

2022 ANNUAL REPORT



MUCKLESHOOT
INDIAN TRIBE

MUCKLESHOOT INDIAN TRIBE



ANNUAL REPORT

JANUARY 16, 2023

COVER IMAGE: "WELCOMING THE CANOES" BY MUCKLESHOOT ARTIST KIMBERLY SALADIN



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Virginia Cross



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MUCKLESHOOT TRIBAL COUNCIL



MIT ANNUAL REPORT

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Adult Work Training Program

NAME OF PERSON IN CHARGE: Melvin Daniels

LOCATION: 17610 SE 400th Auburn, WA 98092

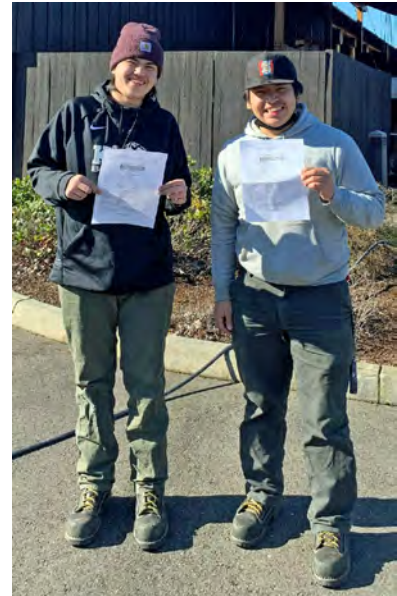
INFO PHONE: 253-876-2822

INFO EMAIL: Melvin.daniels@muckleshoot.nsn.us

What is AWTP and Job Readiness? It is very important that a solid work ethic and skill set be introduced setting a foundation to full-time employment. AWTP performs an assessment of skills, career exploration and goal evaluation to build on skills capacity and increase opportunities in attaining a position in the field of choice. Job Readiness Training Principle. The Adult Work Training Program (AWTP) is focused on building a group of qualified individuals who can fill entry-level jobs by introduction to a set of standardized training and an on the job placement program.

SERVICES PROVIDED:

- **Hands On or Position Introduction within Tribal Programs.** Through the placement program, training will be delivered by the department partnering with AWTP. A job-ready candidate for potential employers will be provided with introduction to established positions – and may present strong candidacy if recruitment for Full-Time Employment (FTE) opportunities become available.
- **Developing Relationships and Placement Standards.** One major goal is to develop a set of standards that will ensure participants involved with placement partnerships gain valued introductory skills. By itself, the job readiness training program cannot solely guarantee that participants will meet the standards set by a single employer. However, the skills acquired provide a strong foundation for applying to a wide variety of similar positions and occupations.
- **Community Outreach.** AWTP Field Supervisor and Crew provide various services throughout the year; wood delivery for elders, program assistance, special events, and beautification projects. Cultural connections are essential to our community and we aid in making the associated items used in the traditional giveaways associated with many tribal sponsored events.



Scotty Sam and Timmy Ross Jr. received their driver's licenses.



Learning to fillet and smoke salmon.

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

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



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: Stephanie James

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

INFO PHONE: 253-876-2994

INFO EMAIL: Stephanie.james@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
- MIT representation in the broader community
- Student, staff, school and district culturally relevant support & training
- Cultural wellness training and support



HIGHLIGHTS OF 2022:

- Program maintenance with continued Tribal member employment and servicing.
- Language integration into cultural offerings within the tribe and with school district partnerships locally.
- Harvesting, production and delivery of Muckleshoot Traditional Medicines to our most vulnerable populations.
- Cultural Training provided to various internal and external departments.
- Canoe Family invited to perform for multiple events and venues.
- Production of giveaway items by local tribal artists.
- Hosted Community Craft Nights and Song & Dance.

OUTLOOK FOR 2023:

- Hosting Paddle to Muckleshoot 2023.
- 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 for expanding food and medicinal services and education in the community.
- Incorporate new song composure for Song & Dance.
- Muckleshoot Artist collaboration for Paddle to Muckleshoot, Algona Transfer Station, City of Auburn, The Muckleshoot Community Center, Mariner's, Seahawks, Seattle Ferry Terminal, Des Moines, and many more.
- Collaboration with various departments to incorporate cultural education and activities.
- Provide community assistance for ceremonies.





Department of Education

PROGRAM CONTACT: Joseph Martin, Tribal Education Officer
LOCATION: 37502 152nd Avenue SE, Auburn, WA 98092
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INFO EMAIL: tonya.montgomery@muckleshoot.nsn.us, jennifer.snyder@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 – Shianna Moses
- Muckleshoot Department of Education Director of Curriculum and Instruction – Lisa Wilson
- State Tribal Education Compact Compliance - Kay Turner
- Student Support Services Director - Dolly Fernandes
- 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

In 2022, the Muckleshoot Department of Education continued to rise to the extreme challenges of moving forward in a successful manner with all of our educational programs post-COVID-19. One of our major accomplishments of the year was the extremely successful hosting of the White House Summit on Indigenous Education on October 26, 27 and 28, 2022 at our Muckleshoot Indian Tribe Casino Events Center. Our Muckleshoot Indian Tribe Department of Education worked extremely hard for five months to plan and prepare for the hosting of this national-level event for 250 educational leaders from across the United States.

HIGHLIGHTS OF 2022

January 2022:

- January 10th through 21st: our MIT Department of Education successfully pivoted to all online education to support the MIT Stage 5 COVID-19 Closure.
- MIT Department of Education coordinated and supported the Muckleshoot Tribal School Crystal Mountain 5th and 8th grade Outdoor Education Program.

February 2022:

- The Muckleshoot Department of Education successfully developed and implemented a 'COVID-19 Test to Stay Program' for our K-12 Muckleshoot Tribal School.
- Our Muckleshoot Department of Education prepared facts and data and met with Tony Dearman, the Director of the Bureau of Indian Education, to successfully request and receive a waiver for standardized testing for our K-12 Muckleshoot Tribal School.

March 2022:

- Our MIT Department of Education Coordinated with MIT Incentives for the 2022 Graduation Meals Program for all milestone grade/age levels.

April 2022:

- 4/6/2022: Hosted the Tribal Consultation with Evergreen State College.
- Our Muckleshoot Department of Education hosted President Allan Belton from Pacific Lutheran University and several members of his PLU Leadership Team to discuss potential partnerships between Pacific Lutheran University and the Muckleshoot Department of Education.
- Our Muckleshoot Tribal School hosted our annual Earth Day on April 21, 2022.

May 2022:

- 5/1/2022: Head Start Grant completed.
- 5/6/2022: The Muckleshoot Indian Tribe hosted the 6th Annual Tribal Consultation with the 12 Public School Districts that are located within Muckleshoot National boundaries.
- 5/6/2022: MIT Early Childhood Teacher Appreciation Day was held at the MIT Casino Events Center.
- 5/19/2022: Class of 2022 High School Senior Presentation to the Muckleshoot Tribal Council was held at the MIT Casino Events Center.
- 5/21/2022: Seattle Seahawks Girls and Boys Youth Football Camp at was held at our Muckleshoot Tribal School campus.
- 5/23/2022: Our Muckleshoot Support Services Program held a parent focus group meeting at our Muckleshoot Tribal School.

June 2022:

- 6/1/2022: Fall 2022 Return to School Plans were distributed to all MIT Department of Education families.
- Head Start, Kindergarten, 5th Grade, 8th Grade, 12th Grade and MIT Adult and Higher Education Graduation Ceremonies were hosted throughout June of 2022 at the MIT Casino Events Center.
- 6/22/2022: Our MIT State Tribal Education Compact Agreement received approval by the Muckleshoot Tribal Council and Washington State Office of the Superintendent of Public Instruction for a five-year renewal.

July 2022:

- 7/1/2022: Dolly Fernandes, MIT Department of Education Director of Student Support Services, begins work.

August 2022:

- 8/1/2022 Puget Sound Educational Service District Assessment of Early Childhood and Special Education Programs presented.
- 8/23/2022: The Muckleshoot Department of Education hosted the annual New Teacher Orientation for 187 staff members of the Auburn and Enumclaw School Districts at the MIT Casino Events Center.
- 8/25/2022: Our K-12 Muckleshoot Tribal School hosted a Return to School Parent Meeting that focused on campus safety and security protocols in the MTS Cafeteria.

September 2022:

- Fall 2022 Reopening of all MIT Department of Education Programs: Head Start, K-12 Muckleshoot Tribal School, Learning Together Launch, Honorable Teachings, College and Career Education

Opportunities Program, MIT Higher Education Programs, and on-going, important MIT Scholarship Program work.

- 9/6/2022: Shianna Moses, MIT Department of Education Budget and Purchasing Officer, begins work.
- 9/12/2022: K-12 Muckleshoot Tribal School Construction presentation to the Muckleshoot Tribal Council.
- 9/20/2022: FOX Q-13 Television interviewed Muckleshoot Tribal School Football players and our Muckleshoot Tribal Council members as the first step in making a mini-documentary to be aired in October 2022.
- 9/27/2022: Coordinated and hosted the Seattle Seahawks to run a practice with our Muckleshoot Tribal School Football Team.
- 9/29/2022: Meeting with Northwest Indian College President Justin Guillory regarding the renewal of the Memorandum of Understanding between NWIC and the Muckleshoot Indian Tribe.
- 9/30/2022: Finalized Agreement with the Puget Sound Educational Services District to conduct extensive campus safety and security assessments of all MIT Department of Education campuses.

October 2022:

- 10/3/2022: MIT Department of Education completed the mass mailing to Muckleshoot Tribal Members ages 5-21 years old and their families to fulfill MIT Truancy Ordinance requirements.
- 10/7/2022: Our MIT Scholarship Program continued to support our Muckleshoot Tribal Members in the process of paying back student loans.
- 10/9/2022: FOX Q-13 Television aired the mini-documentary about Muckleshoot Tribal School Football players that was filmed at the MTS versus Lummi Nation football game.
- 10/12/2022: The Muckleshoot Department of Education hosted Dr. Ruth Friedman, Director of the Federal Office of the Administration for Children and Families (Federal Office of Head Start Program).
- 10/26/2022: Muckleshoot Tribal College hosted money management classes for all Muckleshoot Tribal Members.
- The MIT Department of Education was assigned to be the focal point of coordination of the White House Summit on Indigenous Education that was held on October 26, 27 and 28, 2022 at the MIT Casino Events Center.
- 10/31/2022: Muckleshoot Tribal School high school students participated in the National Congress of American Indians Annual National Convention.

November 2022:

- November 16th and 17, 2022: Our MIT Department of Education supported the coordination of the Haskell Indian Nations University Women's Basketball Team visit to Muckleshoot.
- Puget Sound Educational Service District Safety and Security Assessment of the MIT Head Start, MIT Child Care Development Fund, Muckleshoot Child Development Center, K-12 Muckleshoot Tribal School and MIT Adult and Higher Education campuses were completed.

2022 Graduation Events: High School Senior Presentations to the Tribal Council

On May 19, 2022, the Tribal Education Office worked in collaboration with the Tribal Council Staff for the presentation of our Class of 2022 High School Graduates at the beautiful, 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 Members and other Native students

from Muckleshoot Tribal School, Auburn School District and Enumclaw School District, but also included Muckleshoot Tribal Member Class of 2022 graduates from anywhere in the world. Muckleshoot and other Native Class of 2022 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 44 high school graduates from our Class of 2022 make their presentations to the Tribal Council and a total of 198 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 2022 high school graduates and hear about their future plans.

2022 Muckleshoot Department of Education Graduation Events

In June 2022, we continued the new tradition of celebrating all of the Muckleshoot Department of Education graduation events from Head Start through Adult and Higher Education in the beautiful MIT Casino Events Center. Our Muckleshoot 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.

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 2021/2022 school year, the Muckleshoot Tribal School Attendance Mentors, 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 interests and being eligible to participate and compete in 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 MIT 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 support to remove barriers to school and support our students to be successful in their educational journey.

Graduation Summary for 2022

Our 2022 Muckleshoot Tribal Graduation Season resulted in another successful graduation season with a total number of 376 graduates.



Head Start	57
Muckleshoot Tribal School Kindergarten Students	37
Muckleshoot Tribal School Fifth Grade	52
Muckleshoot Tribal School Eighth Grade	53
Muckleshoot Tribal School High School	33
Muckleshoot students graduating from other local high schools.....	19
Higher Education	
College degrees and Post-Secondary Certificates.....	106
GEDs/High School 21 Plus Diplomas	19



Muckleshoot Birth-21 Student Support Services Program

PROGRAM CONTACT: Dorothy Fernandes, Director of Student Support Services

LOCATION: 37502 152nd SE, Auburn, WA 98092

INFO PHONE: 253-285-4043

INFO EMAIL: dorothy.fernandes@muckleshoot.nsn.us

PROGRAM DESCRIPTION: The Muckleshoot Student Support Services Program serves students from birth through twenty-one years of age. Students birth through five years of age are served through the Muckleshoot Early Learning Academy (MELA) and the Muckleshoot Child Development Center (MCDC) programs. Specially designed instruction and related services are delivered by special education teachers, school psychologists, speech and 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 for each student. All K-12 school age students served in special education programs who attend Muckleshoot Tribal School (MTS) or K-12 school age Muckleshoot Tribal Members attending surrounding public and private education programs are supported to participate in the general education classrooms to the fullest extent possible.

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

HIGHLIGHTS OF 2022:

- Successful completion of Bureau of Indian Education file review.
- Puget Sound Educational Service District conducted a program evaluation of the Tribal School Education Program and the Muckleshoot Early Childhood Support Services Program and provided feedback.
- Instructional coaching is available to special education teachers.

OUTLOOK FOR 2023:

- Create systems for implementing services in the least restrictive environment through the increased adoption of inclusive practices.
- Improve transition from early childhood to Muckleshoot Tribal School kindergarten; and improve transition from elementary to middle school at the Tribal School.
- Develop and implement processes to support post-secondary transition and improve post-secondary outcomes.
- Early childhood parent informational sessions focused on supports for students with disabilities.



Department of Education Curriculum and Instruction

PROGRAM CONTACTS: Lisa Wilson, Director of Curriculum and Instruction

CURRICULUM DEVELOPERS: Rita Gray and Alison Hirata

LOCATION: 37502 152nd Avenue SE, Auburn WA 98902

INFO PHONE: 253-457-2698 (Lisa Wilson), 253-281-9635 (Rita Gray), 253-281-2059 (Alison Hirata)

INFO EMAIL: lisa.Wilson@muckleshoot.nsn.us,

rita.gray@muckleshoot.nsn.us, alison.hirata@muckleshoot.nsn.us

PROGRAM DESCRIPTION: The Curriculum and Instruction program is dedicated to ensuring that culture and language is centered throughout our 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 *si?i?ab g'w'ad'adad* (Honorable Teachings).

HIGHLIGHTS OF THE YEAR:

- Through intentional and continued collaboration with a sizable co-development group 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 completed the K-12 Plant Teachings for Supporting Social and Emotional Skills during the 2021-2022 school year. In the project's third year, we continue to refine and strengthen the curriculum by:
 - Expanding the curriculum to include Muckleshoot Early Childhood Education.
 - Curriculum developer and ECE curriculum coordinators monthly meetings to support Plant Teachings implementation and brainstorm field trip and hands-on activity ideas.
 - Working with a graphic designer to develop branding and educational images for all educational resources to support learning and ensure accurate representation. This included posters and educational resources to support learning and the social and emotional wellbeing of students in their classroom environment.
 - Distributed 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.
 - Co-developed an Indigenized and culturally responsive observation rubric.
 - Providing weekly elementary and secondary classroom observations to observe teacher practices and curriculum implementation in order to provide tailored support and feedback to teachers using an Indigenized and culturally-responsive rubric.

Training:

- Provided week-long training in August followed by monthly full day trainings to K-12 teachers.
 - Guest speakers and facilitators include; Tribal members, community members, Curriculum and Instruction Team, and Muckleshoot Indian Tribe staff, and outside collaborators.
 - A consistent and guided time by Dr. Jenni Conrad, to support teachers to reflect, decolonize, and Indigenize their teaching practice.
 - Language cards implemented that were co-developed with the Muckleshoot Culture Department and Muckleshoot Language Department.
 - Land-based activities around the plant and cultural topics.
 - Reflecting and discussing ways to Indigenize and decolonize classrooms.
- Developed a planning binder to support teacher and staff planning, collaboration, and implementation.
 - Offered collaborative team planning time into all K-12 trainings
 - Offered time to reflect on previous goals and set new goals.
 - Offered Muckleshoot Language cards to increase language implementation.
- Presented at the Effective Teaching Institute on Indigenizing and decolonizing education.
- Expand curriculum development and support services to birth to three and adult and higher education.
- Continue to research, plan, and co-develop a Water unit that is Muckleshoot culturally centered.
- Continue to strengthen the haytx^w ʔəsǫ́^ʔ wuʔ (Learning Together) project.

Crystal Mountain Project:

The Curriculum and Instruction program partnered with the Muckleshoot Behavioral Health Department to provide Land-based educational programming to Muckleshoot Tribal School secondary students.

- Program included a pre-teach that extended and reinforced the Plant Teachings for Growing Social and Emotional content and teachings as well as land-based science lessons for 5th grade and 8th grade classes.

haytx^w ʔəsǫ́^ʔ wuʔ (Learning Together) Project

- Contracted a Muckleshoot Tribal Member to lead the planning and facilitating of this project.
- Modified the Muckleshoot Tribal School (MTS) Project Based Learning (PBL) days from 2021-2022 to include more facilitated stations that offer culturally-relevant learning opportunities for students and families for the 2022-2023 school year.
- Renamed Muckleshoot Tribal School (MTS) Project Based Learning (PBL) to haytx^w ʔəsǫ́^ʔ wuʔ (Learning Together) through a collaboration with the Muckleshoot Language Department.
- Created a year-long curriculum to support student learning and implement opportunities for students to demonstrate learning through a final project at the end of the school year.

OUTLOOK FOR 2023:

- Continue co-developing curriculum and offering intentional and holistic staff support to support and strengthen efforts to Indigenize our educational system from birth through adult and higher education.



Early Childhood Education Programs

PROGRAM CONTACT: Charlene Burgess

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

INFO PHONE: 253-876-2159

INFO 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, Child Care Development Fund (CCDF), Infant and Toddler program or our Muckleshoot Child Development Center (MCDC), Muckleshoot families can expect their children to have qualified staff who are monitoring, assessing, each child's development, and 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.

Early Childhood Education Division Highlights of 2022:

This year there were a number of Early Childhood Instructional and Support staff who completed their upper level education. Whether it was a bachelor's degree or the Early Childhood Education Short Certificate we've had 9 people complete their educational requirements in 2022.

We've hosted a wide variety of family engagement activities including:

- trips to the splash pad,
- the annual baby shower and other recruitment events,
- field trips to the movies and zoo,

- Ready Rosie parenting sessions, including an in person Ready for Kindergarten session in May 2022, and
- our annual trip to the Thomason Farm Pumpkin Patch

It was a joy to bring back Trick or Treating in the Muckleshoot community. We all had a great time.

Our Early Childhood Education (ECE) programs have continued our great partnerships with the Muckleshoot Tribal School (MTS) and Muckleshoot Health and Wellness program. We extended our collaborations with our Muckleshoot Tribal College (MTC) and also partnering school districts. We continue to strengthen our cultural connections by creating traditional gardens in our locations, and implementing the Honorable Teachings curriculum. We are extremely fortunate to pilot a language initiative where our language teachers are in each classroom daily, using the Muckleshoot Coastal Salish language in all routines.

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

Services Provided: Highlights for the Year:

- Purchased materials and built a garden bed to plant a garden that will include our traditional foods and native plants with funds provided by the Washington State Department of Health.
- We had the students remain in their classrooms in cohorts.
- Kept group sizes at lower ratios.
- Provided learning packets to Head Start and Birth to Three students monthly. Packets aligned with the Honorable Teachings curriculum and the Creative Curriculum
- Aligned the Social-Emotional learning, Muckleshoot teachings, to the creative curriculum for implementation by the instructional staff.
- Partnered with the Mobile Vision Clinic to ensure all students, who attended the Muckleshoot Health Fair, received a vision exam. Each family received a report with follow up recommendations if appropriate.
- Worked closely with Muckleshoot Tribal School (MTS) to provide another year of seamless transitions for our transitioning kindergarteners.
- For children transitioning into kindergarten, the Head Start program offered joint parent/teacher conferences with Muckleshoot Tribal School (MTS) kindergarten teachers.
- Hosted 4 Muckleshoot Tribal School (MTS) Seniors, who completed their community volunteer work on the Muckleshoot Early Learning Academy (MELA) Head Start campus.
- Held the inaugural School Readiness Advisory Muckleshoot Indian Tribe (MIT) with representatives from Enumclaw School District, Auburn School District, and Muckleshoot Tribal School.
- Provided professional development for instructional and support staffs in the following areas:
 - o Hosted The Play Project Autism Intensive Workshop. This consisted of two days of training for staff, parents and community members. This project was supported through quality improvement dollars from the Office of Head Start.
 - o Hosted the PECS- Picture Exchange Communication system- Two days of training for staff, parents, and community members.
 - o Hosted the Creative Curriculum on line workshop for staff and instructional assistants.
 - o Conscious Discipline - Each program was able to send at least 2 representatives to an intensive week long training.
 - o QCIT- Three Early Childhood staff are now certified Quality of Care for Infants and Toddlers observers.

- o CLASS- Three Early Childhood staff are now certified Classroom Assessment and Scoring observers.
- o CIRCLE Training-overview of early language and literacy development in young children, including Ready for Kindergarten training for all ECE instructional staff
- Four ECE instructional assistants have completed the Early Childhood Short Certificate. They have taken 12 credits in Early Childhood Development.
- Five Early Childhood Teachers have completed their Bachelor’s degree in Early Childhood or a related field.
- Early Childhood Instructional Assistants have enrolled in the Fall Cohort for the ECE Short Cert Credential.
- Breakdown of ECE staff furthering their educations (a total of 18 staff):
 - o Muckleshoot Early Learning Academy (MELA) Head Start currently has 12 staff enrolled in college course work,
 - o Child Care Development Fund (CCDF) currently has 4 staff, and
 - o Muckleshoot Child Development Center (MCDC) has 2 staff
- Our ECE Family Engagement Coordinator completed the Social Services Competency Based certification.
- Child Care Development Fund (CCDF) Infant and Toddler program are now serving 24 infants, toddlers, and twos. We increased our size from a staff of two to a staff of 16.
- Child Care Development Fund (CCDF) moved the program towards Categorical Eligible. All native families are eligible to receive childcare through Child Care Development Fund (CCDF).
- Successfully hosted a visit from the Director of the Office of Childcare, Dr. Ruth Friedman and the Interim Director of the Office of Head Start, Katie Hamm. We provided a tour of our early childhood programs, both the Muckleshoot Early Learning Academy (MELA) Head Start and Child Care Development Fund (CCDF) Infant and toddler programs. We facilitated informative and communicative discussions over the extensive programming that Muckleshoot Early Childhood programs offer.

OUTLOOK FOR 2023

- Obtain training for the Muckleshoot Early Learning professionals that will include:
 - o Pyramid Training to support response to intervention strategies implemented in each of the Early Childhood classrooms.
 - o National Early Childhood Inclusion Conference.
 - o Conscious Discipline training for Infant and Toddler Care providers.
- Focus and develop 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:
 - o Review and share assessment data across all programs.
 - o Full implementation of the comprehensive Coaching and Mentoring cycle to support all classroom staff in using strategic approaches that will ensure developmental growth for all children.
- Align policies and procedures across programs, as applicable.
- Increase family engagement across programs to include focus on school attendance, school readiness and awareness of developmental milestones.
- Renew our focus on Academics, Behavior, and Culture.



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

PROGRAM CONTACT: Julia Anderson, Child Care Development Fund (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.

Updated Family Eligibility:

- Income must be collected to establish a copay, but no longer is utilized for eligibility. Any native child is eligible for childcare assistance in the established service area.
- Live within the Child Care Development Fund (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 Child Care Development Fund (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.
 - o *Respite care is available for;
 - Children involved with or placed outside of the home by State Child Protective Services- Indian Child Welfare or
 - Children involved with or placed outside of the home by the Muckleshoot Child & Family Services
 - And children needing specialized or high needs care with developmental delays or disabilities that adversely affect 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).

2022 HIGHLIGHTS:

- Child Care Development Fund (CCDF) Infant and Toddler program continues to serve 24 infants, toddlers, and two year olds.
- Childcare Development Fund (CCDF) moved the program towards Categorical Eligible. All native families are eligible to receive childcare through Child Care Development Fund Child Care Development Fund (CCDF) if they reside within the identified service area.
- Successfully hosted a visit from the Director of the Office of Childcare, Dr. Ruth Friedman and the Interim Director of the Office of Head Start, Katie Hamm. We provided a tour of our early childhood programs, both the Muckleshoot Early Learning Academy (MELA) Head Start and Child Care Development Fund (CCDF) Infant and toddler programs.

- Increased provider rates for licensed care and Tribally operated centers for all ages.
- Licensed care and Tribally certified home providers' reimbursement for child enrollment rather than attendance days.
- Continue to provide monthly COVID-19 health and safety kits to all at home providers.
- Provided Zono Cabinets or Electrostatic sprayers to childcare centers, Tribally operated centers, and home providers according to their preference.
- Increased enrollment to 256 children applying for child care assistance.
- Family copayments waived during the pandemic.

In 2022, Child Care Development Fund (CCDF) served at least 145 families and approximately 256 children; Muckleshoot and other Tribes. This is 90 more children than 2021.

Quality activities for the Child Care Development Fund (CCDF) Program included:

- First Aid/ CPR training for providers and families,
- Distribution of Health & Safety supplies to providers
- Distribution of Activities Kits to providers; spring, summer, and winter
- Distribution of Cold Kits to providers
- Online professional development for Child Care Development Fund (CCDF) Providers
- Bonuses to providers that complete online courses/ certificates
- Child Care Development Fund (CCDF) staff development CIRCLE Training, Infant and Toddler Foundations for learning, First Aid, CPR, Blood Borne Pathogens, Communication, 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 Holiday Magic at the Washington State Fair.

Goals and Objectives for 2023:

- 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.





Muckleshoot Early Learning Academy (MELA) Head Start Program

PROGRAM CONTACT: Patty Eningowuk

LOCATION: Muckleshoot Early Childhood Education Center

INFO PHONE: 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 98 children and their families in seven center-based classroom settings; five classrooms at (MELA) and two classrooms at the Muckleshoot Child Development Center (MCDC).
- Partner with the Muckleshoot 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.
- Provide daily nutritional meals to support healthy eating habits and include traditional foods such as elk, berries and salmon.

HIGHLIGHTS OF 2022:

- Successful collaboration with Muckleshoot Tribal School (MTS) staff to support the transition to kindergarten for 57 students. This collaboration includes the sharing and analysis data of iReady from Muckleshoot Tribal School (MTS) and Teaching Strategies Gold assessments from Muckleshoot Head Start.
- Hosted the first annual School Readiness Collaboration Advisory meeting with Muckleshoot Tribal School, Auburn School District and Enumclaw School District staff in attendance.
- Hosted two Kindergarten transition meetings with Head Start administrative and classroom staff and Muckleshoot Tribal School (MTS) administrative and classroom staff.
- 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 \$950,664.
- Implemented an attendance initiative in partnership with Muckleshoot Tribal School. Children with 90-100% attendance had the opportunity to win gift baskets.
- 2021-2022 graduation ceremony took place at the Muckleshoot Events Center. All children wore cedar head bands and graduation gowns. The children sang two Muckleshoot language songs; "Come in my Friends", "Come in my Relatives" and "I am Alive and Strong".

- Muckleshoot Early Learning Academy (MELA) and Muckleshoot Child Development Center (MCDC) hosted dental clinics in their centers.
- The Family Engagement coordinator completed the Social Services Competency Based certificate program.
- For children transitioning to kindergarten, the Head Start program offered joint parent/teacher conferences with Muckleshoot Tribal School (MTS) kindergarten teachers.
- Hosted The Play Project Autism Intensive Workshop; two days of training for staff, parents and community members. This project was supported through quality improvement dollars from the Office of Head Start.

OUTLOOK FOR 2023:

- Encourage additional family engagement in the annual School Readiness Advisory with intentional focus on Head Start School Readiness goals.
- 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 Mentoring cycle to support all classroom staff in using strategic approaches that will ensure developmental growth for all children.
- Pyramid Training for all classroom and Support Services staff.
- Increase child engagement activities to connect with the land, plants and trees.
- Identify two staff to participate in the Play Project Consultant Certification program. The program fully prepares early learning professionals to provide developmental, relationship based model with high fidelity to family of young children with autism and other developmental delays.





Muckleshoot Child Development Center

PROGRAM CONTACT: Lonna Swanson

LOCATION: 2326 Riverwalk Drive SE Auburn, WA 98092

INFO PHONE: (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 of age. Child Development for children birth to five years of age.

HIGHLIGHTS OF 2022:

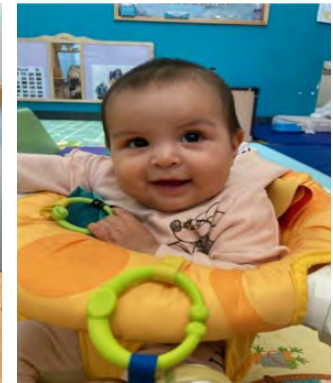
- Served 146 children
- 45 Staff – 16 Muckleshoot Tribal Members
- Muckleshoot Child Development Center (MCDC) Building opened back up to parents/guardians July 2022
- Field trips
- Preschool classrooms sang and danced at the Annual Elders Luncheon at the Muckleshoot Events Center
- QCIT- The Muckleshoot Early Learning Academy (MCDC) Coordinator is now a certified Quality of Care for Infants and Toddlers observer.
- CLASS- Early Childhood Education Coordinator is now certified a Classroom Assessment and Scoring observer.
- CIRCLE Training-overview of early language and literacy development in young children, including Ready for Kindergarten training for all ECE instructional staff
- All school age students have transitioned back to Muckleshoot Child Development Center (MCDC) Campus.
- 2 Staff completed 4 year degrees
- 1 Classroom Instructional Assistant completed Early Childhood Education Certificate Program at Green River Community College

- Quarterly all staff training
- Hired 3rd Cook for kitchen
- 2 staff participated in Conscious Discipline Training

OUTLOOK FOR 2023:

- Continued enrollment as enrollment space becomes available
- Continued collaboration with B-3, Childcare Development Fund (CCDF) program, Muckleshoot Early Learning Academy (MELA) and Special Services
- Quarterly all staff training
- Continued enrollment of Instructional Assistants in Green River ECE Certification program
- Explore Early Achievers for Muckleshoot Child Care Center (MCDC)







Muckleshoot Tribal School (MTS)

SCHOOL CONTACT: John Lombardi, Superintendent

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

INFO PHONE: (253) 931-6709

INFO EMAIL: mts@muckleshoottribalschool.org

Muckleshoot Tribal Schools Mission Statement: *We will ensure high levels of academic and cultural learning for every student.*

Muckleshoot Tribal Schools Vision Statement: *Our vision is to engage our students in a culturally-centered, relevant and rigorous academic experience in a safe, supportive, and positive environment. We will accomplish this through the combined efforts of the entire community to support students in achieving **P.E.A.C.E.***

Students are:

P*roud of who they are*

E*thical in thoughts, words, and actions*

A*chieving to their full potential*

C*ontributing to their culture and community*

E*mpowered to follow their ambitions and interests*

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. Muckleshoot Tribal School (MTS) provides grade level instruction for nearly 600 Native American students in grades K-12, focusing on Common Core Standards while infusing Muckleshoot Tribal culture, language, practices and history.

The MTS core curriculum focuses on language arts, mathematics, science and social studies in addition to a variety of elective and supplementary programs. All elementary students receive integrated bəqəlšučid instruction provided by both the Muckleshoot Culture and Language Department through Muckleshoot Indian Tribe and in-house certificated teaching staff. 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 performing arts to sports medicine.

SERVICES PROVIDED:

Curriculum and Course Offerings

MTS continually selects and refines all curricular options in order to provide access to grade level standards as well as culturally relevant and responsive materials. The criteria for selection of core instructional materials is based upon the degree to which they support student's differing learning needs and provide sufficient flexibility to integrate Muckleshoot and/or other Indigenous People's history, government, culture and traditional teachings when appropriate.

Muckleshoot Tribal Schools utilizes the following curriculums and programs with fidelity:

- Healing of the Canoe (Cultural Curriculum) (6-12)
- Since Time Immemorial (OSPI Mandated) (Social Studies K-12)
- siʔiʔab gʷədʔadad (Honorable Teachings) (Muckleshoot Culturally Centered Curriculum)
- Plant Teachings for Growing Social and Emotional Skills (SEWB/SEL Curriculum)
- Learnzillion (Math Curriculum)
- Class Dojo (Primary)
- Plato (Credit Recovery)
- Google for Education (Education Suite)
- iReady (Assessment, Intervention, and Acceleration)
- Remind (Communication – Secondary)
- Xello (High School and Beyond Programming)

MTS provides, as a resource, supports in the following programs and curriculums:

- Quaiver (Music Curriculum)
- Screencastify (Digital Learning Support)
- Singing Classroom (Music Curriculum)
- YUP (BISID)
- CASEL
- AVID
- HMH Avancemos! (Spanish Curriculum) (Highly Encouraged)
- HMH Dimensions (Science Curriculum) (Highly Encouraged)
- American Reading Company (ELA Curriculum) (Highly Encouraged)
- SIPPS (Phonics) (K-3) (Piloting 2022-2023)
- Collaborative Classroom (ELA 3rd Grade) (Piloting 2022-2023)
- StudySync (Secondary ELA) (Piloting 2022-2023)

Core Instructional Materials are the primary instructional resources for a given course. They are approved by the Tribal School Commission and provided to all students to help meet learning standards and provide instruction towards course requirements.

Alternative Core Materials are the primary instructional materials for a given course that are used with a subset of students. These materials are intended to replace approved core materials and may be used for specialized course offerings or flexible learning environments.

Intervention Materials are designed to support strategic or intensive intervention for students who are at risk of not meeting established learning standards. Intervention materials are used with students to

accelerate progress toward particular learning goals based on systematic assessment, decision-making, and progress monitoring.

Language and Culture

All elementary students are supported with language and culture instruction and integrations. Our Kindergarten through Fifth Grade students have MIT and in-house bəqəlšufucid teachers join in their regular programming once a week for nearly three hours. The instructors follow a modified immersion program and follow the students between classes, so that a variety of subject matter is covered. All teachers work to integrate bəqəlšufucid and many have attended or currently attend virtual classes offered by MIT to improve their own skill in the language. In addition to bəqəlšufucid, our secondary students have the option of taking Spanish as a World Language.

MTS students' cultural knowledge and skill-craft are supported through a full commitment to the Since Time Immemorial: Tribal Sovereignty in Washington State curriculum. The Muckleshoot Tribal Education Office's Department of Curriculum and Instruction provides further access to Tribal Sovereignty knowledge through the siʔiʔab gʷədʷadad curriculum. Teachers are trained and receive additional professional learning throughout the course of the year with the expectation that siʔiʔab gʷədʷadad is implemented and integrated in every classroom.

To further the connection to culture, the Plant Teachings for Growing Social and Emotional Skills is taught at least three times a week during either morning meeting (elementary) or Advisory (secondary). These teachings focus on the lessons from traditional plant relatives and are interwoven throughout the entire school climate and culture. At least once a month, all students and families have the opportunity to participate in haytxʷ ʔəsqʷuʔ. These days are dedicated to cultural experiences for both the student and the parent/guardian.

SERVICES PROVIDED:

Student Support Services

Dolly Fernandes, the Director of Student Support Services, oversees all student support services programming from birth to adults in a commitment to provide equitable access for students who require either specially designed instruction or accommodations. At the local level, Dr. Ashley Waggle oversees MTS-specific programming including 504 plans, Gifted & Talented programming, Individualized Education Plans, and compliance. A requisition for a dedicated Gifted & Talented teacher is in the process of being approved.

Comprehensive Counseling Services

The Muckleshoot Tribal School believes that every student should be provided with a safe, culturally-centered, inclusive, and supportive environment. Working with school counselors, college and career readiness team, attendance and truancy team, mental health professionals, Tribal members, the Tribal Education Office, and other stakeholders, MTS has developed a comprehensive counseling program which meets and often exceeds the American School Counselor Association recommendations.

The MTS Comprehensive Counseling Program will include four key components: Individual Student Planning, Responsive Services, Core Curriculum, and Indirect Services.



MTS Comprehensive Counseling Program Team 2022-2023	
Counselors	1 Elementary, 1 Middle, 1 High School, 1 College & Career Success Specialist
Social Worker	1 Social Worker
Nurses	2 School Nurses
Mental Health Professionals	1 Drug Abuse Prevention Specialist, 2 School Therapists, 1 School Psychologist and contracted staff
Collaborators	Principals, Attendance and Truancy Personnel, Student Support Services Manager
Ratio:	Counselor to Student Approx. 1:180 CCP Team to Student Approx. 1:50 (not including collaborators)

It should be noted that an additional Drug Abuse Prevention Specialist will be added during the 2022-2023 school year.

Health and Safety

MTS provides breakfast, lunch, snacks and occasionally evening meals for all students and staff team members. Each Thursday, students and staff are provided with meals that represent traditional foods of the Muckleshoot Indian Tribe. On an average day the kitchen serves between 1000 -1500 meals. In addition to providing healthy meals, MTS students receive standards-based instruction in accordance with the Washington State Health and Physical Education Standards, with an additional emphasis on food sovereignty.

Muckleshoot Tribal School’s Athletic Department is committed to using the education based athletics offered to support the schools mission as a whole to ensure those high levels of learning continue through our programs. At the high school level, we offer the following sports: Cross Country, Football, Girls Soccer, Volleyball, Boys and Girls Basketball, Boys and Girls Wrestling, Baseball, Softball, and Track and Field. At the middle school level, we offer: Cross Country, Coed Soccer, Volleyball, Boys and Girls Basketball, Boys and Girls Wrestling, and Track and Field.

Muckleshoot Tribal Schools employs a robust security team that is fully trained not only in best practices in the field of safety, but also in restorative practices that are culturally responsive. The campus is secured with cameras, monitored entries/exits, keycard-enabled exterior doors, as well as fencing around the entire perimeter of the premises. The security team collaborates with the Muckleshoot Indian Tribe and the King County Sheriff on a regular basis to maintain and uphold the highest security standards. All cameras were recently reconfigured and updated with a security specialist to adhere to the highest safety standards. Cigarette smoke and “vape” detectors are to be installed on the MTS campus in strategic areas in the near future.

The MTS Safety Team, spearheaded by Principal Wyand, meets regularly. The team meets to ensure all required and recommended drills are scheduled and performed with fidelity. These drills include fire drills, shelter in place drills, active shooter awareness, and more. The team provides professional development to all staff surrounding safety, and installed red safety backpacks in each classroom. The Safety Team, comprised of security, administration, and other staff team members, also meets in advance of large events, such as Community Day or Culture Night, to organize preventative measures as well as prepare for response.

Technology, Innovation, and Facilities

The Muckleshoot Tribal School is a state-of-the-art campus that all staff and students take pride in using. Recent updates include exterior painting of all buildings, including pressure washing and sealing the breezeways. A 40 gallon tilting brazier in the school kitchen to diversify cooking capabilities. A 100-gallon steam jacket kettle was added to the kitchen as well to increase productivity. A mobile fish hatchery has been installed on the campus for science programs to utilize.

All Chromebook carts have been increased to hold 26 laptops each in order to accommodate increased enrollment. Additional Chromebooks for the student body have been purchased for students to utilize during inclement weather or other closures.

Attendance Support

In accordance with 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. The Tribal School employs Parent Liaisons, Attendance Mentors, a Reengagement Coordinator, along with numerous support staff working with the community, Department of Education and the Tribal Court to improve student attendance and academic success.

The MTS Attendance Team meets regularly to collaborate and formulate attendance initiatives that mitigate future lost learning. Some initiatives include popcorn prizes, assemblies, and Kings Cash.

The MTS Attendance Team tracks all contact with families/students, and have already logged over 1500 contacts in the 2022-2023 school year. The nature of the contacts can be phone calls, home visits, or connections with outside agencies for support.

Assessment and Instruction

Muckleshoot Tribal School believes that every student should have the opportunity to learn and excel. Each trimester during the 2022-2023 School Year, teachers will be sharing out the major areas of focus for learning. These teachings are not the only work students will participate in this year. They will, however, serve as a focal point for the essential learnings that students must have the opportunity to master.

In addition to a focus on essential standards, the CCAP Team (Curriculum, Coaching, Assessment, and Professional Development) offers weekly opportunities for teachers and other staff members to hone their teaching craft at Teaching Institute. The Instructional Coaches provide non-evaluative partnerships to plan and co-teach utilizing essential standards to all teachers, regardless of experience and effectiveness. Professional Development time is focused on trauma-informed practices, student access to grade level standards, and training on essential curriculums.

The assessments administered at Muckleshoot Tribal School serve as guides for instruction and intervention. The iReady Assessments for both Reading and Math commence as a diagnostic for all

grades. This in-house progress monitoring tool is administered three times a year and provided data for teachers in order to group and monitor instruction effectively.

For the school year 2021-2022, MTS participated in the Bureau of Indian Education Assessment for Math and English for Grades 3-8, and 11 and Science for Grades 5, 8, and 11. 71% of students completed the assessments. The school has requested a waiver for the 2022-2023 school year in order to return to the Smarter Balanced assessment provided by the state.

Other assessments that were offered for the 2021-2022 school year were WA Kids for all incoming kindergarten students, Dyslexia Screener for students in grades K-1, MAPS Science for secondary science students, and the ACT. The NNAT3 will be administered to all 2nd Grade students this year as a screener for students who may qualify for gifted and talented programming.

OUTLOOK FOR 2023:

The Muckleshoot Tribal Schools will remain focused on our mission while incorporating our newly-created vision. The school goals fall into four major categories:

1. Healthier communication between administration, staff, and the Tribal Community.
2. Effective interventions and use of intervention times to support student growth.
3. Improved teacher effectiveness.
4. Better attendance for staff and students.

These goals will be accomplished by diversifying our communication strategies, revamping the secondary Friday schedules, updating evaluation forms, and clear expectations for attendance.

The staff will continue to focus on the four questions essential to effective professional learning communities as defined by DuFour:

1. What do we expect students to learn?
 - a. Guaranteed aligned standards across grade levels and vertically from one grade to the next
 - b. Common Core, learning targets, student work, rigor
2. How will we know they have learned it?
 - a. Assessments, observations, data monitoring
 - b. Common assessments, quick checks for understanding, formative assessments, summative assessments, results analysis
3. How will we respond when some students do not learn?
 - a. Teachers collaborate to understand student learning needs and respond quickly
 - b. Re-teaching, classroom interventions, specialists, home connections
4. How will we extend and enrich learning for students who have demonstrated proficiency?
 - a. Enrichment
 - b. Whole class opportunities, small groups, student choice, differentiation

MTS Data:

<i>Student Enrollment</i>		<i>Summer School Enrollment</i>	
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	164
2022-2023	567	2023	TBD

*impacted by COVID-19 closures

Muckleshoot Tribal Member & Descendent Enrollment													
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
K - 5th	145	149	164	157	201	189	186	194	202	177	169	202	210
6 – 8th	71	66	69	66	85	78	71	71	71	75	88	95	108
9–12th	86	101	104	114	131	126	107	115	109	114	109	104	116
Totals	302	316	337	337	417	393	364	380	382	370	366	401	434

Muckleshoot Tribal School: High School Graduates														
2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
4	2	19	19	17	15	11	19	24	14	37	42	35	34	33

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%	72%	No Data Available

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	6	N/A

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	75.0%	No Data Available

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



Adult and Higher Education Division

DIVISION CONTACT: Denise Bill, ED.D, Executive Director and Madrienne White, Muckleshoot Tribal College Administrator

LOCATION: 39811 Auburn Enumclaw Rd. SE, Auburn, WA 98092 (Muckleshoot Tribal College)

INFO PHONE: 253-876-3345

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

- College and Career Education Opportunities (CCEOP)
- Financial Aid and Scholarships
- Muckleshoot Tribal College
- GED and High School 21+
- Workshops and Training
- Native American Career and Technical Education Programs
- College and University Partnerships

College and Career Education Opportunities Program (CCEOP)

PROGRAM MANAGER: Michelle Rodarte

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

INFO PHONE: (253)876-3345

INFO EMAIL: CCEOP@Muckleshoot.nsn.us

Mission Statement: The mission of the Muckleshoot College and Career Education Opportunities Program is to introduce Muckleshoot youth, ages 14 to 18 years old, to college and career information. Both academic training and practical experience will assist students 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 an 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
- Muckleshoot Indian Tribe (MIT) Career Day
- Internships
- Career and Job Shadowing
- Work Ethics
- Educational Conferences/Workshops



– Oct 5-9th 2022 NIEA Conference Oklahoma (2) Staff: Josie Benito & Carmen White attended and chaperoned 4 youth participants from the summer session. Students wrote an essay, to explain to why they should be selected to attend this conference. - Noah Prado, Mia Prado, Tyler Herda and Amiah Pedro were the youth who went to the conference.

- Off Site Field Trips- Northwest Indian College Lummi Campus
- Career Interest
- Work Experience
- Homework
- Early College Program
- Summer School
- Financial Literacy – BECU
- Academic Advising & Career Assessment – Marcy Horn Academic Advisor Muckleshoot Indian Tribe (MIT) Scholarship Dept.
- NARCAN with Lucille Martin & King County Public Health – Healthy planning with Franchesca Castaneda-Earajas
- Muckleshoot Indian Tribe (MIT) Dental – Career Path for Dental Assistant, Hygienist, Chief Dentist Positions.
- Tomanamus Forest – with Cinnamon Bear re: Civil Culture Positions, and Cultural medicines in the woods.
- Cultural Activities- Gaff Hooks with -Tyson, Sam, Keith, Freedom, Canvas Painting with Katherine Arquette, Cedar weaving with Joy & Cedar Flower vases, cedar Roses and a cedar heart. Rosette Bean reupholstering chairs with Pendleton material, Cedar Friendship Bracelets Gail WhiteEagle.
- MTC Cedar Tree Leadership program- 9 youth attending once a month.
 - o October – Careers in Computers & Technology
 - o Indigenous – Entrepreneurship
 - o Health & Wellness as an Employee
 - o Community Services
 - o Employability, Hospitality, & Financial Literacy
 - o Traditional Plant Medicine
 - o Tribal History & Cultural Preservation
- Keta Creek – Explore positions within fisheries depts. and learn about the salmon spawning.
- Nicole Cabral Career Education Specialist– Goal Mapping, College 101 presentation- Things to consider when picking a degree, backwards planning with career goal. How to do research requirements for different careers & which educational path would help advance them toward their goal. What resources are available to help student with research.
- Healthy Living & Life Skills, Introduction to Leadership Characteristics Thanksgiving/Christmas Holiday gatherings, Teambuilding.
- 6 Youth volunteered and assisted the Veterans Program in cleaning & decorating veteran’s graves.
- Orientations for summer and school year sessions with youth
- End of session recognition ceremony & program evaluations.
- We obtained building D and created computer stations and a place to conduct the program workshops & training.

- Hired 1 Full Time Career & Education Specialist – Nicole Cabral
- Hired 1 Full Time Crew Supervisor – Rebecca Elkins-Penn
- Hired 1 seasonal transporter for summer session Jenel Hunter, 2 Maxie Jansen & Kristina Lobehan for the school session.
- Offered First Aide and CPR Training to the CCEOP Staff, All CCEOP Attended the Eversafe Training, Team Building & Communication Training with the Muckleshoot Indian Tribe (MIT) Training and Development Dept.

Retention Rate:

Of the 77 Youth Participants hired, 70 completed the program for 2022 Summer Session. The retention rate was 91% of the 77 participants who completed the Summer Program.

Of the 55 Youth Participants hired, 43 actively participating within the School Session through June 2, 2023. The retention rate was 80% of the 55 participants currently active within the School Session Program.

Worksite Placement and Number of Youth Participants Placed:

Job Placement Sites	Sum	School
Muckleshoot Child Development Center/Tribal School	8	6
Youth Development Center	5	1
Equine Program	7	4
Pentecostal Church	1	1
Information Technology	1	1
Tribal Council Chambers	1	0
Wildlife Preservation	1	1
Culture Program/Canoe Club	2	1
Resource Center	1	1
General Services	2	1
Health and Wellness Center – Dental & IT	3	2
Elders Complex Culture w/Gail WhiteEagle	2	4
Muckleshoot Early Learning Academy	1	2
Child Care Development Fund	2	0
Muckleshoot Tribal School – Summer School Program	12	0
Training & Development	0	1
Early College Program/Tribal College	9	2
School Summer	6	0
PSB Front Desk/Mail Room	2	
Construction	2	
Trust Realty Dept.	1	
White River Hatchery	2	
Mo’s Landscaping	4	
Public Works & Water Treatment Center	2	

Building Maintenance	1	
Housing	1	
Language	1	
Big Nation Station		2
King County Public Health Teen Center		2
Game Vault		2
Magikal Earth		1
More Pennies from Heaven Thrift Store		3
Auburn Mall – Downtown Store		1
King County Library Muckleshoot		1
Puyallup Youth Center		1
Music Store in Enumclaw		1
Muckleshoot Indian Tribe(MIT) Incentive Program		1
Summer 2022 Session Total	77	
School Session 2022/2023 Session Total		43

OUTLOOK FOR 2023:

Provide more outside job placements opportunities, Develop the CCEOP Youth Council, attend more Youth & Educational conferences, plan more college/university and businesses field trips to explore potential career paths. Obtain a consultant to assist with revamping CCEOP, revise and update the Program Policies and Procedures.

Summer 2022

NIEA Conference October 5-9, 2022



BECU Financial Literacy Workshop



Pendleton Upholstery with Muckleshoot Indian Tribe(MIT) Elder – Rosette Bean

GED/High School Plus Program

PROGRAM CONTACTS: Adult & Higher Education Division Director, Denise Bill & Madrienne White, Tribal College Administrator

EDUCATION RESOURCE SPECIALIST: justine.koble@muckleshoot.nsn.us

LOCATION: Muckleshoot Tribal College

INFO PHONE: (253) 876-3375

Department Description: Continuing Education

The Continuing Education Department serves the Muckleshoot Community by offering a range of workshops and programs for personal enrichment and educational recovery. Programming offered results in the obtainment of a high school diploma, or high school equivalency for the learner. Workshops are taught by cultural experts in their field and are offered to enrolled students and community members.

Program Description: GED

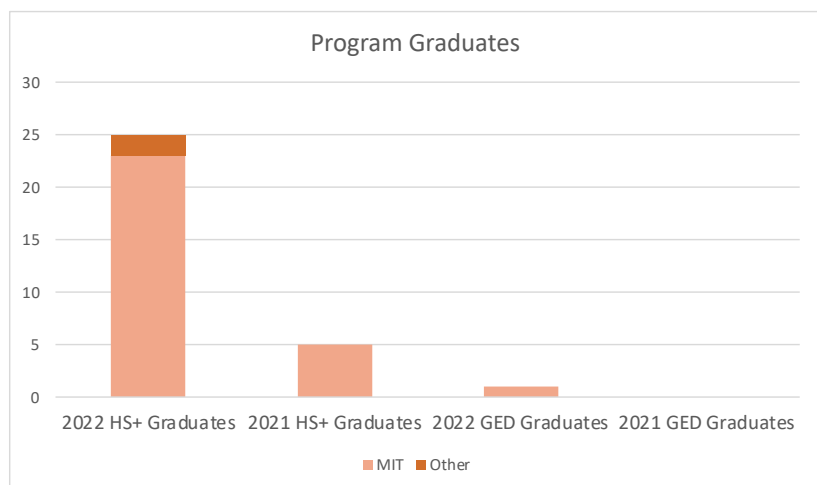
Continuing Education works to prepare adult learners in the Muckleshoot Community to obtain their high school equivalency, or GED. We seek to serve students by offering free or low cost educational support, engaging students with cultural and real world curriculum, and building GED graduates to become work and college-ready.

Program Outcomes:

- GED Student enrollment: 2 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.

Program Description: High School 21+

Adults work with an Renton Technical College (RTC) instructor and the instructor at the Muckleshoot Tribal College Education Resource Specialist to demonstrate competencies in reading, writing and math contextualized in science, history, government, occupational studies, and digital literacy. The program combines culturally relevant current coursework with previous learning, and work and life experiences to result in a Washington State High School Diploma.



- High School 21+: 26 enrolled students, 24 Muckleshoot Indian Tribe (MIT), 2 other Tribally enrolled
- 25 graduates, 21 Muckleshoot Indian Tribe (MIT), five times more than previous year.
- One-on-one tutoring available via appointment and drop-in with instructor.
- Collaborates with multiple Muckleshoot Indian Tribe (MIT) departments to provide wrap-around support for Tribal members in need of high school diploma.
- Reengaged former GED students to switch to High School 21+ program with high rates of student satisfaction.
- Collaborates with Renton Technical College (RTC) to provide culturally relevant options for high school credits.

Financial Aid/Scholarship Department

LOCATION: Scholarship Building - 38977 172nd Ave SE, Auburn, WA 98023

Muckleshoot Tribal College - 39811 Auburn Enumclaw Rd. SE, Auburn, WA 98023

STAFF:

Denise Bill	Exec. Dir. of Adult & Higher Education	(253) 876-3345
Marie Marquez	Financial Aid Director	(253) 876-3382
Amy Castaneda	Financial Aid Manager	(253) 294-8032
Jocelyn Patterson	College and Career Advisor	(253) 876-3305
Kelsey Elmore	College and Career Advisor	(253) 876-3210
Danielle Wilcox	Finance Specialist	(253) 294-8002
Anita Jimenez	Finance Specialist	(253) 876-3378
Emma Garcia	Finance Specialist	(253) 876-3243
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 Workshops & 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 FOR 2022:

Financial Aid/Scholarship Department accomplishments:

- Created and hired two Finance Specialists
- Hired two new College and Career Advisors
- Orientation to which 106 students attended.
- Mailed out Care Packages, in Spring and in Fall.
- Higher Education graduation ceremony
- Completed the Scholarship streamlining portal application
- Career Day
- Began repaying student loans
- Recognizing students in the Muckleshoot Messenger Newspaper quarterly for high GPA's

The Scholarship Program recognized 32 Muckleshoot Tribal Members that earned a degree in the following categories:

3 Master's Degrees

Master's of Public Administration in Tribal Governance

Evergreen State College

Master of Business Administration

University of Washington

Master of Science in Applied Mathematics

University of Washington

12 Bachelor's Degrees

Bachelor of Arts

Business Administration- Washington State University

2 at Evergreen State College

2 Tribal Governance and Business Management- Northwest Indian College

Bachelor of Science

Apparel Textiles and Merchandising- Central Washington University

Applied Management

Green River College

Peninsula College

Botany- University of Hawaii

Computer Network Engineering- Renton Technical College

Native Environmental Science- Northwest Indian College

Natural Resources: Forest Resource Management- Green River College

17 Associate's Degrees

Associate in Arts

3 Direct Transfer Degrees- Green River College

3 Direct Transfer- Pierce College

Associate of Applied Arts

Business Management- Green River College

Associate of Arts and Sciences

7 General Direct Transfer Degrees- Northwest Indian College

Associate of Applied Science

Culinary Arts- South Pudget Sound Community College

Early Childhood Education- Northwest Indian College

Marketing & Business Management- Bates Technical College

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

OUTLOOK FOR 2023:

Plans are in motion to coordinate site visits at various colleges around Washington State for Scholarship staff.

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 for 2023:

30 Tribal members funded to attend various learning centers.

Outlook for 2023:

Transition Services will work on revising the Program Policies.

Private School Assistance Program:

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

Highlights for 2022:

40 Tribal Members attend 20 different private schools

Outlook for 2023:

Private School Assistance Program will work on continued development and support to families in the program.

Workshop & Training

PROGRAM CONTACT Dena Starr, Workshop and Training Manager
INFO PHONE: 253-876-3147
INFO EMAIL: dena.starr@muckleshoot.nsn.us

Program Summary

Workshop & Training funds enrolled Muckleshoot Tribal Members on a biennially 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, application



must be submitted at least 30 days prior to the event for approval. Up to \$1,800 per client.

HIGHLIGHTS FOR 2022:

- Gathered medicinal medicines
- Weaving Classes
- Meetings discussing history
- Funded a Tribal consultant to teach College and Career Education Opportunity (CCEOP) participants
- Funded a group of 24 to attend NNABA No Frills hosted by Culture department.
- Provided Cedar to College and Career Education Opportunity Program (CCEOP)
- Open classes for Tribal or community members for ongoing projects for canoe hosting.



OUTLOOK FOR 2023:

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

Pre-Apprentice Carpentry Program (PACP)

The Muckleshoot Tribal College is in partnership with the Green River College to offer a pathway towards developing the foundations of becoming a Pre-Apprentice Carpenter. The PACP serves in a cohort model and credits count towards an Associate Arts Science (AAS) in Carpenter Technology. Upon graduating, students may be fast-tracked into the Carpenter's Union as one route to becoming an Apprentice Carpenter.



Summer and Fall Quarter

This Summer and Fall, the students took Indus 108: "An Introduction to Construction Trades," Carp 162, "Stair Design and Construction" and Indus 101, "Basic Woodworking." Cohort students were introduced to the trades of Carpentry, Plumbing, and Electrical, to give students a "foundational knowledge of the day-to-day tasks each tradesperson may perform." The Stair Design and Construction teaches the proper requirements for following the International Building Code, common stair calculations and layout, and installation practices. Basic woodworking teaches safe power and hand tool usage, and the assembling, joining, fastening, and finishing of a wood project.



Essential Learning Outcomes

1. Read a tape measurer to the 1/16, 1/8, and 1/4 of an inch.
2. Determine total rise, unit run, total run, stringer pitch and length, and stairwell opening.
3. Build a set of straight-run stairs that meet or exceed building code requirements.
4. Identify, label, and list the uses of inventoried hand and power tools with no less than 75% accuracy.

Student Success, Summer, and Fall (In Progress)

Students Enrolled	9
Students Graduated	7
Muckleshoot's	8
Community	1

Career and Technical Education

The Cedar Tree Project (CTP) provides education and career skills to the Muckleshoot community. CTP provides various Computer Science and Cinematography Certificates for students to increase their employability skills. The Cedar Tree Program provides students with a seamless pathway to further education and careers in high-demand fields such as Computer Science and Information Technology, Natural resources, and Cinematography.

In pursuit of this, the Tribal College offers pathways for:

Native Leadership Program: The Native Leadership Program develops STEM Industry leaders in wide fields ranging from Environmental Science to Cultural Preservation.

Natural Resources Program: Learn from both Tribal and GRC Natural Resources instructors for a holistic and cultural approach to managing your natural resources.

Filmmaking Foundations: Prepares students to develop the foundations of digital filmmaking and multimedia production.

Web Development Foundation: Provides students with the knowledge and skills necessary to develop a fully functional website.

Microsoft Office, Basic & Intermediate: The Office Basic and Intermediate classes help students to learn the software features and their applications in an office environment using the Microsoft Office Professional Suite.

Student Statistics:

Native Leadership	30 Students	Muckleshoot & Community
Natural Resources	4 Students	2 Muckleshoot
Filmmaking Foundations	3 Students	3 Muckleshoot
Web Development Foundations	10 Students	6 Muckleshoot
Microsoft Office	31 Students	Muckleshoot & Community
Microsoft Office Intermediate	5 Students	4 Muckleshoot

Early College Program 2023

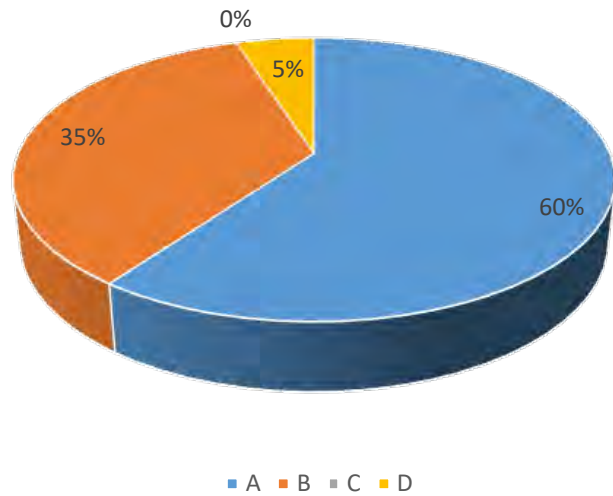
The Early College Program (ECP) was developed to offer additional educational opportunities for our Muckleshoot high school students. Students are awarded both high school credit and college credit upon successful completion of classes. To ensure our students received college credit, we collaborated with Northwest Indian College (NWIC). Our partnership allowed us to offer four courses: (1) English 098: Foundations of Academic Writing II; (2) English 100:



Foundations of Composition; (3) Drama 210: Introduction to Cinema; and (4) Native Studies 188: Native Language & Culture. All courses were taught at Muckleshoot Tribal College. The program ran from July 7th through August 17th from 8:00 AM to 3:30 PM.

We had great academic success in the summer of 2022. Illuminated below, we see the rigor of their success in their grades. There were ten (10) students who registered for both a Drama and English courses. We urge you to draw attention to the following: Ninety-five percent (19/20) of our students received a letter grade of an A or a B. We raise our hands to our youth.

Grades from DRMA and ENGL courses



We conclude with an image that brings together many of the stakeholders of the Early College Program—ECP students, CCEOP, Scholarships, and the Muckleshoot Tribal College staff. This image was taken during an academic tour of the University of Washington Tacoma. During our time, we learned about the rich history of the campus, as well as the university as whole. We explored conversations about different disciplines of study to where the best place to eat near campus for a student. Weaving together experiences like UW-Tacoma and in-class exploratory question, we see that these are our future scholars.

Certified Nursing Assistant Program

In 2020 a Certified Nursing Assistant Program was started between Renton Technical College and Muckleshoot Tribal College. A Memorandum of Understanding (MOU), was developed between Renton Technical College and Muckleshoot Indian Tribe/Muckleshoot Tribal College. Muckleshoot Leadership provided funds to begin training Muckleshoot Tribal members, and, Community members in the field of nursing. A partnership was also established between Muckleshoot Elders in Home Care Services (MEHEISS) and Muckleshoot Tribal College. Employees from MEHEISS were encouraged to participate in this program. Two Cohorts participated with a total of 14 students completing the program.

Career Day

Career Day for Native Youth is a motivational and educational experience designed to engage attendees in planning for post-high school college and career goals. Although it's content and format have evolved over the years, the basic concept of engaging Native students is the core of this event.

We were excited to bring back an in-person Career Day in May. This event was held at the new Muckleshoot Indian Tribe (MIT) Events Center. This was a team effort on the part of the Adult & Higher Education Staff to spearhead this event. Departments from across the Muckleshoot Indian Tribe were in attendance. The event featured a keynote from Supaman, who combined Apsalooke dancing, hip hop, comedy, in a message of empowerment to all in attendance.



Parish, aka Supaman, 2022 Keynote Speaker

Highlights from this year:

- Over 300 Native Youth in attendance.
- 24 vendors from higher education, institutions, Tribal government departments, to community-based organizations.
- Three workshops for youth to learn and experience.
- Native Youth Senior Panel with youth from representation from four different native nations.

Effective Teaching Institute

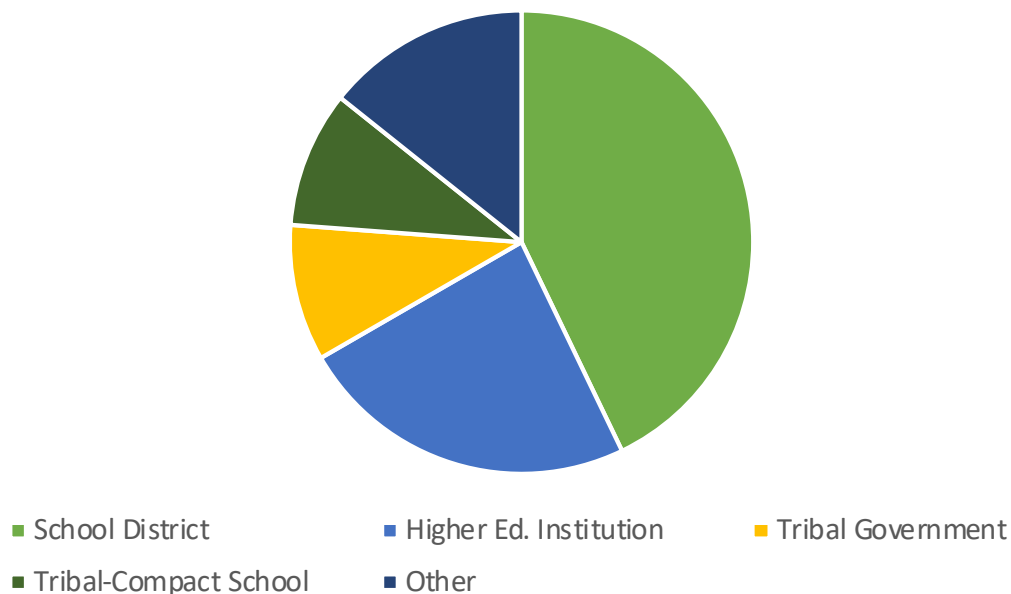
The Effective Teaching Institute for Native learners originated with Dr. Willard Bill, Sr. and Mr. Jim Egawa in the 1980's. Although it's content and format have evolved over the years, the basic concept of engaging in effective practices for Native students is the core of this work.

We were excited to bring back the 2nd Annual Effective Teaching Institute in June. This event was held at the new Muckleshoot Indian Tribe(MIT) Events Center. This was a team effort on the part of the Adult & Higher Education Staff to spearhead this event. The coordinators of this Institute were: Dr. Denise Bill, Madrienne White, and Justine Koble. This institute shared cultural insights, examples, models, and hands-on experiences for those looking to strengthen ways to work with Native students. This Institute was geared to teachers, professors, and administrators.

Highlights from this year:

- Approximately 130 educators attended in-person, virtually, and/or a combination of both.
- Over 14 school districts, Tribal nations, and/or educational institutions were in attendance.
- Muckleshoot History, Language, and Culture presentations and interactive activities.
- Modeling of best practices for developing and sustaining Tribal and district partnerships.
- Culturally relevant curriculum resource sharing.
- First Food Sovereignty Symposium.
- Second interactive land-based educational experience.

2022 Attendance





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: Courtney Bennett, 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
- Enhanced Tribal Card Program
- Apply for Eagle Parts and Feathers from the Nation Eagle Repository

HIGHLIGHTS OF 2022:

- The Enrollment Department completed our training for our Enhanced Tribal Card (ETC) program and started accepting applications.
- Ordinance 21-106 was approved September 9, 2021 and the changes are posted on our Muckleshoot website for all tribal members to access.

As of December 5, 2022, **3,275** persons are enrolled in the Muckleshoot Indian Tribe. The age ranges of those enrolled are as follows:

MIT Enrollment by Age Group	
0-12	820
13-17	337
18-49	1,623
50+	495
TOTAL	3,275

OUTLOOK FOR 2023: We are very excited to be accepting applications for our new Enhanced Tribal Card. The first card is free of charge and will be valid for 8 years. All enrolled tribal members are eligible to receive an enhanced tribal card with the proper documentation.



Events

PERSON IN CHARGE: Frankie Lezard, Event Coordinator
LOCATION: Winery Location/Remote
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 2022:

- Events Staff/Committee have helped in multiple programs events.
- Over the summer we continued our annual outdoor movies, this year hosting 24 family friendly films.
- As our tribe is growing, Events was allowed to host another year of MIT exclusive Pumpkin Patch at Maris Farms. We had over 1,200 participants and were very happy with this year turn out and event.
- End of the year events got to return. Hosted annual Veterans Dinner, Thanksgiving, Christmas, and New Year's Eve.



Frankie Lezard

OUTLOOK FOR 2023:

Events Staff/Committee is hoping we are coming to an end of this pandemic and an ease of restrictions for gatherings so we can get back to normal activities. We are hoping for the best to come in 2023. Stay tuned for upcoming events as allowable!





Family Resource Program

PERSON IN CHARGE: Alexandra James, Human Services Director

INFO PHONE: (253)876-3336

INFO EMAIL: emergency.assistance@muckleshoot.nsn.us,
wsg@muckleshoot.nsn.us, income.updates@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:

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.

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.

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.

STOWW (Commods) – 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.

Emergency Assistance – The Emergency Assistance Program is intended to help tribal members, 18 years of age and older 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 applying for the benefit must be 18 years of age or legally emancipated. Household that do not have an 18+ tribal member but have a MIT child can use assistance one time per household, per calendar year. The child must be the homeowner's biological child or homeowner must have legal custody of the child. Assistance is available for Rental or Mortgage Payment Assistance, Homeowners/Rental Insurance, Short Term Medical (family support & medical appointments), utility assistance, home repair assistance, trans,

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.

Fire Emergency Assistance – If a MIT tribal member's home and/or possessions are destroyed by fire, each MIT tribal member of the household, including those under the age of 18, may be eligible to receive \$1,000 in emergency assistance. Fire assistance will be considered separate from the total of \$1,500 Emergency Assistance. Payment will be made through purchase order to a tribal service provider or to a third party vendor. In order to qualify for this benefit, a report from the fire marshal or similar public official must be provided indicating the extent the extent of damages suffered and a name and phone number to contact to verify the report.

Water, Sewer & Garbage (WSG) *NEW* – The WSG program is attended to help assist Muckleshoot Tribal member households with their, water, sewer recycling and garbage services.

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.

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.

LIHWAP *NEW* – Low Income Water 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 water and wastewater bills. As long as their household doesn't not exceed 60% of king County Median Income.

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.

HIGHLIGHTS OF 2022:

- New Employees
- DSHS (Edith) returned 3x a week.
- Child Support Officer (Wes) returns Dec 16th 2022
- Received WSG in May
- New Grant, LIHWAP
- Distribution of the Thanksgiving Baskets was a success
- Mailed out Thanksgiving Basket Notice, Christmas Basket Notice and updated flyer on services the Family Resource Center offers.
- Direct emails to each programs were created to better assist clients with responding emails and receiving apps.
- Food bank has Almond milk for lactose clients.

OUTLOOK FOR 2023:

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.

- Different delivery options for Thanksgiving & Christmas baskets
- Minimize mistakes
- Communication/Day to day communication
- More food options
- Customer service trainings
- Responding to emails in a timely manner
- Grow and add services to the program

Staff

- Renae Ward Anderson - Social Services Specialist
- Veronica Navarro Moses - Admin I
- Kristina Crombie Jones - Admin III, Emergency Assistance Program
- Leetah Jerry - Admin III, WSG Program
- Carlos Bennett - Food Bank Coordinator
- Juan Romero Jr - Admin I/Food Bank



Family Support Center

Location: 39819 Auburn Enumclaw Rd SE, Auburn WA 98092

Program Manager: Emiley Montes

Program Coordinators: Tony Rutherford, Frances Price & Breanna Jackson

Additional 2022/2023 Coordinators: Elizabeth Hydera and Karol Daniels

Info Phone Number: 253-261-7058

Info Email: emiley.montes@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, classes and meetings to support our recovery family. A place where we can help one another heal - one day at a time.

SERVICES PROVIDED/GROUP MEETINGS:

- Narcotics Anonymous (N.A.)
- Alcoholics Anonymous (A.A.)
- Gamblers Anonymous (G.A.)
- Sacred Path Sweat Lodge
- Beading Circle Classes
- Women's Support Group
- Snacks, lunch, and dinner provided
- Support services such as transportation and personal conversation

HIGHLIGHTS OF 2022:

- Monthly Recovery Birthday celebrations
- Supportive training from the behavioral health program

OUTLOOK FOR 2023:

- Continue to provide supportive services such as workshops, groups, & life skills.
- Provide center related activities, group activities and continued support for the 2023 Canoe Hosting.
- Monthly recovery birthday celebrations, group gatherings, supportive training from the Behavioral Health and other Tribal departments, and monthly guest speaker meetings.



Finance Department

PERSON IN CHARGE: Jeff Songster, Chief Financial Officer

LOCATION: Finance Building

INFO PHONE: 253-939-3311

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

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

SERVICES PROVIDED:

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

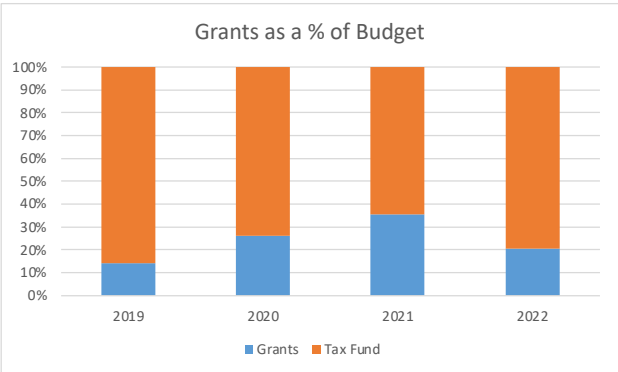
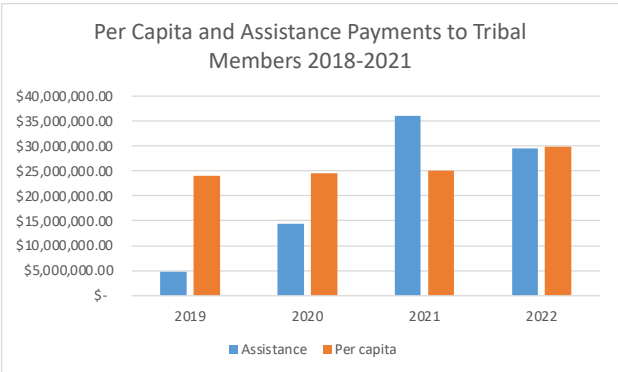
HIGHLIGHTS OF 2022:

- **Covid-19** – The Tribe successfully completed the CARES Act and ARPA funding in accordance with grant agency guidelines. The Tribal Council authorized numerous assistance payments to support Tribal Members through the pandemic and the subsequent economic challenges. Grant funding is reduced from 2021, but is still at twice the 2019 levels.

- **Policies** – Continued the multi-year process of reviewing and updating all processes, procedures and documents within the department. Much of this was suspended throughout the year due to the Covid-19 State of Emergency. We implemented new lease accounting guidelines as required by accounting regulations in 2022.
- **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. The 2021 audit, which would have normally been completed by September 30, was delayed due to the pandemic and submitted on December 6, 2022. Auditors issued an opinion that the financial statements were fairly presented and followed acceptable accounting principles. Although The Tribe was prepared for the audit and completed all items in a timely manner, staffing shortages at the audit firm delayed the issuance until December. There were no findings on financial compliance or accounting.
- **Minors Trust** – Quarterly meetings were held for Tribal Members with the Plan Trustee to provide minors with financial education.
- **Tax Services** – Liberty tax provided on-site tax preparation services for Tribal Members. Adjustments were made for social distancing and deadlines were extended through the pandemic.
- **Grants** – Obtained over 113 grants totaling over \$137 million in grant funding, including over 30 Covid-19 related grants of over \$55 million.

OUTLOOK FOR 2023:

- **COVID-19** – Finance expects grant funds to decrease from 2021 and 2022 levels due to the high amount of Covid-19 funding in those years. We are monitoring all expenses and obtaining the necessary funding to meet the challenges of inflation. Finance will continue to work with the Tribal Council, management, 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 software 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 all Tribal benefits and documenting the requirements of the General Welfare designation.
- **Customer Service** – Provide for continual improvements for customer service.





Fishers watching on as the last river skiffs off load their catch from the night



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

INFO PHONE: 253-876-3113

INFO EMAIL: Mike.Mahovich@Muckleshoot.nsn.us

PROGRAM DESCRIPTION: Harvest Management (HM) program personnel (scientists and technicians) work to provide 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



Muckleshoot fishing boats moored at the Stanley Moses landing on the Duwamish River

2022 FISHERIES RECAP:

Administrative:

- Registered 364 tribal members
- Registered 150 tribal vessels
- Issued seal firecrackers to fishers

Vessel Coordination:

In cooperation with local agencies and private entities, staff implemented vessel coordination agreements to minimize conflicts on the water between tribal fisher and commercial vessels and cargo. There were 354 net moves, 5 displacements and 10 net damage claims. Additionally, coordination staff assisted fishers with 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 20th. The tribe fished five (5) consecutive extended weekends up to June 20th.

Unfortunately, the fishery was cut short as a conservation measure in response to in-season injuries and mortalities of spring chinook at the new Fish Passage Facility (FPF). During those five weeks' tribal fishers harvested 142 chinook in the net fishery which was less than expected. The tribe also conducted a hook and line during which tribal fishers caught 6 adults and 4 jacks.

The annual chinook test fishery in inner Elliott Bay was scheduled for July 20th, 27th, and August 3rd, however, the first night was canceled due to a funeral. The total catch from the remaining two nights of test fishing was 174 fish which met the criteria for a full fleet commercial fishery.

Table 1. Results from the tribe's chinook commercial, ceremonial & subsistence (C&S) and incidental chinook caught during coho and chum fisheries.

Dates	White River	Elliott Bay	Duwamish River	Puyallup River	Ship Canal	North Lk. Wash
May 20 th – June 23 rd	142 (C&S)					
July 21 st		(No test)				
July 28 th		49 (test)				
August 4 th		125 (test)				
August 7 th				91		
August 10 th			326			
August 11 th		184	2,748			
August 14 th				260		
August 17 th			313			
August 18 th		155	4,130			
August 23 rd					62 (C&S)	
August 24 th					63 (C&S)	
August 25 th					66 (C&S)	
Incidentals		46	1,176	1,889	86	434
Totals	142	513	8,693	2,240	277	434

Total Chinook caught from all combined fisheries was 12,345

Coho (*Oncorhynchus kisutch*) fisheries:

Coho fisheries occurred in Elliott Bay, Duwamish Green River, Puyallup/White rivers, Lake Washington Ship Canal/Lake Union and North Lake Washington. All these areas had respectable catches compared to the most recent years.

Table 2. Summary of the final coho catches in each area.

	Elliott Bay	Duwamish River	Ship Canal & Lake Union	North Lake Washington	Puyallup & White Rivers
Total Catch	1,549	37,095	2,497	8,106	2,101

Total coho caught from all combined fisheries was 51,348

Chum (*Oncorhynchus keta*) fisheries:

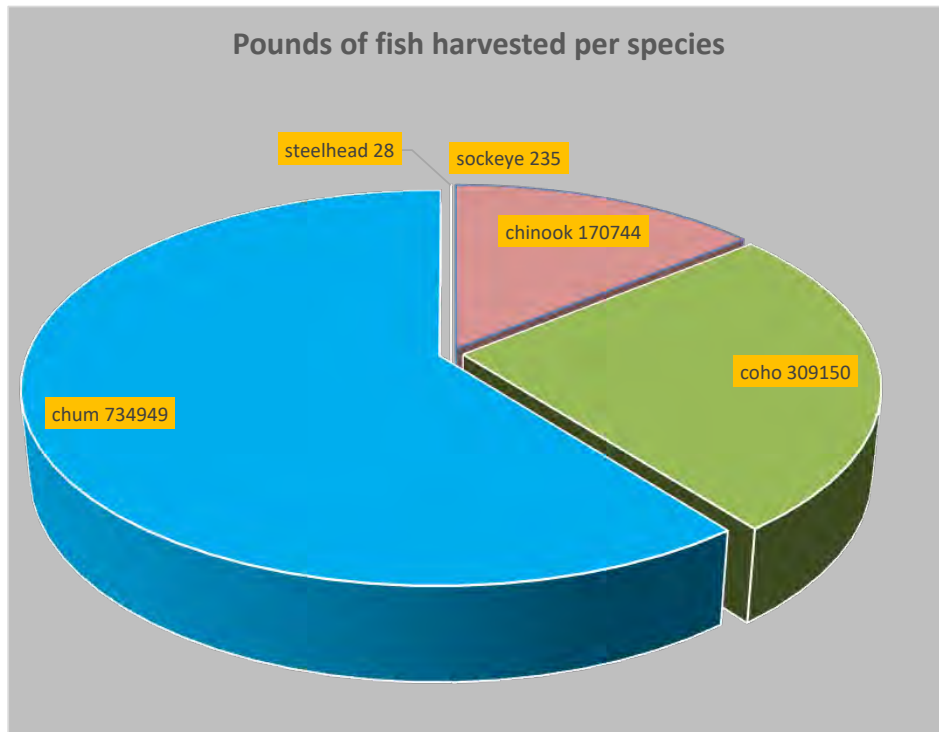
The chum fishery was the last commercial salmon fishery of the season with fishers finishing off the season with a record harvest in both Elliott Bay and Duwamish River along with a combined record harvest. For more information on the chum season please read the special report.

Table 3. Summary of the final chum catches in each area

	Elliott Bay	Duwamish River	Puyallup River
Total Catch	29,746	51,912	0 (no effort)

Total chum caught from all combined fisheries was 81,661

The chart below shows the total number of pounds harvested in all combined fisheries.



Total salmon (chinook, coho, chum, sockeye and steelhead) harvested by Tribal members in 2022 from all combined fisheries (including hook & line) was 145,682.

Shellfish Treaty Fisheries:

In 2022, Tribal members participated in successful Dungeness crab and Spot prawn fisheries in Elliott Bay. MIT crabbers harvested over 2,200 lbs of Dungeness crab in the Elliott Bay fishery.

Shellfish Enhancement:

The Tribe's Shellfish Aquaculture Project on Vashon Island continues to be a big success: about 6,700 healthy oysters were harvested for consumption by Tribal members. Most of the harvest was taken by the Shellfish Team, who were able to provide these oysters to the Seniors' Kitchen for luncheon service and for distribution to Tribal Elders. Oysters were also provided (by request) to numerous other Tribal events and Memorials throughout the year. Additionally, 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 2022 shrimp fishery in Elliott Bay, ten commercial shrimpers harvested a total of 2,716 lbs and two subsistence fishers harvested 410 lbs, for a total harvest of 3,126 lbs – the highest total since MIT joined the shrimp fishery in 2000.

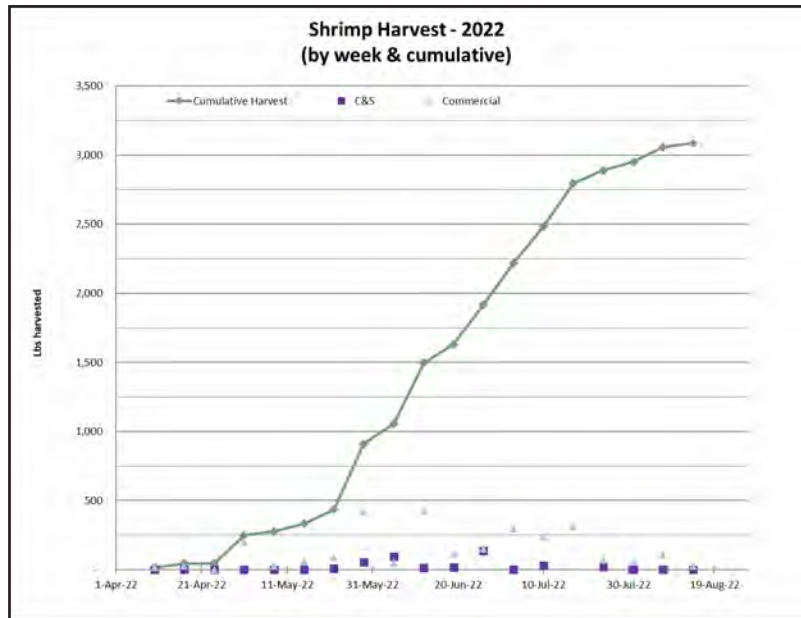
Research and Monitoring:

Juvenile Out-migration studies (JOS)

Rotary screw traps for juvenile salmon 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 migrating to the ocean. This was the 4th year MIT Fisheries scientists have operated a juvenile fish trap on the Greenwater River and the 9th year on Newaukum Creek.

Warm Water species test fishery (WWTF)

Starting on April 12th, Tribal fishers and MIT fisheries scientists engaged in the seventh year of the Warm Water Test Fishery in Lake Washington. Fishing continued until May 27th. Over 3,700 fish of 17 species were collected, including 1,100



Gary Cross holding up a adult chinook caught in the test fishery in area 10 just outside of Shilshole.

invasive bass, and 565 pikeminnow, both of which are known to prey on juvenile salmonids. Stomach samples were taken from 1,700 of these potential salmon predators. WDFW is now following MIT's lead and doing their own predator removal gillnetting in Lake Washington.

Lake Sammamish mark-recapture study on native & invasive predators

The tribe conducted the second year of a mark-recapture study via boat electrofishing to estimate native and invasive predatory fish abundance in Lake Sammamish. These two years of data were assessed with respect to several environmental indicators that show water temperature, sampling depth, and the number of docks are the most influential factors driving determining predator presence and abundance. These predators are known to consume juvenile salmonids, but until their population abundance and dynamics are understood, their impact on salmon abundance is unknown. This work will greatly aid us in making strategic management decisions for potential control of these populations, and ultimately, to maximize salmonid production. In addition, a second year of otolith collections from several predator species in Lake Washington was completed. Preliminary analysis for smallmouth bass suggests this invasive predator can live over 15 years and reaches a size where it is capable of consuming juvenile salmonids in as little as 2.5 years.

Mark-selective marine sport fishery test fishery

MIT fisheries in cooperation with WDFW combined forces on a test fishery that focuses on the Chinook mark-selective sport fisheries in marine areas 9, 10, and 11 in central Puget Sound. This test fishery data is used to quantify 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, pinniped interactions, and fish health, all with the goal to better understand the impacts of mark-selective fisheries in Puget Sound on ESA-listed Chinook salmon. The winter test fishery started in January and concluded in March, 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.

Ballard Locks Adult Sockeye Transfer (BLAST) program

Lake Washington sockeye continue to have low returns. Unfortunately, there are major sockeye survival problems on both ends of their life cycle. The first big problem is when the juveniles (fry) enter the lake where they encounter many invasive species that inflict high predation rates. The second survival issue is with returning adults that have been experiencing very high pre-spawning mortality in the lake, pre-spawning mortality on the spawning grounds, and in the Cedar River Sockeye Hatchery raceways.

To combat the adult survival issue beginning in 2021, MIT Fisheries focused specifically on the problem of pre-spawning mortality by initiating the Ballard Locks Adult Sockeye Transfer (BLAST) program, with help from WDFW. The program



John Newfield and Andrew Simmons work together during a Ceremonial & Subsistence (C&S) fishery this past summer dipping out chinook at the Ballard Locks fish ladder.

seeks to minimize pre-spawning mortality by taking sockeye directly from the Locks fish ladder to the Landsburg sockeye hatchery in the upper Cedar River watershed. This year’s transfer was completed July 11, 2022 with 902 adult sockeye from the Ballard Locks’ fish ladder successfully transferred to new circular ponds at the hatchery. This is three times more sockeye than were transferred in 2021. The sockeye were held between 13 and 23 weeks before maturation and spawning and approximately 1.3 million eggs were harvested from these fish alone. Pre-spawning mortality was extremely low (~2.7%) for BLAST program sockeye compared to sockeye that migrated on their own to the Cedar River Hatchery and which were held in the old raceways (~40%). Approximately 27% of the total hatchery production this year came from BLAST fish.

Table 4. Shows the final numbers (transferred from the locks ladder, total numbers spawned, pre-spawn mortalities numbers & %’s and other incidental mortalities (i.e. fish jumping out of the circulars)

Sex	Transferred	Spawned	PSM	%PSM	Other
Male	452	428	21	4.60%	3
Female	450	435	4	0.90%	11
Total	902	863	25	2.80%	14

Natural adult spawning enumerations

Annual 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. Chinook and sockeye surveys were conducted weekly from late August into mid-November. Steelhead surveys took place on the Green River from March to June.



Spawning chinook stacked up at the mouth of Palmer Ponds creek

Table 5. Shows the final adult (chinook, sockeye and steelhead) escapement numbers from the Cedar River, Lake Washington tributaries, Green River and Greenwater River a tributary in the upper White River.

Area	Species	Escapement	Goal
Cedar River	Chinook	925	500
Cedar River	Sockeye	10,319	300,000
Lk. Wa. Tribs	Chinook	3,133	200
Lk. Wa. Tribs	Sockeye	537	50,000
Green River	Chinook	5,587	2,744
Green River	Steelhead	465	2,020
Greenwater R.	Chinook	820	1,000

Adult out-planting program (AOP)

Fisheries staff planted 118 Chinook back into the Green River main-stem, 1,395 chum salmon adults into Newaukum Creek (a tributary to the Green River), and 636 coho into Coal Creek in the Lake Washington system near Bellevue.

Table 6. Shows the final numbers of adult chinook, coho and chum that were out-planted in both Green river main-stem, Newaukum creek and Coal Creek a tributary in the Lake Washington basin.

MIT out-planted salmon	Green River		Lake Washington
	Keta Creek Hatchery to flaming Geyser	Keta Creek Hatchery to Newaukum Creek	Issaquah Creek to Coal Creek
Species	Chinook	Chum	Coho
Female	34	661	248
Male	68	734	285
Jack	16	0	103
Total	118	1395	636

OUTLOOK FOR 2023:

It is still too early to provide any solid predictions for the Tribe’s 2023 finfish fisheries. Technical teams from both the tribes and state are in the beginning stages of developing forecasts for next year’s salmon returns. Co-manager hatchery releases of chinook, coho, and chum have been high for several years, which may contribute to another successful fishing season. Pre-season planning negotiations will begin in early January and conclude by mid-April. The Tribe’s 2023 finfish season will start off in mid-May with the Ceremonial & Subsistence (C&S) White River spring chinook net fishery. The shellfish (shrimp, crab and oysters) harvest for 2023 is projected to remain stable without any major survival issues. As a reminder for fishers: the annual fishers’ meeting is scheduled for the first Monday in June.

Research and monitoring efforts will continue in 2023 across a range of important projects. In January, the MIT Fisheries technical team will again work cooperatively with the Washington Department of Fish & Wildlife (WDFW) to implement the mark selective sport test fishery in Marine Fishery Area 10, the portion of Puget sound immediately outside Elliott Bay. In mid-January three juvenile out-migration traps will again be installed in Newaukum and Crisp Creeks (tributaries to the Green River), and in Greenwater River (a tributary to the upper White River). At the beginning of April, the warm water test fishery (WWTF) will begin again in Lake Washington and will end in early June. The third year of Environmental Protection Agency (EPA) funded mark-recapture study of invasive predator fish in Lake Sammamish will begin in late March and end in late June. The third year of the BLAST program, which transports sockeye from the Ballard Locks directly to the Cedark River Hatchery, will begin in early June at the Ballard Locks, along with the nineteenth season of the sockeye bio-sampling program which collects tissue samples and size data. Adult spawning surveys and out-planting will start in early September.



Stan Moses and Eric Soderman taking a break enjoying a good conversation.

Fisheries Enforcement Program

PERSON IN CHARGE: Paul Rodarte
LOCATION: 39015 172nd Ave SE
INFO PHONE: 253-876-3174
INFO EMAIL: paul.rodarte@muckleshoot.nsn.us

PROGRAM DESCRIPTION: Fisheries Enforcement Officers patrol and enforce Title 6 and General Rules and Regulations and to assist any biological studies conducted by the Fisheries Division.

SERVICES PROVIDED:

Protect tribal treaty fishing rights, aid tribal fishers, and help with Fisheries monitoring and research studies.

HIGHLIGHTS OF 2022:

The fishing season consisted of White River, Puyallup, Lake Sammamish, Lake Washington, Lake Union, Duwamish, and Elliot Bay with 3 active Enforcement Officers, and during the fourth quarter with only 2 active Enforcement Officers. The species covered were Chinook Salmon, Coho Salmon, and Chum. Biological studies completed were: warm water gill net study on Lake Washington and electro-shock study on Lake Sammamish. The following table provides more information on our 2022 activities:



Thirty minutes into the 2022 chinook fishery river skiff fishers are scrambling setting their nets close to the 16th ave. st. bridge.

Number of Citations Issued	7
Number of Warnings	16
Enforcement Activities on the water	Patrolling; active investigations; assisting biologists; escorting fisherman back to First Ave with vessel issues; enforce First Avenue rules and regulations; facilitation of water way and communication with fishermen and King County Marine Division; assisted with photos and filming of Muckleshoot fishermen for media production.
Locations Worked	White River, Puyallup, Lake Sammamish, Lake Washington, Lake Union, Duwamish, and Elliot Bay

OUTLOOK FOR 2023:

Create a vessel inspection program; increase the quality control of gear fisherman use for commercial fishing; facilitate the use of the Muckleshoot Behavioral Health Dept. and utilize this resource for fishermen in-need, as a result of substance abuse/intoxication while commercial fishing.

Fish Production Program

PERSON IN CHARGE: Laura Swaim, Fish Production Assistant Director

LOCATION: Phillip Star Building, Room 106

INFO PHONE: 253-876-3286

INFO 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 achieved this goal with a final green egg estimate of 11.2 million fertilized eggs this year despite a struggle with water supplies during times of drought in 2022. Fish production accomplished work this year with the crucial help and collaboration of Fisheries Harvest Management and Fisheries Habitat staff to support the effort.

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. 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 late May.

Keta Creek Hatchery 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 them to a newly expanded Elliott Bay Net Pen now consisting of a second net pen. This 2022 year brought our second release increase to provide 1 million from 500,000 Coho utilizing the second pen. Every year, 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 Trout derby events for Tribal Members

HIGHLIGHTS OF 2022:

White River Hatchery

- Released 638,335 Chinook fingerlings at 75 fish per pound on site to the White River and 568,870 at 80 fish per pound into the 28-mile creek acclimation pond, a tributary of the Greenwater River.

- The big challenge this year was to collect all of the adult Spring Chinook brood stock at the new Army Corps of Engineers Fish Passage Facility. We were successful in obtaining our brood stock, but it was an odd year in that the run was delayed well into late June. Females were bigger this year with a greater proportion of 4-year-olds among the return.
- WRH transferred 672,568 eyed eggs to Puyallup Trout Hatchery and retained 672,674 eyed eggs for the on-station hatchery release without back-up from the WDFW Minter Hatchery.
- Fish Health: The released Spring Chinook fingerlings were in excellent condition when they were released in May, 2022 measuring 84 mm in length.
- White River Hatchery upgrades: A new formalin treatment system was installed in the incubation area and a new container for housing the formalin was purchased for safety, using BIA funding. In order to conserve water, the last 2 of the 6 groundwater wells were replaced and were also purchased with BIA funding. Additional upgrades included a new roof for the hatchery building, field instrumentation to monitor water levels and flows to the rearing and incubation areas. Fleet provided the hatchery with an electric utility vehicle. Finally, a new fish haul truck was designed and tested for coupling with the USACE Fish Passage Facility adult holding tanks.
- Updates: The Army Corps of Engineers will finish construction of a new Surface Water Intake for the hatchery with a completion date by the end of January, 2023. We continue to work hard with the USACE Operations and Technical teams to refine and stream-line the new Fish Passage Facility to improve bio-sampling and Spring Chinook brood collection activities.

Keta Creek Hatchery

- Released 5,668,037 fed Chum fry
- Released 1,001,316 yearling Coho to the Elliott Bay Net Pen
- Released 913,044 yearling Coho on-station
- Fed and Released 2 million Fall Chinook fingerlings from Palmer Hatchery
- Fish Production staff spawned 3,477 Chum pairs and fertilized 8.1 million Chum eggs; and spawned 1,108 Coho pairs for 1.5 million fertilized Coho eggs.
- Hosted a Trout Derby for kids and family members
- Assisted with stocking White Lake with Rainbow Trout
- Keta Creek Hatchery Upgrades: The filtration building for egg incubation was re-roofed. Weather protection covers were installed over the electrical control panels serving the primary and re-use water treatment system areas. Also safety walkways, hand rails and step ladders were installed at the water treatment centers, within the spawn factory and over the in-stream adult holding area. Fleet provided Keta with 3 electric utility vehicles. A more reliable flow meter for the main water supply was installed to better track the water borrowed from Crisp creek to raise fish.
- Fish Health: All of the chum and coho fish releases were healthy and in good condition. The adult Coho and Chum returning this fall looked healthy and the results of disease sample testing detected no diseases. Fecundity was normal among the female fish.

OUTLOOK FOR 2023:

White River Hatchery

Again we will be receiving grant funds to offset maintenance and repair costs for the hatchery, and we will be looking into ways to improve water supply. Droughts are becoming the normal weather pattern for western Washington and we must do all that we can to protect fish production. We have fixed all

of the wells and bolstering groundwater supply will enable us to rear more fingerlings on-station for release, increasing our overall production. Engineering design plans to add six new, 20-foot diameter, circular tanks for holding and rearing additional Spring Chinook adults and juveniles are still underway.

Keta Creek Complex

The Keta Complex with its recent upgrade is performing well from an operational standpoint, but water is essential for its fish production to continue into the future. This year marked a massive chum run year providing outstanding fishing opportunities that we will see again next year. We will continue to address water supply concerns during the coming year working as a team to investigate ways to augment. Keta Hatchery looks forward to hosting another fun-filled Trout Derby in 2023.

2022 Production for the White River Hatchery

Location	Release Year	Salmon Species	Age	Release Number
White River Hatchery	2022	Spring Chinook	8 months	638,335
Greenwater River	2022	Spring Chinook	8 month	568,870

2022 Production for the Keta Creek Complex

Location	Release Year	Salmon Species	Age	Release number
Palmer Ponds	2022	Fall Chinook	8 months	2 million fingerlings
Elliott Bay Net Pen	2022	Coho	18 months	1,001,316 smolts
Keta Creek Hatchery	2022	Coho	18 months	913,044 smolts
Keta Creek Hatchery	2022	Chum	4-6 months	5,668,037 fed fry

Hatchery Spawning Production for 2022

Location	Salmon Species	# of fish embryos*
White River Hatchery	Spring Chinook	714,457
White River Hatchery for the Acclimation Ponds	Spring Chinook	803,216
Keta Complex	Coho	1,578,443
Keta Complex	Chum	8,126,068

**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

INFO PHONE: (253) 876-3130

INFO 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 2022 and the outlook for 2023 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.



Kalen Williams and Karl Madplume at a Crisp Creek tributary site 2022.

HIGHLIGHTS OF 2022:

Watershed and Land Use Team:

- Reviewed over 2,100 federal, state, and local government permits, and over 250 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 524, SR 18, SR 169, SR 202, SR 410, SR 525, SR 164, I-5 and I-405 road widening projects, and Sound Transit's Lynnwood, Redmond, Ballard, West Seattle, 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 to complete 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.
- Participated on the state Legislative Task Force on Water Rights Mitigation as the technical tribal representative. Advocated for fish and flow protection currently in the water code and opposed legislative changes to weaken those.
- 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 2023

- 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.
- Implement the pH and phosphorus cleanup plan for the White River with state and federal agencies.
- 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.



This is a picture of the Ballard large lockage empty of water for their annual cleaning.

Fisheries Commission and Fisheries Staff Special Report for 2022

2022 annual chum fishery was a huge success this year!

This year's successful chum run is the result of significant work by the Tribe going back many years. Tribal Council support for the vision of the Fish Commission implemented by Fisheries Department staff have all contributed to securing increased production goals that are contributing to the Tribe's fisheries now, and will continue to support fishing for the next seven generations. The 2022 season marked a historical terminal chum run which supported both a record breaking tribal harvest and robust returns to Keta Hatchery. This massive run supported not only Muckleshoot fishers: many reports were made this fall of Southern Resident Killer Whales foraging on chum in Central Puget Sound.

This year's impressive run is a direct result of the planning and construction for the modernization of the Keta Hatchery in 2015 and 2016. This effort enabled the hatchery to more than double egg incubation capacity, thereby dramatically increasing salmon production. Specific improvements included a water recirculation system to increase flows, a new spawning factory to handle thousands more fish, and 36 new circular tanks for feeding chum fry. This year's run was the longest ever seen – it began on Halloween and lasted until December 10th. Keta Hatchery was able to handle over 30,000 chum and fertilized 8.1 million eggs, an incredible level of productivity that will help to ensure more big returns in the future.

The chum fishery in Elliott Bay started in mid-October and the river fishery started one week later. Early catches in Elliott Bay were strong and continued to improve in the second week as the river fishery opened and also experienced robust catches. Abundant catches in both the bay and river continued for the next several weeks leading up to a combined record harvest 81,661 chum from Elliott Bay and the Duwamish River. The previous record of 51,912 chum was set in 2010. The Elliott Bay catch alone totaled 29,746, which is double the previous record from 2010 of 14,143. The Duwamish River catch of 51,915 easily surpassed its previous record of 38,793 in 2007.



Stanley Moses watching Muckleshoot Seafood Products (MSP) offload his catch.

Below is a quote from Leo LaClair a tribal fisher who fished in Elliott Bay for the chum this past season: "Fishing was phenomenal! Also, the price was \$2 dollars a pound, all the fishermen need to thank the fish commission and tribal council for subsidizing the price. It started out with 10 lb average (big fish) in the first weeks of fishing. Towards the last few weeks of fishing, the fish got smaller and they were still abundant.

It goes to show all the hard work our staff did to make this a successful chum fishery that will continue into the future. Thanks, Leo"



Health & Wellness Center

HWC – Administration & Business Office

PERSONS IN CHARGE: Andrea Thomas 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.

Managed Care - Certified Tribal Assistor helps Native patients with enrollment in Apple Health and Cascade Care. Also assists patients with health coverage questions and provides education to our community, especially to our elders.

Disability Benefits Services - Provides support to enrolled Muckleshoot Tribal Members with new applications for Social Security Disability Insurance (SSDI), Tribal Disability Program, and Tribal Disability Monetary Benefit. The professional team assists with denials and negative actions from the Social Security Administration (SSA), and reviews pending applications for either SSDI or SSI programs.

HIGHLIGHTS OF 2022

Welcome Andrea Thomas, Muckleshoot HWC Executive Health Director.

Andrea not only brings expertise as a health administrator, she worked through the ranks starting as a medical assistant to a high level executive position. Caring for patients, then transitioning into management gives her a broad perspective. She is supportive, quick to act, and an effective problem solver.

The new Disability Benefit Services program opened in April 2022, under the leadership of Sara Moore. They have assisted over 100 Muckleshoot Tribal Members with applying for the Tribal Disability Program and the Tribal Disability Monetary Benefit, and assisted 20 Muckleshoot Tribal Members with Social Security applications and disability related issues.

The Business Office Patient Registration maintained 9,453 patient records and updated 3,239 patients who received 83,462 billable visits in 2022. To accommodate the community, they added after-hours options for document collection and increased the number of electronic documents accepted for Patient Registration. Purchase Referred Care issued close to 13,000 Purchase Orders in 2022.

Indian Health Service (IHS) honors Muckleshoot Health and Wellness staff for going above and beyond during the Covid-19 pandemic. Awards were given to recognize excellence regarding the Covid-19 Hotline, contact tracing and data collection, Covid-19 screening and testing, and the medical staff dedication to keep the Muckleshoot community safe.

OUTLOOK FOR 2023

HWC will continue to support Muckleshoot Tribal members and community with their healthcare and behavioral health needs. Clients and Patients are encouraged to share feedback on services using the electronic links posted throughout the lobbies of all departments.

HWC will focus on healthy food accessibility to counter obesity and welcome cooperation with the Tribal schools to promote nutrition education for youth and their families.

The Business Office is looking to have all vacant positions filled by early 2023, bringing the staff size back to pre-Covid-19 levels. This will allow faster processing in our Third Party Billing claims as well as a more consistent flow of payments to our outside providers.



Andrea Thomas, Executive Health Director



Sara Moore, Disability Benefits Coordinator

CHR and Medical staff receive high honors from Indian Health Service for excellence during the Covid-19 pandemic. Awards were presented at the IHS Portland Area Office by the Area Director Capt. Marcus Martinez.



Corey Chambers, Greg Lezard, Kelly Blake, Jenna Eyle, Kenny Jones, & Melissa Satiacum



Yvonne Oberly, Chief Operating Officer & Jeremy Pangelinan receiving IHS awards for Heroism during the Pandemic.



Kristy Kenyon and Adrian Markantonatos



Dr Bruno and Dr Postma



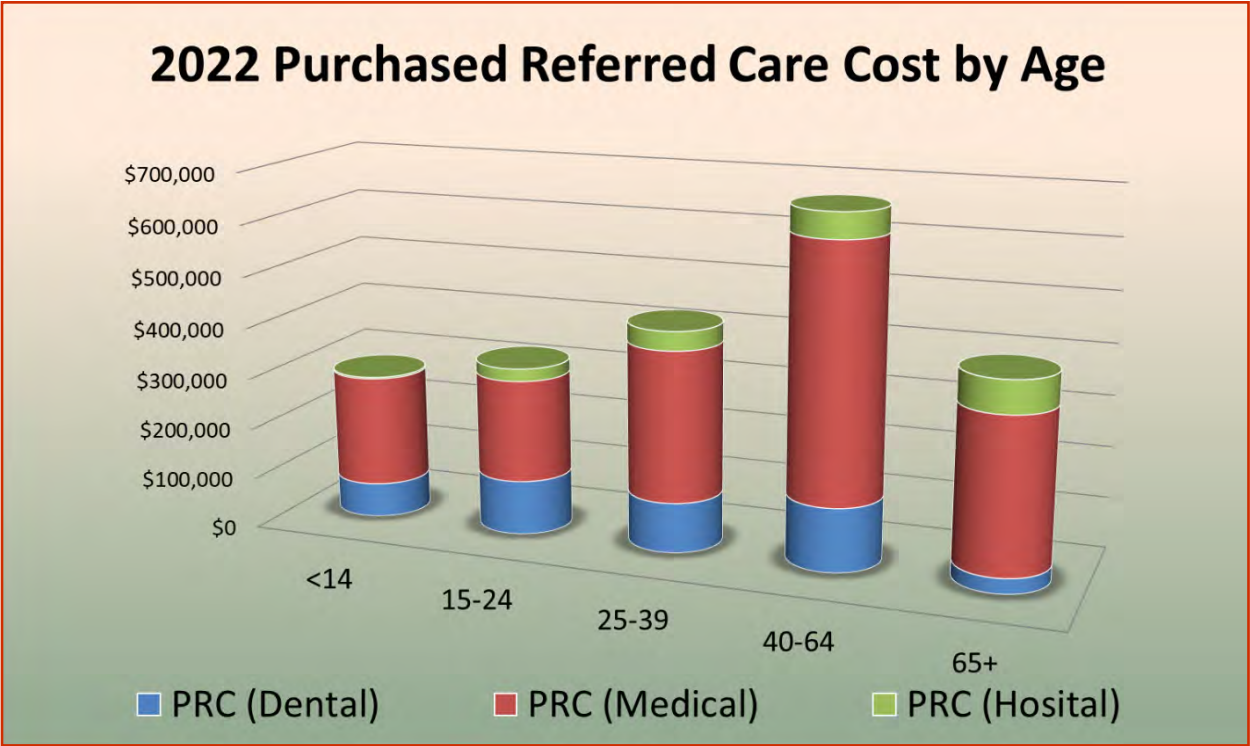
Trenton Eyle, HWC Reception



Patient Registration, Melissa Starr and Suzy Black



Business office staff include HWC Reception, Third Party Billing, Purchase Referred Care, Managed Care, & Patient Registration.





Behavioral Health Program 2022

PERSONS IN CHARGE:

Behavioral Health Program Contact: Karyn Cross, BHP Director
Adult Mental Health: Hayley Henry, MH Manager
Adult Mental Health: Argelia Chavez, Acting MH Supervisor
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): Keri Burks, Sacred Home Supervisor

ADDRESS: Behavioral Health Program (Adult): 17813 SE 392nd St. Auburn, WA 98092
Behavioral Health 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: Karyn.cross@muckleshoot-health.com
BHP Adult SUD Services: Aaron.Soto@muckleshoot-health.com
BHP Adult MH Services: Hayley.henry@muckleshoot-health.com
Family Youth Services: Joan.ferguson@muckleshoot-health.com
Residential Services (Adult): alex.broady@muckleshoot-health.com
Residential Services (Youth): Joan.ferguson@muckleshoot-health.com

PROGRAM DESCRIPTION – Behavioral Health Program

Adult Behavioral Health, Family Youth Services & Residential Services

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.

Family Youth Services

Family and Youth Service (FYS) is a division of the Behavioral Health Program, located in the Health and Wellness Center. FYS offers Mental Health and Substance Use Disorder counseling for youth ages 6 and up. FYS Clinical staff are all fully licensed and offer counseling for individual youth and their families. Family participation is encouraged whenever possible. FYS has regular consultation with staff Psychiatrist, Dr. Reddy when medication evaluation is indicated. FYS also has a youth residential home, Sacred House. Sacred House is available for short or long residential stays for girls ages 13 thru 19. 2022 Sacred House helped 19 residents and an emergency placement for one newborn.

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 – Behavioral Health Program

Adult Behavioral Health, Family Youth Services & Residential Services

Adult Substance Use Disorder Services (Serving adults from 18 and up)

- Substance Use Disorder (SUD) assessment, treatment, and case management
- DUI assessment
- Inpatient Referrals and care package distribution
- Individual counseling
- BHP After-hour line Services by calling (253) 920-2824
- Intensive outpatient groups offered morning, afternoon and evenings
- Outpatient and aftercare groups
- Medicated Assisted Treatment (Suboxone, Sublocade and Vivitrol)
- Organized drug and alcohol free community events and overdose prevention trainings
- Needle Exchange Program
- Community Outreach Services

- Gambling counseling
- Residential Services – Adult Recovery House, and Clean & Sober Homes such as “The Lily Home”, “Red Cedar House”, and “The Butterfly House”.

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
- Community Workshops on Suicide Prevention
- Telemedicine appointments

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 Services

- 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

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.
- Peer Counseling as State Certified Peer Support Specialists (5 staff certified)

- Communication circles to address conflict resolution and improving communication among staff and residents. (Staff completed Collective Voices training in June 2022)
- Traditional Medicine for healing and weekly plant teachings. Sacred House implemented a traditional Medicine cabinet, where staff and residents can sample the tea and medicine. 2 Staff members completed the Plant Teachings Apprenticeship

Behavioral Health Program Equine Services

Equine Clinical Offerings: Mental Health Therapists provide individual and/or family counseling in conjunction with trained equine specialists and 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 eight tribal member workers. They focus 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 and Certified Peer Counseling Training. Workers co-facilitate community healing groups at the barn. In addition, to their job function, staff is supported in working toward educational and other life skill goals. Including but not limited to, graduating from high school, obtaining a driver’s license and other positive life skills.



Weekly Healing Groups: Women’s Circle, Poetry with Ponies, Social & Emotional Skills Group, H.E.R.D Health and Empowered Relational Dynamics Support Group, Muckleshoot Equestrian Team, Sya Ya Club and Open Barn occur 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.



HIGHLIGHTS OF 2023- Behavioral Health Program

Adult Behavioral Health, Family Youth Services & Residential Services

Deployment of the Behavioral Health After-Hours Phone line:

Muckleshoot Clinical staff is now available to help callers with emotional distress and find assist if needed. In January 2022, the Muckleshoot Behavioral Health Program and Family and Youth Services launched an after hour's phone line for urgent Mental Health or Chemical Dependency needs.

The After Hours Phone Line was developed in response to community feedback. It is monitored by BHP Mental Health Therapists and Substance Use Disorder Professionals.

Community Members are encouraged to call BHP during business hours for urgent support, but the After Hours Phone Line 253-290-2824 is available to the Muckleshoot community 7 days per week outside of regular business hours, including weekends, evenings, holidays and closures.

Adult Mental Health Team Members

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

Adult Recovery House Highlights 2022

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

BHP celebrated the Recovery PowWow bringing together over 800 years of recovery among the participants

BHP Healing Dinner

BHP hosted the first Healing Dinner since the pandemic. The topic was "Rooted in Community" with guest speaker Rosalie Fish. In attendance were 77 community members and 318 Facebook Live views.

Behavioral Health Program Family and Youth Services

- Completed a SAMSHA Tribal Opioid Response grant (Harvesting Our Wellness through Cultural knowledge). Several "Culture Days" were hosted for the community including; camas harvesting, wild greens and beaches and Cooking in traditional earthen ovens. 10 staff completed a 72 hour apprenticeship with Plant Teachings expert Val Segrest. Apprentices' learned about different indigenous plants and the corresponding medicinal and social-emotional qualities. Traditional medicine Apothecaries were set up in 3 BHP locations to be utilized by staff and clients. Traditional Medicine First Aide kits were



Therapy horses "P-Nut" and "Toco Belle" with Equine Specialists Skyler Campbell, Anita Perez & Ariana Sarabia



Community members wrote positive messages to loved ones on leaves during the healing dinner.

Art work displayed in HWC lobby

distributed at Tonanamus Days and at the Community Health Fair. Behavioral Health has adopted the Plant Teachings for Social Emotional Skills as an important tool to assist prevention and intervention.

- Collaborated with the Youth Development Department to provide culture based prevention education to youth. Co-produced and end of summer field day.
- Positive Indian Parenting Classes offered in fall 2022, along with new training for staff and community members.
- Participated in prevention activities with Muckleshoot Tribal School including during Red Ribbon week (October Drug and Alcohol prevention month) sharing plant medicine information, and, made Huckleberry sodas for 250 Muckleshoot Tribal School students.

Apothecary with Valerie Segrest

Staff participated in a six month Herbal Foundation Apprenticeship instructed by Valerie Segrest. Two mental health counselors and one outreach aid (Muckleshoot Tribal Member) participated to gain field experience harvesting, identifying traditional plants

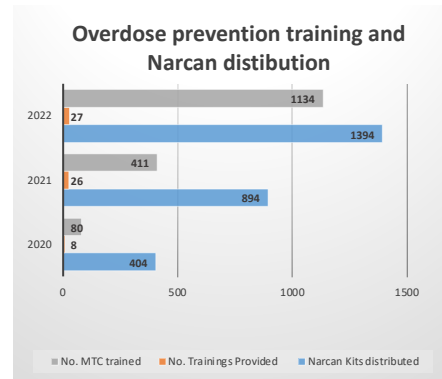


Left to Right- (1) Sita Das, Argelia Chavez and Elise Krohn (2) Brianna Perez and Val Segrest

of the Muckleshoot People to gain an understanding of how plant teachings offer support with social emotional health. The course was supported by SAMSHA Harvesting Our Wellness Grant. The second phase of this program includes the addition of apothecary cabinets at Adult BHP, FYS, and Sacred House to offer traditional medicines an incorporate more holistic methods of healing.

Overdose Prevention Training and Narcan Distribution:

Distributed close to 1400 Narcan kits from January to October 2022 in an initiative to increase awareness and to prevent overdoses in the Muckleshoot Indian Tribe through community engagement and support events.



OUTLOOK FOR 2023 – Behavioral Health Program

Adult Mental Health

- Moving into 2023, the Muckleshoot Adult Mental Health Program will include perinatal mental health support, and Positive Indian Parenting classes.
- Expand options for voluntary mental health inpatient placement.
- Incorporate holistic healing methods with a functional apothecary cabinet to provide traditional medicine to client.
- Suicide Prevention - Reinitiate the Native Community Helpers Program

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 Behavioral Health staff



Family Youth Staff working with Native teas and medicine



MindCare

PERSON IN CHARGE: Yun Chang, MindCare Manager

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

INFO PHONE: (253) 876-6965

INFO EMAIL: yun.chang@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 create a comprehensive treatment plan involving one or more of the following services:

- **PEMF** - An advanced energy-focused treatment utilizing naturally occurring magnetic fields that stimulate healing energy and relaxation to restore healthy communication pathways in the body.
- **Nexalin** - 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.
- **Neurofeedback** - Optimizes each person's naturally occurring brainwave patterns. Treatment is tailored to each individual and is highly effective.

HIGHLIGHT OF 2022

- MindCare is managed by the Behavioral Health Program. In addition to serving medical referrals for pain management, MindCare is used in conjunction with evidenced-based and holistic treatment models for a comprehensive approach to addiction recovery and mental health.
- MindCare is currently open Tuesday, Thursday and Fridays.
- Receptionist, April Brown a Muckleshoot Tribal Member has joined the team at MindCare.

OUTLOOK FOR 2023

- To resume hours of operation Monday- Friday 8am to 5pm.
- We are in the process of hiring two MindCare Clinic Specialists to increase the number of appointments available and reduce wait times.
- The MindCare Clinic will be offering services to more youth clients. Sessions will be 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.



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)

HIGHLIGHTS OF 2022

- Returning to in-person outreach and community events. The MIT Dental team returned to MELA, MCDC, and MTS for dental screenings and fluoride placement. It was a pleasure to once again collaborate with the healthcare teams at those locations in an effort to prevent and minimize childhood tooth decay.
- It was a joy for the dental team to participate in person at community events such as, Career Day, PowWows, Pride, National Night Out, and other gatherings.
- 2022 saw an overall 30% increase in implant, denture, and orthodontic services provided to Muckleshoot Tribal Members.
- Within the Orthodontic Program 72 Tribal Members were able to start their orthodontic treatment, bringing the total to 195 Members in active orthodontic treatment. The year to date expenditure for orthodontic treatment was \$408,771.00.
- Within the Dental Implant Program a total of 93 implants were placed, helping over 39 Tribal Members improve their oral health. The year to date expenditure for dental implants was \$258,958.00.
- The Denture Program was able to provide over 57 Tribal Members with new implant supported



dentures, traditional dentures, partial dentures, or a combination of either. The year to date expenditure for dentures was \$197,258.00.

OUTLOOK FOR 2023

- Collaboration with Muckleshoot Tribal School (MTS) to implement a school sealant program. Our goal to “bring the dental clinic to the school” can finally be attained with the acquisition of a new portable dental unit.
- Recruitment of a Tribal Member for the position of Dental Sterilization Technician Trainee. This 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.
- 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. Ideally, the tribal member will decide to continue their dental education to become a dentist, hygienist, or dental assistant that will one day provide services to their community.





Medical & Community Health

PERSONS IN CHARGE: Jeremy Pangelinan, Patient Services Director
Greg Lezard, Community Health Administrative Supervisor

Jenna Eyle, Clinic 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 - Coordinated program between primary care providers, diabetic nursing, nutrition counseling, and community health. This program aims to take a multidisciplinary approach to diabetic care and prevention to enhance the health of the community.

Community Health - Focuses on assisting our tribal and community members to get medical services on-site, outside referrals, and follow-up after hospital admissions. Our program includes services provided by our community health representatives (CHR), diabetes nurse (RN), public health nurse (RN), medical social worker (MSW) and registered dietitian (RD).

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 and Rehabilitation
- 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 and outreach to assist patients to complete their annual diabetic exams and recommended labs to monitor diabetes complications
- Medication management of blood sugars, blood pressure, cholesterol, and other associated conditions
- Patient and family education on healthy eating and physical activity
- Management and education of “Continuous Glucose Monitors” (CGM), a device implanted to give a diabetic patient immediate feedback on how lifestyle choices affect a patient’s blood sugar
- Follow up on ancillary care, such as dental exams to help improve glycemic control, optometry exams to monitor sight-threatening retinal eye disease, and foot care.
- Diabetes Shoe Program offers supportive shoes and custom orthotics for patients who need them

Community Health

- Community health education offered to individual tribal programs, such as Muckleshoot Tribal Schools as well as community events and health fairs
- Medical case management via our Medical Social Worker and Public Health Nurse
- Comprehensive nutrition and diabetes education and case management

HIGHLIGHTS OF 2022

Medical Clinic

- Continued to provide primary care services with little interruption regardless of staff shortages
- Added antiviral therapy for patients with COVID-19 diagnosis
- Gave a total of 1,532 doses of Covid-19 vaccine
- Expanded our “Continuous Glucose Monitor” program (CGM) program to improve blood sugar control in our diabetic patients.
- Several members of our Medical and Community Health Team received recognition for excellence from the Indian Health Services, Portland Area Office for our efforts with the pandemic.

Community Health

- Continue to support the pandemic mitigation efforts collaboratively with medical team and other tribal programs.
- Added a new Registered Dietitian to assist with our Diabetes Team in supporting our patients with diabetes, chronic medical conditions and those who just need assistance with nutritional lifestyle changes.

OUTLOOK FOR 2023

Medical Clinic

- Collaborate with Muckleshoot Early Learning and Education Programs to provide limited mobile well child exams onsite at their facilities
- Expand osteopathic care to our tribal community
- Expand medical provider visits to homebound patients
- Continue to expand our pregnancy and labor support program
- Explore ways to include traditional medicine in our primary care setting

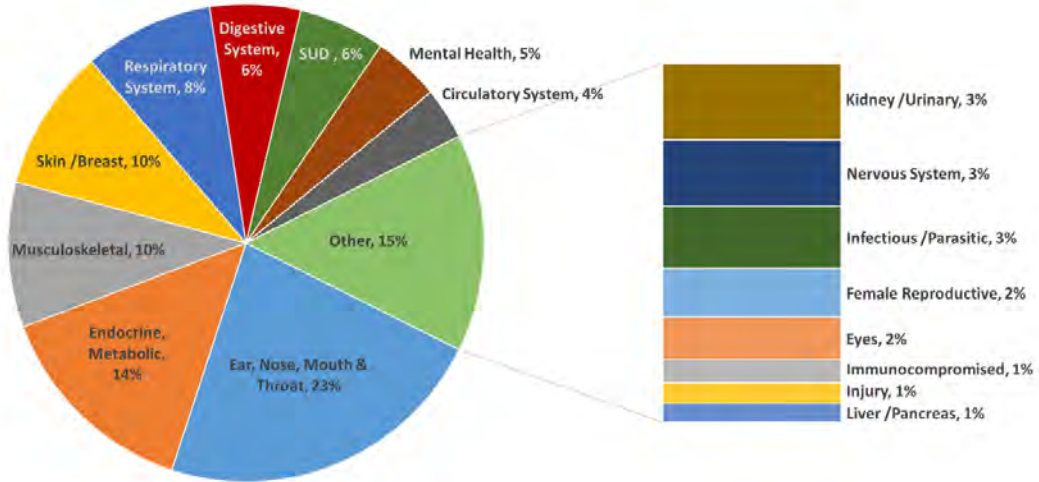
Diabetes Program

- Continue to expand the “Continuous Glucose Monitor” (CGM) program for diabetes self-management
- Offer more regular face to face small group education opportunities with our Diabetes Nurse, Public Health Nurse and Registered Dietitian.

Community Health Program

- Increase collaboration with the Muckleshoot Elders Program
- Expand health education by way of outreach and community events

2022 Medical Clinic Most Common Patient Issues



Emmie Price, Mary Ann Ortiz, & Pelita Brack



Dr Postma



"Onesie Day" Medical staff is happy to help!



Optical Clinic

PERSON IN CHARGE: Jeremy Pangelinan, Patient Services Director

ADDRESS: Health & 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 2022

- The “Optos” retinal imaging camera helps discover diagnose and treat serious ocular conditions that may go undetected. It also replaces lengthy eye dilations for many, so we are able to schedule more patients per day.
- Upgraded the “OCT” imaging instrument, now gives a cross section of the retina to help diagnose eye disease.
- Added “Blue Block” protection to glasses that filter out harmful light
- Started “Kid tough” program for children’s eyewear to include unlimited 1 year warranty
- Offered myopia control drops for children to decrease the progression of nearsightedness

OUTLOOK FOR 2022

- Updated optical equipment - *Myopia Master* is an all-in-one tool that helps ECPs diagnose, treat, and manage **myopia** (nearsightedness)
- Possible remodel to accommodate departmental growth
- Attend vision “Expo” to keep up with current optical trends



Photos: Native Frames available at HWC Optical



Pharmacy

PERSON IN CHARGE: Crystal Huang, RPh, Pharmacy Director

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

INFO PHONE: (253) 333-3618

INFO EMAIL: crystal.huang@muckleshoot-health.com

PROGRAM DESCRIPTION

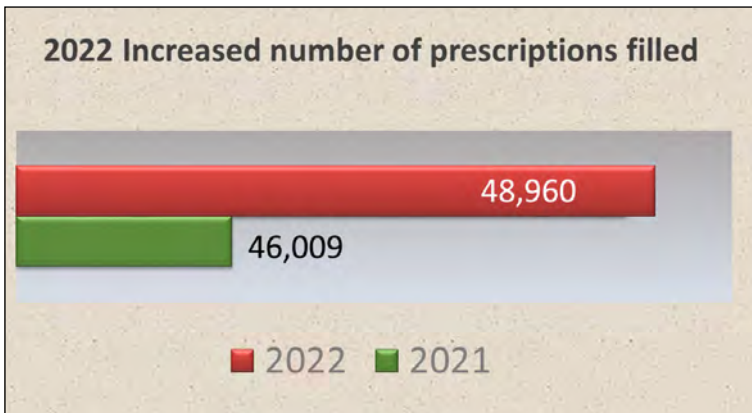
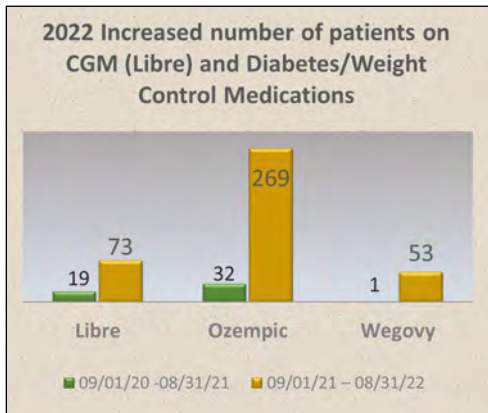
The HWC Pharmacy works directly with Medical, Behavioral Health, and Elders In-Home Support Services for medication therapy management and supplies for Muckleshoot patients.

SERVICES PROVIDED

- Provide “Mediset” packaging to help patients stay compliant with complicated pharmaceutical regimens
- Work closely with Behavior Health Department to provide support and care for patients enrolled in the Suboxone program. Connect with healthcare providers to help develop personalized treatment plans for patients with addiction.
- Implemented newer pharmaceuticals such as Ozempic and “Continuous Glucose Monitor” (CGM) system (e.g., Libre2 and Dexcom G6) for managing diabetes and obesity
- Provide education and support for monitoring glucose levels, help patients with medication management and offer counseling to promote wellness.
- Establish current standards of pharmacy practice by accessing patient’s entire health record, immunization status and past medical history.
- Promote health awareness and contribute to the betterment of the tribal community

HIGHLIGHT OF 2022

- We installed the hardware (signature pads and scanners) which enable us to turn on the “point of sale” in QS1 software program to improve accuracy when releasing prescriptions to patients
- We provide mail out services for patients who cannot get to the pharmacy in person
- We upgraded to a new “Fillmaster” digital reconstitute system, which includes 6-stage reverse osmosis water filtration system and enables automated reconstitution of liquid antibiotics, which improved accuracy and efficiency
- Currently working on converting to daily automatic replenishment of inventory to improve inventory controls and customer services. This decreases wait times for patients who need medications that may be low or out of stock.
- Actively recruiting staff to build a strong pharmacy team, one valuable member at a time.
- Total script count increased by almost 3000 prescriptions in 2022 compared to 2021
- Improved workflow to streamline “Mediset” preparation to preventing patient safety errors



Products that improve quality of life in our patients, aiding in diabetic self-management and weight loss

OUTLOOK FOR 2023

Our goal for 2023 is to increase the number of permanent staff back to pre-COVID levels, so we can better serve the Muckleshoot Tribe. We will continue to offer high quality comprehensive pharmacy services and work collaboratively with all departments to keep the community safe and healthy.



Pharmacists – Crystal Huang and Hung Phan



Muckleshoot Elders In-Home Support Services

PERSON IN CHARGE: Karen Cantrell, MEISS Director

Adrian Markantonatos, Acting Assistant Director

ADDRESS: Health & 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 healthcare and community-based social services to individuals and families of the Muckleshoot Indian Tribe and community. We are a tribally owned and operated in-home healthcare service. 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.

MEIHSS provides the highest quality support for aging members of the Muckleshoot Tribe. The purpose of the Elders In-Home Support Services Program is to allow elders who qualify for services under the program guidelines to remain safely in their homes by assisting with essential activities of daily living and providing culturally appropriate care in a setting that is familiar, comfortable, and surrounded by family and community. When this option is not available, we provide bridge services within the community to ensure the elders are supported when transitioning back to their homes as safely as possible.

As 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 working with other Tribes in our State to share our experiences and successes. The program has gained national recognition from CMS and Washington State as one-of-a-kind “Long Term Services Support “ (LTSS) program.

SERVICES PROVIDED

- Professional Nursing Case Management Oversight – Including Registered Nurses and ARNPs
- Medical Social Services – assistance with applications, hospital discharges, case planning, Medicare, Medicaid, disability questions, or other related services
- Life Alert – Medical Monitoring Emergency System
- Elder and Vulnerable Adult tailored Care Plans
- Assistance with Activities of Daily Living (ADL)

ADLs: 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 2022

- Certified Nursing Training Collaboration- Successfully graduating and employment of Muckleshoot Tribal Members who provide quality, culturally competent care to our elders, reducing the need for outside agency contracts.
- Consistent Implementation of Quality Assurance Measures focused on “person-directed care” plan with emphasis on activities of daily living, training, communication, nutrition, and wellness.
- MEIHSS strives to reconnect with clients who have care needs that were previously unavailable, and who have been misplaced due to medical conditions off the reservation and away from their family members.
- Promotion of family engagement to increase elder support and reduce gaps in coverage. Family engagement helps 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.

Tribal Employee and Leadership Development

MEIHSS believes in promoting and developing tribal members within the program. Several Staff members of the program have shown interest in making Healthcare a lifelong career, continuing to serve their elders and community. MEIHSS continues collaborations with Human Resources, focusing on engaging MIT family and community members to consider a career at MEIHSS.

Acting Assistant Director - MIT Tribal Member Adrian Markantonatos

In September 2022, MEIHSS welcomed Muckleshoot Tribal Member Adrian Markantonatos to the MEIHSS team. Adrian is currently working under the Executive Leadership Training Program. After 24 years of working at the Muckleshoot Casino, Adrian has quickly become a highly valued team member with exemplary leadership, communication, and managerial skills that make him a true asset to the program. Adrian stepped in as Acting Assistant Director and will be working to help develop the MEIHSS team and bring in tribal members. Also, he will work to enhance the overall structure of the department policy and procedures.

Adult Protection Services (APS)- Collaboration MEIHSS Investigator

This year we have had our Investigator working with APS to help elders and caregivers deal with situations in the home and resolve problems to promote a healthy and safe environment for all involved. The MEIHSS Investigator researched and resolved 249 incident reports with positive results to make our elders safe.

New hires and promotions within MEIHSS

We are proud that we have been able to hire 43 new caregivers during 2022; 7 of whom are MIT Tribal members. This continues to be a priority as we seek to employ Muckleshoot Tribal members first. When possible we promote MIT tribal employees from within our program to new positions.

Home Care Agency Audit and Reimbursement

In August 2022, MEIHSS navigated our fourth 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 over \$1.2 million dollars in State Medicaid reimbursement for in-home services we provided to the elders. Of that \$1.2 million, we received \$10,500 for training services provided by our Tribal employees and \$44,000 in Non-Emergent Medical Transportation Reimbursement.

CNA Training Collaborations- Muckleshoot Tribal College, Muckleshoot ROW Grant

In 2022, MEIHSS partnered with the Muckleshoot Tribal College, Muckleshoot ROW Grant (Reclaiming our Wellness Grant), and Renton Technical College to train, certify and employ tribal members to work in the healthcare field providing culturally competent care to our elders and community. 23 caregivers completed the training programs offered, 4 have passed their WA state exam, and the others are in queue to be assigned a testing location.

CRR/BLS Training Program

Tribal Member Roberta Tecumseh completed her C.N.A. certification and is in process of finalizing her Adult Education Training and Basic Life Support Training Program to complete the credential



MEIHSS Staff

requirements as a “Certified” Staff trainer for MEIHSS. Roberta has worked very hard at completing the certification process so that the Tribe is self-sufficient and non-reliant on outside contracts to maintain credentials within the program. To date, Roberta Tecumseh has completed 31 training certification classes for HHAs, Jackie Carey, also a Muckleshoot Tribal Member assisted the program by completing 15, and Diane Dea, a Lummi Tribal member supported with 22. The total CPR/BLS caregivers/staff trained and certified is 68.

Caring for the Vulnerable Adult Population

Although MEIHSS primarily supports Elders, once assessed and screened by nursing, vulnerable adults with significant medical issues can be accepted into the program and utilize services provided by MEIHSS.

Transitioning out Agency Care in Favor of MIT Caregivers

Since the program’s inception, it has always been the goal of MEIHSS 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 CNAs, 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.

OUTLOOK FOR 2023

- Policy & Procedures Restructure & Revisions
- Leadership Development Training
- Cultural Caregiver Training Classes: Cooking, communication, respect, arts & crafts
- Collaboration for Assisted Living Project





Wellness Center

PERSON IN CHARGE: Caryn Avila, Wellness Center Manager

ADDRESS: Health & 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

- **Childcare for HWC** We are working to reopen the daycare for children of parents who are working out, or have a medical or a health related appointment in the Health division. Appointments will be limited to 30 minutes or an hour to allow multiple users the opportunity to use the facility. The "Mind Body App" will be your scheduling assistant, or you can also call the front desk 253 939-3616.
- **Personal Training Sessions and fitness classes** We have a team of certified Personal Trainers to help you attain your fitness goals. All Muckleshoot Tribal Members receive these training sessions at no cost. Vibrant classes to hold you accountable and add some fun to fitness.
- **Aquatics** The Muckleshoot aquatics facility has four beautiful salt-water pools and an outdoor Splash Pad for the Members. The Therapy pool is open for swimming lessons for all ages.
- **Café Paddles Up** offers hot and cold sub sandwiches, pizzas, breakfast sandwiches, salads, soups, smoothies and espresso. Paddles Up has online ordering and payment options available, as well as catering.
- **Outdoor Fitness Space** This space is for families to work out together in the fresh air.
- **Cardio and Weight rooms** Designed to give each member the equipment they need to complete a full body circuit.

MEET THE STAFF

Personal Trainers: Andrade West, Jeffrey Sheldon, Tayla LaClair, Clayton Menzel

Lifeguards: William Nelson, Lead Lifeguard, Amelia Merrill Swim Instructor, Lifeguards, Tiffanee Leeper, Jackson Ross, Andrade West, Clayton Menzel, Tony Jansen, Caryn Avila

Wellness Coordinators: Gloria Simmons, Jackson Ross, Tony Jansen, Katalina Aldana, Jeffrey Ames, Alexis Mason, Angel Burdeau

Supported Services: JoJo Allen

HIGHLIGHTS OF 2022

Worked with Education YDP, BHP and Recreation year round to help support their programs.

- Field Day
- Ninja Warrior
- Swimming Lessons
- Salmon Jam Jr.
- Fridays at Wellness and Summer Camp
- New Year's Eve All night event

Running Club

Running Streak continued this summer!

Challenge yourself to run 30 days in a row to create a good habit. All are welcome.

Veterans Pow Wow dash

Muckleshoot Pow Wow Offered showers during the summer Pow Wow Season.

Tomanamus Community Day Wellness Warrior Walk

The trail system in Tomanamus was once used by Tribal Warriors to seek help during the treaty wars. On this day, we reflect on our past and our future. "Getting back to our traditional roots"

Fourth annual Salmon Jam

The Salmon Jam is a basketball tournament funded by the Smoking Cessation program to educate youth about the dangers of smoking and vaping. This is a two day tournament for 11-13 year olds and a 14 -17 year old bracket.

This year we had two separate Tournaments. The entry fee is to bring new toys that we donate to Mary Bridge Hospital for the children who are receiving care there. Kids helping Kids another great take away from this tournament.

Wellness Staff, YDP Staff and basketball enthusiasts all come together to make this a great event. "Smoke Salmon Not Cigarettes"

Big Drips Basketball Clinic

Big Drips Hoops is a non-profit organization that started as a training program and now has grown to hosting camps, clinics, exposure showcases, and a National Travel AAU program. They also have the #2 team on the west coast of the prep hoops circuit. We look forward to offering this clinic annually.

Success Journey Course

A collaboration between The Tribal College and The Wellness Center focusing on goal setting and accountability to help Members create and achieve their personal goals. This course was at the college and at the Wellness Center.

OUTLOOK FOR 2023

We would like to continue to collaborate with YDP, BHP, Dietitian, Connor Smith, Clinic Providers, Public Health Nurse, Laura Starr, Tribal College and MEHISS. Major areas of focus Diet, hydration, fitness and mobility positivity mindset.

- Splash Pad Memorial Day- Labor Day annually.
- Café” Paddles Up” delivery to the campus offices on the Plateau
- Fitness classes offered inside and outside, utilizing the outdoor fitness space.
- Trike Bike appointments for Tribal Members
- Classes for elders featuring water aerobics, seated yoga, seated fun and games to increase mobility.

~Thank you for the opportunity to help you on your path to Wellness~



Paddle's Up Café ready to serve healthy food options that taste good.



Caryn Avila, WC Manager



Haskell Native American College Basketball team practices with Muckleshoot Youth Development Program kids.

Muckleshoot Health & Wellness Center

17500 S.E 32nd Street • Auburn, WA 98092

PHONE (253) 939-6648



HWC DEPT	PHONE	HOURS
Behavioral Health - Adult Mental Health & Chemical Dependency BH Crisis Connection (24/7)	(253) 804-8752 (253) 920-2824	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)	(253) 939-6648	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Dental Clinic	(253) 939-2131	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Disability Benefits Svc	(253) 939-6648 Ext 3438	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Managed Care - Insurance	(253) 939-6648 Ext 3324	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	8:00am – 5:00 pm (M-F) Closed Lunch: 12:00p-1:00p
Optical Clinic	(253) 735-2020	8:00am – 5:00pm (M-F) Closed Lunch: 12:00p-1:00p
Pharmacy (Walk-up Window) (Inside lobby open daily 2pm-5pm)	(253) 333-3618 (253) 740-4639 (Backup line)	8:00am – 5:30pm (M,T,W,F) 1:00pm – 5:30pm (Thur)
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	(253) 333-3616 WC (253) 876-6977 Café	
Paddles Up Café Hours	Monday – Friday Sat & Sun	6:00am – 7:00pm 8:00am – 5:00pm
Daycare Hours	Monday – Friday Sat & Sun	Call WC for status UPDATE
Gym Hours	Monday – Friday Sat & Sun	6:00am – 7:00pm 8:00am – 5:00pm
Pool Hours	Monday – Friday Sat & Sun	6:00am – 6:30pm 8:00am – 5:00pm
Muckleshoot WIC	(253) 939-6648 Ext 3812	8:00 am – 5:00 pm (T/TH) 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

INFO PHONE: (253) 833-7616

INFO EMAIL: Ama.tuatoo@muckleshoot.nsn.us

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

Services Provided & 2022 Highlights:

RENTAL HOUSING – The Tribe manages 375 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 2022 include:

- Construction is underway for the Tribe's new affordable housing community funded in part by \$10 million in competitive Indian Housing Block Grant funds. This community will be the Tribe's first Clean & Sober Community. The first phase features 30 affordable rental homes. Housing has started moving eligible families into available homes. Phase two features 28 affordable rental homes, and is currently under construction and will be available for occupancy in 2023. These homes will feature solar panels and built to net zero standards for health and affordability. Three of phase two homes are funded by Indian Housing Block Grant – American Rescue Plan.





- ICDBG Rehab Project - Housing's Indian Community Development Block Grant to renovate homes in Cedar Village concluded in 2022. Housing is upgrading flooring, cabinets, countertops, doors, windows, HVAC, appliances, roofing, siding, and entryways. This project also served as on the job training for select AWTP and casual labor pools.





- Construction of 2 homes are currently under construction Allotment 8 – these homes are funded through special COVID relief and will house low-income families at affordable rents.



- Housing started installation of Air Conditioning units in Greentree Condos.
- Reconstruction of 4 units damaged by fire were completed in late 2022.
- 34 move-ins have been completed this year.

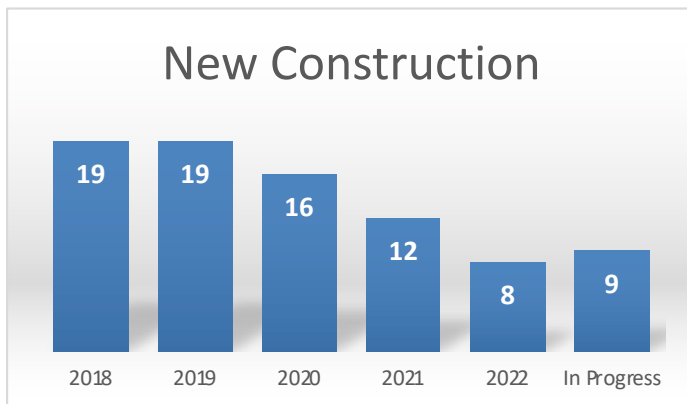
EMERGENCY RENTAL HOUSING PROGRAM – In response to the COVID Pandemic, the Federal Government has appropriated funding to assist low-income households with past due rent, past due utilities, current rent, current utilities and other housing stability services. The Tribe provided the following assistance in 2021 and 2022:

- Hotel Assistance - \$791,559.43
- Rent & Move-In Assistance - \$952,955.44
- Utility Assistance - \$90,722.09
- Administrative Supplies & Case Management Services - \$241,925.79

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.

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.

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.

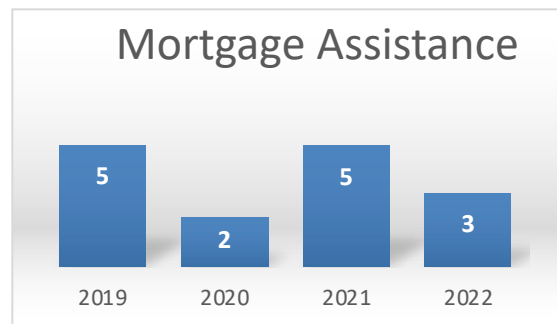
ELDER, DISABLED & VETERAN HOUSING – INSURANCE ASSISTANCE: 152 homeowners received assistance with obtaining and/or maintain Homeowners Insurance on their residence.

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 2022, Housing has completed 512 Grant projects.
- In 2022, \$2.5 million has been disbursed for Grant related homeownership projects. \$786,655.13 of this amount was specifically for down payment assistance.

TREE REMOVAL ASSISTANCE PROGRAM: The Tribe has a 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 assisted with 35 projects totaling \$393,940.25 in assistance.

FENCING ASSISTANCE PROGRAM: The Tribe has developed a new program to assist Tribal member homeowners with the costs of installing fencing at their homes to improve safety. For a limited time, homeowners who had paid for past fence installations were eligible for reimbursement, if Grant funds

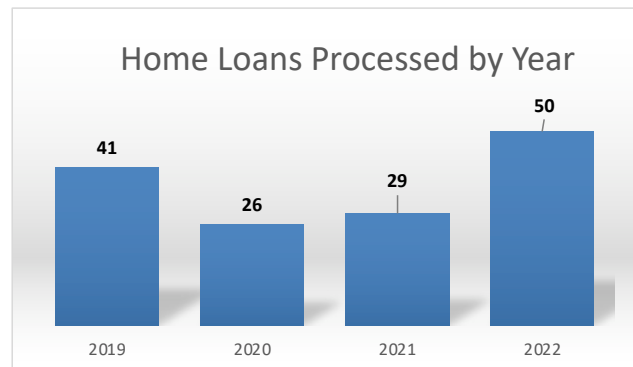


were used, these costs were refunded into the individual’s fund for future projects. There are no geographical limitations and fencing is now funded independently from the Grant Assistance.

PROPERTY TAX PROGRAM: Tribal member homeowners can now receive property tax relief. The Tribe will now pay homeowner property taxes making homeownership even more affordable to members. Muckleshoot Home Loan borrowers are automatically enrolled in this program. Members who already own their homes, or are with lenders outside of the Tribe can apply for this tax relief program. There are no geographical restrictions.

HOME 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 2022, Housing processed 50 home loans, financing \$22,082,297.00:
 - o New Home Purchase – 24
 - o Home Equity Loans – 19
 - o New Construction Loans – 3
 - o Mortgage Refinance – 4



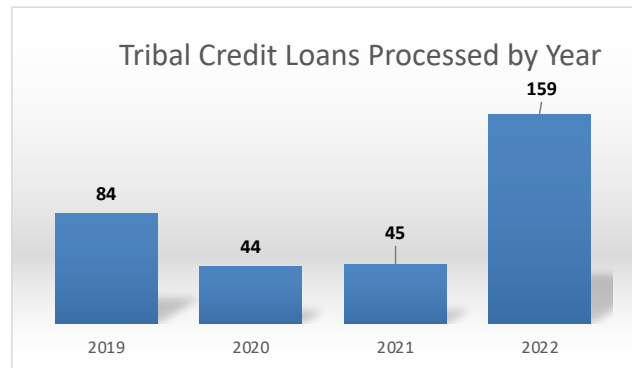
INDIVIDUAL DEVELOPMENT ACCOUNT (IDA): The IDA program is designed to build assets by saving towards a targeted amount to be used for home ownership, post-secondary education, transportation for employment, collection payoff, and pay down of existing auto loans.

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.

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
- 2022 New Tribal Credit Loans: 159 providing \$4,512,576.32 in financing

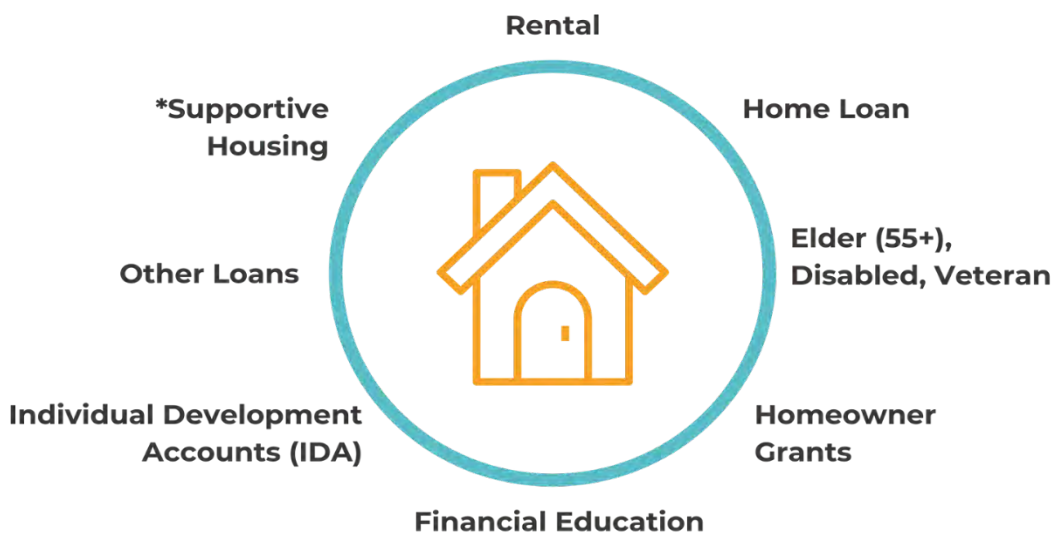


HOMEBUYER COUNSELING AND TRAINING:

Muckleshoot Housing Authority provides advice and counseling to tribal members who need assistance with new home purchases or loan refinancing. Housing continues to offer the Muckleshoot Money Skills for Life to the community. This full day education class touches on budgeting, credit, big ticket purchases, financial planning, investments, etc. Housing also provides frequent Homebuyers Training and Understanding Your Credit Courses. Money Skills for Life has been offered for the past 10-years and served over 1,079 students and 1 dog.

HOMELESSNESS SUPPORTIVE HOUSING: The Tribe is actively working on bringing a supportive housing community to assist unsheltered Members with housing and other supportive services. This program will serve members who otherwise may not qualify for rental or homeownership due to behavioral or mental health needs.

A place for everyone...





Human Resources

PERSON IN CHARGE: Peter Hixon, HR Director

LOCATION: 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 2022:

- Continued the transition to a more modernized workplace allowing for some telecommuting options that coincides with greater ability to work using software and tools allowing for remote work.
- Continued to hire for a larger number of positions as the Tribe has grown in workforce numbers.
- HR successfully implemented and released Admin/Barista Software. This software allows for greater communication and information retrieval for MIT management and Employees.
- HR successfully implemented JDXpert software (job description/classification software with compensation surveys/market data). This software allows greater usability, transparency and utility for managers. This software replaces using MS Word as the primary tool for creating and managing MIT job descriptions.
- The Tribe was awarded the BOW Grant which will help with Tribal Member professional/career development while also providing for greater workforce placement opportunities.
- HR/ROW staff successfully navigated another year of the ROW Program with job placements successfully beginning in 2022.

OUTLOOK FOR 2023:

- Continue implementing new work practices including telecommuting, digital work flows, and digital forms management.
- Continue to recruit and hire for positions approved to be filled in 2023.
- Implement a digital filing process and file storage solution.
- 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 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 to MIT Employees.
- Continue with Implementation and training of Admin/Barista Software. This software allows for greater communication and information retrieval for MIT management and Employees.
- Continue with implementation and train management on use of JDXpert software (job description/classification software with compensation surveys/market data). This software allows greater usability, transparency and utility for managers.
- Continue with implementation of the ROW Grant Program offering job training and placement assistance including child care and elder care but with a renewed emphasis on Peer Support/Recovery Coach related positions and activities.
- Continue with implementation and build out of the BOW Grant Program to include staffing, program development and placement tasks.
- Continue with implementation of an employee reward/recognition program (OC Tanner and Employee Gatherings).
- Resume HR Training classes for MIT management to include: Recruiting, Benefits/Leave Training, Employee Relations, Compensation/Performance Management, etc.



Intergovernmental Affairs

Public & Business Relations Specialist: Sean Daniels

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

CONTACT: sean.daniels@muckleshoot.nsn.us

PHONE: (253) 939-3311



Tribal Chairman Jaison Elkins with U.S. Secretary of the Interior Deb Haaland

PROGRAM DESCRIPTION: The Intergovernmental Affairs Department works to support and advance the Muckleshoot Tribal Council's federal, state, and local government legislative agendas. Our team strives to develop and maintain strong and productive government-to-government relationships between our Tribal government and state, local and federal governments, and agencies, and preserving the important protocols of tribal consultation, effective partnerships and relationships that benefit not only the tribe but our state and local community as well.

Our office also administers the tribe's public relations program. We work to organize and carryout various community engagement activities, educational programs, and effective outreach efforts to build on and maintain strong relationships with communities of color, nonprofit organizations, resource providers as well as the community at large.

Administering the Muckleshoot charitable donations program in support of the charity committee is another of our important responsibilities. We make funding recommendations and provide quarterly reports to the committee. Each year the committee makes hundreds of charity fund contributions to local non-profit organizations and educational institutions.

HIGHLIGHTS FOR 2022:

Advocacy and Public Relations. The IGA staff, with the support of the tribe's lobbyists and consultants, developed and executed a program to advance the Tribal Council's legislative and public relations agendas. Key items included:

Federal: The Tribal Council, IGA staff, and our D.C. based law/policy firm continued to successfully elevate the Tribe's federal agenda and advance its sovereign objectives in 2022. The Tribal Council's relationship building efforts at the federal level, supported by IGA staff and our D.C. team progressed significantly.

During 2022 numerous high-level federal officials came to visit the Reservation and traditional territories to learn more about Muckleshoot, which is a testimony to the significant effort that the Tribe puts into elevating its voice at the federal level. The government-to-government relationship is one that takes persistence and determination to upkeep, but the Tribal Council and IGA staff are committed to upholding the Tribe's treaty rights and sovereignty.

The Tribe continues to fight to uphold and protect its treaty fishing rights by working to restore fish runs and increase funding for salmon restoration. These efforts culminated in significant federal investments



Congresswoman Sharice Davids (D-Kansas), 4th from right, and her mother (in floral blouse) shared some food and conversation with several Tribal Council members and their families last June. Afterward, they visited the Veterans Pow Wow, where Sharice's mom, a veteran, was honored along with other Native veterans.

in the Tribe's usual and accustomed fishing areas to bolster the health of the waters and the resiliency of the salmon. The Tribal Council was invited by Senator Murray and Congresswoman Schrier to a major funding announcement at Howard Hanson Dam because the Tribe has been so engaged.

Additionally, Chair Elkins was invited to participate in an event with U.S. Secretary of Transportation Pete Buttigieg, Senator Murray, Senator Cantwell, and Congresswoman Schrier to celebrate a project to remove a culvert that has been a barrier to fish passage. The Tribe has been a major advocate for funding to remove fish barriers and replace culverts that are impeding fish runs.

State: In this past legislative session the Tribe supported the successful passage of two bills dealing with Missing and Murdered Indigenous People: One created a statewide alert system similar to Amber Alerts for missing indigenous persons, and the other bill would ensure better notice and inter-agency collaboration, and to provide grant funding for additional services to survivors. The Tribe will continue to serve on the Attorney General's Task Force and will continue to help be a voice on this critical issue.

Local: Our local government relations team had a busy and productive 2022. Meetings with Seattle's new mayor and city council members strengthened the tribe's government-to-government relationship with the city. One of the outcomes of that relationship will be a greatly expanded Muckleshoot presence on the Seattle waterfront in 2023. Regular meetings were also held with the tribe's other regional government partners, King County, and the City of Auburn.

A Memorandum of Agreement between the tribe and Port of Seattle was developed to establish a formal mechanism to promote economic development, education and job training opportunities for tribal members, treaty-reserved resource protection and fish and wildlife habitat restoration.

Charity Fund: The Muckleshoot Charity Fund provides hundreds of monetary donations annually to local bona fide non-profits, churches, and schools.

Public Relations: Work with our Communications and Public Relations firm has raised the Tribe's visibility in the greater region and promoted a greater understanding of Muckleshoot culture and history – etc.

OUTLOOK FOR THE COMING YEAR: Our team will continue to support the Tribal Council's important work advocating for tribal sovereignty, self-determination, and treaty rights. We will build on the strong relationship the tribe has developed with our legislative, Tribal and community partners and work to maintain the tribe's status as an important regional government.



Muckleshoot Child & Family Services (MCFS)

Person in Charge: Mahogany Sexton, Program Director
Ituau Atimalala, Program Manager
Alexandra Cruz-James, Director, Human Services

Location: 1220 M Street Auburn, WA. 98092
Main Phone: 253-833-8782
To Report Possible Abuse: 1 (866) END- HARM

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

Family Protection Advocate Liaison:

Alesana Save
Melissa Morales
Khadijah Razzaq
Karla Lewis
Shavon Tate
Destinee Warren
Monica Bolden
Emily Gross
Margaret McClean
Sukara Grandberry

Investigators:

Gwendolin Bitsuie, Gabrielle Cummuta

Prevention:

Laurel Kelly

Transporter/Visitation Provider: Janiece Harrison

Foster Home Licensor: Alana Begay

Placement Coordinator: Malinda Bill

Administrative Staff:

Adrianna Antone

Angel Elkins

MCFS Trainee

Erika Elkins



Muckleshoot Language Program

PERSON IN CHARGE: Eileen Richardson
LOCATION: House of Language (next to HR)
MAIN PHONE: 253-876-3197
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:
- 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 2022:

- Muckleshoot Language Program received the *2022 Heritage Education Award from the Association of King County Historical Organization* for the Muckleshoot Language Learning Apps, and Language Videos. By providing common, easily accessible, everyday technological tools to revitalize the Muckleshoot language.
- Supported/partnered with Auburn, Enumclaw and Highline School Districts to integrate Muckleshoot/Southern Lushootseed Language into the schools of their district.
- Multiple Language Videos for learning resources.



Harold "Blodgett" Moses (1923-2003), the last fully fluent native speaker of the Muckleshoot language.

- Language rotations for Learning Together Friday's; formally known as PBL days.
- Muckleshoot Language Certificate of Participation Program – one year of successful classes, resulting in many adult learners earning a certificate of participation. (New series quarterly)

OUTLOOK FOR 2023. To continue providing all current services in addition to:

- Language Classes for White River Museum.
- Will be hiring for a Multimedia Developer Position.
- Documenting of Meaningful Language Experiences
- Welcoming and Protocol for Canoe Journey Hosting
- New and updated Apps for language learning
- Muckleshoot language website



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



The 2022 fishery turned out to be a near record-setting season with a little over 1,000,000 (one million) pounds of salmon purchased from Tribal Fishers this year resulting in around \$2,800,000 paid to Fishers.



The August Chinook fishery produced just shy of 100,000 pounds caught in the Duwamish and Elliott Bay fisheries. Beginning on Labor Day fisheries on the White River commenced with Kings and Coho Salmon harvested totaling over 31,000 pounds. The Duwamish and Elliott Bay Fisheries produced 179,000+ pounds of Coho and a little over 630,000 pounds of Chum. The Chum landings were tripled from the prior year and was an all-time record.

When the Ship Canal, Lake Union and Lake Washington areas opened, we were pleasantly surprised with another great Coho year. Fishers were able to fish for five weeks in that system harvesting 62,000+ pounds of Coho.

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. 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.

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

PLANNING DIRECTOR: Krongthip (Gik) Sangkapreecha,
ADDRESS: 39015 172nd Ave. S.E., Auburn, WA 98092
INFO PHONE: (253) 876-3329
INFO 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.

HIGHLIGHTS OF 2022

Plans and Technical Reports Review of Projects:

Main Casino

- Hotel Resort
- Casino Entry
- Pool & Spa
- Pool Bar
- Steakhouse
- Casino Pedestrian Walkway

Other Projects

- Community Center
- New Fish & Wildlife Parking Lots & Storage Structure
- Townhomes Multi-Family
- MIT Smokeshop Remodel
- Bingo Hall Remodel
- White Lake Socks & Trails
- Boat Parking Lot & Fireworks Stand Storage
- MIT Public Works Shed
- Pussyfoot Creek Bridge Project
- Comcast Fiber Installation
- Several MIT Elder Homes
- Other Miscellaneous demolition and projects

Pussyfoot Creek Bridge Completion



Resort Hotel & Entry Experience



Townhome Multi-Family Project



MIT Smokeshop Remodel



MIT Community Center





Muckleshoot/King County Police Department

PERSON IN CHARGE: Chief of Police Val Kelly

LOCATION: 38911 172nd Ave. SE, Auburn, WA 98092

PHONE: Emergency: (911);

Non-Emergency (206-296-3311);

Muckleshoot Storefront (253-876-3246)

MISSION & GOALS: Our mission is to provide professional, quality Law Enforcement services for the Muckleshoot Indian Tribal community and its guests. We strive to fulfill this obligation with conscientious and compassionate Deputies who are committed to reducing crime and enforcing laws that ensure a safe community. Education, community involvement, crime prevention and communication regarding community safety are paramount in achieving a continued partnership with the Muckleshoot Indian Tribe.

SCOPE OF SERVICES:

- 911 responses to emergencies
- On-going proactive problem solving
- Assist tribal departments in crime prevention issues that may arise
- Support crime reducing education programs within the community
- Collaboration and referrals with other tribal departments
- Participation and security at community events
- Additional security for Fireworks, Pow-Wows, Stick Games and Fishing Docks
- Tribal Court Security
- School Resource Officer
- Tribal Housing Deputy
- Auburn PD officer assigned to our department for additional patrols within the city limits.

HIGHLIGHTS FOR 2022

Referrals and partnerships with Tribal Departments

The reservation is a resource rich environment, which helps provide a more holistic or wrap-around approach to help community members as well as address community concerns. MIT PD works closely with a number of departments to share information and facilitate a referral system to help community members get in touch with the right resource. This referral system also allows tribal departments and the PD to tabletop issues in order to find the best outcome for the community members involved. This referral system has worked on numerous different occasions throughout the year.

Tribal Court Security

We have continued our service to the Tribal Court by providing a Deputy in the courtroom for any assistance the presiding judge may require. The Law Enforcement presence in court has also provided an additional level of safety and security.



King County Sheriff Patti Cole-Tindall & Undersheriff Jesse Anderson

Healing to Wellness Court

Continue to work with the various tribal departments on helping to develop and then assist in staffing the new Healing to Wellness Court. This will help tribal members who are in active addiction and/or suffering with mental health problems. Narcan and Fentanyl Awareness.

There has been an increase in narcotics overdoses over the last year. We have collaborated with the Behavior Health Team to increase awareness and distribution of Narcan to help combat the opioid epidemic. These efforts have included participation in awareness videos and being present at community events.

National Night Out

The annual National Night Out attendance has grown every year. In fact, this was the largest event thus far. This is a result of the partnership with Muckleshoot Housing, Youth Department Program, Health and Wellness Center, Community Health, Behavioral Health Program, and the Adult Work Training Program. There was a basketball game, food, lots of entertainment, and a ton of prizes given away to those that attended.

School Resource Officer

The School Resource Officer has continued to support the Tribal School regarding safety and security, on and off campus. Deputy Lessard also provides security at various school activities, to include traveling with the sports teams when necessary.

Storefront Police Office

The Storefront, which is located in the lobby area of the Police Department building, has had a steady increase in walk-ins over the years. This community service provides tribal members the ability to walk in and take advantage of an array of resources regarding Domestic Violence, Narcotics, and various other criminal and non-criminal related issues. Emily Vaomu handles the administrative duties for MPD.

Fishing Dock Patrols

In cooperation with Muckleshoot Fisheries, the Police Department provided extra security/patrols to deter criminal activity at the 1st AVE fishing docks. This was important this year given the increase of homeless encampments and crimes in the Seattle area.

Partnership with Housing Authority

The Muckleshoot Police Department continues to work closely with the Muckleshoot Housing Authority. Deputy Thomas assists the Housing Authority with lease violations, compliance issues, crime prevention, community meetings, reactive and proactive patrol.

The ultimate goal is to make this a place where residents can enjoy a peaceful and crime free environment to improve their quality of life. Emphasis patrols were conducted for Muckleshoot Housing areas, located in the City of Auburn and the unincorporated areas of King County on the reservation.

OUTLOOK FOR COMING YEAR:

- Continued efforts to identify qualified deputies to join the Muckleshoot Tribal Police Department.
- MIT PD will provide training regarding the civilian response to active shooter events to numerous tribal departments.
- Continue to build our relationship with the grants department to exchange information and partner on grant opportunities when beneficial to do so.
- Continued work on referrals to different tribal departments and a holistic and unified approach to community safety and wellness.
- We will continue to communicate and work with the Auburn and Enumclaw Police Departments and other agencies on law enforcement issues on the Muckleshoot Indian Reservation.
- Continue to engage in community policing and problem solving by working with community members and other Tribal Departments with respect to law enforcement and community safety issues.
- Continue to support the Tribal School with a full time police officer.
- Continue to support the Muckleshoot Housing Authority with a dedicated Deputy for housing safety issues and concerns.
- Emphasis patrols during per-capita distribution, fishing, fireworks and pow-wows as deemed appropriate.



National Night Out. *The Muckleshoot PD team won the annual contest with the Muckleshoot Community team.*



Preservation

PERSON IN CHARGE: Melissa Calvert, General Services Director

LOCATION: Philip Starr Building

INFO PHONE: 253-876-3266

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

STAFF: Donna Hogerhuis, Collections and Exhibit Manager, Rose Davis, Collections and Exhibit 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, and Mitchell Courville, Cultural Resources Monitor, reviewed and monitored construction projects on the Reservation this year as the Tribe continues to grow and develop the Reservation. As you drive through the reservation you can see the new big developments: Allotment 500 subdivision (Starr's), condo houses on 180th, Moses-Sneatlum Allotment subdivision, firework stand and boat parking on 400th St., and the new Community Center. All of these projects were surveyed for archaeological resources and then monitored during construction.

Each had an archaeological site in or near the working area. Hundreds of stone artifacts were identified within these sites and collected. Portions of archaeological sites were protected and preserved for the future as well. Any artifacts that are found during construction activity are curated to federal standards and kept safe and secure by the Preservation Program.

Along with these large developments and buildings, nine single family houses were monitored for cultural resources from the excavation for the foundation to the installment of the utilities. 2022 saw



a rise in fence installation projects and more than 10 fences were monitored for cultural resources because they were planned for areas that have a probability of artifacts being identified.

Many other projects such as brush, tree, and stump removal, or any smaller projects where the ground is going to be disturbed or excavated, are carefully reviewed as well and are usually monitored, to avoid Inadvertent Discovery of significant resources or ancestral remains. With the Tribe rapidly growing, protecting and preserving our cultural resources has never been more important.

As the Tribe experiences this rapid growth, so does King County, Pierce County, and the rest of Puget Sound. The Preservation Program reviewed and assisted in consultation on large transportation projects such as Sound Transit, WSDOT, and WA State Ferries development projects in 2022, as well as Army Corps of Engineers levee setback projects.

Other habitat restoration projects by King County include tree planting in State Parks lands, and the purchase and replanting of properties throughout King County for conservation purposes. Stream restoration, salmon recovery, and increased trail connectivity projects throughout King County continued to reveal ancient archaeological resources which the Preservation Program worked to protect as the projects developed.

We have collaborated on best practices methodologies with King County for tree planting that enable stream shading and cooling to continue in sensitive areas, improving critical salmon habitat, while protecting archaeological resources that may be present. This takes an ongoing and positive working relationship with local governments and state and federal agencies to be successful, and the Preservation Program takes pride in continuing those relationships and that effort going forward into the new year.

The Preservation program offers services for Tribal members, including access to the research library with over 3000 photos, hundreds of books, documents and artifacts. Subjects cover, but are not limited to, Tribal events, culture, language and family genealogy. Muckleshoot Tribal members are welcome to visit or call with a request, please contact Donna or Rose.

Tribal members may also bring in their own collection of photos and memorabilia to Donna or Rose to be scanned with the originals being returned to the owner and the family able to donate a copy to the collection should they chose to. Each item or scan cataloged into the collection assures information for future generations.

The Preservation Program provides interpretation of the Tribe's history with annual calendars and small rotating exhibits focusing on Muckleshoot stories of culture and resilience that Donna and Rose coordinate on creating. Among our highlights include assisting the casino and hotel with images and the Tribal school with new material for curriculum development.

In 2022, using the Tribe's growing collections, exhibits showcased Tribal artists and topics from archaeology to the use of cattail. Currently, Donna and Rose are developing a collaborative exhibit with the Buckley Foothills museum, one of the first exhibits to teach our local neighbors about the Tribe. We would like to thank the many individuals who have contributed to these projects.

The biggest ongoing project this year is the Reynold's 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. 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.

Prior to starting interpretation of the site, work has started this year with stabilizing the log cabin. A large grant from the State, paying for renovating the other buildings on the premises also started this year. Once completed, the tribal community will be invited to visit and help us with a good plan to assure



Our newest staff member and Tribal member, Rose Davis, is in charge the Tribe's research library and assists with cataloging objects and exhibits.



Model canoes and regalia recently acquired for the collections from Tribal artists Gail WhiteEagle, Tyson Simmons and Keith Stevenson.

the right story is told from the Tribe's perspective. Our goal is to preserve the tribe's history and inspire Tribal members and future generations.

Warren KingGeorge worked on the following projects this year:

Van Doren's Park: The Park known as Van Doren's Landing, Kent Washington on Green River is the location of the "Lower Russell Setback Levee Project" this King County Flood Control Project will improve and enhance migrating salmon habitat, create shade and cover for salmon and improve the buffer zones with native trees, shrubs and ground cover. The project is located on the Tradition village of "st q". This project provided the opportunity to incorporate several spaces called "Teaching Station" these Teaching stations are designed to provide context to the Traditional Cultural Teaching's, such as:

- Fishing Station
- Traditional Foods Station
- Bird Station
- Ceremonial Station
- The Park is scheduled to reopen in 2023.

Muckleshoot Casino Art Committee: A series of monthly meetings began in December of 2021 to discuss potential theme's and medium options for art and designs for the new Muckleshoot Casino Hotel. This committee has no authority or final decision responsibility. The goal and objective was to create art and design options for Tribal Council and MIC upper management to consider.

Medicine Creek War Podcast: We have decided to continue the award winning podcast for 2022. Our focus and agenda for this continued project is directed towards the Educational Programs that operate in the Pacific Northwest, our hope is that these both public and private leaning institutions will utilize this teaching format in their curriculum. The "Puget Sound Treaty War Panel" was nominated and selected to receive the National and prestigious "Award of excellence" by the American Association for State and Local History." This project has now received two awards for the important work of reminding our listeners about the rich history of the Pacific Northwest.

Earth Lab - Climate Change: This project involved 12 individuals (Tribal and Non-Tribal) that represent different professions in the Pacific Northwest. The intent is to identify the negative and positive impact created by climate change. The group has completed one site visit to a remote village on the Chehalis Reserve located in the Chehalis River Watershed in British Columbia. As we continue to track these changes in various stages and locations throughout the Pacific Northwest, we intent to publish our finding and provide potential options for Natural Resource Management teams.

City of Des Moines Sound View Park: The City of Des Moines has purchased the Van Gasken Property. The old structures have been removed to make room for the development of a new park title "Sound View Park." The park has incorporated native Pacific Northwest trees and plants and ground cover. The stone garden includes petroglyphs that will help students understand the importance and value of "Place." Our ancestors utilized local animals and natural land formation to help provide visual aid when sharing traditional teaching stories. This park helps explain the "Lizard Woman" story. Future plans are being discussed to include a traditional House Post to be place in the new Park. The grand opening is slated for 2023.

Cedar River Watershed Highline School District: This project was to educate the K-12 native students within the Highline School District. The objective and goal was to introduce the students to the Natural Resources of the Cascade Mountain range and to share some of the traditional and cultural value of these resources. This was a model and used to find out how receptive and interested the students would view their experience.

Coleman Ferry Dock: The Coleman Ferry Dock terminal is located in the Seattle waterfront and provides transportation services to thousands of people. WSDOT has provided the Muckleshoot Tribe and the Suquamish Tribe space to create art pieces that teach and remind the visitors/passengers of the rich history and culture on and near Elliott Bay. There are several art stations that have been identified and the two carvers within our Village have selected location within the Ferry Terminal to display their creativity. The details are a work in progress as well as the art itself.

Union Bay Natural Area: As part of the mitigation for the Highway 520 expansion project by WSDOT, this project aims to highlight, identify and restore critical native habitat along the shores of Lake Union. This Natural area has an established trail system with some signage. This project looks to enhance and improve the existing signage and add plant signage utilizing Lushootseed and genus species labels

Green River Čakwab (Lones Levee) Restoration Project: This project which is located near the mouth of Burns Creek was an important village site to the people of who are today known as “Muckleshoot.” This project removed the old and damaged levee and has been replaced with a new and improved approach to flood control while creating a new and more sustainable flood prevention using native material. The goal and objective is to open more critical habitat that will help the outmigration of young salmonids and the returning adult salmon. While this project was focused on the “threatened” Chinook Salmon, we intentionally included all the fish species that call the Green River home. The project site has been given the traditional name akwab which means; something being taken to/towards the water.

Flaming Geyser State Park: Shading habitat phase 2 of 6: This project has just completed phase 2 of 6. The following partners on this important habitat project are as follows; Muckleshoot Indian Tribe, King County Parks, Washington State Parks and the University of Puget Sound (Tacoma). The main objective and goal of this project is to enhance the existing shading habitat and bank stabilization.

Phase 1 and Phase 2 are nearly identical, only the location has been changed. Students from the University of Puget Sound, King County Parks Staff and State Parks Staff have all contributed both work and personal time towards this project. To date, these partners have out planted over 2000 native trees and shrubs on the downstream banks of the Green River inside the Flaming Geyser State Park.

Boards and Committees that Warren serves on as a representative of the Preservation Program for the Muckleshoot Tribe:

- 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 Warren presented this year:

- King County Waste Water Management
- Planners Association of Washington
- Medicine Creek Treaty (Fort Nisqually Living History Museum)
- Highline Public Schools Native Education
- University of Washington – Traditional Plants
- City of Kirkland – MIT History and Culture
- Puget Sound University – The Traditional Value Pacific Northwest Salmon
- University of Washington – South Union Bay Natural Resources



Property Acquisitions & Fee Land Management

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

LOCATION: Phillip Starr Building 39015-C 172nd Ave SE, Auburn, WA 98092

PHONE: (253) 939-3311 X136

EMAIL: Ken@muckleshoot.nsn.us

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

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

HIGHLIGHTS OF 2022:

- Purchased 14822 SE 368th Place, Auburn, WA.
- Pending purchase of land and residence on 160th Place (behind Cooper’s Corner).
- Negotiating sale of Grange Property on 180th Ave SE (also trading Old Fire Station).
- Sale Pending for Greentree Condominium G-28.
- Purchased fee property interest on Allotment 23-G and I from Seattle Japanese Church.

FEE TO TRUST APPLICATION UPDATE: A single tribal fee to trust Tribal application was approved, pasture land located on 200th Ave SE. There are four tribal applications pending and in the final stages of being approved. There are two individual tribal member applications for fee to trust pending, one pending a Notice of Decision and the second waiting for the thirty day appeal period. There are four tribal applications in preparation for the initial submission. Additionally, there are five individual applications in progress. 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. This arrangement has worked out well for the tribe.

CURRENT LAND STATISTICS: The Tribe currently owns 107,527.75 acres of land as follows:

Fee

On Reservation	448.52
Off Reservation	973.58
Forest Land - Off Reservation	105,030.14

Tribal Trust

On Reservation	918.27
Off Reservation	157.24

Approximate Reservation Acreage 1,366,79



Public Works Department

Administration / Water Treatment Plant: 176TH LN SE, Auburn, WA 98092

Public Works Operation: 40228 AUBURN ENUMCLAW RD SE, Auburn, WA 98092

Solid Waste Transfer Station: 17613 SE 400th ST, Auburn, WA 98092

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:

- Solid Waste / Transfer Station
- Firewood
- Ground Maintenance
- Water Utility District
- Sanitary Sewer and Storm Utility District
- Engineering

SOLID WASTE:

- Curb side garbage and recycle pickup for all Tribal members' homes within the Tribal service area.
- Provide solid waste and recycling services to all Tribal government building including Casino, Smoke Shop and Bingo Hall.
- 252 garbage cans picked up weekly
- 356 recycle cans picked up weekly
- 34 government buildings picked up weekly
- Casino compactor's X2 picked up and emptied weekly and 40 yard dumpster emptied every week
- Big Nation Station compactor emptied every week
- Bingo Hall compactor emptied every week
- 40 yard dumpster in the yard scrap metal brought in every 2 weeks 0.74 tons
- 14 yard dumpster full of electronics, TVs, refrigerators, microwaves brought in every 2 weeks
- 24 dumpsters delivered and picked up weekly for tribal member homes



PHOTO BY SHARON HAMILTON

FIREWOOD:

- 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.
- Wood brought down from the hills 390 self-loader loads
- Number of cords processed – 900
- Number of cords delivered – 800

GROUND MAINTENANCE:

- 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.
- Maintaining road sign visibility on tribal properties.
- Cleaning and maintaining tribal property of litter and illegal dumping.
- Inclement weather clearing and cleaning of ditch lines, roadways, tribal building sidewalks and walkways i.e. flooding ditch line, down trees, snow and ice clearing.
- Maintaining various miles of fence line of tribal properties.
- Clearing fire hydrants for visibility in sub-divisions and off highway.
- Assisting tribal programs with land beautification and maintenance.

WATER UTILITY DISTRICT:

- Operate and maintain the tribally owned drinking water wells, WTP, and maintain miles of water lines distributed throughout the reservation.
- Provide limited services for a number of wells serving the individual member's homes within and around the reservation.
- Water main flushing project, including the exercising of all valves, and hydrants from the water tower working outwards to 416th, down to 368th
- Routine maintenance and repair of the water system, both daily and emergency
- Fire hydrant maintenance- cleaning, repairing, and repainting
- Testing and repair of backflow prevention devices on the water system
- Utility Locates for private contractors as well as ongoing projects by MIT

SANITARY SEWER AND STORM UTILITY DISTRICT:

- Operate and maintain the tribally owned sewage collection system that gets send to the King Co. waste water treatment plant in Renton.
- Provide limited services for over 100 private septic systems serving the individual member's homes within and around the reservation.
- Sewer main flushing
- Sewer lift station maintenance-including pump repair and replacement
- Septic tank pumping, and maintenance of tanks and drain fields
- Routine maintenance of the sewer and septic systems, as well as emergency repair
- Residential lift station repair, and maintenance- to include pump repair and replacement, float tree, pressure transducer, and float repairs and replacements
- Complete, track, and invoice incoming King County capacity charge forms and requests
- Inventory of MIT government and residential water, and sewer hookups for quarterly reports-including monthly water meter readings
- Storm structure cleaning on need basis
- Utility Locates – for private contractors as well as ongoing projects by MIT

ENGINEERING:

- Provide engineering design review for Tribal infrastructure projects, new developments, and new residential construction

- Provide material review, inspection and QA/QC for Tribal infrastructure projects, new developments, and new residential construction
- Continual work on the new water Well #5 – Hydrogeological Feasibility Report completed in 2022
- Worked with the Tribal Grant Team and Planning Department to submit NOFO and Congressional Grants for Well #5 construction and future WTP capacity expansion
- Ensure that water system sampling and reporting met all EPA requirements
- Conducted repairs of the chlorine generation system at the WTP
- Conducted repairs of the piping for the filtration unit at the WTP
- Installed floor sensing equipment at the WTP for flood prevention
- Conducted repairs at the main well #4 and purchased new well equipment to increase future reliability
- Collaborate with IHS on the Scatter Site Program to provide services to Tribal Members
- Calculate budgeted items and procure contracts for vital services

HIGHLIGHTS OF 2022:

New Water Well. The new water Well #5 design work has been progressing. 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.





Muckleshoot Senior Center

PERSON IN CHARGE: Helen Jameson, Acting Senior Services Manager
Alexandra James, Human Services Director

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

INFO PHONE: (253)876-2888

INFO 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.

Meet the staff:

Administrative Specialists

- Angeleka Rodarte – Executive Assistant
- Leilani Elkins – Executive Assistant
- Luis Esparza – Administrative Specialist III
- Debralee Thomas – Administrative Specialist II

Transporters

- Eugene West III – Lead Transporter
- JoJeffery Jansen – Transporter
- Nicholas Serrato – Transporter

Service Providers

- Corey Ward-Jerry – Acting Lead Service Provider
- Robert John Jr – Service Provider
- Nelson Eyle – Service Provider
- Pauline Kahama – Service Provider

Elder Advocates

- Evelyn Eyle - Advocate
- Naomi Elkins - Advocate

Wood/Kindling

- Jose Rodriguez – Lead Wood/Kindling Cutter
- Anthony Williams – Wood/Kindling Cutter
- Sergio Moses – Wood/Kindling Cutter

Events

- Hailey Starr – Acting Events Coordinator
- Gail WhiteEagle – Master Cultural Traditions Specialist
- Bea Kahama – Cultural Assistant

Kitchen

- Sean Rhodes – Lead Cook
- Theresa Baker – Lead Cook
- Anita Cross – Cook
- Cecil Rodarte – Cook
- Jessie Garcia-Zamora – Cook

SERVICES PROVIDED:

- Delivery of all Congregate meals to all Elders & Seniors
- Delivery of hot meals to elders homebound.
- 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 – bringing Elders to outings, hosting events at the Elders Complex for the Elders.

HIGHLIGHTS OF 2022:

- The Muckleshoot Elders Complex reopened its doors to the general public October 3, 2022.
- Annual Muckleshoot Elders Luncheon.
- First dine in Thanksgiving Dinner since pre-pandemic.
- Distributions
 - o Seafood boxes
 - o Summer Boxes
- Thanksgiving box and Christmas Basket deliveries.
- Increased participation for cultural based events.
- Master Cultural Specialist position was added to the elder’s program, which has assisted in increasing participation and education with cultural based events for elders along with elder’s staff.
- Increased chore and transportation services.
- Elders Advocate positions to increase outreach to elders and advocating for any needs, and assisting elders in making connections to services needed.
- Ticket Drawings
 - o Seahawks
 - o Mariners tickets
 - o MMA Fights
 - o Elton John
 - o Elvis
 - o Puyallup Fair
 - o King County Fair
- Overnight events, traveling to neighboring tribes for Elder Luncheons.
 - o Elders & Seniors traveled to the following tribes to visit and attend Annual Luncheons: Lummi, Pendleton, Nooksack, Coeur d’Alene, Tulalip, Swinomish, and Puyallup.
- Cedar Weaving Conference

- o Okanogan Basket Weavers Conference
- Fundraising events for elder’s activities.
 - o Valentine’s Day Fundraiser
 - o Easter Basket Sale
 - o Newly added this year, Halloween Fundraiser
- Annual Elders Holiday Bazaar
- Food Vouchers
 - o Increased service area from 30-mile radius to Washington State
- Frozen Meal Delivery
 - o Frozen meal to elders per request during the December Holiday closure week

OUTLOOK FOR 2023:

- Increased events
- Expansion of elder’s complex kitchen
- Increased participation from Elders
- Increased outreach and connection to Elders
- Increase education for staff and elders
 - o Alzheimer’s/Dementia
 - o Diabetes





Student Incentives & Rewards/Clothing Vouchers

PERSON IN CHARGE: Nina Heddrick, Student Incentives and Clothing Voucher Manager

LOCATION: Philip Starr Building 98092

INFO PHONE: (253)876-3278 Cell (253)249-6997

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

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 9th, 10th or 11th grade by obtaining all credits necessary.

- Must provide proof of completion of 9th,10th and the 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 \$1000.00 to cover the cost of certain high school graduation expenses. In order to use this incentive, the application must include a receipt for the payment of the item being claimed, in which case a reimbursement check will be provided to the individual who made the payment. A vendor's invoice for the cost of the item may also be submitted, in which case a check will be made out to the vendor for the purchase of the item. The following items may be purchased through this incentive.
 - o Cap, Gown, and tassel
 - o Class Ring
 - o Senior Pictures
 - o Clothing for Graduation Day
 - o 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 \$6,282.00 which may be used for any of the following:
 - o Two round trip transportation tickets (for the graduate and a guest)
 - o One-week hotel accommodations for the graduate
 - o One week per diem for the graduate
 - o Events, attractions, and activities

Graduations Trips are now \$6282.00 and there is no time frame required to take the trip.

Clothing Voucher Program: The Clothing Program will provide up to \$500 twice a year, to Tribally enrolled Muckleshoot students

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

Key Dates to Document:

- Student Incentives- September 1st- Three months into the following school year: Applications for Student Incentives can be accepted for academic recognition for items that happened within that academic year.
 - o 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

LOCATION: 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 Forest Management, MIT Wildlife, MIT Fisheries, and other MIT departments to meet property management objectives.

HIGHLIGHTS OF 2022:

TOMANAMUS COMMUNITY DAY –Community Day took place at Medicine Eagle Flats with approximately 1,000+ participants from the Muckleshoot Tribal School, Muckleshoot Community and local natural resource related community partners. Tomanamus shirts and water bottles incorporated a logo designed for the event by a Muckleshoot artist.

EDUCATION – MFC hosted approximately twenty-five field trips for Muckleshoot Tribal School. During the months of travel restriction due to COVID, outdoor hands-on activity kits for teachers K-12 were supported by MFC with forest products such as cedar and cottonwood buds. Approximately eleven on-campus outdoor lessons were hosted by MFC at Muckleshoot Tribal School at the pond, in the garden, the barn and in classrooms. Multiple Honorable Teachings Teacher Trainings were supported with an outdoor education focused Tomanamus Forest station.



MFC participated in hosting stations for Projected Based Learning Days, now Learning Together. Each month, a site was prepared with an activity suggestion and supporting resources for families. Forest products including cedar, Doug fir, white pine, nettle, cottonwood buds tree cookies, etc. were gathered

and delivered to the school for teachers/ classrooms and families. MFC hosted almost twenty activities or field trips for other tribal departments and groups, such as Muckleshoot Tribal College, Muckleshoot Culture Department, Muckleshoot Early Learning Academy and others.

YOUTH CREW – During the summer of 2022, twenty-three youth applied and started the job, with only a few dropping out early on. There were three crew leads overseeing three crews and two program supervisors. Activities included trail work which included new trail building and restoration or extension of existing trails, team building, professional development days, TEK, indigenous fitness, garden and habitat restoration, salmon fry relocation and special projects such as split-rail fence building at Medicine Eagle Flats. The crew had multiple field trips that included a mill tour, a logging site visit, an educational tour and blackberry/invasives removal service work at Billy Frank Jr. Wildlife Refuge, work with MIT Wildlife and USFS in elk foraging habitat to remove multiple invasives species, and more.



UNDERSTORY & LANDSCAPE DIVERSITY

PLANTING – Approximately 3,600 understory plants were dispersed across the landscape in a number of planting units this past spring. The plants deployed included blue elderberry, evergreen huckleberry, ocean spray, salal, beaked hazelnut, nootka rose, and western service berry. In addition, over 30,000 Alaska yellow cedar were added to the planting program.

SILVICULTURE CREW – Currently, seven tribal members and/or community members are employed, performing tasks including traditional silviculture activities along with special projects, such as understory planting, seeding, Community Day setup-cleanup, etc. In cooperation with Pierce County fire district #26 they helped clear a fire break, protecting not only Tomanamus forest but the neighbors nearby in Greenwater.

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 2022, the final harvest is forecasted 26,228 thousand-board-feet (mbf), with 847 mbf from commercial thinning. This is lower in recent years to the high log prices requiring less trees to be harvested. MFC planted 1,328 acres with 519,806 seedlings, slashed 128 acres, and precommercial thinning 540 acres.

TRAIL RESTORATION – Efforts in 2022 were focused on maintaining existing trails with an emphasis on the Boise creek trail and Medicine Eagle flats trails to facilitate field trips.



MISCELLANEOUS – Other MFC projects in 2022 included the installation of the Christmas tree at the Elder’s center and casino.

OUTLOOK FOR 2023:

FOREST OPERATIONS – In 2023, the harvest level are forecasted at 34,290 thousand-board-feet (mbf), including 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.

UPPER WHITE RIVER BRIDGE- Assessments will be underway to evaluate a new location for this bridge. The current bridge has experienced erosion of the town side approach as the White River has reactivated a side channel.





Department of Transportation

MAIN CONTACT: Riley Patterson
LOCATION: 40320 Auburn-Enumclaw Rd SE, Auburn, WA 98092
INFO PHONE: 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
 Donald Powderface, Transit Driver
 Ramona Reeves, Transit Driver
 Joey Courville, Transit Driver
 Regina Rubal, Transit Driver

Eric Mathias, Transit Driver
 Demosthenes Arelleno, Transit Driver
 Linda Elliot, Transit Driver
 Marcy Mathias, AM Call Taker
 Julius Jimmy, Central Dispatch Supervisor
 Jesse Jimenez, Safety Officer
 Rob Johnson, Safety Officer
 Dewey Miller Jr, Master Mechanic
 Mitch Heaton, Fleet Mechanic
 Roylee Tapia, Fleet Detailer
 Ben Capoeman, Shop Technician
 "Little" Mary Ross, Fleet Administrator.



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.

Muckleshoot Indian Tribe CarShare Program to provide Tribal Members with rental vehicles for personal use, the Tribe entered into an agreement with Enterprise CarShare. This program allows for free-of-charge rental vehicles for Tribal Members to use for any transportation need.





Tribal Court

PERSON IN CHARGE: Julia Brown, Court Administrator

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.

In addition to administering the court system, the Muckleshoot Tribe also 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.



Tribal Court Probation

Muckleshoot Tribal Probation supervises defendants on probation, including regular check-ins, drug/alcohol testing, investigations to determine compliance, compliance checks, completing reports to the court and attending hearings. Probation further assist in formulating and implementing alternative sentencing and/or sanctions to confinement. Probation works with other Tribal programs and departments in regards to clients under the jurisdiction of Tribal Court, coordinating with other programs regarding treatment, employment, education, and community service.

Process Service

Serving legal documents for Tribal Court for Criminal matters, Exclusions, Elder Protection Orders, Domestic Violence Protection Orders. A process server's primary job is to deliver legal documents to a party named in a legal action. The purpose is to provide notice that the legal action has begun or that documents have been filed in the case.

Nuisance Investigator

Conduct home/property visits with regard to the Tribe's Nuisance Ordinance violations. Working with the Community Safety Team, Local Law Enforcement, Code Enforcement, the community and the Prosecutor's Office for compliance and or corrective action through the courts.

Providing local resource information such as shelters, programing, clothing, food, and treatment outreach referrals.

Working with community members to hear their concerns, discuss solutions and following up with the concerns.

Healing to Wellness Court

This court will seek to reduce alcohol and other drug abuse and recidivism among our nonviolent offenders who come before the tribal court. In order for us to accomplish this we will implement judicial intervention, supervision, treatment, Substance use Disorder treatment as well as Mental Health counseling. Some of our functions will include:

- Completing intake assessments;
- Combining the information obtained during the intake and assessment process with decisions made in the case;
- Coordinating between the court, the treatment community, the educational institutions and other community agencies. All will respond, as needed, to the needs of the participant, his/her family and the court;
- Providing active and continuous judicial supervision of a participant's progress in the various program components;
- Using incentives to recognize a participant's progress in his/her treatment and using sanctions for noncompliance;
- Focusing on the overall functioning of the participant throughout the Wellness Court program, in order to encourage and teach positive decision-making as a part of a healthy lifestyle;
- Reducing recidivism by developing individualized treatment plans and monitoring a participant's progress while in the program; and
- Using family support systems to encourage personal accountability.



Muckleshoot Tribal Courtroom

Juvenile Healing to Wellness Program 2022 Report

The mission of the Muckleshoot Juvenile Healing to Wellness Program is to maximize cultural and strength based services provided to juveniles that reduce drug use and criminal activity. The Healing to Wellness Team is committed to reducing recidivism and providing care for substance abuse as an alternative to punitive action.

In 2021 an Elders Panel Program was created to have discussions with Juveniles that were in the Healing to Wellness Program, The Panel consists of 6 Elders, a note taker and Juvenile Coordinator.

SERVICES PROVIDED:

- Cultural Application
- Monthly Status Reports
- Evaluations
- Intro to Family Youth Services
- Community Outreach

- Intake Assessments
- Educational Benchmarks
- Incentives (movie tickets, drum, Etc.)
- Using family supporting systems to encourage personal accountability
- individualized treatment plans.

Resources Used:

- Cultural Program
- Family Youth Services
- Virginia Cross Building
- Probation Department
- Muckleshoot Tribal School
- Warriors Path
- Elders Panel



Victim Services Program

PERSON IN CHARGE: Christine Mandry, LMHC
LOCATION: 39015 172nd Ave SE, Bldg D, Auburn, WA 98092
INFO PHONE: 253-876-2910
INFO 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.

This year we started a new helpline. The hours are 8am to 8pm weekdays and 12pm to 5pm weekends, holidays and Tribal Admin days. For after-hours emergencies call 911 or the Strong Hearts Native Helpline at 844-762-8483.

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
- Protection Order Assistance
- Please call about other services

We also provide educational activities and events to the 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)

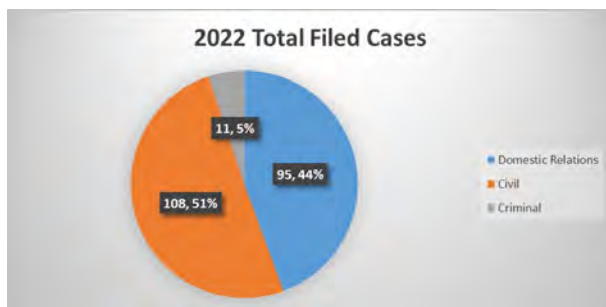
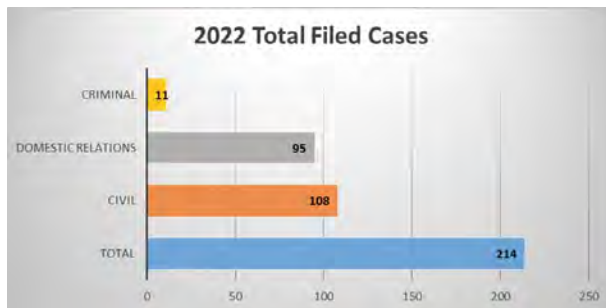
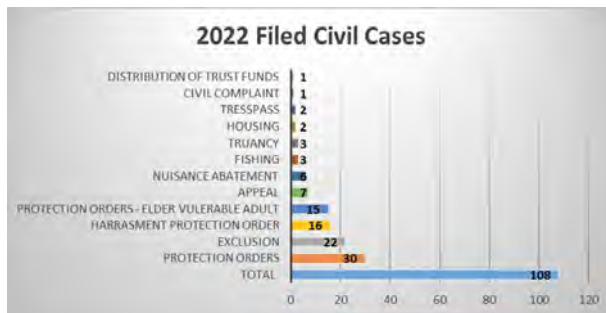
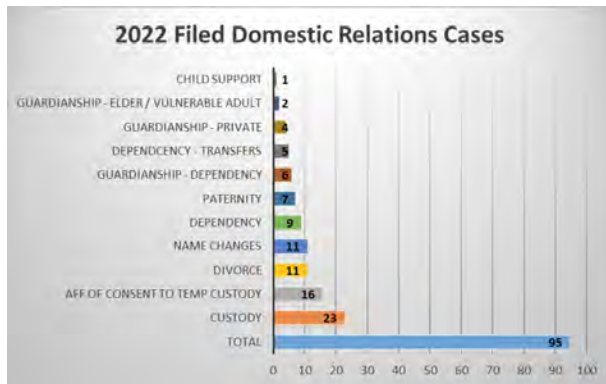
DAWN

(425)656-7867 (24 Hour)

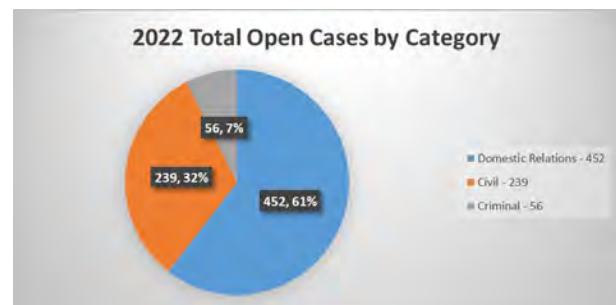
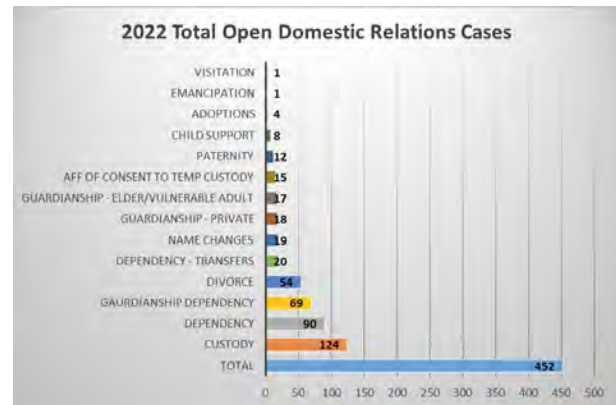
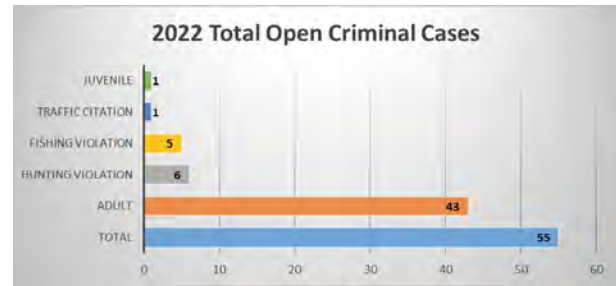
Thurston County

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

New Cases Filed in 2022



Total Open Cases at the end of 2022





Tribal Member Advocacy

PERSON IN CHARGE: Rita Martin, Director Tribal Member Advocacy

LOCATION: Cedar Building

INFO PHONE: 253-876-3212

INFO 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 CEO and find solutions to issues that arise.

New Job title (promotion) Director Tribal Advocacy. The new department I will be overseeing is APS Program Manager, Child & Family Services (2) Parent Advocates and (2) Case managers. Services.

Margaret is the Manager for the Adult Protective Service and Elder Abuse. APS Investigator. APS Nurse, Elder Community Outreach Special, Elder Community Outreach Aide, and Elder Community Outreach (2) Aides. Elders Abuse Hot Line (253) 876-3115

SERVICES PROVIDED: Protection, Advocacy, Resources, Solutions, Home Visits, Investigation, Complaints, Policy and procedures and Court Issue, Parent Advocate, Elders and Vulnerable Adults and Child & Family APS Nurse. You are not alone, we can assist you.

HIGHLIGHTS OF 2021

We are 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.
- Report Elderly Abuse, Vulnerable Adults
- Children & Family Services- Assist Parents
- Parent Advocate for court Issue
- Investigation
- Resource and Support
- Case Managers- under the direction of The Director Tribal Member Advocacy the Case Manager will be responsible for case management for client to go to court.
- Parent Advocate- Assist Parent who has children in Muckleshoot Child and Family Services with domestic violent issues, Work first client support, Support Enforcement,



Tribal Member Advocacy Department
Left to right: Licia Gonzalez, Shirley Goodwin, Sherry Montoya, Rita Martin, Lori Korndorfer, Virginia Marquez, Margaret Carson

Disability program through State funding, and provide profession assistance and client referrals.

- Assist in processing documentation

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.
- Hiring one more Parent Advocate and two Case Managers assist Muckleshoot Tribal Members
- Team members will be cross train to assist you.

Adult Protective Services



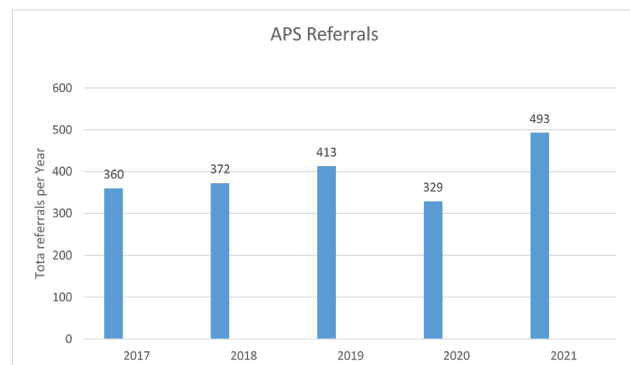
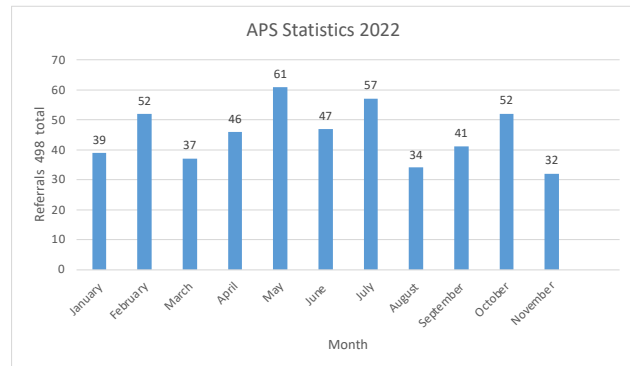
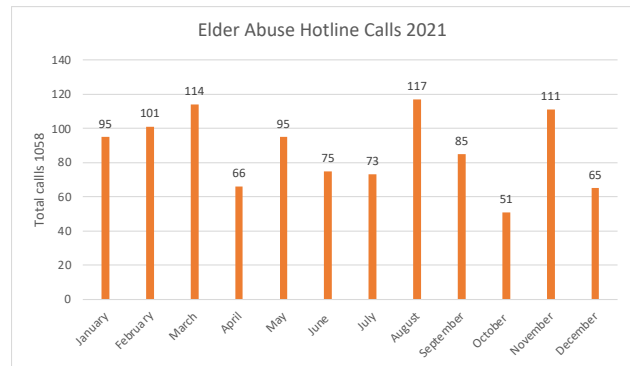
PERSON IN CHARGE: Margaret Carson
INFO PHONE: 253 876-2899 / 253 294-8029
INFO EMAIL: margaret.carson@muckleshoot.nsn.us

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

- Margaret’s Direct phone: 253 876-2899
- Margaret’s Cell Phone: 253 508-3175
- Shirley’s Cell Phone: 253 409-4879
- Shirley’s Direct phone: 253 294-8029

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.



Parent Advocate for the Tribal Court

PERSON IN CHARGE: Licia Gonzalez

INFO PHONE: 253-294-8073 / 253-294-4758

INFO EMAIL: licia.gonzalez@muckleshoot.nsn.us

I support, advocate and assist parents and guardians experiencing the ICW/MCFS system. We offer the same services to those who are not. The main idea is to be of professional service to parents and guardians any way ethically supported in the following ways:

- Resources and Referrals
- Court file understanding
- Emotional support/Safe place
- Job search resume
- ISP (individual service plan)
- Transportation
- Working with programs on and off the tribe

Eligibility Requirements: Muckleshoot Tribal Member or have Muckleshoot children



MUCKLESHOOT SKOPABSH ROYALTY 2022-'23. (L-R) Kaya? Laurie Molina, Li'l Warrior Fayden Moses, Warrior Robert Sam, Miss Skopabsh Daveya Sohappy, Jr. Miss Skopabsh Kristen Thompson and Tiny Tot Princess Xyleena Cross-Penn.



Trust Services

NAME & TITLE OF PERSON IN CHARGE: Holly Sprague, Trust Services Director
LOCATION: Philip Starr Building
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 with obtaining leases on trust land, including surveys, environmental documents, appraisals, landowner consent, execution of leases, and BIA approval.

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 – Trust Services helps landowners sell their trust land. This includes working in the landowner's best interest on the sale and having the sale approved by the BIA.

Probate – Trust Services will help family members with filing for or locating the BIA Indian Probate of a loved one's estate.

Current Land Statistics	
Muckleshoot Tribe Owned Land	
Fee Property	
On Reservation	491 acres
Off Reservation	961 acres
Forest Land - Off Reservation	105,763
Trust Property	
On Reservation	1,051 acres
Off Reservation	164 acres
Tribal Member Owned Trust Property	
On Reservation	1,070 acres
Off Reservation	14 acres

Estate Planning – Trust Services assists tribal members with estate planning process by obtaining Indian land inventories and providing will drafting services through an outside attorney

HIGHLIGHTS OF 2022:

Trust Services worked with the landowners of the John King George Allotment to develop their land through easements and residential leasing. In addition, Trust Services with the landowners of the Mary English Allotment to finalize easements and begin residential leasing.

OUTLOOK FOR 2023:

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



2022 Muckleshoot Veterans Pow Wow



Veteran's Affairs

PERSON IN CHARGE: Jessie Herda, Veterans outreach aide

LOCATION: 39015-F 172nd AVE SE, Auburn WA.

INFO PHONE: 253-876-3296/ 253-290-2962

INFO EMAIL: Jessie.Herda@Muckleshoot.nsn.us

PROGRAM DESCRIPTION: This program includes providing effective direct and indirect services and/or programs to Muckleshoot Veterans, and networking with other veteran service organizations that provide assistance to veterans. The Veteran Affairs Program is a governmental program of the Muckleshoot Indian Tribe and neither income nor age is a factor in determining eligibility to participate in the program.

HIGHLIGHTS OF 2022:

- Veteran's and community breakfast on Fridays
- Grocery delivery for all of our veterans.
- Increased veteran outreach.
- Included out of state veterans on travel.
- Trivia Tuesdays to allow our community to get to know their Veterans.
- Travel with Skopabsh Royalty to Oahu's 46th Annual Intertribal Powwow.
- Formed the Muckleshoot and community Veteran Honor Guard.
- Honoring of our Veteran, Ken Lewis at Climate Pledge Arena at the Seattle Kraken game.
- Hosted our first community family fun run.
- Ensured building stayed open and available for all veterans to come for breakfast, snacks, lunch and drinks as well as visiting whenever possible.

- Participated in first charity Golf Tournament to raise money for homeless veterans in Washington State.
- Creating outdoor eating and activity space to welcome veterans and community.

OUTLOOK FOR 2023:

- Completion of grave cleaning project with continued maintenance.
- Provide opportunity for our Youth to participate in a JROTC program.
- Increase events and activities for Veterans and their families.
- Ensure out of state Veterans are able to receive the same benefits.
- Continued Friday breakfast with the addition of more lunch time meals.





Vital Statistics

PERSON IN CHARGE: Kerri Marquez

EXECUTIVE ASSISTANT: Leota Berry

LOCATION: Philip Starr Building, Facilities Wing

INFO PHONE NUMBER: 253-876-3151, Cell number 253 261-3765

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, funeral travel, process funds for headstone purchases for Muckleshoot Tribal Members who do not have a headstone.

HIGHLIGHTS FOR 2022: Per last Annual report, I am very pleased to announce that these highlights for 2022 were accomplished.

- Storage building for Gravediggers usage is now finished and being utilized.
- White Lake Cemetery bathrooms remodeled and are now handicap accessible.
- Casket Building is now handicap accessible.
- CAT for Gravediggers was purchased and utilized when necessary.
- Received funding and hired one Fulltime Executive Assistant.
- Funeral Policies were updated during 2021, to increase headstones for enrolled Muckleshoot Tribal Members, up to \$6,000.00.
- Have worked with 3 separate families on unmarked graves and almost finalized to begin purchase of Headstone.
- Established collaborating working relationship with Muckleshoot Veterans Department for Veterans Pendleton Blankets, Veterans grave verification and Military Honor Guards.
- Have purchased equipment and developed video programming to offer for funerals.



OUTLOOK FOR 2022

- Continue to pursue the approval of drafted SOP policies and train up to (10) ten current Tribal employees for Funeral Coordinator Positions.
- Continue to find documentation on unmarked graves, verify with pertinent staff and family, and get marked with headstone for Muckleshoot Tribal Members, who do not have one.
- Outreach to obtain a larger office space/building/house/business to have employee offices, caskets, supplies and meeting space for families.
- To obtain a budget for a Niche Wall in our cemeteries for cremation.
- Establishing stronger relationships with neighboring Tribes to ensure our Community Members are serviced.
- Increase collaboration with other resources to provide more services with more space and staff.
- Update policies for this program, as necessary with cost of living increases.





Wildlife

PERSON IN CHARGE: Melissa Calvert, General Services Director

LOCATION: Philip Starr Building

INFO PHONE: 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.

PROGRAM DESCRIPTION/2022 OVERVIEW: The Wildlife Enforcement Departments mission is to provide assistance to all hunters, their families and guests/permit holders while they spend time on the Tomanamus/White River property. The department also teaches Hunter's Ed/Hunters Safety; patrols the landscape, monitors collared animals and works closely with the surrounding Cities, County and State WDFW Enforcement Departments.

In 2022, each member of the Wildlife Enforcement and Monitor team, was trained in mountain first aid. This highly technical training was held in the surround mountains of Bellingham, WA. There, each member was trained to find and administer first aid in a mountain setting.

OUTLOOK FOR 2023: A new division was created in Wildlife for 2023; The Tomanamus Forest Inspector classification was created to patrol/monitor Tribal owned forest lands and enforce all rules and conduct per the access policy for all members, contractors and permit holders.

Biologists

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

HIGHLIGHTS OF 2022: Wildlife Program Biologists

We captured and collared 25 new elk, 1 cougar, 5 black-tailed deer, 39 mule deer, and 5 bear. We investigated 15 elk and 22 deer mortalities. We investigated 78 cougar kill sites. We investigated 59 bear cluster sites for tree damage.

We conducted aerial elk surveys in the White River, Green River, and Mount Rainier National Park. Staff conducted mountain goat aerial surveys south of I-90 and north of Mount Rainier. Staff also conducted aerial mule deer and ground-based black-tailed deer surveys.

We analyzed Muckleshoot harvest and biological data and reviewed other user group harvest to understand potential hunting impacts on big game herds. We prepared and sent out a letter to other Tribes regarding the status of elk in the White River, GMU 653 and we stressed the need to refrain from shooting cow elk.

We documented the history of the Wildlife Program and presented the information at the annual Hunter's Meeting in July.

Staff began to participate in a large-scale cooperative effort to survey for fishers from I-90 south to the Columbia River. MIT Wildlife installed 6 fisher camera "traps" on and adjacent to the Tomanamus Forest and will retrieve them in the spring.

Staff participated in cooperative meetings to design a carnivore monitoring sampling strategy with focus on detecting wolverine, lynx, and other carnivores (e.g., fisher, fox, grizzly bear).

Vales gave a presentation to the Native Leadership Certificate Program in September on Wildlife Program activities.

Vales published a paper Black-tailed deer seasonal habitat selection: accounting for missing global positioning system fixes in the November 2022 issue of the Journal of Wildlife Management.

Vales prepared a draft management example for a book chapter on using nutrition to guide Muckleshoot elk management.



One of many freshly peeled trees found at the bear cluster sites on the Tomanamus



Mike Lindgren with a large cougar we collared on the Tomanamus

McDaniel presented a poster at the annual Wildlife Society meeting in Spokane on the black bear study results of tree peeling and feeder use.

The Program hosted an appreciation event in June for retired helicopter pilot Jess Hagerman

We terminated the dog program that had been used to remove cougar and restore elk in the Green and White River. Future removals, or capture and collar, will occur with contract dog handlers.

We had a display set up at the Tomanamus Community Day in October

The Program entered an inter-agency agreement with Bonneville Power Administration to fund \$100,000 of habitat work in the Green River Watershed in 2022 to enhance elk forage under the power line corridor. The Program used the funding to spray 300 acres and mow 30 acres of scotch broom. Program staff re-seeded 15 acres of the mowed area with an elk forage mix of native grass seed.

We participated in finalizing the Cedar River Forest Management Plan that specifically includes improving elk and deer habitat on 920 acres over 28 years through thinning and gap creation, with ancillary benefits on up to 2,952 acres that are to be thinned.

The Program enrolled the Tribe in King County's Healthy Lands Project Landowner Agreement which uses King County funding and resources to remove noxious weeds and restore habitat on 26 acres of the Tribe's property below the 180th Street gate. The agreement lasts through spring of 2024.

Sam Hoffer worked cooperatively with USFS, Conservation Northwest, and Tulalip Tribes on Greenwater elk forage area maintenance and seeding of newly created forage units.

Staff mowed the MIT forage plot in the MacDonald Mountain area under the BPA power lines as well as



MIT Wildlife Staff mowing the Cedar River Foothills plots.

the Foothills units in the Cedar River Watershed.

We met with Tacoma Water and WDFW to set Green River harvest seasons and provide biological update to cooperators.

Staff participated in Point Elliott Tribes/WDFW Technical Committee meetings and Intertribal Wildlife Committee meetings

Staff participated in habitat connectivity mapping meeting, with emphasis on cougar travel corridors and core areas. We discussed with Department of Transportation a possible elk crossing on SR 164 just east of the Reservation boundary

The Wildlife Program was influential in expanding the Fisheries and Wildlife parking lot in the back of the Phillip Starr Building

Challenges in 2022:

Supply chain issues have affected our ability to acquire transmitter darts for darting elk and deer. Transmitter darts help to locate animals after they are darted and run into heavy cover.

Helicopter pilot and helicopter availability is not what it used to be so we are more challenged to accomplish our capture, survey, and monitoring goals

OUTLOOK FOR 2023:

- Muckleshoot will host a Chronic Wasting Disease training to be taught by the Northwest Indian Fisheries Commission veterinarians.
- We will continue to comment on and influence landowner habitat projects to benefit wildlife of interest to the Muckleshoot Tribe.
- We will actively participate in intertribal and agency discussions regarding hunting, populations, and habitat.
- We will continue to conduct habitat improvements in the White, Green and Cedar River Watersheds.
- We plan to deploy cameras to monitor for wolves, fisher, wolverine, and Cascade fox.
- We will maintain large, statistically-valid sample size of radio-marked elk, deer, cougar, and bear, conduct surveys as appropriate, and investigate rates and causes of mortality.
- We will conduct predator removal as needed to allow ungulate herds to reach and maintain population and hunter harvest objectives.



Jaison Elkins with a bull elk.



Youth Development Fund

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

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

INFO 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.

2022 Overview

In the beginning of the year the YDP continued its partnership with MCDC. From January to March the YDP hosted MCDC registered school age children, from Auburn, Enumclaw, and neighboring school districts.

On March 21st the Youth Facility and Teen Center re-opened for after school services. The response was amazing and attendance steadily increased. The YDP moved to a Monday through Friday schedule (pre-pandemic schedule was Tuesday through Saturday) and offered a monthly field trip on the third Wednesday evening of each month.

YDP Summer Camp was also a great success. Summer camp went from June 21st to September 1st (11 weeks) and was offered Monday through Friday from 7:00 am to 6:00 pm. Field trips were offered weekly.

SERVICES PROVIDED IN 2022:

MCDC partnership/support

- Open at 7:00 am and closing at 6:00 pm Monday through Friday.
- Serve Breakfast, morning snack, lunch, and afternoon snack daily.
- Before and after school care.
- Fun onsite activity planning for school breaks (Mid-Winter Break, Spring Break, and Winter Break).

YDP afterschool programming

- Re-opened the Youth Facility (2nd-5th grade) and Teen Center (6th grade-12th grade) on March 17th for afterschool activities.
- Open Monday through Friday and open early on MTS PBL days and for ASD/MTS early release days.
- Healthy snack and dinner served daily.
- Limited transportation offered within reservation boundaries.
- Daily activities that focus on Culture, STEAM, SEL, Awareness, healthy physical activity, and Leadership themes.
- Friday's at the Health and Wellness Center- Youth Facility swimming and activities in the gym and Teen Center work out sessions upstairs including yoga and exercise.
- Monthly field trips (Black Panther Movie, Big Air Trampoline Park, Bowling, etc.).

YDP Summer Camp

- Youth Facility for students going into the 2nd to 5th grade and Teen center for students going into the 6th to 12th grade.
- 11-week session from June 21st to September 1st.
- Open Monday through Friday from 7:00 am to 6:00 pm.
- Healthy breakfast, lunch, and afternoon snack offered daily.
- Limited transportation offered within reservation boundaries (including pick-up).
- Daily activities that focus on Culture, STEAM, SEL, Awareness, healthy physical activity, and Leadership themes.
- Weekly field trips (Movies, Big Air Trampoline Park, Bowling, etc.).
- Trips to the HWC twice a week- Youth Facility swimming and gym activities and Teen Center swimming and upstairs workout sessions.

2022 HIGHLIGHTS

- Continued partnership with MCDC through March. Hosted MCDC school age youth from Auburn School District, Enumclaw School District, and neighboring school districts for before and after school care.
- Re-opened the Youth Facility and Teen Center for after school activities.
- Afterschool participation at the YDP grew from an average of 44 participants daily in 2019 to 55 participants daily in 2022 (20% increase March-June and September-November 2019 vs 2022).
- The summer of 2022 was one of the hottest in memory and the YDP staff found many fun and creative ways to help participants beat the heat. Activities included many squirt gun and water balloon wars as well as a misting tent on days that were hotter than 90 degrees.
- Summer camp participation grew from an average of 63 participants daily in 2021 to an average of 79 participants daily in 2022 (20% increase over same 9-week span).
- Spring Break and Winter Break- YDP adjusted hours to 7:00 am to 6:00 pm and offered daily field trips and fun onsite activities.

YDP Staff

- YDP staff have proven to be a high quality team who promote healthy engagement and create a fun environment.
- YDP staff supported Rec with Baseball, Soccer, and Basketball.
- YDP staff collaborated with HWC for Salmon Jam
- YDP staff benefitted from several trainings in 2022;
- FULCRUM Team Development Services training on- structure and managing an activity, 8 guidelines of facilitation, Trauma informed care, and techniques to deescalate situations and redirect behavior.
- Active shooter training
- Water safety training
- CPR/First Aid
- Continued review of YDP operating Procedures and policies
- Mandatory Reporter training
- Adobe Photoshop
- Creating Equitable Spaces

- Youth Program Quality training from Schools Out Washington (SOWA)
- YDP Staff attended the 2-day Bridge Conference hosted by Schools out Washington. The Bridge Conference brought together after school professionals from across the state and offered many workshops. Workshops varied from Restorative Behavior Guidance, Reimagining Resilience, Mindful Art + SEL, Turning Games into Social Emotional Learning Opportunities, and Empowered Youth Empowered Nation- Native American perspectives on youth empowerment and dispelling cultural myths and appropriations. YDP Staff had the opportunity to engage with other afterschool professionals and choose from a variety of workshops relevant to their daily functions at the YDP.
- YDP staff supported many community events including;
 - Elders Luncheon
 - Seahawks Football Camp at MTS
 - National Night Out
 - MIT New Year's Eve event at HWC

OUTLOOK FOR 2023

- Transitioning into the new Community Center
 - o Construction is projected to finish in late spring/early summer.
 - o The Youth Facility and Teen Center will be located on the north side of the building and will offer many new features and amenities.
 - o New building has a dedicated YDP kitchen, movie theater, STEAM classroom, Art classroom, expanded playground, expanded computer lab, Teen Center "Arcade", studio, Teen Center Quiet Room, and access to the new gym.
- Collaborating with MIT Culture Department
 - o Working together in preparation for Canoe Journey 2023.
 - o Incorporating more cultural activities into daily programming at the Youth Facility, Teen Center and Summer Camp.
- Potential expanded services and hours
 - o As YDP participant numbers increase every year the new and expanded facility brings more opportunity for growth.
 - o The YDP will look at ways to add services more focused on High School age participants.
- Collaborating with other MIT departments
 - o The YDP has partnered with HWC on several events and continue to look forward to future collaborations. The HWC has been amazing to work with and events are always well received by the youth.
 - o More collaborations with behavioral health for prevention and the horse barn.
 - o Search for opportunities to work with other departments.
- Continued staff development
 - o The YDP will recruit more staff and create opportunities for growth.
 - o Continue training opportunities for staff, including Bridge Conference, SOWA virtual training opportunities, and other opportunities.
 - o Select staff participate at the National Afterschool Association Convention (NAAA23).
- Community engagement
 - o Host events that are open to the community.
 - o Make the studio available for community use.



Recreation Program

PERSONS IN CHARGE: Deandra Williams, Rec Registrations & Youth Activities & Adult Sponsorships Admin Assistant, (JaRon Artis, Rec Supervisor), Katey Sias, Acting Director of Community Support Services

INFO PHONE: 253-876-3370

INFO EMAIL: Deandra.Williams@muckleshoot.nsn.us, (jaron.artis@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 2022:

Youth Summer Baseball (June)

- Auburn Parks & Recreation baseball league
- 1 Teams participated - Coed Grade 3rd & 4th
- 12 registered youth participated
- All games played at Game Farm Park and GSA Park
- Drive Thru End of Season Banquet



Youth Fall Soccer (September)

- Auburn Parks & Recreation soccer league
- 1 Teams participated - Boys 1st/2nd Grade
- 8 registered youth participated
- 22 registered youth signed up with APR City teams
- All games played at Game Farm Park and Fulmer Park
- Drive thru end-of-season banquet



Youth Winter Basketball (January)

- 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
- 42 registered youth participated
- Drive thru end-of-season banquet



South Sound Inter-Tribal Basketball League

- Middle school division, 8 Muckleshoot youth participants
- High school division, 7 Muckleshoot youth participants

MIT Events

- Q-Time Basketball Clinic for Boys & Girls 1st-5th grade, 21 participants
- Western WA State Fair offered discount code for admission/rides/concerts
- Mariners Native American Night, Mariners vs. Washington Nationals, Distributed 400 tickets
- Georgetown Morgue Haunted House, over 450 participants attended the event, the line was still long after 9:00
- 2022 Point Defiance Zoo Light Tickets, 1000 tickets were given out to MIT Tribal member households



OUTLOOK FOR 2023:

- Develop more partnerships with outside vendors and organizations to offer more opportunities for the youth
- Offer clinics to introduce a variety of sports and/or recreational activity
- Develop and present more tickets to the community for events (sports, lights, etc)
- Establish competitive travel sports team for youth
- Promote higher learning opportunities (college fair)
- Serve more youth in the community to represent Muckleshoot teams
- Participate in programs that were previously offered/available

Youth Activities Fund

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

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, ages birth to 26, who participate in sports/athletics, self enhancement programs, and/or leadership programs and opportunities for development. Financial assistance also applies to team tournament participation with teams that are 60% Muckleshoot players.
 - o Travel: Travel expenses will be covered when participating in select/competitive sports, approved self enhancement programs, team sports for tournament with an MIT employee or tribal member coach, athletic tournaments, and/or arts education program
 - o Up to two qualifying parent/guardian/ accompanying adult(s) will receive travel assistance consisting of per diem meals, lodging, air fare, rental vehicles, gas mileage reimbursements. Coverage is based off the tribe's current travel policy. (Youth participants ages birth to 21, qualify for travel assistance per the participant and for up to two qualifying parent/guardian/accompanying adult(s). Youth participants ages 22-26 are eligible to receive travel assistance/funding per individual traveler.)
 - o Gear: The required gear (within reason) for participation is eligible for reimbursement, and/or gear can be picked up at the appointed vendor for up to \$1,500 per sport/per season, per calendar year
 - o Registration fees: Fees for program participation, lessons, and/or competitive sports is eligible for payment to vendor (upon appropriate documents completed), and/or for reimbursement

HIGHLIGHTS OF 2022:

- The Youth and Team Sponsorship Activity Fund has changed the age range for coverage expanding to 26.
- The Youth and Team Sponsorship Activity Fund has also widened their services to provide financial

assistance to other enrolled programs, activities and services such as utilizing recruitment agencies

- Increased utilization by more Muckleshoot Tribal Members participating in team sports, individual sports, and other lessons
- Customer Service- application request are expedited same-day or next day. Provide the best possible customer service on a consistent basis.

OUTLOOK FOR 2022:

- Serve more Muckleshoot Tribal Members between the ages of birth to 26
- Improve processes: Docusign: assistance with travel documents and e-signatures, as well as launching application forms on online platforms
- Continue to provide excellent customer service
- Expand vendors to utilize for sports equipment
- An improved expedited application process



