



# MUCKLESHOOT INDIAN TRIBE



## 2020 Annual Report & Tribal Service Guide





Jason Elkins, Chair



Donny Stevenson, Vice-Chair



Jeremy James, Secretary



John Daniels Jr., Treasurer



Virginia Cross



Jessica Garcia-Jones



Mike Jerry Sr.



Anita Mitchell



Louie Ungaro



# MUCKLESHOOT TRIBAL COUNCIL



## TABLE OF CONTENTS

Adult Work Training & Job Readiness Program. . . . .	1	Intergovernmental Affairs. . . . .	96
Community Affairs & Advocacy. . . . .	2	Muckleshoot Child & Family Services (MCFS). . . . .	98
Community Services   Reception/Mailroom. . . . .	3	Planning. . . . .	99
Culture Program. . . . .	4	Preservation. . . . .	104
Education. . . . .	5	Property Acquisitions & Fee Land Management. . . . .	106
Emergency Management. . . . .	39	Senior Center. . . . .	107
Enrollment. . . . .	40	Student Incentives & Rewards. . . . .	109
Family Resource Center. . . . .	41	Tomanamus Forest. . . . .	112
Family Support Center. . . . .	44	Transportation. . . . .	114
Finance Department. . . . .	45	Tribal Court. . . . .	116
Fisheries. . . . .	47	Veterans Affairs. . . . .	118
General Services. . . . .	62	Vital Statistics. . . . .	120
Health & Wellness. . . . .	63	Wildlife. . . . .	121
Housing. . . . .	88	Youth Development Program. . . . .	123
Human Resources. . . . .	94		



# Adult Work Training & Job Readiness Program

**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

## Overview of the Adult Work Training Program.

AWTP continues to offer an introduction to varied positions within the tribe. Our job placement strategy has provided AWTP personnel to departments that need long or short-term assistance to fulfill workforce duties. Muckleshoot Tribal Departments have contributed greatly to the success of AWTP participants by providing hands on experience with-in wide-ranging positions.



## SERVICES PROVIDED:

**AWTP Participants** are provided an opportunity to learn valued introductory job skills. The objective is to increase employability. This incorporates efforts of participant's continuing education goals, breaking barriers to employment and health/wellness awareness. A strong skill foundation can be achieved, competing for varied career and occupational goals.

## Tribal Partnerships

- Continue providing job-ready candidates for potential work needs with-in the tribe.
- Provide assistance with community service work and events.
- Support introduction and presentation of preparation of traditional foods.
- Continue programs efforts in procuring culturally significant raw and processed materials, for tribal program's use.
- Also provide finished culturally related items (examples – drums, baskets, carvings and preserved foods.)

## HIGHLIGHTS OF 2020

- Application of Training Syllabus
  - Phase 1: Foundations of Employment
  - Phase 2: Personal and Professional Growth
  - Phase 3: Preparing For Career Success
- Addition of introduction to Cultural skills

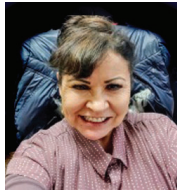
## OUTLOOK FOR 2021

- Continue with departmental collaborations for on the job training programs.
- Introduction to fundamentals of video and media with a focus on establishing social media outreach.
- Increase opportunities for job specific or identified career path trainings.
- Continue planning facility renovation and classroom modifications.



# 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

**DEDICATED:** I am dedicated to the Muckleshoot Tribal Members, Employees and Community members; have worked for the Muckleshoot Tribe for 40 + years. I report to the COO and find solutions to issues that arise.

**SERVICES PROVIDED:** Advocacy, resources, solutions, home visits, terminations, complaints, policy and procedures and need assistance filling out paper work.

## **HIGHLIGHTS OF 2020:**

- I am advocate and voice for what is right for our Muckleshoot tribal members and families, Employees and our Community Members.
- Research and find solutions rather than impact person and their family members involved.
- Research resources to assist our people.
- Assist elderly when they asked for home visits for complaints and for resources available.
- Assist with Paperwork needed to be filled out.
- Assisted employees that were terminated or had a complaint. Assisted with the process.
- Assist with Unemployment Issue and disability complaints etc.

**CRISIS:** Due to Covid-19 and other illnesses, We as Muckleshoot Tribal Member loss a lot of Tribal members and Community members. We all are praying for all our Tribal Members, community members and employees to be safe, healthy, and take care of one another.

## **OUTLOOK FOR 2021:**

### **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; rather then turn our people away.

**I am praying for a better year. Pandemic disappear. So we can go back to normal again.**



# 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.





# Culture Program

**PERSON IN CHARGE:** Willard Bill Jr., Director  
**LOCATION:** House of Muckleshoot Culture  
39009 172nd AVE SE, Auburn, WA 98092  
**MAIN PHONE:** 253.876.3013  
**MAIN EMAIL:** willard.billj@muckleshoot.nsn.us



**PROGRAM DESCRIPTION:** The Muckleshoot Culture Division 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 Division provides learning and teaching opportunities in the following areas:

- Traditional Ecological Knowledge
- Language instruction
- 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 2020:

- Program growth with the Tribal member new hires
- 100% MIT department
- Language integration into cultural offerings
- Development of Language videos that incorporate Muckleshoot Language for our community, educational settings and abroad.
- Evolution of Muckleshoot Language social media platforms.
- Harvesting, production and delivery of Muckleshoot Traditional Medicines during the pandemic to our most vulnerable populations.
- Significant grant awards that will broaden the scope of Muckleshoot based art/language in the local area.
- Muckleshoot art/language development and installation at Lumen Field.
- Historical research accessing Elder knowledge and primary documents.

## OUTLOOK FOR 2020:

- Continued Language integration and community classes
- Continued focus on Cultural Wellness and Food Sovereignty. 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 98092

**INFO PHONE:** 253-285-4404 or 253-285-4009

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



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

## **Purpose Statement:**

***“A seamless pathway of education for a lifetime of learning.”***

## **Mission Statement:**

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

### **Muckleshoot Education Support Services Birth through 21 Years Old**

- Occupational Therapy
- Physical Therapy
- Speech and Language Therapy
- Social/Emotional Therapy
- 504 Learning Plans
- Individualized Education Programs (IEP)

### **Muckleshoot Early Childhood Education Division**

- Muckleshoot Child Development Center (MCDC)
- Muckleshoot Early Learning Academy (MELA/Head Start)
- Birth to Three Program
- 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
- Private School Assistance Program
- Scholarship
- Workshop and Training
- GED Assistance Program

The year 2020, will be recorded in the history of the Muckleshoot Department of Education as a year that we succeeded in rising to the extreme challenges of facing a global COVID-19 pandemic. In 2020, the Muckleshoot Department of Education was called upon to develop entirely new methods and systems of educating our students.

Our Muckleshoot Department of Education planned for and implemented effective systems of distance learning and also in-person hybrid education programs from birth through grade 12. Our MIT Adult and Higher Education Division continued to offer world class educational and career development opportunities for our Muckleshoot Tribal Members to achieve all of their goals.

In 2020, our Muckleshoot Department of Education was a key leader in the coordination of the Muckleshoot National Education Response to the COVID-19 pandemic. Our Muckleshoot Tribal Education Office coordinated with our MIT IT Department, Facilities, and Building Maintenance to procure Chromebooks, hotspots, and personal protective equipment at the beginning of the pandemic for all programs in our Muckleshoot Department of Education from birth through adult.

Our Muckleshoot Tribal Education Office communicated with the family of every enrolled K-12 Muckleshoot Tribal Member student in Washington State to provide Chromebooks, hotspots, and advocacy with public school districts for educational support.

Before our 2020-2021 school year began in August 2020, our Muckleshoot Tribal Education Office worked with the MIT Chief Executive Officer and MIT Human Resources to align the work schedules of parents to the in-person hybrid school schedules of their children from early childhood through grade 12. Parents were given a choice between a fully on-line education program or an in-person hybrid education program. Additionally, our MIT Early Childhood and K-12 Muckleshoot Tribal School programs collaborated to develop and execute an excellent plan to provide breakfast and lunch service to all students.



Our Muckleshoot Department of Education was also innovative and successful in providing new Muckleshoot Child Development Center classrooms for before school and after school child care to our Muckleshoot families at our Muckleshoot Tribal School campus. Additionally, another MCDC satellite program was implemented for school-age students at the Muckleshoot Youth Development Program.

Our Muckleshoot Early Childhood Education Division and K-12 Muckleshoot Tribal School were recognized throughout 2020 for our excellent educational planning and response to the COVID-19 pandemic by the following educational organizations and leaders:

- Washington State Office of the Superintendent of Public Instruction
- Washington State OSPI Office of Native Education
- Federal Bureau of Indian Education
- Congresswoman Kim Schrier

The Muckleshoot Department of Education was recognized for being: “an educational leader with a swift and effective response to the COVID-19 pandemic by implementing an excellent distance learning and hybrid in-person education plan.”

Our Muckleshoot Department of Education Programs were invited on several occasions during 2020 to showcase the development and successful implementation of our distance learning plan and hybrid in-person education plans to all of the Washington State Tribal Compact Schools, as well as to federal-level educational leaders throughout the United States in presentations to the Bureau of Indian Education.

After participating in one of our Muckleshoot Department of Education presentations, Jon Claymore, the Director of the Office of Native Education for the Washington State Office of the Superintendent of Public Instruction sent us the following message of praise for the educational leadership response of the Muckleshoot Department of Education during the COVID-19 pandemic:

*“What you did today with your presentation was incredible. Like I told you in the meeting, this didn’t happen out of luck, this happened because an academic team planned and implemented with grace! I am really proud of what Muckleshoot provided in a short amount of time. It was an awakening on what others can and need to be doing during this time of uncertainty. Again, hats off to the Muckleshoot Department of Education staff as you are going the distance and making a difference in the lives of the Native youth of today and the leaders of tomorrow...”*

We want to personally thank each and every member of our Muckleshoot Department of Education Team who has contributed to this incredibly successful educational response to the global pandemic.

The following is a brief list of some of our Muckleshoot Department of Education accomplishments for 2020.



### **Graduation Summary for 2020**

Head Start .....	<b>47</b>
Muckleshoot Tribal School Kindergarten Students.....	<b>39</b>
Muckleshoot Tribal School Fifth Grade .....	<b>41</b>
Muckleshoot Tribal School Eighth Grade .....	<b>39</b>
Muckleshoot Tribal School High School .....	<b>39</b>
Muckleshoot students graduating from other local high schools.....	<b>21</b>
<b>Higher Education</b>	
College degrees and Post-Secondary Certificates .....	<b>84</b>
GEDs/High School 21 Plus Diplomas.....	<b>9</b>

The Muckleshoot Department of Education experienced a number of highlights and supported new and recurring initiatives in 2020.

**The Department of Education welcomed seven new leaders in 2020:**

- Lisa Wilson – TEO Director of Curriculum and Instruction
- Amy Castaneda – Financial Aid Manager
- Krystal Adolph – K-12 Student Success Coordinator
- Matthew Cornwell – Career Advisor
- Ashley Waggle – Student Support Services Manager at Muckleshoot Tribal School
- Benjamin Foutz – Building Assistant Principal
- Pamela Selleck-Abad – MTS Federal Compliance Officer

**HIGHLIGHTS OF 2020:**

The Tribal Education Office led the divisions and programs within the Department of Education in accomplishing the following:

**January**

- On January 23 and 28, 2020, MIT Truancy Board trainings continued from 2019 to equip the MIT Truancy Board with the information needed to work effectively with the MTS Truancy Team and MIT Tribal Court.
- The first ever MIT Head Start classroom was opened at the Muckleshoot Child Development Center.

**February**

- The Muckleshoot Tribal School Varsity Boys Basketball Team once again qualified for the Washington State WIAA Basketball Tournament.
- The Muckleshoot Early Childhood Education Division established a transportation contract with First Student. This contract fulfilled the objective of having all Muckleshoot Department of Education transportation needs provided by a professional student transportation industry leader.

**March**

- Steps were taken to get all students in the Muckleshoot Department of Education equipped with the necessary technology to transition to on-line learning.
- Due to the global COVID-19 pandemic, Muckleshoot Early Learning Academy (Head Start) and the K-12 Muckleshoot Tribal School quickly and professionally transitioned all students to on-line learning.

**April**

- The Muckleshoot Tribal Education Office communicated with the family of every enrolled K-12 Muckleshoot Tribal Member student in Washington State to provide Chromebooks, hotspots, and advocacy with public school districts for educational support.
- ***MIT Department of Education Learning Together Activities*** were posted to the MIT Facebook page and the weekly MIT Newsletter providing fun, educational and culturally-relevant activities to promote family engagement.

- The Summer Food Services Program began with the distribution of breakfast and lunches to MIT Department of Education students. This program was extended to run through June of 2021 to ensure school meals are available at school and during on-line learning.

## May

- The Muckleshoot Tribal Education Office sent a second letter to all enrolled Muckleshoot families of school-aged children in Washington State offering assistance in advocating for their student's educational needs with their respective public school districts. This letter provided opportunities for families to complete a survey regarding tutoring needs.
- MIT Early Learning Educational Packets began to be mailed to families. Curriculum activity packets continued to be mailed through August 2020.
- MTS worked with the Port of Seattle in establishing a student internship program agreement.
- A meeting was held with Congresswoman Kim Schrier on May 22, 2020, to discuss the success of the MIT Early Childhood Education and K-12 Muckleshoot Tribal School on-line and Fall 2020 hybrid in-person instructional programs.

## June

- New traditions were created for Muckleshoot Tribal School high school graduation. We purchased yard signs recognizing each high school graduate at their home and also on the highway (SR 164). We also developed drive through graduation celebrations and held an extremely successful Muckleshoot Tribal School virtual graduation ceremony on Friday, June 12, 2020. One of the keynote speakers for the virtual Muckleshoot Tribal School Graduation Ceremony was Jacob Hollister, Tight-End for the Seattle Seahawks.
- The University of Washington Tacoma and the Muckleshoot Tribal College began the first ever doctoral degree program held on the Muckleshoot Reservation on June 23, 2020. The program admitted 15 students who will be working toward a Doctor of Educational Leadership degree with a specialization in Indigenous Studies.

## July

- The MIT Child Care Development Fund (CCDF) Infant-Toddler Center ground blessing took place on July 7, 2020. This new CCDF Infant-Toddler Center will serve six-week to three-year old children.
- On July 8, 2020, a four week hybrid summer school program began at the Muckleshoot Tribal School.
- On July 8, 2020, the collaborative MIT Kindergarten Readiness Program began at the Muckleshoot Tribal School.
- In accordance with COVID-19 protocols, on July 13, 2020, the Muckleshoot Child Development Center was successfully re-opened. This included the opening of an MCDC satellite classroom for school-aged children at the Muckleshoot Tribal School.
- The Muckleshoot Tribe applied for the *100 Schools Grant* July 30, 2020. This prestigious grant was designed to work with select schools on pre-school to kindergarten readiness and inclusivity.

## August

- Muckleshoot Early Childhood Education and Muckleshoot Tribal School families were contacted on August 4, 2020 to provide their selection of either hybrid or full on-line learning environments for the 2020-21 school year.

- The Muckleshoot Department of Education was notified that it had been selected to receive the prestigious *100 Schools Grant* on August 21, 2020.
- A Zoom meeting with Congresswoman Sharice Davids and Muckleshoot youth was held on August 25, 2020. Congresswoman Davids is the first Native American Congresswoman elected from the State of Kansas. Fifty Muckleshoot youth and members from our Muckleshoot Community participated in this leadership development event.

### September

- MTS reopened with both a hybrid in-person learning environment and a choice for an all on-line learning experience. Our K-12 Muckleshoot Tribal School experienced record-breaking enrollment (580).
- A second Muckleshoot Child Development Center satellite classroom was opened at the MIT Youth Development Program for school-aged children.

### October

- The DECA program at Muckleshoot Tribal School provided an extremely well attended, community event. A well-decorated, drive-through haunted house was opened for our Muckleshoot Community. It was a monster success!

### November

- ***Muckleshoot Tribal School learned on November 23, 2020, that its on-time graduation rate had increased by 45.4% percentage points from 2017 to 2020. The on-time graduation rate for MTS in 2020 was 87.5%. The Washington State average on-time graduation rate in 2020 was 81%.***
- The DECA Program at Muckleshoot Tribal School in collaboration with the Muckleshoot Tribal Education Office hosted a Zoom Around the World virtual business leadership conference in partnership with Kings High School, Shoreline, WA.
- November 30, 2020, Muckleshoot Early Learning Academy and the K-12 Muckleshoot Tribal School returned to full on-line instruction.
- The Muckleshoot Department of Education received notification from the Bureau of Indian Education of an award for a “Building Intelligences for Strong Individual Decision-Making Grant.”

### December

- The Muckleshoot Tribal School, Muckleshoot Child Development Center, MIT Child Care Development Fund Program and MIT Head Start each held COVID-19 protocol appropriate holiday events for their respective students.



## Muckleshoot Birth-21 Student Support Services Program

**PERSON IN CHARGE:** Heather Scheidt, B-21 Student Support Services Director

**LOCATION:** 37502 152nd Avenue SE, Auburn WA 98902

**INFO PHONE:** 253-329-8178

**INFO EMAIL:** Heather.Scheidt@Muckleshoot.com

### *A Seamless Pathway of Education for a Lifetime of Learning*

**PROGRAM DESCRIPTION:** The Muckleshoot Birth through 21 Student Support Services Program Is dedicated to ensuring that each child, regardless of when they enter their individualized educational programs, are fully supported by wrap around services to aid in one seamless transition through each of the child's educational settings starting from birth and continuing through their 21<sup>st</sup> birthday.

Through intentional coordination of program services and individualized supports for our children and their families, this program is able to provide access to services of the highest quality, regardless of disability, income level, and ability to transport or cultural background.

### **SERVICES PROVIDED:**

The Muckleshoot Student Support Services Program serves students from birth through twenty-one years of age. Children birth through five years of age are served through the Muckleshoot Early Learning Academy (MELA) and the Muckleshoot Child Development Center (MCDC) Programs. Instructional and related support services are delivered by special education teachers, school psychologists, speech-language pathologists, occupational therapists, physical therapists, and paraprofessionals.

In compliance with federal and state law, students with disabilities are served in the least restrictive environment to the maximum extent possible. All K-12 school age students served in special education programs who attend Muckleshoot Tribal School or K-12 school age Muckleshoot Tribal Members attending surrounding public and private education programs are supported to participate as appropriate in general education classrooms to the fullest extent possible.

Special education services include individualized specially-designed instruction in academic skills, adaptive skills (self-help; self-advocacy, community, independent living, etc.), communication and language skills, motor skills, social skills, behavior, and vocational skills. An Individualized Education Program (IEP) is developed at least annually for each special education student, and goals and objectives (where appropriate) are written based upon formal and informal testing and on-going quantitative data collection.

### **HIGHLIGHTS OF 2020:**

**January** – The Department of Education hosted the first Kindergarten Readiness Data and Assessment collaboration meeting focused on creating one seamless transition for preschoolers entering Kindergarten in aligning educational program planning with managers and directors from Muckleshoot Early Childhood Education Departments and Muckleshoot Tribal School Administrative teams. Special Education Teachers from both the Muckleshoot Early Learning Academy (MELA) and Muckleshoot Tribal School (MTS) started meeting weekly to review upcoming kindergartners special education programs and teamed up to co-write the students incoming Individualized Education Plans (IEP)s

**February** – Started Early Summer School Kindergarten Transition planning meeting between Muckleshoot Early Learning Academy and Muckleshoot Tribal School student support staff. This included looking at struggling students data who may require extended school year support. Set up bi-monthly meetings between the Muckleshoot Tribal School guidance counselors, school registrar, special education staff, and building administration to review student’s individual credits, transcripts, and class schedules, to ensure these students who are served under special education program supports are making adequate progress.

**March** – Set up regular monthly meetings with the managing program staff at the Muckleshoot Behavioral Health program to coordinate wrap around services for individual students who qualify for extended counseling and social emotional supports.

Worked with Puget Sound Education Service District (PSESD) to set up secondary transition professional development sessions for Muckleshoot Tribal School Special Education teachers to attend employment school to work trainings.

Scheduled weekly Early Childhood Education director and student support services staff meetings to help organize the alignment and delivery of special education services between these Muckleshoot Early Learning Academy programs and Muckleshoot Tribal School student support programs.

On March 11<sup>th</sup> we were informed that our student support services programs would not be operating with in person services as a result of building closures due to the COVID-19 Pandemic. Special Education Teams met that afternoon and staff started to compile work packets, binders, and therapy supplies to cover a two week period and delivered these items to the families on March 12<sup>th</sup>, 2020.

The Student Support Services director, building administrators, and program managers began to immediately seek program guidance and direction through attending weekly COVID-19 considerations for special education webinars delivered from the Federal Bureau of Indian Education (BIE), Washington State Office of Superintendent of Public Instruction (OSPI), and Puget Sound Educational Service District (PSESD).

On March 25<sup>th</sup> B-21 Students Support Services transitioned to a fully remote learning online service delivery model and began holding IEP meetings, parent teacher conferences, and delivering IEP program services to students and families via, Zoom, Facetime, speaker phone, and for those that did not have access to technology staff continued to deliver weekly individualized curricula binders, goal packets, and classroom materials to the families homes so students could continue to be served. Continuous learning plans were created by all B-21 case managers to insure each child’s IEP was being reviewed and implemented to the fullest extent possible.

**April** – Special Education staff trained and developed online learning plans with individualized accommodations and modifications as required by their student’s individualized programs and served as co-teachers the general education online classrooms working with the general education teachers to serve all their students.

For families with more intensive support needs, teachers and specialists continued to offer in person by appointment support services in building while practicing excellent social distancing for needed assessment or individualized therapy support.

B-21 Student Support Services Program Director was invited and participated in both a Bureau of Indian Education (BIE) all Tribal and Urban Indian Organization Leader’s where Muckleshoot’s B-21 Student Support Services Programs were being recognized for the timely response and progressive move to providing remote learning service delivery options to families and students being served in special education programs.

**May** – Online professional development for early childhood and school aged staff included: Solution Tree (Mind the Gaps) three part series, PSESD early childhood special education coordinators network, behavior network, and secondary transition practices for teachers PLC meetings. BIE distance learning education training 101 and social emotional online support strategies webinars were offered to both staff, school aged students, and their parents/guardians.

K-12 Student Support Services staff partnered with attendance mentors and general education teachers to help support students who were struggling with logging on and attending their online educational programs.

**June** – Met remotely with the kindergarten readiness administrative team members from MELA and MTS to plan for the successful return of our students with disabilities for their in building- in-person kindergarten readiness summer transition program scheduled to open in July 2020. Extended School Year (ESY) and K-8 summer school student support services programs were planned during this time as well.

Honored Cindy Hamlin, a beloved Muckleshoot Tribal School Special Education Teacher who served her K-12 students and their families of the Muckleshoot community for over 15+ years.

**July** – Through the generous support of the Muckleshoot Indian Tribe, the Unique Educational Assistance Program was developed to help provide essential educational equipment, safety enhancements, and exercise/physical activity items for Muckleshoot Tribal Member K-12 students who qualified in specialized IEP and 504 goal areas through their K-12 special education programs. The OSPI-Office of Native Education Director Mr. Jon Claymore requested that Muckleshoot Tribal School and the Department of Education B-21 Student Support Services Programs administrators join a national leader's call to showcase how both programs distance learning models are continuing to serve children during the pandemic highlighting the continued work of our 2020 summer session programs.

**August** – Student Support Services B-21 program worked closely with both the administration of Muckleshoot's birth to five early childhood learning centers and the K-12 Muckleshoot Tribal School programs to coordinate the planning of student support educational services for the fall re-opening and return of students attending both online and hybrid program models for the 2020-2021 school years.

**September** – B-21 Special Education Support Staff returned to their in-building programs excited and ready to serve their students, families, and the community in a continued online remote learning model and through a new in person A/B hybrid model. Case managers, special education paras and related therapy staff early teamed with families with a priority focus on providing in person/in building appointments to best serve each individual child-student's IEP goals and therapy services.

**October** – With the success of our Muckleshoot Tribal School K-12 online enrollment application, Student Support Services was successfully able to welcome 47 new students to our MTS K-12 programs this fall. These students all qualified for special education services and are being served through individual education plans.

Muckleshoot Tribal Schools K-12 special education program was expanding with a record number of students in attendance this fall. In early October, a new K-12 Student Support Services Managers position was created and filled to support the continued success, compliance, and program management of the tribal school's special education department.

**December** – Due to the rising positive COVID-19 cases in the surrounding communities paired with the Governors new social distancing restrictions, the Muckleshoot K-12 Tribal School will officially suspend

its student hybrid model and move all students back to a fully online remote learning program starting Wednesday December 2<sup>nd</sup> 2020.

The B-21 Student Support Services teams will continue to work in building with children providing in-person services and instructional supports to our most vulnerable students. Other eligible students will have several options to receive their IEP and related services by appointment so that support staff can practice appropriate safe and appropriate social distancing.

**OUTLOOK FOR 2021:**

Continued educational program development and processes to fully support a child and their family through a seamless transition of individualized student support services starting from birth through their 21<sup>st</sup> year in their educational programs.

Staff fully trained in the Individualized Family Support Plan (IFSP) and Individualized Education Plan (IEP) student information systems.

Create employee positions in the IEP related service areas of Speech and Language Pathology, Occupational therapy and Physical therapy.

Seamless Support Services transition assistance for children with special need entering Muckleshoot Tribal School Kindergarten and other area schools

Create systems for implementing services supporting, prevention and intervention which support referrals for children with disabilities.





# Early Childhood Education Programs

**PERSON IN CHARGE:** Charlene Burgess

**LOCATION:** Muckleshoot Early Childhood Education Center & Muckleshoot Child Development Center, on the left as you enter Muckleshoot Tribal School complex

**MAIN PHONE:** 253-876-2159

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

**PROGRAM DESCRIPTION:** Our vision is that every Muckleshoot child has access to high-quality, early learning experiences. We strive to create an early childhood education program that effectively serves all children and supports children's growth, development, and educational advancement.

Now, more than ever, the importance of Early Childhood Development has come to the forefront. We all understand that high-quality early childhood education provides the best outcome for a child's success in school and life. Muckleshoot Early Childhood programs strive to provide the highest quality care.

Whether your child is enrolled in the Muckleshoot Head Start program, Birth to Three, or our, Muckleshoot Child Development Center (MCDC), Muckleshoot families can expect their children to have qualified staff who are monitoring, assessing, each child's development and learning and adjusting goals to assure the best care is given. We also stay informed of new research allowing staff to implement best practices, effectively use technology, and collaborate with a wide variety of community partners.

Some of our highlights this year include our many collaborations, within our own Early Childhood Education Program, within the Muckleshoot Tribe and working with partners in our communities bordering the tribe. We have found it is a necessity to extend this collaborative hand in our continued and newly developed partnerships.



We have worked closely within our early childhood programs to provide outstanding opportunities for parents and students to engage in meaningful, curriculum guided explorations. We have collaborated with programs within the tribe to bring in and share resources.

Some of the resources have included the appreciation of our forest, with our Director of Curriculum and Instruction and Hancock Forrest, The Muckleshoot Tribal School sharing a kindergarten readiness skills checklist, and partnering with the Muckleshoot Health and Wellness Center making a space for Early Childhood Support Services to provide onsite visits for our children receiving related services.

Early Childhood Education is incredibly thankful for having such supportive community, families, partners, and friends.

### HIGHLIGHTS FOR THE YEAR:

- All ECE programs worked in collaboration to produce daily lessons, aligned with the Creative Curriculum, to all ECE families.
- Produced 275 developmentally appropriate bi-weekly instructional packets for 16 weeks, from March 16 to June 11th and for 6 weeks during summer school. A total of 8 early learning educational were developed for the spring quarter and 2 educational packets for summer school. Each packet included a book related to the topic of study, materials, watercolors, chalk, etc. along with directions for activities to support the use of materials.
- The Muckleshoot Early Childhood Program purchased more than 2,500 books during the 2019/2020 school year. Each Early Childhood student has a library of 12 to 16 books at home.
- Successfully implemented a new child assessment tool across ECE, Teaching Strategies Gold.
- Successfully implemented a new curriculum ECE wide, Creative Curriculum. This curriculum and assessment tool is aligned with the assessment system used in the Muckleshoot Tribal School kindergarten classrooms.

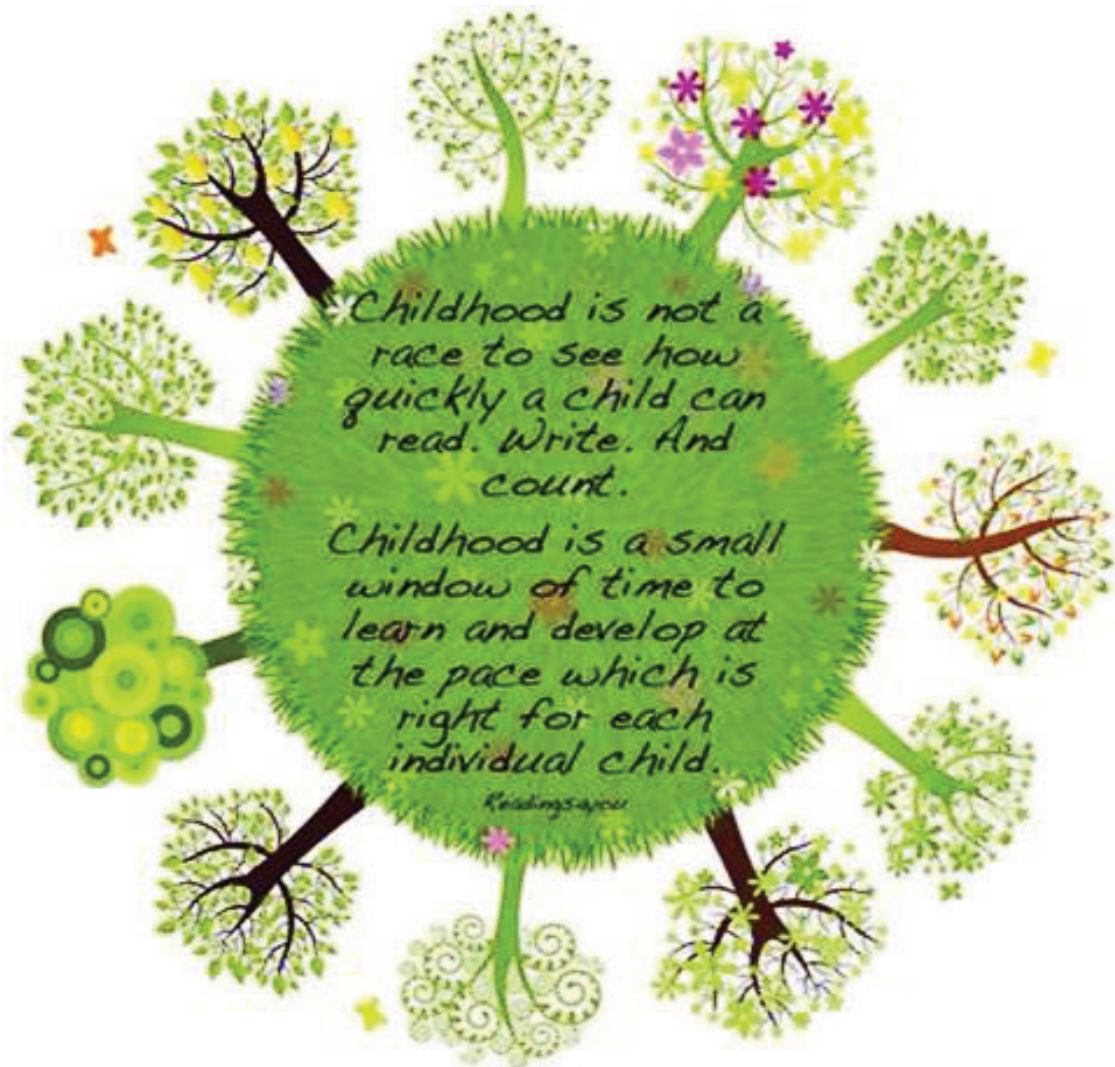
### OUTLOOK FOR 2021

Obtain training for the Muckleshoot Early Learning professionals that will include:

- CIRCLE Training-overview of early language and literacy development in young children
- CLASS Training/TPITOS Training – assessing teachers level of skill
- Kindergarten Readiness – What does it look like for children 0-3 yrs. And 3-5 yrs.
- Focus/development of Early Childhood coaches and education coordinators –to strengthen the skills of those who are reviewing and observing our teachers.

Continue collaborative work with the Muckleshoot Tribal School and neighboring school districts to:

- Review/share assessment data across all programs.
- Cross train Early Learning professionals on the necessary kindergarten readiness goals/skills.



# 2020 Head Start Grads

(many, but not all of them)





## Muckleshoot Child Development Center

**PERSON IN CHARGE:** Lonna Swanson

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

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

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



**PROGRAM DESCRIPTION:** 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 influences in their learning development: The child, parents/guardians and the educators/caregivers. Muckleshoot Child Development Center will provide a rich environment that supports individual and group

development for each child enrolled in the program. The physical environment also plays a huge role in a child's development. The physical environment at Muckleshoot Child Development Center will be well organized, welcoming to the child/family. Muckleshoot Child Development Center uses Creative Curriculum and Handwriting Without Tears as its chosen curriculum.

### **SERVICES PROVIDED:**

Childcare for children 6 weeks through twelve Years. Birth to Three Classes for children birth to three. Child Development for children birth to five.

### **HIGHLIGHTS OF 2020:**

- Use of Class DOJO as a classroom/parent communication tool for children 4 weeks – 5 years
- Created Early Childhood Education Facebook page
- Provided daily online learning activities on Class DOJO for children 4 weeks – 5 years
- Collaboration with MELA, B3, Special Services & CCDF to provide educational learning packets in the mail for children 4 weeks to 5 years
- Created and implemented COVID-19 Parent Handbook & Staff Procedures for re-opening MCDC
- 100% of staff participated in COVID-19 safe practices prior to returning to work at MCDC
- Collaborated with ECE programs to provide 6 weeks of summer school
- Kindergarten children participated in Kindergarten camp at MTS
- Staff training – University of Washington Early Learning Quality Institute, Working with children and special health care needs during COVID-19
- MCDC Teachers participated in training with MELA Teachers for In-service training
- Teachers received training in Teaching Strategies Gold and have started implementing in their classroom
- Teachers received training on Creative Curriculum for Infants & Toddlers and have started implementing in their classrooms.

- Opened 2<sup>nd</sup> Muckleshoot Early Learning Academy Head Start classroom at MCDC
- Opened 2 new MCDC locations for school age children – Muckleshoot Tribal School and the Youth Development Center

**OUTLOOK FOR 2021:**

- Continued teaching of pre-academic skills for all children enrolled at MCDC
- Continued collaboration with Muckleshoot Tribal School in support of kindergarten readiness
- Continued and ongoing training for all staff in early literacy, numeracy, and cognitive skills
- Continued collaboration with education programs to make sure our children are receiving the most comprehensive child care and early childhood services.





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

**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/ Cell: (253) 545-1775

**INFO EMAIL:** 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.

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

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.



### HIGHLIGHTS OF 2020:

- Ground breaking of the new CCDF Infant/ Toddler Center took place on July 7, 2020
- Additional construction funds obtained from Administration for Children and Families- Office of Child Care to support new Infant/ Toddler Child Care Center's outdoor learning environment- playground.

- Collaboration with the Muckleshoot Head Start Program to support wrap around care at MELA for eligible CCDF families.
- Retention bonuses for non-licensed care providers during the COVID-19 pandemic/ State of Emergency
- Pay to licensed child care providers based on enrollment rather than attendance to secure child care for eligible CCDF families
- Waiving copayments for families during the COVID-19 pandemic/ State of Emergency
- Increased income eligibility for families
- Increased provider child care rates



In 2020, CCDF served at least 113 families and approximately 216 children; Muckleshoot and other tribes.

**CCDF has coordinated with 68 childcare providers;**

- Licensed Child Care Centers: 22
- Licensed Family Homes: 14
- Tribally Certified Family Homes: 2
- Certified In-Home: 8
- Relative Care: 22

*I just wanted to say thank you for the learning kits!!! My kids love them and gives them lots of stuff to do during the day.*

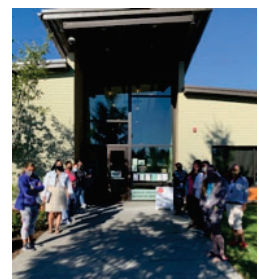
*Thank you, thank you, thank you! I really appreciate it and the CCDF program*

**Quality activities for the CCDF Program included;**

- First Aid/ CPR training for providers and families,
- Distribution of Health & Safety supplies to providers
- Distribution of Activities Kits to providers & families
- In-home learning kits sent to children from Lakeshore Learning
- Online professional development for CCDF Providers
- Retention bonuses to in-home and relative care
- Bonuses to providers that complete online courses/certificates
- CCDF staff development

**GOALS AND OBJECTIVES FOR 2021:**

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







# Muckleshoot Early Learning Academy (MELA) [Head Start Program]

**PERSON IN CHARGE:** Patty Eningowuk

**LOCATION:** Muckleshoot Early Childhood Education Center

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

**INFO EMAIL:** 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 parents as the first educators for their children every step of the way.

## **SERVICES PROVIDED:**

- Head Start services provide comprehensive educational services for 108 children and their families in seven center-based classroom settings; five classrooms at (MELA) and two classrooms at the Muckleshoot Child Development Center (MCDC).
- 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.
- Provide effective transition approaches for birth to three transition to Head Start and Head Start transition to kindergarten.

## **HIGHLIGHTS OF 2020:**

- Head Start Program federal monitoring review, Focus Area 1, results are 100% in compliance
- Successful collaboration with Muckleshoot Tribal School staff to support kindergarten transitions; currently engaged in the 100 School Initiative with the Office of Superintendent of Public Instruction Office
- Received funding for renewal of the Head Start Program grant in the amount of \$909,079 and additional funds in the amount of \$79,093 to support distant learning.
- Provided a family engagement opportunity in collaboration with the CCDF program. Families were given \$25 dollars/child to spend at the Scholastic Book warehouse.
- Implemented an attendance initiative in partnership with Muckleshoot Tribal School, children with perfect attendance had the opportunity to have Popcorn with the principal, classrooms with attendance above 85% had a special treat. Families of students with perfect attendance were placed in a drawing for fabulous prizes.
- Provided a remote graduation for our 2019/2020 graduates, each child received a graduation cap and tassel, a hooded sweat shirt with local artist design, and a copy of a slide show, show casing their work at Muckleshoot Head Start during the year.

## OUTLOOK FOR 2021:

- Increase family engagement in the family partnership process and have data to show growth.
- Create Educational Advisory committee to ensure our practices are supporting Kindergarten Readiness, including local school districts, parents, community partners, teachers, HS staff, etc.
- Host 'Kindergarten Roundups' with all local elementary schools where Head Start children will make kindergarten transitions, for families and neighboring schools will be attending.
- Enhance our use of Teaching Strategies Gold, Child Plus, CLASS and other data to ensure all staff are fostering a positive attitude toward our work with children and their families with the ultimate outcome of all children developing a love of learning as a foundation for a successful educational career.
- Provide opportunities for parents to gain skills in advocacy for children.
- Partner with Muckleshoot Behavioral Health, in addition to our Mental Health consultant, to promote awareness of the importance of social and emotional health.





## Muckleshoot Tribal School

*John Lombardi, Superintendent*

**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.

**Challenging 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. To help accomplish this we have implemented a Social Emotional Learning (SEL) and Since Time Immemorial/Muckleshoot Cultural Competency program into the Advisory Class at Middle/ High School and in the Morning Meeting with all elementary classes. We have also launched our Project Based Learning (PBL) days once a month for students and their families to engage in culturally relevant activities as a family.

#### **STUDENT SERVICES:**

**Student Support Services** - Heather Scheidt, the Director of Student Support Services, oversees all programs from Birth to 22 years old to support students with disabilities including Special Education and students in need of a 504 accommodation plan. In addition, the Muckleshoot Tribal School has added a new Student Support Services Manager (K-12), Ashley Waggle to oversee and improve programs on the Tribal School campus.

**Gifted and Talented Program** - The Director of Teaching and Learning, Judith Mosby in conjunction with the Elementary Principal, Dr. LaWonda Smith-Marshall 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. During the COVID crisis, MTS food service has taken on the additional task of delivering meals to classrooms in alignment with our safety protocols and providing weekly take home meals for our students in the All Online Learning program.

**School Nurse and Athletic Trainer** - Student safety is the paramount duty of MTS. A fulltime licensed nurse is available for all student health issues and 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. MTS has also established space on campus for a Drug and Alcohol Counselor to better our students who are struggling and support them in a positive, proactive way.

**Safe and Secure Campus** - MTS has a fully staffed 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 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 in both their social and academic development. The Tribal School has three Parent Liaisons, two Attendance Mentors along with numerous support staff working with the community, Department of Education and the Tribal Court to improve student attendance and academic success.

**Student Leadership Development Programs** - MTS has developed and is implementing a high school leadership class to compliment the middle school leadership program. 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, managing resources and leading project teams 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 2020:**

##### ***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 73.8% in 2019 and **87.5% for the Class of 2020.**

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

#### **A. Added a Secondary Assistant Principal (6-12th grade), Ben Foutz.**

- a. Under the direction of the Principal, the Secondary Assistant Principal serves as an instructional leader in the planning, coordination, and administration of school activities and programs. His 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. Implementation of the Social Emotional Learning/Culturally Relevant Course Work K-12**

- a. MTS has implemented a Social Emotional Learning (SEL) and Since Time Immemorial/ Muckleshoot Cultural Competency program into the Advisory Class at Middle/High School and in the Morning Meeting with all elementary classes.
- b. We have also launched our Project Based Learning (PBL) days once a month for students and their families to engage in culturally relevant activities as a family.

#### **C. Special Services continues to move to an inclusive education model for students with an IEP**

- a. 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.

#### **D. Implementation of Qmlativ (Q) Program**

- a. 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.

#### **E. Adoption of Google Classroom Suite for All Online Programs (LMS)**

- a. Google Classroom is an easy way to help students with this transition because it is extremely user-friendly, making it a great introduction to technology. Because everything is posted online, Google Classroom gives students access to materials no matter where they are. Gone are the days of lost rubrics or worksheets.

## **F. Kings for Success Program**

- a. This after school program continued during the COVID crises and provided additional support in math, science, English/ELA, and social/ emotional learning. It also provided enrichment activities and clubs such as Chess and STEM.

## **G. Continued Success with Athletic Programs**

- a. **Football** – The football team bounced back to win three games and was one win away from making it to Districts.
- b. **Volleyball** - Our volleyball team completed in their first full varsity season since 2012.
  - i. We had a middle school volleyball team for the first time in school history as well as started a middle school cheerleading program.
- c. **Girls' Soccer** - The girls' soccer team made Districts for the first time in school history in the fall of 2019 and ended up losing to the eventual state champion.
- d. **Basketball** -
  - i. Boys and the Girls won the SeaTac League Championships.
  - ii. The girls' team made it to regionals for the first time since 2015.
  - iii. The boys team played in the State Basketball Tournament for the fourth year in a row and finished seventh
  - iv. Kalea Lezard was named the SeaTac League MVP
  - v. Dora Brings Yellow was named the SeaTac League Coach of the year for the girls.
  - vi. Our boys middle school basketball team finished 8-2.
- e. **Baseball, Fast Pitch and Track** – Cancelled due to COVID 19

## **H. Facility Improvements**

- a. New artificial turf fields for Baseball and Fast pitch Softball were completed on campus.
- b. Six new portables (12 classrooms) were completed on campus to accommodate the growth in enrollment.
- c. New Video Scoreboard installed in Large Gym

## **I. COVID 19 Closure and Providing Student Services and Programs**

- a. Successfully converting from a traditional school program to a 100% Online Learning model within 1 week.
- b. Guidance Counseling and Mental Health Services provided during COVID 19 stay at home via zoom, Telehealth, and 1:1 in person sessions.
- c. Online 21st Century and Kings for Success support during stay at home.
- d. Presented the MTS 100% Online Learning model and program success to:
  - i. OSPI and the Washington State Tribal Compact Schools
  - ii. Nationally to the Bureau of Indian Education Schools
- e. Transitioned to an individual graduation commencement model that incorporated Senior Speeches
- f. Purchased first Electrostatic Sprayer and began disinfecting the Facility throughout the day to combat COVID-19
- g. Transitional Summer school for incoming Kindergarteners and incoming 6th graders.

## **OUTLOOK FOR 2021:**

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 will continue to 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)

*Our Mission: "To ensure high academic and cultural learning for every student"*

**MTS will continue to focus on previous goals that were affected by the COVID 19 Closure:**

1. Improved assessment practices and detailed student data related to individual skill levels and progress through iReady
2. Implementing focused intervention and enrichment time to support student learning and staff collaboration
3. Continuing to improve student transition practices into Kindergarten
4. Maintaining an On-Time Graduation Rate of 80% or higher with a goal of 90% for the Class of 2021
5. Reducing Harassment, Intimidation and Bullying through intervention practices and programs
6. Increasing the number of students with reading, writing and mathematics skills that are at grade level expectations or above.
7. 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.
8. Implement academic and social emotional programs to support success and well-being.

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	90.1%	2020*	152
2020-2021	580	2020-2021			

\*Affected by COVID 19 Closure

Muckleshoot Tribal Member & Descendent Enrollment												
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
K-5 <sup>th</sup>	156	145	149	164	157	201	189	186	194	202	177	169
6-8 <sup>th</sup>	82	71	66	69	66	85	78	71	71	71	75	88
9-12 <sup>th</sup>	111	86	101	104	114	131	126	107	115	109	114	109
Totals	349	302	316	337	337	417	393	364	380	382	370	366

Muckleshoot Tribal School: High School Graduates												
2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
4	2	19	19	17	15	11	19	24	14	37	42	39

Muckleshoot Tribal School: On-Time Graduation Rates (% Reported by OSPI)						
2015	2016	2017	2018	2019	2020	2021
52.2%	46.7%	42.1%	57.1%	73.8%	87.5%	



## Adult and Higher Education Division

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

**LOCATION:** Muckleshoot Early Childhood Education Center

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

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

The Adult and Higher Education is a division within the Muckleshoot Department of Education. The division consists of the following programs:

- College and Career Education Opportunity Program
  - Muckleshoot Financial Aid
  - Scholarship
- Private School
- Workshop and Training
- Disability Services
- Northwest Indian College
- Academic Affairs
  - UW
  - GED and High School 21
  - CNA Program
- NT+

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

**PERSON IN CHARGE:** Program Manager, Sonja Moses (253) 876-3372

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

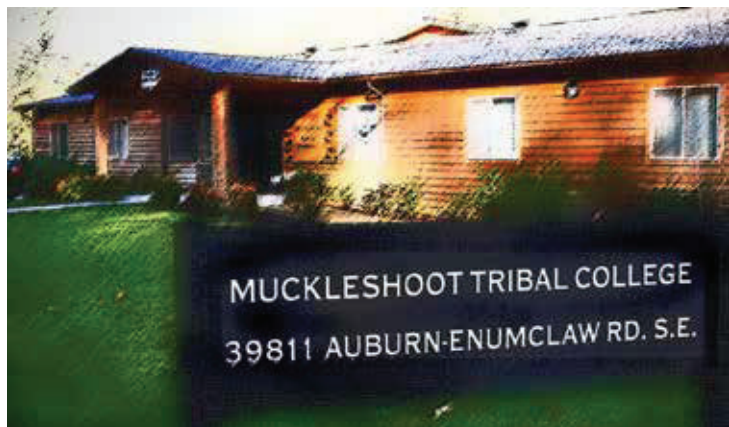
**MAIN EMAIL:** CCEOP@muckleshoot.nsn.us

**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
- Work Ethics
- Educational Workshops
- Team Building Seminars



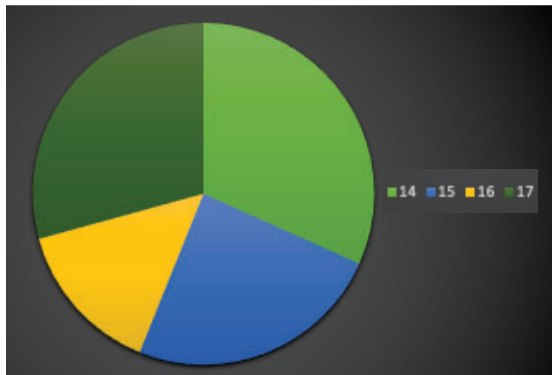


- Off Site Field Trips
- Career Interest
- Work Experience
- Tutoring

**Site Placement and Number of Youth Participants Placed**

- Culture Program/Canoe Club (4)
- Muckleshoot Childhood Development Center (9)
- Human Resources Department (1)
- Equine Program (7)
- Philip Starr Building (1)
- Pentecostal Church (3)
- Muckleshoot Deli (3)
- Muckleshoot Tribal School (3)
- Elders Complex (1)
- General Services (3)
- CCEOP (1)
- Wellness Center (3)
- Muckleshoot Library (1)
- Resource Center (2)

**CCEOP Youth Participants Categorized by Age**



**Retention Rate**

Of the 42 Youth Participants hired, 42 completed the program. For 2020 we had a 100% retention rate.

**Attendance Report**

The youth participant’s attendance was adversely impacted by the COVID19 pandemic.

**Growth**

The CCEOP acquired an office building for the staff members, our offices are now located at 38711 172<sup>nd</sup> Ave SE Auburn WA 98092

**OUTLOOK FOR 2021:**

For 2021 we are working on policies to safely return youth participants to the CCEOP.



## Northwest Indian College (NWIC)

**PERSON IN CHARGE:** Site Coordinator, Edna Wyena

**LOCATION:** Muckleshoot Tribal College

**CONTACT INFORMATION:** Michele.Rodarte@muckleshoot.nsn.us, (253)876-3291

### **PROGRAM DESCRIPTION:** Northwest Indian College

The Muckleshoot Tribal College, in partnership with the Northwest Indian College for the delivery of higher education and community development services at the Muckleshoot Tribal College Campus of Northwest Indian College. The mission of NWIC is ground in the delivery of quality academic, vocational, cultural and community programs that support the development of autonomous tribal citizens and the prosperity of tribal nations. To the extent that resources are available, NWIC strives to meet the goals of each individual tribe and tribal community that serves. Northwest Indian College is uniquely positioned to serve tribal nations and communities because the heart of the College's mission is revitalization of our nations. To this effort, NWIC brings resources that are generated from the context of tribal nationhood and the preservation, restoration, and renewal of our languages, cultural practices and traditions, economic systems, and social systems including our health and well-being. NWIC is also committed to the restoration and protection of our homelands and natural resources.

The goal is for Muckleshoot and NWIC to cooperatively develop a non-profit Instructional Education Center on the Muckleshoot reservation. The Muckleshoot Tribe and NWIC have been partners in delivering post-secondary education to the Muckleshoot community since 1999. The goal of this center is to offer high-level post-secondary instruction which leads to the completion and awarding of post-secondary degrees and certificates. Northwest Indian College agrees to assist Muckleshoot Tribal College with efforts they may take to become independently accredited. However, Northwest Indian College must adhere to the NWCCU regarding accreditation and will follow all procedures regarding the Teach-Out Plan and Teach-Out Agreements.

### **Program Outcomes:**

- 4 graduates for their Associates of Arts degree from NWIC at the Muckleshoot Site
- 5 graduates for their Bachelor of Arts degree from NWIC at the Muckleshoot Site.
- Tech/Aid Kelly Darby for student and Teacher support
- NWIC Hiring of part time English Teacher NG.
- NWIC Implemented new policies for students and Faculty during the Covid outbreak.
- NWIC provided CARES ACT FUND to all student for Spring 2020 quarter
- NWIC CARES ACT FUND provided 10 laptops for the Muckleshoot site (Pending shipping), and to other technical support for online learning
- NWIC provided Paid Professional Development training for all faculty and 3 participants from the Muckleshoot Site.
- NWIC Virtual Commencement.
- Mailed care packages.

# GED/HS21 Plus Program

**Adult & Higher Education Division Director, Denise Bill**

**PERSON IN CHARGE:** Muckleshoot Tribal College Administrator, Michele Rodarte

**PROGRAM MANAGER:** Mitzi Judge

**LOCATION:** Muckleshoot Tribal College

**CONTACT INFORMATION:** Michele.Rodarte@muckleshoot.nsn.us, (253)876-3291

## **PROGRAM DESCRIPTION: GED**

The GED Learning Center (GLC) works to prepare second-chance adult learners in the Muckleshoot Community to obtain their GED credential. We seek to serve students by offering free or low cost educational support, engaging students with cultural and real world curriculum, and building GED graduates to become work and college-ready.

## **Program Outcomes:**

- GED Student enrollment 30 students
- GED Graduates for Jan & Feb 2020 is 1; community member
- GED Graduates from June 2019 – March 2020 is 5 total
- 15 continued on from 2019
- 10 of those 30 GED students were from AWTP
- These numbers are Pre Covid19 and we are currently in the process of creating digital opportunities for students to work toward completing their GED via. Online, Zoom along with limited faced to face tutoring coming January 2021.

## **Program Description: HS 21+0**

Adults 21 years or older work with an RTC instructor and the instructor at the Muckleshoot Tribal College GED Learning Center to demonstrate competencies in reading, writing and math contextualized in science, history, government, occupational studies, and digital literacy. The program combines current coursework with previous learning, and work and life experiences to result in a high school diploma.

- HS 21+0: Enrolled 18 students (Pre Covid19)
- These numbers are Pre Covid19 and we are currently in the process of creating digital opportunities for students to work toward completing their HS21Plus
  - via. Online, Zoom
  - limited faced to face tutoring.
  - Hiring a Math tutor
- Provide assistance by appointment (up to 4 students at a time)

## Academic Affairs Instructor

**Adult & Higher Education Division Director, Denise Bill**

**PERSON IN CHARGE:** Muckleshoot Tribal College Administrator, Michele Rodarte

**ACADEMIC AFFAIRS:** Amy Maharaj

**LOCATION:** Muckleshoot Tribal College

**CONTACT INFORMATION:** Michele.Rodarte@muckleshoot.nsn.us, (253)876-3291

**PROGRAM DESCRIPTION:** The Academic Affairs Instructor is here to provide assistance with numerous programs within the Muckleshoot Tribal College, such as Academic Advising Days, Career Day, Degree Programs with our partnering institutions, Provides Tutoring assistance within the Writing Center for all students.



### Program Outcomes:

- The new writing Center: Provided assistance to: 10 students a week and on average 15 students per month including help electronically. (January – March 2020, due to Covid19)
- Excellence in the workplace- #15 students registered and are scheduled to complete by January 2021 (Due to Covid19)
- The Writing Center - 30 days of writing program had 4 students attend the APA workshop
  - 3 students in how to research papers workshop (via. Zoom).
  - Excellence in the Workplace, with 15 graduates,.
  - “30 Days of Journal” class had 47 students.
- Assisting in the re-open of the GED/HS21 Plus programs, and will be offering
  - GED classes and
  - Tutoring via. Electronically or appointment only. (Due to Covid19)
- Provides other duties as assigned, such as the Student Handbook, flyers, etc.

## Doctoral Program in Educational Leadership

**Adult & Higher Education Division Director, Denise Bill**

**PERSON IN CHARGE:** Muckleshoot Tribal College Administrator, Michele Rodarte

**ACADEMIC AFFAIRS:** Amy Maharaj

**LOCATION:** Muckleshoot Tribal College

**CONTACT INFORMATION:** Michele.Rodarte@muckleshoot.nsn.us, (253)876-3291

**PROGRAM DESCRIPTION:** U of W Tacoma and The Muckleshoot Tribal College, Doctoral Program in Educational Leadership

The mission of the University of Washington Tacoma Education program and the Muckleshoot Tribal College is to prepare ethical and reflective educators who transform learning, contribute to the community, exemplify professionalism, and promote diversity.



This course was designed to provide intellectual and practical examination of the experiences of diverse peoples in education related settings. While we will focus

on the role of racism, we will examine the intersectionalities between racism and related forms of oppression in creating, maintaining, and justifying educational inequalities. In particular, we will examine our professional roles in interrupting and dismantling structures of oppression, while examining the role of leadership in modeling and nurturing inclusive communities. Two key threads will center our work: 1) Examination of racism as a system of oppression (as a way to also understand other forms of oppression) and 2) Structural analyses of pressing social inequalities within specific education settings.

This specific cohort is Indigenous-centered in the curriculum and approaches in the program. This program is appropriate for students holding a Master's degree and who are in the educational field (and allied areas) working with Tribal communities. The Doctoral Program in Educational Leadership (EdD) is designed to address conceptual issues of the roles educational leaders play in leadership, management/administration and political advocacy. All courses will be taught by Native American faculty/instructors (or individuals who have worked closely with tribal communities).

- The Program had 15 enrolled
- 13 attending current quarter (due to some students having already taken courses previously)
- The program began in the summer on June 26, 2020
- The program will be completed in the Spring of 2023
- Program Outcomes: Students will graduate with a Doctorate in Educational Leadership with a specialization in Indigenous Studies.
- Upon successful completion of this course, the student will be able to:
- Evaluate systems theory and frameworks as applied to Indigenous leadership in educational organizations and communities;
- Analyze Indigenous models and processes of policy formulation, evaluation, and advocacy;
- Apply concepts about Indigenous leadership in community aspects with specific focus on system effectiveness.

## Certified Nursing Program

**Adult & Higher Education Division Director, Denise Bill**

**PERSON IN CHARGE:** Muckleshoot Tribal College Administrator, Michele Rodarte

**LOCATION:** Muckleshoot Tribal College

**CONTACT INFORMATION:** Michele.Rodarte@muckleshoot.nsn.us, (253)876-3291

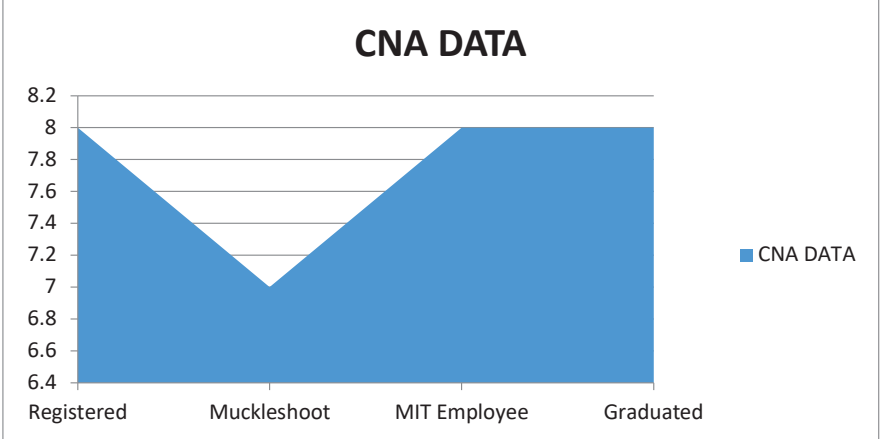
### **PROGRAM DESCRIPTION: Certified Nursing Program**

The Muckleshoot Tribal College, in partnership with the Muckleshoot Elders In-Home Support Services, and, Renton Technical College started its first cohort of the new Certified Nursing Program on January 7th, 2020.

### **Program Outcomes:**

- Students earned a Certificate of Completion. Which will help them to provide safe and competent care to patients/clients/residents and families utilizing current standards of practice in client/patient care; Provide competent nursing assistant care within the legal and ethical standards of practice; Employ culturally sensitive and therapeutic communication skills with patients/clients/residents and families; Practice professional behaviors of collaboration, advocacy, maintaining of on-going knowledge base, and evaluation of own practice; Demonstrate critical thinking throughout the client care processes.

- Nursing assistants work in hospitals, clinics, long-term care facilities, retirement or assisted living facilities, adult family homes, and in-home health care. They help provide quality healthcare and assist nurses in their work. The Nursing Assistant program prepares students to earn their certification and work in a healthcare setting. It is also the first rung of the career ladder for students to become Licensed Practical or Registered Nurses. Students in this program will learn about patients’ rights, basic bedside nursing skills, patient/personal safety, and HIPAA and HIV/AIDS education. Students will practice their skills in acute hospitals and/or skilled nursing facilities.



The next cohort to be offered Summer 2021- For future offerings of this program, please contact the Muckleshoot Tribal College, look for the advertisements in email, or the Muckleshoot Messenger. Denise Bill, Eve Austin, and, Reese Ponayahquaptewa are the contact representatives for this program.



*Students in Class at the Tribal College*



*The CNA Graduation 2020*



*Tony Ruthorford, Girlfriend (Graduate) and their Baby*



## 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



## NT PLUS

**PERSON IN CHARGE:** Interim Program Manager, Vicky Murray, Career and Technical Education

**LOCATION:** Muckleshoot Tribal College

**CONTACT INFORMATION:** Vicky.murray@muckleshoot.nsn.us, (253)876-3305

**PROGRAM DESCRIPTION:** NT PLUS is a program that provides career and technical education services to Tribal members and local community members alike. Currently NT PLUS offers a wide variety of vocational certificates, as well as an associate's degree (in partnership with Green River Community College). Funding for NT PLUS is derived from the Native American Career and Technical Education Program (NACTEP) grant; from the federal government. NT PLUS successfully completed its second year, of three on October 31<sup>st</sup>, 2020. We are looking forward to finishing this grant strong, and submitting a new grant proposal in 2021.

### In 2019-2020 NT PLUS has offered the following programs:

1. Cohort I & II Associates Degree in IT Systems and Security, in partnership with Green River College
2. Comp TIA A+ Certificate Prep Course
3. Comp TIA Project + Certificate
4. Microsoft Certified Professional Certificate
5. Microsoft PowerShell Certificate
6. Video Editing Basics, in partnership with the Tribal Language Department Certificate
7. Office Basic Certificate
8. Excel Basic Certificate
9. Office Intermediate Certificate
10. Hybrid Office Basic and Intermediate Certificate

### Technology Improvements:

In 2020 NT PLUS dramatically modernized the Muckleshoot Tribal College Technology through partnership with the Muckleshoot IT department.

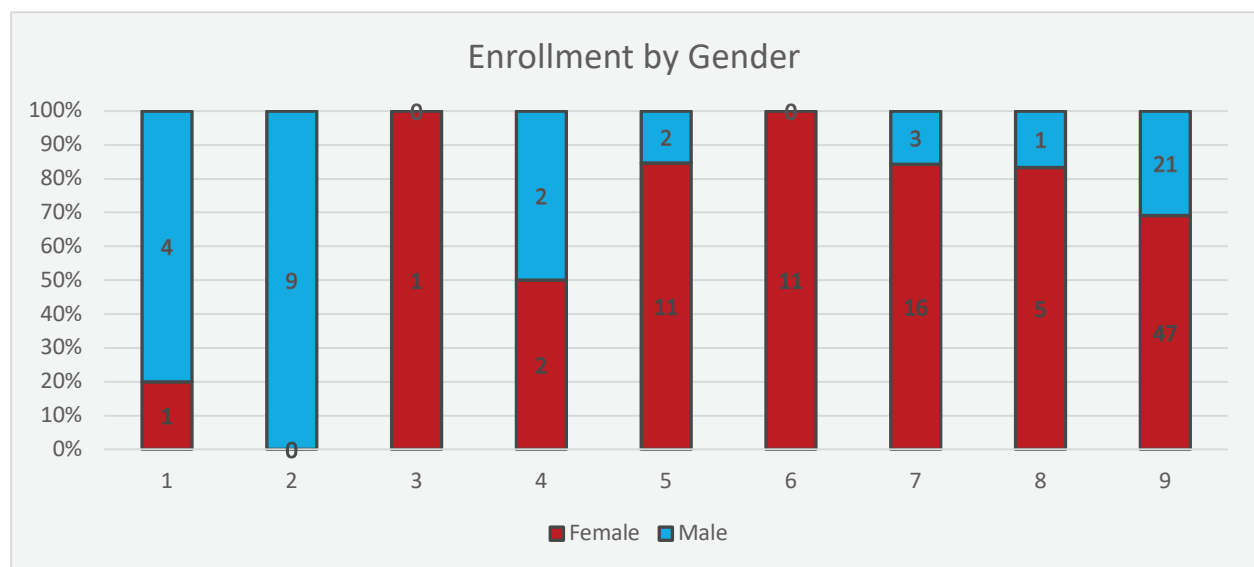
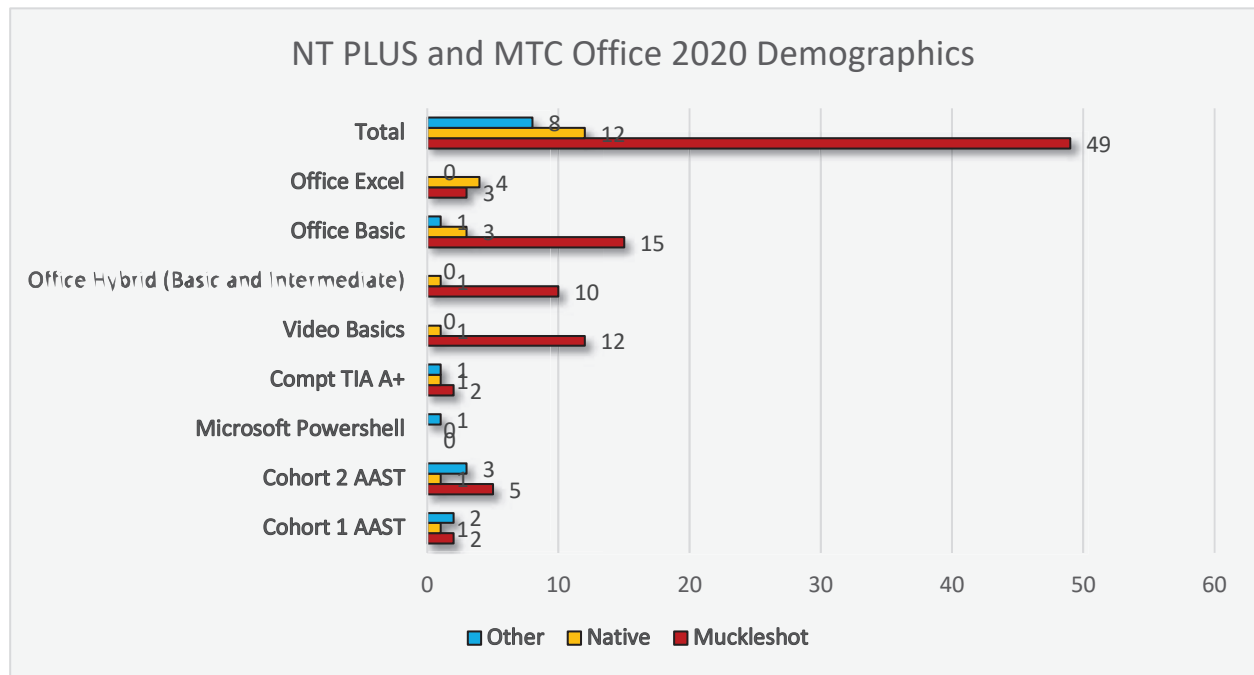
1. Purchased 15 student laptops, to be checked out to NT PLUS students with need.
2. Purchased 5, 50" Surface Hub smart devices and had them installed in each of the NT PLUS classrooms.
3. Purchased Video editing software for computer lab, as well as for language department staff within Office Video Basics course.
4. Purchased 10 Mirrorless cameras, tripods and equipment to be used by Video Basics Students.

5. Contracted to have increased wireless internet connectivity installed at MTC.
6. Updated all computers at the MTC computer labs

**OUTLOOK FOR 2021:**

In light of Covid NT PLUS has had to change the ways in which we have delivered course materials. For the near future classes will take place online or be delivered in a hybrid model. Hybrid courses will have some classes on campus in groups sized four or less, on rotating block schedules. This is so that we can maintain proper social distancing. NT PLUS will also have some additional tutoring support services, and technology resources for those in need.

**Charts and Data:**







# Emergency Management

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

**PHYSICAL ADDRESS:** 38717 172nd Ave. SE, Auburn, WA. 98092

**PHONE:** 253-876-3247

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



Ada McDaniel and Susan Starr

## **PROGRAM OVERVIEW:**

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 28 tribes of Washington State, City of Auburn, Seattle, and King County & Pierce County, WA. It takes a unified effort to provide services to the tribal community through networking capabilities.

**SERVICES PROVIDED:** Because of COVID – 19 training and education was not applicable for the 2020 year.

## **HIGHLIGHTS OF 2020:**

- The Muckleshoot Tribal Mitigation Plan annex to the King County Mitigation plan was finalized and approved through FEMA.
- The Isolation & Quarantine Plan is finalized and can be referenced for use during the COVID -19 pandemic
- The Emergency Operations Plan and the Continuity of Operations Plan is near completion and ready for approval.
- Mobilized and Activated an Emergency Operations Center (EOC) involving the key Emergency Support Functions (ESF's) for the COVID -19 pandemic. The EOC is continued to be managed virtually throughout the week to stay updated with current events and guidance from the State, County and Indian Health departments.

## **OUTLOOK FOR 2021:**

- The Muckleshoot Emergency Management Department will continue to look for training opportunities for the community and employees. We realize with the pandemic virtual training may be the only training being offered during the 2021 year. We will continue to offer the training needs that are designed for each natural or man-made disaster our area may face.
- Community Emergency Response Training manual.
- Stay Safe, Stay Informed, Stay Prepared!



# Enrollment

**LOCATION:** Philip Starr Building  
**PERSON IN CHARGE:** Cortney Rodarte, Enrollment Manager  
**INFO PHONE NUMBER:** 253-876-3141  
**INFO EMAIL:** EnrollmentDept@Muckleshoot.nsn.us  
**STAFF:** Eva Jerry, Angeleka Bennett-Esparza

**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 2020:

- The Enrollment Office assisted in completion of the 2019 enrollment audit.
- As of November 2020, 3,040 persons are enrolled in the Muckleshoot Indian Tribe. The age ranges of those enrolled are as follows:

<b>MIT Enrollment by Age Group</b>	
<b>0-12</b>	735
<b>13-17</b>	309
<b>18-49</b>	1533
<b>50+</b>	463

- **TOTAL = 3,040**

**OUTLOOK FOR 2021:** The Enrollment Department will send out notice when accepting applications for new enrollment. Our Muckleshoot enhanced tribal card is nearing completion and staff will begin training as soon as possible.



# Family Resource Program

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

**PERSONS IN CHARGE:** Gil Adame, Family Resource Center: Manager  
Alexandra James, Human Services Director

**INFO PHONE NUMBER:** (253)876-3336

**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 (Closed During COVID-19)**

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 135% of the median income for the County in which the MIT tribal member resides (published annually by HUD)

The maximum among a tribal member household can receive in a calendar year is \$1500.00

### **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. 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 (Commodities)**

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. I usually receive this funding after LIHEAP is over and clients can apply for assistance once a round. Each round lasts 2-3 months long.

### **Hospital Emergency Assistance \*New\***

The Hospital Emergency Assistance Program is intended to help Muckleshoot Tribal Member with an immediate family member in the hospital; who are 18 years of age or legally emancipated. The immediate family member has been admitted in the hospital (overnight) more than two consecutive days; the assistance will begin on the third day. Out of state Hotel Assistance is available. Payment for in state assistance will be made for gas (to and from hospital or hotel), parking, hotel, and food. Assistance

will be given in \$200 increments in the form of a gift card for in state travel. Out of state hospital assistance includes hotel, travel advance, and car rental.

#### HIGHLIGHTS OF 2020:

- Limited Staff have been able to run all programs at the Family Resource Center.
- Drive through Thanksgiving and Christmas Baskets. The team truly pulled together and made this go as smooth as possible.
- Completion of programs duties while ensuring social distancing takes place.
- Provide COVID Food Boxes, Traditional Medicine, and Hygiene Boxes to the triage tent for Clients testing for COVID.
- Created Standard Operation Procedures.
- Created checks and balances within the program.
- Audited and reviewed Emergency Assistance Program.
- Created and Submitted Updated Family Resource Center Policies for review and approval by the Muckleshoot Tribal Council.

#### OUTLOOK FOR 2021:

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.

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

*Gil Adame – Manager*

*Renae Ward Anderson – Social Services Specialist*

*Charlotte Porterfield – Outreach Coordinator*

*Veronica Navarro Moses – Admin I*

*Antonio Cabanas - Food Bank Coordinator*

*Maureen Moran – Admin III*





# Family Support Center

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

**PERSONS IN CHARGE:** Charlotte Williams, Emiley Montes

**FULL TIME COORDINATORS:** Frances Price, Tony Rutherford, Breanna Jackson

**ADDITIONAL 2020 COORDINATOR:** Tonia James

**INFO PHONE NUMBER:** (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:**

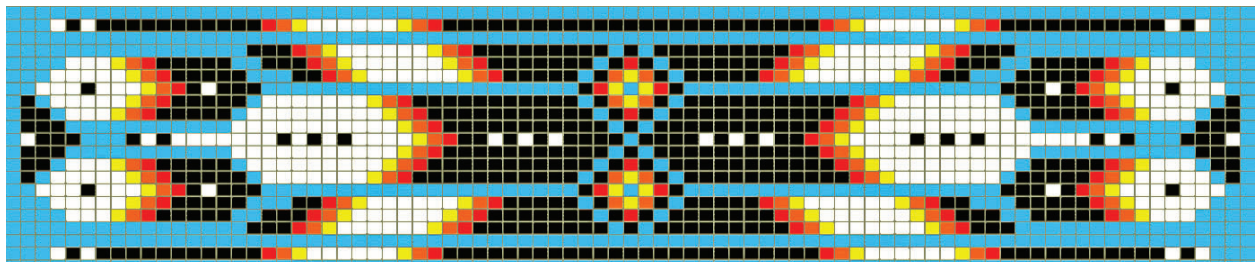
- Narcotics Anonymous (N.A.)
- Alcoholics Anonymous (A.A.)
- Gamblers Anonymous (G.A.)
- Youth group
- Supervised visitation for families
- Support services such as transportation and personal conversation

## **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 2020
- 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

**LOCATION:** Finance Building

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

**INFO PHONE NUMBER:** 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 2020:

- **COVID-19** The pandemic brought challenges for Finance that have never been experienced and on a scale that was unexpected. Finance staff moved quickly to establish special accounting rules necessary to handle the emergency and to ensure continued operations. The Staff was able to apply for the grants that were available, learn and understand new rules and regulations, utilize the funds to maximize the benefit to Tribal Members and ensure that programs were able to obtain the materials necessary to respond to the pandemic.
- **Policies** – Continued the multi-year process of reviewing and updating all processes, procedures and documents within the department. Much of this was suspended throughout the year due to the COVID pandemic.
- **Time and Attendance System** – Implemented remote time reporting to respond to social distancing and remote workplace solutions.
- **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.

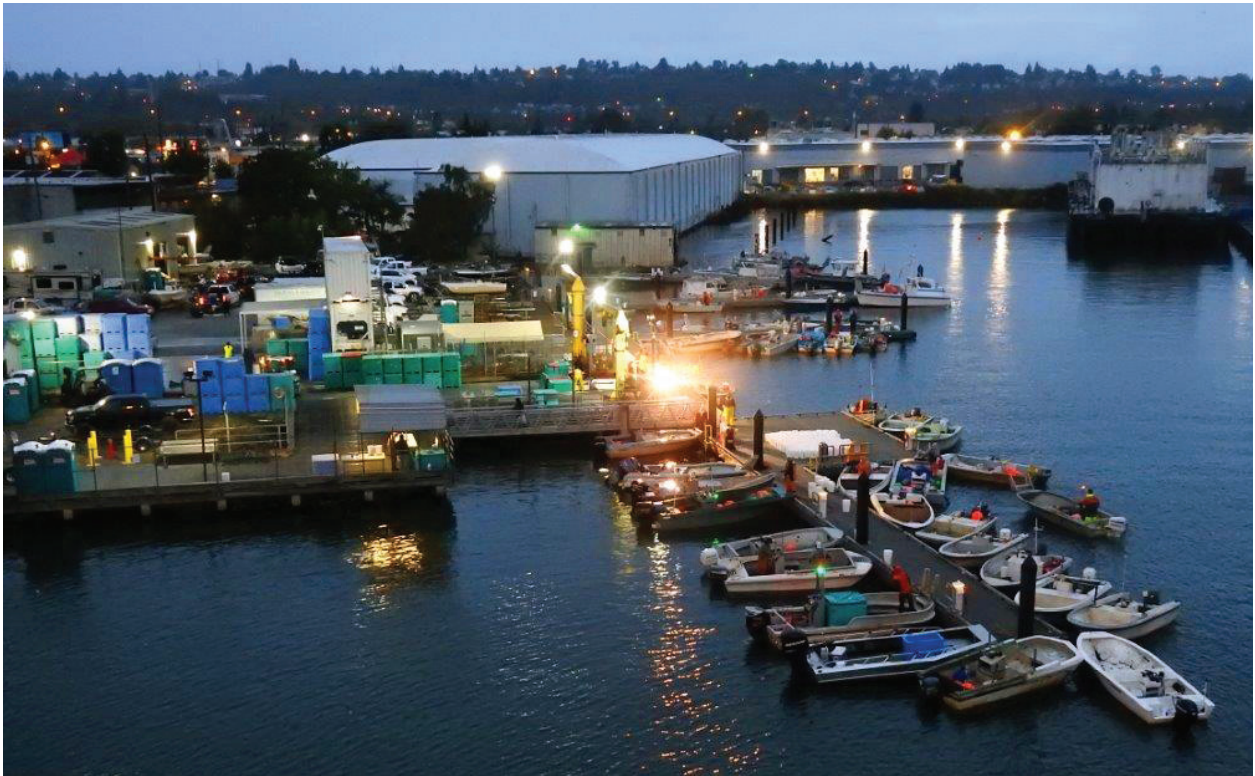
For the 2019 audit, which would have normally been completed by September 30, 2020, the deadline was delayed due to the pandemic. The preliminary assessment is that the auditors will issue an opinion that the financial statements were fairly presented and followed acceptable accounting principles on December 31, 2020, which is our legal deadline for the issuance of the report.

- **Minors Trust** – Quarterly meetings were held for Tribal Members with the Plan Trustee to provide minors with financial education.
- **Tax Services** – Liberty Tax provided on-site tax preparation services for Tribal Members. Adjustments were made for social distancing and deadlines extended through the pandemic.
- **Grants** – Managed over 80 grants totaling over \$60 million in grant funding, including 29 COVID-related grants of over \$40 million, an increase of total grant funding of 100% from the previous year.

## OUTLOOK FOR 2021:

- **COVID-19** Finance continues to operate under the State of Emergency. We are monitoring all expenses and obtaining the necessary funding to meet the challenges of the pandemic and implementing Tribal Council's recommendations. We work closely with all departments to maintain the appropriate level of services and ensure the safety and well-being of Tribal Members and the community.
- **Policies** – Continue the multi-year process of reviewing and updating all processes, procedures and documents within the department. Will implement new lease accounting guidelines as required by law.
- **Grants** – Continue to expand grant development efforts to increase funding levels.
- **General Welfare** – Develop a benefit guide for Tribal Members outlining Tribal benefits.
- **Customer Service** – Provide for continual improvements for customer service.





*Stanley Moses landing the night of the chinook fishery*

# Fisheries 2020 Annual Report

## 2020 Message from the Fish Commission

The Fish Commission continues to work towards increasing future fishing opportunities. Sometimes this effort requires short term sacrifices to secure hatchery escapements that translate into harvestable fish for future years. The Commission also continues to be 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 continue working 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.

In 2020 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, coho and chum.

The Commission was 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. We hope the expanded capacity will be implemented in 2021.



*Commissioner Henry Martin holding some of his chinook catch.*

Also, during 2020, the Commission oversaw work to complete construction of the new dock at First Avenue. This first phase of the project, the "Stanley Moses Landing,, is now complete and tribal fishers were able to benefit from this needed expansion affording increased safety for fishers and for Muckleshoot Seafood Products operations.

During 2021 the Commission will embark in discussions to design and implement the second phase of the project which will include upgrades to the upland parcels of the Complex.

The year 2020 was unprecedented in many ways, fishing was very productive for chinook and chum. Our fishers benefited from two chinook openings and chum catches were the best in eight years. In addition, the Tribal Council was very generous and agreed to offer fair prices for fish sold to Muckleshoot Seafood Products.

During 2020 qualifying fishers received compensation for the 2015 Fisheries Disaster Year. The Commission continues seeking

additional funding for more recent disaster years and also potential Federal funding allocated to Fisheries from the CARES Act may become available to fund future ceremonial dinners or to provide for traditional seafood to tribal households.

The Commission kept the health and safety of all tribal fishers as a top priority and, in the face of the COVID-19 Pandemic, implemented compensation to fishers at least 60 years old and fishers that were medically required to quarantine so they could stay home and recover.

During 2020, due to COVI-19 safety measures the Commission was not able to host the Annual Fishers Meeting and the Fish Dinners and Keta Derbies had to be cancelled. We hope we will be able to find ways to implement virtual meetings and creative ways to celebrate our salmon respecting our culture and traditions in safe ways.

## **Fisheries Division**

Isabel Tinoco, Fisheries Director

**LOCATION:** Phillip 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 necessary to manage the Tribe's Fisheries is generated by Fisheries Division staff 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



*Bert Moses holding a chinook that was caught in the C&S fishery at the Ballard Locks.*

## **Harvest Management Program**

Mike Mahovich, Assistant Director, Harvest Management

**LOCATION:** Phillip Starr Building

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

**MAIN EMAIL:** Mike.Mahovich@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 2020:**

#### **Fisher Services**

- Registered 316 tribal members
- Registered 137 tribal vessels
- Issued Marine Mammal deterrent devices to fishers to protect themselves, gear and catch.

**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 on May 17th and closed July 27th for a total of nine with two weekend interrupted due to high flows.
- Along with the net fishery the tribe conducted a hook and line fishery. The hook and line fishery caught 7 chinook, the net fishery caught 217 chinook for a total catch of 171 Chinook.
- The Tribe also caught 408 chinook in the Puyallup River during two openings (August 9 & August 16)



*Chinook fishery on the Duwamish.*

- On July 15th, 22nd and July 29th the tribe conducted a chinook test fishery in inner Elliott Bay. The results of this test fishery supported the opening of a first 12 hour full fleet commercial fishery.
- The commercial fishery was conducted in Inner Elliott Bay and the lower Duwamish River on August 10th with a total catch of 3,727 (3,536 river and 191 Bay). These results supported a second night of commercial fisheries. The second opening took place on August 19th with a total catch of 3,323 (3,061 river and 261 Bay). The total catch for the two openings was 7,050 chinook.
- The Tribe also conducted a three day Ceremonial and Subsistence dip net fishery at the Ballard Locks Fish Ladder (August 24th, 25th and 26th.) This fishery only caught 60 chinook as it was negatively impacted by the daily presence of marine mammal (Harbor Seals) at the Ladder. These seals prey indiscriminately on ESA listed salmon.
- The tribe also harvested an additional 484 chinook incidentally to the commercial coho fisheries from both Elliott Bay and the Duwamish/Green River.
- There were an additional 128 chinook incidentally to the commercial coho fishery in the upper ship canal, Lake Union area and North Lake Washington.
- An additional 835 Chinook were caught incidentally to the Puyallup coho fishery

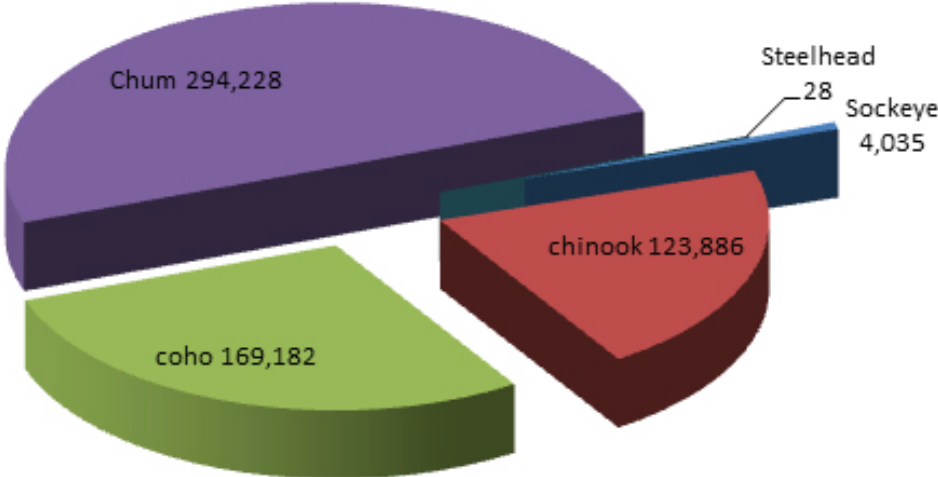
## Coho Fisheries

- The White River fishery harvested only 3,207 coho.
- The Green River/Elliott Bay commercial coho fishery caught 24,756 fish.
- The tribe also conducted other fisheries in Lake Washington Ship Canal/Lake Union where 337 fish were caught; the North Lake Washington harvested 2,058 coho and the Puyallup fishery, caught 1,044.

## Chum Fisheries

The total combined catch in the Green river and Elliott Bay was 32,692 chum – this was the highest total catch in the last eight years. The bay fishery caught 9,713 chum while the river caught 22,979.

# 2020 pounds harvested



Councilman Louie Ungaro deploying his net in the chinook fishery.



Jeff Sheldon working on oysters at Vashon Island

### Shellfish

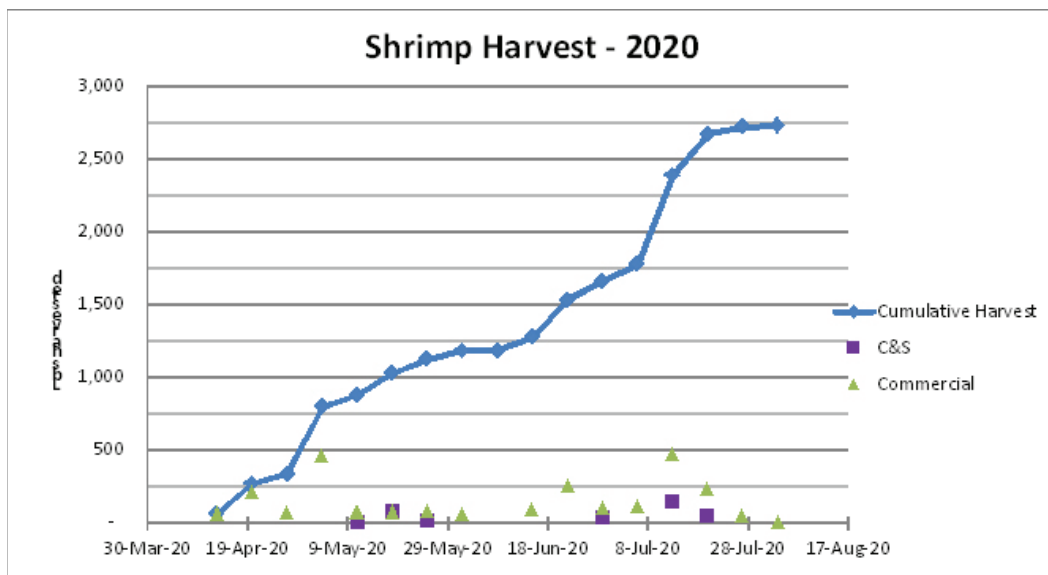
In 2020, Tribal members participated in successful Dungeness crab and Spot prawn fisheries in Elliott Bay.



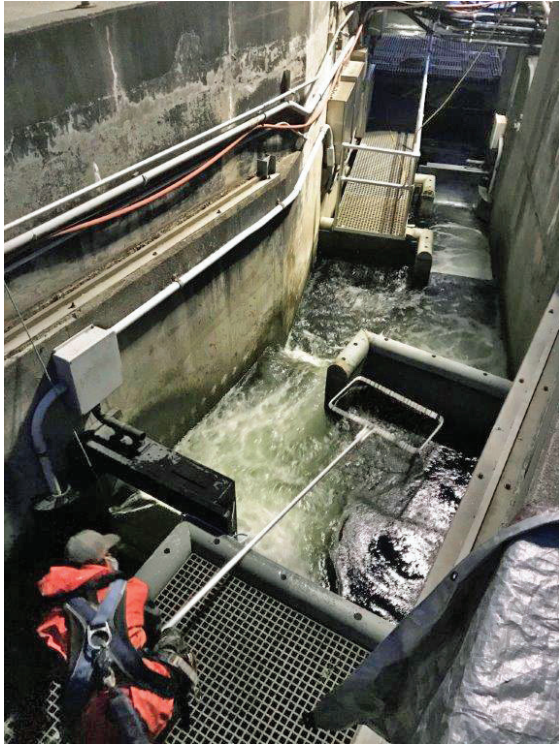
Oysters harvested from Vashon Island

The Tribe's Shellfish Aquaculture Project on Vashon Island provided thousands of healthy oysters for consumption by Tribal members. Most of the harvest was conducted by the Shellfish Team, who was able to provide thousands of high-quality oysters to the Seniors Kitchen for serving at luncheons and distribution to Tribal Elders. Oysters were also provided (by request) to numerous other Tribal events and Memorials throughout the year. Additionally, many Tribal members visited the Vashon

tidelands and harvested their own oysters (about 1,400 in total) by Oyster Permit, which are provided and managed by the Fisheries Division.



Spot Shrimp Fishery in Elliott Bay



*Donald Jerry Jr. dipping out a chinook at the Ballard Locks C&S chinook fishery.*

In the 2020 shrimp fishery, twelve commercial shrimpers harvested a total of 2,404 lbs and four subsistence fishers harvested 322 lbs, for a total harvest of 2,726 lbs (leaving just 24 lbs of the quota).  
Research

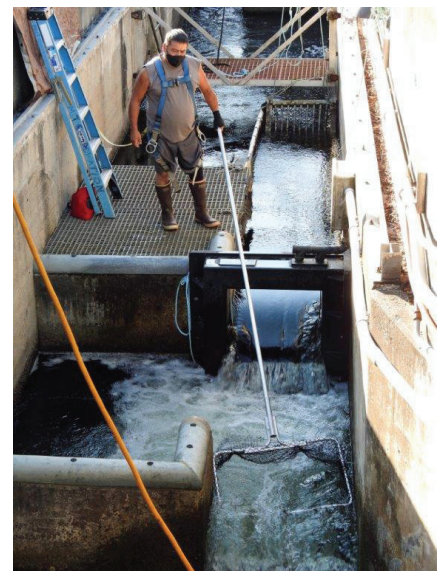
From January to early March staff operated three juvenile salmon out-migration traps to help determine egg to fry survival and estimate juvenile abundance and productivity of out-migrant Chinook, coho, chum, pinks, and steelhead. In March two traps were removed due to Covid-19 related issues; one inclined plane trap used on Crisp Creek and a rotary screw trap used on Newaukum Creek.

The Greenwater screw trap missed some time operating in March but was back in action in April through July. This is the second year operating a juvenile fish trap on the Greenwater River, which monitors outmigration of ESA listed Spring Chinook and steelhead. Although some time was missed in sampling the Greenwater fish trap, the data collected was sufficient enough to extrapolate productivity and abundance estimates for juvenile Chinook.

Starting on March 2nd Tribal fishers began the fifth year of the Warm Water Test Fishery. Unfortunately, because of Covid-19, fishing ended on March 13th. Still, within these two weeks, almost 200 overnight sets were made in Lake Sammamish. Over 3,000 fish were caught representing 12 species. Stomach contents were taken and analyzed from about 500 potential salmon predators (pikeminnow, cutthroat trout and others). This information will help with expanded predator management efforts in 2021 and beyond.

Throughout the summer and fall months staff conducted several more studies. The sockeye bio-sampling program at the Ballard Locks collected 577 fish for analysis. After analysis, the carcasses were brought back to the tribe for distribution throughout the community. This past summer, staff conducted telemetry studies on Lake Washington Chinook. The goal is to help determine why so many more Chinook are counted at the Locks than end up on the spawning grounds or in the Issaquah Hatchery. Numerous hydrophones were placed throughout the basin to track when and where Chinook moved during their migration.

Staff also conducted spawner surveys with WDFW on the Cedar River and other Lake Washington basin tributaries, on the Green River, and in the Greenwater River in the upper White. These surveys were conducted weekly from late August into Mid-November. Staff helped to increase spawning on the Green River Basin by trucking (out-planting) 432 excess chum salmon from Keta Creek Hatchery back to the spawning grounds. Chum were out-planted in Newaukum Creek, a tributary of the Green.



*Gary Cross waiting quietly for the next chinook to dip net*

## OUTLOOK FOR 2021

The outlook for 2021 salmon fisheries is still too early to tell. Right now the Harvest Management Team is in the beginning stages of working on the pre-season forecasts for all species that will be returning in 2021. What we do know, is that there is still a lot of uncertainty that surrounds salmon survival starting right after the adult spawning period all the way through their incubation, emerging from the gravel, rearing, and migration journeys both to and from the salt water.

The last several years have proven time and time again that managing salmon with the ongoing habitat degradation, global warming and unpredictable ocean regime changes like El Niño make pre-season forecasting very challenging. Shellfish (shrimp, crab and oysters) harvest for 2021 should remain pretty stable without any major survival issues.

In the research area the tribe will continue three juvenile out-migration studies in Newaukum and Crisp creeks which are tributaries to the Green River with a third trap being place in the Greenwater River which is a tributary in the upper White River. Up next will be the warm water test fishery (WWTF) in Lake Washington.

Starting in early spring in Lake Sammamish will be the first year of a multiyear research study to determine population size for up to seven species which include five invasive (smallmouth bass, largemouth bass, rock bass, yellow perch and black crappie) and two native (northern pike minnow and cutthroat) piscivores.

In late spring we will continue the sockeye bio-sample program at the Ballard locks which brings back Sockeye for the community. Up next the research team will be conducting a Chinook telemetry study in Lake Washington to understand where/when chinook are disappearing on their migration from the Ballard Locks to the Issaquah hatchery.



*Chief officer J.C. Byars with John LaClair showing their catch from the warm water test fishery in Lake Sammamish.*

### Fisheries Enforcement Program

**PERSON IN CHARGE:** JC Byars

**ADDRESS:** 39015 172nd Ave SE

**PHONE:** 253-876-2927

**EMAIL:** jc.byars@muckleshoot.nsn.us

**PROGRAM DESCRIPTION:** Patrol and enforce Title 6 in all the usual and accustomed tribal fishing areas: White River, Puyallup River, Cedar River, Green River, Duwamish River, Inner Elliot Bay, Ship Canal, Lake Union, Lake Washington, and Lake Sammamish.

**SERVICES PROVIDED:** Protect tribal treaty fishing rights, aid the fishers, and help with other fisheries studies.

**HIGHLIGHTS OF 2020:** Our oldest boat, the Doble, was given an upgrade. It now runs smooth and is a great boat to help our bay fisherman when they are in need. We also had our newest officer tribal member, George BlackCrow, finish his first full fishing season.



**OUTLOOK FOR 2021:** We will hopefully hire a 4th officer to complete our enforcement team. We look forward to any and all trainings to help the department meet the needs of the people.

## Fish Production Program

Laura Swaim, Assistant Director of Fish Production

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

**PHONE:** 253-876-3286

**EMAIL:** Laura.Swaim@Muckleshoot.nsn.us

### PROGRAM DESCRIPTION:

The Muckleshoot Indian Tribe's two Fish Production Hatcheries, White River and Keta Creek Complex, strive to fertilize over 10 million eggs annually. We nearly achieved this goal with a final green egg estimate of 9.98 million fertilized eggs this year despite the Covid-19 pandemic with the crucial help and collaboration of the Fisheries Harvest Management and the Fisheries Habitat staff to help and support the fish production goals.

White River Spring Chinook Hatchery Serves to collect adult Spring Chinook and fertilize eggs to provide fingerlings for on-station release and fry for acclimation ponds to be release in the upper watershed above Mud Mountain Dam. These activities are accomplished by the Fish Production staff.

Since 2018, we have incrementally increased the White River Hatchery production by 200,000 fingerlings. To meet this goal, approximately 1,100 adult brood stock fish (500 females and 600 males) are collected for spawning for a realized take of about 1,540,000 eggs of which 660,000 fry are reared on-station to 80 fish per pound during the month of May. The other 880,000 eggs are transferred to WDFW Puyallup Trout Hatchery for hatching and rearing and 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 rears Green River Chum and Coho Salmon returning to the hatchery during the month of November and has also been increasing the yearling Coho program in order to acclimate Coho to a newly expanded Elliott Bay Net Pen program consisting of a second net pen. The increase is to provide 1 million from 500,000 utilizing the second pen. Staff collects and fertilizes 6,000,000 chum and 2,000,000 Coho eggs for incubation and onsite rearing. About 5 million Chum salmon are released from Keta Creek Hatchery as fed fry. The Coho are raised for a full year and one half and are released as yearlings. An additional 1 million Coho are released from Keta Hatchery into Crisp Creek. Keta Hatchery Staff also help to care for 2 million Fall Chinook at Palmer Hatchery.



*Virgil Ross getting ready to grab the dip net with sockeye from the bio-sample program*



*Lee Foulkes holding up a small bass caught in the warm water test fishery in Lake Sammamish*

## SERVICES PROVIDED:

### White River Hatchery

- Fertilize 1.54 million Spring Chinook eggs
- Release 600,000 fingerlings on-site into the White River

### Keta Creek Hatchery

- Produced 5 million Chum and 1.5 million Coho fingerlings
- Host two Trout derby events for Tribal Members. Due to the Covid-19 pandemic conditions occurring this year, the Trout Derbies were rescheduled for a future time.

## HIGHLIGHTS OF 2020:

### White River Hatchery

- Released 492,552 Chinook fingerlings at 70 fish per pound on site to the White River and 731,082 to the acclimation ponds on Jensen Creek and the Greenwater River.
- There was a shortage of brood stock females returning to the Buckley Trap so we moved to request additional Spring Chinook eggs to be transferred from Minter Hatchery to Puyallup Trout Hatchery for the acclimation ponds. The White River Hatchery was able to supply some also.
- We currently have 624,821 yolk sac fry on-station. Although we were short on adult spawners, they looked great and held nicely during the 100-120 days they were on-station. There was no pre-spawn mortality prior to spawning.
- WRH transferred 306 Keyed eggs to Puyallup Trout Hatchery and Minter Hatchery transferred 378K eyed eggs for a total of 684K dedicated to the acclimation ponds in 2021. All Fish Production Staff worked through the Tribal closure due to the Covid-19 pandemic to meet and even increase our on-station program goal for the upcoming release year in 2021.
- **Fish Health:** These are really challenging times for aquatic animals in Puget Sound and especially for our returning fish. Considering these warmer times lead to a warming Coastal Puget Sound and Ocean conditions leading to increased disease conditions which our fish depend to swim, feed and get big...and then to experience the calling to come home, the health of the returning Spring Chinook was very good this year. There was a slight incidence of bacterial kidney disease among the adult returns. The released fingerlings were in excellent condition when they were released in May.
- **Hatchery upgrades:** We expanded our incubation system by increasing the number of egg incubation trays from 272 to 512. All four of the ground water supply wells were repaired and serviced in order to maximize pumping of clean, cold water needed to keep the Spring Chinook healthy during rearing. The surface water pumps were serviced and repaired.
- **Updates:** The new Army Corps of Engineers Fish Passage Facility construction is nearing completion with functional testing of components taking place by the end of 2020.

### Keta Creek Hatchery

- Released 6,176,797 fed Chum fry
- Transferred 499,488 yearling Coho to the Elliott Bay Net Pen

- Released 953,601 yearling Coho on-station
- Fed and Released 2 million Fall Chinook fingerlings from Palmer Hatchery
- Keta Fish Production staff spawned 3,766 Chum pairs and fertilized 6.7 million Chum eggs; and spawned 1,315 Coho pairs for 2.1 million fertilized Coho eggs.
- **Fish Health:** Keta Hatchery made some changes to the rearing of the Coho this year in order to increase water flowing to the ponds and this coordinated effort improved fish health overall and reduced incidental mortality during the late summer and early fall. Adult Coho and Chum returning to Keta looked healthy; however the results of disease sample testing are pending.
- **Hatchery Upgrades:** New shade structures and covers were installed on 18 of the 36 circular tanks and function to prevent predation by birds and small mammals and improve fish feeding. Back-up power was installed to the Keta/MIT communications hub. A new fish haul tank was purchased to help with the many transfers that take place.

## OUTLOOK FOR 2021:

### White River Hatchery

With several grants being funded, we will be looking into ways to increase production of Spring Chinook. We will be seeking funding to service the two standby groundwater wells in order to further increase the water supply. Added groundwater supply 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 with further work we can assess whether it is safe fish health wise to increase production yet again next year.

### Keta Creek Complex

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



*Warren King and George teaching the younger generation about the first fish ceremony.*

be some engineering challenges that can be made to improve rearing of the fish that we hope to address during the coming year. We will be working as a team to investigate ways to augment the water supply. Some adjustments were made this year augment water flow to one of the large ponds that improved the health of the Coho, improved water quality and reduced mortality successfully and we will implement the strategy again that will continue to achieve program goals. Keta Hatchery will continue to host the Trout Derbies, if not in 2021, likely in 2022 and when it is safe for the community.

2020 Production for the White River Hatchery

Location	Brood Year	Salmon Species	Age	Release Number
White River Hatchery	2020	Spring Chinook	8 months	492,552
Greenwater River	2020	Spring Chinook	8 month	731,082

2020 Production for the Keta Creek Complex

Location	Brood Year	Salmon Species	Age	Release number
Palmer Ponds	2020	Fall Chinook	6 months	2 million fingerlings
Elliott Bay Net Pen	2020	Coho	18 months	499,488 smolts
Keta Creek Hatchery	2020	Coho	18 months	953,601 smolts
Keta Creek Hatchery	2020	Chum	4-6 months	6,176,797

Hatchery Spawning Production for 2020

Location	Salmon Species	# of fish embryos*
White River Hatchery	Spring Chinook	699,735
White River Hatchery for the Acclimation Ponds	Spring Chinook	352,387
Keta Complex	Coho	2,167,932
Keta Complex	Chum	6,758,667

\*numbers are based upon green egg estimates at the time of spawning



Todd LaClair off loading chinook from the 2nd opening.

## **Fisheries Habitat Program**

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. Staff also work collaboratively with other Fisheries Programs to support and advance the Tribe's Urban Salmon Strategy. The Habitat Program includes two technical teams, the Watershed and Land Use Team, and the Water Team. Key accomplishments for 2020 and the outlook for 2021 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, 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.

### **HIGHLIGHTS OF 2020:**

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

- Reviewed over 5,000 federal, state, and local government permits, and over 600 were prioritized for further review and/or site visits. Team efforts often resulted in project modifications of new measures to mitigate negative development effects on fish habitat. Examples were adding fish-passible 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.
- Continued working on floodplain and habitat restoration opportunities on the White River

#### **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 clean up plan to reduce pollution from piped discharges in the White River. Staff worked with local agencies to address agricultural and hobby farm pollution along the White River and its tributaries.
- Completed State accreditation to test water quality samples for six water quality parameters in the Muckleshoot Indian Tribe's Water Quality Laboratory.
- Actively participated on watershed restoration and enhancement committees, which focus on mitigating impacts from permit-exempt wells on streamflows and on directing funding for meaningful salmon restoration efforts in the Tribe's U&A area.
- Worked with the Tribe's lobbyist to ensure no laws adverse to flow protection were passed by the state legislature.
- Monitored the Tribe's hatchery water rights to ensure compliance with permits and tracked water right issues in the Tribe's U&A area.

#### **OUTLOOK FOR 2021**

- 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.
- Completion 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.





# General Services

**LOCATION:** General Services Building – 38731 172nd Ave SE, Auburn  
**PERSON IN CHARGE:** Darrell Jametski, Janitorial Supervisor and Acting Janitorial and Landscaping Services Manager  
**INFO PHONE NUMBER:** 253-876-3358  
**INFO EMAIL:** Darrell.Jametski@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 2020:

- 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 2021:

Staff will continue to contract Muckleshoot owned custodial and landscaping companies for services. Please contact Darrell Jametski if you have any questions regarding elders lawn care.







## Health & Wellness Center

### HWC – Administration & Business Office

**PERSONS IN CHARGE:** Yvonne Oberly, Acting Health Division Director  
Lisa Crawford, Business Office Manager

**ADDRESS:** Health and Wellness Center 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:** Muckleshoot HWC administration provides support services to the Health and Wellness Center, Behavioral Health programs, and MEIHSS (In-Home Services). The leadership team coordinates health-related events, quality assurance reviews and staff recruitment.

**The Business Office** includes Patient Registration, Third Party Billing, Purchase Referred Care, and Managed Care which helps patients with eligibility and insurance applications. As well as the Front Desk Reception who handles mail, switchboard, and greets all guests to the HWC.

#### **SERVICES PROVIDED:**

**Patient Registration** - Meet with our registration staff to register, review or update your home address, phone number, and insurance coverage information. This is the first step to access all departmental Health and Wellness services.

**Managed Care** - Meet with MC staff to assist 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). The revenue generated in turn helps supports other MIT programs.

**Purchase Referred Care** - Supports IHS eligible patients in need of healthcare outside of HWC by providing Purchase Orders (POs) and payments to providers for hospitals and other medical and dental services. As of early November 2020, this department had issued more than 10,000 POs since January 1, 2020.

#### **HIGHLIGHTS OF 2020:**

##### **COVID-19 Pandemic (Sars Covoronavirus-2)**

Who would have thought Auburn WA would be a COVID hotspot and that daily living would be upended for the foreseeable future. How we work, how we shop, how we embrace our friends and family all affected our physical health and sense of well-being. No one was untouched, but our hearts go out to those who experienced tragic loss during the pandemic.

Big THANK YOU to the Muckleshoot people, Muckleshoot Tribal Council and Administration for supporting our community members, patients and HWC staff through this uncertain time. Their quick action going beyond the CDCs recommendation kept us safe, informed, and mitigated widespread infection. Their recognition and support of staff who worked tirelessly through the pandemic is very much appreciated.

Going through clinic closures, staff reductions, working from tents, working from home, learning how to work ZOOM, all made us stronger and work together. Whether it was restructuring the patient's entrance to minimize exposure or developing programs like the Muckleshoot Homeless Project, there were silver linings throughout the pandemic.

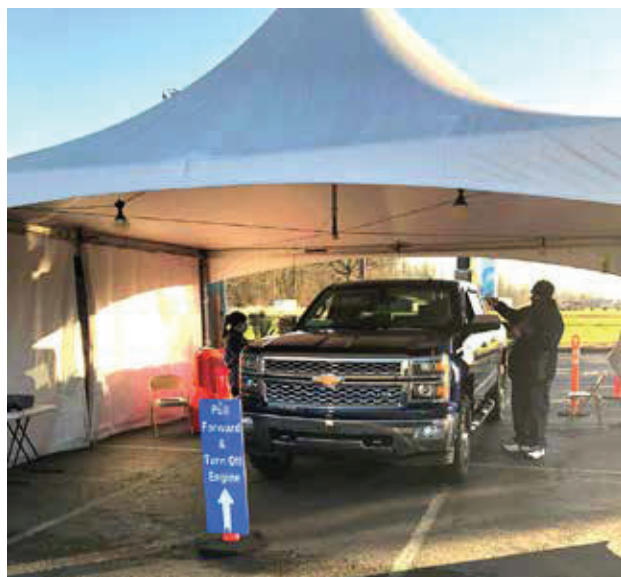
- The HWC clinical staff did a fantastic job being on the front-line every day to help our patients, while keeping up on mandatory daily reports of Covid-19 testing numbers and contact tracing for public health.
- The Pharmacy was understaffed, but always delivered curbside medications with a smile.
- The Business Office worked overtime to keep up with billing on a skeleton crew and registration pleasantly greeted callers.
- PRC help patients obtain outside medical services during the clinic closure, setting a record on the POs issued.
- The MEIHSS in-home services staff rose to the occasion early on by training workers on best practices for infection control to protect the high-risk elders.
- The Behavioral Health staff reached out to clients experiencing anxiety, increased depression or struggling with addiction due to the isolation of "social distancing".
- Hats off to the Wellness Center folks, always positive, with fun fitness tips and great food Paddles Up!

#### **2020 Covid-19 HWC Infection Prevention measures**

- Setup a triage tent outside HWC to screen all patients and visitors for Covid-19 symptoms prior to entry into HWC. Staff are screened with temp checks at designated employee entrance locations.
- Triage tent staff notifies clinical staff when sending a patient presenting with any respiratory illness symptoms to a separate entrance.
- Designated separate exam rooms as "respiratory rooms" for patients who presented with any respiratory illness.



***Covid Screening Tent***



***Covid Screening Tent Drive Thru***

- Added multiple large and small HEPA filters to all patient exam rooms, clinic hallways and the 2 designated respiratory rooms.
- Added more hand sanitizer stations throughout the HWC building. The medical clinic waiting area is cleaned every time a patient leaves the waiting area. More clean cycles added to common areas of the HWC building.
- Designated the medical clinic waiting room for patients who had respiratory symptoms. All other patients wait in the main atrium area.
- All patients, staff, visitors must wear a mask unless under age of 5 or have medical contraindication
- A respiratory care team was created and members were FIT tested with N95s



***HWC Entrance Covid Screening Kathy Filipo and Melissa Satiacum***

### **Business Office**

We are always looking for ways to continue to provide excellent services, at a reduced cost. This year we worked with the Federal Way Costco to offer hearing aids to those patients in need of hearing assistance. This is allowing the tribe to provide hearing aids to many patients who were not able to afford them in the past for about 1/3 the cost of the previous years.

In 2020 we have also streamlined many of our processes to allow for continue services with a reduced staff while striving to keep the entire crew safe during the pandemic. Today most patients are able to update their registration by simply dropping off forms at the front desk/tent, or by emailing the documents to: [registration@muckleshoot-health.com](mailto:registration@muckleshoot-health.com)

### **OUTLOOK FOR 2021:**

#### **Getting back to new normal**

Post Covid-19 Vaccine implementation and settling down of restrictions, we hope to resume projects that were place on hold, like taking advantage of being a Tribal FQHC to expand our reimbursement opportunities. Also revisit upgrading our clinical based software and converting our administration systems to a secure electronic platform across all HWC departments.

We are preparing for the AAAHC survey in 2021 to maintain our accreditation. The AAAHC surveyors will examine our clinical programs, policies and procedures to ensure Muckleshoot HWC meets the best practices for the industry. We have achieve accreditation since 2007.

We also plan on resuming community based activities like the 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.



***AutoScan Temperature Screening***

**Business Office**

We are planning to restructure our Third Party Billing team to come in line with recent recommendations from an outside consultant and industry standards in claim creation and processing.

We are also looking for ways to reduce the patient involvement in the Patient Registration process, as well as reduced turn-around time for PRC payments.



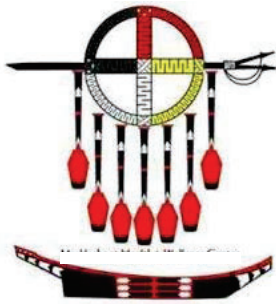
*Managed Care - Health Coverage questions see Erik Simonson*



*Front Office Trenton Eyle and Jesus Bennett*



*PRC- Kallie Lozier ready to help with your Referred Care POs*



## Behavioral Health Program

### PERSONS IN CHARGE:

**Behavioral Health Program Contact: Dan Cable, Acting BHP Director**

Adult Mental Health: Jenaya Van Horn, MH Manager

Adult Mental Health: Cheri Rohlman, MH Supervisor

Adult Chemical Dependency: Dave McLeod, CD Supervisor

Family and Youth Services (FYS): Joan Ferguson, FYS Manager

FYS Chemical Dependency: Sita Das, CD Supervisor

Recovery House Program (Adult): Kevin Markham, Residential Services Administrator

Residential Services (Adult): Aaron Soto, ARH Supervisor

Residential Services (Youth): Karyn Cross, Sacred Home Supervisor

**ADDRESS:** Behavioral Health Program (Adult): 17813 SE 392<sup>nd</sup> St. Auburn, WA 98092

BH Family Youth Service (FYS): 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092

Recovery House Program: 39225 180<sup>th</sup> Ave SE 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 Services: Jenaya.vanhorn@muckleshoot-health.com

Family Youth Services: Joan.ferguson@muckleshoot-health.com

Residential Services (Adult): Kevin.Markham@muckleshoot-Health.com

Residential Services (Adult): Aaron.soto@muckleshoot-health.com

Residential Services (Youth): Karyn.cross@muckleshoot-health.com

### PROGRAM DESCRIPTION - BHP Adult

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, or near the Muckleshoot Indian Reservation.

### PROGRAM DESCRIPTION - Family Youth Services

Family and Youth Services (FYS) is a division of the Behavioral Health Program. FYS offers mental health and chemical dependency counseling and prevention services to youths age 6 and up. Family member's participation is encouraged whenever possible. FYS has regular consultations with staff psychiatrist Dr. Saritha Reddy when medication evaluation is indicated.

**SERVICES PROVIDED:**

**Adult Recovery House Program – Residential Services**

The Adult Recovery House is a 365 day 24 hour facility providing clean and sober support and fellowship

- Recovery House
- Transitional Housing
- Independent Living
- Case Management

**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 and Youth Services - FYS at the HWC (Serving youth up to 18 years)**

- Alcohol and drug prevention/education, assessment and treatment
- Individual and family mental health counseling
- Equine Assisted Counseling



*Culture camp drum making*

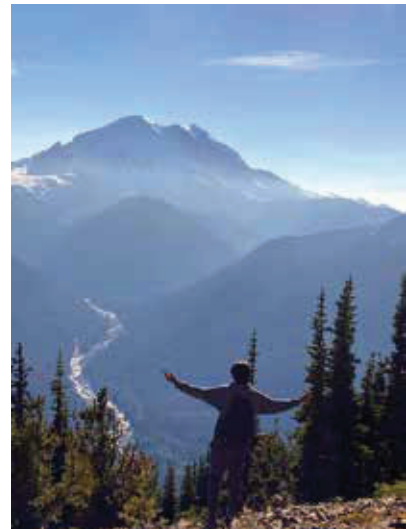


*Culture camp*

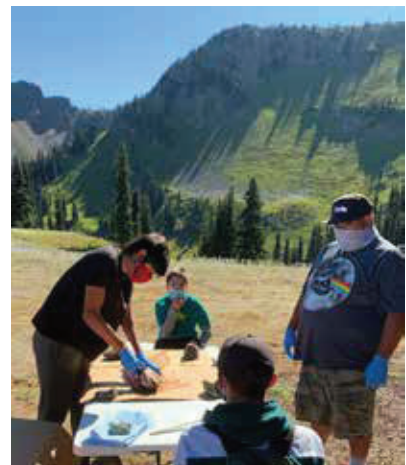
- School-based counseling, groups and advocacy
- Parent and family trainings and education
- Organized outings, retreats and community events/activities
- Support Groups
- Psychiatric care and medication management
- The Sacred Home (Formally known as the Youth Recovery Home)

### **FYS Prevention offerings include**

- Warriors Path: This group meets every Friday afternoon and covers chemical dependency education, cultural teaching, and outdoor activity component.
- ART Aggression Replacement Therapy Group
- Prevention with MTS (Red Ribbon week)
- Healthy Choices Prevention Group
- EHS Indigenous Youth Group (self-empowerment, SUD prevention & support )
- Tobacco education/prevention for Elementary age participants
- Youth Forest Crew- providing prevention services to the youth forest crew in an outdoor setting
- Seasonal culture camps sponsored by the SAMSHA Tribal Opioid Response Grant “Harvesting our Wellness through Culture”. Winter Camp served 80 participants over three days. Combined BH lessons and traditional activities to support the goal of Healing through tradition/culture with last day being a family day at Crystal Mountain.
- Crystal Mountain Summer young men’s camping trip



***FYS Crystal mountain camp***



***FYS Crystal Mountain Camp Fish Filet***

### **Residential Services for Youth - Sacred House**

Sacred House holds up to 8 females, 13 to 19 years old primarily serving Muckleshoot Tribal youth. In addition to stable residential placement, the youth gain life skills, prevention services and other Behavioral Health assistance as needed. The Youth Recovery Home is staffed 24/7 with skilled Behavioral Specialists to provide support, guidance and skills training to residents.

Connecting youth to their families and culture is a priority for this program. Sacred House staff work directly with the resident’s family, their counselors, and other community resources to provide a positive drug and alcohol free environment. Ultimately, Tribal Youth can gain the skills and support needed to be successful in transitioning to independent living or reuniting with their families.

### **Equine Services**

9 horses, 5 Goats, 6 Bunnies & 2 Dogs offer unconditional affection and a calming presence to all who enter the Red Barn. Along with education and cultural activities, the program includes equine assisted group and individual counseling for youth, family and adults facilitated by Mental Health and



***FYS Crystal Mtn Camp Hike***

Chemical Dependency Counselors. The program meets the highest professional standards (EAGALA). Sessions are held in the barn and animals are monitored by an Equine Specialist to ensure safety,

**Staff:** 1 full-time Equine Specialist, 2 “Work to Wellness” Equine Assistants & 1 Contract EAGALA Equine Specialist

### Equine Prevention offerings

- **Muckleshoot WAHSET Team** (WA High School Equestrian Team) co-op with Enumclaw High School. 8 tribal youth participants campaigned their project horses at the WAHSET district meet. 6 youth finished in top 10 standing. 2 Youth performed a working pair’s freestyle pattern to music, representing Missing and Murdered Indigenous Women. The WAHSET team also did a mounted presentation for the TOR/HOW grant Winter Seasonal Camp participants at the Sla hal shed, sharing how horses have positively affected their lives and will strengthen the community.
- **Horse Medicine Therapeutic Horsemanship** is a new addition in 2020. This supplementary therapeutic service is offered for Muckleshoot Behavioral Health Family & Youth Services program clients. Equine specialist consults directly with Mental Health and Chemical Dependency providers to develop equine work in collaboration with the client’s treatment goals. Horsemanship activities utilize a blend of stock and hunt seat performance training, activities that have been adapted from the healing of the canoe curriculum, medicine wheel teachings and native natural horsemanship.
- **Stiqiw Council Youth Leaders** Four Seasons Project, sponsored by SAMSHA TORR/HOW Grant with 10 youth participants ages 14 to young adult. This Group focuses on developing leadership traits through therapeutic horsemanship, cultural activities and nonviolent communication circles. Curriculum used: *Power Tools for Living*, which focuses developing healthy emotional constructs including: Respect, Responsibility, Relationship Skills, Boundaries, Empathy and Choices and Consequences. Participants act as peer supports during other FYS groups and have the opportunity to be FYS ambassadors at community events.
- **Youth Work Training Program** In collaboration with the College Careers Educational Opportunities Program (CCEOP), FYS provided a work site for 7 youth. 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. The Program was suspended during COVID-19)



**Honor to MMIW Shiaz Ward and Julian Jackson on Stiqiw Council.**



**Guys grooming Shiaz Ward and Julian Jackson**

### HIGHLIGHTS OF 2020:

#### Muckleshoot Homeless Project

Muckleshoot BHP has instituted wrap around care for our homeless community. Spearheaded by Brianna Perez and Eva James, we currently have 43 rooms occupied by 63 registered guests at the Days Inn located in downtown Auburn.



- MIT BHP provides assessments, group and individual sessions, as well as medicated assisted treatment. BHP offers transportation when requested or needed.
- MIT BHP has partnered with the “We Care” Daily Clinic minutes from the hotel itself to provide supplement recovery services for the residents.
- Implemented a gift care incentive program to increase participation in services offered from BHP and the We Care Clinic. Gift cards are for various businesses within walking distance of the hotel.
- Posted a security guard nightly for the safety of our residents as well as protection to the Days Inn guests and staff.
- Provided special Thanksgiving and Holiday meals to residents, along with daily lunches Monday through Friday, plus food baskets for the weekends.
- Provided hygiene products to all residents and looking into providing washer/dryer facilities.
- Along with COVID-19 prevention supplies, our mental health team provided Christmas care packages with several wonderful, heartfelt and much needed gifts.

### **Zoom Meetings**

- Mental Health shifted from in-person sessions, groups and activities to meeting via Zoom and telephone. Except for Equine Therapy, our long-standing, face-to-face groups have been suspended during COVID-19 safe practices. Equine groups are still held in the barn or outside, but practice socially distancing. We provide a weekly on-line Thursday morning drop-in Zoom group, at 10am. This group is open to anyone interested in additional support, or simply want healthy, social interaction.
- Due to COVID-19 safety measures, we are proud to announce that our group meeting rooms are outfitted with cameras and audio equipment. We can safely provide services to all of our IOP, aftercare, monthly and MIT clients. In-person group sessions are limited to 4 people at a time where they can continue to receive the quality of care they have come to rely on over the years.

### **Havening**

Mental Health team has been trained and certified in Havening, a gentle and effective trauma neutralizing tool to help clients cope with stress and anxiety.

### **Safety After Dark- Reflective outerwear**

Mental Health team got funding to provide reflective coats, hats and shirts for community members to wear as the walk along roadways on dark winter nights.

### **SAMHSA First Responders Grant Funding – Narcan Training and Distribution**

To ensure that every Muckleshoot Community member has access to and education on the use of Narcan for opioid overdose reversal, Julia Joyce and Lucille Mitchell are spearheading an education project using SAMHSA funds.

- Narcan is provided free of cost to all community members either through Needle Exchange, Pharmacy, or by attending a Narcan Training in the community.
- We developed a cultural/community-relevant video describing how to identify an opiate overdose, personal examples of either administering Narcan or having it administered to them, and the use and application of Narcan. The video is shown at training events and posted on the Tribal Facebook page

- International Overdose Awareness Day - To honor those we have lost to overdose, we placed 15 crosses along the road in front of the pow-wow grounds and played a song from Canoe Family. This was recorded and posted on the HWC and First Responders Grant Facebook page. Key tag bracelets with Stop Overdose info were given out at BHP and HWC reception areas.
- As a majority of the SUD staff was furloughed during COVID-19 stay in place orders, leaving 3 staff remaining. They worked tirelessly and dedicated to ensure our clients received quality care via Zoom. They distributed 57 Narcan kits to community members and trained them on the use Narcan OD Reversal kits, helped homeless Tribal members get hotel rooms and distributed 23 Narcan kits to 17 different rooms.
- Over 500 Narcan kits have been distributed throughout the Muckleshoot community at this time. Narcan distribution is currently on hold due to a nationwide Narcan shortage.

## **OUTLOOK FOR 2021:**

### **2021 Adult Chemical Dependency**

- We will continue to broaden our cultural diversity and offerings by leaning on the support and invaluable assistance offered by our Cultural Liaison.
- We are proud to announce that BHP will be reinstating our Contingency Management program headed by Carlton Buren. The Contingency Management program started here at BHP approximately 4 years ago and provides \$40.00 and \$80.00 gift cards to those patients receiving our Vivitrol shots or Sublocade injections at our local medical clinic.
- BHP is proud to be able to continue to use the invaluable support provided by our Certified Peer Counselors and our Recovery Coaches.
- We will continue to educate the community and insure availability of Narcan with web-based trainings for all MIT departments.
- We will continue to utilize Recovery Coaches in outreaches to Tribal members we are attempting to engage or re-engage to treatment services.

### **2021 Adult MH**

Moving forward to add a mindful meditation labyrinth behind the Adult Behavioral Health building.

Labyrinths are 500-year-old sacred structures found in most cultures including some Native American Tribes. The proportions of the labyrinth are designed to bring rest, order, comfort, and harmony to the mind. In moving through the labyrinth, the chattering, worrying “monkey-mind” becomes occupied with the action of following the path, leaving the intuitive, deeper levels of awareness free to be explored and engaged.



***Labyrinth - Mindful Meditation Concept***

### **2021 Family Youth Services**

In addition to counseling services, FYS will continue to offer numerous prevention services to facilitate strengthening Muckleshoot youth and their families. As well as expanding youth home campus to offer residence for boys and transitional living for young adults.

## Adult Recovery House

The level of support for the Adult Recovery House has been a life saver for many of our Tribal members struggling with addiction. Many of its alumni are now gainfully employed, driving with a reinstated license, reunited with their children, and living healthy recovery based lifestyles. The ARH has a Men's wing that will accommodate up to 14 men. The Women's wing can accommodate up to 12 Women.



**Lily House** is a six bedroom clean and sober recovery home for women and their children, and opened its doors to Women in recovery in March 2015. It is a beautiful home located near bus lines and all the amenities that a parent needs to raise a family.

It is a home for Women in early recovery from alcohol and drugs. The residents and their children benefit from a positive living environment that balances independence with support and structure. They attend weekly house meetings, sober support meetings, and are subject to random drug screenings. This program is a big success.



**Red Cedar House** is a majestic home strategically located to all the amenities important to Men in early recovery. It is within walking distance to transportation lines, Behavioral Health and the Medical clinic. This three-bedroom home provides a space for up to 5 males in recovery from drugs or alcohol.

Consistent with all our clean and sober recovery houses, the residents have house meetings on a weekly basis, attend sober support meetings and are subjects of random drug screenings.



**The Butterfly House** is the last addition to our group of clean and sober recovery homes, this home opened its doors in 2018 offering support to women in recovery and their children. This beautiful five-bedroom home has been instrumental in transitioning women in recovery to reunify with their children while still maintaining engagement in sober support meetings, attending weekly house meetings and providing random drug screening.

Since its conception in 2009 the ARH and the Clean and Sober Recovery Houses (Lily House, Red Cedar House and Butterfly House) have provided supportive services to hundreds of tribal and community member finding a way out of addiction and moving into a lifestyle of recovery.

With the work and support of the community; many families have been reunited and multiple tribal member that have been through this program are now actively employed at the Recovery House spearheading recovery for other tribal and community members.



*“I love advocating for sobriety, and I am honored to have this job. I am also honored to be a Muckleshoot Tribal member and enjoy serving those in our community.”*

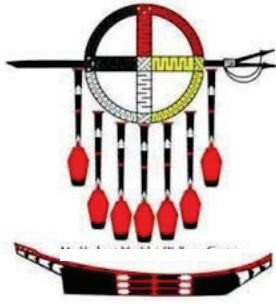
*Deborah Monahan*



**Kevin Markham Eva James and Aaron Soto**

*2020 - Stay Home, Stay Safe!*

*2021 - We continue to support Muckleshoot Tribal Members in their recovery process...*



# Medical Clinic & Community Health

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

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

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

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

## **PROGRAM DESCRIPTION: Medical Clinic**

The medical clinic provides outpatient primary care services and daily urgent care services. Specialty care services are provided onsite include ENT (Ear,Nose,Throat) nephrology (kidney health), OMT (osteopathic manipulative therapy) and Physical Medicine and Rehabilitation.

## **Community Health Program**

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:**

### **Medical Clinic**

- Primary care (family medicine)
- Daily urgent care and acute care
- Full lab and X-ray services (excluding spine imaging)
- Physical therapy
- Family planning and services to expectant mothers
- Osteopathic manipulative therapy (OMT)
- Physical Medicine and Rehabilitation
- Massage Therapy
- Addiction medicine services, including medication-assisted treatment (MAT)
- Ear, Nose and Throat services
- Nephrology services (kidney health)

### **Community Health**

- 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 (Suspended during Covid-19)
- Medical case management
- Comprehensive nutrition and diabetes education and prevention

## HIGHLIGHTS OF 2020:

### Medical Clinic

Our medical clinic staff has persevered, maintained their strength and unity in working together as a team to help make our community a better place this past year in spite of the pandemic challenges. The medical clinic continues with the regular services in a safe and sanitary manner. Daily screening and temperature checks occur before employees are able to enter the facility. Wearing face masks, social distancing, handwashing, and using sanitizer are mandated and of the utmost importance for infection prevention. Employee and patient swab collection for COVID-19 testing has been a large part of the daily routine, as well as contact tracing. The medical staff is ready for the COVID-19 vaccination rollout starting on the Muckleshoot Indian Reservation in mid Dec 2020.

### Community Health

Early on in 2020, providers reported COVID-19 has caused poor diabetic compliance, increased depression, and fewer diabetic follow-up visits with practitioners. In reviewing cases, many diabetics reduced or stopped taking their medications due to overwhelming stress around COVID-19. Fortunately, this trend reversed as patient confidence increased, fear faded, and community health staff continued to reach out to help patients.

## OUTLOOK FOR 2021:

### Medical Clinic

- Continue with COVID-19 vaccinations
- Complete our team with hiring a new Medical Director
- Continue to expand osteopathic care to our Tribal community
- Continue to expand our Pregnancy & Labor Support Program

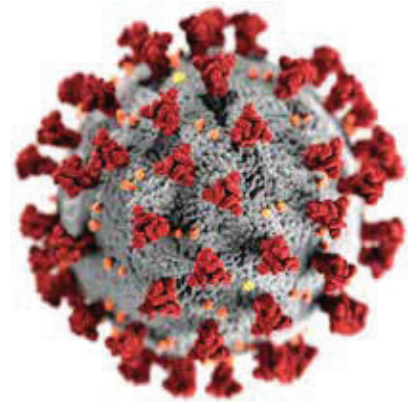
### Community Health – Diabetes Program

The Diabetes Team is looking to a more optimistic 2021, focusing on physical activity for diabetics as an overall, generally fun way to bring them back to pre CoVID-19 activity levels.

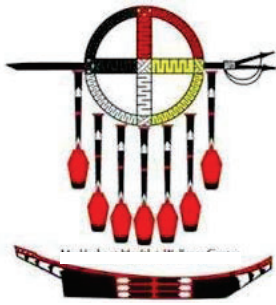
The Diabetes Team and Pharmacy continue to work with a small group of uncontrolled diabetic patients to help keep their BS under control by inserting a tiny Continuous Glucose Monitoring (CGM) device under the skin. This gives the patient instant feedback on their personal phone and the information is electronically available to the provider. Hoping to expand (CGM) program in 2021.



*Welcome Dr Bruno*



*Fluffy dog toy or deadly virus*



# Optical Clinic

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

**ADDRESS:** Health and Wellness Center 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:

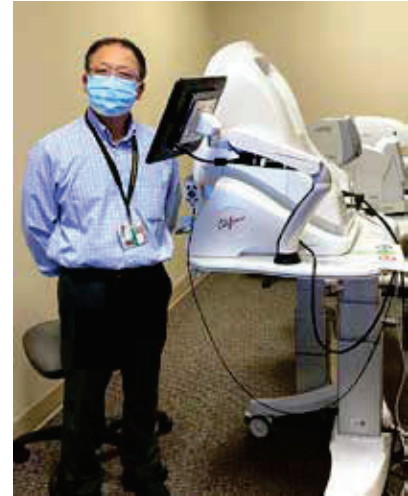
- Comprehensive Eye Exams and patient education related to eye conditions
- Diagnose and treat eye related glaucoma, diabetic retinopathy, macular degeneration and chronic dry eye
- Assist patients with eyeglasses and contact lenses

## HIGHLIGHTS OF 2020:

- Continue to offer a variety of high end quality and designer hardware (glasses)
- Additional Provider day every other Thursday to decrease wait time
- Addition of the “Optos California” camera for retinal imaging to help discover diagnose and treat serious ocular conditions that may go undetected. I also replaces lengthy eye dilations, so we are able to schedule more patients per day.

## OUTLOOK FOR 2021:

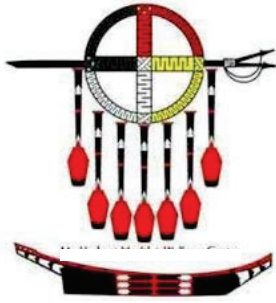
- Looking into new ways to improve optical care for the Muckleshoot community like providing specialty contact lenses for patients with chronic eye conditions or diseases.
- Find optical software that allows for virtual “glasses try on” with different shapes, colors and sizes.



*Dr Park, Optometrist*



*New Retinal Imaging Camera*



# Dental Clinic

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

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

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

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

**PROGRAM DESCRIPTION:** Dental Clinic’s mission is to make a positive difference in the lives of the 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 2020:

COVID-19 Dental grant sponsored by the ACORA Foundation was approved. Funds will be utilized to purchase a portable dental unit in order to serve the community outside of the dental clinic, where needed. The funds will also be used to add nitrous oxide (laughing gas) units to three more dental treatment rooms for the comfort of our patients during dental procedures.

## OUTLOOK FOR 2021:

- Increase community outreach by utilizing newly purchased portable dental unit.
- Expand our dental team by adding a Muckleshoot Sterilization Technician Trainee.
- To better serve our wheelchair bound patients by adding a handicap accessible dental treatment room.





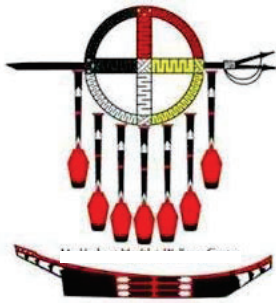
*Dental Dr Bent Dentist and Lana DA*



*Finding Smiles in 2020*



*Portable Chair*



# Pharmacy

**PERSON IN CHARGE:** Matthew Berg, PharmD Pharmacy Manager  
**ADDRESS:** Health and Wellness Center 17500 SE 392<sup>nd</sup> St. Auburn, WA 98092  
**INFO PHONE:** (253) 333-3618  
**INFO EMAIL:** matt.berg@muckleshoot-health.com

**PROGRAM DESCRIPTION:** Pharmacy Services

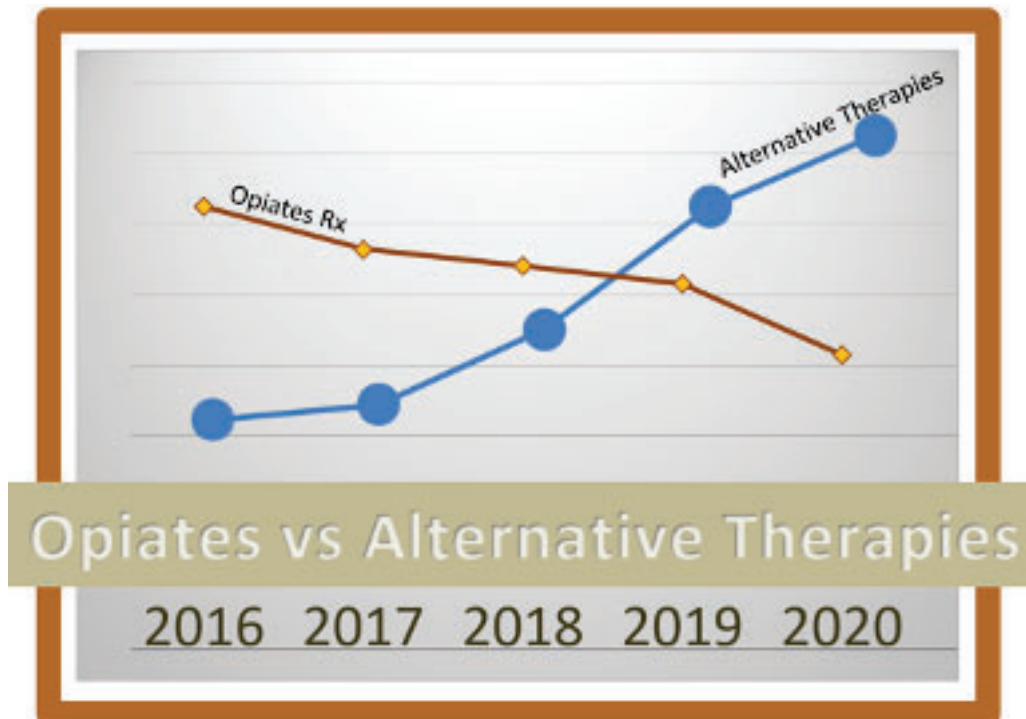
## SERVICES PROVIDED:

- Medication Consultations & Reviews
- Narcan Opiate Overdose Kits
- Smoking Cessation Options
- Blister Packaging for Individuals with Special Needs

## HIGHLIGHT OF 2020 - OPIATE REDUCTIONS:

Opiate ordering and opiate prescription volume has continued to decrease during 2020 compared to previous years. This year we expect an opiate reduction of nearly 17% from 2019. Opiate reductions have been a goal in the pharmacy and medical community for the past 5 years to help control crime, reduce overdoses, and save lives.

Opiate Rx decreases annually as Alternative Therapy options rise



**ALTERNATIVE THERAPIES**

The pharmacy has continued to work with clinic providers to utilize more alternative medicine options for the community. The pharmacy offers a wide spectrum of vitamins, herbal, and dietary options to help improve the health of the community.

**OUTLOOK FOR 2021:**

Going forward into 2021 we want to expand our staff and services and continue to offer comprehensive pharmacy service options. We will continue to work hard to keep the community safe, and healthy with our pharmacy options.



*Curbside Rx Delivery Hung Phan, Pharmacist*



*Crystal Huang, Pharmacist*



# MindCare Clinic

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

**ADDRESS:** Health & Wellness Center (west entrance door), 17500 SE 392<sup>nd</sup> Street, Auburn, WA 98092

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

**INFO E-MAIL:** bella.townsend@muckleshoot-health.com

**PROGRAM DESCRIPTION:** The MindCare Clinic is a progressive leading edge program that utilizes advanced technologies to increase brain health and functioning, reduce stress, treat symptoms and promote mental wellness. Services are individualized to each person's unique brain health needs and are relaxing, safe and medication-free.



## SERVICES PROVIDED:

The MindCare Clinic provides a variety of services to meet each individual's needs. Each type of service is done one at a time, in combination or consecutively depending on the treatment goals. MindCare Clinic staff will put together a comprehensive treatment plan involving one or more of the following:

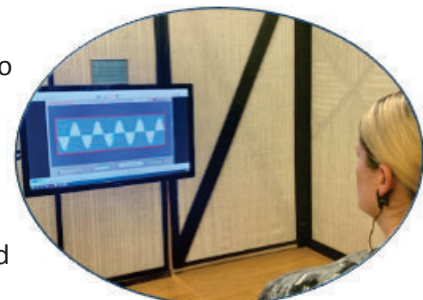
- **NEUROFEEDBACK-** Neurofeedback works by optimizing each person's naturally occurring brainwave patterns. Treatment is tailored to each individual and is highly effective.
- **PEMF-** PEMF is an advanced energy-focused treatment mat utilizing naturally occurring magnetic fields that stimulate healing energy and relaxation to restore healthy communication pathways in the body.
- **NEXALIN-** 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.
- **HEART RATE VARIABILITY-** HRV is a process that occurs naturally and is impacted by a person's mental state, which effects the nervous system and the heart. HRV promotes an increase in relaxation, positive emotion and improved physical health, thereby lowering stress.

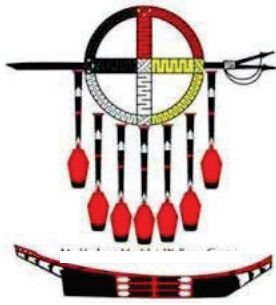
## HIGHLIGHTS OF 2020

- Despite having just opened in mid June of 2019 and being closed for five months due to COVID in 2020, the MindCare Clinic scheduled **1,337** total appointments during the first twelve months of being open.
- The MindCare Clinic is humbled to receive a maximum overall satisfaction rating on our survey completed by the clients who have finished the program.
- In October of this year, the MindCare Clinic added a new treatment modality called Heart Rate Variability. This program measures the synchronicity between heartbeats called coherence. This technology allows people to consciously work to increase coherence by playing games and completing tasks. Increased coherence lowers stress, improves mood and physical health.

## OUTLOOK FOR 2021:

- The MindCare Clinic will continue to find the most effective ways to utilize brain health technologies that yield the maximum outcome for the Community.
- We will be adding another MindCare Clinic Specialist position to increase the number of appointments available.
- Our team is looking forward to providing services to new clients and increasing our capacity.





# Muckleshoot Elders In-Home Support Services

**PERSON IN CHARGE:** Eve Austin, Director & Reese Ponyahquaptewa, Assistant Director

**ADDRESS:** Health and Wellness Center 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 2020:

### Implemented a Covid-19 Screening Process

In March the program realized staying ahead of the pandemic was essential. Caregivers have been screened before each shift with a series of questions before the start of their shift to prevent the spread of Covid-19

### Expanding Tribal Employee and Leadership

MEIHSS has focused on engaging MIT family and community members in considering a career at MEIHSS.

### Home Care Agency Audit and Reimbursement

In November MEIHSS navigated the programs second Washington State Audit as a 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 being able to provide quality services for years to come.

### CNA Joint Training Initiative with Muckleshoot Tribal College

Though this was put on hold due to the pandemic, 8 Tribal and community members successfully completed the CNA training through Renton Technical College. We look forward to continuing this initiative in 2021!

**MEIHSS continues 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. The program has gain national recognition from CMS, and Washington State as one of a kind tailor LTSS (Long Term Services Support) Program.

#### **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.

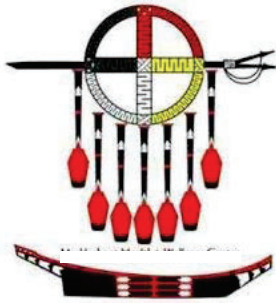
#### **Transitioning out Agency Care in Favor of MIT Caregivers**

In order to sustain services, MEIHSS continues to phase out external agency contracts, reducing to total contracts.

#### **OUTLOOK FOR 2021:**

- 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.
- Hold quarterly educational sessions for elders and community members.
- Further develop programs and socially distanced programming for elders to connect.





# Wellness Center

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

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

**INFO PHONE:** (253) 876-6962

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

**PROGRAM DESCRIPTION:** The Muckleshoot Wellness Center was built by Muckleshoot's for Muckleshoot's and their Guests in 2005 and continues to help Members on their path to wellness.

We would like to thank the Health Committee and Council for all of their support in giving our team 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:

- **Personal Training Sessions:** Free to all Muckleshoot's
- **Aquatics:** Four beautiful salt water pools
- **Splash Pad:** To open 2021 from Memorial Day - Labor Day annually.
- **Café:** Healthy food options close to home for breakfast lunch and dinner.
- **Outdoor Fitness Space:** Get fit outdoors
- **Childcare for HWC. Temporarily closed** available to members who are working out or patients who have an appointment in the Health division.

## MEET THE STAFF:

- **Personal Trainers:** Kevin Higgins, Alighah Elkins, Clayton Menzel, Caryn Avila
- **Trainers in Training:** Shane WhiteEagle, Andrake West
- **Lifeguards:** William Nelson, Lead Lifeguard, Amelia Merrill Swim Instructor, Lifeguards, Eddie Tapia, Tifanee Leeper, Shane WhiteEagle, Jackson Ross, Andrake West, Clayton Menzel, Tony Jansen, Alighah Elkins, Nina Heddrick, Caryn Avila, Roy Moon
- **Supervisor:** Clayton Menzel
- **Supervisor in Training:** Nina Heddrick
- **Lead Coordinator:** Allison Jones
- **Wellness Coordinators:** Joseph James, Katalina Aldana, Gloria Simmons, Jackson Ross, Tony Jansen, Roy Moon, Sampson Sam
- **Support Services:** JoJo Allen

## HIGHLIGHTS OF 2020:

January kicked off the biggest loser competition. The competition was extended this year due to the COVID-19 furlough. The competition ended November 8, 2020. James Lester was the overall winner.

Paddles Up, the Wellness Center Café opened September 21.

Splash Pad completed 2020, scheduled to open spring of 2021.

**OUTLOOK FOR 2020:**

When it is safe we will return to full operation. We also look forward to hosting Birthday parties, Salmon Jam, Tomanamus fun run and the New Year's Eve all night event. We also look forward to new classes.



*Paddles Up*



*Splash Pad*



*Staff*



# Muckleshoot Health & Wellness Center Hours

Main Line: (253) 939-6648 • 17500 SE 392<sup>nd</sup> Street Auburn, WA 98092 • All Departments Closed Sundays

HWC DEPT	PHONE	HOURS
<b>Behavioral Health - Adult</b> Mental Health & Chemical Dependency BH Crisis Connection (24/7)	(253) 804-8752 (866) 427-4747	8:00am – 5:00pm (M-F) Available 24/7
<b>BH Family &amp; Youth Services</b> Mental Health & Chemical Dependency -Youth	(253) 333-3605	8:00am – 5:00pm (M-F)
<b>BH Residential Services</b> Recovery Home (Adult) Sacred Home (Youth) (Formally Youth Recovery Home)	(253) 333-3629 (253) 333-8230	Available 24/7 Available 24/7
<b>Community Health/CHR's</b> (Currently no Transports due to COVID)	(253) 939-6648 Ext 3801	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
<b>Dental Clinic</b>	(253) 939-2131	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
<b>Medical Clinic</b>	(253) 939-6648 Ext 3803 or 3304	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
<b>MEIHSS</b> Elders In-Home Support Services	(253)876-3050	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
<b>MindCare</b>	(253) 876-6965	8:00am – 5:00pm (M,W,Th) Closed Lunch: 12:00p-1:00p
<b>Optical Clinic</b>	(253) 735-2020	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
<b>Pharmacy</b> (Outside pickup only during COVID)	(253) 333-3618	8:00am – 5:30pm (M-F)
<b>Purchase Referred Care (PRC)</b> CHS Purchase Orders	(253) 939-6648 Ext 3350	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
<b>Registration - Patient/Client</b>	(253) 939-6648 Ext 3312	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
<b>Wellness Center</b> Café Hours Daycare Hours (Closed during COVID) Gym HOURS (Appt only during COVID) Pool Hours (Appt only during COVID) Sauna/Steam Room Hours (Temporarily closed for COVID)	(253) 333-3616 Monday – Friday Saturday Monday – Friday Saturday Monday – Friday Saturday Monday – Friday Saturday	6:30am – 7:00pm 8:30am – 4:00pm 9:00am – 8:00pm Closed 6:00am – 8:00pm 8:00am – 5:00pm 6:00am – 7:30pm 8:00am – 4:45pm 6:00am – 7:30pm 8:00am – 4:45pm
<b>WIC - Auburn Public Health Center</b>	(206) 477-0600	Muckleshoot WIC Closed



# Muckleshoot Housing Authority

**PERSON IN CHARGE:** Ama Tuato'o, Executive Director

**ADDRESS:** 38037 158 Ave. S.E., Auburn, WA 98092

**PHONE:** (253) 833-7616

**EMAIL:** [Ama.tuatoo@muckleshoot.nsn.us](mailto:Ama.tuatoo@muckleshoot.nsn.us)

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

## **Services Provided & 2020 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 2020 include:

- The Tribe purchased 4 new rental properties.
- The Tribe has started the installation of a video surveillance system at the Greentree Condominium Community.
- Housing is working with Construction to renovate the 3-unit Tri-Plex along Auburn Way. This property was damaged by fire last year. All three units will be renovated in 2020.
- Housing was successful in their grant application for a \$5,000,000 Indian Housing Block Grant to develop new housing opportunities for the community. This Grant will build 30 affordable housing units which will include a mixture of 1-5 bedroom homes both single family and multi-family designs. The Tribe is in the process of installing the infrastructure and the community will include buildable sites to provide up to 58 housing units.



- Housing has prepared and submitted a 2<sup>nd</sup> Indian Housing Block Grant application seeking a 2<sup>nd</sup> \$5,000,000 award to build 25 affordable Zero Energy Ready housing units on the above mentioned site.
- Housing was successful in their grant application for \$750,000 through HUD specifically for the renovation of Cedar Village. Housing will be working on coordinating transfers for residents and implementing construction plans. This project will create new employment opportunities for the community.



- Housing was awarded funding to construct 5 new homes through an emergent COVID Competitive ICDBG-CARES grant (\$899,578) and an IHBG-CARES (\$483,362) award through HUD. Construction is underway on these new rental homes which will include 3-single family residences and 1-duplex.



- Due to the economic distress caused by the COVID Pandemic, tenant rents were forgiven from May through October 2020.
- 23 move-ins have been completed serving families from our active waiting list.

**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 18 members have been provided move-in assistance in 2020.

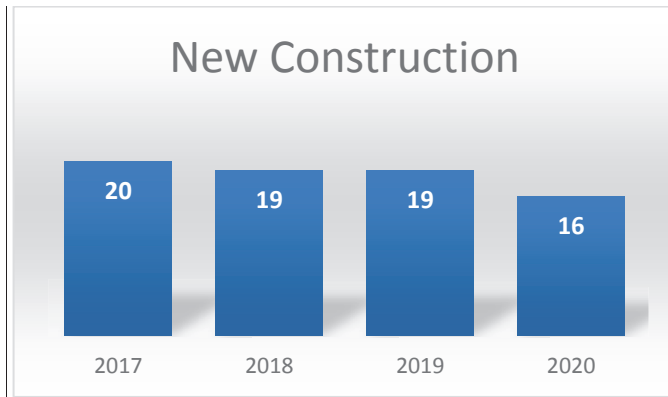
**COVID RENTAL ASSISTANCE** – In response to the COVID19 Pandemic, Tribal Council approved rent relief for families renting from private landlords in Washington State. This program assisted 72 families, providing approximately \$590,000 in rent assistance.



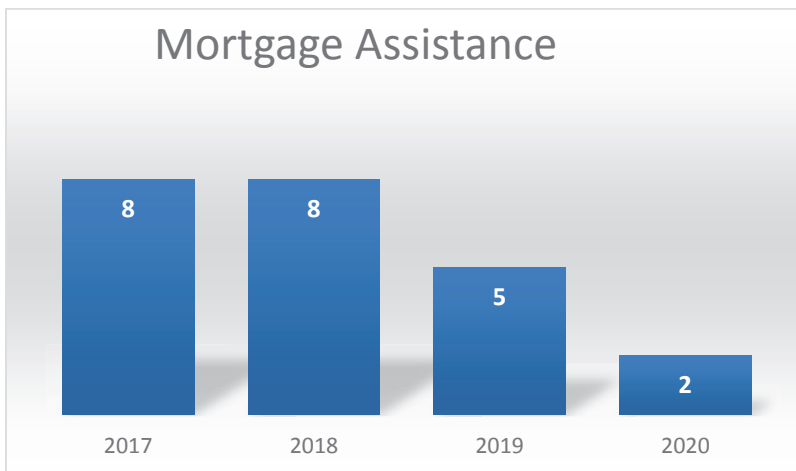
**HOUSING VOUCHER ASSISTANCE** – The Tribe offers Voucher assistance to eligible members. Participants receive a monthly rent subsidy paid directly to their landlord based on their household size and income. A total of 18 members were assisted in 2020.

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 8 households were assisted in 2020.

In response to the COVID19 Pandemic, the Tribe paid the full contract rent for all participants from May through October of 2020.



**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 2020, the Tribe now assists eligible elder, disabled, and Veteran members with annual homeowner insurance costs. 137 households have been provided 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 2020, Housing has completed 256 Grant projects.
- In 2020, 4.2 million has been disbursed for Grant related homeownership projects. \$1,052,000 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.
- Equity loan for improving or renovating homes currently funded through the program.
- In 2020, Housing is servicing 214 mortgages.
- In 2020, Housing processed 26 home loans, financing \$11,707,017:
  - 1 Mortgage Refinances
  - 4 Home Equity Loans for Renovations
  - 21 New Home Purchases

**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 2020, housing had 26 participants and 10 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
- **2020 New Tribal Credit Loans:** 44 providing \$1,216,323 in financing

**HOME BUYER 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.

## 2020 Attendance:

- Home Buyers Training: 64
- Money Skills: 58
- Understanding Your Credit: 14
- Spending Plan 101: 17
- Car Buying: 8

## OTHER INFORMATION:

- Housing is working with a consultant (fully funded by UD) and BHP to develop plans for future supportive housing / low barrier opportunities.
- Housing applied for the Section 4 Capacity Building Grant(CFDA#14.252) in September. Housing was selected to receive the grant pending pre-award process. This grant will assist with needs assessment and market study for the supportive housing project and future Housing projects.
- On April 27, 2020, the Muckleshoot Housing Authority (MHA) was awarded a competitive Green Power Community Support Grant through Puget Sound Energy (PSE). The Grant supported the installation of a solar energy project at the MHA's maintenance building in Skopabsh Village. The Contractor on the project was A&R Solar. We estimated an annual savings of \$2,440 in utility charges in addition to the environmental benefits.





# Human Resources

**PERSON IN CHARGE:** Peter Hixon, HR Director

**PHYSICAL ADDRESS:** 39015-K 172nd Ave SE, Auburn, WA 98092

**INFO PHONE:** 253-876-3135

**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 look to us for assistance and service.

## **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 positions.

**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 work 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 policies.

**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 2020:**

- Helped guide MIT Leadership and Management through the furlough and layoff processes as a result of the COVID-19 pandemic.
- Helped Employees at all Muckleshoot entities file for unemployment benefits through the Washington State Employment Security Department.
- Helped maintain government operations with minimal staffing during the MIT government shutdown.
- Helped guide all levels of MIT Leadership and Management in returning furloughed Employees back to active status.
- Helped develop and institute policies, procedures and training in regards to issues, challenges and concerns regarding COVID-19.
- Developed and administered various EOS/COVID-19 related leaves.
- Currently assisting and providing guidance as the COVID-19 pandemic continues.
- Currently implementing new work practices encouraging social distancing and telecommuting to include new project management software and digital forms management.

#### **OUTLOOK FOR 2021:**

- Continue to provide a safe workplace during the pandemic to include returning to various workplace practices resembling some level of normalcy post-pandemic.
- Continue to recruit and hire for positions approved to be filled in 2021.
- Restart work in digital workflows that pre-dated the pandemic (and was interrupted, i.e., ADP Learning Management) and continue developing new workplace practices learned as result of the pandemic.



# Intergovernmental Affairs

Madrienne White, Public & Government Relations Manager

**EMAIL:** Madrienne.white@muckleshoot.nsn.us

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

**LOCATION:** Philip Starr Building 39015-A 172nd AVE SE Auburn, WA 98092



Madrienne White and Councilmember Jessica Garcia-Jones with U.S. Congresswoman Sharice Davids, a Ho-Chunk tribal member.

**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. We organize and execute 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 to local non-profit organizations, schools, churches, etc. Donations amount to approximately \$1 million a year.

**HIGHLIGHTS FOR 2020:** \* *This does not encompass all the activities of IGA.*

**Advocacy and Public Relations** – The IGA staff, lobbyists, and consultants worked together with Tribal Council to advance the Tribe's legislative and public relations agendas. Key items included:

- **Federal** – Our team worked to secure federal funding for the tribe that provided COVID 19 relief to our tribal community. In addition, communications between the team and tribal council were almost constant. Staff and lobbyists providing up to date information throughout the year as developments unraveled with relation to elections, CARES Act funding, and other federal activities.
- **State** – Our team advocated for and secured legislation that provided equitable property tax policy for tribes in WA with relation to economic development. Additional legislation, policies, and tribal priorities included gaming, education, tribal license plates, and natural resources.

- **Local** – Our public relations team aided in an immense amount of communications in 2020. This entailed tribal community bulletins, local government partnerships and communications, and outreach to the broader community. Much communication focused on COVID 19 resources, activities, and partnerships.



**Get Out The Vote (GOTV)** – In addition, the team was also proactive in promoting safe civic engagement and hosted a number of socially distant voter registration opportunities and Get Out The Vote activities. Beginning in the first quarter of 2020, IGA focused voter registration and participation efforts on Muckleshoot tribal members, Muckleshoot community, and employees. IGA hosted activities included release of electronic and social media election information, voter outreach videos, a ballot drop off rally, and a Zoom election night watch party.

**Charity Fund** – The Muckleshoot Charity Fund provides hundreds of monetary donations annually to local bona fide non-profits, churches, and schools. In 2020 our office continued to administrate and manage the Charity Fund even through the pandemic. Our team continued providing written and verbal correspondence with applicants and generated recommendations for and reported to the Muckleshoot Tribal council. Many recommendations this year focused on COVID 19 relief efforts and resources to the community.

**OUTLOOK FOR THE COMING YEAR** – Our team plans to continue to support tribal council and advocate for tribal sovereignty, self-determination, and treaty rights on the federal, state, local, or community levels. We also endeavor to maintain and cultivate relations with our legislative, tribal, and community partners and allies. 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 leaders Donny Stevenson and Jaison Elkins meet with King County Executive Dow Constantine (center).*

# Muckleshoot Child & Family Services (MCFS)



## PERSONS IN CHARGE:

Mahogany Timmons, Program Director

Ituau Atimalala, Program Manager

Alexandra Cruz-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 2020:

2020 has been a challenging year for all of us. Here at MCFS, we have managed to make sure all of the children in our program are seen on a monthly basis if not more. Staff have found creative ways of being able to check in with families and youth during this pandemic. We have met all of our measures for the year and had a successful Angel Tree donation for the holiday season.

## OUTLOOK FOR 2021:

MCFS will continue prevention outreach and addressing child safety. We are working on the 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.

### Family Protection Advocate Liaison:

- Erica Walker
- Melissa Morales
- Mack Junior
- Karla Lewis
- Annaliese Ferreria
- Destinee Warren

**Investigators:** Lauren Moore, Jeff Davis

**Prevention:** Laurel Kelly

**Transporter/Visitation Provider:** Vacant

**Foster Home Licensor:** Alana Begay

**Placement Coordinator:** Trudi Moses

**Administrative Staff:** Malinda Bill, DeAnnarose Curtis-James



# Planning Department

**PERSON IN CHARGE:** Krongthip (Gik) Sangkapreecha, Planning Director

**PHYSICAL ADDRESS:** 39015 172nd Ave. S.E., Auburn, WA 98092

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

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

## PROGRAM OVERVIEW:

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 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 works with Planning Commission and other Tribal departments and governmental agencies on comprehensive long-range land use and transportation planning, growth management, infrastructure planning, environmental protection, code enforcement of the Nuisance and Zoning Codes, Earth Day Clean-Up, and Planting.

## SERVICES PROVIDED:

- Review environmental impacts, engineering & architectural design plans, and technical reports to ensure that proposed development plans are consistent with International Building Code (IBC), Public Health related codes, and other relevant codes for public health, safety, and well-being.
- Response to building and land use questions, interpreted building, land use principles & policies, planning laws.
- 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).
- Perform inspection services for building and land use permits on & off the Reservation.
- Provide Geographic Information Systems (GIS) support and analysis to assess site suitability, priority and development for the Tribe and Reservation community.
- Conduct research and study various technical reports of different subjects to support policy decisions.
- Prepare a Long-Range Strategic Planning including Comprehensive Plan Phase I or Village Plan, and Land Use Code Rewrite.
- Communicate and coordinate with other Tribal departments and other governmental agencies for existing and proposed projects.
- 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.
- Conduct inspections and investigations of code enforcement complaints and alleged violations.

## New Child Care Center

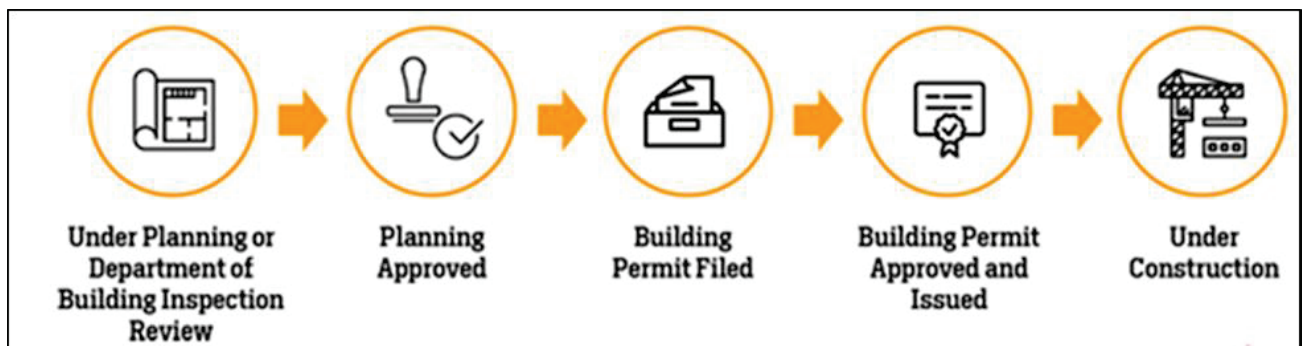


### HIGHLIGHTS OF 2020:

Review environmental impacts, engineering & architectural design plans, and technical reports of proposed developments and issue permits for projects. The following projects are selected highlights:

- Hotel and New Garage Building Foundations
- Casino New Event Center
- Casino Interior Remodeling
- New Child Care Center
- Van Putten Housing Infrastructure
- New Convenience Store, Car Wash, and Gas Station
- Comcast Fiber Cable Installation
- Pussyfoot Creek Bridge
- Splash Pad at Health & Wellness Center
- 15 Elders Homes
- Allotment 7 East Subdivision
- Building Demolitions

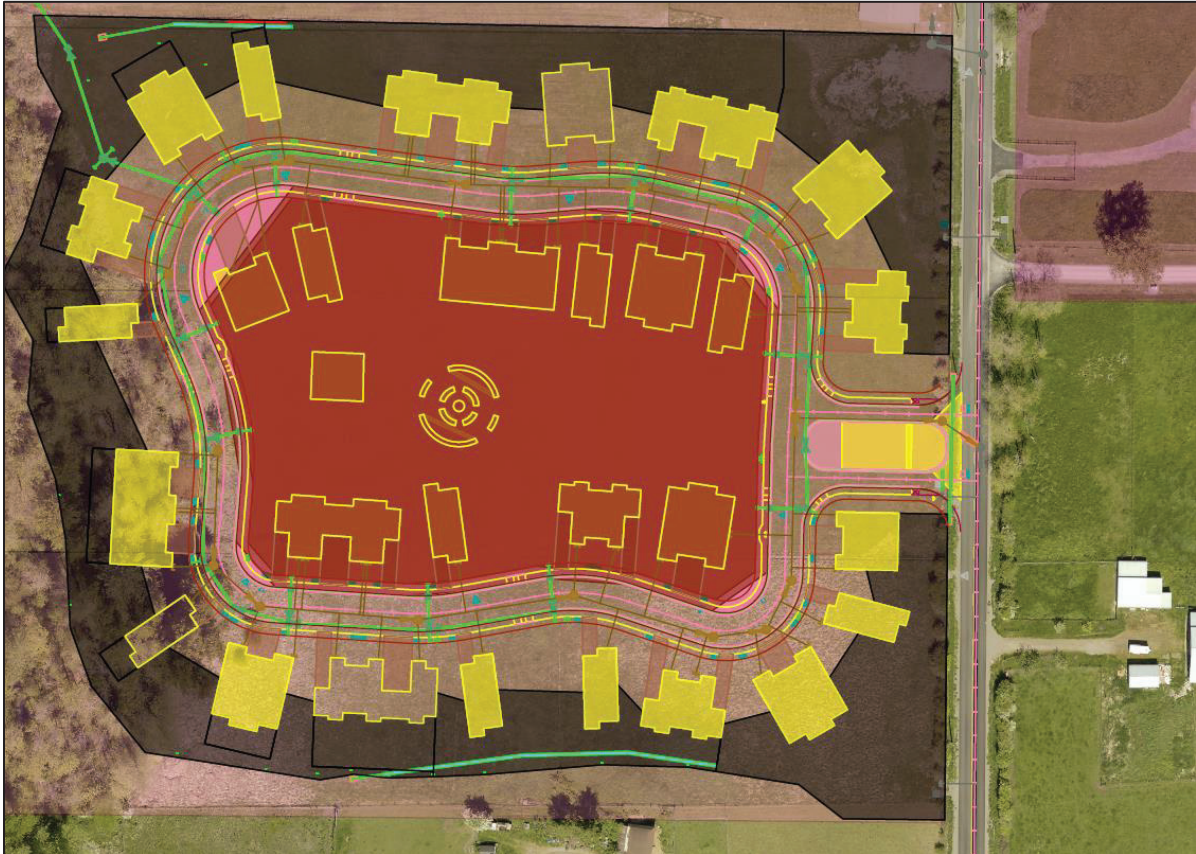
### Review Process



## Splash Pad at Health & Wellness Center



## Van Putten Housing Infrastructure Plans Review



## New Convenience Store, Car Wash, and Gas Station



## Census Campaign Booth at Winter Pow Wow Ground





- Census Campaign & Public Outreach: Continuing from summer 2019 until summer 2020, 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.
- Alternative Site Analysis for future Apartment Units
- 8,000 Trees Planting Grant
- Junk Vehicles, Garbage, and Debris Removal
- Homeless Camp Clean-Up
- Scanning & archiving paper documents including application packages, technical reports, permits, and engineering and architectural plans. Our goal is to keep all documents in a paperless format on file for quick and easy search and retrieval.

#### **OUTLOOK FOR 2021:**

- Building Permit Ordinance Code Update to latest standards (2018 IBC, IRC, IFC...etc.)
- Review of proposed buildings and subdivision (Hotel & Garage Buildings, Community Center, Subdivision)
- Preparation of MIT Stormwater Management Plan
- Zoning Code & Zoning Map Update
- RV Code & Nuisance Code Update
- Planning Commission Bylaws & Planning Program Update
- Million Trees Grant fund implementation
- Develop Digital Plan Review Process
- Drone operation and data collection and processing





# Preservation Program

**LOCATION:** Philip Starr Building

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

**PHONE:** 253-876-3266

**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.

The Preservation Program archaeology staff work with other Tribal departments to identify and protect cultural resources before and during construction projects on the Reservation. 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. We conduct cultural resources surveys 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.

## 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 2020:

**Mitchell Courville**, the Tribe's Cultural Resources Monitor, monitored construction of over twenty housing and infrastructure 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 50 projects per week throughout the Tribe's area of cultural interest this year. The Preservation Program has worked closely with state and federal agencies this year to provide interpretive information for King County, City of Seattle, and WSDOT projects.

**Warren KingGeorge** worked on a variety of interesting projects this year including the Port of Seattle Parks naming project, a unique project involving an eight-member review committee which represented various Governments and Non-profit organization. The project began in March of 2020 and was finalized at the end of October 2020. Four of the six parks have Lushootseed words that reference the nearest historical place name while the remaining two parks will have English names (the port of Seattle has agreed to translate the English names into Lushootseed on park signage).

**Donna Hogerhuis** has been working on protecting the Charles Reynolds Farm and Indian Agency property, owned by the Tribe. In 2020, the Tribe's Preservation Program, using funding from a National Park Service grant, began an ethnographic study and an archaeological survey of this property. The work will prepare the Tribe for a Land Use Plan and provide a deeper understanding of this timeframe and the site location.

The site is significant to the interpretation of the Tribe's early history and forming of the reservation. Charles Reynolds was appointed as "Farmer-in-Charge" by the Bureau of Indian Affairs in the late 1880s, working for decades as the main government contact. He married Isabel Nason, granddaughter of Chief Kanaskat, a Muckleshoot leader who was killed during the Treaty Wars. The Reynolds had lived in a log cabin that still stands today. Plans are underway to stabilize and restore the cabin in 2021.

The recent events of the Covid-19 slowed but did not stop Tribal member's visits to the Preservation Library and Archives, located in the Philip Starr Building. Members are invited to check out information on the Tribe's history, Native Arts, their family's genealogy and many other topics. The library has over 2000 photographs for example. Tribal members can contact [Donna.Hogerhuis@muckleshoot.nsn.us](mailto:Donna.Hogerhuis@muckleshoot.nsn.us) for information on access or to pick up the 2021 Preservation Calendar.

**OUTLOOK FOR 2021:** As the Tribe continues to develop property for housing and administration purposes, archaeological sites will continue to be identified and threatened on the Reservation. If we can identify and understand sites before they are destroyed, we can gain invaluable information about the prehistory of the Enumclaw Plateau.





# 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

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

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

## CURRENT LAND STATISTICS:

The Tribe currently owns 107,513.97 acres of land as follows:

### Fee

On Reservation	436.67
Off Reservation	971.65
Forest Land - Off Reservation	105,030.14

### Tribal Trust

On Reservation	918.27
Off Reservation	157.24

Approx Reservation Acreage 3,924.18

**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. Make application to Washington Department of Revenue to exempt certain properties from local and state tax levies.

## 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 2020:

- Purchased 58.4 acres for Muckleshoot Development Corporation between 172nd Ave SE and 180th Ave SE.
- Acquired 27.92 acres of fee land.
- Purchased a Greentree Condo Unit.

**OUTLOOK FOR 2021:** 2020 brought about opportunities to practice patience and austerity. The Department of the Interior have implemented numerous procedural changes in the fee to trust process, slowing down, and sometimes eliminating, Tribal and Individual opportunities to put land into trust. There are currently three Tribal applications pending comprised of five total parcels (excluding the 15 parcel Emerald Downs gaming application).

Each application requires several notices to governments and the public, as well as approval from various offices within the Department of the Interior in accordance with federal regulations. We encourage individual tribal members to acquire parcels within the boundaries of the Muckleshoot Indian Tribe as they **become available for sale**.



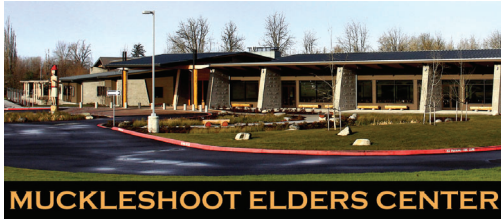
# Muckleshoot Senior Center

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

**LOCATION:** Elders Complex, 17800 SE 392<sup>nd</sup> ST Auburn, WA 98092

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

**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:** During the COVID-19 pandemic The Senior Center Staff is dedicated to offering the highest quality of customer service to our Muckleshoot Elders/Seniors and eligible community members. At times the staff has been limited.

While ensuring staff follows safety protocol due to COVID-19 our efforts include:

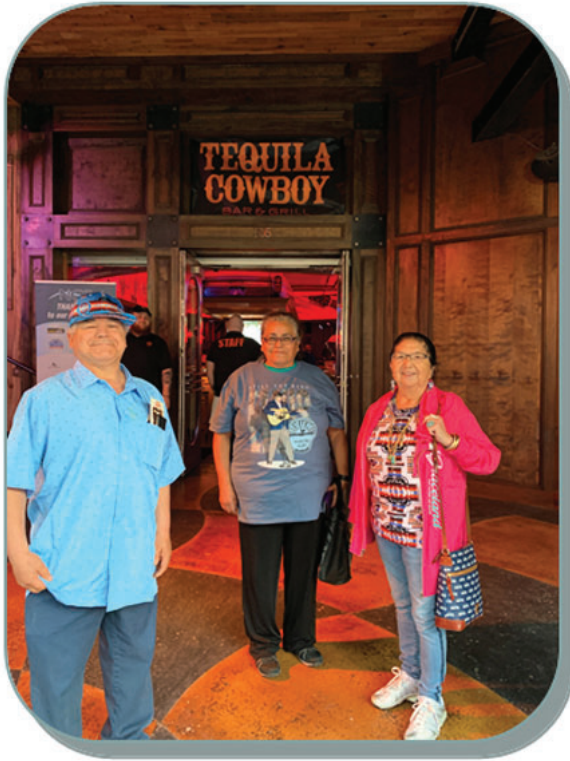
- Delivery of all Congregate meals to all Elders & Seniors
- Delivery of Food Vouchers - Monthly food vouchers for Tribal Elders & Seniors.
- Hot weather services - Delivery of bottled water and air conditioning units on dangerously hot summer days.
- Cold weather services - Check in on our Elders, salt, and clear walkways on snow days.
- Delivery of Firewood Assistance - A bundle of kindling weekly.
- Ensure elders wood is full and stacked if needed

## HIGHLIGHTS OF 2020:

- We miss our Elders! During the COVID-19 Pandemic the Muckleshoot Elder's Complex staff have had a rough time due to social distancing.
- During work from home days the Muckleshoot Elders staff have completed hundreds of gifts for the next Annual Luncheon; date unknown.
- Thanksgiving Luncheon Delivery to all Elders.
- Supporting and working with the Muckleshoot Family Resource Center to Delivery Food Baskets, shopping of COVID-19 supply boxes, and Thanksgiving Basket Distribution.
- Drive through Seafood Distribution.

## OUTLOOK FOR 2021:

- Increased events
- Increased participation from elders
- Increased communication
- Increased Feedback from the Elders





# Student Incentives & Rewards

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

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

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

**EMAIL:** student.incentives2@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 Pre-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. These include:

- 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); and
- 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**

- A copy of the award/recognition certificate

**School Persistence Incentive: Incentive for students who successfully completed the 10th or 11th 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, 5th Grade, 8th Grade, and 12th 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 these 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 \$1000.00 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 Announcement

**NOTE: Graduation Trips are on hold until further notice.**



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

- Must be an 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 1st- November 30th: Applications for Student Incentives can be accepted for academic recognition for items that happened within that academic year. 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 2nd- February 28; Fall Clothing Distribution: August 1st- September 30th.





# Tomanamus Forest

Muckleshoot Federal Corporation

**PERSON IN CHARGE:** Nathaniel Hayden

**PHYSICAL ADDRESS:** 31716 Camp 1 Rd E, Orting, WA 98360

**INFO PHONE:** 253-271-3132

**INFO EMAIL:** nhayden@hnrq.com

**PROGRAM OVERVIEW:** The Tomanamus Forest is 104,999 acres owned by the Muckleshoot Indian Tribe in King, Pierce, and Lewis counties. The property operates as a working, sustainable forest as well as providing educational, career, and recreational opportunities for Muckleshoot members.

**SERVICES PROVIDED:** Muckleshoot Federal Corporation is managed through a collaborative effort between Muckleshoot Tribal Council, Hancock Forest Management, MIT Wildlife, MIT Fisheries, and other MIT departments to meet property management objectives.

## HIGHLIGHTS OF 2020:

**Tomanamus Community Day** – Unfortunately, Community Day, an annual highlight for tribal families, was canceled due in 2020 to COVID-19 concerns. A “Virtual Community Day” film was created for the Muckleshoot Tribal School to be released in early 2021 with a gift bag for all students.

**Education** – MFC hosted a limited number of field trips due to COVID-19. Approximately seven virtual field trips and many additional activity demonstrations were filmed for the tribal school and shared with all teachers via the shared drive and Project Based Learning website. Forest products including cedar, Doug fir, tree cookies, etc. were gathered and delivered to the school for teachers/classrooms and families who wished to pick them up for at-home activities. MFC hosted Warrior’s Path trips for hiking, mountain biking and cultural lessons.



**Youth Crew** – During the summer of 2020, 23 youth participated in the program, with 6 crew leads and two program supervisors. The program this summer was different than most due to the COVID-19 activities included trail work, team building, professional development days, TEK, indigenous fitness, pit oven cooking, and salmon fry relocation. The crew did much of their work around third lake (Old Community Day) and Medicine Eagle Flats to improve the locations for future events.

**Understory Planting** – Camas seeds were collected from 2019’s restoration project to grow and expand the beds at the school and Christmas tree/Blueberry farm. Additional bulbs and potted plants were purchased and planted by the silviculture crew. Around 8,000 traditional plants were planted throughout the community as part of the King County Millionth Tree Grant.

**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.

**Road Maintenance and Construction Crew** – At this point in time, nine tribal members and/or community members are currently employed and perform road work on Tomanamus, including road building, culvert installation, grading, and brushing.

**Forest Operation** – In 2020, the final harvest 40,907 thousand-board-feet (mbf) 3,437 mbf from commercial thins. MFC planted 1,341 acres with 552,850 seedlings, slashed 1,273 acres, and pre-commercially thinned 1,577 acres

**Trail Restoration** – MFC has worked to maintain the existing Bone Lake Trail, Cedar Lake Trail, Third Lake trail system, West Fork Trail 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 2020 included the installation of the Christmas tree at the Elder’s center, maintenance of the sledding hill, working with MIT Wildlife on a winter elk feed storage site, and identifying member Christmas tree cutting areas.

## **OUTLOOK FOR 2021:**

**Bridge Camp Replacement** – Bridge Camp is on track to be replaced in 2021. The existing bridge will be removed and replaced with a bridge just downstream of the current one. The Bridge will be shut down with limited access between April and June with around four weeks of closure during those three months.

**Forest Operations** – In 2021, the harvest level is forecasted at 43,700 thousand-board-feet (mbf) 4,000 mbf from commercial thins. MFC planted 1,341 acres with 552,850 seedlings, slashed 1,273 acres, and pre-commercially thinned 1,577 acres

**Ongoing Programs** – All ongoing programs and crews will proceed as much as normal, in accordance with COVID-19 guidance.



# Department of Transportation

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

**MAIN CONTACT:** Riley Patterson

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

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

## **TRANSPORTATION STAFF:**

Phillip James, Transportation Manager. Greg Swanson, Tribal Transit Manager; Janice Hannigan-Moses, Fleet Manager; Monica Briceno, Transit Driver; Franklin Ross, Transit Driver; Cheyenne Miller, Transit Driver; Leslie Hollandsworth, Transit Driver; Jon Ross, Transit Driver; Tory Moses, Transit Driver; Cory Eaglespeaker, Transit Driver; Colleen Anderson, 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**.

## **SERVICES PROVIDED:**

### **Fleet**

**MAIN CONTACT:** Janice Hannigan-Moses

**PHONE NUMBER:** 253-284-4042

**EMAIL:** Janice.Hannigan@muckleshoot.nsn

Fleet oversees the acquisition, maintenance, and update of vehicles for the Tribe. In 2020 Fleet continued to update vehicles through its lease agreements, providing over 66 replacement vehicles for MIT programs. In 2021 Fleet will begin to introduce electric vehicles into the fleet to support Muckleshoot's belief in good environmental stewardship.

### **Tribal Transit**

**MAIN CONTACT:** Greg Swanson

**PHONE NUMBER:** 253-285-4036

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

Muckleshoot Tribal Transit operates a public transit system offering service to the Muckleshoot Reservation and the city of Auburn.

2020 was the fourth year of operation for the program and included expanded routes to Auburn, but brought a significant drop in ridership due to the COVID-19 pandemic. Unfortunately, due to the pandemic Tribal Transit had to suspend all "On-Demand" and "NEMT" services until further notice.

Muckleshoot Tribal Transit will continue to provide the safest and most sustainable way to move around and we will continue to adapt and add measures to safeguard riders and employees.

In 2021 Muckleshoot Tribal Transit will be looking greener this year. Tribal Transit is adding the first all-electric bus to its fleet. Muckleshoot Tribal Transit was one of three transit systems selected to participate in a pilot program sponsored by Puget Sound Energy. This opportunity will not only cut down on carbon emissions, but help build a cleaner, greener and more sustainable Muckleshoot Tribal Transit.



### Tribal Traffic Safety

**MAIN CONTACT:** Phillip James

**PHONE NUMBER:** 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 2020, 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, to 4 in 2019, to no notable incidents happening in 2020.

Due to the pandemic we were unable to give out any car seats in 2020, however, we are hoping to resume this program in 2021 for anyone in need. In 2021 our Safety Officers will continue to focus on the safety of our employees along with the community that chooses to utilize our services, and they will be continuing to promote a safe and clean environment to all.

If you require car seat training, inspections, or need a new seat please reach out in 2021!

Other notable goals for 2021: Phase 1 of Pedestrian Path Project

**\*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. The bus is set to arrive to the Muckleshoot Indian Tribe February 2021!





# Tribal Court

**PERSONS IN CHARGE:** Bobbie Jo Norton, Court 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 Tribe provides advice-only legal aid clinic services to eligible Tribal and Community members. For more information, or to schedule an appointment, please contact the Muckleshoot Tribal Court at (253) 876-3203.

### Adult Protective Services

To Make a Report of Elder Abuse: You can call Margaret Carson or Shirley Goodwin to make a report. The APS office is now located at the Benefits/Risk Management Building at 39015-E 17nd Ave SE.

- Margaret's Direct phone: 253 876-2899
- Margaret's Cell Phone: 253 508-3175
- Shirley's Cell Phone: 253 409-4879

### 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

Sometimes the legal system can be confusing. The Muckleshoot Victim Services Program is here to assist you when you have been the victim of any type of crime. We offer support and can help you step-by-step through the processes so you don't feel alone or confused. We also have resources that may be able to assist you. If you have any questions regarding what we may be able to assist with please **reach out by contacting Christine Mandry at 253-569-7837 or Tara Howe at 253-409-4806.**

**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



*Human Trafficking direct services training*

We also provide educational activities and events to the community.

- **For after-hours emergencies please call 911 or call Crisis connections at 1-866-427-4747.**

**OUTLOOK FOR 2021:**

The Muckleshoot Tribal Court’s goal for 2021 is to focus on the implementation of Healing to Wellness Courts and to complete and begin implementation of a 10-year strategic plan for the Court.



*Human Trafficking direct services training*



# Veterans Affairs

**PERSON IN CHARGE:** Sonny Bargala Veteran Specialist

**TEAM MEMBERS:** Anthony Gonzales, Jesse McDaniel III

**ADDRESS:** Veterans Building (old Senior Center), 39015 172nd Ave. SE

**PHONE:** Anthony – 253-876-3296

Jesse – 253-876-3297

**EMAIL:** anthony.gonzales@muckleshoot.nsn.us

jesse.mcdaniel3@muckleshoot.nsn.us



*Anthony Gonzales and Jesse McDaniel III*

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.
- 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 a Veteran is not well.
  - Post colors at events when asked for assistance of other tribes/agencies.
  - Have a place for our Veterans to come and relax.

## **HIGHLIGHTS OF 2020**

- Represented Muckleshoot Veterans in Ira Hayes Parade and Pow Wow February 2020, Ira Hayes was one of our Nation's Native Veterans who raised flag on Mount Suribachi.



- Rendered Military Honors at numerous amounts of funerals at Tahoma National cemetery for all veterans.

Due to the covid-19 pandemic our program wasn't able to achieve many of our goals for 2020 that we hoped to accomplish. We look forward to continue servicing our Veterans once there is a firm grip on this pandemic.

**OUTLOOK 2021**

- Continue to work with our Veterans for the future of the program.
- Continue monthly visits to ensure Veterans are taken care.
- 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

**PHONE:** 253 876-3151

**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.

## OUTLOOK FOR 2021

- Continue to pursue the approval of drafted policies and the 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

**LOCATION:** Philip Starr Building

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

**PHONE:** 253-876-3266

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

## **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.

The Muckleshoot Wildlife Enforcement Department would like to thank all the Hunters for their dedication and commitment in keeping each other safe and being good stewards of the wildlife resources on the landscape. It is the Department's pledge to all of you, to maintain the highest level of service for our Tribal community, while simultaneously working closely with the State, County and other Tribal Conservation Departments. It is our collective passion and combined efforts that are making a big difference for the future of wildlife conservation.

## **HIGHLIGHTS OF 2020:**

- Captured and collared 62 new deer, 25 new elk, 5 new cougar, and 6 bear. Investigated numerous mortalities and cougar kill sites.
- Conducted aerial elk surveys in Mount Rainier, White River, and Green River watersheds. Conducted deer surveys. Conducted mountain goat surveys south of I-90 and north of Mount Rainier.
- Analyzed Muckleshoot harvest data and reviewed other user group harvest to understand potential hunting impacts on big game herds.
- Sampled 10 forest stands for bear damage in cooperation with Hancock, investigated 45 collared bear clusters for tree damage.



*MIT Wildlife Crew conducting elk capture and collaring in the Green River Watershed*

- Conducted 7 acres of noxious weed vegetation management on the MIT Reservation.
- Seeded 5 acres of elk winter range near Greenwater with native grasses and forbs.
- Mowed 5 acres of invasive species in the Cedar River watershed to allow native forage to expand.
- Mowed 18 acres openings and forage fields on the MIT McDonald property.
- Conducted bear collar field trials to understand bear collar accuracy and reliability data.

- Met with various land owners, local, city, and state agencies to assist with or comment on proposals regarding big game.

#### **OUTLOOK FOR 2021:**

- 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.
- 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.



*Elk making use of openings created in the Cedar River Watershed.*



# Youth Development

## NAMES OF PERSONS IN CHARGE:

- Katey Sias, Youth Development Program Manager
- Ginger Starr, YDP Admin IV
- Fawn Hutchens, Director

## LOCATION: We have two service sites:

- Youth Facility, 38625 172nd Ave SE, Auburn WA 98092
- Teen Center, 17608 SE 400th ST, Auburn WA 98092

**PHONE:** 253-876-3383 Youth Facility / 253-876-2853 Teen Center

**EMAIL:** Ginger.Starr@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 2020:**

#### **Youth Development Program & Muckleshoot Child Development Center Partnership**

- Mid-Winter Break: The 2020 YDP/MCDC collaborative mid-winter break was a success! YDP and MCDC worked together to plan fun and engaging field trips for the youth in their programs. Attendance for YDP's youth facility and teen center were consistently high, as well as the attendance for MCDC, with a totaling high of 101 youth and teens!
- 2020 School Year at Youth Facility: Due to the pandemic, YDP had to pause services on March 13th. Currently, the YDP team is working to support MCDC, as MCDC is occupying the Youth Facility as a satellite site, to support MCDC enrolled youth that attend Auburn, Enumclaw, or Bonney Lake school districts with their online schooling.



**Studio – Just About There!** At the end of 2019, the teen center created five work stations that included laptops, headphones, midi keyboards, and a workable space to song write and/or quietly-creatively record. The recording and equipment space will allow for instruments, microphones, and other midi equipment to be hooked up and simultaneously recorded. The space also has a dedicated area that occupies four guitars for interested teens to learn and play. 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.

**Youth Collaborative Group.** YDP started conducting monthly meetings with an extended invite to other youth serving departments in hopes of working together and/or collaborating to achieve collective impact for the youth that we serve.



**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 2021:**

**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.

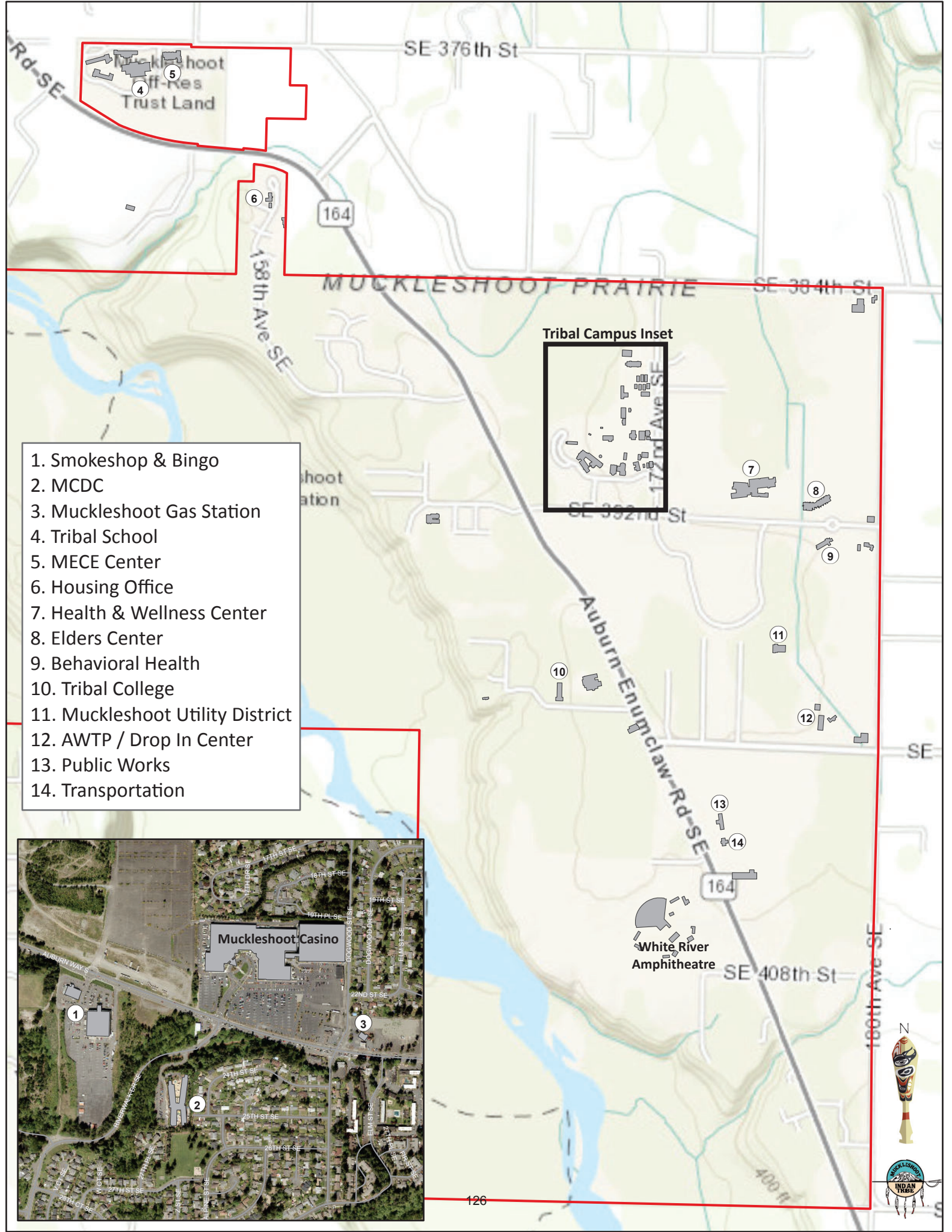
**Enhanced Quality Programming.** The YDP now has a level of structure, with daily activities and programs. We will be participating in trainings, and diving deeper into program quality and the difference it makes in a youth development after school setting.

**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 further exploring the possibilities of collaborating with other departments and pursuing the discussed plans that were placed on hold due to the pandemic. YDP is looking forward to continuing their work with MCDC, and being able to work with Behavioral Health, Education, Tribal College, and more to expand our program offerings.

**College and Career Awareness.** In 2021, 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.





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

