

Nooksack Indian Tribe

Annual Report 2018





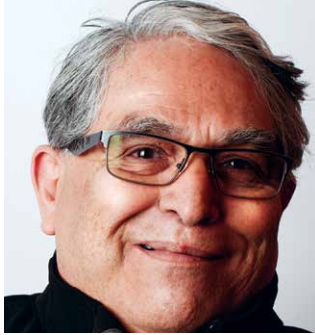
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MESSAGE FROM THE COUNCIL

2018 TRIBAL COUNCIL



Ross Cline
Chairman



Richard George
Vice Chairman



Robert Solomon
Member



Roy Bailey
Member



Lona Johnson
Member



Katherine Romero
Member



Frank Leyva
Secretary



Abbie Smith
Treasurer

Dear Nooksack Tribal Members,

Each year we take time to look back at our achievements and milestones, to remember our ancestors, our fellow members, friends and families to reflect on what we have learned. It is also a time to look forward – in a good way – toward the opportunities that the new year holds for us at Nooksack.

2018 was an outstanding year and we made many accomplishments, and we also endured some very challenging tasks as well. Through it all we stuck together to honor our ancestors throughout our work here at the Nooksack Indian Tribe.

We can all be proud to call ourselves Nooksacks. So, we hope you will take a moment to celebrate and reflect on our positive and extraordinary accomplishments and the extraordinary staff behind them.

As we move forward into the year 2019, we look forward with determination and grateful hearts. We will continue to work towards providing adequate and better quality services to our membership.

Best wishes for a peaceful and joyous year as we work together with one heart and one mind.

Sincerely,

Nooksack Tribal Council





MESSAGE FROM THE GENERAL MANAGER

Greetings,

It is my pleasure to present to you the Nooksack Tribe's 2018 Annual Report. I hope you will enjoy the information within this report which provides a brief description of the Nooksack Tribe's achievements made during the past year. Our staff continues to work towards expanding and improving services available to the tribal membership. The Tribal Council, Tribal Administration and the Tribal Staff continue to be committed to provide services that the members can see, touch and feel.

In the past year, all departments within the Tribe have continued to grow and improve to provide quality services while preserving our Nooksack culture and way of life. We made big improvements and accomplishments to take care of our ancestors in our cemeteries, to provide for today's generations and for our future generations.

The work and accomplishments outlined in this report would not be possible without the hard work and dedication of all of our employees, committees, and of course the Nooksack Tribal Council. I hope you find the 2018 Annual Report to be informative!

Sincerely,

Katherine Romero



Katherine Romero
General Manager



Charity Allen
Chief of Staff



Abbie Smith
Events Coordinator



Melanie Davis
Receptionist/ Administrative Assistant



NOOKSACK VETERANS PROGRAM

NOOKSACK TRIBAL VETERANS PROGRAM

The Nooksack Veterans Program is to assist Tribal Veterans; the program provides services to obtain their discharge papers, applying for assistance from the VA Health Care System and for connected compensation benefits, applying for home loan benefits, and to help educate veterans on all of the benefits available to them.

The Department of Veterans Affairs donated 10 Dell OptiPlex 790 with 22" Monitors. The Dept. donated the computers to improve their access to technology, i.e.; resume building, job search and application, benefits and especially veterans who have limited or no access to computer on their own. The computers were programed and disbursed to Nooksack Tribal Veterans.



Candace Kelly
Veterans Coordinator

Annual Events Hosted by the Nooksack Tribal Veteran's Program:

- May 27 – Memorial Day Ceremony and Luncheon

The Nooksack Veterans Program and The American Legion, Wendell H. Fidele Post 83 host a Memorial Day, originally called Decoration Day, is a day of remembrance for those lost in service of the United States of America by doing a Memorial Day Ceremony with guest speakers and providing a bbqed fish lunch.

- November 11 – Veteran's Day Ceremony and Luncheon
- The Nooksack Veterans Program and The American Legion, Wendell H. Fidele Post 83 host a Veterans Day Ceremony, this holiday is held on November 11th at 11:00 a.m. to honor all military personnel who have served in the U.S. armed forces. Veterans Day was originally called "Armistice Day," and the date was chosen to commemorate the signing of the armistice with Germany that ended hostilities during World War I. The Ceremony is celebrated by having guest speakers and providing a bbqed fish lunch.

Scheduled Meetings:

The American Legion, Wendell H. Fidele, Post 83, meet March, April, May, September, October, November every third Tuesday of the month, at 6 PM, in the Administration Building Conference Room, located at 5016 Deming Road, Deming Washington. We encourage all Veterans, Tribal and non-Tribal to join us.



NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community

NOOKSACK MEDICAL CLINIC

The Medical Clinic is an ambulatory clinic that provides on-site acute and preventative care to the Nooksack Indian Tribe and eligible members of federally recognized Tribes.

The Nooksack Health Clinic services include: Family Medicine, Pediatric Medicine, Family Planning, Women's Health, Diabetes Screening and Testing, Nutrition Education, and Community Health/Community Nurse services. The Medical Clinic has a highly skilled team of physicians, nurse practitioners and nurses to provide comprehensive personalized health care for our patients of all ages.

Our health care team consists of two Registered Nurses, a Licensed Practical Nurse, and three Medical Assistants who work closely with our providers consisting of two Nurse Practitioners, a Pediatrician, and a Doctor of Osteopathy.

We offer medical care services, Monday through Friday 8:30 AM to 5:00 PM and Walk-ins 9:00 AM to 9:45 AM and 1:00 PM to 1:45 PM with the exception of the morning of the first and third Wednesday of the month and major holidays.

The clinic continues to participate in various programs including Citrine Health – Breast, Cervical and Colon Cancer Preventive Care, Special supplemental Nutrition Program for Woman, Infant and Children, Diabetes Program, Afterschool Health Education Programs, Head Start, and Community health.

We are very proud to have received the following grants during 2018, which allowed us to provide Retinopathy screenings to Diabetic patients at the Clinic, Contracting with Swedish Mobile Mammography, WEAVE and SEEDS Grant to provide community based gardens, and Smoking Cessation.

With the Smoking Cessation program, the clinic is now able to offer cessation supplies including nicotine patches and gum, to better support the community in their efforts to stop smoking.

The health clinic participated in our annual Tribal Resource Fair and Health and Housing fair to offer information on preventative care, and provide resources.

In 2018, we served 1,095 patients and provided over 16,000 patient visits. We have met all of our Government Performance and Report Act (GPRA) measures for 2018. With these measures we increased our communities overall health and wellness. Our immunization, cervical and colon cancer screening rates have improved. Diabetic patient's overall health and wellness improved with improved glycemic control, blood pressure and use of statin therapy.

The clinic received a grant from the Susan G. Komen Foundation, to provide mobile mammograms for our community. We hosted two, two day mammogram events at the clinic, with Swedish Mobile Mammography, increasing our mammogram screening rate by 10%.

Our nurses worked with the afterschool program to develop educational sessions targeted towards various age groups, these included: Social media use, Bullying, Nutrition, Hygiene, Healthy Relationships and Smoking Cessation. Prizes were given to the kids for their participation. Nursing staff worked with the head start program to perform lead and hemoglobin screenings on all of their new students.

The clinic collaborated with the American Indian Health commission and other neighboring tribes, as well as local health jurisdictions to develop a Public Health Mutual Aid Agreement. This project facilitates the process with tribes and local health jurisdictions during public health emergencies.



Lona Johnson
Health Director



Therese Davis
Health Department Operations Manager



Andrea Garcia,
Medical Clinic Manager



Lindsay Paez
Assistant to Clinic Manager



NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community

We are happy to have new staff and providers join our team this year, to provide exceptional patient care.

Nooksack Medical Providers



Dr. Sara Sheaffer
Physician

Sara Sheaffer is board certified in Family Medicine by the American College of Osteopathic Family Practitioners, and provides a full spectrum of primary health care services, including the care of children, adults, elders and women's health services. She is also skilled in Osteopathic Manipulative Medicine, a hands-on technique for relieving muscle and joint pain, headaches and many other chronic health conditions. *Available for appointments Monday, Tuesday, Wednesday and Friday.



Dr. Cate Webb
Physician

Cate Webb has been serving this community since 2010. She specializes in Pediatric medicine and sees children and teenagers, birth to 21 years old. She earned her MD degree from the University of Washington and completed her residency training in Pediatrics from the Children's Hospital of Wisconsin. She has 17 years of experience in her field. One of her favorite aspects of her job is to see the children at their check-up appointments and watch them grow up over the course of years. Her philosophy for her profession is to treat her patients like she would someone in her own family. *Appointments available Monday, Wednesday and Thursdays.



Marlene Bishop
Nurse Practitioner

Marlene Bishop, ARNP has been in the healthcare profession for over 30 years in Alaska, Colorado, Michigan and California, working in the intensive care units, ER and for the last 3 years working in Hospice and Palliative Care caring for men and women with chronic healthcare problems. She moved to Washington in September, 2017. She graduated from the University of Northern Colorado in July, 2004 majoring Family Practice. She is nationally certified through the American Academy of Nurse Practitioners. She grew up in Michigan on a dairy farm with 6 other siblings (3 sets of twins). During her time away from the office, she enjoys time with friends, trips to the mountains and ocean and growing African violets. * Appointments are available Monday, Tuesday, Thursday, and Friday.



Ursula-Grayce Hein
Nurse Practitioner

U. Grayce Hein, ARNP has practiced for over 15 years in Alaskan villages up and down the Yukon-Kuskokwim delta, Fort Yukon and Barrow with the majority of her time in SE Alaska working with Tribal Health. She moved to Bellingham in 2009 and has been practicing in Family Medicine, Internal Medicine, Geriatrics, Palliative and Occupational Health during the last 9 years. She is a graduate of Gonzaga University and put herself through school with her massage license. Grayce's practice philosophy is to provide health care without guilt, creating a safe place for communication so that a true partnership can be made towards your personal health goals. During off hours she spends all her time with her daughter's service dog awaiting her daughter's return from University. *Appointments available Tuesday thru Friday.

NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community



Nursing & Clinic Support Staff



Dr. Frank James
Health Officer



Suzanne Hull
Medical Assistant



Veronica Charles
Front Desk Medical Support



John Miller
Quality Assurance Specialist



Georgiann Perez
Nurse LPN



Amy Kalsbeek
Certified Medical Assistant



Qwinsee-Lah Paez
Front Desk Medical Receptionist



Leandra Smith
Health Benefit Specialist



Rikkole Edwards
Grants & Contracts Services Specialist



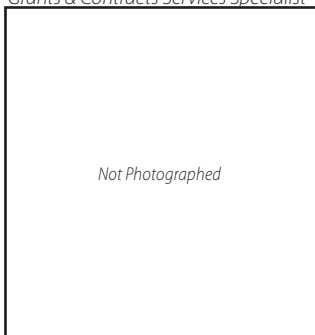
Fracine Hathaway
Data Entry Specialist



Leianani Swanaset
Front Desk Medical Receptionist

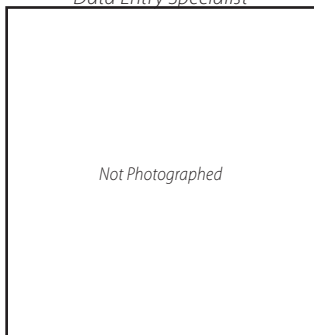


Natan Town
Clinical Applications Coordinator



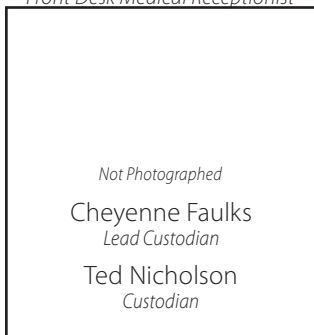
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Sierra Rice
Administration Support Specialist



Not Photographed

Alicia Johnny
EHR Specialist



Not Photographed

Cheyenne Faulks
Lead Custodian
Ted Nicholson
Custodian



Amanda Gladstone
Custodian



NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community

COMMUNITY HEALTH REPRESENTATIVE (CHR) PROGRAM

The CHR Program was implemented to improve health knowledge by promoting and supporting and assisting the Nooksack Health Care Center. The efforts of CHR Program Staff have produced a health service system, which provides for the follow-up and continued contact with the health care system at the community level, thereby meeting the most basic needs of the Nooksack People.

The goal of The CHR Program is to address health care needs through the provisions of community-based, well-trained, medically-guided health care workers.

Curative, preventive, rehabilitative and home health care services are provided by the CHR Program.

Transportation is provided within the local community to/from our Tribal Clinic for routine, non-emergency problems to a patient without other means of transportation, when necessary. During 2018 they were able to provide over 843 transports.

The CHR acts as an advocate for the communities served by Federal, State and local agencies. The CHR assists the agencies by clarifying the role of Native traditions, value systems and other cultural beliefs to meet the health care needs of the communities, thereby reducing health conditions of the Nooksack People.

The CHR facilitates with the health care provider and the Nooksack People to ensure the provisions of people are met.

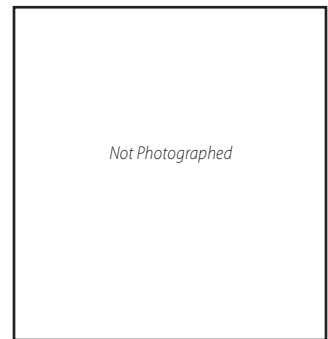
The CHR assists in demonstrations on safety, nutrition, diabetes and other areas of health concerns.

The CHR promotes health care education and host booths at health fairs or community events.

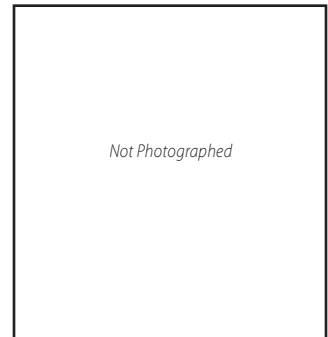
Our Certified Nursing Assistants were able to conduct over 100 home visits.



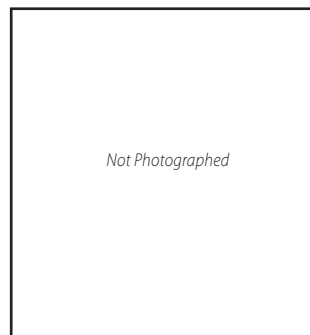
Amber Kentner
CHR



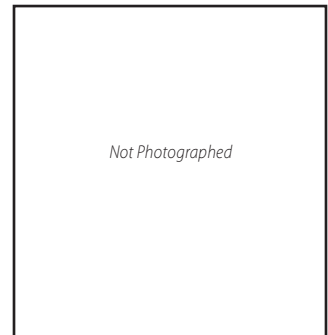
Peter Kelly
CHR Supervisor



Richard Edwards
CHR



Laura Solomon
On Call Support Staff



Julia Kelly
CHR Support Specialist

NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community



Barbara Himes, RD, CDE
Registered Dietitian/Nutritionist,
Certified Diabetes Educator



The Nooksack Diabetes Program works through education and wellness activities with a goal to prevent diabetes complications in tribal members with diabetes and to prevent diabetes in tribal members who may be at risk. We have a Diabetes Team which includes medical providers, nursing staff and diabetes program staff that meets monthly to review patient care and education activities.

In conjunction with the Traditional Ways Garden Committee the Diabetes Program continues to support two community gardens, one at the clinic and one at the Deming site. During 2018 2000# of produce was harvested. 16 tribal families received weekly harvest boxes for 9 weeks. Produce was donated to the food bank monthly and donated to the Elders Nutrition Program where it was incorporated into the Elders lunch 5 days a week. Garden vouchers were given to interested WIC clients and clinic patients by the WIC Coordinator and Clinic nutritionist. The Tribe took on funding for the garden in 2019. Our plan is to expand the garden in 2019 and increase access to the garden by offering tribal members the opportunity to plant and maintain a garden box for their own family. We continue to grow and maintain a common area which provides produce for harvest boxes and donations to the food bank and Elders Nutrition site.

In 2019 we continue to provide individual and/or group education on nutrition, diabetes and diabetes prevention. In past years over 65% of patients with diabetes have received education on diabetes self-management and/or nutrition by the Nutritionist/Diabetes Educator, Medical Staff and Community Health Nurse. We continue to provide cooking classes, food demonstrations and healthy eating classes for youth and adults using produce from the tribal gardens when available. In 2019 the diabetes team is working to improve blood sugar levels and monitoring by using technology that allows the person with diabetes to continuously monitor their blood sugar over a 24-hour period with minimal finger sticks. Patterns of blood sugar are used by medical providers to make treatment decisions and by patients to see the effect of food and activity.

The Diabetes Program conducts and supports a number of activities to promote wellness including:

- Annual diabetes health challenge
- Assist local tribal sports teams and tribal members participating in marathons with registration fees or uniforms
- Paid visits for tribal members to utilize the Arne Hanna Aquatic Center in Bellingham for swim activities.
- Diabetes funds are also used to purchase medical, dental and foot care supplies.

Barb Himes is available on Monday, Wednesday and Thursdays for individual appointments for diabetes education and medical nutrition therapy for diabetes and other nutrition related medical disorders including high blood pressure, weight management, cholesterol and healthy eating guidelines. She also serves as nutritionist for the Nooksack WIC Program.

Contact information: Phone: 360-966-2106 • Email: bhimes@nooksack-nsn.gov



NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community

NOOKSACK WIC PROGRAM 2018

Nooksack WIC is managed by Natasha R. Miranda. She works with clients on an individually helping them reach their nutrition goals. Elaine Roberts, our WIC Clerk, helps assist clients with appointments, and check distribution. Our registered dietician, Barb Himes, oversees high risk patients with more in depth nutritional topics..

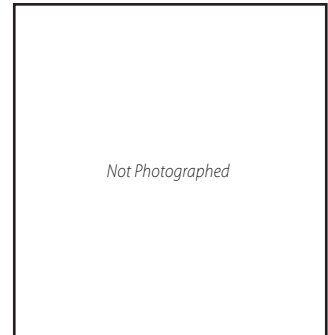
We are open to the public, and can accept new clients ages 5 and under, and their mothers. We provide families with checks for nutritious food, breastfeeding support and nutrition education and resources.

An exciting upgrade to the WIC program is the introduction to swipe card instead of paper checks. This is still scheduled for the end of the year 2019. This feature promises faster check outs at the register with more up to date form of payment.

WIC is also excited for Washington state WIC Shopper app, which helps the client/customers and store managers have a more in depth site to help with their needs. Included in the app is scanning for approved foods, recipes, and locations of stores that accept WIC Vouchers and where to find the nearest WIC office to you.

Continuing objectives for Nooksack WIC IS TO MAKE BREASTFEEDING A HIGH PRIORITY. BUMP UP OUR FRUIT AND VEGETABLE CHECK REDEMPTION AND FIND NEW WAYS TO REACH OUT TO POTENTIAL NEW CLIENTS.

WIC SERVICES ARE AVAILABLE MONDAY-FRIDAY 8:30AM – 5PM.



Elaine Roberts
Medical Records & WIC Clerk



NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community



Dr. Burke Cheung
Dentist



Carol Bradstock
Receptionist



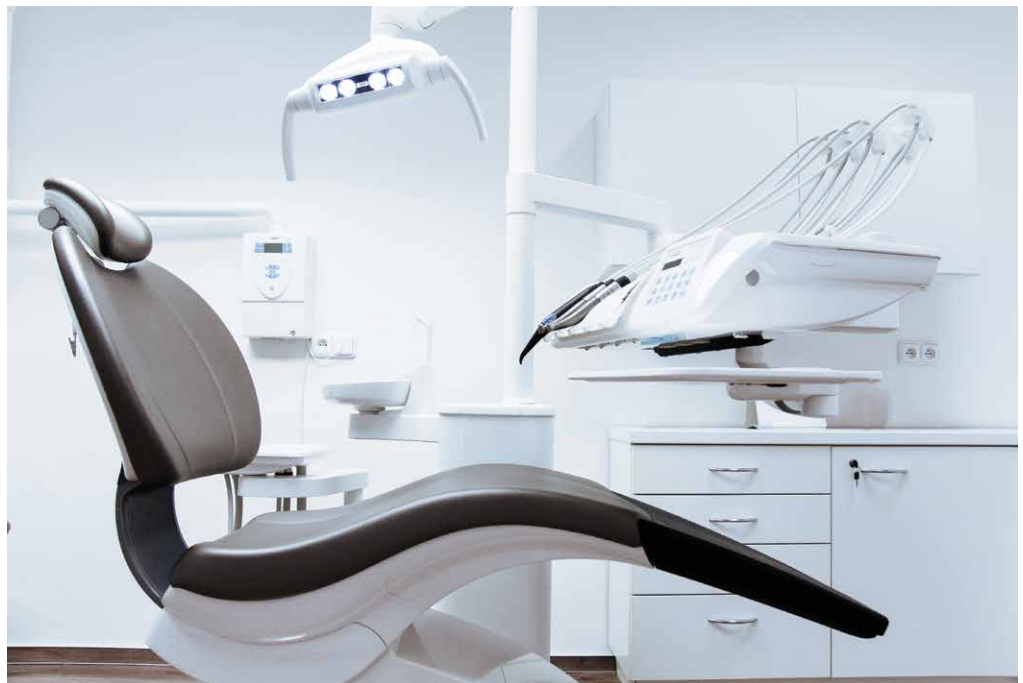
Emma-Leigh Cline
Dental Assistant

DENTAL CLINIC

The Nooksack Dental Clinic offers general dental services to improve the health and well-being of the tribal community. By placing an emphasis on prevention, the dental center's primary goal is to help prevent cavities and dental disease. Patients have an opportunity to receive routine, restorative, preventive and pediatric dental care, as well as, other dental services. The clinic improves access to dental care for the Tribal community and reduces the need for dental-related emergency room visits.

Our staff consists of one full-time Dentist, Dr. Cheung, two full-time Dental Assistants, Kanwarjot Bassi and Emma-Leigh Cline, and one Front Desk Receptionist, Carolyn Bradstock. Once a month, Dr. Kristi Linsenmayer, a pediatric dentist from Seattle Kids Dentistry, comes to our clinic to see our younger patients. The Community Health Fund also enables Nooksack Tribal members to receive additional dental services which can also substantially improve quality of life. Our hours are Monday through Friday 8:30AM to 5:00PM. We are closed for lunch from 12-1pm and have walk-ins everyday at 8:30 AM except Wednesdays.

Over the past several years, our dental staff worked very closely with the Nooksack Summer Program and Headstart. Twice per school year, our staff provides dental exams and fluoride varnishes to our Head Start children, along with new toothbrushes and supplies they can take home. Our dental assistants also demonstrate oral hygiene techniques to the kids to ensure their smiles will be bright for the future.





NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community

FITNESS PROGRAM

Nooksack Fitness program provides classes for all age groups and fitness levels, with a lot of participation from our youth and elders.

Programs such as Teens Strength and Conditioning Swim Lessons at WWU, Boot Camp and Strength, Elders Chair Exercise and Water Aerobics were offered in 2018. Goals were set with participants in all classes which included: weight loss, healthy eating habits, or just attending classes regularly. Athletes were encouraged by the coach and fellow participants daily helping them achieve their goals.

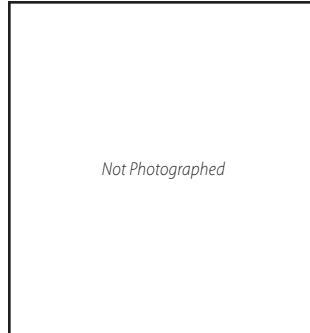
The Fitness program had 54 participants sign up for the Bellingham Bay Marathon and 44 in the Jingle Bell Run in 2018. 198 tribal community members participated in the 17th annual Fitness Tribes Fitness Challenge.

MEDICAL BILLING OFFICE

In the third party billing department we work behind the scenes to maximize the amount of reimbursement from health insurance companies for the services provided here in the health department. Our program is comprised of three billing staff. We coordinate closely with the Medical Clinic, Chemical Dependency and Behavioral Health programs, billing for all applicable services provided by the programs. We send claims to all qualifying health insurances, including Medicaid, Medicare, Shasta, and many more. We process each claim individually, including submitting, tracking, receiving, and applying the payments sent by the insurance companies. We provide weekly, monthly, quarterly and yearly reports to the program managers, Health Director, and to the Finance Department. We also work with patient registration, tribal assistants, and the Benefits Coordinator to identify any community members who may qualify for assistance in getting health insurance.

In the past year we succeeded in archiving all of our billing records digitally. This improves the entire claim process, increases the security of the records, and reduces the amount of time spent searching through paper files by hand. Less than a week after we receive the claim, we have it entered into the billing software and stored securely in our locked digital record system. In 2018, we processed over 25,000 claims in the Billing Department.

In this next year, our goal is to add a certified coder to our staff and to continue to work closely with program managers to identify additional billable services.



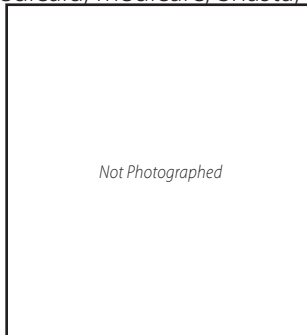
Maggie Tumangday
Fitness Director



Kristi Palmer
Medical Billing Office Manager



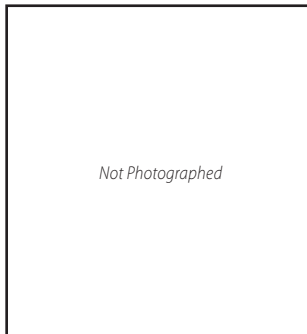
Lorraine Charlie
Medical Billing Specialist



Victoria Joe
PCR Technician



Anna Tageant
Medical Biller and Coder



Jeffrey Bailly
LHF Lead



Nathaniel Smith
Medical Biller

NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community



NOOKSACK WAY OF LIFE PROGRAM- SAMHSA PARTNERSHIPS FOR SUCCESS AND PRESCRIPTION DRUG PREVENTION

MISSION STATEMENT: Nooksack Way of life is committed to empower each through education, resources and prevention tools to our Native Youth and young adults to promote health and wellness.

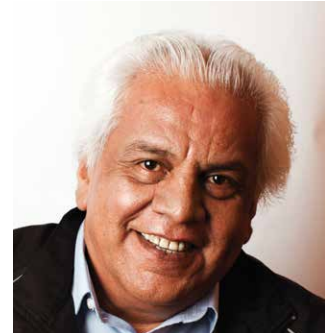
It is our VISION to build a community that engages our Native young people toward the prevention and reeducation of drug and alcohol abuse.

The SAMHSA Program currently has two prevention grants, Strategic Prevention Framework Partnership for Success (PFS) that aims to prevent and reduce substance abuse among youth and young adults, prevent and prioritize underage drinking, and provide prevention activities the help prevent substance abuse among tribal youth in our community. The Prescription Drug Prevention/Education Project Cooperative Agreement is designed to raise community awareness and bring prescription drug abuse prevention activities and education to schools, community, parents, prescribers and their patients while raising awareness about the dangers of sharing medication and work with pharmaceuticals and medical communities on the risks of overprescribing to young adults and prescription drug misuse.

The Nooksack Way of Life Youth Prevention Program is currently in its eighth year operating under the SAMHSA Strategic Framework Partnerships for Success and Prescription Drug Prevention and Education Project Cooperative Agreement. Our Philosophy is Prevention is Culture, Culture is Prevention. We believe that if we can empower each through participation in prevention activities we can help prevent drug and alcohol use and increase people's chances of living long, healthy and productive lives.

The Nooksack Way of Life and Healing of the Canoe are two curriculums that guide and align itself to seven strategies that are designed to address the underlying concerns of the Nooksack Indian Community. Our Major concern is tribal youth dropping out of school and start drinking and taking drugs and sometimes leading to alcohol and drug addiction. (Contact SAMHSA Programs for a list of the seven strategies)

These strategies provide support within the school system and develop relationships with surrounding school districts, engage community leaders and Elders to provide wisdom and pride, increase laws and norms to youth's perception that drugs and alcohol are hard to get, offer tools and resources to parents and families to increase communication of alcohol free values, provide parent and family training opportunities, and to build a sustaining community. The SAMHSA Program has developed relationships with the Nooksack Indian Tribal departments to offer wraparound services



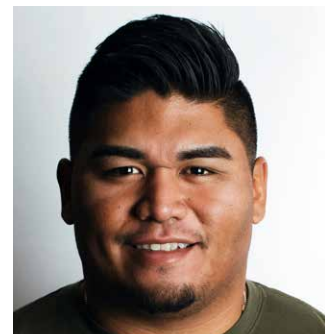
Rick D. George
Program Manager



Annette Solomon
CD Professional Supervisor



Joni Hamilton
CD Professional



Dante Aure
CD Professional Specialist



NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community



Coralise Almojera
CD Intake Specialist

that are an intensive and a holistic method of engaging so that our youth can live in their homes and communities and realize their hopes and dreams.

The Nooksack Way of Life has provided prevention activities to 154 youth and young adults throughout the 2018 calendar year. We introduced Cultural Nights where we are getting back to our roots and learning how to do things the Nooksack Traditional Way. Some activities include: Salmon cleaning and canning, berry picking and jam making, cedar gathering and weaving, gathering Devils Club and making tea and Salve. Our Youth and Young adults participated in 2018 Canoe Races and the Canoe Journey Power Paddle to Puyallup. These two activities included months of commitment to daily canoe practice and paddling techniques, exercise, song and dance, regalia making, and cold water survival training.



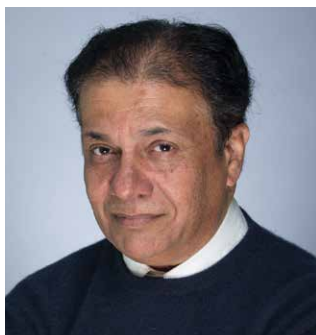
Dakota Davis
*Youth & Young Adult Support
Worker*

The SAMHSA Program believes that exercise is an important part of a healthy lifestyle. Exercise prevents health problems, builds strength, boosts energy and can help reduce stress. We have an on staff fitness instructor to provide Cross-Fit and Endurance Classes, Breathing Techniques, Canoe Readiness, Basketball and Soccer Clinics, Proper Running/Jogging Classes, and required water safety class for all of our canoe pullers and lifeguard safety for those who wish to become lifeguards.



NOOKSACK HEALTH DEPARTMENT

Improving Health in our Community



Dr. Aamer Khan
Licensed Clinical Psychologist



Rikki Vaughn
LMHC Counselor



Jenna Moore
LMHC Counselor



May Jamshedi
LMHC Associate

BEHAVIORAL HEALTH

Nooksack Behavioral Health provides Counseling Services to the Nooksack Tribal community and Native Americans living in the area (elders, adults, adolescents and children). Behavioral health total visits during 2018 were over 15,396

Nooksack Behavioral Health encompasses:

Comprehensive intake and assessment

- Mental health counseling (children, adolescents, families, adults, and victims of abuse)
- Psychology education services (group or individual)
- Crisis management counseling
- Specialized psychiatry service (adults only)
- Referral to Specialized pediatric psychiatry
- Public School counseling & advocacy for Native children
- Head Start consultation and services to the children and families.
- After school counseling and intervention groups
- Art Therapy

The Nooksack Behavioral Health unit, under the leadership of the Health Director (**Lona Johnson**) and the direction of a Licensed Clinical Psychologist Dr. Aamer A Khan, has adopted the philosophy of outreach and trauma-informed care. All Behavioral Health Staff are trained upon hire to provide services grounded in trauma-informed principals. Trauma-informed care is about creating a culture built on six core principles.

- 1. Trauma Understanding:** through knowledge and understanding trauma and stress we can act compassionately and take well-informed steps towards wellness.
- 2. Safety & Security:** increasing stability in our daily lives and having core physical and emotional safety needs met can minimize our stress reactions and allow us to focus our resources on wellness.
- 3. Cultural Humility & Responsiveness:** when we are open to understanding cultural differences and respond to them sensitively, we make each other feel understood and wellness is enhanced.
- 4. Compassion & Dependability:** when we experience compassionate and dependable relationships, we re-establish trusting connections with others that fosters mutual wellness.
- 5. Collaboration & Empowerment:** when we are prepared for and are given real opportunities to make choices for ourselves and our care, we feel empowered and can promote our own wellness.
- 6. Resilience & Recovery:** when we focus on our strengths, and clear steps we can take toward wellness, we are more likely to be resilient and recover.



Suicide Prevention strategy

The philosophy of **QPR** (**Question, Persuade, and Refer**) has been adopted by the NIT to prevent suicide by encouraging every member of the community to take an active role in suicide prevention by, *“Ask a question, save a Life”*.

The fundamental premise of QPR’s effectiveness is based on the belief, and growing research, that those most at-risk for suicide do not self-refer. To locate these individuals, identify their suicidal communications and get them to needed services is at the heart of the QPR approach.

Behavioral Health has been coordinating Suicide Prevention Task Force meetings and has advocated for a social worker (**knock and talk person**) that can respond to those community members who are reluctant to receive services and are suicidal.

Outpatient Program

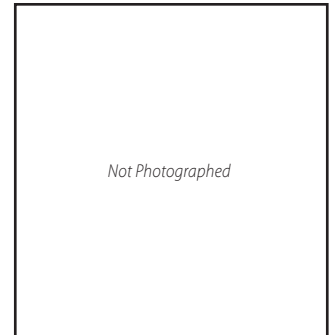
I am happy to report that our outpatient program clientele is steadily growing across the life span as the Nooksack Tribal members are gaining confidence that their confidentiality will be protected. In outpatient programs individuals are seen for individual counseling, family counseling, crises stabilization and assessment. Sources of these referrals come from ICW, Medical Clinic, self-referrals, families and friends. In addition outpatient program runs a Psychiatric clinic from Behavioral Health location once a month.

Head Start

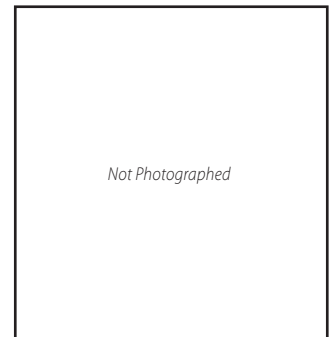
Head Start teacher and staff are provided consultations on as per needed basis. Consultation is provided to Head Start staff to improve the identified interventions that lead to academic success of children. Assessment and screening is conducted at the beginning of each year in addition to prevention and skill building groups are provided three times a week for all children.

After School Program

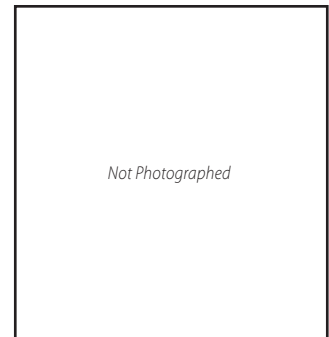
Counseling and skill building groups are provided for all age groups three times a week for students attending after school. The goal of these groups is to provide intervention to overcome the effects of Historic Trauma and build and improve culturally appropriate skills in the Tribal children and adolescent to support social emotional health. Research supports that this will help achieve academic success.



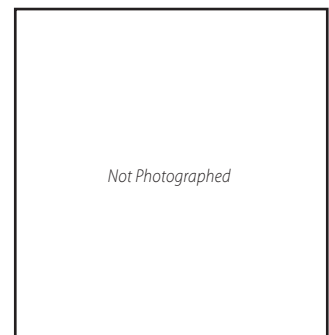
Ashley Vonsovic
Behavioral Health Specialist



Jon Popelka
LMHC Mental Health Counselor



Chan Min
LMHC Mental Health Counselor



Candice Dorsten
LMHC Mental Health Counselor



Public School Based Advocacy and Individual Counseling

Individual counseling is provided in **eight** public schools attended by Nooksack children. In Nooksack School District schools covered by services are Everson Elementary, Nooksack Valley Middle School and Nooksack Valley High School. In Mount Baker school district schools covered are Mount Baker High School, Mount Baker Junior High, Acme Elementary School, Kendall Elementary School and Harmony Elementary School. The aim of the counseling is to provide interventions to overcome historic trauma and to support the social and emotional health of the students. Research indicates that good social emotional health helps students have success academically. In addition the consistent weekly presence of Nooksack Tribal counselors in these public schools helps to advocate for Nooksack students in many different situations. Behavioral Health goal is to advocate for a Nooksack Room in each public school we currently serve.

Summer School Program

The Nooksack Youth Summer Program is to engage all tribal children of school age. Behavioral Health unit conduct screening and assessment for all adolescent and children attending the program and continues to conduct three intervention groups per week with all attendees. Once again the goal is to help overcome the effects of Historic Trauma and promote social emotional health.



TRIBAL ENROLLMENT DEPARTMENT

TRIBAL ENROLLMENT

Our membership was founded on the perseverance of our ancestors who wanted to ensure that our bloodlines will hold true throughout time. Our families have stories that were told in each generation that explains who we are today and it was our ancestors that set the foundation of our guidelines within Article II Section 1 of our Constitution and By-Laws.

Therefore, by exercising our inherent right to determine who can be a member, the continuity and integrity of the Nooksack Indian Tribe, an independent sovereign, is assured. Becoming a member of the Tribe is a privilege in where an individual obtains the rights and benefits of the Nooksack Indian Tribe, which maintains a unique status and special relationship to the federal government that was forged prior to our federal recognition in 1973 by our ancestors.

Enrollment is the basic building block of our Tribe and is the link between our past to our future.

Mission Statement

To ensure that our Tribe continues as a Sovereign nation by serving the rights of membership, preserving our identity, culture, religion, language, social well-being, healthy lifestyles and harmony within our people and neighbors.

Vision Statement

The Nooksack Tribal Enrollment Department was established to provide for the development and the maintenance of the Nooksack Tribal membership rolls in accordance to the Nooksack Tribe's Constitution and By-Laws and Membership Ordinance, Title 63.

Tribal Enrollment Department Purpose

The tribal enrollment office is under the supervision of the General Manager and the duties of the Tribal Enrollment Office are set forth by the guidelines outlined in the Constitution and By-Laws and the Membership Ordinance, Title 63. The Tribal Enrollment Department's purpose and goal is to provide for the development and maintenance of the tribal membership rolls and to provide due diligence for considering enrollment applications for review by Tribal Council. This program certifies tribal members for access to services provided by the Nooksack Tribe such as: Housing, Health, Education, Social Services, Natural Resources and Cultural. The Enrollment Department is responsible for maintaining an address database and statistical information to provide as needed to inner governmental programs that provide services to members.

Membership Statistics 2018

Age	Male	Female	Total
0-5 Years	62	57	119
6-17 Years	193	171	364
18-20 Years	46	47	93
21-54 Years	444	476	920
55+ Years	168	206	374
Total members at year end:			1,870

New Members in 2018: **55** Relinquished in 2018: **2**
Our Oldest member is 100 years old.

Membership Statistics 2017

Age	Male	Female	Total
0-5 Years	41	45	86
6-17 Years	167	156	323
18-20 Years	28	36	64
21-54 Years	429	455	884
55+ Years	159	192	352
Total members at year end:			1,818

New Members in 2017: **35** Relinquished in 2017: **5**
Our Oldest member is 99 years old.

Membership Statistics 2016

Age	Male	Female	Total
0-5 Years	39	34	73
6-17 Years	184	166	350
18-20 Years	40	57	97
21-54 Years	453	473	926
55+ Years	146	185	331
Total members at year end:			1,730

New Members in 2016: **34** Relinquished in 2016: **1**
Our Oldest member is 98 years old.

Membership Statistics 2015

Age	Male	Female	Total
0-5 Years	51	58	109
6-17 Years	217	196	413
18-20 Years	56	55	111
21-54 Years	527	551	1078
55+ Years	160	203	363
Total members at year end:			1,730

New Members in 2015: **96** Relinquished in 2015: **13**
Our Oldest member is 97 years old.



Elizabeth M. King-George
Tribal Enrollment Director

Mary Delgado
Enrollment Clerk

Roy L. Bailey
Enrollment Clerk I



Daleno Cooper
IT Director

2018 IT ANNUAL REPORT

The IT Department is responsible for providing a platform for all departments to collect, store, protect, secure, process, analyze, and report Nooksack Indian Tribal Community data and information. The IT Department helps ensure all Information Technology Systems are maintained and functioning properly

Accomplishments

Information Technology has purchased a new Wireless Network (WiFi) solution to FortiNet to better assist our staff with their wireless needs. FortiNet is capable of covering a large area with a wireless signal with less hardware. We can also separate "Public" and "Private" data to better protect from outside intrusions. We are in the process of installing across all buildings!



Destry Miller
IT Supervisor

The IT Department has also upgraded numerous physical servers, and migrated to a Virtualized Machine system. This enables IT staff to more efficiently ensure the safety of the Tribe's most important data!

IT has also upgraded our Enterprise Backup Solution. The upgrade enables backups to run seamlessly without interruptions, and for our employees to continue to work in the event a restoration of data occurs. In the future we'll be able back up our data in a remote disaster recovery area, located in Bellingham. This will ensure that our data will be safe in the event of damage to any of our facilities.



Robert Meador
Systems Administrator

The IT Department is also working on a community communications system. The communication system can send out a batch of texts to specific groups of people based on their needs. It is further possible for the sender to then track the responses and manage communications to ensure the appropriate people are reached and services provided. This program is a work in progress and will be tested in the coming year.



Chris Robertson
Telecommunications Administrator



Justin Johnny
Desktop Support Specialist



EDUCATION DEPARTMENT

EDUCATION

As the Education Director for the Nooksack Indian Tribe, it is my duty to keep abreast with research and policy development as it relates to Education. Our people need to be prepared for professions and access opportunities to high quality science, technology, engineering, mathematics and computer science education. Although there is a great need of human service professionals, the trend to keep up with the technological change is to increase interconnectivity of the global economy by demanding a workforce that is continually learning and adapting.

As the Director of the Head Start Program, I conducted research to support the non-competitive Head Start Application. Qualitative and quantitative data has helped design the Head Start Program in providing high quality Head Start services and to strengthen the outcomes of the children and families of which we serve. I believe that because Head Start is so highly regulated by over 1,800 Performance Standards, I am able to transfer those director skills into my other programs which include data collection and synthesis. Every year, I must conduct an Annual Self-Assessment, a Monitoring Program, a Work Plan, a T/TA Training Plan, Parent Satisfaction Study, a Wage Comparability Study and a Triennial Community and Needs Assessment. The data, analysis and synthesis supports identifying goals and objectives for the other educational programs of which I administer with annual budgets in excess of \$1,248,122.

The Nooksack Tribal Council has approved creating an Education Advisory Committee to oversee bylaws, structure and organization to improve policies and procedures for Educational Programs.

I am pleased to introduce the Committee:

Bert Cueva serves as the Chair; He holds a bachelor's degree from Washington State University. His future education goals are to return to Washington State University and obtain his MBA. He is currently the Director of Housing. When asked why do you want to serve on this committee he responded with: I believe everybody wants to further their education. I want to ensure the Committee contributes to the overall success of Nooksack Tribal members to achieve their educational goals.

Julie Missing serves as the Vice Chair; She holds a Bachelor of Science in Education from Kennesaw State University. Her future educational goals are to obtain another degree likely for classes with Tribal Sovereignty, Tribal Economics, Native Government – just for her own knowledge and learning. She is currently the Youth Program Manager. When asked why do you want to serve on this committee she responded with: I enjoy being an active participant in the community, and I hope that I can be helpful in the committee being successful/fulfilling its mission.



Donia Edwards, MEEd.
2004 Masters Graduate in
Education
Western Washington University
Education Director



Bert Cueva
Chairman



Julie Missing
Vice Chair



EDUCATION DEPARTMENT



Sativa Robertson
Secretary

Sativa Robertson serves as the secretary; She holds an AAS in Direct transfer degree from Northwest Indian College. Her future educational goals are to obtain her Bachelors in Human Services. She is currently the Skagit Supervisor/Case Manager for Tribal TANF. When asked why do you want to serve on this committee she responded with: I want to be a part of this committee to help others who want to go to school and to follow their goals.



Jessica Williams
Committee Member

Jessica Williams is a committee member; she holds a Bachelor's of Science in Native Environmental Science Degree from Northwest Indian College. Her future educational goals are to receive further training involved with the Substance Abuse Prevention or to take a few courses in business. She is currently the Employment/Career Coordinator as well as the Assistant to the Education Director. When asked why do you want to serve on this committee she responded with: I want to help tribal members receive their higher education. I want to be able to provide services in any way that I can, in order to see them succeed. Education is and always has been important to me.



Keith Lindsey
Committee Member

Keith Lindsey is a committee member; he holds a Bachelor's of Science in English and History with teaching endorsement from Louisiana State University. His future educational goals are to keep his teaching license current. He is currently the Academic Intervention Specialist. When asked why do you want to serve on this committee he responded with: I want to serve on this committee in order to be an integral part of advocating for, and insuring, the educational success of our Nooksack children.



Elizabeth Ames
Committee Member

Elizabeth Ames is a committee member; she holds a Bachelor's degree in Accounting from Western Washington University. She is currently the CFO of the Nooksack Indian Tribe. When asked why do you want to serve on this committee she responded with: My parents were each the first in their families to achieve a higher education, and then instilled value in education into our family. Of my four siblings and I, all of have earned four year degrees, and two of my siblings have gone on to earn Masters Degrees. I am passionate about what an education can do for an individual, a family and the greater community to elevate understanding, participation and quality of life.

"In my career, I have worked with scholarship committees and foundations, and hoped that my experience in this area could be of service to the Nooksack People."



Mike Ashby
Committee Member

Mike Ashby is a committee member; he holds a Sociology (criminology) degree from Western Washington University. He is currently the Chief of Police for the Nooksack Indian Tribe, 25 years in Law Enforcement and serves as the Chairman of the Board at Industrial Credit Union of Whatcom County. When asked why do you want to serve on this committee he responded with: I understand the importance of education and I want to assist in the promotion of Tribal Members working toward those same goals.



EDUCATION DEPARTMENT

EDUCATION ADMINISTRATION

In 2018, I proposed a \$400,164 budget initiative to the Nooksack Tribal Council which in brief included:

\$259,437 for salaries and fringe for myself, the Language Instructor, the Employment Career Coordinator, an on-call worker, .25 FTE for the Teen Mentor and .25 for a Nutrition Coordinator.

\$49,508 was allocated for travel and training, fuel for the busses, utilities, supplies, small equipment, dues and subscriptions, Program Activities, lease payments on copier, maintenance.

Over \$65,000 was used for the Head Start's Non-Federal Share Contribution that are in excess of the amounts budgeted in the Head Start budget including telephone/utilities expenses, fuel for the busses, supplies. With the depreciation of the two modular Head Start Buildings, health and safety codes and issues, water damage and preparation of the Federal Health and Safety Review; funds were used from this budget to address those health and safety issues.

\$89,959 was contributed to the Tribe's Indirect pool.

The Education Department contributes \$38,500 to the Rental/Lease agreement with Bell Enterprise for space used by the Education Department including office space for the Director and Career Employment Coordinator, the s'í:wesá:yhem tset Program, the Library and Education tutoring Assistance Program.

In support of the s'í:wesá:yhem tset Program, \$5,200 was used for program activities and client assistance.

SPORTS AND EDUCATION ASSISTANCE

PURPOSE

The Tribe finds that empowering the Tribal Member youth population is a compelling governmental interest. In an effort to empower its Youth, the Tribal Council hereby establishes this Program to provide limited funds for its youth to assist with the payment of certain activities in order to nurture the youth and assist them in becoming positive contributors to our society. The Nooksack Tribal Council allocated \$12,000 to the 2018 Health and Wellness fund.

ANNUAL BENEFIT MAXIMUM

Subject to budget availability, the Tribal Council hereby declares seventy-five dollars (\$75.00) as the maximum annual benefit for Tribal Member children ages five (5) to twelve (12) and one-hundred and fifty dollars (\$150.00) for Tribal Member children ages thirteen (13) to eighteen (18).

13 tribal members received \$75 each to purchase sports equipment, pay for registration fees

This fund is upheld by Bylaws which were approved by the Nooksack Tribal Council in November 2015 and can now be fully accessed. Students who are taking part in non-school sponsored sports such as Boys and Girls Club or other organization organized sports are encouraged to apply for services using this fund. Please keep in mind the limit or the amounts allocated per tribal member per year.





EDUCATION DEPARTMENT

BUREAU OF INDIAN AFFAIRS EDUCATION APPROPRIATIONS

Jessica Williams, Employment Career Coordinator & Assistant to Education Director administers the BIA Education Appropriation Programs

In preparation for the 21st century jobs require some level of post secondary education. Consequently, the need to move tribal members through post education programs aligned with the Tribes economic needs of our community is vital to the tribe's future, security and stability. Funds are provided by the BIA to promote career pathways as a framework for assisting ABE students to successfully transition from post secondary programs and begin careers in high demand fields.

Defining the Challenge: According to the most recent Community and Needs assessment when comparing an 8th grade cohort, on the average-2 out of 8 tribal members are graduating which indicates a 75% dropout rate. College placement scores are necessary when not only applying for admission into a college or university but also a required document for all Higher Education Applications. According to our records, 58% did not place in college level Math or English placements and were therefore not academically prepared for college level courses or programs.

Addressing the Challenge: The BIA Appropriation for Adult Basic Education includes a \$8,500 budget. Funds from this budget are allocated and designed for participants to follow a pathway with two specific ladders: an academic ladder that starts at their current level which is typically remedial and advances to pre-college and college levels in Math and English. Secondly, a career ladder that prepares for certification, an associate degree and ultimately employment. Intake procedures with each participant starts with the application and responses that determine what other external services they need and will help them obtain such services. Individualized self-sufficiency plans and confidential one-on-one wrap around services are offered for all participants to minimize or eliminate barriers to entry, retention and completion of the program of choice, access to other services such as computer training, job search workshops, employer presentations and vocational assessment are also made available.

1 student received funds for GED testing fees

6 Running Start students received funds for books, admission and technology fees

13 students received funds for books and tuition not covered by Federal Financial Assistance

2 students received client assistance to pay for tuition at Alger Learning Center

1 student received funding and their GED in 2018

3 Adult High School Diploma Fee

11 College Admission Fees

22 Enrollment/Technology Fees





BIA HIGHER EDUCATION

DEFINING THE CHALLENGE: The Education Advisory Committee assists with the allocation of limited funds and selection of students awarded higher education assistance. This fund is limited to students pursuing an Associate or Bachelors Degree. No money is available for students pursuing a Master or doctoral degree. Students are limited in scholarship assistance as they do not apply for Federal Financial Aid in a timely manner which eliminates them from receiving priority funding from their respective college or university Financial Aid Office. The Higher Education fund is only \$15,000 for the entire year. Award distribution is generally \$500 per quarter. A typical college student has a demonstrated need in excess of \$20,000 per year depending on the cost of attendance of the college or university. Books for an associate level student average \$500 per quarter, while a Bachelor level books are in excess of \$1,000 per quarter.

ADDRESSING THE CHALLENGE:

21 Tribal members are currently accessing the Higher Education program. New applicants are required to complete a full application which includes a rigorous check list of mandatory application documents which includes-for example, completing the Federal Financial Aid Process, Admissions process, College Placement Scores, Transcripts. This fund is also used to cover background checks, admission fees, and transcript fees. The Employment Career Coordinator provides case management by developing an Individual Self-sufficiency Plan, assistance with completing Federal Financial Aid applications, developing scholarship portfolios, admissions and assisting the applicant address financial barriers such as admissions costs and other processing fees.

Nooksack Tribal Council has allowed the Education Department to access tribal dollars to provide scholarship assistance to tribal members pursuing higher education. Currently, the Legal Department is reviewing Higher Education Policies and Procedures to ensure that criteria, allocation and distribution is fair and equitable. Those funds should be accessed in 2019 school year.

In 2018:

# Tribal College Students Funded	Quarter 2015	Average Award
9 3 BA 6 AA	Winter	\$1,000 4-year BA student \$500 2-year associate student
9 3BA 6 AA	Spring	\$1,000 4-year BA student \$500 2-year associate student
0	Summer	
15 9 BA 8 AA	Fall	\$500 maximum awarded per student

In 2018:

4 students graduated with an Associate using Higher Education funds
3 students graduated with a Bachelor's Degree using Higher Education Funds



Jessica Williams
Employment Career Coordinator





BIA ADULT VOCATIONAL TRAINING – TECHNICAL ASSISTANCE

DEFINING THE CHALLENGE: Based on a recent Community Needs Assessment, 31% of the respondents were not in school or unemployed. Sadly, there are others who did not complete the survey. As a result there are more not identified or reported as at-risk for disconnection. 1 in 7 adults ages 16-24 who are not in school or working indicates that the opportunity gap is widening, making it harder for our tribal members to get a head. With the loss of the Department of Education Native American Career Technical Education Program grant funds, enrollment in a technical college dropped as access to the AVT funds are limited to tuition and books and does not cover living expenses. This could explain such a dramatic drop in tribal members accessing AVT funds to pursue a technical degree. 15 tribal members took advantage of AVT funds. This is substantially lower enrollment in a technical college compared to the previous years when NACTEP funds were available.

Tribal members may access this fund to prepare for careers in many fields, from advanced manufacturing to accounting; process technology to pastry; registered nursing to radiologic technology. The technical college approach is high-tech, hands-on, and student-centered. Tribal members are encouraged to take advantage of BIA AVT funds not only for their own professional development, but also to advance on the current Classification Scale.

ADDRESSING THE CHALLENGE: The Education Department has developed partnerships with both external and internal tribal programs including the Voc Rehab Program, SAMSHA, Behavioral Health Programs and Tribal Administration Directors. For example, the Voc Rehab funds in concert with the AVT funds have provided a work based learning experience by providing job related work experience coupled with a 9-week technical training program at the Bellingham Technical College. The Health Department allows professional development by encouraging a tribal member to take advantage of the tribe’s Educational Leave Policy and enrolling in a Medical Billing and Coding degree at BTC. AVT funds are being accessed by SAMSHA and Genesis client who have been confronted with substance abuse issues as well as the Nooksack Tribal Police who have clients who are non-violent offenders get on paths to careers and stable productive lives. The BIA Adult Vocational Training budget is \$15,000. Over 75% of the budget funded tuition, books and fees for 15 tribal members who have accessed the client assistance fund.

# Tribal of Tribal Members Funded	Quarter 2018	Allowable Expense
3	Winter	Tuition, Recertification Fee, Books/supplies, Testing Fees
8	Spring	Tuition, Books/supplies
0	Summer	Testing Fees
6	Fall	Testing Fees, Books/supplies, Tuition

JOHNSON OMALLEY PROGRAM

Culture identity is the primary issue addressed by scholars at NCAI and NIEA and concurred by our Tribal Culture Department as the first and foremost important factor when considering academic success. All agree that regular attendance at the same school and that culturally sensitivity need to occur and improve the performance of Native American students. Attendance is a major concern in all grade levels with the 9th and 10th graders having the worst attendance. Dropout rates are also a concern. Parent involvement is also a critical issue. Other issues confronting our tribal students include: tutoring, school supplies, transportation, sports or activity participation fees and involvement in extracurricular activities.

ADDRESSING THE CHALLENGE: The Nooksack Tribal TANF has been a partner with supplementing the JOM program. For one, the Academic Manager whose salary is paid by the TANF program assures parents that JOM is available for their child and being visible at tribal community functions within the Tribe, maintains positive contact



EDUCATION DEPARTMENT

with service related assistance toward student achievement in all plausible requests to ensure students are in school consistent with school attendance policy, provides tutorial assistance for positive academic achievement. The S'í:wesá:yhem tset Teacher is a certified teacher for the state of Washington, a former school principal and administrator with vast experience working with at-risk and low-academic achieving students. The S'í:wesá:yhem tset teacher salary is paid by the TANF Program. In addition to his duties with the S'í:wesá:yhem tset, he provides afterschool tutoring assistance and credit retrieval support. The Tribe provides \$25 for backpacks allocated in the back to school checks. JOM funds are used to help students with sports related expenses, extracurricular activities, band rental, graduation ceremony assistance, school sponsored field trips, student recognition functions, student incentive programs, and driver's ed fees. Over 90 students were serviced using the 2018 \$24,000 budget. There are known high school graduates in 2018, six graduated from the S'í:wesá:yhem tset Program .

# of JOM Eligible Participants	JOM Allowable Cost Item
4	School Sponsored Science Trip
72	ASB Fees
5	School Class fees
12	School sponsored sports fees
8	Sports gear for school sponsored sports
5	Independent Driver Ed School Fees
0	Summer School/Credit Retrieval Fees
0	Specialized prescription protective eyewear
1	Sports camp fee
3	School Band instrument rental
4	Western Washington University College Student tutors' mileage



Nooksack Tribal Library

Program Accomplishments

- Through successful grant writing, added 573 new books, 17 new DVDs, 2 televisions with carts, 34 new swivel desk chairs for computer station, reading station and homework tables, 3 new Windows 10 computers, a new library circulation computer and a new laptop to be used with future tribal documentary films to the Nooksack Tribal Library.
- Wrote and was awarded a \$4,900 Digital Heritage Library Grant that will build a data base that will contribute to oral history and over 300 cultural pictures to be scanned into a mainframe computer system for the public to enjoy.
- Wrote and was awarded a \$150,000 Library Enhancement Grant to be implemented over the next two years.
- In March of 2018, a new computer lab was created in the new location. This state of the art computer lab is the largest tribally owned lab with 18 brand new computers with individual stations.



EDUCATION DEPARTMENT



- With the new location of the Tribal Library, IMLS Enhancement grant funds were used to purchase tables, seating, shelving for the books, circulation desks, décor such as rugs, curtains including leather chairs with tablet arms, whiteboards.
- With limited shelving, \$1,200 additional books will be added to the 2019 collection.
- Started planning committee to write the first book focusing on a collection of short stories written or recorded by Nooksack Tribal Elders.
- Wrote and implemented math and reading curriculum for 120 children grades K-7 during Summer Youth Program.
- Provided tutoring services for 70 children grades K-12 during the school year After School Program.
- Continued a successful partnership with WWU whereas they provided us with quality student volunteers every quarter to assist our youth with homework during after school program. There were 26 WWU volunteers who provided service through this partnership in 2018.
- In addition to assisting with everyday homework assignments, provided one on one and small group assistance to 29 children who have special need referrals. 100% of these children have shown growth and improvement due to this program's services.
- Provided Liaison services between school teachers/administrators and parents of Nooksack children including attending school conferences and special intervention meetings with parents who need an advocate.
- Provided monthly Tribal newsletter submissions for the Education department
- In June 2018, attended the American Library Association Conference, largest library conference in the County held in New Orleans. Keynote speakers included Michelle Obama and Viola Davis, African American Actress, Sally Field were present to discuss literacy for underserved populations, and to promote their own books.

Tutoring

Program Accomplishments

- Provided small group and one on one tutoring for K-2 students with special need referrals. 100% of these children show growth and improvement as a direct result of this service.
- Assisted with large group school year and summer after school program educational classes.
- Provided cultural lessons in the Tribal Library such as cedar hat weaving, beading, etc.
- Assisted with library duties including book weeding, collection organization and patron assistance.
- Project Coordinator for the first documentary in a series of upcoming documentaries featuring Nooksack Elders.
- Planning committee to write the first book focusing on a collection of short stories written or recorded by Nooksack Tribal Elders.
- Provided Liaison services between school teachers/administrators and parents of Nooksack children including attending school conferences, task force meetings with school and tribal officials and special intervention meetings with parents who need an advocate.



Charise Wenzl

Academic Enrichment Manager
Tribal Library Manager

Credentials

Degree in Early Childhood Education
Continuing Education classes in
Library Sciences, Grant Writing and
Children's Literature
9+ Years with the Nooksack Valley
School District as a Para Educator
and Pre-School teacher
10+ Years with Nooksack Indian
Tribe Educational Programs



Ravenia Williams

Youth Tutor

Credentials

Degree in Psychology
Certified mentor Washington State
University 4-H Club
2 years with the Nooksack
Education Department working in
the library and classroom



W. Keith Lindsey
Youth Academic Intervention Specialist

S'Í:WESÁ:YLHEM TSET CLASS YEAR-END REPORT

Tell me and I'll forget. Show me, and I may not remember. Involve me, and I'll understand.

Native American Saying

In the nearly five years since its inception, the program which provided the genesis for the Si:wesa:ylhem tset Class has proven effective in increasing the high school graduation percentages for Nooksack youth. This has been most evident in our Education Day celebrations each summer where, in addition to honoring the educational success of all our tribal graduates, the Si:wesa:ylhem tset Class has been greatly privileged to present at the assembled gatherings sixteen graduated Nooksack teens. Their hours in class, dedication to their studies, and all the journeys of exploration and learning have earned this group the right to proudly display their diplomas to friends and family.

This academic year (2018-19) several of our current class of nine members are on track to graduate this spring. Academically, along with our general studies in language, composition, history, and Native culture, we have been focusing on how our government works and the privilege and responsibility of citizenship. A tour of our state capitol in Olympia was part of these studies. The class has also been volunteering at the Whatcom Humane Society while learning about animal behavior and careers in veterinary science. We've also participated in trips to the Washington State History Museum, the Burke Museum, the Whatcom County Museum, the Boeing Museum of Flight, Native Students' Day at UW, as well as attending the campus tours of all our local colleges and technical schools. Nooksack teens who were not members of the Si:wesa:ylhem tset Class joined us on many of these trips. One of the highlights of the year was our exploration of Nooksack Name Places led by Loren Roberts. All these journeys have helped involve the students in experiences that not only contribute to their graduation requirements and promote their cultural knowledge, but also inspire them to choose and define their life goals. These trips, along with much of the operating expenses of the class, were made possible by the generous support of Nooksack Way of Life and Nooksack Tribal TANF Program. Our collective thanks go out to all the good people who administer these programs and have made our learning adventures a reality.

Nooksack Way of Life and Nooksack Tribal TANF Program have also been instrumental in providing the Si:wesa:ylhem tset classroom with online course subscriptions for Math classes and Language Arts have proven to be highly effective teaching tools for the students as well as additional tech equipment. These subscriptions and computer stations have also been utilized in our after-school tutoring program which currently has an average of 7-10 students in daily attendance.

This instructor has also served on monthly task forces initiated by Nooksack Way of Life with both local school districts to promote the collaboration and effectiveness of the Nooksack Education Department, tribal service providers, NVSD, and MBSD. This has resulted in the Nooksack Valley School District and Mt. Baker School District holding four annual parent-teacher conferences for our Nooksack families at our community centers. These have proven highly successful with nearly 100% of each school's families in attendance, all of which builds essential relationships and promotes better communication between these families and the schools and teachers which serve them. This past year we've also joined in partnership with the Mt. Baker Community Coalition to better access and aid in community services.

In addition to helping organize and chaperone teen trips and aiding youth activities, I have had the honor for the past several years of representing Native education on WWU's Woodring College of Education Professional Educators' Advisory Board. At my suggestion, WWU will be hosting the Future Native Teachers' Initiative this October 23. We have also worked together to help foster greater diversity in the enrollment of teacher candidates. I have represented



the Nooksack Tribe at the annual Potlatch Fund Convening and the Western Washington Native American Educators Consortium. Working with OSPI's Office of Native Education, I have helped form teams at MBSD and NVSD to train teachers in the inclusion and instruction of the Since Time Immemorial curriculum at all grade levels. The tribe has also helped me to become a more effective educator for our youth by making it possible for me to attend the National Indian Education Association convention.

TEEN PROGRAM

During the summer and from 3-5 on school days, the teen program provides educational, cultural and recreational opportunities for teens ages 13-19. Along with many hikes and swimming activities, we've had classes in cedar weaving and harvesting, Nooksack Name Places exploration, a visit to the Anthropology Museum at the University of British Columbia, the Seattle Art Museum, the Royal BC Museum in Victoria, the First Salmon ceremony, and local museums and historical sites. In other words, a whole lot of cultural, intellectual, and skill expanding hours spent away from screens.

YOUTH COUNCIL

This past year saw the regeneration of the Nooksack Youth Council. The main mission of our Youth Council is to develop leadership skills and involve our youth in cultural and community services. To that end, the Youth Council conducted their first annual Earth Day event last spring and has had members volunteering at all tribal events. Council members also participated, along with other Nooksack teens, at the annual UNITY conference in San Diego. We're off to a great start and look forward to expanding the scope of our outreach in the Nooksack and Whatcom County community.

Though much has been accomplished with a more dynamic Teen Program and a revitalized Youth Council, there is still much to be done. As we look to the future, in addition to the current avenue to graduation that the Si:wesa:yhem tset Class provides, the expanded goals and dreams of this program should encompass timely identification of high school students who are struggling and implementing successful intervention strategies to insure school retention, academic progress, and eventual graduation. Partnering with tribal and community resources while expanding life experiences through the Teen Program and Youth Council, successful futures for our precious youth are obtainable.





LANGUAGE PROGRAM

Head Start

The Head Start is on a continuation application and was funded for \$916,138 in 2018 with a non-federal share of \$229,034. \$11,824 was provided for T/TA assistance. The Head Start has 17 paid staff members and is funded for 64 children and their families.

Additional Funding Awards:

\$160,556 was received from the Office of Head Start to address a comprehensive environmental health survey report written by USPHS Environmental Health Officer Northwest Washington Indian Health Board which identifies health and safety concerns at our Tribal Head Start facilities. In part, the Head Start was able to purchase a new bus, remodel the kitchens, purchase new refrigerators and HVAC systems.

\$283,640 was received from the Office of Head Start to host an all day, summer program 2018. Historically, the HOC Head Start only operated 9 months and was off for the summer months for the two sites, a morning and afternoon session and serviced 64 children. In the Summer of 2017, the Tribe was able to offer an extended program for 40% or 26 children and their families. That service continued on into the 2018 Summer school program.

\$54,785 was received from the Office of Head Start to address a comprehensive environmental health survey report written by USPHS Environmental Health Officer Northwest Washington Indian Health Board which identifies health and safety concerns at our Tribal Head Start facilities. In part, the Head Start was able to purchase a transit van.

\$6,145 was received from the Office of Head Start to provide a 1% increase Cost of Living Adjustment to Head Start staff pay systems with the remaining to be used for program operation supplies. Staff received 1% of their hourly rate. Since the Tribe does not offer a COLA to any of its employees, they do receive an annual increase of 3% pending satisfactory status on their annual performance evaluation, this 1% supplemented that 3% increase.

Year round efforts by all the staff to get children enrolled in our Head Start Program, we were able to meet our funded amount of 64 children. Flyers were posted in Administration, WIC offices, Clinic, Dental Clinic, Social Services, Legal, Natural Resources, Tribal Works, local library, Post Office, local LEA, Grade Schools and public billboards.

Last year we had 64 children enrolled. We were fully-enrolled with 64 children throughout the school year and waitlisted 2

In June 2018 We graduated 32 children



Loren Roberts
Halq'eméylem Language Instructor has provided Halkomelem language services to the Tribe in both the After School Program as well as the Head Start program. Loren also provide expertise advice in translation, conversational language and cultural advice.



Kelly Ollinger
Cook

NOOKSACK YOUTH DEPARTMENT



Debbie Bentley
Teacher

In June of 2018, the Education Director resumed the duties of Director for the Youth Program. The After School Youth Program services an average of 75-89 students throughout the year. An average of 129 students attend the Summer Youth Program. These students enjoy recreation, tutorial services as well as group session provided by the Nooksack Behavioral Health Program. In addition, the USDA Food Program provides a nutrition snack and meal before the youth go home. The transportation fleet has added three 2018 15-passenger Transit Vans and are awaiting a mini-van that is wheel chair accessible. These four vehicles are leased from the GSA.



Cecelia Martines
Bus-Teachers Aid

In December of 2018, the Chairman signed the deed for the purchase of the Timber Ridge Property which houses the Afterschool and Summer Youth Programs.

The Youth Program budget was \$731,229. \$457,190 provided wages and salaries for 20 staff members. \$101,000 was provided to support travel and training for staff, fuel, Utilities, small equipment, \$45,000 was used for program activities, \$18,00 was used for maintenance on the vehicles and the buildings. \$20,000 was used for supplies. \$173,039 was contributed to the Indirect Pool.



Andy Sam
Teachers Aid



Rosemary Paez
Teachers Aid



Nutrition Class at the Nooksack Tribal Clinic with Barb Himes



YOUTH AND FAMILY SERVICES DEPARTMENT

NOOKSACK YOUTH AND FAMILY SERVICES 2018

The Nooksack Youth and Family Services (NYFS) Department, formerly known as the Nooksack Indian Child Welfare (ICW) Department, in 2018 restructured and separated from the Nooksack Child Support Department. Being its own department allows the Nooksack Youth and Family Services staff to be children and family welfare focused.

Nooksack tribal member, Katrice Rodriguez, was recruited and hired as the Director for the NYFS Department. Katrice possess a Masters in Social Work and brings a great deal of knowledge and experience in the area of policy development and social advocacy. Having served the Nooksack tribe in previous community related capacities and being raised within the community, Katrice also brings a heightened level of compassion and understanding of the families and children we serve in Nooksack.

The NYFS Department is funded by various layers of governmental funding including, federal, tribal and state child welfare funding. The NYFS Department is currently staffed with two (2) Case Workers, Tess Cordero and Megan Cooper, and an Office Assistant, Kayleesha Davis.

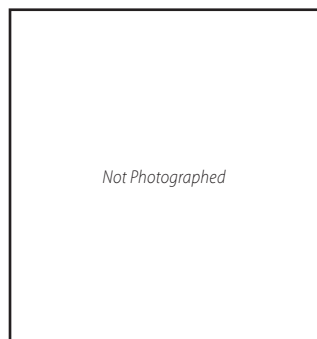
Tess and Megan work tirelessly to advocate for and assist Nooksack families in crises. It is the priority of the NYFS Department to assist in keeping families intact and the help ensure that the State Departments of Children and Youth Services, in and outside of Washington State, adhere to the Indian Child Welfare Act and its statutes in regard to our Nooksack children.

Kayleesha, was hired to assist in the daily functions of the NYFS department. Kayleesha will also receive training to perform supervised visits for families in need of such services in 2019.

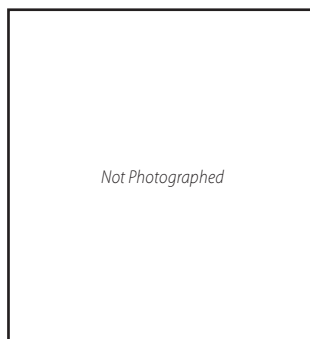
For the 2018 year, the NYFS Department received a total of 199 new intakes from the Washington State Department of Children and Families (DCYF). Of the 199 new intakes, 100 involved a Nooksack child. NYFS staff participated in 62 state court cases involving Nooksack children and participated in 167 case planning meetings with the State DCYF involving Nooksack children. 14 children who could not safely remain "in-home" with their parent(s) were placed outside of their homes. NYFS staff has assisted with identifying family placements for 8 of the 14 children removed and 6 Nooksack children are placed in "non-Indian" foster homes. NYFS staff work to reunite these 14 children and to keep them connected to the family, culture, and the Nooksack tribe. The NYFS Department maintained jurisdiction over 3 cases involving Nooksack families in the Nooksack Tribal Court.



Megan Cooper
Caseworker II



Katrice Rodriguez
Director



Tess Cordero
Caseworker II



Kayleesha Davis
Office Assistant



HUMAN RESOURCES DEPARTMENT

HUMAN RESOURCES

The Human Resources Department is a cohesive, collaborative team dedicated to creating partnerships by supporting all programs and departments. We strive to support, guide and maintain the Personnel Policy requirements and to create a healthy and positive work environment in order to assist staff in accomplishing individual program goals as well as overall organizational goals. We strongly encourage the recruitment and hiring of qualified individuals consistent with the Nooksack Tribes' goals of Indian Preference.

Because we care about our employees, we stand for integrity, efficiency, problem solving, equity and character in all of our relationships and interactions. We do this to promote growth, accountability and empowerment in our representation of the Nooksack Tribe.

This year the Human Resources department has continued to implement an on-line application process. This process allows applicants to apply for all position on-line and only need to complete their application one time. Applicants develop an account in the system and simply log on and update (if needed) their application and submit their application to opened positions. This site and our current openings can be found on the Tribal website at:

<http://www.nooksacktribe.org/departments/humanresources/>.

In addition to the on-line application we continue scanning all active employee records (personnel files) on-to our electronic document files. This will allow supervisor to view their employees files on line; for example they will be able to view past Personnel Action Forms filed, corrective actions, through the ADP system. In the coming year we hope to implement the on-line paperless Personnel Action Forms for changes needed to employees. We continue to work towards a paperless system.

2018 Employee Statistics

Nooksack Tribal Members	143	60%
Other Enrolled Tribal Members	19	8%
Non Native Employees	77	32%
Total Employees	239	100%



Suzanne Brownrigg
Human Resources Director
Extension 3121



Carrie Kentner
Hr Benefits Specialist
Extension 3111

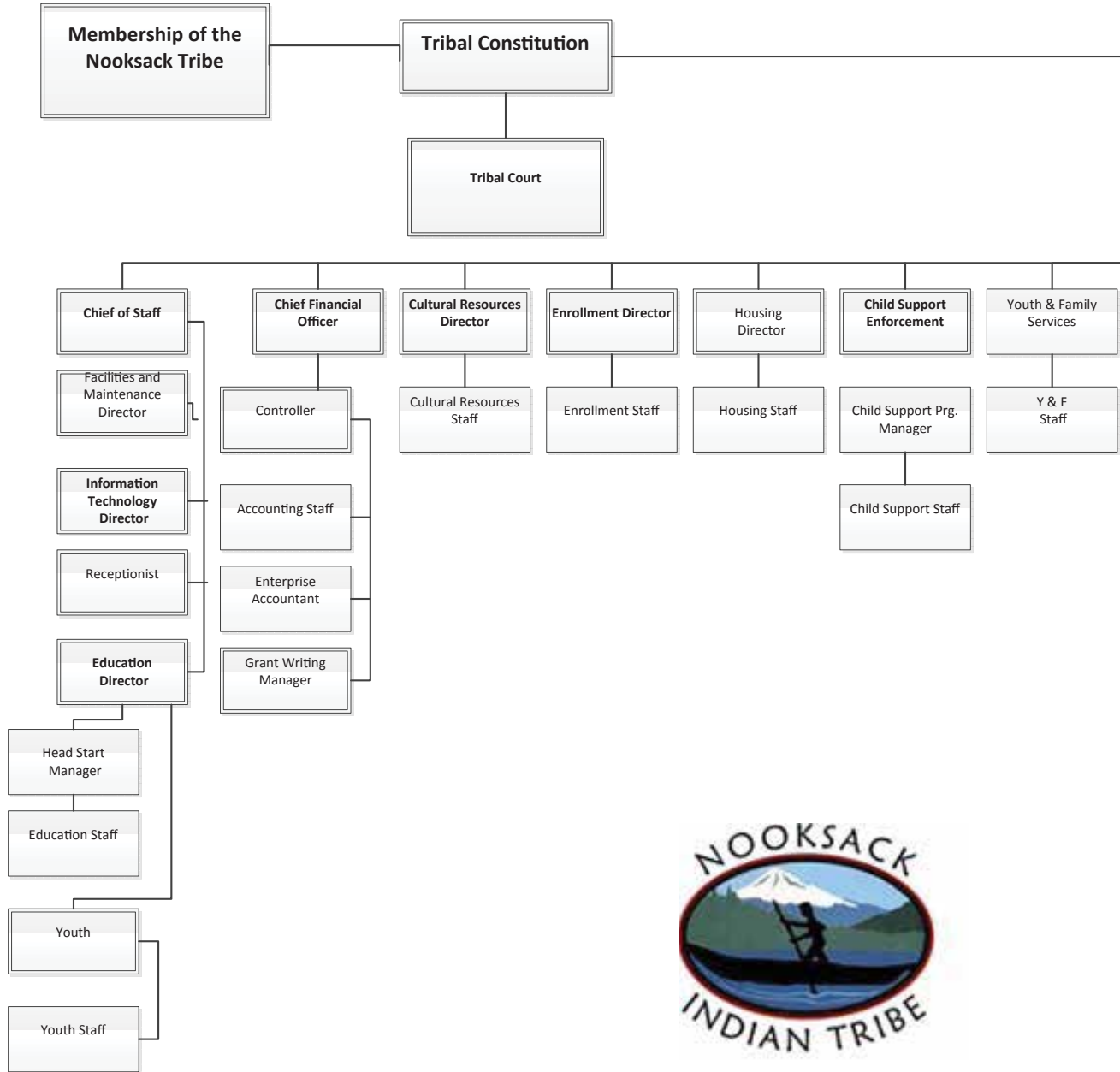


Josephine Grant
Hr Specialist
Extension 3117

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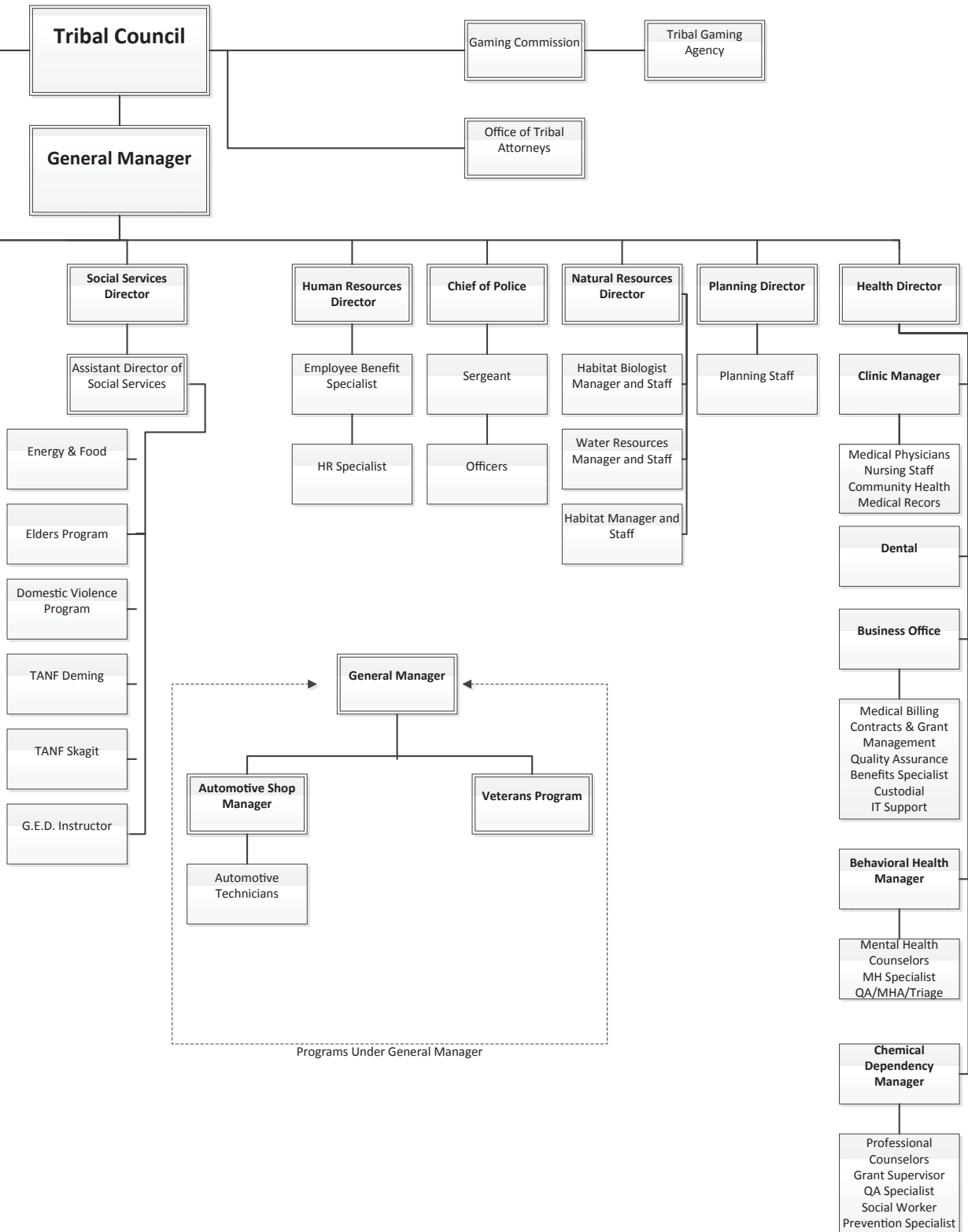


HUMAN RESOURCES DEPARTMENT



Nooksack Indian Tribal Organizational Chart

HUMAN RESOURCES DEPARTMENT





CHILD SUPPORT DEPARTMENT

The mission of the Child Support Program is to ensure that all children receive the financial support they deserve from their parents.

The Nooksack Child Support Department continued with its efforts to ensure that parents financially supported their children and connected with resources that could assist with strengthening the social stability of their families. In FY 2018, NCS continued working with other tribal and community programs to connect citizens to services they were unaware of prior to contact with the office. These resources can to equip both the custodial and non-custodial parents with the tools and ability to support their children, both emotionally and financially. Maintaining a strong Child Support Program within the Tribe continues to reflect a significant assertion of tribal sovereignty.

In FY 2018, NCS worked on 305 cases for which \$133,000 in child support was collected and distributed. This year, eleven non-custodial parents paid off their child support debt in full and the third quarter of the year reflected the largest quarter of collection in the history of the program!

The Child Support staff remained stable in 2018. Elaine Zapata continued to provide day-to-day management support to the staff as the Child Support Program Manager, ensuring that quality services were provided to the community. Child Support Case Managers, Juana Branson and Kristen Regan, worked with clients to help them be self-sufficient and employable. In addition to meeting with clients in their offices, the case managers met clients at other more convenient locations throughout the community. Caseworkers traveled to the satellite TANF offices in Skagit County and met with clients in county jails. Case managers also transported clients to job-training and classes as well as appointments with service providers and potential employers. The Intake Specialist/ICW Liaison, Roberta Humphreys' job description and grade were changed this year to better reflect the work that Roberta has been doing. While she continues to focus on child support cases involving families who are also working with the ICW Program to ensure that service plans from each program are interwoven as much as possible, Roberta is also case managing conflict cases. Data Specialist Brian Kelly, and Payment Specialist Diantha Doucette, managed all incoming payments and oversaw how the funds were distributed and tracked. Rodney Johnny's job title was changed to reflect the additional job responsibilities that he has taken on over the years. Rodney is now the Child Support Administrative Assistant. He will continue to serve as our main point of contact for clients while also acting as backup for many of the other positions within the Department.

During 2018, a change occurred in the overall structure of the Family Services Department. The Nooksack Child Support Department is no longer a connected to the Youth and Family Services Department (formerly ICW). Marilyn McLean will continue to work as the Director of the Nooksack Child Support Program and will continue to act as the attorney for both the Child Support Program and the Youth and Family Services Department. Katrice Rodriguez is now the Director of Youth and Family Services.

The Child Support Department is proud that we were able to assist multiple non-custodial parents to support their children financially and make regular monthly payments. Please contact our Department if we can be of any assistance in helping you to give your children the support that they deserve.



Marilyn McLean
Child Support Director



Roberta Humphreys
Child Support Intake Specialist, Case
Manager, ICW Liaison



Elaine Zapata
Child Support Program Manager



Juana Branson
CS Case Manager



Brian Kelly-Zapata
Child Support Finance Specialist



Christine Regan
CS Case Manager



Diantha Doucette
Child Support Payment Specialist



Rodney-Louis Johnny
CS Administrative Assistant

SOCIAL SERVICES DEPARTMENT



The Nooksack Social Services Department operates under at least 13 different funded programs/grants, with 14 employees and 11 of the employees being Nooksack Tribal Members

Programs & Services Available:

- Low Income Home Energy Assistance Program (LIHEAP)
- Community Services Block Grant (CSBG)
- Emergency Food Assistance Programs (EFAP)
- Child Care Development Fund (CCDF)
- Temporary Assistance for Needy Families (TANF)
- Native Employment Works (NEW)
- Elders Program
- Elders Victims Assistance
- General Education Program (GED/ABE)

Energy & Food Assistance Programs

LIHEAP & CSBG provided assistance to 171 Nooksack Tribal Members with energy assistance, home fit to live and assistance with barriers to employment

Food Bank provided 18,255 pounds of food to 555 households

Nooksack Tribal Food Bank receives various cash donations throughout the year, these donations help provide additional food bank items for the holiday months of November and December

- Assisted 242 Nooksack Tribal Members with a monthly food voucher
- Assisted an average of 143 Community Members per month with monthly Food Bank
- Assisted an average of 240 Tribal Households with monthly Commodity Foods Program

Child Care Program

CCDF Program assisted an average of 20 Tribal Households per month with daycare cost

Temporary Assistance for Needy Families

TANF assisted on an average 40 families per month and help provide supportive services to clients and their children. TANF sponsored a back to school clothing/school supplies & winter coat/boot day for all kids on the TANF program

Some of the other supportive services that are provide to eligible clients are:

- new baby & hygiene care packages
- emergency housing assistance
- monthly/quarterly bus passes
- gas vouchers
- sports/ASB fees
- good grade/attendance incentives
- marriage incentives
- emergency food
- interview/work clothing
- auto repair/auto insurance
- drivers education

Native Employment Works Program

NEW Program assisted 24 tribal members through their first year of employment with a goal of sustaining employment and developing self- sufficiency through permanent employment.

Some of the services provided include:

- Employment Clothing
- Hygiene supplies
- Gas voucher
- Emergency food voucher



Leon Cline
Travel & Event Coordinator



Rose Drummond
Elders Nutrition Specialist



Setoga Tigilau
Elders Van Driver



Desmond Naughton
GED & ABE Instructor



SOCIAL SERVICES DEPARTMENT

- Utilities
- Housing rent/deposit
- Auto expenses including: insurance, payments or repairs

Elders & Elders Victims Assistant Programs

Nooksack Elders Programs provides hot, nutritious meals five days a week at our Elders Building located next to the Elders complex. weekly crochet/ knitting circles, craft days, quarterly birthday celebrations, bingo and holiday celebrations. Elders are eligible to participate in the daily lunches at the community building, sign for one meal a day at day at Nooksack Northwood Casino, the Thanksgiving Turkey voucher program and the elders scheduled travel (space is limited)

The Elders program hosted an annual Elders Luncheon in October and bringing together approximately 250 elders from other tribes & bands

The Elders program offers many different events and activities for our Elders:

- Weekly water aerobics and exercise classes
- Weekly support & crafting groups
- Weekly shopping trips
- Lunch deliveries
- Tax preparation guidance, faxing and/or mailing of these documents
- Transport Elders to Nooksack Tribal Community Events

The Elders Programs is funded by 3 different sources: Title VI Program, Victims of Crime and the Nooksack Tribal Council. These funds help pay for the following:

- Annual salaries/benefits for Elders Program Employees
- Indirect costs
- Elders & Employee travel per diem
- Charter Shuttle rentals
- Fuel for daily transports to Elders Luncheons
- Equipment, Food & Supplies
- Vehicle maintenance
- Holiday & birthday celebrations
- Thanksgiving turkey program

Nooksack Tribal Elders have traveled to the following locations in 2018:

1. Lincoln City
2. Yakima
3. Swinomish
4. Tulalip
5. Jamestown S'Klallam
6. Suquamish
7. Upper Skagit

General Education Program

The GED program offers instruction in basic reading, writing, math, and GED. preparation. The ABE prepares students in basic reading, writing, and math. GED will prepare students in Language Arts, Reading, Social Studies, Science and Math. (Equivalent to a diploma)

The GED/ABE program offers free computer and internet access and help with resumes and cover letters. The program also offers assistance at 2 locations:

Monday, Wednesday, Friday -Deming TANF Office

Tuesday and Thursday -Skagit TANF Office



Stewart Roberts
SS Employment & Training Coordinator



Heidi Davis
Social Services Director



Sativa Robertson
Case Manager II



Sherie Johnny
Assistant Director



Jennifer Boome
Receptionist



Crystal Bailey
Energy & Food Coordinator



Sarah Cline
TANF Receptionist/Program Coordinator

NOOKSACK TRIBAL COURT



COURT REPORT 2018

The Nooksack Tribal Court system was established by the Nooksack Tribal Council in accordance with authority vested in it by the Constitution and Bylaws of the Nooksack Indian Tribe of Washington. It consists of the Nooksack Tribal Court, established in June of 1980, and a Court of Appeals, established in June of 1986.

The Tribal Court's mission is to fully implement the general jurisdiction and judicial powers statutorily delegated by the Nooksack Tribal Council. The Court staff strives to professionally, effectively, fairly and equitably administer justice to the Nooksack Community. The purpose of the Tribal Court is to provide for a system of criminal justice and the resolution of civil disputes for the Nooksack Indian Tribe, and all persons, property and resources subject to its jurisdiction.

The Court has implemented an electronic record keeping system for all court matters to supplement the hard paper copy. All current court files have been digitized. The clerks are now in the process of scanning historic files for preservation.

The Court continues to develop new forms for various types of filings as well as updating current forms as necessary. Forms are now available for many types of proceedings ranging from petitions for dissolution of marriage to petitions for establishment of a guardianship. The intent is to make the filing of a case with the Court as easy as possible for Tribal members and others who invoke the jurisdiction of the Tribal Court.

The Tribal Court is open during regular Tribal government business hours, Monday through Friday, 8:30 a.m. to 5:00 p.m. By order of former Chief Judge Montoya-Lewis, all civil filing must be received by the clerk's office by 3:30 p.m. All criminal filings must be received by the clerk's office no later than 4:00 p.m. The Court has an established fee schedule applicable to the filing of cases and pleadings.



Raymond G. Dodge, Jr.
Chief Tribal Court Judge



Betty Leathers
Court Clerk



Deanna Francis
Court Clerk



Linda Seixas
Probation Officer



Julie Missing
Court Administrator



LEGAL DEPARTMENT

OFFICE OF TRIBAL ATTORNEY

The Office of Tribal Attorney (OTA) provides legal advice and representation to the Nooksack Indian Tribe's government, tribal programs and enterprises in their official capacities within their scope of work. OTA serves as the legal representative for the Nooksack Indian Tribe (NIT) in active litigation before tribal, state, federal and administrative forums.

Tribal Council: OTA attorneys attend Nooksack Indian Tribal Council (Council) meetings and provide the Council with legal advice and assistance across the range of matters facing NIT. OTA provides assistance to the Council in the development of tribal laws and ordinances and other related project work, including all NIT policies. OTA also provides legal support to various NIT committees, commissions and boards.

Governance: OTA attorneys provide ongoing support to NIT's administrative staff. Our support duties include grant and contract review, assistance on various governance matters, representation of NIT in personnel matters, representation on financial and budget matters that impact the government and its various departments. OTA and NIT Human Resource Department continuously review and update NIT's personnel policies. OTA also drafts codes for NIT. OTA drafted the Sex Offender Registration Code and policies, procedures and forms to comply with federal law. This allows NIT to have its own sex offender registry system, an important step toward full sovereignty. In addition, OTA amended Title 10- Tribal Court System and Court Rules, Title 62 – Election Ordinance, and Title 20A – Domestic Violence to add anti-harassment provisions. OTA has also drafted amendments to Title 100 – The Tribal Tax Ordinance, and to various NIT policies. OTA continues to assist in several litigation matters concerning tribal governance.

CHILD PROTECTION:

OTA assists the Family Services Department in a number of cases involving Indian Child Welfare, Minors in Need of Care, and Child Support Enforcement. We provide assistance to NIT Family Services by appearing in various court cases as substitute counsel for the ICW attorney when she is not available or conflicted out and in reviewing proposed policies and procedures. OTA has assisted in drafting amici briefs in federal litigation over the Indian Child Welfare Act.

LAND:

Our office provides regular assistance to the Planning Department, giving advice on land use, land leasing, and transportation issues. We are currently preparing several land parcels in Deming, Washington to be placed into trust status by the U.S. government. We are also currently assisting in the purchase of the Timber Ridge Parcel as a permanent home of the youth program.



Charles Hurt
Sr. Tribal Attorney



Rickie Armstrong
Tribal Attorney



Sue Gearhart
Legal Secretary



FINANCE:

OTA provided legal advice and consultation to the finance department on various legal issues facing that department. OTA assisted in settling contract support claims with Indian Health Services for 2006 and 2007 and with various claims involving the U.S. Department of Labor.

NATURAL RESOURCES:

OTA provides legal advice to NIT Natural Resources Department staff on a myriad of issues including cultural resources, water quality, enforcement, off-Reservation treaty right protection, forest practices, Endangered Species Act issues, and hunting and fishing. To protect NIT's treaty fishing rights off-Reservation, OTA is involved in a continuing collaborative effort with Natural Resources staff to develop a strategy for protecting the Nooksack River fishery habitat. We have been involved in Washington state efforts to file an adjudication of all water rights in the Nooksack River basin and with efforts to determine an instream flow rule for the Nooksack River.

In litigation, OTA, together with outside counsel, continued to work with other tribes in representing NIT's interests before the federal courts to prevent the State of Washington from maintaining a culvert system that blocks salmon migration, diminishes salmon populations, and interferes with the Tribes' treaty fishing rights.

ECONOMIC DEVELOPMENT AND ENTERPRISES:

The OTA provides advice concerning federal procurement requirements for both qualified tribally owned businesses and NIT government. Related to tax considerations, OTA has worked with the Department of Revenue in an effort to gain exempt status for various NIT owned property. This office advises NIT and its enterprises in various areas of taxation and business operations, including pension plans, sales tax, and cigarette tax, impacts from land repurchasing, as well as construction issues. In addition, OTA assisted the Casino with regulatory issues raised by NICG. Most recently, OTA has assisted with recent compact gaming amendments to increase the number of slot leases available to the Tribe and to allow Class III gaming at the Northwood Casino.

OTA is currently assisting the Market Center with its motor fuels transition and with its plans to construct a convenience store on the Northwood property.

PROSECUTOR'S OFFICE:

OTA provides for civil legal enforcement of hunting, fishing and various other civil violations. OTA also represents NIT in enforcing its criminal laws through the Nooksack Tribal Court.

PROBATE:

Through a contract attorney, OTA provides a clinic for tribal members who need legal services in preparing and drafting wills, trusts and other estate planning documents.



POLICE DEPARTMENT



Michael Ashby
Chief of Police



Francisco Sanchez
Police Sergeant



Roman Swanaset-Simmonds
Police Sergeant



Brandon Farstad
Police Officer

POLICE DEPARTMENT REPORT

The Nooksack Police Department is dedicated to providing excellent Community response, assistance and service. Our continued focus is to ensure a safe Community for all, and an environment where families can thrive. To provide the best service to our Community, and the best training and equipment to our officers, so they can continue to provide high levels of service to all.

Department Composition

The Nooksack Tribal Police Department is composed of a Chief of Police, two Sergeants, a Conservation Officer, and four patrol officers. We have two Nooksack Tribal members, both of these are in Supervisor positions as Sergeants for the department. We are proud of our staff and strive for Culturally Sensitive approaches to our law enforcement duties. We have a policy of Native American preference in the hiring of law enforcement staff, and are committed to recruitment of officers from within the Nooksack Community. Our goal is to provide professional, respectful and responsive service to our Community members.

Crime Statistics

	2017	2018
911 Hang-ups	27	20
Alarms	19	7
Attempted Suicides	5	3
Assaults	7	4
Burglary	6	4
Child Abuse	3	3
Domestic Violence	18	24
Drug Complaints	34	43
Deaths	0	1
Disorderly Conduct	4	6
Fish & Game Violations	18	25
Harassment	5	3
Lost & Found	13	9
Noise Complaints	8	6
Paper Services	92	74
Resisting Arrests	1	2
Security Checks	149	81
Suspicious Activity	22	17
Thefts	31	37
Trespass	9	5
Unsecured Buildings	158	176
Vehicle Accidents	9	6
Warrant Arrests	12	9
Weapon Complaints	3	2



Crime Trends:

Violent Crime is down for 2018, from 2017 numbers by 66%

Property Crimes are down for 2018, from 2017 numbers by 122%

Drug complaints are up for 2018, from 2017 numbers by 25%

Alcohol complaints are down for 2018, from 2017 numbers by 66%

Total calls for assistance from the Community is up 10% from 2017

2019 Department Goals

Professional Service and Community Safety continue to be the primary goals of the Nooksack Tribal Police Department. Officer Training opportunities create professional and skilled officers. We believe in hiring, training and retaining the very best officers possible, to ensure the safety and security of our Community. We continue to seek out and secure grant funding to expand our service and focus areas of enforcement. For 2019, the Nooksack Tribal Police Department was awarded Federal funding to purchase a new Patrol boat, for Natural Resource Enforcement. We were awarded funding to fuel and staff the boat on another Federal grant, to ensure compliance and protection of our traditional Tribal fishing areas. We received Federal funding for our Sex Offender Registration and Notification Activities (SORNA) for focus and protection of our children. We remain devoted to recruit Nooksack Tribal members, and are a Native American Preference Agency. If you are interested in a career in law enforcement and want to further assist your Community, contact us for information and opportunities!



Daniel Bennett
Police Officer



Daniel Nevares
Police Officer



Gordon Alves
Police Officer



Kevin Whitney
Police Officer



HOUSING AUTHORITY

NOOKSACK INDIAN HOUSING AUTHORITY REPORT



Bert Cueva
Housing Director

The Nooksack Indian Housing Authority (NIHA), the primary source of housing within the Nooksack community, has provided affordable housing for over 100 Nooksack families in 2018 with many more still in need of housing.

The NIHA is funded by federal, tribal, and state housing funds. NIHA programs include: NAHASDA Low Rent housing, Low Income Housing Tax Credit Housing, and Homeownership housing historically known as the Mutual Help and Occupancy program.



Jeremy Roberts
Housing Inspector



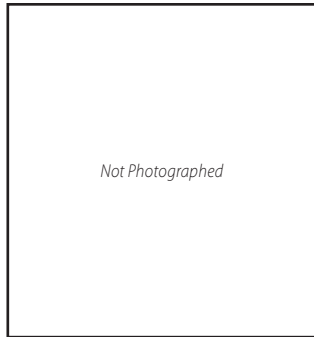
Chasity Mander
Case & Tenant Accounts Manager

NIHA program services include case management, residential inspections and home repairs and maintenance services to Nooksack families residing in NIHA managed housing units.

The NIHA Department staffs a Director, two (2) Case Managers, one (1) Office Coordinator, one (1) Maintenance Manager, one (1) Home Inspector, two (2) Maintenance Specialist, one (1) maintenance worker, and one (1) housing custodian. The NIHA team works to assist families in successfully remaining in their homes as renters and/or homebuyers. A large focus of efforts surrounds the health and safety of the families and the community.



Andrew Garcia
Housing Maintenance Manager



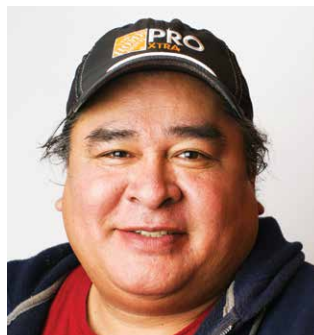
Lisa Cooper
Housing Case Manager

The NIHA maintenance staff also aids in the response to community emergencies such as extended power outages, wind storms, snow removal and flooding.

The NIHA Department is cognizant of the urgent need for housing in Nooksack and will continue to explore options for development suitable for Nooksack families.



Jesse Madera
Housing Maintenance Specialist



Leonad Redfox
Housing Maintenance Specialist



Devon Roberts
Housing Maintenance Worker



Marie Corona-Bishop
Custodian



FACILITIES & MAINTENANCE

FACILITIES AND MAINTENANCE REPORT

The facilities and Maintenance Department is organized into 5 departments that are responsible for maintenance, cleaning and security of 34 buildings. Also perform set up and clean-up tribal events and funerals. The department also maintains the Alarm systems, Building Generators, Tribal key control system, and the water systems for tribal housing sites, market center, Northwood casino, and Administration building.

Maintenance

The maintenance department continued the past year to provide maintenance for all tribal buildings. This year we are going to continue to improve on our preventative plan to cut cost on repairs. And continue to ensure the buildings are safe and meet standard codes.

This fall the crew completed a total septic line replacement at clinic. And are working on repairs of damage to modular buildings of clinic after a big windstorm.

This year we are planning to assist the cultural department of placing another phase of headstones at the 3 cemeteries.

The department replaced HID lighting at Community building and Strip mall with LED light fixtures for parking lots to be more cost efficient.

Custodial

The custodians continues to ensure the sanitation, health, and safety for all 34 tribal buildings. They all participate in Blood borne pathogens, Hazard Communications, and housekeeping practices that we offer throughout the year.

Safety coordinator

Through organizational preparation the safety coordinator is responsible for the enhancement of the emergency response tasks of the tribe.

This summer the SC participated in a exercise of the Eruption of Mt. Baker. And we were identified as an organization that would have an important role in the exercise. We participated in the table-top, functional, and full scale exercises.

The safety coordinator participates in all liability insurance claims with employees and tribal properties, and ensures that all facilities have appropriate and updated safety equipment which includes first aid kits, fire extinguishers, AED machines, and fire suppression systems.

Landscaping

The tribal properties are well maintained by the landscaping crew. They provide valuable assistance in setting up and cleanup for tribal events and activities. They keep sidewalks and walkways safe for employees from the weather conditions.

The crew maintains the cemeteries throughout the whole year by cutting grass and removing debris and keeping fences clear.

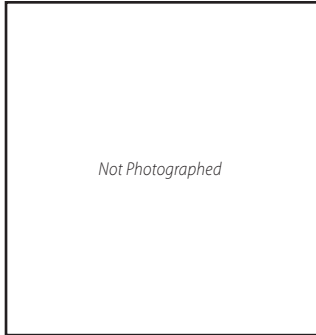
Water Department

The water department is responsible for maintenance, repair, and improvements to the water systems at all tribal buildings, tribal housing sites, and Northwood Casino.

At the Sulwhanon housing site we upgraded the filtration system to handle more water capacity and better filtration. We also upgraded filtration system at Market Center. We just finished the replacement of a control panel at the 5 cedars water pumphouse.



FACILITIES & MAINTENANCE



Richard Edwards
Director



Michael Davis
Facilities & Maintenance Manager



LaCree-Sha Roberts
Administrative Assistant



Kreg Sulkanum
Lead Landscaper



Vincent Johnson
Landscaper



Dionisio Romero
Landscaper



Basil Jimmy
Custodian



Jesse Paez
Maintenance Technician



Hamilton Seymour
Custodian



Alex Kentner
Custodian



Jacob Roberts
Custodian



CULTURAL RESOURCE DEPARTMENT

Preserving our cultural resources is of paramount concern to us here at the Nooksack Indian Tribe. We strive to achieve respect, and assurance that our cultural resources are not negatively impacted, and are preserved as well as protected. Not stored away, but lived by our people here and now, as our culture is our law.

The Cultural Resource Department has in the past year been working on gathering more information pertaining to our place names in order to promote awareness to our surrounding communities of our historical "footprint" in our traditional territories.

Activities list

Historic Preservation: Program Area: Tribal Historic Preservation (sec 106) Review and planning activities continue with the inventory of additional areas of historical and cultural significance. Federal, State, County, and City development applications are reviewed and screened for A.P.E.'s, (Area's of Potential Effect). Following Federal and State guidelines, where there are projects with Federal dollars attached to it, and the proposed project sites do consist of cultural/historical concerns, section 106 consultation process under the federal historic preservation act will be triggered. Thus resulting in preservation, and protection of the site and its findings. The new areas of effect are documented and recorded into our data system. Projects that do not have Federal dollars attached to them, but are state, county, or city projects, the Washington State Historic Preservation Act applies, and consultation begins under executive order 05-05 with the same result as far as preservation and protection in our data system.

Forestry: The Cultural Specialist works closely with Nooksack Department of Natural Resources in protecting our cultural resources in the forested areas of our homelands. US Forest Service lands, National Parks, Washington State Department of Natural Resources (State Lands), and Private Industrial Timberlands are the focal points of concern. Following Federal and State guidelines concerning historic preservation, each proposed timber harvest, along with any ground disturbing activity application is screened and reviewed for potential disturbance to cultural resources. Hunting and gathering sites, historical fishing sites, plant gathering, spiritual bathing sites, and culturally relevant cedar stands are closely watched and protected. Our staff works closely with the WDNR, and the USFS, in order to provide better protection for our tribal members rights to utilize our historical lands to continue our traditional/cultural practices.

NAGPRA: A relationship with many different institutions, and outside agencies had been developed in order to gain access to data systems, historical documents, as well as historical inventory which pertain to Nooksack Tribal History. The documents include testimony from passed Nooksack elders, foot notes, and other historical notes from first settlers who had "run-in's" with Nooksack people. Historical Items include anything found in recorded historical sites which may be tools, funerary items, or basketry. The information gathered will be archived here in the cultural resource department, and used as a tool to better preserve, and protect our history. Our hopes is to one day be able to store historical items in an environment suitable for such storage, maybe even a Museum.

- Cemeteries:** Upgrades to our tribal cemeteries this past year include phase II of the grave markers. What this is, is replacing all of the grave markers that were unknown. In order to find all of the unmarked graves, the tribe contracted with a geo mapping agency who used a ground penetrating radar (GPR) which located anomalies in the ground indicating graves. This was done in each of the tribal cemeteries. When the work was completed, Trevor Delgado used the collected data, and began the process of ordering grave markers for each of the unmarked graves. All of the information gathered in the process will be stored on a computer program and archived for future reference. The work in the preservation of our tribal cemeteries will be an on-going effort.
- Community Awareness:** Working together with other agencies outside of the tribe, we have been able to promote awareness of Nooksack Indian Tribe's presence both historical, as well as present. School Districts with in Nooksack Indian Tribal historical area have been more pro-active in the recognition of Nooksack people and history, and have invited the idea of sharing more of our stories with the students. Whatcom county Library systems have developed a curriculum for 3rd graders with the assistance of the cultural resource department staff. The Nooksack Cultural Resource Department staff of course also provides assistance to our tribal membership where ever possible. Whether it be with traditional arts projects, finding historical place names, tribal family information, we are here to assist. We by no means claim to be the "authority" on our culture. We simply will assist in whatever we can, and for what we do not know, we will help seek out the answers. Our Department is the bridge that fills the gap between our government, and our people.



George Swanset
Cultural Director



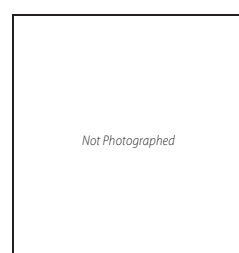
Trevor Delgado
Tribal Historical Preservation Officer



Eric Stover
Water Restoration Coordinator



Jeremiah Johnny
Historical Preservation Officer
Cultural Resource Field Specialist



Sandra Joseph
Cultural Advocate



NATURAL RESOURCES REPORT



Gary MacWilliams
NR Director

The mission of the Natural Resources Department is to protect, restore, and sustainably manage the Tribe's Treaty natural resources in the Tribe's 780,000 acre Usual and Accustomed (U&A) Grounds and Stations area spanning from the international border to the north, Samish Bay to the south, the crest of the North Cascades to the east, and the San Juan Islands to the west. The U&A area includes the Nooksack River watershed, Samish River watershed, and coastal tributaries, and nearby marine waters to and including the San Juan Islands. Within the U&A area are important shellfish gathering areas including Drayton Harbor, Birch Bay, Semiahmoo Spit, and Bellingham Bay. Department staff contribute to this mission in four categories: (1) fisheries harvest and hatchery management; (2) habitat restoration, watershed management, and ecosystem recovery planning; (3) monitoring and assessment; and (4) resource protection. The department is comprised of 16 full-time staff. The department is supported by grant funding with an annual budget of approximately \$3.5 million. Activities and accomplishments of the department during 2018 by category include:

Fisheries Harvest and Hatchery Management



Edward Currence
Program Manager

The Harvest Management component of the Natural Resources program involves managing numerous natural resources, which are part of the Tribe's treaty rights. These rights were reaffirmed in the 1974 US v. WA, Judge Boldt decision and the subsequent 1994 US v. WA Judge Refeedie decision, which reaffirmed the Tribe's right to harvest shellfish. The Nooksack Tribe has inhabited the Nooksack River watershed for thousands of years, our culture is based on harvesting fish, wildlife, and other natural resources in the region. Today we co-manage numerous freshwater and marine natural resources with the state and other tribes in which we share a common U&A. The management of these natural resources including shellfish, salmonids, halibut and other finfish, is an annual process and involves numerous state and federal agencies, along with treaty tribes. Through a number of management forums, in which tribes meet with state and federal natural resource managers, agreements are typically reached which specify management methods and harvest levels. The agreed-to annual management plan for the salmon terminal areas- Bellingham and Samish Bay along with the salmon fishing schedule for the Nooksack River is published annually in the Tribal newsletter. The weekly commercial fishing schedule is also available on the Natural Resources Information hotline. That number is (360)-592-5140.



Treva Gabrisch
Program Manager

The management of marine areas 7 and 7A (charts are available in the Natural Resources Office, which delineate these areas) are typically done by in-season management. The only commercial salmon fisheries which occur in these areas are Fraser River and Puget Sound sockeye, pink and chum salmon. There are no commercially directed coho and chinook fisheries in these management areas. Coho and chinook are typically harvested incidentally during the directed commercial fisheries. Tribal members may also subsistence fish for trout and other game fish in Whatcom County lakes and the Nooksack River. Rules and regulations are available in the annual Washington sport fishing rules pamphlet.

Shellfish management areas include 20A- Point Roberts, Cherry Point area, 20B and 22A- San Juan Islands, 21A and 21B- Bellingham and Samish Bay and 22B- Padilla Bay. There are opportunities for tribal members to harvest shellfish commercially and for subsistence or personal use. Tribal members may subsistence harvest clams, oysters, Dungeness and rock crab, shrimp, urchins, sea cucumbers and geoducks. There is also a commercial and subsistence halibut fishery in the spring. The halibut subsistence fishery typically remains open through December 31.

Typically there is an annual limited commercial manila clam harvest in the Spring at Birch Bay State Park. Due to poor market conditions for manila clams, a Birch Bay commercial clam harvest could not be scheduled in 2018.



NATURAL RESOURCES



Jezra Beaulieu
Water Resource Specialist

Accomplishments during 2018 include:

- Promulgated 52 Nooksack Tribal salmon and shellfish regulations to manage the commercial, ceremonial and subsistence harvest of clams, halibut, crab, shrimp, urchins, chinook, sockeye, coho, pink, chum and steelhead. Managed these fisheries, and the catch data from them.
- Issued buying licenses to fish and shellfish buyers who buy from our tribal fishers.
- Issued commercial buying licenses to tribal members.
- Registered tribal fishing boats and assisted with mandatory Coast Guard safety inspections.
- Issued shellfish specific decals to fishers.
- Issued commercial fishing identification cards.
- Involved in all issues that involved the tribe's treaty rights. Our treaty rights are constantly being challenged by private entities. Defending our treaty rights require considerable time and resources.
- Participated in preseason harvest planning forums including Pacific Fisheries Management Council, and the North of Falcon planning process (NoF), which is a series of meetings where tribes and the state negotiate agreements on salmon run forecast abundance, harvestable surpluses, commercial and recreational fisheries. Once the annual agreement is in place, the salmon fisheries are summarized in a document called the annual List of agreed-to Fisheries document (LOAF).
- Attended Pacific Salmon Commission meetings, with an emphasis on the Fraser River Panel meetings, this is the forum that manages Fraser River sockeye and pink salmon.
- Reached an annual agreement with other tribes and the state on shellfish management plans including crab and shrimp.
- Coordinated with Lummi Nation and the state to conduct spawn surveys for salmon, with emphasis on spring chinook and steelhead, then estimated population abundances for these and other species. Our chinook survey reaches included the middle and lower South Fork and Hutchinson Creek.
- Provided input on management plans for existing and future hatchery salmon and steelhead programs in Nooksack and Samish watersheds to provide for our fishers, while also protecting wild salmon runs.
- Developed Nooksack co-manager steelhead management plan.
- Completed Nooksack data prep and review for co-manager chinook fisheries assessment model update.
- Worked with National Marine Fisheries Service to ensure the most updated data is used for the Nooksack chinook population recovery rebuilding exploitation rate calculations.
- Participated in the Interagency South Fork Nooksack Chinook ad hoc interagency committee which is guiding implementation of a hatchery captive brood population rebuilding program. The first substantial returns from releases from this program came back in 2015, with more in 2016 and excellent returns in 2017 and 2018.
- Issued and collected hunting tags for tribal hunters. Department staff served as Secretary for the Nooksack Hunting Committee.
- Issued gate keys so that hunters could access DNR and timber company property.
- Issued state Discovery Passes along with federal day use Forestry Passes.



NATURAL RESOURCES



Joseph Rodriguez
Fisheries Tech



Lindsie Fratus-Thomas
Watershed Restoration Specialist



Sindick Bura
Fisheries Data Specialist



Tricia Cline
Administrative Assistant

Environmental Monitoring and Climate Change Assessment

- Monitored water quality and quantity throughout the Nooksack River watershed and nearby coastal watersheds at over 150 sites (approximately) including:
 - 6 stream gages;
 - 20 suspended sediment and turbidity;
 - 66 water temperature;
 - 34 general water quality and fecal coliform;
 - 14 oxygen isotope;
 - 20 air temperature; and
 - 1 glacier ablation sampling sites.
- Our fecal bacteria monitoring in the Drayton Harbor watershed contributed to the recent opening of portions of Drayton Harbor to subsistence shellfish (clams) gathering. Similarly our fecal coliform monitoring in Birch Bay contributed to the recent upgrade of shellfish harvest around Terrell Creek.
- Monitored the effectiveness of past instream restoration projects at restoring productive salmon habitat.
- Continued to monitor and report on stability of engineered log jams.
- Continued work on a comprehensive climate change project, nationally recognized and unique, that extends from glaciers on Mount Baker to Bellingham Bay and that evaluates climate change impacts on glacier behavior, river basin hydrology, stream temperature, sediment loads, and impacts to salmon and salmon habitat.
- Continued to facilitate a North Sound Tribal Climate Forum with the Stillaguamish, Lummi, Sauk-Suiattle, Tulalip, Samish, Swinomish, and Upper Skagit Indian Tribes.
- Gave professional presentations on our water resources monitoring program and on our climate change project at over 14 conferences, workshops, and technical meetings.
- Contributed to and facilitated a climate change vulnerability assessment of 18 different species in the Nooksack Watershed, led by the Climate Impacts Group.
- Contributed to and facilitated hydrological modeling of future water temperature and sediment transport under climate change, led by Western Washington University and University of Washington.
- Participated in Washington State's Floodplain Management Interdisciplinary Team.

Habitat Restoration, Watershed Management, and Ecosystem Recovery Planning

- Completed Phase 2 of chinook habitat restoration in the South Fork Nooksack River Nessel Reach, involving construction of 5 log jams to create pools and complex holding habitat.
- Completed Phase 3 of chinook habitat restoration in the North Fork Nooksack River Farmhouse Reach, near Kendall, involving construction of 18 log jams to restore stable spawning and rearing habitat.
- Advanced design for habitat restoration in the South Fork Nooksack River Fish Camp Reach (near Acme) and the North Fork Nooksack River Maple Reach (near Maple Falls) and Boyd Reach (near Glacier).
- Developed three grant proposals to fund design and construction of priority chinook habitat restoration projects.
- Replanted restoration project sites and maintained previous plantings to restore



NATURAL RESOURCES

riparian (river-adjacent) forests along the North and South Forks.

- **[placeholder for National Estuary Program work]**
- Participated in and provided technical support to Water Resource Inventory Area (WRIA) 1 (Nooksack Basin) Watershed Management Board and associated staff teams to coordinate and integrate salmon recovery and watershed management across Whatcom County.
- Participated in watershed effort to estimate and minimize or mitigate the impacts to salmon of permit-exempt groundwater wells
- Participated in numerous salmon recovery, water resources, and watershed management forums to coordinate protection and restoration of treaty resources, including salmon and shellfish.
- Established baseline conditions and monitored restoration projects to determine if they were effective at restoring productive salmon habitat.
- Participated as a member of the interagency Puget Sound Steelhead Recovery Team to assist with development of a recovery plan.
- Advanced development of the Nooksack Basin salmon recovery monitoring and adaptive management program.
- Initiated and funded a South Fork Nooksack River community watershed planning effort. Our first planning meeting involved over 40 South Fork community members
- Participated in Whatcom County Integrated Floodplain Management Planning process, including on Steering Committee, working with Whatcom County River and Flood, farmers, and others to start developing a floodplain management plan that balances flood risk management, agriculture, and salmon habitat.
- Presented to public forums on salmon habitat needs, status of salmon recovery efforts, effectiveness of salmon habitat restoration projects, and instream flow needs for salmon.
- Participated in coordinated renewed effort to restore fish passage to the Upper Middle Fork Nooksack at the diversion dam.

Resource Protection

- Reviewed all state and private logging and forest road building permits in the Nooksack watershed for protection of Treaty fisheries resources, and visited any that appeared to potentially affect salmon habitat or water quality.
- Reviewed development proposals that could impact the Tribe's Treaty Resources to ensure that habitat was being adequately protected and impacts appropriately mitigated.
- Participated in a Nooksack River levee maintenance planning workgroup and served as technical advisors for studies underpinning the development of an Integrated Flood Plan.
- Chaired state-wide advisory group evaluating the effects of logging on unstable slopes.
- Worked with U.S. Forest Service on forest road management and repair projects.
- Participated in a state-wide forum for replacing fish passage barrier culverts under state roads to restore salmon use of former habitat.
- Participated in Whatcom County's Critical Areas Ordinance Technical Advisory Committee tasked with updating those regulations.
- Participated in and shared water quality monitoring data with the Whatcom Clean Water Program that focuses on fecal coliform pollution of shellfish harvest areas in Drayton Harbor, Birch Bay, and Portage Bay. This program was developed as a function of the Governor's Shellfish Initiative.
- Serviced the Tribe's water rights litigation case.
- Substantially contributed to a State and federal water quality regulatory program that included climate change impacts in scientific evaluations of water quality problems.



PLANNING ANNUAL REPORT



Rosswell Cline
Planning Manager

In 2018 the Planning staff has worked on several projects. We are continually working with Land Records and aiding Tribal members obtain information regarding Trust land that they may own a share in. We can work with BIA or IHS in order to complete Land Records tasks. When working with IHS we are often helping Tribal members obtain Sanitary services. The Tribal council and IHS have an agreement in place in which IHS provides Tribal members some funding for sanitary services. These services are provided by IHS and can aid any person that is enrolled in a tribe that is living within the Nooksack Tribal service area. These IHS services can be provided on Trust land and on Fee land, the land only needs to be owned by an enrolled native. Planning also works with other Departments, School Districts, 184 Lenders and agencies to complete various Land status tasks. We also aid other departments by reviewing or providing draft designs of various projects. There have been many inquiries in 2018 about building permits on Individual Trust land. Although currently Planning does not issue building permits, we would like a chance to review all blue prints, schematics and other related building documents to help insure that tribal members are receiving quality services from outside vendor/ contractors. As a part of planning and design, we would also like to keep copies of proposed individual trust building/ housing on file in the planning offices. Keeping such files in our offices helps with planning future additions/ remodels and can often times help with warranty issues that may arise.



Ed Kelly
Planner III

Transportation continues to work with agencies such as BIA, county and State agencies to accomplish transportation goals. We continue to work on improving safety within our tribal road inventory. These safety improvements will include speed bumps, improved street lighting and some drainage problems. The Driver's Education and safety program had 19 students for the 2018 year. Again Driver's Education operates on a sliding scale and is offered to all eligible people with driving permits. In 2019 we hope to that have additional sites to hold classes. One of the sites we hope to add in 2019 is the Timber Ridge location. By adding this site we will be able to have Driver's Education as a part of the Alternative High school education curriculum and hope to serve the Nooksack Valley school district as well.



Gary Kentner
Mobility & Safety Instructor

Planning has aided in obtaining realty information on possible Land Acquisitions for the tribe. When planning is working closely with other agencies, especially government agencies please be aware that government shut downs can effect some programs. Late in 2018 Planning was unable to obtain Title Status Reports and other important forms or land related documents from BIA due to the government shut down. Reaching out to BIA and other agencies that were effected will take time to obtain requested information. If you need help with realty issues or Driver's training you can contact us at 360-592-0162. Please note that currently there is not any funding from the tribe to aid with Land Surveys.



Sarah Kentner
Mobility & Safety Instructor

GIS is a growing portion of Planning and Mapping. This software will help planning create a more diverse database of all tribal lands in the Nooksack Tribe service area. With each little bit of information that gets added to the existing database, new ideas on what more can be added come out so the database is constantly evolving.

ACCOUNTING DEPARTMENT



ACCOUNTING & FINANCE DEPARTMENT ANNUAL REPORT

During 2018 the Accounting and Finance Department had ten full-time staff: a Chief Tribal Financial Officer (CFO) who manages the department, a Grants Accountant / Treasurer's Assistant, a General Ledger Accountant, an Enterprise Accountant, an Accounts Payable Coordinator, an Accounts Payable Specialist, a Payroll Coordinator, and three Accounting Specialists. The Department is responsible for maintaining the Tribe's financial records in accordance with Generally Accepted Accounting Principles (GAAP) and applicable federal, state and tribal regulations. Together with other NIT departments, the Accounting and Finance Department plays a key role in safeguarding Tribal assets, avoiding waste and protecting against unnecessary liabilities and provides means by which NIT can accumulate, develop, and efficiently use financial resources in the promotion of the highest levels of Self-Governance, Self-Sufficiency and Self-Determination. Late 2018 saw the recruitment of a new, experienced Controller, Stephanie Lambert.

The CFO directs and is ultimately accountable for all Tribal Government financial matters including internal auditing, budgeting, relevant taxes, accounting, purchasing and long-range financial forecasting for the government. Among other duties the Department: (1) Prepares monthly financial statements for all NIT departments which aids them with effective program management; (2) prepare financial reports for over 125 grants ensuring that the Tribe receives all of the funds obligated by various funding agencies; (3) provide bi-weekly payroll for approximately 270 employees and; (4) will process more than \$31 million in expenditures during the year.

A few of the more notable events that occurred in the Accounting and Finance Department during 2018 were:

- The Independent Auditors completed the 2017 audit of the NIT Primary Government on time with zero findings.
- In addition to the audit of NIT Primary Government, the Department coordinated seven other audits including The Market Center, Cigarette Agreement, Fuel Tax Agreement and four (4) Low Income Tax Credit Housing Partnerships.
- Prepared and Negotiated the FY 2018 Indirect Cost Rate Proposal.
- Prepared and presented the 2019 Annual Budget on time and in balance.
- Monthly departmental financial statements continue to be improved.
- Department staff provide technical support and participate on the New Clinic Project Team.

GRANTS DEPARTMENT

The Grants Office is managed by Kate Clark, who has worked at Nooksack since March of 2017. Grants awarded totaled \$2,088,686 as of December 1. This was another successful year, with many continuing programs being awarded funding to maintain programs and services, such as the Child Support Enforcement program, the Way of Life program through the clinic, the Tribal Historic Preservation Program, and Natural Resources programs. We were also able to secure some new grants, including a \$247,000 grant for the Police Department to purchase a new open-water patrol boat including equipment, and a grant for the library to do a photo archive project to collect and digitalize historical photos provided by tribal members, including oral histories for some, and create the first centrally accessible digitalized photo collection for the tribe. Additionally, the Police Department received a FEMA grant to support overtime for officers to help patrol the border areas in partnership with the Department of Homeland Security. Finally, we were notified that our Phase 1 application for DOJ funding was approved, and with a successful Phase 2 submittal, we will have funding to support development of a comprehensive Victims of Crime program. This will support legal assistance, a DV advocate and a program coordinator, to ensure that Nooksack victims of domestic violence and sexual assault have the support and services they need. In the Grants Office, we will be hiring a Data Specialist who will work with departments to identify what kinds of information and data should be collected, managed and tracked, to better evaluate program success in meeting the needs of the community, and to support future grant proposals.



Elizabeth Ames
Chief Financial Officer



Nikole Knauft
General Ledger Accountant



Kate Clark
Senior Grant Writer



Frank Leyva
Grants Accountant



ACCOUNTING DEPARTMENT



Allison Johnson
Accounting Specialist



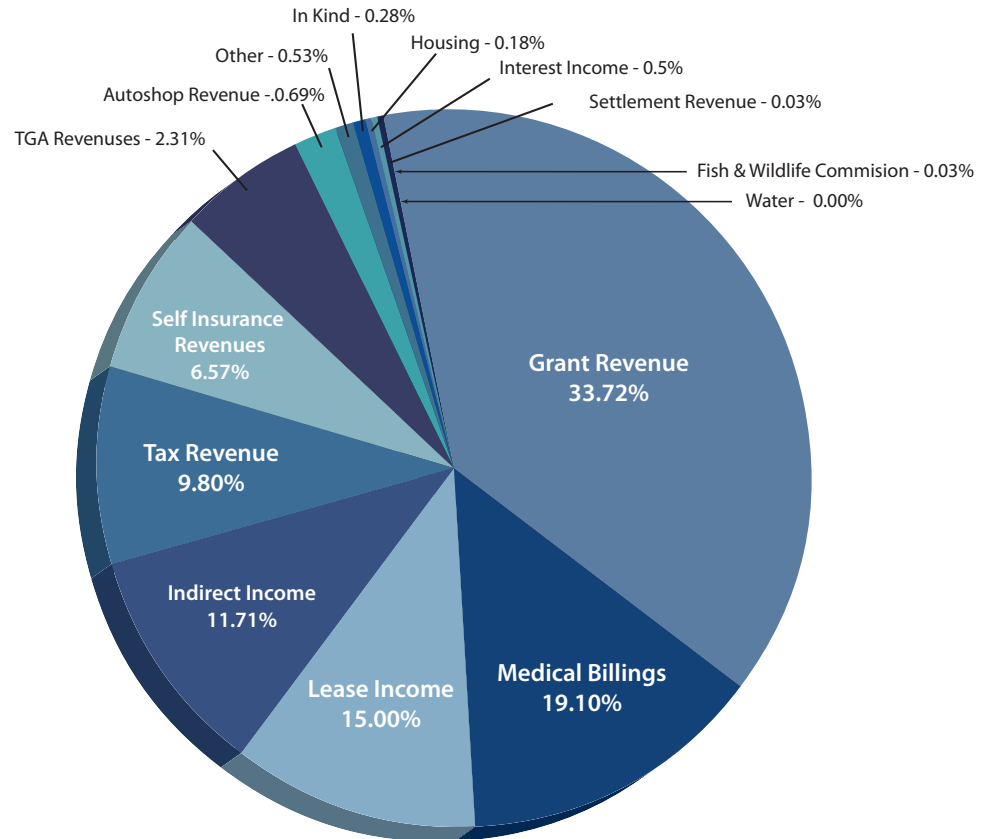
Eileah Fornsbey
Accounting Specialist



Bella Pulido
Accounting Specialist



Rhonda Roberts
Accounting Specialist



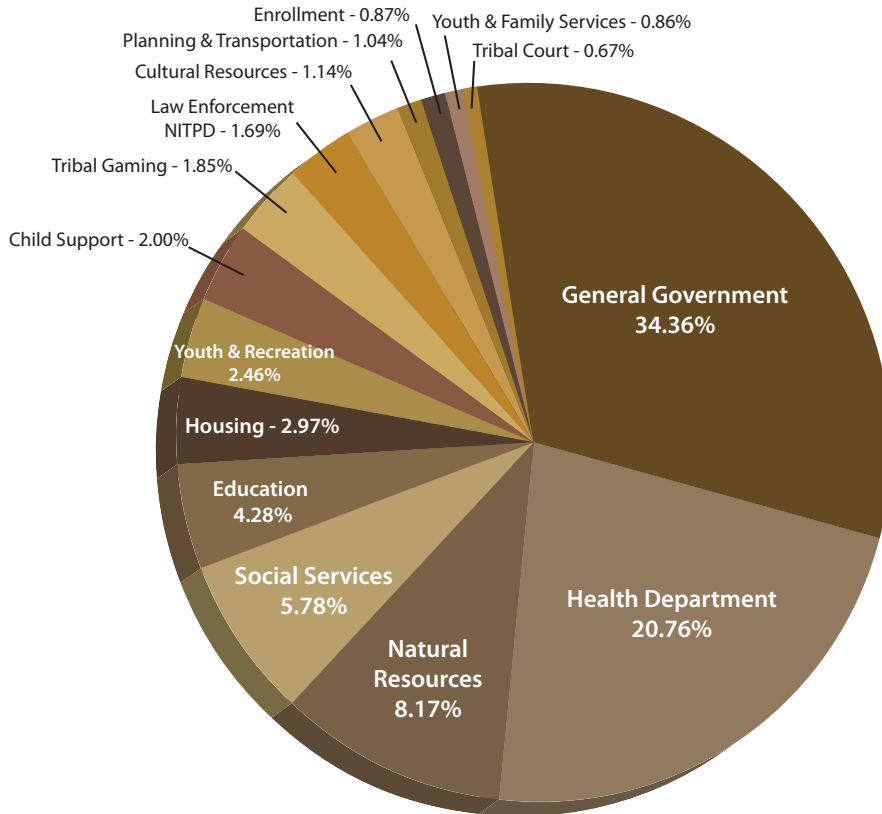
NOOKSACK INDIAN TRIBE SOURCES & USES OF FUNDS

For the Twelve Month Period
January 1, 2018 through December 31, 2018 (Unaudited)

Grant Revenue	\$12,102,386
Medical Billings.....	\$6,855,694
Lease	\$5,383,894
Indirect Income	\$4,200,639
Tax Revenue	\$3,515,552
Self Insurance Revenues.....	\$2,356,690
TGA Revenue.....	\$827,414
Auto Shop Revenue.....	\$249,241
Other.....	\$190,723
In-Kind Revenue	\$101,877
Housing	\$65,153
Interest Income	\$17,439
Settlement Revenue.....	\$10,077
Fish & Wildlife Commission.....	\$9,783
Water.....	\$300
Total Sources of Funds	\$35,886,862



ACCOUNTING DEPARTMENT



2018 GOVERNMENTAL USES OF FUNDS

General Government*	\$12,331,910
Health Department	\$7,449,016
Child Support Enforcement	\$716,832
Cultural Resources	\$408,445
Education	\$1,536,815
Enrollment	\$310,480
Housing	\$1,066,454
Law Enforcement	\$605,712
Natural Resources	\$2,931,703
Planning & Transportation	\$372,304
Social Services	\$2,074,871
Tribal Court	\$241,415
Tribal Gaming	\$664,302
Youth & Family Services	\$309,688
Youth & Recreation	\$882,548

Subtotal - Expenditures \$31,902,494

Addition (Reduction) to Reserves \$3,984,368

Total Uses of Funds \$35,886,862

*General Government = All program support activities and all assistance and benefits paid by government to members.



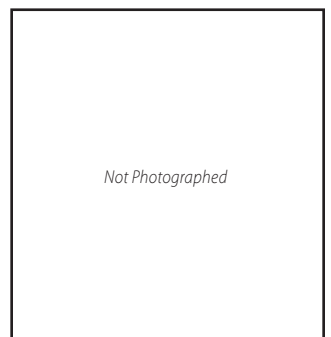
Lori Cabbage
AP Coordinator



Stephanie Johnson
Enterprise Accountant



Stephanie Lambert
Accounting Specialist



Maureen Marshall
Payroll Coordinator



NOOKSACK AUTOMOTIVE CENTER

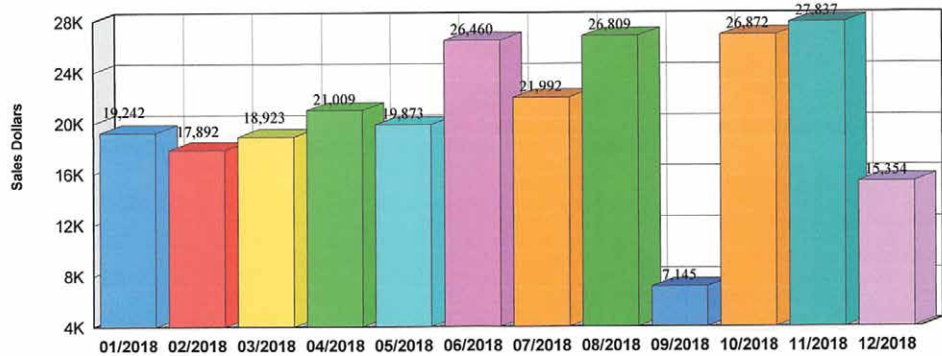


Greg Pulido
Auto Lead

Month & Year	Avg. RO	Car Count	Sales Amount	Avg. Labor	Total Labor	Avg. Parts	Total Parts
1/2018	349.85	55	19,241.83	209.20	11,505.89	129.32	7,112.65
2/2018	406.63	44	17,891.73	280.03	12,321.12	112.29	4,940.76
3/2018	315.39	60	18,923.34	209.78	12,586.53	94.90	5,693.72
4/2018	488.59	43	21,009.26	297.89	12,809.40	175.67	7,553.80
5/2018	354.87	56	19,872.66	167.50	9,380.06	175.81	9,845.60
6/2018	456.21	58	26,460.03	278.48	16,151.80	163.14	9,462.09
7/2018	343.63	64	21,992.18	202.09	12,933.56	128.96	8,253.36
8/2018	470.33	57	26,808.74	277.93	15,841.99	177.24	10,102.48
9/2018	396.93	18	7,144.68	245.82	4,424.71	140.88	2,535.89
10/2018	419.87	64	26,871.82	245.15	15,689.39	160.81	10,291.64
11/2018	479.94	58	27,836.55	249.31	14,459.82	216.53	12,558.65
12/2018	295.28	52	15,354.34	122.74	6,382.52	162.25	8,436.90
Totals:		629	249,407.16		\$144,486.79		\$96,787.54

Monthly averages for the year 2018

RO Amount & Count:	\$396.51	52.42
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Note: Labor and Part columns do not include Shop Supplies or Hazmat



Aaron Johnson
Automotive Tech



Jeff Haug
Automotive Technician

LOOKING FOR A GOOD TECHNICIAN?
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TECHNICIANS
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NOOKSACK MARKET CENTER



76 station enabled the Market Center to get an edge back into the fueling market. Being able to offer diesel fuel to the local community allowed us to add growth to the overall fuel numbers and collect fuel taxes for the tribe. Not only does this allow for the local diesel owners to fuel up at the Market Center, it also allows the Market Center to provide diesel for the Tribal fleet vehicles. Our social media outreach continues to grow through Instagram, Yelp, and Facebook contests and giveaways. This is to attract new customers and reward our existing customers. We continue to work with our vendors to offer aggressive retails of displayed items and offer our customers promotional multi-items to buy for a better price.

2018 was a bit up for the Market Center. We ended the year rebranding to a 76 station in order to be more competitive with the unbranded fuel market. GP Energy and 76 offered the tribe a new fuel program that allowed us to keep a branded tier of fuel with unbranded pricing. As a part of the new deal GP Energy helped fund the installation of the new diesel tank and the four fuel dispensers, along with the new 76 image.

Strategically: The transformation to a



Networking: The Market Center is a founding member of the Tribal Summit Group, which is an association for Tribal C-Stores. We network together with 27 of the 29 tribes in Washington, as well as 4 stores from California, 3 store from Oregon, 1 store from Idaho, and 1 store from Minnesota. The original name Tribal Summit Group has changed to Tribal Convenience Store Association. Together we network to share best business practices and work as a group with national vendors to promote national brands. As an association, we bring in national speakers to educate our group in the latest trends. We focus on topics such as loss prevention, security solutions, human resource practices, merchandising, building leaders, in-house investigations, and other areas to advance our exposure to the latest industry common practices.

Concerns: The Market Center will be 17 years old this coming fall and we are starting to have equipment issues. In many cases it requires replacement of equipment, although we do have a preventive maintenance program in place, wear and tear still does happen.

Goals: The 2019 goals of the Market Center are to continue operating under best business practices, staying focused on maintaining margins, and growing the business. Customers are always looking for innovative products and the Market Center strives to meet those demands by offering an assortment of new products in the various in-store departments. Food service is a growing segment in the convenience store industry and moving forward we will look for ways to grow this portion of our business. In 2019 the Market Center's plan is to be aggressive with our fuel program and build on our numbers.

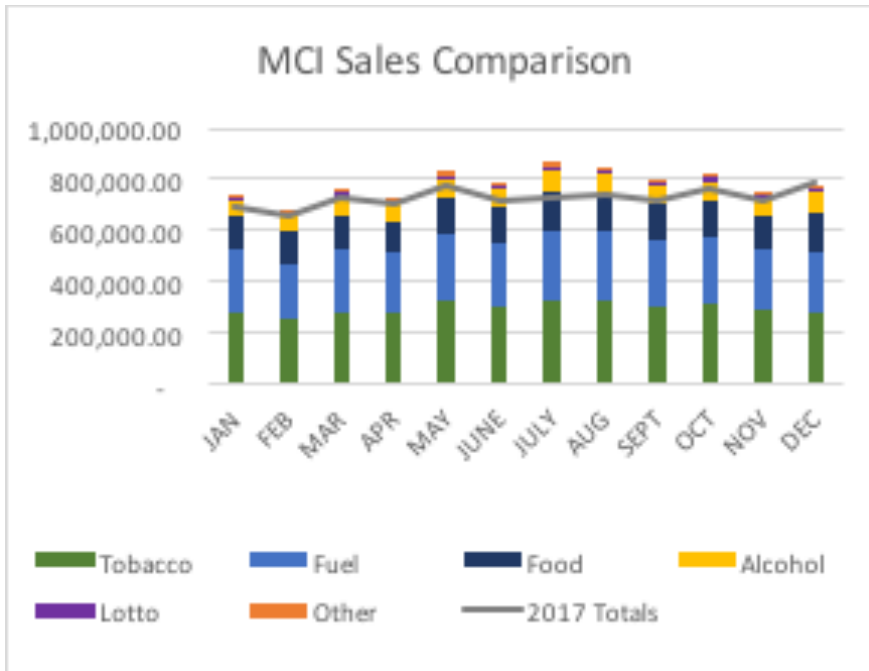


Robert Solomon
Market Center General Manager

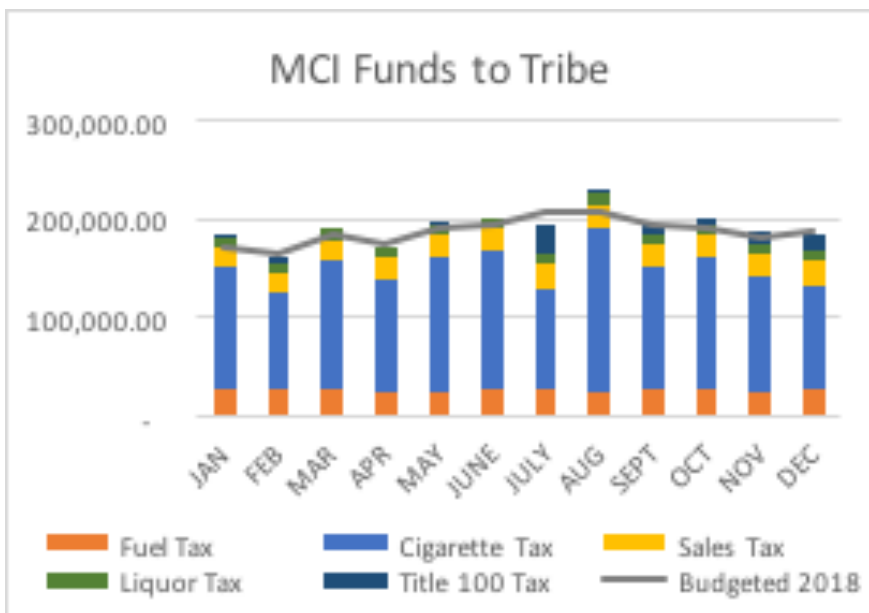




NOOKSACK MARKET CENTER



Annual Review of 2018: The Market Center was able to grow its total sales by 2% from the total sales in 2017. We continue to work with tobacco companies in order to develop promotional offerings for our customers to battle the industry trends of declining tobacco and cigarette sales. The tribal cigarette and tobacco brands that the Market Center offer has developed a following with our customers. The Market Center's grocery sales continue to grow and are up 7% from the 2017 sales numbers. Working with our vendors to keep new products and popular products on our shelves have helped. Our foodservice program continues to show growth with Hot Foods being 3% up from 2017 and Pizza being 19% up from 2017 sales numbers. We do this by being creative with our offerings and controlling the margins, shrinkage, and food quality. We work with our vendors to make sure we have the best variety of products, as well as a wider selection of products that are offered by our surrounding competitors. Throughout seasonal changes we strive to maintain a clean, visible presentation of our stock, to have inventory levels to meet our sales, and price incentives to push products.



2018 Distributions: The Market Center closed out 2018 6% above what our 2017 distributions were to the tribe. These distributions include Fuel, Liquor, Cigarette, Title 100, and Sales Tax. We were able to gain back our Cigarette Tax numbers that fell in 2017 and are working to grow Fuel distributions with the 76 station conversion.



NOOKSACK NORTHWOOD CASINO REPORT

The focus of operations in 2018 was to upgrade technologies, leverage the advantages of Class II Slot Operations over our competitors and upgrade our food and beverage offerings.

A significant investment was made to our Casino Management System, with a complete replacement of the system in 2018.

The new system enhances nearly every aspect of casino operations including player tracking, cage management and slot operations. The new system, M3T, is compatible with all slot vendors allowing Northwood to offer the newest games available in the market.

The Nooksack Indian Tribe initiated compact negotiations in 2018 to include Class III Table Games at Northwood. Meetings took place with the State Gaming Commission to negotiate a Class III Gaming Compact.

Following a successful negotiation, the Nooksack Indian Tribe then presented to the State Senate. The Compact was signed by the Governor, and submitted to the Federal Government for final recognition. Final approval was granted on April 4, 2019 when it was posted to the Federal Register.

The Nooksack Northwood Casino business strategy is to maximize revenues, operating income and cash flow, by delivering exceptional service and value to our guests. To this effect there is a continual focus on customer service and cost efficiencies.

The focus in 2019 will be on implementing Class III Tables Games, catering to a new demographic database and a continued effort to improve technology, including the installation of a new surveillance system.



Leonard Habig
General Manager



Elizabeth Ames
Interim Chief Financial Officer



Tammy Jimmy
HR Manager



Mike Kentner
Operations Manager



Michele Habig
Marketing Administrator



Debra West
Cage Manager



Tony Johnny
Surveillance Manager



Cherri Roberts
Gift Store Manager



Richard McCauley
IT Manager



Laurel Niblock
Food & Beverage Manager



Roy Compton
Facilities Manager



NORTHWOOD CASINO

NOOKSACK NORTHWOOD CASINO

January through December 2018

