



Muckleshoot Indian Tribe



Big Nation Station



CCDF Infant-Toddler Center



Casino Events Center



2021 Annual Report & Tribal Service Guide



Muckleshoot Indian Tribe



**2021 ANNUAL REPORT
&
TRIBAL SERVICE GUIDE**



MIT Annual Report & Tribal Service Guide

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BUILDING FOR OUR FUTURE

The first known building constructed on the Muckleshoot Indian Reservation was the little Catholic Church, built in 1874 and still standing. Since then, three Indian Shaker churches, several Pentecostal churches, and at least two smokehouses have been built. Perhaps the most important structure ever built was the old Community Hall. The Nesika Song and Dance Group raised money by giving cultural performances throughout the Puget Sound area in the 1930's to make that dream into a reality. The Community Hall they built served as the social and governmental hub of the tribe for 36 years before burning to the ground on April 25, 1970.



The Old Muckleshoot Community Hall is seen at right in this Treaty Trek photo.

With it went many, many memories, but its chimney still remains to remind us of the hard work and dedication our people have shown, generation after generation, to keep us together as a tribe, from the earliest years of non-Native incursion into our homelands to the present day. The Tribe survived many years of poverty and discrimination, and we still have many elders among us that lived through and can tell about those difficult times.

Because of the tireless dedication of those in whose footsteps we proudly follow, the Muckleshoot Indian Tribe of today is one of the most successful and forward-looking tribes in Indian Country, and we continue to build a solid foundation for our future. The following is a summary of current tribal construction projects:



Muckleshoot Community Center. Planning and design for the community center was started in 2020-2021. This project will include four (4) basketball gyms with walking track above on the 2nd level, multiple meeting rooms, kitchen to accommodate large gatherings of 1000+, dedicated concessions for sporting events, gaming area, and outdoor gathering spaces. Earthwork and utilities will start June of 2021.

INFRASTRUCTURE



Tribal Townhouse Community project. Civil construction work on 180th Avenue SE just south of SE 394th Street was completed in May of 2021. Building construction has started and is taking place in two phases. When complete, the project will feature single family homes, duplexes, tri-plexes and 4-plexes for a total of 58 residential units.



Allotment 31. Civil construction has commenced on the Allotment 31 project located southeast of SE384th Street and 172nd Avenue SE. There are 14 existing homes on Allotment 31. When complete, there will be a total of 59 residential sites on the project.

HOUSING 2021



Elder Homes. MIT housing and construction is planning to build 20 new Elder homes this year.



New Elder Home Plans. MIT housing and construction has completed the design of 4 additional new home plans for Elders to select from. Now there are 20 different home models to choose from.



Tribal Townhouse Community Phase 1. MIT has started the construction of 30 multifamily and single family units.



Tribal Townhouse Community Phase 2. MIT has started the planning to build out the remaining 25 multifamily and single family units that should start in 4th qtr of 2021 and finish in 2022.

CASINO



Dragon Room. We are thrilled to announce we have officially opened our brand-new Dragon Room to the public. This area is our newest high-limit room designed with stunning Asian inspired décor featuring a stunning 30-foot glass dragon chandelier. The glass sculpture features 288 hand-blown glass orbs and 762 customized glass scales, weighing in at over a quarter ton.

The room's eight tables will offer high-limit baccarat, Spanish 21, and single-deck blackjack with a Lucky Stiff bonus. In addition to these games guests can utilize one of the private gambling parlors that are available by appointment only. This room is set to be an incredible and fun experience.



Garage. Later this year, we are expecting the completion of the 7-floor parking garage expansion with an additional 1,095 parking spaces to support the growing footprint of the Casino. The expanded parking garage will allow for a total of over 3,600 parking spots with revamped elevator cabins giving the garage a fresh new feel.



Hotel. We are excited to announce the start of construction for the new Muckleshoot Casino Resort Hotel which is set to begin by the end of June. This exciting first step comes after significant delays due to the COVID-19 pandemic. When completed the 18-story hotel will boast 400 rooms, with luxurious suites on the top of two floors, a roof top restaurant, pool and spa. The goal is to have the entire project completed by the summer of 2023.

CCDF



CCDF – Child Care Development Fund. This facility was constructed to address the need for additional infant & toddler care. It is designed for ages birth to three years old. The facility consists of four individual classrooms each of which is intended for the occupancy of eight children and the care providers. There is a large room for indoor play that will work especially well during inclement weather.

The building itself is approximately 12,000 square feet and also houses the CCDF administrative staff offices. There is a large playground with approximately 11,500 square feet of rubber safety surfacing. The playground also houses a covered play area, a berry garden and numerous custom pieces of play equipment such as traditional clam baskets and canoes.

BIG NATION STATION



Big Nation Station. The Big Nation Station project consists of a 15,000 Square Foot Convenience Store, a tunnel Car Wash which includes touchless wash equipment, and a (20) pump gas station. The Convenience Store will also include BN Kitchens which will serve pizzas, sandwiches, and salads that are available premade or fresh to order. The store will also sell key grocery essentials for the Tribe and Community. The Convenience Store, Car Wash, and first (8) fuel pumps are expected to open October 2021. Demolition of the existing store, along with completion of remaining fuel pumps and sitework, will be finished in early 2022.



Muckleshoot's Nesika Dance Group performed throughout the region during the 1930's to earn the money to build the old Community Hall. Only the chimney remains today.



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; I 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 2021:

- I am advocate and voice for what is right for our Muckleshoot tribal member 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.

OUTLOOK FOR 2022:

- Positive Outcome- 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."
- Covid-19 "Everyone be safe and take care of one another."



Community Services

Reception & Mailroom

PERSON IN CHARGE: Wanita Courville, Community Services Program Mgr.

LOCATION: Philip Starr Building

PHONE: 253-939-3311/253-632-8157

EMAIL: Wanita.Courville@Muckleshoot.nsn.us

PROGRAM DESCRIPTION: Community Services is the core of the Tribe's phone and mail services and we are all about good customer service.

SERVICES PROVIDED: Reception/Mailroom/Customer Service

- Answers and directs all calls in the order they come in by to the appropriate person or department throughout the entire 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.
- Scans 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.
- Screening for PSB.





Culture Division

PERSON IN CHARGE: Walter Pacheco, Executive Director of the Culture Division

LOCATION: House of Muckleshoot Culture, 39009 172nd AVE SE, Auburn, WA

MAIN PHONE: 253.876.3013

MAIN EMAIL: walter.pacheco@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 can provide 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 & training
- Cultural wellness training and support

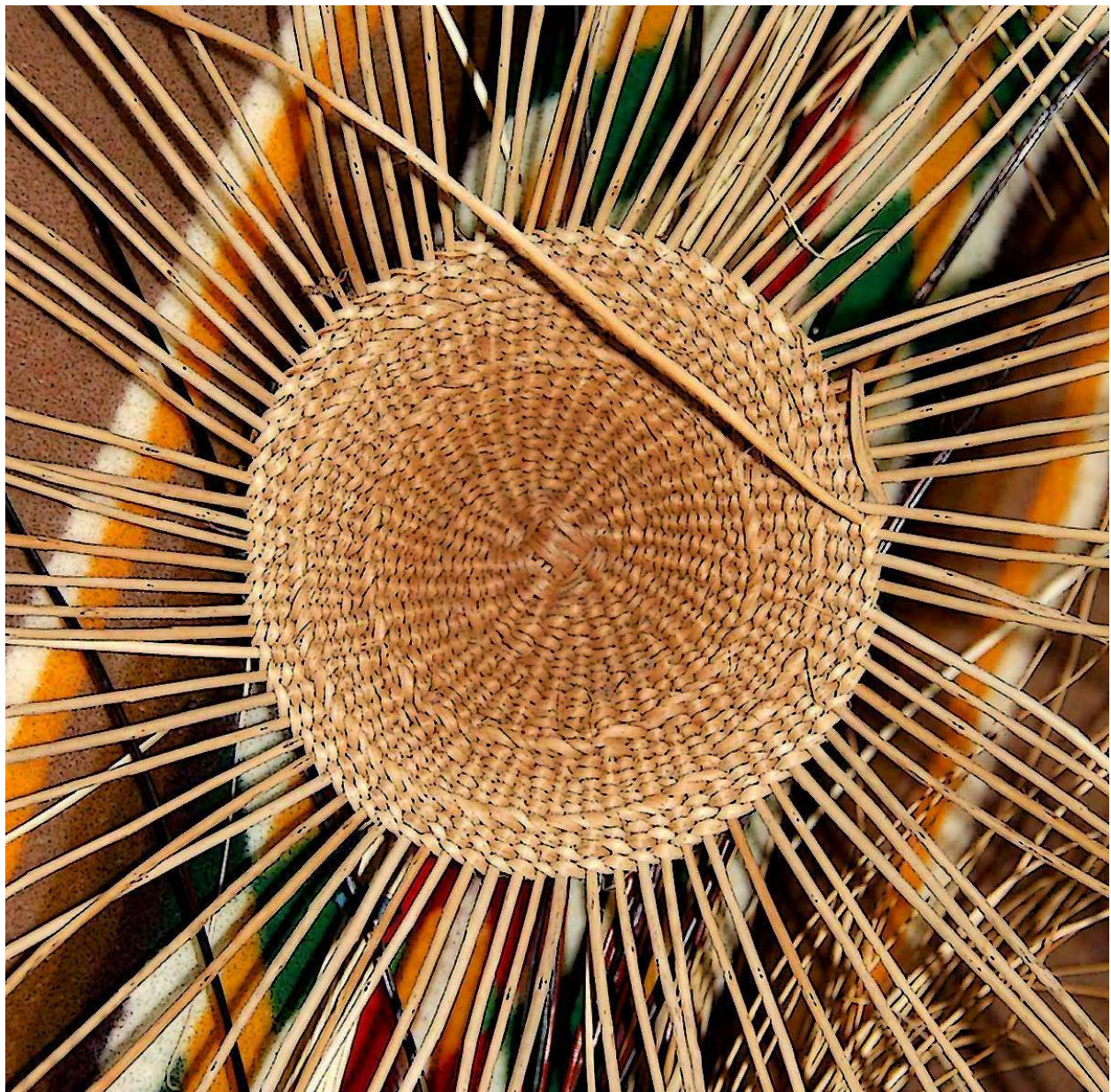
HIGHLIGHTS OF 2021:

- Program maintenance with continued Tribal member employment and servicing.
- Language integration into cultural offerings within the tribe and with school district partnerships locally.
- Development of Language videos that incorporate Muckleshoot Language for our community, educational settings and abroad.
- Planned improvements with the evolution of Muckleshoot Language social media platforms to meet the increased demand for Language servicing.
- Harvesting, production and delivery of Muckleshoot Traditional Medicines during the pandemic to our most vulnerable populations.
- New grant awards and Continued funding of projects that will broaden the scope of Muckleshoot based art and language in the local area projects and planned developments.

- Muckleshoot art/language development and installation at Lumen Field.
- Historical research accessing Elder knowledge and primary documents for program and MIT promotional needs.

OUTLOOK FOR 2022:

- Continued Language integration and community classes for Canoe Journey Give Away.
- Continued focus on Cultural Wellness and Food Sovereignty. We will be accessing ancestral wellness teachings around fitness and nutrition to provide natural and traditional alternatives for the MIT community.
- Development of a Traditional Plant based program program for expanding food and medicinal services and education in the community.





Department of Education

Joseph Martin, Tribal Education Officer

LOCATION: 37502 152nd Avenue SE, Auburn, WA 98092

INFO PHONE: 253-876-3289 or 253-285-4044

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)

- Assistant Tribal Education Officer – Cathy Calvert, Ph.D.
- Tribal Education Business Operations Officer - Rebecca Gallogly
- Muckleshoot Department of Education Director of Curriculum and Instruction – Lisa Wilson
- State Tribal Education Compact Compliance - Kay Turner
- Student Support Services Director - Heather Scheidt
- Education Analytics and Research - Evan Avila
- Tribal Education Office Executive Support – Jennifer Snyder and Tonya Montgomery

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 2021 was a year of beginning the process of recovery from a global pandemic, a year of promise and a year of hope. In 2020, the Muckleshoot Department of Education was called upon to develop entirely new methods and systems of educating our students. In 2021, the MIT Department of Education was able to return to in-person classroom instruction with the cautious optimism that we would soon be turning the corner on the pandemic and be able to implement plans for the continued progress in preparing our students for their post-secondary plans.

As in 2020, in 2021 the Muckleshoot Department of Education continues to be a key leader in the Tribal efforts to deal with the COVID-19 pandemic. Our Muckleshoot Tribal Education Office coordinated with the MIT Information Technology Department, Facilities, and Building Maintenance to continue the deep cleaning and sanitation of all of our Education facilities and in providing personal protective equipment for all programs in our Muckleshoot Department of Education from birth through adult.

HIGHLIGHTS OF 2021:

2021 Graduation Events: High School Senior Presentations to the Tribal Council

On May 21, 2021, the Tribal Education Office worked in collaboration with the Tribal Council Support Staff for the presentation of our Class of 2021 High School Graduates at the beautiful, new MIT Casino Events Center. What has been a long-held tradition with our local school districts and the Muckleshoot Tribal School has grown into an exciting opportunity for not only Muckleshoot Tribal Member and other Native students from Muckleshoot Tribal School, Auburn School District and Enumclaw School District, but also included Muckleshoot Tribal Member Class of 2021 graduates from anywhere in the world. Muckleshoot and other Native Class of 2021 graduates from schools across the region and their families came to introduce themselves to the MIT Tribal Council, share their school successes, and future plans.

We were extremely excited to have 53 high school graduates from our Class of 2021 make their presentations to the Tribal Council and a total of 203 people attend this wonderful event. It was an exciting day to recognize the incredible academic, athletic, leadership and community service accomplishments of our Class of 2021 high school graduates and hear about their future plans.



Muckleshoot Tribal Education Officer Joseph Martin was the 2021 recipient of the prestigious Robert J. Handy Most Effective Administrator Award given annually by the Washington Association of School Administrators.

2021 Muckleshoot Department of Education Graduation Events

In June 2021, we were able to consolidate the dates of our graduations and celebrate all the Muckleshoot Department of Education graduation events from Head Start to Adult and Higher Education in the MIT Casino Events Center. This beautiful new facility provided the necessary space to meet the continued COVID-19 protocols and requirements for large gatherings. We had the facility, space, and staff to accommodate for cleaning and sanitizing sessions between each graduation celebration event. The Department of Education worked collaboratively with the MIT Casino Staff to provide a wonderful in-person graduation experience for all of our graduates and their families.

We celebrated with our Class of 2021 Muckleshoot Adult and Higher Education graduates on two separate evenings at the Muckleshoot Casino Events Center. The reason for two separate evenings was to honor both the Class of 2020 and the Class of 2021 graduates. Due to the COVID-19 pandemic, the Class of 2020 Adult and Higher Education graduates had their graduation ceremony rescheduled to 2021. The Class of 2020 had a graduation celebration on Wednesday, June 16th and the Class of 2021 held their graduation celebration on Thursday, June 17, 2021. Both ceremonies were wonderful celebrations of student accomplishments. Our next step is assisting these students to move forward in a positive way to the next stage of their educational and career journeys!

2021 Family Engagement in our MIT Department of Education Programs

Family engagement for our MIT Department of Education Programs has taken on a new look in 2021 due to safety precautions with our continued COVID-19 protocols. In our Muckleshoot Early Childhood Division and at our Muckleshoot Tribal School, the use of the drive-through events has provided a way to reach out to our families and stay connected.

Our MIT Department of Education Drive-Through Events have included:

- Graduation Celebrations for Muckleshoot Tribal School, Muckleshoot Head Start and Muckleshoot Birth-to-Three programs
- Pumpkin Distribution to Head Start and Birth-to-Three Families
- Baby Shower for the Birth-to-Three families
- Hot cocoa and blanket kits for Head Start fathers, uncles, dads and grandpas and everyone else
- Cookie Distribution Event by Muckleshoot Head Start

There were so many more drive through events in 2021 and we appreciate all the creativity of our Department of Education Staff in their efforts to remain connected to our students and families!

Ribbon Cutting and Grand Opening of our Beautiful, New Muckleshoot Child Care Development Fund Infant and Toddler Center

On Friday, August 27, 2021, we celebrated the grand opening of the new Muckleshoot Child Care Development Fund (CCDF) Infant and Toddler Center. The building was built in large part by a federal grant with additional Muckleshoot Tribal funding. This is a new center-based care facility for our Muckleshoot CCDF families and serves students six weeks old to three years old.

The MIT CCDF Infant and Toddler Center is a state of the art building and has been planned in collaboration with the Muckleshoot Early Childhood Education Division, Tribal Education Office, Muckleshoot Culture and Language Department, and Valerie Segrest, who helped us immensely by identifying culturally-appropriate, child friendly outdoor plants. The beautiful, culturally-appropriate playground was developed in collaboration with the MIT CCDF staff, MIT Department of Education staff and our MIT Culture and Language Department.

Positive Work for Children and Families from the Muckleshoot Truancy Board

The Muckleshoot Truancy Board is making a positive impact in student engagement and student attendance. During the 2020/2021 school year, the Muckleshoot Tribal School Attendance Mentors, the Muckleshoot Tribal School staff members, Muckleshoot Tribal School Commission members, the MIT Truancy Board and the MIT Tribal Court have all been working with our students and their families to remove any barriers towards students' daily attendance at school.

We have witnessed positive student outcomes this past year as students and their families have re-engaged with the Muckleshoot Tribal School and students are improving their attendance at school. For some students, the motivation to improve their daily school attendance was based on their personal interest in being eligible to participate and compete in the Muckleshoot Tribal School sports programs. As a participant in the Washington Interscholastic Activities Association, all student athletes are required to maintain a required level of attendance in order to participate in sports and WIAA sanctioned activities.

For other students, it was trying a new local school to meet their immediate educational needs. Students and families involved in the MIT Truancy process have seen a collective and collaborative group working with the Muckleshoot Tribal School, Tribal School Commission, the Tribal Education Office, MIT Behavioral Health Program and the MIT Tribal Court to support students and families in their student's successful engagement with school. We look forward to this continued collaborative work to remove barriers to school and support our students in their education journey.

Graduation Summary for 2021

Our 2021 Muckleshoot Tribal Graduation Season resulted in another all-time record number with a total of 378 graduates (which is a 51 graduate increase from the 2019 total number of 327).



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Muckleshoot students graduating from other local high schools	20
Higher Education	
College degrees and Post-Secondary Certificates	132
GEDs/High School 21 Plus Diplomas	12

The Department of Education welcomed twenty new leaders in 2021:

- Ryan Wilson – Student Support Services Occupational Therapist
- Angelica Rodarte – MTS Business Manager
- Rose Arzate – MIT CCDF Finance Specialist
- Melissa Nelson – MIT Head Start Family and Community Engagement Coordinator
- Erin Dais -- Administrative Specialist II, Muckleshoot Tribal College
- Paule Pierre – MTS Director of Business and Operations
- Summer Shelton – MTS Director of Teaching and Learning
- Jay Hirst – MTS Elementary Principal
- Ben Foutz – MTS Secondary Principal
- Eric Wyand – MTS Assistant Secondary Principal
- Jaimee Richards ---MTS School Psychologist
- Justine Koble -- High School 21/GED Education Resource Specialist, Muckleshoot Tribal College
- Marcy Horne – Career Advisor/Counselor III, MIT Scholarship Department
- Amy Maharaj – Career and Technical Education Program Manager, Muckleshoot Tribal College
- Danielle Wilcox – Finance Specialist, Muckleshoot Scholarship Department
- Rita Gray – TEO Cultural Curriculum Developer
- Alison Hirata – TEO Cultural Curriculum Developer
- Tacci Jarvis – MIT Head Start Education Coordinator
- Rebecca Lovett – MCDC Education Coordinator
- Andrea Weeks – MIT CCDF Education Coordinator



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 21st 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 FOR 2021:

- 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 return of students attending both online and hybrid program models.
- Kindergarten Readiness administration work groups met bi-monthly in Data and Assessment collaboration meetings focused on creating one seamless transition for all preschoolers entering Kindergarten in aligning educational program planning with managers and directors from Muckleshoot Early Childhood Education Departments and Muckleshoot Tribal School Administrative teams.
- Met with 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 2021. Extended School Year (ESY) and K-8 summer school student support services programs were planned during this time as well.

- Special Education Teachers from both the Muckleshoot Early Learning Academy (MELA) and Muckleshoot Tribal School (MTS) met monthly to review upcoming kindergartners special education programs and teamed up to co-write the students incoming Individualized Education Plans (IEP)s
- 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.
- 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.
- Special Education staff trained and developed learning plans with individualized accommodations and modifications as required by their student's individualized programs and served as co-teachers in 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 and recovery services in building while practicing excellent social distancing for needed assessment or individualized therapy support.
- We have begun expanding student support services through partnering with other MIT Tribal programs such as MCFS, Behavioral Health and Health and Wellness along with several neighboring public school districts to form growing partnerships where we can provide wrap around services and family advocacy for tribal students that are not attending the Muckleshoot Department of Education programs.
- Worked with Puget Sound Education Service District (PESD) to set up secondary transition professional development sessions for Muckleshoot Tribal School Special Education teachers to attend employment school to work trainings.
- Continued early intervention and collaboration with UW Tacoma Autism Center supported the screening and evaluation of seven (7) students of which five (5) qualified under the medical diagnosis of Autism Spectrum Disorder.
- The creation of a Master Birth-21 Student Support Services Roster. This roster is intended to be a living document which will be updated monthly by all MIT programs and departments so we can closely support and monitor all educational and support services for these MIT Tribal Members. Currently we are serving and supporting 206 tribal members and their families.

OUTLOOK FOR 2022:

- 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 21st year in their educational programs.
- Staff fully trained in the IFSP and IEP student information systems and further alignment of the early childhood and MTS Kindergarten readiness diagnostic programs.
- Streamline the process for Student Support Services records storage and archiving.
- Be fully staffed in all Student Support Services program vacancies for the 2022 year, and create employee positions in the IEP related service area of 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.



DOE Curriculum and Instruction

PERSON IN-CHARGE: Lisa Wilson, Director, DOE Curriculum and Instruction

LOCATION: 37502 152nd Avenue SE, Auburn WA 98902

INFO PHONE: 253-457-2698

INFO EMAIL: Lisa.Wilson@muckleshoot.nsn.us

PROGRAM DESCRIPTION: The Curriculum and Instruction Program is dedicated to ensuring that culture and language is centered throughout the Muckleshoot Educational System which includes each educational program, throughout each day, and within each subject. Through intentional collaboration and co-development practices we strive to thoughtfully and intentionally support and strengthen efforts to Indigenize our educational system from birth through adult and higher education.

SERVICES PROVIDED:

Our multifaceted work creates a holistic and intentional system of curriculum, training, and support ensuring high quality, appropriate, and accurate content development and implementation supports. This includes co-developing Muckleshoot culturally centered curriculum and educational resources, conducting classroom observations, organizing and implementing hands-on activities and field trips, and planning, coordinating, and facilitating staff trainings. The Curriculum and Instruction's programming and services are currently offered to the Muckleshoot Early Learning Academy to 12th grade, with plans of expanding to birth to three and adult and higher education. This work is referred to as *siʔiʔab gʷədʔadad* (Honorable Teachings).

Service Provided: Highlights for the Year:

Staffing:

- The program welcomed two Curriculum Developers, Alison Hirata (Karuk) and Rita Gray (Turtle Mountain Chippewa), to the team this year. Their contributions helped strengthen and expand current services and programming. Both come with Master Degrees in Curriculum and Instruction, a depth and breadth of experience in the classroom, and a passion for Indigenizing and centering culture in formal educational spaces. Their contributions have helped deepen and expand the work ensuring more specialized and developmentally appropriate curriculum development and staff support.

Curriculum Development:

Through intentional and continued collaboration with a sizable co-development team consisting of tribal members, community members, educational leadership, language and culture staff, teachers and mental health staff, the Curriculum and Instruction Program co-developed and piloted the K-12 Plant Teachings for Supporting Social and Emotional Skills curriculum during the 2020-2021 school year. In the project's second year, we continue to refine and strengthen the curriculum by:

- Expanding the curriculum to include Muckleshoot Early Learning Academy.
- Expanding collaboration efforts to include the Language Program and Preservation Department.
- Refining grade bands by adding a 6-8 grade band to ensure that the curriculum is developmentally appropriate.
- Piloting a field trip and hands-on activity calendar that aligns plant curriculum. This includes the monthly planning, development, and implementation of hands on material kits for both elementary and secondary. The calendar includes independently facilitated activities, facilitated activities by staff, and field trips to Tomanamus forest and the Muckleshoot Tribal School's garden.
- Developing a Plant Map to support teachers and students to engage in outdoor land-based learning activities on the Muckleshoot Tribal School campus.

- Working with a graphic designer to develop images for educational resources to support learning and ensure accurate representation.
- Distributing Indigenized educational materials, posters, and classroom resource kits that support students' wellbeing to K-12 teachers and foster a safe, relevant, and supportive classroom environment.
- Providing weekly elementary and secondary classroom observations to observe teacher practice and curriculum implementation in order to provide tailored support and feedback to teachers and refine the curriculum.

Training:

- Provided week-long training in August followed by monthly full day trainings to Muckleshoot Tribal School and Muckleshoot Early Learning teachers and staff.
- Muckleshoot Tribal School Trainings
 - o Guest speakers and facilitators include; Tribal members, community members, Curriculum and Instruction Team, and Muckleshoot Indian Tribe staff, and outside collaborators
 - o A consistent and guided time by Dr. Jenni Conrad, to support teachers to reflect, decolonize, and Indigenize their teaching practice
 - o Language staff provided language learning and implementation support
 - o Presentation and activities around a monthly cultural topic and monthly plant
 - o Developed a planning binder to support teacher and staff planning, collaboration, and implementation
 - o Offered collaborative team planning time into all K-12 trainings
- Provided a training to Muckleshoot Early Learning Academy teachers and staff
- Presented at the Effective Teaching Institute on the development and implementation of the Plant Teachings for Growing Social and Emotional Skills curriculum.

Crystal Mountain Project:

The Curriculum and Instruction Program partnered with the Behavioral Health Department to provide land-based educational programming to Muckleshoot Tribal School secondary students at Crystal Mountain.

- Developed and facilitated a pre-teach that extended and reinforced the Plant Teachings for Growing Social and Emotional content and teachings
- Developed and facilitated educational opportunities that aligned with the curriculum while up at Crystal Mountain
- Students developed project ideas to increase Muckleshoot representation at Crystal Mountain

Children's Book Development:

- Began the early development of a children's book geared towards early learning that would center on Muckleshoot language, culture, and history.

OUTLOOK FOR 2022:

- Continue co-developing curriculum and offering intentional and holistic staff support to strengthen efforts to Indigenize our educational system from birth through adult and higher education.
- Complete the second development and refinement cycle for the Plant Teachings for Growing Social and Emotional Skills ECE-12th grade curriculum.
- Hire a third Curriculum Developer for secondary and adult and higher education.
- Expand curriculum development and support services to birth to three and adult and higher education.
- Begin the research, planning, and co-development of the next Muckleshoot culturally centered curriculum unit.
- Publish children's book
- Continue to offer and expand land-based educational offerings



Early Childhood Education Programs

NAME & TITLE OF PERSON IN CHARGE: Charlene Burgess

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

MAIN PHONE: 253-876-2159

MAIN EMAIL: 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.

The 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 Early Childhood Learning Center (MCDC), Muckleshoot families can expect their children to have qualified staff who are monitoring, assessing, each child’s development, and adjusting goals to assure the best in 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 the many successful methods we’ve implemented to reach out to families remotely. Whether that be a drive thru family engagement event, a virtual parent policy council meeting, or virtual parent connections with our Mental Health consultant, we have gone above and beyond to stay within the COVID boundaries and continue to reach out and connect with our Muckleshoot Early childhood students and their families.

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



Services Provided: Highlights for the Year:

- Navigated through a 2nd year of COVID
- Strengthened our use of technology to reach out to families virtually
- Parent-educator communication increased during the pandemic
- Built stronger bonds with families. Learned more about our student's home lives.
- Implemented successful virtual learning protocol for those students who chose remote learning.
- We transitioned well from in-person to remote and back again smoothly,
- We had the students remain in their classrooms in cohorts and this lessened the amount of times we had to close for COVID 19
- Implemented 1:1 computing and made sure each of our students had a way to gain access to online learning. 100% of our Head Start Students were provided a Hatch Tablet. The students were able to engage in learning activities remotely.
- Began working closely with the MIT Curriculum coordinators and began providing social-emotional learning, Muckleshoot teachings, to employees and resources for our families.
- Worked closely with MTS to provide another year of seamless transitions for our transitioning kindergarteners.
- Provided ongoing training on the adopted child assessment system, Teaching Strategies Gold. and ECE adopted Creative Curriculum.

OUTLOOK FOR 2022:

- Obtain training for the Muckleshoot Early Learning professionals that will include CIRCLE Training- overview of early language and literacy development in young children, including Ready for Kindergarten training for all ECE instructional staff.
 - Quality of Caregiver-Child Interactions for Infant and Toddlers Training- assessing teachers level of skill
- 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 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



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

PERSON IN CHARGE: Julia Anderson, CCDF Manager

LOCATION: Muckleshoot Early Childhood Education Center, 15532 SE 376th St,
Auburn, WA 98092

INFO PHONE: (253) 876-3032/ 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.
- 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:
 - o Children involved with or placed outside of the home by State Child Protective Services- Indian Child Welfare or
 - o Children involved with or placed outside of the home by the Muckleshoot Child & Family Services
 - o 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 2021:

- Brought on board a Family engagement- child care monitors to engage with and train at the CCDF home providers, including relative care, family homes, and tribally operated centers. Supporting ECE's goal of "100% of students enrolled in MIT ECE programs will receive the highest quality early childhood services".
- In August 2021 held a Ribbon Cutting Opened 10,000sq ft. building to provide care for 32 infants, toddlers, and twos,
- Held an Open house in September 2021. Provided a welcome kit for all visitors that came through. Tours were provided by appointment.
- Increased provider rates for child care and tribally operated centers for all ages.

- Continue to provide monthly COVID 19 health and safety kits to all at home providers
- Increased enrollment in the certificate program to 166+ students

In 2021, CCDF served at least 99 families and approximately 166 children; Muckleshoot and other tribes.

CCDF has coordinated with 75 childcare providers:

- Licensed Child Care Centers:33
- Licensed Family Homes: 13
- Tribally Certified Family Homes: 3
- Relative Care: 26



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
- Cold Kits
- Online professional development for CCDF Providers
- Bonuses to providers that complete online courses/certificates
- CCDF staff development-including Time to Sign, and The Program for Infant and Toddler Caregivers, etc.
- Monthly Newsletters for the at home providers, including family friends and neighbors.
- Annual field trips for providers and families including Summer movies, Christmas Movie marathons, visits to the pumpkin patch and a ride on the Santa Train.
- Spring, summer, winter activity kits.

“The pumpkin patch field trip was so much fun. I appreciate everything CCDF does for our families and my program.”

Goals and Objectives for 2022:

- Fill the new Infant/ Toddler Child Care Center to capacity
- Enhance quality activities with more provider interaction, training and communication with the support of the Family Engagement/Child Monitoring specialist.



Although attendance had to be limited due to Covid-19 protocols, our grand opening ribbon cutting was a big success. We are so excited about our beautiful new facility!



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

LOCATION: Muckleshoot Early Childhood Education Center

NAME OF PERSON(S) IN CHARGE: Patty Eningowuk

INFO PHONE NUMBER: 253-391-0968

INFO EMAIL: patty.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 110 children and their families in seven center-based classroom settings and one virtual classroom; 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 from birth to three transition to Head Start and Head Start transition to kindergarten.

HIGHLIGHTS OF 2021:

- Successful collaboration with Muckleshoot Tribal School (MTS) staff to support the transition to kindergarten for 54 students. This collaboration includes the sharing and analysis data of iReady from MTS and Teaching Strategies Gold from Muckleshoot Head Start.
- Facilitation of monthly Ready Rosie family workshops to support families to enhance parenting skills.
- Received funding for renewal of the Head Start Program grant in the amount of \$920,002 and additional funds in the amount of \$134,772 as American Rescue Plan one-time funding.
- Implemented an attendance initiative in partnership with Muckleshoot Tribal School, children with 90-100% attendance had the opportunity to play virtual BINGO. All children who played were mailed an educational game. Families of students with perfect attendance were placed in a drawing for educational gift baskets.
- 2020-2021 graduation ceremony took place at the Muckleshoot Events Center. All children wore cedar head bands and graduation gowns. The children were prepared to sing two Muckleshoot language songs; Come in my Friends, Come in my Relatives and I am Alive and Strong.
- MELA and MCDC hosted three dental clinics in their centers.

OUTLOOK FOR 2022:

- Create Educational Advisory committee to ensure our practices are supporting Kindergarten Readiness, including local school districts, parents, community partners, teachers, HS staff, etc.
- Review and revise the current school readiness goals.
- Develop new Program Goals for the upcoming new five-year project period with the Office of Head Start.
- Full implementation of the comprehensive Coaching and Counseling cycle to support all classroom staff in using strategic approaches that will ensure developmental growth for all children.





Muckleshoot Child Development Center

LOCATION: 2326 Riverwalk Drive SE Auburn, WA 98092

NAME OF PERSON IN CHARGE: Lonna Swanson

INFO PHONE NUMBER: (253) 288-2044

INFO EMAIL: 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.



SERVICES PROVIDED:

Childcare for children 6 weeks to twelve years. Child Development for children birth to five.

HIGHLIGHTS OF 2021:

- Served 145 children
- 45 Staff – 17 Muckleshoot Tribal Members
- Two MCDC/MELA classrooms at MCDC
- Collaboration with Muckleshoot Tribal School and Youth Development Program to provide off site child care for school age children
- 4 Classroom Instructional Assistants completed Early Childhood Education Certificate Program at Green River Community College
- Quarterly all staff training
- Kitchen staff grew vegetables in Muckleshoot Community Garden
- All staff participated in Muckleshoot cultural training
- Teacher collaboration with Curriculum Instruction department to implement social & emotional cultural teachings in daily lessons.
- Implemented Teaching Strategies Gold in all classrooms 0-5 yrs.
- Cultural plant teaching implemented daily in the lesson plans.
- Weekly drumming/singing led by Donna Star on zoom
- iPad & Computers in classroom with language programs installed

OUTLOOK FOR 2022:

- Continued enrollment as enrollment space becomes available
- Continued collaboration with B-3, CCDF program, MELA and Special Services
- Quarterly all staff training
- Continued enrollment of Instructional Assistants in Green River ECE Certification





Muckleshoot Tribal School

John Lombardi, Superintendent

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

INFO PHONE: (253) 931-6709

INFO EMAIL: 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 Essential Common Core Standards with an emphasis in literacy while infusing Muckleshoot Tribal culture, language, 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 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. At the secondary level the majority of elective options are developed based on student interest surveys and an open registration process.

Challenging Academic Program Partnerships to Meet Student Needs - MTS is continuing to focus 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 accomplish this we have worked in conjunction with the Muckleshoot Department of Education and the Director of Curriculum and Instruction to implement the newly developed Honorable Teachings curriculum. The Honorable Teachings curriculum integrates Muckleshoot culture and language with Social Emotional Learning (SEL) to help build identity and resilience in our students. All students receive these lessons in either their Advisory Class at Middle/High School or in the Morning Meeting with all elementary classes. We have also continued our Project Based Learning (PBL) days 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, Summer Shelton in conjunction with the Elementary Principal, Jay Hirst 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.

School Nurse and Athletic Trainer - Student safety is the paramount duty of MTS. A full time licensed nurse is available for all student health issues and 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 serve 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 impact of COVID student attendance has been an even more important focus of the MTS program. The Tribal Truancy Ordinance schooling is compulsory for children and young people aged from 6-17 years unless an exemption from attendance or enrollment 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, three 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 improving 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 2021:

Focused Student Interventions to combat Harassment, Intimidation and Bullying while Improving Student Achievement.

Celebrated high school graduation along with 8th grade, 5th grade and Kindergarten "Move Up" in person at the new Muckleshoot Events Center.

Implementation of the Honorable Teachings Curriculum (Culturally Relevant Course Work /Social Emotional Learning) K-12

- a. MTS has implemented Honorable Teachings Curriculum (Culturally Relevant Course Work /Social Emotional Learning) into the Advisory Class at Middle/High School and in the Morning Meeting with all elementary classes.
- b. Project Based Learning (PBL) days were continued once a month for students and their families to engage in culturally relevant activities as a family.

Special Services continues to move to an inclusive education model for students with an IEP

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

Provided families additional access to student information.

- a. MTS Provided Family Access to families in the Qmlativ (Q) Program. Family Access enables parents to be proactive members of their child's educational team. School newsletters and messages from individual teachers are available on the Family Access
- b. Added the Safe Arrival auto call system to notify parents about daily attendance. Safe Arrival also allowed parents to excuse absences through a 1-800 number, website or mobile app.

Implementation of Google Classroom Suite for All Online Programs (LMS)

MTS staff used Google Classroom to facilitate the hybrid and online educational programs offered during the pandemic. 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.

Kings for Success Program

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.

Continued Success with Athletic Programs

- a. **2021-** Resumed sports in February 2021 after a pause since March of 2020 with 3 seasons, high school only, each season was 6 weeks long and only allowed to play 70% of normally scheduled contests:
 1. **Season 1:** Football, Volleyball, Girls Soccer, Cross Country
 2. **Season 2:** Baseball, Softball, Track
 3. **Season 3:** Basketball, Wrestling
- b. Highlights from shortened 2021 shortened seasons:
 1. **Football:** Won SeaTac League Sportsmanship Award
 2. **Volleyball:** Won SeaTac League Sportsmanship Award
 3. **Basketball:**
 - Girls:
 1. Won second consecutive SeaTac League Championship
 2. Dora Brings Yellow earned SeaTac League Coach of the Year for the second year
 3. Paige Courville was named SeaTac League MVP
 - Boys:
 4. Won fourth consecutive SeaTac League Championship
- c. **Fall 2021,** resumed standard sports season dates and lengths, highlights:
 1. **Volleyball:** Qualified for the SeaTac League playoffs for the first time in school history
 2. **Middle School Sports:** Resumed middle school sports for the first time since March of 2019 and successfully competed in both middle school volleyball and middle school coed soccer. Currently playing middle school boys basketball and are 3-0 to start the year.
 3. **Football:** won three games and finished the year with a “Week 10” game for the first time in school history and defeated Chief Leschi in overtime to finish the season. Head coach, Derek Smith, was named SeaTac League Coach of the Year.
 4. **Cross Country:** boys, qualified for Districts.

Facility Improvements

New yurt for outdoor education is being completed at Crystal Mountain.

Food Services

MTS participated in the USDA Summer Food Service Program bringing in reimbursement funds for the Tribe and making numerous families eligible for Washington State Pandemic EBT funds.

COVID 19 Closure and Providing Student Services and Programs

- a. Successfully converting from a 100% Online Learning model back to a more traditional 5 day a week in person model.
- 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. Transitional Summer school for incoming Kindergarteners and incoming 6th graders.

OUTLOOK FOR 2022:

MTS will remain focused on our stated mission.

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

To accomplish that mission we will:

- A. Continue 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.
- B. 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)
 - 4. What do we do if they can do it? (Enrichment and academic extension)
- C. Muckleshoot Tribal Schools will have a renewed focus on early literacy skills through professional development, vetted materials, and regular instructional coaching.
- D. The Instructional Coaching program will be pivoting to a more student-centered approach while empowering teachers to set specific targets for learners that are rooted in creating paths to success. All core teachers, from Kindergarten to High School, will be supported by a coach in planning and implementation.
- E. MTS will continue to focus on previous goals that were affected by the COVID 19 Closure:
 - a. Improved assessment practices and detailed student data related to individual skill levels and progress through iReady
 - b. Improve the focused intervention and enrichment time to support student learning and staff collaboration
 - c. Continuing to improve student transition practices into Kindergarten
 - d. Maintaining an On-Time Graduation Rate of 80% or higher with a goal of 90% for the Class of 2022
 - e. Reducing Harassment, Intimidation and Bullying through intervention practices and programs
 - f. Increasing the number of students with reading, writing and mathematics skills that are at grade level expectations or above.
 - g. 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.
 - h. Seek to add a full time Drug and Alcohol Counselor to the MTS Team.
Implement academic and social emotional programs to support success and well-being.

In addition, MTS will start the process, with all of the stakeholders in the school of adopting a Vision Statement of who and what we want the Muckleshoot Tribal to be in the future.

A vision statement, or simply a vision, is a public declaration that schools or other educational organizations use to describe their high-level goals for the future—what they hope to achieve if they successfully fulfill their organizational purpose or mission.

Muckleshoot Tribal School Data:

Student Enrollment		Summer School Enrollment	
2013-2014	439	2014	155
2014-2015	460	2015	126
2015-2016	485	2016	159
2016-2017	485	2017	163
2017-2018	501	2018	181
2018-2019	568	2019	210
2019-2020	565	2020*	152
2020-2021	580	2021*	111
2021-2022*	537	2022	
2022-2023		2023	

*Affected by COVID 19 Closure

Muckleshoot Tribal Member & Descendent Enrollment												
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
K - 5 th	145	149	164	157	201	189	186	194	202	177	169	202
6 - 8 th	71	66	69	66	85	78	71	71	71	75	88	95
9 - 12 th	86	101	104	114	131	126	107	115	109	114	109	104
Totals	302	316	337	337	417	393	364	380	382	370	366	401

Muckleshoot Tribal School: High School Graduates													
2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
4	2	19	19	17	15	11	19	24	14	37	42	35	34

Muckleshoot Tribal School: On-Time Graduation Rates (% Reported by OSPI)							
2015	2016	2017	2018	2019	2020	2021	2022
52.2%	46.7%	42.1%	57.1%	73.8%	87.5%	** No Data	

Muckleshoot Tribal School: Students Participating in the Running Start Program						
Class of 2017	Class of 2018	Class of 2019	Class of 2020	Class of 2021	Class of 2022	Class of 2023
2	1	6	5	6		

Muckleshoot Tribal School: Kindergarten Readiness (% Reported by OSPI)						
2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
23.9%	21.2%	39.6%	28.9%	** No Data		

** OSPI has not published or postponed data due to COVID 19 Closures Statewide



Adult and Higher Education Division

PERSONS IN CHARGE: Denise Bill, ED.D, Executive Director
Michele Rodarte, Muckleshoot Tribal College Administrator
LOCATION: 39811 Auburn Enumclaw Rd. SE, Auburn, WA 98092
INFO PHONE: 253-876-3345

The Adult and Higher Education Division of the Muckleshoot Department of Education consists of the following programs:

- College and Careers Education Opportunities
- Financial Aid and Scholarships
- Muckleshoot Tribal College
- GED and HS 21+
- Workshops and Training
- NACTEP Programs
- College and University Partnerships

College and Career Education Opportunities Program

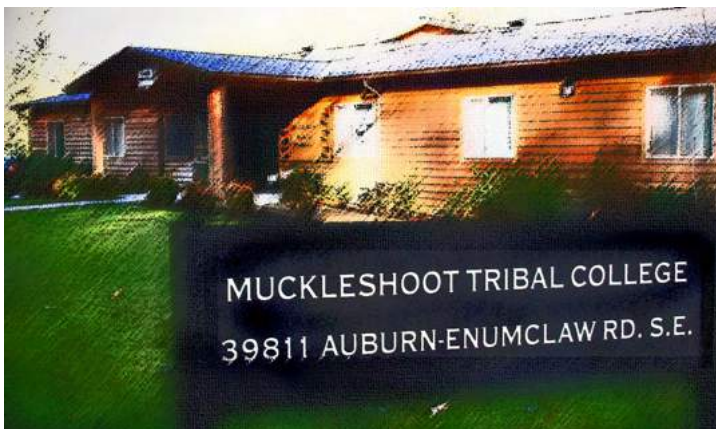
PERSON IN CHARGE: Program Director, Dr. Denise Bill
LOCATION: Muckleshoot Tribal School Building C 38723 172nd Ave SE Auburn, WA 98092
INFO PHONE NUMBER: (253)876-3345
MAIN EMAIL: CCEOP@Muckleshoot.nsn.us

Mission Statement: The mission of the Muckleshoot College and Career Education Opportunities Program is to introduce Muckleshoot youth, ages 14 to 18 years old, to college and career information. Both academic training and practical experience will assist them in making informed decisions and taking the necessary action when choosing a career path. Careers within Muckleshoot Tribal enterprises will be the primary focus, but participants will have the opportunity to explore any career field in which they have interest.

PROGRAM DESCRIPTION: The College and Career Education Opportunities Program is a career exploration program that enables Muckleshoot enrolled youth to explore careers in a variety of professions and businesses. Through these experiences, youth 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
- Off Site Field Trips
- Career Interest
- Work Experience
- Tutoring
- Early College Program
- Summer School



Attendance Report:

The attendance for participating youth was negatively impacted by the Covid-19 Pandemic.

Worksite Placement and Number of Youth Participants Placed

Muckleshoot Child Development Center/Tribal School	9
Youth Development Center	5
Equine Program	4
Pentecostal Church	1
Information Technology	1
Tribal Council Chambers	1
Wildlife Preservation	1
Culture Program/Canoe Club	2
Resource Center	2
General Services	2
Health and Wellness Center - Dental Clinic	1
Elders Complex	1
Muckleshoot Early Learning Academy	1
Child Care Development Fund	1
Auburn Gymnastics	1
College and Career Education Opportunities Program	1
Early College Program/Tribal College	6
Summer School	4



OUTLOOK FOR 2021-2022:

Due to Covid-19, 2021-2022 School Session is on hold at this time until further notice.

Summer 2021



Dental workshop with Dr. Beau from the Muckleshoot Health & Wellness Dental Clinic.



Students learning how to do sutures on a banana.



GED/HS Plus Program

PERSON IN CHARGE: Mitzi Judge

LOCATION: Muckleshoot Tribal College

CONTACT INFORMATION: Justine.Koble@muckleshoot.nsn.us / (253) 876-3375

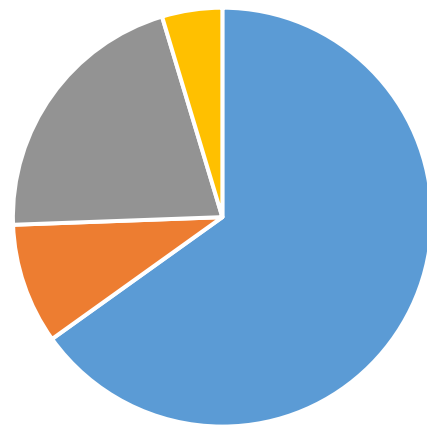
PROGRAM DESCRIPTION: GED

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: 4 students
- Offering in-person and virtual GED test preparation.
- One-on-one tutoring available via appointment and drop-in with instructor.
- We are currently in the process of offering flexible GED testing options. Students will have the option to either test in-person in the testing center, or reserve testing center for online testing.
- Recruited additional testing proctor to increase testing center availability.

2021 GED/HS+



■ HS+ ■ GED ■ Inactive GED ■ Inactive HS+

PROGRAM DESCRIPTION: HS+

Working with Renton Technical College the HS+ Program seeks to provide culturally relevant options for high school credits. Adults 18 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 Washington State High School Diploma.

- HS+: 28 enrolled students, 24 MIT, 4 community members
- 5 MIT graduates, almost double from previous year.
- One-on-one tutoring available via appointment and drop-in with instructor.
- Working with other departments to provide wrap-around support for tribal members in need of high school diploma.
- Reengaged former GED students to switch to HS+ program with high rates of student satisfaction.

Pre-Apprentice Carpentry Program with Green River Community College & Muckleshoot Tribal College Summer 2021 – Cohort 6

The Muckleshoot Tribal College just completed the sixth successful Pre-Apprenticeship Training Program cohort. The Pre-Apprenticeship curriculum is a robust exploration of the construction industry trades with a primary focus in Carpentry and wood working skills. The instruction and curriculum were provided in partnership with Green River College. This quarter, we brought in Marianna, who is a representative from Northwest Carpenters Union, she informed the students about the Carpenters Union and who they are, what they do and how they support their members, by training them and educating each other.

8 students graduated with four credits toward an accredited Carpentry Technology Certificate.

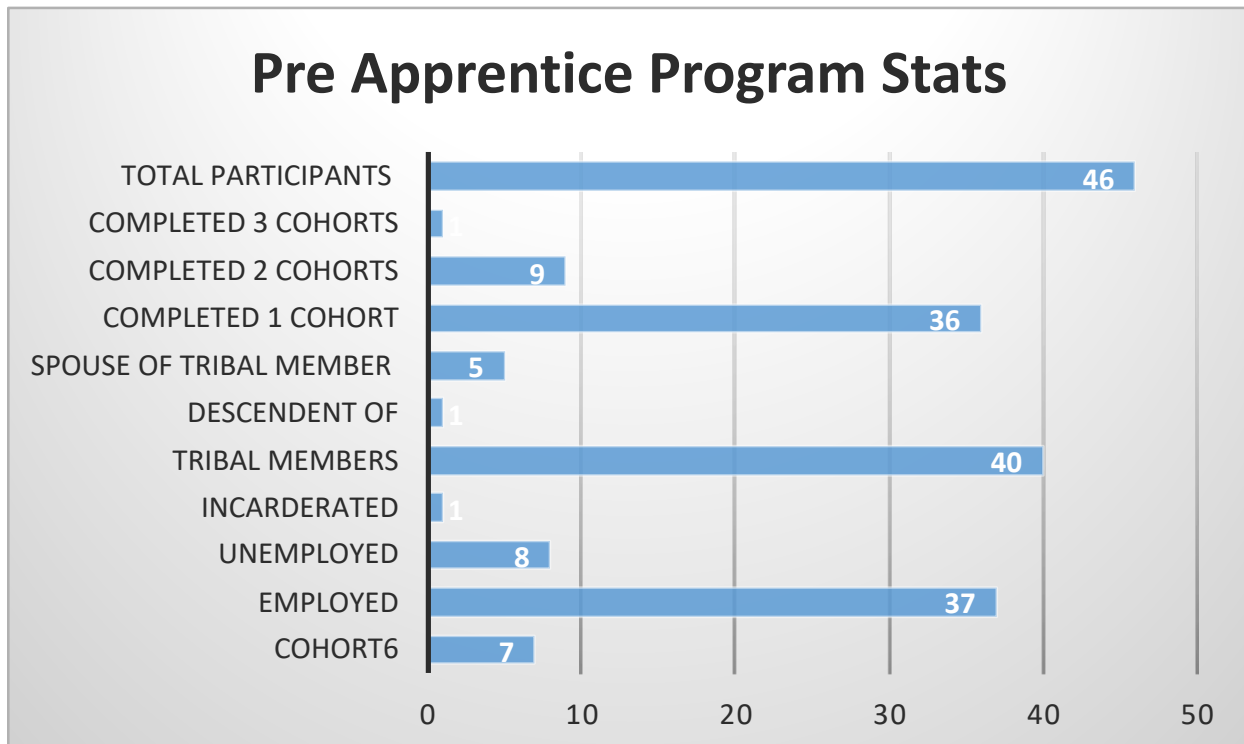
Student Statistics

Students Enrolled	9
Students Graduated	8
Muckleshoots	7
Community	1

HIGHLIGHTS OF 2021:

The pre-apprentice enrolled students took INDUS 108 this quarter **Introduction to the Building Trades** class. This class exposed the students to different tools and materials physically applied in the field. Subjects they covered were framing, plumbing, electrical, drywall, siding, and roofing, with a mock up version that they build within the shop at Green River College. Students learned how to safely use a high torque right angle drill to drill 4" holes through framing. Very similar to what a plumber would do on a typical job.

During this quarter the students also, took on a project and made a pow-wow drum for the Muckleshoot Tribal College, the students built the drum from the frame work to the final product, that is pictured below. This project was donated to offer future drumming/singing classes at the Muckleshoot Tribal College and also created an opportunity for these students to utilize some of their newly learned skills in building the drum. All 7 of the Students are continuing their education with the Green River College working on their Associates degree in Carpentry Technology.



Financial Aid/Scholarship Department

LOCATION: Scholarship Building and MIT College- Scholarship
38977 172nd Ave SE 39811 Auburn Enumclaw Rd. SE
Auburn, WA 98092 Auburn, WA 98092

STAFF:

Marie Marquez	Financial Aid Director	(253) 876-3382
Amy Castaneda	Financial Aid Manager	(253) 294-8032
Matthew Cornwall	Lead Career Advisor	(253) 876-3210
Marcy Horne	Career Advisor / Counselor III	(253) 876-2830
Danielle Wilcox	Finance Specialist	(253) 294-8002
Dena Starr	Workshops & Training Manager	(253) 876-3147
Laurie Starr-Williams	W & T Administrative Specialist III	(253) 876-3381

Department Summary: The Financial Aid Division has the following programs to service Tribal members; Transition Services (previously known as Developmental Disabilities), Private School Assistance, Scholarship, and Workshop & Training. We are here to assist students with their educational cost and to provide support services to ensure student success while attending colleges/universities to pursue their career path and earning their diplomas, certificates and/or degrees.

HIGHLIGHTS OF 2021:

Financial Aid/Scholarship Department accomplishments:

- MIT Higher Education Vocational Scholarship Policies were revised.
- Created and hired a Finance Specialist
- Created and hired a Career Advisor/ Counselor III
- Orientation to which 83 students attended.
- Mailed out Care Packages, 102 in Spring and 124 in Fall.
- Held 2 Higher Education graduation ceremonies (2020 & 2021)
- Scholarship Streamlining Portal Application Project
- Recognized students in the Muckleshoot Messenger Newspaper quarterly for high GPA's
- Implemented the Excellence/Achiever's Program

The Scholarship Program recognized 21 Muckleshoot Tribal Members that earned a degree in the following categories:

- 28 Certificates in all categories and schools.
- 1 General Education Diploma- Washington State Board
- 2 High School 21+ Diplomas – Renton Technical College

OUTLOOK FOR 2022:

The MIT Scholarship Program will finalize the MIT Scholarship Streamlining Portal application process. We will work on hiring another Finance Specialist as well as a Higher Education Analyst & Researcher. Plans are in motion to coordinate site visits at various colleges around Washington State for Scholarship staff.

Workshop & Training:

Workshop & Training funds enrolled Muckleshoot Tribal Members on a bi annual basis (once every 2 years) to attend any educational and wellness workshops, conference, or training. The funding is to cover registration fees, travel expenses, lodging, per diem and shuttle fees. Applications must be submitted at least 30 days prior to the event for approval.

HIGHLIGHTS OF 2021:

- Gathered medicinal medicines
- Essential Oil
- Outreach support meetings
- Meetings discussing history

Due to Covid-19 there were no events that could be attended due to no traveling or gathering restrictions.

OUTLOOK FOR 2022:

Workshop & Training Program will work on ways to provide small on-site workshops.

Transition Services:

The Transition Services Program provides financial assistance to Muckleshoot Families in need of tutoring services in all subjects to ensure a successful academic year.

HIGHLIGHTS OF 2021:

30 Tribal members funded to attend various learning centers.

OUTLOOK FOR 2022:

Transition Services will work on revising the Program Policies and hire a Program Manager.

Private School Assistance Program:

The Private School Assistance Program (PSAP), is a financial assistance program that pays for application, registration, transportation services, and tuition fees for Tribal Members age groups from Preschool, Pre-Kindergarten up to 18 years of age.

HIGHLIGHTS OF 2021:

29 Tribal Members attend 14 different private schools

OUTLOOK FOR 2022:

Private School Assistance Program will work in developing and hiring a Finance Specialist.

Cedar Tree Project Grant Annual Report

This was an exciting time of year for Muckleshoot Tribal College. We have acquired the Native American Career & Technical Education Program Grant, and are looking forward to bringing new and exciting programs to the college next year.

One of the main programs is an Associate's degree in Forestry in partnership with Green River College. The majority of classes will be at Muckleshoot Tribal College with additional field experiences. Some of the classes include: wildflower identification, tree and shrub identification, Tribal GIS, chainsaw, internships, and more. This program will be starting Fall quarter 2022 and will last for three years.



Another program will be a certificate in Native Leadership in partnership with Northwest Indian College. This will be a year-long program with workshops and classes in leadership. We will continue to offer career and technical certificates in Office Basic, Office Intermediate, and Cinematography.

Early College Program 2021

The Early College Program began this year on July 6th, 2021 and ended on August 13th, 2021. We had a great group of 10 students this year who participated in Computer classes, Art, English, Lushootseed, and Science, to gain college and/or high school credits. 9 out of 10 students are Muckleshoot Tribal members Two from Auburn School District One from Enumclaw School District One from Summit Public Schools Six from Muckleshoot Tribal School.

The program was run by: Denise Bill, Michele Rodarte, and Amy Maharaj. This year, we had the following assistants: Jenel Hunter, Paula Scott, Sui-Lan Hookano, and Robin Pratt.

The classes included in the program:

- ART 188-Appreciation of Native American Art 4 College credits & 0.8 High School Credits An overview for developing an appreciation of American Indian Art through a traditional and contemporary perspective. Hands-on learning with Native American Art.
- CMPS 188-Microsoft Basics 4 College credits & 0.8 High School Credits Learn the basics of computer skills. Focuses on beginning-level word processing. Provides an introduction to the skills and knowledge necessary to use computers.
- ENG 188- Native American Literature 4 College credits & 0.8 High School Credits Emphasis on writing complete, correct sentences, unified, and coherent paragraphs, and short essays. Explores Native American Literature.
- NESCI-Introduction to Environmental Science 1 College Credit & 0.2 High School Credit Introduction to fundamental Native Science principles and concepts. Explore hands-on learning with Hancock Forestry. Provide an initial understanding of the intimate relationship between Native People and the natural world.
- Lushootseed Class where students learned the alphabet, animals, plants, and introductory phrases.

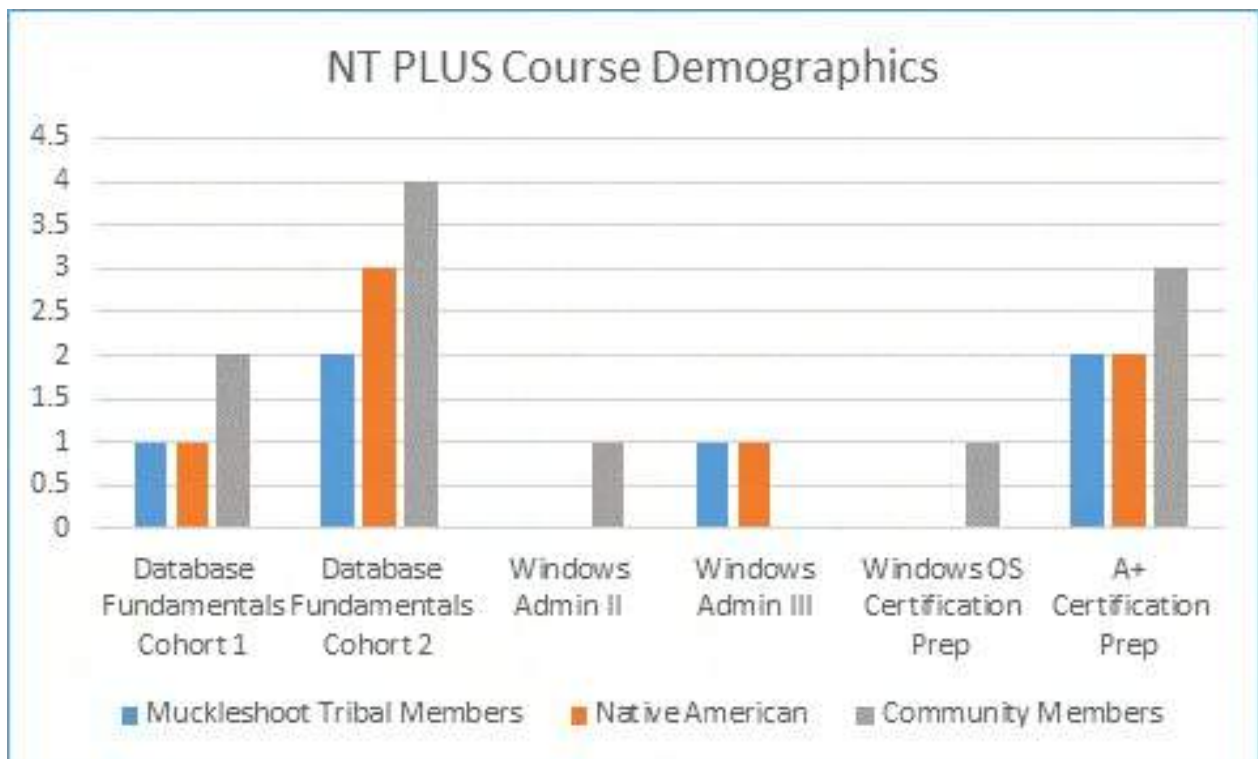
NT PLUS Annual Report, Office & Cinematography Certificates 2021

IT Certificates taught this year included: MTC Office Basic, MTC Office Intermediate, Cinematography Basic, and Cinematography Intermediate. There were a total of 31 Muckleshoot Tribal members who took the certificate classes.

The NT PLUS Program has been providing a carrier path in the field of technology for the local community with a focus on Muckleshoot Tribal members. This program is part of a federal government grant funded by the Native American Career and Technical Education Program (or NACTEP). This last year of the grant has focused on getting the tribal and community members that are a part of the program through to the finish line and graduated with an AA degree in partnership with Green River College.

Courses taught between the beginning of 2021 to Present:

- Database Fundamentals Course (Cohort 1 & 2 AA Degree Course)
- Windows Admin II (AA Degree Course)
- Windows Admin III (AA Degree Course)
- Windows OS Certification Prep Course
- A+ Certification Prep Course
- Independent Projects



Academic Affairs Instructor

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

Program Outcomes:

- Writing Center: Assisted on average 2-3 students per week with tutoring (mostly via Zoom and email, due to Covid-19).
- Monthly Zoom writing workshops: APA formatting, how to research papers, and how to write essays.
- Helped 8 students from Housing for resume writing and cover letters.
- Helped organize online Career Day: Approximately 200 students over the course of two days.
- Helped organize Effective Teaching Institute: Approximately 150 participants' in-person and online. Did the registrations, event planning, and set-up.
- Co-led Early College Program with registrations and organization.
- Taught English classes for Northwest Indian College.
- Helped edit the Muckleshoot Journal.
- Assisted in participating with other organizations for program development, such as University of Washington Tacoma's Doctoral program.
- Assisted in helping with the GED/HS21 Plus programs until instructor was hired.
- Provided other duties as assigned, such as flyers, etc.

College and University Partnerships

The University of Washington Tacoma, in a joint partnership with the Muckleshoot Tribal College, are offering Indigenous leaders the opportunity to be students in a doctoral program in Educational Leadership (Ed.D). The doctoral program in Educational Leadership (EdD) is designed to address conceptual issues of the role educational leaders play in leadership, management/administration and political advocacy. All courses are taught by Native American faculty/instructors (or individuals who have worked closely with tribal communities). Students are currently in their second year of the program with the expected graduation date of June 2023.



Program outcomes: Students earning a doctorate in Education Leadership with a specialization in Indigenous Studies.

Total number of students: 15 (Fall Qtr 2021, 10 students)

Who are the students: 1 Muckleshoot, 6 Native, 1 Indigenous to Mexico, and 2 non-Native, but working in Tribal communities.

Academic Standing: Everyone is passing.

HIGHLIGHTS OF 2021:

Students are currently working on their Community Grounded Praxis which revolves around taking action to better their communities. In May 2021, we received approval for the Indigenous Knowledge and Community-Centered Engagement certificate. Its purpose is: "In the Muckleshoot cohort of the Ed.D. program, each student will provide an oral knowledge connection to their community-grounded praxis project and demonstrate how this oral knowledge connects intergenerational knowledge generation and community preservation. It can include interviews or snippets of stories from Elders, tribal leaders (this is a broadened context) and youth." We received funding from the University of Washington Tacoma Office of Community Partnerships to provide the funding to provide the certificate to Muckleshoot doctoral cohort student.

Elevating the North Wind & Storm Wind Story Pole at MTS

By Louie Ungaro, Muckleshoot Tribal Council, Tribal School Chair

In 2010, the Muckleshoot Tribal School opened a new K-12 campus and a new chapter in our collective history. Years of hard work and meticulous planning led up to an archival moment for our People. Since then, we have achieved so much, and still have so much more we'd like to achieve. We wanted to mark this important moment in history and take the opportunity to celebrate those who have come before us, those who are actively working to rediscover and center culture and encourage others who are inspired to carry this work.

Within the last decade since the Tribal School opened its doors, we've also witnessed the Muckleshoot Culture and Language program's parallel growth. Tapping into the inspiration of our ancient creation stories and standing on the shoulders of giants has catalyzed the efforts of all these programs.

Tyson Simmons and Keith Stevenson, have both been leading the revival of our carving and tool-making traditions and were asked to create a story pole in celebration of this progress. They knew where to draw their inspiration from, the epic of the North Wind and South Wind, a significant and ancient story for our People.



Annie Jack, in plaid dress, with daughter Lola.

Several versions of the story circulate, but are all nearly the same. This version was recorded by Arthur Ballard in the early 1900's. It was a testimony told in Chinook jargon by Annie Jack:

"In days gone by, there was once a war between the North Wind people and the Chinook Wind people. Chinook Wind was married to Mountain Beaver Woman, the daughter of North Wind. The people of North Wind village did not like the man and so they killed him and his tribe. The only one left alive was Chinook Wind's mother, an old woman who lived on a stone mountain down along the Duwamish River. North Wind held the land under his power, covering it with ice and snow. He stretched a fish weir of ice across the Duwamish River. No fish could get past this trap, and further up the valley the people starved. The land was desolate.

It came to pass that Mountain Beaver Woman had a son, Storm Wind. Chinook Wind was his father. As the boy grew up, he was warned by the North Wind people to never go near the mountain. They knew that he would question the old woman, and that she would tell him how his people were killed. Each day, the young man would hunt closer and closer to the mountain.

One day, he got close enough to hear the old woman crying, so he went to her house. Inside, he found her weeping for her dead son. The ravens, who were the slaves of North Wind, perched above her, dropping filth onto her face. This, along with the tears on her cheeks, had frozen into ice. For her fire, she had only the tops of cat-tail rush, which would blaze quickly, providing no warmth.

Storm Wind listened to her story. He went and pulled up big fir trees by the roots and laid them at her door for fuel. He also gave the old woman a bone pointed arrow to punch the ravens with. He resolved to fight the North Wind people for what they had done.



Storm Wind left to retrieve his mother. While he was away, the old woman wove baskets to capture the rain. Some were large and coarsely woven to hold large raindrops, while others were tightly woven to hold fine mist. She left them outside to capture the rain.

Soon, Storm Wind returned. The next day, the old woman emptied the baskets and flooded the valley. Storm Wind went down to the river. He tore up many trees and threw them into the water until they shattered the fish trap, turning it into stone. These stones can still be seen when water runs between them at low tide.

Storm Wind melted the ice and blew it north. The young man and his grandmother beat North Wind. Down the valley he ran, the land flooding behind him. If North Wind had not been chased away, we should all be cold and hungry all the time. As it is, we have a little snow and ice, but not for long.”

(Source: Arthur C. Ballard, “Mythology of Puget Sound,” University of Washington Publications in Anthropology, Vol. 3, No. 2 (December 1929), pp. 55-64.)

In Annie Jacks version, she emphasizes that the Grandmother knew her relative was still alive because she felt warmth, despite having a frozen face and while there are several ways this can be interpreted, it also tells us that the Storm Wind blows warm.

The North Wind and South Wind Story is an ancestral origin story of our People. This is not some story from a Disney movie or some far away land. It is ours. The descendants of the heroes in this story are real people, whose blood pumps through the veins and hearts of our People to this very day.

It is a story of the environmental history of the Duwamish River, taking place during the Ice Age and is also a testament to how long our People have coexisted here. Moreover, it is a story about courage, transformation, and the power in rediscovering our Ancestral teachings.

It is a story that inspires the work of the Tribal School. The North Wind vs Storm Wind Story Pole is a blessing and helps us to remember who we are and where we come from.

The setting takes place near what is now known as Cecil Moses Memorial Park, located on a very curvy stretch of the Duwamish River in Tukwila. The stone mountain where the grandmother of Storm Wind lived can also be visited and is found upriver from the park.

ABOUT THE ARTISTS:

Tyson Simmons has spent the last decade of his life dedicated to reviving our carving traditions. You’ll often hear him say, “This work saved my life.” He trained with Marvin “Cubby” Starr Sr. for several years and endless hours, honing the skill of several techniques from carving cedar dugout canoes to manufacturing his own tools. His roster of mentors has grown immensely since he picked this work up. Tyson is guided by his teachers, the Ancestors and our original instructions.

Keith Stevenson illustrates and his approach to creative design is strategic, pointed, and picturesque. He works in the confluence of Ancestral teachings, naturalism, and modernity. His seamless integration of these perspectives creates powerful artistic fusions that capture the telling of our time. Canoes, rattles, spears, tool making, jewelry, graphic design, and story poles are just some of his limitless mediums.





Emergency Management

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

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

INFO PHONE: 253-876-3247

INFO 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 2021 year.

HIGHLIGHTS OF 2021:

- 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 2022:

- 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 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

PERSON IN CHARGE: Cortney Rodarte, Enrollment Manager

LOCATION: 39015 172nd Ave SE Auburn, WA 98092

MAIN PHONE: 253-876-3141

MAIN EMAIL: EnrollmentDept@Muckleshoot.nsn.us

STAFF: Eva Jerry, Lorene Nelson-Davis

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 and issue Applications for Tribal Enrollment;
- Issue Certifications of Tribal Enrollment;
- Issue Tribal Identification Cards;
- Tax Exemption for Enrolled Tribal Members living within the Reservation Boundaries.
- Process Name Changes with proper documentation.
- Address Changes
- Notary Services
- Apply for Eagle Parts and Feathers from the Nation Eagle Repository

HIGHLIGHTS OF 2021:

- The Enrollment Office is diligently working to update enrollment Blood quantum according to the 2019 Enrollment audit.
- The Enrollment Department moratorium lapsed on December 31st, 2021 and The enrollment department is currently open for new enrollment.
- As of November 2021, 3,143 persons are enrolled in the Muckleshoot Indian Tribe. The age ranges of those enrolled are as follows:

0-12	775
13-17	332
18-49	1,549
50+	487
TOTAL	3,143

OUTLOOK FOR 2022: We are looking forward to start training for the new Muckleshoot Enhanced ID program early 2022. Staff will continue sending blood quantum notification letters to all enrolled tribal members as quickly as we can.



Events

LOCATION: Winery Location/Remote

NAME OF PERSON IN CHARGE: Frankie Lezard, Event Coordinator

INFO EMAIL: Frankie.Lezard@Muckleshoot.nsn.us

PROGRAM DESCRIPTION: Events staff/Committee assists the Muckleshoot Indian Tribe with hosting our tribal/community events. We assist with preparations, outsource local companies, anything that involves hosting tribal events and make things easier and less expensive for all MIT programs.

HIGHLIGHTS OF 2021:

- Events Staff/Committee have helped in multiple drive thru events in year 2021.
- We helped handout food box donations, Seahawks kick off season drive thru, Seafood box distribution.
- Over the summer we continued our annual out door movies, this year hosted 24 family friendly films.
- As our tribe is growing, Events was allowed to host another year of MIT exclusive Pumpkin Patch at the Maris Farms. We had over 1,000 participants and were very happy with this year turn out and event.
- In lieu of a Christmas Event this year, those funds were put toward Christmas presents for all enrolled Muckleshoot children under the age of 18.

OUTLOOK FOR 2022: Events Staff/Committee is hoping we are coming to an end of this pandemic and an ease of restrictions for gatherings and get back to normal activities and hope for the best to come in 2022. Stay tuned for upcoming events as allowable!





Family Resource Program

NAME OF PERSON(S) IN CHARGE: Alexandra James, Human Services Director

LOCATION: 38907 172nd Ave SE Auburn, WA 98092

INFO PHONE NUMBER: (253)876-3336

INFO EMAIL: alex.cruz@muckleshoot.nsn.us

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

SERVICES PROVIDED:

Clothing Bank

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

Emergency Assistance

The emergency assistance program is intended to help Tribal Members who are experiencing an unexpected and emergency problem that affects the health, safety and well-being of Tribal Members and their families who have good reason for not having money available to pay the cost related to the emergency. This assistance is dependent on available funding. The MIT tribal member’s household combined income must be under 135% of the median income for the County in which the MIT tribal member resides (published annually by HUD)

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

MIT tribal members who have a need may receive personal hygiene packs, children/infant hygiene packs, toilet paper, formula, diapers/pull-ups and laundry soap. Adult hygiene packs usually consist of Shampoo, bar soap, razors, Q-tips, deodorant, toothpaste, tooth brush and feminine products. Children hygiene consists of 3-in-1 shampoo, conditioner and body wash, detangler, toothpaste and toothbrush. Infant hygiene consisting of Baby wash, lotion, diaper rash cream and wipes. Hygiene packs are eligible once a month. Toilet paper and formula are also available once a month. Diapers and pulls ups are available once every 2 weeks. Each infant or toddler receives 24. Laundry soap is available one per quarter.

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.

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.

Seniors Assistance

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

STOWW (Commodes)

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

Hospital Assistance

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.

Emergency Hospital Assistance

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 2021:

- Limited Staff have been able to run all programs at the Family Resource Center.
- In person 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 checks and balances within the program.
- Provided \$400 Food Assistants Cards to those who lost power.
- Created and Submitted Updated Family Resource Center Policies for review and approval by the Muckleshoot Tribal Council

OUTLOOK FOR 2022:

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

Renae Ward Anderson – Social Services Specialist

Veronica Navarro Moses – Admin I

Carlos Bennett - Food Bank Coordinator

Kash Nichols – Admin I/Food Bank



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 2021 COORDINATOR: Cody Jansen-Benavidez

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:

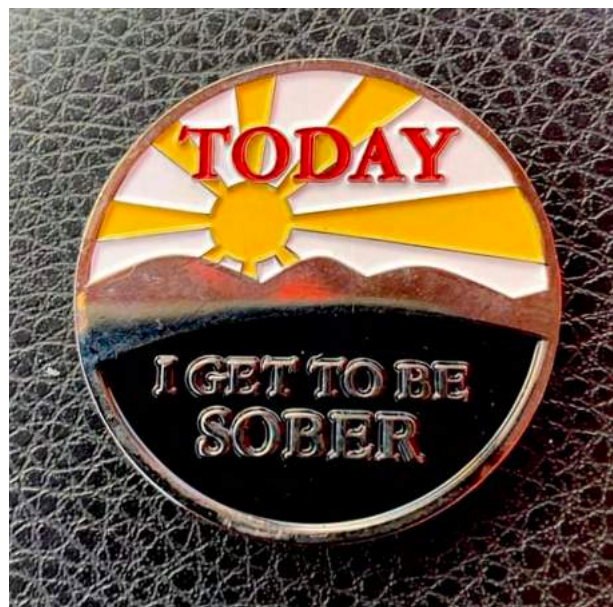
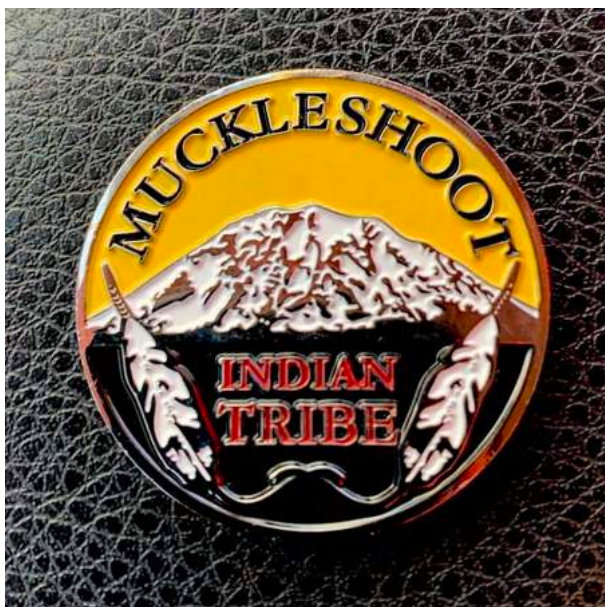
- Narcotics Anonymous (N.A.)
- Alcoholics Anonymous (A.A.)
- Gamblers Anonymous (G.A.)
- Support services such as transportation and personal conversation

HIGHLIGHTS OF 2021:

- Monthly sobriety birthday celebrations
- Supportive training from the behavioral health program

OUTLOOK FOR 2022:

- Continue the highlights from 2021
- Provide grief and loss support group and meetings
- Provide other supportive services such as workshops for cultural, language, life skills
- Provide center related activities and support Canoe Hosting craft classes
- Monthly sobriety birthday celebrations
- Monthly speaker meetings
- Supportive training from the behavioral health program





Finance Department

PERSON IN CHARGE: Jeff Songster, Chief Financial Officer

LOCATION: Finance Building

INFO PHONE 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 2021:

- **COVID-19** The pandemic continued to bring new challenges for Finance. Finance staff has continued to work within our confines of special accounting rules to handle the emergency, provide benefits to tribal members as defined by Council and to ensure continuous operations. The Staff was able to apply for the grants that were available to us, learn and understand new rules and regulations to utilize those funds to most benefit Tribal Members and ensure that programs were able to obtain the materials necessary to respond to the pandemic. Finance continued to work very closely with Tribal Council, the Emergency Operations Center, and many federal agencies to implement Councils plans and actions necessary to keep everyone safe from the pandemic. Throughout this time of crisis, Finance and the administrative teams was able to manage the crisis and keep the Tribe operating through the extensive uses of grants.

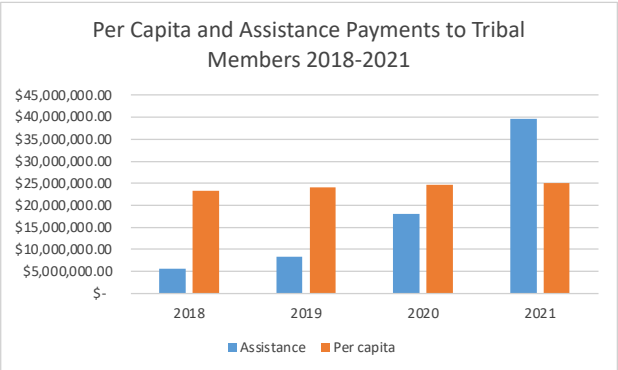
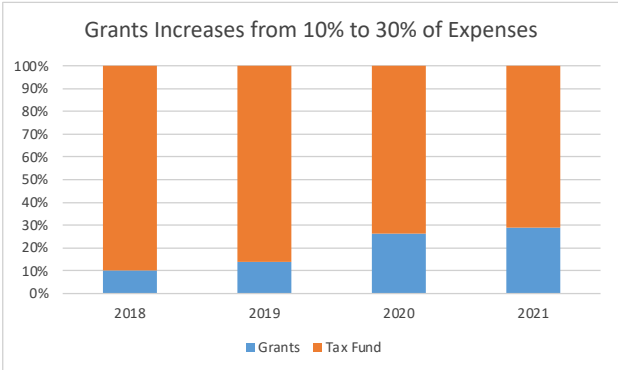
- **Policies** – Continued the multi-year process of reviewing and updating all processes, procedures and documents within the department. Much of this was suspended throughout the year due to the State of Emergency.
- **Audit** – The annual audit was performed by an independent accounting firm who reviewed 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 2020 audit, which would have normally been completed by September 30, 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 January 31, 2021, which is two months before 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 tax preparation services for Tribal Members. Adjustments were made for social distancing and deadlines extended through the pandemic.
- **Grants** – Obtained over 113 grants totaling over \$137M in grant funding, including 30+COVID-related grants of over \$55M, a source that is growing rapidly.

OUTLOOK FOR 2022:

- **COVID-19** – Finance expects to move out from the State of Emergency and move to a sense of normal operations during 2022. We are monitoring all expenses and obtaining the necessary funding to meet the challenges of the pandemic and implement 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. Due to the nature of the pandemic, we anticipate challenges will be presented in the distribution of vaccines and the uncertainty in Washington DC on funding services. Finance will continue to work with the Tribal Council, funding agencies and investment advisors to make sure all service needs are being met.
- **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.

HISTORICAL DATA:

The following charts include COVID related grants and payments for 2020 and 2021:





Stanley Moses landing” all lit up in the heat of the battle during the night of the chinook fishery.



Fisheries Division

PERSON IN CHARGE: Isabel Tinoco, Fisheries Director
LOCATION: Phillip Starr Building
MAIN PHONE: 253-876-3109
MAIN EMAIL: Isabel.tinoco@muckleshoot.nsn.us

- Fisheries Commission**
 Jeremy James, Chair
 Carl Moses, Vice-Chair
 Stanley Moses
 Donnie Jerry
 Marie Starr
 Phil Hamilton
 Todd LaClair
 Dennis Anderson Jr.
 Henry Martin
 Theodore Vaiese

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: Officers are commissioned to enforce the Tribe’s Fisheries Code and patrol the Tribe’s U&A to make sure regulations are followed and also to assist Muckleshoot fishers.
- Fish Production Program: White River Hatchery, Keta Creek Complex, Fishing Derbies, Elliott Bay Net Pen Project.
- Fisheries Habitat Program: Water Resources, Watershed and Land Use

Harvest Management Program

PERSON IN CHARGE: Mike 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 (HM) program personnel (scientists and technicians) work toward providing the greatest possible annual harvest opportunity for Muckleshoot Indian Tribe (MIT) fishers. Staff scientists take part in annual salmon and shellfish management planning processes and provide technical support to the Muckleshoot Fish Commission (MFC) as Commission members negotiate fishing seasons for the coming year.

SERVICES PROVIDED:

- Fisher Services (boat and individual fisher registration)
- Information on current harvest regulations for salmon and shellfish management
- Shellfish from Elliott Bay & Vashon Island
- Vessel coordination

2021 FISHERIES RECAP:

Administrative:

- Registered 339 tribal members
- Registered 141 tribal vessels
- Issued seal firecrackers to fishers

Coordination:

In cooperation with local agencies, staff implemented vessel coordination agreements to minimize conflicts on the water between tribal fishers and commercial vessels and cargo. There were 420 net moves, 1 displacement and 5 net damage claims. Additionally, coordination assisted fishers with private net damage claims.

Chinook (*Oncorhynchus tshawytscha*) fisheries:

This year's White River/Puyallup River ceremonial and subsistence (C&S) spring chinook net fishery started on May 21st. The tribe fished seven (7) consecutive extended weekends. The tribe all together harvested 298 in the net fishery which ended close to what was expected. Alongside the net fishery the Tribe conducted a hook and line fishery that caught 11 additional Chinook. The total catch for the tribe was 309 adult Spring Chinook.

On July 21st, 28th and August 4th the tribe conducted the annual chinook test fishery in inner Elliott Bay. The total catch from these three nights of test fishing was 230 fish. Once the results were modeled and the criteria were met, a full fleet fishery for all tribal fishers was scheduled.

The first commercial fishery opening was conducted in Inner Elliott Bay and the lower Duwamish River on August 11th/12th with a total catch of 4,911 (4,663 river and 248 bay) This ended up being the tribe's second biggest one night total catch in the last three decades but more importantly guaranteed the tribe's fishing community another commercial fishing night.

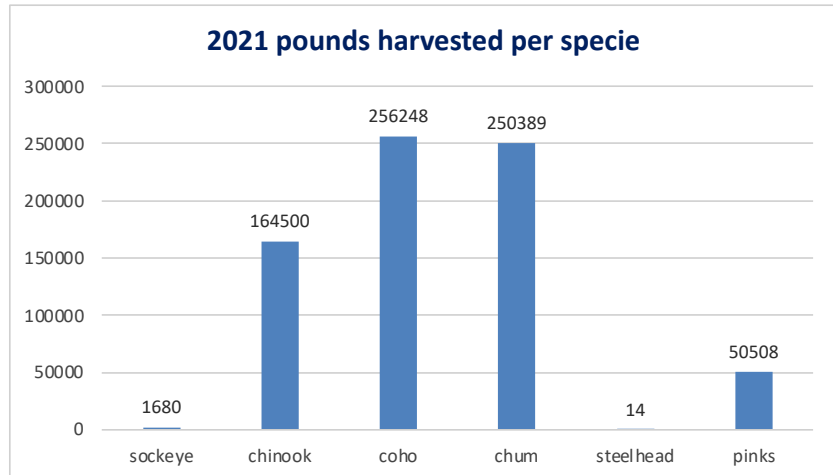


Donald Jerry Jr. holding a nice adult chinook caught in a sport test fishery.

The second opening was held on August 18th/19th with a total catch of 2,601 (2,297 river and 304 bay). The total catch of chinook from both nights was 7,512 fish which ended up close to what was expected. In addition to the fishery in Elliott Bay/Duwamish the tribe also opened a commercial chinook fishery in the Puyallup River. There were two openings, one on August 9th caught 270 with the second opening on August 16th that netted 386 chinook.

Other tribal commercial fisheries targeting different salmon species harvested incidentally an additional 2,904 chinook. In Elliott Bay and the Duwamish/Green River those fisheries caught a combined total of 485. The Puyallup and White Rivers fall salmon fisheries caught 2,292 chinook while there were an additional 127 chinook incidentally landed to the coho commercial fisheries in the Upper Ship canal Lake Union area, North Lake Washington and Lake Sammamish).

Late August the tribe implemented its last fishery on chinook a two-day Ceremonial and Subsistence (C&S) dip net fishery at the Ballard Locks fish ladder. Unfortunately, there were a number of pinniped (gray harbor seals) predation issues each day at the ladder that severely hindered the tribal fishers from attaining any good catch numbers. Over the two days of fishing the fishers still managed to catch 101 chinook that were handed out to the community.



Coho (*Oncorhynchus kisutch*) fisheries:

The Duwamish Green River/Elliott Bay commercial coho fisheries had a combined harvest of 28,439. The Puyallup/White River coho commercial fishery caught 4,192. The tribe also had coho commercial fisheries in Lake Washington Ship Canal/Lake Union where 1,243 fish were caught, a North Lake Washington fishery that harvested a very respectable number of 8,785 coho and finally 1,085 coho were caught in Lake Sammamish. In total this year’s coho fisheries harvested 42,708 which was a good number compared to recent years. Another good thing to note is that the Lake Sammamish coho fishery was opened for the first time in almost 20 years.

Pink (*Oncorhynchus gorbuscha*) fisheries:

Every odd year Pink salmon return to the Green and Puyallup/White Rivers where the tribe gets to conduct commercial fisheries on this species. Because of the run timing most of the pink catches are incidental from other directed salmon fisheries. Elliott Bay and Duwamish River caught a combined total of 7,167 pinks while in the Puyallup/White fisheries there were 5,438 pinks landed.

Chum (*Oncorhynchus keta*) fisheries:

The last commercial salmon fishery of the 2021 season was for chum in Elliott Bay and Duwamish River. Unfortunately, in recent years chum survival has not been doing that good but the tribe has developed solid enhancement and management programs. Muckleshoot fishers have been able to maintain good catches while the rest of south sound as a whole continues to struggle. The total combined catch from both Elliott Bay and the Duwamish/Green River ended up at 27,821 chum. This combined catch was the second highest total in the last nine (9) years. The bay fishery caught 4,674 chum which was down from previous

years primarily to low effort thru the whole fishery. The river caught 23,147 which was the best catch in the last six (6) years.

Shellfish Treaty Fisheries:

In 2021, Tribal members participated in successful Dungeness crab and Spot prawn fisheries in Elliott Bay.

Shellfish Enhancement:

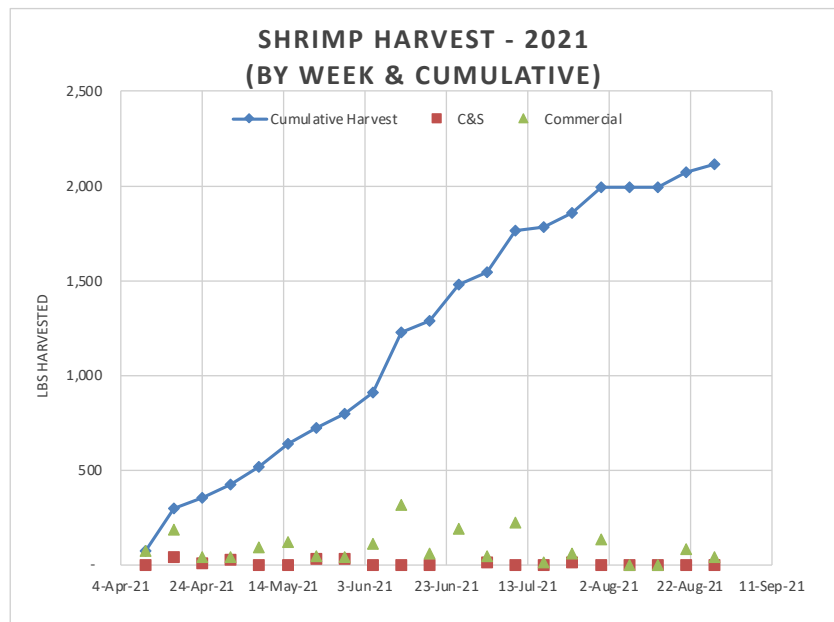
The Tribe’s Shellfish Aquaculture Project on Vashon Island provided thousands of healthy oysters for consumption by Tribal members. Most of the harvest was conducted by the Shellfish Team, who were able to provide thousands of high-quality oysters to the Seniors Kitchen for serving at luncheons and distribution 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 by Oyster Permit, which are provided and managed by the Fisheries Division.

Spot Shrimp Fishery in Elliott Bay:

In the 2021 shrimp fishery in Elliott Bay, twelve commercial shrimpers harvested a total of 1,938 lbs and two subsistence fishers harvested 177 lbs, for a total harvest of 2,115 lbs.

Research:

Juvenile salmon rotary screw traps were operated on Newaukum Creek and the Greenwater River from January into July to help estimate, abundance, productivity, and egg-to-fry survival of juvenile Chinook, coho, chum, and steelhead. This was the third year operating a juvenile fish trap on the Greenwater River and the 8th year operating a juvenile fish trap on Newaukum Creek.



Starting on March 17th Tribal fishers began the sixth year of the Warm Water Test Fishery, this year in Lake Washington. Fishing continued until June 3rd, except for an 18-day gap due to delays in the 2021 Harvest Plan. Over 6,000 fish were caught from 24 species, including 1,200 exotic bass, and 1,750 pikeminnow. Stomach samples were taken from 3,000 potential salmon predators. After fishing in the lake ended, Tribal staff continued fishing in the Ship Canal to assist WDFW in their predator research there. The results of the MIT test fishery in Lake Washington have convinced WDFW to implement their own gillnet sampling in the lake in 2022.

The tribe implemented a mark-recapture study via boat electrofishing to estimate native and invasive predatory fish abundance in Lake Sammamish. Understanding how many predators are in Lake Sammamish will help us make strategic management decisions for potential control and a more complete understanding of their impacts on emigrating juvenile salmonids. This year the study sampled each of 21 sites for 12 nights, and marked over 5000 fish with individually identifiable PIT tags. Staff modeled species-specific abundance in the shoreline zone of Lake Sammamish four different ways and generated a range of preliminary abundance estimates for the three main species of interest: 900 to

2000 smallmouth bass, 2000 to 10000 largemouth bass, 8000 to 10000 yellow perch. Staff collected otoliths from several predator species in Lake Washington, and completed a smallmouth bass age and growth analysis that suggests smallmouth bass are capable of living over 15 years.

MIT fisheries in cooperation with WDFW combined forces on a test fishery that focuses on the Chinook mark-selective sport fisheries within marine areas 9, 10, and 11 in central Puget Sound. This test fishery quantified encounter rates (primarily Chinook), catch composition, mark status (adipose fin-clip), size (legal or sub-legal for Chinook), where on its body the fish was hooked, and fish health, all with the goal to better understand impacts Puget sound mark-selective fisheries have on ESA-listed Chinook salmon.

The winter test fishery started in January and concluded in March, well after the season had ended, and the summer test fishery started in July and ran through August. The summer test fishery was extended into the coho sport fishery season, (September through November) to continue collecting data on encounters.

Lake Washington sockeye continue to have low returns, with those fish having a high pre-spawning mortality in the lake, on the spawning grounds and in the Cedar River Sockeye Hatchery raceways. The Tribe has been working to maintain and rebuild this run and in 2021 started the Ballard Locks Adult Sockeye Transfer (BLAST) program, with help from WDFW and cooperation from the City of Seattle. The goal was to minimize pre-spawning mortality by taking sockeye directly from the Locks to the hatchery.

At the end of July, 282 adult sockeye from the Ballard Locks' fish ladder were successfully transferred to new circular ponds at the hatchery. The sockeye were held for 12 to 18 weeks until they matured and could be spawned. Around 468,000 eggs were taken from the transferred sockeye. Pre-spawning mortality was extremely low (~1%) for the Locks sockeye held in the circulars compared to Cedar River held in the raceways (~46%). About 18% of the sockeye egg collection this year came from those Locks fish.

Spawning ground surveys were conducted in conjunction with WDFW on the Cedar River and Issaquah and Bear/Cottage creeks in the Lake Washington basin, on the Green River, and in the Greenwater River in the upper White River watershed. These surveys were conducted weekly from late August into Mid-November.

In addition to the surveys, the tribe also out-planted 345 chinook back into the Green River main-stem. An additional 337 chum, and 1,056 coho salmon adults were transferred from Keta Creek hatchery to Newaukum Creek a tributary to the Green River. Over on the Lake Washington side the tribe out-planted 650 coho into Coal Creek a stream in Bellevue.

OUTLOOK FOR 2022:

The outlook for 2022 salmon fisheries is still too early to tell what kind of year the tribal fishers could expect. The harvest management team is just at the beginning stages of working on the pre-season forecasts for all species that will be returning in 2022. What we do know, that there is still a lot of



The Tribe's Shellfish Research Vessel at Vashon Island conducting an oyster harvest from the Muckleshoot tidelands for the Elders Center.

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 number of years has proven time and time again that managing salmon with the ongoing habitat degradation, global warming and unpredictable ocean regime changes like “the Blob” makes pre-season forecasting very challenging.

The outlook for shellfish (shrimp, crab and oysters) harvest for 2022 should remain pretty stable without any major survival issues.

The outlook for 2022 research will be another exciting year with the continuation of many important projects. Up first right at the beginning of the year will be the mark selective sport test fishery that both WDFW and tribe work cooperatively together collecting data. Next will be the continuation of the three (3) juvenile out-migration trap studies which are in Newaukum and Crisp creeks which are tributaries to the Green River with a third trap placed in Greenwater River which is a tributary in the upper White River.

Starting in early spring the warm water specie test fishery (WWTF) will start up in in North Lake Washington. Also starting up in early spring the mark re-capture research study in Lake Sammamish on five (5) invasive and two (2) native species.

Starting in late spring at the Ballard Locks fish ladder the continuation of both the sockeye bio-sample and the BLAST programs. In early fall both the adult spawning surveys and adult out-planting programs will gear up for another successful season.

Fisheries Enforcement Program

PERSON IN CHARGE: JC Byars

PHYSICAL ADDRESS: 39015 172nd Ave SE

INFO PHONE: 253-876-2927

INFO 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 2021:

We welcomed Colt Potts back to our team. We are also switching motors on our skiff to a Jet motor so we will be able to patrol the Puyallup and White rivers better.

OUTLOOK FOR 2022:

Get all of our officers up to speed on how to navigate the Puyallup/White Rivers on the jet boat. Create and maintain good relationships with surrounding departments to make sure our fisheries run as smooth as possible.



Tribal members digging butter and native littleneck clams at the Muckleshoot tidelands, Vashon Island.

Fish Production Program

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

LOCATION: Phillip Star Building, Room 106

MAIN PHONE: 253-876-3286

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

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 surpassed this goal with a final green egg estimate of 10.2 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.

The 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. This year brought our first release increase 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.

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 2021:

White River Hatchery

- Released 567,557 Chinook fingerlings at 63 fish per pound on site to the White River and 620,000 to the acclimation ponds on Jenson Creek and the 28 mile creek, a tributary of the Greenwater River.
- This year posed some challenges to our brood stock collection strategy as the Army Corps of Engineers were trying to transition fish capture from the Buckley Trap to the new Fish Passage Facility. We were successful in obtaining our brood stock, but the female Chinook were small because they were mostly returning 3-year-old fish. There was low (< 1%) pre-spawn mortality among the springers collected.
- The adults were slow to ripen and the egg size variable with some small eggs, even though there was pre-mature hatching mortality, we currently have 659,083 yolk sac fry on-station.
- WRH transferred 359,168 eyed eggs to Puyallup Trout Hatchery and Minter Hatchery transferred 245K eyed eggs for a total of 604,168 dedicated to the acclimation ponds in 2021. All Fish Production Staff continued to work through the Tribal closures due to the Covid-19 pandemic to meet our on-station program goals for the upcoming release year in 2022.
- Fish Health: These are really challenging times for aquatic animals in Puget Sound and especially for our returning fish. Warming temperatures are affecting water supply to our hatcheries and impeding our ability to hold as many salmon as we would like to grow. Low flows and warmer water temperatures brought some disease to the chum and Coho at Keta Creek Complex. Treatments were successfully administered and staff managed to get the fish healthy again prior to release. The reproductive health of the returning Spring Chinook was not as good as previous years, resulting in lower female fecundity. The released Spring Chinook fingerlings were in excellent condition when they were released in May 2021.



Muckleshoot's technical staff sampling the morning catch from the warm water test fishery.

- Hatchery upgrades: We finished adding shade structures and cover cloth to all of the 36 circular rearing tanks at Keta Complex resulting in staff observing dramatic improvements to the feeding behavior and growth rates of the Coho and additionally, shade kept them cool during the summer heat wave and drought events this year. Also two new, insulated, live fish haul trucks were purchased in order to improve transporting salmon from Keta Complex to the Palmer Ponds and from the new Fish Passage Facility to White River Hatchery. Also needed and accomplished with the help of MIT IT department was a coordinated effort to transition the Keta Complex alarm system from a stand-alone system to a server based system, enabling staff to have a back-up system in the case of alarm failure at the hatchery.
- The new Army Corps of Engineers Fish Passage Facility construction was completed this year and we are working with the operations team to refine the new facility to streamline MIT fisheries bio-sampling and brood collection activities.

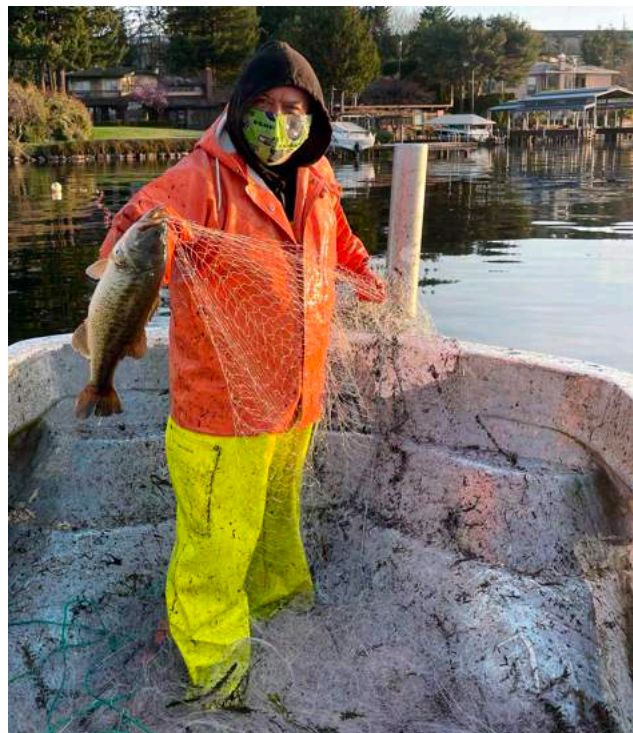
Keta Creek Hatchery

- Released 5,431,696 fed Chum fry
- Released 789,748 yearling Coho to the Elliott Bay Net Pen
- Released 919,657 yearling Coho on-station
- Fed and Released 2 million Fall Chinook fingerlings from Palmer Hatchery
- Keta Fish Production staff spawned 2,936 Chum pairs and fertilized 6.77 million Chum eggs; and spawned 1,401 Coho pairs for 2.4 million fertilized Coho eggs. –
- Fish Health: Keta Hatchery had some bacterial gill disease among the chum which was resolved and also had a group of Coho that came down with bacterial Kidney Disease that was also successfully treated. Keta is on target for releasing 1million on-station and 1 million to the Elliott Bay net pen next year. The adult Coho and Chum returning this fall looked healthy and the results of disease sample testing showed no virus or Bacterial kidney disease along with normal fecundity among the females.

OUTLOOK FOR 2022:

White River Hatchery

Again we will be receiving grant funds to offset maintenance and repairs costs for the hatcheries, and we will be looking into ways to increase production of Spring Chinook. We will be servicing the remaining two standby groundwater wells in order to further increase the water supply. We have fixed four of the wells so far. Added groundwater supply will enable us to rear more fry on-station for release, increasing our overall production. We are making engineering design plans to add six new, 20 foot diameter, circular tanks for holding and rearing additional Spring Chinook adults and juveniles. Water flow within circular tanks builds strength and endurance of the chinook fingerlings for excellent swimming downstream and transition into the saltwater environment. We increased production



Gary Cross holding up a smallmouth bass caught in the warm water test fishery in Lake Washington.

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 be some concerns about water supply that we hope to address during the coming year. We will be working as a team to investigate ways to augment the water supply. Keta Hatchery will continue to host the Trout Derbies, if not in 2022, likely in 2023 and when it is safe for the community.

2021 Production for the White River Hatchery

Location	Release Year	Salmon Species	Age	Release Number
White River Hatchery	2021	Spring Chinook	8 months	567,557
Greenwater River	2021	Spring Chinook	8 month	622,000

2020 Production for the Keta Creek Complex

Location	Release Year	Salmon Species	Age	Release number
Palmer Ponds	2021	Fall Chinook	6 months	2 million fingerlings
Elliott Bay Net Pen	2021	Coho	18 months	789,748 smolts
Keta Creek Hatchery	2021	Coho	18 months	919,657 smolts
Keta Creek Hatchery	2021	Chum	4-6 months	5,431,696

Hatchery Spawning Production for 2021

Location	Salmon Species	# of fish embryos*
White River Hatchery	Spring Chinook	659,083
White River Hatchery for the Acclimation Ponds	Spring Chinook	359,168
Keta Complex	Coho	2,428,941
Keta Complex	Chum	6,770,388

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

Fisheries Habitat Program

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

LOCATION: Philip Starr Building

MAIN PHONE: (253) 876-3130

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

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

including the White, Green-Duwamish, and Lake Washington basins. When possible, this includes directing project proposals to improve habitat and afford additional Tribal fishing opportunity. 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 2021 and the outlook for 2022 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 2021:

Watershed and Land Use Team:

- Reviewed over 2,500 federal, state, and local government permits, and over 300 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, minimizing or mitigating the adverse impacts of levee maintenance and associated Habitat Conservation Plans, 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 and oversight were provided for dozens of Interstate and State Highway projects involving multiple stream crossings, such as the SR 167, SR 522, SR 18, SR 169, SR 202, SR 164, I-5 and I-405 road widening projects, and Sound Transit's Lynnwood, Redmond, and Federal Way Interchange at I-5.
- 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 Cedar, Green, White, and Puyallup Rivers as well as many tributaries.

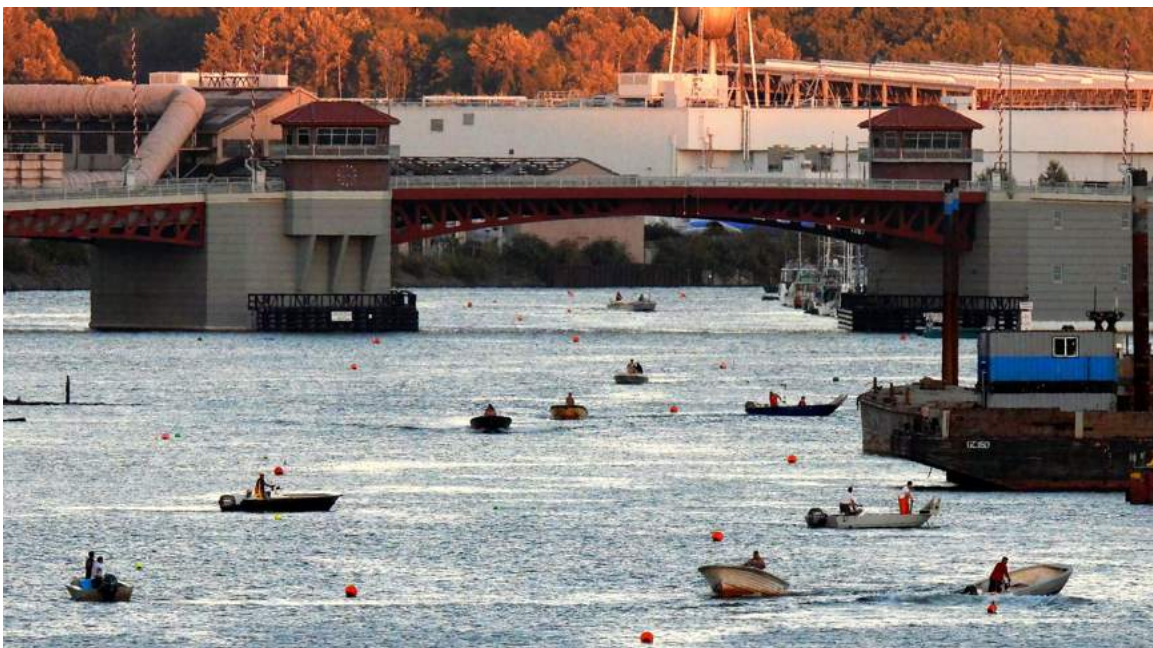
Water Team:

- 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.

- Maintained State accreditation to test water quality samples for six water quality parameters in the Muckleshoot Indian Tribe's Water Quality Laboratory.
- Worked with other agencies to complete watershed restoration and enhancement plans , which focused 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. Successfully secured the water right change for the Tribe's White River Hatchery.
- Tracked flow operations for the US Army Corps of Engineers (USACE) for the new Fish Passage Facility on the White River and communicated concerns for fish habitat to the USACE.

OUTLOOK FOR 2022:

- 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 to implement the culvert case injunction for barrier corrections at State and Federal Highways, and work with the counties and local governments to correct fish barriers under those jurisdictions. 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.



2021 Message from the Fish Commission

During 2021, a very challenging year due to the pandemic, the Fish Commission continued 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 continued to be involved in negotiations to finalize the new long term Harvest Plan which should be much more favorable for terminal area fisheries in the future. Under Policy guidance from the Commission, staff also continued to work in long term Hatchery plans to increase salmon production for all species to the maximum possible levels.

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 and unprecedented flood events.

The following bullets represent major accomplishments during 2021:

- 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 implementing the expansion of the Elliott Bay Net Pen Project which allows to double coho capacity in cooperation with the Suquamish Tribe and WDFW.
- For the first time in many years we had all fishing areas open for fishing, including a Lake Sammamish coho fishery which opened for the first time in almost 20 years. Our fishers benefitted from two chinook openings and good chum catches. In addition, the Tribal Council was very generous and agreed to offer fair prices for fish sold to Muckleshoot Seafood Products.
- The Commission continued seeking additional funding for more recent fisheries disaster years to be allocated to qualifying fishers. Final approval from the Federal Government is still pending. And also as a result of negotiations by the Fish Commission, in 2021 the Tribe received Federal funding allocated to Fisheries from the CARES Act that funded the successful distribution of seafood boxes to tribal households during drive-thru events.
- The traditional Fish Ceremonial dinners were not possible indoors so the Commission approved the distribution of boxed dinners to the community during a drive-thru event. This event proved very successful and popular.
- 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 55 years old that voluntarily opted out of the fisheries and fishers that were medically required to quarantine so they could stay home and recover.
- Due to COVID-19 safety measures the Commission was able to host the Annual Fishers Meeting outdoors in the back of the Phillip Starr Building. The meeting was very well attended. Unfortunately, the Keta Derbies had to be cancelled in response to the need to protect children and the tribal community.
- The Commission prioritized maintenance and upkeep of vessels assigned to the Fisheries Enforcement Program. The Doble received needed repairs and equipment upgrades. Although mature in age, this vessel provides the first line for safety and support to assist fishers on the water due to its ability to pull nets when fisher vessels experience difficulties.

- In the vessels category, with the approval of the Fish Commission, a marine area test boat was purchased. This investment has proven extremely productive as data collected has supported better management of sport fisheries in the marine areas where fish returning to Muckleshoot’s home are intercepted.
- The Commission also agreed to fund a new metal building in the Phillip Starr Building parking area to support and store vessels and equipment needed to implement all relevant research and monitoring projects for salmon and shellfish.
- And lastly, against all odds, the Commission championed the procurement of four circular tanks that were installed at the Cedar River Sockeye Hatchery. These tanks are destined to hold adult sockeye and reduced prespawn mortality. Companion to this effort, Harvest Management staff collected adult sockeye at the Ballard Locks that were transferred directly to the hatchery. First year data shows the project was extremely successful and will be repeated during 2022.
- In addition to continuing to protect and enhance Muckleshoot’s fishing opportunities, as a priority for 2022, the Commission will embark in discussions to design and implement the second phase of the First Avenue Complex project, which will include upgrades to the upland parcels of the Complex. Paramount to this effort, the Commission will work on the design and installation of a sign to identify the Complex as the “Stanley Moses Landing” in honor of Stanley “Sut” Moses’ historical contributions to Muckleshoot’s Fishing Rights.





General Services

LOCATION: General Services Building – 38731 172nd Ave SE, Auburn
PERSON IN CHARGE: Darrell Jametski, General Service 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:

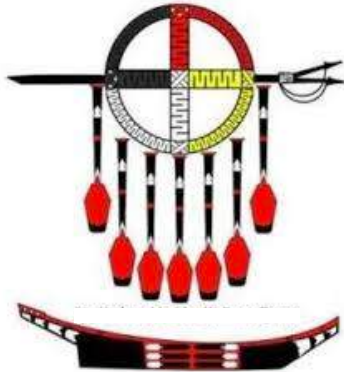
- Janitorial and landscaping services for Tribal Government properties;
- Contract elder lawn services for those eligible enrolled Muckleshoot Tribal members;
- Staff provide some assistance for funerals (casket delivery, set up at church if needed);
- Staff also performs a variety of other functions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

HIGHLIGHTS OF 2021:

- 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 2022: Staff will continue to contract Muckleshoot owned custodial and landscaping companies for services. Please contact Darrell Jametski if you have any questions regarding elder’s lawn care.





Health & Wellness Center

HWC – Administration & Business Office

PERSONS IN CHARGE: Yvonne Oberly, Acting Executive Health Director
Jeremy Pangelinan, Patient Services Director
Lisa Crawford, Business Office Manager

ADDRESS: Health & Wellness Center 17500 SE 392nd St. Auburn, WA 98092

INFO PHONE: 253) 939-6648

INFO EMAIL: HWC@muckleshoot-health.com

INFO EMAIL (BO): Registration@muckleshoot-health.com

INFO EMAIL (PRC): CHS@muckleshoot-health.com

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

The Business Office includes Patient Registration, Third Party Billing, and Purchase Referred Care (PRC). The Front Desk Reception greets all guests to the HWC, handles switchboard calls and incoming/outgoing HWC mail, as well as assists with Patient Registration.

SERVICES PROVIDED:

Patient Registration - Meet with our registration staff to register, review or update your address, phone number, insurance, and other important patient registration information. This is the first step and essential to access all Health and Wellness Center services, including Behavioral Health and MEIHSS.

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 all PRC 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 December 2021, this department had issued more than 12,000 POs since January 1, 2021.

HIGHLIGHTS OF 2021:

Big Thank You from Yvonne Oberly, Muckleshoot COO and Acting Executive Health Director

“The staff at the Health and Wellness Center have risen to each challenge presented during the Covid-19 pandemic. Everything from contact tracing, delivery of food and cleaning supplies, Covid-19 testing, and

vaccination clinics. Their teamwork and dedication to continue to provide services is appreciated. The Muckleshoot Tribe distributed Covid-19 vaccines to over 6000 individuals during mass vaccine clinics and weekly clinics. This team of volunteers comprised of Health and Wellness Staff, as well as other Muckleshoot departmental government staff who worked many hours to make these clinics successful. “



To those helping get the
community vaccinated,
thank you.

Together we will
Vaccinate
WA

HWC COVID-19 Infection Prevention

HWC Triage tent outside continues to screen all patients and visitors for Covid-19 symptoms prior to entry into HWC. Staff are screened with automated temp checks and the facility is equipped with HVAC HEPA filtration in high risk areas and isolation “respiratory” rooms are available. All areas are thoroughly disinfected in between patients and masks are mandatory.

HWC proactive prevention for the Muckleshoot Community

- HWC offers onsite rapid COVID-19 lab testing for individuals who exhibit symptoms of COVID-19, as well as traditional COVID-19 PCR testing sent to an outside laboratory facility.
- HWC offers all CDC/FDA approved and authorized COVID-19 vaccines to patients and staff who work with children, vulnerable adults and elders
- HWC offers approved injectable monoclonal antibody therapy to patients with active COVID-19 infection
- HWC will offer oral antiviral therapy for patients with active COVID-19 infection when approved by CDC/FDA

Business Office

The Business Office added a patient “Drop Box” outside the HWC main lobby entrance for patients to safely and securely submit registration or PRC documents without entry, during or after hours. Common documents are completed patient registration forms, utility bills for residency verification, and medical bills requested for PRC payment. Blank registration forms are available next to the “Drop Box”.

The Business Office has also added email addresses for both Patient Registration and Purchase Referred Care to receive patient registration documents or purchase order (PO) requests. This is a great way to communicate without leaving home.

OUTLOOK FOR 2022:

The Business Office is looking to increase the size of our current staff as the volume of work is increases. To increase efficiency for staff and patients, the Business Office hopes to expand electronic processes using patient portals and electronic consent forms to manage documents.

HWC AAAHC Accreditation - August 2021-2024

The Muckleshoot Health and Wellness Center achieved accreditation by the Accreditation Association for Ambulatory Health Care (AAAHC). National accreditation distinguishes Muckleshoot HWC from many other health facilities by providing the highest quality of care to its patients and clients as determined by an independent, external evaluation.

Muckleshoot HWC Medical, Dental, Optical, Pharmacy, MEIHSS, and Behavioral Health all met nationally recognized standards for the provision of quality health care set by AAAHC. Not all facilities that undergo the rigorous on-site survey process are granted the AAAHC accreditation distinction.

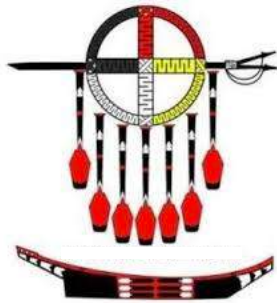


Every three years since 2007, Muckleshoot has successfully passed an extensive two day audit. The AAAHC expert survey team includes physicians, dentists, nurses, and administrators who review nearly 1,000 standards regarding Muckleshoot’s clinical program services.

Special thanks to MIT Facilities, Finance, HR, and Risk Management for their support during the AAAHC Audit process.

Going through the process challenged us to find better ways to serve our community, and it is a constant reminder that our responsibility to continuously improve the quality of care we provide.

When you see our certificate of accreditation, you know that AAAHC, an independent organization since 1979, has closely examined our facility and procedures. We care about our patients and clients to bring them the highest level of care possible. – HWC Admin Team



Behavioral Health Program

PERSONS IN CHARGE:

Behavioral Health Program Contact: Kevin Markham, Acting BHP Director
Adult Mental Health: Karyn Cross, MH Manager
Adult Substance Use Disorder: Dave McLeod, SUD Supervisor
Family and Youth Services (FYS): Joan Ferguson, FYS Manager
FYS Substance Use Disorder: Sita Das, SUD Supervisor
Residential Services (Adult): Aaron Soto, ARH Supervisor
Residential Services (Youth): Joan Ferguson, Sacred Home Supervisor

ADDRESS: Behavioral Health Program (Adult): 17813 SE 392nd St. Auburn, WA 98092
BH Family Youth Service (FYS): 17500 SE 392nd St. Auburn, WA 98092
Recovery House Program: 39225 180th Ave SE Auburn WA. 98092

INFO PHONE: BHP Adult SUD/MH Services (253) 804-8752
FYS SUD/MH Services (253) 333-3605
Residential Services (Adult) (253) 333-3629
Residential Services (Youth) (253) 333-8230

INFO EMAIL: Behavioral Health Program: Kevin.Markham@muckleshoot-Health.com
BHP Adult SUD Services: David.mcleod@muckleshoot-health.com
BHP Adult MH Services: Karyn.cross@muckleshoot-health.com
Family Youth Services: Joan.ferguson@muckleshoot-health.com
Residential Services (Adult): Aaron.soto@muckleshoot-health.com
Residential Services (Youth): Joan.ferguson@muckleshoot-health.com

PROGRAM DESCRIPTION - Adult Behavioral Health Program

The Behavioral Health program provides comprehensive outpatient mental health services, state certified Substance Use Disorder 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 division of the Behavioral Health Program, located in the Health and Wellness Center. FYS offers mental health and Substance Use Disorder counseling and prevention services to youth's age 6 through High School. Family member's participation is encouraged whenever possible. FYS has regular consultations with staff psychiatrist Dr. Saritha Reddy when medication evaluation is indicated.

PROGRAM DESCRIPTION - Adult Recovery House Program, Residential Services

Since its conception in 2009, the Adult Recovery House (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 members finding a way out of addiction and moving into a lifestyle of recovery.



The program offers Recovery Homes, Housing, Independent Living, and Case Management.

This residential support and behavioral health service is a life saver for many of our Tribal members struggling with addiction. Many residents transition to gainful employment, are now driving with a reinstated license or obtained a license for the first time, and living a healthy, recovery based lifestyle.

The Adult Recovery House is a 365 day 24 hour facility providing clean and sober support and fellowship. The ARH can accommodate up to 14 Men and 12 Women who reside in separate wings.

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

SERVICES PROVIDED:

Adult Substance Use Disorder 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, 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)

- Mental Health Counseling for youth and their families
- Alcohol and drug prevention/education, assessment, outpatient treatment and case management
- Equine Assisted Counseling and Learning Services
- School-based counseling, groups and advocacy
- Parent and family trainings and education
- Organized outings, retreats and community events/activities to support clients in services
- Support Groups
- Psychiatric care and medication management
- The Sacred House, Girls residential home

FYS Prevention offerings include

- Warriors Path: A weekly group that offers substance use disorder education and prevention, cultural teachings, and outdoor activities including rafting, harvesting, rafting and hiking.
- ART Aggression Replacement Therapy Group
- Prevention with MTS (Including specialized trainings, drug specific education and activities for 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
- Youth participated in building a smoke shack in conjunction with the Carving team
- FYS continues to supervise a SAMAHS grant 'Harvesting Wellness through Culture'. Staff participated in an in-depth 'Plant Teachings' training, learning the benefits of traditional plant medicine and its application to aspects of social and emotional health.

Residential Services for Youth - Sacred House

Sacred House is a fully staffed 24-hour residential home for 13 to 19 year old Muckleshoot adolescent females to provide support, guidance and skills training to residents.

Behavioral Health Program Equine Services

Equine Clinical Offerings: Four Mental Health Therapists provide individual and/or family Counseling in conjunction with horses. Services are also available to SUD clients on an individual or group basis. Equine providers utilize the EAGALA (Equine Assisted Growth and Learning Association) model. Equine services are also provided for various prevention activities including support groups and youth programming.

Equine Assistants Work Training Program: BHP/FYS' equine services foster a therapeutic work environment for seven tribal member



Stiqiw members learn to ride on trails and gather medicinal herbs



Horses are powerful learning partners

workers, The focus is on general job skills, equine related job skills, peer related activities, workplace conflict resolution and non-violent communication circles. Workers completed the Recovery Coach Academy this year and are continuing to receive ongoing peer counseling training. Workers co-facilitate community healing groups at the barn. Workers several are working toward educational and other life skill goals and also focus on personal goals including: graduating from high school, obtaining a driver's license and other positive life skills.



Stiqiw members at a trail clinic

Weekly Healing Groups: Women's Circle, Poetry with Ponies, Social & Emotional Skills Group, Sya Ya Youth Club and Open Barn occur all year round in the barn.

Stiqiw Council Youth Leaders: Youth meet regularly to work on developing leadership skills. Activities are centered on connecting to cultural values and other relevant skills. Horsemanship skills are based on teachings of medicine wheel natural horsemanship. Youth participate in nonviolent communication circles and represent their tribe at equine competitions and speaking/outreach opportunities. This year participants learned advanced trail riding skills and gathered plants and herbs on horseback all summer. Youth from Stiqiw Council help peer mentor the younger SyaYa club participants.



Taking a walk with equine partners

HIGHLIGHTS OF 2021:

Native Community Helpers

- The goal of the MIT BHP Native Community Helpers program is to increase knowledge in identifying risk factors and warning signs associated with suicide and better understanding available prevention strategies to support community members in need. We offer monthly ongoing meetings to provide support and education on suicide awareness. There were a total of 11 wellness gatherings in 2021. New members are always welcome.
- On 01/11/21 Native Community Helpers distributed 78 care packets to Muckleshoot community members staying at the local Days Inn through the housing program.
- Native Community Helpers hosted a Mother Nation workshop for 5 community members in January 2021.
- During the 2021 holiday season Native Community Helpers in partnership with Mother Nation distributed over 200 hot meals to homeless community members.



Native Community Helper, Deborah Monahan delivering holiday meals 2021 for homeless community members

Zoom Community Wellness Workshops

The MIT BHP Adult MH team worked in partnership with Valerie Segrest during the summer of 2021 to provide Community Wellness Zoom Workshops to community members over a 12 week period with informational and interactive Zoom sessions focusing on Muckleshoot foods, medicines, history, and culture. The final workshop included a guided native plant nature walk by Valerie Segrest on Muckleshoot Indian Tribe territory. We look forward to hosting ongoing Community Wellness Workshops in 2022.

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.
- The cultural, community-relevant video we developed 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 continues to be shown at training events and posted on both the Tribal Facebook page and the Muckleshoot Narcan Awareness Facebook page. We created a small video clip and PowerPoint presentation on the use of fentanyl test strips. Both of these video clips are shown on a continuous loop in the Health & Wellness lobby, Behavioral Health lobby, Medical Clinic lobby and Philip Starr building lobby.
- International Overdose Awareness Day - To honor those we have lost to overdose, we gave out boxed lunches as well as bags containing t-shirts, magnets, hand sanitizer, and key straps commemorating the date. We also handed out 34 Narcan kits to community members. We had a zoom event later in the evening during which a raffle was held for several smaller items (dreamcatchers made by Tribal member, Ricardo Villasista Sr.) and an autographed “Pete Carroll” Seahawks football.
- Over 850 Narcan kits have been distributed throughout the Muckleshoot community for the year of 2021.

Adult Substance Use Disorder Highlights

- BHP reinstated our Contingency Management program headed by Carlton Buren. The Contingency Management program started here at BHP approximately 5 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.
- Certified Peer Counselors and our Recovery Coaches continue to provide invaluable support provided for BHP. We held two virtual Recovery Coach Academy and two live Recovery Coach Academies in 2021.
- Continued community education and insure availability of Narcan with web-based, in person or hybrid trainings for all MIT departments and community groups.
- International Overdose Awareness Day (IOAD) event held on August 31st 2021 to honor those we have lost to overdose. We handed out 34 Narcan kits to community members. We also gave out boxed lunches as well as bags containing t-shirts, magnets, hand sanitizer, and key straps commemorating the date. Later that evening, we had a zoom event with a performance by “Supaman” which was well received with over 100 participants.

- We held a celebration of Recovery event where we gave out approximately 150 Sobriety coins and celebrated 758 years and 168 days of combined sobriety that day. Muckleshoot Tribal members who were either alumni or current clients at BHP shared their experience, strength, and hope. 24 Narcan kits were distributed.

Adult Recovery House Highlights

88 residents/alumni are employed and/or participating in a gainful activities

Adult Mental Health Team Members

We are pleased to announce our newest Mental Health therapists to join the BHP Adult MH team

- Argelia Chavez S. MA, LMHC, LMFTA, CMHS, EMMHS-H
- Tina Moore-Boettcher, LMHC, LMFTA, SUDP, MHP
- Laura Pacheco Arias MS, LMHC, CMHS



BHP Staff from L to R-Argelia Chavez, Ron Malm, Tina Moore-Boettcher, Deborah Monahan, and Lucille Martin

OUTLOOK FOR 2022:

Adult Substance Use Disorder

- Continue to hold Recovery Coach Academy trainings and bring at least 2 Certified Peer Counselor trainings to the Muckleshoot Community to ensure that all employees working in Outreach and Recovery Housing are certified.
- Increase available staff for afterhours support via cell phone for emergencies/crisis.
- Incorporate more non-western healing strategies such as trauma-informed yoga, acupuncture, as well as continuing equine program and referrals to MindCare Clinic.
- Continue team-building activities to ensure staff cohesiveness and overall wellness to be able to provide the highest quality of care for Muckleshoot Tribal members.
- We anticipate the two Muckleshoot Tribal member currently Substance Use Disorder Professional Trainees will complete their hours and testing to become fully certified SUDPs.
- We look forward to having more person events as Covid restrictions ease in the coming year.

Adult Mental Health

Moving into 2022 the Muckleshoot Adult Mental Health Program will include perinatal mental health support, and Parenting classes. We will continue to provide outreach support services to the community and host Native Community Helpers training events with ongoing monthly meetings.

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

- Continue to support Muckleshoot Tribal Members in their recovery process
- Increase licensed drivers
- Increase direct transition to fully independent living

IOAD Day (International Overdose Awareness Day) and Sobriety Celebration events



Thank you Ricardo Villasista Sr. who made all the Dream Catchers and donated a raffle gifts



Narcan Distribution at the Supaman IOAD event



Debra Monahan and Julia Joyce



Sobriety Celebration – Gift bags and Narcan Kits, Dave McLeod, Gy Kindness, and Jaison Elkins



Julia Joyce, Donny Stevenson and Dave McLeod supporting sobriety



Donny Stevenson handing off the "ball" to Julia Joyce. Donny acquired the "Pete Carroll" autographed football as the grand prize for the IOAD event



A very happy CeCe Freeman receiving the ball after Lucille Martin won the grand prize. Random act of kindness spotlights the dedication and generosity of the SUD staff.

Residential Services - Adults

Red Cedar House

The 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 or random drug screenings.

The Butterfly House

The Butterfly House 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.



Lily House

The 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!

Residential Services – Youth

Sacred House

Sacred House is a fully staffed 24-hour residential home for 13 to 19 year old Muckleshoot adolescent females. We provide culturally appropriate behavioral health services, prevention activities, life skills, and mentorship in a safe and supportive setting. Our focus is connecting youth to their families and culture as they transition to independent living and/or reunification with family. In 2021 Sacred House staff completed The Recovery Coach Academy. In 2021 three Sacred House residents transitioned home to family. One resident successfully graduated high school and currently works for the Muckleshoot Tribe. Two residents are currently enrolled in Drivers Education and two residents are on track to graduate high school on time. Every Sacred House resident in June 2021 received a school award for

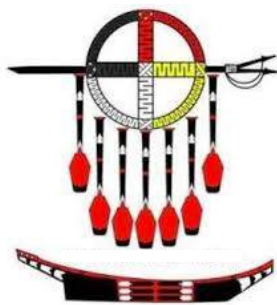
their various academic achievements. Our implementation of one on one homework time for each resident has supported these efforts. We have partnered with Muckleshoot tribal members from various departments who graciously offered their mentorship to incorporate cultural teachings.

Sacred House residents participated in smoking fish with Mike Jerry, Ronnie Jerry, and Henry Miller. Rosa Maldonado taught residents how to properly gather, prepare, and cook nettles. Additionally, she provided an onsite activity sharing knowledge about traditional foods and how to create and cook a traditional meal and supported residents who asked to participate in a traditional sweat. Sacred House staff would like to extend a huge thank you to the community for all your support in 2021.



Halloween Fun Times at Sacred House!





Medical & Community Health

PERSONS IN CHARGE: Lisa Marie York, MD, Medical Director
Jeremy Pangelinan, Patient Services Director
Greg Lezard, Community Health Administrative Supervisor

ADDRESS: Health & Wellness Center 17500 SE 392nd St. Auburn, WA 98092

INFO PHONE: (253) 939-6648

INFO EMAIL: HWC@muckleshoot-health.com

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

Diabetes Program - a coordinated program between primary care providers, diabetic nursing, nutrition counseling, and community health. This program aims to take a multidisciplinary approach to diabetic care to enhance the health of the community.

Community Health - focuses on assisting our tribal and community members with various services that enhance our medical program. Our program includes services provided by our community health representatives, diabetes nurse (RN), public health nurse (RN), medical social worker and registered dietician.

SERVICES PROVIDED:

Medical Clinic

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

Diabetes Program

- Diabetic case management to assist patients with following through on appointments
- Medication management of blood sugars, blood pressure, cholesterol, and other associated conditions
- Education on healthy eating and physical activity
- Management of continuous glucose monitors and education on how lifestyle choices alter a patient's blood sugar
- Ancillary care, such as dental exams to help improve glycemic control, optometry exams to monitor diabetic eye disease, and foot care, including diabetic shoes for patients who need them

Community Health

- Community health education offered to individual tribal programs as well as on-site health fairs
- Limited non-emergency medical transportation to medical, dental, optical and specialty medical appointments
- Medical case management
- Comprehensive dietetic and diabetes education and case management

HIGHLIGHTS OF 2021:

Medical Clinic

- Successfully planned and rolled out multiple mass COVID-19 vaccine clinics
- Initiated monoclonal antibody therapy to help high risk individuals with COVID-19
- Added additional on-site WIC clinic day (Tuesdays and Thursdays)
- Expanded our continuous glucose monitoring program to improve blood sugar control in our diabetic patients.
- Collaborated with the Washington State Department of Corrections to transfer Muckleshoot COVID-19 vaccine stock to vaccinate Muckleshoot Tribal members who wanted the vaccine.
- Assisted other NW Tribal Nations and Urban Indian Health Centers with receiving and storing COVID-19 vaccines for them until they were ready to launch their mass vaccine clinics.

Diabetes Program

While some programs had to be put on hold due to the pandemic, we were able to expand our continuous glucose monitoring (CGM) program to all patients with diabetes and an interest in closely monitoring their glucoses. With the technological skill necessary to utilize the device, CGM patients can better self-manage their diabetes by getting continuous glucose readings from the device.

Our diabetic nurse educator meets with each patient prior to initializing the CGMs. Once in place the nurse will change the device every 2 weeks for patients not comfortable placing the devices themselves. At follow ups, patients learn how healthy lifestyle choices affect blood sugars. Patients have significantly improved their glucoses with this method.

Community Health

- Continue to support the pandemic mitigation efforts collaboratively with medical team and other tribal programs.
- Added a new Public Health Registered Nurse to our team to help with public health education and support our patients who are home bound and in the hospital.

OUTLOOK FOR 2022:

Medical Clinic

New Medical Director, Lisa Marie York, M.D. brings 25 years of primary care and management experience to Muckleshoot HWC. She will be using her skills to further the goals of the Medical Clinic, including increasing patient education, COVID prevention and treatment, as well as multidisciplinary collaboration to continually improve the health of our patients.

- Expand osteopathic care to our tribal community
- Expand medical provider visits to homebound patients
- Continue to expand our pregnancy and labor support program
- Improve access and compliance with Well Child visits
- Explore ways to include traditional medicine in our primary care setting

Diabetes Program

Next year, one new area of focus will be improving dental care for our population. Periodontal disease is associated with higher HgbA1c and worse diabetic-related complications in people with DM2, and dental care can improve HgbA1c levels. As many patients forwent dental care during the pandemic, improving these rates is expected to improve glycemic control in our patient population.

We are also working on strategies to improve vaccination rates in patients and plan to expand the foot care program again to pre-pandemic levels. We are especially excited about the addition of a public health nurse to our team. She will help increase our outreach to patients who might otherwise fall through the cracks.

Community Health Program

- Increase collaboration with the Muckleshoot Elders Program
- Reach out and provide more support to the homeless on the reservation
- Expand health education by way of outreach and community events

Patient Centered Care

The “Ear, Nose, Throat” category reflects a large percentage of colds, allergies, and other respiratory illness in a year that is predominately COVID focused. A large percentage of our patients come for urgent care issues like upper respiratory problems or musculoskeletal pains. Chronic care makes up a somewhat maller amount.

The medical clinic has focused on COVID for much of the last year. We have operated a COVID-19 information line from 8AM-6PM 7 days a week (253-294-8159) to help answer questions about quarantine, isolation, and vaccines. We have also had weekly COVID vaccination clinics to help stop the spread.

We have also been working on a variety of exciting projects in the medical clinic. We have been improving diabetes care by increasing access to continuous glucose monitoring devices to help patients’ better manage their own blood sugars. We have also been expanding our pediatric preventive care program, especially working to increase the



COVID Mass Vaccine Drive-Through Clinics

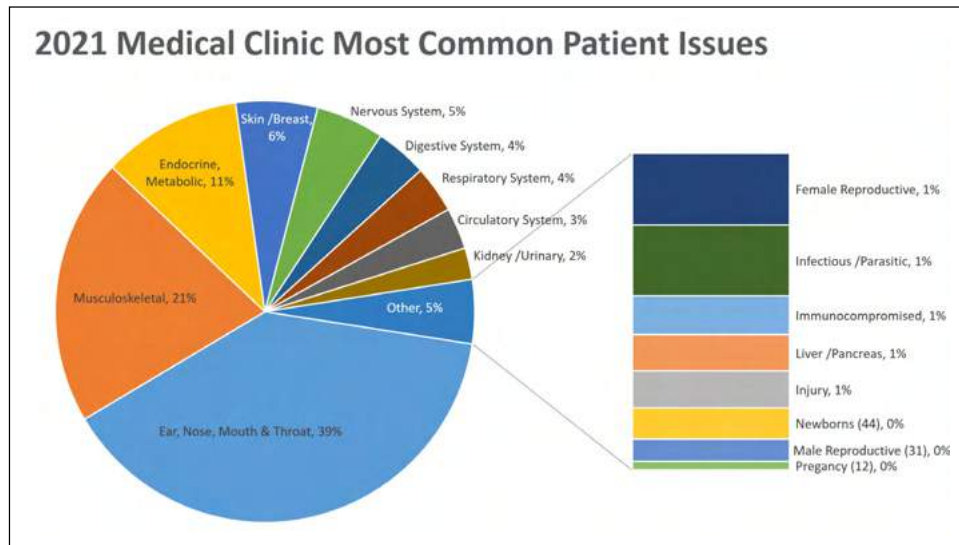


COVID Administration Crew



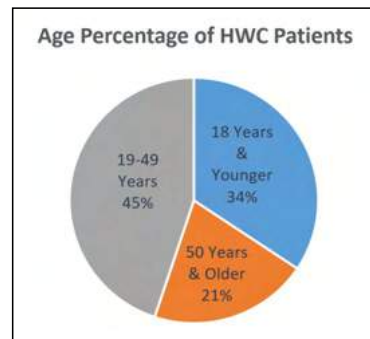
Medical & CHR staff gear up for the Pediatric COVID vaccine clinic

number of patients seen for regular well child care. Recently, we began universal PTSD screening for children ages 6+ with brief questionnaires. When children screen positive, we can respond to any dangerous situations, teach children new coping strategies, and refer for trauma counseling.



To improve care of our Elders, we have been working to increase coordination with MEIHSS. We also recently began work with a public health nurse to improve outreach and increase the overall health of our population. – *Liz Snapinn, MD*

Dr. Elizabeth Snapinn, Muckleshoot HWC Staff Physician is board certified in both Pediatrics and adult Internal Medicine. She has been practicing primary care in the Seattle area since 2015.



Laura Starr, RN Public Health Nurse

There are no words that can express how honored I am to be Muckleshoot’s first Public Health Nurse. Serving my people is an incredible opportunity.

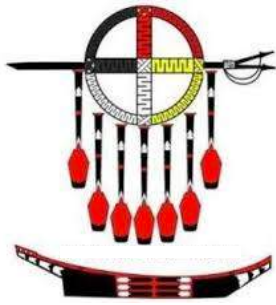
My vision as Muckleshoot’s Public Health Nurse is to work collaboratively with HWC colleges and the Muckleshoot community to foster the health of my people through consultation, skill development, and education. Public Health’s primary focus is on prevention.

My plan to include home visits to determine client needs, develop a plan that meet the needs, and provide services. Teach and promote healthy lifestyle behaviors by participating in community and/or individual health care education. Also, to follow up with our hospitalized people, provide education to the families during this difficult time, and work closely with Social Services upon discharge to promote a safe and successful discharge home.

Woman Health is an important public health focus. Breast Cancer is one of the leading diagnosed cancer and a predominate cause of mortality among Native Americans. Early detection through Mammogram screening could save lives. Our goal at this time is to arrange for screenings to be offered here via Mobile Mammogram.

Children in foster homes is another area of concern they have more physical, mental, dental, and developmental health complications than the general pediatric population. Men are a third less likely than women to see their doctors. Public Health can act a bridge between the client and the provider to help address risk factors, such as smoking, obesity, and addiction.

Addiction is a nationwide concern. I am enrolled in the Recovery Coach Program organized by Behavioral Health and will act as a resource for those in need. – *Laura Starr, RN*



Optical Clinic

PERSON IN CHARGE: Jeremy Pangelinan, Patient Services Director
ADDRESS: Health and Wellness Center 17500 SE 392nd 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 2021:

- Increase volume of Native inspired frames to include sunglasses, single vision readers, and bifocal readers
- The Optos retinal imaging camera helps discover diagnose and treat serious ocular conditions that may go undetected. It also replaces lengthy eye dilations, so we are able to schedule more patients per day.
- Purchase Innovative new eyewear brands to fulfill the changing needs of our patients
- No waiting list for Patient Optometry appointments

OUTLOOK FOR 2022:

- Myopia control management with the use of contact lenses. “Myopia control” is the term used to describe specific treatments to slow the progression of nearsightedness in children.
- Special time carved out for acute eye illness



Native Frames available at HWC Optical



Dental Clinic

PERSON IN CHARGE: Kristy Kenyon, Dental Clinic Manager

ADDRESS: Health & Wellness Center 17500 SE 392nd St. Auburn, WA 98092

INFO PHONE: (253) 939-2131

INFO EMAIL: 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 acute tooth pain)
- Composite Restorations (white fillings)
- Endodontics (root canals)
- Crown and Bridge Restorations (porcelain or gold "caps")
- Oral Surgery (tooth extractions, referral may be needed)
- Dental implants (permanent placement of missing teeth, referral needed)
- Removable Prosthodontics (implant supported dentures, traditional dentures, and partial dentures)
- Orthodontics (Braces, referral needed)
- Periodontics (treatment of gum disease)

~Patient Satisfaction Survey Comments~

"I absolutely love all of the staff that has worked with me on every appointment. They are all very welcoming and attentive and I look forward to seeing them always :)" -O.O.

"Very caring and very professional. All of the dental staff are the best." -F.L

"I appreciate how I am always treated with respect and how helpful the staff is with me." -W.J.

"Thanks for not letting me run around with bunny teeth" -E.C

"Had a filling fall out and they got me in quick and took care of immediately. Much appreciated! Even took care of another small issue while I was here. Thank you to all Dental Staff!" -L.P.

HIGHLIGHTS OF 2021:

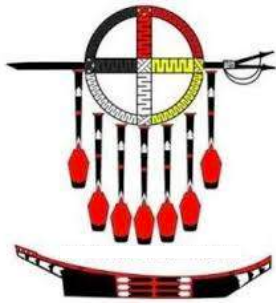
2021 brought many challenges due to the continuation of the COVID pandemic. Despite this, it was the dental team's top priority to make sure the dental needs of the Tribe were met and to provide quality care as safely as we could with as few disruptions as possible. We could not have done it without the support of the Tribe and the understanding of our patients.

- The Orthodontic (Braces), Dental Implant, and Denture programs held strong during the 2021 Pandemic.
- Within the Orthodontic Program 60 Tribal Members were able to start their orthodontic treatment, bringing the total to 180 Members in active orthodontic treatment. The year to date expenditure for orthodontic treatment was \$375,426.00
- Within the Dental Implant Program a total of 58 implants were placed, helping over 29 Tribal Members improve their oral health. The year to date expenditure for dental implants was \$155,000.00.
- The Denture program saw the biggest challenges due to the pandemic. For safety reasons and social distancing protocol we were unable to have our denture specialist work within our clinic until late August of 2021. Despite this, the program was able to provide over 49 Tribal Members with new implant supported dentures, traditional dentures, partial dentures, or a combination of either. The year to date expenditure for dentures was \$140,656.18.
- Another exciting highlight of 2021 was the addition of a new dental clinical position for Tribal Members only. The Dental Sterilization Technician Trainee position is an entry level position that is designed to train a Muckleshoot Tribal member in dental instrument sterilization, infection control, treatment room breakdown and set up, dental terminology, and beginning dental laboratory tasks, just to name a few. This entry level position will give anyone interested in pursuing a dental career the opportunity to learn hands on skills while observing all aspects of the various dental positions in hopes the individual will decide to continue their dental education to become a dentist, hygienist, or dental assistant that will one day provide services to their community.



OUTLOOK FOR 2022:

We are hopeful that 2022 will allow us to return to new normal, so we may once again participate in community events and outreach.



Pharmacy

PERSON IN CHARGE: Dinakar Tatineni, RPh, Pharmacy Director

ADDRESS: Health & Wellness Center 17500 SE 392nd St. Auburn, WA 98092

INFO PHONE: (253) 333-3618

INFO EMAIL: dinakar.tatineni@muckleshoot-health.com

PROGRAM DESCRIPTION: Pharmacy Services

SERVICES PROVIDED:

- Assist with Covid-19 mass vaccine clinics
- Provide Medisets to help patient stay compliant with medications
- Increase pharmacy involvement in diabetic patient care by implementing newer pharmaceuticals such as Ozempic and continuous glucose monitoring system.
- Establish current standards of pharmacy practice by accessing patient's entire health record, immunization status and past medical history.
- Help patients with guidance on healthy life choices.

HIGHLIGHT OF 2021:

- Increased community awareness of the importance of Covid-19 vaccines.
- Assisted with Suboxone treatment program to decrease opioid dependency.
- Introduced new products such as Sublocade by helping educate patients decreasing long term opioid dependency.
- The pharmacy did their best to delivered patient medications or suitable alternatives while battling with frequent supplier issues caused by disruptions in the global supply chains.
- Ensured patients received their medications despite emergency closures of the pharmacy.
- Provided optimal patient care despite challenges in pharmacy staffing.

OUTLOOK FOR 2022:

Our goal for the pharmacy is to increase our staff, so we can improve services for Muckleshoot Tribal members. Going forward into 2022, we will continue to offer comprehensive pharmacy service options and work hard to keep the community safe and healthy.



**Crystal Huang and Hung Phan,
Pharmacists**

As a community pharmacist, I assist nurses and physicians with pharmaceutical information and dosage guidelines for the clinical care of patients. Interacting with patients, I focus on healthy life choices. I try to expand my clinical experience and knowledge to be of help to the community.

When supervising staff, I ensure accuracy when filling and checking prescriptions. I perform quality assurance processes to ensure patient safety and compliance.

In my new role as HWC Pharmacy Director, I'm trying to learn from and understand the Muckleshoot Indian Tribe and community to best help patients with appropriateness of drug therapy, medication management, and disease process. – Dinakar Tatineni, RPh



MindCare Clinic

PERSON IN CHARGE: Bella Townsend, MindCare Manager
ADDRESS: Health & Wellness Center (west entrance door)
17500 SE 392nd 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 and innovative 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 completed 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 services.



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 naturally occurring and 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.

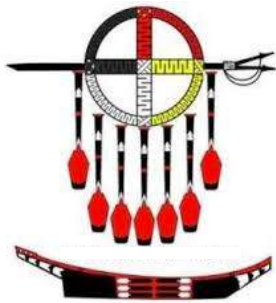
HIGHLIGHTS OF 2021:

- The MindCare Clinic now has early morning and evening appointment times available. With everyone going back to work and school, we wanted to make coming to appointments at the MindCare Clinic convenient to everyone's schedule. We're now open 7am-6pm Monday-Thursday.
- We now provide our own COVID screenings for appointments, which makes it quick and easy to come in and we have dedicated MindCare Clinic parking spaces right at the door. This allows us to have clients wait in their car for appointments and provides stress-free access to the program. It also allows us time to prioritize cleanliness and safety without shortening appointment times.
- The MindCare Clinic is continuing to make changes and advancements with our technologies to maximize client outcomes and reduce brain health symptoms.
- We are humbled to continue to receive a maximum overall satisfaction rating on our survey completed by the clients who have finished the program.



OUTLOOK FOR 2022:

- We are continuing to look for another MindCare Clinic Specialist to join us so that we can increase the number of appointments available and reduce wait times to start the program.
- The MindCare Clinic will be offering services to more youth clients and they will be as relaxing and enjoyable as they are for adults but with children's comfort and interests in mind.
- The MindCare Clinic will continue to find the most effective ways to utilize brain health technologies that yield the maximum outcome for the Community.



Muckleshoot Elders In-Home Support Services

PERSONS IN CHARGE: Karen Cantrell, Director & Reese Ponyahquaptewa, Assistant Director

ADDRESS: Health and Wellness Center 17500 SE 392nd St. Auburn, WA 98092

INFO PHONE: (253) 876-3042 & (253) 409-3882

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 an in-home care health care service hybrid. MEIHSS provides the highest quality support for the aging members of the Muckleshoot Tribe. The purpose of the Elders In-Home Support Services Program is to help qualified elders reside and remain safely in their homes by assisting with essential activities of daily living. When this option is not available, we provide bridge services within the community to ensure the elders are supported when transitioning back to their home as safely as possible. An elder is qualified for services based on our assessment and 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 Activities of Daily Living (ADL)

ADL's: 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 2021:

Covid-19 – Protocol - Prevention, screening, immunizations

- Caregivers have been screened before each shift with a series of questions to prevent the spread of Covid-19.
- All caregivers hired by MEIHSS and Contracted Agency nurses, caregivers, locums, etc. are required to verify full vaccination status.
- MEIHSS staff volunteering and collaborating with MHWC to support vaccination clinics for Tribal Community.
- Nursing staff provides education to elders, caregivers and family members to lessen the stress and spread of Covid19.

Covid-19 In-Home vaccinations

Nursing staff provided vaccination services in the homes of Muckleshoot Elders who were unable or unwilling to leave home to get vaccinated. Through these efforts, we have been able to safely increase vaccination rates of our most vulnerable population by preventing the spread of Covid-19.

MEIHSS Caregiver Orientation and Training – Restructured

We completed an extensive Audit Review of our current Caregiver Orientation Program, utilizing one of our Locum Nurses who has conducted Healthcare Quality Review to hospitals nationwide. We are restructuring our orientation process to be more focused on a “person directed care” plan model with heavy emphasis on ADL training, communication, nutrition, and wellness. We believe this model will improve the lives of our elders and build stronger, more confident caregivers.

Tribal Employee and Leadership Development

MEIHSS is continuing collaborations with Human Resources, focusing on engaging MIT family and community members in considering a career at MEIHSS.

Development of Field Supervisor Position - MIT Tribal Member

MEIHSS created a new position in 2021 to ensure quality of care for our elders by having our Field Supervisor make frequent weekly and unannounced visits to homes. These visits are focused on quality patient care, communication, and training opportunities. As a team building approach, the Field Supervisor along with other key staff, provides solutions for some of our greatest challenges. The regular communication with the elder and caregivers have ensured that both are heard and issues resolved in a timely manner.

MEIHSS Investigator

This year we have had our Investigator working with APS to help elders and caregivers deal with situations in the home and resolving problems to promote a healthy and safe environment for all involved. To date, our Investigator has had 94 incident reports which they have researched and resolved with good results. We are proud of our team that continues to make our elders safe.

New hires and promotions in MEIHSS

We are proud that we have been able to hire 35 new caregivers during 2021; many of which are MIT tribal members and community members. This continues to be a priority as we seek to make jobs available for MIT members first. We also have sought to promote from within our program many MIT tribal employees to new positions. We are excited about the prospect for these employees in 2022.

Maintaining Compliance with State Electronic Visit Verification (EVV) policy changes

Completed Phase II of NPI Credentialing of caregivers to fulfill State and Federal requirements. This will assign all caregivers an NPI (National Provider Identifier) to help qualify caregivers for Medicaid billing through a federally required process.

Home Care Agency Audit and Reimbursement

In August 2021, MEIHSS navigated our third Washington State Audit as a licensed Home Care Agency. This allows MEIHSS to get reimbursement for home care services from the State. This is essential to increasing our ability to be self-supporting, saving tax fund dollars and being able to be sustainable in supporting our program services. This year we received under \$1 million dollars in State Medicaid reimbursement for in-home services we are providing to the elders. This also includes reimbursement received for Training and Transportation services for our elders.

CNA Joint Training Initiative with Muckleshoot Tribal College

Due to pandemic, the C.N.A. classes stopped completely during 2021 in Washington State. We are pleased to announce that MEIHSS is collaborating with the Tribal College, Muckleshoot ROW (Reclaiming our Wellness) Grant, and Renton Technical College to begin classes in February 2022 at the Muckleshoot College. This new program will train, certify and employ tribal members to work in the health care field providing culturally competent care to our elders and community.

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. Due to the increase demand for care of the vulnerable adult population, MEIHSS is working with the Muckleshoot HWC to complete a needs assessment survey. The data will identify high risk clients and provide accurate projections for nursing and social services that can serve our younger tribal population.

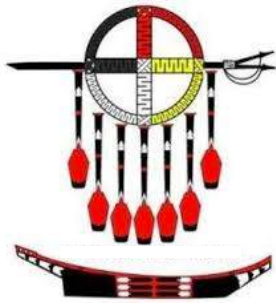
Transitioning out Agency Care in Favor of MIT Caregivers

Since the program's inception, it has always been the goal of MEIHSS to continue to phase out external agency contracts and to promote MIT Tribal members and other Natives to provide culturally competent care. The national caregiver shortage that came about when the pandemic hit drastically affected our ability to sustain services without outside help. MEIHSS has had to rely on other Home Care agencies for CNA's, HHA's and locum (traveling) nurses. These agencies have allowed the program the ability to continue to care for our elders in their homes, preventing re-admissions to hospitals, Skilled Nursing Facilities, and Adult Family Homes.

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. MEIHSS works closely with Muckleshoot Adult Protective Services to be able to protect, advocate and safely provide care to our elders in their homes. We encourage healing and recognize the importance of maintaining family connections. 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.

OUTLOOK FOR 2022:

- Completion of as many Certified Nursing Training Cohorts as possible with the goal of successfully graduating and employing Muckleshoot Tribal Members who will provide quality, culturally competent care to our elders reducing the need for outside agency contracts.
- Consistent Implementation of Quality Assurance Measures focused on a "person directed care" plan model with emphasis on Activities of Daily Living, training, communication, nutrition, and wellness.
- MEIHSS will strive to reconnect those who have been misplaced due to medical conditions off the reservation and away from their family members due to care needs that were previously unavailable
- Promotion of family engagement to increase Elder support and reduce gaps in coverage. At MEIHSS, we believe in family engagement to help care for the elder in a manner they are most comfortable with. MEIHSS believes that having family participate in the care of the elder provides quality time while fostering the passage of wisdom from generation to generation.



Wellness Center

PERSON IN CHARGE: Caryn Avila, Wellness Center Manager

ADDRESS: Health and Wellness Center 17500 SE 392nd 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 Muckleshoots
- **Aquatics:** Four beautiful salt water pools
- **Splash Pad:** Open 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:** Andrade West, Jeffrey Sheldon, Alighah Elkins, Clayton Menzel, Caryn Avila
- **Trainers in Training:** Tayla LaClair
- **Lifeguards:** William Nelson, Lead Lifeguard, Amelia Merrill Swim Instructor, Lifeguards, Eddie Tapia, Tifanee Leeper, Shane WhiteEagle, Jackson Ross, Andrade West, Clayton Menzel, Tony Jansen, Alighah Elkins, 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 2021:

- January kicked off the Biggest Loser competition. This is always a great way to start the New Year! Registration for the 2022 competition will begin in January.

2021 winners:

1. Jon Hamilton
2. Lavonna WhiteEagle Brown
3. Robert Simmons Jr
4. Salena Jackson
5. Olivia Courville
6. Eileen Richardson
7. Sam Hoffer
8. Elizabeth Oncampo
9. Z Jun-pan
10. Rose Davis

- Paddles up expanded its operation to include catering and contactless service. We would like to thank all of the programs that supported Paddles Up, a Tribally owned and operated business.
- The Splash Pad opened on Memorial Day, and was busy daily. From the first month of operation it was booked for all available appointments every day. It was fun for our staff to have the children back in the building again.
- Paddles Up provided food to the many COVID vaccination clinics throughout the year.
- We expanded our hours to 7 days a week, Monday- Friday 6am-8pm Saturday and Sunday 8am-5pm

OUTLOOK FOR 2022:

We look forward to continuing to serve the Muckleshoot Nation.

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



Three guys



Future Fitness Trainer

Muckleshoot Health & Wellness Center

Main Line: (253) 939-6648 • 17500 SE 392nd Street Auburn, WA 98092

HWC DEPT	PHONE	HOURS
Behavioral Health - Adult Mental Health & Chemical Dependency BH Crisis Connection (24/7)	(253) 804-8752 866) 427-4747	8:00am – 5:00 pm (M-F) Available 24/7
BH Family & Youth Services Mental Health & Chemical Dependency -Youth	(253) 333-3605	8:00am – 5:00 pm (M-F) Closed Lunch: 12:00p-1:00p
BH Residential Services Recovery Home (Adult) Sacred Home (Youth)	253) 333-3629 (253) 333-8230	Available 24/7 Available 24/7
Community Health/CHR's (Currently no Transports due to COVID)	(253) 939-6648	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Covid Hotline (COVID concerns answered by Health Prof)	(253) 294-8159	8:00am – 6:00pm (Daily)
Dental Clinic	(253) 939-2131	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Medical Clinic	253) 939-6648	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
MEIHSS Elders In-Home Support Services	(253) 876-3050	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
MindCare	253) 876-6965	7:00am – 6:00 pm (M,T,W,Th) Closed Lunch: 12:00p-1:00p
Optical Clinic	(253) 735-2020	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Pharmacy (Outside pickup only during COVID)	253) 333-3618 (253) 740-4639 (Back up line)	8:00am – 5:30pm (M-F)
Purchase Referred Care (PRC) Purchase Orders	(253) 939-6648 Ext 3350	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Registration - Patient/Client	(253) 939-6648 Ext 3312	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Wellness Center Café Hours Daycare Hours Gym Hours Pool Hours	(253) 333-3616 Monday – Friday Sat & Sun Monday – Friday Sat & Sun Monday – Friday Sat & Sun Monday – Friday Sat & Sun	6:00am – 8:00pm 8:00am – 5:00pm Closed until further notice due to COVID 6:00am – 8:00pm 8:00am – 5:00pm 6:00am – 8:00pm 8:00am – 5:00pm
Muckleshoot WIC	(253) 939-6648 Ext 3812	8:00 am – 5:00 pm (Thurs) Closed Lunch: 12:00p-1:00p



Muckleshoot Housing Authority

PERSON IN CHARGE: Ama Tuato'o, Executive Director
ADDRESS: 38037 158th Ave. S.E., Auburn, WA 98092
PHONE: (253) 833-7616
EMAIL: Ama.tuatoo@muckleshoot.nsn.us

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

Services Provided & 2021 Highlights:

RENTAL HOUSING – The Tribe manages 314 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 2021 include:

- The Tribe purchased 1 new rental property.
- Housing was successful in their second application for \$5,000,000 in Indian Housing Block Grant funding for the construction of new affordable housing units. This amount will be combined with their first Grant award for a combined project grant of \$10,000,000 million. This affordable housing project is underway and will provide up to 58 new affordable housing units.



- Housing continues the renovation of homes in Cedar Village through a \$750,000 grant awarded in 2020. Housing is upgrading flooring, cabinets, countertops, doors, windows, HVAC, appliances, roofing, siding, and entryways. This project not only is working to upgrade and improve homes, we are training Tribal member from Adult Work Training Program and casual labor programs in construction skills.
- Housing completed construction of 5 new homes through Emergent COVID Grants and Indian Housing Block Grant funds. 3 single family residences and a 2-bedroom duplex were constructed and occupied.



- 41 move-ins have been completed this year.

Cedar Village Renovations



EMERGENCY RENTAL HOUSING PROGRAM – In response to the COVID Pandemic, the Federal Government has appropriated funding to assist low-income households with past due rent, past due utilities, current rent, current utilities and other housing stability services. The Tribe was awarded \$2,016,873.99 to provide assistance to low-income families in King and Pierce Counties and the program was launched in April.

- Rent assistance has been provided to 120 households - \$851,649.73.
 - This includes 49 households who were assisted into new rental opportunities.
- Utility assistance provided to 100 households - \$78,238.47

In addition to rental assistance, the Emergency Rental Housing Program is also serving Tribal members in need of housing at a local hotel. Participants in this program receive one-on-one case management focused on transitioning from the hotel into local housing opportunities. Accomplishments include:

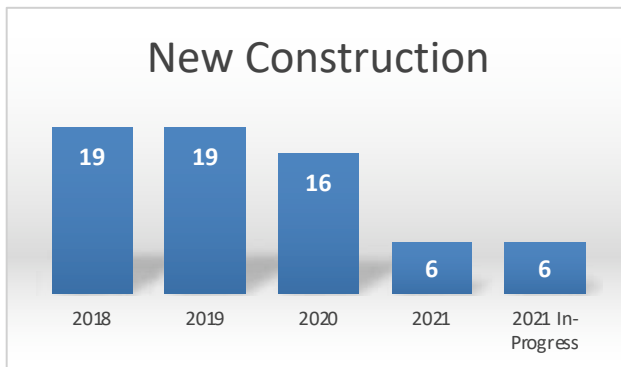
- 7 participants have transitioned from the hotel into local housing opportunities.
- 35 participants have obtained employment.
- 2 participants have engaged in Certification Training.
- 10 participants have engaged in chemical dependency services.
- 4 participants entered into inpatient treatment facilities.

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. In 2021, the majority of Tribal Members were assisted by the Emergency Rental Assistance Program. Applicants who did not qualify due to the income restrictions with ERAP, were assisted through Housing Stabilization.

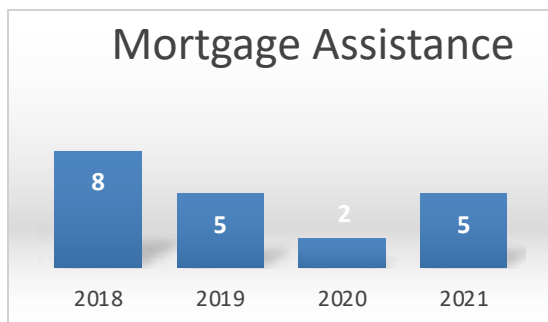
HOUSING VOUCHER ASSISTANCE – The Tribe offers Voucher assistance to eligible members. Participants receive a monthly rent subsidy paid directly to their landlord based on their household size and income. A total of 31 members were assisted in 2021.

RENTAL BRIDGE PROGRAM – Housing has a new program available to eligible Tribal Members to assist in obtaining rental opportunities in the private market. Due to high housing costs, some families do not meet the income requirements necessary to rent a place of their own. This program was developed to assist very low-income families by bridging the income and eligibility gap. Families approved for the program will receive a monthly subsidy to assist with rent to help reduce rent burden and house families.

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: 152 homeowners received assistance with obtaining and/or maintain Homeowners Insurance on their residence.

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 2021, Housing has completed 376 Grant projects.
- In 2021, \$3.2 million has been disbursed for Grant related homeownership projects. \$1,022,000 of this amount was specifically for down payment assistance.

TREE REMOVAL ASSISTANCE PROGRAM: The Tribe has developed a new program to assist Tribal member homeowners with the removal of dangerous trees from their property. This assistance is paid directly to qualified third party vendors providing the removal service. This program was launched in July 2021 and 12 projects totaling \$70,041.05 have been completed in 2021.

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 172nd 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 2021, Housing is servicing 215 mortgages.
- In 2021, Housing processed 29 home loans, financing \$13,026,485:
 - o 5 Mortgage Refinances
 - o 3 Home Equity Loans for Renovations
 - o 1 Land Purchase
 - o 20 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 2021, housing had 30 participants and 7 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
- 2021 New Tribal Credit Loans: 45 providing \$1,104,505 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. 2021 Attendance:

- Home Buyers Training: 67
- Money Skills: 170
- Understanding Your Credit: 15
- Spending Plan 101: 15



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

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 MIT 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, data and reports related to employment and HR-related functions.

Training and Development - We are the developers and administrators of primary, required, and supplementary 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 2021:

- Helped guide all levels of MIT Leadership and Management in returning furloughed Employees back to active status and into the post-furlough workplace.
- Helped develop and institute policies, procedures and training in regards to ongoing and present issues, challenges and concerns regarding COVID-19.
- Developed and administered various EOS/COVID-19 related leaves.
- Currently implementing new work practices including telecommuting, digital work flows, processes and digital forms management.

OUTLOOK FOR 2022:

- Continue to provide a safe workplace during the pandemic to include returning to various workplace practices resembling some level of normalcy while integrating learned remote work practices and technologies.
- Continue to recruit and hire for positions approved to be filled in 2022.
- Restart work in digital workflows that pre-dated the pandemic (and was interrupted, i.e., ADP Learning Management, Performance Management, etc.).
- Implement a digital filing process and file storage solution.
- Implement job description software that allows greater usability, transparency and utility for managers.
- Implement administration software that will allow greater communication and information retrieval for MIT management and Employees.
- Continue to work with the Work-to-Wellness and Adult Work Training Programs to provide job readiness skills, vocational experience/training, and job opportunities for participants.
- Continue with implementation of the ROW Grant Program offering job training and placement assistance beginning with child care and elder care.
- Continue with assisting in the ongoing program administration of the Career Development Program and Executive Management Training Program.
- Continue with implementation of the Tribal Access Program (TAP) allowing HR to directly provide fingerprint background checks.
- Implement a new wellness program, Go365, to MIT Employees.
- Continue to provide assistance for Emergency Operations (EOS) particularly in regards to Covid-19.



Intergovernmental Affairs

Public & Government Relations Manager: Madrienne White

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

CONTACT: Madrienne.white@muckleshoot.nsn.us

PHONE: (253) 939-3311

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, 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.



Vice-Chair Donny Stevenson with Seattle Mayor Jenny Durkan and King County Executive at opening of new Northgate Light Rail Station.

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 \$1million a year.

HIGHLIGHTS FOR 2021: *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 helped to host a visit from the Department of Interiors new Assistant Secretary-Indian Affairs, Bryan Newland. Tribal Council, staff, and the Secretary met on issues of importance to the tribe and provided a tour of the reservation. These types of encounters help the tribe to build relationships and cultivate partnerships with federal governmental agencies that help to secure federal funding for the tribe, maintain consultations, and foster better engagement between our respective governments.

State – Our team advocated for and secured an MIT position on the statewide Missing and Murdered Indigenous Women task force. Thanks to the efforts of our tribal council, lobbying and legal team, Tribal Council member Anita Mitchell was provided a seat at the table to represent our tribal people, families, and community. The task force will investigate the epidemic and will generate reports with their assessment into the systemic failures that help promote disappearances and murders of indigenous woman and people.



Burién Mayor Jim Matta with Muckleshoot Tribal Council Treasurer John Daniels Jr.

Local – Our public relations team embarked on many community outreach initiatives and communications this year. One such action was to partner with the Auburn Outlet Collection, this area’s premier shopping hub. During the month of November (Native American Heritage Month) shoppers and visitors were able to see Muckleshoot tribal images, messaging, and artifacts on display. The display cases were provided to the tribe at no charge. But were worth a tremendous benefit to Muckleshoot. Providing visibility to our people in a public space not only humanizes our community but it also helps to expand the tribes brand, as more than just a casino.

Charity Fund

The Muckleshoot Charity Fund provides hundreds of monetary donations annually to local bona fide non-profits, churches, and schools. In 2021 our office assisted in coordinating one of the largest Muckleshoot Charitable donations in over a decade. Norwest Harvest

received a \$50,000.00 donation on behalf of the tribe to help provide resources and nutritious food to vulnerable communities across our great state. Our team also integrated updated software to help maintain data, reports and other systems information regarding the charitable donations program.

Public Relations

This year Tribal Council granted IGA approval to engage with Groundswell Communications. A prominent Seattle based communications and public relations firm. With facilitation by Groundswell, our team worked with Tribal council, legal and multiple tribal departments to create historically and legally accurate content to launch a strategic communications strategy. This year’s efforts alone saw the execution of radio and television ads, digital and social media presence, a research survey, and initial engagement with the education department to begin work on Muckleshoot focused curricula that will help to tell the Muckleshoot story and history through our own lens. This will ultimately help our membership, employees, community, and non-tribal elected officials better



Councilmember Louie Ungaro with Ass't Secretary of Interior for Indian Affairs Bryan Newland.

understand the cultural, governmental, legal, and political status of our people.



Native American Month display at Outlet Collection.

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.



Muckleshoot Child & Family Services (MCFS)

Persons in Charge:

Mahogany Sexton, Program Director

Ituau Atimalala, Program Manager

Alexandra Cruz-James, 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 2021: 2021 has continued to be a challenging year with the pandemic. Our program has been gravely impacted, but we continue to strive for excellence and making sure the needs of our youth, families and caregivers are met. We continue to meet all our measures, and working diligently on our policies and procedures manual.

Outlook for 2022:

MCFS will continue to meet our measure with health and safety visits and ensuring the security and safety of our youth are met. We are working to increase our recruitment efforts for more caregivers and foster parents and completing our policies and procedures manual.

Family Protection Advocate Liaison:

Erica Walker

Melissa Morales

Alisha Evans-Goldie

Karla Lewis

Annaliese Ferreria

Destinee Warren

Lavenia Billy

Emily Gross

Investigators:

Michelle Landrum, Gwendolin Bitsuie

Prevention:

Laurel Kelly

Transporter/Visitation Provider: Dolly Suluai

Foster Home Licensor: Alana Begay

Placement Coordinator: Malinda Bill

Administrative Staff:

Adrianna Antone

Jacqueline Hernandez



Muckleshoot Language Program

PERSON IN CHARGE: Walter Pacheco, Executive Director, Culture Division

LOCATION: Tan Modular next to HR

MAIN PHONE: 253-876-3306

MAIN EMAIL: Language@muckleshoot.nsn.us

PROGRAM DESCRIPTION: The Muckleshoot Language Program is a team of Muckleshoot Language (bəqəlšutucid) caretakers who are dedicated to the revitalization of bəqəlšutucid.

We provide continual services to the following areas:

- CCDF Infant and Toddler Center
- Muckleshoot Early Learning Academy
- Muckleshoot Child Development Center
- Muckleshoot Tribal School
- Weekly community classes
- Muckleshoot Community Song & Dance
- Muckleshoot Language Certificate of Participation Program (New series quarterly)

HIGHLIGHTS OF 2021:

- Auburn Adventist Academy Native American Heritage Month assembly (In collaboration with Culture Program/Canoe Family)
- UW vs Winthrop Land Acknowledgment in bəqəlšutucid (In collaboration with Culture Program/Canoe Family)
- Kraken game Land Acknowledgment in bəqəlšutucid (In collaboration with Culture Program/Canoe Family)
- Supported/partnered with Highline School District to integrate Muckleshoot / Southern Lushootseed Language into the schools of their district.
- Adventures with Lily ECE book.
- Muckleshoot Language YouTube Page.
- Multiple Language Videos for learning resources.
- Muckleshoot Community Song & Dance started.
- Language translations for the new Chief Seattle building.
- Language translations for the new Seattle Water Front Signage.
- Muckleshoot Language Certificate of Participation Program began (New series quarterly)
- Valerie Bellack is back on the Language Program Team as Language Program Coordinator.

OUTLOOK FOR 2022. To continue providing all current services in addition to:

- Supporting /partnering with Auburn, Enumclaw and Highline School Districts to integrate Muckleshoot /Southern Lushootseed Language into the schools of their districts.

- OSPI Tribal Language Grant; through this we will partner with MTS to offer Muckleshoot Language training to up to 5 MTS employees to work towards them becoming a Certified Muckleshoot Language Teacher.
- Language Classes for White River Museum.
- Will be hiring for a Multimedia Developer Position.





Muckleshoot Seafood Products

PERSON IN CHARGE: Eric Soderman, Director
LOCATION: 121 South River St., Seattle, WA 98108
INFO PHONE: 253-876-3301
206-396-4870



2021 SUMMARY

The 2021 fishery turned out to be a pretty good season with a little over 600,000 pounds of salmon purchased from Tribal Fishers this year resulting in around \$1,541,000 paid to Fishers.

The August Chinook fishery produced just shy of 100,000 pounds of fish in the Duwamish and Elliott Bay fisheries. Beginning on Labor Day fisheries on the White River and Elliott bay commenced with Kings, Coho and Pink Salmon all showing in good numbers. This year the White/Puyallup fishery was the most successful we had ever seen with 65,000 pounds of salmon harvested. The Duwamish and Elliott Bay produced 131,000# of Coho and a little over 200,000# of Chum.

When the Ship Canal, Lake Union and Lake Washington areas opened we were pleasantly surprised with the best Coho counts seen in years. Fishers were able to fish for four weeks in that system harvesting 70,000+ pounds of Coho. The abundance of fish even allowed for a week of fishing in Lake Sammamish. The last fishery for Coho in Lake Sammamish took place in 2001.

Muckleshoot Seafood provided Buying services in multiple locations that included labor, ice, totes and trucking to support fishers in fisheries that spanned from Sumner to Kenmore and out East to Issaquah.

A big thank you to all the Fishers who continue to deliver high quality fish. By bleeding and icing on the boats and slush icing on the dock in insulated totes Muckleshoot salmon continue to be among the best around.



Muckleshoot Seafood works closely with the Muckleshoot Fisheries department to assure that Fisheries is able to sample salmon from each catch area. This includes material support in setting up sampling stations and providing the needed totes, ice, and equipment. Muckleshoot Seafood also assists the Keta Creek hatchery by supplying totes, ice and trucking for all spawned and surplus fish. MSP coordinates the sale of the hatchery fish to a company that processes the hatchery fish into several different products.

These products include fillets that go to food banks, food grade byproducts ground to make pet food base, fertilizer is made out of the non-food grade fish and the roe is processed into Caviar/Ikura. The revenue from the hatchery fish is returned to the Fisheries department and none of the fish goes to waste.

Muckleshoot Seafood continues to provide food and seafood products to the Casino and Bingo hall year round and all of these items are made available to the Tribal community for individual sale as well. Although the number of items are limited post the Covid shutdowns MSP always attempts to have reasonably priced Salmon fillets and Dungeness crab sections on hand for the Tribal community.

MSP also maintains the 1st Ave site and coordinates the repairs and maintenance of cranes, forklifts, The Ice house system and supporting equipment. Through this work all of the equipment is kept in good working order so it is available and operational whenever Tribal members need to use them.



Planning Department

PERSON IN CHARGE: Krongthip (Gik) Sangkapreecha
LOCATION: 39015 172nd Ave. S.E., Auburn, WA 98092
MAIN PHONE: (253) 876-3329
MAIN EMAIL: ktsang@muckleshoot.nsn.us

PROGRAM OVERVIEW:

Mission: To lead in the development of plans, policies and procedures pertaining to all aspects of community growth and development.

Vision: To provide quality planning and implementation as well as administer policies and procedures fairly and accurately.

Functions:

- Land use, building, and subdivision planning and permitting for code compliance;
- GIS data management and mapping;
- Comprehensive long-range land use, infrastructure, and environmental planning;
- Code enforcement of the Nuisance and Zoning Codes.

SERVICES PROVIDED:

- Review land use, engineering & architectural design plans and technical reports to ensure proposed development plans are consistent with Building & Land Use Codes.
- Response to building and land use questions and perform code interpretation.
- Prepare staff reports, make presentations of and recommendations for development proposals to Planning Commission.
- Perform inspection services for building and land use permits.
- Provide Geographic Information Systems (GIS) geospatial analysis, data management, and mapping for site analysis and presentations.
- Drone operation and data collection and processing.
- Conduct research and study various technical subjects in support to decision makers.
- Prepare a scope of work for Development Code and Zoning & Future Land Use Maps.
- Confer with other Tribal departments and other governmental agencies for proposed development projects.
- Provide staff support and administrative functions to the Planning Commission.
- Code enforcement Functions: Conduct investigations in response to alleged violations.

New Child Care Center



HIGHLIGHTS OF 2021:

Plans and technical reports review of the following projects:

- Hotel and new garage foundation & building
- Casino Interior Remodeling
- Child Care Center
- Townhome Multi-Family Buildings
- Community Center Infrastructure & Building
- New Convenience Store, Car Wash, and Gas Station Buildings
- Allotment 31 Subdivision Infrastructure
- Comcast Fiber Cable Installation
- Pussyfoot Creek Bridge
- Allotment 124 Minor Subdivision
- Allotment 16 Major Subdivision
- Fish & Wildlife Parking Lot Expansion
- Splash Pad at HWC
- Elder Homes & Demolitions
- UX11 Drone Operation & Images

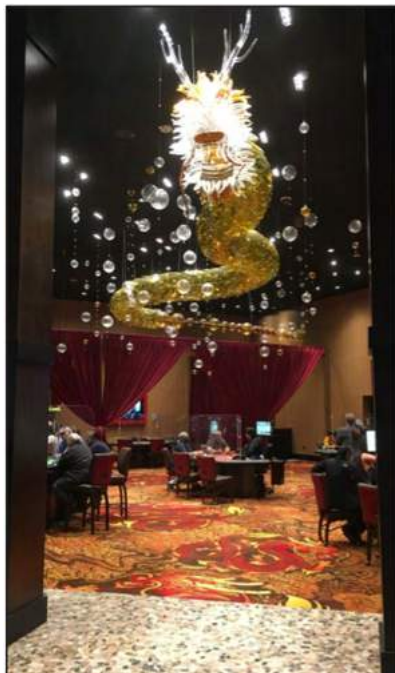
Pussyfoot Bridge Creek Project



OUTLOOK FOR 2022:

- Building Permit Ordinance Code Update to latest standards (2018 IBC, IRC, IFC...etc.)
- Review of proposed buildings and subdivision.
- Adoption of MIT Stormwater Management Plan
- Update of Development Code, Zoning Map, and Future Land Use Map
- Million Trees Grant fund implementation
- Develop Digital Plan Review Process
- Drone operation and data collection and processing

Casino Interior Improvements



Big Nation Station Store



Big Nation Station Convenience Store



Big Nation Station Car Wash & Fuel Canopy

MIT Community Center



MIT Hotel Building Project



UX 11 Drone Operation



Allotment 31 Subdivision



Town Home Project





Preservation Program

NAME OF PERSON IN CHARGE: Melissa Calvert, General Services Director

LOCATION: Philip Starr Building

INFO PHONE NUMBER: 253-876-3266

INFO EMAIL: Melissa.Calvert@Muckleshoot.nsn.us

STAFF: Donna Hogerhuis, Collections Specialist, Laura Murphy, Archaeologist, Mitch Courville, Cultural Monitor, Warren KingGeorge, Oral Historian.

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.

Laura Murphy, Archaeologist, reviewed a growing number of housing and infrastructure development projects throughout Puget Sound. Through Muckleshoot consultation with WSDOT and neighboring Tribes, the site of Ballast Island in downtown Seattle was formally recognized as a Traditional Cultural Property this year.

We also worked closely with WSDOT during the culvert replacement project this year at 408th and SR 164 near the White River Amphitheatre. We were able to ensure that no cultural sites were disturbed during the project, while also not slowing down construction.

The Preservation Program has worked closely with other Muckleshoot Departments this year to support the timely development of several housing developments and the new Community Center construction.

Mitchell Courville, Cultural Resources Monitor, monitored construction of most ground-disturbing construction work on the Reservation. Construction of elders' homes, subdivision and utilities layout, the rollout of Comcast cable throughout the Reservation, and road improvements were all monitored to ensure that any artifacts present were identified and protected. Mitchell also travels to construction projects throughout the Plateau, and visits cultural resources studies when they are being conducted in Pierce and King Counties as he is able.

Outlook for 2022:

Along with an increase in construction development taking place throughout Puget Sound this year, there has also been a rising number of ecological reconstruction, tree planting, and stormwater control projects. These environmental protection projects can impact archaeological sites and other cultural resources, but if these areas are properly identified prior to construction, they can provide an opportunity to evaluate and protect the sites for the long term.

In spite of COVID restrictions, Donna Hogerhuis was extremely busy on a variety of projects this year. The Tribe's archaeological collection, library books and processing area exchanged locations for our growing research library. The artifact and archives rooms now have a specialized HVAC system to provide a more controlled atmosphere for the collection.

Each year the Tribe's collection of books, memorabilia, documents and artifacts grows; 2021 was no exception. The Tribe's collection increased significantly with the acquisition of the Cedar River Watershed Collection, over 75 boxes of archaeological material, and accepted twenty boxes of historic material from other departments.

After being formally accepted into the Collection of the Preservation Program by Tribal Council Resolution, these incoming items were cataloged and appropriately stored. In addition, several Tribal families donated materials and a few purchases were made of Muckleshoot contemporary art. The Tribe's collection now holds 3000 photographs, 2400 archival materials, 1750 books and reference materials, 1140 cultural artifacts and 39 archaeological site collections.



The Preservation program offers a few services for our members, especially access to the new library. The use of the language collection and photographs increased in use by staff, teachers, Tribal members and enterprises like the casino. Students, genealogists, and other researchers are also welcome to visit or call with a request.

Several tribal members took advantage our scanning service of family memorabilia. Staff will copy collections and provide the originals back with a digital copy to the family. Families can donate a copy to the Tribe's collection if they desire. This activity increases the knowledge of the Tribe's history. Each item or scan cataloged into the collection assures information for future generations.

The program also provides interpretation of the Tribe's history with annual calendars and small rotating exhibits largely focusing on Muckleshoot stories of culture and resilience. We would like to thank the many departments and individuals who have contributed to these projects.

The Preservation Program is also in charge of the Reynolds Farm and Indian Agency, a historic farm adjacent to the Reservation. On this site is a log cabin, the first home of Charles Reynolds (Farmer in Charge) and his wife Isabel Nason, the granddaughter of Chief Kanaskat and a Muckleshoot Tribal member.

The site has potential for interpreting the early years of the Tribe, the era of the treaty wars, government school and farming programs, self-governance and sovereignty. Before interpretation can begin, staff has started with renovation planning of the log cabin and other structures on the farm. The program finished an archaeological and historic study funded by a National Park Service grant this year, and was also awarded large State grant to begin renovation projects next year.

Warren KingGeorge also found 2021 to be both challenging and rewarding. The following summary represents some of the projects he was involved in this year:

- The ***Duwamish River Park Re-naming Project*** was the recipient of the 2021 Association of King County Historical Organizations (AKCHO), Charles Peyton Award for Heritage Advocacy.
- The Fort Nisqually Living History Museum; ***Puget Sound Treaty War Panel*** (4-part series) was the recipient of the City of Tacoma 2021 – Outstanding Achievement in Broadening Perspectives in Preservation Award.
- Flaming Geyser State Park (Green River) memorial stone marker in place along with river bank habitat restoration.
- County Line Levee Setback (White River) project that removed river barrier and allows river to take its natural route, also includes the re-introduction of many native shrubs and trees.
- Lower Russell Road Project (Duwamish River) provided some much needed salmon habitat and will include signage to promote education about the rich history of the river and our ancestors.
- Lake City Way Natural Area Naming Project (Thornton Creek, Lake Washington). This project is currently in discussions; Lushootseed names have been submitted.
- Highline School District, Place Names Project for Burien, Duwamish River and Three Tree Point.

Boards and Committees that I sit on as a Muckleshoot Tribal representative:

- University of Washington - Native American Advisory Board
- University of Washington - Native American Advisory Board, Executive Committee
- Museum of History and Industry Board of Director's
- History Link Board of Trustees
- University of Washington – West Point Oversight Committee

Lectures and Presentations I gave this year as a Muckleshoot Tribal representative:

- KCTS 9 “Finding Your Roots”
- City of Redmond (Greater Redmond Transit Management Association)
- Medicine Creek Treaty (Fort Nisqually Living History Museum)
- Highline Public Schools Native Education Forum
- WDFW – MIT History, Culture and Treaty Rights
- City of Kirkland – MIT History and Culture
- Western Washington University – Culture and Tradition in the 20th Century
- Puget Sound University – The Traditional Value Pacific Northwest Salmon
- WIRA 8 Salmon Recovery Council – Salmon and Treaty Rights

Outlook for 2022 – List of Active Projects:

- City of Redmond House Post
- Coleman Dock Washington State Ferry art project
- Soos Creek Hatchery MIT permanent exhibit
- Green River out plant project, Flaming Geyser State Park
- Several language and interpretation projects for signage
- City of Seattle Alaska Way Renaming Project
- Carbon River Corridor Natural Resources Management Project
- Highway 520 Traditional Plants and Signage
- Foster Island Signage



Muckleshoot Nesika Dance Group



Property Acquisitions & Fee Land Management

PERSON IN CHARGE: Ken Lewis, Director Property Acquisitions & Fee Land Management
LOCATION: Phillip Starr Bldg. 39015-A 172nd Ave SE, Auburn, WA 98092
MAIN PHONE: (253) 939-3311 X136
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
Approximate 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.

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 2021:

- Purchased two Greentree Condo Units (I-33 and C-11).
- Negotiating purchase of land and residence along SR 164

FEE TO TRUST APPLICATION UPDATE

Two tribal fee to trust Tribal applications were approved, 2801 Auburn Way South (former chiropractic office) and pasture land located on 200th Ave SE. There are four tribal applications pending and in the final stages of being approved. There six individual tribal member applications for fee to trust pending the completion of boundary certificates and Phase I environmental assessments. The shortage of qualified surveyors (CFEDS) in the region is the main cause for delay. The realty department has contracted with a law firm that specializes in fee to trust work in order to expedite our application approval processing time.



Public Works

LOCATIONS:

Administration / Water Treatment Plant: 39620 SE 400th Street, Auburn, WA

Operation: 40222 Auburn Way So., Auburn, WA \

Solid Waste transfer Station: 17613 SE 400th Street, Auburn, WA

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

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

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

SERVICES PROVIDED:

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



- Deliver processed firewood to all tribal homes within the 30 miles and stack and store.
- Provide ground maintenance for all the tribal owned public lands and storm retention ponds and ditches as well as the new developed vacant lots within the reservation.
- Operate and maintain the tribally owned drinking water wells and maintain miles of water main distributed throughout the reservation here in King County.

- Operate and maintain the sewage collection and pumped through City of Auburn infrastructure to the king County waste water treatment plant in Renton.
- Maintain over 100 private septic systems and wells serving the individual member’s homes within and around the reservation.
- Provide financial assistance to all tribal members residing within the King and Pierce Counties for their monthly water, sewer and garbage bills.

HIGHLIGHTS OF 2021:

- The Utilities Financial Assistance program has been added more tribal members to the program and at this time, the number of tribal members served within both King and Pierce Counties has reached over 400 plus at the end of this year.
- The new water Well #5 design work has been under way. The new well is necessary in order to keep up with the Tribe’s growth. The new well will also add redundancy and reliability to the Tribe’s water system.
- Major upgrade work has been performed at Well #3. This existing water well is crucial to our system.

OUTLOOK FOR 2022:

- Expand the current recycling program to be more efficient and more cost effective. This will include the overhauling of all the recycling within the government office buildings.
- Installation of Well #5 is expected to start in 2022 and last into 2023.



Reclaiming Our Wellness Project

PERSON IN CHARGE: Sonja Moses, Reclaiming Our Wellness Project Mgr.
LOCATION: Scholarship Building #2, Next to the Youth Facility
MAIN PHONE: (253) 876-3372
MAIN EMAIL: Sonja.moses@muckleshoot.nsn.us

PROGRAM DESCRIPTION: The Reclaiming Our Wellness (ROW) Project is a Department of Labor Grant that provides training for dislocated workers within the Muckleshoot Tribal Community who have been impacted directly or indirectly by opioid usage. The ROW Project assists with the opportunity to learn a variety of soft skills, technical job skills, career certification and a limited number of subsidized employment opportunities.

HIGHLIGHTS OF 2021: Reclaiming Our Wellness Project hired a Project Manager, two Coaches and two Administrative Assistant's to get the project successfully launched. The ROW Team is currently hosting the first Soft Skills Training which is nearly complete and then we will be offering the next. The ROW Project will have two Soft Skills Trainings quarterly and the participants who have successfully completed Soft Skills Trainings will begin their certification courses shortly thereafter.

OUTLOOK FOR 2021: To get as many qualifying Muckleshoot Tribal and Community Members trained and certified as possible.





Muckleshoot Senior Center

NAME & TITLE OF PERSONS IN CHARGE:

Alexandra James, Human Services Director

Helen Jameson, Acting Senior Services Manager

LOCATION: Elder's Complex- 17800 SE 392nd ST Auburn, WA 98092

MAIN PHONE: (253)876-2888

MAIN EMAIL: alex.cruz@muckleshoot.nsn.us / helen.jameson@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, and re-opening of the Elders Complex the staff has continued to provide the following services:
- Delivery of all Congregate meals to all 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.
- Transporting to do errands, and medical appointments.
- **Chore services** – providing assistance to Elders with light house keeping.
- **Events** – while following COVID-19 protocols: bringing Elders to outings, hosting events at the Elders Complex for the Elders.

HIGHLIGHTS OF 2021:

- The Muckleshoot Elders Complex reopened its doors on June 28, 2021 for all Muckleshoot Elders, and longtime Muckleshoot Community Elders.
- Resumed in person dining.
- Work from home projects for the next projected Elders Luncheon.
- Drive Thru Thanksgiving Luncheon.
- Seafood box deliveries to Elders.
- Thanksgiving box and Christmas Basket deliveries.
- Events resumed and there have been more Cultural based events.
- Chore and transportation services have resumed.

OUTLOOK FOR 2022:

- Increased events.
- Increased participation from Elders.
- Increased outreach and connection to Elders.





Student Incentives & Rewards

NAME OF PERSON IN CHARGE: Alexandra James, Human Services Director

LOCATION: Philip Starr Building

INFO PHONE NUMBER: (253) 876-3278

INFO 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.

[See, 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.



Virginia Cross addresses the MTS Class of 2021



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, Fifth Grade, Eighth Grade, and Twelfth Grade

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

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

- Cap, Gown, and tassel
- Class Ring
- Senior Pictures
- Clothing for Graduation Day
- Graduation Announcements

Senior Trip: The graduate is also eligible for a Senior Trip which does not expire. The total amount of the trip incentive is not to exceed \$6,000, which may be used for any of the following:

- Two round trip transportation tickets (for the graduate and a guest)
- One week hotel accommodations for the graduate
- One week per diem for the graduate
- Events, attractions, and activities

**** Graduations Trips are now \$6000 and there is no time frame required to take the trip.**

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

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

KEY DATES TO DOCUMENT

Student Incentives:

- September 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 28th
- Fall Clothing Distribution: August 1st- September 30th





Tomanamus Forest

Muckleshoot Federal Corporation

PERSON IN CHARGE: Nathaniel Hayden

PHYSICAL ADDRESS: 112 Washington Ave E, Orting, WA 98360

INFO PHONE: 253-271-3132

INFO EMAIL: nhayden@manulife.com

PROGRAM OVERVIEW: The Tomanamus Forest is 104,999 acres owned by the Muckleshoot Indian Tribe (MIT) 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, Manulife Investment Management, MIT Wildlife, MIT Fisheries, and other MIT departments to meet property management objectives.

HIGHLIGHTS OF 2021:

TOMANAMUS COMMUNITY DAY –Community day was canceled due in 2021 to COVID-19 concerns. Tomanamus shirts were gifted to the Muckleshoot Tribal School with the phrase, “Protect What You Love” and a graphic of a Doug fir tree and wild rose.

EDUCATION – MFC hosted approximately eleven field trips for Muckleshoot Tribal School. A live calendar document for teachers now includes Tomanamus field trips and forestry/TEK based lessons for teachers to sign up for each month. A few lessons and activity demonstrations were filmed to support curriculum from the physical or virtual classroom and the Project Based Learning website. Each month, a Project Based Learning site was prepared with an activity suggestion and supporting resources for families. Forest products including cedar, Doug fir, tree cookies, etc. were gathered and delivered to the school for teachers/classrooms and families. MFC hosted Warrior’s Path trips for hiking, mountain biking and cultural lessons.



YOUTH CREW – During the summer of 2021, more youth applied and come out for the job than ever before, thirty-five. There were five crew leads overseeing and two program supervisors. The program this summer was different due to the COVID-19. Activities included trail work, team building, professional development days, TEK, indigenous fitness, garden restoration 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 2020's restoration project to grow and expand the beds at the school and Christmas tree/Blueberry farm. Two additional beds were constructed and placed at the Tribal School Garden. Students helped plant hawthorn, willow, crab apple trees around the tribal school garden and a summer school class watered the rose plants throughout the summer.

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 planting, seeding, etc.

ROAD MAINTENANCE AND CONSTRUCTION CREW – At this point in time, seven tribal members and/or community members are currently employed and perform road work on Tomanamus, including road building, culvert installation, grading, and brushing.

FOREST OPERATIONS – In 2021, the final harvest is 31,985 thousand-board-feet (mbf), with 3,019 mbf from commercial thinning. MFC planted 1,328 acres with 519,806 seedlings, slashed 128 acres, and pre-commercially thinned 540 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 2021 included the installation of the Christmas tree at the Elder's center and casino.

BRIDGE CAMP REPLACEMENT – Bridge Camp was replaced in 2021. The existing bridge from 1902 was removed and replaced with a 340-foot bridge just downstream of the current one. The process took around six months and cost roughly \$3 million.

OUTLOOK FOR 2022:

FOREST OPERATIONS – In 2022, the harvest level is forecasted at 31,637 thousand-board-feet (mbf) 1,207 mbf from commercial thins. MFC will plant 1,321 acres with 486,768 seedlings, slash 197 acres, and pre-commercially thin 638 acres

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



Transportation

NAME OF PROGRAM: 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
WEBSITE: <https://tribaltransit.com/>

TRANSPORTATION STAFF: Phillip James, Transportation Manager. Greg Swanson, Tribal Transit Manager. Janice Hannigan-Moses, Fleet Manager. Monica Briceno, Transit Driver. Cheyenne Miller, Transit Driver. Leslie Hollandsworth, Transit Driver. Tory Moses, Transit Driver. Cory Eaglespeaker, Transit Driver. Colleen Anderson, Transit Driver. Donald Powderface, Transit Driver. Jesse Jimenez, Safety Officer. Rob Johnson, Safety Officer. Dewey Miller Jr, Master Mechanic. Mitch Heaton, Fleet Mechanic. Roylee Tapia, Fleet Detailer.



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.us
Fleet oversees the acquisition, maintenance, and update of vehicles for the Tribe.

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.

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.

ELECTRIC TRANSIT BUS Through a partnership with Puget Sound Energy, Muckleshoot Tribal Transit has added an all-electric bus. It has entered into regular Tribal Transit service.



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.

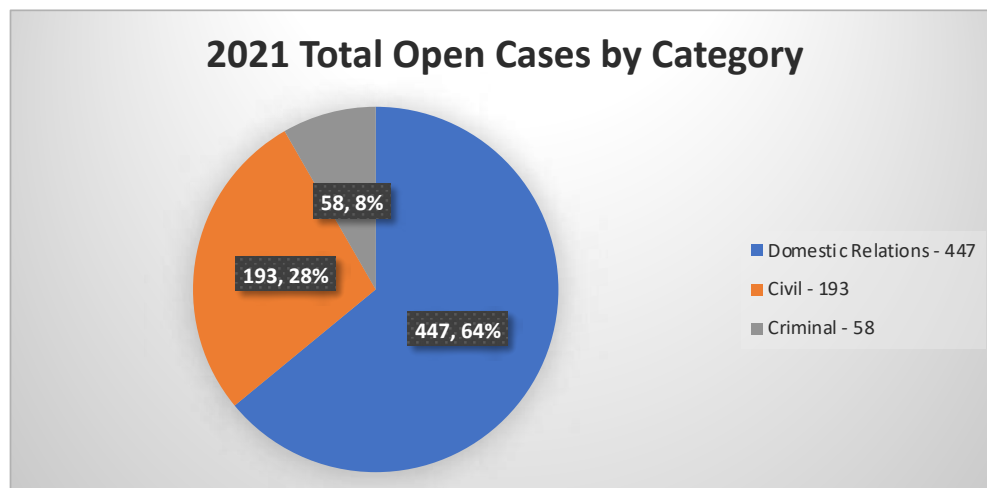
SERVICES PROVIDED:

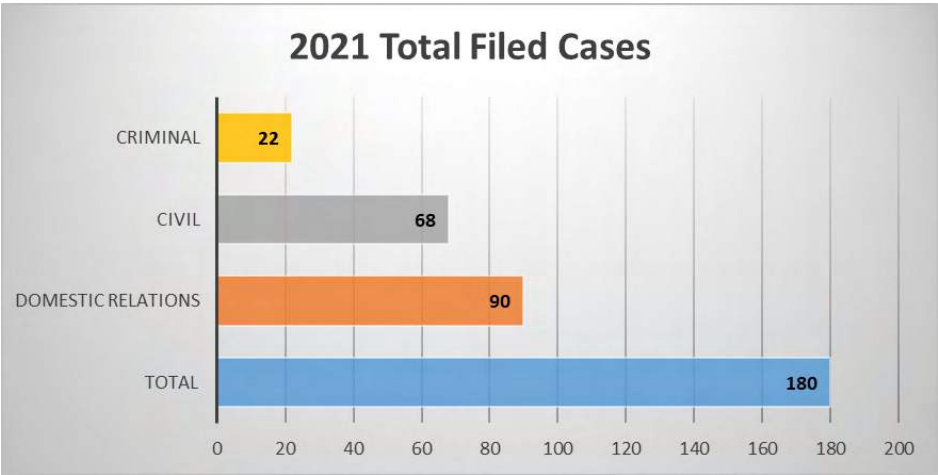
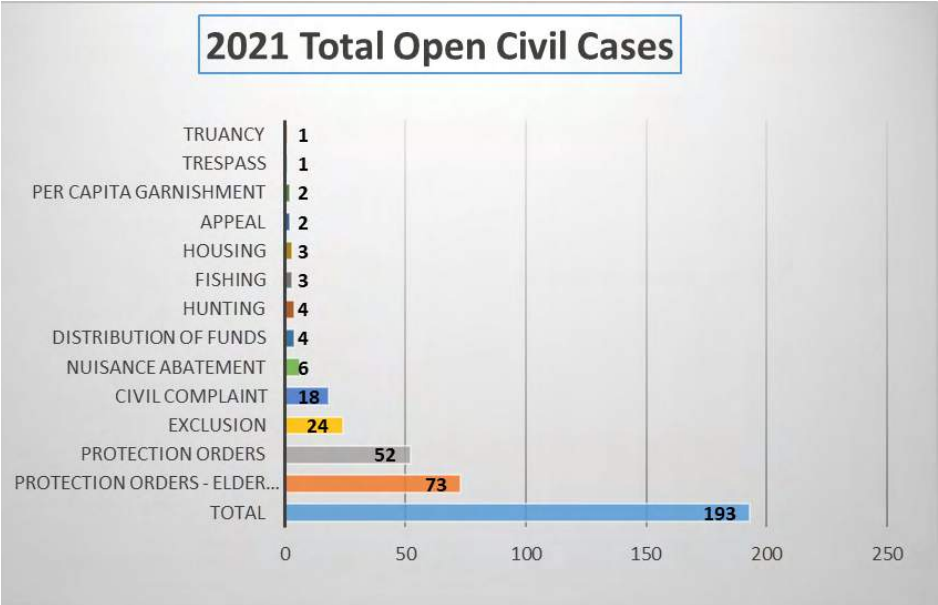
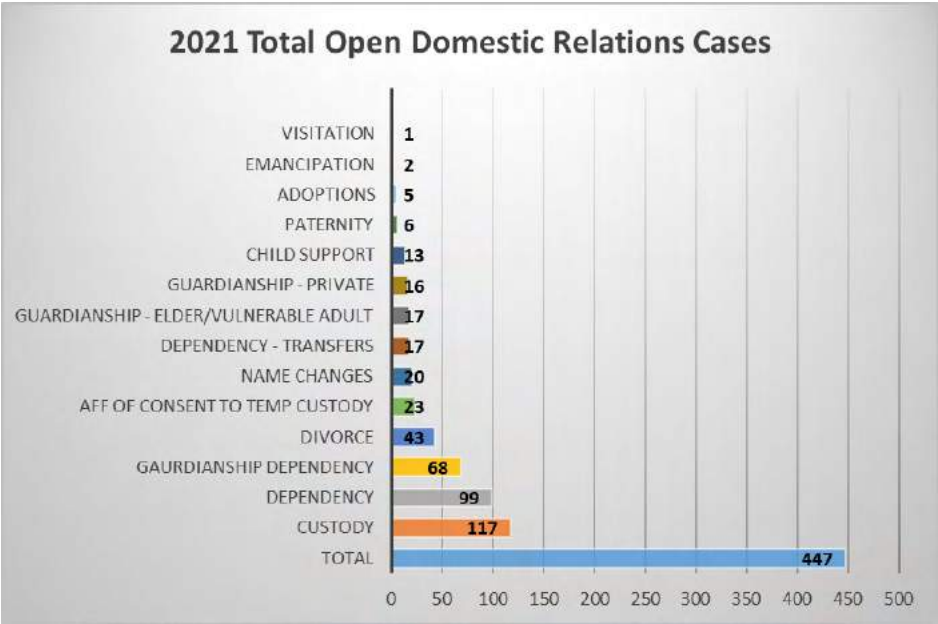
Legal Aid Clinic – The Muckleshoot Tribe provides advice-only legal aid clinic services to eligible Tribal and Community members. For more information, or to schedule an appointment, please contact the Muckleshoot Tribal Court at (253) 876-3203.

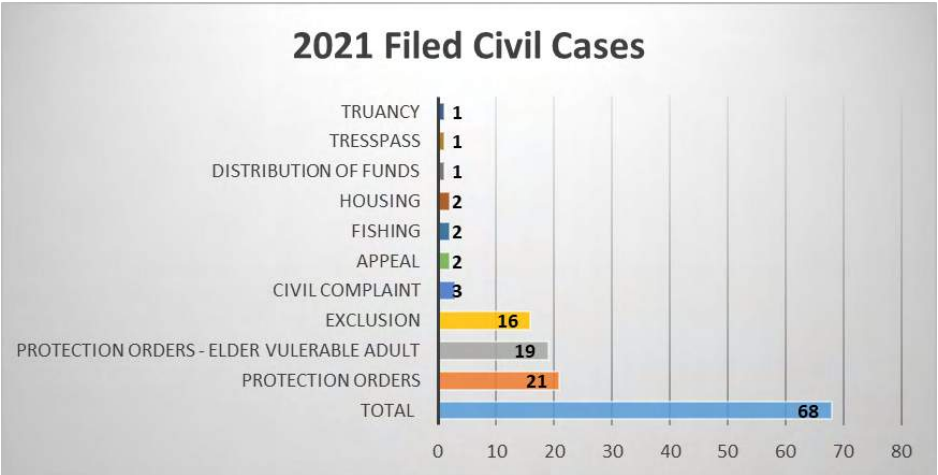
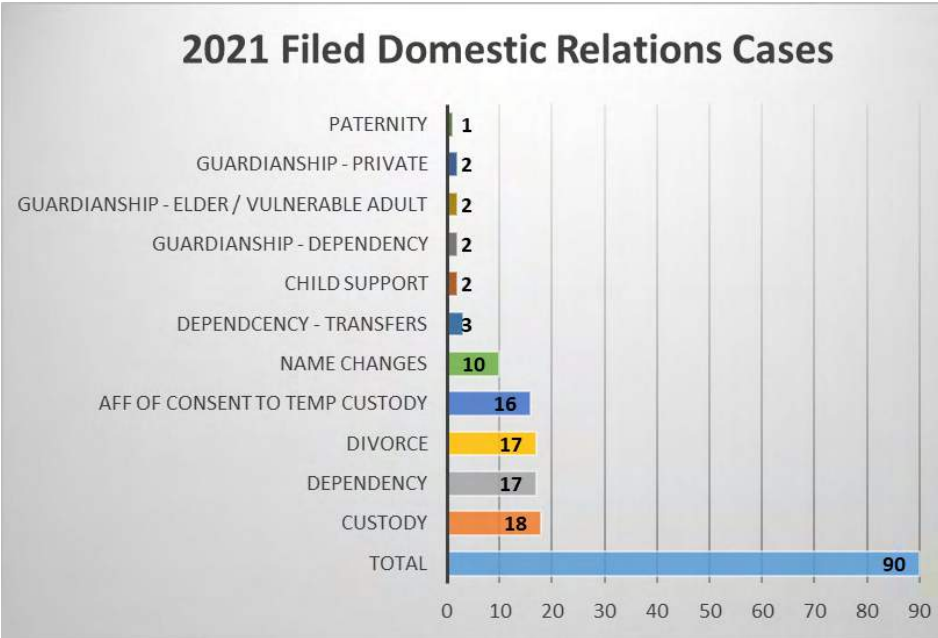
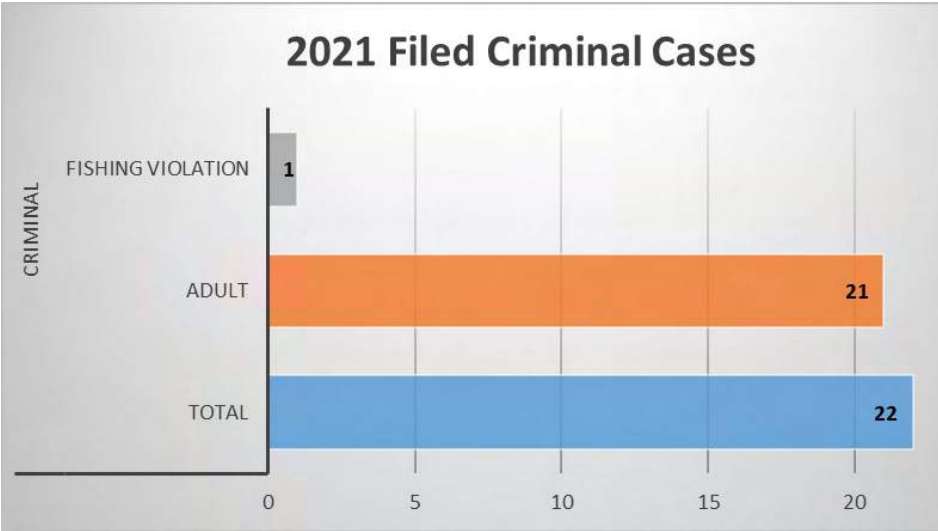


OUTLOOK FOR 2022:

- The Muckleshoot Tribal Court's goals for 2022
- Implementation of Healing to Wellness Courts
- Provide more extensive legal aid services to Muckleshoot Tribal members
- Update court website to include online forms and Tribe's codes and ordinances









Adult Protective Services

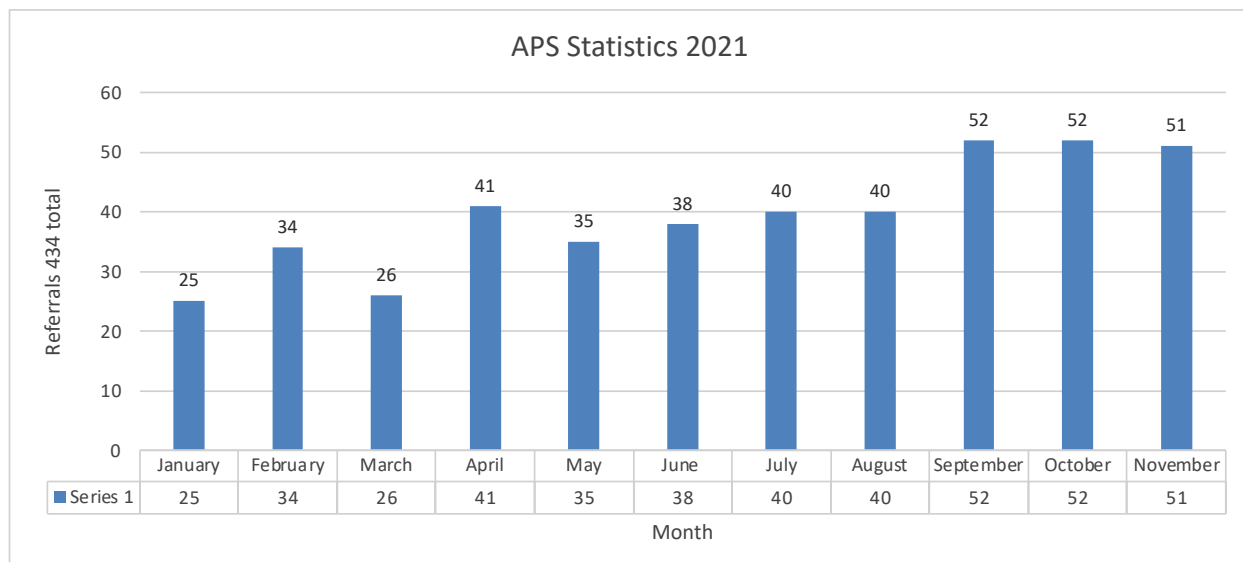
To Make a Report of Elder Abuse – You can call Margaret Carson or Shirley Goodwin

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.



Muckleshoot Victim Services Program

PERSON IN CHARGE: Christine Mandry, LMHC

LOCATION: 39015 172nd Ave SE, Bldg D, Auburn, WA 98092

MAIN PHONE: 253-876-2910

MAIN EMAIL: christine.mandry@muckleshoot.nsn.us

PROGRAM DESCRIPTION: 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 how we may be able to assist you please reach out to Christine Mandry at 253-876-2910.



Muckleshoot Tribal Courtroom

SERVICES PROVIDED:

- Needs Assessment
- Safety Planning
- Crisis Counseling
- Court Accompaniment
- Legal Advocacy
- Case Management
- Protection Order assistance
- Emergency Shelter
- Housing Relocation
- Basic Supplies when leaving unsafe situations
- Education & Prevention
- Please call about other services

We also provide educational activities and events to the community.

For after-hours emergencies call Strong Hearts Native Helpline 844-762-8483 this number is available 24/7/365

HIGHLIGHTS OF 2021:

- Healthy Relationships workshop for 11-16 year olds
- Law enforcement training on services can assist client with
- Articles in the Muckleshoot Monthly on relevant topics regarding crime victims.
- Human Trafficking Training for Staff
- Ethics Training for Staff
- Partnered with new resources for our clients for emergency shelter.
- Served 134 individuals in the first 6 months of 2021.
- 493 Emergency Shelter nights provided to victims of domestic violence.

OUTLOOK FOR 2022:

- Changing the name of our program to be more culturally appropriate.
- Partnering with the Behavioral Health Program to start a new Healthy Relationships Group.
- Utilizing a new Sexual Assault Grant for which we will be partnering with the Health and Wellness Center and Behavioral Health Program to best assist the community.
- Staff will be participating in a culturally appropriate training to bring more culturally relevant services to the community.
- Storytellers will give workshops on Healthy Relationships within family and community.

Muckleshoot Victim Services Program



***If you or someone
close to you needs***

Help call

Christine Mandry

(253)876-2910

Cell. (253)569-7837

Tara Howe

(253)876 2980

Cell. (253)409-4806

39015 172nd Ave SE

Auburn, WA 98092

Muckleshoot

Tribal Court Annex

Crisis Connections 1-866-427-474

National Domestic Violence 24 hour Hotline 1-800-799-7233



Pierce County

YWCA:

(253)383-2593

(24 Hour)

Family Renewal Shelter

(253)475-9010 (24 Hour)

Puyallup Tribe DV Advocacy Program

(253)680-5499 (24 Hour)

Helping Hands (Puyallup)

(253)848-6096

Pierce County Coordinated Entry

211 (24 hour)

King County

YWCA: (206)461-4882 (24 Hour)

New Beginnings:

(206)522-9472 (24 Hour)

Life Wire:(425)746-1940 (24 Hour)

DAWN

(425)656-7867 (24 Hour)

Thurston County

Safe Place:(360)754-6300 (24 Hour)



Trust Services

NAME & TITLE OF PERSON IN CHARGE: Holly Sprague, Trust Services Director
LOCATION: Philip Starr
MAIN PHONE: 253-876-3160
MAIN EMAIL: holly.sprague@muckleshoot.nsn.us

PROGRAM DESCRIPTION: Trust Services provides local assistance to the Muckleshoot Indian Tribe, Tribal members, and trust landowners on issues that arise with the Bureau of Indian Affairs (BIA) or the Bureau of Trust Funds Administration (BTFA).

SERVICES PROVIDED:

- **Leasing** – Trust Services assists potential lessees with the process of obtaining a lease on trust land, including ordering surveys, obtaining environmental and historic preservation waivers, ordering appraisals, drawing up and compiling landowner consent forms, preparation and execution of leases, and obtaining approval of the transaction from the BIA
- **Right-of-Ways and Service Line Agreements** –Trust Services will assist in the obtainment of a right-of-way or a service line agreement to extend roadways and utilities to trust property
- **Gift Conveyance** – Trust Services helps landowners in conveying gifts of their interest in trust property
- **Land Sales** – If an owner of trust land decides to sell their interest, Trust Services will assist that person with the process for the sale
- **Estate Planning & Probate** – Trust Services will help family members with filing for or locating the BIA Indian Probate of a loved one’s estate

HIGHLIGHTS OF 2021:

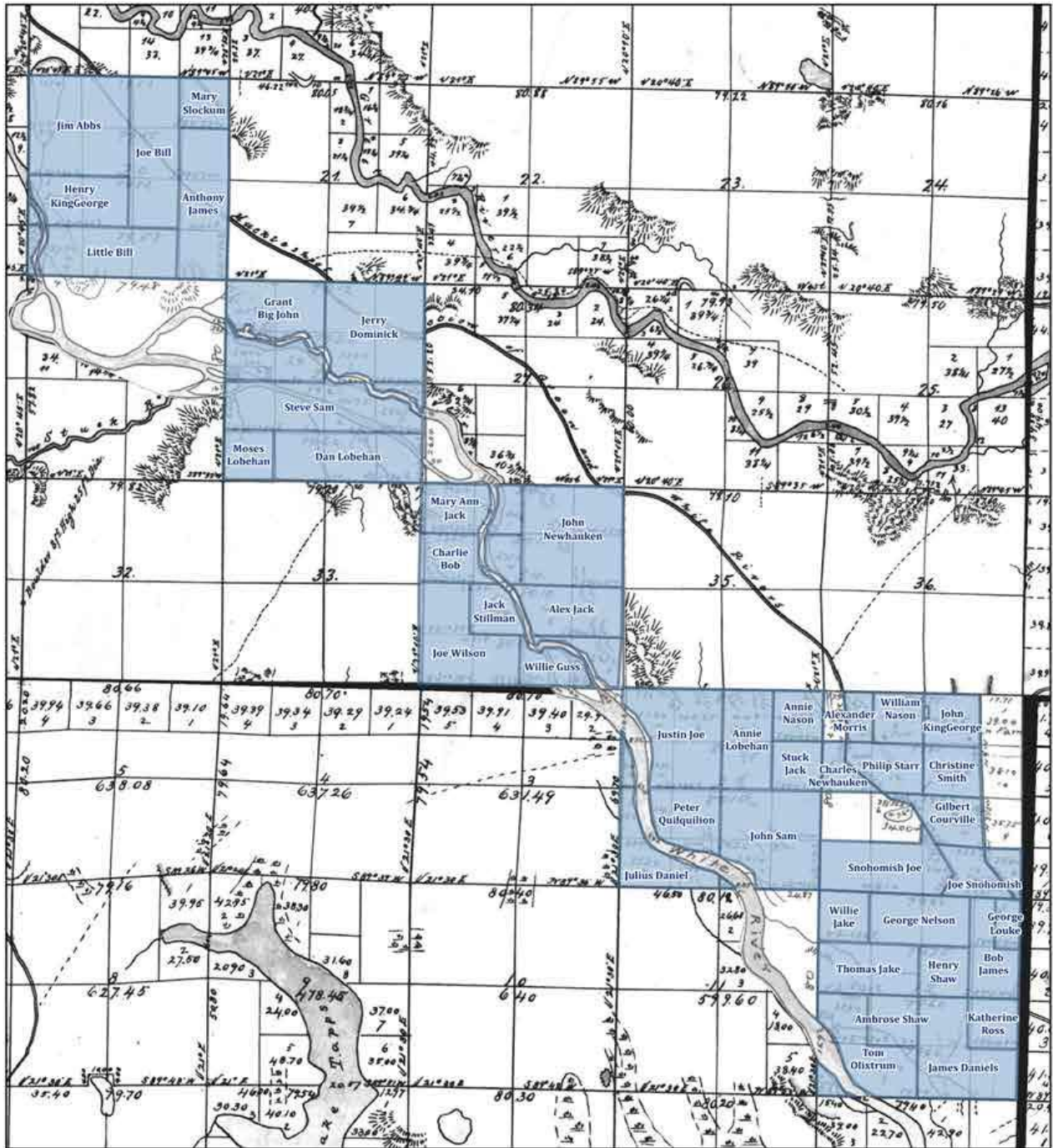
Trust Services worked with the John KingGeorge landowners to assist with the development of their Indian trust land through easements and residential leasing. A total of twenty-nine residential leases were obtained along with numerous easements to support access and utility infrastructure. We love nothing more than the moment when a lessee receives the key to their brand new home.

OUTLOOK FOR 2022:

Trust Services looks forward to working with the Mary English Starr and Jerry Dominick landowners to finalize their community design and begin working on residential leasing and utility easements.

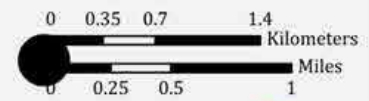
Current Land Statistics

Muckleshoot Tribe Owned Land	
Fee Property	
On Reservation	445 Acres
Off Reservation	927 Acres
Forest Land - Off Reservation	105,806 Acres
Trust Property	
On Reservation	1,017 Acres
Off Reservation	170 Acres
Tribal Member Trust Owned Property	
On Reservation	1,073 Acres
Off Reservation	14 Acres



Original Allotments of the Muckleshoot Indian Reservation

Boundaries derived from BIA deed documents on file at LTR0



MIT Trust Services
11/22/2021





Vital Statistics

PERSON IN CHARGE: Kerri Marquez
LOCATION: Philip Starr Building, Facilities Wing
INFO PHONE NUMBER: 253-876-3151
INFO EMAIL: Kerri.Marquez@muckleshoot.nsn.us



PROGRAM DESCRIPTION: To assist Muckleshoot Tribal Members/Community Members during their time of loss by providing financial assistance to help pay for funeral costs, as defined by policies. Travel Assistance provided to Muckleshoot Tribal Members to attend services for immediate family members, per definition.

SERVICES PROVIDED: Process and coordinate all necessary assistance to eligible Muckleshoot Tribal/Community Members for funeral arrangements or funeral travel.

HIGHLIGHTS FOR 2021

I am very humbled and pleased to have funding provided for the following:

- Remodel to expand the New White Lake Cemetery, storage building for Gravediggers usage.
- White Lake Cemetery bathrooms remodeled to make handicap accessible.
- Casket Building made handicap accessible.
- New CAT for our Gravediggers usage only.

OUTLOOK FOR 2022

- 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 with cost of living increases.





Wildlife

LOCATION: Philip Starr Building

NAME OF PERSON(S) IN CHARGE: Melissa Calvert, General Services Director

INFO PHONE NUMBER: 253-876-3266

INFO EMAIL: Melissa.Calvert@Muckleshoot.nsn.us

SUPPORT STAFF: Darina Louie; Darina.Louie@Muckleshoot.nsn.us; 253-876-3267

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 to those eligible;
- Issue Tomanamus Passes;
- Provide for DNR and other access;
- Provide Ceremonial meat to eligible events;
- Conduct Hunter education courses;
- Provide maps;

Enforcement

Staff: Dave Melton, Wildlife Officer 3; Bo Burney, Wildlife Officer 2; Eric Anderson, Wildlife Officer 1; Mike Lindgren, Wildlife Monitor, DeShawn Ross, Wildlife Monitor.

To start off, the Wildlife Enforcement staff would like you to know that we are honored to be the trusted resource managers for the Muckleshoot Indian Tribe. This year we faced unprecedented challenges due to the COVID-19 pandemic, as did all of the Tribal members. We are pleased to announce though that none of those challenges effected the Wildlife Enforcement Departments mission to provide 24/7 assistance to all of our Tribal hunters and families.

We are extremely proud of the work we accomplished; from conducting special draw hunts in both the Cedar and Green River Watersheds, to traveling East for the sheep hunters, while simultaneously answering all the calls for service from hunters all over the State, to lastly assisting all of our partnering agencies and companies we work alongside. We are extremely proud of the work we have accomplished this year considering the unusual circumstances we faced. Again, we are honored to work for and with all the Muckleshoot Hunters and families of the Muckleshoot Indian Tribe.

Biologists

Staff: David Vales, Wildlife Bio 3, Mike Middleton, Wildlife Bio 2, Mike McDaniel, Wildlife Bio 2, Sam Hoffer, Wildlife Tech.

Captured and collared 48 new animals this year. 27 new elk, 6 cougar, and 12 bear. Many elk, deer, and bear were recollared. Investigated numerous mortalities. Investigated numerous cougar kill sites.

Conducted aerial elk surveys in Mount Rainier, White River, and Green River watersheds. Conducted deer surveys in study areas. Conducted mountain goat surveys south of I-90 and north of Mount Rainier.

Analyzed Muckleshoot harvest and biological 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 66 collared bear clusters for tree damage.

Caught the first known Camera "Trap" photo of a fisher on the Tomanamus



In November 2020 we put out a camera over bait to monitor for fishers and wolverines up Corral Pass. The camera captured pictures of a Cascade fox but no fisher or wolverine.



Habitat improvements:

- Conducted 17 acres of noxious weed vegetation management on the MIT Reservation
- Worked with the USFS to Improve 30 acres of elk forage near Greenwater
- Mowed 18 acres of openings and forage fields on the MIT McDonald property
- Worked with the City of Seattle and other stakeholders on a new Forest Management Plan for the Cedar River Watershed
- Helped the Forest Service design new elk habitat projects near Greenwater

INTERTRIBAL/INTERGOVERNMENTAL

- Met with Tacoma Water and WDFW to set Green River harvest seasons and provide biological update to cooperators.
- Participated in Seattle HCP Forest Management Subcommittee planning for habitat improvements in the Cedar River
- Participated in Point Elliott Tribes/WDFW Technical Committee meeting
- Participated in Intertribal Wildlife Committee meeting
- Participated in habitat connectivity mapping meeting, with emphasis on cougar travel corridors and core areas.

OUTLOOK FOR 2022:

- 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.
- Deploy cameras to monitor for wolves, fisher, wolverine, and Cascade fox.
- Maintain large, statistically-valid sample size of radio-marked elk, deer, cougar, and bear.
- As needed conduct predator removal to allow ungulate herds to reach and maintain population and hunter harvest objectives.



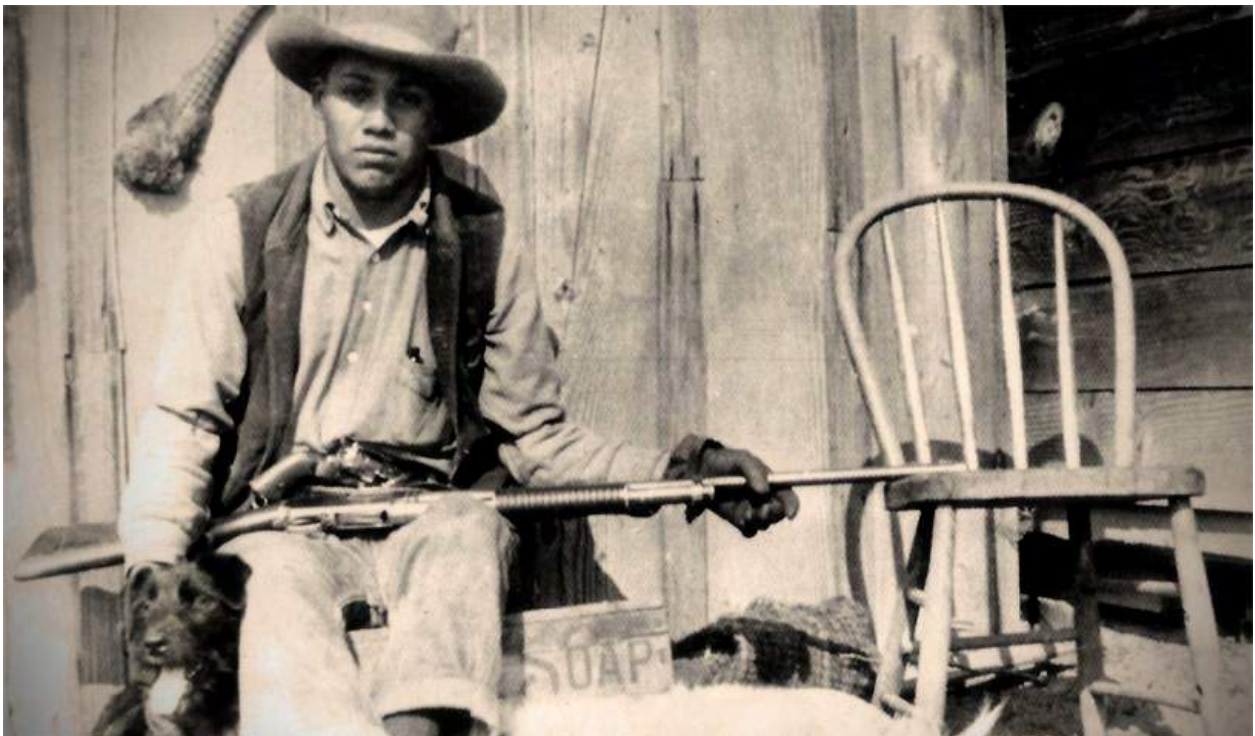
Wildlife and Preservation Program Specialist Darina Louie helping collar a large male cougar that was trapped in the Cedar River Watershed.



Wildlife Program Field Monitor DeShawn Ross weighs a 240lb male bear that was captured as part of the White-River Bear study.



Wildlife Program staff Sam Hoffer (left) and Mike McDaniel (right) work up a mule deer doe that was captured via net-gun and helicopter as part of the Eastside Deer study.





Youth Development Program

NAME OF PERSONS IN CHARGE: Katey Sias, Youth Development Program Manager, Ginger Starr, YDP Admin IV, Katey Sias, Acting Director of Community Support Services

LOCATION: Two service sites:

Youth Facility, 38625 172nd Ave SE, Auburn WA 98092

Teen Center, 17608 SE 400th ST, Auburn WA 98092

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

MAIN 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.

2021

Due to the vulnerability of the YDP's service population operations have been restricted in 2021. The Youth Development Program has adjusted temporarily to partner with the MCDC in their cohort model of service. The YDP hosted school age children registered at MCDC during the school year. The YDP staff assisted participants with online school and afterschool care at the Youth Facility. School year participants at the YDP/MCDC attend Auburn School District, Enumclaw School District, and other neighboring districts. The YDP was fortunate enough to open Summer Camp 2021 to students going into the 2nd grade through 12th.



SERVICES PROVIDED in (2021):

- **MCDC partnership/support**
 - o Assist participants with online school with one on one tutoring and support.
 - o Open at 7:00 am and closing at 6:00 pm Monday through Friday.
 - o Serve Breakfast, morning snack, lunch, and afternoon snack daily.
 - o Fun onsite activity planning for school breaks (Mid-Winter Break, Spring Break, and Winter Break).
 - o Before and after school care.

- **Quarantine Survival Kits (Weekly Activity Kits)**
 - o The YDP staff created weekly activity bags for Youth Facility and Teen Center participants.
 - o The YDP staff delivered the kits weekly.
 - o The YDP hosted online meetings with participants to stay connected during school closures.
 - o Activity kits contained various activities and supplies with an emphasis on STEAM and Cultural Activities as well as inside/outside and getting active.

- **Summer Camp**
 - o Summer Camp is offered to participants going into the 2nd grade through 12th.
 - o Summer Camp ran for 9 weeks from July 6th to September 1st.

- o Breakfast, lunch, and afternoon snack provided daily.
- o Teen Center offered minimal transport.
- o Various themed weeks/tracks included STEAM and Cultural focus as well as onsite/offsite fun.

HIGHLIGHTS OF 2021:

- **Safe operating standards implemented**

- o Safety check on entrance
- o Face mask requirements with face mask and face shields available.
- o Social distancing, regular cleaning/sanitizing of all surfaces & equipment.
- o Planned activities that promote social distancing.
- o Frequent hand washing and staff awareness.

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

- o MCDC school age participants who are enrolled in Auburn School District, Enumclaw School District, and neighboring school districts.
- o During the online school year YDP staff were supportive of participants and assisted/tutored when needed.
- o Spring Break and Winter Break fun onsite activities.

- **Summer Camp**

- o Summer Camp was a huge success! After a 16-month hiatus the YDP opened to MIT/ community members going into 2nd through 12th grade. Despite offering limited transportation (Teen Center only) numbers were up across the board.
- o The Youth Facility hosted many special guests including; The Seahawks Dancers, the Seattle Kraken, the Reptile Man, and Stephanie Masterson from 8th Gen.
- o The Youth Facility promoted active games/activities which also included visits to the Health and Wellness Center twice a week.
- o The Teen Center weekly themes focused on Leadership, Culture, and STEAM (Science, Technology, Engineering, Art, Math). Tracks included Stop Motion Animation, Robotics, and Video Game Design.
- o Teen Center facilitators included Native Filmmaker-Dallas Pinkham, the folks from Seattle BEAM Experiences, and professional Skateboarder-Sky Sieljeg.
- o Teen Center participants served as mentors to Youth Facility participants at Skate Jam 8.

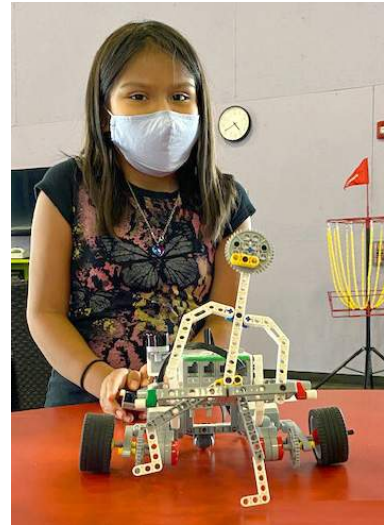
- **Quarantine Survival Kits**

- o In early 2021 most youth and families were still at home and attending online school. The YDP made weekly, Quarantine Survival Kits (activity bags) with various weekly themes. Activity kits included various STEAM activity challenges, cultural activities, various boredom busters, and all the necessary supplies.
- o Weekly online meets were hosted by YDP staff to keep in touch with participants and play fun online games.



OUTLOOK FOR 2022:

- **Reopening the Youth Facility and Teen Center to the community**
 - Operations that the YDP have been restricted due to the vulnerability of the YDP's service population. The YDP will reopen when the risk to our participants and staff are considered minimal.
- **Continued Safety Operations**
 - The YDP is always striving to provide a safe environment for our youth. The YDP will continue to research safe and fun activities. The YDP will strive to stay ahead of the curve in building safety and sanitization.
- **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 2022, 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.



Recreation Program

NAME OF PERSONS IN CHARGE: Deandra Williams, Rec Registrations & Youth Activities & Adult Sponsorships Admin Assistant, Katey Sias, Acting Director of Community Support Services

MAIN PHONE: 253-876-3370

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

PROGRAM DESCRIPTION: The Recreation program strives to provide Muckleshoot youth ages 5-17, who are enrolled in school, opportunities to help learn fundamental sports skills and strategies, and experience an array of recreational activities in a fun, safe, and drug, tobacco and alcohol free environment.

We consider Recreation to be an entry level program; we participate in local city leagues such as Auburn Parks and Recreation, and Enumclaw Parks which focus more on the fundamentals and encourages participation. The MIT Recreation program has been a long-time participant of the Inter-Tribal Youth Basketball League where we travel to the south end reservations to play games, meet new athletes, and build positive relationships.

**Note: some services may have been affected due to the pandemic*

Services Provided (Due to the pandemic, some of these services may have been affected):

- Basketball (Fall and Winter) for elementary grade levels 2nd-5th
- Baseball (Spring and Summer) focused on elementary grades 2nd-5th
- Soccer (Fall) focused on elementary grades
- Inter-Tribal Basketball Sessions
- Ticket Distribution
- Local Tribe Tournament participation
- Sports training/skills caps or clinics



HIGHLIGHTS OF 2021:

Youth Summer Baseball

- Auburn Parks & Recreation baseball league
- 2 Teams participated - Coed Grade 1st-2nd and Coed Grade 3rd & 4th
- 23 registered youth participated
- All games played at Sunset Park, Game Farm Park and Brannan Park
- Drive Thru End of the Season Banquet

Youth Fall Soccer

- Auburn Parks & Recreation soccer league
- 4 Teams participated - Girls 1st/2nd Grade, Boys 1st/2nd, Girls 3rd/4th Grade and Boys 3rd/4th Grade
- 40 registered youth participated
- 19 registered youth signed up with APR City teams
- All games played at Game Farm Park and Auburn YMCA
- Drive through end-of-season banquet

Youth Winter Basketball

- Enumclaw Parks & Recreation basketball league
- 4 Teams participated – Girls 2nd/3rd Grade, Boys 2nd/3rd Grade, Girls 4th/5th Grade and Boys 4th/5th Grade
- 45 registered youth participated
- 5 registered youth signed up with EPR City teams

MIT Events

- Wild Waves, 26 people got season passes
- Western WA State Fair offered discount code for admission/rides/concerts
- Georgetown Morgue Haunted House, 183 participants attended the event on Wednesday, October 20th
- Point Defiance Zoo Light Tickets, 1000 tickets were given out to MIT Tribal member households

OUTLOOK FOR 2022:

- Develop more partnerships with outside vendors and organizations to offer more youth recreational opportunities
- Offer clinics to introduce a variety of sports and/or recreational activity
- Serve more youth in the community to represent Muckleshoot teams
- Participate in programs that were previously offered/available



Youth Activities Fund

NAME OF PERSONS IN CHARGE: Deandra Williams, Youth Activities & Adult Sponsorships Administrative Assistant, Katey Sias, Acting Director of Community Support Services

LOCATION: Youth Facility

MAIN PHONE: 253-876-3370

MAIN EMAIL: Recapps@muckleshoot.nsn.us, Deandra.Williams@muckleshoot.nsn.us

PROGRAM DESCRIPTION: Youth Activities Fund Program is intended to support Muckleshoot youth athletics in the pursuit of activities that are positive and creative. Involvement in activities will teach the Muckleshoot youth the essential life skills of self-discipline, commitment, teamwork, responsibility, and patience which will lead to improved academics.



SERVICES PROVIDED:

- Financial assistance for eligible Muckleshoot youth with activities expenses up to \$1,500 per calendar year, with an additional \$3,000 for competitive/select sports leagues to assist with registration fees/dues
 - o Activities involving a sport, arts education program, or extra/co-curricular activity connected with the child's school enrollment
 - o Funds may be used for supplies and equipment necessary for youth participation such as sports equipment, uniforms, minor additional clothing necessary for the post (i.e., socks, sports bra, swim suit, protection gear)
 - o Funds may cover lessons/class – musical instrument costs for rental/purchasing, instructor/lessons fees, additional fees necessary to participate (i.e. lift fees, for ski lessons, club dues) shoes, costumes, and books and materials needed for lessons
- Limited assistance for youth athletic teams to participate in local youth sports tournaments

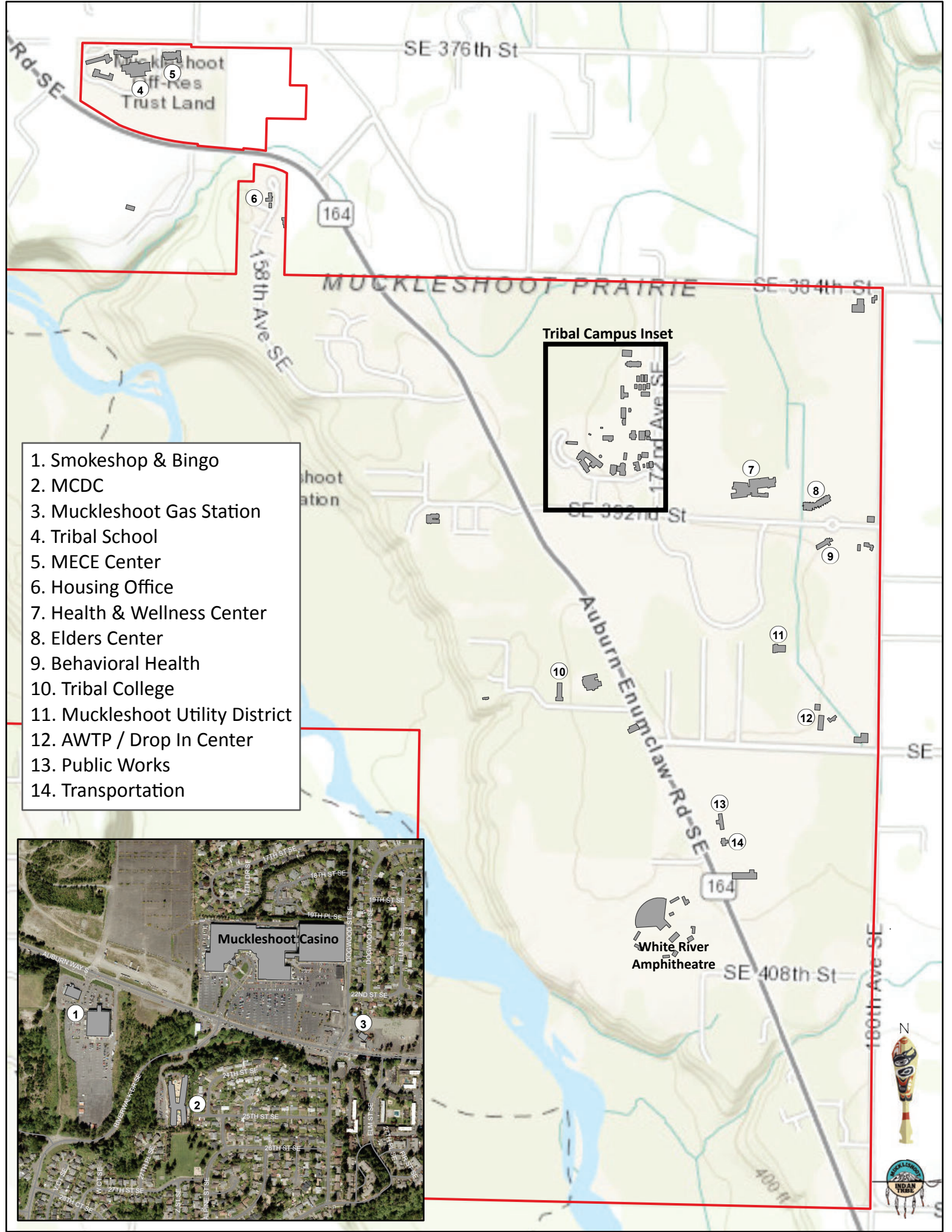
HIGHLIGHTS OF 2021:

- Post-Pandemic youth sports participation request has increased also adding new sports such as Tennis, Golf and Lacrosse.
- Youth Competitive Select sports participation continues to be utilized.
- Customer Service- application request are expedited same-day or next day. Provide the best possible customer service on a consistent basis.



OUTLOOK FOR 2022:

- Conversion of documents to a paperless online platform
- An improved expedited application process
- Include more sports and financial coverage of fees and equipment
- Provide more opportunities for travel



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



- 15. Philip Starr Building
- 16. Legal Building
- 17. Finance Building
- 18. Veteran's Program
- 19. Language Program
- 20. Human Resources
- 21. Culture Program
- 22. Resource Center
- 23. Sla-Hal Shed
- 24. General Services
- 25. Building Maintenance
- 26. Scholarship
- 27. Youth Services

