

NR

how can we the tribe expand our hunting area

The only way to way to expand our hunting area is through a Federal Court case. Because a northern tribal member lost his hunting case in State court is why we must stay in our cede area. And to bring a federal case we need all Tribes in Washington to agree. Although legal maybe the best one to answer this question

COUNCIL

the pat i am talking about is the general body had to approve the budgets of the casino and IEI and that was taken away by the council with no in put from us the general body thank you staff for all the help with the pandemic

KP -I am not aware of a time when the general body approved budgets. We have public budget meetings twice a year. And a Budget Commission that has an appointed community member on it. The Council Treasurer provides the community with a financial report at both the winter and spring General Body meetings. Community is allowed to ask questions at those meetings.

did the council finish the audit on enrollment??

KP – I do not know of an official audit. However, Mr. Mills has been contracted to review the moratorium, and Legal has reviewed our enrollment process. An audit of the enrollment system would take a Council directive.

Have we discussed loss of wages for those who get tested for Covid? If they are unpaid due to not contracting at work is there resources to assist our essential employees ?

KP- I am not familiar of any circumstance of where this has happened. LCCR, IEI, Tobacco and Gov. have all provided paid leave to employees who tested positive for Covid-19. I will confirm with our CEO's and make sure they have something in place for the future.

It is time to constitutionalize same sex marriage. Can we count on it?

KP – I am absolutely in favor of this. We will forward a recommendation to the constitution committee

Will we arrive to down payment assistance for home like majority of tribes provide

KP – I would be interested in learning about how other Tribes do this. Providing assistance with purchasing a home as an option to our members instead of housing on the rez. We could assign Exec/housing to look into

Is the lccr back to an operating oversight board and also mtgs and up to date trainings

KP – council will discuss this. The history of LCOB, pros and cons, staff input, legal considerations, authority etc...

Will have plans for board of Directors for LLCR?

KP- same as above – will put on council work session for discussion.

Higher education access and modern financial distribution amounts

KP –More funding for higher ed. Updated funding to keep up with rising tuition, books and cost of living. That can be a discussion with our new Ed director and our Ed Commission to find out how we might go about raising the higher ed funding and where we would fund it from. There are some options in regards to funding streams. However, it will take leadership to decide on funding priorities.

What are the possibilities of redoing the hiring process for the casino like why do you need to have a high school or college degree to mow the lawn or do janitorial work

KP – Leadership will have a conversation with Ramon (CEO) and Lynnell (HR) about how they determine position eligibility and is there wiggle room for some of the positions?

CASINO

if we are considering online gaming at LCCR we should continue with the FCC 2.55 broadband project to help support it when ready.

Online gaming is illegal in Washington State. We do not have any intention at this point in pursuing online gaming.

What is LCCR doing to promote Tribal member employment, career opportunity paths to upper management positions?

The CEO is meeting directly with Tribal Members to develop career paths for those who wish to move into management positions. Some of our tribal members are interested in management, while some are content in the positions they currently hold.

What happened to all the Tribal member apprenticeships that were previously in place, are those opportunities no longer available?

Tribal member apprenticeships are created on a case by case basis and are directed at individual tribal members who wish to move into management positions.

Can we resurrect the name Creekside Cafe with the new boardwalk eatery?

Creekside Café is a great name. SIT Council will make the final decision on naming the boardwalk eatery and Creekside Café will be include in the list of possible names.

Has the presidential suite opened back up to renting regular everyday folks ? Or still only available to high roller

The presidential suite is open to anyone.

Is there still a liaison position for the tribe and casino

At the present time we do not have a liaison position. Any inquiries or comments please contact the CEO at [ramon.nunez@littlecreek.com](mailto:ramon.nunez@littlecreek.com) or 360-432-7009.

How about mobile gaming within the casino so millennials can play on their devices without having to sit in front of a machine?

The only type of mobile gaming we have pursued is a poker based game that is played on tablets. The game has been unsuccessful. We will keep an eye out for other types of mobile gaming that may be feasible.

The safety precautions in regards to Covid are great but what kind of improvements have been made or are planned in regards to thefts, assaults and drug activity that occurs often at the casino or on its property?

An increased security presence will help curb the criminal activity. We constantly looking for qualified security personnel to work for the casino.

Has the Casino considered opening an employee Credit Union?

No, the casino has not considered opening an employee Credit Union. This may be a good idea though. We would have to discuss with Island Enterprises leadership as this venture is better suited for the small business division of the Tribe.

Can we recycle that water for Golf course

Our irrigation pond is filled up with water from the water treatment facility which processes the waste water from the reservation as well as the resort. Once the water is in the pond we have to treat it again so that it can be used to irrigate the course.

PARKS & REC

wheel chair accessible pool

The pool is wheel chair accessible

## FAMILY SERVICES

Major decisions that impact our families lie with ICW, behavioral health and recovery. There are checks on our economic ventures that have far reaching repercussions. Has there been consideration for a community representative body to check large impacting measures like ICW

FWT is intended to bring in the overall community. There are reps on FWT from Council (an elected official), from Exec (again, somewhat a rep of the Tribe as a whole), education, law enforcement, and BHOP.

Also, I think the staffing of actions like guardianship, adoption, transfer of cases and (although virtually never used) termination with Council brings in community involvement. While these rarely happen if it did, it would involve Council.

Finally, it probably needs to be pointed out that confidentiality issues limit the ability for community involvement in ICW decision-making. But, I'm guessing individual people get upset about decisions that occur. All I can say is we work really hard to have good communication and follow the codes and laws. I feel like FWT is a big help and we feel more comfortable after hearing from FWT.

Our 18-24 year olds need support. Basically how to adult, most just need some help to get on their feet. They seem to be forgotten and not all qualify for programs that can help them become functioning adults.

For the 18-24 age range, this is a long-standing difficulty and needs many departments collaborating. We do assist a few in this age range, with getting their first places, how to apply for places and budget for the right type of place, transportation and within their price range. They are often back for other help and tips. The inability to function extremely well at that age starts at a younger age and (not to push it off of us) living skills could happen at CCDC, Education and Youth Council. Once Building Strong Families can operate in person, we could invite speakers too. Quite a few years back, I did a group like that as part of Stepping Stones. So I think wherever we have youth in one spot, it's a good time to pass those skills on and we're happy to help out. As for those we teach about apartments, furniture, budgeting, we can't really talk about it, but I know the young people are grateful.

## PUBLIC SAFETY

Although there is a belief that a gated community is reducing Covid, can we show any reduced crime statistics

Our crime depends on the business of the Casino, which was open but not at full capacity, so it reduced our crime dramatically.

Is there still a Drug Task Force?

We have not had one here for the last 3 years and Mason County has not had one for longer. This is due to staffing and the recent State drug law changes in our State that has already dramatically affected the County we live in.

Tribal Administration

Have there been any recommendations to keep the existing and new water source separate?

That is a great idea, and yes that is one of the main options we are considering.

With the new water rights will council now be able to develop the land up by the cemetery? That land was purchased with NHASDA money that tribal members could build the own homes.

That is one of the things we are considering once more water is available.

Is that new water right ONLY going to housing/community? At least on the Tribe's side

We want to have enough water to support any type of business expansion in the Kamilche area, so we want to have enough to support more housing, as well as business. I will say housing is the priority.

Would it make sense to use the new water source exclusively for the Tribal community and housing and the other water source for enterprise. Or vice-versa?

We have been looking at this with multiple options, but that one is the main option.

How often are outside AUDITS conducted on our Treasury?

All the Tribe's entities have annual audits from outside auditors. The outcome of those reports are reviewed by the Treasurer. The Government is required to provide copies of our Audit to all agencies that provide money to the Tribe, including the BIA.

Since we are speaking about our budget and since most of that is based on revenue from our businesses what are some other businesses are we persuing to gain more income for our growing tribe?

Some of you may know the Tribal Council recently reestablished the Island Enterprise, Inc. (IEI) Board of Directors. A major portion of the Board's mission is to create business policy and guidance

void of political influences (to the greatest extent possible). The Board recognizes the role IEI has in increasing revenue to meet our essential government services.

We will be taking a four prong approach to increasing revenue. First we are looking at our current enterprise operations. Working with staff, we will focus on improving the effectiveness and efficiencies of each enterprise. This is one of the easiest ways to increase revenue with little if any increases in expenditures. In this step the managers will look at capital expenditures that might improve our capacity to produce and/or expand.

Second, we will look to produce more product resulting in more sales. This not only will increase profit for the business but will increase tax revenue paid directly to the Tribe. Tax revenues from tobacco, fuel and cannabis are a major funding source for the tribal budget.

Third, we will look at strategically expanding those successful enterprises that show a capacity to succeed in an off-reservation market e.g. fuel, tobacco, and cannabis).

Forth, we will be looking at other potential business ventures both on and off reservation. We must continue working with the Little Creek Casino Resort to expand business amenities currently operated by the Resort as well as working towards that next "big Idea" that keeps our property current, exciting and bringing more visitors.

how do you find where to get on our boards. like housing?

We advertise through the scoop, bulk mail, and social media when requesting names of interested Tribal Members to serve on boards, and committees.

Any more discussion about the tribe going self insured

The Tribal Government, and the Casino are now both self insured.

Who's running Collier house currently is it lccr or iei

The Casino is running the Collier house

How is the constitution committee have the members been selected yet

Yes the constitution committee has been selected, and they have been working with an outside firm to assist with a change proposal.

What about jobs that have been vacated and not rehired for? Are we on a hiring freeze due to covid or something?

We are not in a hiring freeze. We have looked at places where we can save money during the uncertainty if we can cover the work with the staff that is currently in place.

whatever happened to the plan for a halfway recovery house?

The original plan ran into problems when we were unable to purchase the home we wanted to use for that purpose. We are currently looking at this possibility in some other location.

is there a plan to assess the BHR building and how it serves our community or if another of our properties is better suited for a more inviting and supportive environment?

We are looking to expand our Clinic to house all services in one building. The idea is to have 360 degree of services, and to eliminate having to park at a location that is only for BHOP.

Is there currently HR policies to deal with racism and bias in the workplace?

There is zero tolerance for racism in the workplace. I hope this has been address if anything racist has occurred. I also encourage staff to use the chain of command. If their primary supervisor or director has not provided a reasonable response, everyone has the right to go to HR, and or to the Administrator.

RAY

Is anyone at finance assigned to financial consultation? Banks market themselves and may not have our best interests

While banks market themselves and more specifically their products we at Squaxin Island Tribe go thru a request for proposal in selecting our bank relationships. During our due diligence we explore how a bank reacts to unfavorable conditions while keeping a strong relationship. You want a bank that is going to be with you during the tough times as well as the good times. For example the 2008 collapse of our economy and recently the past year during the pandemic. In both instances our bank worked with us to be sure that we stayed compliant with covenants. Covenants are part of the loan agreement and are in place to protect us as well as the banks interest. We have also enjoyed relationships were banks have participated tirelessly in community activities thru sponsorship.

With recent legalization throughout US, are banks loosening up with Cannabis funds or is there talk it may be on the horizon?

Banks are federally regulated. So while states have legalized Cannabis it is still considered illegal on the federal level. So banks are unwilling to bank the cannabis business. Some Credit unions are not federally chartered and have chosen to bank funds.

Congress in the past has considered a fix on banking as well as decriminalizing Cannabis. Majority Leader Schumer has made promises to introduce legislation in the Senate to legalize Cannabis this session. It will face stiff opposition but progress is being made.

IEI

When does iei plan to share reports of modernizing purchase of seafoods online etc at all?

Online ordering is in our plans. First, we will need better internet connection at Harstine where Salish Seafoods is located.

IEI question is what percent of employees are fully insured

88%

Also, it has been said that IEI advocates for those in recovery to become employed. Can we let that be known to those we employ to help further the success of those in recovery. I believe it would help with the success of those in recovery to know that they have the support of our enterprise.

We work with all employees. Due to confidentiality is up to them if they wish to disclose whether they are in recovery.

There were talks about a family fun center to make this more family friendly. Is this still being discussed

Maybe utilizing property across the street that we purchased a while ago? If no other plans were made?

whats our current and future plans for economic developemnt financials

We working in collaboration with LCCR. We have a preliminary Feasibility and Project Scope assessment that we will be presenting to the IEI Board.

CLINIC



are there any extra assistance being offered to BHOP and mental health concerns with vulnerable adults and vulnerable elders?

Behavioral Health works with, medical, family services, legal, and outside agencies, when needed, regarding concerning clients. This is call wrap around services. We try to work together to service the community. Usually it takes more than one program, and extra resources and expertise to assist some patients.

what does it look like to rent the event center for more recovery jams and things

Covid-19 has changed the way we manage events, some of the staff have been working from home and are just now looking at the possibility of gathering and groups. Summer season will allow us to move some possibility of planning events outside. We have not done so yet. Thank you for letting us know that is wanted.

I think more drug and alcohol counselors would be amazing right now especially and wrap around services

The answer to adding more staff is a space and budget. I would like to add a case manager or two to assist the medical and behavioral health providers. This would also assist with wrap around services or integrated services within the Health and Human Services Department. For that matter I would like to add a public health nurse to be in the community and available for education and assessment of community health needs.

we have 5 generations of Elders, also need folks more intune with mental health, because the severity of many depression, mental health diagnoses, but what about coordinating with NWITC and other entities to assist with many issues that are actually above the level care we currently have on reservation

We have added this last year a Dr. of psychology and two part time Dr. of psychiatry. We work with NWITC and other substance centers for those needing in patient care. I like the idea of cultural care. Traditional stories, songs, plants and herbs for more natural healing. I believe the more we engage with cultural ways the more we are grounded to this earth and I believe that it helps heal the hearts and soul. Gathering berries, pulling in a canoe, weaving baskets, making drums, drumming, and many other healthy activities, are all good medicine and can work alongside of other modalities of care.

What about indigenous ideas to have peer counseling so the tribe could hire people who have experience life and don't have a degree but have first hand knowledge about many different things like drugs and alcohol

Yes. Indian health services is working on "standing up" a program called CHAPs (Which is being modeled after the CHAPs board from Alaska) This includes Behavioral Health Therapist, Behavioral Health Aides, Dental Therapist and Community Health Aides. There has been a lot of ground work taking place. I do not believe it is fully operational yet. There is educational components to these

possible positions and some of them do take into consideration life experiences where no degree is needed.