



2020

**NOOKSACK INDIAN TRIBE
Annual Report**



NOOKSACK INDIAN TRIBE

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2020 Tribal Council



Ross Cline Sr.
Chairman



Richard George
Chairman Vice



Gary Kentner
Treasurer



Frank Leyva
Secretary



Bob Solomon
Council Member



Lona Johnson
Council Member



Roy Bailey
Council Member



Ryawn Cline
Council Member

Departments



Greetings,

It is my pleasure to present to you the Nooksack Tribe's 2020 Annual Report. I hope you will enjoy the information within this report which provides a brief description of the Nooksack Tribe's achievements made during the past year. Our staff continues to work towards expanding and improving services available to the tribal membership even through a Pandemic. The Tribal Council, Tribal Administration and the Tribal Staff continue to be committed to provide services that the members can see, touch and feel.

In the past year, all departments within the Tribe have continued to grow and improve to provide quality services while preserving our Nooksack culture and way of life. The Pandemic did present some unique challenges, but I feel that the employees were able to rise above these challenges and still provide excellent services to the membership.

The work and accomplishments outlined in this report would not be possible without the hard work and dedication of all of our employees, committees, and of course the Nooksack Tribal Council. I hope you find the 2020 Annual Report to be informative!



Sincerely,

Katherine Romero, MPA
General Manager



Charity Allen,
Chief of Staff



Abbie Smith,
Events Coordinator



Melanie Davis,
Receptionist /
Administrative
Assistant



Meagan Sampson,
Receptionist



Elizabeth Ames, CFO



Tyler Emerson,
Controller



Lori Cabbage,
Accounts Payable
Coordinator



Eileah Fornsby,
Accounting Specialist

Accounting and Finance Department

During 2020, the Accounting and Finance Department had eleven full-time staff: a Tribal Chief Financial Officer (CFO) who oversees the department, a Tribal Controller who provides day to day management, a Grants Accountant / Treasurer's Assistant, a General Ledger Accountant, an Enterprise Accountant, an Accounts Payable Coordinator, an Accounts Payable Specialist, a 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, protecting against unnecessary liabilities, and 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) prepare financial reports for over 125 grants ensuring that the Tribe receives all of the funds obligated by various funding agencies; (3) provide bi-weekly payroll for approximately 255 employees; (4) will process more than \$31 million in expenditures during the year and; (5) coordinates risk management insurance coverage to protect Tribal assets.

One of the key challenges in 2020 was determining safe ways to continue providing these financial services during periods of quarantine and lock down, while often operating on a low level of essential staffing only. In addition to the Tribe's normal level of business, Finance assisted in applying for, tracking, budgeting, spending, and reporting on an additional \$15 million in special Pandemic related assistance, helping to process approximately \$6.7 million in direct financial assistance payments to the Tribal membership.

A few of the more notable events that occurred in the Accounting and Finance Department during 2020 were:

- The Independent Auditors completed the 2019 audit of the NIT Primary Government on time with zero findings.
- In addition to the audit of NIT Primary Government, the Department coordinated eight other audits: 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 2021 Indirect Cost Rate Proposal.

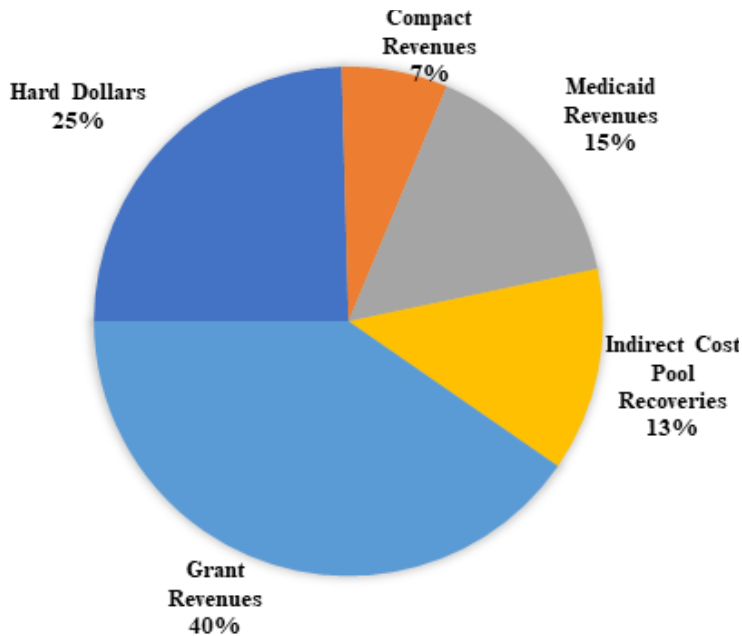


- Prepared and presented the 2021 Annual Budget on time and in balance.
- In cooperation with the Information Technology Department, installed services so that Programs and Departments now have nearly real-time access to financial and budgetary data.



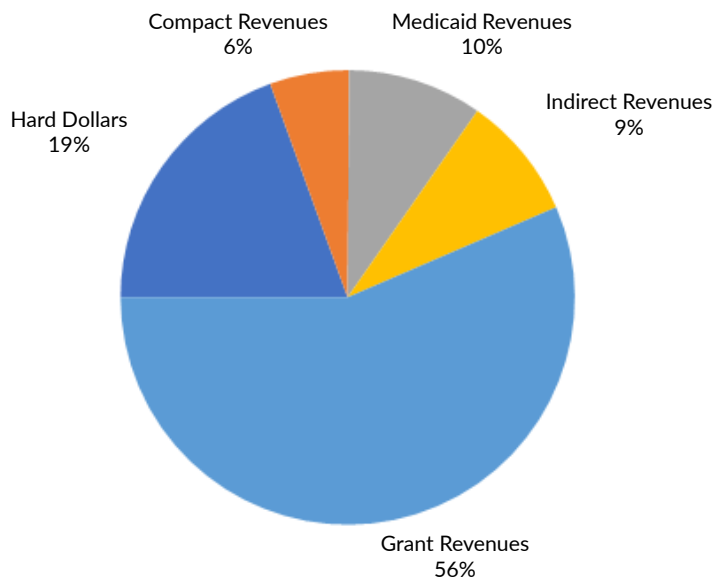
Nikole Knauff, GL Accountant

2020 BUDGETED REVENUES \$42,552,544



Bella Pulido, Accounting Specialist

2020 PRELIMINARY ACTUAL REVENUES \$47,038,588



Rhonda Roberts, Accounting Specialist



Allison Johnson, Grants & Records Specialist



ACCOUNTING & FINANCE DEPARTMENT

NOOKSACK INDIAN TRIBE



Frank Leyva, Grants Accountant

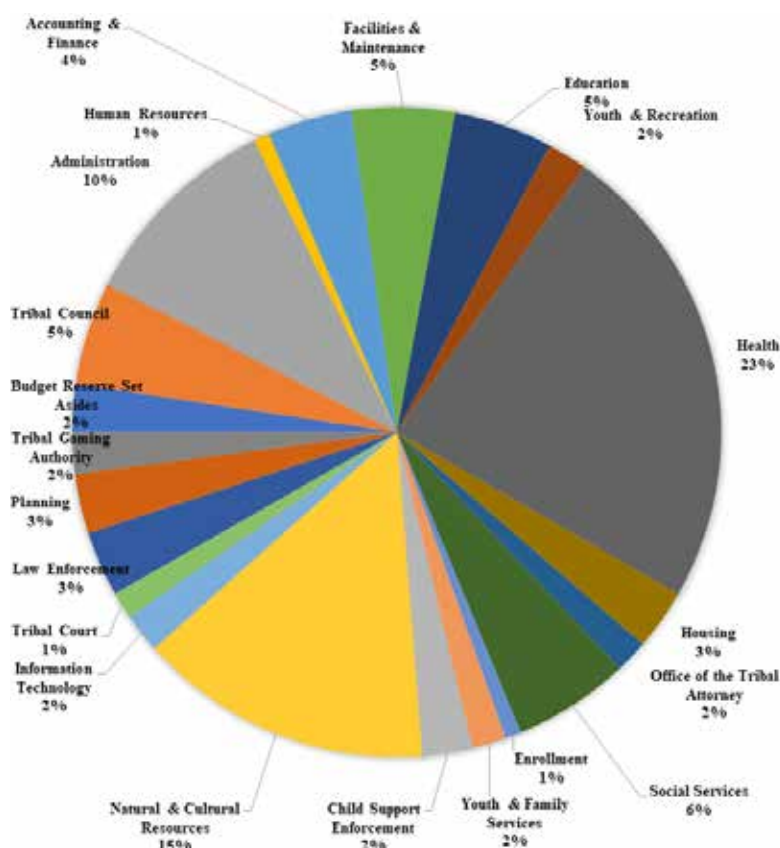
Not pictured:

Mimi Adair, Payroll Coordinator



Kate Clark, Senior Grant Writer

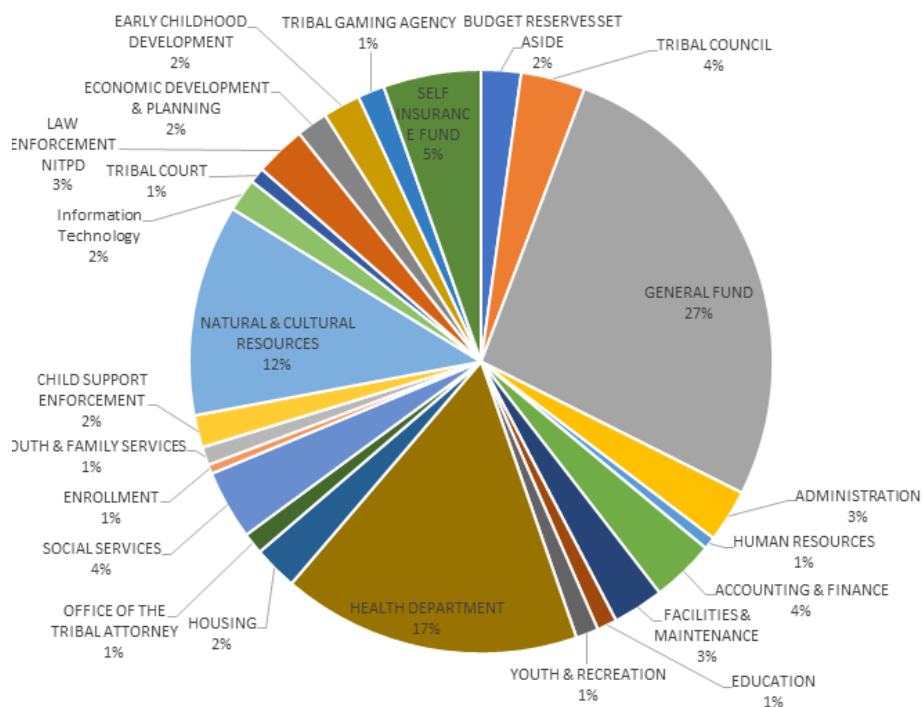
2020 BUDGETED EXPENDITURES BY DEPARTMENT \$42,835,748



PRELIMINARY ACTUAL EXPENDITURES BY DEPARTMENT: 45,540,321 2020



Rachel Rhone, Grant Writer

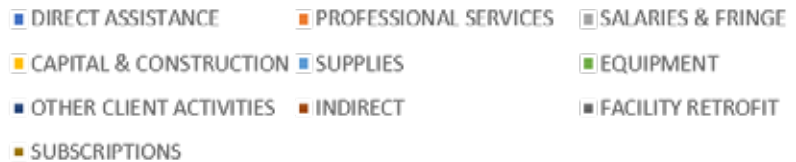
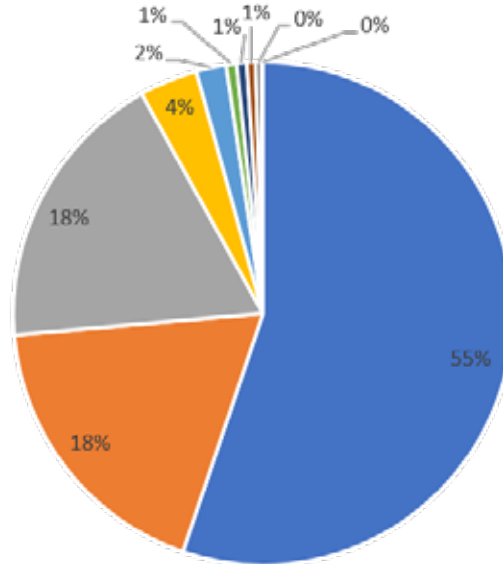




CARES ACT / COVID FUNDING 2020

2020 CARES & OTHER COVID FUNDING TOTALED \$15,406,015

CATEGORY	TOTAL SPENT 2020
DIRECT ASSISTANCE	\$ 6,724,549
PROFESSIONAL SERVICES	2,247,380
SALARIES & FRINGE	2,226,811
CAPITAL & CONSTRUCTION	458,444
SUPPLIES	236,772
EQUIPMENT	82,351
OTHER CLIENT ACTIVITIES	79,690
INDIRECT	68,126
FACILITY RETROFIT	46,088
SUBSCRIPTIONS	11,707
	<u>\$ 12,181,918</u>



GRANTS OFFICE

This has been a challenging and different kind of year for all of us, including the Grants Office, with the pandemic impacting the Nooksack Tribal government and community in all kinds of ways. This has included shut-down of some services at times; loss of casino income; families experiencing job losses and difficulties with paying rent and utilities; childcare challenges; isolation of elders and others; children unable to attend school; and food insecurity. Fortunately, we have been able to access substantial grant funds for such needs as personal protective equipment (PPE) and other equipment and sanitation supplies for the clinic, the Nooksack staff, and community members. We were successful in using grants to support modifications to offices for safety; help with housing costs and preventing homelessness providing food for elders and others who are homebound; preparing and delivering care packages; increasing access to technology so students can access education online; and much more.

Much of this has come to us through the US Treasury CARES Act. Through the Coronavirus Relief Fund, the CARES Act provided payments to State, Local, and Tribal governments navigating the impact of the COVID-19 outbreak. In addition, other sources of financial support have come from area foundations and nonprofits. Some of this funding has come to the Tribe via direct channels, however, many of these grants required separate applications and budgets, so it has been a busy time for our office.

This COVID-related activity was in addition to our regular grant cycles and new and continuation applications. In response, we were able to hire an additional grant writer, so please welcome Rachel Rhone. She comes to us from the Seattle area. Rachel is excited to help us prepare and submit quality grant



proposals -- and increase the amount of grant funding coming in to support needed programs and services. She has great writing skills and is a wonderfully creative problem solver, so we are happy to have her on board!

Looking forward to 2021, we anticipate securing funding to continue and expand important programs, and implement new programs and services as needed. For example, the Grants Office will be working with the Nooksack justice services departments to secure a grant for the new Justice Center. If awarded, this will help pay for furnishings, security systems, final utilities work, and any smaller structural needs to finish the project so justice services can hit the ground running in the new facility starting this year.

So, it's looking to be another busy and productive year. We are looking forward to the time when the COVID pandemic is behind us. In the meantime, stay safe, and mask up!

Automotive Department

MONTHLY 2020



Greg Pulido,
Lead Mechanic

<u>Month & Year</u>	<u>Avg. RO</u>	<u>Car Count</u>	<u>Sales Amount</u>	<u>Avg. Labor</u>	<u>Total Labor</u>	<u>Avg. Parts</u>	<u>Total Parts</u>
1/2020	457.58	26	11,897.12	64.24	1,670.25	372.26	9,678.84
2/2020	566.92	53	30,046.80	182.82	9,689.20	367.59	19,482.47
3/2020	483.97	16	7,743.45	196.02	3,136.24	269.39	4,310.19
4/2020	625.10	21	13,127.11	189.50	3,979.50	419.07	8,800.43
5/2020	1,212.81	11	13,340.96	271.64	2,988.02	918.53	10,103.80
6/2020	595.26	38	22,619.84	186.31	7,079.90	391.92	14,893.00
7/2020	818.70	32	26,198.27	176.36	5,643.66	625.44	20,014.07
8/2020	1,155.75	33	38,139.73	400.75	13,224.88	733.37	24,201.36
9/2020	259.99	6	1,559.91	120.48	722.88	129.51	777.04
10/2020	485.91	54	26,239.15	170.34	9,198.82	299.77	16,187.31
11/2020	629.04	28	17,613.19	128.96	3,611.00	473.28	13,251.87
12/2020	524.66	15	7,869.97	123.50	1,852.50	387.26	5,808.88

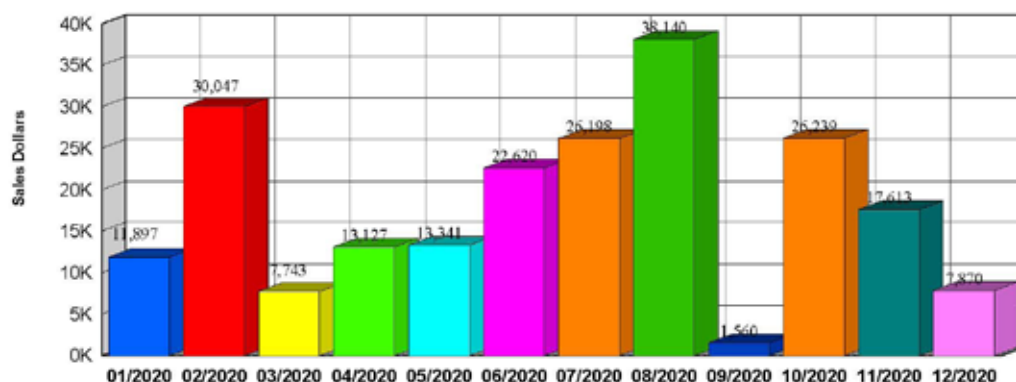
Totals: 333 216,395.50 \$62,796.65 \$147,509.26

Monthly averages for the year 2020

RO Amount & Count: \$649.84 27.75



Jeff Haug, Mechanic





YEARLY SALES 2020

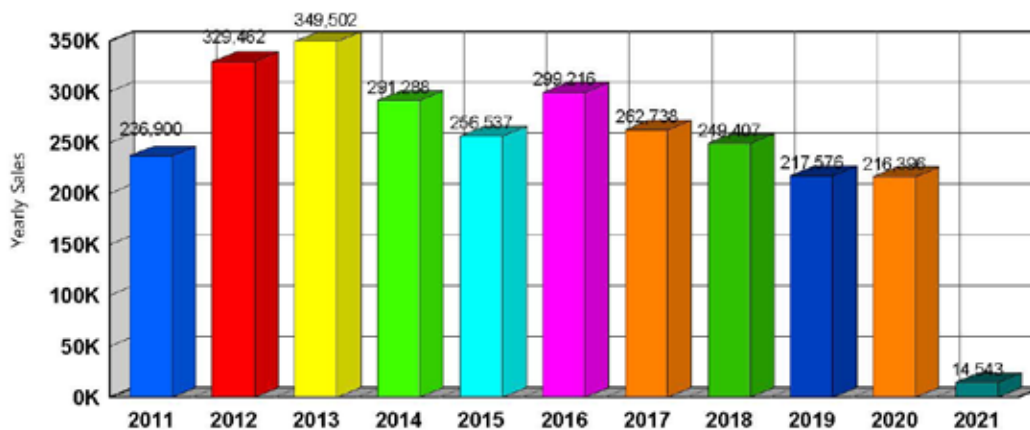
<u>Year</u>	<u>Sales Amount</u>	<u>Car Count</u>	<u>Avg. RO</u>
2011	236,899.96	560	423.04
2012	329,462.34	753	437.53
2013	349,501.55	874	399.89
2014	291,288.49	778	374.41
2015	256,536.73	661	388.10
2016	299,216.24	633	472.70
2017	262,738.44	579	453.78
2018	249,407.16	629	396.51
2019	217,575.89	462	470.94
2020	216,395.50	333	649.84
2021	14,542.61	20	727.13



Looking for a good technician?

**WE EMPLOY
ASE CERTIFIED
TECHNICIANS**

Let us show you their
credentials





Ken Levinson, Director
of Child Support /
Tribal Attorney

Child Support Department

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

Despite the COVID pandemic, the Nooksack Child Support Program (NCSP) continued its efforts to ensure that parents financially support their children and were connected with resources that assist in strengthening the social stability of their families.

CASELOAD



Elaine Zapata,
Program Manager

The Nooksack Child Support Program worked on 225 cases during 2020. Of these cases, 75% 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 2020 were \$183,906 which represents an increase of 29.5% over FY 2019. Of that total, \$ 97,094 was collected in Current Support and \$86,812 was collected in Past Due support.



Kristen Regan,
Case Manager

During FY 2020, a total of twelve (12) non-custodial parents paid off their cases in full.

SUCCESSFUL ACTIVE CASE MANAGEMENT

In 2020, 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.



Juana Branson,
Case Manager

CHILD SUPPORT STAFF

The Child Support staff remained stable in 2020 and worked hard to provide important services whether we were able to work in the office or forced to do so remotely. We were pleased to be able to welcome RoseMary LaClair to the team as our Financial Specialist. Elaine Zapata continued to provide day-to-



Diantha Doucette,
Payment Specialist



Rodney-Louis Johnny,
Administrative
Assistant



Roberta Humphreys,
Intake Specialist, Case
Manager

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. The Intake Specialist/ICW Liaison, Roberta Humphreys, continued 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 served as our main point of contact for clients and enthusiastically supported employees who were forced to work off-site due to the pandemic. Finally, Child Support Director, Ken Levinson, served as director, attorney and proud cheerleader of this remarkable child support team.

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.



RoseMary LaClair,
Financial Specialist



Head Start



MISSION STATEMENT

It is the mission of the Head Start program to provide services and support to children, families and their community. Through partnerships with other community resources we will respectfully identify the needs of children, families and community members while striving to strengthen, educate and empower each by providing opportunities to participate in culturally enriched early Childhood programs.

BRIEF OVERVIEW OF HOUSE OF CHILDREN (HOC) HEAD START

The Nooksack Indian Tribe is located in the town of Deming, Whatcom County in the State of Washington. The House of Children Head Start (hereinafter referred to as HOC) is operated under the auspices of the Nooksack Indian Tribe. The HOC is governed by the Nooksack Tribal Council that includes representation of eight tribally elected officials, and the HOC Policy Council. The Nooksack Tribal Administration oversees the implementation of the HOC's program operations including, but not limited to, financial operations, social services, human resources, and legal; which are reported to the Policy Council and Nooksack Tribal Council.

The HOC is a comprehensive center-based cultural and community focused early learning program for preschool children aged 3-5 years old. The early childhood education program supports school readiness through individualized support in each of these areas; approaches to learning, social-emotional development, language and literacy, cognition, and perceptual, motor and physical development, using the research-based Creative Curriculum for Preschool. Comprehensive services include nutritional, health, educational, and social services for 64 low-income children and families.

The program is currently operating Virtual classrooms due to COVID-19, providing contact with children and families Monday-Thursday, with weekly contactless deliveries of individualized learning materials. When Tribal Health authorities deem it is safe to resume in-person learning, the program will transition to providing hybrid virtual/center-based services before resuming traditional center-based instruction.

Head Start is a comprehensive child development program that provides services to eligible children and families at no cost. In accordance with Federal law, Head Start is prohibited from discrimination on the basis of race, color, national origin, sex, age or disability.

FINANCIAL REPORTS

Nooksack Indian Tribe Fiscal Review

The Head Start program is a major federal fund and reflects revenues and expenditures related to the Tribe's funding agreements with the US Department of Health and Human Services as the Tribe provides health care, social services, and educational services to eligible participants with these revenues. The following are excerpts taken from the Report of Independent Auditors and Governmental Depart-

ment Financial Statements and Supplementary Information for the Nooksack Indian Tribe dated December 31, 2019, with summarized comparative information for 2018 compiled by Moss Adams, LLP, Certified Public Accountants/ Business Consultants.

The Moss Adams audit report found, “In our opinion, the Tribe complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2019” (p. 27).

Coronavirus

Subsequent to December 31, 2019, the World Health Organization declared the novel coronavirus outbreak a public health emergency. The duration and magnitude of the impact of the novel coronavirus and resulting disruption to the tribe’s operations is not quantifiable. It is believed by management that a significant financial impact on the tribe may include:

- a reduction of profit distributions from tribal businesses that were temporarily closed;
- a reduction of tax revenues from tribal and other businesses that are temporarily closed or suffering

From reduced demands given state shelter-in-place orders

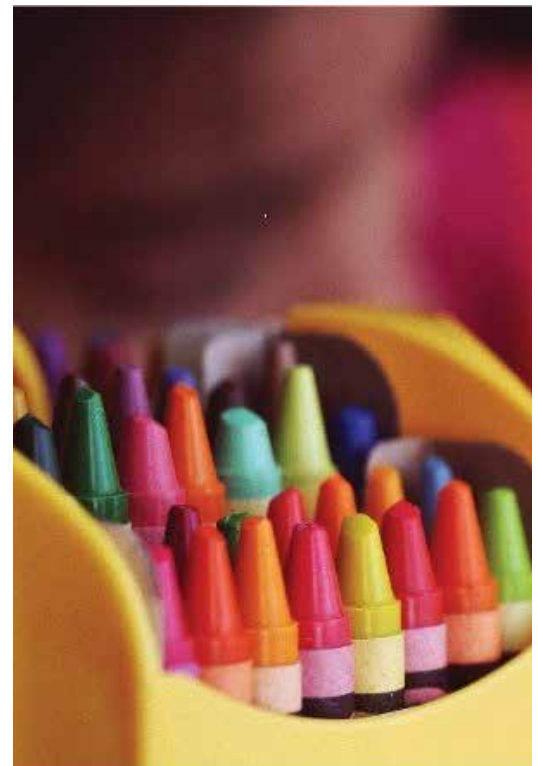
The tribe intends to pursue all available federal resources available to tribal governments and tribal Businesses to mitigate the impact of the financial matters noted above.

(Moss Adams Report of Independent Auditors and Governmental Department Financial Statements and Supplementary Information for the Nooksack Indian Tribe.)

Operating Budget 2019-2020

Total Base Funding:	\$944,249
Training and Technical Assistance:	\$11,824
Total Federal Funds:	\$956,073
Non-Federal Match:	\$234,913
Total Project Funding:	\$1,190,986

Individuals interested in reviewing the budgets may contact Alicia Allard, Early Childhood Education & Head Start Director. For an appointment, please call 360-966-1251 or email aallard@nooksack-nsn.gov.





EARLY CHILDHOOD EDUCATION

NOOKSACK INDIAN TRIBE

Budget Information

Personnel	\$552,355
Fringe	\$269,935
Travel	\$6,500
Supplies	\$35,650
Other	\$75,210
Total Direct Charges	\$939,650
T/TA	\$11,824
Non-Federal Share	\$234,913

The sum of personnel and fringe benefits is between 60% and 80% of the total federal budget. The Head Start budget covers salaries and wages for 15 staff members. The amount of staff members reflected in this budget has not changed compared to prior years of Head Start funding. The Nooksack Indian Tribe absorbs any costs or expenses over and above the costs not covered by this grant application budget by using Tribal hard dollars from the Nooksack Indian tribe's budget.

Total amount reimbursed by CACFP as of September 2020: \$16,562.14

HEAD START USDA CHILD AND ADULT CARE FOOD PROGRAM (CACFP)

Office of superintendent of Public Instruction: Child and Adult Care Food Program. Reimbursed amount based on reported parent income and total meals claimed during program year.

ADULT CHILD NUTRITION PROGRAM

The Nooksack Indian Tribe House of Children Head Start is a proud participant in the US Department of Agriculture USDA Child and Adult Care Food Program administered by the Office of Superintendent of Public Instruction (OSPI). During in-person services, meals are made available to enrolled children at no separate charge, without regard to race, color, national origin, gender, age, or disability.

Parental income determines the amount of money OSPI will reimburse the Tribe to provide meals to enrolled children. A monthly income guideline is available. Any person who believes that he or she has been discriminated against by any USDA related act should write immediately to: The Secretary of Agriculture, WA, DC 20250.

Meals will be provided at the following sites listed below during in-person services:

NIT House of Children Head Start, Deming Site
5018 Alder Street, Deming, WA. 98244

NIT House of Children Head Start, Everson Site
6768 Mission Road, Everson, WA. 98247

During COVID-19 Virtual Services, Nooksack HOC is referring families to free meals provided by OSPI distributed by local schools to children residing in the Mt. Baker and Nooksack Valley School Districts.



ABOUT OUR CHILDREN

64 Children and 55 families

ELIGIBILITY

28 had income below 100% of the Federal Poverty Line

8 were between 100-130% of the FPL

19 were over income

5 received public assistance (TANF, SSI, SNAP, WIC)

1 family reported homelessness

3 children were in foster care

RACE & ETHNICITY

33 Native American/ Alaska Native

10 Hispanic or Latino

18 White

2 African American

1 Asian

CHILDREN AND FAMILY SERVICES

MEDICAL SERVICES

64 100% had medical home

28 received services from Indian Health Services

63 were up to date on immunization (1 Exempt)

DISABILITIES SERVICES

3 were treated for a chronic illness

MENTAL HEALTH

64 children received mental health services/assessments

IEP

13 children had an Individual Education Plan

DIAGNOSED PRIMARY DISABILITY

2 received speech referrals

1 received hearing referral

2 received vision referrals

KINDERGARTEN READY

38 children transitioned to Kindergarten

CHARACTERISTICS

0 Two-year-old

5 Three-year-old's

28 Four-year-old's

31 Five-year-old's

HEALTH SERVICES

64 had health insurance

45 child health insurance

19 private insurance

DENTAL CARE

64 100% had dental home

64 100% received preventative dental care



FAMILY NEEDS IDENTIFIED

7 professional development

2 housing

25 parenting skills

4 family literacy

2 learning and development

2 school readiness

7 leadership development

2 male involvement

1 support networks



PARENT INVOLVEMENT

Each program year begins with a parent questionnaire. The questionnaire asks parents how and when they would like to volunteer in the classroom and at home, and also gives the program insights into topics families are interested in exploring during our parent classes and events. Our philosophy is to encourage parents to partake in learning activities at home with their child, and emphasize their role as their child's first and most important teacher. Parents are not pressured to participate in activities, but are encouraged to spend one-on-one time engaging with their children.

Prior to the Coronavirus, the program took advantage of local resources to leverage the limited program hours to provide monthly field trips to the Library. These trips supported language and literacy development as well as family engagement, as each family received applications for Library cards that could be used outside of school to make use of all County Library services.



During the 2091-202 Program Year the HOC Head Start the program facilitated family education and support services in the following areas based on identified need:

- Application assistance
- Resume assistance
- Housing application assistance
- Page Ahead
- Kindergarten readiness assistance
- Parent teacher conferences to discuss child development, progress, and school readiness
- Parent Policy Council
- Family Fun Night events

Due to COVID-19 the following events and services were planned but were not completed:

- Positive Indian Parenting
- Male Involvement

Family Fun Nights pre-COVID were held monthly from October-February and focused on Literacy, Bike Safety, Fire Safety, Immunizations, Dental Health, Personal Safety, Safe Trick or Treating, and promoted:

- Family Literacy
- Community Engagement
- Networking
- Community Connections
- Family Participation & Advocacy
- Male Involvement



KINDERGARTEN READY! PROGRAM OUTCOMES FOR 2019-2020

The program year began with a focus on school readiness, and supporting children's individual development through the process of screening, individual learning support, and ongoing assessment. Our staff's goal for individualizing with the children is to focus on the Social Emotional, Physical, Cognitive, and Language areas once a week with documentation collected during daily activities. Teachers documented child progress and development using the research-based Creative Curriculum for Preschool and ongoing daily observations. Teachers use assessment and observation report data to reflect on teaching approaches, and plan next steps to support child progress in each developmental domain.

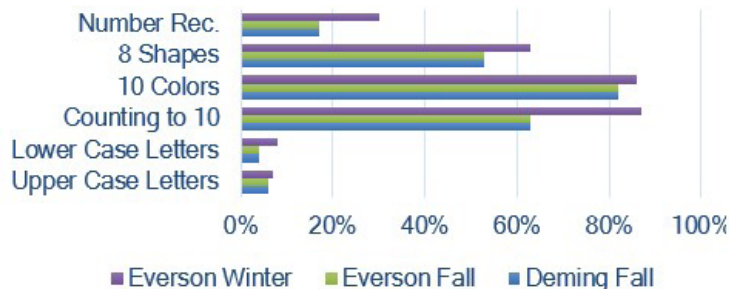
At the end of a very unusual program year, we proudly celebrated the graduation of 38 Head Start children as they transitioned from Preschool to Kindergarten. This year not only marked the first time our program, like many others in the country, was forced to close for an extended period due to COVID-19, but also the first time our Teaching staff partnered with Kindergarten Teachers at local Mt. Baker and Nooksack Valley Schools to participate in a virtual meet and greet with children and families. This is a partnership that will continue in future years to support PreK-K transitions.

2019-20 Program Year Educational Outcomes:

PM Class Outcomes



AM Class Outcomes



2019 FOCUS AREA 1 MONITORING REVIEW

In September-October 2019, the program participated in an intensive site review, which evaluated all operational, educational and services areas of the program. The FA1 Monitoring Report was released on January 14, 2020 with the following information about the program's compliance with the requirements of Head Start Performance Standards.

- Area of Concern: Program Design and Management
- Area of Noncompliance: Designing Quality Education and Child Development Program Services
- Area of Concern: Designing Quality Health Program Services
- Opportunity for Continuous Improvement: Designing Quality Family and Community Engagement Program Services
- Opportunity for Continuous Improvement: Determining, Verifying, and Documenting Eligibility



The incoming Head Start Director worked with the program staff and Office of Head Start Training & Technical Assistant team to identify the reasons for these findings and implement quality improvement measures to bring the program into compliance within the required timeframe. On November 10, 2020, the Director and NIT Administration received formal notice from the Office of Head Start stating:

“From September 28, 2020 to October 5, 2020, the Administration for Children and Families (ACF) conducted a monitoring review of Nooksack Indian Tribe Head Start program to determine whether the previously identified findings had been corrected. The Office of Head Start (OHS) would like thank your governing body, policy council, staff, and parents of your program for their cooperation and assistance during the review....Based on the information gathered during this review, we have closed the previously identified findings which are included in this report.” - Dr. Deborah Bergeron, Director, Office of Head Start.

HEALTH AND SAFETY

Governor Jay Inslee declared a State of Emergency for the State of Washington due to a sharp increase in the emerging Coronavirus Pandemic on February 29th, 2020. The World Health Organization subsequently declared COVID-19 a Global Pandemic on March 11, 2020. As cases surged in Washington State, Governor Inslee further implemented mandatory school closures for all Washington State schools on March 13th, 2020, with the Nooksack Tribe initiating a Shelter-in-Place Order on that date, closing all education programs and Tribal Offices until further notice. The Tribe remained closed until May 11th, 2020.

Upon reopening, it was determined that it remained unsafe to resume in-person classroom services until local and state virus rates were reduced and improvements could be made to program operations, facilities and community practices. Plans were drafted, reviewed and approved to follow a 4-Stage reopening plan under the advisory of the Tribe's Health Authority and Pandemic Response Team. The program completed the remainder of the 2020 school year providing virtual program services in accordance with these guidelines.

WATER QUALITY

Water quality reports for the year 2019 are available for the Joe Louie Water Association and the Deming Water Association, which provide service to our Everson and Deming program sites.

The Water Quality report is required by the Federal Safe Drinking Water Act (SDWA) to inform the public of the quality of drinking water. YOUR WATER IS SAFE TO DRINK. Our system had no violations in 2019. While we have learned through our monitoring and testing that some substances have been detected, the EPA has determined that your water IS SAFE at these levels. We are proud to report that your drinking water meets or exceeds all Federal and State water quality standards. -Board of Directors The Deming Water Association, which services our Deming classroom site, reported the following: “Our community's water is of a very high quality. Almost all of the contaminates that we are required to



test for by Federal and State Regulations are not detectable. Those few items that are detected...are at levels below maximum allowed concentrations. Our Association draws its water from an artesian spring field on the hillside above Deming that is classified as ground water. The Washington State Department of Health has determined that our spring field is "a low risk of being directly influenced by surface water," which means biological contamination associated with surface water (such as lakes or rivers) is a low risk.

ANNUAL HEALTH INSPECTION

The Northwest Indian Health Board conducted facility health and safety inspections of both the Deming & Everson Head Start sites on 2/5/2019. Please review the program's response to the inspection findings:

- Prioritize facility inspection to determine repair needs at Everson site
- Ensure Kitchen staff are trained in food storage and safety, temperature requirements and handwashing requirements
- Staff will ensure all individual children's health & hygiene items are labeled and stored individually
- Management works with NIT Safety Coordinator to ensure fire extinguishers in classrooms and buses are inspected and serviced annually
- Management ensures all child immunization records are collected and updated in accordance with State law and program Performance Standards.
- Program Staff & Management conduct monthly inspections of classroom and buses First Aid and safety supplies to ensure they are fully stocked and contain medications for currently enrolled children
- Faulty roof vent was replaced to protect water heater pilot light from high winds
- Necessary bus repairs were completed at NIT Automotive shop

HOUSE OF CHILDREN STAFF

- 4 former Head Start parents
- The Head Start Director holds a Bachelor's in Human Services and a Master's in Early Childhood Education: Administration, Management, and Leadership
- The Program Manager is completing an Associate's Degree at Northwest Indian College
- The Family Services/ Health Coordinator is completing a Bachelor's in Human Services at Northwest Indian College
- The Everson Lead Teacher/ Education & Disabilities Coordinator holds a Bachelor's Degree in Early Childhood
- The Deming Lead Teacher is completing a Bachelor's Degree in Early Childhood Education
- Two Assistant Teachers are pursuing their Associates in Early Childhood Education
- Two Bus Drivers hold CDL endorsements

All staff are trained annually in: First Aid, CPR, Mandated Reporting of Child Abuse & Neglect, Blood borne Pathogens, Fire Safety & Extinguisher training, Child Development, Medication Administration, Curriculum and Classroom Management, Child Observation and assessment, Confidentiality, Bus & Transportation Safety, Head Start Policies and Performance Standards.

All staff complete a background check and drug screening upon hire and prior to returning to their positions after summer break. All staff must adhere to the Nooksack Tribe's Personnel Policies and Procedures.



VOLUNTEERS, ADVISORS, AND PARTNERS

Nooksack Tribal Council

- Ross Cline Sr., Chairman
- Rick George, Vice Chair
- Agripina Smith, Treasurer
- Frank Leyva, Secretary
- Bob Solomon, Council member
- Lona Johnson, Council member
- Katherine Romero, Council member
- Roy Bailey, Council member

Head Start Policy Council

- Sativa Robertson, Chair
- Jennifer Johnson, Vice Chair
- Maggie Kim, PC Parent

Advisors-Stakeholders-Committee Members-Service Providers

- Nooksack Pandemic Response Team
- Katherine Romero, Government Services Executive Officer
- Charity Allen, Nooksack Chief of Staff
- Charles Hurt, Nooksack Tribe Lead Attorney
- Rickey Armstrong, Tribal Staff Attorney
- Elizabeth Ames, Nooksack Tribe CFO
- Suzanne Brownrigg, Nooksack Human Resources Director
- Heidi Davis, Social Services Director
- George Swanaset Jr., Cultural Resources Director
- Loren Roberts, Tribal Language Instructor
- Lona Johnson, Nooksack Health Department & Tribal Clinic Director
- Therese Davis, Nooksack Health Clinic Program Assistant
- Mike Ashby, Nooksack Law Enforcement
- Richard Edwards, Nooksack Facilities, Maintenance and Grounds Director
- Kaye Marshall, Mt Baker School District Early Learning Specialist
- Maya Cruz, Northwest Indian Health Board Environmental Health Specialist

Heath Services Advisory Committee

- Dr. Aamer Kahn, Nooksack Behavioral Health Director
- Sharon Point, Nooksack Planning & Safety Coordinator
- Andrea Garcia RN, Nooksack Tribal Clinic Manager
- Dr. Cate Webb, Nooksack Tribal Clinic Pediatrician
- Dr. Frank James, Nooksack Tribal Health Officer
- Sativa Robertson, Policy Council Chair
- Barb Himes, WIC Program
- Allison Wigbers RN, Nooksack Community Health Nurse
- Emma-Leigh Cline, Nooksack Dental Clinic

Interagency Agreements

- Mount Baker School District Special Services Department
- Nooksack Valley School District Special Services Department
- Nooksack Indian Tribe Administrative Departments

Partnership Agreements

- SNAP-ED Nooksack Indian Tribe Nutrition Staff
- Nooksack Health Clinic

Service Area Agreement

- Early Learning and Family Services
- Todd Lertjuntharangool, Regional Program Manager Office of Head Start, Region XI
- Amber Lea, Office of Head Start Program Specialist

The Nooksack House of Children Head Start Staff and Policy Council invite you to help us deliver comprehensive educational, health, and social services by volunteering to help in the following areas:

- Policy Council
- Elders in the Classroom
- Parent Committee
- Health Services Advisory Committee
- Annual Self-Assessment
- Classroom Volunteer
- Community Needs Assessment



EDP worked with the NBC III Board to build the new Recreation Marijuana Dispensary, Between the Ferns. In 2020, EDP also managed the new build of the Personal Protection Equipment and Safety Building project.

Economic Development & Planning

The Planning Department has currently gone through some reorganization over the past year. The department has turned into Economic Development and Planning, or “EDP,” as our team likes to call it. What is EDP, you may be wondering? The goal is to create and preserve a robust, stimulating economy. How does EDP get to the results? Our team works on analyzing a comprehensive overview of the economy, sets tribal policy in the direction for economic growth, and identifies strategies, programs, and projects to improve our economy. A major practice in accomplishing what we set out to do is our collaboration among many types of stakeholders. From the City, County, State, Federal and Tribal partners, we continue to build on our relationships.

There are a couple notable changes that have gone on with programming in the EDP Department and continued services provided:

- No longer a Driver’s Education Program
- Water Department moved into EDP
- Transportation Planning initiatives continue
- Provide land reality assistance to tribal members

Economic Development & Planning Team

EDP Director, Donovan Sather
 EDP Manager, Ross Cline Jr
 EDP Planner III, Edward Kelly
 EDP Tech, Clayton Roberts
 Water Dept. Manager, Joseph Bob
 Water Dept. Tech, Kevin Roberts
 Water Dept. Distribution Specialist, Russell Roberts

What kind of projects has EDP helped with so far?

- Creation of the Land Use Planning Committee. The committee is a group of program directors who come together to discuss land issues, work on master planning strategies, and give direction to the EDP Department for development objectives. This is along with taking into considering Nooksack Tribal members’ feedback during EDP outreach initiatives.



ECONOMIC DEVELOPMENT & PLANNING

NOOKSACK INDIAN TRIBE

- Assisted the Market Center Manager by adding a freezer/cooler to the building.
- Tribal Leadership asked EDP to develop the Personal Protection Equipment and Safety Building, the blue warehouse on south side of tracks in Deming, next to Court House.
- Worked with the NBC III Board to build the new Recreation Marijuana Dispensary.
- Helped the Genesis Program move a triple wide trailer from Halverstick next to the casino to Sulwhanon community.
- Facilitation of the land permitting process with the Education Department for a future project.
- Providing support to the Head Start and Early Childhood Education Director on projects that are currently in the works.
- Water Department Manager and EDP worked together on the development of new Water Tower in Sulwhanon.
- Partnered with Maintenance Department on fixing the pot hole when turning into the Sulwhanon community.
- Collaborated with Housing to cut some trees out of road way for safety reasons in the Suchanon community.
- Water Department is currently doing pressure testing on the water system in 5 Cedars to gain funding to help boost that systems water pressure.

What are some future projects EDP has on the radar?

- Updating the Long-Range Transportation Plan, TTIP and Roads Inventory, which helps the program go after funding to help with projects.
- Assessing the Hollingworth Property across from the old casino for future development.
- Revive the pre-development plan for a potential new Health Clinic in Deming.

EDP worked with the Market Center to add a freezer/cooler walk-in to the building. This year, a new water tower at Sulwhanon was installed by the Water Department Manager and EDP.





- Water Department is working with IHS to plan a new well for the Sulwhanon community.
- Development of an Infrastructure group to work internally together on new developments and projects.
- Water Department is scheduling cleaning of the water tower in 5 Cedars.
- Community engagements -- to share with, and hear from, the community's perspectives on future development and projects.
- Collaboration with tribal programs to assist with grants or identify funding opportunities.
- Implement initiatives that improve infrastructure.
- Analyze new businesses and job growth opportunities.

It's been six months since my arrival to Nooksack as the EDP Director. The experience of working with the EDP team and Tribal programs thus far has been great. The people in our programs really care about what they are doing and whom they serve -- the Nooksack Tribal community. It is an honor to witness and be part of this team. Looking forward to our community engagements and positive growth for our community.

EDP is here to bring value to our community. If you have any questions, please do not hesitate to reach out to our department. We will be happy to assist you. (360) 592-0162.



Sincerely,

Donovan Sather
Economic Development
& Planning Director





Education 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.

The Education/Youth Department works hand-in-hand with the Nooksack Tribal Clinic, SAMSHA grant, and Behavioral Health. Funding is also provided by the IMLS Library System, COVID Cares Act, and the Potlatch Fund which purchased televisions, FB Portals and other sources of technology to support the Ts' simit To' :lme'ls Project. The Northwest Washington Indian Health Board (DSRIP) provided grant funding to purchase the van used by the Si:wesa:yhem tset Class.

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 Committee.



Defining the Challenge:

The Education Advisory Committee assists with the allocation of limited funds and selection of students awarded assistance. The scholarship is open to tribal members pursuing higher education or vocational training for the AA, BA, and Advanced level degrees. The purpose is to enhance career opportunities by funding tuition, books, and financial support and instilling incentive and motivation for students to apply for outside scholarships and grants. The Tribal Scholarship fund is \$100,000 for the entire year. Award distribution is generally \$1,000 AA level, \$1,500 BA level, \$2,000 Advanced Level Degrees per quarter.

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



EDUCATION COMMITTEE



Sativa Robertson

Direct Transfer Associate Degree Northwest Indian College. Pursuing a Bachelor's Degree in Human Services – Northwest Indian College. Anticipated graduation date: June 2022



Julie Missing

Earned her degree in B.S. Ed. -- Bachelor of Science in Education from Kennesaw State College



Katrice Rodriguez, MSW

Northwest Indian College – Direct Transfer Degree Associate. Western Washington University – Bachelor's Degree Human Services. University Southern California – Master's Degree in Social Work. Currently attending University of Oklahoma College of Law pursuing a double master's degree in Indigenous People's Law. Anticipating August 2021 graduation.



Keith Lindsey

Earned his BA degree in -- Southwestern Adventist University and his M. Ed. from Louisiana State University



Kayleesha Davis

Whatcom Community College – Associate Degree. Pursing enrollment at Western Washington University Fall 2021.



Ryawn Cline

Associates Degree - AAS NWIC. Bachelor's Degree - BA Tribal Governance Business Management NWIC. Master's Degree - Currently enrolled in MBA program at Eastern Washington University. Expected graduation 2022.



Elizabeth Ames

Earned her BA in Accounting from Western Washington University's College of Business & Economics in 2005. As a second generation college graduate – my parents were each the first in their families to earn college degrees – I am very passionate about Education and volunteered to be part of the committee to bring my professional experience from auditing college foundations and scholarship funds.



Ravenia Williams

Lapelia, Qa'aq -- Education Committee. She holds an Associate Degree in Psychology from the Salish Kootenai College. She is in process of completing her Bachelors of Arts degree. She serves the Nooksack Tribe as the Family Advocate and Tribal Education Liaison.



2020 BUDGETS

In 2020, I proposed a \$501,548 budget initiative to the Nooksack Tribal Council which in brief included:

- \$272,355 for salaries and fringe (\$84,799) for myself, the Language Instructor, the Employment Career Coordinator, a Teen Mentor, and .25 FTE Prevention Specialist.
- \$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.
- \$113,923 was contributed to the Tribe's Indirect pool.
- In support of the s'í:wesá:yhem tset Program, \$1,200 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 2020 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). Five tribal members received \$150 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.

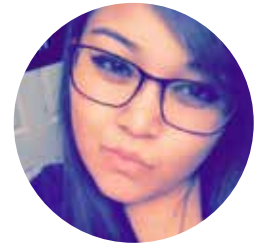
BUREAU OF INDIAN AFFAIRS EDUCATION APPROPRIATIONS

In preparation for the 21st century, jobs require some level of post-secondary education. Consequently, the need to move tribal members through post education programs aligned with the Tribes economic needs of our community 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.

In June of 2020, the Nooksack Tribal Council provided Pendleton blankets and Louie Gong of Eighth Generation donated honor blankets to wrap around the 2020 graduates. A total of 27 graduates received the honor blankets and the Council Incentive: 2 GED, 14 High School Diplomas, 5 Associate Degrees, 5 Bachelor Degrees, and 1 Masters.



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 are 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.



Jessica Williams

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 starts 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 wrap around 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.

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

- 1 student received funds for GED testing fees
- 1 Running Start student received funds for books, admission, and technology fees
- 1 student 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 2020
- 1 Adult High School Diploma Fee
- 9 College Admission Fees
- 16 Enrollment/Technology Fees





EDUCATION & YOUTH DEPARTMENT

NOOKSACK INDIAN TRIBE

In 2020:	Associate	Bachelor	Advanced
Quarter:	\$1,000	\$1,500	level \$2,000
Fall	3	6	2
Winter	7	10	1
Spring	5	9	1



# Tribal College Students Funded	Quarter 2019-2020	Average Award
18 TOTAL 10 BA 7 AA 1 Doctoral	Winter	\$1,500 4-year BA student \$1,000 2-year associate student \$2,000 Doctoral
15 TOTAL 9 BA 5 AA 1 Doctoral	Spring	\$1,500 4-year BA student \$1,000 2-year associate student \$2,000 Doctoral
0	Summer	
11 TOTAL 6 BA 3 AA 2 Advanced Degree	Fall	\$1,500 4-year BA Student \$1,000 2-year associate student \$2,000 Advanced Degree





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 as 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.

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 which includes-for example, completing the Federal Financial Aid Process, Admissions process, College Placement Scores, 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 address financial barriers such as admissions costs and other processing fees.

SIAMSCHA TRIBAL SCHOLARSHIP

Nooksack Tribal Council has allowed the Education Department to access tribal dollars to provide scholarship assistance to tribal members pursuing higher education. Currently, the Legal Department is reviewing Higher Education Policies and Procedures to ensure that criteria, allocation and distribution is fair and equitable.

# Tribal College Students Funded	Quarter 2019-2020	Average Award
9 TOTAL 4 BA 5 AA	Winter	\$750 4-year BA student \$250 2-year associate student
13 TOTAL 4 BA 9 AA	Spring	\$750 4-year BA student \$250 2-year associate student
0	Summer	
7 TOTAL 5 BA 2 AA	Fall	\$500 4-year BA Student \$250 2-year associate student

In 2020:

2 students graduated with an Associate using Higher Education funds

3 students graduated with a Bachelor's Degree using Higher Education funds



BIA ADULT VOCATIONAL TRAINING – TECHNICAL ASSISTANCE

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 AVT funds are limited to tuition and books, and does not cover living expenses. This could explain such a dramatic drop in tribal members accessing AVT funds to pursue a technical degree. 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 this fund 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 Voc Rehab Program, SAMSHA, Behavioral Health Programs, and Tribal Administration Directors. For example, the Voc Rehab 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. The Health Department allows professional development by encouraging a tribal member 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 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. Over 75% of the budget funded tuition, books, and fees for 10 tribal members who have accessed the client assistance fund.

# Tribal Members funded	Quarter 2020	Allowable Expense
1	Winter	Tuition, Recertification Fee, Books/Supplies, Testing Fees, Tuition
4	Spring	Tuition, Books/Supplies, Tuition
0	Summer	Testing Fees
0	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 improves success. Attendance and cultural sensitivity need to occur to improve 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 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 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, 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 ed fees. Over 125 students were serviced using the 2020 \$40,000 budget. Of the known high school graduates in 2020, 2 graduated from the S'í:wesá:ylhem tset Program.





EDUCATION & YOUTH DEPARTMENT

NOOKSACK INDIAN TRIBE



# Of JOM Eligible Participants	JOM Allowable Cost Item
2	School sponsored science trip
0	ASB fees
3	School class fees
1	School sponsored sports fees
1	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
2	School band instrument rental
0	Western Washington University College Student tutors' mileage

EDUCATION ENRICHMENT MANAGER AND NOOKSACK TRIBAL LIBRARY

Program Accomplishments:

- Added 25 Surface Pro tablets for tribal members to use as tablets and E-Readers in order to gain access to the Whatcom County Library System. This provides a vast digital collection of book titles for all ages.
- Partnered with Ross Cline Jr. to become a central census site for tribal members.
- COVID HITS
- Installed PPE measures such as Plexi Glass between computer stations and hand sanitizer at several sites throughout the library.
- Purchased a 3-year license to RAZ Kids. This is an online classroom management and curriculum site to assist with assigning a variety of K-5 assignments to track progress.
- Designed and implemented a distance reading challenge with incentives and rewards for participants.
- Created weekly reading challenges to be dropped off at





participant's doorsteps.

- Added 118 new books to library collection.
- Started planning a committee to write the first book focusing on a collection of short stories written or recorded by Nooksack Tribal Elders.
- Assisting 4 hired teachers, wrote and implemented math and reading curriculum for participating children grades K-7 during Summer Youth Program.
- Assisting 4 hired teachers, provided tutoring services for children grades K-6 during the summer Youth Program.
- Continued a successful partnership with WWU whereas they provided us with quality student volunteers every quarter to assist our youth with homework during after school program. COVID made it so we didn't need tutors this quarter so we look forward to seeing these tutors when children go back to school.
- In addition to assisting with everyday homework assignments and Zoom meetings, provided one-on-one and small group assistance to several children who have special need referrals. 100% of these children have shown growth and improvement due to this program's services.
- Served as the central base for providing materials, supplies, and support to the teachers on campus.
- Provided monthly Tribal newsletter submissions for the Education department.
- In September 2020, I attended via Zoom, the 4-day Association of Rural and Tribal Libraries Conference where I focused on underserved and rural population classes.
- In September 2020 I received several certificates in library management from ABLE online classes.
- Added a projector, Chrome Books, and Facebook Portals to the libraries inventory.



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. 14+ Years with Nooksack Indian Tribe Educational Programs



Ravenia D. Williams,
Qa'aq' / Lapelia

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.
Washington State
Early Learning
Language Summit
Training.
6 years with
the Nooksack
Education and Youth
Department.

TRIBAL EDUCATION LIAISON & CULTURE COORDINATOR

Program Accomplishments:

- Increased communication between Nooksack Tribal families and local schools. Emphasis on TRUANCY and BECCA cases to lessen the amount of unexcused absences and enhanced support to close pending cases.
- 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.
- Managed new case organization system for Nooksack Tribal student attendance records. Regarding attendance concerns, student well-being, family outreach, and truancy issues. Met regularly with local school districts specifically regarding attendance
- Coordinated cultural classroom activities to promote cultural awareness, build better understanding of our traditional ways, and provided in-school cultural activities with the local school districts. Collaborating with the Nooksack Culture Department for authenticity.
- Supported the new remote learning curriculum with local schools. Facilitated outreach meetings to Nooksack families to ensure they understood new schooling methods and that they had all of the resources required to participate in school.
- Cultural outreach to ensure local schools are representing Nooksack Indian Tribe with authenticity in regards to Senate Bill 5433, whereas schools are required to teach the Since Time Immemorial: Tribal Sovereignty in Washington State or other tribally- developed curriculum be taught in all schools. Working with Tribal Elders for validity.
- In process of creating Positive Role Model Campaign, attendance awareness campaign, and education success campaign to enhance the understanding of educational success and attendance.





Keith Lindsey

2020 Si:wesa:ylhem Tset Class Graduates – Cetasiye Nakina Zapata-George, left, and Romeo Revey, right.

TEEN PROGRAM AND SI:WESA:YLHEM TSET CLASS 2020

The world is just starting to wobble a little straighter on its axis, so perhaps we can look back on 2020 with a gentler perspective -- or not. The best thing I can say is that 2020 made me truly realize how much I miss seeing our children roll in the Program every day and experiencing their laughter, enthusiasm, and energy.

Despite the restraints placed on our ability to provide our normal functions, we did manage to have successes large and small. Faced with the challenges presented by COVID 19, the Si:wesa:ylhem tset Class continued to function online and with tutoring, enabling two members to achieve their high school diplomas. In the fall, classes resumed in-person with more students on track to get their diplomas.

Working with the Youth Department staff, Nooksack Way of Life, and behavioral health, the Education Department helped create and implement exploration and learning activities for Nooksack teens over the summer. But we had a bigger issue to tackle. Communication with the local school districts indicated that a significant number of our tribal children were either not participating in online education



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

or were struggling greatly with this challenging form of learning. For some in the tribal neighborhoods, the problem was basic connectivity. While the tribe's IT Department handled the connectivity issue with additional help from the school districts, the Education Department purchased Chromebooks and head-phones for all school age Nooksack tribal children.

Next, we put together an educational support team -- Ts'simit To':lme'ls (Nur-turing Wisdom) -- with three lweste'leq (teachers) and three lweste'leq Mi'ytel (teachers' aides) to provide online and in-person activities and tutoring for our at risk students. Together with Ravenia Williams, our tribal liaison, and the school districts, we were able to affectively meet the need to keep our children on task and maintaining their educational progress.

What does 2021 look like? Hopefully much closer to what we love doing -- helping our young people have plentiful opportunities for growing culturally, mentally, and physically strong and walking in harmony with their people and the world.

“Life is what happens to you while
you’re busy making other plans.”
- John Lennon

LANGUAGE PROGRAM

Program Accomplishments:

For the 2020/21 year, the Language classroom has continued to instill the Halq'emeylem language into the Nooksack Tribal community. The class has adapted to new virtual teaching resources.

The virtual classrooms are held for the after school & summer program participants. The students log into Zoom and join the current classroom lesson. In these virtual classes, the participants have the opportunity to work directly with the Language Instructor, Loren Roberts, to practice their pronunciation skills and to view live classroom feed. The newly created virtual language classroom also encourages the participants to practice language building skills with each other.



Additional curriculum created from the Language classroom is posted on the Nooksack Youth Program Facebook page. This additional curriculum offers new lessons for the tribal community to view. This resource and advertisement has increased interest from the Nooksack tribal community to obtain lessons and become language students.

The Language Instructor also works with local schools in creating and sharing his classroom curriculum for students to learn. The Nooksack Tribal Head Start readily receives curriculum made for their young learners.

Future hopes of the Nooksack Language program are to create additional language videos and new digital curriculum to be readily available for the Nooksack Tribe. The language classroom has a growing population of students of all ages that are interested in revitalizing our traditional language.

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.



Loren Roberts,
Language Instructor

Loren Roberts has provided Halq'emeylem 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.

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 and 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 \$770,000. \$439,503 provided wages and fringe for 20 staff members. \$139,500 was allocated for Travel which included fuel for the fleet (\$15,500), Utilities (\$5,000), Program/participant supplies (\$30,000), small equipment (\$1,000), Program Activities (\$45,000), Rental including GSA and copier lease payments (\$27,000), Maintenance (\$15,000),



Dean Ollinger
Tsi Yet Tsot Kwam,
Youth Program
Manager



EDUCATION & YOUTH DEPARTMENT

NOOKSACK INDIAN TRIBE



Jaimie Johnson,
Lead Cook

Miscellaneous (\$1,000). \$21,059 was allocated for Contracts greater than \$10,000. \$169,938 was contributed to the Indirect Pool.

New Virtual Program for Summer 2020

Provided supplies and instructions for youth to participate in remote learning and participation. Youth aides provided activities in Cooking lessons; Culture; Science and Nature lessons; and Fitness lessons.

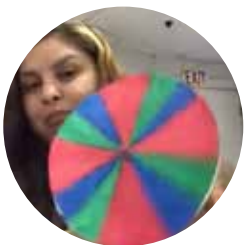
There were more than 90 youth registered and active in summer/after school program.



Maly Roberts

PROGRAM ACCOMPLISHMENTS

- Created education assistance program to help guide students while dealing with the pandemic and online schooling.
- Brought on 3 instructors and 3 paraeducators that were on hand to help students with school work and online tutoring.
- Purchased TVs and Facebook portals to help reach and communicate with Youth Program students.
- Provided school supplies and material to all Youth Program participants.
- Provided headsets to help students transition into virtual online learning.
- Started virtual physical activities challenges with incentives to keep youth active and creative during the lockdown/pandemic.
- Partnered with Nooksack Valley School District to deliver lunches to students that live in their service area.
- Applied and awarded sponsorship for OSPI food programs. By participating in the Child and Adult Care/Summer Food Service Programs, the Tribe was provided with federal funds which allowed the Youth Program to serve healthy, nutritious meals and promote good eating habits to all youth in our service area.



Sara Roberts



Alma Edwards

TSI YET TSOT KWAM YOUTH PROGRAM STAFF:

Lead cook: Jamie Johnson
Receptionist: Victoria Williams
Youth Aides: Sara Roberts,
Maly Roberts, Calistea Harry-Roberts, Lucas Revey, Jordan LaTorre, Alma Edwards



Fitness with Jordan Latore and Lucas Revey





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

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, 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.

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



Roy Bailey, Tribal
Enrollment Director

Brief summary of Nooksack's Enrollment Department: In 2020 Elizabeth King George, who was the department's director 7 years, left her position to pursue her degree in law. Another big change in 2020 is the Enrollment Advisory Committee had its first meeting in August. Members are as follows: Donia Edwards, Molissa Leyva, Julie Jefferson, Sandra Joseph, and Josh Olsen. All committee members are enrolled members.

Enrollment 2020 Annual Number Summary



Mary L. Delgado,
Enrollment Clerk II

	0-5 Year Olds	6-17 Year Olds	18-20 Year Olds	21-54 Year Olds	55 Plus Years	Total
2015	109	413	111	1078	363	2074
2016	73	350	97	926	331	1777
2017	86	323	64	884	352	1709
2018	119	364	93	920	374	1870
2019	106	371	94	948	391	1910
2020	96	367	90	954	399	1906





Facilities & Maintenance Department

The Facilities and Maintenance Department is organized into four departments that are responsible for 35 tribal buildings and three cemeteries. Responsibilities include general maintenance, repair, upgrade, improvement, retrofit, and emergent needs to ensure tribal properties are safe and secured. We maintain alarm systems, tribal key control, and building generators.

MAINTENANCE

The Maintenance Department continues to provide day-to-day maintenance for 35 buildings. Soon we will be starting our CMMS (computerized maintenance management system). That will be used as an efficient communication tool for all Tribal departments.

At the Timber Ridge facilities, we repaired the sewer system to get it up to code. We also replaced two outdated furnaces. We added air purifiers to all of our HVAC systems to help reduce airborne contaminants, including viruses, to make our facilities safe from COVID-19.

CUSTODIAL

The Custodial Department consists of five employees that continue to ensure the sanitation, health, and safety to all 35 tribal buildings. This year we purchased two cordless electrostatic sprayers to help attack microbes and decontaminate our facilities more efficiently and effectively.

SAFETY COORDINATOR

The safety coordinator continues to maintain security and fire alarm systems in all tribal buildings. The coordinator continues to maintain the tribal key control with maintaining inventories and maintains the database for the key control for tribal facilities.

The safety coordinator ensures that all tribal facilities are equipped with first aid kits and maintains the supplies for the kits. The coordinator also conducts and documents weekly tests on emergency equipment, e.g. defibrillators, generators, fire extinguishers, etc.

LANDSCAPERS

The landscaping crew continues to maintain the tribal properties and cemeteries by cutting grass and removing leaves and tree branches. In the winter time the crew provides outdoor safety by deicing sidewalks and parking lots. This year they assisted with all shipments of PPE supplies for the COVID-19 pandemic, as well as office moves and set-up and take-down for any testing event or vaccination site.



Health Department

NOOKSACK MEDICAL CLINIC

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.

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. With the COVID Pandemic, our hours were reduced during 2020, from 10 am - 4 pm.

During 2020, our clinic persevered during the COVID19 Pandemic. We quickly and strategically adapted to the ever-changing recommendations and guidelines from the CDC and Indian Health Services to provide care and treat COVID patients. Our team safely implemented daily staff screening at each entrance and drive through COVID testing for symptomatic and asymptomatic patients. Our human resources started mandatory COVID testing for all employees to continue to test 20% of employees weekly. We are proud to say that our tribe did not have 1 positive case until December of 2020!

Our Nursing staff participated in various trainings for contact tracing and case investigation, vaccination implementation, and telehealth visits.

Our team transitioned to telehealth patient visits via Zoom to help safeguard our medical team and patients. We were able to purchase equipment (laptops, cameras, and head-sets) to provide the most

confidential visits to our patients. Even with decreased office hours and more Zoom visits, we still had over 4,000 patient visits.

We increased communication/strategic emergency management planning and COVID related issues with our public health officer, Dr. Frank James. Nooksack IT Department developed a database for all COVID related information. This tool was created to track and collect data to improve the Tribe's response to COVID.

Medical Director, Dr. Sara Sheaffer participates in a weekly virtual meeting with the Whatcom County Health Department, medical leaders and other community team members to receive updates from infectious disease experts, review CDC guidelines, emergency management, and planning regarding hospital capacity for patient surge in Whatcom County.

The Clinic coordinated with the Whatcom County Health Department to assist with contact tracing of our local positive COVID cases.

Purchases: 3 medical grade tents with drive through capability, heaters, lamps, hand washing stations, A/C, and supplies to provide drive through testing and screening. A Mobile Medical Unit was also purchased during 2020 and will be received in early spring 2021. This will allow us to go to areas that might have travel restrictions, or no transportation to offer medical services such as exams, vaccines, labs, and testing. iPads were purchased for telehealth visits. Sanitization kits were provided to health clinic patients. The Tribe purchased an ultra-cold freezer to be able to accommodate COVID vaccine.

In 2020, we served over 817 patients and provided over 4,000 patient visits.

Nooksack Medical Providers

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.



Sara Sheaffer, DO,
Medical Director

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.



Cate Webb, MD,
Pediatrician



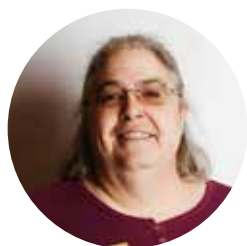
HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE



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 - Friday.



Marlene Bishop, ARNP

Marlene Bishop, ARNP has been in the healthcare 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 healthcare 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 (3 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.



Leinani Swanaset,
WIC Coordinator and
Certifier

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 WIC Coordinator and Certifier. She works with clients on an individual basis helping them to receive WIC benefits, improve their shopping experience, and provide 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.

Nooksack's WIC program has had some big changes this past year. Due to the unexpected COVID-19 outbreak, we were allowed to remain open for business while providing all WIC services remotely (without direct contact between WIC participants and WIC staff).

In the beginning of April, we began attending twice-weekly COVID-19 update webinars, discussing ways to continue helping families as safely as possible.



Some WIC certification requirements have been waived during this time to make appointments easier and safer for families and WIC staff. While physical presence is a usual requirement, the waivers allow us to enroll new applicants, provide nutrition education, breastfeeding support, and issue benefits by phone or video chat. Switching appointments remotely helped lower the number of missed appointments. Throughout the year, WIC has continued to do everything possible by making whatever adjustments necessary to continue providing safe services for families. The U.S. Department of Agriculture has extended the waivers that allow WIC to offer remote services as long as there is a declared national public health emergency.

Leinani and Barb have attended virtual conferences and trainings to adapt to new remote services, and plan to continue attending trainings in 2021. They have been actively participating in webinars focusing on ways to comfortably work with WIC families during the pandemic, as well as ideas to continue work during power outages or unexpected closures. Leinani has completed the new Certifier competency training which has been revised to reflect training adjustments due to COVID-19. The WIC program now has a Clinic cell phone that participants can contact with questions, concerns, or phone call appointments.

Another great change is that Washington WIC recently expanded the list of allowed foods, giving families more choices when they go shopping. The WIC shoppers' app has an updated shopping list as well as many other helpful features. Although the app was designed as a helpful tool for WIC families, it has parenting tips and recipes that are helpful for young families who are not on WIC. The WIC shoppers' app is downloadable on phones or tablets, which is a way to scan foods, as well as keeping track of their benefits.

In 2020 our WIC grant covered over 155 clients, including children, infants, postpartum, 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.

Other objectives for Nooksack are to:

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

WIC services are available Mon-Friday 10 am – 4 pm.





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 healthcare facilities, provide transportation home from a health facility stay, provide home health care services (home visits) to recently released patients, and monitor vitals. Due to the pandemic, the Health Clinic and CHR decided it would be best to cancel all home visits and home care. This choice was made to practice safe social distancing and prevent the spread of COVID-19.

For the year 2020, the CHR program had to adjust the services we could provide during the current pandemic. One of the new services we helped provide was contact-free appointments via Zoom. To help keep the community and Health Clinic connected, the CHR staff provided iPads for Zoom appointments and equipment to take vital signs. CHR assisted the nursing staff with COVID-19 testing by helping prep the tests, collect patient information, and report results in the Nooksack coronavirus database. The Health Clinic received a large amount of PPE (personal protective equipment) from the Department of Health in the fall, and our staff traveled to Olympia and Squamish to pick up these supplies. On two occasions we coordinated with other tribes to pick up and deliver their PPE as well. We also worked with the Diabetes Program to deliver diabetic kits to the community. Our staff delivered around 90-100 diabetic kits.

Transportation is provided within the local community to/from our Tribal Clinic for routine, non-emergency appointments, for patients without any other means of transportation, when needed. During 2020 we were able to provide 302 medical transports. The pandemic definitely set things back, but we found a safe way to still service our patients. The CHR staff routinely wiped down vehicles, practiced safe social distancing in vehicles, and wore proper PPE during transport. The patients also did their part to make it safe by masking up, sanitizing hands, and following a new COVID-19 screening guideline to determine eligibility.

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.

CHR Staff includes:
Peter Kelly – CHR Supervisor
Chris Cooper – CHR
Richard Edwards - CHR
Danielle McKay – CHR
Julia Kelly – CHR Support Specialist



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.



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

The Diabetes Program continues to support two community gardens, one at the Clinic and one at the Deming site. We hired a new gardener in 2019, Joseph Ruddy. Nathaniel Smith was hired in 2020 to assist Joseph. Joseph left the job in 2020 and Nathaniel took on the position of gardener. During 2020, 75 families received harvest bags two times a month. 7 flats of pickles were canned for the Elders. Jars of honey from hives at the garden were donated by Destry Miller were distributed. Flowers from the garden were delivered to tribal offices. The garden has a Facebook page for communicating harvest pick-up locations, events, and recipes – there are currently around 80 followers. The Clinic garden was expanded to include blueberry bushes. A walk-in cooler was used during the garden season to allow increased storage of produce.

In 2020 we continued to provide education on nutrition, diabetes, and diabetes prevention. Group education was a challenge due to COVID restrictions. In 2020, 70% of patients with diabetes received education on diabetes self-management and/or nutrition by the Nutritionist/Diabetes Educator, Medical Staff, and Community Health Nurse. In 2020 we conducted a Smoothie Project with support from the Four Tribes Diabetes Program. Community members who attended a Zoom visit with either the tribal nutritionist/diabetes educator or one of our medical providers received a blender with recipes and tips and a starter supply of ingredients to make a healthy smoothie. Tips were provided on the tribal webpage and Facebook. 48 people participated in the project and received a blender. The Diabetes Program provided written handouts to Tribal Elders on Nutrition and Health, Diabetes and Heart Disease, Preventing Illness, and Food and Safety tip sheets were delivered with the Elders lunch meals.

In 2020 the Diabetes Team continued 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. Patients are now able to download their blood sugar data remotely to our clinic through a compatible smart phone.

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

- Annual diabetes health challenge – 29 patients with diabetes completed the challenge in 2020 and received vouchers to Big 5 Sporting Goods.
- Assist local tribal sports teams and tribal members participating in marathons with registration fees or uniforms – 44 members participated in the Bellingham Bay Marathon and 55 participated in the Jingle Bell Run this year. Both were virtual events.
- Visits for tribal members to utilize the Arne Hanna Aquatic Center in Bellingham for swim activities



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

were suspended for most of 2020. The Diabetes Program now pays for 10 visit passes for individual community members. Limited classes were offered during the past year.

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

Barb Himes is available on Monday, Wednesday, and Thursday's 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

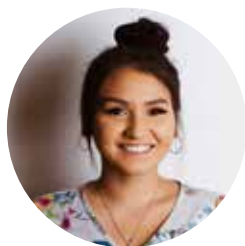


Dr. Burke Cheung,
D.D.S.

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.



Emma-Leigh Cline,
Dental Assistant III

Over the past several years, our dental staff worked very closely with the Nooksack Head Start. Our staff provides dental exams and fluoride varnishes to our Head Start children, along with new toothbrushes and supplies they can take home.

Last year, the Arcora Foundation awarded our department a grant for equipment upgrades. The new equipment enables us to expand the services we can offer.

We, as a department, strive to provide the best care possible for all of our patients.

Looking forward to the new year!



Carolyn Bradstock,
Dental Records and
Front Office Technician

Our regular hours are Monday through Friday 8:30 am to 5:00 pm. We are closed for lunch from 12:00 pm-1:00 pm.

Not pictured: Selena Julius, Dental Assistant and Mackenzie Devine, Dental Assistant



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 assisters, 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. We also are continuing our close work with program managers to identify additional billable services and other sources of revenue.

Even through COVID we have consistently met our submission deadlines and enacted procedures that ensure continuity of billing when on minimal staff and working remotely. We work closely with providers and insurances to capture and bill for all applicable services provided in the pandemic, including the services provided through electronic, means such as telemedicine.

PURCHASE AND REFERRED CARE (PRC) *(FORMERLY KNOWN AS COMMUNITY HEALTH SERVICES CHS)*

In 2019, the program formerly known as the Community Health Services (CHS) program, changed names 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. During the pandemic, our normal means of communication with outside providers was interrupted. We have been working to establish new lines of communication and continue to build better relationships with other organizations' managers to ensure bills are processed quickly and completely. Our program continues to educate outside providers on how the unique PRC program works, and remind them of the processes involved with getting services paid for in full. When providers have not processed their portion of the claim properly, we work together to identify the issue and develop new procedures to prevent it from reoccurring. Sometimes this involves several hours on the phone and through email with individual providers, explaining the federal guidelines, sending supporting documentation, and general education on IHS policies.

This program continues to follow federal guidelines and reprice claims at the Medicare-like rate, saving the community up to 80% per year on health care costs.



COMMUNITY HEALTH FUND (CHF)

The Community Health Fund has been assisting our Nooksack membership for years, and it continues to be a great way to help cover costs that may not be allowed by private insurances or our Purchased referred care program, formerly Contract Health.

- The Community Health Fund stayed within our budget for the year 2020.
- Policy and Procedures were reviewed closely this past year, and revised, or new policies created, to address the needs of our members, and to ensure we are providing fair and consistent services to each of our clients.
- A service we added in 2020 was In-Home Healthcare for elders and members with disabilities, to assist with their daily needs for 6 hours per day and a maximum of 30 hours per week. We adopted the Whatcom County C.O.P.E.S. program's wage matrix for paying caregivers for In-Home Care to be consistent and competitive with our compensation. We are also assisting with providing ramps for those client's homes, if wheelchair bound.
- During 2020, the CHF program served 476 tribal members with various services offered by the program, such as vision, dentures, hearing aids, and orthotics. We continue to listen to the needs of our clients, and make every effort to adjust services as we identified specific needs. We have added services over the years based on the requests we receive from our members.
- During the early months of the COVID-19 pandemic, there was a drop in the number of clients we assisted, as many service providers, such as vision, dental, and chiropractic clinics, were not seeing clients. As businesses slowly started to re-open, our tribal members were able to again utilize those services, and others.
- We developed an Emergency Pandemic Hotel Stay Policy to assist families who have a member of their family test positive. We are able to cover the cost for that family member to stay at a hotel for their quarantine/isolation period, providing they do not require any medical assistance. We will soon receive a grant from DOH, which is designed to pay for that expense, so it will take over once we receive it, but the CHF will again be available to assist with any expenses once the grant is spent or for a service that may not be covered under that grant.
- We continue to provide our elderly clients with a Life Line device in their home for emergencies. A push of a button and Emergency Services are alerted.

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 BEHAVIORAL HEALTH

In 2020, and from the start of the pandemic, NIT Behavioral Health has continued to provide service to all tribal community members virtually. During this challenging time some community members had connectivity challenges. Behavioral Health responded by assisting the community members with donated phones, and in some cases, provided them with phone cards so they could continue to receive counseling.

In order to encourage Tribal youth and children to participate virtually, Behavioral Health introduced a gift voucher incentive program that was repeatedly advertised on the tribe's Facebook page. In 2020, in spite of the frequent Tribal closures because of COVID-19 and reduced work hours, Behavioral Health's encounters/visitation were 7,000 and generated revenue of \$2,634,708.

Behavioral Health Building: The Behavioral Health building exterior has been painted and the air conditioning system has also been revamped so it can function efficiently. Air scrubbers have been installed to reduce any airborne virus.

Behavioral Health Program: 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

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 on hire to provide services grounded in trauma-informed principals. 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



HEALTH DEPARTMENT

NOOKSACK INDIAN TRIBE

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 Question, Persuade, and Refer (QPR) 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 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 them and getting them to needed services is at the heart of the QPR approach.

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.

Outpatient Program: I am happy to report that our outpatient program is steadily growing across the developmental life span, as 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, families, and friends. In addition, the outpatient program runs a Psychiatric Clinic from the Behavioral Health location once a month.

Head Start: Head Start teachers and staff are provided consultations as per 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. Participation in circle time has declined in order to encourage a parents' incentive program, which has been introduced by Behavioral Health.

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 build and improve culturally appropriate skills in the students to support social emotional health. Research supports that this will help achieve academic success. Behavioral Health has continued to provide virtual groups for all Tribal children. However, participation has decreased during this period in order to encourage participants to attend the virtual groups incentive program.

Public School Based Advocacy and Individual Counseling: Individual counseling is provided in eight public schools attended by Nooksack children. In the Nooksack School District, schools covered by services are Everson Elementary, Nooksack Valley Middle School, and Nooksack Valley High School. In the Mount Baker School District, schools covered are 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 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 Native students

in many different situations. A Behavioral Health goal is to advocate for a Nooksack Room in each public school we currently serve.

Nooksack Behavioral Health was allotted its own counseling space at Harmony Elementary for the first time this school year. The children were deeply engaged in transforming this small, unassuming space into one that reflected who they are and what they love. As a result, the walls are very colorful and bordered in papercut and Coast Salish animal designs. They are currently working on “the Nooksack River” in blue paper and are each designing a unique fish to add to the collective piece. Having their own space has brought a sense of pride to the kids who come for counseling. They often describe the room as their “safe space” or “place to be me,” and are eager to participate in a session or even sign up to have an occasional lunch with the counselor there.

This year, each child has been awarded a strength-based therapeutic activity book which is designed to increase social and emotional learning through drawing and imaginative games/activities. Many children prefer art therapy, using a variety of creative mediums to increase self-esteem, help resolve conflicts, develop interpersonal skills, manage behavior, and reduce stress. Favorite art projects include mask-making, beading, painting canvas, clay sculpture, and designing mock-up shoes. These activities instill positive feelings in the kids who participate so that they are able to focus better in the classroom, have more rewarding relationships with others, feel confidence in themselves, and achieve academic success.

Summer School Program: The goal of the Nooksack Youth Summer Program is to engage all tribal children of school age. The Behavioral Health unit conducts screening and assessment for all youth and children attending the program and continues to conduct three intervention groups per week with all attendees of the program.





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 that 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 helps 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 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 abuses including opioids, prescription drug, and alcohol use and 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 and young adults and our community throughout the calendar year. Due to COVID-19, we started virtual activities to stay connected with our community. Some of the activities that we provided were: garden boxes; virtual cooking classes; traditional crafts; drum making; cedar gathering and weaving; gathering Devils Club to make tea and salve; and harvesting traditional foods such as berries and deer meat.

Our program is still trying to find ways to stay connected with virtual activities. We are looking forward to providing online virtual youth summit, drum/jam sessions, virtual cedar placemat, also continuing our virtual cooking classes.





FITNESS PROGRAM

Nooksack Fitness program provides Fitness Classes for all age groups and fitness levels.

The SAMHSA Program believes that exercise is an important part of a healthy lifestyle and is evidenced based, proving it 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, kick boxing 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.

The Fitness program had a virtual running/walking summer challenge that included a 5K, 15K, and a marathon -- 282 people participated in this event. We are currently hosting a virtual winter challenge with 53 participants. Throughout COVID-19, we have offered daily virtual classes. We offered a kids CrossFit camp, where new COVID-19 precautions were put into place.

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.

During the COVID-19 Pandemic, we are masked and continuing to social distance at this time. COVID screening and temperatures are done with each client. All counselors and support staff are able to screen every client. Counselors are in office daily and are able to provide services by phone. Intakes and one-on-ones are telephonic or with Zoom by appointment. The six weekly evening groups for outpatient treatment are all on Zoom. We have updated the Group Guidelines to accommodate Zoom. We continue to strive to offer compassionate, caring and confidential care to those who have questions about substance use disorders.



Nooksack Genesis II Chemical Dependency Program offers the following services:

- Serving adolescents and adults
- Alcohol and drug assessments, including DUI assessments
- Intervention and treatment
- Intensive outpatient groups
- Education Group 1.0 - Wednesdays, 6 - 8 pm
- Education Group 2.1 - Wednesdays, 6 - 8 pm
- Relapse Prevention Group - Monday and Thursday, 6 - 8 pm
- Adult Aftercare Group - Tuesday 4:30 - 6:00 pm
- Youth Group - Tuesdays and Thursdays, 3 - 4:30 pm
- Information and referral
- Individual counseling
- Networking with Nooksack and Mt Baker schools
- Advocacy
- Organized drug and alcohol-free community events/activities

The Nooksack Genesis II Chemical Dependency Program offers 6 groups weekly: Our goal is to assist those who have difficulties with alcohol or drug use within the Nooksack Tribe and surrounding community. We offer tools to help clients achieve their goals for abstinence and recovery. Counselors have had approximately 1,300 face-to-face contacts with clients:

			Clients Served
Men	Women	Youth	Total
126	56	8	180

Genesis II / C.D. Staff includes:

Rick George – C.D. Program Manager
 Molissa Leyva – C.D. Administration Specialist
 Amanda Smith – C.D. Office Support

Sonita Auguston – Prevention Programs Supervisor
 Dante Aure – Prevention Specialist
 Stella Gladstone – Prevention Specialist
 Dakota Davis – Support Worker
 Margaret Tumangday – Peer / Fitness Coach

Annette Solomon – Clinical Supervisor, Substance Use Disorder Professional Counselor
 Joni Hamilton – Substance Use Disorder Professional Counselor
 Henry Whittlesey – Substance Use Disorder Professional Counselor
 Coralise Almojera - Intake Specialist





Nooksack Indian Housing Authority

The Nooksack Indian Housing Authority (NIHA) is a department of the Nooksack Tribal Government. Planned Program benefits: NIHA serves much greater than the Nooksack Indian Reservation and Trust lands, upon which the formula is based. Indian Housing Block funds estimated at \$838,700, Indian Housing Block grant program income at \$140,496, and Low-Income Housing Tax Credit at \$149,488, totaling \$1,119, 692 an estimated annual budget for 2020. NIHA operates with grant funding authorized under the Native American Housing and Self-Determination Act, and rental and program income. Services currently provided by NIHA are: case management, maintenance, inspections, renters insurance, Whatcom County fire district fees and resident compliance. Also, Raymond James, RTHAWK, and services to promote self-sufficiency. NIHA occupies 10 full-time employees.

Geographic Distribution

The Nooksack Indian Reservation spans only 2.2 acres. A revenue-generating enterprise and the tribal government offices occupy most the land. Located in Deming, WA at the North Fork of the Nooksack River, the reservation is paralleled by the Mount Baker Scenic Highway, which leads to the Heather Meadows Recreation area and the Mount Baker Ski Resort. Trust lands are scattered throughout Eastern Whatcom County. Families or family members, fractionally own many parcels, making them unsuitable for housing development. There are five (5) major trust land parcels on which the majority of the housing program dwellings are located: Suchanon (40 homes located in Everson, WA), Rutsatz (25 homes located in Deming), False Creek (22 homes located in Deming), and Sulwhanon (24 homes located in Everson). All of the homes are single family dwellings administered under the Mutual Help Program, Low Rent Program, and Low-Income Housing Tax Credit Program. In addition, there are seven (7) rental apartments designated for the elders located at the Five Cedars housing site. There is also a small elders community center for the exclusive use for tribal elders for lunches and socials. In addition to the Suchanon housing site is an apartment complex consisting of 12 multi-family apartments.

There is a need for further housing development for low-income Indian families and a need to modernize existing units as well as a need to facilitate private loans on individually owned trust lands throughout the jurisdiction.

Operations of 1937 Act

The purpose of the 1937 Act is to provide financial assistance to state and local governments for elimination of unsafe and unsanitary conditions, for the eradication of slums, for the provisions of decent, safe, and sanitary dwellings for low-income families, and the reduction of unemployment.

Down Payment Assistance

Down Payment assistance is a program providing low-income eligible Native American families with assistance toward purchasing a home, up to \$5,000. DPA is a federally funded program and participants are required to use the Section 184 home loan program.

Housing Management

NIHA provides services for all low-income eligible Native American families seeking housing assistance including: processing, screening applications, maintaining housing stock, and processing annual up-



dates.

Low-Income Housing Tax Credit Program

The Low-Income Housing Tax Credit program (LIHTC) is a program where renters are trained to become successful homeowners. NIHA LIHTC projects include new construction and rehab homes which started in 2005-2006. Raymond James invested into Nooksack projects and began with development of Sulwhanon, located in Everson, WA, and False Creek, located in Deming, WA. Raymond James also funded Rehab MHO units which are units located throughout Whatcom County.

Low Rent Program

The Low Rent Program provides affordable living, which consist of the Elders' Complex, apartment complexes, and some units transferred to low rent. The Elders' Complex is a 7-unit development of two-bedroom duplexes, and a triplex which includes a dining hall for elders to have provided meals. The Elders' Complex is located in East Whatcom, Van Zandt, WA, specifically in Five Cedars neighborhood. Whispering Cedars is located in Everson, WA and consist of 12 multi-family duplexes.

Indian Housing Block Grant CARES - Abbreviated IHP

The IHBG-CARES Abbreviated IHP-APR is to provide Indian tribes and Tribally Designated Housing Entities (TDHEs) with an Indian Housing Block Grant formula funding provided under the Coronavirus Aid, Relief, and Economic Security Act (Public Law 116-136) (CARES Act), and other program requirements. These grants will be called "IHBG-CARES" grants. Funds allocated to NIHA were \$255,977 to prepare for, and in response of, COVID-19.

Funding from IHBG CARES was used for activities focused on providing Wi-Fi hotspots for low-income eligible families, in response to COVID-19. NIHA wanted to offer Wi-Fi services for families needing internet for communications and online learning needs. IHBG CARES funding also funded COVID-19 clean-up for spring cleaning dumpsters. IHBG CARES funding assisted with a full rehab of a unit in response to COVID-19; helped with reducing homelessness; the purchase of equipment for NIHA maintenance, and two mini homes (new construction).

Nooksack Housing Advisory Committee

The Nooksack Housing Advisory Committee (NHAC) is a Nooksack Tribal Council approved committee. The purpose of NHAC is for general review of NIHA policies and procedures. Each member is committed to providing services to the community and ensuring NIHA is meeting the needs of the community.



Suzanne Brownrigg,
Human Resource
Director

Human Resources

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 Tribes' goals of Indian Preference.



Carrie Kentner,
HR Benefits Specialist

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.



Lily Roberts,
HR Specialist

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 and 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: www.nooksacktribe.org/departments/humanresources/.

A couple of major project completed this year: Drafted the Pandemic Policy for the Pandemic Response Team and tracked all employees that worked during our Pandemic closure.

2020 Employee Statistics:

Nooksack Tribal Members	142	59%
Other Enrolled Tribal Members	17	7%
Non Native Employees	81	34%
Total Employees	240	100%

Information Technology Department

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.



Delano Cooper,
IT Director

Accomplishments

Christine Naughton, Database Developer/Analyst, has single-handedly developed and created a COVID-19 Tracking database. This database helped the Health Department with contact tracing, and logging everything pertaining to COVID-19. Christine has also developed a Budget tracking system for each department director to use to keep track of their spending. She has also been working with many departments to custom build databases that suit their needs.

Information Technology has upgraded our email servers to Microsoft Exchange 2016. We previously ran Microsoft Exchange 2010. 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". We are planning to upgrade to 2019 soon.

IT upgraded and replaced our Email SPAM Filter to better protect our email system from attacks.

IT has also enhanced the ability for employees to work from home effectively. During the COVID-19 Pandemic, it was important more than ever to be able to work remotely and practice social distancing. Enhancements included upgrading our Firewalls, deploying laptops to those that needed them, and upgrading our Internet connection from 100 Mbps to 500 Mbps.

We have also migrated the Dental server to our Virtual environment to better protect the system from downtime and failures. During the migration process, we also upgraded the software to be compatible with the Windows 10 operating systems used within the Dental office.

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

The Community Building has upgraded the projector for community use! We've



Destry Miller,
Network Administrator



Chris Robertson,
Telecommunications
Administrator/
Purchasing



Justin Johnny,
Desktop Support
Specialist



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Robert Meador,
Systems Administrator

upgraded to a Cinema-style projector with a screen measuring over 20+ ft in size! The plan is to be able to use this projector for community movie nights and events, once we can gather inside again.

Future Projects

Next year, the IT department will be looking to upgrade our data storage systems. Our current solution has worked well for us, but is over 8 years old and coming up to end-of-support lifecycle.

Not pictured:

Christine Naughton,
Database
Development /
Analyst

IT will be assisting the Health Department with migrating to the new Electronic Health Records system. This system is scheduled to be implemented by end of 2021.





Law Enforcement

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 currently have one Nooksack Tribal member who functions as Patrol Sergeant for the department. We have plans to hire a second Tribal member in 2021, and train them to be a patrol officer. 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.

Crime Trends

- Violent Crime was down for 2019, but increased in 2020.
- Property Crimes were down for 2019, but increased in 2020
- Drug complaints were up for 2018, but declined in 2019 and 2020, 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 and only 55 in 2020. This is a great improvement in Tribal security by the employees.
- Alcohol complaints were down for 2018, and declined for 2019, but had a slight increase in 2020.
- Total calls for assistance from the community increased for the fourth year in a row to 1,339.

The increase in Domestic Violence and Alcohol related calls for service are in line with nationwide trends, suspected to be related to the COVID-19 lockdown conditions.



LAW ENFORCEMENT

NOOKSACK INDIAN TRIBE

	2017 Crimes	2018 Crimes	2019 Crimes	2020 Crimes
911 Hang-ups	27	20	12	7
Alarms	19	7	10	40
Attempted Suicides	5	3	4	2
Assaults	7	4	3	5
Burglary	6	4	7	7
Child Abuse	3	3	4	2
Domestic Violence	18	24	14	28
Drug Complaints	34	43	36	24
Deaths	0	1	1	2
Disorderly Conduct	4	6	4	8
Fish & Game Violations	18	25	14	15
Harassment	5	3	2	2
Lost & Found	13	9	5	14
Noise Complaints	8	6	7	4
Paper Services	92	74	97	79
Resisting Arrests	1	2	4	2
Security Checks	149	81	76	55
Suspicious Activity	22	17	28	45
Thefts	31	37	24	21
Trespass	9	5	13	25
Unsecured Buildings	158	176	94	55
Vehicle Accidents	9	6	10	7
Warrant Arrests	12	9	13	11
Weapon Complaints	3	2	1	2
Total Calls for Service:	1,091	1,189	1,220	1,339



2020 Department Activities

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. Unfortunately, in 2020 we lost one of our Sergeants to the Lummi Police Department. He was a Nooksack Tribal member, an outstanding officer, and will be greatly missed. In 2021 we will promote a current officer to the position of Sergeant to fill the position lost in 2020.

We placed our new 30-foot SAFE Boat into service, and increased marine enforcement efforts in 2020. We recorded 149 hours on the water in 2020. The SAFE Boat was paid for through the COPS grant program. The boat was utilized in the search for a lost fisherman, and the crew have been trained and equipped for rescue operations on the water. We also secured additional Stonegarden grant funding to cover the costs of fuel and officer salaries while on marine patrols through 2023.

We received a shared Victims of Crime (VOC) grant to cover a Community Outreach Officer position, which covers an officer, associated training and equipment for three years. This position spends time with the Elders, visits with the Timber Ridge school and Head Start programs, attends community events, continues with the SORNA program tracking, works with the Domestic Violence Advocate, is a member of the Homeless Task Force, and responds to community concerns.

We utilized Stonegarden grant funding to place a security camera system in the parking lot area of the Northwood Casino. This will allow the police to remotely observe the activities in the parking lot area, without having a police officer on-site. Thus reducing the impact to Casino activities, while increasing our ability to deal with activity associated with that location. We also put into service a mobile security camera trailer, funded under the same grant program.

We received a 2020 COPS grant to purchase three new, fully equipped patrol vehicles, which will be completed in 2021. The three year grant also contained funding for police body camera equipment and advanced officer training.

We continue to have officers reach out to the community, through events and gatherings, to introduce our officers to the community. We have advertised our Community Ride-Along program and actively encourage community members to come and see what we do for the community. We plan on hiring an entry level police officer from the Nooksack community in 2021. Only by building trust with our community, can we do our job in serving the people.

We received the Tribal Access Portal (TAP) grant in 2020. 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. We should have the new system fully online and operational in 2021.



LAW ENFORCEMENT

NOOKSACK INDIAN TRIBE

Each year the Nooksack Tribal Police Department becomes better trained and better equipped to safeguard the community. We currently have an agreement with the Whatcom County Sheriff's Department to provide joint services on Nooksack Tribal lands, but we are also pursuing 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. It is our hope to have this agreement completed in 2022.

COVID-19

It would be impossible to fully explain the impact that the current pandemic has had on our Community and the police department in general. It has altered the way we do business, the way we approach people and the way we all relate to each other. There has been a great economic impact to each person, and an untold toll on the community. We see the impact in the calls for police services in 2020 and the different volume of calls placed by our community. We may return to normal functions in the months to come, but the last year has been very difficult on everyone. Just know that we have been here for you, and continue to be here for you, 24-hours a day, 365 days a year. Each officer has access to emergency food supplies to assist the community members if needed. We are here for you...



Michael Ashby,
Chief of Police



Francisco Sanchez,
Police Sargent



Roman Swanaset-
Simmonds, Police
Sargent



Brandon Farstad,
Natural Resource
Enforcement Officer



Daniel Bennett,
Police Officer



Daniel Nevares,
Police Officer



Kevin Whitney,
Police Officer



Gordon Alves,
Police Officer



Natural and Cultural Resources

The mission of the Natural Resources (NCR) 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. Natural and Cultural Resources Department staff contribute to this mission in six categories: (1) fisheries harvest and hatchery management; (2) habitat restoration, watershed management, and ecosystem recovery planning; (3) monitoring and assessment; (4) resource protection; (5) Treaty wildlife hunting in designated game management units (GMU), and (6) Cultural Resources protection. The department is comprised of 20 full-time staff, 16 Natural Resources and 4 Cultural Resources. The 2020 year included the COVID-19 viral pandemic, which disrupted fisheries, markets, and subsistence opportunities.

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 \$6.9 million in FY2020. Activities and accomplishments of the department during 2020 by category include:



George Swanaset Jr.,
Natural & Cultural
Resources Director



Tricia Cline,
Administrative
Assistant



FISHERIES HARVEST AND HATCHERY MANAGEMENT



Ned Currence,
Fisheries and Resource
Protection Program
Manager

The Harvest Management component of the Natural and Cultural 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 also in 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.



Jim Bura,
Fisheries Data
Specialist

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 Fraser River and Puget Sound sockeye, pink and chum salmon. In 2020, there was no 7/7A Fraser sockeye fishery due to very low returns and continued mortality associated with the early returning sockeye and chinook stocks that are upstream of the Big Bar landslide. 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, when they occur.



Joe Rodriguez,
Fisheries Technician

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 2020 the chum run was generally weak, again resulting in emergency closures in the Bay and river.



Darren Malloway,
Fisheries Technician

Tribal members may also subsistence fish for trout and other game fish in Whatcom County lakes and the Nooksack River. Members are required to carry their tribal identification, and 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 which generally occurs in the spring, though there were no catches in 2020. The halibut subsistence fishery typically remains open through December 31. Dungeness crab is the most lucrative Treaty resource for many fishers. Typically there is an annual limited commercial manila clam harvest in the Spring at Birch Bay State Park. Due to COVID-19 pandemic closure of state parks in the spring, a Birch Bay commercial clam harvest could not be scheduled.

Not pictured:

Mike Maudlin,
Forest & Fish
Specialist/Restoration

Accomplishments during 2020 include:

- Promulgated 43 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 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. Worked with the Commission in implementing the 2013 and 2015 salmon disaster funding award from Pacific States Marine Fish Commission for review.
- Drafted CARES ACT fisheries impact spend plan and revenue loss spreadsheet to gain assistance for fishers and Nooksack members.
- 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.



NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE

- 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. Reviewed Lummi Nation Hatchery and Genetics Management Plans (HGMPs) for their hatchery programs, and reviewed WDFW's Kendall Hatchery spring chinook HGMP.
- 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 populations for the 5-year ESA status reviews.
- Participated in the Interagency Chinook Critical Stocks ad hoc interagency committee which is guiding implementation of chinook population hatchery rebuilding programs. Substantial returns occur annually now from the Skookum chinook rebuilding program, as well as from the Kendall hatchery program.
- Continued to work on Puget Sound Chinook Resource Management Plan seeking longer term ESA take coverage for our chinook fisheries. Reviewed Fishery regulation Assessment Model (FRAM) base period 7 results, for potential use in upcoming years.
- 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

Not pictured:

Oliver Grah, Water
Resources Program
Manager



Jezra Beaulieu,
Water Resources
Specialist

- Monitored water quality and quantity throughout the Nooksack River watershed and nearby coastal watersheds at approximately 150 sites, including:
 - o 6 stream gages;
 - o 20 suspended sediment and turbidity;
 - o 66 water temperature;
 - o 34 general water quality and fecal coliform;
 - o 14 oxygen isotope;
 - o 20 air temperature; and
 - o 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 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, habitat, and water, our water resources monitoring program and on our climate change project at conferences, workshops, and technical meetings.
- 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.
- Initiated a pilot research project to evaluate the influence of commercial forestry in the Nooksack River watershed on late summer streamflow in collaboration with Natural Systems Design and Western Washington University.
- Initiated computer modeling of the effects of climate change on peakflows in the Nooksack River and tributaries in collaboration with Western Washington University.
- Through collaboration with University of Washington, Climate Impacts Group, completed "Nooksack Indian Tribe Climate Natural Resources Climate Change Vulnerability Assessment."
- Through collaboration with University of Washington, Climate Impacts Group, completed "Nooksack Indian Tribe Climate Change Adaptation Plan for Key Species and Habitats", including important indigenous foods.



Rich Auguston,
Water Technician II



Tom Cline,
Water Technician III

HABITAT RESTORATION, WATERSHED MANAGEMENT, AND ECOSYSTEM RECOVERY PLANNING

- Completed the North Fork Nooksack Farmhouse Reach Phase 4 restoration project, our largest habitat restoration project to date, which entailed construction of 56 log jams, bringing the total number of log jams constructed in the 3-mile Farmhouse reach to 127.
- 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.
- Completed planting, controlled brush and monitored 3 sites along the South Fork. Began first-year planting at 3 additional sites on the South Fork.
- Replanted restoration project sites and maintained previous plantings to



Treva Coe, Habitat
Program Manager



NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE



Lindsie Fratus-Thomas, Watershed Restoration Coordinator



Eric Stover, Watershed Restoration Coordinator

Not pictured:

Sindick Bura, Restoration Crew Lead

Not pictured:

Aaron Cline, Restoration Technician

- restore riparian (river-adjacent) forests along the North and South Forks.
- Compiled and synthesized technical information about our Nooksack Chinook populations 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.
- 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. Completed pilot habitat and water quality assessment for an early action project at Cougar Creek.
- Funded and completed a riparian forest assessment for the three forks and the upper mainstem area of the river.
- Supported restoration of fish passage to the Upper Middle Fork Nooksack at the diversion dam by advocating for funding, participating in education and outreach efforts, and providing input to plans for fish exclusion and biological monitoring.

RESOURCE PROTECTION

- Worked with Lummi Nation and other local partners to advocate for a general stream adjudication of water rights in the Nooksack Basin.
- 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 Tribes cultural resources to ensure that habitat and culturally important areas were being adequately protected and impacts appropriately mitigated.
- Reviewed State Hydraulic Project Approval applications to ensure impacts were adequately 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.

- 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 and evaluated the proposed Vegetation Management project.
- 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.
- Reviewed designs for all state and local fish passage improvement projects and monitored implementation of the “culvert case”. Participated in design-build design meetings with contractors for Department of Transportation culverts.
- 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 tribes treaty hunting rights are adequately protected, and that access to practice treaty hunting on state, or private timber lands is secured.

TREATY WILDLIFE HUNTING

The Natural and Cultural Resources Department is also heavily involved in the management of hunting by our members. Below are a few 2020 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.
- Department provided funding to support elk population surveys.
- 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 by 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,



NATURAL & CULTURAL RESOURCES

NOOKSACK INDIAN TRIBE



Jeremiah Johnny,
Treaty Protection
Advocate

- 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.

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:



Trevor Delgado,
Tribal Historic
Preservation Officer

- 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 Tribes 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 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.



Sandra Joseph,
Cultural Resources
Advocate

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.
- Work with Nooksack Tribes 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 2020, the Nooksack Natural and Cultural Resource Department has been in the process of re-organizing staff, and programs to further adapt to the change. The Nooksack Tribe's 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.





Charles Hurt,
Senior Tribal Attorney



Rickie Armstrong,
Tribal Attorney



Sue Gearhart,
Legal Secretary

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 in personnel matters, 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 2020, OTA drafted a Water Code for the Nooksack Indian Tribe. 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 proposed amendments to Title 100 – The Tribal Tax Ordinance, to Title 62 – The Elections Ordinance, to Title 63 – The Enrollment Ordinance, and to Title 47 – The Utility Ordinance and to various NIT policies, including the Personnel Policy.

OTA continues to assist in several litigation matters concerning tribal governance and elections. In 2020, OTA assisted with secretarial and tribal council elections, including litigation support.

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 status by the U.S. government. We are also assisted in the purchase of several parcels this year for future development, including the First Street Property in Deming.

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 and the City of Bellingham 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 and with the lease of slot allocations to other tribes.

In 2020, OTA assisted with adoption of a cannabis compact with the State of Washington as a prelude to opening a cannabis dispensary on the Nooksack Reservation.

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.



Social Services

The Nooksack Social Services Department operates under at least 13 different funded programs/grants, with 14 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
- Elders Septic Assistance
- General Assistance Program (GA)
- General Education Program (GED/ABE)
- Homeless Program

ENERGY & FOOD ASSISTANCE PROGRAMS

LIHEAP & CSBG provided assistance to 71 Nooksack Tribal members with energy assistance.

The Nooksack Food Bank provided 400,869 pounds of food to the community. The 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. We also held a couple additional food bank distribution days to help those families that were affected by COVID.

- Assisted 203 Nooksack Tribal members with a monthly food voucher
- Assisted an average of 144 community members per month with monthly Food Bank
- Assisted an average of 160 Tribal households with monthly Commodity Foods Program



Heidi Davis, Director
of Social Services



Sherie Johnny,
Assistant Director of
Social Services



Sarah Cline, TANF
Receptionist/NEW
Program Coordinator

ENERGY & FOOD ASSISTANCE PROGRAMS

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Stewart D. Roberts,
Employment &
Training Caseworker



Rosalena Joseph,
TANF Caseworker/
General Assistance
Coordinator

CHILD CARE PROGRAM

CCDF Program assisted 30 Tribal households with childcare/daycare cost for the year. Due to COVID, the CCDF program was able to assist 2 families outside of our income threshold.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

TANF assisted an average of 30 families per month and help 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 Vocational College Graduate
- 6 clients that attended college full-time
- 1 client that is actively working on completion of GED

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

- New baby and hygiene care packages
- Emergency housing assistance
- Monthly/quarterly bus passes
- Gas vouchers



Sativa Robertson, Lead
TANF Caseworker



Jennifer Boome, Skagit
TANF Receptionist



SOCIAL SERVICES

NOOKSACK INDIAN TRIBE



Crystal Bailey,
Energy & Food
Programs Coordinator

- Sports/ASB fees
- Good grade/attendance incentives
- Marriage incentives
- Emergency food
- Interview/work clothing
- Auto repair/auto insurance
- Drivers education



NATIVE EMPLOYMENT WORKS PROGRAM

Native Employment Works (NEW) Program assisted 15 Tribal members through their first year of employment with a goal of sustaining employment and developing self-sufficiency through permanent employment.



Setoga Tigilau,
Elders Driver

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



ELDERS PROGRAM

Nooksack Elders Programs provides hot, nutritious meals five days a week at our Elders Building located next to the Elders complex. Eligible Elders are now able to participate in one meal a day at Nooksack Northwood Casino and we also provided a Thanksgiving turkey during the month of November.

Due to COVID, we were unable to hold any kind of gathering or celebrations for our Elders that attend lunches regularly. Unfortunately, we were unable to hold our Annual Elders Luncheon. We are hoping to bring back this annual function in 2021.

The Elders Programs is funded by two different sources: Title VI Programs and the Nooksack Tribal Council. This year these funds helped pay for the following:

- Annual salaries/benefits for Elders Program Employees
- Indirect costs
- Fuel for daily transports to Elders Luncheons or Events
- Equipment, food and supplies
- Vehicle maintenance
- Thanksgiving turkey voucher program
- Hygiene kits for enrolled Nooksack Elders who reside in Whatcom County
- Bottled water and fresh produce delivered to all household who participated in the lunch delivery



Tara Rodriguez,
Elders Nutrition and
Program Coordinator

We also added two staff members to help with the delivery of 60 plus meals Monday-Friday.

ELDERS SEPTIC ASSISTANCE PROGRAM

The Elders Septic Assistance Program assisted nine Nooksack Tribal Elders with septic-related repairs or maintenance one time this calendar year.



Sandra Bura, ABE/
GED Instructor

GENERAL ASSISTANCE PROGRAM

The General Assistance Program assisted eight Nooksack Tribal Elders with cash assistance.

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 & Skagit TANF Office.



Tiffany Zamudio,
Homelessness
Resource Manager

GED Program also offers other assistance:

- Free computer and internet access
- Help with resumes and cover letter

HOMELESS PROGRAM

The Homeless Program is a fairly new program that was started late in 2020. Since the start of the program, we have applied and were awarded the All in WA grant for \$75,000. The Homelessness Program has also worked closely with the Nooksack Housing Maintenance staff to prepare the house in the Five Cedars Housing Development to be utilized as a shelter for homeless Nooksack Tribal members and community.

Nooksack Tribal Court



Raymond Dodge,
Chief Judge

The Nooksack Tribal Court system was established by the Nooksack Tribal Council in accordance with authority vested in it by the Constitution and By-laws 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.



Julie Missing,
Court Administrator

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.

Court files are now maintained electronically, and the clerks continue the task of digitizing the voluminous historic files for preservation. The new system is constantly being modified so that the court staff may access files and record with more ease and produce more accurate data.



Betty Leathers,
Child Support/Civil
Court Clerk

The Court continues to develop new forms and update or replace 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 forms are now available on the Court website. The Court has an established fee schedule applicable to the filing of cases and pleadings.



Deanna Francis,
ICW/Criminal Court
Clerk

Due to the National, State and Nooksack Tribal Medical States of Emergency, Tribal Court operations are currently Monday through Friday from 10:00 am until 4:00 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. A drop box has been installed just outside the door to the Nooksack Tribal Police Department so that documents can be placed there for filing. Please let the Tribal Police know you have left documents so they can let the court know when they were left for filing.

Hearings are being conducted either via Zoom conferencing (with call-in ability) or telephone conference call. If you schedule a hearing, a Court Clerk will send you sign-in information prior to the hearing.

In late 2020, the Nooksack Tribal Court, along with the Nooksack Police Department and Office of Tribal Attorney, embarked on a project to convert the closed Nooksack River Casino into a Tribal Justice Center to address those

departments' needs brought about by the pandemic. The project was delayed due to the uncertainty of the deadline for expending the funds allocated to the Nooksack Indian Tribe under the federal CARES Act. The deadline has now been extended, so the project will be undertaken in 2021.

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 nine (9) 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:

82 License Renewals
9 Tribal Employees as of 12/31/2020
40 Total Employees Licensed during 2020
95 Total Employees Licensed as of 12/31/2020
16 Licensed Vendors

Patron Barring's:

42 Self-bar 2020
8 Self-bar waivers 2020
19 Other Patrons barred 2020





VETERANS PROGRAM

NOOKSACK INDIAN TRIBE

Tribal Veterans Program



Cara McCoy,
Veterans Manager

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



Candace Kelly,
Veterans Coordinator

Monthly Legion meetings and Veteran events were canceled due to COVID.



Katrice Rodriguez,
MSW, Director

Youth and Family Services

The COVID-19 global pandemic in 2020 presented unique challenges to the way the Youth and Family Services Department normally operates to provide services to Nooksack families. As public schools and after school programs closed, other services were conducted electronically or telephonically at a distance, and stay-at-home orders kept children away from the watchful gaze of mandated reporters, child welfare agencies, including the Youth and Family Services Department, saw a significant decrease in reports of child abuse and neglect. This decline was not signal of an ill eradicated rather a signal that it would be up to the Nooksack community to protect our children who experience abuse and/or neglect. The pandemic, with its associated isolation; economic challenges and stress; and lack of social supports that may overwhelm parents, leading to poor parenting decisions, remained a concern for all child welfare advocates. Realizing this early, the Youth and Family Services Department staff continued to work safely through the crisis of the pandemic in 2020 to provide vital services and supports to Nooksack families. The Nooksack Youth and Family Services Department continued to expand its



services beyond child welfare to encompass the family as a whole and provided services, education, and awareness to the Nooksack community of all forms of abuse and harm.

In 2020, it was critical to provide information as to how the community could help to protect our children and families from abuse and violence. The Nooksack Youth and Family Services Department staff successfully hosted a virtual run to promote awareness of child and elder abuse and neglect, and domestic violence and sexual assault, with 170 participants.

The Youth and Family Services Department utilized CARES Act funding to host the “Breaking Bread, Breaking the Cycle of Violence - Family Picnic” drive through event. Nooksack families received custom picnic cooler bags with picnic essentials and games to support a safe picnic for families. The picnic coolers also included information, flyers, and resources to bring awareness and education regarding child and elder abuse, domestic violence, and sexual assault. Flyers explained how to report suspected abuse and violence and shared all contact information for Nooksack Youth and Family Services program staff. 200 picnic cooler bags were distributed during this successful event.

The Nooksack Youth and Family Services Department continues to be funded by a combination of governmental funding sources including, federal, tribal, and state Indian Child Welfare and domestic violence grants. As of 2020, the Youth and Family Services Department has successfully been awarded additional grants to expand its services with programs beyond child welfare to also include services for elders, and men and women experiencing harm. Programs and Services offered include the following:

INDIAN CHILD WELFARE PROGRAM & INDEPENDENT LIVING

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 that are culturally sensitive and appropriate. The Youth and Family Services Caseworkers strive to assist families with resources and services needed to support family preservation and ensure children remain connected to the tribal family and community.

The Independent Living Program provides additional services for our Nooksack children who are 15 years or older and in an open dependency through DCYF



Kayleasha Davis,
Program Assistant



Megan Cooper,
Lead Caseworker



Ken Levinson,
ICW Attorney



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

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 support 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.



TI'ILS TA'Á'ALHA (SOUNDS LIKE: TLEELS-TU-UH-ALHA)

TI'ILS Ta'á'alha in our indigenous language means to love and honor yourself. Love and honor yourself in order to heal and eradicate the violence that threatens to erode the hope we have for a healthy and strong community.

The TI'ILS Ta'á'alha program is based on an empowerment model of services and interventions with program staff and participants. The TI'ILS Ta'á'alha program provides an environment in which each individual is responsible for his or her actions by supporting his or her right to make choices about themselves and how she or he lives their life. Although program staff may not agree with participant decisions, as someone who is empowering others to make choices for themselves, staff support his/her decision and discuss safety planning and assure him/her that he/she can always receive additional services should he/she want them. The TI'ILS Ta'á'alha program staff focus on cultivating an atmosphere in which the individual makes his/her own choices and decisions about him/herself and how he/she lives her life. Additionally, the philosophy for service provision for those experiencing domestic violence, sexual assault, and elder abuse is that: All persons have the right to live without fear, abuse, oppression, violence, and child abuse. There should be equality in relationships and survivors of domestic violence, sexual assault, and elder abuse should be helped to assume power over their own lives.



Sydney Miyahara
Civil Legal Attorney

Survivors should be treated with dignity and respect; all people involved in violent crimes are affected -- survivors, children, families, partners, friends, the community, and perpetrators. A coordinated community response is the best approach to eliminating domestic violence, sexual assault, and elder abuse in Nooksack. Intervention and services are based upon the safety and well-being of individuals and the community. Services are provided in a non-judgmental, voluntary, non-coercive manner and take place in a safe, trauma-informed environment. Services encourage self-determination, autonomy, physical and emotional safety, and provide information that will enable independence. Ser-



vices respect cultural diversity by recognizing the spectrum of differences that exist in Nooksack and Indian Country. Services are rendered from an approach that recognizes the impact of trauma and acknowledges the role of trauma in the lives of participants and their dependents. Tl'íls Ta'á'altha is a wellness and strength-based program.

The Tl'íls Ta'á'altha program employs a 24/7 advocate and a Civil Legal Attorney to assist families to achieve safety with protection orders, parenting plans, and other justice matters for victims of harm. The Tl'íls Ta'á'altha program also provides cultural healing for participants to engage with tribal elders and learn or practice traditional healing therapies such as weaving, canning, quilting, etc. The Tl'íls Ta'á'altha program also provides emergency hotel stay for families needing safety from harm.



Rickyna Sam
DV Advocate

MEN AND BOYS OUTREACH AND ADVOCACY PROGRAM

The Men and Boys Outreach and Advocacy Program was made part of the Tl'íls Ta'á'altha Program in late 2020. A comprehensive strengths and needs assessment of the Nooksack Tribal community in 2019 identified a gap in services not addressed in the initial Tl'íls Ta'á'altha Program services, which was advocacy for male victims of domestic violence and sexual assault. 43.1% of the Nooksack men who participated in the community assessment reported being the victim of some form of family or sexual violence. Also found in the assessment was that men in the community may not be aware of the kinds of behavior that constitute family or domestic violence, how to identify it, and how to respond when they or someone they know is a victim, and how to get help. The Men and Boys Outreach and Advocacy Program was awarded federal grant funding to employ an advocate to provide advocacy services, education, and awareness to the community.

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.



YOUTH & FAMILY SERVICES

NOOKSACK INDIAN TRIBE

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, safely. The COVID-19 global pandemic slowed progress toward full implementation of this program due to social distancing and safety measures enacted to keep the Nooksack and broader community safe.

A space has been identified to house the program and the Youth and Family Services will launch its full spectrum of services in 2021. Civil legal services were available for families during 2020.

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 a multi-disciplinary team 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 advice 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.

WA DEPARTMENT 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 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.

Nooksack Enterprises



The Market Center

2020: The Market Center had to adjust its business strategy due to the pandemic. We were able to develop safe practices during the pandemic by launching a mask campaign, setting customer limits, and sanitizing all touchable surfaces. The Market Center initially reduced business hours during the pandemic and moved employee work weeks to 4 days to allow for extra time for self-care. The store hours have stayed consistent to meet the business needs as merited. During this time, we were able to attract customers to our store while many other places closed. This helped for the Market Center gain a new customer base and social media following. In May the Market Center was approved for a PPP Loan. This allowed for us to provide hazardous pay for the employees for 8 weeks. Our employees have worked hard to provide a safe environment to shop in. They are day-in and day-out, the first line of defense when it comes to a customer not wanting to follow guidelines for mask wearing.

Strategically: Our goal for 2020 was to stay operational and keep our community and staff safe during the pandemic. We worked hard to offer items that were hard to get during the pandemic buying. The Market Center was able to offer bulk flour, sugar, yeast, and rice when these items were hard to get. We also were able to offer hand sanitizer and paper products under limitations so more customers had the opportunity to obtain them. To entice customers and employees into wearing a mask, we took the time to bring in an assortment of mask options. The Market Center installed air scrubbers for the building and made it mandatory for employees to always wear masks and gloves during work hours. We also worked together with various tribal departments to assist in getting our community products that they were not able to obtain through local stores. During the tribe's reopening, we were able to



help secure PPE products for the tribe and its departments, along with the Casino and the Market Center. 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 take the opportunity to track down popular products discussed on social media. We also work to find products to offer multipack 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 28 of the 29 tribes in Washington, 54 tribes in 11 states including Washington, Oregon, California, Idaho, Montana, Oklahoma, Utah, Arizona, Alaska, Nevada, and Kansas. 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. In March of 2020, Bob Solomon was a member of the Whatcom County COVID Business task force. We worked together to come up with strategic plans to open other businesses that had shut down due to the pandemic and were ready to prepare themselves to open back up.



Concerns: The Market Center will be 19 years old this coming fall, and equipment issues have started to arise and be dealt with. In many cases it requires replacement of equipment, although we do have a preventive maintenance program in place, wear and tear still does happen. The Market Center was able to install a new walk-in cooler and freezer attached to the kitchen with the help of COVID dollars. We have also completed the replacement of our equipment running our beer cooler and walk-in cooler. This allows for us to keep the coolers running at full capacity. There are two large projects that need to be completed in the near future. These include the box for our reach-in freezer and changing out the underground fuel lines for our unleaded fuel products to meet EPA standards.

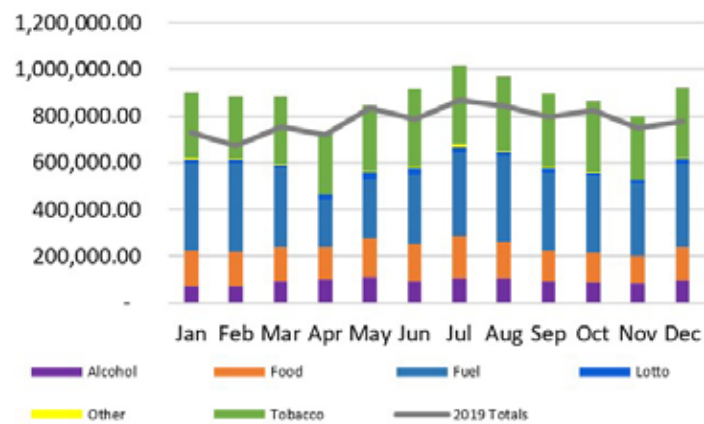
Goals: The 2021 goals of the Market Center are to continue operating under best business practices, staying focused on maintaining margins, and growing the business. The safety of our employees and community continues to be a primary goal for the Market Center during the ongoing pandemic. We stress that wearing a mask, constant sanitization, and hand washing will help to meet our goal to safely protect others. 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. The Market





Center must continue to operate in the changing conditions of the pandemic and keep our staff and community safe and informed.

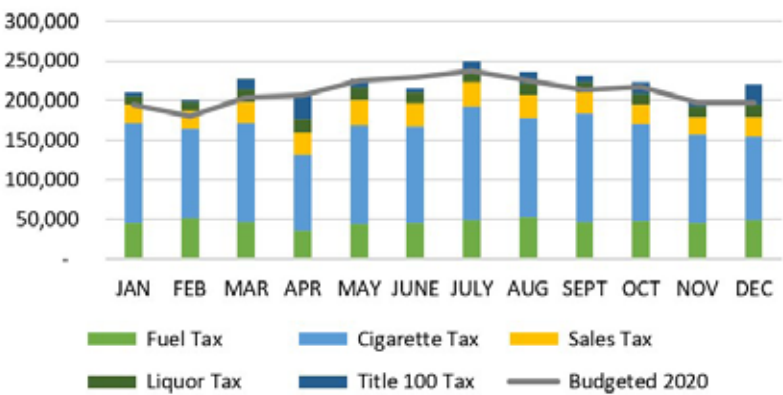
MCI Sales Comparison



Annual Review of 2020: The Market Center was able to grow its total inside sales by 8% from the total inside sales in 2019. 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 have developed a following with our customers. We have been in communication with our previous cigarette vendor Smokin' Joes, hoping to soon be caring them again with their aggressive pricing. During the beginning

months of the pandemic, we were able to gain Alcohol, Cigarette, and Lotto sales from all the closures of product-like businesses. Our hot food and coffee programs have been affected, and we have been researching packaging, product availability, and food options to try and combat the loss of sales. The opening of the Nugent's Market did affect our grocery sales slightly. We are watching our grocery product to see where we may need to adjust our previous strategy and offerings. Fuel gallons were slightly up by 1% over

MCI Funds to Tribe



the 2019 numbers, which in turn allowed for our fuel tax reimbursement to be slightly up as well. This was a surprise considering the pandemic had people moving around less. The strong mountain season did help to pull in those customers who would normally not be passing by.

2020 Distributions: The Market Center closed out 2020 1% above what our 2019 distributions were to the tribe. These distributions include Fuel, Liquor, Cigarette, Title 100, and Sales Tax. Our distributions overall ended with us being 4% over our predicted budget, but individually it was a trade off from one tax contribution to another.

Northwood Casino

The Nooksack Northwood Casino opened 2020 with the threat of a lingering global pandemic meeting projected budgets. That momentum came to a sudden stop when the operations were forced to shut down on March 17, 2020. Subsequently, right after the US-Canadian Border shut down on March 21, 2020 and has yet to re-open. The Northwoods re-opened on June 1, 2020 with limited capacity and stringent COVID-19 safety procedures in place.



Leonard Habig,
General Manager

Financial Results

The original budget projections for the Northwoods Casino set annual revenue at \$20,837,715. Due to a multitude of factors such as closing down the casino, the US-Canadian Border closure and the community's hesitancies to come to public locations during a pandemic resulted in a gross gaming revenue of \$10,043,277. Representing a 52% shortfall from reaching projected revenues for 2020.



Nicole Lewis, Chief
Financial Officer

Management met the challenge head-on when forced to rebalance operations with reduced incomes. Staffing levels were reduced to absolute minimum levels to ensure adequate service delivery while meeting strict regulatory requirements. Budgeted EBITA for 2020 was projected to be \$3,495,287. However due to the challenges faced throughout the year, EBITA for FY 2020 resulted in \$-117,074. While top line revenue was missed by over 10 million dollars, expenses management was able to reduce bottom line impacts by \$3.5 million excluding financial support provided by CARES Act funding and a Paycheck Protection Program loan.



Mike Kentner,
Operations Manager

Debt Compliance

The Nooksack Business Corporation entered into a settlement agreement in 2012. As part of that agreement, the operations of the Northwood Casino are required to make a minimum level of repayments through September 2022. Fulfillment of those minimum debt payments shall relieve the tribe of an estimated \$4 million dollars in principle debt in 2022. The Nooksack Northwood Casino fulfilled its obligations to the creditor and made on time the required minimum payments for \$2,250,000 for FY 2020. The minimum remaining balance left to be paid through the end of the settlement period is \$3,562,500.



Amy Taylor, Human
Resources Manager

2021 Outlook

Management is looking forward to and preparing for when the US-Canadian Border reopens. Management is constantly monitoring federal activity, looking for any indication of the border re-opening, and has met with department managers to determine what increased level of staffing will be required to help service an increase in customers to the property. Management will also work with the Pandemic Response Team to determine the proper procedures for

reopening the buffet.

Other challenges that operations are facing is filling vacancies. Two competing factors include increased unemployment benefits coming from the federal/state agencies and the increased state minimum wage to \$13.69. Unemployed people who would otherwise apply are not applying, and if they do, they are not following through with accepting job offers.

Tax Transfers to the Nooksack Indian Tribe

FY 2020 resulted in various revenue transfers to the Nooksack Indian Tribe. They include:

1. Tribal Economic Development Tax (TED)	\$ 97,061
2. Spirit & Sales Tax (Paid)	\$128,650
3. *Spirit & sales Tax (Accrued)	\$ 49,726
(Will be transferred 1st Quarter 2021)	



Michele Habig,
Marketing
Administrator



Joel Ramos, Slots
Manager



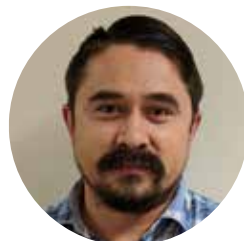
Patti Vinup, Cash Cage
Manager



Rick McCauley, IT
Manager



Tony Johnny,
Surveillance Manager



Josh Corona, Security
Manager



Roy Compton,
Facilities Manager



Cherri Roberts,
Gift Shop Manager



Tina Minio,
Manager on Duty



NOOKSACK INDIAN TRIBE
2020 ANNUAL REPORT

