

● ● ● **SQUAXIN ISLAND TRIBE** ● ● ●



● ● ● **2020** ● ● ●



We Envision

A culturally and economically strong community of self-governing, resilient people united by shared values and traditions.

Tribal Chairman

Kris Peters



Hello, sq'axədəbš,

This last year, as we lived through the pandemic, was a time where we, as Squaxin's, showed great strength, perseverance, and growth. It has been hard at times, and we all had to make sacrifices. Covid-19 caused us to temporarily close down our businesses, negatively impacting our economy. Many employees were temporarily furloughed, and some services were halted. Although there were furloughs, no government employees were let go permanently due to the pandemic. The Tribe never missed a per capita payment to our citizens and Cares Act funding was secured and distributed to our people and employees.

Leadership had to make some really difficult decisions to protect our community, especially our Elders and vulnerable adults.

I am immensely proud of how we have overcome this pandemic. We activated our Emergency Operations Center and secured federal funding to carry our community through this difficult time.

We established a checkpoint at our border to monitor and control the amount of people who entered our residential neighborhoods and government facilities.

We installed a tiny homes village as a place for people/families to quarantine if they became infected.

We successfully and safely held elections and opened communication to the community via Zoom which was utilized for the Winter General Council meeting and now for our bi-monthly Tribal Council meetings.

We were able to provide meals to hundreds of Elders and youth during the closure.

Unlike some other communities and reservations, Squaxin sustained a low number of cases on the reservation. This was due to the leadership of our Executive staff and Covid-19 team of directors/employees and EOC staff. I am especially proud of our Health Services staff for the unwavering and dedicated work in administering the

hundreds of Covid-19 tests and vaccines to our tribal members, community members and employees. You are our heroes. I believe we will come out of this pandemic stronger and closer than ever as a tight-knit tribal community.

We have had major accomplishments, even in the midst of a pandemic. We obtained approval of our water use application from Ecology and finalized local well water use agreements that will help us channel more fresh water into Kamilche.

We re-established the Island Enterprise Inc. Board in an attempt to take politics out of our businesses and to provide a more efficient and professional approach to the leadership of IEI.

We made a renewed commitment to our committees, commissions, and boards by updating many of our bylaws and rosters, and have scheduled regular reports to Tribal Council.

We worked really hard to foster good relationships with local communities and governments while educating them about the history of our people, our ancestry, and our original land base.

I am really excited for our future.

We are a strong nation with great resiliency.

We are the "People of the Water."

We Are

Noo-Seh-Chatl
Steh-Chass
Squi'Aitl
T'Peeksin
Sah-Heh-Wa-Mish
Squaksin
S'Hotl-Ma-Mish



We are Squaxin!





Our Mission

The people now known as the Squaxin Island Tribe are committed to the honoring of Mother Earth, the resurgence of our traditional ways, and the respect and protection of all people, not only those who are living, but also those who have gone before and who are yet to be born.

We are a diverse and proud people. Our unity as a tribe goes beyond geography. Once we were many communities with a similar language. Following our confinement on the island, we once again dispersed. We are a returning people, returning to our land, returning to our culture. Our long memories, our ingenious adaptiveness, and our confidence in knowing who we are have led to our continuing existence.

Our tribal family seeks to maintain the pride, honor, and dignity that is our traditional way. Through art, singing, ceremonies, fishing, vocations, and traditional medicine, we celebrate the individual abilities and talents which have made us the people we are today.

It is our intent that our lives and our work be meaningful and contribute to the well-being of the entire tribe. We believe this will bring about a resurgence of our culture.

Our greatest natural resource is our elders. They are our history. Another valued resource is our children; they are our future. It is the privilege and the responsibility of the young adults to see to it that the Elders and children are honored and nurtured. We believe the Great Spirit is with us in everything we do, and to maintain our relationship to Mother Earth and to achieve physical, mental, and spiritual health, we will always need to remember who we are and why we are here.

Tribal Administrator

Marvin Campbell



Squaxin family,

My hands are up to every single tribal member, our staff, and everyone in our community! Together we endured a once in a lifetime pandemic, and we did so with a “we” mentality; we put the safety of others above our own personal comfort.

Tribal government focused on two primary objectives during the pandemic; one, keep everyone safe and don't allow Covid-19 to claim any lives; and two, ensure the Tribe remains financially secure. Tribal Council and our team of government staff navigated carefully and in a way that wasn't going to hurt our future.

This year showed what Squaxin is made of. I witnessed people working together, crossing departmental lines, and crossing entity lines. We had people assisting us who weren't even employed here. We truly pulled together. In the Navy, I was part of large teams responsible for significant missions, but none of those compare to the care and the efforts I have seen here at Squaxin Island Tribe!

We were blessed with a great amount of federal relief money, and the team quickly put together a plan to divide the funds in a way that helped sustain operations, provided our people with individual relief, and allowed us to pay for Covid-19 safety precautions, health care treatment, and response.

We had to make tough decisions. It is my hope that our people know we made decisions by focusing on the safety and well-being of all of our people. The trust you placed in us did not return void. Thank you all for your patience and understanding!

There were other good things that came from this trying time. We were able to utilize Covid-19 money to get a production well drilled on our new water right. The team also completed pre-engineering drawings. These efforts expedited the time it will take to get more water to our community.

As we prepare for an end to the pandemic or adapt to a cautious nature that must be maintained, we will continue to make decisions based on the safety of our tribal family. Please remain vigilant. Let's continue to look out for our Elders, the youth, and our neighbors. Let's finish the race stronger, and show our youth how strong and resilient Squaxin is!

God's Glory,
Marvin Campbell



Cultural Resources



DIRECTOR: Rhonda Foster

MISSION

To preserve, protect and promote tribal culture and heritage which are invaluable, irreplaceable and endangered tribal resources;

To manage ancient and contemporary cultural use sites and resources that are fundamental in the recognition of traditional life ways, values and histories of the Tribe;

To protect, preserve and manage these resources through the use of policy, traditional practices, statutory requirements and prohibitions, regulations and training



The COVID-19 pandemic created challenges in managing cultural resources during fiscal year 2020. These challenges led to miscommunications, technological issues, and an overall slower process for the management and protection of these finite resources. Despite the challenges, CRD continued to respond to projects on and off reservation with numerous agencies in our traditional area. In addition, we provided the Tribe's cultural resources protection on tribal lands.

Surveys

SQ 20-05-19-SDRF is a cultural resource survey report covering 1.52 acres. During the survey, one cultural resource site was identified. The cultural resource survey involved the use of pedestrian transects and shovel and auger probing of the area of potential effect. CRD made a recommendation of "no adverse effect" to historic properties.

SQ 20-05-24-SDMHRF is a cultural resource survey of 1.10 acres. During the survey, no cultural resource sites were identified. The cultural resource survey involved the use of pedestrian transects. The CRD made a recommendation of "no adverse effect" to historic properties.

SQ 20-07-17-SDMHRF is a cultural resource survey of 4.78 acres. During this survey, one cultural resource site was identified. The cultural resource survey involved the use of pedestrian transects. The CRD made a recommendation of "no adverse effect" to historic properties.

These cultural resource survey reports are confidential and permanently housed in the CRD's museum-quality active records room.

Off Reservation Survey Assistance

CRD Cultural Resource Survey Assistance in Henderson Inlet

The CRD assisted Thurston County on a cultural resource survey for the removal of bulk-head along Henderson Inlet.

CRD Cultural Resource Survey Assistance for Port of Shelton

The Squaxin Island Tribe's Natural Resource Department obtained a grant from the United States Fish and Wildlife Service to conduct ecosystem restoration of Shelton Harbor. Due to this grant, the CRD assisted the Washington State Recreation Commission Office and the United States Fish and Wildlife Service to conduct a comprehensive cultural resource investigation of a portion of the Shelton Harbor ecosystem restoration project. As part of

this comprehensive cultural resource investigation, the CRD hired an expert shellfish archaeologist. The CRD filed the cultural resources report with the Washington State Department of Archaeology and Historic Preservation.

WDFW & CRD Cultural Resource Survey Assistance for the City of Olympia

The CRD and the Washington Department of Fish and Wildlife Service conducted a cultural resources survey to assist the City of Olympia. The CRD filed the cultural resource report with the WA State Department of Archaeology and Historic Preservation.

NRCS & CRD Cultural Resource Survey Assistance in Oakland Bay

The CRD assisted the Natural Resource Conservation Service and Mason County Conservation District on a survey within Oakland Bay.

Monitoring or field review

To assist the Department of Military, our archaeologist participated in one monitoring project.

Interviews

Files to Videoland for digital preservation:

- Trip around the island in 1994 (VHS)
- Old Tribal Council recordings (audio tapes)

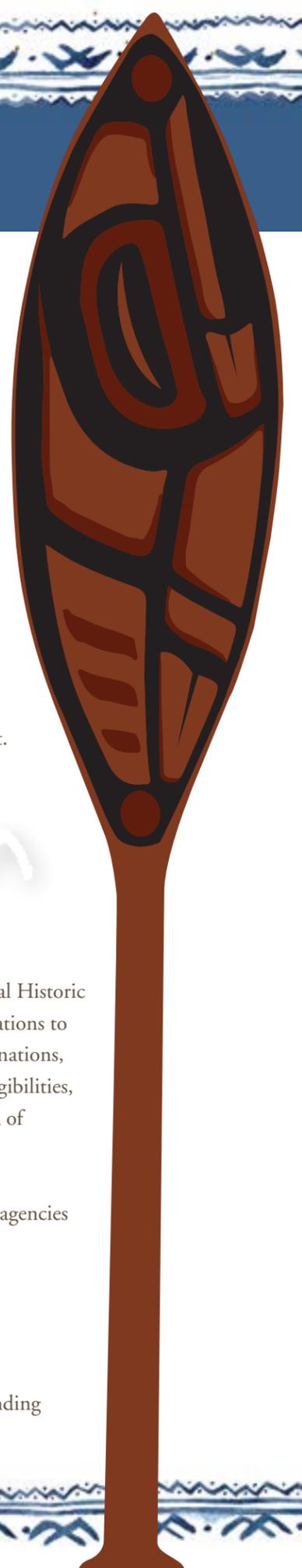
Agency Responses

The CRD reviewed a total of 347 federal undertakings pursuant to section 106 of the National Historic Preservation Act. For all of these federal undertakings, the CRD either provided recommendations to aid the federal agencies on how to identify historic properties, concurred with agency determinations, provided comments on cultural resource investigations, concurred on cultural resource site eligibilities, recommended consultation with another Tribe, or assisted agencies on how to develop an area of Potential Effect.

The total number of non-federal consultations, i.e., responses to city, county, tribal, and state agencies scoping requests was 559.

- 287 County projects reviewed
- 185 State projects reviewed
- 87 City projects reviewed

In FY20, the CRD reviewed an estimated 906 total projects. The CRD does not have the funding or staff needed to respond to all project notifications we receive.



Cultural Resources



DIRECTOR: Rhonda Foster

Other Consultation

Legal (codes) or anthropological/historical projects

- WA State Department of Archaeology and Historic Preservation: Human remains
- WA State Department of Natural Resources
- WA State Department of Fish and Wildlife

Culture

- Cultural activities, including ceremonies: 38
- Cedar roses: 12 funerals
- Celebration of Life: 7

Sacred Ground (Cemetery) Management

- Plot requests: 4
- Maintenance: 21
- Headstones: 3
- Creating Cremation Garden: Over 100 hours

CRD Presentations, Training, Papers, Books

The CRD presented several presentations regarding the Medicine Creek Treaty and the history of the Shaker Church, as well as training on the National Historic Preservation Act Section 106.

The CRD helped host the WA State Department of Archaeology and Historic Preservation (DAHP) Summit at Evergreen State College. This led to further meetings with cultural resource consultants and some state agencies.

The CRD presented training to the City of Olympia on cultural resource management. This training included the history of the Squaxin Island Tribe, the broad category of resources that the CRD manages and protects, and the regulatory framework of historic preservation laws (Section 106, Governor's Executive Order 0505, State Environmental Policy Act, etc.). The CRD looks forward to further developing this relationship with the City of Olympia.

The CRD offered several cultural resource training presentations to the Cowlitz Indian Tribe's Cultural Resource Department. The Cowlitz tribe is planning on submitting a WA State Tribal Historic Preservation Office (THPO) grant and reached out to the Squaxin

Island Tribe CRD because of our ability to conduct comprehensive cultural resource management. This is where science is not always in the lead; the cultural portion is just as important, and sometimes more important. This includes federal and state historic preservation laws and regulations.

The CRD also created a Power Point presentation for the Squaxin Island Tribe's Department of Planning and Community Development regarding federal environmental and historic preservation laws. The focus of this presentation was the National Environmental Policy Act and National Historic Preservation Act Section 106 regulations.

The CRD attended several consultations and agency meetings to develop and build strong working relationships with Thurston County, the United States Navy, Mason County, Natural Resource Conservation Service, Kitsap Conservation District, Mason County Conservation District, Washington Department of Fish and Wildlife, the City of Olympia, the Washington Department of Natural Resources, and the City of Lacey, etc.

Additionally, the CRD helped educate these agencies about the Squaxin Island Tribe's cultural resources concerns and the importance of applying our rich and ancient knowledge, history, and skills to specific projects. When accompanying scientific information, these things provide a much more comprehensive understanding.

CRD Fieldwork



**Photos on both pages by:
Margaret Seymour-Henry / CRD**

Pulling together for our ancestors



*Inter-department
Gathering
(NR, Maintenance, & CRD)*



Family Services

DIRECTOR: Charlene Abrahamson

Fiscal Year 2020 brought the pandemic and with it many changes in program management and development of methods for serving our community virtually. Family Services staff remained vigilant, resilient, and dedicated to their roles within their department; staff understood and adhered to the new policies and emergency management rules that were put in place.

We developed new policies for telework agreements, daily time tracking and meetings, virtual signatures, appointments, and intakes. Some waivers allowed us to expand services, with less paperwork, and deliver meals through the Elders program. We also distributed shelf-stable foods. This meant changes to our Food Bank and other resources. The nationwide food shortage was not felt as acutely at Squaxin due to our dedicated staff and their ability to provide continuous food for those in need.

Family Services was able to remain fully staffed. Charlene Abrahamson served as Director and Jolene Peters as the Office Manager. Famie Mason was the Childcare Coordinator and Community Advocate. Famie also managed the food voucher program, Community Services block grant, and Family Violence grant, as well as the Food Bank. Marcella Cooper managed the Family Justice grant and supervised four staff members. Alfred Siako-Smith coordinated services through the VOCA grant as the Client Advocate. Gloria Hill was the Community Outreach Coordinator for the Domestic Violence project. We started the Community Healing project with Lettie Machado as the Services Coordinator.

Indian Child Welfare (ICW) staff included Adirian Albillar as the ICW Manager, Lyssa Wier as the Indian Child Welfare (ICW) Social Worker, and Winter White as the ICW Case Aide/Prevention & Wellness Advocate. Terri Capoeman was the Tribes Assisting Native Families (TANF) ICW Community Support Specialist, serving as a liaison between TANF and ICW.

TANF was fully staffed with Rose Henry as the TANF Site Manager. Susan “Wicket” LaClair was promoted to TANF Case Manager Lead. Tiffany Henderson was also a TANF Case Manager. Tiffany York was hired as the TANF Case Aide, and Isaac Ackerman came on board as the TANF Intake Specialist. Michael Henderson, Jr. was employed as TANF Client Support Specialist, and Shannon Bruff was the TANF Employment & Training Specialist.

The Elders Program was fully staffed with Jamie Queen as the Elders Specialist and Annie-Beth Henry as the Elders Assistant. Traci Coffey was the Elders Activities Coordinator and Maria Littlesun was the Elders Home Support Aide. Marissa Morken was the Care Coordinator, transitioning from the Money Follows the Person (MFTP) grant into the COVID Care Coordinator. Lydia Trinidad was the Elders Head Cook, and Holly Henry was the Kitchen Assistant. Rose Davis was the on-call cook.

Vocational Rehabilitation (VR) had Will Marchant as the VR Employment Counselor, and June Krise retired after years of service to the Tribe.

Staff utilized the Operational Strategic Plan for Family Services. But of course, most of our processes had to change due to the pandemic and teleworking. The team remained cohesive and adapted quickly.

Family Services managed and maintained 29 federal and/or state grants, along with tribal accounts. With the oversight of Charlene, ICW staffed 62 cases, responded to 31 referrals, and went on 22 investigations. ICW also virtually attended the annual National Indian Child Welfare Act (NICWA) conference in April.

VR served 34 clients in FY20. Their Job Club was well attended with five graduating clients, three of whom were able to obtain meaningful employment.

Gift cards were handed out in November and December to help with Thanksgiving and Christmas meals – 536 gift cards were handed out for Thanksgiving and approximately 405 gift cards were handed out for Christmas.

TANF’s High School 21+ program had six graduates, 74 food vouchers were distributed, and the childcare program served 33 families. The Food Bank was open all day on Fridays and was well utilized.

Family Services was strongly staffed with a vision of moving forward and developing the best possible programs and services for the Squaxin community. We join you in hoping we get this pandemic behind us and see more of you in person.

Pulling together for our tribal family



MISSION

To strengthen families through services promoting family safety, wellness and self-sufficiency with respect for tribal culture and tradition.





Pulling together with fiscal responsibility

Comparative Schedule of Financial Activity

Where did it come from?	2020	2019	2018	2017
Grants, Contracts & Compacts	22,847,073	13,479,470	11,402,338	11,532,557
Indirect Cost Recovery	5,955,329	5,432,967	4,992,575	4,734,446
Taxes, Licences & Fees	5,019,187	5,951,878	6,106,298	5,867,725
Rental & Use Charges	626,763	613,978	694,668	706,456
Interest, Dividends, & Value Change	2,909,145	2,350,208	1,376,487	2,644,654
Third Party	8,717,920	6,825,713	6,311,596	5,900,539
Ramah Settlement	-	-	-	4,259,013
Other	820,422	1,360,922	1,020,744	1,371,530
Loans & Transfers	20,023,131 (A)	38,114,477	43,924,983	37,757,093
Total Revenues	66,918,970	74,129,613	75,829,689	74,774,013
Natural Resources	5,430,543	4,603,951	3,976,026	3,416,917
General Government	24,101,913	18,791,067	19,979,816	17,030,972
Health & Human Services	11,303,850	10,981,600	9,980,779	8,940,953
Public Safety & Justice	1,671,418	2,241,013	2,415,929	2,370,204
Education	2,471,258	1,664,166	1,505,467	1,557,786
Community Development	5,024,991	4,684,770	4,818,629	4,244,644
Cultural Resources	437,367	345,188	472,328	352,886
Long-Term Debt Payment	910,701	1,074,416	4,547,449	865,297
Capital Outlay	6,036,954	2,935,646	3,444,602	5,226,952
Pass Through & Transfers	2,385,486 (A)	21,368,587	23,770,885	25,457,383
Total Expenditures	59,774,481	68,690,404	74,911,910	69,463,994

(A) FY20 excludes internal transfers

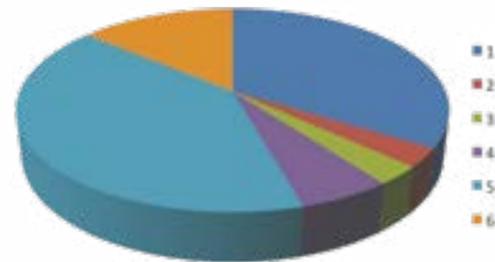
The Finance Department faced many challenges in FY20 due to Covid. The Tribe was awarded approximately \$20 million in Covid-response funding and staff had to transition to teleworking.

The Microix e-requisition module was very important for automated procurement in FY20. Our plans include automating the timekeeping function and streamlining payroll. Covid postponed our progress in this area.

The tribal government's FY20 approved operating budget was over \$93 million prior to the addition of COVID-response funding.

Moss Adams, PLLC, Certified Public Accountants began the FY20 financial audit in March of 2021; audit deadlines were extended due to Covid.

The FY19 audited financial statements will be available by the General Council meeting in May 2021. FY20 audited financial statements may not be available until after June 2021. The following page is an internally generated FY20 report. The report shows the comparative combined revenue and expenditures for FY20, FY19, FY18, and FY17.



Casino Funds Distribution

1. Per Capita	34%
2. Land Acquisition	3%
3. Island Land Acquisition	3%
4. Permanent Trust	6%
5. Tribal Programs	40%
6. IEI	14%

MISSION

To protect and safeguard the assets of the Squaxin Island Tribe;

To provide quality financial services for the community, departments and funding agencies

Health Services

DIRECTOR: Connie Whitener

MISSION

To promote and enhance the physical, mental and spiritual well-being of the Squaxin Island tribal Community



During FY20, per Resource Patient and Management System data, we had 121,297 total visits. Of those, 132 were chiropractic and 48 were podiatry visits.

The dental program had 543 patient visits. Kamilche Pharmacy filled 17,301 prescriptions, and Purchase Referred Care/CHS issued 1,467 purchase orders.

The past fiscal year was like no other, but our staff was diligent in creating new ways of providing services and constantly reviewing plans in the effort to keep our staff and community safe from Covid-19. The whole community participated in the effort, from employees conducting daily facilities and vehicle cleaning and providing necessities, such as sneeze guards and meals, etc. to all tribal members learning how to use personal protection equipment (PPE) and practicing social distancing.

This department raises our hands to Tribal Council, the executive team, and all staff, departments, and volunteers who worked alongside us. Throughout the pandemic, we felt blessed and taken care of by our leadership. The hours of reading, listening, and decision-making were enormous. To date, God has blessed our community; we have seen no deaths due to Covid-19.

We will continue to monitor the situation. We will continue to seek expert advice and use our critical thinking skills regarding next steps as we move through the upcoming year.

Health Promotions

Diabetes Health Promotions provided 74 individual in-person diabetes management and nutrition counseling sessions along with 13 community walks and three diabetic support group special speaker sessions in the Elders building. Health promotions articles were submitted to the Klah-Che-Min every month, and 100 Covid-related children's books were distributed to tribal community families. There was continual collaboration with medical and tobacco cessation staff, Family Services, and Behavioral Health in order to provide the best possible services.

Tobacco Cessation provided Freedom from Smoking classes and training for staff as well as basic tobacco intervention skills. Due to the pandemic, staff was diverted to assist with the medical receptionists and patients.

Women's Health Services facilitated 107 mammogram screenings, 34 clinical breast exams, 12 diagnostics testings, and 31 women's wellness exams. The Patient Navigator provided 20 patient medical transports, Cancer Support Group meetings, and participated in the Squaxin Health Fair and Drug and Alcohol Awareness Dinner.

Behavioral Health

Psychiatric practitioners provided 355 counseling sessions; 300 were for adults and 55 for youths.

Mental Health practitioners provided 1,695 counseling sessions; 1,322 were for adults and 373 for youths, in addition to eight group sessions.

Chemical Dependency practitioners held 453 counseling sessions; 435 were for adults 435 and 18 for youths, in addition to 164 group sessions.

Wellness Garden We harvested and prepared what we planted and created wellness teas for all our clients. We partnered with the Stepping Stones program via Zoom and participated in the Career Fair, Tobacco Cessation Dinner, Talking Circles for adults via Zoom, the teen "Taco About It" Zoom group, and the Cancer Support Luncheon Support group. We also coordinated with the Parks and Rec Department, Family Services, and Tu Ha' Buts Learning Center.

Suicide Prevention Our Suicide Prevention Specialist provided engaging activities, such as planting trees and gathering elderberries, as well as ongoing virtual art projects. We worked alongside of the Behavioral Health team.

We, along with other Indian Health Services and Tribal Self-Governance Health Clinics, required the use of alternate resources, including Medicaid, Medicare, the Affordable Health Care Act insurance companies and other available resources. To support this, we partnered with DSHS to house a financial worker in the clinic.

Health Services could not have dealt with this pandemic alone and, from the bottom of our hearts, we thank you all!

Pulling together for wellness



Human Resources

DIRECTOR: Astrid Poste



MISSION

To recruit employees who will provide quality services to the Squaxin Island community;

To reduce unemployment and encourage removal of barriers through job skill training and education that will further self sufficiency of Native people;

To facilitate and implement policies as directed by the Tribal Council;

To ensure a safe and equitable working environment



In 2020 the Human Resources Department continued to support the government and the community of Squaxin Island Tribe by recruiting and facilitating the hiring process. We maintained a strong emphasis on employing Squaxin tribal members and adhering to the Tribal Preference Ordinance.

We facilitated the staffing process for recruiting and hiring of employees for the tribal government. This year 62 positions were filled; this number includes newly hired employees and those who were transferred or promoted to fill vacant and/or new positions. Six were summer recreation employees and 21 were summer youth trainees. Forty-two percent of those positions were filled by Squaxin Island tribal members; 43% by non-natives; 13% by enrolled members of other tribes. In FY20, tribal government was made up of 289 employees.

The Youth Employment program offered job readiness and skill training to youth 16 – 21 years of age for six weeks in the summer; 21 youth were scheduled to participate in the summer youth employment program. Due to the pandemic related closures, we were unable to facilitate the program.

Thirty-one tribal youth participated in Stepping Stones, the five week pre-employment training program for 13 – 15 year-olds. These classes were offered virtually. Five tribal members were employed in this program.

Various tribal members and staff worked to support cultural activities throughout the summer season.

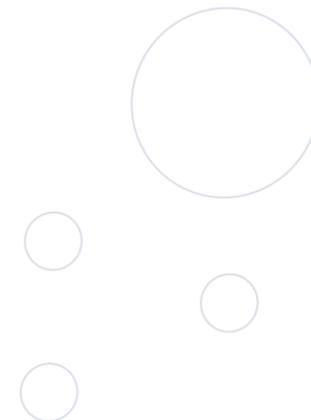
Human Resources facilitated benefits enrollment for Squaxin government employees. We hosted the Annual Employee Appreciation Dinner, Benefits Fair, and other employee events. We are excited to offer more employee training and are working to develop stronger succession planning for interested tribal members.

Highlights

- 62 positions were filled, including six summer recreation and 21 summer youth employees
- 42% of positions were filled by tribal members
 - 43% by non-natives
 - 13% by members of other tribes
 - 2% by descendants
- 289 total employees
- 11 tribal members served as directors
- 11 tribal members served in managerial and administrative positions
- 31 youth participated in Stepping Stones
- Offered youth employment training program
- Assisted directors with developing job descriptions and interviews, drug screening, skills testing, work history, reference checks, and evaluations
- Provided new employee orientation
- Processed cost of living increases
- Offered quarterly Healthy Lifestyle newsletter
- Hosted virtual employee appreciation dinner and presented gifts to those reaching milestones of 5, 10, 15, 20, 25, 30, 35, and 40 years
- Assisted various departments in the areas of:
 - Supervisory Skills
 - Harassment
 - Understanding Family Medical Leave (FML)
 - Healthy Communications
- Initiated re-draft of employee handbook



Pulling together for meaningful employment



Information Services

DIRECTOR: Mitzie Whitener

It is the people that matter, both in terms of services received and services rendered.

The past year provided new opportunities for growth and learning as we supported the transition to working remotely for the majority of Squaxin employees and assisted with emergency management. We obtained and deployed equipment, researched solutions to obstacles in getting employees connected, adapted systems where needed, and did a great deal of problem solving - all with the aim of the government being able to function safely. These improvements not only assisted our ability to work during the pandemic, but will also benefit the Tribe during times of business as usual.

This team was not afraid of challenges. They were always looking to the future while supporting existing systems and creating new ones to be as effective, secure, and user-friendly as possible.

We improved our data centers to increase backup capacity, uptime, and reliability. The team did an excellent job with software development, database administration, general internet technology (IT) support through a help desk, and trainings on Microsoft Office products.

We strove to offer the best possible customer service, and the feedback we received indicated that we were successful.

Efficient communication was a top priority in supporting the Tribe, its government, and the community.

In light of ever-changing needs, we continuously researched new ways to improve our support of the Squaxin Island Tribe and its goals.



Pulling together on the information highway



Highlights

- Supported employees in working remotely during the Covid pandemic
 - Purchased and deployed hundreds of computer systems
 - Ensured network connectivity for remote workers
 - Provided video conferencing capabilities
- Assisted Emergency Management Operations
- Communicated updated pandemic information to the community on a daily basis
- Provided secure network storage with off-site backup
- Maintained user name and password security
- Delivered 30 refurbished computers to the community
- Managed broadband connection
- Provided GIS technology for mapping
- 1,250 Klah-Che-Min newsletters distributed each month
- The Daily Scoop electronic news reached 370 subscribers with a 52.3% open rate
- Managed tribal websites
 - squaxinland.org had 8,500+ returning visitors and 39,000+ new visitors



MISSION

To provide tribal members and government staff with quick and easy access to information through the use of computers, databases, the internet, publications and telephone communications;

To keep computer and communications systems healthy and up-to-date;

To publish the Klah-Che-Min newsletter, tribal web site and other information in a manner that enhances public relations while keeping tribal members current on important issues



Legal met its primary programmatic objectives for FY20, delivering timely and excellent legal services to the tribal government, including its numerous programs, departments, committees, and commissions and enterprises.

Objectives

- Preserve and protect the Tribe's reservation homeland
- Preserve, protect, and advance the cultural identity and resources of the Squaxin people
- Protect the Tribe's treaty rights, both on and off the reservation
- Uphold the Constitution and laws of the Squaxin Island Tribe
- Exercise the powers of self-governance
- Seek advantageous tax treatment for government, its enterprises, employees and members
- Ensure fair and equitable delivery of the government's services and benefits to all tribal members
- Maintain tribal integrity and honor through responsive government
- Ensure the protection and care of Squaxin Elders, youth, and families
- Protect and care for the environment by exercising sovereignty to the fullest extent possible
- Ensure the social, cultural, and economic stability and prosperity of the Squaxin people by developing and optimizing tribal community resources and opportunities
- Be self-sufficient, improve the quality of life, and preserve the cultural identity of the Squaxin Island people



Hummingbird by Joe Seymour

Highlights

- Assisted with pandemic response, especially in accessing federal and state response and recovery dollars
- Assisted three Human Resources (HR) departments in responding to rapidly changing work environments due to Covid-19 through development of policies to ensure the safety of employees and the community
- Helped Executive Services, CEOs, and HR departments navigate through the financial hardships, layoffs, and benefits changes, etc.
- Worked to ensure the state properly handled Squaxin youth guardianship cases so guardians could continue to receive foster care payments
- Assisted NWITC with implementing an "enhanced rate" of payment for inpatient services
- Assisted NWITC with maintaining control over length of stay and medical necessity issues, as opposed to the state or behavioral health insurance organizations
- Negotiated amendments to gaming compacts in regard to sports wagering
- Actively and significantly participated in developing a regional chinook salmon management plan for ESA valuation
- Participated in negotiations on re-proposed changes to PSSMP, and the Fisheries Advisory Board and resolved an immediate active threat to fold the Court's Technical Advisor into the North of Falcon process
- Assisted in reaching agreement with state, federal and tribal partners for the 20-21 fishing season
- Assisted with a geoduck regulation package implemented within the pandemic environment
- Assisted with advancing a habitat restoration project in Shelton Harbor, including development of a conservation easement.
- Resolved numerous outstanding Fee-to-Trust issues
- Assisted with development of a PUD 3 substation to service future tribal electric needs
- Assisted in preserving treaty hunting rights in, among others, support for Herrera v. Wyoming and in DNR land transactions
- Participated in U.S. v. Washington 13 active sub-proceedings to protect the Tribe's area and opportunities to fish, including against area challenges from Skokomish, Nisqually and Muckleshoot
- Participated in U. S. v. Washington to ensure an effective dispute resolution mechanism, and, significantly, to update the Puget Sound Salmon Management Plan
- Assisted in crafting an approved Resource Management Plan necessary to ESA and the defense against third-party claims averse to the Tribe
- Resolved all Squaxin U&A tidelands but in mediation to avoid appeal of all parcels
- Updated shellfish settlement agreement filed May 2020
- Resolved numerous violations of the shellfish consent decree by growers
- Coordinated shellfish settlement agreement
- Developed litigation strategy for hunting and gathering rights in federal court
- Represented the Tribe in numerous water-rights litigations
- Provided counsel to government, IEI, SCTC, CDC and LCCR in economic development matters
- Assisted with implementation of home ownership program
- Provided guidance in Indian Child Welfare issues
- Assisted the clinic with transition to becoming a federally qualified health center
- Engaged Mason County with respect to water rights and habitat protection on several fronts
- Assisted LCCR in resolving personal injury and property damage claims
- Assisted with implementing the workers' compensation program

Pulling together for our rights

MISSION

To provide comprehensive, effective and excellent legal services to the Tribe and to do so in a manner that honors the traditions, culture and institutions of the tribal community

Natural Resources

DIRECTOR: Andy Whitener



MISSION

To maintain a leadership role in perpetuating natural resources, including water quality, fish, shellfish, wildlife, timber and plants, while promoting, preserving, protecting and restoring habitat;

To protect Mother Earth and her resources which are the cultural foundation for the Squaxin Island Tribe;

To sustain and enhance those tribal resources.

This was a difficult year, with social distancing and working from home, along with the all-too-important virtual meetings - just to keep us safe. However, that did not relieve us from the duty of protecting Mother Earth. She continued to ask for our help daily.

It took strong leadership relying on countless years of traditional knowledge to keep a steady hand and create solutions for natural resources management, both locally and regionally.

Throughout the difficulties of the past year, Natural Resources staff were involved in many projects, such as salmon recovery. Salmon habitat continues to erode with the loss of trees and other plants along streams that produce important shade that creates cool water that salmon need to survive. Through monitoring and projects that return large woody debris to the streams in our watershed, we have started to make a positive difference.

Shellfish have been a mainstay for our people for thousands of years for economics, subsistence and ceremonial purposes. Our biologists assessed shellfish populations throughout our harvest area to determine our harvest quota and enhanced beaches on Squaxin Island to create more opportunity for tribal members.

We are not doing this for ourselves; we are doing it for the fish and wildlife that sustain us all . . . we are also doing it for the long-term health and vitality of everyone and everything living here.



Clams and Oysters

- 280 tribal members harvested 584,370 pounds of Manila clams
- Seeded 23 beaches with 22.51 million Manila clam seed
- Surveyed six enhanced beds, 11 state beaches, and 84 private and grower controlled tidelands
- Signed three new private leases
- Signed 54 harvest plans with shellfish growers
- Conducted oyster harvests on five state or private tidelands
- Harvested 44,728 dozen wild set Pacific oysters

Geoduck

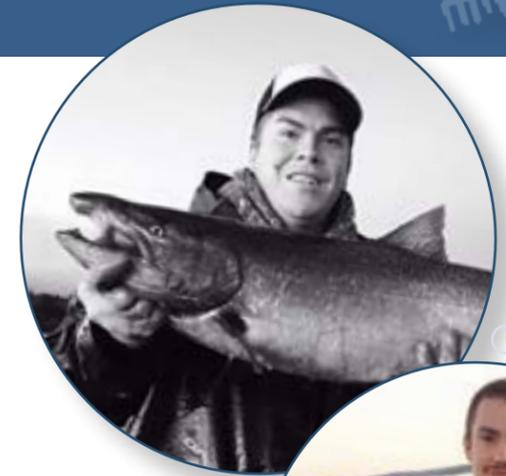
- 93 tribal members harvested 273,724 pounds of geoduck from Fox Island, Itsami, McNeal Pen, and South Anderson Island tracts

Finfish

- 63 tribal members (23 seniors) harvested:
 - 1,579 chinook @ 16,528 pounds
 - 52,378 coho @ 311,645 pounds
 - 1,716 chum @ 13,9260 pounds
- Reared and released 2,090,590 (140,345 pounds) coho smolts at an average size of 14.7 fish per pound
- Secured BIA grants for a new netpen facility
- Released 100,000 Coho fry in Deschutes River
- Meeting participation: North of Falcon, Pacific Salmon Treaty, Pacific Fishery Management Council, NOAA, and Medicine Creek Treaty Tribes
- Conducted stream surveys for adult Coho and Chum counts
- Conducted smolt trappings on five local streams
- Conducted beach seine sets to monitor nearshore habitat utilization in Budd Inlet
- Monitored out-migration and survival of Coho in Mill Creek

Photos by Taylor Krise, Margaret Seymour-Henry, Brian McTeague and Will Henderson

Pulling together for our environment



Natural Resources

DIRECTOR: Andy Whitener

Environment

- Maintained Memorandum of Understanding with Lacey Olympia Tumwater Thurston (LOTT) Wastewater Treatment on resource and habitat protection
- Participated in multi-agency process to develop an updated freshwater strategy as part of the South Sound Recovery Plan for salmon
- Participated in the Forest and Fish Process for Rule Revision of Water Typing Streams
- Continuously measured temperature at over 20 sites and stream-flow at seven sites
- Conducted 60+ field days at 30 sites for water quality and quantity monitoring
- Participated in Oakland Bay Clean Water District meetings, Mason County Water Quality Technical discussions, NWIFC intertribal water technical discussions, and South Sound Water Quality Partners Near Term Action
- Monitored Mason Lake water level
- Completed 170 water level measurements in Skookum Valley
- Collected groundwater and streamflow measurements in Schumacher, Mill, and Cranberry Creeks
- Conducted wetland drone surveys in Johns and Goldsborough areas
- Received funding from Ecology to fund City of Shelton Feasibility Study of moving wastewater from Oakland Bay to Sanderson Field plant, fund reclaimed water pipe to the corrections center, and use Johns/Goldsborough groundwater model to assess benefits to those creeks
- Participated in a multiple stakeholder group that will develop a Mason County groundwater model
- Supplemented Coho fry in the Deschutes River to map rearing reaches
- Shared completed sea level rise map/model for Squaxin Island/Oakland Bay beaches with outside organizations
- Received five grants for climate change adaptation, water quantity and quality, and Brownfield assessment through the BIA and EPA
- Conducted monthly algae sampling in south Puget Sound to monitor harmful algae blooms in relation to climate change patterns, and developed a partnership with Sounds Toxins
- Began working with partner organizations on restoration plan for Skookum Ranch site
- Applied for EPA funding to retrofit KTP Express with a bioretention facility to treat stormwater runoff.
- Conducted forage fish spawning sampling on Squaxin Island
- Monitored nitrogen and algae in creeks within our U&A

- Completed habitat restoration design for Shelton Harbor and tribal properties
- Completed South saltmarsh lobe for Shelton Harbor restoration project
- Continued research on freshwater mussels
- Surveyed and treated one acre of Knotweed, .50 acre of Himalayan blackberry, and 0.25 acre of English ivy within the Skookum Creek watershed
- Received funding to inventory all water rights in Skookum Valley
- Engaged with WSDOT on projects to replace stream crossing structures within the Culvert Injunction area
- Reviewed hydraulic permit applications (HPAs) and Army Corps of Engineers permit applications to ensure project proposals do not negatively impact tribal resources
- Monitoring of Mason County on policy and procedure for making water adequacy determinations when issuing building or subdivision permits
- Reviewed land subdivision permits for Mason County and Thurston County
- Reviewed State Environmental Policy Act (SEPA) for Bayshore Sand and Gravel zoning change for additional gravel mining
- Consulted with WA State Dept. of Ecology and WA. State Dept. of Health on PUD1 Union Regional Water System changes in Schumacher Creek area

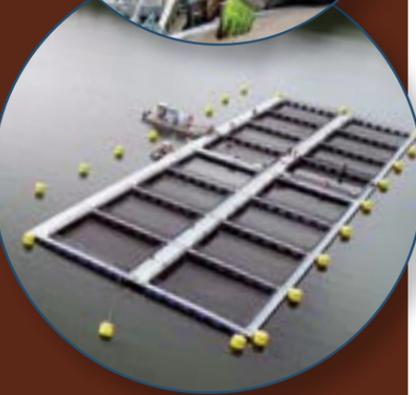
Wildlife

- 140 tribal members harvested 44 elk, 20 deer, two mountain goat, two cougar, and one bobcat in six game units
- Renewed a private land access agreement with Green Diamond Resources and Port Blakely for hunting and gathering
- Strove to increase access to DNR lands
- Managed GIS database of ceded lands and WDFW defined game management units with custom maps of private hunting access agreement areas

Administration

- Licensed seven tribal buyers and 84 harvest vessels
- Managed budgets
- Reviewed, analyzed, and scanned thousands of documents to compile reports and make the documents searchable

Pulling together for our environment



Parks and Recreation

DIRECTOR: Janita Raham



MISSION

To provide a diverse network of parks and recreational facilities to enhance the lives of Squaxin Island community members and visitors;

To offer convenient access to a wide range of recreational opportunities, including cultural activities, quality leisure services, programs and facilities;

To provide opportunities that encourage personal growth and promote physical, mental, and spiritual well-being.

During 2020, our department finessed our policies and procedures for internal efficiency, created program plans and processes for the newly constructed facilities, and continued to focus on providing the highest quality community services. We created two new jobs to work directly with the youth and hired a lead lifeguard as we broke ties with Discover Aquatics. We now oversee all day-to-day operations of the pool.

Parks and Recreation was successful in a number of large community-driven projects as we maintained close contact with school officials and community groups regarding program offerings and coordination of services. The department worked diligently to promote and publicize recreation programs and prepared and coordinated the development of programs and events, including flyers, brochures, and news releases.

Youth Program

The youth program offered after-school activities, including basketball, movie nights, and robotics. We had an average of 500 youth/teen sign ins each month between October and April 2020. In March, when Covid-19 hit, we shifted gears and became a meal site through the OSPI grant. From March 2020 to September 2020, we served 5,817 youth breakfasts, 1,232 non-program adult breakfasts, 5,904 youth lunches and 1,239 non-program adult lunches. We were not able to do a traditional Summer Rec program, so we created and distributed 235 activity kits to Squaxin youth.

Community Kitchen

From October 2019 to March 2020 the kitchen was rented 20 times to tribal members, eight times to tribal programs (with one on-going weekly program), and 20 times to the general public. This resulted in \$3,525.00 in total revenue. We plan to use this money to do some cosmetic work to the building. Due to Covid-19, we had to cancel and refund rentals for eight programs, three tribal members and four general public uses. After March, the kitchen transitioned into a full time kitchen for the community and youth meal program.

Fitness Center

We collaborated with SPIPA's Health and Wellness program to offer wellness classes with Bo Tinaza doing small group personal training and Ho'o from Wholistic Fit offering Zumba and Hula classes.

Pool

In January we chose to discontinue the contract with Discover Aquatics and take over full management of our pool. We worked on creating our own policies and procedures and doing program planning. We hired a pool operator and interviewed for a lead lifeguard. For the FY21 year, we plan to provide regular community events, and open swims and offer a lifeguard training program.

Playgrounds

Construction of the playgrounds was complete in December 2019. We celebrated with hot cocoa and cookies at the large T'Peeksin Park built in the heart of the Squaxin community. When Covid-19 hit, the playgrounds were temporarily closed while we came up with safety protocols. We reopened the playgrounds with handwashing stations and porta potties so the community had a safe place to go with their families. We sanitized the equipment daily.



Events

- **Community Halloween Party- October 2019**
 - 200+ Squaxin Island tribal community members
- **Christmas Party- December 2019**
 - 153 Squaxin Island tribal community members
 - Distributed gift cards and toys and provided a meal
- **Weekly Produce Boxes** (Seven Weeks)
 - 560 fresh produce boxes distributed to tribal families
 - Boxes provided by the Moore Right Group
- **SPIPA Commodity Boxes** (Three Times)
 - With SPIPA's commodity food program, distributed boxes door-to-door on the Reservation to homes that didn't receive monthly commodities.
 - Contained milk, eggs, fresh produce, and other items
- **Hygiene Boxes**
 - Distributed 100 boxes to tribal members at a drive through at the Childcare Center
 - Contained basic hygiene and cleaning products
 - Boxes provided by the Moore Right Group
- **Toilet Paper and Elk Distribution**
 - Distributed over 1,000 rolls of toilet paper and 300 pounds of elk to tribal families
 - Toilet paper donated by Little Creek Casino Resort
 - Elk donated by Tribal Council
- **Back-to-School Backpacks**
 - Distributed 250 backpacks filled with school supplies
 - Partnered with Tacoma Walmart for headphones, binders, and a large discount on school supplies
 - Moore Right Group donated 200 back-to-school kits with scissors, paper, notebooks, and crayons



Pulling together for fitness



Planning and Community Development

DIRECTOR: Penni Restivo

Planning and Community Development (PCD) provided a wide range of services designed to support and protect the Squaxin Island Tribal government, enrich the lives of Squaxin community members, and safeguard the integrity of the Tribe's land, buildings and infrastructure.

The department had six sections: Planning, Utilities, Maintenance, Housing, Program Services, and Realty Services, each led by knowledgeable managers.

Services Available

Some of the services provided by the Department were:

- **Low-Income Housing** - Qualified low-income families were eligible for housing opportunities with income-based rent. There was a waiting list, and eligible families were matched to available housing units.
- **Other Rentals** - There were a limited number of homes available for any Squaxin family to rent. Rent was based on the type of housing unit and no more than fair market rents in the area.
- **Housing Counseling** - Counseling was available to help with improving credit, completing housing applications, applying for grants, and applying for home loans.
- **Elder Emergency Assistance** - Squaxin tribal members that were 55 years or older could apply for a tribal assistance grant to help with housing-related emergencies.
- **Scattered Sites Program** - This program was available for any enrolled American Indian through Indian Health Services (IHS). The program provided sanitation facilities (water supply and/or disposal facilities) to qualified applicants for new homes.
- **Firewood for Elders** - Squaxin Elders with woodstoves could get firewood.
- **Animal Control** - Dogs were not allowed to roam freely throughout the community. Problem animals were reported to the Housing Enforcement Officer. Dog licensing was required.
- **Spay & Neuter Clinics** - Free or low-cost spaying & neutering for dogs and cats was available.
- **Tax Preparation Site (VITA)** - Basic returns were prepared for low/moderate income individuals.
- **Garbage Collection** - Squaxin had a contract with Mason County Waste Management to provide curbside garbage collection and recycling for Reservation community homes.
- **Street Lighting** - Most of the streets in the community had street lighting for safety. Please report any burned out or damaged streetlights, so they can be repaired.

Planning Services

Planning Services provided valuable services for the Tribe in program and project planning, grant writing and ongoing support. Planners, working individually or in teams, networked and coordinated with nearly every department and entity in the Tribe on short- and long-term projects. They worked with directors, program managers, staff, and the community to identify unmet needs, develop and sustain projects, and seek resources in support of sustainable community development.

Non-Pandemic Grants

AGENCY	DEPARTMENT	ACTIVITY	GRANT TOTAL
No Kid Left Hungry	TLC Parks & Rec	Emergency Food	\$10,000
IHS/NPAIHB	Garden	Supplies & Equipment	\$2,954
DOJ/OVW	Family Services	Community Support Services	\$497,709
SASP	NWITC	Prevention and Recovery	\$100,000
VOCA	Family Services	Crime Recovery	\$137,554
DOJ BJA CTAS	Family Services	Family Justice Staff & Services	\$800,017
OSPI	Parks & Rec	Meals for Families	\$5,093
DHS EMPG	Exec & EOC	EOC Equipment	\$23,495
Early Head Start	SICDC	Operations Support and Staff	\$818,346
THPO	Cultural Resources	Archaeology	\$63,578
WSDOT	Program Services	Transit Program Support	\$418,950
Total			\$2,877,696

Cares Act and Other Pandemic Related Grants

CARES ACT NPAIHB	Clinic	PPE and Cleaning	\$60,062
WA Dept of Health	Family Services	Covid Care Coordination	\$60,227
WA Dept of Comm	NWITC	Covid Response Equipment	\$380,000
WA Dept of Health	Information Services	Covid Response Staff	\$100,000
CDC Tribal Health	NWITC	Supplies and Equipment	\$216,590
Early Head start	SICDC	Supplies and Equipment	\$30,758
HRSA	Clinic	EHR, Technical Support	\$294,363
OVW	NWITC	Supplies, Windows, PPE	\$88,056
DHS EMPG S	Exec & EOC	Emergency Management	\$22,294
ICDBG	PCD Housing	Tiny Homes and Utilities	\$899,997
Total			\$2,152,347



MISSION

To pursue the overall vision of the Squaxin Island Tribe by providing services and programs that benefit the community's health, safety, and well-being.

To create and sustain a productive and satisfying work environment for all co-workers.

To ensure that existing and new facilities are built and maintained with quality workmanship, with meaningful input from community members.



Planning and Community Development

DIRECTOR: Penni Restivo

In addition to the grants listed on the previous page, Planning staff supported efforts for the Tribe to access CARES Act direct-to-the-Tribe funding, including \$14,678,450 from the U.S. Treasury, over \$1 million from IHS (Clinic), over \$100,000 from AOA/ACL (Elders), \$255,929 from Indian Housing Block Grant - Cares Act (Housing), and \$29,476 from DOT (Transit).

The Planning team also continued to support departments and staff in a variety of ways including:

- Provided planning services such as visioning, carryover planning, assistance with grant modifications and continuations, compliance assistance, technical assistance, assistance with communications to grantors, research on opportunities and strategies, and other planning support services
- Supported the Early Head Start program in construction of a new facility and getting the program started through assistance with budgeting, program modifications, and infrastructure development
- Coordinated support for interdepartmental funding mechanisms
- Supported directors with documentation needs and communication efforts
- Participated in Peninsula Regional Transportation Planning Organization and Technical Assistance Committee meetings
- Coordinated with Indian Health Services for individuals seeking sanitation facilities (water supply and/or disposal facilities) for new homes
- Planned, with FEMA, for generators to be located at four critical Tribal facilities
- Coordinated services and program development with SPIPA
- Provided administrative support for the Emergency Operations Center at the beginning of the pandemic
- Managed the tribal transportation program through the Bureau of Indian Affairs (FY20 funding - \$333,954.09)
- Completed, with support of Natural Resources, Phase I ESA for the tiny homes site

Program Services

Program Services provided support to over 30 employees in Planning and Community Development. Staff was responsible for general office management. They generated budgets for approximately 60 programs and created budget modifications as necessary. They were also responsible for processing encumbrances for purchases while ordering supplies for the department, maintaining equipment, and ordering caskets for the community, all among a variety of other duties.

They were often responsible for coordinating donations for tribal activities. This year we donated a first aid kit and two emergency bags to the drug and alcohol awareness dinner. The Program Services Manager also oversaw the Squaxin public transportation and solid waste programs.

Squaxin Public Transportation

Squaxin Transit served the greater Kamilche area, including Steamboat Island, McCleary and Elma. When the pandemic struck in March 2020, scheduled runs were discontinued. For several months, the only available service provided was dial-a-ride for emergencies and meal deliveries. We slowly began to restart scheduled runs in June by sanitizing busses between routes and requiring employees and passengers to wear masks at all times. We ended the year with services below pre-pandemic levels. Transit staff consisted of one part-time coordinator who also served as a part-time driver, one full-time driver, a second part-time driver, and two supplemental drivers. Initially, all but the coordinator and one supplemental driver were put on leave. Transit busses were driven almost 12,000 less miles than in FY19, and the number of passengers dropped by 6,056.



Think Blue, Recycle!

What makes its way across and through our lands ends up in OUR waters!

Solid Waste Management

When the Child Development Center reorganized their classrooms, the solid waste program discontinued their bi-weekly visits. The summer youth program solid waste activities were also cancelled. With all events cancelled, there were no requests for tablecloths or recycling and garbage bins. There were 839 95-gallon totes of recycling diverted from the landfill. In addition, 7,829 garbage totes of solid waste were removed from the reservation and a spring cleanup gave residents the opportunity to remove large items that did not fit in the totes.



Planning and Community Development

DIRECTOR: Penni Restivo

Realty & Land Management Services

Realty and Land Management Services was responsible for the coordination of tribal lands, including the Fee-to-Trust application process, home site leases, purchasing of fractionated Trust land, and detailed management of real estate files and documents. Maintaining tribal property records and routine tasks, such as providing information to other departments, were required to be completed in a timely manner. Realty and Land Management Services consisted of:

- Managed Fee-to-Trust application processes for tribal properties (At the end of FY20, the Tribe had four parcels that were in the process of being put into Trust)
- Worked with people who were interested in selling their fractionated interest on Squaxin Island
- Completed land leases for conveyed homes on the reservation (Sent to the Bureau of Indian Affairs (BIA) for recording, and then returned to the Tribe)
- Authorized schedules and a recording log for the Homeownership program
- Performed monthly reconciliations of conveyed homeowners insurance and land lease payments

Housing Services

At the end of FY20, Housing Services managed 77 rentals, 51 conveyed units, and nine additional rental units located within the Kamilche Valley.

Most Housing Services functions were tied to the NAHASDA block grant for low-income housing programs. The NAHASDA block grant (\$837,170.00 for FY20) provided funding in five major categories: administration and planning, management, development, and crime prevention. However, Squaxin Island Housing Services was not limited to just low-income projects. Other programs included 1937 Housing Act operations, animal control, housing rents & fees, MEPA, conveyed home assistance, and Elder support.

Due to the pandemic, Housing Services was unable to complete all scheduled projects.

Accomplishments:

- Conducted 37 home inspections, as required by the funding agency and tribal policies (Due to Covid-19 and limited staff, not all inspections were completed this fiscal year)
- Completed quarterly pest control services for 80 homes
- Cleaned chimneys on 37 homes
- Removed and installed new flooring in one home
- Installed one HVAC heat pump in a rental home under the NAHASDA block grant
- Replaced 11 appliances in rental units
- Provided Housing Code enforcement and animal control in the community
- Completed one “Tools for Success” workshop to help tenants prepare for rental units
- Completed one maintenance workshop to assist tenants with minor repairs
- Assisted with free federal income tax filing for 140 community members
- Completed one virtual youth financial literacy class (Spending Frenzy) with 17 youth attending
- Assisted low-income families with credit counseling
- Assisted with Section 184 loan assistance and referrals
- Assisted/coordinated tribal Elders with use of emergency funding for critical housing needs
- Assisted 10 eligible tenants with purchasing their homes, with support from the Legal Department
- Completed the Indian Housing Plan

Pandemic

Housing activities and services were impacted by the pandemic. The Tribe operated at a baseline level with a primary focus on health and safety.

Activities between May and September 2020:

- Housing Services assisted with affordable housing for low-income families on a limited basis.
- Key administrative functions were established to maintain units, ensure full occupancy and Housing Commission compliance, conduct inspections, monitor insurance, and update all tenant and applicant information and correspondence.
- Housing Services distributed “CARES” packages consisting of personal protective equipment (PPE), and health and cleaning supplies to residents of the Squaxin Island community.

Pulling together for our future



Construction Management Services

In FY20, the Director, Utilities Manager, and the Planning team were instrumental in the planning and management of capital improvement projects. The Construction Manager was not hired until FY21.

Significant Projects:

- Boardwalk - under renovation for longevity and durability for long-term usability
- Tiny home project - Utilities completed baseline dirt work and connected water, power, and sewer for the placement of six tiny homes for Covid-19 quarantine use
- Early Head Start - a Request for Proposal was publicized for architecture

Utilities

Throughout FY20, Utilities remained an integral, key function within PCD. Utilities provided the delivery of modern, sanitary, and safe fundamental infrastructure services to the entire tribal community and its government and enterprises. Responsibilities included management of sewer collection and waste-water treatment, community water supply and transmission, and the storm water collection and distribution systems.

Accomplishments:

- Completed the head works building/testing station
- Completed design for re-routing of the existing SBR lift station “intake”
- Received a 100% compliance evaluation on the EPA water system inspection
- Completed dirt work and connected water, sewer, and power to the new RV park, located in the community
- Cleaned the old SBR area to prepare the site for the tiny home village
- Upgraded the new tiny homes for tenant comfort
- Prepared the ground for new playgrounds at the Child Development Center
- Improved sewer and storm water system located at the Child Development Center
- Maintained reflection pond located by the boardwalk
- Regularly cleaned the storm water system

Maintenance

The Maintenance team was responsible for building maintenance, landscaping, janitorial services, road maintenance, cemetery maintenance, special projects, and other central governmental services. Maintenance’s contributions to the community included mowing, weed-eating, taking care of common areas, helping with tribal functions, assisting with funerals, and hauling chairs, tables, and other equipment.

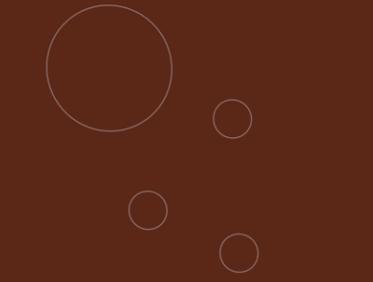
Accomplishments

- Ensured community streets were safe by contracting for de-icing and snow removal services
- Provided maintenance to the Kennedy Creek Park and Ride station, including: weed-eating, trimming brush, and garbage pick-up service
- Ground maintenance at the Arcadia boat ramp parking lot
- Provided maintenance to the Veterans’ Memorial
- Provided routine maintenance at the Tribal Center and other government buildings
- Continued to gather and distribute firewood to Tribal elders and community.
- Preventative maintenance on all equipment
- Changed out lights at the Tribal Center to L.E.D lights
- Worked with contractor for removing dangerous trees.

The pandemic affected many departments within the Tribe.

Maintenance team contributions:

- Built sneeze guard shields for all departments
- Assisted other departments with community needs
- Sanitized playgrounds and other areas as needed



Public Safety & Justice

DIRECTOR: Barry Haggman



MISSION

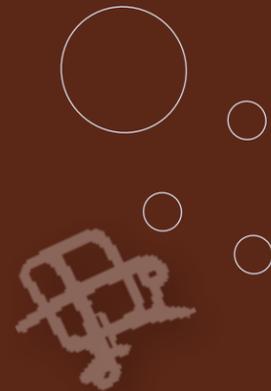
To enforce the laws and regulations set forth by the Squaxin Island Tribal Council and the United States of America;

To protect human life and to maintain the peace;

To protect the property and resources of the Tribe and its members;

To service the Tribe in a reasonable and prudent manner;

To carry out these responsibilities diligently and courteously and to take pride in the services provided



Public Safety and Justice provided services to the Squaxin Island community on the reservation and during the exercise of treaty rights. Our main duties were to protect the people of the Squaxin community and to protect the property and resources of the Tribe.

This year was different because of our responsibility in keeping our reservation safe from the Covid-19 outbreak.

The department conducted law enforcement patrols throughout the residential neighborhoods and commercial zones, all other properties owned by the Tribe, and Usual and Accustomed areas used to exercise treaty rights.

We participated in emergency management, but the Emergency Operations Center (EOC) was transferred to the department of Planning and Community Development (PCD).

Land Services patrolled the reservation, casino, tobacco factory, museum, grow operation, cemetery, Elevation, KTP stores, and all other properties owned by the Tribe. This year it also included managing the quarantine of individuals on the reservation to help stop the spread of the Covid-19.

Natural resources patrols protected the Tribe's treaty rights during fish, shellfish, aquatics, and hunting harvests.

In FY-20, we had 10 commissioned staff, one Administrative Coordinator/Probation Officer, one Court Clerk, one Court Assistant, and one volunteer office assistant.

Due to Covid-19, court was held only once per month for both criminal/civil and family cases. We were online only for one quarter. We had contracts with two judges, a prosecutor, and a public defender. We had access to another judge for recusals or other emergencies, and a panel of judges for appeals. We received money to hire a part-time clerk assistant. Our Court Clerk and Probation Coordinator worked closely with the attorneys for the court system. Incarceration and detention was contracted with Nisqually Tribal Jail, Chehalis Tribal Jail, and Mason County Juvenile Detention Center. We still use EHM, when appropriate, to help offset jail costs and to assist with monitoring probation compliance.

We also worked closely with Family Services, Northwest Indian Treatment Center, and the Tu Ha' Buts Learning Center to provide services to the community.

Our police officers were cross-trained to perform all duties, although we did have one sergeant and three officers assigned to work natural resource enforcement full time.

The department was cross-commissioned with Mason County Sheriff's Office. This allowed our police to have criminal jurisdiction over non-tribal members on the reservation. We maintained a great relationship with Sheriff Salisbury and met regularly to ensure our departments ran smoothly and in conjunction with each other.

We were awarded federal grants that helped fund training and equipment, such as gear, radios, vehicles, and a boat. These grants were vital to us doing our jobs better every day.

We spent many hours at the gate while the Tribe was in lock-down. Through it all, our police department was always ready to serve and protect you.



Pulling together for safety

Public Safety & Justice

DIRECTOR: Barry Haggman



TRIBAL COURT MISSION

To ensure peace and order on the Reservation;

To promote the welfare of members of the community;

To safeguard individual rights;

To secure rights and powers which are both inherent in the Squaxin Island Tribe's sovereign status and guaranteed to the tribe by treaty and by the laws of the United States.

Court Statistics

• Cases	86
• Appeals	2
• Criminal	22
• Civil	64
• Civil Court	15
• Family Court	17

Statistics

• Calls for Service	1,021	• Disorderly Conduct	10
• Citations	22	• Loitering	2
• Infractions	64	• Juvenile Delinquency	1
• Rape	0	• Runaways	3
• Robbery	0	• Theft	60
• Aggravated Assault	0	• Prowler	2
• Burglary	0	• Disturbances	81
• Larceny Theft	0	• Trespassing	77
• Motor Vehicle Theft	16	• Threats	5
• Arson	0	• Warrants	32
• Assaults	16	• Medical Aid	95
• Forgery/Fraud	30	• Fire/Explosions	7
• Embezzlement	0	• Domestic Violence	11
• Stolen Property	0	• Animal Control	20
• Vandalism	19	• Fishing	5
• Weapons Violations	3	• Shellfishing	0
• Prostitution	0	• Hunting	4
• Sex Offenses	5	• ICW	2
• Drug Offenses	66	• Agency Assist	118
• Gambling	0	• Citizen Assist	120
• DWI	10	• Alarms	91
• Liquor Laws	9	• Traffic	68





To contact a
Squaxin Island
Police Officer Call:
360-426-4441

If it is an
EMERGENCY
CALL 911



Pulling together for safety

Tu Ha' Buts Learning Center

DIRECTOR: Gordon James

EDUCATION PROGRAMMING

Higher Education

The Tu Ha' Buts Learning Center (TLC) provided higher education services for undergraduate and graduate students. In FY20, 314 students received undergraduate funding and three students received graduate funding from the Tribe. There was also support for enrollment in colleges, trade schools, and/or specific coursework for job placement or advancement. The Higher Education Coordinator assisted students in completing FAFSA and college applications, and worked with numerous college financial aid offices in support of students. The Higher Education Coordinator communicated regularly with the Education Commission to address student higher education funding concerns.

Tutoring

Through the TLC, the Squaxin Island Tribe provided three Tutors to assist Squaxin students in the Shelton School District - one at Bordeaux Elementary, another serving both Olympic Middle School and Oakland Bay Junior High, and the third at Shelton High School. These Tutors worked regularly with over 140 students in all areas of their academic needs, and supported the work of the Education Liaison as advocates for the students and families in their respective schools. After school and on days when classes were released early, the Tutors returned to the TLC to continue assisting students with homework. The Tutors also supported the Education Liaison in attending a variety of school district meetings.

To adapt during the Covid-19 pandemic, the Shelton School District went through significant changes and restructuring for the 2020-2021 school year.

Teen Center

A Department of Justice grant provided funding for the Teen Advocate position who coordinated teen programming at the TLC. With the Mary Johns room serving as a teen center, the project worked with over 60 teens, connecting them to tutoring and homework help. There were coordinated group visits to area colleges and planning and implementing educational, recreational, and cultural activities to improve social development, leadership skills, and cultural connection.

Pulling together for knowledge

The Teen Advocate worked in coordination with the Youth Activity Manager, Education Liaison, the junior high and high school Tutors and Higher Education Coordinator in supporting the academic progress of participating teens. Externally, the Teen Advocate worked with Public Safety, ICW, Family Services, and others, to address grant project goals while increasing social and academic supports.

To best support students and families for the distance learning requirements school districts imposed during the pandemic, support kits were provided to 130 families that included a Chromebook/laptop, hotspots or internet connectivity support, noise cancelling headphones, printers, toner, and paper.

Other Relationship Building

TLC participated in several inter-departmental collaborations to provide services to the community.

Additional external relations included:

- Participated as a member of the Native Education Work Group (NEWG) with representatives of the Shelton School District, Pioneer School District, Grapeview School District, Hood Canal School District, and Olympic College
- Built relations with financial aid offices at over two dozen colleges and universities
- Participated in Shelton School District's curriculum approval process, assisting with review and recommendations of educational material

Teen Program

Beyond the education-focused activities of the teen center, grant funding from the Department of Justice provided a variety of teen activities to improve social competence, cultural pride, and leadership development. The teen center was also the site for regular meetings of the Squaxin Island Youth Council. The Youth Council supported the teen program by assisting in identifying appropriate, teen-driven activities.

Child Development Center

As with many other programs in the Tribe, the Squaxin Island Child Development Center was impacted by the pandemic in FY20. Although strict program rules and safety practices were put in place, the SICDC continued to offer a wide array of services for the Squaxin Island Tribe and surrounding community. Staff transitioned to online methods of serving the community through virtual Zoom classrooms and Facebook Live groups. They also offered specialized packet drop-offs and home activity kits to keep children educationally engaged. The center was utilized as a Covid-19 supply pickup center for various community support projects.



MISSION

To provide quality educational services to the members and descendants of the Squaxin Island Tribe;

To provide tribal members and descendants access to services that provide lifelong learning opportunities, enhance personal growth, and promote physical, mental and spiritual well being;

To encourage all Squaxin Island tribal community members to seek education and job training through experiences which will further career opportunities and enhance employability.



NW Indian Treatment Center

DIRECTOR: June O'Brien

MISSION

To create innovative treatment that results in abstinence from alcohol and drugs and establishes a satisfying lifestyle;

To use on-going feedback and quality review to evaluate success and satisfaction and to build partnerships and networks with other programs to develop an integrated continuum of care that includes pre-treatment, residential treatment, outpatient care, after-care and supportive outreach;

To ensure respectful interactions and behaviors that support self-esteem and value;

To help each patient see their life as a story of where they have been, where they are and what they can and want to achieve

In FY 2020, Northwest Indian Treatment Center was in a semi-lockdown for much of the year, with restrictions on admission of patients and on staff travel. Innovative methods were developed to work with each tribe's staffing configurations and referral processes. The entire NWITC admission process and requirements were altered and streamlined to better respond to the changing methods outpatient programs were using to meet the needs of their people.

NWITC made improvements in a number of areas. Building modifications better supported social distancing and new appliances allowed for an increase in on-site food supplies. A new HVAC system was installed with better air purification. Stand-alone air purifiers were placed in each room. Furniture was replaced with medical grade vinyl for easier cleaning. New Smartboards accommodated the need for Zoom cultural classes/ events to reduce the need for providers to be on-site. The capacity for work-from-home was implemented for key positions. New computers and laptops were purchased to better support virtual activities.



Pulling together for sobriety

Policies and procedures were written and implemented to reduce risk of infection; cleaning frequency protocols were established, and an isolation room was created together with relevant procedures and staff training. The interface with the public was reduced. A contract with a deep cleaning company was implemented.

A program for teaching DBT skills in relationship to native plants and medicines was initiated. This program included the creation of beautiful books, teaching cards, and curriculum. Key staff were trained in this model to better teach skillful behavior to patients. This program caught fire among tribes and urban Indian organizations, each adapting the material to meet its own needs and culture.

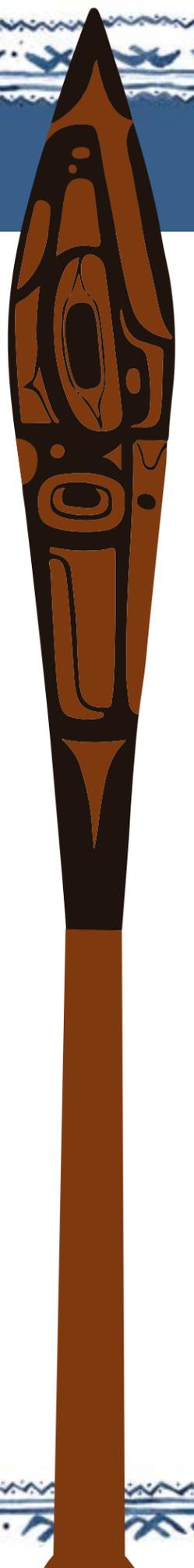
The State of Washington modified its Certified Peer Counselor program to include new credentials. Eligible Recovery Support staff completed most of the modules this complex path. The process of rewriting job descriptions to be consistent with these new certifications is in process. NWITC has one more step to becoming an official site for providing this training to other tribes and alumni.

With the help of the American Indian Health Commission, the Tribe's Legal Department and the leadership of Tribal Council, a successful consultation with the State of Washington Health Care Authority was concluded with the result that NWITC is not required to negotiate with Managed Care entities for patient admission or approval for length of stay. This outcome will have far-reaching positive effects for other tribes.

NWITC, with the help of a consultant, developed a package for the Health Care Authority to send to the Centers for Medicare and Medicaid justifying a higher charge per patient day. The package was complex and took many months to complete, but if successful will provide federally funded reimbursement at a much higher rate than present.

A video-documentary about the model of treatment at NWITC was initiated, along with a summary document. NWITC was contacted by many tribes and consultants about our methods of treatment. This video document will help tribes across the country create their own local variant for treating trauma in the presence of addiction.

NWITC programs succeeded in meeting service, satisfaction, and financial goals. Satisfaction feedback was usually positive. Every resident made a hand drum toward the end of their stay. They also received a beading kit which helps them learn mindfulness. They also learned cedar weaving.



Northwest Indian Treatment Center

DIRECTOR: June O'Brien

Instead of a sweat lodge ceremony, a spiritual leader taught songs to the patients twice each week. The annual alumni event was held virtually, and we were surprised to have participants who were located in distant places. These alumni would not all have been able to participate at an in-person event in an ordinary year. Patients also participated in medicine making with herbs grown at NWITC, bought from vendors, or collected in the wild. Herbal teas, made at NWITC, were kept for patients in the dining area; patients were taught about the healing benefits of these herbs in classes.

The clinical counseling staff had excellent reviews on a quarterly basis. Treatment reviews confirmed that counseling was culturally competent. This high standard was maintained by appropriate, on-going training and careful monitoring.

New counselors were taught to provide counseling regarding generational trauma and the healing process of grief and loss. Much of NWITC's success comes from the intensive training of new counselors and frequent feedback to treatment attendants and other staff.

The kitchen/housekeeping staff worked hard to create meals that were appealing and healthy. They were a strong team working together to help patients recover.

The treatment attendant staff exhibited excellent skills in providing support and direction to patients. This team is the bedrock of NWITC through their functioning, supervising patients around the clock, handling emergencies, and keeping the patients safe.

Maintenance was steadfast in maintaining the safety of the grounds, buildings, and vehicles. This position was critical to the overall safety of the organization and the planning necessary to keep the facilities in good repair. This year the Facilities Manager oversaw the completion of building projects and purchase of new equipment. This was challenging as supplies were sometimes not readily available and deliveries unpredictable.

The nurse and intake coordinator worked hard to keep NWITC safe. They evaluated each referral against potential risk. The nurse trained staff in new procedures, written policies, and supervised isolation events.

Pulling together for sobriety

This year the Violence Against Women supplemental grant was awarded to augment the three-year OVW grant. With these new funds, NWITC created safety packets for alumni and patients and purchased safe emergency housing when needed. A new temporary, part-time position accompanied these funds to assist in implementation. The Recovery Support Team, as part of the larger OVW grant, assessed patient needs and, when necessary, made safety plans and relocated patients. They made arrangements for aftercare, housing, transportation, work, and vocational training. They also provided support for recovery post-treatment via Facebook, texting and phone, and provided emergency interventions for alumni.

Overall it was a successful year, though difficult. Though we were under-staffed, patient needs were consistently met.



Salish Roots Farm

DIRECTOR: Aleta Poste

Salish Roots Farm is a Squaxin Island Tribe community garden located in the Kamilche Valley, which is translated to English as “the Peaceful Valley,” on a ten-acre parcel. The garden features forested wetlands lined with native plants, an abundant orchard, a small berry field, and a thriving vegetable garden. The Garden was established in 2016 with a mission to increase access to culturally relevant foods, as well as locally-grown organic produce.

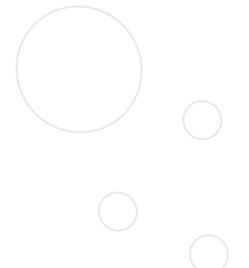
Branches

- Vegetable garden
- Traditional medicine garden
- Elders garden
- Fruit tree orchard
- Streamside restoration
- Educational classes
 - Traditional foods and medicine
 - Cooking with fresh organic produce
 - Harvesting workshops
 - Plant identification walks
 - Squaxin Island Child Development Center outings
 - Tree care workshops
 - Workshops on techniques, cultivation, composting, pruning, and soil conditions
 - Harvest parties
 - Work parties



Highlights

- Mapped properties in collaboration with Natural Resources staff to utilize sites
- Produced a digital map of apple harvest sites for the community
- Distributed 504 packages/bottles/bags of herbs, salves, and medicine
- The team of four distributed 5,096 pounds of produce
- Pruned, fertilized, and mulched over 50 fruit trees
- Identified two sites to harvest stinging nettles, and camas
- Hosted 22 days of farm stand in the tribal community
- Created a webpage on squaxinland.org/community/salish-roots
- Created a partnership with the outpatient program to foster ongoing success for clients





10 S.E. SQUAXIN LANE, SHELTON, WA 98584

www.squaxinland.org | (360) 426-9781