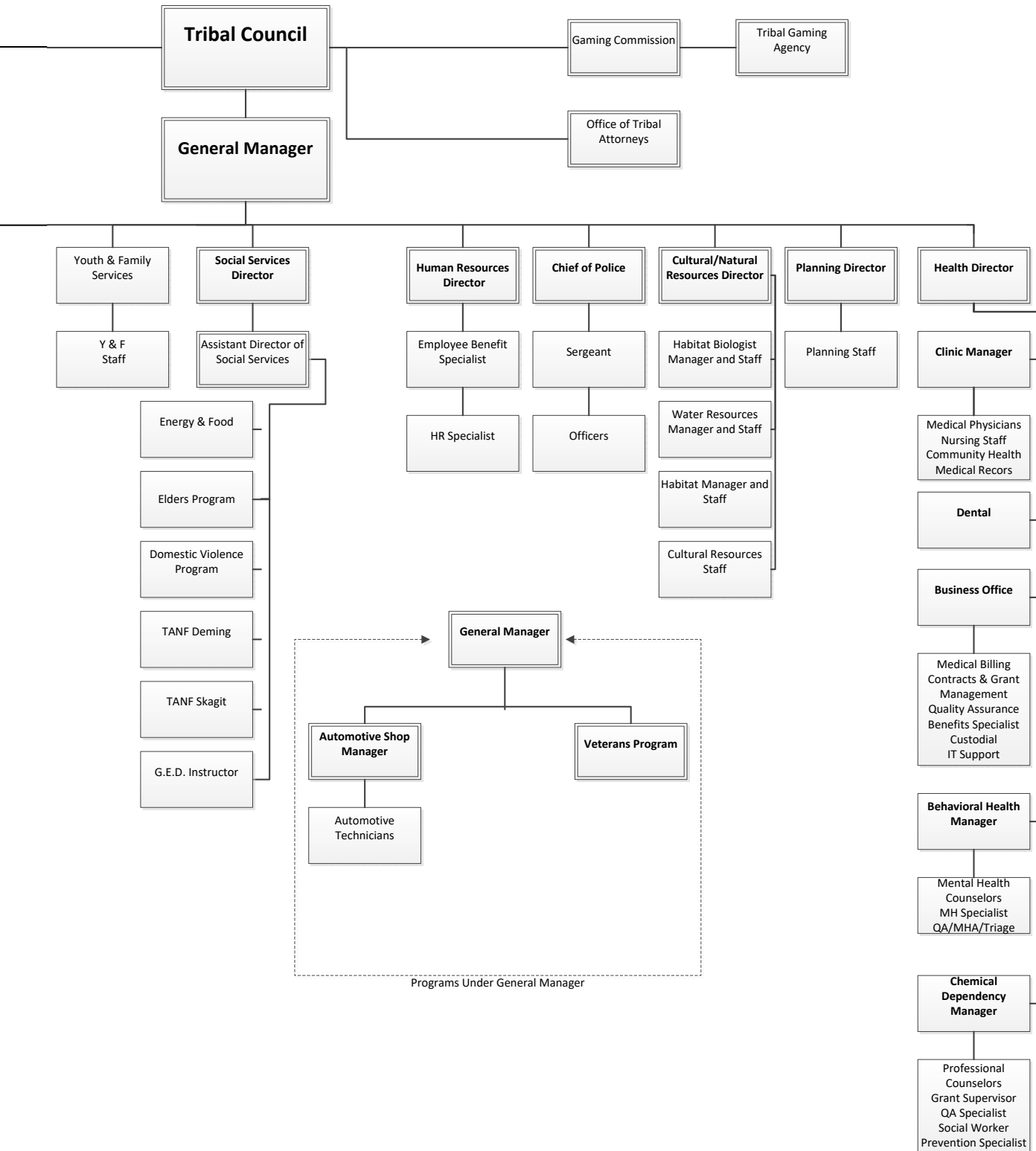
Sincerely,

Katherine Romero, MPA
General Manager



NOOKSACK INDIAN TRIBAL ORGANIZATIONAL CHART





Departments





Katherine Romero
General Manager



Charity Allen
Chief of Staff



Abbie Smith
Events Coordinator



Melanie Davis
Receptionist / Administrative Assistant

Administration Department

EVENTS

This year Tribal Council awarded \$121,583 for Nooksack Tribal Events. There were 13 events throughout the year which included:

May 2019	Mother's Day Races
June 2019	Sla Hal Tournament
June 2019	Salmon Ceremony
June 2019	Graduation Gifts
July 2019	Canoe Landing Birch Bay
July 2019	Canoe Journey to Lummi Tribe
Aug 2019	Staff Picnic
Sept 2019	Nooksack Days
Nov 2019	Heritage Dinner
Dec 2019	Christmas Breakfast
Jan to Dec	Racing/Journey Canoe repairs

Why We Gather and Host Events

We gather because it brings our people together for good times. Tradition contributes a sense of comfort and belonging. It brings families together and enables people to reconnect with friends.

Traditions represent a critical piece of our culture. They help form the structure and foundation of our families and our society. They remind us that we are part of a history that defines our past, shapes who we are today, and who we are likely to become. Once we ignore the meaning of our traditions, we are in danger of damaging the underpinning of our identity.

Tradition reinforces values such as freedom, faith, integrity, a good education, personal responsibility, a strong work ethic, and the value of being selfless and helping each other.

Tradition provides a forum to showcase role models and celebrate the things that really matter in life.

Tradition offers a chance to say "thank you" for the contribution that someone has made.

Understanding our cultural heritage and attending cultural events can give a sense of personal identity. The cultural circle begins with understanding the culture. Only then may we begin to value it. From there, we can learn to care for a culture and enjoy it. With more enjoyment, we will want to learn and understand more—and so the circle goes.



ACCOUNTING & FINANCE DEPARTMENT

NOOKSACK INDIAN TRIBE

I was so happy this year that we used our Tribal members to cook and prepare meals for each of the events. They used fish, clams, and crab. It made the Tribal members happy.

The Nooksack People are very social. I was visiting with Jim's Grandmother Jean. We were talking about our people gathering and socializing all of the time. I asked her what if people had conflicts or disagreements. She said that that wouldn't stop people from gathering. She said that when there was a conflict with someone you would go to their house and make them serve you. Back in the day if you go to someone's house, it was well known that the hostess would serve you tea or a snack. It was well known that it was an insult if you refused.



Elizabeth Ames
CFO



Stephanie Lambert
Controller



Lori Cabbage
Accounts Payable
Coordinator

Accounting & Finance Department

During 2019 the Accounting and Finance Department had eleven full-time staff: Tribal Chief Financial Officer (CFO) who oversees the department, Tribal Controller who provides day to day management, Grants Accountant / Treasurer's Assistant, General Ledger Accountant, Enterprise Accountant, Accounts Payable Coordinator, Accounts Payable Specialist, Payroll Coordinator, and four Accounting Specialists. The Department is responsible for maintaining the Tribe's financial records in accordance with Generally Accepted Accounting Principles (GAAP) and applicable federal, state, and tribal regulations. Together with other NIT departments, the Accounting and Finance Department plays a key role in safeguarding Tribal assets, avoiding waste, and protecting against unnecessary liabilities. It also provides means by which NIT can accumulate, develop, and efficiently use financial resources in the promotion of the highest levels of Self-Governance, Self-Sufficiency and Self-Determination.

The CFO directs and is ultimately accountable for all Tribal Government financial matters including internal auditing, budgeting, relevant taxes, accounting, financial compliance, purchasing and long-range financial forecasting for the government. Among other duties the Department: (1) Prepares monthly financial statements for all NIT departments which aids them with effective program management; (2) prepares financial reports for over 125 grants ensuring that the Tribe receives all of the funds obligated by various funding agencies; (3) provides bi-weekly payroll for approximately 270 employees; (4) will process more than \$31 million in expenditures during the year and; (5) coordinates risk management insurance coverage to protect Tribal assets.

A few of the more notable events that occurred in the Accounting and Finance Department during 2019 were:

- The Government received a clean audit, completed on time, for the 2018 fiscal year. The audit was performed by Independent CPAs and included both the financial statements of the Tribe, as well as our internal controls and compliance with Federal Grants & Contracts. It was completed in accordance with the Single Audit standards of 2 CFR 200, and all three included opinions were "clean" or free



ACCOUNTING & FINANCE DEPARTMENT

NOOKSACK INDIAN TRIBE

- of material errors and findings.
- In addition to the audit of NIT Primary Government, the Department coordinated eight other audits including The Market Center, Cigarette Agreement, Fuel Tax Agreement, Enterprise ERISA 401(k) audit, and four (4) Low Income Tax Credit Housing Partnerships.
- Prepared and Negotiated the FY 2019 and 2020 Indirect Cost Rate Proposals.
- Prepared and presented the 2020 Annual Budget on time and in balance.
- Monthly departmental financial statements continue to be improved in cooperation with the Information Technology Department.
- Department staff helped facilitate a refreshed Strategic Planning session with Tribal Council culminating in public input and a Plan Document.



Eileah Fornsby
Accounting Specialist

GRANTS OFFICE

The Grants Office, managed by grant writer Kate Clark, is finishing up a busy year. The Tribe has been awarded grants totaling \$4,287,437 for 2019, as of December 17. This has included a substantial three- year grant from Office on Violence Against Women for the Nooksack Family Services Department. Under the direction of Katrice Rodriguez, the department will undertake a Community Assessment of domestic violence, sexual assault, dating violence, elder abuse and neglect, develop a Strategic Plan, and hire appropriate staff to provide the community with effective prevention strategies and services for these victims. The Tribe was awarded an additional Department of Justice Coordinated Tribal Assistance Solicitation grant to support a Community Outreach Officer who will help support the new, expanded Nooksack Victims of Crime Program. This grant will also provide transportation, cultural healing, and housing support for victims of domestic violence and sexual assault.

With continuing SAMHSA grants in 2019, we have been able to maintain the successful Way of Life programming which, over the last several years, has helped decrease the number of Nooksack youth who are using alcohol and marijuana. We have also maintained our Special Diabetes Programming, and activities under the Tribal Historic Preservation office.

Another new grant through the U.S. Department of Justice (DOJ) called the Tribal Access Program for National Crime Information (TAP) will provide the Nooksack Police Department with the ability to conduct name-based record checks and enter person and property information. It also provides the Department with the additional hardware necessary to conduct fingerprint-based criminal and non-criminal justice transactions. This will help the Tribe in a number of ways including making orders of protection accessible for enforcement both on and off Tribal land, provide information to prevent illegal gun purchases, allow full record checks on employees and volunteers who work with children, help locate absent parents to enforce child support, and much more, ensuring the safety of Nooksack children and families.

These are just a few of the highlights in the Grants Office for 2019. We look forward to another successful year in 2020, ensuring the continuation of important programs, and bringing new funds to the Nooksack Tribe to support the safety, health, and well-being of the Nooksack people.



Kate Clark
Senior Grant Writer



Frank Leyva
Grants Accountant

Not pictured:

Mimi Adair
Payroll Coordinator



ACCOUNTING & FINANCE DEPARTMENT

NOOKSACK INDIAN TRIBE



Allison Johnson
Grants & Records Specialist



Nikole Knauff
GL Accountant



Bella Pulido
Accounting Specialist



Rhonda Roberts
Accounting Specialist



Pullers during the Nooksack
Canoe Landing at Birch Bay,
the day before the 2019 Canoe
Journey to Lummi Tribe.



AUTOMOTIVE DEPARTMENT

NOOKSACK INDIAN TRIBE

Automotive Department



Greg Pulido
Lead Mechanic

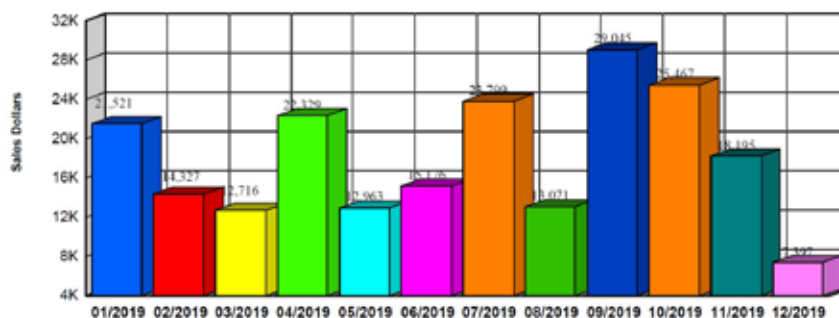


Jeff Haug
Mechanic

Month & Year	Avg. RO	Car Count	Sales Amount	Avg. Labor	Total Labor	Avg. Parts	Total Parts
1/2019	413.87	52	21,521.34	171.51	8,918.67	228.90	11,902.99
2/2019	530.62	27	14,326.74	113.97	3,077.23	403.30	10,889.22
3/2019	578.00	22	12,715.94	251.23	5,527.14	312.81	6,881.82
4/2019	413.50	54	22,329.23	133.76	7,222.88	268.73	14,511.53
5/2019	281.81	46	12,963.46	119.54	5,499.02	152.43	7,012.00
6/2019	505.87	30	15,176.24	192.95	5,788.40	297.58	8,927.37
7/2019	475.99	50	23,799.42	145.06	7,252.94	317.59	15,879.45
8/2019	363.07	36	13,070.50	191.34	6,888.30	159.40	5,738.44
9/2019	726.12	40	29,044.79	263.52	10,540.79	440.69	17,627.56
10/2019	565.93	45	25,466.95	168.92	7,601.36	381.04	17,147.01
11/2019	466.53	39	18,194.75	149.97	5,848.90	300.76	11,729.62
12/2019	410.94	18	7,396.93	196.61	3,538.92	198.53	3,573.51
Totals:		459	216,006.29		\$77,704.55		\$131,820.52

Monthly averages for the year 2019

RO Amount & Count: \$470.60 38.25



Note: Labor and Part columns do not include Shop Supplies or Hazmat



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Child Support Department



Ken Levinson
Director of Child Support /
Tribal Attorney

The mission of the Child Support Program is to ensure that all children receive the financial support they deserve from their parents.

Caseload

The Nooksack Child Support Program worked on 266 cases during 2019. Of these cases, 76% were TANF cases. (The vast majority were Tribal TANF cases with full assignments made to the Tribe while a small number were State TANF cases.)

Collections

Total collections during 2019 were **\$141,990** which represents an increase of 6.8% over FY 2018. Of that total, **\$88,752** was collected in Current Support and **\$53,238** was collected in Past Due support. During FY 2019, a total of seven (7) non-custodial parents paid off their cases in full.

Successful Active Case Management

In 2019, NCSP continued working with other tribal and community programs to connect clients to services they were unaware of prior to contact with the office. These resources continue to equip both the custodial and non-custodial parents with the tools and ability to support their children, both emotionally and financially. Maintaining a strong Child Support Program within the Tribe continues to reflect a significant exercise of tribal sovereignty.

The following are examples of the novel individualized efforts NCSP uses to assist parents to achieve the goal of supporting their children.



Elaine Zapata
Program Manager

- Connection to Vocational Rehabilitation: NCSP was able to successfully engage a non-custodial parent who had never made a child support payment or otherwise communicated with our office. The trigger for the communication was a novel NCSP letter sent to alert the parent to his arrears and inquire about potential barriers to employment he might be facing. The case manager learned that the parent has a disability that prevents him from obtaining regular employment. The case manager was able to connect this client with an intertribal vocational rehabilitation program and the parent is now working towards self-sufficiency. He has expressed hope about his prospects and is in regular communication with NCSP.



Kristen Regan
Case Manager

- Lifting Driver's License Suspension upon Entry of Payback Agreement: NCSP sent a transmittal to our partners at Washington State Division of Child Support asking to have the driver's license of a non-custodial parent suspended due to non-payment of child support. After the parent's license was suspended, he contacted our office and entered into a payback agreement in order to lift the suspension. He has now made several timely payments and has been in regular contact with our program. He shared that while he had been afraid to contact Child Support in the past because he feared that as a non-custodial parent he would not be listened to; his fear has since changed as he continues to work with NCSP.



CHILD SUPPORT DEPARTMENT

NOOKSACK INDIAN TRIBE

- Voluntary Agreement and Navigating an Interstate Case: NCSP was successful in assisting a non-Native employee of a Nooksack enterprise to navigate his child support case which originated in another state. Due to health problems, this non-custodial parent can only work part-time which made his monthly obligation a hardship on him. Moreover, his case is an “arrears only” case, meaning he does not owe any current support. However, it was necessary for him to seek a modification to his out-of-state child support order in order to decrease his monthly obligation. NCSP assisted him in getting his monthly obligation modified in the original jurisdiction and entering into a voluntary payment agreement to relieve stress on him and his family.
- IRS Offset and Continued Outreach: Despite the establishment of a child support obligation in 2016, NCSP was unable to successfully communicate with the non-custodial parent. As debt accrued, NCSP was left with no choice but to certify the case for IRS intercept. While two payments were received from the non-custodial parent’s tax returns over the years, NCSP did not stop trying to work with the client. Eventually, the persistent outreach paid off and the non-custodial parent is now making steady payments and in consistent contact with NCSP.



Juana Branson
Case Manager



Diantha Doucette
Payment Specialist



Roberta Humphreys
Intake Specialist, Case Manager



Rodney-Louis Johnny
Administrative Assistant

Child Support Staff

The Child Support staff remained stable in 2019. The only changes involved a smooth handoff of the director position from Marilyn McLean to Ken Levinson after Marilyn’s well-deserved retirement and a current vacancy for the Financial Specialist position. Ken rejoined the program after having served as director from its start in 2009 through early 2017. Elaine Zapata continues to provide day-to-day management support to the staff as the Child Support Program Manager, ensuring that quality services were provided to the community. Child Support Case Managers, Juana Branson and Kristen Regan, worked with clients to help them be self-sufficient and employable. In addition to meeting clients in their offices, the case managers met clients at other more convenient locations throughout the community including the satellite TANF office in Skagit County, client homes, and county jails. Case managers also transported clients to job-training and classes as well as appointments with service providers and potential employers. The Intake Specialist/ICW Liaison, Roberta Humphreys continues to focus on child support cases involving families who are also working with the ICW Program to ensure that service plans from each program are interwoven as much as possible as well as also case managing conflict cases. The Payment Specialist, Diantha Doucette, entered all incoming payments and worked to determine how the funds were distributed and tracked. Rodney Johnny continued to serve as our main point of contact for clients while also acting as backup for many of the other positions within the Department.

The Child Support Department is proud that we were able to assist multiple non-custodial parents to support their children financially and make regular monthly payments. Please contact our Department if we can be of any assistance in helping you to give your children the support that they deserve.



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

Education & Youth Department

MESSAGE FROM THE DIRECTOR OF EDUCATION

As the Education Director for the Nooksack Indian Tribe, it is my duty to keep abreast with research and policy development as it relates to Education. Our people need to be prepared for professions and access opportunities to high quality science, technology, engineering, mathematics, and computer science education. Although there is a great need of human service professionals, the trend to keep up with the technological change is to increase interconnectivity of the global economy by demanding a workforce that is continually learning and adapting.

As the Director of the Head Start Program, I conducted research to support the non-competitive Head Start Application. Qualitative and quantitative data has helped design the Head Start Program in providing high quality Head Start services and to strengthen the outcomes of the children and families of which we serve. I believe that because Head Start is so highly regulated by over 1,800 Performance Standards, I am able to transfer those director skills into my other programs which include data collection and synthesis. Every year I must conduct an Annual Self-Assessment, a Monitoring Program, a Work Plan, a T/TA Training Plan, Parent Satisfaction Study, a Wage Comparability Study, and a Triennial Community and Needs Assessment. The data, analysis and synthesis supports identifying goals and objectives for the other educational programs of which I administer with annual budgets in excess of \$1,248,122.

The Nooksack Tribal Council has approved creating an Education Advisory Committee to oversee bylaws, structure, and organization to improve policies and procedures for Educational Programs. I am pleased to introduce the Education Committee.

Donia Edwards, M. Ed.
2004 Masters Graduate in Education
Western Washington University
Education Director





EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

Education Committee



JULIE MISSING

Julie holds a Bachelor of Science in Education from Kennesaw State University. Her future educational goals are to obtain another degree likely for classes with Tribal Sovereignty, Tribal Economics, Native Government – just for her own knowledge and learning. She is currently serves the Tribal Court system as a Court Administrator. When asked why do you want to serve on this committee she responded with: I enjoy being an active participant in the community, and I hope that I can be helpful in the committee being successful and fulfilling its mission.



SATIVA ROBERTSON

Sativa also serves at the Chair for the Nooksack Head Start Policy Council. She holds an AAS in Direct transfer degree from Northwest Indian College. Her future educational goals are to obtain her Bachelors in Human Services at Western Washington University. She is currently the Case Manager for Tribal TANF. When asked why do you want to serve on this committee she responded with: I want to be a part of this committee to help others who want to go to school and to follow their goals.



RYAWN CLINE

Ryawn Cline is a Committee Member. Ryawn holds an Associate Degree from Northwest Indian College and is currently enrolled in the Tribal Governance Business Management Program at Northwest Indian College. When asked why he wanted to be on this committee, he said he wanted to help our youth and have an impact on them to get a college degree.



KARLEE COOPER

Karlee holds an Associate Degree from Northwest Indian College. She is currently enrolled in the Bachelor's Program in Native Environmental Science at the Northwest Indian College.



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE



ELIZABETH AMES

Elizabeth holds a Bachelor's in Accounting from Western Washington University. She is currently the CFO of the Nooksack Indian Tribe. When asked why do you want to serve on this committee she responded with: My parents were each the first in their families to achieve a higher education, and then instilled value in education into our family. Of my four siblings and I, all of us have earned four-year degrees, and two of my siblings have gone on to earn Masters Degrees. I am passionate about what an education can do for an individual, a family, and the greater community to elevate understanding, participation, and quality of life. In my career, I have worked with scholarship committees and foundations, and hoped that my experience in this area could be of service to the Nooksack people.



MIKE ASHBY

Mike holds a Sociology (criminology) degree from Western Washington University. He is currently the Chief of Police for the Nooksack Indian Tribe, 25 years in Law Enforcement, and serves as the Chairman of the Board at Industrial Credit Union of Whatcom County. When asked why do you want to serve on this committee he responded with: I understand the importance of education and I want to assist in the promotion of Tribal Members working toward those same goals.





EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

EDUCATION ADMINISTRATION

In 2019, I proposed a \$426,423 budget initiative to the Nooksack Tribal Council which in brief included:

- \$298,686 for salaries and fringe for myself, the Language Instructor, the Employment Career Coordinator, an on-call worker, .25 FTE for the Teen Mentor and .25 for a Nutrition Coordinator.
- \$29,271 was allocated for travel and training, fuel for the buses, utilities, supplies, small equipment, dues and subscriptions, Program Activities, lease payments on copier, maintenance.
- Over \$65,000 was used for the Head Start's Non-Federal Share Contribution that are in excess of the amounts budgeted in the Head Start budget including telephone/utilities expenses, fuel for the buses, supplies. With the depreciation of the two modular Head Start Buildings, health and safety codes and issues, water damage and preparation of the Federal Health and Safety Review; funds were used from this budget to address those health and safety issues.
- \$97,266 was contributed to the Tribe's Indirect pool.
- In support of the s'í:wesá:yhem tset Program, \$5,200 was used for program activities and client assistance.

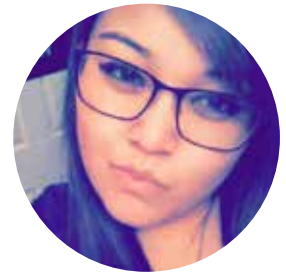
SPORTS AND EDUCATION ASSISTANCE PURPOSE

The Tribe finds that empowering the Tribal Member youth population is a compelling governmental interest. In an effort to empower its Youth, the Tribal Council hereby establishes this Program to provide limited funds for its youth to assist with the payment of certain activities in order to nurture the youth and assist them in becoming positive contributors to our society. The Nooksack Tribal Council allocated \$12,000 to the 2019 Health and Wellness fund.

ANNUAL BENEFIT MAXIMUM

Subject to budget availability, the Tribal Council hereby declares seventy-five dollars (\$75.00) as the maximum annual benefit for Tribal Member children ages five (5) to twelve (12) and one-hundred and fifty dollars (\$150.00) for Tribal member children ages thirteen (13) to eighteen (18). 13 Tribal members received \$75 each to purchase sports equipment, pay for registration fees.

This fund is upheld by Bylaws which were approved by the Nooksack Tribal Council in November 2015 and can now be fully accessed. Students who are taking part in non-school sponsored sports such as Boys and Girls Club or other organization organized sports are encouraged to apply for services using this fund. Please keep in mind the limit or the amounts allocated per Tribal member per year



Jessica Williams

Employment Career
Coordinator & Assistant
to Education Director.
Administers the BIA
Education Appropriation
Programs

BUREAU OF INDIAN AFFAIRS EDUCATION APPROPRIATIONS

Preparation for 21st century jobs require some level of post-secondary education. Consequently, the need to move Tribal members through post education programs aligns with the Tribes economic needs of our community, which is vital to the Tribe's future, security, and stability. Funds are provided by the BIA to promote career pathways as a framework for assisting ABE students to successfully transition from post-secondary programs and begin careers in high-demand fields.



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

Defining the Challenge:

According to the most recent Community and Needs assessment when comparing an 8th grade cohort, on the average-2 out of 8 tribal members are graduating which indicates a 75% dropout rate. College placement scores are necessary when not only applying for admission into a college or university but also a required document for all Higher Education Applications. According to our records, 58% did not place in college level Math or English placements and were therefore not academically prepared for college level courses or programs.

Addressing the Challenge:

The BIA Appropriation for Adult Basic Education includes a \$20,000 budget. Funds from this budget are allocated and designed for participants to follow a pathway with two specific ladders: an academic ladder that starts at their current level, which is typically remedial, and advances to pre-college and college levels in Math and English. Secondly, a career ladder that prepares for certification, an associate degree, and ultimately employment. Intake procedures with each participant start with the application and responses that determine what other external services they need and will help them obtain such services. Individualized self-sufficiency plans and confidential one-on-one wraparound services are offered for all participants to minimize or eliminate barriers to entry; retention and completion of the program of choice; access to other services such as computer training, job search workshops, employer presentations; and vocational assessment are also made available.

1 student received funds for GED testing fees

1 Running Start student received funds for books, admission, and technology fees

5 students received funds for books and tuition not covered by Federal Financial Assistance

0 students received client assistance to pay for tuition at Alger Learning Center

1 student received funding and their GED in 2019

0 Adult High School Diploma Fee

9 College Admission Fees

22 Enrollment/Technology Fees



BIA HIGHER EDUCATION

Defining the Challenge:

The Education Advisory Committee assists with the allocation of limited funds and selection of students awarded higher education assistance. This fund is limited to students pursuing an Associate or Bachelor's Degree. No money is available for students pursuing a Master or Doctoral degree. Students are limited in scholarship assistance if they do not apply for Federal Financial Aid in a timely manner, which eliminates them from receiving priority funding from their respective college or university Financial Aid Office. The Higher Education fund is only \$15,000 for the entire year. Award distribution is generally \$500 per quarter. A typical college student has a demonstrated need in excess of \$20,000 per year depending on the cost of attendance of the college or university. Books for an associate level student average \$500 per quarter, while a Bachelor level books are in excess of \$1,000 per quarter.



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

Addressing the Challenge:

20 Tribal members are currently accessing the Higher Education program. New applicants are required to complete a full application, which includes a rigorous check-list of mandatory application documents including: completing the Federal Financial Aid process, admissions process, college placement scores, and transcripts. This fund is also used to cover background checks, admission fees, and transcript fees. The Employment Career Coordinator provides case management by developing an Individual Self-Sufficiency Plan, assistance with completing Federal Financial Aid applications, developing scholarship portfolios, admissions, and assisting the applicant in addressing financial barriers such as admissions costs and other processing fees.

Nooksack Tribal Council has allowed the Education Department to access Tribal dollars to provide scholarship assistance to Tribal members pursuing higher education. Currently, the Office of Tribal Attorney is reviewing Higher Education Policies and Procedures to ensure that criteria, allocation, and distribution is fair and equitable. The funds are accessible for the 2020 school year. The deadline for applying for the 2020 school year is April 1, 2020.

In 2019:

# Tribal College Students Funded	Quarter 2019	Average Award
17 4 BA 13 AA	Winter	\$1,000 4-year BA student \$500 2-year Associate student
12 3 BA 9 AA	Spring	\$1,000 4-year BA student
0	Summer	
7 4 BA 3 AA	Fall	\$500 maximum awarded per student

1 students graduated with an Associate using Higher Education funds
1 students graduated with a Bachelor's Degree using Higher Education Funds



BIA ADULT VOCATIONAL TRAINING (AVT) – TECHNICAL ASSISTANCE

Defining the Challenge:

Defining the Challenge: Based on a recent Community Needs Assessment, 31% of the respondents were not in school or unemployed. Sadly, there are others who did not complete the survey. As a result, there are more not identified or reported as at-risk for disconnection. 1 in 7 adults ages 16-24 who are not in school or working indicates that the opportunity gap is widening, making it harder for our Tribal members to get a head. With the loss of the Department of Education Native American Career Technical Education Program grant funds, enrollment in a technical college dropped, as access to the Adult Vocational Training (AVT) funds are limited to tuition and books, and do not cover living



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

expenses. This could explain such a dramatic drop in Tribal members accessing AVT funds to pursue a technical degree. In 2019, 10 tribal members took advantage of AVT funds. This is substantially lower enrollment in a technical college compared to the previous years when NACTEP funds were available.

Tribal members may access Adult Vocational Training funds to prepare for careers in many fields, from advanced manufacturing to accounting; process technology to pastry; registered nursing to radiologic technology. The technical college approach is high-tech, hands-on, and student-centered. Tribal members are encouraged to take advantage of BIA AVT funds not only for their own professional development, but also to advance on the current Classification Scale.

Addressing the Challenge:

The Education Department has developed partnerships with both external and internal Tribal programs including the Vocational Rehabilitation Program, SAMSHA, Behavioral Health Programs, and Tribal Administration Directors. For example, the Vocational Rehabilitation funds in concert with the AVT funds have provided a work-based learning experience by providing job related work experience coupled with a 9-week technical training program at the Bellingham Technical College (BTC). For example, the Health Department allows professional development by encouraging Tribal employees to take advantage of the Tribe's Educational Leave Policy and enrolling in a Medical Billing and Coding degree at BTC. AVT funds are being accessed by SAMSHA and Genesis clients who have been confronted with substance abuse issues as well as the Nooksack Tribal Police, who help clients who are non-violent offenders get on paths to careers and stable productive lives. The BIA Adult Vocational Training budget is \$15,000 annually. Over 75% of the budget funded tuition, books, and fees for 10 tribal members who have accessed the client assistance fund.



Nooksack students participated in Every Child Matters Sept. 30 to commemorate those forced to attend residential schools.

# Tribal Members funded	Quarter 2019	Allowable Expense
4	Winter	Tuition, Recertification Fee, Books/supplies, Testing Fees, Tuition
5	Spring	Tuition, Books/supplies, Tuition
0	Summer	Testing Fees
7	Fall	Testing Fees, Books/supplies, Tuition

JOHNSON O'MALLEY PROGRAM

Culture identity is the primary issue addressed by scholars at NCAI and NIEA and concurred by our Tribal Culture Department as the first and foremost important factor when considering academic success. All agree that regular attendance at the same school and that culturally sensitivity need to occur and improve the performance of Native American students. Attendance is a major concern in all grade levels with the 9th and 10th graders having the worst attendance. Dropout rates are also a concern. Parent involvement is also a critical issue. Other issues confronting our



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

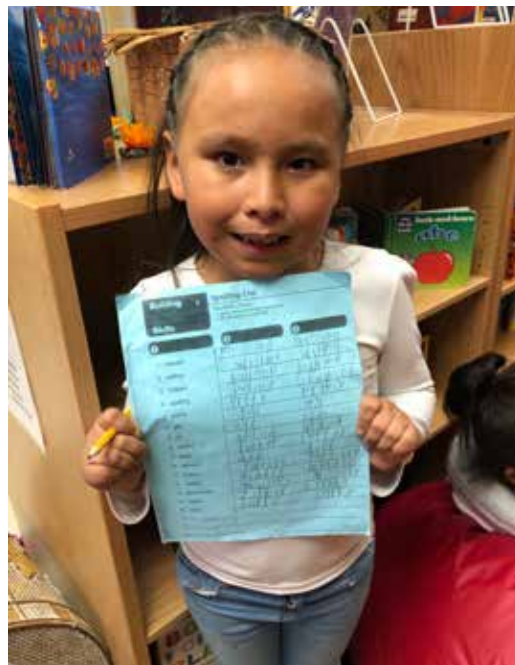
Tribal students include: tutoring, school supplies, transportation, sports or activity participation fees, and involvement in extracurricular activities.

Addressing the Challenge:

The Nooksack Tribal TANF has been a partner with supplementing the Johnson O'Malley (JOM) Program. First, the Academic Manager, whose salary is paid by the TANF program, assures parents that JOM is available for their child and is visible at Tribal community functions within the Tribe; maintains positive contact with service related assistance toward student achievement in all plausible requests to ensure students are in school consistent with school attendance policy; and provides tutorial assistance for positive academic achievement. Second, the S'í:wesá:ylhem tset Teacher is a certified teacher for the state of Washington and a former school principal and administrator with vast experience working with at-risk and low-academic achieving students. The S'í:wesá:ylhem tset teacher salary is paid by the TANF Program. In addition to his duties with the S'í:wesá:ylhem tset, he provides after school tutoring assistance and credit retrieval support.

The Tribe provides \$25 for backpacks allocated in the back to school checks. JOM funds are used to help students with sports related expenses, extracurricular activities, band rental, graduation ceremony assistance, school sponsored field trips, student recognition functions, student incentive programs, and driver's education fees. Over 125 students were serviced using the 2019 \$40,000 budget. There are known high school graduates in 2019, six graduated from the S'í:wesá:ylhem tset Program.

# Of JOM Eligible Participants	JOM Allowable Cost Item
5	School Sponsored Science Trip
58	ASB Fees
6	School Class fees
11	School sponsored sports fees
8	Sports gear for school sponsored sports
3	Independent Driver Ed School Fees
0	Summer School/Credit Retrieval Fees
0	Specialized prescription protective eyewear
1	Sports camp fee
7	School Band instrument rental
9	Western Washington University College Student tutors' mileage





EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE



Charise Wenzl

Academic Enrichment
Manager
Tribal Library Manager

Credentials:

Degree in Early Childhood
Education, Continuing
Education classes in Library
Sciences, Grant Writing and
Children's Literature, 9+
Years with the Nooksack
Valley School District as
a Para Educator and Pre-
School teacher, 12+ Years
with Nooksack Indian Tribe
Educational Programs



EDUCATION ENRICHMENT AND NOOKSACK TRIBAL LIBRARY

Program Accomplishments:

- Managed the \$150,000 Library Enhancement Grant. Added 355 new books, 20 new DVDs, 25 bookshelves, 15 leather stools for the 18-station computer lab, new colorful stools, and headphones for the reading center.
- Wrote and was awarded a \$4,900 Digital Heritage Library Grant that will build a data base that will contribute to oral history and over 300 cultural pictures to be scanned into a mainframe computer system for the public to enjoy.
- In January of 2019, a new computer lab was created in the new location. This state of the art computer lab is the largest Tribally-owned lab with 18 brand new computers with individual stations.
- With the new location of the Tribal Library, IMLS Enhancement grant funds were used to purchase tables, seating, shelving for the books, circulation desks, decor such as rugs, curtains, including leather chairs with tablet arms, and whiteboards.
- With limited shelving, \$3,500 in additional books were added to the 2019 collection.
- Started planning committee to write the first book focusing on a collection of short stories written or recorded by Nooksack Tribal Elders.
- Wrote and implemented math and reading curriculum for 120 children grades K-7 during Summer Youth Program.
- Provided tutoring services for 70 children grades K-12 during the school year for the After School Program.
- Continued a successful partnership with WWU whereas they provided us with quality student volunteers every quarter to assist our youth with homework during the After School Program. There were 26 WWU volunteers who provided service through this partnership in 2019.
- In addition to assisting with everyday homework assignments, provided one-on-one and small group assistance to 29 children who have special need referrals. 100% of these children have shown growth and improvement due to this program's services.
- Provided Liaison services between school teachers/administrators and parents of Nooksack children including attending school conferences and special intervention meetings with parents who need an advocate.
- Provided monthly Tribal newsletter submissions for the Education Department
- In April 2019 I attended the 4-day Washington State Library Conference where I focused on underserved and rural population classes.
- In April and May 2019, I attended several webinars focused on successful grant writing.
- In April 2019 I received several certificates in library management from ABLE out of Idaho.
- In June 2019 I attended the National Convening of Tribal Libraries for a week in Minneapolis. My focus here was to attend classes on managing large grants and how to better serve the rural underserved patrons.
- From August through September of 2019 I received and installed several bookshelves, seating, rugs, canvas prints, curtains, blinds, paint.
- From August through September I implemented a math and reading curriculum for over 70 summer school participants.
- In September I hosted 4 area librarians to give feedback on the nearly completed



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

library. All feedback was positive and they were very impressed with our progress. These librarians are very important to network with as our library grows to over 10,000 book titles and is no longer considered a small library.

- Managed 10 volunteers from Woodring College of Education as they did their community service hours with our library.
- In November of 2019 the library did a soft grand opening for the Nooksack Elders to come and see their Elders Library. All the feedback was very positive. We are setting up bi-monthly visits with Social Services as the elders indicated this is something they would like to attend on a regular basis. Several elders received a Nooksack Tribal Library Card.
- Future plans: receive 25 new chrome book tablets for the lab to serve the Tribal patrons and make the elders library and bathrooms ADA complaint for our elders in wheelchairs.



Language Program



Loren Roberts

Loren Roberts has provided Halkomelem language services to the Tribe in both the After School Program as well as the Head Start program. Loren also provides expertise advice in translation, conversational language and cultural advice.





Ravenia D. Williams

Tribal Education Liaison,
Culture Coordinator/Tutor

Credentials:

Degree in Psychology;
Certified mentor Washington
State University 4-H Club;
Lifelong Healing for Children
and Youth Exposed to
Violence: Creating a Safe
Place to Healing Certificate;
Stewards of Children,
Darkness to Light Training;
Certified mentor Washington
State University 4-H Club;
Washing State Early Learning
Language Summit Training;
5 years with the Nooksack
Education and Youth
Department

TRIBAL EDUCATION LIAISON, CULTURE COORDINATOR

Program Accomplishments:

- Coordinated cultural activities to promote cultural awareness, better understanding of our traditional ways, and provided in-school cultural activities with the local districts. Collaborating with the Nooksack Culture Department for authenticity.
- Provided small group and one-on-one tutoring for K-2 students with special need referrals. 100% of these children show growth and improvement as a direct result of this service.
- Assisted with large-group school year and summer After School Program educational classes. Provided cultural lessons such as cedar hat weaving, beading, painting, sewing, traditional foods, to name a few.
- Assisted with library duties including book weeding, collection organization, and patron assistance.
- Project Coordinator for the first documentary in a series of upcoming documentaries featuring Nooksack Elders.
- Planning committee to write the first book focusing on a collection of short stories written or recorded by Nooksack Tribal Elders.
- Provided Liaison services between school teachers/administrators and parents of Nooksack children including attending school conferences; task force meetings with school and tribal officials; and special intervention meetings with parents who need an advocate.
- Increased communication between Nooksack Tribal families and local schools. Emphasis on BECCA cases to lessen the amount of unexcused absences and enhanced support to close pending cases.
- Created a new case management system for Nooksack Tribal student attendance records. Managing attendance concerns, student well-being, family outreach, and truancy issues. Met regularly with local school districts specifically regarding attendance.



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

TEEN PROGRAM AND SI:WESA:YLHEM TSET CLASS

"Do not train children to learning by force and harshness, but direct them to it by what amuses their minds, so that you may be better able to discover with accuracy the peculiar bent of the genius of each." - Plato

In the nearly five years since its inception, the program which provided the genesis for the Si:wesa:ylhem tset Class has proven effective in increasing the high school graduation percentages for Nooksack youth. Working with our local school districts, and through our regular collaboration meetings with the efforts of Nooksack Way of Life and our Education Department, we are proud to report that the current graduation rate for our Tribal teens is 82% (Washington State all-students average 79%; National Native rate 69%). This past summer at our Education Day celebration, we were honored to graduate six members of the Si:wesa:ylhem tset Class and celebrate the academic success at multiple levels of 26 other tribal member.

We are proud to report that the current graduation rate for our Tribal teens is 82% (Washington State all-students average 79%; National Native rate 69%)



W. Keith Lindsey
Teen Enrichment and
Prevention Program Manager

Credentials:

BA in English & History and
Masters of Education from
Louisiana State University;
Certified Professional
Teaching Certificate
Washington State; Western
Washington University
Professional Educators
Advisory Board; Educator
and School Administrator for
39 years; Loves money by
restoring old cars





EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE



Jeremiah Johnny teaches cedar harvesting July 2019

The Teen Program continues to grow, with 27 teens enrolled for the 2020 summer program and an average of 15-20 attending the After School Program at our Timber Ridge facility. Both the Si:wesa:yhem tset Class and participants in the Teen Program benefited from many cultural, recreational, and educational activities this past year:

- Cedar harvesting
- Washington State Capitol visit
- Northwest Indian Youth Conference in Fort Hall, Idaho
- Burke Museum and UW campus tour
- Native Sports Day at WSU in Pullman
- Boeing Museum of Flight tour
- Cedar weaving classes
- Nooksack Name Places exploration
- Native Students Day at UW
- Whatcom County Museum
- Seattle Art Museum
- UNITY National Convention in Orlando, FL
- State Prevention Summit in Yakima, WA
- Mt. St. Helens Hike and Exploration
- Wild Waves
- Suicide Prevention Summit in Centralia, WA
- Harvesting Deer Demonstration
- UBC Museum of Anthropology in Vancouver, BC
- Children of God play in Vancouver, BC
- Silver Stag knife factory in Blaine, WA
- Scrubs Camp (health care careers) at BTC
- Annual Earth Day Project
- Weekly hiking and swimming activities
- Community Service at the Tribal Garden
- Cooking and Nutrition Classes at our clinic
- Community Service at Whatcom Humane Society
- Attending UW basketball and football games



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

All these journeys have helped involve the students in experiences that not only contribute to their graduation requirements and promote their cultural knowledge, but also inspire them to choose and define their life goals. These trips, along with much of the operating expenses of the class, were made possible by the generous support of Nooksack Way of Life and Nooksack Tribal TANF Program. Our collective thanks go out to all the good people who administer these programs and have made our learning adventures a reality.

Nooksack Way of Life and Nooksack Tribal TANF Program have also been instrumental in providing the Si:wesa:ylhem tset classroom with online course subscriptions for Math classes and Language Arts have proven to be highly effective teaching tools for the students as well as additional tech equipment. These subscriptions and computer stations have also been utilized in our after school tutoring program, which currently has an average of 7-10 students in daily attendance.



Cain Zapata speaks at graduation 2019



Keith Lindsey

This instructor has also served on monthly task forces initiated by Nooksack Way of Life with both local school districts to promote the collaboration and effectiveness of the Nooksack Education Department, Tribal service providers, NVSD, and MBSD. This has resulted in the Nooksack Valley School District and Mt. Baker School District holding 4+ annual parent-teacher conferences for our Nooksack families at our community centers. These have proven highly successful with nearly 100% of each schools' families in attendance, all of which builds essential relationships and promotes better communication between these families and the schools and teachers which serve them. This past year we've also joined in partnership with the Mt. Baker Community Coalition to better access and aid in community services. This coalition has provided funds for Nooksack staff to attend conferences and paid the registration fees for the State Prevention Summit this year.



Keith Lindsey

Members of the
Si:wesa:ylhem tset
Class 2019

YOUTH COUNCIL

For the second year since the regeneration of the Nooksack Youth Council, we continued with our annual Earth Day event by helping to clean up the Tribal garden and created a space to plant traditional foods. The main mission of our Youth Council is to develop leadership skills and involve our youth in cultural and community service by having members volunteering at all Tribal events. Council members also participated, along with other Nooksack teens, at the Northwest Indian Youth Council in Fort Hall, Idaho, and at the annual United National Indian Tribal Youth conference in Orlando, Florida. We continue to look forward to expanding the scope of our outreach in the Nooksack and Whatcom County community.



Though much has been accomplished with a more dynamic Teen Program and a revitalized Youth Council, there is still much to be done. As we look to the future, in addition to the current avenue to graduation that the Si:wesa:ylhem tset Class provides, the expanded goals and dreams of this program should encompass timely identification of high school students who are struggling and implementing successful intervention strategies to insure school retention, academic progress, and eventual graduation. Partnering with Tribal and community resources while expanding life experiences through the Teen Program and Youth Council, successful futures for our precious youth are obtainable.

2019-2020 Youth Council
Jordan Johnson, Treasurer; Precious Jackson, Nooksack Valley Rep; Carmello Madera, Mt. Baker Rep; Roy Nicol, Chair; Alicia Bailey, Vice Chair; Sophia Romero, Rep; James Jones, Secretary

The Teen Program has grown greatly; our focus for the coming year will be on expanding our cultural offerings. As we look to the future, in addition to the current avenue to graduation that the Si:wesa:ylhem tset Class provides, the expanded goals and dreams of this program should encompass timely identification of high school students who are struggling and implementing successful intervention strategies to insure school retention, academic progress, and eventual graduation. Partnering with Tribal and community resources while expanding life experiences through the Teen Program and Youth Council, we continue to provide beneficial options and experiences to give our youth the skills and knowledge they will need to preserve their culture while journeying successfully through life.

Respectfully submitted, W. Keith Lindsey, Youth Enrichment and Prevention Program Manager Academic Intervention Specialist

HEAD START

This Annual Report, the Environmental Health and Safety reports, Program Outcomes and Results for both sites, 2018-2019 PIR Report, the 2017 CLASS Federal Review, and other reports that generated information for this Annual Report are available for perusal and made available by contacting: Donia Edwards, M. Ed. Head Start Director.

The House of Children Head Start (hereinafter referred to as HOC) is operated under the auspice of the Nooksack Indian Tribe. The HOC is governed by the Nooksack Tribal Council and the HOC Policy Council who responds to major decisions that impact and contributes to the overall operation of the HOC. The Nooksack Tribal Administration oversees the implementation of the HOC's program operation including, but not limited to financial operations, social and human services, or legal functions, all of which are reported to the Policy Council and shared information with the Nooksack Tribal Council. Current services provided by the HOC include comprehensive health, nutritional, and educational services to 64 low-income children and families.

The HOC is a center-based program that provides a cultural and community-based program for preschool aged children from 3-5 years old who gain language development; literacy; social emotional development; and fine and gross motor skill development using the research based Creative Curriculum.

Head Start is a family-centered program that offers families with opportunities and support for growth and change, believing that people can identify their own strengths, needs, and interests.

Head Start is a comprehensive child development program that provides services to children 3 and 4 years old. In accordance with Federal law, Head Start is prohibited from discrimination on the basis of race, color, national origin, sex, age or disability.

The monitoring schedule for 2018 is Evaluation and Determination. No results to be reported. Below is FY 2018 CLASS, leadership, governance, management systems, comprehensive services, and school readiness results: This was previously reported in the 2018 Annual Report.

CLASS observation was conducted on-site on 3/28/17 to 3/29/17. The CLASS observation was conducted at both the Everson and Deming sites which looked at 3 domains and 10 dimensions of teacher-child interactions and measured those observed interactions on a seven-point scale.

Domain: Emotional Support Score: 6.8125; Classroom organization Score: 6.2083; Instructional Support Score: 2.6250; DIMENSIONS: Positive Climate score: 7.00; Negative Climate* score 1.0; Behavior Management Score: 6.13 Concept Development Score: 1.75 Productivity score: 6.75; Quality of Feedback score: 2.63; Teacher sensitivity score: 6.75; Instructional Learning formats score 5.75; Language Modeling score: 3.50; Regard for Student Perspectives score 6.50 LOW RANGE SCORES 1-2 MID RANGE SCORES 3.5 HIGH RANGE SCORES 6-7



Donia Edwards M. Ed.
M. Ed. Head Start Director &
Education Director



Debi Bently
Certified Teacher

Not pictured:

Carmen Cooper
Head Start Program Manager

Not pictured:

Amy Brandland
Certified Lead Teacher /
Disabilities



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

Additional Funding Awards:

The Nooksack Indian Tribe, House of Children Head Start has received the following awards from the Department of Health and Human Services Administration for Children and Families. Cost of Living Allowance: Approval of SF-424 request dated March 22, 2019 for a Cost of Living Adjustment (COLA) increase in the amount of \$16,423 for Head Start in accordance with the FY 2019 Funding Guidance ACF PI HS 17 02, dated January 2, 2019. Percentage increases: Salaries and Wages 1.77% and associated increases in offsetting higher operating costs.

If you would like to review the budgets, please contact Donia Edwards, M. Ed. For an appointment at 360- 966-9696 or email her at dedwards@nooksack-nsn.gov.

Year round efforts by all the staff to get children enrolled in our Head Start Program, we were able to meet our funded amount of 64 children. Flyers were posted in Administration, WIC offices, Clinic, Dental Clinic, Social Services, Legal, Natural Resources, Tribal Works, local library, Post Office, local LEA, Grade Schools, and public billboards.

- Last year we had 64 children enrolled. We were fully-enrolled with 64 children throughout the school year and wait-listed 2.
- In June 2019 we graduated 27 children.
- We provided service to 74 children and families with 44 of those families being Indian and 39 of those being Nooksack or Nooksack descendants. With 13 children on our wait-list.



Operating Budget 2018-2019

Total Base Funding	\$927,826
Training Technical Assistance	\$11,824
Total Federal Funds	\$939,650
Non-Federal Match	\$234,913
TOTAL PROJECT FUNDING	\$1,174,563

Budget Information:

Personnel	\$552,355
Fringe	\$269,935
Travel	\$6,500
Supplies	\$35,650
Other	\$63,386
TOTAL DIRECT CHARGES	\$927,826

59% Indian children / 52% Nooksack or Nooksack Descendant

17% Hispanic
23% Caucasian
1% Black



EDUCATION DEPARTMENT

NOOKSACK INDIAN TRIBE

NOOKSACK YOUTH DEPARTMENT

In June of 2018, the Education Director resumed the duties of Director for the Youth Program. The After School Youth Program services an average of 75-89 students throughout the year. An average of 129 students attend the Summer Youth Program. These students enjoy recreation, tutorial services as well as group session provided by the Nooksack Behavioral Health Program. In addition, the USDA Food Program provides a nutrition snack and meal before the youth go home. The transportation fleet has added three 2018 15-passenger Transit Vans and a mini-van that is wheel chair accessible. These four vehicles are leased from the GSA.

In December of 2018, the Chairman signed the deed for the purchase of the Timber Ridge Property which houses the After School and Summer Youth Programs.

The Youth Program budget was \$722,294. \$537,638 provided wages and salaries for 20 staff members. \$87,500 was provided to support travel and training for staff, fuel, utilities, small equipment. \$45,000 was used for program activities. \$15,000 was used for maintenance on the vehicles and the buildings. \$15,000 was used for supplies. \$206,891 was contributed to the Indirect Pool.



Youth Department staff



Not pictured:

Dean Ollinger
Youth Program Manager

Victoria Williams
Youth Department
Receptionist

Jamie Johnson
Lead Cook

Avtondil Kekutia
Transportation Coordinator



ENROLLMENT DEPARTMENT

NOOKSACK INDIAN TRIBE

Tribal Enrollment Department

Our membership was founded on the perseverance of our ancestors who wanted to ensure that our bloodlines will hold true throughout time. Our families have stories that were told in each generation that explains who we are today and it was our ancestors that set the foundation of our guidelines within Article II Section 1 of our Constitution and By-Laws.

Therefore, by exercising our inherent right to determine who can be a member, the continuity and integrity of the Nooksack Indian Tribe, an independent sovereign nation, is assured. Becoming a member of the Tribe is a privilege in where an individual obtains the rights and benefits of the Nooksack Indian Tribe, which maintains a unique status and special relationship to the federal government that was forged prior to our federal recognition in 1973 by our ancestors.



Enrollment is the basic building block of our Tribe and is the link between our past to our future.

Mission Statement:

To ensure that our Tribe continues as a Sovereign nation by serving the rights of membership, preserving our identity, culture, religion, language, social well-being, healthy lifestyles and harmony within our people and neighbors.

Vision Statement:

The Nooksack Tribal Enrollment Department was established to provide for the development and the maintenance of the Nooksack Tribal membership rolls in accordance to the Nooksack Tribe's Constitution and By-Laws and Membership Ordinance, Title 63.

Tribal Enrollment Department Purpose:

The Tribal Enrollment Office is under the supervision of the General Manager and the duties of the Tribal Enrollment Office are set forth by the guidelines outlined in the Constitution and By-Laws and the Membership Ordinance, Title 63. The enrollment office purpose consists of:

- The maintenance of the membership rolls and membership files
- Review and prepare enrollment applications for recommendation for membership to the Tribal Council
- Provide certification of enrollment status to Tribal members for access to services provided by the Nooksack Tribe
- Maintain and provide address databases and statistical information as needed to inner governmental programs that provide services to members



ENROLLMENT DEPARTMENT

NOOKSACK INDIAN TRIBE

Membership Statistics for 2019

Age	Male	Female	Total
0-5 Years	53	53	106
6-17 Years	193	178	371
18-20 Years	50	44	94
21-54 Years	455	493	948
55+ Years	180	211	391
Total members at year end:			1,910
Our oldest member is 91 years old. New Members: 47. Relinquished: 3			



Elizabeth M. King George
Tribal Enrollment Director

Membership Statistics for 2018

Age	Male	Female	Total
0-5 Years	62	57	119
6-17 Years	193	171	364
18-20 Years	46	47	93
21-54 Years	444	476	920
55+ Years	168	206	374
Total members at year end:			1,870
Our oldest member is 100 years old. New Members: 55. Relinquished: 2			



Roy L. Bailey
Enrollment Clerk I

Membership Statistics for 2017

Age	Male	Female	Total
0-5 Years	41	45	86
6-17 Years	167	156	323
18-20 Years	28	36	64
21-54 Years	429	455	884
55+ Years	159	192	352
Total members at year end:			1,818
Our oldest member is 99 years old. New Members: 35. Relinquished: 5			



Mary L. Delgado
Enrollment Clerk II



ENROLLMENT DEPARTMENT

NOOKSACK INDIAN TRIBE

Membership Statistics for 2016

Age	Male	Female	Total
0-5 Years	39	34	73
6-17 Years	184	166	350
18-20 Years	40	57	97
21-54 Years	453	473	926
55+ Years	146	185	331
Total members at year end:			1,730
Our oldest member is 98 years old. New Members: 34. Relinquished: 1			

Membership Statistics for 2015

Age	Male	Female	Total
0-5 Years	51	58	109
6-17 Years	217	196	413
18-20 Years	56	55	111
21-54 Years	527	551	1,078
55+ Years	160	203	363
Total members at year end:			2,074
Our oldest member is 96 years old. New Members: 96. Relinquished: 13			



Keith Lindsey



Facilities and Maintenance Department

The Facilities and Maintenance Department oversees 35 Tribal buildings and three cemeteries, including general maintenance, repair, upgrade, improvement, retrofit, and emergent needs to ensure Tribal properties are safe and meet standard codes and requirements. The department is also responsible for set-up and cleanup of Tribal events and funerals.

We also maintain alarms, Tribal key control, building generators, vehicle inventory systems, the water systems for Tribal housing sites, the Market Center, Northwood Casino, and the Administration building.

MAINTENANCE

The Maintenance Department continued throughout the year providing day to day maintenance for 35 buildings. We will continue to improve on our preventative maintenance plan to cut costs on supplies and repairs.

We are almost complete with the demolition of the Hollingsworth House. The surrounding Fire Departments will be conducting two fire drills on the house before burning the building completely.

We had the two manufactured houses on First Street (old library and Education buildings) demolished and hauled away, making the lot available for any future needs.

We are looking into all options of repair or replacement of the roof at Community Building. We have roof issues with the Dome building at Timber Ridge that we also have to look to resolve.

CUSTODIAL

The custodians continue to ensure the sanitation, health, safety for all 35 Tribal buildings. We continue to look into different microfiber systems to cut costs and make it safer for our employees and the environment. We will be offering Blood Borne Pathogen and Hazard Communication classes for our team this coming year.

SAFETY COORDINATOR

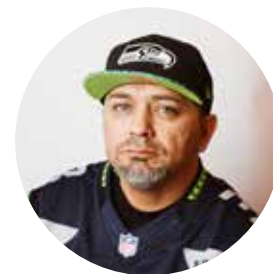
The Safety Coordinator maintains the inventory of Tribal keys, gives accessibility to buildings for employees locked out, or those needing access to Tribal buildings and vehicles.

We recently keyed to our Tribal master set the Karen Street Community Building and Timber Ridge Facilities.

We maintain the Fire and Security alarm systems due to power outages, employee

Not pictured:

Richard Edwards
Director



Michael Davis
Facilities & Maintenance
Manager



LaCree-Sha Roberts
Administrative Assistant

Not pictured:

Sharon Point
Maintenance and Safety
Training Coordinator



FACILITIES & MAINTENANCE

NOOKSACK INDIAN TRIBE



Kreg Sulkanum

Lead Landscaper

changes (keys/codes), and system notification failures. The Tribal Emergency Command Truck and generators are on a weekly check.

The Safety Coordinator reports to insurance companies of Tribal vehicles involved in accidents and works with Human Resources regarding employee accident claims and property loss or involvement.

The Coordinator is responsible for annual service of all fire extinguishers in Tribal vehicles and buildings. For the safety of the Tribe, the Safety Coordinator participates in state and local emergency personnel meetings at the Whatcom Unified Emergency Command Center.

LANDSCAPING

The landscaping crew continues to maintain Tribal properties and cemeteries. The Tribe was able to replace a 2003 Chevrolet Silverado that wasn't safe to drive and expensive to maintain, with a 2019 Chevrolet Silverado Crew Cab.

During the winter months the crew is able to provide outdoor safety by deicing sidewalks and parking lots. They provide valuable assistance in setting up structural tents, plus set-up and cleanup of employee and Tribal events.



Vincent Johnson

Landscaper

WATER DEPARTMENT

The Water Department is responsible for maintenance, repair, and improvements to the water systems located at each Nooksack Tribal housing site, the Market Center, Tribal administration, Timber Ridge Facilities, and Northwood Casino.

This year we will continue to address the aesthetic water quality at Sulwahanon housing site. This year we successfully completed an upgrade project at this site. Within this project we had to completely empty the water tower at which time we were able to fully clean the inside of tank and repair leaks. We also added a new drain with a valve so that we can flush the tower regularly to remove iron sediment and deposit from the bottom of the tank. We also addressed water pressure issues by installing two booster pumps in line to the distribution system. The booster pumps will allow for a continuous water pressure of 55 psi in the distribution lines, including adding pressure to the Mí sq' eq' ó Community Building. We plan to install a level gauge on the water storage reservoir to make it easy to read the levels.



Dionisio Romero

Landscaper

Not pictured:

Matt Williams

Landscaper

At Five Cedars at the end of 2018, the Water Department collected a sample for nitrate and within the sample it was revealed that the nitrate levels were a little bit high, above the limit set by the EPA. In 2019 the department addressed the issue by installing a nitrate removal filtration treatment process in which the water from the well is pumped through the water treatment vessels filled with nitrate removal products. As a result of the nitrate removal treatment that was installed, the nitrate levels have dropped down substantially. In 2020 we hope to address the water pressure issue for the Five Cedars water community by having booster pumps installed for the water system. The installation of the booster pump will not only provide better water pressure for the tenants, but it would also improve the water



FACILITIES & MAINTENANCE

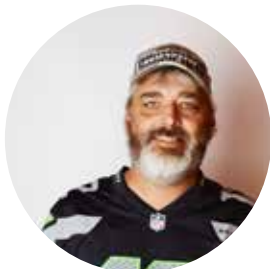
NOOKSACK INDIAN TRIBE

capacity for fire protection, offering higher pressure to allow fire trucks to draw water from the system when needed.

At Whispering Cedars in 2020 the Water Department, in collaboration with Nooksack Housing, plan to install a circuit breaker with surge protection to address the issue of the power trips causing the well to shut off. We also intend to install a generator in case of power outages so the water system will remain operational.

We currently have one Washington State Department of Health certified operator. The Department has a scheduled training and exam to train and certify J. Bob for Water Department Manager in May of 2020.

Our constant goal is to provide our people with a safe and dependable supply of drinking water and fire protection. We intend to maintain a high-quality distribution system with routine and preventative maintenance, by continually monitoring our systems.



Alex Kentner
Custodian



Hamilton Seymour
Custodian



Jesse Paez
Maintenance Technician



Jacob Roberts
Custodian



Orlean Almojera
Custodian



Basil Jimmy
Custodian

Not pictured:

Joe Bob
Water Department Program
Manager

Kevin Roberts
Water Department
Technician

Russ Roberts
Water Department
Technician

Mike Gagnon
Maintenance Technician

Kerry Roberts
Maintenance Technician

Rick Jimmie
Maintenance Technician

Health Department

2019 HEALTH DEPARTMENT UPDATES:

The Health Clinic received special BEMAR (Backlog of Essential Maintenance, Alteration and Repair) funding through IHS to make essential improvements to the Medical / Dental building. We have used, and plan to use, the funds for the following improvements: A new roof was installed in August; the exterior of the building received a new paint color; the Dental Lab is getting a new Exhaust Hood for improved ventilation; the IT Server Room is getting a new AC unit to protect critical electrical components; worn carpeting is getting replaced; and we are planning to make our Medical and Dental Reception check in desks ADA compliant for patients in wheelchairs.

Another significant change that happened this past year is that our Tribal Council approved Resolutions to see our non-Tribal employees at our Medical Clinic, as well as non-Tribal spouses of our Tribal members for direct primary care.



Lona Johnson
Health Director



Therese Davis
Assistant to the Health
Director/Operations
Manager, M.A.



John Miller
Quality Assurance Specialist



Nathan Town
Clinical Applications
Coordinator



Rikkole Edwards
Grants and Contracts



Fran Hathaway
Data Entry

Not pictured:

Sierra Rice
Administrative Support
Specialist

Not pictured:

Alicia Johnny
EHR Specialist



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

MEDICAL CLINIC PROGRAMS

Improving health by engaging the community in their own health care

The Medical Clinic is an ambulatory clinic that provides on-site acute and preventative care to the Nooksack Indian Tribe and eligible members of federally recognized Tribes.

The Nooksack Health Clinic services include: Family Medicine, Pediatric Medicine, Family Planning, Women's Health, Diabetes Screening and Testing, Nutrition Education, and Community Health/Community Nurse services. The Medical Clinic has a highly skilled team of physicians, nurse practitioners, and nurses to provide comprehensive personalized health care for our patients of all ages.

Our health care team consists of two Registered Nurses, a Licensed Practical Nurse, and three Medical Assistants who work closely with our providers, consisting of two Nurse Practitioners, a Pediatrician, and a Doctor of Osteopathy. This past year we added a monthly male physician to provide primary care to those patients who may prefer a male provider. The clinic continues to participate in various programs including Citrine Health – Breast, Cervical, and Colon Cancer Preventive Care; Special Supplemental Nutrition Program for Women, Infants, and Children; Diabetes Program, Head Start, and monthly Community task force meetings.

During 2019, additional services provided included: Swedish Mobile Mammography, to provide on-site breast cancer screening to patients and employees; and our chemical dependency program purchased medication lock boxes to give to patients taking controlled medications.

The Health Department received funding from the Tribal Council to establish a Community Garden fund, including hiring a part time gardener and expanding the current gardens in Deming and Everson.

The Health Clinic co-hosted the annual Health and Housing fair to offer information on preventative care and provide local health resources.

In 2019, we served over 740 patients and provided over 3,200 patient visits. We continue to meet all of our Government Performance and Report Act (GPRA) measures for 2019. With these measures in place, we continue to assist the community with overall health and wellness.

Our Community Health nurse collaborated with the Diabetes program to work with the summer youth program to provide educational sessions targeted towards healthy eating and lifestyles. The Community Health nurse worked closely with the Tribal elders, providing medication delivery, home visits, education, and coordination of care. Nursing staff worked with the head start program to perform lead and hemoglobin screenings on all of their new students.

The clinic collaborated with the American Indian Health commission and other neighboring tribes, as well as local health jurisdictions to develop a Public Health Mutual Aid Agreement. This project facilitates the process with tribes and local health jurisdictions during public health emergencies.

During the past year we incorporated a new position, Medical Support Specialist II. With this position we are able to help patients navigate their way through the health care system with outside referrals and specialty offices. We provide wraparound services to ensure continuity of patient care. This position has demonstrated to be extremely beneficial to health clinic patients, as we have seen the number of completed referrals increase and improvement in patient health.

We offer medical care services, Monday through Friday 8:30 am to 5:00 pm and Walk-ins 9:00 am to 9:45 am and 1:00 pm to 1:45 pm with the exception of the morning of the first and third Wednesday of the month and major holidays.



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

Nooksack Medical Providers



Sara Sheaffer, DO
Medical Director

Sara Sheaffer, DO is board certified in Family Medicine by the American College of Osteopathic Family Practitioners, and provides a full spectrum of primary health care services, including the care of children, adults, elders and women's health services. She is also skilled in Osteopathic Manipulative Medicine, a hands-on technique for relieving muscle and joint pain, headaches, and many other chronic health conditions. *Available for appointments Monday, Tuesday, Wednesday, and Friday.



Cate Webb, MD
Pediatrician

Cate Webb, MD has been serving this community since 2010. She specializes in Pediatric medicine and sees children and teenagers, birth to 21 years old. She earned her MD degree from the University of Washington and completed her residency training in Pediatrics from the Children's Hospital of Wisconsin. She has 18 years of experience in her field. One of her favorite aspects of her job is to see the children at their check-up appointments and watch them grow up over the course of years. Her philosophy for her profession is to treat her patients like she would someone in her own family. *Appointments available Monday, Wednesday, and Thursdays.



Frank James, MD

Frank James, MD re-joined the medical staff in November of 2019. He will be in the clinic one day each month, providing primary care for his patients in an effort to provide care to people who may feel more comfortable seeing a male provider. Dr. James has worked with and for tribes for over 25 year, and he is currently the Health Officer for the Nooksack Indian Nation, as well as San Juan County. Dr. James earned his M.D. at the University of Washington in 1984; his PhD in Sociolinguistics at Boston University in 1975; and his BA in Psychology and Sociology at Western Washington University in 1973. Some of his accolades include: Clinical Assistant Professor at the University of Washington School of Public Health; sitting on the Board of Directors of the Institute for Village Studies and Responsible Development; the co-founder of the CEDAR Project on the Lummi Nation, and a member of the Board of Directors for CELP. When he is not volunteering, he is busy teaching, practicing medicine, and researching with the Nooksack Indian Tribe on the role of culture in keeping Tribal members healthy.



U. Grayce Hein, ARNP

U. Grayce Hein, ARNP has practiced for over 15 years in Alaskan villages up and down the Yukon-Kuskokwim delta, Fort Yukon, and Barrow with the majority of her time in SE Alaska, working with tribal health. She moved to Bellingham in 2009 and has been practicing in Family Medicine, Internal Medicine, Geriatrics, Palliative, and Occupational Health during the last 9 years. She is a graduate of Gonzaga University and put herself through school with her massage license. Grayce's practice philosophy is to provide health care without guilt, creating a safe place for communication so that a true partnership can be made towards your personal health goals. During off-hours she spends all her time with her daughter's service dog awaiting her daughter's return from University. *Appointments available Tuesday through Friday.



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

Marlene Bishop, ARNP has been in the health care profession for over 30 years in Alaska, Colorado, Michigan, and California, working in the intensive care units, ER and for the last 3 years working in hospice and palliative care caring for men and women with chronic health care problems. She moved to Washington in September, 2017. She graduated from the University of Northern Colorado in July, 2004 majoring Family Practice. She is nationally certified through the American Academy of Nurse Practitioners. She grew up in Michigan on a dairy farm with 6 other siblings (three sets of twins). During her time away from the office, she enjoys time with friends, trips to the mountains and ocean and growing African violets. *Appointments are available Monday, Tuesday, Thursday, and Friday.



Marlene Bishop, ARNP

Nursing Staff



Andrea Garcia
Clinic Manager, R.N.



Lindsay Paez
Assistant to the Clinic
Manager, M.A.



Georgiann Perez
L.P.N.



Amy Kalsbeek
M.A.



Suzanne Hull
M.A.

Not pictured:

Alison Wigbers
Community Health Nurse,
R.N.

Medical Support Staff



Veronica Washington
Medical Support Specialist II



Qwinsee-lah Paez
Medical Receptionist



Leinani Swanaset
WIC Coordinator and
Certifier

Not pictured:

Elaine Roberts
Medical Records and WIC
Clerk

Nooksack WIC Program

Our WIC program has experienced many changes this year, with an increased focus on providing participant centered services. Leinani Swanaset is our new WIC Coordinator and Certifier. She works with clients on an individual basis helping them to receive WIC benefits, improve their shopping experience, and providing nutrition education for pregnant women and breastfeeding moms, infants, and children. Elaine Roberts, our WIC Clerk, helps assist clients with appointments and issuing benefits. Our registered Dietitian, Barb Himes sees high risk clients who require more in-depth assessment, nutrition education, and follow up.

The WIC program has switched from paper checks to a WIC EBT Card, which promises faster check-outs at the register and a more up-to-date form of payment. There is also a shopping app that clients can download on their phones or tables to scan food items to see if they are eligible for purchasing, as well as display benefits.

In 2019 our WIC grant covered over 155 clients, including; children, infants, post-partum, breastfeeding, and pregnant women. We are open to the public, and can accept new clients ages 5 and under, and their mothers, to provide families with funding for nutritious foods, breastfeeding support, and nutrition education. We also help provide other resources, such as a Clinic for Car Seat Safety.

Our goals for Nooksack's WIC program:

- Continue making breastfeeding a priority by making it a main topic during pregnancy and to supplying resources available for breastfeeding mothers.
- Continue community outreach to inform families of WIC as a valuable resource and of our desire to service Tribal and non-Tribal families.
- Promote a fruit and vegetable voucher program for our WIC clients. We have incorporated vouchers for our Everson garden for clients to redeem at their visits.

WIC services are available Mon-Friday 8:30 am – 5 pm.



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

Diabetes Program/Clinic Nutritionist

This program is managed by Barbara Himes, RD, CDE- Registered Dietitian/ Nutritionist, and Certified Diabetes Educator.

The Nooksack Diabetes Program works through education and wellness activities with a goal to prevent diabetes complications in Tribal members with diabetes and to prevent diabetes in Tribal members who may be at risk. We have a Diabetes Team which includes medical providers, nursing staff, and diabetes program staff that meets monthly to review patient care and education activities.

The Diabetes Program continues to support two community gardens, one at the clinic and one at the Deming site. We hired a new gardener, Joseph Ruddy, in 2019. During 2019, 3,000 lbs. of produce was harvested. About 10 bags of produce was delivered weekly to the Clinic and Social Services. A larger amount was delivered monthly to the Nooksack Food Bank as well as to the Elders Nutrition Program. The garden has

a Facebook page for communicating harvest pick-up locations, events, and recipes with about 119 members. Garden vouchers were given to interested WIC clients and clinic patients by the WIC Coordinator and Clinic nutritionist. Joseph also offered a demonstration of canning tomatoes, beans, cucumbers, and beets at the Suchanon Building this year. We continue to work on enhancing and expanding the garden, including the purchase of a walk-in cooler for storage of garden produce; building a hoop house for tomatoes and peppers; and establishing native Pacific Silverweed root, blueberry bushes, and apple trees.

In 2019 we continued to provide individual and/or group education on nutrition, diabetes, and diabetes prevention. In past years, over 65% of patients with diabetes received education on diabetes self-management and/or nutrition by the Nutritionist/Diabetes Educator, Medical Staff, and Community Health Nurse. We continue to provide cooking classes, food demonstrations and healthy eating classes for youth and adults using produce from the Tribal Gardens when available. In 2019 the Diabetes Team initiated a program of continuous glucose monitoring, which allows the person with diabetes to use a sensor to scan their blood sugar over a 24-hour period with minimal finger sticks. The program has been a huge success in lowering blood sugars and controlling diabetes.

The Diabetes Program conducts and supports a number of activities to promote wellness including:

- Annual diabetes health challenge
- Assist local Tribal sports teams and Tribal members participating in marathons with registration fees or uniforms. 42 members participated in the Bellingham Bay Marathon and 95 participated in the Jingle Bell Run this year.
- Paid visits for Tribal members to utilize the Arne Hanna Aquatic Center in Bellingham for swim activities.

Diabetes funds are also used to purchase medical, dental, and foot care supplies.

Barb Himes is available on Monday, Wednesday, and Thursdays for individual appointments for diabetes education and medical nutrition therapy for diabetes and other nutrition related medical disorders including: high blood pressure, weight management, cholesterol, and healthy eating guidelines. She also serves as nutritionist for the Nooksack WIC Program.

Contact information: Phone: 360-966-2106 Email: bhimes@nooksack-nsn.gov



Barbara Himes

RD, CDE- Registered
Dietitian/Nutritionist, and
Certified Diabetes Educator



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

Barb Himes stands at the Health Clinic, one of two community garden locations. Barb teaches nutrition and diabetes prevention.



Not pictured:

Peter Kelly
CHR Supervisor

Chris Cooper
CHR

Richard Edwards
CHR

Danielle McKay
CHR

Julia Kelly
CHR Support Specialist

Community Health Representative (CHR) Program

The mission of the CHR Program is to link the Health Department, Community Health, and other health related resources available, to access and improve the health awareness of the Nooksack Tribal Community members.

To provide quality outreach health care services and health promotion/disease prevention services to the Nooksack Community, CHR's are trained to assist the Nooksack Health Clinic Providers, and the Community Health Nurse, to extend health services to Tribal members. CHR's are able to provide or arrange visits to elders in a hospital or other health care facilities, provide transportation home from a health facility stay, provide home health care services (home visits) to recently released patients, and monitor vitals. We provided 96 home visits to the Nooksack Community in 2019.

Transportation is provided, within the local community to and from our Tribal Clinic for routine, non-emergency appointments, to a patient without other means of transportation, when necessary. During 2019 we were able to provide 802 medical transports.

The CHR acts as an advocate for the communities served by federal, state and local agencies. The CHR assists the agencies by clarifying the role of Native traditions, value systems, and other cultural beliefs to meet the health care needs of the communities, thereby reducing health conditions of the Nooksack people.

The CHR assists in demonstrations on safety, nutrition, diabetes, and other areas of health concerns, as well as promote health care education. They also participate in our health fairs and community events.

NOOKSACK DENTAL CLINIC

The Nooksack Dental Clinic offers general dental services to improve the health and well-being of the Tribal community. Patients have an opportunity to receive routine, restorative, preventive, and pediatric dental care, as well as, other dental services. The clinic improves access to dental care for the Tribal community and reduces the need for dental-related emergency room visits.

Our staff consists of a dentist, Dr. Cheung; an Expanded Function Dental Assistant, Emma-Leigh Cline; two Dental Assistants, Selena Julius and Mackenzie Devine; and a Front Desk Receptionist, Carolyn Bradstock. Once a month, Dr. Kristi Linsenmayer, a pediatric dentist from Seattle Kids Dentistry, comes to our clinic to see our younger patients. The community health fund enables Nooksack Tribal members to receive additional dental services which can also substantially improve quality of life.

Over the past several years, our dental staff worked very closely with Nooksack Head Start. Seven times this school year, our staff provided dental exams and fluoride varnishes to our Head Start children, along with new toothbrushes and supplies they can take home.

We, as a department, strive to provide the best care possible for all of our patients. Thank you for a great year!

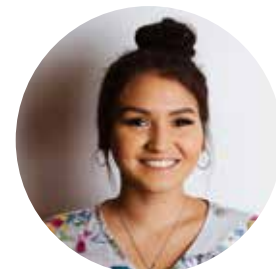
Our hours are Monday through Friday 8:30AM to 5:00PM. We are closed for lunch from 12:00PM-1:00PM and have walk-ins every day at 8:30 AM except Wednesdays.



Head Start kids attend the 2019 Healthy Families, Healthy Home Fair at the Nooksack Health Clinic.



Dr. Burke Cheung
D.D.S.



Emma-Leigh Cline
Dental Assistant II



Carolyn Bradstock
Dental Records and Front
Office Technician

Not pictured:

Selena Julius
Dental Assistant

Mackenzie Devine
Dental Assistant



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE



Dr. Aamer Khan
L.P.



Jenna Moore
L.M.H.C.

Not pictured:

Candice Dorsten
L.M.H.C.

Joe Popelka
L.M.H.C.

Chan Min
L.M.H.C.

Ashley Vonsovic
A.A.C.

NOOKSACK BEHAVIORAL HEALTH

The Nooksack Behavioral Health unit, under the leadership of the Health Director, Lona Johnson, and the direction of a Licensed Clinical Psychologist Dr. Aamer A. Khan, has adopted the philosophy of outreach and trauma-informed care. All Behavioral Health staff are trained upon hire to provide services grounded in trauma-informed principals. The NIT Behavioral Health is currently experiencing growth as counseling and seeking help is becoming more acceptable in the Nooksack Tribal community.

Nooksack Behavioral Health provides Counseling Services to the Nooksack Tribal community and Native Americans living in the area (elders, adults, adolescents and children).

Nooksack Behavioral Health Encompasses:

- Comprehensive intake and assessment
- Mental health counseling (children, adolescents, families, adults, and victims of abuse)
- Psychology education services (group or individual)
- Crisis management counseling
- Specialized psychiatry service (adults only)
- Referral to specialized pediatric psychiatry
- Public school counseling & advocacy for Native children
- Head Start consultation and services to the children and families
- After school counseling and intervention groups

Trauma-informed care is about creating a culture built on six core principles:

1. **Trauma Understanding:** through knowledge and understanding trauma and stress we can act compassionately and take well-informed steps towards wellness.
2. **Safety & Security:** increasing stability in our daily lives and having core physical and emotional safety needs met can minimize our stress reactions and allow us to focus our resources on wellness.
3. **Cultural Humility & Responsiveness:** when we are open to understanding cultural differences and respond to them sensitively, we make each other feel understood and wellness is enhanced.
4. **Compassion & Dependability:** when we experience compassionate and dependable relationships, we re-establish trusting connections with others that fosters mutual wellness.
5. **Collaboration & Empowerment:** when we are prepared for, and are given, real opportunities to make choices for ourselves and our care, we feel empowered and can promote our own wellness.
6. **Resilience & Recovery:** when we focus on our strengths, and clear steps we can take toward wellness, we are more likely to be resilient and recover.

Suicide Prevention Strategy

The philosophy of QPR (Question, Persuade, and Refer) has been adopted by the NIT to prevent suicide by encouraging every member of the community to take an active role in suicide prevention by, "Ask a question, save a Life". The fundamental



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

premise of QPR's effectiveness is based on the belief, and growing research, that those most at-risk for suicide do not self-refer. To locate these individuals, identifying an individual's suicidal communications and getting them to needed services is at the heart of the QPR approach to suicide prevention. Behavioral Health has been coordinating Suicide Prevention Task Force meetings and has advocated for a social worker (knock and talk person) that can respond to those community members who are reluctant to receive services and are suicidal.



May Jamshedi

L.M.H.C.

Not pictured:
Evan Ikerd

L.M.H.C.

Outpatient Program

I am happy to report that our outpatient program clientele is steadily growing across the life span as the Nooksack Tribal members are gaining confidence that their confidentiality will be protected. In outpatient programs individuals are seen for individual counseling, family counseling, crises stabilization, and assessment. Sources of these referrals come from ICW, Medical Clinic, self-referrals, and families and friends. In addition, our outpatient program runs a Psychiatric clinic from Behavioral Health's location once a month.

Head Start

Head Start teacher and staff are provided consultations on an as-needed basis. Consultation is provided to Head Start staff to improve the identified interventions that lead to academic success of children. Assessment and screening are conducted at the beginning of each year, in addition to prevention and skill-building groups provided three times a week for all children.

After School Program

Counseling and skill building groups are provided for all age groups three times a week for students attending the After School Program. The goal of these groups is to provide intervention to overcome the effects of Historic Trauma and to build and improve culturally appropriate skills in the Tribal children and adolescents, to support social emotional health. Research supports that this will help achieve academic success.

Public School Based Advocacy and Individual Counseling

Individual counseling is provided in eight public schools attended by Nooksack children. In the Nooksack School District, services are provided at Everson Elementary, Nooksack Valley Middle School, and Nooksack Valley High School. In the Mount Baker School District, services are provided in Mount Baker High School, Mount Baker Junior High, Acme Elementary School, Kendall Elementary School, and Harmony Elementary School. The aim of the counseling is to provide interventions to overcome historic trauma and to support the social and emotional health of the students. Research indicates that good social emotional health helps students have success academically. In addition, the consistent weekly presence of Nooksack Tribal counselors in these public schools helps to advocate for Nooksack Tribal students in many different situations. Behavioral Health's goal is to advocate for a Nooksack Room in each public school we currently serve.

Summer School Program

The Behavioral Health program goal is to engage all tribal children of school age through the Nooksack Youth Summer Program. Behavioral Health's staff conducts screening and assessments for all adolescents and children attending the program and continues to conduct three intervention groups per week with all attendees.



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE



Rick George
C.D. Program Manager

Not pictured:

Molissa Leyvea
C.D. Administration
Specialist

Not pictured:

Amanda Smith
C.D. Office Support



Coralise Almojera
C.D. Intake Specialist

Not pictured:

Sonita Auguston
Prevention Programs
Supervisor

GENESIS II CHEMICAL DEPENDENCY PROGRAM

Nooksack Way of Life Program

Mission Statement: Nooksack Way of Life is committed to empower each person through education, resources, and prevention tools to our Native Youth and young adults to promote health and wellness.

It is our VISION to build a community that engages our Native young people toward the prevention and reeducation of drug and alcohol abuse.

The Nooksack Way of Life SAMHSA Program currently has three prevention grants:

1. Strategic Prevention Framework Partnership for Success (PFS) that aims to prevent and reduce substance abuse among youth and young adults (ages 12 – 25 years of age), prevent and prioritize underage drinking, and provide prevention activities to help prevent substance abuse among tribal youth in our community.
2. Prescription Drug Prevention/Education Project Cooperative Agreement is designed to raise community awareness and bring prescription drug abuse prevention activities and education to schools, community, parents, prescribers, and their patients while raising awareness about the dangers of sharing medication. We work with pharmaceutical and medical communities on the risks of over prescribing to young adults and prescription drug misuse (youth and young adults ages 12-25 years of age).
3. Tribal Opioid Response addresses the opioid crisis in our community by increasing access to culturally appropriate and evidence-based prevention and treatment, including medication assisted treatment (MAT). Exercise, behavioral health, and cultural prevention, when combined with MAT, provides benefits for treatment of opioid use disorder and can help prevent substance abuse relapse and improve abstinence from illicit opioids.

In addition to the SAMHSA Grants, the Nooksack Way of Life provides Youth Marijuana Prevention, Dedicated Marijuana Account, and Opioid Prevention/Treatment, and Substance Abuse Opioid Response, through a state contract. Program staff work to prevent and or decrease youth marijuana use by educating parents and youth about the law and risks of youth marijuana use; promoting youth leadership and social skill development; and using Nooksack Culture as prevention.

With the opioid epidemic happening in our community, funds were made available at the federal level as well as the state level to take an array of actions to curb the opioid crisis. By teaming up with the SAMHSA program, both federal and state funds will be utilized to offer more prevention education and cultural activities including evidenced-based exercise that help with recovery and is a tool for prevention.

The Nooksack Way of Life Youth Prevention Program is currently in its ninth year operating under the SAMHSA Strategic Framework Partnerships for Success and Prescription Drug Prevention and Education Project Cooperative Agreement. Our



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

Philosophy is Prevention is Culture, Culture is Prevention. We believe that if we can empower each person through participation in prevention activities, we can help prevent drug abuse including opioids, prescription drugs, and alcohol use to increase people's chances of living long, healthy, and productive lives.

The Nooksack Way of Life Strategic Plan and Healing of the Canoe Curriculum helps guide and align our program to adhere to seven strategies that are designed to address the underlying concerns of the Nooksack Indian Community. Our major concern is tribal youth dropping out of school and starting to drink and use drugs, which sometimes lead to alcohol and/or drug addictions.

These strategies provide support within the school system and develop relationships with surrounding school districts. We engage with community leaders and elders to provide wisdom and pride; offer tools and resources to parents and families to increase communication of alcohol-free values; and provide parent and family training opportunities to build a sustaining community. The SAMHSA Program has developed relationships with the Nooksack Indian Tribal departments to offer wraparound services that are an intensive and holistic.

The Nooksack Way of Life has provided prevention activities to youth, young adults, and our community throughout the 2019 calendar year. We introduced Cultural Nights where we are getting back to our roots and learning how to do things the Nooksack Traditional Way. Some activities include: salmon cleaning and canning, berry picking and jam making, cedar gathering and weaving, and gathering devil's club to make tea and salve. Our youth and young adults participated in 2019 Canoe Races and the Canoe Journey Power Paddle to Lummi. We also started hosting Jam Sessions and inviting local tribes to help encourage and support our youth. These two activities included months of commitment to daily canoe practice and paddling techniques, exercise, song and dance, regalia making, and cold-water survival training.

The SAMHSA Program believes that exercise is an important part of a healthy lifestyle and it is proven that exercise helps with drug and alcohol prevention and recovery. Exercise prevents health problems, builds strength, boosts energy, and can help reduce stress. We have an on-staff fitness instructor to provide CrossFit and endurance classes, breathing techniques, canoe readiness, basketball and soccer clinics, proper running/jogging classes, a required water safety class for all of our canoe pullers, and lifeguard safety for those who wish to become lifeguards. This year we are going to contract with a few different sources to teach spin and yoga classes to see if the community will engage in these exercises.

Fitness Program

Nooksack Fitness Program provides fitness classes for all age groups and fitness levels. Programs such as Strength and Conditioning afternoon classes, swim lessons, lifeguard classes at WWU, Elders Chair Exercise, and Water Aerobics were offered in 2019. Goals were set with participants in all classes which included: weight loss, healthy eating habits, or simply committing to classes regularly. Athletes were



Dante Aure

Chemical Dependency
Prevention Specialist

Not pictured:

Stella Gladstone

Prevention Specialist



Dakota Davis

Support Worker

Not pictured:

Margaret Tumangday

Peer / Fitness Coach



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE



Annette Solomon

Clinic Supervisor, Substance
Use Disorder Professional
Counselor

encouraged by the coach and fellow participants daily, helping them achieve their goals.

The Fitness Program had 42 participants sign up for the Bellingham Bay Marathon and 95 participants in the Jingle Bell Run in 2019, which doubled the participation from 2018. There was a 40% increase of participation in the 18th annual Tribes Fitness Challenge with 171 participants in 2018 to 240 participants in 2019.

In the upcoming year the Nooksack Fitness program will be gearing up for an Evidence Based Exercise Program that will provide many levels of prevention to promote health and fitness. Classes such as Circuit Training, Yoga, Spin Classes, and many others will be offered to community members.

Outpatient Treatment for Substance Use Disorders

Our staff at the Nooksack Genesis II Chemical Dependency program provide assessment, treatment, referral, and prevention service to the Nooksack Tribe and surrounding community members.



Joni Hamilton

Substance Use Disorder
Professional Counselor

Education Group – Wednesdays, 6 - 8 PM
Relapse Prevention Group – Tuesday and Thursday, 6 - 8 PM
Adult Aftercare Group – Wednesdays, 4:30 - 6:00 PM
Youth Group – Tuesdays and Thursdays, 3 - 4:30 PM

Not pictured:

Henry Whittlesey
Substance Use Disorder
Professional Counselor



Keith Lindsey

MEDICAL BUSINESS OFFICE

Third Party Billing:

In the Third-Party Billing Department, we work behind the scenes to maximize the amount of reimbursement from health insurance companies for the services provided at the Health Department. Our program is comprised of four billing staff. We coordinate closely with each of the individual health programs, billing for all applicable services provided. We send claims to all qualifying health insurances. We process each claim individually, including submitting, tracking, receiving, and applying the payments sent by the insurance companies. We provide weekly, monthly, quarterly, and yearly reports to the program managers, Health Director, and to the Finance Department. We also work with patient registration, Tribal assistants, and the Benefits Coordinator to identify any community members who may qualify for assistance in getting health insurance.

We continue to increase our efficiency and security standards. Less than a week after we receive the claim we have it entered into the billing software and stored securely in our locked digital record system. One of our billers has completed a coding certification class and is testing for her license this year. We also are continuing our close work with program managers to identify additional billable services and other sources of revenue.

Purchase & Referred Care (PRC)

In 2019, the program formerly known as the Community Health Services (CHS) program, changed its name to the Purchased and Referred Care (PRC) program. The program has not changed, only the name. We provide assistance to our community members by covering copays and deductibles for eligible clients and services.

We work closely with off-site provider's billing departments to obtain the correct forms in order to pay for these services. Over the second half of 2019, we have implemented policies to follow federal guidelines requiring bills be paid based upon the claim directly from the provider's office and not from the statement sent to clients. This brings us into compliance, streamlines the payment process, and establishes a great working relationship between our program and outside providers. Our PRC program is also following federal guidelines and repricing claims to the Medicare Like Rate, as required and allowed by federal law. This can mean a savings of up to 80% on eligible claims, which retains more funds in the program to be used towards additional services. We look forward to continuing these savings, while serving our community in the years to come.

Community Health Fund

The Community Health Fund (CHF) has been assisting our Nooksack membership for years, and it is a great way to help cover costs that may not be allowed by private insurances or our Purchased Referred Care program, formerly known as Contract Health.



Kristi Palmer
Medical Business Office
Manager



Lori Charlie
Medical Billing Specialist



Nathaniel Smith
Medical Biller



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE



Anna Tageant
Medical Biller and Coder



Leandra Smith
Benefits Coordinator

Not pictured:

Jeff Bailey
Community Health Fund
(CHF) Technician

Not pictured:

Victoria Joe
Purchased and Referred Care
(PRC) Technician



This past year the CHF program assisted 375 Tribal members with various services offered by the program. When the CHF program first started, only a few benefits were offered, such as vision, dentures, hearing aids, and orthotics. Since then, requests from our Tribal members prompted a review of other services offered. We have since added diabetic shoes, wheel chairs, durable medical equipment (DME's), chiropractic, medical massage, and acupuncture services. The dental benefit includes more services as well, such as crowns, implants, and bridges. The feedback from our membership was very positive about how comfortable they feel smiling big again.

The CHF program is also a great way for our members to feel confident and secure in their daily lives. The following services have given our members back some of the independence they once had. Providing access to electric wheel chairs has positively impacted the mobility of some of our clients who previously struggled to get around. We also provide Life Line emergency devices for our elderly clients, which alerts emergency services (911) with the push of a button.

The other emergency services we provide are for individuals who need emergency lodging when they, or one of their family members, needs emergent/special care away from home. The Community Health Fund can help with the cost of hotel stays for up to five days. CHF can also assist our elderly or disabled members who need limited in-home care for a period up to 6 months, and who have been denied by all other resources.

The CHF receives a budget at the beginning of each year, and our goal is to assist as many requests as possible throughout the year. To ensure fair and consistent assistance is provided for the Tribal membership, medical or dental professionals may on occasion review a request to ensure it falls within the established guidelines and/or policies supporting a medical or dental necessity.

Helping members of our community is why the Nooksack Tribal Council established this fund, and the services are offered to any eligible Tribal member regardless of where they live. Each year we try to expand the program's benefits based on the requests for services we receive during the year.



Nooksack Indian Housing Authority

The Nooksack Indian Housing Authority (NIHA) is the primary source of housing for the Nooksack community and provided affordable housing to over 100 Nooksack families in 2019.

NIHA is funded by federal, tribal, and state housing funds. NIHA programs include: NAHASDA Low Rent Housing, Low Income Housing Tax Credit Housing, and Homeownership Housing (historically known as the Mutual Help and Occupancy program).

NIHA program provides support and services for Nooksack families residing in housing units and sites, including: case management, residential inspections, home repair, and maintenance services.

The NIHA team works to support families' housing needs as renters and home buyers to successfully maintain, preserve, and occupy housing units. A significant focus of the NIHA team efforts surrounds the health and safety of the Nooksack families and community. The NIHA Department staff include: one Director, one Housing Administrative Manager, one Case Manager, one Office Coordinator/ Case Manager, one Maintenance Manager, one Home Inspector, two Maintenance Specialists, one maintenance worker, and one custodian/maintenance worker. The NIHA maintenance team helps to aid in community emergencies, such as power outages, wind storms, snow removal, and flooding.

NIHA is aware of the housing need in the Nooksack community and will continue to explore options in future housing development sites and programs.

Not pictured:

Darryl Gray
Housing Director

Malori Klushkan
Housing Administrative
Manager

Lisa Cooper
Housing Case Manager

Sheila Cooper
Housing Case Manager/
Office Coordinator

Ethan Leyva
Assistant Housing
Maintenance Tech/Custodian



Andrew Garcia
Housing Maintenance
Manager



Jeremy Roberts
Housing Inspector



HOUSING AUTHORITY

NOOKSACK INDIAN TRIBE



Jesse Madera
Housing Maintenance
Specialist



Leonard Redfox
Housing Maintenance
Specialist



Devon Roberts
Housing Maintenance
Worker





Human Resources Department

The Human Resources Department is a cohesive, collaborative team dedicated to creating partnerships by supporting all programs and departments. We strive to support, guide, and maintain the Personnel Policy requirements and to create a healthy and positive work environment in order to assist staff in accomplishing individual program goals as well as overall organizational goals. We strongly encourage the recruitment and hiring of qualified individuals consistent with the Nooksack Tribe's goals of Indian Preference.

Because we care about our employees, we stand for integrity, efficiency, problem solving, equity, and character in all of our relationships and interactions. We do this to promote growth, accountability and empowerment in our representation of the Nooksack Tribe.

Human Resources has primary responsibility for managing, assisting, and dealing with all employee related matters including such functions as policy administration, recruitment process, benefits administration, employment and laws, new employee orientation, personnel records, wage and salary administration, and employee assistance program. HR works closely with Tribal departments to support and respond to their needs. HR handles a variety of work products and creates and processes several different documents.

The Human Resources Department has seen an increase in applicants using our online application process. This process allows applicants to apply for all position online and only need to complete their application one time. We do still accept paper applications, which are available on the NIT website or by contacting our office. Applicants who develop an account in the ADP system simply have to log on, update (if needed) their application, and submit their application to an opened position. This site and our current openings can be found on the Tribal website at: <http://www.nooksacktribe.org/departments/humanresources/>.



Suzanne Brownrigg
Human Resource Director



Carrie Kentner
HR Benefits Specialist



Josephine Grant
HR Specialist

2019 Employee Statistics:

Nooksack Tribal Members	145	58%
Other Enrolled Tribal Members	19	8%
Non-Native Employees	87	35%
Total Employees	251	100%



Information Technology Department



Delano Cooper
IT Director

The IT Department is responsible for providing a platform for all departments to collect, store, protect, secure, process, analyze, and report Nooksack Indian Tribal Community data and information. The IT Department helps ensure all Information Technology Systems are maintained and functioning properly.

Accomplishments

Information Technology has purchased new Next-Gen Firewall solution, FortiGate to better protect our Tribal assets from intrusions. FortiGate next-generation firewalls (NGFWs) utilize purpose-built security processors and threat intelligence security services from AI-powered FortiGuard labs to deliver top-rated protection, high performance inspection of clear-texted and encrypted traffic. Next-generation firewalls reduce cost and complexity with full visibility into applications, users and networks and provides best of breed security.



Destry Miller
Network Administrator

The IT Department has started upgrading/replacing PCs that have the Windows 7 Operating System. Windows 7 will be “End-of-Life” on January 14, 2020, and IT is taking a proactive approach in removing these machines from production as soon as possible.

The Tribal website went through a complete overhaul! With the help of the website committee, and community input, the new site is cleaner and easier to navigate. There are multiple new features including a live community calendar, quick contacts, maps and locations, popular department documents, mobile responsiveness, email sign-up, alerts, language words, and more.

Future Projects

Next year, the IT department will be upgrading our email servers to Microsoft Exchange 2019. We’re currently running Microsoft Exchange 2010, which will come “End-of-Life” soon. There are many advantages of this upgrade such as better security to email scams and phishing techniques. Users will see improvements like “Do Not Forward” and “Simplified Calendar Sharing”. Additionally, Microsoft is adding the ability for administrators to manage events on users’ calendars and to assign and delegate permissions more easily through new PowerShell cmdlets.



Robert Meador
Systems Administrator

We’re also in the process of upgrading the projector in the Community building. The new projector will display a large 200-inch screen capable of 1080P playback. The screen will be twice the size of the current display! We’re looking to complete this project in late January 2020 or early February 2020.



INFORMATION TECHNOLOGY

NOOKSACK INDIAN TRIBE



Chris Robertson

Telecommunications
Administrator/Purchasing



Justin Johnny

Desktop Support Specialist

Not pictured:

Christine Naughton

Database Development /
Analyst





NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE



George Swanaset Jr.
Natural & Cultural Resources
Director

Natural & Cultural Resources Department

The mission of the Natural Resources Department is to protect, restore, and sustainably manage the Tribe's Treaty natural resources in the Tribe's 780,000 acre Usual and Accustomed (U&A) Grounds and Stations area spanning from the international border to the north, beyond Samish Bay to the south, the crest of the North Cascades to the east, and the San Juan Islands to the west. The U&A area includes the Nooksack River watershed, Samish River watershed, and coastal tributaries, and nearby marine waters to and including the San Juan Islands. Within the U&A area are important shellfish gathering areas including Drayton Harbor, Birch Bay, Semiahmoo Spit, Bellingham Bay, Samish Bay, and the San Juan Islands. Department staff contribute to this mission in five categories: (1) fisheries harvest and hatchery management; (2) habitat restoration, watershed management, and ecosystem recovery planning; (3) monitoring and assessment; (4) resource protection and (5) Treaty wildlife hunting in designated game management units (GMU). The department is comprised of 20 full-time staff, 16 Natural Resources and 4 Cultural Resources.



Tricia Cline
Administrative Assistant

In 2019 the Natural Resource Department and the Cultural Resource Department merged to create the "Natural/Cultural Resources" Department. George Swanaset Jr. is the director. Because of this change, and because of the close ties between culture and our natural resources as a tribal people, Nooksack historical use has been included in the planning of our daily activities as it relates to the preservation of our heritage. The Department is supported by grant funding with an annual budget of approximately \$6.4 million. Activities and accomplishments of the department during 2019 by category include:

FISHERIES HARVEST AND HATCHERY MANAGEMENT

The Harvest Management component of the Natural Resources program involves managing numerous natural resources, which are part of the Tribe's treaty rights. These rights were reaffirmed in the 1974 US v. WA, Judge Boldt decision and the subsequent 1994 US v. WA Judge Refeedie decision, which reaffirmed the Tribe's right to harvest shellfish. The Nooksack Tribe has inhabited the Nooksack River watershed for thousands of years, our culture is based on harvesting fish, wildlife, and other natural resources in the region. Today we co-manage numerous freshwater and marine natural resources with the state and other tribes in which we share a common U&A. The management of these natural resources including shellfish, salmonids, halibut and other finfish, is an annual process and involves numerous state and federal agencies, along with treaty tribes resulting in management plans. Through a number of management forums, in which tribes meet with state and federal natural resource managers, agreements are typically reached which specify management methods and harvest levels. The commercial fishing schedule is available on the Natural Resources Information hotline. That number is (360)-592-5140.



Ned Currence
Fisheries & Resource
Program

The management of marine areas 7 and 7A (charts are available in the Natural Resources Office, which delineate these areas) are typically done by in-season management. The only commercial salmon fisheries which occur in these areas are



NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE

Fraser River and Puget Sound sockeye, pink and chum salmon. In 2019, there was only a limited pink fishery in 7/7A due to weak returns for sockeye and chum. There are no commercially directed coho and chinook fisheries in these management areas. Coho and chinook are typically harvested incidentally in limited numbers in the fisheries during the directed commercial fisheries.

Bellingham Bay (marine area 7B) opens in August for fall chinook, which is followed by coho, then chum and very limited steelhead near the end of the year. Each fishery has different gear and timing restrictions. The river management areas are 77B and 77C, and the fisheries follow a schedule similar to the Bay, except there are also a limited number of spring chinook harvested in permit only fisheries in May and early June. In 2019 the chum run was generally weak, resulting in emergency closures in the Bay and river.

Tribal members may also subsistence fish for trout and other game fish in Whatcom County lakes and the Nooksack River. Rules and regulations are available in the annual Washington sport fishing rules pamphlet.

Shellfish management areas include 20A- Point Roberts, Cherry Point area, 20B and 22A- San Juan Islands, 21A and 21B- Bellingham and Samish Bay and 22B- Padilla Bay. There are opportunities for Tribal members to harvest shellfish commercially and for subsistence or personal use. Tribal members may subsistence harvest clams, oysters, Dungeness and rock crab, shrimp, urchins, sea cucumbers and geoducks. There is also a commercial and subsistence halibut fishery in the spring, though catches have been down inside Puget Sound in recent years including 2019. The halibut subsistence fishery typically remains open through December 31.

Typically there is an annual limited commercial manila clam harvest in the Spring at Birch Bay State Park. Due to poor market conditions for manila clams, a Birch Bay commercial clam harvest could not be scheduled in 2019.

Accomplishments during 2019 include:

- Promulgated 52 Nooksack Tribal salmon and shellfish regulations to manage the commercial, ceremonial and subsistence harvest of clams, halibut, crab, shrimp, urchins, chinook, sockeye, coho, pink, chum and steelhead. Managed these fisheries, and the catch data from them.
- Issued buyers licenses to fish and shellfish buyers who buy from our Tribal fishers.
- Issued commercial buyers licenses to Tribal members.
- Registered Tribal fishing boats and assisted with mandatory Coast Guard safety inspections.
- Issued shellfish specific decals to fishers.
- Issued commercial fishing identification cards.
- Issued permits for subsistence spring chinook fisheries in Nooksack River and sampled catches. Involved in all issues that involved the tribe's treaty rights. Our treaty rights are constantly being challenged by private entities. Defending our treaty rights require considerable time and resources.
- Participated in preseason harvest planning forums including Pacific Fisheries Management Council, and the North of Falcon planning process (NoF), which is a series of meetings where tribes and the state negotiate agreements on salmon

Not pictured:

Mike Maudlin

Forest & Fish Specialist/
Restoration



Jim Bura

Fisheries Data Specialist



Joe Rodriguez

Fisheries Technician

Not pictured:

Darren Malloway

Fisheries Technician



NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE



Not pictured:

Oliver Grah

Water Resources Program
Manager



Jezra Beaulieu

Water Resources Specialist

Not pictured:

Rich Auguston

Water Technician II

Not pictured:

Tom Cline

Water Technician III

run forecast abundance, harvestable surpluses, commercial and recreational fisheries. Once the annual agreement is in place, the salmon fisheries are summarized in a document called the annual List of agreed Fisheries (LOAF).

- Attended Pacific Salmon Commission meetings, with an emphasis on the Fraser River Panel meetings. This is the forum that manages Fraser River sockeye and pink salmon.
- Reached an annual agreement with other tribes and the state on shellfish management plans including crab and shrimp.
- Assisted Nooksack Fish Commission at their meetings. Assisted the Commission in drafting a 2013 and 2015 salmon disaster funding proposal which has been submitted to Pacific States marine Fish Commission for review.
- Coordinated with Lummi Nation and Washington Department of Fish and Wildlife to conduct spawn surveys for salmon, with emphasis on spring chinook and steelhead, then estimated population abundances for these and other species. Our chinook survey reaches included the middle and lower South Fork and Hutchinson Creek.
- Provided input on management plans for existing and future hatchery salmon and steelhead programs in Nooksack and Samish watersheds to provide for our fishers, while also protecting wild salmon runs.
- Developed and agreed to Nooksack co-manager winter steelhead management plan.
- Worked with National Marine Fisheries Service to ensure the most updated data is used for the Nooksack chinook population recovery rebuilding exploitation rate calculations.
- Participated in the Interagency South Fork Nooksack Chinook ad hoc interagency committee which is guiding implementation of a hatchery population rebuilding program. The first substantial returns from releases from this program came back in 2015, with more in 2016 and excellent returns in 2017, 2018 and 2019.
- Continued to work on Puget Sound Chinook Resource Management Plan to gain longer term ESA take coverage for our chinook fisheries.
- Department coordinates closely and frequently with the Natural Resources enforcement officer, who is housed in the Nooksack Police Department.

ENVIRONMENTAL MONITORING AND CLIMATE CHANGE ASSESSMENT

- Monitored water quality and quantity throughout the Nooksack River watershed and nearby coastal watersheds at approximately 150 sites, including:
 - 6 stream gages;
 - 20 suspended sediment and turbidity;
 - 66 water temperature;
 - 34 general water quality and fecal coliform;
 - 14 oxygen isotope;
 - 20 air temperature; and
 - 1 glacier ablation sampling site.
- Our fecal bacteria monitoring in the Drayton Harbor watershed contributed to the recent opening of portions of Drayton Harbor to subsistence shellfish (clams) gathering. Similarly, our fecal coliform monitoring in Birch Bay contributed to the



NATURAL & CULTURAL RESOURCES

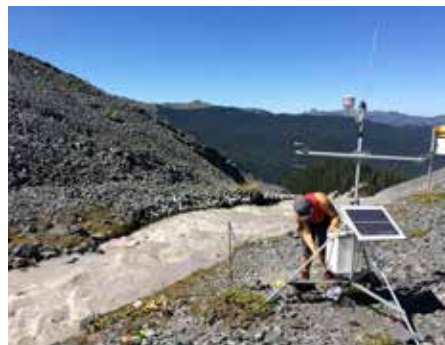
NOOKSACK INDIAN TRIBE

recent upgrade of shellfish harvest around Terrell Creek.

- Completed the Drayton Harbor, Birch Bay, and Semiahmoo Bay Water Quality Assessment, the Nooksack Watershed Water Quality Assessment, and the Nooksack Watershed Stream Temperature Assessment.
- Monitored the effectiveness of past instream restoration projects at restoring productive salmon habitat and produced an effectiveness monitoring report to share lessons learned.
- Continued to monitor and report on stability of engineered log jams.
- Continued work on a comprehensive climate change project, that extends from glaciers on Mount Baker to Bellingham Bay and that evaluates climate change impacts on glacier behavior, river basin hydrology, stream temperature, sediment loads, and impacts to salmon and salmon habitat.
- Continued to facilitate a North Sound Tribal Climate Forum with the Stillaguamish, Lummi, Sauk-Suiattle, Tulalip, Samish, Swinomish, and Upper Skagit Indian Tribes.
- Various staff gave professional presentations in a number of forums on salmon and water, our water resources monitoring program and on our climate change project at conferences, workshops, and technical meetings.
- Contributed to and facilitated a climate change vulnerability assessment of 18 different species in the Nooksack Watershed, led by the Climate Impacts Group.
- Contributed to and facilitated hydrological modeling of future water temperature and sediment transport under climate change, led by Western Washington University and University of Washington.

HABITAT RESTORATION, WATERSHED MANAGEMENT, AND ECOSYSTEM RECOVERY PLANNING

- Advanced design for habitat restoration in the South Fork Nooksack River Fish Camp Reach (near Acme) and Homesteader Reach (upstream of River Farm) and the North Fork Nooksack River Maple Reach (near Maple Falls) and Boyd Reach (near Glacier).
- Developed four grant proposals to fund design and construction of priority chinook habitat restoration projects.
- Planted trees and controlled brush to improve survival and growth at 3 new sites along the South Fork. Began planning for 2 additional sites on the South Fork.
- Replanted restoration project sites and maintained previous plantings to restore riparian (river-adjacent) forests along the North and South Forks.
- Initiated a project to compile and synthesize technical information about our Nooksack Chinook populations and about the implementation status and effectiveness of recovery actions to inform an update of the 2005 Salmon Recovery Plan.
- Participated in and provided technical support to Water Resource Inventory Area (WRIA) 1 (Nooksack Basin) Watershed Management Board and associated staff teams to coordinate and integrate salmon recovery and watershed management across Whatcom County.





NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE



Treva Coe

Habitat Program Manager

- Initiated and funded a South Fork Nooksack River community watershed planning effort. Our first planning meeting involved over 40 South Fork community members.
- Participated in Whatcom County Integrated Floodplain Management Planning process, including on Steering Committee, working with Whatcom County River and Flood, farmers, and others to start developing a floodplain management plan that balances flood risk management, agriculture, and salmon habitat.
- Participated in coordinated renewed effort to restore fish passage to the Upper Middle Fork Nooksack at the diversion dam. Passage will be restored summer of 2020.

RESOURCE PROTECTION



Lindsie Fratus-Thomas

Watershed Restoration
Coordinator

- Reviewed all state and private logging and forest road building permits in the Nooksack watershed for protection of Treaty fisheries resources, and visited any that appeared to potentially affect salmon habitat or water quality.
- Reviewed all state and private timber harvest operations with the involvement during early stages of planning to assure that cultural resources are protected.
- Reviewed development proposals that could impact the Tribe's Treaty Resources, as well as the Tribe's cultural resources to ensure that habitat and culturally important areas were being adequately protected and impacts appropriately mitigated.
- Participated in numerous salmon recovery, water resources, and watershed management forums to coordinate protection and restoration of treaty resources, including salmon and shellfish.
- Participated in a Nooksack River Integrated Floodplain Management Plan Steering Committee to better integrate flood risk reduction and salmon habitat recovery.
- Reviewed and provided comment on the Washington Department of Ecology's instream flow rule for the Nooksack Basin, which proposes to limit water use for new permit-exempt well use to protect senior water rights.
- Participated on state-wide advisory group evaluating the effects of logging on unstable slopes.
- Worked with U.S. Forest Service on forest road management and repair projects.
- Participated in a state-wide forum for replacing fish passage barrier culverts under state roads to restore salmon use of former habitat. Reviewed local WSDOT project designs and projects at monthly implementation meetings to evaluate state progress on the culvert case.
- Participated in Whatcom County's Critical Areas Ordinance Technical Advisory Committee tasked with updating those regulations.
- Participated in and shared water quality monitoring data with the Whatcom Clean Water Program that focuses on fecal coliform pollution of shellfish harvest areas in Drayton Harbor, Birch Bay, and Portage Bay. This program was developed as a function of the Governor's Shellfish Initiative.
- Substantially contributed to a State and federal water quality regulatory program that included climate change impacts in scientific evaluations of water quality problems.
- Participated in co-management hunting advisory groups to assure that the Tribe's treaty hunting rights are adequately protected, and that access to practice treaty hunting on state, or private timber lands is secured.



Eric Stover

Watershed Restoration
Coordinator



NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE

TREATY WILDLIFE HUNTING

The Natural/Cultural Resources Department is also heavily involved in the management of hunting by our members. Below are a few 2019 accomplishments. The Department serves the Nooksack Hunting Committee, including assisting with developing the annual Nooksack Hunting regulations which Tribal Council approved. Staff served as Secretary of the Nooksack Hunting Committee.

- Department staff meet with other Tribes and Washington Department of Fish and Wildlife (WDFW) on hunting issues of importance for management of species including elk.
- The department issues hunting tags for subsistence and ceremonial harvesting of deer and elk, bear, cougar and mountain goats, though other species, such as ducks and geese are also covered in the regulations.
- Subsistence hunting tags are required to be returned a month after the end of each season, and harvest data are tallied and reported by the department each year.
- The Tribe is a party to the Game Management Unit 418 Agreement with WDFW and other Tribes, and the department managed the 418 special elk lottery, where interested members pay a fee to enter a lottery where names are sequentially drawn to determine the order in which a limited number of bull elk may be harvested in GMU 418 annually.
- The department has also negotiated with Washington Department of Natural Resources for access agreements for hunters to hunt on these lands, as well as with our largest private timber landowner, Sierra Pacific, to enable hunters to hunt on their ownership.
- Department managed a gate key checkout system so hunters could access DNR and Sierra Pacific properties.
- Issued state Discovery Passes and Forest Service Northwest Forest Passes for members to use when exercising Treaty rights.

Not pictured:

Sindick Bura

Restoration Crew Lead

Not pictured:

Aaron Cline

Restoration Technician



Jeremiah Johnny

Treat Protection Advocate

CULTURAL RESOURCE PROTECTION

The Cultural Resource program is broken up into two (2) categories which are (1) regulatory cultural resource protection and (2) traditional cultural resource protection. The regulatory cultural resource protection work is conducted by the Nooksack Tribes THPO (Tribal Historic Preservation Officer) who is responsible for:

- The tribal historic preservation officer (THPO), in collaboration with federal, state, and local agencies participated in review of development projects in the Nooksack territory screening for affected cultural resources through the, Sec 106 process where federal funding is involved, and under the Washington State executive order 05-05 where there is no federal funding attached to projects.
- Continued assurance of the Nooksack Tribe's historical places, and historical cultural resources are preserved and protected.
- Implementing recognition of historical, and cultural significance as it relates to all of Nooksack Tribal resources, through program objectives.
- Continued review of county wide development projects for cultural resource interests.
- Worked with federal, state, county as well as other neighboring tribes in



Trevor Delgado

Tribal Historic Preservation
Officer



NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE

Not pictured:

Sandra Joseph

Cultural Resources Advocate

developing planned efforts to manage protection of cultural resources such as historical Nooksack village sites, burial sites, as well as both historic and presently used gathering sites in the Nooksack territory.

- Developed and continually updating an inter department data system of both historical, as well as current recorded Nooksack sites.
- Works closely with natural resource staff offering support, and strengthening cultural, and historical needs of resource protection.
- Attends natural resource co-management meetings, (both fisheries, as well as wildlife) to offer Nooksack historical information support.

Not pictured:

Alita Charles

Cemetery Administrator &
Resource Coordinator

Traditional cultural resource protection includes Nooksack cultural interests and is unique in the sense that Nooksack Culture is an obligation of the people of Nooksack. This position should only be staffed by Nooksack person(s) who has extensive knowledge in the traditional ways of the Nooksack Tribe. The idea of the cultural department is to fill the gap between the Nooksack government, and the Nooksack membership in all aspects of cultural resource protection.

- Continued efforts in promoting the Nooksack Way of Life by working with other Tribal departments where needed.
- Work with Tribal leaders, and administration to assure that cultural, and ceremonial obligations of the Tribe are taken care of.
- Works with Nooksack Tribe's events coordinator in coordinating cultural based events held by the Tribe.
- Assist with Tribal departments who work with youth, or interested Tribal membership in developing programs which promote the "Nooksack Way of Life".
- Offer assistance to Tribal membership who seek information on Nooksack Tribal ceremonial interests
- Assurance that all of Nooksack Tribal cemeteries are maintained
- Bridges the gap between Tribal administration, and Nooksack families who need assistance during funerals
- Continued efforts in updating cemetery data system (Krypt keeper program) accounting for all future phases of grave marker up dates.

Throughout the year of 2019, the Nooksack Natural/Cultural Resource Department has been in the process of re-organizing staff, and programs to further adapt to the change. The Nooksack Tribes natural resources are indeed our cultural resources. From time immemorial the ties between the two are very strong. As the department moves forward, the efforts to truly tie the two together will grow stronger. An example would be attending co-manager meetings such as: wildlife co-management as well as fisheries (shell fish, and fin fish) meetings. Having staff members from cultural resources attend the meetings, who have in depth knowledge of historical fishing sites, gathering sites, and village sites adds strength to the need, and offers concrete proof to the Nooksack historical rights to gather.



300-year-old Nooksack cradle on display at the Burke Museum



OFFICE OF TRIBAL ATTORNEY

NOOKSACK INDIAN TRIBE

Office of Tribal Attorney

The Office of Tribal Attorney (OTA) provides legal advice and representation to the Nooksack Indian Tribe's government, Tribal programs and enterprises in their official capacities within their scope of work. OTA serves as the legal representative for the Nooksack Indian Tribe (NIT) in active litigation before tribal, state, federal and administrative forums.

Tribal Council:

OTA attorneys attend Nooksack Indian Tribal Council (Council) meetings and provide the Council with legal advice and assistance across the range of matters facing NIT. OTA provides assistance to the Council in the development of tribal laws and ordinances and other related project work, including all NIT policies. OTA also provides legal support to various NIT committees, commissions and boards.

Governance:

OTA attorneys provide ongoing support to NIT's administrative staff. Our support duties include grant and contract review; assistance on various governance matters; representation of NIT personnel matters; and representation on financial and budget matters that impact the government and its various departments. OTA and NIT Human Resource Department continuously review and update NIT's personnel policies. OTA also drafts codes for NIT. In addition, OTA amended Title 10- Tribal Court System and Court Rules, Title 62 - Election Ordinance, and Title 20A - Domestic Violence to add anti-harassment provisions. OTA has also drafted amendments to Title 100 - The Tribal Tax Ordinance, and to various NIT policies. For Council's consideration, OTA has drafted proposed land use and water codes as well. OTA continues to assist in several litigation matters concerning tribal governance. OTA is assisting with upcoming secretarial and Tribal Council elections.

Child Protection:

OTA assists the Family Services Department in a number of cases involving Indian Child Welfare, Minors in Need of Care, and Child Support Enforcement. We provide assistance to NIT Family Services by appearing in various court cases as substitute counsel for the ICW attorney when she is not available or conflicted out, and in reviewing proposed policies and procedures. OTA has assisted in drafting amici briefs in federal litigation over the Indian Child Welfare Act.

Land:

Our office provides regular assistance to the Planning Department, giving advice on land use, land leasing, and transportation issues. We have recently submitted applications for several land parcels in Deming, Washington to be placed into trust



Charles Hurt
Senior Tribal Attorney



Rickie Armstrong
Tribal Attorney



Sue Gearhart
Legal Secretary



OFFICE OF TRIBAL ATTORNEY

NOOKSACK INDIAN TRIBE

status by the U.S. government. We are also assisted in the purchase of several parcels this year for future development, including the Deming Presbyterian Church and Halverstick Road property.

Finance:

OTA provided legal advice and consultation to the finance department on various legal issues facing that department. OTA assisted in settling contract support claims with Indian Health Services for 2006 and 2007 and with various claims involving the U.S. Department of Labor. Those claims were finally resolved in 2019.

Natural Resources:

OTA provides legal advice to NIT Natural Resources Department staff on a myriad of issues including cultural resources, water quality, enforcement, off-Reservation treaty right protection, forest practices, Endangered Species Act issues, and hunting and fishing. To protect NIT's treaty fishing rights off-Reservation, OTA is involved in a continuing collaborative effort with Natural Resources staff to develop a strategy for protecting the Nooksack River fishery habitat. We have been involved in Washington State efforts to file an adjudication of all water rights in the Nooksack River basin and with efforts to determine an instream flow rule for the Nooksack River. In litigation, OTA, together with outside counsel, continued to work with other tribes in representing NIT's interests before the federal courts to prevent the State of Washington from maintaining a culvert system that blocks salmon migration, diminishes salmon populations, and interferes with the Tribes' treaty fishing rights. We have planned meetings with Whatcom County to remove and replace its barrier culverts.

Economic Development and Enterprises:

OTA provides advice concerning federal procurement requirements for both qualified tribally owned businesses and NIT government. Related to tax considerations, OTA has worked with the Department of Revenue in an effort to gain exempt status for various NIT owned property. This office advises NIT and its enterprises in various areas of taxation and business operations, including pension plans, sales tax, and cigarette tax, impacts from land repurchasing, as well as construction issues. In addition, OTA assisted the Casino with regulatory issues raised by NICG. Most recently, OTA has assisted with recent compact gaming amendments to increase the number of slot leases available to the Tribe and to allow Class III gaming at the Northwood Casino. The Compact with the State of Washington to allow Class III gaming was finalized in 2019 and OTA continues to work on regulatory issues surrounding Class III gaming.

OTA is currently assisting the Market Center with its motor fuels transition and with its plans to construct a convenience store on the Northwood property.

Prosecutor's Office:

OTA provides for civil legal enforcement of hunting, fishing and various other civil violations. OTA also represents NIT in enforcing its criminal laws through the Nooksack Tribal Court.

Probate:

Through a contract attorney, OTA provides a clinic for Tribal members who need legal services in preparing and drafting wills, trusts, and other estate planning documents. OTA has recently expanded to provide services on an emergency basis.



Planning Department

In 2019 the Planning staff worked on several projects. We are continually working with Land Records and aiding Tribal members in obtaining information regarding Trust land that they may own a share in. We can work with BIA or IHS in order to complete Land Records tasks. These can include: Trust to Trust transactions, Fee to Trust transactions, Title Status Report requests, IIM account requests, Gift Deed applications, Sanitary Service Application assistance, and general land inquiries.

Planning works with IHS to help Tribal members obtain sanitary services. These services include: the installation of a well, water testing prior to operation of a new water system, installation of any water treatment system, and finally the design and installation of an on-site sewer system. It is important to remember that when requesting these services that each system is to be maintained by the home owner. The Tribal Council and IHS have an agreement in place in which IHS provides Tribal members some funding for sanitary services. These services are provided by IHS and can aid any person that is enrolled in a tribe that is living within the Nooksack Tribal service area. These IHS services can be provided on Trust land and on Fee land. The land only needs to be owned by an enrolled Native and must be deeded for Fee land or must have a TSR for Trust land.

Planning also works with other departments, school districts, 184 lenders, and agencies to complete various land status tasks. When working with 184 lenders be sure that if you want to purchase Fee property that you are working a licensed realtor. If purchasing Trust property, that a current TSR is requested. We also aid other departments by reviewing or providing draft designs of various projects. There have been many inquiries in 2018 and 2019 about building permits on Individual Trust land. This is an area that there should be an ordinance in place for services provided by the Tribe to the membership for such requests. Although currently Planning does not issue building permits, we would like a chance to review all blue prints, schematics and other related building documents to help insure that Tribal members are receiving quality services from outside vendor/ contractors. As a part of planning and design, we would also like to keep copies of proposed individual trust building/housing on file in the Planning offices. Keeping such files in our offices helps with planning future additions/remodels and can often times help with contractor warranty issues that may arise.

Transportation continues to work with agencies such as BIA, county, and state agencies to accomplish transportation goals. We continue to work on improving safety within our Tribal road inventory. These safety improvements will include speed bumps, improved street lighting, and some drainage problems.

The Driver's Education and safety program had 29 students for the 2019 year. During the class, students are taught a lot about mobility safety, which includes bicycles. Students also learn how to safely change a tire. An important note is that Driver's Education operates on a sliding scale and is offered to all eligible people with driving permits. In 2019 we had additional sites to hold classes. The currently licensed sites, although not all sites are used, include: Administration building, Social Services building, and the new class room site at the Tribal Maintenance building. By adding this site, we have a little more flexibility of when we can offer class times. A goal for



Roswell Cline Jr.
Planning Manager



Ed Kelly
Planner III

Not pictured:
Clayton Roberts
Planning Tech



PLANNING DEPARTMENT

NOOKSACK INDIAN TRIBE



Sarah Kentner

Mobility Education & Safety
Instructor

2020 is to offer Knowledge Exams to the students. If you need help with realty issues or Driver's Education training, you can contact us at 360-592-0162.

Planning has aided in obtaining realty information on possible Land Acquisitions for the Tribe. The land acquisitions for 2019 include: Admin/Social Services Parking Lot; a Halverstick parcel which is next to the Northwood Casino; Deming Church Parcel; and the Timber Ridge property. Planning is also helping with locating a site for the new Clinic project. There is a lot of work that is going into making sure that we have a good location, that we can meet possible expansion needs, and that we can work towards combining all of the Tribal Services in one location, or one building.

When planning is working closely with other agencies, especially government agencies, please be aware that government shut downs can affect some programs and response times from government agencies. Please note that currently there is not any funding from the Tribe to aid with land surveys. Planning would like to be able to work this into the program in the future and offer this service to Tribal members, either at some sort of discounted price or possibly even free of charge. This will require some more close work with BIA to implement, but as Tribal Trust properties change ownership, it changes the dynamic of all shareholders.



Gary Kentner

Mobility & Safety Instructor

GIS is a growing portion of Planning and Mapping. This software will help Planning create a more diverse database of all Tribal lands in the Nooksack Tribe service area. With each little bit of information that gets added to the existing database, new ideas are added about what GIS can provide and how the information can help the Tribe determine best uses. The GIS database is constantly evolving. This is a continuing project for Planning.

2019 has been a year for preparing for the upcoming Decennial Census. The US Census is an important part in all government programs which happens every 10 years. The Census provides a snapshot total population count for the US. The Census is used to determine how many seats each state gets for the House of Representatives and determines the boundaries of the congressional and state legislative districts. The Census also helps to determine where billions of funding should be allocated for Health & Community services. These services include Head Start, WIC, SNAP, Housing Vouchers, and other important job training and community development programs. When communities are under counted, those communities may not receive full program funding, so please participate. The Census questionnaire can be completed by mail, online devices (computer, smartphone, or tablets), telephone, or by a Census enumerator that comes to your home to complete the survey. It is important for Natives to self-identify as Native for the Census and to include which tribe they are affiliated with. April 1st is Census day, but Census operations can continue through September of 2020. All Census information is confidential for 72 years.



SOCIAL SERVICES DEPARTMENT

NOOKSACK INDIAN TRIBE

Social Services Department

The Nooksack Social Services Department operates under at least 13 different funded programs/grants, with 11 employees, and 8 of the employees being Nooksack Tribal members.

Programs & Services Available:

- Low Income Home Energy Assistance Program (LIHEAP)
- Community Services Block Grant (CSBG)
- Emergency Food Assistance Programs (EFAP)
- Child Care Development Fund (CCDF)
- Temporary Assistance for Needy Families (TANF)
- Native Employment Works (NEW)
- Elders Program
- General Assistance Program (GA)
- Elders Septic Assistance
- General Education Program (GED/ABE)

ENERGY & FOOD ASSISTANCE PROGRAMS

LIHEAP & CSBG provided assistance to 120 Nooksack Tribal Members with energy assistance. Food Bank provided 19,915 pounds of food to the community. Nooksack Tribal Food Bank receives various cash donations throughout the year. These donations help provide additional food bank items for the holiday months of November and December.

- Assisted 240 Nooksack Tribal Members with a monthly food voucher
- Assisted an average of 120 Community Members per month with monthly Food Bank
- Assisted an average of 240 Tribal households with monthly Commodity Foods Program

CHILD CARE PROGRAM

CCDF Program assisted an average of 12 Tribal households per month with childcare/daycare cost

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

TANF assisted an average of 35 families per month and helped provide supportive services to clients and their children. TANF sponsored a back to school clothing/school supplies and winter coat/boot day for all kids on the TANF program.

TANF program has had many successes this year: 2 high school graduates; 1 GED graduate; 1 college graduate who is working full-time for Nooksack; and 1 single father who regained his license and got his family into a house of their own.



Heidi Davis
Director of Social Services



Sherie Johnny
Assistant Director of Social Services



Sarah Cline
TANF Receptionist/NEW Program Coordinator



SOCIAL SERVICES DEPARTMENT

NOOKSACK INDIAN TRIBE



Stewart D. Roberts

Employment & Training
Caseworker

Some of the other supportive services that are provided to eligible clients are:

- New baby and hygiene care packages
- Emergency housing assistance
- Monthly/quarterly bus passes
- Gas vouchers
- Sports/ASB fees
- Good grade/attendance incentives
- Marriage incentives
- Emergency food
- Interview/work clothing
- Auto repair/auto insurance
- Driver's education

Not pictured:

Rosalena Joseph

TANF Caseworker/General
Assistance Coordinator

NATIVE EMPLOYMENT WORKS PROGRAM

NEW Program assisted 25 Tribal members through their first year of employment with a goal of sustaining employment and developing self-sufficiency through permanent employment. Some of the services provided include:

- Employment Clothing
- Hygiene supplies
- Gas voucher
- Emergency food voucher
- Utilities
- Housing rent/deposit
- Bus passes
- Optical Assistance
- Auto expenses including: insurance, car payments or repairs



Sativa Robertson

Lead TANF Caseworker

ELDERS PROGRAM

Nooksack Elders Programs provides hot, nutritious meals five days a week at our Elders Building located next to the Elders complex, where we also hold weekly crochet/knitting circles, crafting days, quarterly birthday celebrations, bingo, and holiday celebrations. Elders are eligible to participate in the daily lunches at the community building, sign up for one meal a day at Nooksack Northwood Casino, and are provided a Thanksgiving Turkey voucher program.

The Nooksack Tribal Elders program hosted their annual Elders Luncheon in October and brought together approximately 250 elders from other tribes and bands. The event was a success with the help of the Social Services staff, all the other Tribal departments that donated or helped at the event.

The Elders Programs is funded by two different sources: Title VI Programs and the Nooksack Tribal Council. These funds help pay for the following:



Jennifer Boome

Skagit TANF Receptionist



SOCIAL SERVICES DEPARTMENT

NOOKSACK INDIAN TRIBE



- Annual salaries/benefits for Elders Program employees
- Indirect costs
- Elders and employee travel per diem
- Charter shuttle rentals
- Fuel for daily transports to Elders Luncheons or events
- Equipment, food and supplies
- Vehicle maintenance
- Holiday & birthday celebrations
- Thanksgiving turkey voucher program

Nooksack Tribal Elders have traveled to the following locations in 2019: Lincoln City, Upper Skagit, Swinomish, Tulalip, Grand Ronde, Lummi, Puyallup, Chehalis, and Samish

Elders Septic Assistance Program

The Elders Septic Assistance Program assist 9 Nooksack Tribal Elders with septic related repairs or maintenance one time this calendar year.

GENERAL EDUCATION PROGRAM

The GED Program offers instruction in basic reading, writing, math, and GED preparation. The ABE prepares students in basic reading, writing, and math. GED will prepare students in Language Arts, Reading, Social Studies, Science and Math. (Equivalent to a diploma) GED/ABE program offers assistance at two locations: Deming TANF Office- Monday, Wednesday, Friday & Skagit TANF Office- Tuesday & Thursday. Program offers other assistance: Free computer and internet access and help with resumes and cover letter.



Crystal Bailey
Energy & Food Programs
Coordinator



Leon Cline
Travel & Events Coordinator



Setoga Tigilau
Elders Driver

Not pictured:

Tara Rodriguez
Elders Nutrition and Program
Coordinator



Raymond Dodge
Chief Judge

Nooksack Tribal Court

The Nooksack Tribal Court system was established by the Nooksack Tribal Council in accordance with authority vested in it by the Constitution and Bylaws of the Nooksack Indian Tribe of Washington. It consists of the Nooksack Tribal Court, established in June of 1980, and a Court of Appeals, established in June of 1986.

The Tribal Court's mission is to fully implement the general jurisdiction and judicial powers statutorily delegated by the Nooksack Tribal Council. The Court staff strives to professionally, effectively, fairly and equitably administer justice to the Nooksack Community. The purpose of the Tribal Court is to provide for a system of criminal justice and the resolution of civil disputes for the Nooksack Indian Tribe, and all persons, property and resources subject to its jurisdiction.

The Court has implemented an electronic record keeping system for all court matters to supplement the hard paper copy. Current court files are maintained electronically, and the clerks continue the task of digitizing the voluminous historic files for preservation.



Julie Missing
Court Administrator

This year, the Court developed new forms and revised numerous older forms for various types of filings. Forms are available for many types of proceedings, ranging from petitions for guardianship to petitions for dissolution of marriage, to petitions for name changes. The forms are designed to make the filing of a case with the Court as easy as possible. The Court has an established fee schedule applicable to the filing of cases and pleadings.

All Court staff attended training programs and seminars in 2019 in order that the Court may provide the best service possible. In addition, the Tribal Court is in the process of establishing a Wellness/Drug Court. It is envisioned that the process will be completed by the end of 2020.

The Tribal Court is open during regular Tribal government business hours, Monday through Friday, 8:30 am. to 5:00 pm. (closed for lunch from noon to 1:00 pm.). By order of former Chief Judge Montoya-Lewis, all civil filings must be received by the clerk's office by 3:30 pm. and all criminal filings must be received by the clerk's office no later than 4:00 pm.



Betty Leathers
Child Support/Civil Court
Clerk



Deanna Francis
ICW/ Criminal Court Clerk



Cody Barry
Police/Probation Officer



TRIBAL GAMING AGENCY

NOOKSACK INDIAN TRIBE

Tribal Gaming Agency

Mission Statement:

The primary mission of the Nooksack Tribal Gaming Agency is to coordinate and lead the efforts within the Nooksack Indian Tribe's gaming operation to preserve the integrity of Indian Gaming and to regulate and protect the Tribe's gaming assets.

The Nooksack Tribal Gaming Agency is responsible for all primary on-site regulation of applicable Federal Controls, Tribal/State Compact, Tribal Ordinances, Tribal Gaming Regulations and Internal Controls that pertain to the Tribe's gaming operation.

The Agency must enforce these regulations and controls in a fair, consistent and impartial manner. The Agency serves the members of the Nooksack Indian Tribe by providing regulatory service in a professional and courteous manner and it is to these people that the Agency is ultimately responsible.

Staffing:

The Tribal Gaming Agency employs (10) full time employees to ensure that the Tribe's casino remains in compliance with Tribal, state and federal regulations. The Tribal Gaming Agency is an entity of the Nooksack Indian Tribe and therefore the Agency employees fall under the oversight and policies of the Nooksack Indian Tribe's Human Resources Department for all personnel related issues or processes.

The Tribal Gaming Agency conducts daily, weekly, monthly and quarterly audits, checklists and inspections to ensure that all aspects of the gaming operation are in compliance. Equipment inspections and dealer evaluations are conducted to ensure the integrity of the gaming operation is preserved.

Licensing Activity:

- License Renewals: 77
- Tribal Employees: 15 Nooksack (6 supervisory positions) 14 Other Federally Recognized
- Total Applicants Processed in Licensing during 2019: 207
- Total Licensed Employees as of 12/31/2019: 178
- Class III Vendors: 14

Not pictured:

Dusty Botteron
Tribal Gaming Agent

Patron Barring's:

- Self-bar 2019: 42
- Self-bar waivers 2019: 15
- Other Patrons barred 2019: 21

Jenette Cuellar
Tribal Gaming Agent

Not pictured:

Charlott Melland
Executive Director

Trevor Andrews
IT Network Administrator

Shannon Kentner
Soft Count Agent

Sarah Abitia
Tribal Gaming Agent

Karina Asencio
Tribal Gaming Agent

Susan Epp
Licensing Agent

John Bass
Tribal Gaming Agent

George Peterson
Tribal Gaming Agent



TRIBAL POLICE DEPARTMENT

NOOKSACK INDIAN TRIBE

Tribal Police Department



Michael Ashby
Chief of Police

The Nooksack Police Department is dedicated to providing excellent community response, assistance and service to the Nooksack Community. Our continued focus is to ensure a safe community for all, and an environment where families can thrive. To provide the best service to our community, and the best training and equipment to our officers, so they can continue to provide high levels of service to all.

Department Composition

The Nooksack Tribal Police Department is composed of a Chief of Police, two Sergeants, a Conservation Officer, four patrol officers, and a combination Probation/ Patrol Officer. We have two Nooksack Tribal members, both of these are in Supervisor positions, as Sergeants for the department. We are proud of our staff and strive for Culturally Sensitive approaches to our law enforcement duties. We have a policy of Native American preference in the hiring of law enforcement staff, and are committed to recruit officers from within the Nooksack community. Our goal is to provide professional, respectful and responsive service to our community members.



Francisco Sanchez
Police Sargent

Crime Trends:

- Violent Crime was down for 2018, and continued to decline in 2019
- Property Crimes were down for 2018, and continued to decline in 2019
- Drug complaints were up for 2018, but declined in 2019, with the majority of complaints coming from the Northwood Casino.
- Tribal Buildings found unsecured declined in 2019, from 176 in 2018, down to 94 in 2019. This is a great improvement in Tribal security.
- Alcohol complaints were down for 2018, and declined for 2019
- Total calls for assistance from the Community slightly increased over 2018.



Roman Swanaset-Simmonds
Police Sargent



Brandon Farstad
Natural Resource
Enforcement Officer



Daniel Bennett
Police Officer



Daniel Nevares
Police Officer



TRIBAL POLICE DEPARTMENT

NOOKSACK INDIAN TRIBE

Crime Statistics

	2017	2018	2019
911 Hang-ups	27	20	12
Alarms	19	7	10
Attempted Suicides	5	3	4
Assaults	7	4	3
Burglary	6	4	7
Child Abuse	3	3	4
Domestic Violence	18	24	14
Drug Complaints	34	43	36
Deaths	0	1	1
Disorderly Conduct	4	6	4
Fish & Game Violations	18	25	14
Harassment	5	3	2
Lost & Found	13	9	5
Noise Complaints	8	6	7
Paper Services	92	74	97
Resisting Arrests	1	2	4
Security Checks	149	81	76
Suspicious Activity	22	17	28
Thefts	31	37	24
Trespass	9	5	13
Unsecured Buildings	158	176	94
Vehicle Accidents	9	6	10
Warrant Arrests	12	9	13
Weapon Complaints	3	2	1
Total Calls for service:	1,091	1,189	1,220



Gordon Alves
Police Officer



Kevin Whitney
Police Officer



Cody Barry
Police/Probation Officer





TRIBAL POLICE DEPARTMENT

NOOKSACK INDIAN TRIBE

2020 DEPARTMENT GOALS

Professional Service and Community Safety continue to be the primary goals of the Nooksack Tribal Police Department. Officer training opportunities create professional and skilled officers who are better able to provide quality service to the Nooksack community. We had a very stable workforce in 2019, having only one resignation, in the Probation Officer position. We received our new 30-foot SAFE Boat in November 2019, and will be increasing marine enforcement in 2020. The SAFE Boat was paid for through grant funding in the CTAS grant program. We secured the Stonegarden grant to cover the costs of fuel and officer salaries while on marine patrols.

The SORNA grant ended in October 2019, but we received a Victim's of Crime (VOC) grant to cover a Community Outreach Officer position, which covers an officer, associated training and equipment for three years. This position will spend time with the elders; visit weekly with the Timber Ridge school and Head Start programs; attend Community events; continue with the SORNA program tracking; and respond to community concerns.

We applied for additional Stonegarden funding to place a camera system in the parking lot area of the Northwood Casino. This will allow the police to remotely observe the activities of the parking lot area, without having a police officer on-site. This reducing the impact to Casino activities, while increasing our ability to deal with the drug activity associated with that location.

The Nooksack Tribal Police Department now has 24-hour officer coverage, to respond to the needs of the community, 365 days per year. We continue to have officers reach out to the community, through events and gatherings, to introduce our officers to the Community. We produced "Cop Cards" with photographs of each officer and a short history of their life on the card. These were passed out in the community, to allow community members to get to know our officers as people, not just police.

Our two Sergeants, Roman Swanaset and Francisco Sanchez, each have a position of leadership within the department. Sgt. Swanaset is our current Firearms Instructor and has voiced a desire to attend more community events as the face of the Nooksack Tribal Police Department. Sgt. Sanchez is active in Natural Resources Enforcement and has served as our 24-foot police patrol boat captain. Both of these officers have assisted with seafood harvest for the elders, the Canoe Journey in 2019, and have requested to do so again in 2020.

We received the Tribal Access Portal (TAP) grant in November of 2019. This project will allow the police to enter fingerprints directly to the FBI, receive national criminal history reports (NCIC), and enter Domestic Violence court orders for the Nooksack Tribal Court, into a national database. There is the ability to expand this system to the Human Resource Department, for use in running criminal histories for Tribal employees, Child Support Enforcement records checks, criminal histories for employees working with children, and Nooksack Tribal Housing criminal history checks for tenants. The system comes with one full terminal, which will be housed at the Police Department and several sets of software for use in the Nooksack Tribal Court and the Human Resources Department.

Each year the Nooksack Tribal Police Department becomes better trained and better equipped to safeguard the community. We currently have a MOU agreement with the Whatcom County Sheriff's Department which needs to be updated. A new agreement has been sent to the Nooksack Legal Department for review and meetings have been held with the Whatcom County Sheriff, Bill Elfo who has agreed to the need for an updated agreement. We have also discussed the possibility of a General Enforcement Authority agreement, which would allow the Nooksack Tribal Police to enforce Washington State law on non-tribal persons living on Nooksack Tribal lands. Again, Sheriff Elfo was supportive of the idea and was currently working with the Lummi Nation Police Department on a similar agreement.

- Michael S. Ashby, Chief of Police, Nooksack Tribal Police Department



VETERANS PROGRAM

NOOKSACK INDIAN TRIBE

Veterans Program

The Nooksack Tribal Veterans Program is to assist Tribal Veterans. The program provides services to obtain their discharge papers, apply for assistance from the VA Health Care System, for connected compensation benefits, apply for home loan benefits, and to help educate veterans on all of the benefits available to them.

Annual Events Hosted by the Nooksack Tribal Veterans Program:

May 27 – Memorial Day Ceremony and Luncheon

The Nooksack Veterans Program and The American Legion, Wendell H. Fidele Post 83 host a Memorial Day, originally called Decoration Day. The purpose is a day of remembrance for those lost in service of the United States of America by doing a Memorial Day Ceremony with guest speakers and providing a BBQ fish lunch.

November 11 – Veterans Day Ceremony and Luncheon

The Nooksack Veterans Program and The American Legion, Wendell H. Fidele Post 83 host a Veterans Day Ceremony. This holiday is held on November 11th at 11:00 am. to honor all military personnel who have served in the U.S. armed forces. Veterans Day was originally called “Armistice Day,” and the date was chosen to commemorate the signing of the armistice with Germany that ended hostilities during World War I. The ceremony is celebrated by having guest speakers and providing a BBQ fish lunch.



Candace Kelly

Veterans Coordinator

Scheduled Meetings:

The American Legion, Wendell H. Fidele, Post 83, meet March, April, May, September, October, and November every 3rd Tuesday of the month at 6 pm, in the Administration Building Conference Room, located at 5016 Deming Road, Deming Washington. We encourage all Veterans, Tribal and non-Tribal to join us.



Wendell H. Fidele Post 83 members attend the 2019 Veterans Day Ceremony



YOUTH & FAMILY SERVICES

NOOKSACK INDIAN TRIBE

Youth and Family Services

Not pictured:

Katrice Rodriguez, MSW

Director

The Youth and Family Services Department is funded by a combination of governmental funding sources including, federal, tribal, and state Indian Child Welfare grants. As of 2019, the Youth and Family Services Department has successfully been awarded additional grants to expand its services with programs beyond child welfare.

Indian Child Welfare Program and Independent Living



Kayleasha Davis

Program Assistant

The BIA, Tribe, and WA State share a common goal to protect Native children and their families. In support of the goals and efforts to protect Native children, annual funding is provided to the Youth and Family Services Department. The Nooksack Youth and Family Services Department staffs two (2) caseworkers who actively work in partnership with the Washington State Department of Children, Youth, and Families to provide case management and advocacy for Nooksack families. The Independent Living Program provides additional services for our Nooksack children who are 15 years or older and in an open dependency through DCYF or through Nooksack Tribal Court. Independent Living Services include various services to support Nooksack youth into young adulthood with the tools necessary for independent living.

Extended Foster Care



Megan Cooper

Lead Caseworker

In 2019, the Nooksack Youth and Family Services Department advocated for policy revision that would amend the Nooksack Tribe Youth Code, Title 15. The amendment extended the definition of a youth from 18 years of age to 21. The purpose of this amendment was to allow youth who “age out” of the child welfare system but who still need supports and services, to access the Extended Foster Care Program. The Extended Foster Care Program is a great benefit for Nooksack young adults who need ongoing support while working towards independence.

Tl'íls Ta'á'altha

The Nooksack Youth and Family Services is excited to help develop a new Victims of Crime Program that will be named Tl'íls Ta'á'altha. As explained by Nooksack Language Teacher, Loren Roberts,

Tl'íls Ta'á'altha means to “love myself... honor yourself so that you won't let anyone hurt you and so you won't put anything in your body that would hurt or harm you.”



YOUTH & FAMILY SERVICES

NOOKSACK INDIAN TRIBE

The Nooksack Youth and Family Services Department has partnered with the Bellingham-Whatcom County Commission on Sexual Assault and Domestic Violence to conduct a strengths and needs assessment to help in developing an effective program to address domestic violence, sexual assault, and elder abuse in Nooksack. The Tl'íls Ta'á'altha program will employ an advocate and an attorney to provide vital and pertinent services to Nooksack. The Tl'íls Ta'á'altha program is made possible from a grant awarded by the U.S. Office for Victims of Crime Tribal Victim Services Set-Aside Program in the amount of \$677,152.

In addition to the Victim of Crime funding received, Nooksack Indian Tribe was also awarded funding from the U.S. Office on Violence Against Women - Tribal Government Program in the amount of \$448,669. A portion of this grant will be used to support and enhance services to victims/survivors of domestic violence, sexual assault, and elder abuse. Funding will be used to provide cultural healing activities to our Tl'íls Ta'á'altha program participants such as weaving, canning, quilting, etc. Funding will also be designated to provide emergency housing for victims.

Supervised Visitation and Safe Exchange Program

The Nooksack Youth and Family Services Department has been working to redevelop the Supervised Visitation and Safe Exchange Program. The Supervised Visitation and Safe Exchange Program provides a safe space for children involved in domestic violence situations between their parents to visit their non-custodial parent. The program has been under development for 2019. A space has been identified to house the program and will launch its services in 2020. The Supervised Visitation and Safe Exchange Program is funded by the Justice for Families grant in the amount of \$599,448. Grant funding will provide training for a visitation supervisor and an attorney for families who are victims of domestic violence.

Child Protection Team

The Nooksack Tribal Council declared that its children are its highest priority and established the Nooksack Child Protection Team (CPT). The CPT is tasked with ensuring the best interests of the Nooksack children in need of protection. The CPT is a multidisciplinary team of professionals composed of representatives from Nooksack Tribal Departments and Programs who work with children and families. The Nooksack Youth and Family Services Department facilitates the CPT meetings once a month. The WA DCYF staff also attend CPT to gather advise from the CPT regarding cases of child abuse and neglect being investigated by their office. The CPT is a highly confidential team established to advocate, protect, and promote the care of Nooksack children and families.

Not pictured:
Tess Cordero
Caseworker



Marilyn McLean
ICW Attorney



Ken Levinson
ICW Attorney



YOUTH & FAMILY SERVICES

NOOKSACK INDIAN TRIBE

WA Dept. of Children, Youth, and Families Tribal Policy Advisory Committee

In 2019 the Washington Department of Children, Youth, and Families created a Tribal Policy Advisory Committee (TPAC) and requested delegates from each WA State Tribe to weigh in on policy decision making and improvements with WA State officials. The Nooksack Youth and Family Services Department Director, Katrice Rodriguez, who is a Nooksack Tribal member, was appointed as the TPAC Delegate for Nooksack. Katrice possesses a Master's in Social Work - Community, Organization, Planning, and Administration, with a focus on social policy and justice. Katrice is familiar with the Nooksack Indian Tribe and with her experience and knowledge, she will represent the Nooksack Tribe and our children and families well. TPAC meets quarterly with WA State staff quarterly in Olympia, WA.

Bellingham-Whatcom County Commission on Sexual and Domestic Violence

The Bellingham-Whatcom County Commission on Sexual and Domestic violence is a commission of up to 31 members whom are leaders in the community and systems that respond to domestic violence and sexual assault. The Nooksack Youth and Family Services Director serves as part of the commission as a Designated Governmental Representative and represents Nooksack in the area of sexual and domestic violence.



Economic Development



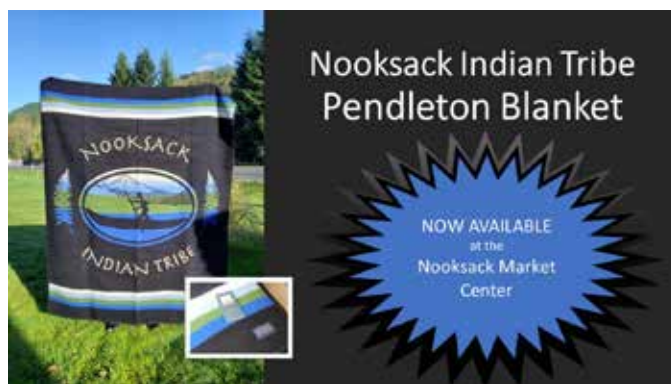
Nooksack Market Center



2019: Was a good year for the Market Center. Having the new 76 branded fuel all of 2019 helped the Market Center grow fuel business, as well as the in-store sales.

Strategically: Our goal for 2019 was to be more competitive in the fuel market. As a result, we were able to grow the fuel gallons 41% over 2018 gallons at the Market Center. That increase amounts to 613,000 gallons through the month of December. Our social media outreach continues to grow with new followers, from the giveaways and promotional pricing we offer here at the Market Center. The Market Center continues to work with our vendors to offer aggressive retails and great displays. We also work to find products to offer multi-pack item sales to entice the purchase of more than one item.

Networking: The Market Center is a founding member of the Tribal Convenience Store Association, which is an association for Tribal C-Stores. We network together with 27 of the 29 tribes in Washington, 41 tribes in 7 states. Washington, Oregon, California, Idaho, Montana, Wisconsin and Oklahoma. The original name, Tribal Summit Group, has changed to Tribal Convenience Store Association. Together we network to share best business practices and work as a group with national vendors to promote national brands. As an association, we bring in national speakers to educate our group in the latest trends. We focus on topics such as loss prevention, security solutions, human resource practices, merchandising, building leaders, in-house investigations, and other areas to advance our exposure to the latest industry common practices



Concerns: The Market Center will be 18 years old this coming fall and we are starting to have equipment issues. In many cases it requires replacement of equipment, and although we do have a preventive maintenance program in place, wear and tear still does happen. The Market Center plans to install a new walk-in cooler that will make it helpful for expanding food service. Due to outdated equipment running our Beer Cooler and Walk-in Cooler, we are making plans to replace refrigeration units to keep them running to full capacity. Also, we are going to need to change out the underground fuel lines for our unleaded fuel products in order to meet EPA standards.

Goals: The 2020 goals of the Market Center are to continue operating under best business practices, staying focused on maintaining margins, and growing the business. Customers are always looking for innovative products and the Market Center strives to meet those demands by offering an assortment of new products in the various in-store departments. Food service is a growing segment in the convenience store industry and moving forward we will continue to look for ways to grow this portion of our business. In 2020 the Market Center's plan is to be aggressive with our fuel program and build on our numbers.



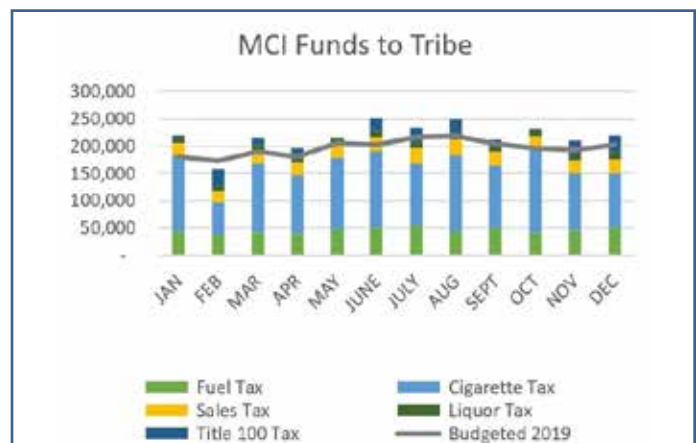
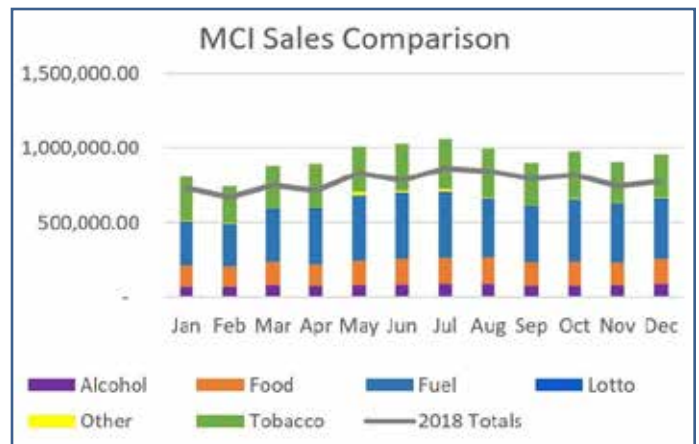
Annual Review of 2019: The Market Center was able to **grow its total inside sales by 7%** from the total inside sales in 2018. We continue to work with tobacco companies in order to develop promotional offerings for our customers to battle the industry trends of declining tobacco and cigarette sales. The tribal cigarette and tobacco brands that the Market Center offer has developed a following with our customers. Between 2018 and 2019, the Tobacco sales have shown an increase of 10%. The Market Center's grocery sales continue to grow and **are up 12%** from the 2018 sales numbers.

Continuously introducing new products and offering promotional pricing on our popular products has helped to drive sales. In 2019 we introduced several new pizzas that included the Buffalo Chicken Pizza, the Heat & Sweet Pizza, and the Sweet Chili Chicken Pizza. Also introduced to our take home, in-house prepared food items were Chicken Caesar Salads, Chicken Buffalo Dip, Jalapeno Artichoke Dip, Baby Back Ribs, Pot Pies, and much more.

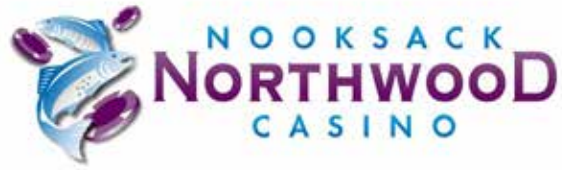
Our food service program continues to show growth with Hot Foods being **11% up** from 2018 and Pizza being **8% up** from 2018 sales numbers. We do this by being creative with our offerings and controlling the margins, shrinkage, and food quality. We work with our vendors to make sure we have the best variety of products, as well as a wider selection of products that are offered by our surrounding competitors. Throughout seasonal changes we strive to maintain a clean, visible presentation of our stock, to have inventory levels to meet our sales, and price incentives to push products.

2019 Distributions:

The Market Center closed out 2019 **13% above** what our 2018 distributions were to the Tribe. These distributions include Fuel, Liquor, Cigarette, Title 100, and Sales Tax. The 76 rebranding was completed in 2019 that enabled the fuel tax dollar increase. The 41% increase in fuel tax dollars for 2019 was \$227,367.00 over 2018 fuel tax dollars.



Northwood Casino



EXECUTIVE SUMMARY FOR YEAR ENDED DECEMBER 31, 2019

Nooksack Northwood Casino operations for the twelve months ending 12/31/2019 yielded an EBITDA (cash flow) of \$3.8 million. This was the result of property wide net revenue of \$16.1 million offset by: \$2.4 million in cost of sales for the restaurants, bars and gift shop; \$5.0 million in employee compensation costs; and \$4.9 million of operating expenses. Net revenue was the result of \$16.2 in gross gaming revenue offset by \$3.2 million in free play and player redemptions; and combined with \$3.5 million in gross food, beverage, and gift shop reduced by \$380k in player complimentarys.

Comparison to budgeted twelve months ended December 31, 2019

Actual year end EBITDA of \$3.8 million was a \$505k (15.5%) improvement to the \$3.25 million planned for 2019. The result was primarily due to higher than expected slot revenues combined with lower than anticipated labor and administrative overhead costs. Slot revenue increased by \$409k on comparably flat free play / player redemption costs. Unfortunately, this increase was needed to cover the Table Games revenue budget shortfall. Table games player turnout projections were overestimated and Table Games revenue fell short of expectations by \$356k. Although this offset most of the slot revenue increase, the addition of Table Games was also responsible for a portion of the slot growth. The lion's share of the slot revenue growth however was driven by a strong return on marketing dollars invested through increased free play and promotional redemption.

Non-gaming revenues grew by an impressive 8.1%. Non-gaming net income was however, flat in comparison. This was due to normally low department income margins being additionally impacted by the popularity of seafood buffet nights. The signature seafood buffet continues to be a primary casino driver during the peak weekend periods.

Payroll, taxes, and benefits were favorable to budget by \$228k. Approximately 70% of the savings was a by-product of the Table Games revenue budget shortfall. Lower business levels equated to lower staffing needs.

Overall operating costs, including general marketing and administrative costs were favorable to budget by \$95k, or 1.9%.

The property's financial performance provided \$1.1 million (an 11.1% increase to budget) in Tribal Economic Development taxes paid to the Nooksack Tribe.



Leonard Habig
General Manager



Mike Kentner
Operations Manager



Michele Habig
Marketing Administrator



Joel Ramos
Slot Manager

Northwood Casino



Tony Johnny
Surveillance Manager



Cherri Roberts
Gift Store Manager



Richard McCauley
IT Manager



Brandon Yates
Food and Beverage Manager



Josh Corona
Manager on Duty



Roy Compton
Facilities Manager



Debra West
Cage Manager



Tina Minio
Manager on Duty

