

Before we were labeled  
... "Indian"  
... "Native American"  
... "Indigenous"  
We were our land,  
Our stars above our heads,  
The wind and the seas.  
A people who were one  
With mother earth.  
Never perfect.  
Always human.

~ CARMEN WATSON CHARLES



# 2019 ANNUAL REPORT

50TH ANNIVERSARY OF ALCATRAZ OCCUPATION



# MUCKLESHOOT INDIAN TRIBE



*2019 Annual Report  
&  
Tribal Service Guide*





*Mit Annual Report & Tribal Service Guide*

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# Adult Work Training & Job Readiness Program



**NAME OF PERSON IN CHARGE:** Melvin Daniels  
**LOCATION:** 17610 SE 400<sup>th</sup> Auburn, WA 98092  
**INFO PHONE:** 253-876-2822  
**INFO EMAIL:** Melvin.daniels@muckleshoot.nsn.us

**What is AWTP and Job Readiness?** It is very important that a solid work ethic and skill set be introduced setting a foundation to full-time employment. AWTP performs an assessment of skills, career exploration and goal evaluation to build on skills capacity and increase opportunities

in attaining a position in the field of choice.

**Job Readiness Training Principle.** The Adult Work Training Program (AWTP) is focused on building a group of qualified individuals who can fill entry-level jobs by introduction to a set of standardized training and an on the job placement program.

## **SERVICES PROVIDED:**

**Hands On or Position Introduction within Tribal Programs.** Through the placement program, training will be delivered by the department partnering with AWTP. A job-ready candidate for potential employers will be provided with introduction to established positions – and may present strong candidacy if recruitment for Full-Time Employment (FTE) opportunities become available.

**Developing Relationships and Placement Standards.** One major goal is to develop a set of standards that will ensure participants involved with placement partnerships gain valued introductory skills. By itself, the job readiness training program cannot solely guarantee that participants will meet the standards set by a single employer. However, the skills acquired provide a strong foundation for applying to a wide variety of similar positions and occupations.

**Community Outreach.** AWTP Field Supervisor and Crew provide various services throughout the year; wood delivery for elders, program assistance, special events, and beautification projects. Cultural connections are essential to our community and we aid in making the associated items used in the traditional giveaways associated with many tribal sponsored events.

Success of any program relies on an ability to provide consistent actions including assessment, case management, maintaining employer partnerships with job placement, and solid retention programs. We've developed standards for AWTP components: onboarding, training requirements and assessment intervals are essential to promoting a successful operation.

Together with tools and actions, AWTP can deliver a candidate whom employers will want to hire, and empower partners to easily identify graduates whom have acquired selected skill sets, overall job readiness, and position qualifications to potentially gain full-time employment.

**HIGHLIGHTS OF 2019:** AWTP formed a partnership With Muckleshoot Tribal College Pre-Apprentice Program. The AWTP shop was utilized for the on-site training.

**OUTLOOK FOR 2020:**

- Implementation of Training Syllabus
  - Phase 1: Foundations of Employment
  - Phase 2: Personal and Professional Growth
  - Phase 3: Preparing For Career Success
- An effort will be placed on additional Cultural Training opportunities to be added to our catalog.



 <p><b>EMANUEL ALLEN</b> High School Diploma</p>	 <p><b>CHRISTINE ELKINS</b> Muckleshoot Bingo Hall</p>	 <p><b>ALEENA THAO</b> High School Diploma Driver's License</p>	 <p><b>MICHAEL COURVILLE</b> GED Driver's License</p>
 <p><b>SAMUEL ADAME</b> Muckleshoot Building Maintenance</p>	 <p><b>TAMARA MOSES</b> Muckleshoot Finance GED</p>	 <p><b>COREY WARD-JERRY</b> Muckleshoot Family Resource Center</p>	 <p><b>ISAIAH ASPHY</b> Muckleshoot Housing Authority</p>
 <p><b>VERONICA NAVARRO-MOSES</b> Muckleshoot Family Resource Center</p>	 <p><b>JOEY COURVILLE</b> Driver's License</p>	 <p><b>KATHRYN WARD</b> Muckleshoot Market and Deli</p>	 <p><b>STANLEY LEONARD</b> Muckleshoot Public Works</p>



# Adult Athletic Sponsorship

**PERSONS IN CHARGE:** Deandra Williams, Admin IV, Fawn Hutchens, Director

**LOCATION:** Youth Facility

**MAIN PHONE:** (253)876-3370

**MAIN EMAIL:** Deandra.Williams@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The Program is intended to encourage participation but will *not* necessarily pay the full cost of the activity. The Program will be administered under the Muckleshoot Indian Tribe Recreation Program. Eligible Muckleshoot Adult(s) may receive financial assistance up to \$900.00 each calendar year to use toward a qualifying activity or as long as funding is available. Funding for Team Sports may be shared equally from MIT Adults.

## SERVICES PROVIDED:

- Services/Benefits – Eligible Muckleshoot Adult(s) may receive financial assistance up to \$900.00 each calendar year to use toward a qualifying activity or as long as funding is available.

## HIGHLIGHTS OF 2019:

- Customer Service – improved communication on processing applications and communicating with customers while they enter the building.
- Increased number of Tribal Adults serviced in 2019

## OUTLOOK FOR 2019:

- Vendor recruitment, reaching out to local businesses to increase our service vendor list



# Muckleshoot Child & Family Services (MCFS)



## Persons in Charge:

Mahogany Timmons, Program Director

Ituau Atimalala, Program Manager

Alexandra James, Managing Director of Human Services

**Location:** 1220 M Street Auburn, WA. 98092

**Main Phone:** 253-833-8782

**Program Description:** Muckleshoot Child and Family Services is committed to the safety and welfare of all Muckleshoot children and their families. We strive, through the development and collaborative efforts of support services to assist children in the need of care; while protecting the health, traditions, and security of the Muckleshoot Tribal Community.

**SERVICES PROVIDED.** MCFS provides the following assistance for open Dependency cases:

- Hygiene
- Food
- Clothing
- Prevention services
- Case management

Please contact your case worker if you have any questions.

## HIGHLIGHTS OF 2019:

- **Summer Safety** – the event was a great success and we had a nice turnout of caregivers. We had canoe rides, which all the kids and caregivers really enjoyed.
- **Caregiver Core Training** – we worked with the Alliance to host several CCT workshops for caregivers.
- **FPAWS Foster Care Summit**
- **Annual Client Appreciation Dinner** – a nice turn out full of holiday cheer.

## OUTLOOK FOR 2020:

MCFS will continue prevention outreach and addressing child safety. We are working on the revise and development of the MCFS program as a whole and program operating policies and procedures. MCFS will continue to build a best practice model of operation that serves the Muckleshoot Community with child safety and family stability as its number one priority.

## STAFF

### Family Protection Advocate Liaison:

Erica Walker

Melissa Morales

Mack Junior

Karla Lewis

Kerry Ann Blackwood

**Investigators:** Lauren Moore

**Prevention:** Laurel Kelly

**Foster Home Licensor:** Jaqueline Hernandez

**Placement Coordinator:** Trudi Moses

**Records:** Rachel Sutton

**Transporter/Visitation Provider:** Vacant

**Administrative Staff:** Malinda Bill, Pamela Penn





# Community Affairs/Advocacy

*"For the Muckleshoot Tribal Members, Community and employees"  
Executive Management Team (Employees Complaints and Claim Process)*

**PERSON IN CHARGE:** Rita Jean Martin, Director

**LOCATION:** Cedar Building

**PHONE NUMBER:** 253-876-3212

**EMAIL:** [Rita.Martin@Muckleshoot.nsn.us](mailto:Rita.Martin@Muckleshoot.nsn.us)



Rita Jean Martin

**DEDICATED:** I am dedicated to the Muckleshoot Tribal Member and have worked for the Muckleshoot Tribe for 40 + years. I report to the COO and find solutions to issues that arise.

## SERVICES PROVIDED:

- I provide confidential assistance to Muckleshoot Tribal Members, Community Members and Employees.
- Home visits to elders, disabled or family without transportation- Family needs or resources. Act as an advocate on their behalf.
- I attend Muckleshoot Indian Tribe Court and I am advocate on their behalf if needed. I have attorneys that are willing to assist Muckleshoot Tribal Members at Regional Justice Center (Kent).
- I was an advocate for Tribal Member at Auburn Court and transported Tribal Member.
- If you have trouble with paperwork, I assist with paperwork to be filled out if needed.
- I answer questions and interpret the Muckleshoot Governmental Policies & Procedures and Departmental Policies and Procedures.
- Act as an advocate: complaints, issues and try to resolve in professional manner.
- Research and study complaint before attending meetings as advocate.
- Meet with the COO and the Directors if needed to resolve issues.
- I send my direct report to COO for further investigation, or for him to develop solutions to improve our organization.
- Attend meetings and community events.
- Duties as assigned by COO for Muckleshoot Tribal Members, community and employees.
- Attend Funeral/Comfort Muckleshoot Tribal Members and the Community
- Executive Management Team – Employees Complaints and Claim Process.

## HIGHLIGHTS OF 2019

- I was an advocate for family members who went to court, Guardianship (etc.); and found attorneys. I am advocate and voice for what is right for our Muckleshoot tribal member and family involved.
- Learning how to research and find solutions rather than impact person and their family members involved.
- Found resources to assist our people.
- Assist elderly when they asked for home visits for complaints, resources or just wanted me to visit.

- Learning each department policies and procedures to assist who may need my help.
- Assisted employees that were terminated or had a complaint. Assisted with the process.
- I received Indian Medicine from an Elder.

**OUTLOOK FOR 2020:**

**Positive Outcomes**

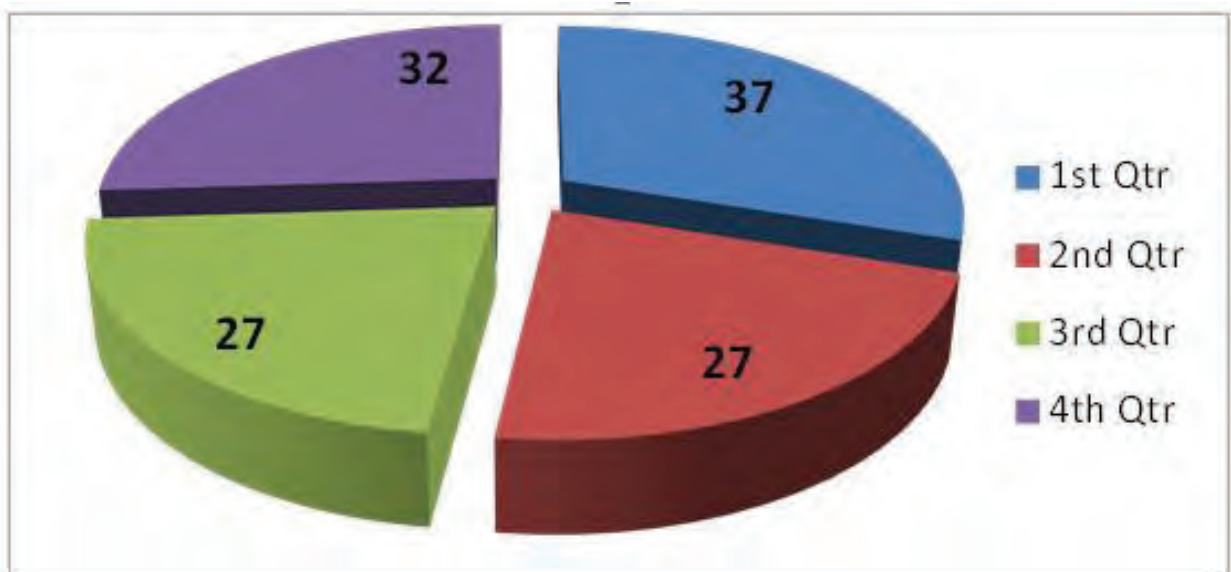
- Find solutions and resolve it rather than having a big impact on Tribal Members, Community and Employees.
- Honor Cultural and Spiritual Beliefs of our Members.
- Acknowledge whom you work for?
- Find Resources to assist our people.

**“Muckleshoot Tribal Members, Community and Employees.”**

**2019- Resolved Issues – 123**

This report only counts the person who filed a complaint.

**Annual Report Metrics**





# Community Services

## Reception & Mailroom

**PERSON IN CHARGE:** Wanita Courville, Community Services Program Manager

**LOCATION:** Philip Starr Building

**PHONE:** 253-939-3311/253-285-6372

**EMAIL:** Wanita.Courville@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** Community Services is the core of the Tribe's phone and mail services.

**SERVICES PROVIDED:** Reception/Mailroom

- Answers and directs all calls in the order they come in by to the appropriate person or department thru out the Muckleshoot Tribal Entities.
- Gives direction to where Muckleshoot buildings and employees are located. Sets up calendar for the Philip Starr Buildings conference rooms for meetings and fundraisers etc.
- Scan incoming and outgoing packages for the Muckleshoot Tribal Entities.
- Pick up and deliver mail and packages to the appropriate person and work entities.
- Stamp, sort and weigh Muckleshoot tribal entities mail and packages.
- Work with vendors, mail carriers etc. for the Muckleshoot Tribe's Entities.
- Sets up the Muckleshoot Event Calendar
- Orders and receives products for Community Services at Philip Starr Building.

### HIGHLIGHTS:

- Added a new scanning device for incoming and outgoing deliveries, this helps with accuracy of the delivery of packages and boxes.
- Will be getting a new vehicle in 2020 for more convenient delivery services.



# Compliance & Risk Management



**PERSON IN CHARGE:** Kari Leal, Chief Risk Officer  
**LOCATION:** Compliance and Risk Management Building  
**PHONE:** 253-876-3186  
**EMAIL:** Kari.Leal@Muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The Compliance and Risk Management Division is a centralized entity that provides support to all of the Tribe's employers in the areas of compliance, employee benefits plan management, risk and safety management, and database systems to manage employment and payroll data.

## SERVICES PROVIDED

### Employee Benefits Plan Management and Compliance

- Manages compliance with policies, procedures, laws, and regulations related to the areas of employee benefits and pension.
- Coordinates and manages all employee benefits and pension programs and related vendors.
- Generates and files all benefits-related reports and applications required by law to be filed with federal and state agencies.

### Risk and Safety Management

- Oversees placement of property, liability, workers' compensation, and other insurance coverage.
- Provides guidance to divisions and enterprises on safety program development and implementation to include identifying, evaluating, eliminating and/or reducing risks.
- Develops safety, accident prevention, and loss control programs for incorporation into operational policies of the Tribe and Tribal Enterprises and answers any safety questions or concerns regarding work or the environment.

### Human Resource Management Systems

- Develops and oversees the Human Resources Management System (HRMS), which contains employment and payroll data for the Tribe's large employers.
- Oversees data management and integration with payroll system data from the Tribe's smaller employers, as well as data integration with third-party benefit vendors.
- Generates complex reports and data analytics in support of the Tribe's government and business activities.

## HIGHLIGHTS OF 2019:

- **Risk Management Trainee Position** – Developed a Risk Management Trainee position which provides for a 2-year training (Associates Degree) and career path for a Tribal Member to undertake a full-time Safety Technician position.

- **Risk and Safety Audits** – Performed numerous food, playground, and general safety surveys throughout the Tribe's employers.
- **Pension Audit** – The annual Pension Audit was performed by an independent accounting firm who reviewed the financial statements of the Muckleshoot Retirement Plan, as required by federal law. There were no audit findings.
- **Vendor Contracting** – Negotiated more favorable pricing for the Tribe's Human Resource Management Systems, ADP eTime, and Payroll processing.
- **New Benefits Broker** – Successfully on-boarded new employee benefits broker – M3 Insurance, Inc.
- **Benefits Eligibility Data Management** – Successfully implemented secure benefits eligibility data delivery between medical, dental, and vision vendors which improved data accuracy and timeliness.
- **Medical and Dental Plan Administration** – Conducted a vendor search for medical and dental third-party administration as well as a new medical provider network; successfully transitioned these benefit plans to the new vendors, effective 01/01/2020.
- **HIPAA Training** – Facilitated a Health Insurance Portability and Accountability Act (HIPAA) training for employees in positions that manage Protected Health Information (PHI) on behalf of the Muckleshoot Employee Medical Plan.
- **Small Employer Benefits Administration** – Supported employee benefits administration for White River Cannabis, LLC and We Care Daily Clinics, LLC.

#### OUTLOOK FOR 2020:

- **Employee Wellness Program** – Successfully roll out a new Employee Wellness Program which is intended to support the wellness initiatives of the Tribe's employee benefits program.
- **Employee Benefits On-Line Enrollment System** – Successfully implement a new Employee Benefits On-Line Enrollment System which will allow employees to have direct access to their benefit plans, enrollment, plan documents, and other benefits-related information.



Compliance and Risk Management/Finance Team supporting the 2019 Muckleshoot Earth Day event.



# Culture Program

**PERSON IN CHARGE:** Willard Bill Jr., Director

**LOCATION:** House of Muckleshoot Culture, 39009 172<sup>nd</sup> AVE SE

**MAIN PHONE:** 253.876.3013

**MAIN EMAIL:** [willard.billj@muckleshoot.nsn.us](mailto:willard.billj@muckleshoot.nsn.us)

**PROGRAM DESCRIPTION:** The Muckleshoot Culture Program actively participates in and leads revitalization efforts in root elements of Muckleshoot Culture, expanding the cultural and intellectual property of the Muckleshoot Indian Tribe. We strive to create culturally relevant spaces for Muckleshoot Culture to be taught and revitalized through employing Tribal and community members with cultural knowledge and expertise. The MIT Culture Program provides learning and teaching opportunities in the following areas:

- Traditional Ecological Knowledge
- Carving
- Tool making
- Weaving
- Cooking
- Sewing
- Ceremonial support
- Muckleshoot Canoe Family
- STI, NK360 training and support
- MIT representation in the broader community
- Student, staff, school and district culturally relevant support and training
- Cultural wellness training and support

## HIGHLIGHTS OF 2019:

- Program growth with the Tribal member new hires
- 100% MIT department
- Language integration into cultural offerings
- 2019 Paddle to Lummi with 3 canoes on the water for the entire Journey.
- 2019 Paddle to Alcatraz
- Carving center renovation completed
- Successful development and implementation of Culture/History/TEK training
- Expansion of Cultural Arts classes and production
- 558 offerings with 29,826 participants

## OUTLOOK FOR 2020:

- Continued Language integration and community classes
- In 2020 the MIT Canoe Family will be participating in Paddle to Nanaimo, B.C. This Journey will be take approximately 2.5 weeks on the water, followed by a week of protocol.
- A new focus on Cultural Wellness. We will be accessing ancestral wellness teachings around fitness and nutrition to provide a culturally appropriate lens for the MIT community.



# Department of Education

*Joseph Martin, Tribal Education Officer*

**LOCATION:** 37502 152<sup>nd</sup> Avenue SE, Auburn WA 98902

**INFO PHONE:** 253-285-4044

**INFO EMAIL:** joseph.martin@muckleshoot.nsn.us

***"The Muckleshoot Department of Education: Pulling Together."***



*Education Committee Chair Virginia Cross  
and Tribal Education Officer Joseph Martin*

*The mission of the Muckleshoot Department of Education is to provide a seamless educational pathway from birth through higher education in which the culture, history and language of the Muckleshoot people is integrated into every aspect and level of the education system.*

The Muckleshoot Department of Education is home to the following divisions and programs:

## **Tribal Education Office (TEO)**

- Tribal Education Academics and Curriculum
- Tribal Education Operations
- State Tribal Education Compact Compliance
- Education Human Resources Business Partner
- Education Analytics and Research

## **Muckleshoot Early Childhood Education (MECE)**

- Muckleshoot Child Development Center (MCDC)
- Muckleshoot Early Learning Academy (MELA/Head Start)
- Birth to Three
- Muckleshoot Early Childhood Education Support Services
- Child Care Development Fund (CCDF)

## **Muckleshoot Tribal School (MTS)**

- Elementary School
- Middle School
- High School
- Attendance Mentors

**Adult and Higher Education**

- Muckleshoot Tribal College (MTC)
- Muckleshoot Occupational Skills Training Program (MOST)
- College and Career Education Opportunities Program (CCEOP)
- Continuing Education Department
- Financial Aid
- Scholarship
- Workshop and Training
- GED Assistance Program



**Graduation Summary for 2019**

Head Start .....	49
Muckleshoot Tribal School Kindergarten Students .....	48
Muckleshoot Tribal School 5 <sup>th</sup> grade.....	42
Muckleshoot Tribal School 8 <sup>th</sup> grade.....	36
MTS high school (MTS) .....	42
Muckleshoot students graduating from other local high schools.....	20
<b>Higher Education</b>	
Post-secondary and Post-baccalaureate certificates and College Degrees .....	79
GEDs and High School 21 Plus Diplomas.....	11

**Graduation Record**

The 2019 Muckleshoot Tribal graduation season resulted in another all-time record with a total of 327 graduates, a 27 graduate increase from the 2018 record of 300.

**The Department of Education** experienced a number of highlights and supported new and recurring initiatives in 2019.

- **The Department of Education welcomed six new leaders in 2019:**
  - Lonna Swanson – Managing Director, Muckleshoot Child Development Center
  - Patricia Eningowuk – Managing Director, Muckleshoot Head Start (Muckleshoot Early Learning Academy)
  - Kristina Laubner-Smith – Business Manager, Muckleshoot Tribal School
  - Nicole Chu – Federal Compliance Officer, Muckleshoot Tribal School
  - LaWonda Smith – Elementary Principal, Muckleshoot Tribal School
  - Lisa Stevens – Dean of Students, Muckleshoot Tribal School
- **January 2019** – The third cohort of the Pre-Apprentice Program was registered for classes and moved the program from Bates Technical College to Green River College.
- **January 2019** – The Department of Education began a work group to research private schools in King and Pierce counties. The work group also began drafting policies and procedures for the establishment of a Muckleshoot Private School Assistance Program.
- **February 2019**- The Tribal Education Office hosted three events of watch parties for the community to share in the exciting WIAA Class IB High School Boy’s Basketball Regional Championship Games as our amazing Kings vied for the championship.



- **March 2019:** The Department of Education began research and preliminary work with a design architect to plan for the growth and space needs of the Tribal School and Early Childhood Education.
- **April 2019:** The Muckleshoot Department of Education and the Muckleshoot Scholarship Program formally introduced the **Muckleshoot Private School Assistance Program (PSAP)** – 45 current private school students are enrolled with ages ranging from 18-months to grade 12.
- **April 25, 2019:** An historic consultation meeting was planned, coordinated and completed by the Muckleshoot Department of Education with five public school districts including Seattle, Highline, Kent, Renton and White River. The Washington State Office of Native Education Director, plus several superintendents attended this important consultation that shared critical data and metrics, best practice success stories and the lingering challenges that each district is facing in providing excellence in educational services to our Muckleshoot and other Native American students.
- **Muckleshoot Tribal School Portable/Modular classroom project June 2019:** In June 2019, the groundwork on a \$2 million project funded by the Bureau of Indian Education for the construction of 12 new modular classrooms for our kindergarten through grade 12 Muckleshoot Tribal School began.
- **Record number of high school graduates June 7, 2019:** Muckleshoot Tribal School celebrated 42 high school graduates—an all-time record for our Muckleshoot Tribal School.
- **Muckleshoot Summer Camp Program from June through August 2019:** For the third consecutive summer, the Muckleshoot Department of Education collaborated with the Muckleshoot Youth Development Program to provide summer recreational and educational activities for school-aged children and youth.
- **Tribal Education Direct Reports Retreat July 31<sup>st</sup> and August 1, 2019:** The Muckleshoot Department of Education collaborated with our Muckleshoot Human Resources Training and Development Team to organize and facilitate a successful professional development and team building workshop.
- **Muckleshoot Department of Education hosted the 18<sup>th</sup> Annual New Teachers Orientation August 20, 2019:** The Muckleshoot Department of Education hosted the Auburn School District, Enumclaw School District and Seattle Public Schools to provide an important educational training on the Muckleshoot Indian Tribe’s history and cultural teachings. Our 425 guest teachers and administrators actively engaged in hands-on culturally based lessons that were conducted by our Muckleshoot Culture and Language Teachers.
- **Muckleshoot Tribal School Since Time Immemorial/Muckleshoot Traditional Ecological Knowledge Summer Institute, August, 21-23, 2019:** The curriculum for this training was designed by staff from our Muckleshoot Culture, Language and Education Programs to provide experiential learning opportunities, cultural knowledge and sample lesson plans for our Muckleshoot Tribal School and public school district K-12 teachers to implement in their classrooms.
- **Summer of 2019:** The Muckleshoot Tribal School transitioned to “Q” or Qualitative as the new Student Management System. This new system offers a number of advantages for both students and families.
- **Emergency alert communication system “Flash Alert” improved to provide “robo calls” (automated calls) and media notifications to Muckleshoot Birth through Grade 12 families.**

- **Muckleshoot Tribal School Celebrates 10-year anniversary, September 9, 2019:** The students, staff and community members of our Muckleshoot Tribal School celebrated the 10<sup>th</sup> anniversary of the grand opening of our new campus on September 9, 2009.
- **Congresswoman Kim Schrier visits Muckleshoot:** The Muckleshoot Department of Education hosted Congresswoman Kim Schrier for a comprehensive tour of our Muckleshoot Early Learning Academy on October 4, 2019.
- **Muckleshoot Student Leadership Development Initiative October 20-23, 2019:** Thirteen Muckleshoot Tribal Member high school students were selected to attend the National Congress of American Indians 76<sup>th</sup> Annual Conference in Albuquerque, New Mexico.
- **Muckleshoot Childcare Development Fund Infant and Toddler Center Presentation October 29 2019:** This Muckleshoot Community Meeting was dedicated to a presentation about the CCDF Infant and Toddler Center construction project. This grant provides the seed money for the construction of a \$7.5 million CCDF Infant and Toddler Center at Muckleshoot. The center is projected to open in Winter of 2020.

- **Seattle Seahawks Partnership Celebration on November 1, 2019:** The Muckleshoot Department of Education was instrumental in initiating the preliminary meetings with the Seattle Seahawks Executive Team in February 2019. The original meetings were initiated to establish a formal partnership between the two organizations in order to secure a high profile Seahawk player to be our annual keynote speaker every June at our annual Muckleshoot Tribal School High School Graduation Ceremony. These initial meetings led to higher profile meetings that involved Joe Olujić (Chief Executive Officer) and Conrad Granito (General Manager, Muckleshoot Casino). The culminating historic, 10-year partnership between the Muckleshoot Indian Tribe and the Seattle Seahawks resulted from these preliminary meetings and numerous other critical meetings over the course of 2019. It is important for our students, parents and community to know exactly how this exciting partnership with the Seattle Seahawks will benefit our children in our Muckleshoot Community over the next 10 years:



- We will be working with the Seahawks to establish the National Football League Play 60 initiative here at Muckleshoot to promote leadership education, teamwork, health education and physical fitness.
- We will be part of the NFL Flag Football League at Muckleshoot and will have teams that will participate in the Northwest Regional Flag Football tournament.
- Seahawks players and legends will be speaking and participating in our Muckleshoot graduation ceremonies and other community events.
- Muckleshoot will also be a part of the Seahawks “Rise for Youth” leadership development program.
- 600 Muckleshoot Tribal School students, staff and community members attended a school assembly to meet the Seahawks Executive Team, Seahawks Legends and Blitz to celebrate the Seahawks/Muckleshoot partnership unveiling.

- **Truancy Board Training November 14, 2019:** The Muckleshoot Tribal Council moved the Truancy Ordinance to full implementation with the appointment of the five-person Muckleshoot Truancy Board. The first intensive training for the Truancy Board was provided by the Muckleshoot Department of Education on November 14, 2019.
- **National Football League Seattle Seahawks, December 5, 2019:** During half-time at the Muckleshoot Tribal School girls' varsity basketball game, the Muckleshoot Tribal School was presented for the first time with an NFL Native American Football Equipment Grant by representatives of the NFL Seattle Seahawks in the amount of \$5,000.00. This grant will go toward football equipment for the MTS high school team.
- **Muckleshoot Department of Education Professional Development Session, December 6, 2019:** Sean Goode, Executive Director of the organization, Choose 180, was the guest speaker for the last professional development opportunity of 2019. Mr. Goode spoke on restorative justice and discipline in schools, resilience and shared information regarding the work his organization is doing with King County school districts.
- **December 17, 2019, Community Workshop on Resilience, Anti-bullying and Equipping Students for an Equitable and Safe Learning Environment:** At the December 17, 2019, Muckleshoot Community Meeting the Muckleshoot Department of Education presented a workshop on resilience and equipping students with the skills to build an equitable and safe learning environment. Students have always faced challenges in their education path but technology and the easy availability for communication and sharing of media has expanded the challenges of childhood far beyond that known even 10-15 years ago. This workshop was meant to equip students and their families with tools to address some of these new or expanded challenges of the school environment.
- **Native Technology Plus (NT+) Program** at Muckleshoot Tribal College enrolled the first class of 18 students working toward an Associate of Science degree through Green River College.
- **Head Start Grant Approved** for a new five-year non-compete grant.
- **Muckleshoot Carpentry/Construction Trades Pre-Apprentice Program** with Green River College upcoming 5<sup>th</sup> cohort with enrollment of 12 students.
- **University of Washington Autism Center and Muckleshoot Education Partnership:** Staff-Parent Trainings and one-on-one consultations.
- **Early Childhood Education Certificate Program:** In partnership with Green River College, 13 individuals, Muckleshoot Tribal members and Early Childhood Education staff are currently pursuing their Early Childhood Certificate. This program has been extremely successful for many Muckleshoot Tribal members to achieve their ECE Certificate as a major stepping stone to career advancement in the Muckleshoot Department of Education.
- **Certified Nursing Assistant Program (CNA) Certification Program:** Muckleshoot Tribal College and Renton Technical College have developed a Memorandum of Understanding for a Certified Nursing Assistant Program (CNA) Certification Program with cohorts of 10 students to begin at Muckleshoot Tribal College.



## Early Childhood Education Division

**PERSON IN CHARGE:** Charlene Burgess, Executive Director of Early Childhood Education

**LOCATION:** Muckleshoot Early Childhood Education Center & Muckleshoot Child Development Center

**INFO PHONE:** 253-876-2159

**INFO EMAIL:** [charlene.burgess@muckleshoot.nsn.us](mailto:charlene.burgess@muckleshoot.nsn.us)

Another busy and productive year has come to an end and the dedicated staff who work for Muckleshoot Indian Tribe Early Childhood Education have, once again, provided outstanding educational support services to children and families throughout the reservation. Over 300 children participated in the high-quality, nurturing learning environments, offered here at Muckleshoot. The families and providers of the enrolled children have received early childhood education training, numerous opportunities to participate in the programs, and a variety of resources and support services to accomplish their educational and personal goals.

One great accomplishment was the decrease in staff turnover, in our Head Start classrooms we have had zero classroom turn over. Our turnover rate for our child development center is at 9%. Credit for this improvement goes to the organizational recognition that early childhood teachers should be compensated as school age teachers. The implementation of the compensation system for ECE instructional aides provides a process in which they are promoted by longevity, as well as, the education they achieve. These two changes have placed the Muckleshoot Early Childhood programs in a positive direction. In support of this new compensation system 98% of ECE Instructional assistants, as required, have signed an educational agreement: they have made the commitment to obtain at least 14 credits in Early Childhood by August 2020.

The Early Childhood Department has welcomed two new managing directors to our field of qualified staff, along with a registered nurse to complete our management team. Welcome Lonna Swanson as our Muckleshoot Child Development Center Managing Director and Patty Eningowuk as our Managing Director for our Muckleshoot Early Learning Program. Welcome Staci Gunnell, Muckleshoot Early Learning Registered Nurse. With our complete team we will be focused on honing systems, clarifying practices and streamlining our ECE services.

With a complete leadership team and the decrease in staff turnover, we will continue to work toward our goal that all families receive services right from the start which will have the outcome of seamless pathways from birth to adulthood. Muckleshoot Early Childhood Education has a long tradition of providing comprehensive high quality early education. Investing in children is essential and is why we are committed to providing comprehensive services with excellence. We are unwavering in our dedication to preparing children and their families for future school success

#### **HIGHLIGHTS FOR 2019:**

- 3<sup>rd</sup> successful year of working with Youth Development Program to create summer camp experience for the school age children enrolled at MCDC.
- 3<sup>rd</sup> successful year of summer school in collaboration with Muckleshoot Tribal School. ECE enrolled children had the opportunity to attend summer school in the MTS classrooms with kindergarten and head start teachers working in collaboration.
- 98% Instructional assistants, as required, have signed an educational agreement: they have made the commitment to obtain at least 14 credits in Early Childhood by August 2020.

#### **OUTLOOK FOR 2020**

- To obtain training in CLASS – Classroom Assessment Scoring System, TPITOS – The Pyramid Infant and Toddler Observation Scale and TPOT – The Teaching Observation to further support learning and development across all ECE programs.
- Continue to work in collaborative partnerships with all Muckleshoot Early Learning programs and with the Muckleshoot Tribal School to provide afterschool programming.
- Adding additional classrooms in our existing space to ensure all Muckleshoot children are receiving early childhood services.



### **Muckleshoot Child Care Development Fund/ Tribal Tax Fund Child Care (Home Based) Programs**

**PERSON IN CHARGE:** Julia Anderson, CCDF Manager

**LOCATION:** Muckleshoot Early Childhood Education Center, 15599 SE 376<sup>th</sup> St, Auburn, WA 98092

**INFO PHONE:** (253) 876-3079

**INFO EMAIL:** [Julia.anderson@muckleshoot.nsn.us](mailto:Julia.anderson@muckleshoot.nsn.us)

The Muckleshoot Child Care Development Fund Program is a federal block grant the Muckleshoot Indian Tribe receives to assist low income Native American families with childcare costs and to increase the quality of child care services.

#### **Family Eligibility;**

- Meet income guidelines at or below 85% of the Tribal Median Income. Muckleshoot CCDF follows Housing & Urban Development income guidelines of 2019 for King County, Washington.
- Live within the CCDF's identified service area; 30-mile radius from tribal administration. Families residing within Pierce County, Federal Way and north of Interstate 90 may be referred to their primary CCDF program: Puyallup or Snoqualmie for initial eligibility determination.

- Child is an enrolled member of a federally recognized Indian tribe or verified descendant going one generation back: biological parent must be enrolled in a federally recognized tribe.
- Parent/ guardian(s) must be working, going to school, or attending a training program.  
Respite care is available for:
  - Children involved with or placed outside of the home by State Child Protective Services- Indian Child Welfare or
  - Children involved with or placed outside of the home by the Muckleshoot Child & Family Services
  - And children needing specialized or high needs care with developmental delays or disabilities that adversely affects their ability to care for self or requires a high level of supervision.

**The Tribal Tax Fund Child Care (Home-Based) Program** is supported by Muckleshoot tribal funds. This program supports eligible Muckleshoot tribal members with childcare and respite care costs. Families must reside in the CCDF's identified service area (30-mile radius of MIT administration), unless noted otherwise.

**MIT Families may qualify for Child Care while parent or guardian is away at work, training or educational program for;**

- Muckleshoot enrolled child or verified descendant going one generation back; biological parent must be enrolled Muckleshoot Tribal Member:
  - With income up to 100% Tribal Median Income (TMI).
  - Living outside of the service area because of being placed by the Muckleshoot Child & Family Services Program or State Indian Child Welfare Program and utilizing a state licensed facility
- Muckleshoot child with developmental delays or disabilities that adversely affects their ability to care for self or requires a high level of supervision. Income may exceed the TMI.

\*Respite Care, up to 576 hours per calendar year (parent/ guardian/ custodial placement does not have to be involved in work, training or education program).

**Child Care Services:**

Families may choose from a variety of child care options:

- Licensed Child Care Center
- Licensed Family Home
- Tribally Certified Family Child Care Provider (on the Muckleshoot Reservation)
- Relative Care Provider

**Support for Providers:**

- Child care monitoring
- Child care workforce development
- Family / provider engagement activities
- Supplies for child care providers

In 2019 we served:



### 2019 HIGHLIGHTS:

Additional construction funds obtained from Administration for Children and Families - Office of Child Care to support new Infant/ Toddler Child Care Center.

**CCDF Plan for 2019-2022 completed with input from Public Hearings held in the community in summer 2019. Plan included:**

- Increase income eligibility for families
- Increase provider child care rates
- New health and safety standards for child care providers
- Quality Rating and Improvement System (QRIS) developed for tribally certified family home care providers that included tiered reimbursement for providers.

### CCDF has coordinated childcare services with;

- Approximately 33 In-home: Family, Friends & Neighbors
- Approximately 28 Licensed Child Care Facilities; Centers & Homes

More families utilizing new eligibility criteria added for children with developmental delays or disabilities and children placed in kinship or foster care.

### Quality activities for the CCDF Program included:

- quarterly First Aid/ CPR training for providers and families,
- distribution of Health & Safety supplies to providers,
- distribution of Summer Fun Activities Kits,
- Family/ Provider engagement activities,
- online professional development for CCDF Providers, including bonuses to providers that complete online courses/certificates,
- continued distribution of informational newsletters (Early Years, Nutrition Nuggets, Reading Connection, Recipes for Success, and Math & Science Connection) to families and providers,
- CCDF staff development.

### GOALS AND OBJECTIVES FOR 2020:

- Continue planning construction for a new CCDF Infant/ Toddler Child Care Center
- Enhance quality activities with more provider interaction, training and communication



## Muckleshoot Child Development Center

**PERSON IN CHARGE:** Lonna Swanson, Managing Director

**LOCATION:** 2326 Riverwalk Drive SE Auburn, WA 98092

**INFO PHONE:** (253) 288-2044

**INFO EMAIL:** [MCDCReception@muckleshoot.nsn.us](mailto:MCDCReception@muckleshoot.nsn.us)



### **PROGRAM DESCRIPTION:**

Muckleshoot Child Development Center provides a rich environment that supports individual and peer group development for each child enrolled in the program. The physical environment at Muckleshoot Child Development Center is well organized and welcoming to the child and his/her family.

We have respect for all children. We believe that all children learn at their own pace, are valued for being an individual, as well as part of a larger group (community). We believe each child has three major influences in their learning development: The child, parents/guardians and the educators/caregivers. Muckleshoot Child Development Center uses the Creative Curriculum to support the unique development of each child. The Creative Curriculum helps our teachers to create a high-quality learning environment that enables every child to become a creative, confident thinker.

**SERVICES PROVIDED:** Childcare for children 6 weeks to twelve Years. Birth to Three Classes for children birth to three. Early Childhood Education for children birth to five. Language classes for 6 weeks to 12 years. STEM for children 1 year to 12 years.

### **HIGHLIGHTS OF 2019:**

- Cleared waiting list
- Enrollment 281 children
- Average daily attendance of 168
- 57 Staff – 20 Muckleshoot Tribal Members
- Opened multiple classrooms in 2019 including, 2 infant toddler classrooms and 1 preschool age classroom.
- 13 Classroom Instructional Assistants enrolled in Early Childhood Education Certificate Program at Green River Community College
- Quarterly all staff training
- Classrooms purchased age appropriate furniture to maintain safety and heighten educational activities
- First Science Fair for children 6 weeks to twelve years
- Summer Camp collaboration for children 2<sup>nd</sup> – 5<sup>th</sup> grade with MIT Youth Development Center 6<sup>th</sup> grade with MIT Teen Center
- Preschool and School Age children participated in weekly swim lessons
- Culture lessons throughout the week



- Daily language instruction
- 10 Youth workers receiving hands on experience working with children
- Our pre-k kids participated Kindergarten Round up at MTS
- 5 Teachers attended training with Ana do Valle, OT Specialist in Grief & Trauma, August 2019 Pre-Service Training to Support and Education staffs at MECE
- Completed 100% family updates

### **OUTLOOK FOR 2020:**

- Continued enrollment as enrollment space becomes available
- Open three more classrooms including 2 school age classrooms and one preschool age classroom.
- 13 Classroom Instructional Assistants completed Early Childhood Education Certificate Program
- Monthly all staff training-
- Increase special services for children birth to twelve



## **Muckleshoot Early Childhood Support Services Program**

**PERSON IN CHARGE:** Marty Laronal, Manager

**LOCATION:** Muckleshoot Early Childhood Education Center

**INFO PHONE:** 253-876-3056

**INFO EMAIL:** [marty.laronal@muckleshoot.nsn.us](mailto:marty.laronal@muckleshoot.nsn.us)

**PROGRAM DESCRIPTION:** The Muckleshoot Early Childhood Education Support Services Program provides accessible local therapy services for Native infants, toddlers and preschoolers (0-8) with disabilities. The Muckleshoot Early Childhood Education Support Services Program is dedicated to ensuring that all children with disabilities and their families, regardless of their income level, ability to transport or cultural background, have access to services of the highest quality.

**SERVICES PROVIDED:** The Muckleshoot Support Services Program provides trainings and screenings, assessments, and therapy services in Speech and Language, Mental Health, Cognitive, Physical, and Occupational, including social/emotional and adaptive development to infants, toddlers and preschoolers (ages 0-5).

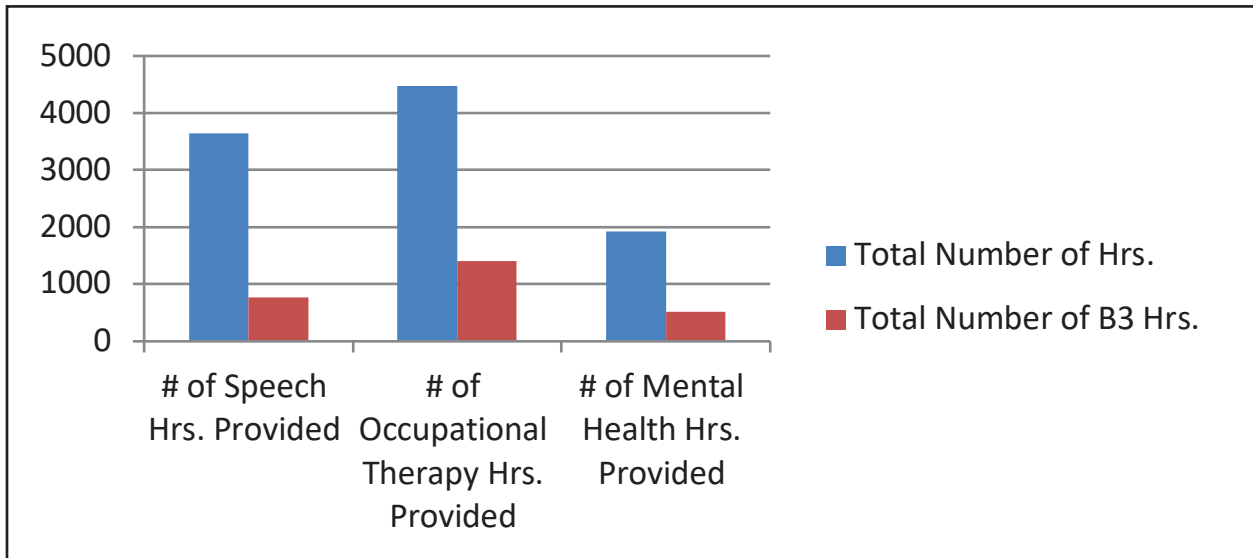
### **HIGHLIGHTS OF 2019**

- Organized the initial Primary Therapist and Support Services Department Meetings and has scheduled them to meet regularly 1 X per week
- Collaborated and set up meetings for Kindergarten Readiness and collaborative IEP work with Muckleshoot Tribal School.
- B-3 staff training on Developmental Milestones, Intervention Based Classroom Reflections, Classroom Management, IFSP procedures
- Organized the Occupational Therapy staff to attend the Washington Occupational Therapy Association Conference

- Collaborated with University of Washington Department of Occupational Therapy to develop OT/ Cultural therapy lesson plans
- Collaborated with WIC, Muckleshoot Pregnancy & Labor Program, Muckleshoot Childcare Development Fund, Noreen Milne Preschool Culture Teacher, Paula Brown Special Education Instructional Assistant for MCDC, Muckleshoot Transportation, the Muckleshoot Language and Culture Program, Muckleshoot Transportation and Las Margaritas for the rebirth of the Muckleshoot Birth to Three Community Baby Shower in November 2019.
- Worked with the Special Education staff to provide literacy groups for 3-5 in addition to her B3 clients.
- Therapy services have branched out to use the services of the MIT H/W therapy pool for clients, especially through Donna Vavrik, (Contracted) Physical Therapist for MECE Support Services
- Therapy services have branched out to include alternative therapy resources such as hippo therapy (horseback riding as rehabilitative treatment)
- The Birth to Three Program completed initial expansion of its program to the Muckleshoot Child Development Center in January 2019.
- MECE Support Services Staff took Muckleshoot culture classes from Instructor Morgan Sohappy, Muckleshoot Culture and Language Program
- Ana do Valle, OT Specialist in Grief & Trauma, August 2019 Pre-Service Training to Support and Education staffs at MECE

#### **OUTLOOK FOR 2020:**

- Seamless Support Services to MCDC and MECE, starting with the Birth to Three Programs and also include ages 3-5
- Therapist fully trained in the IFSP and IEP systems
- Fully trained B3 teaching staff in the IFSP system
- Fully trained therapists in NASIS
- Seamless Support Services transition assistance for children with special need entering Muckleshoot Tribal School Kindergarten and other area schools
- Ensuring widespread knowledge of what the MECE Support Services Program does, their professional backgrounds, vision and premise on which the Support Services Program is based to all branches and programs of Muckleshoot Indian Tribe.
- Increase the number of Special Education Instructional Assistants so we can provide 1:1 in times of heightened need.
- Create systems for implementing services supporting, prevention and intervention which support referrals for children with disabilities.



## Muckleshoot Early Learning Academy (Head Start Program)

**PERSON IN CHARGE:** Patty Eningowuk, Managing Director

**LOCATION:** Muckleshoot Early Childhood Education Center

**INFO PHONE:** 253-391-0968

**INFO EMAIL:** [patricia.eningowuk@muckleshoot.nsn.us](mailto:patricia.eningowuk@muckleshoot.nsn.us)

**PROGRAM DESCRIPTION:** The Head Start Program delivers services for children and their families in the core areas of early learning, health, nutrition, safety and family well-being while engaging and encouraging parents as the first educators for their children every step of the way.

### SERVICES PROVIDED:

- Head Start services provide comprehensive educational services for ninety-four children and their families in five center-based classroom settings five days per week.
- Partner with the Tribal Health Clinic to support all children in maintaining a well-child exam, updated immunizations and dental exams.
- Partner with families to identify family goals and link all families to community resources to support them in meeting their family goals.

### HIGHLIGHTS OF 2019:

- Fifty-one children participated in transition to kindergarten activities, including four-weeks in a summer school program at the Muckleshoot Tribal School kindergarten classrooms. Head Start Program teachers partnered with Kindergarten Teachers to support comprehensive transition services.
- Zero classroom staff turnover provides for high quality continuity of care for the children and their families.

- 100% of our children were identified to have an ongoing source of continuous, accessible health care.
- 100% of our children were identified to have up-to-date immunizations appropriate for their age
- Seventy-seven families received parenting education services and seventy-four families received health education services.
- Forty-four fathers/father figures participated in parenting education workshops.
- Ninety-four percent of families surveyed felt that all center staff made them feel welcomed and respected: always friendly, warm and attentive.

**OUTLOOK FOR 2020:**

- Seek funding sources for the construction of the new early learning center facility.
- Apply for funding from the Office of Head Start for Early Head Start Services for full-day classroom services for infants and toddlers.
- Create a Cultural Advisory Committee to support the development of a locally designed curriculum, inclusive of traditional activities and lifeways aligned with the five developmental domains for early learning.





## Muckleshoot Tribal School

*John Lombardi, Chief School Administrator*

**LOCATION:** 15209 SE 376th Street, Auburn, WA 98092

**INFO PHONE:** (253) 931-6709

**INFO EMAIL:** [mts@muckleshoottribalschool.org](mailto:mts@muckleshoottribalschool.org)

***Mission Statement: "Ensure high levels of academic and cultural learning for every student."***

**PROGRAM DESCRIPTION:** The Muckleshoot Tribal School is a comprehensive Tribally Controlled School that works in conjunction with the Bureau of Indian Education (BIE) and the State of Washington as a Tribal Compact School to serve the needs of the students and Muckleshoot Community. The School provides grade level instruction for Native American students from kindergarten through twelfth grade focusing on Common Core Standards while infusing Muckleshoot Tribal culture, practices and history.

The Tribal School's core curriculum focuses on Language Arts, Mathematics, Science and Social Studies in addition to a variety of elective options. All students Kindergarten through eighth grade receive additional, focused instruction in the Muckleshoot Language and Culture. High School students must complete two years of Muckleshoot Language or another foreign language in order to graduate.

Focusing on student's interests and passions to help guide their academic choices is a cornerstone of our program, offering elective programs in middle and high school, based on student interests and staff expertise. Options range from the fine and performing arts to Career and Technical Education courses focused on Culinary Arts, Sports Medicine, Woodshop, Computer Repair and Business and Marketing.

### **SERVICES PROVIDED:**

**Focused, Relevant Curriculum and Course Offerings** - MTS is continuing to refine all curricular options and defining what all kids are supposed to know and be able to do at each grade level or in each individual course.

**Challenge Academic Program Partnerships to Meet Student Needs** – MTS is working on building stronger partnerships with other educational institutions to better meet the needs of all of our students. Currently we have students accessing the Running Start program primarily at Green River Community College and the Puget Sound Skills Center for vocational training and career preparation.

**Language and Culture Instruction** – All elementary students receive language and culture instruction. Middle school and high school students can continue to study the Muckleshoot language and now have Spanish as an option. In addition, MTS has dedicated itself to full implementation of the *Since Time Immemorial: Tribal Sovereignty in Washington State* initiative.

## **STUDENT SERVICES**

**Student Support Services** – Heather Scheidt, the Director of Student Support Services, oversees all programs to support students with disabilities including Special Education and students in need of a 504 accommodation plan. In addition, the Director of Student Support Services also oversees the Gifted and Talented Program to help challenge our highly talented students.

**Food Service** – MTS provides breakfast, lunch, snacks and occasionally evening meals for the students and staff at the school. On the average day the kitchen serves between 1000 -1500 meals.

**School Nurse and Athletic Trainer** – Student safety is the paramount duty of MTS. A full time licensed nurse is available for all student health issues and the recent addition of an athletic trainer supports that focus for our athletes and after school programs.

**Counseling Services** – Academic & Mental Health services are provided to all students at MTS. The Academic (4) and Mental Health (2) Counselors promote student mental health as a critical component of improving school climate, safety, and learning, and to provide school leaders with best practices for dealing with teen suicide and other school crises.

**Safe and Secure Campus** – MTS has a fully staff and trained security team. The Security Manager and Supervisor oversee a team of five Security Officers. MTS supports the security team with the uses of multiple cameras, monitored entry and keycard enabled exterior doors to maintain a safe and secure environment.

**Attendance Monitoring and Mentoring** – Due to the new Tribal Truancy Ordinance schooling is compulsory for children and young people aged from 6-17 years unless an exemption from attendance or enrolment has been granted. Daily attendance is important for all children and young people to succeed in education and to ensure they don't fall behind both socially and developmentally. The Tribal School has three Parent Liaisons, two Attendance Mentors along with numerous support staff working with the community to improve student attendance and academic success.

**Student Leadership Development Programs** – MTS has developed and implemented a new high school leadership class to compliment the two middle school leadership classes. The purpose of these courses are to help students develop leadership skills necessary for success in their future academic endeavors and careers through effective communications, problem-solving techniques, and managing resources and meetings. The students will develop an understanding of the need for community service as part of their overall civic and professional responsibilities.

## **HIGHLIGHTS OF 2019:**

### **Highest On-Time Graduation Rate in the History of MTS -**

The On-Time graduation rate at MTS went up from 42.1% (OSPI Report Card) in 2017 to 57.1% in 2018 and 80.1% in 2019.

**New School Mission Statement** “MTS will ensure high levels of academic and cultural learning for every student.”

- *High levels of learning = at grade level or above*
- *Every Student = Any child/young adult who will be an independent adult*

### **Focused Student Interventions to combat Harassment, Intimidation and Bullying while Improving Student Achievement and On-Time Graduation Rate.**

#### **A. Added a K-8 Dean of Students, Lisa Stevens**

- Under the direction of the Principal, the Dean of Students, K-8 serves as an instructional leader in the planning, coordination, and administration of school activities and programs. Her main focus will be student conduct and attendance but will also support curriculum, instruction, assessment, extra-curricular programs and the supervision and evaluation of assigned personnel.

#### **B. Social Emotional Learning Course and Instructor.**

- According to the Collaborative for Academic, Social, and Emotional Learning (CASEL), an organization that works toward integrated social-emotional learning for preschool through high school, “social and emotional learning (SEL) is the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.”
- Currently offering high school and middle school classes with teacher support at the elementary level.
- Individual staff and student support as requested/needed.

#### **C. Healing of the Canoe Class**

- The Culturally Grounded Life Skills for Youth Curriculum is an adaptable curriculum for Native youth focused on substance abuse and suicide prevention. It uses the Canoe Journey as a metaphor, providing youth the skills needed to navigate their journey through life without being pulled off course by alcohol or drugs – with tribal culture, tradition and values as compass to guide them and anchor to ground them.

#### **D. AVID Course required for all 6th and 7th grade students**

- AVID, which stands for Advancement Via Individual Determination, is a college readiness program designed to help students develop the skills they need to be successful in college. The program places special emphasis on growing writing, critical thinking, teamwork, organization and reading skills.

#### **E. Student Planners**

- Having a planner gives students freedom to plan, organize and keep track of their work to the best of their abilities and requirements. This has a dual benefit in that it increases the student’s accountability to the commitments planned as well as provides them with a structure that contributes to their success. MTS Administration worked in conjunction with MIT Language Department to integrate the Muckleshoot language into the planners whenever possible.

## **F. Special Services moving to an inclusive education model for students with an IEP**

- The push-in (Inclusive) model brings the instruction and any necessary materials to the student. In contrast the Pull-out services typically happen in a setting outside the general education classroom. While the general education teacher is an important resource, they are rarely involved in pull-out services.

## **G. Adoption of Qmlativ (Q) Program**

- Qmlativ Education Management System, is the next evolution of Skyward and SIS that is used in most Washington State schools. The platform's simplified interface and commonsense navigation are designed to ensure a successful and enjoyable experience for even the least tech-savvy users. Qmlativ's built-in report writer allows users to easily generate customized reports without requiring additional programming skills. In addition, the exclusive Help Center self-service tool delivers intelligent search capability, multimedia tutorials, and interactive flowcharts to users.

## **H. Adoption of Schoology Program (LMS)**

- Schoology makes it quick to create and disseminate academic content. Schoology provides a collaborative integrated learning experience to make the traditional LMS more efficient. The product delivers an adaptable education platform that integrates content management.
- Schoology's student-centric, simple LMS enhances collaboration, pull in students, and enables users to share instructional materials, best practices and more on a local and global scale. The platform integrates the systematic processes of content creation and management, grade recording, attendance and more so you can spend less time on administrative tasks.

## **I. Kings for Success Program**

- This after school program provides additional support in math, science, English/ELA, and social/emotional learning. It will also provide enrichment activities and clubs such as Chess and STEM.

## **J. Expanded Course and Club Offering at the Secondary Level**

- High School Spanish
- Business and Marketing
- Computer Applications
- Money Management and Investing
- Yoga
- Hip Hop Dance
- Social, Emotional Learning
- DECA - Distributive Education Clubs of America organized to improve educational and career opportunities in marketing, management and entrepreneurship for students.

## **K. Remodel of the Library**

### **OUTLOOK FOR 2020:**

MTS is continuing our work to become a true Professional Learning Community. A professional learning community, or PLC, is a group of educators that meets regularly, shares expertise, and works collaboratively to improve teaching skills and the academic performance of students.

### **Teacher teams focus on 4 essential questions:**

1. What are kids supposed to know and be able to do? (Essential, focused learning outcomes)
2. How will we know if they can do it? (Meaningful assessment)
3. What do we do if they can't do it? (Intervention, early and often)
4. What do we do if they can do it? (Enrichment and academic extension)



**MTS is also focusing on:**

- Improved assessment practices and detailed student data related to individual skill levels and progress through iReady
- Implementing focused intervention and enrichment time to support student learning and staff collaboration
- Continuing to improve student transition practices into Kindergarten
- Maintaining an On-Time Graduation Rate of 75% or better with a goal of 85% for the Class of 2021
- Reducing Harassment, Intimidation and Bullying through intervention practices and programs
- Increasing the number of students with reading, writing and mathematics skills that are at grade level expectations or above.
- Improve inter-departmental cooperation with Behavioral Health to support early intervention and support for students related to drugs, alcohol, suicide and other at-risk behaviors

Student Enrollment		Attendance Percentage K-12		Summer School Enrollment	
2013-2014	439	2013-2014	82.8%	2014	155
2014-2015	460	2014-2015	81.6%	2015	126
2015-2016	485	2015-2016	81.2%	2016	159
2016-2017	485	2016-2017	85.2%	2017	163
2017-2018	501	2017-2018	80.7%	2018	181
2018-2019	568	2018-2019	84.8%	2019	210
2019-2020	565	2019-2020			

Muckleshoot Tribal Member & Descendent Enrollment											
Gr. Level	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
K-5 <sup>th</sup>	156	145	149	164	157	201	189	186	194	202	177
6 <sup>th</sup> -8 <sup>th</sup>	82	71	66	69	66	85	78	71	71	71	79
9 <sup>th</sup> -12 <sup>th</sup>	111	86	101	104	114	131	126	107	115	109	114
<b>Totals</b>	<b>349</b>	<b>302</b>	<b>316</b>	<b>337</b>	<b>337</b>	<b>417</b>	<b>393</b>	<b>364</b>	<b>380</b>	<b>382</b>	<b>370</b>

Muckleshoot Tribal School: High School Graduates											
2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
4	2	19	19	17	15	11	19	24	14	37	42

Muckleshoot Tribal School: Graduation Rates (% Reported by OSPI)					
	2015	2016	2017	2018	2019
On-Time Graduation Rate	52.2%	46.7%	42.1%	57.1%	80.1%

Muckleshoot Tribal School: Kindergarten Readiness (% Reported by OSPI)					
2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
23.9%	21.2%	39.6%			



## Adult and Higher Education Division

**PERSON IN CHARGE:** Denise Bill, Ed.D, Executive Director

**INFO PHONE:** 253-876-3345

**INFO EMAIL:** denise.bill@muckleshoot.nsn.us

### College and Career Education Opportunities Program (CCEOP):

**PROGRAM MANAGER:** Sonja Moses

**LOCATION:** Muckleshoot Tribal School Building "C", 38723 172nd Ave SE, Auburn, WA 98092

**INFO PHONE:** (253) 876-3372

**INFO EMAIL:** CCEOP@Muckleshoot.nsn.us

**MISSION STATEMENT:** The mission of the Muckleshoot College and Career Education Opportunities Program is to introduce Muckleshoot youth ages 14 to 18 to college and career information both academic and experiential; in order to assist them in making informed decisions and taking the necessary action when choosing a career path. Careers within Muckleshoot Tribal enterprises will be of primary focus, but participants will have the opportunity to explore any career field in which they have interest.

**PROGRAM DESCRIPTION:** The CCEO Program is a career exploration program that enables Muckleshoot enrolled youth to explore careers in a variety of professions and businesses, and through these experiences, gain the knowledge and confidence necessary for making future career and education decisions. The program involves many aspects, all designed to educate students in their career direction and choices.

#### SERVICES PROVIDED:

- Opportunities to Develop Job Skills
- Career Preparation
- Career Fair
- Internship
- Career and Job Shadowing
- Career Excursions
- Acquire Work Ethics
- Educational Workshops
- Team Building Seminars
- Off Site Field Trips
- Career Interest
- Gain Work Experience
- Provide Tutoring

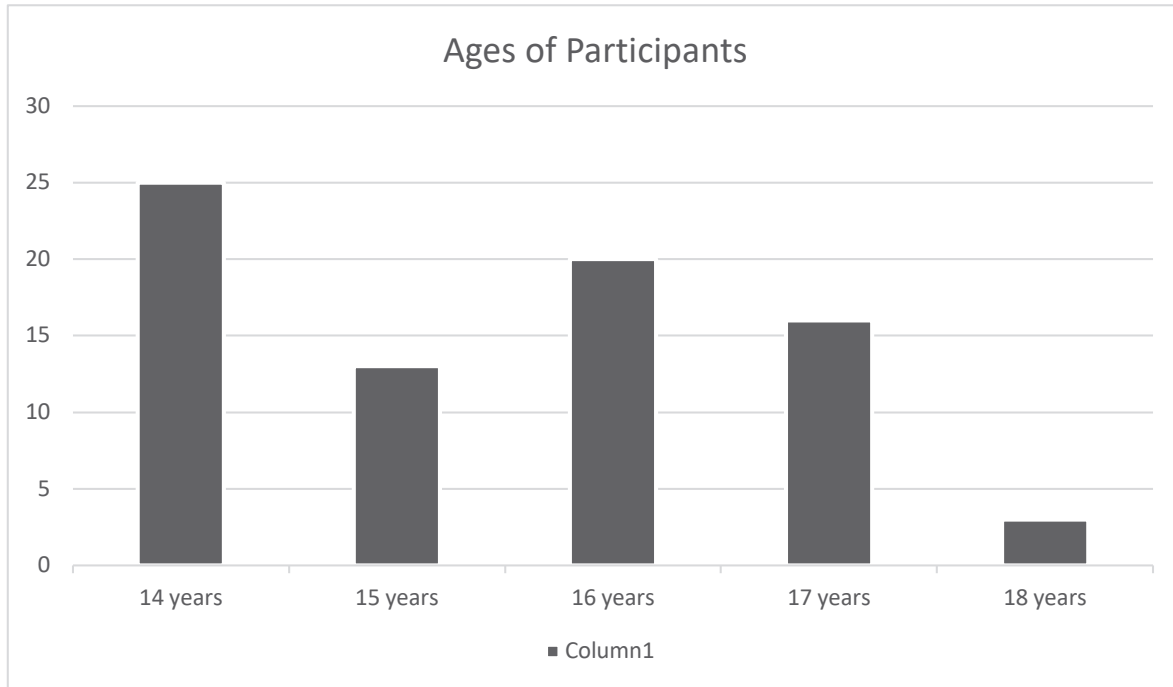
#### THE REPORT FOR SUMMER SESSION 2019:

##### Staffing

Sonja Moses, CCEOP Program Manager  
Josie Benito, CCEOP Crew Supervisor  
Tyler Spencer, CCEOP Crew Supervisor  
Lena Baker, CCEOP Crew Supervisor  
Juanita Daniels, CCEOP Transporter  
Carmen White, CCEOP Transporter  
Veronica Milne, CCEOP Transporter  
Connie Daniels, CCEOP Transporter  
Tiffanee Leeper, ECP Transporter



## CCEOP Youth Participants Categorized by Age

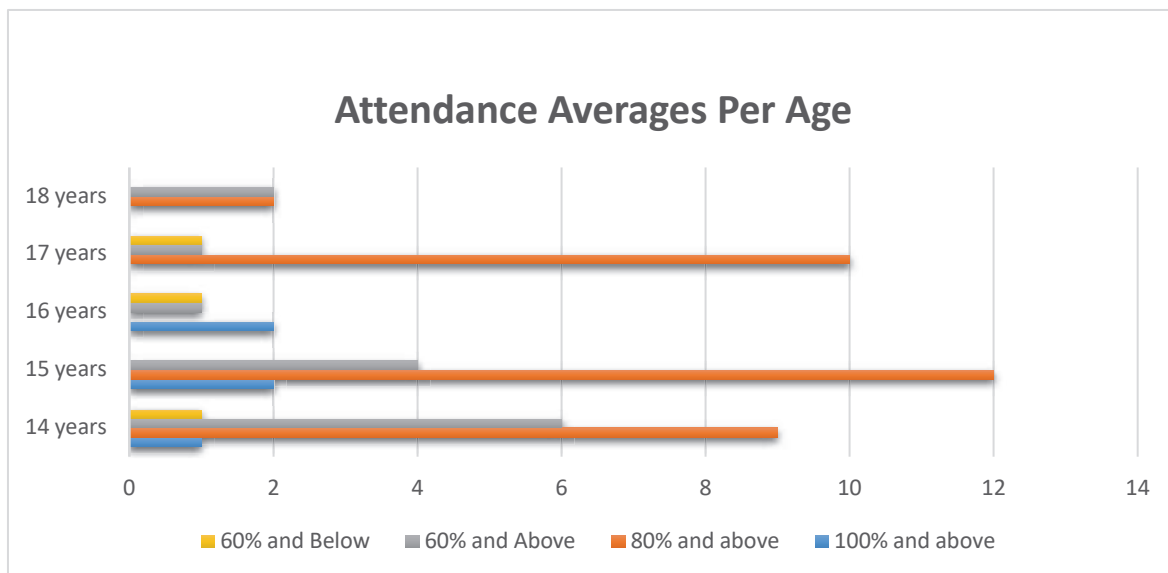


## Retention Rate

Of the 86 Youth Participants hired, 64 completed the program.

## Attendance Report

Youth Participants often participated in community events, cultural events hosted by surrounding tribes, as well as, family vacations and such. This graph shows only those who completed the program.



## Site Placement and Number of Youth Participants Placed

- Culture Program/Canoe Club (5)
- Muckleshoot Childhood Development Center (9)
- Human Resources Department (1)
- Equine Program (15)
- Emergency Preparedness (3)
- Building Maintenance (2)
- Haggen Grocery, Lakeland Hills (6)
- Philip Starr Building (2)
- Pentecostal Church (3)
- Muckleshoot Deli (2)
- Muckleshoot Tribal School (5)
- Elders Complex (3)
- General Services (2)
- Grant Writing (2)
- Event Planning (2)
- Early College Program (15)
- Fisheries (2)
- CCEOP (1)
- Wellness Center (1)

## CCEOP OUTLOOK FOR 2020

- In 2020, we will be traveling with at least ten (10) youth participants to an education conference per quarter.



**Shane Moses and  
Lilianna Ramirez  
Moses**



**CCEOP youth  
participants and staff**



**MUCKLESHOOT  
TRIBAL COLLEGE**

## Muckleshoot Tribal College (MTC)

*Denise Bill, Ed.D,  
Michelle Rodarte*

**Mission Statement of the Muckleshoot Tribal College:** Muckleshoot Tribal College is a tribally directed education leader, promoting life-long learning and the power to choose. Through strategic partnerships, we create a culturally inspiring environment that expands academic and career opportunities for our immediate Tribal family and extended community.



## Green River College Pre Apprentice Program Summer 2019

**ADMINISTRATOR:** Michele Rodarte, Kwanna Wise,  
Denise Bill

**PROGRAM DESCRIPTION:** A new 10-week program, our first with Green River College, to prepare Muckleshoot Tribal members, for the carpentry work force through the Carpentry Technology 115 Course. This course and the Green River carpentry program are taught using the I-BEST model. This means you will have a carpentry instructor and an

I-BEST instructor who will teach the complete set of skills in carpentry, reading, math, presentation skills, and human relations/ communications skills needed to be a successful carpenter. It also means there are 6 additional instructional hours in your week with the I-BEST instructor: 4 in the classroom and 2 online. The I-BEST instructor will also be in the carpentry classroom for 2 ½ hours. Upon successful completion of the program, each student will receive 13 credits.

### Student Statistics

- Enrolled: 11
- Graduated: 9
- Muckleshoot: 10
- Community Members: 1

### Summer Tours

- 7/12- Jobsite Tour, Puyallup
- 7/19- Oldcastle Precast Concrete confirmed our Site-Visit (Field Trip)
- 7/26- Northwest Laborers- Employers Apprenticeship program,
- 8/2- Bricklayers Western Washington Masonry Trade
- 8/9- Electricians- Southwest WA Electrical JATC
- 8/16- Western Washington Sheet Metal JATC
- 8/23-Tacoma Water-
- 8/30- Seattle Area Pipe Trades

### OUTLOOK FOR 2020:

- Continue meeting with the Advisory Board



### SPECIAL HIGHLIGHT

*After completing the pre-apprentice program, Jose Emery has enrolled in a four-year Carpentry program with CITC. One other highlight is that we have 2 other students- Aaron Arterberry and Derek Jerry, who now work for the building maintenance program for the Muckleshoot Tribe and were students from previous cohorts registered and attending the Construction Industry Training Council Program at Pacific Lutheran University.*



# 2019 Native American Career Day

**PROGRAM DESCRIPTION:** Native American Career Day at Emerald Downs.

- **Attendance:** Auburn School District, Enumclaw School District, and Muckleshoot Tribal School
- **Total of middle school students:** 176
- **Total of high school students:** 95

**SERVICES PROVIDED:** We had 40 booths from local Colleges and universities Native Programs. Some of the booths in attendance; Behavioral Health-CD/Gambling, Center for Equity UWT, Central Washington, Clover Park, Eastern WA University, Evergreen, Evergreen (NPP), Green River College, Highline College, MIT Human Resources, MIT Legal Department, MIT Planning, Muckleshoot Bingo, Muckleshoot Casino, Muckleshoot Dental Clinic, Muckleshoot Finance, Muckleshoot Fisheries, Muckleshoot Grants Dept., Muckleshoot Tribal Court, Muckleshoot Wildlife Dept., MultiCare, Northwest Indian College, Northwest Laborers & LIUNA, NT Plus, Seattle Indian Health Board, South Seattle, Tomanamus/Hancock, Tribal Development Program-Casino, UW Bothell, UW Tacoma, SSC Contractors, Tribal College, Dept. of ED- HR

## HIGHLIGHTS OF 2019:

- We had a Keynote Speaker (Mr. Donny Stevenson, Vice Chair, MIT)
- Offered numerous workshops: MIT Legal, Hancock- Diversity & Careers in Forestry, Scholarship Writing, How to make the most of college!, Careers @ Casino, Career as a Fisheries Scientist, Careers in Trades
- Culture Workshops: Tea Workshop, Four Sacred Medicines, Bundle Making Workshops, Culture Workshop, Cuticle Oil with Traditional Medicine, Lip Balm Making, Paddle Necklace Making, Wood Carving

## OUTLOOK FOR 2020:

- Due to increased popularity, we have already hosted our first planning meeting for the summer 2020 event.
- We have booked our Keynote speaker for 2020



## Continuing Education Department

**PERSON IN CHARGE:** Mitzi A. Judge/Continuing Education Manager

**LOCATION:** Muckleshoot Tribal College

**INFO PHONE:** 253-876-3395

**INFO EMAIL:** mitzi.judge@muckleshoot.nsn.us

**MISSION & GOALS:** Continuing Education includes, but is not limited to, the following programs: Adult Basic Education (ABE), GED Preparation, GED Examinations, HS21+, Professional Development, College Readiness, Workshops, Culture Classes, Clock-hour Classes, Non-Accredited Courses and Adult Counseling and Advising in regards to Continuing Education.

## SCOPE OF SERVICES:

- College Readiness
- Counseling & Advising
- Clock Hour Classes
- Non-Accredited Courses
- Culture Classes
- GED Examinations
- GED Preparation
- Professional Development
- High School Diploma
- GED Credentialing

## HIGHLIGHTS FOR 2019:

- Number of HS21+ and GED Graduates increased significantly over 2018
- Ongoing classes in ABE curriculum which was quite popular with working professionals
- Increased Continuing Education attendance and monthly class numbers through Native Arts Initiative Grant
- Increased Continuing Education budget
- Continued one-on-one tutoring, social media updates, internet advertising, and maintained quarterly “Student of the Quarter” recognition
- Continued outreach and recruitment by creating a recruiting committee and by attending community events, employment fairs and by sending out monthly birthday cards and retention letters
- Publicly acknowledged students who passed test on our “Success Wall”
- Wrote and/or coordinated submittal of articles for the Muckleshoot Messenger on a quarterly basis
- Added APEX tools to help HS21+ students complete needed credits
- Tracked and monitored all GED students on GED Academy both on and off site
- Completed a Native American Grant of thirty-two thousand dollars and by implementing approximately a dozen classes serving the community with art and culture classes and held an art walk at the conclusion of the grant highlighting student work.
- Met with Dean from Renton Technical College to discuss more instructor visits and changing credit requirements for students
- Collaborated with HR to provide training for other Muckleshoot departments in Customer Service and Office Etiquette by request. Also started advertising classes on SharePoint
- Re-engaged students in weekly seminars taught by course subject with new name and renewed course instruction to be more attractive for students
- All staff attended COABE
- Rearranged study areas to simulate testing environment and provide student privacy
- Added front of classroom “Teaching Station” for instructor visibility and accessibility



**MIT Vice-Chair Donny Stevenson addresses Career Day participants**

## CONTINUING EDUCATION OUTLOOK FOR 2020:

- Will be accepting Tribal Members with no high school credits into the HS21+ Program
- Three staff will attend at least one professional development training
- Early prediction of an influx of HS21+ graduates before the end of the year
- Increase Continuing Education classes and Continuing Education enrollment
- Ongoing development of marketing plans and strategies for recruitment
- Outreach to previous students that we have not contacted within a few years
- Meet or beat last year's GED and HS21+ graduation numbers
- Will be developing a GED/HS21+ hybrid program to facilitate a quicker path to a high school diploma

## HS21+ Year to Date Comparison

HS 21+ Student Metrics	YTD 2019 Enrolled	YTD 2018 Enrolled	YTD Grads 2019	YTD Grads 2018
# of Students	30	10	13	2



*Students studying*




*New student study stations*




## GED Year to Date Overview

Month (2019)	Study Hours (Classroom)	GED Academy (Online)	GED Tests Passed	GED Graduates
January	99	56	4	1
February	56	32	-	-
March	76	58	2	1
April	114	42	5	2
May	97	59	1	-
June	140	54	2	-
July	43	47	2	-
August	74	56	1	-
September	86	44	4	1
October	162	92	1	-
<b>TOTAL</b>	<b>947</b>	<b>540</b>	<b>22</b>	<b>5</b>



### MUCKLESHOOT TRIBAL COLLEGE

**Native Technology (NT+)**  
P\_ath there is always a path open  
L\_isten to our Elder  
U\_sing Information Technology  
S\_tatewide initiative



## Muckleshoot Occupational Skills Training Program (MOST)

**PROGRAM MANAGER:** Kwanna Wise, Career & Technical Education Manager  
**LOCATION:** Muckleshoot Tribal College  
**INFO EMAIL:** kwanna.wise@muckleshoot.nsn.us

The NT PLUS Program (formally known as MOST) is a program designated to members of the Muckleshoot Indian Tribe and surrounding communities interested in vocational programs that deliver industry-validated, state accredited, certificate of competency. NT PLUS is a Native American Career and Technical Education Program (NACTECP) grant that adheres to Government Performance and Results Act (GPRA) standards. NT PLUS Program just completed the first year on October 31, 2019. We look forward to continued success in year two of the grant.

- NT PLUS: Native Technology PLUS Program**
- NACTEP: Native American Career and Technical Education Program**
- GPRA: Government Performance and Results Act**

In the 2018-2019 year the NT PLUS Program has serviced the community through various program offerings:

- **Associate of Applied Science Degree in Information Technology Systems and Security**
  1. Cohort I- Started September 2018
  2. Cohort II- Started September 2019

- **Standalone Certificates:**

- **1. CompTIA A+ Certification Preparation**

- CompTIA A+ is an internationally recognized Information Technology certification, which is the preferred qualifying credential for job positions relating to technical support and IT operational roles. This class will prepare students to handle a variety of hardware installations, understand various troubleshooting methods, install Microsoft Windows Operating Systems, and a basic understanding of how to navigate and maintain tools for Apple OS and Linux Ubuntu.

- **2. CompTIA Project+, standalone course**

- CompTIA Project+ prepares students with the skill proficiency to initiate, manage and support a project or business venture. This course is designed to equip students with the project management experience necessary for employment in almost any field of work, not just IT. Project+ trains students on communication skills to manage a project, business skills needed to lead with confidence, completing projects on time, and how to stay within budget.

- **3. Microsoft Certified professional (MCP)**

- Microsoft Certified professional class teaches students what is current in the Microsoft Operating Systems and production improving software, gaining the skills to manage Microsoft operating systems, which is valuable for any IT professional. MCP will prepare students take the Microsoft Certificate exam, install and configure Microsoft Software and Create and configure accounts.

**OUTLOOK FOR 2020:**

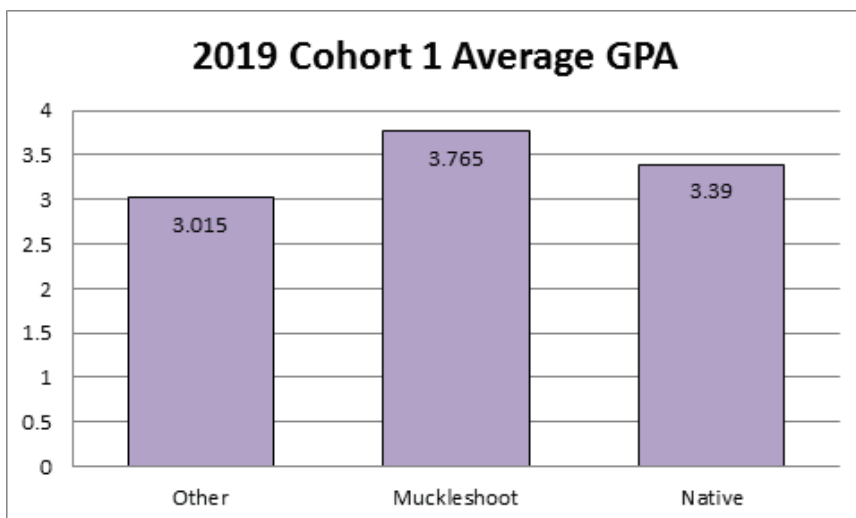
- Graduate our Cohort One (7 students), and continue to support Cohort Two into 2021 for the Associate of Applied Science Degree in Information Technology Systems and Security (AAS Degree from Green River College/Muckleshoot Tribal College).
- Continue offering our Standalone I.T. Certification courses, each quarter
- Continue to improve the Early College Program

**NTPLUS Statistical Breakdown:**

**Cohort 1:**

**Started 2019 with 9 students total, ended with 7 students- retention rate of 77.7%**

**Started 2019 with 6 Muckleshoot, ended with 4- retention rate of Muckleshoot 66.6%**



**Cohort 2:**

**Started with 23 students total, ended with, 13 retention rate of 56.5%**

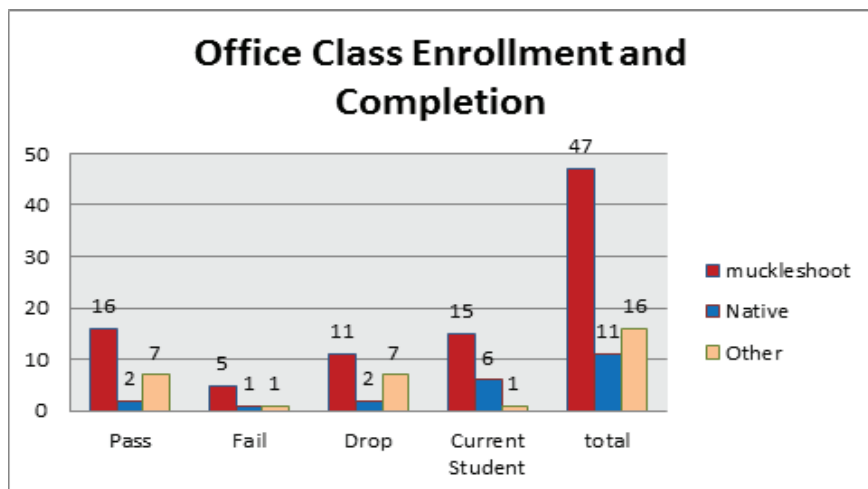
**Started with 8 Muckleshoot, ended with 4 retention rate of 50%**

**Program total Muckleshoot percentage at the end of 2019 is 40%**

**Microsoft Office Training Program:**

The Microsoft Office Training courses were originally a large part of the offerings in the former MOST Program. Despite the transition into a new grant model, we have found an opportunity to continue to offer these courses, due to the high demand from Muckleshoot Tribal Members and the surrounding community.

- The Microsoft Office Training Program consist of:
  1. Microsoft Office, Basic
  2. Microsoft Office, Intermediate
  3. Microsoft Office, Hybrid
  4. Microsoft Office, Excel



Label	Muckleshoot	M%	Native	N%	Other	O%
Pass	16	34%	2	18%	7	43.80%
Fail	5	10.60%	1	9%	1	6%
Drop	11	23%	2	18%	7	43.80%
Current Student	15	33%	6	54%	1	6%
total	47		11		16	

**Early College Program (ECP)**

The summer 2019 ECP marked the tenth anniversary of the Early College Program. This year Michele Rodarte and Cord Rose ran the program. Over the last ten years, we have supported 120 High Schools students to reach their education goals. Of those 120 high school students, 20 of them have attended more than once. This year we collaborated with both the Muckleshoot College Career Education Opportunity Program (CCEOP) and, for the first time, a remote site with Auburn School District. CCEOP provided 15 students and Auburn School District provided 5 students. Auburn was responsible for all transportation and chaperon needs for their students.

This year we tried out some class subjects we had not done before; Environmental Science, History Cultural Sovereignty, Project Management, and Language. We worked with Dr. Michelle Montgomery from UW as the primary teacher for Environmental Science. Dr. Montgomery collaborated with

Cinnamon Bear Enos to combine in-classroom Zoom classes with Dr. Montgomery and in the field with Cinnamon. Muckleshoot Tribal member, Romajeon Thomas, was the Cultural Sovereignty teacher. She worked with the students on understanding and defining what cultural sovereignty meant to them. The Muckleshoot Language department sent us teachers, Lavonna WhiteEagle and Latasha Moses, to make sure the students were learning their language on their home turf. The students also attended Project +, taught by Andrew Bruce and Miguel Arreguin, Office Assistant, taught by Joshua Hawks. This year’s field trips were; Amazon Headquarters, Keta Creek Fish Hatchery, the Canoe Landing at Alki Beach, Federation Forest, Evergreen College, and Squaxin Island Museum. These trips show the students possible careers, history and science, cultural, and educational paths.

**Statistics**

Initial students: 19

Completed: 16



**Financial Aid/Scholarship Department**

**PERSON IN CHARGE:** Marie Marquez, Financial Aid Director

**LOCATIONS:**

Scholarship Building	MIT College- Scholarship
38977 172 <sup>nd</sup> Ave SE	39811 Auburn Enumclaw Rd. SE
Auburn, WA 98092	Auburn, WA 98092

**STAFF:**

Financial Aid Director .....(253) 876-3382  
 Higher Education Analyst & Researcher.....(253) 876-2912  
 Lead Career Advisor .....(253) 875-2921  
 Career Advisor .....(253) 876-3210  
 Workshops & Training .....(253) 876-3381  
 Scholarship Receptionist .....(253) 876-3378

**DEPARTMENT SUMMARY:** The Financial Aid Division has the following programs to service Tribal members; Scholarship, Workshop & Training, and Private School Assistance Program. We are here to assist students with their educational cost and to provide support services to ensure student success while attending colleges/universities to pursue their career path and earning their certificates and/or degrees.

## HIGHLIGHTS FOR 2019:

- Financial Aid/Scholarship Department accomplishments:
  - MIT Scholarship Application process simplified.
  - Vocational/Certificates funding is paper application inquire at the office for application and deadlines.
  - Revised the online application portal
  - The on-line portal is: <http://memberportal.Muckleshoot.nsn.us>
  - Created an emailed solely for inquiries: [ScholarshipsDept@Muckleshoot.nsn.us](mailto:ScholarshipsDept@Muckleshoot.nsn.us)
  - Created an auto-response for [ScholarshipsDept@Muckleshoot.nsn.us](mailto:ScholarshipsDept@Muckleshoot.nsn.us) letting students know what paperwork they need to have and to expect a response form scholarship soon.
  - Updated laptop incentive for students

In 2019, MTC Scholarship department created an Advising center in the Muckleshoot Tribal College. Two advisors and a receptionist staff the Advising Center, this means students can come to one location and get whatever help they need. There are two computers set aside so that staff can help students with any online paperwork they need.

As the Muckleshoot Scholarship Department grows, and more Muckleshoots seek out higher education, the scholarship department is moving forward with plans to increase student contact and support. There was a record number of Muckleshoots attending fall 2019. There were approximately 150 students enrolled in Adult & Higher Education classes/programs. To help students adjust to college we have:

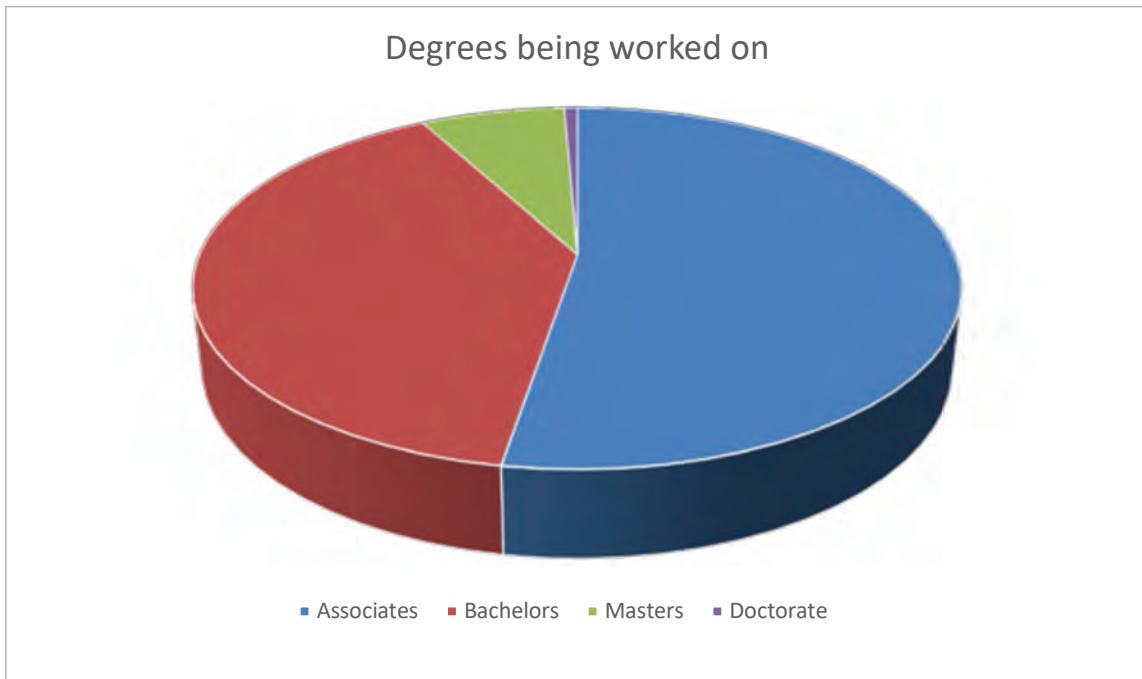
- Mandatory orientation
- Advising Center Open house
- Streamlining New Application process Apply, Register, Empower (A.R.E)
- FASFA workshops
- Open a Writing Center
- Hired an in-house Math Tutor
- MIT Scholarship Department, individual phone call, student outreach
- Resolving Fall issues as they arise and forward thinking to Winter
- Green River College student success summit
  - Invited Green River students to join us for snacks and information
- Northwest Indian College student success summit
  - Invited NWIC students to join us for snacks and information

### The scholarship team has also visited:

- Green River College Financial Aid office visit
  - Establish relationship with the department
- Green River College Housing department visit
  - See student living environment
  - Establish relationship with the department
- UW Housing and financial aid office
  - Establish relationship with these departments

### Degrees Muckleshoot students worked on in 2019

80 Associate degrees  
60 Bachelor degrees  
11 Master degrees  
1 Doctorate  
152 Total



- Worked on making student care packages cultural relevant for our students.
- Quarterly 3 Days of Advising at the MIT College
- Hosted the Higher Education Graduation Dinner for June 2019: 235 attendees
- Continued support for High School 21+ and GED
- Increased support for Certificate programs.

**OUTLOOK FOR 2020:**

The MIT Scholarship is going to outreach more students now that we have two fulltime Academic Career Counselors. Also, provide more on-site orientations and workshops on the MIT Scholarship Policies for students to have an understanding of process and procedures of the existing academic status and outcomes. To provide more Financial Aid Workshops at different high schools Auburn/Tacoma School District. Also, provide “college readiness” workshops for students in 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> grade to prepare for college.





# MIT Emergency Management

**PERSONS IN CHARGE:** Ada McDaniel – Director, Susan Starr- EM Coordinator

**LOCATION:** 38717 172<sup>nd</sup> Ave. SE, Auburn, WA. 98092

**INFO PHONE:** 253-876-3247

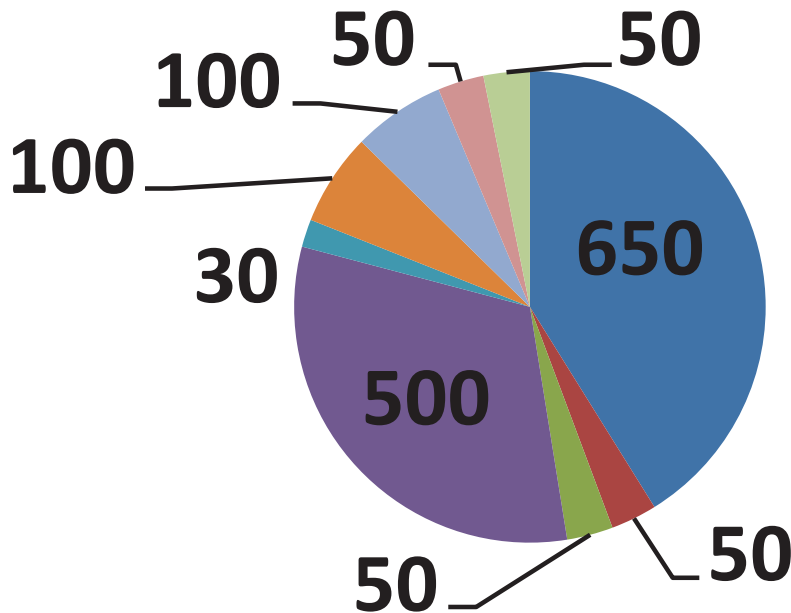
**INFO EMAIL:** ada.mcdaniel@muckleshoot.nsn.us susan.starr@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The MIT Emergency Management program is responsible for conducting Outreach education and training to the MIT Community and to the MIT Employees. We also meet throughout the year with the 29 Tribes of Washington State, City of Auburn, City of Seattle, King County, Pierce County, WA. State Emergency Management Division, Army Corps of Engineers and most local jurisdictions to ensure the communication efforts are kept so that we will have a seamless Emergency Operation of unified support if ever a natural or man-made disaster should occur in our immediate area.



**SERVICES PROVIDED:**

- Stop the Bleed/Active Shooter Training – 650 MIT Employees
- First Aid/CPR – 50 MIT Employees
- Emergency Response Team (ERT) training - 50
- Educational Outreach – 500 + Tribal School Student along with Community Members
- Community EP Training – 30 +
- Emergency Medical Technician assistance at POW WOW's – Three POW wows + one Stick Game
- Food Preservation – 100 +
- Amateur Radio Training (HAM) – approximately 50 participants'
- Sheltering for the Tribal Homeless population



## **HIGHLIGHTS OF 2019:**

- Team Effort with Cascadia Emergency Management LLC, on EMT services and EP Training.
- Comprehensive Emergency Management Plan (CEMP)
- Employee Emergency Response Manual 2019 update
- Continuity of Operations Plan (COOP)
- Annexation into the King County Mitigation Plan
- Identifying and Servicing the Tribal Community Homeless Population with a temporary place to stay out of inclement weather when needed.
- First Mobile Outreach Medical Unit servicing the Tribal Community Homeless Population in conjunction with the MIT Health and Wellness Center.
- MIT Office of Emergency Management has established a communication network with capabilities.
- Created a vegetable garden area for the MHA program to utilize year round if the need to.

## **OUTLOOK FOR 2020:**

- To continue with ongoing Emergency Preparedness training to fit the needs of the Tribal Community so that they may acknowledge the importance of being prepared for any type emergency due to man-made or natural causes.
- To continue to implement planning manuals, gathering information from outside sources, staying updated on local EM information in regards on how it will assist the MIT in times of emergencies.
- Broaden the communication network to the staff and other entities of the tribe for emergency operations use.







# Enrollment

**PERSON IN CHARGE:** Cortney Rodarte, Enrollment Manager

**LOCATION:** Philip Starr Building

**INFO PHONE:** 253-876-3141

**INFO EMAIL:** EnrollmentDept@Muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** To provide services to Enrolled Muckleshoot Tribal members and to those applying for Tribal membership. Staff also assists the Enrollment Committee and Tribal Council in maintaining the integrity of the membership rolls.

## SERVICES PROVIDED:

- Assist with the enrollment process, including but not limited to, issuing applications for Tribal enrollment;
- Issue Certifications of Tribal Enrollment;
- Issue Tribal Identification Cards to enrolled Muckleshoot Tribal members;
- Certify Washington State Tax Exemptions for enrolled Muckleshoot Tribal members living within the boundaries of the Muckleshoot Reservation;
- Process name changes and address changes with proper documentation for enrolled Muckleshoot Tribal members;
- Provide Notary Services;
- Certify Muckleshoot Tribal enrollment for members applying with National Eagle Repository.

## HIGHLIGHTS OF 2019:

- As of November, the Enrollment Office assisted with the Enrollment of 103 persons into the Muckleshoot Tribe in 2019. This brings our total number of enrolled persons to 3,021. The age ranges of those enrolled are as follows:

Current Tribal Enrollment	
0-12	769
13-17	304
18-49	1,501
50+	447

- Staff began working with an outside consultant on the development of an Enhanced Tribal ID card. These will be available late 2020.

## OUTLOOK FOR 2020:

- The Enrollment Department will be open for limited services starting January 1, 2020 to allow staff to review and correct audit findings. The Department will not be accepting any new Enrollment applications during this time.



# Event Planning

**PERSON IN CHARGE:** Frankie Lezard, Event Planning Manager

**LOCATION:** General Services Building – 38731 172nd Ave SE

**INFO PHONE NUMBER:** 253-876-3342

**INFO EMAIL:** Frankie.Lezard@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** Plan, prepare and execute events for Muckleshoot Tribal and Community members.

## SERVICES PROVIDED:

- Event planning for the Tribe and Tribal Departments;
- Assist enrolled Muckleshoot Tribal members with the use of certain Tribal buildings for private events (Sla-Hal, Shaker Church, and Catholic Church);
- Loan tables and chairs to enrolled Muckleshoot members for their events.

**HIGHLIGHTS OF 2019:** Planned and assisted with 72 events in 2019, including the planning of and oversight of the Canoe hosting on the Reservation with over 1,000 people in attendance. Each event is growing with average attendance at tribal dinners well over 500 people each.

**OUTLOOK FOR 2020:** We have a full calendar of events planned for 2020! New events, as well as those that were well attended in 2019 will continue to be held. With assistance from the Events Committee, we plan to host as many events and assist as many Programs with their events as possible.





## Family Resource Center

**LOCATION:** 38907 172nd Ave SE Auburn, WA 98092

**PERSONS IN CHARGE:**

Gil Adame, Family Resource Center Manager

Alexandra James, Managing Director of Human Services

**INFO PHONE NUMBER:** (253) 876-4040

**INFO EMAIL:** Gilbert.Adame@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The Family Resource Center is a program that makes available certain emergency and other supportive assistance to any tribal member who is experiencing unexpected financial circumstances that affects his or her individual welfare or the welfare of their family. The Tribe views the Resource programs as an important "safety net" for Tribal members in need. The Tribe also believes that making this safety net available for tribal members in need as an investment in both tribal member and the future of the community.

### **SERVICES PROVIDED:**

**Clothing Bank** – Clothing donated to the Family Resource Center is a great resource for Tribal Members and families to take advantage of. Whether it may be baby clothes your kids have outgrown, or the adult clothes that are taking up room in your closet, we welcome all clothing, we do not accept any other items.

**Emergency Assistance** – The emergency assistance program is intended to help Tribal Members who are experiencing an unexpected and emergency problem that affects the health, safety and well-being of Tribal Members and their families who have good reason for not having money available to pay the cost related to the emergency. This assistance is

dependent on available funding. The MIT tribal member's household combined income must be under 125% of the median income for the County in which the MIT tribal member resides (published annually by HUD). The maximum amount a tribal member household can receive in a calendar year is \$1000.

**Food Bank** – The Food Bank Program is intended to ensure that needy community families have access to balanced and healthy food. Applicants must come to the Resource Center to pick up food except that the program may deliver food to elderly and/or disabled tribal members residing in the Auburn –Enumclaw vicinity who request food service delivery. The Program Staff will coordinate with other tribal programs (Seniors or CHR) to ensure that deliveries are carried out as efficiently as possible.

**General Assistance** – Financial assistance program for enrolled Native Americans 18 and over living within Muckleshoot boundaries not receiving any other state assistance or any other income. This is a federal grant and the Family resource may not receive it at times. When the grant is applied there is usually enough to do 2 rounds of assistance.

**Personal Care Needs, Hygiene/Toiletries** – Adults receive shampoo, bar soap, razor, feminine hygiene, tooth paste and toothbrushes. Children receive baby- shampoo, lotion, hair detangle, diaper rash and baby wipes. Four (4) rolls of toilet paper are also handed out with personal care needs. These items are all resources handed out to help assist once a month

**LIHEAP**– Low Income Household Energy Assistance Program, this program is intended to help enrolled Muckleshoot tribal members and other natives living in King or Pierce County excluding Seattle with their utility bills. As long as their household doesn't not exceed 60 % of King County Median Income. The grant is formulated near the end of the year around October. There are 2 rounds two rounds of assistance, each round last up to 2 to 3 months.

**Seniors Assistance** – This program is intended to help seniors, 50 or over with their utility bills. Eligibility and method of payment of will be up to \$330 per Qtr. (living within a 30 mile radius from Muckleshoot Tribal Chimney. As long as a household income does not exceed 100 % of King County median Income. The assistance will be paid directly to the energy supplier of heat, electricity or fuel for heating, lighting, or cooking,

**STOWW (commodes)** – Small Tribes Organizations of Western Washington (STOWW). STOWW provides a service for tribal members who qualify via application. The Family Resource Center is only a drop off location for commodities or commodes. Commodes are delivered once a month by STOWW and we deliver to elders that are disabled, single or do not have transportation.

**Tax fund Energy** – This program is intended to help Muckleshoot Tribal member households with their utility bills. They must live in King or Pierce County excluding Seattle with their utility bills. As long as their household doesn't not exceed 60 % of King County Median Income. We usually receive this funding after LIHEAP is over and clients can apply for assistance once a round. Each round lasts 2-3 months long.

## **HIGHLIGHTS OF 2019:**

- Setting up tables with information and representing the Family Resource Center at the 3rd annual housing fair.
- The Painting of the inside of department. This new look has a more appealing and comfortable feeling.
- Thanksgiving and Christmas Baskets. The team truly pulled together and made this go as smooth as possible.
- Remodeled lobby area
- Substituted food with healthier options
- Removed old clothing bin area, improved with a new clothing bin
- Remodeled clothing bank
- Community Outreach
- New art work
- Minimized mistakes
- Remodeled food bank area
- Remodeled laundry room
- Improved fridge and freezer area
- Informational slides in lobby area

**OUTLOOK FOR 2020:** This coming year our goal is to ensure that the Muckleshoot community has more information relayed to them on a more consistent basis. We can do a better job of making sure that each Tribal Members request is quickly input and processed.

- New flooring in lobby
- Continued Community Outreach
- Minimize mistakes
- Quarterly letters
- Healthier food bag options
- Customer service
- Day to Day communication

## **OUR TEAM**

Gil Adame – Manager

Rena Ward Anderson – Social Services Specialist

Charlotte Porterfield – Outreach Coordinator

Veronica Navarro Moses – Admin I

Corey Ward Jerry – Admin I

Luis Esparza – Admin III

Antonio Cabanas - Food Bank Coordinator

Maureen Moran – Admin III



# Family Support Center

**NAME OF PERSONS IN CHARGE:** Charlotte Williams, Emiley Montes  
**FULL TIME COORDINATORS:** Frances Price, Tony Rutherford, Beanna Jackson

**LOCATION:** 39819 Auburn Enumclaw Rd SE, Auburn WA 98092

**INFO PHONE:** (253) 939-3311

**INFO EMAIL:** Charlotte.Williams@Muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The primary objective of the program is to provide a clean and sober environment for tribal and community members to visit and/or attend support groups and meetings.

**SERVICES PROVIDED, Group meetings:**

- Narcotics Anonymous (N.A.)
- Alcoholics Anonymous (A.A.)
- Gamblers Anonymous (G.A.)
- Youth group
- Supervised visitation for families
- Support services such as transportation and personal conversation

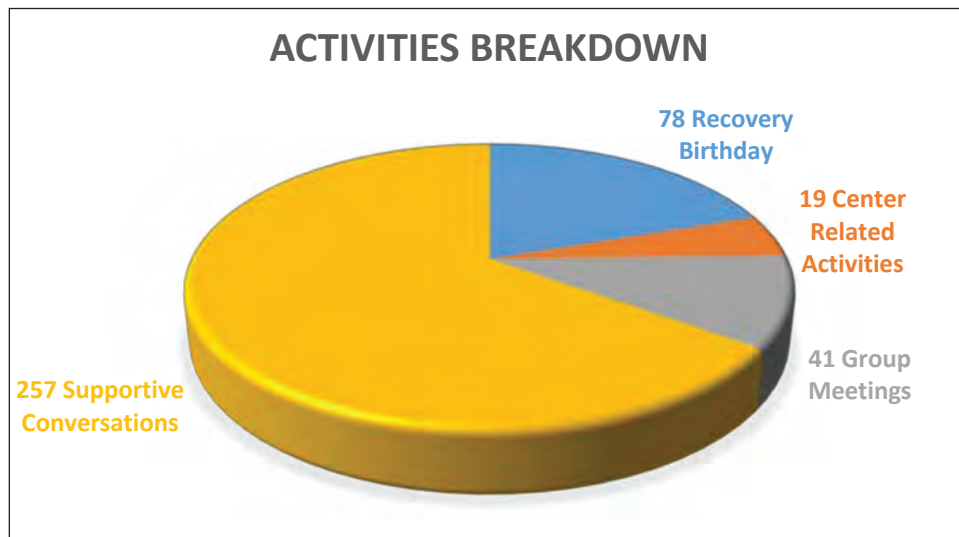


**HIGHLIGHTS OF 2019:**

- Meeting with special guest speakers per month
- Monthly sobriety birthday celebrations
- Supportive training from the behavioral health program

**OUTLOOK FOR 2020:**

- Continue the highlights from 2019
- Provide grief and loss support group and meetings
- Provide other supportive services such as workshops for cultural, language, life skills
- Provide center related activities
- Monthly sobriety birthday celebrations
- Monthly speaker meetings
- Supportive training from the behavioral health program





## Finance Department

**PERSON IN CHARGE:** Jeff Songster, Chief Financial Officer

**LOCATION:** Finance Building

**INFO PHONE:** 253-939-3311

**INFO EMAIL:** Finance.Receptionist@Muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The Tribal Finance Department provides accounting and finance services to all programs in the Tribal Government.

### SERVICES PROVIDED:

- **Accounting Services** – Payroll, Purchasing, Accounts Payable, Tax Forms, Banking, General Ledger and Cash Receipts.
- **Budget** – Coordinates the preparation of the annual budget and monitors budget compliance.
- **Grant Development** – Provides guidance to program personnel regarding development of new grants and renewals of existing grants.
- **Grant Administration and Compliance** – Processes grants, contracts and related budget activity for the Tribe and determines grant compliance for audit purposes.
- **Tribal Member Payments** – Processes all Per Capita and Senior Assistance payments.
- **Minors Trust** – Coordinates with the Plan Trustee to manage contributions, distributions and reporting.
- **Audit** – Provide all required information to external auditors for the annual audit of the Tribal Government.

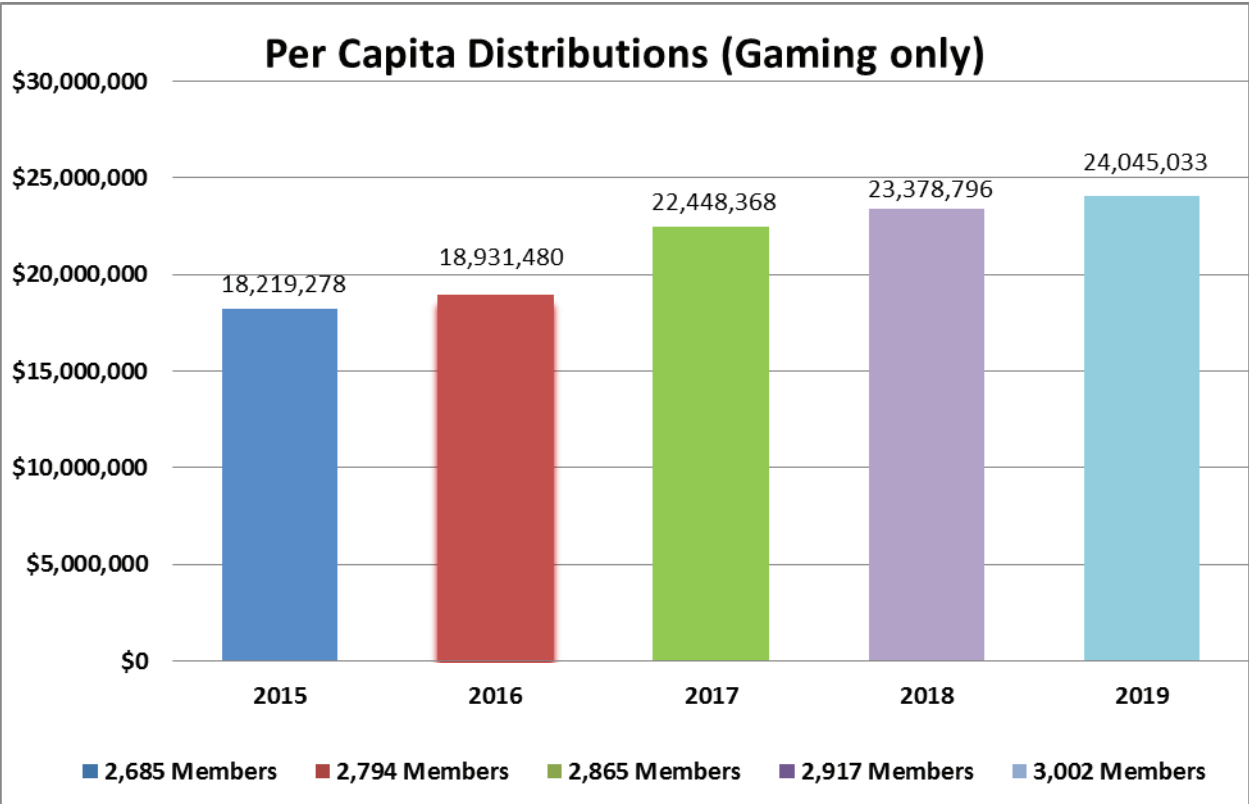
### HIGHLIGHTS OF 2019:

- **Policies** – Began the multi-year process of reviewing and updating all processes, procedures and documents within the department.
- **Time and Attendance System** – Continued to implement the fully integrated electronic system for payroll.

- **Audit** – The annual audit was performed by an independent accounting firm who reviewed the financial statements of the Tribal Government to ensure that accepted accounting standards were followed, that proper internal controls were maintained and that the Tribe complied with applicable laws and regulations. For the 2018 audit, which was completed timely in 2019, the auditors issued an opinion that the financial statements were fairly presented and followed acceptable accounting principles.
- **Minors Trust** – Quarterly meetings were held for Tribal Members with the Plan Trustee to provide minors with financial education.
- **Tax Services** – Transitioned to Liberty Tax for on-site tax preparation services.
- **Grants** – Managed over 60 grants totaling over \$30 million in grant funding, steadily increasing from year to year.

**OUTLOOK FOR 2020:**

- **Policies** – Continue the multi-year process of reviewing and updating all processes, procedures and documents within the department.
- **Grants** – Expand grant development efforts to increase funding levels.
- **General Welfare** – Develop a benefit guide for Tribal Members outlining all General Welfare benefits.







# 2019 Fisheries Annual Report

## MESSAGE FROM THE FISH COMMISSION

The Fish Commission continues to work towards increasing fishing opportunities into the future, that sometimes require short term sacrifices in order to maximize Hatchery production in the White river, Green River and Lake Washington systems. The Commission continues involved in negotiations to finalize the new long term Harvest Plan that should be much more favorable for terminal area fisheries in the future. Parallel to this effort, following the initiative of the Commission, other south sound tribes and the Washington Department of Fish and Wildlife agreed to work on a chum long term comprehensive management plan that would provide for a reduction in pre-terminal harvest.

Our optimism for the future is well-founded but cautious given the environmental challenges in the urban environment and the negative effects on survival caused by unprecedented shifts in ocean temperature regimes that affect food availability and migration patterns. The 2019 fishing season was an unfortunate example of what unexpected low marine survival can do to returning salmon to the Tribe's three watersheds.

The 2019 White River Spring Chinook C&S fishery remained open for eight weeks but the overall catch was less than expected. The summer-fall chinook fisheries in Elliott Bay and the Duwamish River landed much less than what was projected pre-season and only one night opening as opposed to the two nights planned. Similarly the planned Pink Salmon fishery did not materialize as the returning pinks were low in numbers and very small in size. Overall Coho returns were also small in size. Coho returns to the Green River were also down from pre-season expectations. Conversely, coho returns to the White River materialized and we were able to open a commercial fishery in the lower White River for a historical first time. Ending the year, the chum fishery was closed one month earlier than planned due to lower than expected returns.

With the vision of future successful fisheries, the Commission's conservative management contributed to successful outcomes in all the hatcheries (State and tribal) within our U&A. All hatcheries achieved or exceeded their respective egg-take goals for summer steelhead, spring chinook, summer-fall chinook,



*First Salmon Ceremony*

coho and chum. We were also successful in coordinating with the Suquamish Tribe and WDFW doubling production from the Elliott Bay Net Pen project which will include doubling the net pen capacity.

Finally, the Commission oversaw work to complete construction of the new dock at First Avenue. The project is mostly done, and final completion is anticipated in early 2020.. The modernized facility will provide benefits and safety to tribal fishers.

As a reminder, the Commission will convene the Annual Fishers Meeting the first Monday in June 2020 and at that time all the pre-season forecasts and other fishery related information will be presented.



## Fisheries Division

**PERSON IN CHARGE:** Isabel Tinoco, Fisheries Director

**LOCATION:** Philip Starr Building

**PHONE:** 253-876-3109

**EMAIL:** Isabel.tinoco@muckleshoot.nsn.us

**Division Description:** Under Policy guidance from the Fish Commission, the Fisheries Division works toward protecting and enhancing the Tribe's fisheries resources, their habitat, and access to those resources to satisfy the needs of tribal members and their future generations.

**Scope of Services:** The information generated to manage the Tribe's Fisheries is generated by the Fisheries Division and stem from the multitude of activities performed by our programs and projects.

### Our programs include:

- **Harvest Management Program:** Fisher Services, Vessel Coordination, Salmon Management, Shellfish Management and Research
- **Fisheries Enforcement Program:** Three Officers commissioned to enforce the Tribe's Fisheries Code and one Officer Candidate patrol the Tribe's U&A to make sure regulations are followed and also to assist Muckleshoot fishers.
- **Fish Production Program:** White River Hatchery, Keta Creek Complex, Fishing Derbies, Elliott Bay Net Pen Project.
- **Fisheries Habitat Program:** Water Resources, Watershed and Land Use





## Harvest Management Program

**PERSON IN CHARGE:** Mike Mahovlich (Assistant Director Harvest Management)

**LOCATION:** Phillip Starr Building

**MAIN PHONE:** 253-876-3113

**MAIN EMAIL:** Mike.Mahovlich@Muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** Harvest Management staff (scientists and technicians) work toward providing the greatest possible annual harvest opportunity for Muckleshoot fishers. Staff scientists take part in annual salmon and shellfish management planning processes and provide technical support to the Muckleshoot Fish Commission to negotiate fishing seasons and manage fisheries during the year.

### SERVICES PROVIDED:

- Fisher Services (boat and individual fisher registration)
- Information on current harvest regulations for Salmon and Shellfish Management
- Shellfish from the Vashon property
- Vessel Coordination Program

### HIGHLIGHTS OF 2019:

#### FISHER SERVICES

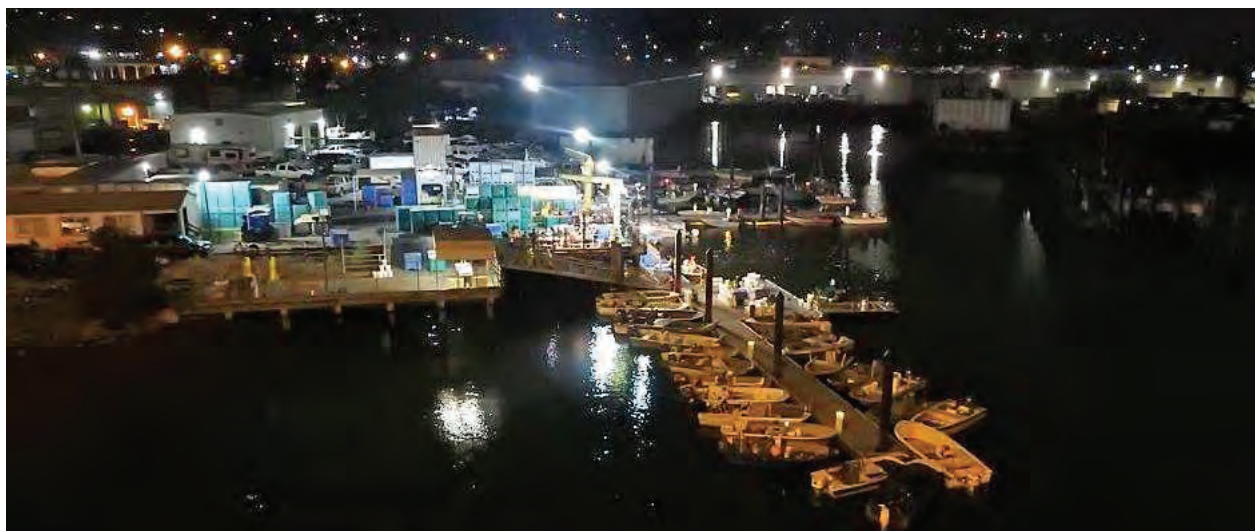
- Registered 321 tribal members
- Registered 133 tribal vessels
- Issued Protective fisher gear and clothing vouchers to qualifying fishers

#### COORDINATION PROGRAM

- In cooperation with local agencies staff implemented vessel coordination agreements to minimize conflicts on the water between tribal fishers and commercial vessels and cargo.

#### CHINOOK FISHERIES

- White River/Puyallup River ceremonial and subsistence (C&S) spring chinook net fishery was open from May 17<sup>th</sup> to July 8<sup>th</sup> for eight consecutive extended weekends. Along with the net fishery the tribe conducted a hook and line fishery. The hook and line fishery caught 2 chinook, the net fishery caught 217 chinook for a total catch of 219 Chinook.



- The Tribe also caught 245 Chinook in Puyallup River.
- On July 18<sup>th</sup>, 25<sup>th</sup> and August 1<sup>st</sup> the tribe conducted a chinook test fishery in inner Elliott Bay. The results of this test fishery supported the opening of a 12 hour full fleet commercial fishery.
- The commercial fishery was conducted in Inner Elliott Bay and the lower Duwamish River on August 8<sup>th</sup> with a total catch of 2,404 (2,153 river and 251 Bay). Unfortunately the in-season update and protection of hatchery escapement did not support opening a second night.
- The tribe also harvested an additional 394 chinook incidentally to the commercial coho fisheries from both Elliott Bay and the Duwamish/Green River.
- There were an additional 247 chinook incidentally to the commercial coho fishery in the upper ship canal, Lake Union area and North Lake Washington.
- An additional 687 Chinook were caught incidentally to the Puyallup coho fishery

### **COHO FISHERIES**

- Overall coho returns were down due to poor marine survival coupled with small fish of an average weight of less than 4 pounds.
- The White River fishery harvested only 145 coho.
- The Green River/Elliott Bay commercial coho fishery was down more than 80%.
- The tribe also conducted other fisheries in Lake Washington Ship Canal/Lake Union where 413 fish were caught; the North Lake Washington harvested 3022 coho and the Puyallup fishery, which was a historical first opening, caught 994

### **CHUM FISHERIES**

- The total catch in the Green river was only 1,717 chum. This was the worse river catch in the last 20 years. The bay fishery caught 7,864 chum which again was a low number.

### **SHELLFISH**

- Tribal members participated in various Treaty shellfish fisheries in Elliott Bay in 2019. There were commercial fisheries for Spot Prawns, Dungeness Crab, and - for the first time - Squid.
- Additionally, Tribal members along with several Tribal groups – including the Muckleshoot School kindergarten class and 3<sup>rd</sup> graders, and the MIT Summer Youth Program - visited the Tribe’s Vashon Island property this year to experience the pristine environment and collect shellfish on the tidelands.
- 2019 was another very good year for shellfish harvesting from the Tribe’s tidelands; the total oyster harvest was about 10,000 Oysters and about 6,000 cultured Littleneck clams were harvested for tribal consumption. Most of this harvest was conducted by the Shellfish Team, who were able to provide thousands of high-quality oysters and clams to the Seniors Kitchen for serving at luncheons and distribution to Tribal Elders. Oysters and clams were also provided by request to numerous other Tribal events and Memorials throughout the year.



### **RESEARCH**

- From January to July staff operated three juvenile salmon out-migration traps to help determine egg to fry survival and estimate juvenile abundance and productivity of out-migrant Chinook, coho, chum, pinks, and steelhead. An inclined plane trap was used on Crisp Creek and a rotary screw trap

was used on both Newaukum Creek and the Greenwater River. This is the first year operating a juvenile fish trap on the Greenwater River, tributary to the White River.

- From March 12<sup>th</sup> through June 5<sup>th</sup>, Tribal fishers made about 800 twelve hour sets in Lake Sammamish in the fourth year of the Warm Water Test Fishery. Over 4,700 fish were caught representing 19 species. Stomach contents were taken and analyzed from about 2,100 potential salmon predators (bass, pikeminnow, trout and others).



This information will help with expanded predator removal efforts in 2020 and beyond.

#### **Throughout the summer and fall months staff participated in other projects:**

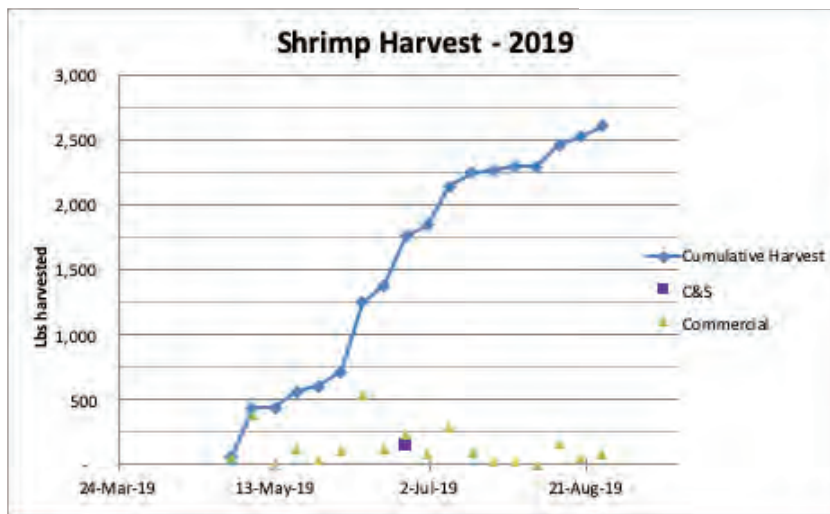
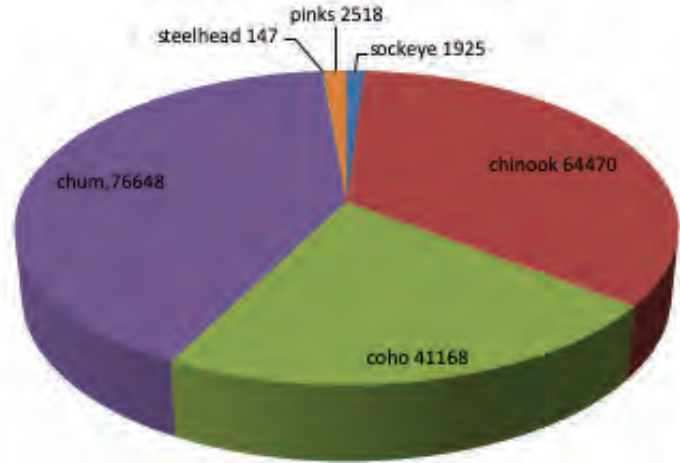
- Sockeye bio-sampling program at the Ballard Locks collected 316 fish for analysis. After analysis, the carcasses were brought back to the tribe for distribution throughout the community.
- Sixth year of telemetry studies on Green River Chinook. The goal is to help determine why so many Chinook die on the spawning grounds before spawning. Numerous hydrophones were placed throughout the basin to track when and where Chinook moved during their migration. In addition to the hydrophones there was mobile tracking by raft and by foot several times a week.
- In an effort to learn more about chum timing and abundance as these fish migrate between the Duwamish and Keta Hatchery, staff tagged chum in the Duwamish and tracked them to the middle Green and the hatchery using similar methods to those used for Chinook.
- Staff conducted spawner surveys with the WDFW on the Cedar River and other Lake Washington basin tributaries, on the Green River, and in the Greenwater River in the upper White.
- Staff outplanted excess Chinook, and coho salmon from both Keta and Soos Creek hatcheries back to the spawning grounds. Chinook were out-planted at Flaming Geyser Park on the mainstem of the Green River while all the coho were out-planted in Newaukum Creek, a tributary of the Green. Coho salmon were also out-planted from Issaquah Hatchery into Coal Creek, a tributary of Lake Washington in Bellevue, to expand natural production within the basin.

#### **OUTLOOK FOR 2020**

- The salmon fishing outlook for 2020 will be determined during the pre-season planning process starting in January 2020 and culminating in April. During this time staff and the Fish Commission attend several out of town meetings where forecasts and allocations are discussed and negotiated. Shellfish harvest should remain pretty stable during 2020.
- As far as research and monitoring activities and projects, the tribe will continue juvenile out-migration studies in both Newaukum creek (Green River) and Greenwater River (White river), the sockeye bio-sample program and the warm water specie test fishery in Lake Sammamish and Lake Washington Ship Canal and Lake Union. Staff will also conduct a new telemetry study in Lake Washington on chinook to understand where/when and why chinook are disappearing on their migration from the Ballard Locks to their natal streams and Issaquah hatchery.



## 2019 pounds harvested



*Eleven Muckleshoot commercial shrimpers harvested a total of 2,610 lbs in 2019.*



## Fisheries Enforcement Program

**PERSON IN CHARGE:** Officer JC Byars Enforcement Supervisor

**LOCATION:** Phillip Starr Building

**MAIN PHONE:** 253-876-2904

**MAIN EMAIL:** jcpyars@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** Muckleshoot Fisheries Enforcement Officers enforce Title 6 and regulations to secure fishers safety, and the complexity of managing successful treaty fishing in the urban environment. Currently the three Officers, (JC Byars, Paul Rodarte and George Blackcrow) are all tribal members that have attended and graduated from the BIA Academy in Artesia. We also have an officer candidate (Curtiss Buchanan) who is also a tribal member. Our officers patrol fishing locations all over the Tribe's U&A in the Lake Washington, Green-Duwamish, Elliott Bay and the White-Puyallup systems.

### SERVICES PROVIDED:

- Enforce Title 6
- Enforce Fishing and Administrative Regulations
- Coordinate with other Law Enforcement Agencies
- Assist and remind fishers of safety procedures and requirements
- Assist Fisheries Staff when conducting field work

## HIGHLIGHTS OF 2019:

- Provided coverage during all fisheries openings within the Tribe U&A
- Patrolled fishing sites to secure no poaching occurred
- Increased cooperation with Vessel Coordination staff during the fishing seasons
- Worked together with Harvest Management staff during the Warm Water test fisheries
- Hired two new officers, we now have a full staff and all are tribal members

## OUTLOOK FOR 2020

- Fisheries Enforcement Officers will continue to serve the fishing community by providing safety information and by enforcing tribal law. We hope that our officer candidate will graduate from the academy and become a full time officer.



## Fish Production Program

**PERSON IN CHARGE:** Laura Swaim, Assistant Director of Fish Production

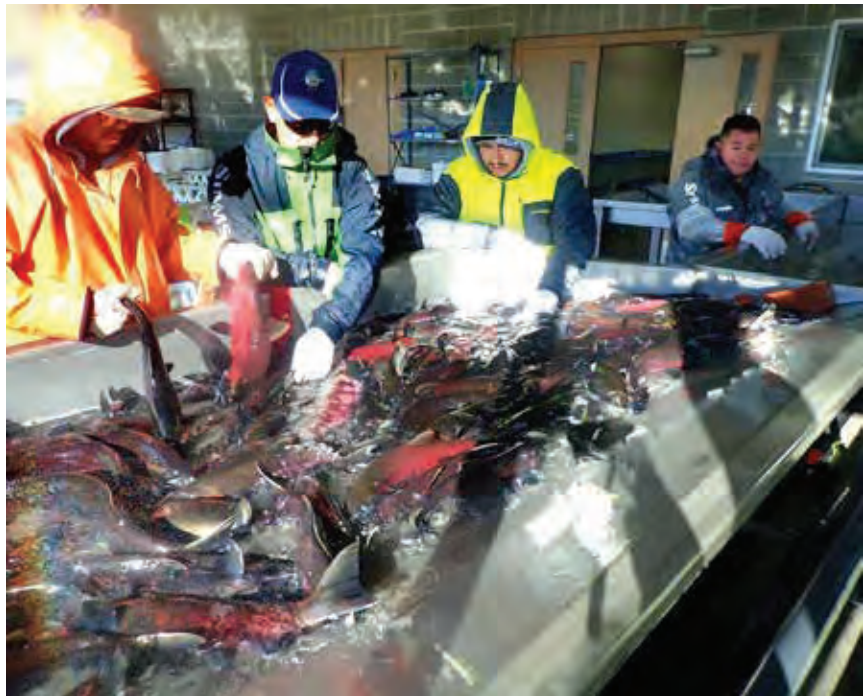
**LOCATION:** Phillip Star Building, Room 106

**MAIN PHONE:** 253-876-3286

**MAIN EMAIL:** [Laura.Swaim@Muckleshoot.nsn.us](mailto:Laura.Swaim@Muckleshoot.nsn.us)

### PROGRAM DESCRIPTION:

**White River Spring Chinook Hatchery.** Serves to hold adult Spring Chinook collected by Hatchery staff. Approximately 1,100 adult brood stock fish (500 females and 600 males) are spawned for a realized take of about 1,430,000 eggs of which 550,000 fry are reared on-station to 80 fish per pound during the month of May. The other 880,000 eggs are transferred to WDFW hatcheries for hatching and rearing ultimately those fish are placed into acclimation ponds on tributary rivers above Mud Mountain Dam for release in May.



**Keta Creek Complex.** Staff spawns and rear Green River Chum and Coho Salmon returning to the hatchery during the month of November. Staff collects and fertilizes 6,000,000 chum and 200,000 Coho eggs for incubation and onsite rearing. About 5 million Chum salmon are released from Keta Creek Hatchery as small sub yearling fingerlings. The Coho are raised for a full year and one half and are released as yearlings. Approximately 500 thousand Coho are transferred to the Elliott Bay Net Pen for growth and acclimation to the Bay. Staff also helps to care for Fall Chinook at Palmer Hatchery.

## **SERVICES PROVIDED:**

### **White River Hatchery**

- Fertilize 1.4 million Spring Chinook eggs
- Release 5 00,000 fry on-site into the White River

### **Keta Creek Hatchery**

- Produced 5 million Chum and 1.2 million Coho fingerlings
- Host two Trout derby events for Tribal Members

## **HIGHLIGHTS OF 2019:**

### **WHITE RIVER HATCHERY**

- Released 460,419 Chinook fingerlings at 87 fish per pound on site to the White River and 516K to the (acclimation ponds Jenson Creek and Greenwater River).
- As of this writing we have about 512,000 fry on-station
- The adult spawners looked great and held nicely during the 100-120 days they were on-station.
- Surface water temperatures were high and so we mixed in well water to cool the fish.
- Transferred 547,194 eyed eggs to Puyallup Voight's Creek Hatchery and 218,000 fry to Puyallup Trout Hatchery for a total of 765,194 to the acclimation ponds in 2020.

### **KETA CREEK HATCHERY**

- Released 6,025,320 Chum fingerlings
- Transferred 450,614 yearling Coho to the Elliott Bay Net Pen
- Released 764,902 yearling Coho on-station
- Fed and Released 1,097,011 Fall Chinook fingerlings from Palmer Hatchery
- Staffed and hosted two Trout Derbies for kids
- Spawned and fertilized 6.5 million Chum eggs and 2.4 million Coho eggs – The adult spawners were late in arriving at the hatchery due to low river flows this year, but a small amount of rain helped to bring them home to Keta Hatchery.

## **OUTLOOK FOR 2020:**

- **White River Hatchery.** With several grants being funded, we hope to increase production of Spring Chinook by yet another 100 thousand next year. We have funding to add egg incubation trays, and are securing funding for constructing another groundwater well for the lower rearing ponds that are currently supplied with re-use water from the upper raceways. This added supply a fresh groundwater will enable us to rear more fry on-station for release there, increasing our overall production. Adding circular tanks for rearing the Spring Chinook builds strength and endurance of the chinook fingerlings for excellent swimming downstream and transition into the saltwater environment. We increased production this year and will be in a position to fertilize more eggs and increase production next year.
- **The Keta Complex** will continue to make adjustments and tune its operational performance following its recent upgrade. It is performing well and meeting its goals of fertilizing 8 million eggs, there continues to be some engineering challenges that can be made to improve rearing of the fish that we hope to address during the coming year. Adding a bio-filter to the large re-use ponds will be needed to combat lower flows and increased water temperatures due to warmer, drier summer and fall conditions. High temperatures and lack of rain create unhealthy conditions for the yearling Coho. Keta will continue to achieve their goals. Keta Hatchery will continue to host the Trout Derbies.



## 2019 Production for the White River Hatchery

Location	Brood Year	Salmon Species	Age	Release Number
White River Hatchery	2018	Spring Chinook	8 months	460,000
Greenwater River	2018	Spring Chinook	8 month	516,000

## 2019 Production for the Keta Creek Complex

Location	Brood Year	Salmon Species	Age	Release number
Palmer Ponds	2018	Fall Chinook	6 months	1.1 million fingerlings
Elliot Bay Net Pen	2017	Coho	18 months	451,000 smolts
Keta Creek Hatchery	2017	Coho	18 months	765,000 smolts
Keta Creek Hatchery	2018	Chum	6 months	6.0 million fingerlings

## Hatchery Spawning Production for 2019

Location	Salmon Species	# of fish embryos
White River Hatchery	Spring Chinook	512,000
White River Hatchery for the Acclimation Ponds	Spring Chinook	880,000
Keta Complex	Coho	2.4 million
Keta Complex	Chum	6.5 million



## Fisheries Habitat Program

**PERSON IN CHARGE:** Glen St. Amant, Habitat Program Assistant Director

**LOCATION:** Philip Starr Building

**MAIN PHONE:** (253) 876-3130

**MAIN EMAIL:** glen.stamant@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The Habitat Program focuses on the aquatic habitats necessary to sustain the Tribe's fisheries resources. The goal of the program is to pursue opportunities to minimize development impacts on Tribal fishing opportunity within the Muckleshoot Usual and Accustomed Fishing Area, including the White, Green-Duwamish, and Lake Washington basins.

When possible, this includes directing project proposals to improve habitat and afford additional Tribal fishing opportunity. The Program includes two technical teams, the Watershed and Land Use Team, and the Water Team. Key accomplishments for 2019 and the outlook for 2020 are summarized below.

### SERVICES PROVIDED:

**Watershed and Land Use Team.** Monitors pending development proposals/permits, including forest practices and land use permits in the Tribe's Usual and Accustomed watersheds, in order to assess potential harm to fish habitat or water quality. Team members identify measures to avoid or mitigate

impacts, and seek opportunities to improve and restore fish habitat. As part of this work, the Team assesses the potential for projects to interfere with treaty fishing access and works with the Muckleshoot Fish Commission to identify measures to alleviate impacts. The Team works with a wide variety of local, state, and federal government agencies which authorize or plan development activities.

**Water Team.** Collects data and participates in projects, plans, and legislation, concerning stream flows, dam operations and fish passage, water rights, water supply, and water pollution. Efforts focus on curtailing the impacts of human activities that cause water pollution or reduce the amount of water available to fish. The Team works with government agencies to ensure that toxic spills and contaminated waterways are adequately cleaned up. State legislation is monitored and actively prevented from reducing instream flow protections as much as possible. Team members recommend reservoir releases and flow levels to the Army Corps of Engineers and water utility managers in the Green, White, and Cedar river basins to maximize protection for fish resources.

#### **HIGHLIGHTS OF 2019:**

##### **Watershed and Land Use Team:**

- Reviewed over 5,240 federal, state, and local government permits, or an average of 100 per week, and over 999 were prioritized for further review and/or site visits. Team efforts often resulted in project modifications or new measures to mitigate negative development effects on fish habitat. Examples were adding fish-passable culverts at road crossings, verifying streams that support salmon, and increasing buffers to better protect wetlands and streams.
- Worked closely with Federal and State agencies subject to the federal culvert case injunction to ensure that new and replaced road crossings would not impede salmon migration. Technical recommendations were submitted for several projects, including the SR 167 and I-405 Road Widening projects, and Sound Transit's Lynnwood, Redmond, and Federal Way projects.
- Continued our engagement with the US Army Corps of Engineers regarding mitigation banking projects proposed in the U&A to ensure that salmon and their habitats are sufficiently protected. The Team reviewed several bank repair and levee projects in the Green, White, and Cedar rivers and made recommendations to improve fish habitat and protect/restore fishing access.



### **Water Team:**

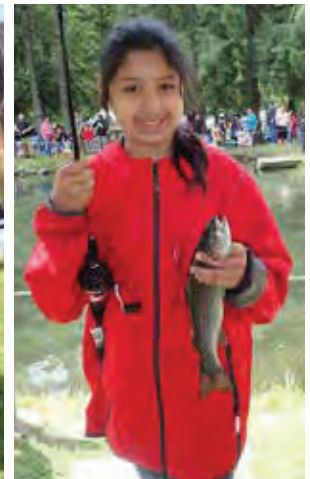
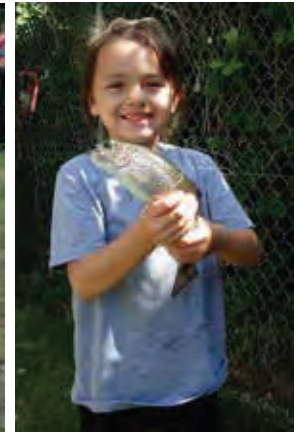
- Monitored water quality in the White River and Crisp Creek, which is the source of water for operations at the Tribe's Keta-Crisp Creek Hatchery. Monitoring results will be shared as appropriate with other agencies to document conditions and pollution levels.
- Continued work with state and federal agencies on a water cleanup plan to reduce pollution from piped discharges in the White River. Staff worked with local agencies to address agricultural pollution along the White River and its tributaries.
- Attained State accreditation to test water samples for seven water quality parameters in the Muckleshoot Tribe's Water Quality Laboratory.
- Actively participated on watershed planning committees and the Legislative Task Force on Water Mitigation, which will focus funding on meaningful salmon restoration efforts in the Tribe's U&A areas.
- Monitored White River Hatchery water supply wells for impacts from the US Army Corps of Engineers' Fish Passage Facility project. Secured mitigation measures for the project.

### **OUTLOOK FOR 2020:**

- Continue working to protect and restore fish habitat by reviewing, and responding to plans, permits, and legislation from local, state, and federal agencies to identify necessary mitigation measures and restoration opportunities.
- Engage with local governments, state and federal agencies in an effort to protect and improve fish habitat conditions and protect tribal fishing sites affected by a variety of actions including piers/docks, levee projects, and other activities planned in the Tribe's U&A.
- Continue monitoring water quality in the White River and Crisp Creek to document conditions and pollution levels.
- Finalization of the pH and phosphorus cleanup plan for the White River and monitoring water quality at sites in the White River and Crisp Creek.
- Maintain the Tribe's Water Quality lab for accreditation to ensure that the Lab continues to meet professional standards to test for several water quality parameters.
- Track and influence state legislation that affects instream flow and habitat and to participate in watershed planning and habitat restoration efforts. Water right permitting processes will be monitored and tribal interests addressed.
- Watershed modeling, data collection and analysis, and water right compliance efforts will continue into 2020 to protect streamflow and hatchery water rights.



# Keta Creek Derbies!





# General Services

**LOCATION:** General Services Building – 38731 172nd Ave SE, Auburn

**PERSON IN CHARGE:** Katie Brown, Janitorial & Landscaping Services Manager

**INFO PHONE NUMBER:** 253-876-3354

**INFO EMAIL:** [Katie.Brown@Muckleshoot.nsn.us](mailto:Katie.Brown@Muckleshoot.nsn.us)

**PROGRAM DESCRIPTION:** Provides janitorial and landscaping services for Tribal Government properties and elder lawn care for eligible enrolled Muckleshoot Tribal members.

## SERVICES PROVIDED:

- Janitorial and landscaping services for Tribal Government properties;
- Contract elder lawn services for those eligible enrolled Muckleshoot Tribal members;
- Staff provide some assistance for funerals (casket delivery, set up at church if needed);
- Staff also performs a variety of other functions throughout the Tribe including, but not limited to, pow-wow tent set up and tear down, ensure cleanliness of areas, and delivery of cleaning supplies for contractors.

## HIGHLIGHTS OF 2019:

- Contracted Muckleshoot-owned custodial companies to clean over 50 Government properties;
- Contracted Muckleshoot-owned landscaping companies for landscaping of Government properties and over 120 elder lawns.

**OUTLOOK FOR 2020:** Staff will continue to contract Muckleshoot owned custodial and landscaping companies for services. Please contact Katie Brown in if you have any questions regarding elders lawn care.





## Health & Wellness Center Administration (Leadership, Facilities, & Business Office)

**PERSONS IN CHARGE:** David Hoffman, MD, Chief Medical Officer, Lisa Crawford, Business Office Manager, Ralph Taylor, Facilities Director

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 939-6648

**INFO EMAIL:** david.hoffman@muckelshoot-health.com

### PROGRAM DESCRIPTION:

Muckleshoot HWC administration provides support services and facility management to the Health and Wellness Center, Behavioral Health programs, and MEIHSS (In-Home Services).

### SERVICES PROVIDED:

- **Administration** – Provides leadership, organizes health-related events, quality assurance reviews and helps hire the best staff.
- **Business Office** – The Business Office is responsible for Patient Registration, Third Party Billing, Purchase Referred Care (PRC-formally CHS) and Managed Care which helps patients with eligibility and insurance applications and questions. As well as the Front Desk Reception who handles call routing and greets our guests to the HWC.
- **Patient Registration** – Meet with our registration staff to register, review or update your patient information. This is the first step to gain access to HWC health services.
- **Managed Care** – Meet with MC staff to assist you with healthcare benefits and apply for state and federal health coverage.
- **Third Party Billing** – Provides insurance billing for on-site HWC services (Medical, Dental, Optical, Pharmacy, and Behavioral Health). Revenue generated in turn helps supports other MIT programs.

- **Purchase Referred Care** – Supports CHS eligible patients in need of healthcare outside of HWC by providing Purchase Orders (POs) and processing payments for hospital stays and other health related visits.
- **Facilities** – The HWC Facilities department maintains a clean and safe physical environment to support the overall Health and Wellness Center’s mission. Supported buildings include the Health and Wellness Center, Adult Behavioral Health, Men’s/Women’s’ Recovery Homes, Youth Recovery Homes (now called Sacred Home), Red Cedar Home, Butterfly Home, and Lily Home. Essential utilities are delivered without interruption and mechanical systems and equipment operate safely, accurately, and in a reliable manner.
- **Maintenance Services**
  - Maintenance and repair of all buildings
  - Equipment maintenance and repair
  - Utilities management and monitoring
  - Shipping/Receiving
  - Life Safety Management
  - Construction/project management
- **Housekeeping services**
  - Cleaning, disinfecting public and work areas
  - Medical Waste Management
  - Refuse disposal and recycling

## **HIGHLIGHTS OF 2019:**

**Physical Therapy.** We added Physical Therapy to our healthcare system during the summer of 2019. This component provides a connection between medical care or in-home services and wellness. Our paradigm has shifted from repeated acute care visits, over and over, to acute care that leads to long-term wellness. The Physical Therapy program functions as a bridge from medical diagnosis, hospitalization, home confinement, to ultimately, getting physically active and plugged into the Wellness Center with a personal trainer...long-term wellness. This pathway is open now and the journey has begun for many!

**Behavioral Health Outreach Aids and Crisis Connections.** Two Tribal Members have joined our team and are providing evening and weekend outreach coverage! Included in their rounds they will be working with the homeless on the Reservation. This is part of our improved wrap-around care plan. Another aspect is the arrangement with Crisis Connections. This organization provides after hour and weekend call coverage for behavioral health urgent issues and emergencies. In most circumstances they can set up next day appointments with our behavioral health program. However, in more serious situations they will activate EMS and notify our behavioral health professionals.

**Improved Interdivisional Communication.** We realized that sometimes we have multiple divisions working different approaches to the same problems. This led to delayed or less satisfactory solutions. Other times redundancy occurred. This year we began to set up and keep regular, standing meetings with other divisions. What have we found? We found better working relationships, better solutions, less redundancy and expense.

**Wellness Café and Pharmacy Drive up.** These two large projects should be completed at the cusp of the new year. The Café improvement will bring wholesome, tasty food and Native infusion drinks to

Muckleshoot. Nutrition to please the palate and enhance the community's health simultaneously. The Pharmacy "Drive up" window will be a welcome time saver and convenient for patient medication pickup.

**Electronic Medical Records (EMR) System Search.** We continue to refine and improve current departmental processes while investigating the best electronic health record to unify all our departments. Currently, we use multiple EMR systems which limits our ability to share data across departments. Data sharing is important in modern healthcare as it ensures that all health providers are on the same page. That in turn, ensures the patients get the very best care. Also, more efficient data sharing will help us better collect from insurances, reducing the need for Muckleshoot Tax Fund dollars. At this time, we have narrowed the field of EMRs down to about four. We anticipate producing an RFP soon and making a final decision on EMR next year.

**Business Office.** Lisa Crawford joined the Business Office management team and brought many years of insurance billing expertise. Both, Third Party reimbursement and PRC payment turnaround times have reduced significantly.

#### **Facilities**

- Cost saving replacement of florescent lighting to LED bulbs in most areas of HWC, air handler filter replacements and completion of numerous painting and electrical projects
- Opening of MindCare Clinic- a transformative space for a patient's journey to wellness
- Opening of the Physical Therapy treatment area located in the Wellness Center
- Completed Dental front desk remodel and Managed Care reception remodel that improved patient privacy

#### **OUTLOOK FOR 2020:**

**The Health Division.** As we develop into a Federally Qualified Health Center (FQHC) we will be able to open up services to more people. This designation opens the door to reach out further into the community and provide more healing in more locations. Many administrative directives will need to be developed or rewritten to ensure the best utilization this new opportunity will bring. We will collaborate with other divisions to develop a strategy for helping the homeless who live on the Reservation. We plan on continuing our community Cancer Awareness Run, Sobriety Powwow, Smoking Cessation Fun Run, Tomanamus Forest Run, softball and basketball tournaments, etc. And as health advocates and wellness facilitators, it is important that we do not neglect ourselves. So, we will be participating in a new employee wellness program too.

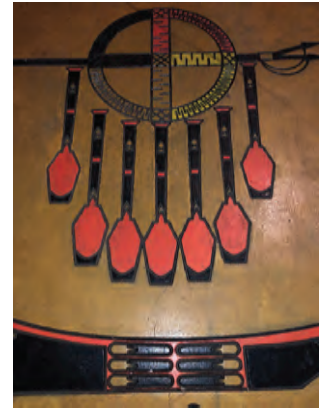
**Business Office.** The emphasis for 2020 will be efficiency and cross training. We will be working with a new purchase order system and eventually a new EMR. These changes have the potential to streamline the visit experience for our patients and clients and increase revenues for the Tribe.

**Facilities.** We will continue to support HWC with services and construction projects. Of note: the facilities department will shift fully under the authority of MIT Facilities/Brook Boone for 2020. They will continue to be housed in the HWC and provide the same great service to all of our departments.

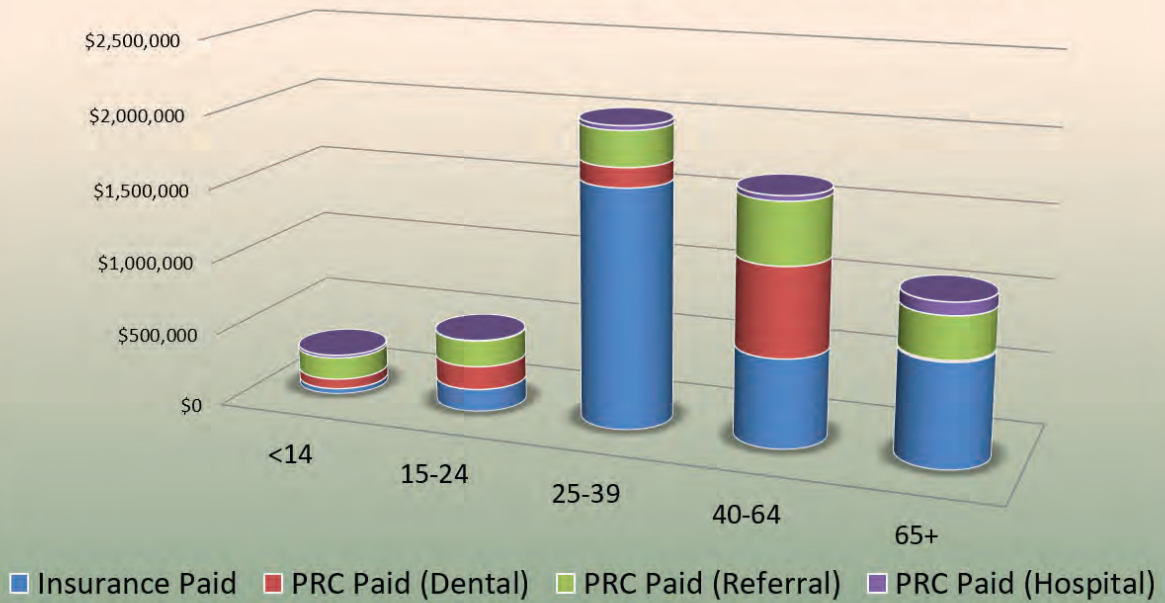




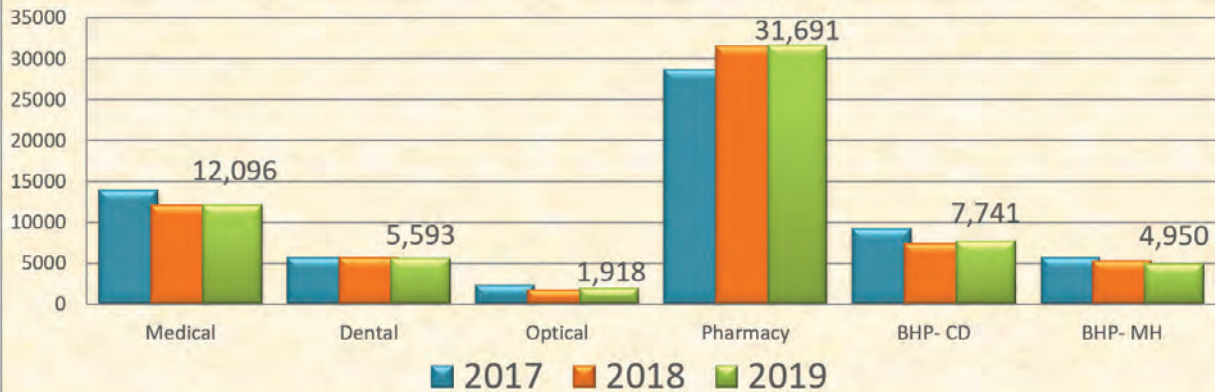
**ACCREDITATION  
ASSOCIATION**  
*for AMBULATORY HEALTH CARE, INC.*



### 2019 Dollars Paid for Referred Care by Age



### 2019 HWC Visit Total: 63,989



\*2019 Visits for Fiscal Year 10/1-9/30



**Admin Staff Lisa Elkins, Dr. David Hoffman, Dawna Manning, Maritza Leonard**



**Business Office**  
**Top row: Ronette Bailey, Stephanie Townsend, Lisa Crawford, Marlana Lyons. Middle row: Luke Moses, Annika Freeman, Michelle Newton. First row: Dan Moses, Kallie Lozier, Sierra West, Hiya Ramirez**



**Maggie Moses, Trenton Eyle**





## Behavioral Health

### PERSONS IN CHARGE:

Behavioral Health Program: Mick Clarke, BHP Director  
BHP Adult Chemical Dependency: Dan Cable, CD Manager  
BHP Adult Mental Health: Jenaya VanHorn, MH Manager  
BHP Youth and Family Services: Joan Ferguson, FYS Manager  
Residential Services (Adult): Kevin Markham, Residential Services Administrator  
Residential Services (Youth): Karyn Cross, Sacred Home Supervisor

**LOCATION:** Behavioral Health Bldg. (Adult) 17813 SE 392<sup>nd</sup> St. Auburn, WA 98092  
Health and Wellness Bldg. (FYS) 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** BHP Adult Services (253) 804-8752  
FYS Services (253) 333-3605

Residential Services (Adult) (253) 333-3629  
Residential Services (Youth) (253) 333-8230

**INFO EMAIL:** BHP Adult CD Services: Dan.Cable@muckleshoot-health.com  
BHP Adult MH: jenaya.vanhorn@muckleshoot-health.com  
FYS Services: joan.ferguson@muckleshoot-health.com  
Residential Services (Adult): Kevin.Markham@muckleshoot-health.com  
Residential Services (Youth): karyn.cross@muckleshoot-health.com

**PROGRAM DESCRIPTION:** The Behavioral Health program provides comprehensive outpatient mental health services, state certified chemical dependency treatment, adult recovery housing, youth recovery housing and prevention activities to Tribal community members and other Native Americans living on and near the Muckleshoot Indian Reservation.

### SERVICES PROVIDED:

#### **Adult Chemical Dependency Services** (*Serving adults from 18 and up*)

- Alcohol and drug assessment, treatment, and case management
- Intensive outpatient groups
- Outpatient and aftercare groups
- Suboxone, Sublocade, and Vivitrol treatment
- Inpatient Referrals
- Individual counseling

- Organized drug and alcohol free community events/activities
- Needle Exchange Program
- Residential Services- Adult Recovery Home, The Lily Home, The Red Cedar Home, The Butterfly Home

**Adult Mental Health Services** *(Serving adults from 18 and up)*

- Assessment, treatment, and case management
- Crisis intervention
- Individual, couples, and family counseling
- Client advocacy
- Grief and loss counseling
- Trauma processing
- Equine Assisted Psychotherapy (counseling with horses to assist in healing process)
- Anger Management Classes
- Women's Support Group
- Domestic violence counseling
- Psychiatric care and medication management

**Family & Youth Services (FYS) at the Health & Wellness Center** *(Serving youth up to 18 years old)*

- Alcohol and drug prevention/education, assessment and treatment
- Individual and family mental health therapy and case management
- Equine Assisted Psychotherapy (therapy using horses)
- School-based counseling, groups and advocacy
- Parent and family trainings and education
- Organized outings, retreats and community events/activities
- Support Groups
- Psychiatric care and medication management
- The Sacred Home (Formally known as the Youth Recovery Home)

**HIGHLIGHTS OF 2019:**

**2019 Family Youth Services Prevention Groups**

- Life Skills Class at Tribal School (Feb 26- March 1)
- ART-Aggression Replacement Therapy at Family & Youth Services (Weekly ongoing)
- Enumclaw High School Prevention Group-Classes on E-cigarettes, Marijuana and Alcohol
- Equine-Substance Use Disorder prevention group (July –Aug)
- Red Ribbon Week prevention activities at Tribal School (October 27-31)
- Healthy Choices-Prevention Group (Weekly ongoing)
- Sober Support Young Peoples Meeting (Weekly ongoing)
- Indigenous Youth Group-Self-empowerment & support (Weekly ongoing)
- Tobacco Prevention & Education at Elementary School (Quarterly)
- Snowboarding Group-Covered topics of courage, wisdom, integrity, and empathy
- Warriors Path Group- Provides Friday activities that include hiking, forestry, traditional food and medicine harvesting, traditional foods, carving, traditional foods cooking, and team building activities. This is a collaborative project between FYS, Hancock Forest, and the Culture Department and currently serves 20 youth.

## **2019 CAMP ACTIVITIES for Family Youth Services (FYS)**

### **Camp Long – Cultural Infused Outdoor Camp**

Our spring time camp took place at Duwamish Garden, Vashon Island, and Alki. It was a collaboration between FYS, Tribal School, and the Culture Dept. This camp served 15 youth over a 4 day period. Students learned about tribal history, traditional ecological knowledge, harvesting/preparing traditional food, team building, social/emotional skills, and drug/alcohol prevention & education.

### **FYS Youth Workers / Equine Intensive**

In collaboration with the CCEOP (College Careers Educational Opportunities Program) FYS provided a work site for 21 youth this summer. The youth were required to provide work services to the barn, participate in education and prevention services led by FYS providers, explore careers related to animal husbandry and learn hands on horse skills. During the school year, the barn continues to provide an employment site for 10 youth workers.

### **SYA'YA Muckleshoot 4-H**

The Sya'ya 4-H club has doubled in number this year. We have 45 youth members who meet on a biweekly basis. 4-H camps included the annual FYS 4-H Craft Camp, FYS Ride & Shine Horse Camp and the 6<sup>th</sup> Annual Horse Show.

### **Canoe Journey & Culture Camp**

FYS staff participated in the Culture Camp and provided staff supervision on the annual Canoe Journey.

### **Outdoor Adventure Camp I & II**

In August, 10 youth participated in white water rafting, horseback riding, hiking and rock climbing and in September 10 youth went sea kayaking in the Salish Sea.

### **FYS Black Diamond Camp**

20 youth attended camp for three nights.

### **2019 Equine Program**

The horses just make you smile when you walk into the Barn. Working with therapy horses and other service animals is showing amazing results in helping our youth and adults cope with internal struggles. It's so well received, that we've added more group sessions and significantly increased both our Mental Health and Chemical Dependency Equine therapy visits. We now have 8 therapists certified as Eagala Equine Assisted Psychotherapists. The Barn is a happy home to 14 horses, 4 goats, 2 pigs, and 6 bunnies. All therapy animals are cared for by the Muckleshoot "Work to Wellness" Program and 3 BHP employees.



***Equine Therapy Eagala Training the Trainers at the Barn  
Pictured above: Amy Blossom Eagala Trainer; Haley Henry, Adult BHP; Annie H., Eagala Trainer; Jennifer Ambriz, FYS, Mathilda Dunn, FYS; Raetta Daws, FYS; Alex Brody, SUDP/BHP; Sieglinede Parker, FYS/SUDP; Katelyn Neis Adult BHP; Ariana Sarabia, Equine Program; Joan Green Ferguson, FYS; Kelly Rosenthal FYS***

### **Summer Equine Intensive 2019**

BHP collaborated with the CCEOP (College Careers Educational Opportunities Program) to build relationships and provide prevention education to teens in the community. Open to youth ages 14-17, 21 teens got hands-on horse handling training, learned to groom and care for the animals, took equine career related field trips, and gathered together to listen and share their experiences. Each teen received 92 hours of prevention education with an average of 16 participants daily.



***Behavioral Health Equine Therapy in the Gray Barn***

Based on “Power Tools for Living” (Robert G. Magnelli, Ph.D), this 6 week curriculum focused on Respect, Responsibility, Relationship Skills, Boundaries, Empathy, and Choices & Consequences.

### **Prevention classes included:**

- A.R.T (Anger Replacement Therapy)
- Mindfulness in Practice
- D.A.W.N (Domestic Abuse Women’s Network)
- Medicine Wheel Training
- WSU 4-H STEM Coordinator (Careers in STEM & Career Exploration Quiz)
- Chemical Dependency Prevention
- How to fuel your body! (with Kaleigh Krantz, HWC Dietitian)

### **Equine Related Field Trips & Education:**

- Emerald Downs Vet Facility Tour & Equine Arts Show at Emerald Downs
- Pony of America (POA) Willis Farms tour
- Rah Shaj Arabian Farm tour
- Farrier Demo with Polly McAllister
- Veterinary Demo with NW Equine
- KC Fair 4-H Horse Competition
- Reinsmanship & Driving Dressage Show at Donida Farms

### **Muckleshoot adds Innovative Treatment Option for Opioid Addiction**

**SUBLOCADE** for opioid addiction is the first once-monthly extended-release form of buprenorphine. Buprenorphine is the same medication that is in Suboxone.

The Muckleshoot Behavioral Health Program and Medical Clinic started prescribing this new innovative medication in April of 2019. It is a once per month injection of buprenorphine. We currently have nine Tribal/Community members on Sublocade.

### **Benefits of Sublocade:**

- You only need to take it once per month.
- It provides a sustained level of medication in the bloodstream throughout the month.
- You cannot divert it (i.e. sell it on the street).
- It blocks the rewarding effects of Opioids.
- People who are on it have a 50% less chance of overdosing if they return to using opiates.

Opioid Addiction is treatable. Muckleshoot Behavioral Health Program and Medical Clinic are at the cutting edge of Medication Assisted Treatment (MAT). We now have three very effective medications to help those seeking recovery (Suboxone, Vivitrol and now Sublocade).

### **Muckleshoot Tribal Member Henry Carranza joins BHP Team- CDP Trainee**

Behavioral Health added another Muckleshoot Tribal member to its team of Chemical Dependency providers. Henry Carranza joined us as a Chemical Dependency Counselor in Training in March of 2019. Henry has been an excellent addition and is already making a big difference in the lives of tribal members seeking help with addiction and substance use.



**Henry Carranza, new Muckleshoot CDPT**

### **OUTLOOK FOR 2020:**

- Expand our harm reduction services for people who are still active in their addiction. This includes outreach to engage active users, needle exchange programs, and residential services.
- Collaborate with the University of Washington to develop a Native specific IOP curriculum for suicide prevention.
- Refine our psychiatric services to reduce wait times to see providers.
- Develop culturally informed interventions in collaboration with the Muckleshoot Culture Department.
- Develop wilderness/outdoor programming utilizing Tribal Lands and trails for youth and young adults. Providing these services in the wilderness enables youth to learn about their ancestral lands and obtain skills in a natural environment. The program would consist of experiential learning, team building, healthy communication for both youth and family as well as being culturally driven.
- Continued expansion of our Recovery Coaching and Native Community Helpers initiatives to train more community members in responding to addiction and suicide related crises.

### **Muckleshoot Behavioral Health After-Hours Response**

The Muckleshoot Behavioral Health Program (BHP) has partnered with **Crisis Connections** for after-hours, holiday and weekend crisis coverage, so that clients can get immediate support and assistance if in crisis and BHP is closed. Clients, who call BHP at the main number **(253) 804-8752**, when it is closed, will have the option to remain on the line and be connected to the Crisis Connections hotline for assistance. Clients can also call the Crisis Connections hotline number directly, at **(866) 427-4747**, if they prefer. Crisis Connections specializes in providing high quality telephonic support to de-escalate and soothe callers in crisis.

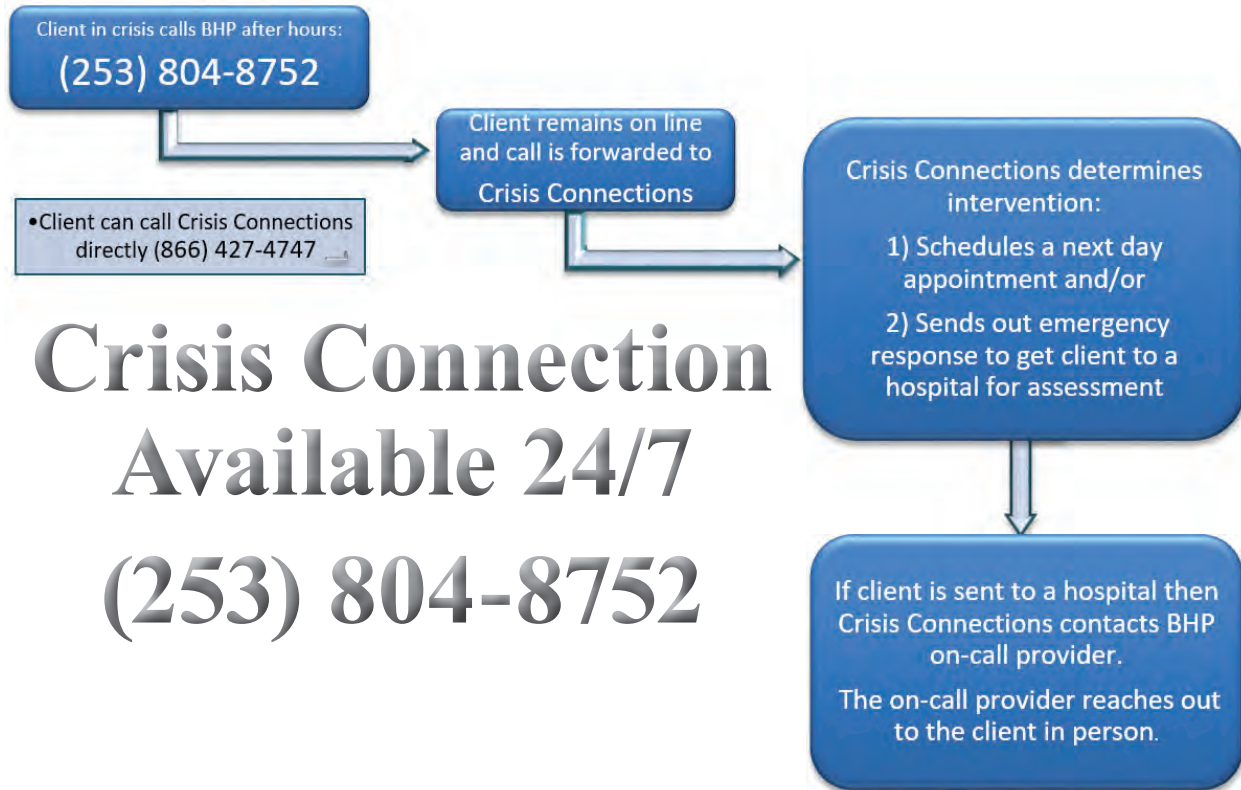
Crisis Connections, formerly known as Crisis Clinic, was founded in 1964. It is one of the oldest Crisis Lines in the nation, and home to five programs focused on serving the emotional and physical needs of individuals across Washington State. These programs include the 24-Hour Crisis Line, King County 2-1-1, Teen Link, WA Recovery Help Line and WA Warm Line. With over 400 trained volunteers and experienced staff, Crisis Connections provides support, resources and certified training for King County and other communities statewide. For more information go to [www.crisisconnections.org](http://www.crisisconnections.org)



**BHP Outreach Staff: Cece Freeman, Henry Miller, Nathaniel Anton, and Lucille Martin (Missing in this picture is Olivia Ho, our Youth Outreach Advocate)**

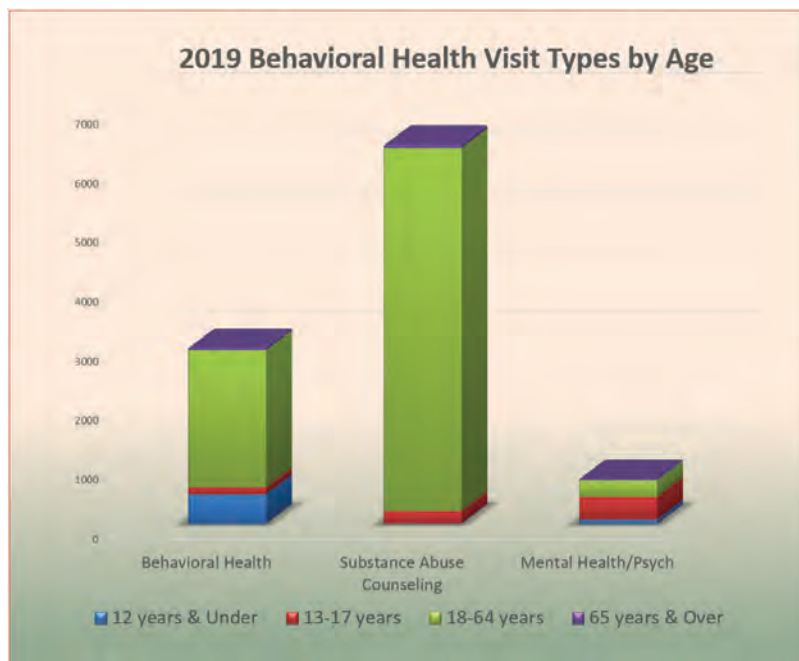


Our partnership will enable Crisis Connections to do a number of things including, provide bridge support for the caller until they are able to see their therapist, as well as offer clients who need to be seen right away an appointment at BHP for the next business day. If Crisis Connections is unable to safely resolve the client’s crisis on the telephone, they will contact emergency responders and notify the on-call BHP therapist. For example, if the client is suicidal, in imminent danger and requires hospitalization, emergency responders will be sent out and a BHP therapist will be contacted so they can reach out to the client in person.



**Behavioral Health’s Outreach Team Expanded Hours and Services**

Behavioral Health’s Outreach Team added two new workers and expanded its hours of operation. Muckleshoot Tribal members, Lucille Martin and Nathaniel Anton, will work evening shifts and weekends to help us meet the behavioral health needs of tribal and community members. This enhances our services allowing us to do various things such as transporting clients to inpatient facilities on weekends, delivering Narcan to active drug users, educating first responders in the community on overdose awareness and intervention, expanding our needle exchange hours, and providing support outside of typical business hours.





*Youth participant at Donida Farms*



*Healing Dinner Celebrating Families- Sita Daws, CDP and Dave McLeod, CDP Supervisor*



*FYS kayaking the Salish Sea – Outdoor Adventure Camp II*



*Summer Equine Intensive Curriculum*



*Outdoor Adventure Camp*





**FYS Outdoor Adventure Camp I**



**Food for thought...Oh no! This little rescue pig is a beloved BHP service animal.**



**Summer Equine Intensive Circle**

***“When we are working with the horse, we are working spirit to spirit.”***

**—Student at Nueta Hidtsa Sahnish College**



**Camp Long Canoe**



**The Gray Barn Open Fridays 1-3 pm**



**Annual Black Diamond Camp 2019**



# Medical Clinic

**PERSON IN CHARGE:** Jake Bergstrom, MD, Medical Director

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 939-6648

**INFO EMAIL:** HWC@muckleshoot-health.com

**PROGRAM DESCRIPTION:** The medical clinic provides outpatient primary care services, pediatric specialty care and daily urgent care services. Selected specialty care services are provided onsite including OB/GYN, Ear/Nose/Throat, and nephrology (kidney health) services.

## **SERVICES PROVIDED:**

- Primary care (family medicine)
- Daily urgent care/acute care services
- Full lab and X-ray services (excluding spine imaging)
- Family planning and services to expectant mothers
- Osteopathic manipulative therapy (OMT)
- Massage Therapy (MT)
- Addiction medicine services, including medication-assisted treatment
- Ears, Nose and Throat services (contracted)
- Obstetrics and Gynecology services (women's health) (contracted)
- Nephrology Services (kidney health)
- WIC services provided through Seattle-King County Public Health



## HIGHLIGHTS OF 2019:

### Physical Medicine and Rehabilitation & Physical Therapy (PT)

Added Dr. Mark Tomski part-time, a board certified physical medicine and rehab specialist who is skilled in the hands-on treatment of pain and musculoskeletal restrictions, particularly utilizing Osteopathic Medicine.

Added Celeste Misko a full-time, board certified physical therapist who treats all types of orthopedic conditions including back and neck injuries, shoulder injuries, surgical rehabilitation, and injured athletes.

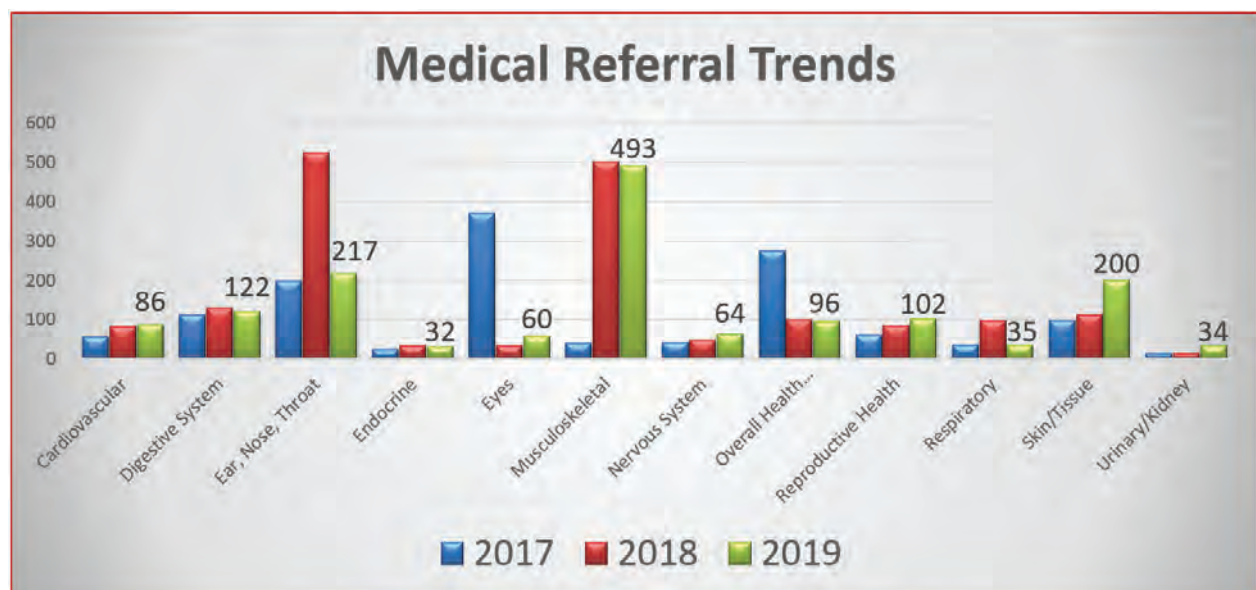
Physical Therapy treatment may include exercise to aid in movement, stretching, strengthening, conditioning, balance training, sport specific training, pool therapy, manual therapy (soft tissue or joint mobilizations, active and passive range of motion), and modalities (electrical stimulation, ultrasound, cold, heat and paraffin bath) as needed. Physical Therapy can be utilized after an accident, before and after a surgery, after a stroke, after a traumatic brain injury, and after any type of illness that leads to deficits in movement. Physical Therapy is a good way to get moving again.

### Obstetrics Program

Added a pregnancy and labor support program which helps support expectant and post-partum parents prior to and after their child's birth.

## OUTLOOK FOR 2020:

- Expand osteopathic care to our Tribal community
- Expand medical provider visits to homebound patients
- Continue to expand our pregnancy and labor support program





*Celeste Misko, P.T. & Mark Tomski, M.D.*



*MELA's visit to the Medical Clinic*



*HWC Team helping as greeters at the 2019 Elders Luncheon*



## Community Health Program

**PERSON IN CHARGE:** Jeremy Pangelinan, Clinic Manager

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 939-6648

**INFO EMAIL:** [HWC@muckleshoot-health.com](mailto:HWC@muckleshoot-health.com)

**PROGRAM DESCRIPTION:** The Muckleshoot Community Health Program focuses on assisting our Tribal members and community with various outreach and educational services. Our program staff includes Community Health Representatives (CHR), Diabetes Registered Nurse, Registered Dietician, and Medical Social Worker.

### **SERVICES PROVIDED:**

- Community health education offered through individual Tribal programs and on-site community health fairs
- Limited transportation for non-emergency medical, dental, optical and specialty medically related appointments

- Medical case management
- Comprehensive nutrition and diabetes education and prevention

**HIGHLIGHTS OF 2019:**

- Integrated nutrition education into Muckleshoot Family & Youth Services 4-H Program
- Worked with the Muckleshoot Culture Program to integrate culturally relevant education and activities in 2019 annual diabetes fair



**Colet Bennet, DM RN and James Hampton, MD (Diabetes Team Members)**

- Continued collaboration with the Muckleshoot Early Learning Academy to complete annual health screenings

**OUTLOOK FOR 2020:**

- Work together with the Muckleshoot Elders Program to promote healthy lifestyle
- Reach out to homeless on the reservation to provide support and safety education
- Expand community health education through outreach and community events



**Seahawks Crew in Medical and Community Health**



## Optical Clinic

**PERSON IN CHARGE:** Jeremy Pangelinan, Clinic Manager

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 735-2020

**INFO EMAIL:** HWC@muckleshoot-health.com

**PROGRAM DESCRIPTION:** The Optical Clinic provides optical exams and diagnostic evaluations, diabetic retinal screening, eyewear and glasses/contact fittings.

### SERVICES PROVIDED:

- Comprehensive Eye Exams and patient education related to eye conditions
- Diagnose and treat eye related glaucoma, diabetic retinopathy, macular degeneration and chronic dry eye
- Assist patients with eyeglasses and contact lenses

### HIGHLIGHTS OF 2019:

- Continue to expand variety of high quality and designer eye hardware (glasses)
- Decreased turnaround time for eye hardware with the use of the in-house lens edger
- Increased benefits to CHS eligible adult patients to allow annual eye hardware replacement, with antireflective coating to all glasses.

### OUTLOOK FOR 2020:

- Purchase new equipment (Optos California) for retinal imaging to help optometrist discover, diagnose, document and treat serious ocular conditions, which may otherwise go undetected during traditional examinations. The Optos image can be used in place of **DILATION** for many of our young healthy patients.



**Welcome to Optical! Danyelle Sarabia, Erica Smith, Dr. Steven Park, Missy Brown**



**Eye hardware adjustment**



## Dental Clinic

**PERSON IN CHARGE:** Kristy Kenyon, Dental Clinic Manager

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE NUMBER:** (253) 939-2131

**INFO EMAIL:** Kristy.Kenyon@muckleshoot-health.com

**PROGRAM DESCRIPTION:** MIT Dental Clinic's mission is to make a positive difference in the lives of children, youth, and adults of the MIT community by offering the highest state-of-the-art and quality dental care in a warm, friendly environment.



## SERVICES PROVIDED:

- Preventive Care (child and adult cleanings, routine exams, sealants and fluoride application)
- Emergency Services (treatment of tooth pain)
- Composite Restorations (white fillings)
- Endodontics (root canals)
- Crown and Bridge restorations (porcelain or gold “caps”)
- Oral Surgery (tooth extraction, referral may be needed)
- Implant (permanent placement of missing teeth, referral needed)
- Removable Prosthodontics (dentures and partial dentures)
- Periodontics (treatment of gum disease)
- Orthodontics (Braces, referral needed)

## HIGHLIGHTS OF 2019:

- Expansion of our Hygiene Department with the addition of two Registered Dental Hygienists, which increases our available preventive appointments and outreach efforts.
- 2019 Dental Outreach included bi-annual screenings at MELA, Healthy Snacks & Home Care demo at the Tribal School, Career Day, screening at MCDC, MELA Career Day Visit at HWC, Pow Wow Events, Baby Group home care demo with parents, and Back to School Screenings.
- New Denturist, Marv Huber was added to our Dental Team. Marv has brought a higher quality in function and appearance to our dentures and partial dentures.

## OUTLOOK FOR 2020:

- Increase community dental outreach to Elders.
- Continue to increase dental outreach to children.
- Inspire Tribal Members to consider a career in the dental field.



**Marv Huber,  
Denturist**



**New Dental Hygienists –  
Jamie Woods and Michele  
Cross**



**Future MIT Dentists!**



**Healthy Snack Event - Dental Home Care**



# Pharmacy

**PERSON IN CHARGE:** Matt Berg, PharmD, Pharmacy Manager

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 333-3618

**INFO EMAIL:** matt.berg@muckleshoot-health.com

**PROGRAM DESCRIPTION:** The HWC Pharmacy works directly with Medical, Behavioral Health, and Elders In-Home Support Services for medication therapy management and supplies for HWC patients. 90% of the pharmacy medications dispensed are ordered from HWC providers.

## SERVICES PROVIDED:

- Medication Reviews (counseling to manage complex medication regimens)
- Medication Education (new start medication teaching)
- Diabetes Training (teaching for insulin and blood glucose testing)
- Smoking Cessation (discussing options and starting nicotine products)
- Customized Packaging (bubble packaging options for special needs clients)
- Durable Medical Equipment (walkers, wheelchairs, crutches and other supplies)
- Medication Compounding (customized medication liquids and pain gels)

## HIGHLIGHTS OF 2019:

### Drug Take-Back and Medication Disposal

The convenient drop-box kiosk in the HWC Pharmacy lobby is available for proper disposal of unused or unwanted medications. In the past year, over 250 gallons of unwanted medications have been safely destroyed. Our medication drop-box helps keep medications out of the environment and our salmon habitat safe. This also protects the entire community from misuse, overdose, and accidental ingestion, especially children.

### Opiate Prescription Reduction

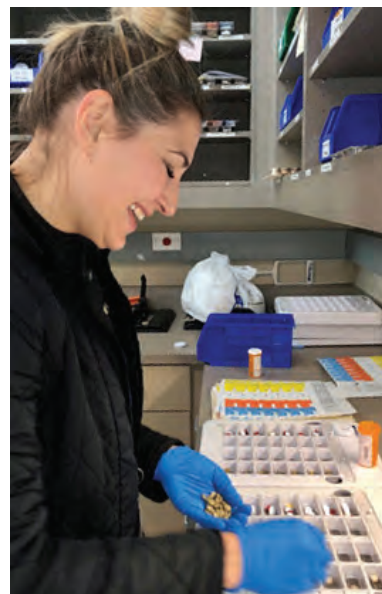
The HWC Pharmacy has continued to help reduce opiate prescriptions in 2019. Opiate prescribing volume has decreased nearly 10% compared to 2018. This is the third consecutive year of reductions, and represents a substantial increase in safety for the community.

### Customized Drug Packaging

The pharmacy has expanded its bubble packaging program for Tribal Elders and clients with special needs. This customized packaging makes medication adherence easier for both clients and caregivers.

## OUTLOOK FOR 2020:

Going forward into 2020, the HWC Pharmacy will gain additional staffing to help expand current services and improve patient care and convenience for the Tribe.



***We take "Bubble Packing" seriously***



***Drug Disposal Kiosk - Toss unwanted medications safely!***



# MindCare Clinic

**PERSON IN CHARGE:** Bella Townsend, MindCare Clinic Manager

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 876-6965

**INFO EMAIL:** HWC@muckleshoot-health.com

**PROGRAM DESCRIPTION:** The MindCare Clinic is a new state of the art program that utilizes progressive technologies to increase brain health and functioning, reduce stress, treat symptoms and promote mental wellness. Services are tailored to each individual's unique brain health needs and are relaxing, safe and medication-free.

## SERVICES PROVIDED:

- Neurofeedback is a cutting edge treatment that works by optimizing each person's naturally occurring brainwave patterns. Treatment is tailored to each individual and is highly effective.
- PEMF is an advanced energy-focused treatment mat utilizing naturally occurring magnetic fields that stimulate healing energy and relaxation to restore healthy communication pathways in the body.
- Nexalin is a progressive treatment that works by creating a gentle healing wave frequency to effectively balance and help the brain to self-regulate which improves brain functioning.

## HIGHLIGHTS OF 2019:

The program opened in June of 2019 and has had a very successful beginning.

## OUTLOOK FOR 2020:

As a program committed to brain health, we look forward to continuing to help the Community towards their brain health and wellness goals throughout this upcoming year.



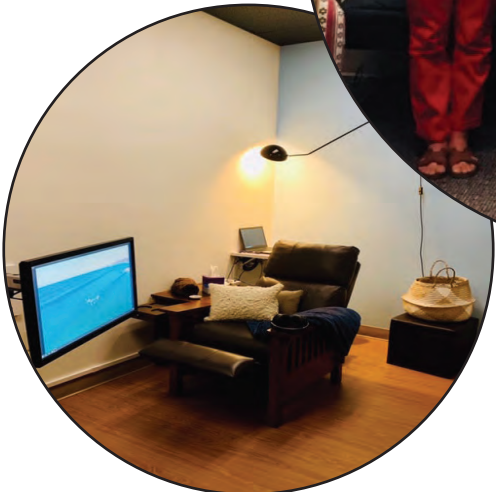
**NEUROFEEDBACK**



**PEMF**



**NEXALIN**





# Muckleshoot Elders In-Home Support Services (MEIHSS)

**PERSONS IN CHARGE:** Eve Austin, MEIHSS Director , Reese Ponyahquaptewa, MEIHSS Assistant Director

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 876-3042 & (253) 285-4087

**INFO EMAIL:** HWC@muckleshoot-health.com

**PROGRAM DESCRIPTION:** MEIHSS strives to offer excellent culturally relevant in-home health care and community-based social services to individuals and families of the Muckleshoot Indian Tribe and community. We are a home care, home health care service hybrid. This program supports the highest quality of living for the aging of Muckleshoot Tribe.

The purpose of the Elders In-Home Support Services Program (“the Program”) is to help qualifying elders reside and remain safely in their homes by assisting them with essential activities of daily living. If this is no longer an option, we provide bridge services within the community and work closely with elders to ensure they are supported and transition back to a home environment as safely as possible. A qualifying elder, based upon assessment may receive assistance with personal care/hygiene, cooking, cleaning, laundry, grocery shopping, mobility, nursing services and social services.

## **SERVICES PROVIDED:**

- Professional Nursing Case Management Oversight
- Medical Social Services
- Elder and Vulnerable Adult tailored Care Plans
- Assistance with ADL’s (Activities of Daily Living): Ambulation/Positioning after transfers, Dressing, Grooming, Bathing, Personal Hygiene, Toileting, Meal Preparation, Essential Shopping, Light housework, Laundry, Medication Reminders, Transport to and from Medical Appointments, Wound Care, End of Life Support

## **HIGHLIGHTS OF 2019:**

- **Home Care Agency Audit and Reimbursement**  
In April MEIHSS passed its first Washington State Audit as a newly licensed Home Care Agency, allowing MEIHSS to get reimbursed for home care services from the State. This is essential to MEIHSS increasing its ability to be self-supporting, saving tax fund dollars and to provide quality services for years to come.
- **Culturally Appropriate In-House Staff Training for Home Health Aides**  
MEIHSS Certified Trainer and additional support staff became official State trainers for the “75 Hour Home Care Aide” required course. Bringing the class on-site is cost saving and a source of revenue for the Tribe, as the state pays for every successfully trained caregiver. MEIHSS also added culturally specific training information beyond the state requirements, now called “Savvy Caregiver in Native Country.”

MEIHSS also hosted a canning course for elders and caregivers last fall, with plans to continue cooking classes for caregivers.

- **CNA Joint Training Initiative with Muckleshoot Tribal College**  
Tribal members, community members, and MEIHSS Caregivers can opt to obtain a CNA Certificate through a joint effort between Muckleshoot Tribal College, Renton Technical College and MEIHSS.

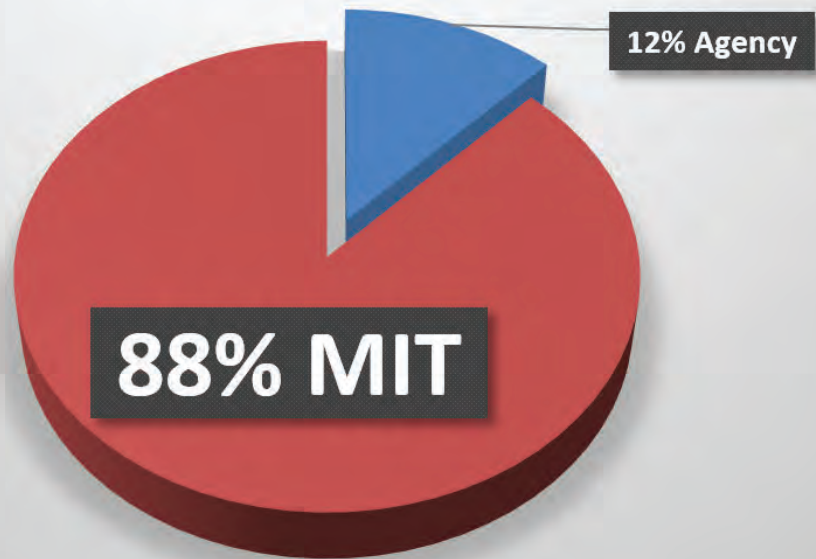
**MEIHSS is the largest Tribally-Owned and Operated In-Home Care Agency** of our kind in Washington State. We believe our program to be a model for Indigenous Elder health in a Reservation setting. We are already working with other Tribe's in our State to share our experience and successes.

- **State Reimbursement for Non-Emergency Medical Transport**  
MEIHSS and MIT Transportation continue working on the non-emergent medical transportation reimbursement system to support the community and gain Washington State reimbursement to save Tax Fund Dollars.
- **Caring for the Vulnerable Adult Population**  
Although MEIHSS primary supports Elders, the Tribe also provides funds to support Vulnerable Adults with significant medical issues. Once accepted into the program, they are able to utilize any service provided by MEIHSS.
- **Three Week Post-Hospitalization Care**  
The MEIHSS 3-week post-hospitalization program continued through 2019. This program works with local hospitals and skilled nursing facilities on transitioning clients from a hospital to a community setting. This support includes up to 3 weeks of caregiver services and other MEIHSS services. This short-term program supports the elders and their families, as they regain independence following a stay in a medical facility.
- **Transitioning out Agency Care in Favor of MIT Employed Caregivers**  
In order to sustain services, MEIHSS continues to phase out external agency contracts, reducing to total Agency contracts by 68%. Now, 88% of In-Home service hours are paid to MIT employed Caregivers.
- **Increased Transportation Fleet**  
MEIHSS now has the ability to accommodate the medical transports needed for elders within the program.
- **Approved Nurse Delegation Contract**  
Muckleshoot Indian Tribe is the first to request and gain Nurse Delegation contract for our elders. This means MEIHSS will be able to re-capture funds for all the nurse delegated training provided to our caregivers in the field to ensure elders get the best quality care.

#### **OUTLOOK FOR 2020:**

- Increase the number of high quality professional MIT caregivers, while reducing the need for outside agency caregiving.
- Further engagement of the elder's own family members for help covering shifts. This pays homage to the traditional ways and allows more wisdom to pass from generation to generation.
- Increase educational opportunities for caregivers via the Tribal College and internal programming.

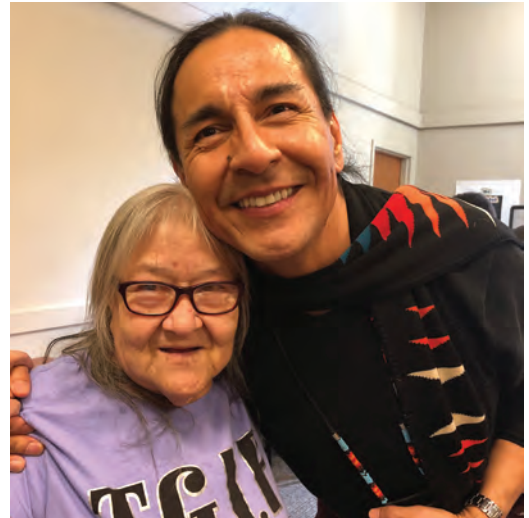
# 88% of In-Home Service hours are paid to MIT Employee Caregivers



*Eve Austin, Pam Oldenkamp, Janet Hanson, Jenny Pund, Shana Cathey, Jackie Carey, Brenda Ward*



**MEIHSS Fun Aquatics Activities - Lorraine Moses**



**Marlene Cross, Raven Heavy-Runner**



**Elder's Fall Retreat: Reese Ponyahquaptewa, Pam Oldenkamp, Feather Lewis, Brenda Ward**



**HCA 75-HR Caregiver Certification On-Site Training: Alex Moses, Benson Kinyanjui, Catrianna Juarez, Jackie Carey (Trainer)**





# Muckleshoot HWC - Wellness Center

**PERSON IN CHARGE:** Caryn Avila, Wellness Center Manager

**LOCATION:** Health and Wellness Bldg. 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

**INFO PHONE:** (253) 939-3616

**INFO EMAIL:** caryn.avila@mucklsehoot-health.com

**PROGRAM DESCRIPTION:** The Muckleshoot Wellness Center was built by Muckleshoot for Muckleshoot Tribal Members and their guests in 2005 and has since continually undergone facility improvements and service enhancements. Our goal is to help Members on their path to wellness, providing the best trainers, equipment and amenities.

We would like to thank the Health Committee for all of their support in helping our team have the tools we need to help our family stay healthy. Whether it is equipment or education of the staff, we appreciate the support.

## SERVICES PROVIDED:

- **Childcare for HWC:** Our Childcare facility is open to care for children of parents who are working out or if you have a medical or other health-related appointment in the Health division.
- **Personal Training Sessions:** We have a team of 5 certified Personal Trainers to help you attain your fitness goals. All Muckleshoot Tribal Members receive services at no cost.
- **Aquatics:** The Muckleshoot aquatics facility has four beautiful saltwater pools to meet all member needs. In 2020, Aquatics will expand to include an outdoor Splash Pad for the Members. The Therapy pool is kept at 91.5 degrees for the Classic Rockers. We also offer swimming lessons for all ages.
- **Paddles Up Café:** The café is undergoing a major remodel. When completed it will offer, hot and cold sub sandwiches, pizzas, breakfast sandwiches, salads soups, smoothies, and espresso. We worked with the Culture Department to name the Café and create the logo. Tyson Simmons created the art.
- **Outdoor Fitness Space:** Created in the summer of 2019, this space is a family fitness area with seasonal vegetable beds connecting nutrition and fitness. How we fuel our bodies makes a big difference in our energy levels and quality of life. The raised garden beds and beanpole teepee help children understand the connection of food as medicine and fuel. This space was designed for families to workout together in the fresh air.
- **Cardio and Weight rooms:** Designed to give each Member the equipment they need to complete a full-body circuit.

## Meet the Staff

**Personal Trainers:** Shane WhiteEagle, Clayton Menzel, Antoine Jansen, Alighah Elkins, Caryn Avila

**Lifeguards:** William Nelson, Lead Lifeguard, Amelia Merrill Swim Instructor, Lifeguards, Eddie Tapia, Tifanee Leeper, Shane WhiteEagle, Jackson Ross, Andrade West, Clayton Menzel, Tony Jansen, Alighah Elkins, Caryn Avila

**Wellness Coordinators:** Allison Hernandez, Nina Heddrick, Joseph James Katalina Aldana, Gloria Simmons, Jackson Ross, Andrade West,

**Support Services:** JoJo Allen

## HIGHLIGHTS OF 2019:

- January 2019 kicked off the biggest loser competition. Amy Castaneda was the overall winner.
- We work with Education YDP and Recreation year-round to support their programs in any way we can. From swimming lessons to late night, we offer the building and the staff to help support the other departments.
- The Running Club started in the summer and continues. All are welcome.
- We work with the Pow Wow Committee to provide a place for the Muckleshoot guests to shower during the summer Pow Wow's.
- The Wellness Center supports the Events Committee by hosting the New Year's Eve All Night Event. We provide the building and some staff and the Events Committee does the rest.
- Wellness Hosts a Fun Run at the community Day at Tomanamus. The run takes place in this historic setting that is very meaningful for our family. The trail system in Tomanamus was once used by the warriors to seek help during the treaty wars.
- Wellness Hosted the Third annual Salmon Jam, The Salmon Jam is a basketball tournament that is funded by the smoking cessation fund to educate youth about the dangers of smoking and vaping. This is a two day tournament for 11-13 year olds and 14 -17 year old bracket. The entry fee is to bring new toys that are given to Mary Bridge Hospital for the children who are receiving care there. Kids helping Kids another great take away from the two day event. Wellness Staff, Recreation Staff and Events staff all come together to make this a great experience.

## OUTLOOK FOR 2020:

- With the addition of the new features we anticipate being very busy serving our community. The Splash Pad will be open from Memorial Day through Labor Day annually. Tyson Simmons and Keith Stevenson created the art for the splash pad giving it a cultural feel. The Café will give everyone more food options close to home for Breakfast lunch and dinner.
- More fitness classes with outside class options utilizing the Outdoor fitness space.
- Work with MEHISS to create more opportunities for Elders to come and use their facility, with water aerobics classes, seated yoga, seated Fun and games mobility classes.



***Salmon Jam Basketball Tournament***



**Wellness Staff CPR Training**



**Running Group**



**Joseph James- Wellness**



**Wellness Staff: Tony Jansen, Shane WhiteEagle, Alighah Elkins, Clayton Menzel**

# Muckleshoot Health & Wellness Center Hours

DEPARTMENT:	PHONE:	HOURS:
<b>Behavioral Health</b> Mental Health & Chemical Dependency BH Crisis Connection (24/7)	(253) 804-8752 (866) 427-4747	8:00am – 5:00pm Available 24/7
<b>Community Health/CHR's</b>	(253) 939-6648	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>Dental Clinic</b>	(253) 939-2131	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>Family &amp; Youth BH Services</b> Youth Mental Health & Chemical Dependency	(253) 333-3605	8:00am – 6:00pm
<b>Medical Clinic</b>	(253) 939-6648	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>MEIHSS</b> Elders In-Home Support Services	(253) 876-3050	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>MindCare</b>	(253) 876-6965	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>Optical Clinic</b>	(253) 735-2020	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>Pharmacy</b>	(253) 333-3618	8:00am – 6:00pm 5-6pm, outside pickup only
<b>Purchase Referred Care (PRC)</b> CHS Purchase Orders	(253) 333-3650	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>Recovery House</b>	(253) 333-3629	Office open
<b>Registration Department</b>	(253) 939-6648	8:00am – 5:00pm Closed Lunch: 12:00p-1:00p
<b>Wellness Center</b>	(253) 333-3616	
<b>Gym Hours</b>	Monday – Friday	6:00am – 9:00pm
	Saturday	8:00am – 5:00pm
<b>Pool Hours</b>	Monday – Friday	6:00am – 8:30pm
	Saturday	8:00am – 4:30pm
<b>WIC Office</b>	(253) 939-6648 Thursdays ONLY	8:00am – 4:30pm Closed Lunch: 12:00p-1:00p

**\*\*\* ALL DEPARTMENTS ARE CLOSED ON SUNDAYS \*\*\***



# Muckleshoot Housing Authority



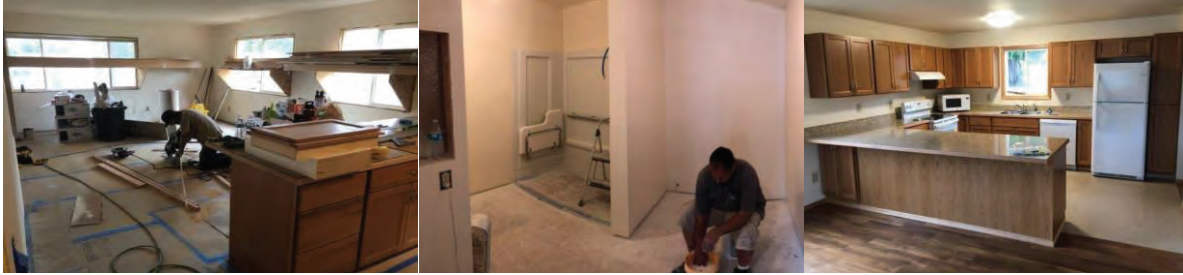
Ama Tuato'o, Executive Director  
38037 158<sup>th</sup> Ave. S.E., Auburn, WA 98092  
(253) 833-7616  
Ama.tuato@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The Muckleshoot Housing Authority provides housing and financial services to the community.

## ***Services Provided & 2019 Highlights:***

**RENTAL HOUSING – The Tribe manages 305 rental homes (including 18 Lifetime Estates) located within or near the Reservation. This program offers reasonable rent to Tribal member households based on family income. Highlights for 2019 include:**

- The Tribe purchased 3 new rental properties in the Greentree Condominium Community.
- The Tribe installed fencing and a new secured entry gate system at the Greentree Condominium Community.
- Housing closed out the final ICDBG Grant of \$500,000 used to renovate homes in Skopabsh and Cedar Village. Highlights include:
  - 10 units were renovated to include new siding, doors, windows, cabinets, countertops, and LVP flooring.
  - 2 units were made accessible for disabled residents.
  - 5 new efficient heat pump HVAC were installed eliminating electric wall heaters.
  - 10 roofs were replaced.
  - Created new employment and on-job training



**ICDBG GRANT REHABILITATIONS:** MHA employees renovating homes in Skopabsh Village.



**TRIBE FUNDED RENOVATIONS:** The Tribe has provided funding for the improvements of existing MHA rental homes located on or near the Reservation.

- The Tribe provided funding to complete major renovations of MHA managed rental homes. 7 rental properties were completely updated and are now occupied. 3 homes are currently in progress and will be ready soon for occupancy.
- 37 families were moved into units managed by the Muckleshoot Housing Authority.

**HOUSING STABILIZATION PROGRAM** – Housing Stabilization Program is available to assist Tribal Members with securing rental opportunities with private landlords. This program specifically assists with the move-in fees including first month’s rent, security deposit, and last month’s rent if required at the time of move-in. A total of 20 members have been provided move-in assistance in 2019.

**HOUSING VOUCHER ASSISTANCE** – The Tribe offers Voucher assistance to eligible members. Participants receive a monthly rent subsidy paid directly to their landlord based on their household size and income. A total of 25 members were assisted in 2019.

Voucher assistance is also available for families in recovery. This program provides Voucher Assistance to individuals and families meeting specific criteria on a referral basis from Behavioral Health and Muckleshoot Child & Family Services. There is also emergent housing assistance for survivors of domestic violence. This program provides voucher assistance to individuals and families meeting specific criteria on a referral basis from Behavioral Health. A total of 6 households were assisted in 2019

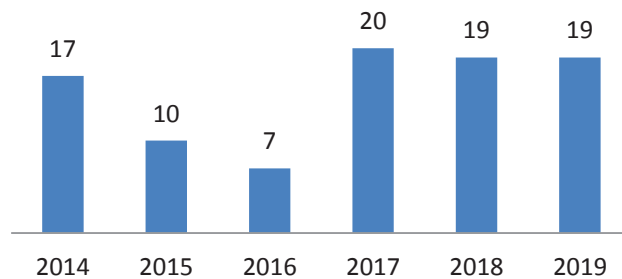


**ELDER, DISABLED & VETERAN HOUSING – NEW CONSTRUCTION:** The Tribe provides for the construction of stick-built homes for eligible elder, disabled and Veteran members with qualifying land situations.

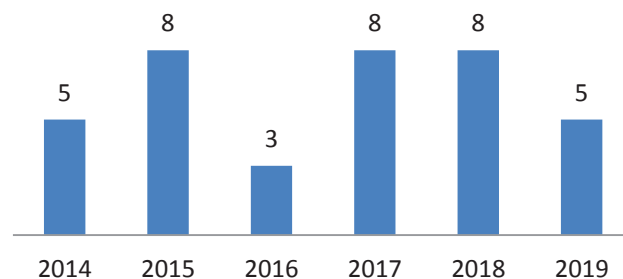
**ELDER, DISABLED & VETERAN HOUSING – MORTGAGE ASSISTANCE:** The Tribe provides funding for the pay down or payoff of eligible elder, disabled, and Veteran members current mortgages in lieu of new construction. The maximum payoff is based on the average costs incurred to build new construction homes.

**ELDER, DISABLED & VETERAN HOUSING – INSURANCE ASSISTANCE:** New in 2019, the Tribe now assists eligible elder, disabled, and Veteran members with annual homeowner insurance costs. 100 households have been provided assistance.

**New Home Construction**



**Mortgage Assistance**



**GRANT ASSISTANCE FOR DOWN PAYMENTS AND HOME REPAIRS AND IMPROVEMENTS:** The Tribe provides \$90,000 in assistance for Tribal members to purchase and maintain their homes. These funds can be used for down payment on a new home or to make cost effective home improvements and renovations.

- In 2019, Housing has completed 480 Grant projects.
- In 2019, 3.3 million has been disbursed for Grant related homeownership projects. \$850,000 of this amount was specifically for down payment assistance.

**HOUSING LOAN PROGRAM:** The Tribe continues to offer 1% interest home loans to qualified Tribal members within a 30-mile radius of the former tribal hall chimney (39015 172<sup>nd</sup> Ave. S.E., Auburn, WA 98092). Loan amounts are based on the applicant's financial status and funding is available for the following activities:

- Construction of new single-family housing on fee land, tribal land, or individual allotted Trust land.
- Purchase of existing new or used stick-built or modular homes.
- Refinancing of existing single-family homes occupied by the owner.
- Rehabilitation and renovation of existing stick-built or modular homes.
- Purchase of buildable lots or real property which must be used to construct a dwelling unit to be used as the borrower's primary residence.
- In 2019, the Home Loan Program introduced a stream-lined equity loan for improving or renovating homes currently funded through the program.
- In 2019, Housing is servicing 200 mortgages.
- In 2019, Housing processed 41 home loans:
  - 7 Mortgage Refinances
  - 2 Home Equity Loans for Renovations
  - 27 New Home Purchases
  - 5 New Construction Home Loans

**INDIVIDUAL DEVELOPMENT ACCOUNT (IDA):** The IDA program is designed to build assets by saving towards a targeted amount to be used for home ownership, post-secondary education, transportation for employment, collection payoff, and pay down of existing auto loans.

Participants are required to open a savings account with an approved financial institution and make recurring monthly deposits for no less than six months. The funds are matched dollar for dollar up to a maximum of \$5 to \$1, depending on the guidelines of the specific program. Once participants have met their financial goal, funds are provided directly to the lending institution or creditor for purchase or down payment of the specific savings goal.

- In 2019, housing had 31 participants and 28 received match funding.

**TRIBAL CREDIT PROGRAM:** Muckleshoot Housing Authority's Tribal Credit Program is designed to help tribal members establish or repair their personal credit, consolidate and reduce existing debt balances, pay off debt balances with high interest rates, and purchase motor vehicles. The program aims to improve the social and economic status of the individual tribal members in the program. Loan types currently include:

- Secured – Maximum Loan Amount: \$70,000 – Uses: Automobile, Motorcycle, Recreational Vehicle, Boat or other marine vessel.
- Unsecured – Maximum Loan Amount: \$20,000 – Uses: Debt Consolidation, Boat Repair, Auto Repair, Furniture, Other Goods and Services with Loan Committee Approval.
- Combined Loan Maximum: \$90,000
- 2019 New Tribal Credit Loans: 84





**HOMEBUYER COUNSELING AND TRAINING:** Muckleshoot Housing Authority provides advice and counseling to tribal members who need assistance with new home purchases or loan refinancing. Housing continues to offer the Muckleshoot Money Skills for Life to the community. This full day education class touches on budgeting, credit, big ticket purchases, financial planning, investments, etc. Housing also provides frequent Homebuyers Training and Understanding Your Credit Courses. 2019 Attendance:

- Home Buyers Training: 69
- Money Skills: 129
- Understanding Your Credit : 88

**RESIDENT OPPORTUNITIES SELF-SUFFICIENCY “ROSS” GRANT:** Muckleshoot Housing Authority was successful in their application for the competitive ROSS Grant. This has provided funding to hire a Resident Services Coordinator who is available to assist the community with various needs including housing, employment, Social Security etc. Housing’s Resident Services Coordinator has established a comprehensive database of resources and has created a “Good Neighbor” training course designed for individuals renting homes.





## Human Resources

**NAME OF PERSON IN CHARGE:** Peter Hixon, Human Resources Director

**LOCATION:** Human Resources, 39015-K 172<sup>nd</sup> Ave SE, Auburn, WA

**INFO PHONE:** 253-939-3311

**INFO EMAIL:** [humanresourcesdepartment@muckleshoot.nsn.us](mailto:humanresourcesdepartment@muckleshoot.nsn.us)

**PROGRAM DESCRIPTION:** Human Resources provides various services to the Muckleshoot Tribal Members, tribal community, our employees, applicants, and clientele that we have the pleasure of welcoming within our doors.

### **SERVICES PROVIDED:**

- Recruiting-We work diligently to recruit and employ Muckleshoot Tribal Members, Community Members, and others looking to serve within the Muckleshoot Tribal Government in both permanent and temporary capacities.
- Benefits-We work to administer and maintain various employee benefits programs including, but not limited to medical, dental, vision, 401k, life insurance, FSA, voluntary benefits, EAP and leave administration.
- Employee Relations-We also serve to ensure that every person who contacts MIT or is employed in our workforce is treated with compassion, respect and empathy while clearly communicating our workplace standards and obligations.
- Human Resource Information Systems (HRIS)-We are the main administrator of data management and entry into our information systems and tools which in turn, allows us to better administer critical information and data related to employment and HR-related functions.
- Training and Development-We are the developers and administrators of primary, required, and essential training and development programs within the Tribal Government.
- Compensation-We develop and maintain the Tribe's compensation philosophy and programs affecting the tribal workforce.

### **HIGHLIGHTS OF 2019:**

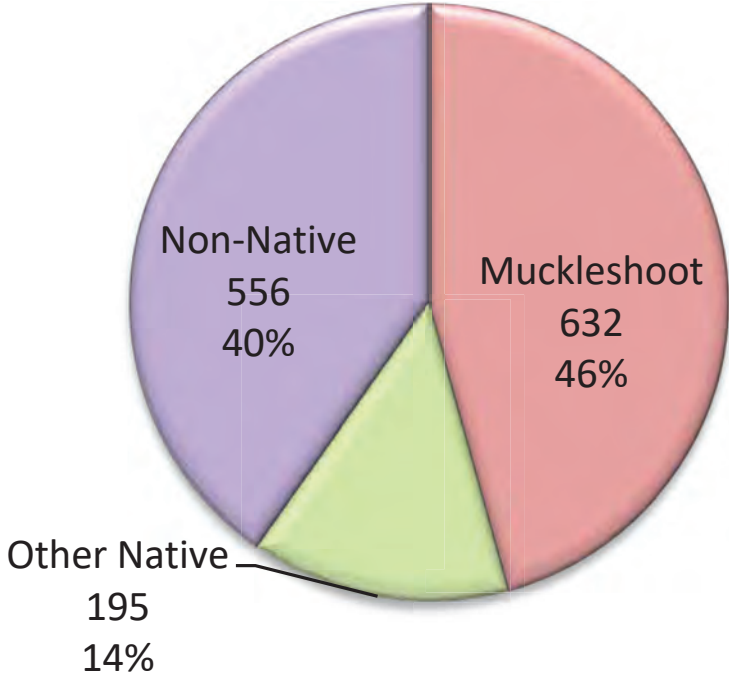
- Begun updating and implementation of Recruiting Management, Performance Management, Learning Management, and Compensation Management within our HRIS/ADP systems.
- Implemented new compensation plan

- Updated Recruiting and Personnel Committee guidelines
- Continued work and partnership on Tribal College Pre-Apprentice Advisory Board
- Began recruiting and implementation of Executive Management Training (EMT) Program
- Continued work and development of the Career Development Program (CDP) for Tribal Members
- Re-started MIT Manager training after significant hiatus

**OUTLOOK FOR 2020:**

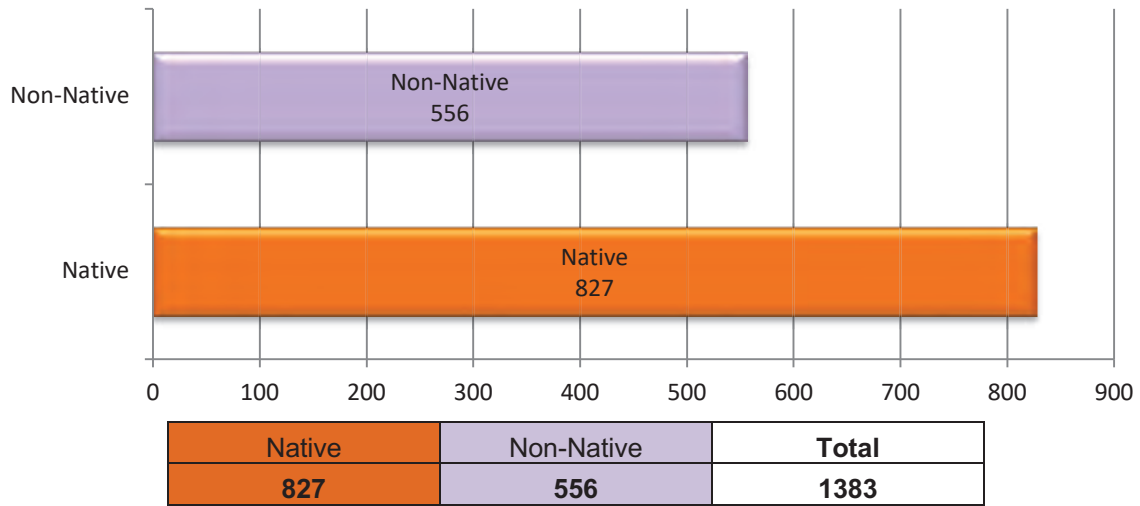
- Begin updating and implementation of Benefits Management and Succession Management within our HRIS/ADP systems
- Implement new changes from ADP upgrades
- Begin updating HR filing systems
- Continue creation and adaptation of employee onboarding processes
- Expand MIT Manager training
- Begin Executive Management Training

**Currently Employed-All Gov. Emp.'s  
(Total 1383-Regular and Temp. Employees)**

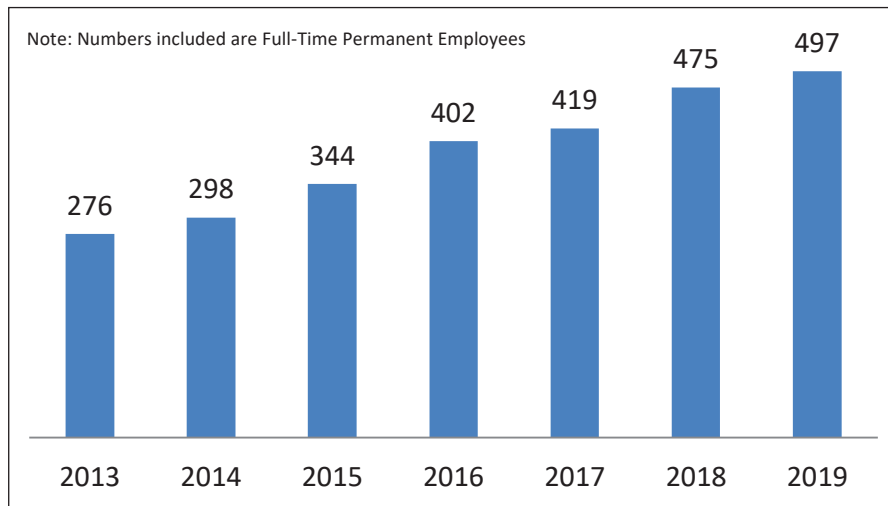


Muckleshoot	Other Native	Non-Native	Total
632	195	556	1383

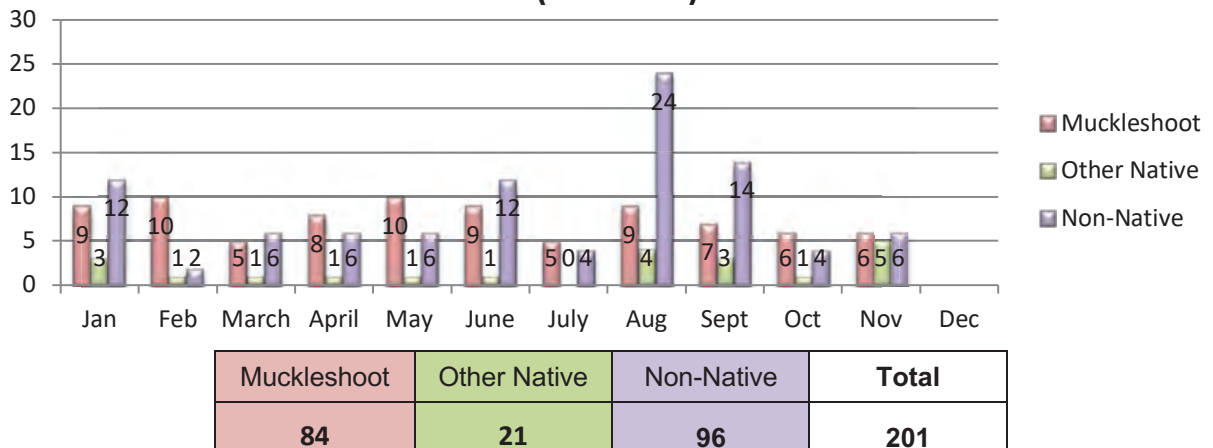
**Currently Employed-All Gov. Emp.'s by Tribal Affil.  
(Total 1383)**



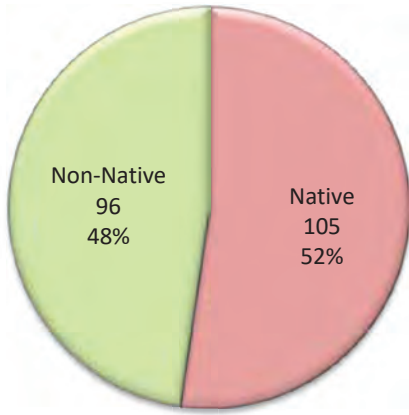
**Muckleshoot Tribal Members Employed by MIT Government  
(2013 - 2019)**



**Tribal Gov. New Hires Jan.-Nov. 2019  
(Total 201)**

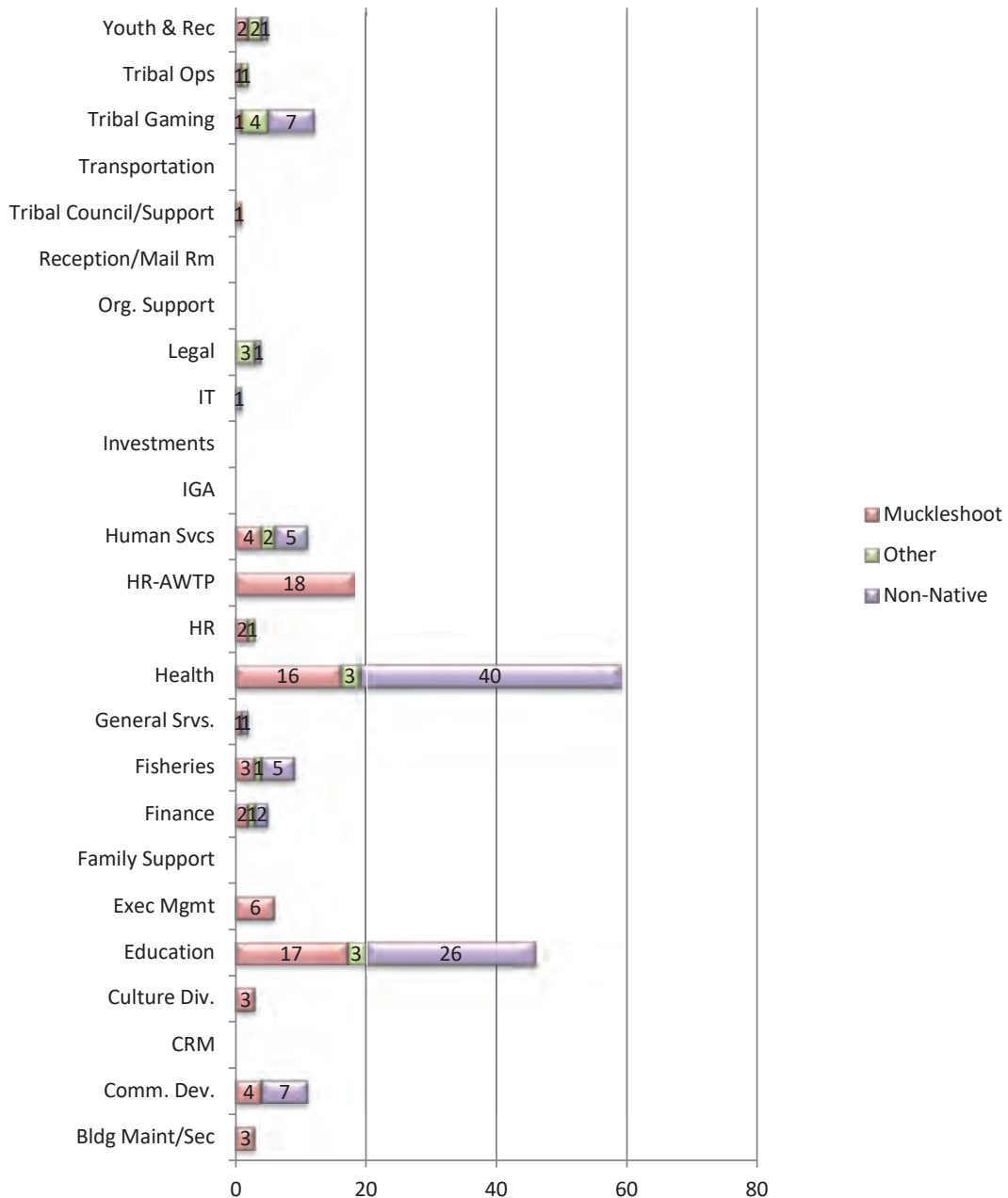


### Tribal Gov. New Hires by Tribal Affil. Jan.-Nov. 2019 (Total 201)



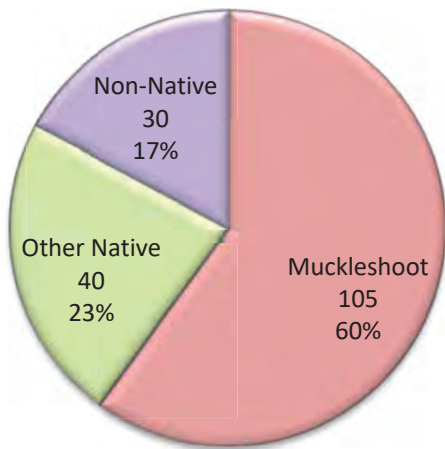
Native	Non-Native	Total
105	96	201

### New Hires by Dept. Jan.-Nov. 2019 (Total 201)



<b>New Hires by Jan.-Nov. 2019</b>		<b>Muckleshoot</b>	<b>Other</b>	<b>Non-Native</b>
<b>Total</b>	<b>201</b>	<b>84</b>	<b>21</b>	<b>96</b>
Bldg Maint/Sec		3		
Comm. Dev.		4		7
CRM				
Culture Div.		3		
Education		17	3	26
Exec Mgmt		6		
Family Support				
Finance		2	1	2
Fisheries		3	1	5
General Svcs.		1		1
Health		16	3	40
HR		2	1	
HR-AWTP		18		
Human Svcs		4	2	5
IGA				
Investments				
IT				1
Legal			3	1
Org. Support				
Reception/Mail Rm				
Tribal Council/Support		1		
Transportation				
Tribal Gaming		1	4	7
Tribal Ops		1	1	
Youth & Rec		2	2	1

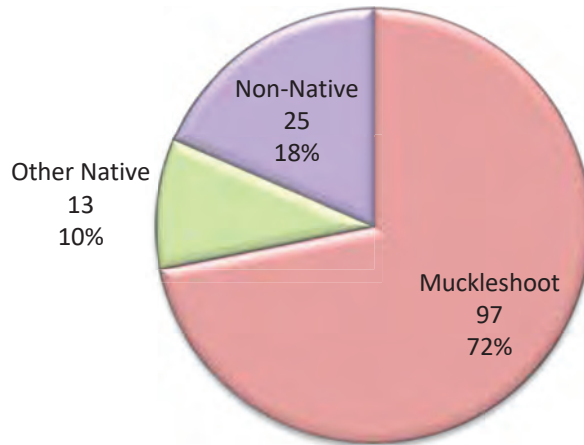
**MIT Government  
Temporary Hires Jan.-Nov. 2019  
(Total 175)**



Current Temp. Employees	Temp Hires Total
<b>Total Temp. Hires</b>	<b>175</b>
Muckleshoot	105
Other Native	40
Non-Native	30

**MIT Government  
Promotions/Transfers Jan.-Nov. 2019  
Total (135)**

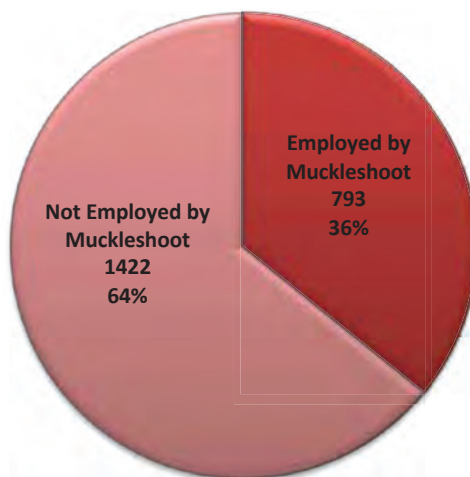
Jan.-Nov. 2019 Transfers	Count
<b>Total</b>	<b>135</b>
Muckleshoot	97
Other Native	13
Non-Native	25



Data as of 12/04/2019

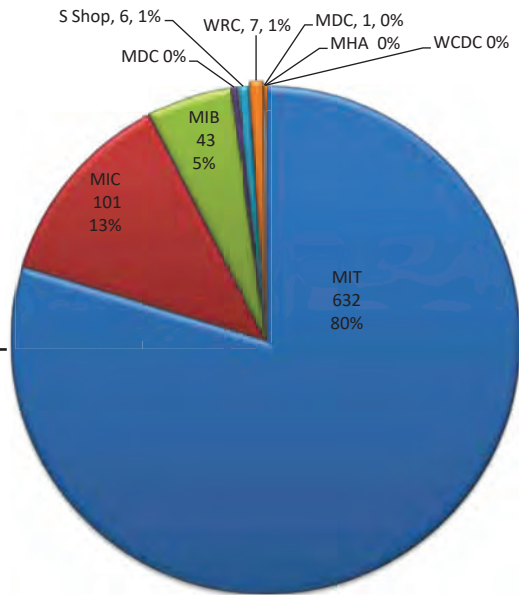
	Employed by Muckleshoot	Not Employed by Muckleshoot	Total
<b>Ages 14 to 84</b>	793	1422	2215

**Muckleshoot Tribal Workforce Employed by Muckleshoot**



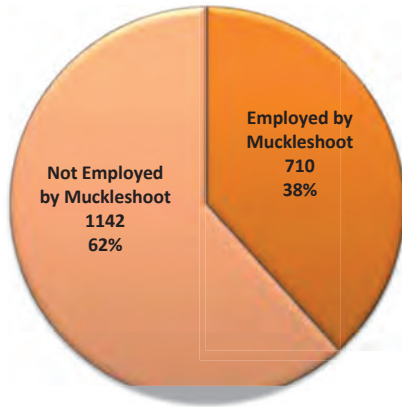
**Currently Employed -  
All Muckleshoot Employees  
(Ages 14 to 84)**

	Employed by by Muckleshoot	Not Employed by Muckleshoot	Total
<b>Ages</b>			
<b>18 to 65</b>	<b>710</b>	<b>1142</b>	<b>1852</b>



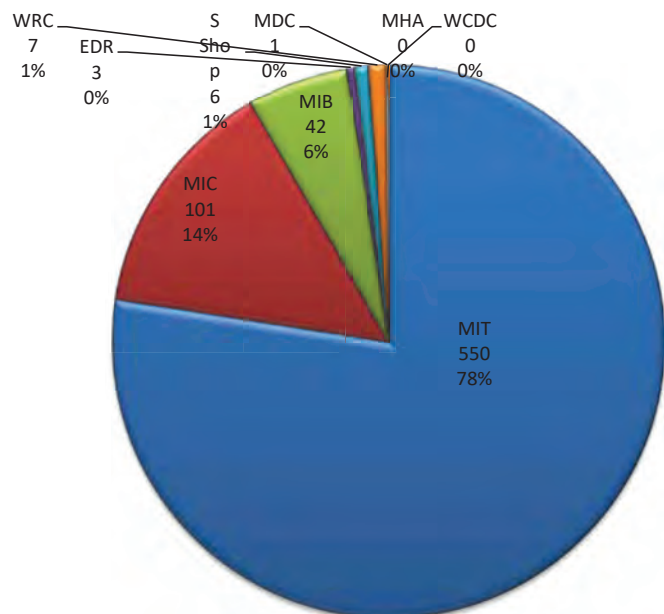
**Tribal Employees Demographically**

MIT	MIC	MIB	EDR	S Shop	WRC	MDC	MHA	WCDC	Total
632	101	43	3	6	7	1	0	0	793



**Muckleshoot Tribal Workforce Employed  
by Muckleshoot**

**Ages 18 to 65**



**Currently Employed -  
All Muckleshoot Employees  
(Ages 18 to 65)**

**Tribal Employees Demographically**

MIT	MIC	MIB	EDR	S Shop	WRC	MDC	MHA	WCDC	Total
550	101	42	3	6	7	1	0	0	710





# Intergovernmental Affairs

## TEAM MEMBERS:

Madrienne White, Public & Government Relations Manager  
Claudia Kauffman, IGA Liaison  
Leo LaClair Sr., IGA Specialist  
Sean Daniels, Admin Specialist

**LOCATION:** Philip Starr Building



*Chairman Jason Elkins, Vice-Chair Donny Stevenson and Councilmembers Mike Jerry Sr. and Jessica Garcia Jones with U.S. Senator Patty Murray, D-Washington.*

**PROGRAM DESCRIPTION:** The Intergovernmental Affairs Department (IGA) endeavors to support and facilitate the Muckleshoot Tribal Council’s federal, state, and local government legislative agendas. Our office pursues and helps maintain government to government relationships between the Tribal Council the state, local municipalities, and federal agencies.

We resolve to cultivate and nourish relations with these governments to establish or preserve tribal consultation, partnerships, and networks that mutually benefit the Tribe as well as our state and local community.

Our office also administrates the Tribe’s public relations efforts. IGA organizes and executes community engagement activities, educational projects,

communications, and outreach efforts to our local communities of color, community partners, local resource providers, and community at large.

In addition, the IGA department also manages and administrates the Muckleshoot charitable donations program. Staff reports to the charity committee quarterly and makes recommendations for funding. The committee makes hundreds of annual charity fund approvals, adding to approximately \$1million a year.

**HIGHLIGHTS FOR 2019:** Below are some 2019 highlights of department activities. \*This does not encompass all the activities of IGA.

## Government:

**ADVOCACY.** At the federal, state, local, levels, staff, lobbyists, and consultants worked together with Tribal Council to advance the Tribe’s legislative agendas. Key items included:

- **Federal** – Secured new modulars for the Tribal School from the BIA, advocated for public safety and encouraged congressional delegations to pass laws protecting vulnerable populations, including bills recognizing Missing Murdered and Indigenous Women.
- **State** – Advocated for an increase in funding for teacher training and maintenance for Since Time Immemorial Curriculum at the agency and legislative levels. Staff worked with state agencies to promote the establishment of MIT license plates, and worked for improvements, protections, and preservation of natural resources, i.e. water and salmon habitat.

- **Local** – We helped facilitate the signing of an updated MOU with the City of Seattle’s mayor, Jenny Durkan. We are currently working on establishing a similar MOU with Pierce County Executive, Bruce Dammeier. These MOUs work to maintain agreements or establish policy to work together on issues affecting our Usual and Accustomed Territory.

## Public Relations:

**COMMUNITY OUTREACH.** Our department participates in a number of boards, meetings, gatherings, rally’s, and other informational and social receptions throughout the year. These efforts ensure we’re connecting with and maintaining solid relationships with elected officials, local communities of color, tribal officials, and other key networks.

The intent and objective of these activities is to educate the public on tribal history and community, while also establishing or cultivating relationships with our non-tribal neighbors. Board activities, community partnerships and communication efforts in 2019 included but are not limited to the Seattle Art Museum, YMCA of Auburn and Greater Seattle, United Indians of All Tribes, University of Washington, Native Action Network, International Drop In Center, Rainier Avenue Radio, and many more.

Staff continues collaboration with adjacent School districts providing students, faculty, and staff with educational opportunities and activities. Staff presented at multiple assemblies, sharing Native American and MIT history and culture.

**CHARITY FUND.** The Muckleshoot Charity Fund provides hundreds of monetary donations annually to local bona fide non-profits, churches, and schools. In 2019 our office continued to administrate and manage the Charity Fund. Our team continued providing written and verbal correspondence with applicants, generated recommendations for and reported to the Muckleshoot Charity Fund committee, and attended various MCF sponsored events.

## Outlook for the Coming Year

2020 will be a busy legislative year, be on the watch for voter registration and Get Out the Vote activities. We also see new opportunities to expand our capacity and maintain current positions of influence in areas of communications, public policy, social networks, and charity fund partners.

We look forward to preserving our current partnerships and seek to bridge communication and leverage educational opportunities to additional networks, which provide the Muckleshoot Indian tribe with meaningful allies, advocates, and supporters.



*Tribal Council members meeting with U.S. Senator Maria Cantwell during a busy Washington, DC lobbying trip.*



# Muckleshoot Language Program

**PERSON IN CHARGE:** Eileen Richardson

**LOCATION:** Beige Modular next to HR

**INFO PHONE:** 253-876-3306

**INFO EMAIL:** [Language@muckleshoot.nsn.us](mailto:Language@muckleshoot.nsn.us)



## **PROGRAM DESCRIPTION:**

- Muckleshoot Language
- Apprentices -1
- Teachers Tribal Certified – 1
- Teachers Tribal & State Certified 8
- Elder Teacher

## **SERVICES PROVIDED:** Language Teachers are teaching in the following areas:

- Muckleshoot Early Learning Academy (Birth to Five)
- Muckleshoot Child Development Center (Birth to Twelve)
- Muckleshoot Tribal School (Elementary & Middle School)
- Elders Program
- Culture Program
- Muckleshoot Tribal College and Northwest Indian College site based classes
- Weekly Community Classes
- Weekly Classes at Behavioral Health Program

## **HIGHLIGHTS OF 2019:**

- Dual Language Grant – Office of Superintendent of Public Instruction (OSPI); through this grant materials were developed and printed for classroom use throughout MIT Education Division i.e.; Calendar set up, feelings chart & flash cards, Take Care of Yourself book, animal flash cards, daily phrases posters for classroom use, colors in the shape of large color crayons and more.
- Muckleshoot & Southern Lushootseed Language Song CD (available at Language Program)
- Language teachers participated in three day onsite training with Indigenous Language Institute.
- Participated in Highline Community College Indigenous People's Day.
- Participated in WA State Fair Indigenous People's Day.
- Annual Tomanamus Community Day.
- Participated in Chief Sealth High School's Indigenous People's Day Assembly.
- Program Teacher Morgan Sohappy made three designs for the Muckleshoot Tribal College, designed and built the Little Free Library (Outside of Muckleshoot Health & Wellness Center), made a design for the Health & Wellness Center along with two drums, and a design for a diabetes awareness meeting.



# Muckleshoot Market & Deli

LOCATION: 2802 Auburn Way S, Auburn, WA 98092

PHONE: (253) 876-3302

HOURS: Open 24 Hours

## SALES REPORT FOR THE YEAR 2019

### MIT Gas Station Average Gas Price

- ❖ 2018 \$2.99 ↑
- ❖ 2019 \$3.12 ↑

### MIT Gas Station Fuel Sales

- ❖ 2018 \$7,675,904.00 ↑
- ❖ 2019 \$8,660,094.00 ↑

### MIT Gas Station Customer Count

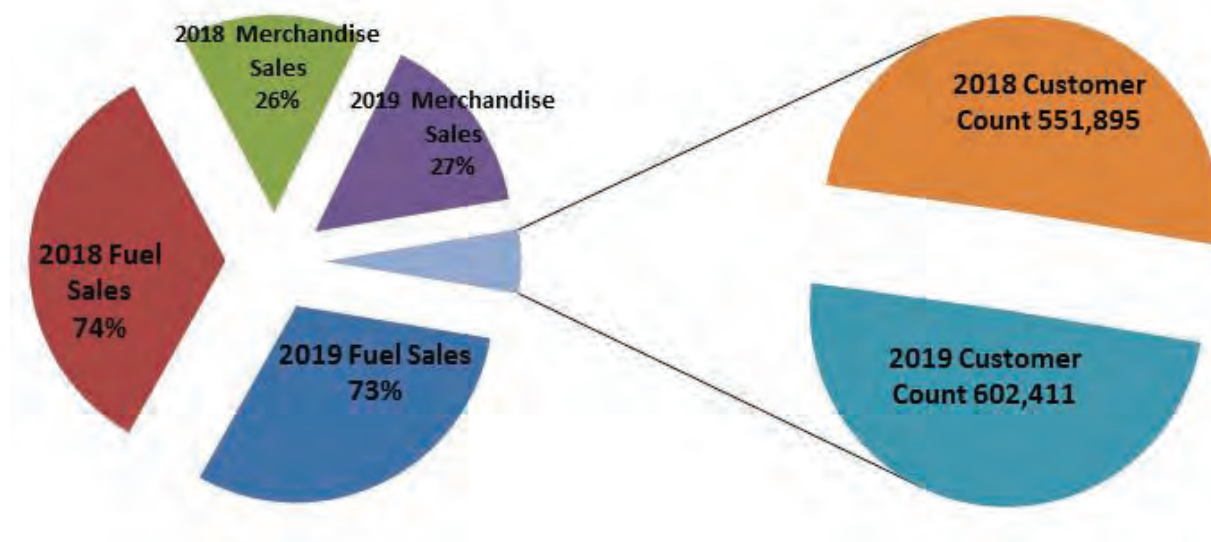
- ❖ 2018 551,895 ↑
- ❖ 2019 602,411 ↑

### MIT Gas Station Merchandise Sales

- ❖ 2018 \$2,751,754.93 ↑
- ❖ 2019 \$3,185,301.64 ↑



The **2019** year for the MIT Gas Station has greatly increased in fuel sales as well as merchandise sales compared to **2018**. During the **2019** year the Muckleshoot Market & Deli has made a great effort to give customers a better shopping experience by opening up the store layout to allow for better traffic flow inside the store. While maintaining competitive pricing we have seen almost **50,000** more customers than what we had in **2018**. We have also saved tribal members **\$375,516.74** in fuel sales this year. I believe this trend to continue into **2020** and we should have increases both in fuel sales, merchandise sales, and an increase in revenue.





# Muckleshoot Seafood Products



**PERSON IN CHARGE:** Eric Soderman, Director  
**LOCATION:** 1st Ave – Stanley Moses Marina  
**PHONE:** 206-396-4870

**PROGRAM DESCRIPTION:** MSP performs fish buying services to MIT Fishers for Fisheries in multiple locations. MSP is a key supplier to the Muckleshoot Casino and services other Tribal programs and businesses as well.

**SERVICES PROVIDED IN 2019:**

- MSP performed Fisher support dock operations that included labor, ice, totes, trucking and payments to Fisher’s. MSP staff was also quick to lend fishers help whenever needed.
- MSP oversaw the processing, sales and distribution of both fresh and frozen salmon that were purchased from MIT Fishers. Fresh Muckleshoot King and Coho Salmon were sold into several cities around the USA.
- MSP supported MIT Fisheries to meet sampling and other needs throughout all Fisheries and material support was provided to MIT Fishers who fished the Puyallup White Rivers this year.
- MSP provided Totes, Ice and Trucking to support Keta Creek Hatchery surplus/carcass sales to the processor of hatchery grade salmon.
- MSP purchased, warehoused, distributed, and oversaw all administration of the dozens of seafood and food items (both fresh and frozen) primarily to the Muckleshoot Casino but has also made these same products available to other Tribal programs, businesses and many Tribal Members.
- MSP maintains or coordinates the improvements and repairs to the Ice house, cranes, lifts and dock. The purpose is to ensure that the equipment and work area are in working order for one fisher to work on a boat up to full in season dock operations.
- During the installation of the new dock this year MSP coordinated with and assisted with the onsite contractors on a daily basis.



# Planning Department

**PERSON IN CHARGE:** Krongthip Sangkapreecha

**LOCATION:** Philip Starr Building, 39015 172nd Ave. SE

**INFO PHONE NUMBER:** (253) 876-3329

**INFO EMAIL:** ktsang@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The mission of Tribal Planning Department is to lead in the development of plans, policies and procedures pertaining to all aspects of community growth and development. The Tribal Planning Department's vision is to provide quality planning and implementation as well as administer existing policies and procedures fairly and accurately.

The Planning Department's functions are comprised of land use planning, zoning code administration, land use, building and subdivision permitting, GIS mapping and data management, and payment distribution for huckleberries and blackberries.

The Planning Department also coordinates with other Tribal departments and governmental agencies on comprehensive long-range land use and transportation planning, growth management, infrastructure planning, economic development, environmental protection, and code enforcement of the Nuisance and Zoning Codes. We also provide logistical and administrative support to the Planning Commission.

## **SERVICES PROVIDED:**

- Provide land and resource development review services, analysis of environmental health, infrastructure, and public policy issues, and geographic information systems (GIS) support and analysis to assess site suitability, priority and development for the Tribe and Reservation community.
- Provide land use analysis, prepare staff reports, and make presentations of proposed Land Use and Building Applications and Subdivision Plats, as well as make recommendations to Planning Commission for decision making (approval or denial). Applications and permits include: building, clearing and grading, utility installation, subdivision plats, and building demolition and asbestos abatement.
- Perform inspection services for building and land use permits on the Reservation.
- Communicate and coordinate with other Tribal departments and other governmental agencies for existing and proposed projects.
- Conduct research and review various technical reports and study of different subjects to support policy decisions.
- Organize and facilitate Technical Advisory Committee and Community meetings to gather input and comments for Comprehensive Plan and Village Design Plan preparation and Land Use Code making.
- Provide staff support to the Planning Commission. Administrative functions include the scheduling of meetings, preparation of agendas, posting hearing notices, organizing and facilitating Planning Commission meetings, and preparation of minutes.
- Prepare a Long-Range Strategic Planning including Comprehensive Plan Phase I or Village Plan, and Land Use Code Rewrite.
- Conduct inspections and investigations of code enforcement complaints and incidents as well as assisting community members with the abatement processes on the Reservation.

**HIGHLIGHTS OF 2019:** This report provides a summary of the department's most recent accomplishments, as well as notes the excellent development that occurred in the past 12 months. Of major accomplishments in 2019, a few standouts include completing Village Plan or Comprehensive Plan phase I and crafting a Recreational Vehicle Code and Variance Code.

**Long-Range Planning:** The Planning Department's flagship planning project has been the development of a Comprehensive Land Use Plan Phase I or Village Sub-area Plan. This Plan is intended to establish long-term guidance for land use in the neighborhood in terms of location, character, and extent of future development. The Plan focuses on the future locations of Tribal housing, governmental facilities, neighborhood stores, parks and recreational areas, and walkability on the core area of the Muckleshoot Indian Reservation. The Comprehensive Plan is a policy basis for regulations and permitting subdivision of land and the location and construction of public improvements.

During the first six months of 2019, Planning Department provided staff resources to Village Plan or Comprehensive Plan Phase I, which is a community-based planning effort. The Planning team conducted extensive research in order to understand the existing conditions of the neighborhood. Planning Department staff took a lead role on organizing a series of stakeholder interviews and workshops with various departments and community members.

The series of workshops for the Village Plan were held to reflect the community perspective of the Reservation area and craft a vision that will guide the future growth of the area. Tribal community members and various departmental staff participated in these workshops. Participants shared what they valued about the area along with their hopes for the future. Graphic illustrations of three frameworks (including Natural World, Connections, and Cultural World) were presented and used to gain feedback or reflection from the participants.

The Village Plan or Comprehensive Plan phase I includes drawings, maps, and general visions of future conceptual land uses including housing or residential use, public facilities, educational institutes, commercial uses, and parks and trails. With input from the community members and the design expertise of the MIG Architects, the workshop resulted in a vision for the future of the neighborhood. The community recommendations shaped at the workshop were reviewed and refined by the Planning Commission and recommended for adoption by the Tribal Council.

**Permit Activity:** In 2019, a total of 72 building and land use applications were processed, reviewed, and approved. The major projects approved include the MIT 18-story Hotel and new 5-story garage building, three (3) subdivision projects (Allotment 500, 31, and 7 East). Planning staff worked with other Tribal departments to ensure that building plans were consistent with International Building Code and other relevant codes for safety purpose. They also answered building and land use questions, interpreted building, land use principles, planning laws, and inspected building construction for building code compliance.

**RVs Code and Variance Code Drafting:** Legal and Planning staff, working at the direction of the Planning Commission, researched and prepared various versions of draft RV (Recreational Vehicle) Codes for discussion at several workshops. Two community meetings were held during the day and evening to present the draft RVs code language and gather comments and input from the community members regarding using RVs as temporary residences, nuisances related to the RVs, and the code language and requirements. The Planning Commission and staff also held a workshop to draft a Variance Code; this is an ongoing project.

**Drone or Unmanned Aerial Vehicle (UAV) Operation:** Planning staff had trainings in preparing and operating the Delaire UX-11, an airplane-type Drone or Unmanned Aerial Vehicle (UAV) as well as processing data from the drone into mapping software. This UAV is equipped with a 21.4 megapixel camera which will yield high quality and distortion free aerial photo imagery of the Muckleshoot Reservation and adjacent areas.

In an environment like the Reservation which is changing dramatically and rapidly, current and accurate high quality imagery will be invaluable. Our ability to deploy fresh data in a short time frame will also greatly enhance the Tribe's capacity to react to spontaneous natural or human induced incidents, situations, and accidents. Whether an unplanned occurrence is detrimental or beneficial, better information leads to better decisions if time matters, and lives and property hang in the balance.

**Grant Writing:** In March, a grant writing team effort was prepared to pursue King County Million Trees Grant Funds. In May, \$175,000 of the Million Tree grant by King County was awarded to the Tribe on for reforesting cleared urban areas, adding species or structural diversity to urban forest stands, and for general habitat restoration and planting on and off the Reservation. The goal of this project is to plant 8,300 trees in Tribal neighborhoods and the Tomanamus forestry.

**Census Public Outreach:** Since summer of this year, Planning staff have organized and hosted Census Public Outreach booth at various community events to raise awareness of the importance and benefits of answering the 2020 Census questionnaire as well as multiple ways to respond to the Census questionnaire. Planning Department staff also facilitated Tribal preparation for the upcoming 2020 Census as well as coordination with the U.S. Census Bureau and other department staff.

**Code Enforcement:** Code Enforcement is concerned about the public health, safety, wellbeing, and aesthetics of all neighborhoods on the Reservation. Code Enforcement works with community members to resolve issues which impact the quality of life in the Tribal community by enforcing a broad range of public health and safety regulations.

Code Enforcement tasks include inspections of homeless campsites near the casino, illegal dump sites of waste and debris, and abandoned junk vehicles. Emphasis is placed on positive interactions, ordinance education and clear communication to resolve conflicts and achieve lasting positive outcomes. Code Enforcement staff work to protect and promote safe and sound neighborhoods, making the Reservation not only a desirable place to live and work, but also a memorable place to visit.

**Archiving:** Planning staff has been working on the digitization of all archived paper application packages, technical documents, permits, and engineering and architectural plans. Our goal is to keep all of our documents in a paperless format on file for quick and easy search and retrieval. Planning staff has also initiated an effort to review and upgrade its vast library of GIS mapping data as well as restructuring its storage methodology. .

#### **OUTLOOK FOR 2020:**

- Building Permit Ordinance Code Update to latest standards (2018 IBC, IRC, IFC...etc.) by July, 2020
- Application Form Update (Building Application, Land Disturbance Activity (LDA), Environmental Assessment (EA) Checklist, Subdivision, Over-the-Counter (OTC), etc.)
- Digitization of archived permits, plans and files
- Event Planning (Earth Day, Census, Workshops, Community Meetings)



- Review of major building & subdivision permits: Pussyfoot Bridge, Casino Resort, MIT Gas Station, etc.
- Zoning Code & Zoning Map Update
- RV Code & Nuisance Code Update
- Subdivision Code & Design Standard Update
- Develop Digital Plan Review Process
- Fill vacant positions & cross train staff
- Code Enforcement: Homeless camp policy, General policy guidance, Homeless camp clean-up, SOPs, Trespass signs, Law and Order Committee cooperation/consultation.
- Public Outreach on 2020 Census Questionnaire Response.
- Planning Commission Bylaws & Planning Program Update
- Million Trees Grant fund implementation
- 50th Anniversary Earth Day Event
- UAV data collection and processing & GIS Role and Responsibilities development
- Highway 18 Off-ramp
- Stormwater management interdepartmental assistance
- Surrounding jurisdiction awareness and interaction

Working with other Tribal departments, Planning provides support and partners on a variety of projects. It's been an exciting year and 2020 offers much to look forward to.





# Preservation Program

**PERSON IN CHARGE:** Melissa Calvert, General Services Director

**LOCATION:** Philip Starr Building

**INFO PHONE NUMBER:** 253-876-3266

**INFO EMAIL:** [Melissa.Calvert@Muckleshoot.nsn.us](mailto:Melissa.Calvert@Muckleshoot.nsn.us)

**PROGRAM DESCRIPTION:** The mission of the Preservation Program is to identify, protect, preserve, document, and manage for past, present, and future generations the spiritual, cultural, and traditional treaty rights, resources, land, and values that are inherent to the sovereign nation known as the Muckleshoot Indian Tribe. To achieve this mission, the Preservation Program Staff and Committee strive to ensure that the history and those lands inherently important to the Tribe are preserved to the fullest extent possible.

With that, the Preservation Program archaeology staff work with other Tribal departments to identify and protect cultural resources before and during construction projects on the Reservation. We survey land that is proposed for development and document any archaeological resources we find. We develop strategies to leave important areas undisturbed, and we collect artifacts that are in harm's way and curate them for future generations to learn from and protect.

We coordinate with the Tribe's Planning, Public Works, Construction and Housing programs to avoid sensitive areas and to monitor construction work once a project begins. Preservation staff also review proposed developments and visit construction projects off of the Reservation, to make sure that developers follow the laws and identify and protect sites important to the Tribe throughout the Tribe's use areas.

In addition, we care for and house collections, including oral histories, family genealogy, newspaper articles, artifacts and other items. Staff also works diligently on education of Tribal members and those outside of the Tribe on the history of the Muckleshoot people.



## SERVICES PROVIDED:

- Archaeological investigations, cultural resources identification;
- Assist with consultation between state and federal agencies and the Tribe;
- Archaeological monitoring during Tribal construction projects;
- Photograph care and duplication;
- Research assistance;
- Family heirloom identification and storage;
- Education of Muckleshoot history.

## HIGHLIGHTS OF 2019:

- Mitchell Courville, the Tribe's Cultural Resources Monitor, monitored construction of over 25 projects on the Reservation. Construction of elders' homes, subdivision and utilities layout, and road improvements were all monitored to ensure that any artifacts present were identified and protected.
- Laura Murphy, the Tribe's Archaeologist, reviewed an average of 75-100 projects per week throughout the Tribe's area of cultural interest this year.
- Warren King George, Historian, performed 15 lectures on MIT History and Culture, 2 park multi-signage projects, 3 traditional plant projects and 1 canoe project.
- The Preservation Program has worked closely with State and Federal agencies this year to provide interpretive information for signage on hiking trail and park projects.
- Preservation Committee and Tribal Council approved over 298 items to be added to the Collection this year;
- Rotating exhibits, planned and designed by Donna Hogerhuis, were displayed in the Philip Starr Building, Elders Complex, and King County Library;
- Program was awarded a grant to start the process for listing Reynolds Farm on the National Register;
- 2020 Calendar was developed by Donna Hogerhuis, with the approval of the Preservation Committee, focusing on Tribal Chairs and Council members over the years.

## OUTLOOK FOR 2020:

- Staff will continue to monitor ground disturbing activities both on and surrounding the Reservation.
- We will continue to educate and add items to the Collection and provide services listed above to Muckleshoot Tribal members.





# Property Acquisitions & Fee Land Management

**PERSON IN CHARGE:** Ken Lewis, Director Property Acquisitions & Fee Land Management

**LOCATION:** 39015-A 172nd Ave SE, Auburn, WA 98092

**PHONE:** (253) 939-3311

**EMAIL:** Ken@muckleshoot.nsn.us

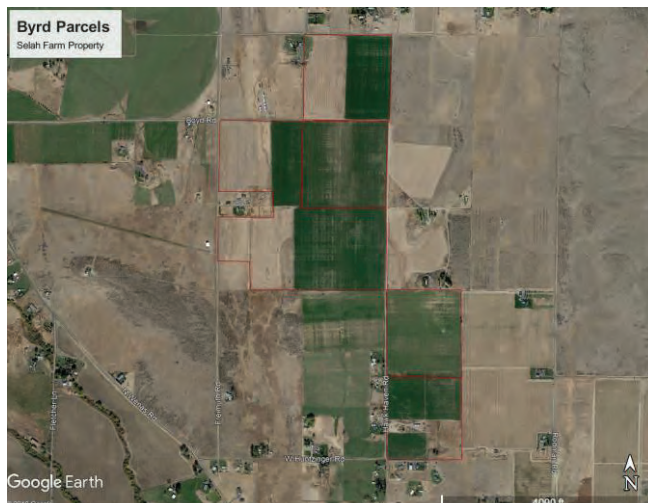
**PROGRAM DESCRIPTION:** This office purchases real property at the direction of the Tribal Council; manages land and properties not assigned to specific programs, including commercial and revenue producing property; and applies to the Department of Interior to place tribally and individually owned fee property into trust. We also track and maintain the Tribe’s inventory list of real estate property owned by the Tribe and assigned to various departments. We provide advisory services other departments regarding the acquisition, use, and management of real property.

**SERVICES PROVIDED:** We acquire land for the Muckleshoot Indian Tribe at the direction of Tribal Council; place land in trust on behalf of the Tribe and individuals; and manage lands and properties not assigned to a specific program.

## HIGHLIGHTS OF 2019:

- Purchased 262 acres of farmland near Yakima for the Wildlife Department (see aerial photo).
- Acquired a 4.80 parcel for Cultural Preservation.
- Purchased 3 Greentree Condo Units.
- The property located at 2801 Auburn Way was placed into trust for the Tribe.
- The land of a Tribal Member was placed into Trust.

**OUTLOOK FOR 2020:** There are currently two Tribal applications pending comprised of 4 total parcels (excluding the 15 parcel Emerald Downs gaming application) and two individual applications. Each application requires several notices to governments and the public, as well as approval from various offices within the Department of the Interior. We will continue to aggressively pursue these applications.



**CURRENT LAND STATISTICS.** The Tribe currently owns 107,427.65 acres of land as follows:

### Fee Land

On Reservation	350.35
Off Reservation	971.65
Forest Land - Off Reservation	105,030.14

### Tribal Trust Land

On Reservation	918.27
Off Reservation	157.24

**Appx Reservation Acreage** 3,924.18



# Public Works

**PERSON IN CHARGE:** Eddy Chu, P.E. Director

**LOCATIONS:**

- **Administration / Water Treatment Plant:** 39620 SE 400<sup>th</sup> Street, Auburn, WA 9809
- **Operation:** 40222 Auburn Way So., Auburn, WA \
- **Solid Waste transfer Station:** 17613 SE 400<sup>th</sup> Street, Auburn, WA

**MAIN PHONE:** 253-876-2975

**EMERGENCY PHONE (24/7):** 253-876-3030

**MAIN EMAIL:** eddy.chu@muckleshoot.nsn.us



**PROGRAM DESCRIPTION:** Public Works provides the following services to the Tribal government as well as to individual tribal members:

- General Site Work
- Solid Waste / Transfer Station
- Firewood
- Ground Maintenance
- Utilities Operation / Engineering
- Utilities Financial Assistance

**SERVICES PROVIDED:**

- Perform all new elders' home sites clearing and grading
- Remove dangerous trees and community cleanup
- Curb side garbage and recycle pickup for all tribal members homes within the Muckleshoot Service area.
- Provide solid waste and recycling services to all Tribal government building including Casino, Smoke Shop and Bingo Hall

- Provide all tribal members home with firewood collected from the tribal forest lands and processed at Public Works yard.
- Deliver processed firewood to all tribal homes within the 30 miles and stack and store
- Provide ground maintenance for all the tribal owned public lands and storm retention ponds and ditches as well as the new developed vacant lots within the reservation
- Operate and maintain the tribally owned drinking water wells and maintain miles of water main distributed throughout the reservation here in King County
- Operate and maintain the sewage collection and pumped through City of Auburn infrastructure to the king County waste water treatment plant in Renton
- Maintain over 100 private septic systems and wells serving the individual member's homes within and around the reservation
- Provide financial assistance to all tribal members residing within the King and Pierce Counties for their monthly water, sewer and garbage bills.

#### **HIGHLIGHTS OF 2019:**

- Public Works opened the new Solid Waste Transfer Station located on 176<sup>th</sup> block of SE 400<sup>th</sup> Street. This over 10,000 Square Feet facility process all the current garbage collected here within the reservation. Beginning in August, 2019, the program replaced the Waste Management and began hauling all the solid waste generated from the Casino, Smoke Shop and the Bing Hall facilities. Based on the last quarter of 2019 billings, the annual billing amount is projected to be around \$600,000 with an additional rebate of around \$40,000.
- The Utilities Financial Assistance program has been added more tribal members to the program and at this time, the number of tribal members served within both King and Pierce Counties has reached over 400 plus at the end of this year.
- During the 2019 Christmas season, Public Works spear headed the first annual Tribal Christmas parade which involves various departments support and with financial donation and participation by a numbers of Private and tribal contractors as well as the King County Sheriff department and their equipment. Over 500 gifts were wrapped and distributed to tribal children who attend the festive event.

#### **OUTLOOK FOR 2020:**

- Expand the current recycling program to be more efficient and more cost effective. This will include the overhauling of all the recycling within the government office buildings.
- Request for Proposal has been sent out to various engineering consultant to begin the pre-design of the new Well #5 system in order to provide the tribe with emergency supplies and redundancy to provide reliability in case of unforeseen situation arises.
- Solicitation for proposal from various architectural / engineering consultants to begin the concept design of the new Public Works Operation Center next to the new Transfer Station and to replace the current depilated facilities and return the real estate to the tribe for a better use of the land.



## Senior Center

**PERSON IN CHARGE:** Alexandra James, Managing Director of Human Services

**LOCATION:** Elder's Complex- 17800 SE 392<sup>nd</sup> ST Auburn, WA

**MAIN PHONE:** (253)876-2888

**MAIN EMAIL:** alex.cruz@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The mission of the Muckleshoot Senior Services Program is to provide nutrition, cultural, and social quality services to Muckleshoot and eligible elders of 50 years of age and older so they can live a healthy & fulfilling life.

### SERVICES PROVIDED:

The Senior Center Staff is dedicated to offering the highest quality of customer service to our Muckleshoot Elders/Seniors and eligible community members. Our efforts include:

- Congregate meals - Elders & Seniors gather together Mon-day through Friday at the Senior Center for lunch.
- Home Delivered Meals - Senior Center staff delivers hot meals to Elders & Seniors Monday through Thursday.
- Chore Services - Service providers go into the Elders & Seniors homes to perform chore services.
- Hospital Visits - Senior Center staff provides transportation to Elders & Seniors who need to visit Elders in the hospital.
- Food Vouchers - Monthly food vouchers for Tribal Elders & Seniors.
- Home Visits - Senior Center staff make home visits and also provide Elders & Seniors transportation to make home visits.
- Transportation - Senior Center staff provides transportation to the grocery store, the doctor's office, the Resource Center and to pay bills.
- Hot weather services - Delivery of bottled water and air conditioning units on dangerously hot summer days.
- Cold weather services - Check in on our Elders, salt, and clear walkways on snow days.
- Elder's fundraisers - Holiday Bazaar, jam made by Elders, year-round silent auction & raffles.
- Firewood Assistance - A bundle of kindling weekly.

## HIGHLIGHTS OF 2019:

- Cedar Weaving Conferences - Transported Elders & Seniors to the conferences.
- Canoe Journey - Transported Elders & Seniors to Lummi Tribe for the Annual Canoe Journey.
- Annual Tribal Luncheon - Senior Program hosted the luncheon at Puyallup fair Grounds
- Trip to Graceland for elders who donated and rose funding for the elder's Program
- Food Vouchers are now on an easy to use card for qualified Muckleshoot Tribal Members
- Thanksgiving Luncheon
- Annual Apple Cider Harvest at Elder's Complex - Local apples



## OUTLOOK FOR 2019:

- Increased events
- Increased participation from Elders







# Student Incentives & Rewards

## PERSON(S) IN CHARGE:

- Sandra Starr- Admin Spec III
- Alexandra James, Managing Director of Human Services

**LOCATION:** Philip Starr Building- 39015 172<sup>nd</sup> Ave SE  
Auburn, WA 98092

**INFO PHONE NUMBER:** (253)876-3278

**INFO EMAIL:** student.incentives@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The Muckleshoot Indian Tribe believes...

- Clearly defined performance expectations promote success of all students as individuals.
- All students can learn and reach their potential with encouragement and support.
- Schools and the community should work together to provide students with positive re- enforcement to encourage attainment of individual educational goals.

Tribal members who meet the eligibility requirements will be supported to the greatest extent possible by the Tribe. Recognition is intended to be in the form of financial as well as non-financial rewards and Incentives to encourage tribal members to achieve the greatest success possible in their K- 12 education.

This Program reflects lessons learned from other governments which have recognized that financial rewards make a difference in retention and completion success rates for students. Examples are:

- **State of Texas-Arlington School District** – High School Completion Program.
- **United States, Department of Education** – Youth Build Grant Program which allows for stipends to be provided to youth in program who remain in school.
- **City of New York / New York Public Schools** – combination of city and private funds pay students enrolled in incentive program who remain in school.
- **State of New Mexico** – provides increasingly larger tuition forgiveness plan for state colleges and universities for each year in high school that students enrolled in the special program meet the benchmarks of the program.

## SERVICES PROVIDED:

**Attendance Reward:** Incentive for those students who do not miss a full day of school

- Reward incentives periods for attendance are both Monthly and Quarterly
- Must provide a copy of the school attendance record for one month or one quarter as appropriate for recognition.

**Honors Reward:** Incentive for students who's GPA is 3.0 or above.

- Reward incentives periods for Honor Roll is Quarterly and Yearly
- Must submit a copy of the grade report or card for the period for which honors is being claimed

**Succeeding in School Reward:** Incentive for students who received recognition from their school. (Examples are a letter or certificate from the teacher or other school official)

- Succeeding in School can be utilized 10 times per school year.
- Student must be nominated by a teacher, counselor or principal at the school at which the student is enrolled.
- Must submit letter or certificate

**School Letter Achievement:** Lettermen's Jacket

- Must provide a copy of the award/recognition certificate

**School Persistence Incentive:** Incentive for students who successfully completed the 10<sup>th</sup> or 11<sup>th</sup> grade by obtaining all credits necessary.

- Must provide proof of completion of 10th or 11th grade, obtained all credits needed

**Special Occasion:** Incentive for students to attend a school dance.

- Must provide proof of event

**Graduation Incentive:** Incentive for graduating Kindergarten, Fifth Grade, Eighth Grade, and Twelfth Grade.

- Graduation Incentive applies to graduating Kindergarten, Fifth Grade, Eighth Grade, and Twelfth Grade.
- Must be scheduled to graduate (or receive certificate of completion) or be promoted from one of the following grades. School official signature is required for verification of anticipated graduation or promotion

**High School Graduation Supplies:** Graduating high school seniors are authorized a total award of up to \$1000 to cover the cost of certain high school graduation expenses. In order to use this incentive the application must include a receipt for the payment of the item being claimed, in which case a reimbursement check will be provided to the individual who made the payment. A vendor's invoice for the cost of the item may also be submitted, in which case a check will be made out to the vendor for the purchase of the item.

The following items may be purchased through this incentive.

- Cap, Gown, and tassel
- Class Ring

- Senior Pictures
- Clothing for Graduation Day
- Graduation Announcements

**Senior Trip:** Incentive of a trip for all Muckleshoot Enrolled graduates who successfully graduate High School.

- The Senior Trip must be taken no more than two years after graduation.
- An enrolled Muckleshoot tribal member who is graduating from high school is authorized to receive a senior trip incentive. The total value of this incentive is not to exceed \$3000.

**Clothing Voucher Program:** The Clothing Program will provide up to \$400 twice a year, to Tribally enrolled Muckleshoot students.

- Must be a enrolled Muckleshoot Tribal Member at the time of the distribution
- Must be 21 years of age and under;
- Parent/Guardian or Student 18 years or older (or 16 years or older if an emancipated minor) certifies the Student is enrolled in Birth to Three, Headstart, MCDC, primary school, secondary school, or is being home schooled.

**KEY DATES TO DOCUMENT:**

**Student Incentives** – September 1<sup>st</sup> to August 31<sup>st</sup>:

- Applications for Student Incentives can be accepted for academic recognition for items that happened within that academic year.
- Senior Trips have two years to be taken.
- Student Incentives can only be authorized to be awarded in the academic year in which they are earned and may not be awarded for academic achievements in prior years.

**Clothing Vouchers**

- Spring Clothing Distribution: January 2<sup>nd</sup>- February 28<sup>th</sup>
- Fall Clothing Distribution: August 1<sup>st</sup>- September 30<sup>th</sup>

**HIGHLIGHTS OF 2019:**

- 1,188 student received back packs
- Clothing Voucher misuse reduced greatly

**OUTLOOK FOR 2020:**

- \$400 Clothing Vouchers; increase of \$100
- Survey to update rewards for children



# Tomanamus Forest

## Muckleshoot Federal Corporation 2019 Major Projects Summary

### **TOMANAMUS COMMUNITY DAY**

Community day occurred October 10 at Medicine Eagle Flats with 1400+ attending. 44 booths representing all facets of the community hosted activities and events. There were a variety of events for kids and adults to reconnect with the forest ecosystem.

This event was capped off by an elk and seafood bake. A newly constructed trail to the river provided rides for Elders to visit the river and see the spawning salmon. The MEF site received a number of upgrades, including two new bridges which allow vehicles to drive the entire loop, a new sign with artwork designed by tribal artist and carver, Keith Stevenson, new posts for the sign and a cover was erected for the cooking area.

### **EDUCATION**

MFC hosted the Muckleshoot Children Development Center (MCDC) students on a forestry field trip Medicine Eagle Flats.

MFC helped in leading activities for the Summer Teacher Institute. Plant materials (cattail, fireweed and nettle) were gathered for hands-on teacher training activities. The Summer Institute participants spent a day on the property touring sites including the mushroom trail, Medicine Eagle Flats and Boise Falls. This helped teachers become more comfortable with

utilizing the forest for different subjects, modeled how to run outdoor education field trips, and oriented them to key sites and cultural ecosystems to take students.

MFC also participated in the MIT's Earth Day celebration at the tribal school by helping to plant trees on the school campus, having students inoculate alder logs with mushrooms that were taken to the mushroom trail, and helping students create seed bombs with the pollinator seed mix.

MFC led over 35 different field trips and lessons, including co-facilitating the spring Healing of the Canoe class and assisting with the Outdoor Rec class and the Warrior's Path group. Field trips cover topics ranging from ecosystems and watersheds, to traditional ecological knowledge and forest health. For MTS students, Tomanamus Forest was the primary place where cultural field trips occurred according to the MTS Field Trip Report.

### **USFS TRIBAL FOREST PROTECTION ACT**

MFC began the tie road construction to the Martin Gap area in 2018, finishing the road in 2019 and hosting a joint tour between MIT, MFC and the Forest Service (USFS). This regains access to USFS lands near Martin Gap, above the West Fork of the White River, for hunting, gathering and recreating opportunities. MFC is currently working on the permitting and contracting process with the USFS for work related to habitat harvests, meadow and huckleberry restoration, fish pond restoration, and general access improvements in the Martin Gap area.

In addition, MFC has active road maintenance, silviculture and miscellaneous contracts with the Randle district

Gifford-Pinchot National Forest. These opportunities will allow for additional jobs to be created in the community and strengthen local eco-systems.

### **WOOD FIBER CO-GEN PROGRAM**

The Muckleshoot Indian Tribe was awarded a grant for \$385,000 from the Office of Indian Energy and Economic Development to conduct a Comprehensive Feasibility Assessment of the potential to construct, own and operate a power plant fueled by biomass. This biomass would be locally sourced from their own timberlands as well as state and privately managed lands.

MFC is working with a 3rd party consultant (E3) on the Comprehensive Feasibility Assessment to use woody biomass to generate power for MIT. This could potentially generate 40-60 new jobs. The feasibility study was completed in 2019 with a suggestion of a reassessment in the future, as additional legislative would make the power facility more lucrative.

### **UNDERSTORY PLANTING**

1,000 Blue Elderberry and 500 Nootka rose plants were planted in early spring in two PCT units. We will be planting additional plants in localized areas and continue on an annual basis. The amount and type of plant will continue to vary from year to year depending on needs and availability.

A pollinating wildflower mix has been spread on about 70 acres in a commercial thinning unit earlier this spring. This mix was packaged into small amounts and distributed as a prize at Community Day. The mix was updated for 2019 to include rose, self heal, ocean spray, kinnikinnick and yarrow.

### **TRADITIONAL FOODS AND MEDICINES**

The pollinator seed mix is adapting as we are incorporating more traditional medicine plants such as red clover and yarrow. Four camas beds were built by the SSCII crew and the MTS woodshop class. Two beds were placed at the tribal school garden and two were placed at the Blueberry/Christmas tree farm. 300 bulbs are planted and more camas will be ordered until seed collection can begin. These beds will allow for TEK outdoor learning, hands-on experiential camas lessons and in a few years, traditional food for community and school events.

### **YOUTH CREW**

For the summer of 2019, 20 youth participated in the summer program, with 3 crew leads and a program supervisor. Activities for the summer crew included trail work, planting seed mix, educational tours, TEK and team building, safety, and professional development days. Youth Crew members also participated in the Canoe Journey landing by helping to pull in canoes, feed 3,000 visitors and assist in set up and take down. The crew learned how to cook in a pit oven and later hosted a luncheon for Elders at Medicine Eagle Flats to wrap up their experience.





### **SILVICULTURE CREW**

Currently, nine tribal members and/or community members are employed, performing tasks including traditional silviculture activities along with special project, such as understory plating, seeding, etc.

The crew maintains the Christmas tree and blueberry patch in Auburn. This includes mowing and watering. The crew burned approximately 818 tons of slash piles this fall.

### **ROAD MAINTENANCE AND CONSTRUCTION CREW**

At this point in time, 11 tribal members and/or community members are currently employed and perform the majority of the road work on Tomanamus. Major 2019 project included Martin Gap (USFS portion),

continued restoration of access into Milky Creek, two bridges at Medicine Eagle Flats, and numerous road building projects. For 2020, the focus will be crossing upgrades in the Milky Creek drainage.

### **FOREST OPERATIONS**

In 2019, the final harvest was 34,852 thousand-board-feet (mbf) with 4,747 mbf from commercial thins. MFC planted 751 acres with 332,248 trees, browse protected 130 acres, pre-commercially thinned 1,317 acres, and deployed 26,200 pounds of bear feed across 30 sites to protect tree peeling. In addition, MFC replaced three major stream structures, opened 1.1 miles of streams to fish, and completed road improvements on 14.7 miles.

### **BRIDGE CAMP REPLACEMENT**

Bridge Camp is on track to be replaced in 2021. The existing bridge will be removed and replaced with a bridge approximately 150 feet longer than the current one. The new bridge will be located just downstream of the existing bridge. Pickup delays across the bridge will be minimal in 2021, with only two weeks of complete shutdown needed for the bridge replacement. Larger vehicles will not be able to use the bridge from approximately April 2021 through August 2021

### **TRAIL RESTORATION**

MFC has worked to maintain the existing Divide trail, Bone Lake Trail, Cedar Lake Trail, Second Lake, and others as well. Additional trail work along Boise Creek has allowed MFC to host numerous classroom field trips and other small group visits to the waterfall.

### **MISCELLANEOUS**

Other MFC projects in 2019 included the installation of the Christmas tree at the Elder's center, supplying cedar for the Tribal School woodshop class for projects including camas beds and a smoke house, participating in the MIT Earth Day activities, participating in outreach events such as MIT Career Day, Open House, Sea to Stream, and medicine making classes at the Elder's Complex.

Coordinating prior to the harvesting of a unit heavy with cedar in the spring allowed for weavers, cedar gatherers as well as the larger community to come in and pull cedar bark from entire trees, maximizing the resource for the entire community and providing an opportunity for many to learn and participate. In December, cedar boughs were collected for MTS forest winter crafts and for future medicine making at the school, Elder's and Culture. Cones, tree cookies and noble boughs were also supplied to the school for forest crafts and lessons.

Other notable items are the maintenance of the sledding hill, working with MIT Wildlife on a winter elk feed storage site, and identifying member Christmas tree cutting areas.

# Tomanamus Forest





# Transportation Dept.

**MAIN CONTACT:** Riley Patterson

**LOCATION:** 40320 Auburn-Enumclaw Rd SE, Auburn, WA 98092

**INFO PHONE NUMBER:** 253-285-4034

**INFO EMAIL:** riley.patterson@muckleshoot.nsn.us

**TRANSPORTATION STAFF:** Phillip James, Transportation Manager. Greg Swanson, Tribal Transit Manager. Charles Williams, Fleet Manager. Janice Hannigan-Moses, Executive Assistant. Monica Briceno, Transit Driver. Franklin Ross, Transit Driver. Cheyenne Miller, Transit Driver. Ben Miller, Transit Driver. Leslie Hollandsworth, Transit Driver. Jon Ross, Transit Driver. Tory Moses, Transit Driver. Cory Eaglespeaker, Transit Driver. Jesse Jimenez, Safety Officer. Rob Johnson, Safety Officer. Dewey Miller Jr, Master Mechanic. Bob Calvert, Fleet Mechanic. Mitch Heaton, Fleet Shop Technician.

**PROGRAM DESCRIPTION:** Transportation coordinates with MIT Planning, MIT Construction, Washington State Department of Transportation, the City of Auburn, the Bureau of Indian Affairs, the Federal Transit Authority, the Federal Highways Administration, and other local agencies to improve motorized and non-motorized transportation on and around the Muckleshoot reservation.

MIT DOT is comprised of three distinct programs working in unison: **The Fleet Program**, the **Tribal Transit Program**, and the **Tribal Traffic Safety Program**.

## Fleet

**CONTACT:** Charles Williams

**PHONE:** 253-285-4035

**EMAIL:** charles.williams@muckleshoot.nsn.us

Fleet oversees the acquisition, maintenance, and update of vehicles for the Tribe. In 2019 Fleet continued to update vehicles through its lease agreements, providing over 100 replacement vehicles for MIT programs. In 2020 Fleet will begin to introduce electric vehicles into the fleet to support Muckleshoot's belief in good environmental stewardship.

## Tribal Transit

**CONTACT:** Greg Swanson

**PHONE:** 253-285-4036

**EMAIL:** greg.swanson@muckleshoot.nsn.us

Tribal Transit operates a public transit service for the reservation and our neighbors. 2019 was the third year of operation for the program and saw more passengers than ever. We are very excited that the community continues to embrace our efforts! In 2020, Tribal Transit will continue to evolve and meet the needs of our riders. Better communication and expanded services are in development and we plan on implementation mid to late next year.

**On-Demand Services: 253-457-3025** – To ensure that our community has access to vital transportation, our On-Demand services provides Curb to Curb service. Our focus is on non-emergency medical transport, but we are available for shopping and leisure activities as well. Please call for more information and to schedule a ride!



# Tribal Traffic Safety

**CONTACT:** Phillip James

**PHONE:** 253-294-8017

**EMAIL:** phillip.james@muckleshoot.nsn.us

**SECONDARY CONTACTS:** Robert Johnson III @ 253-457-3034 / Jesse Jimenez @ 253-929-9569

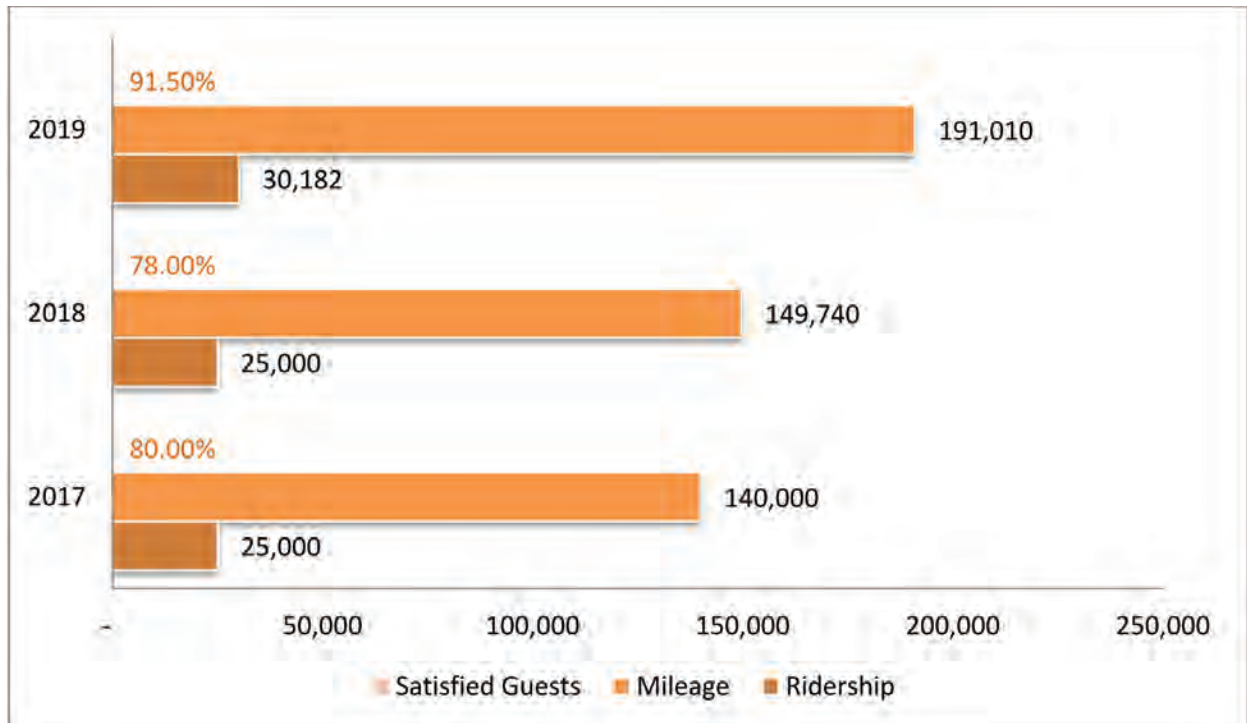
- Our team works to keep our community safe by patrolling transit stops and responding to incidents in and around Tribal Transit areas of operation. In 2019, the Officers' dedication showed with a significant decrease in incidents on transit buses and at transit stop areas from 36 in 2017, to 17 in 2018, down to only 4 in 2019.
- Over 100 car seats were distributed to the community by our Certified Child Passenger Safety Technicians. If you require car seat training, inspections, or need a new seat please reach out!
- In 2020 our Safety Officers will be focusing on resources to combat the very real danger of missing or murdered indigenous women and human trafficking.

## Other Notable Goals for 2020:

- Child Safety Seat training and certification for other department employees
- Phase 1 of Pedestrian Path Project

## COMING IN 2020!

- **Electric Transit Bus** – Through a partnership with Puget Sound Energy, Muckleshoot Tribal Transit will be adding an all-electric bus. This bus will be part of the Express Route service to Auburn's major shopping and amenity locations.





# Tribal Court

## PERSONS IN CHARGE:

Bobbie Jo Norton, Administrator  
Julia Brown, Court Operations Manager

**LOCATION:** Legal Building

**INFO PHONE NUMBER:** (253) 876-3203

**INFO EMAIL:** Court.Staff@Muckleshoot.nsn.us

## PROGRAM DESCRIPTION:

The Muckleshoot Tribal Court administers the law pursuant to the Muckleshoot Code of Laws and subsequent Ordinances for the Muckleshoot Indian Tribe, its community, its people, and all persons, property, resources, and territories subject to its jurisdiction.

## SERVICES PROVIDED:

**Legal Aid Clinic** – The Muckleshoot Tribal Court provides advice-only legal aid clinic services to eligible Tribal and Community members weekly the Legal Building. For more information, or to schedule an appointment, please contact the Muckleshoot Tribal Court at (253) 876-3203.

**Adult Protective Services** – Muckleshoot Adult Protective Services investigates reports of abuse (physical, sexual, emotional/mental/verbal), exploitation, and neglect (which includes self-neglect) of elders or vulnerable adults in the Muckleshoot Tribal Community. APS also works with families and the community to develop protective plans. APS works with the Muckleshoot Tribal Court to advocate for protective orders, restitution, and guardianships. Voluntary services (such as a referral to a payee or any agency) can be provided if the Elder or vulnerable adult agrees to the service.

**To Make a Report of Elder Abuse** – You can call Margaret Carson, Shirley Goodwin, or Andrew Simmons to make a report. The APS office is located at the Elder’s Complex.

- Margaret’s Direct phone: 253 876-2899
- Elder’s Complex: 253 876-2888
- Margaret’s Cell Phone: 253 508-3175
- Shirley’s Cell Phone: 253 409-4879
- Andrew’s Direct Phone: 253 285-4007

**Muckleshoot Elder Abuse Hotline** – Muckleshoot Elder Abuse Hotline provides outreach and an “ear” for Seniors and Elders who may need help or emotional support, or family members who may seek assistance on their behalf. A team of two workers trained in Elder Abuse are available by phone and can provide outreach in the community. The Hotline is staffed evenings and weekends.

- Elder Abuse Hotline: 253 876-3115
- Call Tribal Police for after hour emergencies: 206 296-3311
- Please contact Margaret Carson, APS Program Manager with questions about Adult Protective Services or the Elder Abuse Hotline.

**Victim Services Program** – Muckleshoot Victim Services seeks to empower victims and survivors of crimes. Though the program is primarily focused on addressing issues of domestic violence and sexual assault, program staff work with all kinds of crime victims including tribal members and community members who live within the service area.

**SERVICES PROVIDED:**

- Needs Assessment
- Safety Planning
- Crisis Counseling
- Court Accompaniment
- Legal Advocacy
- Case Management
- Protection Order assistance
- Emergency Shelter
- Housing Relocation
- Basic Supplies when leaving unsafe situations
- Education & Prevention
- Please call about other services

We provide these services ourselves, through collaboration with other agencies or by providing a referral. Assistance cannot be guaranteed. These services can be received by contacting Christine Mandry or Tara Howe at 253-876-2910 or 253-876-2980 respectively. For after-hours emergencies please call 911 or call Crisis connections at 1-866-427-4747.

**Defense Counsel for Parents in Indian Child Welfare Cases (Dependency)** – The Tribe contracts with University of Washington Native American Law Center (UW-NALC) to provide full-time defense counsel (Parent Advocate) services to eligible parents appearing in the Muckleshoot Tribal Court for youth-in-need-of-care cases. Stacey Lara is the Director of the Parent Advocacy Project at UW-NALC and serves as Muckleshoot’s Parent Advocate.



Muckleshoot Tribal Courtroom

To apply for these services, contact the Court Clerk’s Office located in the Legal Building to fill out an intake form. These services are available to all parents who have children with an open Dependency case in the Muckleshoot Tribal Court who meet the Tribe’s eligibility standards.

**Public Defender for Defendants in Criminal Cases Before the Muckleshoot Tribal Court** – The Tribe contracts with Jeff MacNichols of Stewart, MacNichols, Harmell, Inc., P.S. Jeff MacNichols is a graduate of University of Washington and Seattle University Law School. To apply for these services, contact the Court Clerk’s Office located in the Legal Building to fill out an intake form.

**OUTLOOK FOR 2020:** The Muckleshoot Tribal Court’s goal for 2020 is to focus on the implementation of Healing to Wellness Courts.



**JUDGE ANNIE GARRISON.** Nurse Lillian Curtice checks the blood pressure of longtime Muckleshoot Tribal Judge Annie Garrison. Lillian and her husband Nelson owned the nearby bakery that is still in business. A trained nurse, Lillian set up a room in the house for a medical office and served many tribal members over the years. Elders may remember both Annie and Nurse Lillian. Annie Garrison was a prime example of Muckleshoot's long tradition of strong female leaders.



# Veterans Affairs

**PERSON IN CHARGE:** Anthony Gonzales

**ADDRESS:** Veterans Building (old Senior Center), 39015 172nd Ave. SE

**PHONE:** 253-876-3296

**EMAIL:** anthony.gonzales@muckleshoot.nsn.us

The Muckleshoot Veterans Affairs Program provides direct/indirect services to our Muckleshoot Veterans and work with other tribes/agencies to provide assistance also provide services to our community Veterans when possible.

## **SERVICES PROVIDED:**

- Provide transportation to and from medical appointments.
- Provide transportation to and from shopping services.
- Take part in burial services for Muckleshoot/Community Veterans.
- Represent Muckleshoot Veterans in taking part in parades/pow wows.
- Have monthly meetings for Veterans and family of Veterans to discuss the future and look for feedback.
- Assist Veterans in updating their information through agencies like the VFW and other services that deal with our warriors.
- Do home visits to assure our Veterans are well and look to in home support services for updates when Veteran is not well.
- Have Quarterly brunches to maintain community relations.
- Post colors at events when asked for assistance of other tribes/agencies.
- Transport Veterans and families to conferences/trips when funds are or become available.
- Allow families and our Veterans to have fundraisers within our building.
- Have a place for our Veterans to come and relax.
- Deliver turkey/Christmas Baskets when asked from our Veterans.

## **HIGHLIGHTS OF 2019**

- Represented Muckleshoot Veterans in Ira Hayes Parade and Pow Wow February 2019, Ira Hayes was one of our Nation's Native Veterans who raised flag on Mount Suribachi.
- Rendered Military Honors at numerous amount of funerals at Tahoma National cemetery for all Veterans.
- Veterans took part in various activities from Portland Veteran Fest 2019 to some local events/activities, such as the Tacoma Car Museum and a few sporting events.
- June 2019 opened our Veterans Memorial Park and posted colors for our annual Veterans Pow Wow.
- July Muckleshoot Veterans posted colors in Grand Ronde Oregon's Veterans Pow Wow.

- August, staff took part in the annual AMVETS convention in Louisville KY and also Disabled American Veterans convention.
- October the Muckleshoot Veterans took part in COMMEMORATING THE 50TH ANNIVERSARY OF THE OCCUPATION OF ALCATRAZ INDIGENOUS PEOPLES' DAY 2019 in San Francisco California.
- November Muckleshoot Veterans represented the tribe at the annual Military Fleet Week in San Diego California.

## **OUTLOOK 2020**

- Work with our Veterans for the future of the program.
- Listen to Veterans on events they would like to see go on.
- Monthly visits to ensure Veterans are taken care.
- To get as many of our Muckleshoot Veterans to attend the Grand opening of the Native American Veterans Memorial in Washington D C, November 2020.
- Work with other committees when it entails our Muckleshoot Veterans.
- Gain support from upper management for the future and the better of the Muckleshoot Veterans program.





# Vital Statistics

**PERSON IN CHARGE:** Kerri Marquez

**LOCATION:** Philip Starr Building, Facilities Wing

**INFO PHONE NUMBER:** 253 876-3151

**INFO EMAIL:** Kerri.Marquez@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** To assist Muckleshoot Tribal Members/Community Members during their time of loss by providing financial assistance to help pay for funeral costs, as defined by policies. Travel Assistance provided to Muckleshoot Tribal Members to attend services for immediate family members, per definition.

**SERVICES PROVIDED:** Process and coordinate all necessary assistance to eligible Muckleshoot Tribal/Community Members for funeral arrangements or funeral travel.

## HIGHLIGHTS OF 2019:

- Finalized the Funeral Benefits Program Policies, Resolution No. 19-044, dated February 15, 2019.
- Increased Tribal Member headstone amount to \$1,000 for memorial from date of Resolution.
- Funeral Travel benefit was increased to \$500 to help Muckleshoot Tribal Member household, travel to funeral service of immediate family member, per definition.
- Drafted Standard Operating Procedures for training of Funeral Coordinators.



## OUTLOOK FOR 2020:

- Train up to (10) ten current Tribal employees for Funeral Coordinator Positions.
- Continue to find documentation on unmarked graves, verify with pertinent staff, develop budget to mark 10 annually, eldest graves first priority.
- Update policies for this program, as necessary.



# Wildlife Program

**LOCATION:** Philip Starr Building  
**PERSON IN CHARGE:** Melissa Calvert, General Services Director  
**INFO PHONE NUMBER:** 253-876-3266  
**INFO EMAIL:** Melissa.Calvert@Muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** The goal of the Wildlife Program is to assist in the perpetuation of game resources within both the Point Elliott and Medicine Creek treaty reserved areas, and within traditional hunting areas for current and future generations of Muckleshoot Tribal members. The Muckleshoot Wildlife Members and Wildlife Program staff accomplish this goal by conducting research on local game populations and working with local landowners to develop suitable habitat for these populations.



*A bear and her cubs at Salish feeder.*

## SERVICES PROVIDED:

- Issue hunting tags, provide regulations;
- Improve hunting opportunities;
- Hand out Discover Passes;
- Issue Tomanamus Passes;
- Provide for DNR access;
- Provide Ceremonial meat;
- Conduct Hunter education courses;
- Provide maps;

The Wildlife Enforcement Department provides 24 hour assistance during hunting season to all hunters, while continuing to teach Hunter's Ed/Hunter's Safety; patrolling the landscape, monitoring collared animals and works closely with other City, County and State WDFW Enforcement Departments, to provide a safe environment for both Tribal and non-Tribal hunters, vendors and permit holders.



*Scientific management by MIT Wildlife provides abundant elk meat to tribal families.*

## HIGHLIGHTS OF 2019:

- Captured and collared to maintain large sample sizes of radio-marked elk, deer, cougar, bear, and mountain goats to understand population size, survival, causes of mortality, pregnancy rates, age structure, habitat use, movements, and migrations. Investigated mortalities to determine cause. Surveyed elk, deer, and mountain goats to assess population sizes and potential sustainable harvest.
- Analyzed GPS location data to understand habitat selection patterns of deer and black bear. Analyzed bear DNA data to estimate black bear density in the White River drainage.
- Co-authored the North Rainier Elk Herd Plan.



- Worked with North Sound Point Elliott Tribes to capture and collar 26 elk in the North Cascades Elk Herd (Nooksack). Analyzed historical Nooksack collared animal capture and mortality records and calculated survival rates of female elk. Modeled potential sustainable harvest of the Nooksack elk herd.
- Analyzed Muckleshoot and other tribal and WDFW harvest to assess overall impacts to game populations, identified areas of concern or additional opportunities for harvest.
- Conducted habitat improvements on-reservation, in the USFS elk forage areas in the White River, in Cedar River, and on Muckleshoot Tribal property bordering the Cedar-Green River.

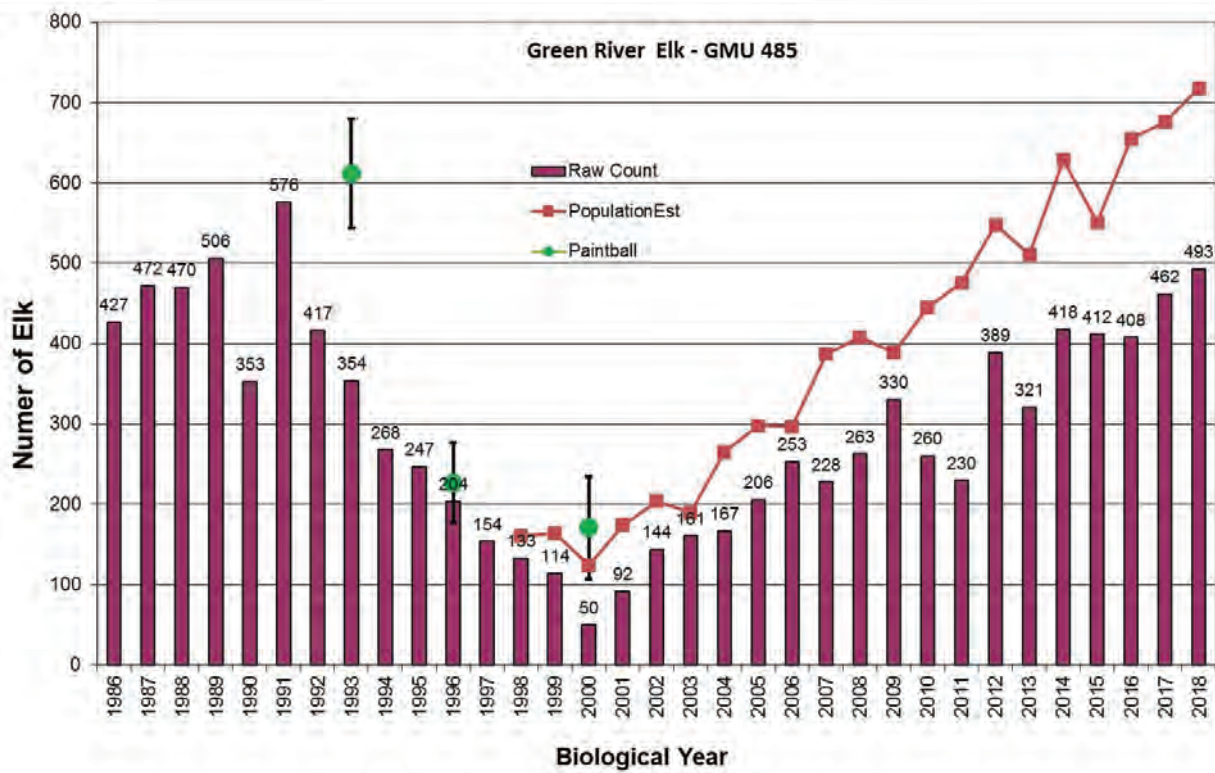


*A collared east side elk.*

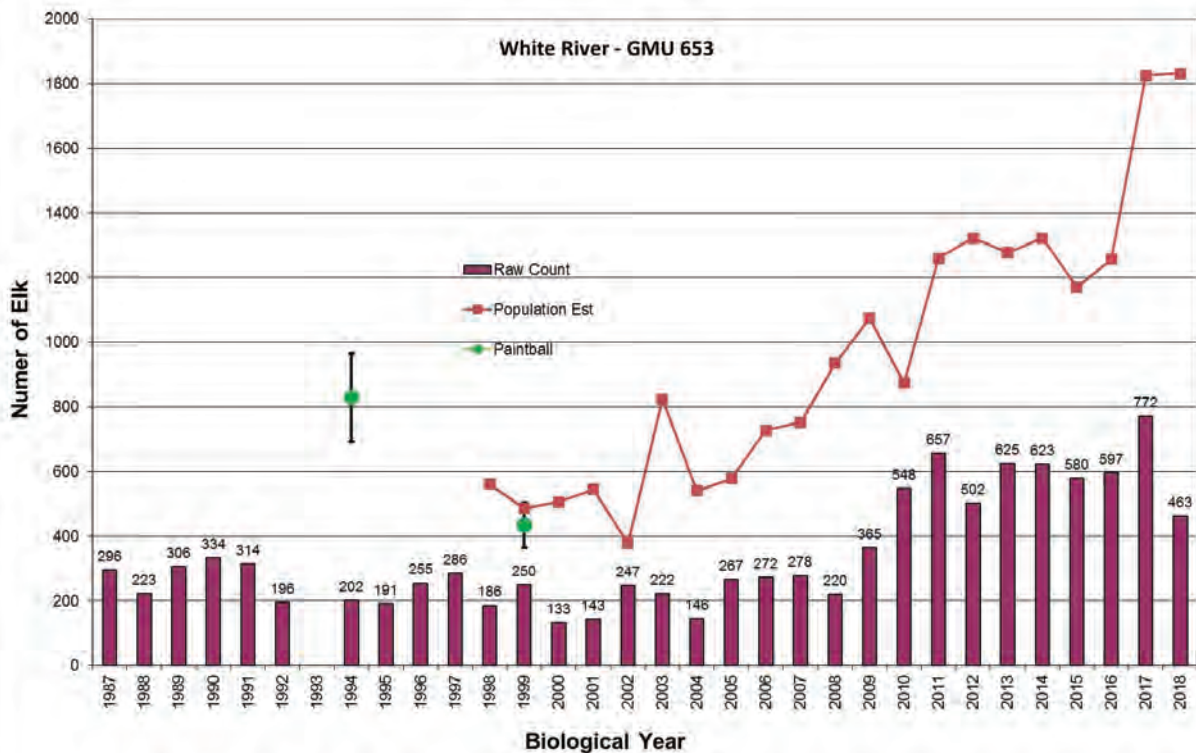
- Investigated radio-marked cougar kill sites to understand kill rates and prey selection by cougars.
- Investigated radio-marked bear location clusters to determine age/sex class of bears responsible for peeling trees.
- Partnered with PAWS of Lynwood to release two rehabilitated bear cubs back to the White River where they came from in 2018.
- Gave presentations on the various work that Muckleshoot Wildlife Program does to: the WDFW Director, to the staff at Green River Headworks, to the Cedar River Watershed Habitat Conservation Plan Forest Sub-Committee.
- Assisted with 2019 mountain goat translocation from the Olympic Peninsula.
- Participated in Tomanamus Days and Career Fair.
- Staff provided 4 Hunters Education Classes and 2 Hunters Safety Courses.

#### **OUTLOOK FOR 2020:**

- Continue with marked animal studies to monitor game populations. Model potential harvest for select game populations. Continue to collect and analyze hunter harvest data to understand harvest impacts to game populations.
- Prepare scientific publications on black-tailed deer resource selection and predator-prey studies. Prepare reports on black bear tree damage patterns, habitat use, and develop black bear harvest management plan.
- Begin habitat use analysis of elk GPS location data.
- Continue to comment on and influence landowner habitat projects to benefit wildlife of interest to the Muckleshoot Tribe.
- Actively participate in intertribal and agency discussions regarding hunting, populations, and habitat.
- Conduct habitat improvements in the White, Green and Cedar River Watersheds.
- Work with USFS to develop new elk forage areas in the Greenwater River drainage of the White River.



Trend in the Green River elk herd 1986 through 2018 including paintball estimates, raw total count, and adjusted population estimate based on radio-marked animals.





# Youth Development Program

**PERSONS IN CHARGE:** Katey Sias, Youth Development Program Manager, Ginger Starr, YDP Admin IV, Courtney Bennett, YDP Coordinator (assists with Program Enrollment), Fawn Hutchens, Director

**LOCATION:** We have two service sites:

Youth Facility, 38625 172<sup>nd</sup> Ave SE, Auburn WA 98092

Teen Center, 17608 SE 400<sup>th</sup> ST, Auburn WA 98092

**MAIN PHONE:** 253-876-3383 Youth Facility / 253-876-2853 Teen Center

**MAIN EMAIL:** Ginger.Starr@Muckleshoot.nsn.us & Courtney.Bennett@Muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** To provide positive and healthy extracurricular, cultural activities and education that focus on leadership and promote positive self-image, sensitive topic awareness/prevention, and life skills the program enables the children and youth of the Muckleshoot community to be equipped with the tools to needed for a successful life.

## SERVICES PROVIDED:

### • Afterschool Program

- Safe, drug and alcohol free-positive environment and space for youth to engage in various activities and make friends.
- Youth Facility: Tuesday – Thursday, 3:00 – 8:00 PM; Friday, 12:00 – 6:00 PM, Saturday, 11:00 – 6:00 PM *unless otherwise noted, based on field trip/activity*
- Teen Center: Tuesday – Thursday, 3:00 – 8:00 PM; Friday, 3:00 – 10:00 PM, Saturday, 11:00 – 6:00 PM *unless otherwise noted, based on field trip/activity*

### • Limited Transportation Services

- YDP offers a service for members to be picked up if they live within the boundaries after school Tuesday – Thursday, as well as on Saturdays for field trips or onsite activities.
- YDP conducts a drop off for enrolled participants that live within the boundaries at 8:00 PM Tuesday – Thursday and 6:00 PM Friday- Saturday (unless otherwise noted).

### • Field Trips

- We offer field trips and/or exciting onsite activities on Saturdays, and during school breaks.

### • Meals

- Normal Program Hours: we provide a snack and dinner.
- Early Release & School Breaks: we provide a (breakfast – during school breaks), lunch, snack, and dinner
- Field Trips: based on time of field trip, we provide lunch, snack and dinner. Dinner may be an offsite option on occasion.

### • Enrichment activities

- YDP offers a wide variety of fun and engaging enrichment activities ranging from cultural arts, homework session, active outdoor/indoor group activities, crafts, computer lab access and more.



## HIGHLIGHTS OF 2019:

- **Summer Camp 2019**
  - YDP and MCDC's collaborative 2019 summer camp was a success! Summer Camp operated for 10 weeks to service youth going into the 2<sup>nd</sup> grade to 5<sup>th</sup> grade, and teens going into the 6<sup>th</sup> grade to high school seniors. The youth participated in two weekly field trips that correlated to the weekly themes, along with cultural activities, the arts, large group activities, computer lab fun, and health and wellness fitness fun. The teens participated in four tracks ranging from leadership, photography, basketball camp with NBA guest appearances, and worked with Red Eagle Soaring. The teens also had 3 weekly themes, consisting of a cultural week, skate jam, and an end of summer fun week. At the end of the 10 weeks, each participant had the opportunity to learn more about the Muckleshoot and native culture, enhance their physical skills and abilities, learn about different career options within the tribe, and participate in fun and/or education field trips.
  - Teen Attendance: Summer Camp 2019's teen center had a highly participated summer. With an average of 23, and the highest participation of 37, this year's teen summer camp was a success.
  - Attendance: With a high of 110 youth and teen summer camp participants, Skate Jam was the most heavily favored week by attendance. Every teen and youth participant was able to decorate, create, and put together their own skateboard (along with support and guidance from staff). YDP then held 2 skate clinics, teaching the youth and teens how to properly and safely ride a skateboard. On the last and final day, all the participants were able to compete in the 7<sup>th</sup> annual Skate Jam.
- **Studio – Just About There!**
  - At the end of the school year, the teen center created a space for participants to be able to have access to produce beats through high tech studio software. The teen center was able to create 5 stations that included laptops, headphones, midi keyboards, and a workable space to song write or quietly-creatively record. At the end of the year, the participants will be able to fully produce and vocally record their own music on the redesigned teen center recording studio. The space will also allow for the participants to utilize iPads and laptops for photo editing, filming, and/or education use.
- **Staff Trainings and Department Collaborations**
  - Fulcrum CRATE Systems facilitated a training last year for the Youth Development and Recreation staff prior to summer camp. The training was a success, and this year more staff were involved! Fulcrum came out and facilitated training in the areas of team building, positive youth development, facilitation, personal growth, and fun CRATE games for us to utilize when working with any age. Over 30 staff received the training from the YDP, Recreation, MCDC, and Health and Wellness Center!
  - Bridge Conference 2019: All YDP staff were able to participate in Schools Out Washington's annual Bridge Conference where they participated in a variety of workshops to enhance their leadership skills, social emotional skills, cultural development, and awareness for current issues/events.



- **Enhanced Power Hour + STEM!**
  - Research has shown that youth perform better in school when they spend their non-school hours engaged in fun, but academically challenging activities. Amongst the daily structure, we incorporated dedicated time in part of the day where we allow our participants to complete and/or finish their homework. In the event our participants do not have homework, we also facilitate some type of educationally focused specific group activity that incorporates engagement and fun. We have taken power hour to the next level, and have incorporated STEM into high yield activities.

## OUTLOOK FOR 2020:

- **Studio versus Multimedia Center**

- The studio will be in operation to produce and record music, along with other use of laptops and iPads. The studio space will have a multi-function use, and we plan to operate the studio as a media center, with hopes to add more media tools and equipment. We also plan to partner and collaborate with other departments to be able to teach the teens new talents, and make use of the space provided.



- **Cultural Programming**

- The YDP will be exploring the various ways we can incorporate more cultural learning's into the program through YDP current staffing, training, and/or working with the other programs/ departments that has the knowledge to teach.

- **Enhanced Quality Programming**

- The YDP now has a level of structure, with daily activities and programs. We will be participating in trainings, and diving deeper into program quality and the difference it makes in a youth development after school setting.

- **STEM and STEAM**

- The YDP has delivered some STEM activities during its power hour, and we are working towards incorporating STEAM into our daily/weekly program more consistently.

- **Department Collaborations**

- YDP is looking forward to partnering and working with other departments within the tribe to enhance our programs, and to collectively make a difference in the youth in our community. Possible collaborations entail working with the tribal college, behavioral health, education, and continuing to work with MCDC.

- **College and Career Awareness**

- In 2019 we set efforts to create some exposure and awareness to the various careers around the tribe and world, and the importance on attending college. In 2020, we will still be continuing to expose the youth and teens to college and career readiness. YDP will be shifting gears to explore ways to emphasize the importance of college, career, and its successes from the youth participants to the teens. We are hoping to work with other departments and community members within MIT to make these efforts happen.



# Youth Activities Fund Program

**PERSONS IN CHARGE:** Deandra Williams, Admin Spec IV, Fawn Hutchens, Director

**LOCATION:** Youth Facility

**MAIN PHONE:** (253)876-3370

**MAIN EMAIL:** Deandra.Williams@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** Youth Activities Fund Program is intended to support Muckleshoot youth athletics in the pursuit of activities that are positive and creative. Involvement in activities will teach the Muckleshoot youth the essential life skills of self-discipline, commitment, teamwork, responsibility and patience, which will lead into improve academic performance in school.

## SERVICES PROVIDED:

- Financial Assistance for Eligible Muckleshoot Youth with Activities expenses up to \$1,500.00 per calendar year. With an additional \$3,000.00 for competitive/Select sports leagues to assist with registration fees/dues.
  - Activities involving a sport, arts education programs, or extra or co-curricular activity connected with the child's school enrollment.
  - Funds may be used for Supplies and equipment necessary for youth participation such as sports, uniforms, minor additional clothing necessary for the sport (i.e., socks, sports bra, swim suit, protection gear)
  - Funds may cover Lessons/classes – musical instrument costs for rental/purchasing, instructor/lesson fees, additional fees necessary to participate (i.p, lift fees for ski lessons, club dues), shoes, costumes, and books and materials needed for lessons.
- Limited assistance for Youth Athletic Teams to participate in local youth sports tournaments.



## HIGHLIGHTS OF 2019:

- Customer Service – improved communication, expedited application processing as well as more assistance provided with processing.
- Creation of Vendor list for local businesses that provide Youth Activity programs
- Increased participation of youth in Competitive-Select sports programs.
- Assisted over 20 Youth Athletic Teams to participate various tribal tournaments across Western Washington throughout 2019.

## OUTLOOK FOR 2020:

- Vendor recruitment, reaching out to local businesses to increase our service vendor list





# Recreation Program

**PERSONS IN CHARGE:** Tabitha Baker, Recreation Shift Supervisor,  
Deandra Williams, Registrations, Fawn Hutchens, Director

**LOCATION:** Muckleshoot Youth Facility

**MAIN PHONE:** 253-876-3370

**MAIN EMAIL:** Deandra.Williams@Muckleshoot.nsn.us

## **PROGRAM DESCRIPTION:**

The Recreation program strives to provide Muckleshoot youth ages 5-17 who are enrolled in school opportunities to help learn fundamental sports skills and strategies, and experience an array of recreational activities in a fun, safe, and drug, tobacco and alcohol free environment

We consider Recreation to be an entry level program; we participate in local City Leagues such as Auburn Parks & Recreation and Enumclaw Parks which focus more on fundamentals and participation than competitiveness. Recreation has been a long-time participant of the Inter-Tribal Youth Basketball League where we travel to the South end Reservations to play games and meet new athletes.

## **SERVICES PROVIDED:**

- Basketball (Fall & Winter) for elementary grades 2-5
- Baseball & Fast Pitch (Spring & Summer) focused on elementary grades 2-5
- Soccer (Fall) focused on elementary grades 2-5
- Inter-Tribal Basketball Sessions are offered September– March for Middle and High School students. The League consists of South Sound Tribes: Nisqually, Puyallup, Skokomish, Wah-he-lut, Squaxin Island, and Muckleshoot.
- Ticket Distribution for local Major League Sports & Events like Native American Nights for Seattle Mariners & Seattle Storm, Point Defiance Zoo Lights, and Monster Jam.
- Offer Discount codes for Tribal Members & Employees to activities like Wild Waves, Star 106.1 Haunted Morgue, Washington State Fair, and various local shows.
- Local Tribal Tournament participation
- Sports training/skills camps or clinics

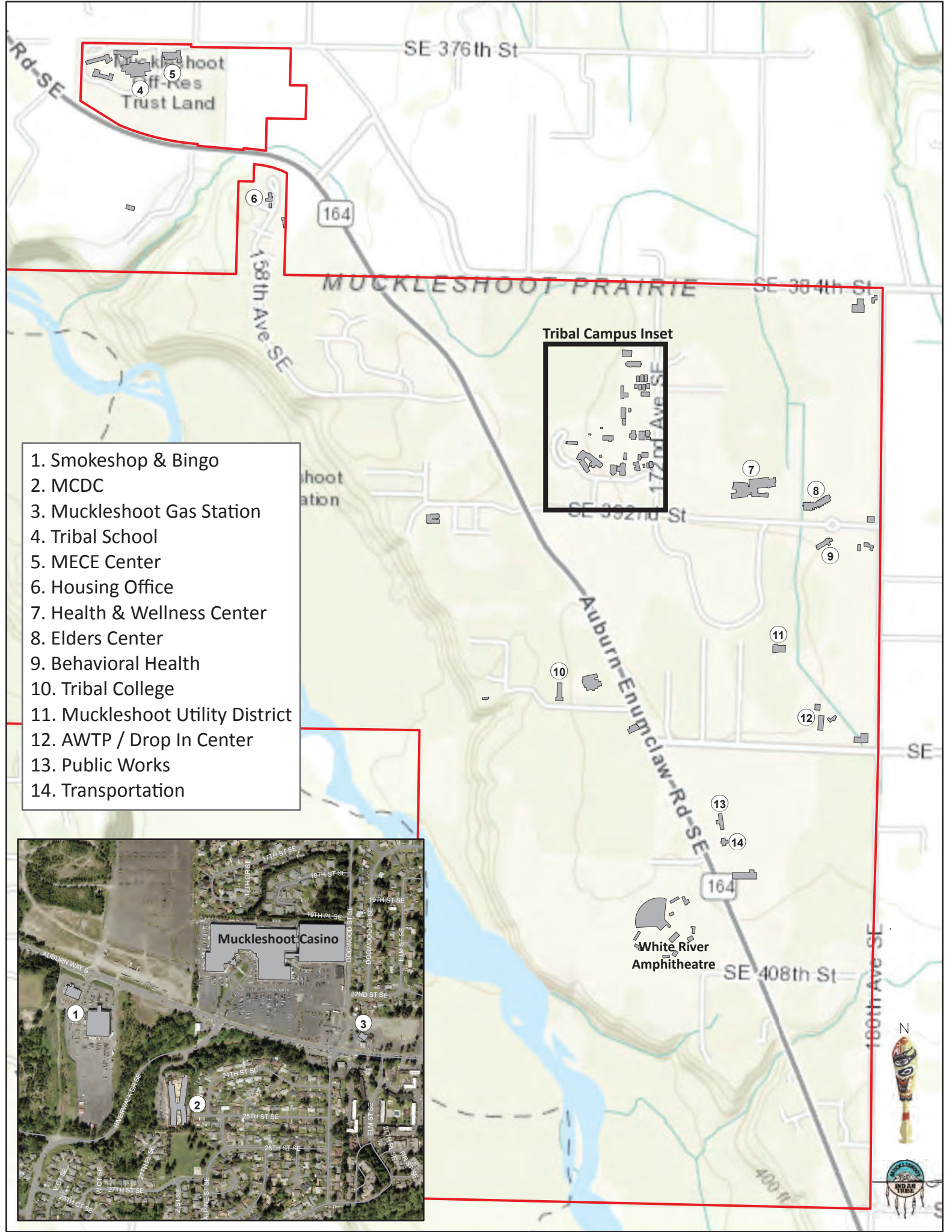
## **HIGHLIGHTS OF 2019:**

- Participated & Took Championship in Seattle University and Tulalip Boys & Girls Club Tournament which provided youth athletes, an opportunity to tour Seattle University campus and meet SU Athletes as well as enjoy a Seattle University Game.
- Networked with Crystal Mtn. to offer ski & snowboard beginner lessons
- Collaboration with Rock Creek Archery to offer intro to Archery Lessons.

## **OUTLOOK FOR 2020:**

- Continued Collaboration with HWC for youth activities
- Collaboration with Enumclaw Parks & Recreation to offer Good Sportsmanship Award program for the 2020 Youth Basketball season.
- Offer introductory classes for youth athletes to explore a variety of activities and sports.





- 1. Smokeshop & Bingo
- 2. MCDC
- 3. Muckleshoot Gas Station
- 4. Tribal School
- 5. MECE Center
- 6. Housing Office
- 7. Health & Wellness Center
- 8. Elders Center
- 9. Behavioral Health
- 10. Tribal College
- 11. Muckleshoot Utility District
- 12. AWTP / Drop In Center
- 13. Public Works
- 14. Transportation

