



Port Gamble S'Klallam Tribe

The Strong People



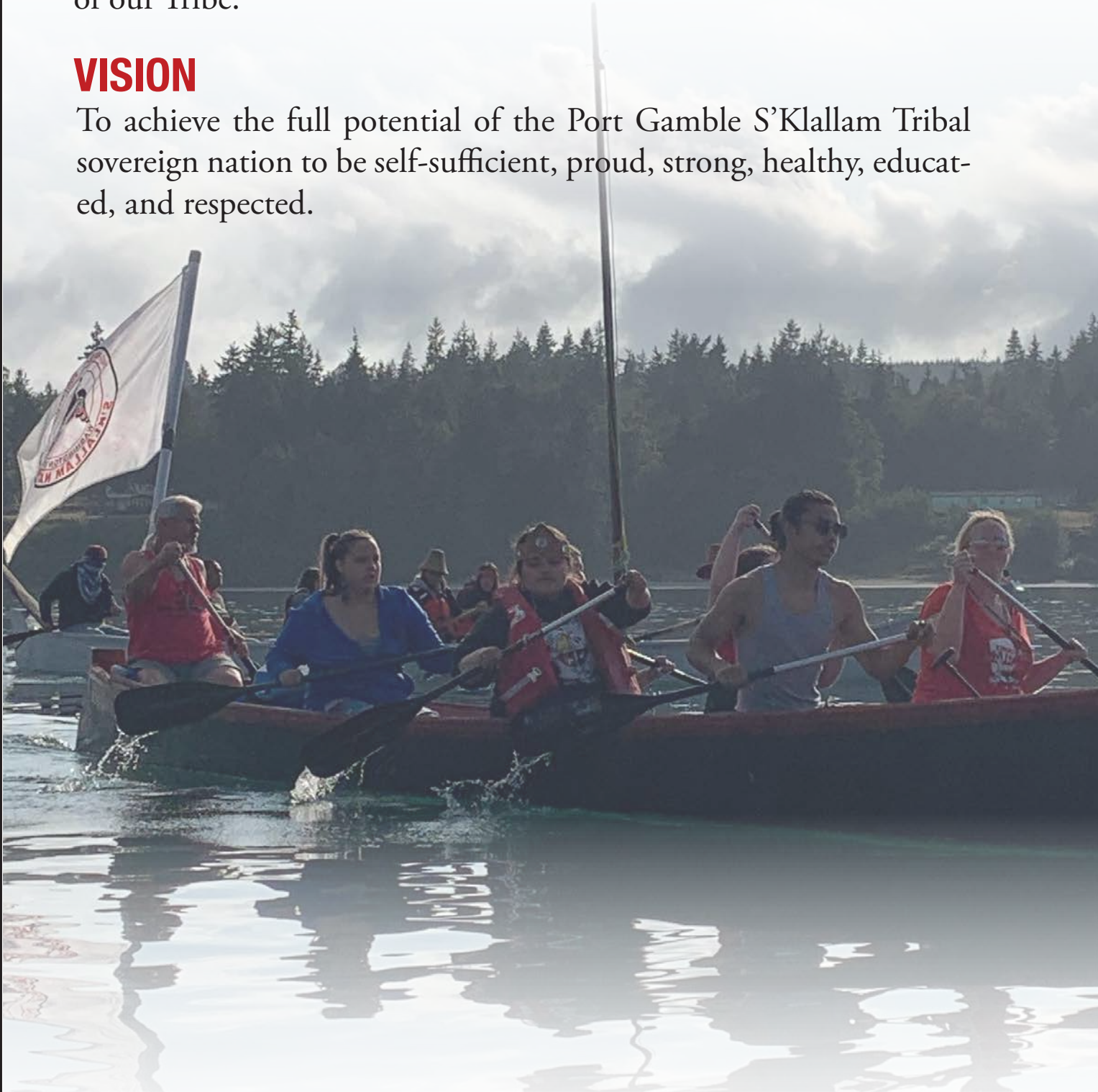
2019 Annual Report

MISSION

To exercise sovereignty and ensure self-determination and self-sufficiency through visionary leadership. We will ensure the health, welfare, and economic success of a vibrant community through education, economic development, preservation, and protection of the rich culture, traditions, language, homelands, and natural resources of our Tribe.

VISION

To achieve the full potential of the Port Gamble S’Klallam Tribal sovereign nation to be self-sufficient, proud, strong, healthy, educated, and respected.



PORT GAMBLE S'KLALLAM TRIBE

Tribal Council



Jeromy Sullivan
Chairman



Chris Tom
Vice Chairman



Renee Veregge
Council Person I



Donovan Ashworth
Council Person II



Matthew Ives
Council Person III



Jamie Aikman
Council Person IV

Entity Directors

Kelly Sullivan
Executive Director

Betty Decoteau
CFO

Audrey Gugel
Admin. Dir. of Tribal Government

Kara Wright
Admin. Dir. of Tribal Services

Chris Placentia
CEO, Noo-Kayet

Sam Cocharo
General Manager
The Point Casino

Nic'cola Armstrong
Executive Director
Tribal Gaming Agency

Joan Garrow
Executive Director
PGS Foundation

Craig Dougall
Executive Director
PGS Housing Authority



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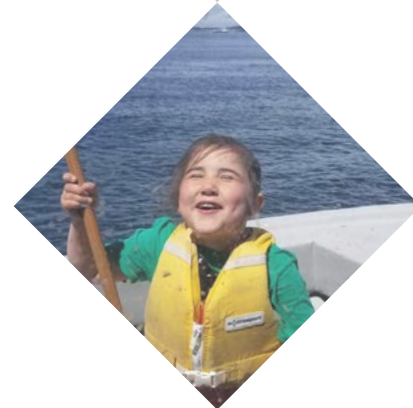
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Goals for the Community

Defined by Tribal Council

These goals--defined by Tribal Council based on the cultural, educational, economic, health, and wellness needs of the community--drive programs, services, and actions taken by Tribal departments.

1. Increase educational opportunities for Tribal members of all ages.
2. Manage growth in a manner that ensures that future generations have adequate land and housing; that needed infrastructure and Tribal facilities are well-planned, coordinated, and developed; and that the costs of growth are considered.
3. Diversify the Port Gamble S'Klallam Tribal economy in order to be less dependent on governmental funds and gaming revenues.
4. Assure public safety on the reservation and in treaty rights areas.
5. Preserve and restore S'Klallam tribal history, language, and culture within the Port Gamble S'Klallam community, our partners, and surrounding communities.
6. Protect and enhance treaty rights in all of our usual and accustomed areas and all traditional hunting and gathering grounds to Tribal members of all ages.
7. Create more job opportunities for Tribal members.
8. Maintain high standards in the administration of Tribal government and the conduct of Tribal business enterprises.
9. Maintain and develop financial systems for the Tribe to ensure financial security, stability, and growth into the future.
10. Enhance the health and wellness of the Tribal community.
11. Create an environment that supports and encourages staff engagement for the Port Gamble S'Klallam Tribal community outside of the office.
12. Assure the reservation public spaces are clean, safe, and well-maintained.



Message from the Tribal Chairman



Chairman Sullivan signs the paperwork for the land deal with Pope Resources in late 2019

In 2019, after years of—sometimes tense—negotiations, we finally reached an agreement with Pope Resources for the purchase of 937 acres of timberland adjacent to the Reservation. In addition to the land purchase, our agreement includes a lease on portions of tidelands in Port Gamble Bay, an understanding to work together, along with Kitsap County and other tribes, on redevelopment plans for Port Gamble, and the ability for our Tribe to secure funding for the purchase of a conservation easement on approximately 18.4 acres and adjacent tidelands along the former mill site's shoreline in Port Gamble.

Since 2013, I have been working on the negotiations for this agreement with a core team that included Administrative Director Kara Horton, Environmental Program Manager Roma Call, and Tribal Attorney Steven Moe. We also benefited from the expertise of

John Sledd, an attorney with Kanji & Katzen. I cannot stress how important this group was to the success of this negotiation.

Because of past experiences, I went into the discussions skeptical of working with Pope Resources. After a bumpy start, we began working with the company's President and CEO Tom Ringo and Adrian Miller, Director of Administration and Corporate Affairs. Tom and Adrian changed the tone of the talks and we started making slow, but steady, progress. Now that the deal is done, I can say I'm glad I got the opportunity to work with and get to know them both.

I raise my hands in gratitude to the teams from PGST and Pope Resources, as well as to John Sledd and Lois Schwennesen, the mediator who worked to help both sides communicate. Without everyone's dedication

and hard work, we would not have been able to see this historic deal come to pass. What the future holds for this land is not for me to say—in fact, I think that will be decided long after I’ve stepped aside as Tribal Chairman—but I’m proud of what was accomplished and the growth of our Tribe’s land base only means good things for our future.

Of course, this negotiation was not the only major accomplishment in 2019. As is the case every year, our dedicated and talented directors and staff worked hard to improve life for our community. Here are a few of those achievements:

- We broke ground on a new Health & Wellness building that will allow us to offer expanded services. Construction is underway and the new facility is expected to open in 2020.
- Several programs and departments throughout the Tribe—including Child & Family Services, Career and Education, Human Resources, Noo-Kayet Development Corporation, and Reentry—came together to organize the Successful S’Klallams Job and Career Fair. There were close to two dozen participating booths and 91 attendees.
- Our Food Assistance Program continues to help struggling families in our community. In 2019, this included the distribution of over 16,000 pounds of food, food boxes for kids during school breaks, and \$100 payment vouchers to go towards electricity bills for 240 households.
- Through a grant from Kitsap County, we have been able to expand Elder meal service to the weekends.
- Our Reentry program continues to garner accolades for its “human dignity model” approach. Key legislators—including Senator Patty Murray and U.S. Representative Derek Kilmer—have visited with Reentry staff to learn about the program and its successes in helping participants turn their lives around. Also in 2019, the program was able to roll out into the Kitsap County Jail. This was made possible with grant funds from the Department of Justice.
- Our Legal department worked with the Administrative Director of Tribal Government to assess and improve the Department of Public Safety by conducting an overall assessment of the department, defining law enforcement qualifications in Tribal law, and adopting a completely revised Tribal po-



Senator Patty Murray and Chairman Sullivan

lice policy manual. This process also included the hiring of a new Police Chief, Domingo Almirol.

- In July, over 800 guests were welcomed to our Reservation as a part of Canoe Journey. This was just one of several events coordinated by Cultural Resources, which included S’Klallam Days and PGST Song and Dance gatherings.
- With grant funds from HOPA and in collaboration with the National Park Service, Child & Family Services was able to plan and move forward with their first Family Places of Importance trip.

This is just a snapshot of the work done in 2019. Much more detail follows in this report.

On October 14, 2019, our Tribe was asked to participate in a very special Indigenous Peoples’ Day event at the Burke Museum in Seattle. Many staff members came together to make sure this was a memorable day for our community with prayers, songs, and the unveiling of work by PGST members and artist Jeffrey Veregge, Brian Perry, and Anthony Jones. It, like so many in 2019 and more to come in 2020, was a day our Tribe can be proud of.

Sincerely,

Jeromy Sullivan
Tribal Chairman

Port Gamble S'Klallam Lands

RESERVATION

Land Area	Acreage	Acquired by Tribe	Converted to Trust	Proclaimed as Reservation
Uplands (1938 boundary)	1,229.75	March 12, 1936	June 16, 1938	June 16, 1938
Tidelands (1938 boundary)	67.20	March 12, 1936	June 6, 1938	June 6, 1938
Warrior Ridge	390.28	January 6, 2005	February 29, 2012	June 22, 2016
Pope 20-trust	20.24	Sept. 26, 1989	July 31, 2014	June 22, 2016

TOTAL RESERVATION: 1,707.47

OFF RESERVATION TRUST LANDS

Land Area	Acreage	Acquired by Tribe	Converted to Trust	Proclaimed as Reservation
Heronswood	14.97	July 12, 2012	July 15, 2014	n/a
Blue House	35.63	May 7, 2003	October 12, 2016	n/a
Foxglove	9.20	Nov. 21, 2016	January 3, 2018	n/a

TOTAL OFF RESERVATION TRUST: 59.80

OFF RESERVATION FEE LANDS

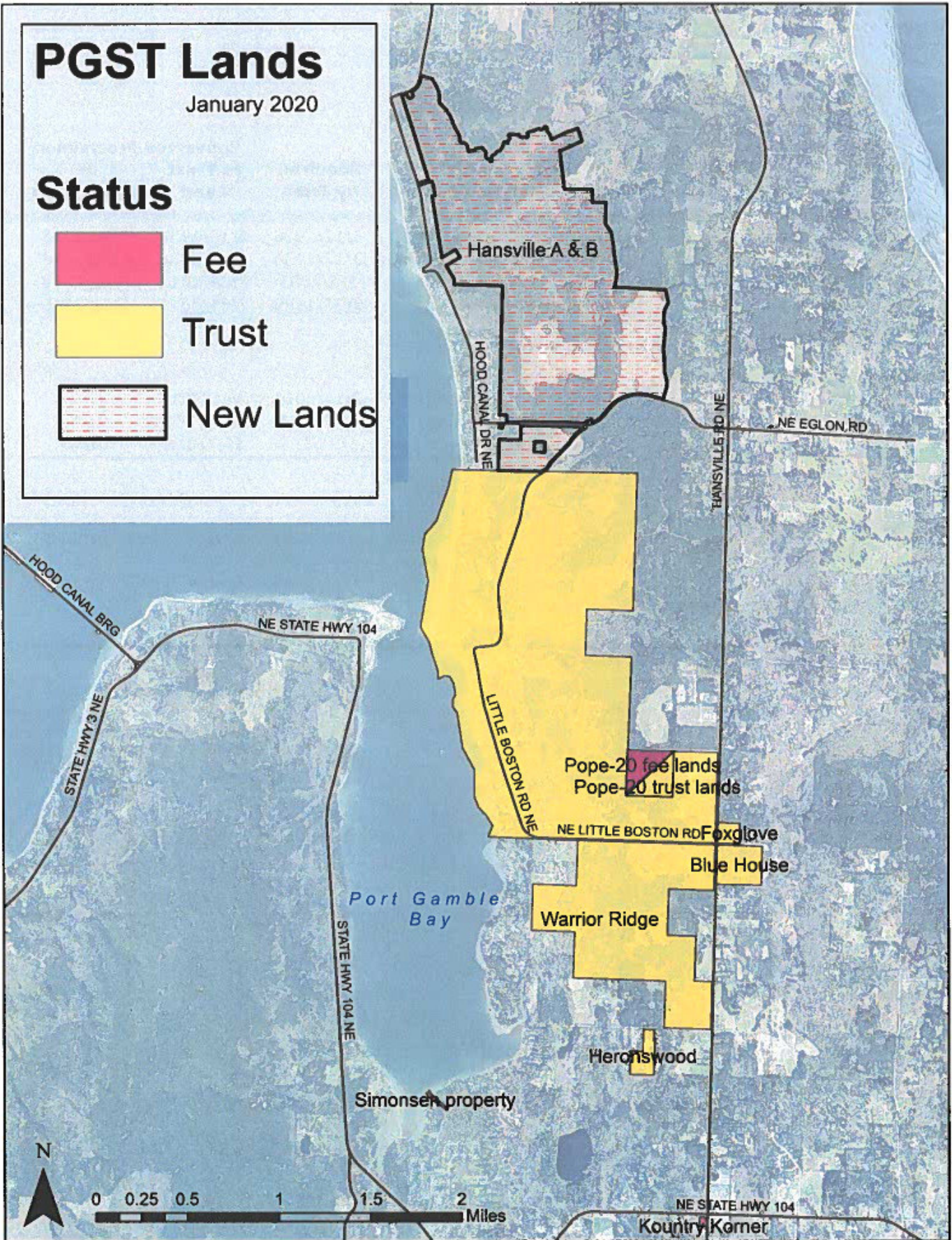
Land Area	Acreage	Acquired by Tribe	Converted to Trust	Proclaimed as Reservation
Pope 20-fee	20.08	Sept. 26, 1989	n/a	n/a
Simonsen Property	1.07	Dec. 21, 2011	n/a	n/a
Kountry Korner	1.04	July 31, 2017	n/a	n/a

TOTAL OFF RESERVATION FEE: 22.19

ADDITIONAL LANDS

Land Area	Acreage	Acquired by Tribe	Converted to Trust	Proclaimed as Reservation
Hansville A & B	937	2019	n/a	n/a

TOTAL ACREAGE TRIBAL LANDS: 2,726.46



Employee Tenure Recognition

The Port Gamble S'Klallam Tribe is grateful to have such dedicated employees. The following individuals were recognized in 2019 for their service to the Tribe.

35 YEARS

Susan L. Hanna

.....

30 YEARS

Lenore J. Edwards, Kathy A. Purser-Sullivan, Rogina Steiner, Melissa Streun

.....

25 YEARS

Karron McGrady, Joseph E. Price

.....

20 YEARS

John E. Price, Shawnene K. Simmons

.....

15 YEARS

Jordan Caldera, Stephanie Carpenter, Cynthia Vaughn, Renee C. Veregge

.....

10 YEARS

Shallee Baker, Maria L. Berry, Ashley Leif Brown, Amber L. Caldera, Jo Ann DeCoteau, Teyanna M. Dumont, Eric D. Eberhard, Jesse A. Henley, Michael R. Hultberg, Dennis G. Jones, Steven D. Knowlton, Steven D. Moe, Destiny D. Oliver, John L. Safly, Andrea Y. Smith, Heather Sullivan

.....

5 YEARS

Robert Bruce, Angela Charles, Christina Charles, Joan Garrow, Jason Haveman, Michelle Hendricks, Aletta A. Hizer, Tina M. Leany, Janel Marie McFeat, Donald McLeod, Lauren Moon, Trisha R. Price-Ives, Chad Reynolds, Timothy Simpson, Savannah Strickland, Sallie Sullivan, Audreena Tom, Leeanne Tom, Victoria Tom

Names in RED identify tribal members.

PGST Employment Stats

Total Employees: 302

Male: 113 (37%) Female: 189 (63%)

PGST Tribal Members:

140 (46%)

Other Tribal:

27 (9%)

Non-Tribal:

135 (45%)

Non-Tribal Parents of Enrolled PGST Tribal Members:

28 (9%)

Non-Tribal PGST Community Member:

16 (5%)



2019 Major Milestones

JANUARY



Washington State Senator Patty Murray visited the Tribe to learn more about the Reentry program.

Health Services received a \$4 million grant for the construction of the new Health & Wellness building.

APRIL



IT Director Jim Cooper retired after 20 years of service.

FEBRUARY



Gene Jones, Sr. led a blessing ceremony of the PGST Longhouse.

MAY



Early Childhood Education infant and toddler classroom remodels completed and opened.

MARCH

Heronswood held a month-long exhibit on cedar weaving, featuring work by Melinda West and PGST artists Darlene Peters and Melissa Streun.

JUNE

The Point Casino honored by Kitsap Community Foundation for making a positive difference in Kitsap County.

JULY



PGST Community hosted over 800 guests as a part of Canoe Journey.

PGST Reentry awarded \$1 million from the Department of Justice to expand their program into Kitsap County jails.

2019 Major Milestones

AUGUST



Domingo Almirol is appointed the new PGST Chief of Police.

NOVEMBER



After years of negotiation, PGST and Pope Resources reach historic agreement for land purchase.

Construction on new Health and Wellness Center begins.

Craig Dougall Named as new PGST Housing Director.

SEPTEMBER



Heronswood unveils their 2019 Native Stories exhibits, including new creations based on Origin of Fire and Raven Steals the Lights.

DECEMBER



The Point presents Habitat for Humanity with check for \$115,389 as a part of their year-long fundraising efforts.

OCTOBER



For Indigenous Peoples Day, the Burke Museum unveils new work by PGST artists, including "Forces of Nature" by Jeffrey Veregge and "Weaver's Welcome" by David Franklin, Anthony Jones, Brian Perry, and Preston Singletary.

Misty Bowe chop recognized by the Northwest Healthcare Response Network for her work related to healthcare disaster preparedness.



Rose Purser honored with 2019 Ted George Legacy Award.

Goal:

Increase educational opportunities for Tribal members of all ages.

For the first time, Career & Education entered into an **agreement with the Central Kitsap School District to support PGST students.**

In collaboration with the Education department, **Youth Services provides post secondary educational opportunities,** manages the summer youth work program, and supports PGST youth in the public school system.

Career & Education opened a **Career Resource Center** to help high school students and community members with resumes, cover letters, career mapping, job searches, and portfolio creation.

The **PGST Tribal Scholarship program awarded 37 scholarships totaling over \$80,000** for winter, spring and fall quarters.

A basic **wool and cedar weaving class** was held for Kinship and Foster Families. They worked together to create regalia.

Through Child & Family Services, young adults can learn **Independent Learning Skills, wellness practices utilizing Traditional Sustainable Practices, and Strong People Parenting Classes.**

The **Cultural Arts Weekend** was developed by Cultural Resources to promote S'Klallam artists and knowledge bearers

to teach fellow community members.

Early Childhood Education provided 1,020 hours of early learning services, including related to reading, math, and social, emotional, physical, language, and cognitive abilities.

The PGST Foundation won several **grants to enhance educational and learning opportunities.** These include a two-year \$50,000 grant to fund the **Career & Education Initiative Mapping Successful S'Klallam Futures Program.** Also supported through a grant from the First Nations Institute to support a **Places of Importance trip for PGST families to the Olympic National Park.**

Human Resources **purchased 25 laptops for PGST employees** to use during training sessions.

At every General Council, the CFO presents the **Tribal Financial Report,** which includes information that is important for Tribal members to understand.

During the **June 2019 graduation ceremony, 30 graduates were honored,** including 20 high school graduates, one GED, four bachelor's degrees, four associate degrees, and one Child Development associate.

Career & Education staff manage **successful school, homework, and educational programs** for kids from elementary through high school. In addition, staff stepped up to help kids and the parents through some especially difficult challenges and transitions.

ReEntry participants tackle personal educational needs, including completing high school degrees, continuing secondary education, and/or attending a vocational/trade school.

All Together for Children staff receive intense training on The Parents as Teachers Evidence-Based Curriculum. This model allows staff to provide services to families with children from prenatal through three years old and includes four dynamic components: personal visits, group connections, resource networking, and child screening. In turn, staff educate parents in early childhood development, identifying developmental delays or health issues, preventing child abuse and neglect, and increasing school readiness and success.

The **Housing Authority is committed to promoting employees from within**, which requires current staff to reach beyond their immediate jobs and train for future opportunities.

Members of the **Tribe's Legal team serve on the board of Leadership Kitsap** helping to develop leaders from within the county and promote civic duty. Tribal members and employees are actively recruited to participate in the organization's nine-month training program.

Through the department's Education and Outreach Coordinator (Shallee Baker), Natural Resources works with local schools on **field trips and classroom presentations to help kids learn about environmental and natural resources.**

The Police Department worked to provide Tribal members a better understanding of how and when to use 9-1-1.

Two Tribal members participated in the UW Foster School of Business Tribal Gaming and Hospitality program. They were sponsored by the Noo-Kayet Development Corporation.

Goal:

Manage growth in a manner that ensures that future generations have adequate land and housing; that needed infrastructure and tribal facilities are well planned, coordinated and developed; and that costs of growth are considered.



Brian Perry and the Raven door he designed and created for the Garden House at Heronswood

Through grant funding, Court Services is moving forward with creating **S'Klallam Transitional housing**, which will operate as a self-supported recovery house for those released from incarceration and/or court ordered treatment.

A major renovation was completed on the Early Childhood Education build-

ing, including the addition of one classroom, expansion of four infant/toddler classrooms, and an upgraded commercial kitchen.

Work on the Renaissance Garden at Heronswood continues. This includes contouring of beds, the addition of more stumps, further definition of pathways, installation of a sophisticated irrigation system, and a variety of plantings. Many donations have made this project possible, including 550 hours of highly skilled expertise by landscape designer and horticulturist John van den Meerendonk. Fundraising is underway to include a totem pole as a focal point of this new garden space.

The Grants department has been instrumental in seeking and applying for funds that will allow for infrastructure and growth of the Tribal campus. They have acquired **\$2 million from IHS for the new Health & Wellness building** and another **\$2 million from the Dept. of Commerce for the Building Communities Fund program.**

Initial steps have been taken to **expand the Housing program to include emergency housing** for those who are home-



Construction began on a new Health Center to accommodate for growth over the next 10-15 years while providing the highest quality of care.

less or displaced, elder housing with a possible care facility component, and transitional housing for Tribal members returning from rehab and awaiting permanent placement.

At Heronswood, PGST artist **Brian Perry was commissioned to design and paint a Salish raven design on the Garden House's front door.** In addition, the Garden House was repainted, its front arbor replaced, and new pavers installed.

The Legal department was a part of the team that negotiated the deal to **purchase 923 acres of land, which increases the Tribe's land base by 50 percent.** In addition a contract was obtained to extinguish the development rights on 16 acres on the former Port Gamble Mill site.

Construction was completed on the campus drainage project. The contract to begin construction on the East Salmonberries neighborhood was also negotiated. These projects were overseen by the Planning department.

Utilities works to provide **safe and reli-**

able drinking water, while collecting and treating wastewater to ensure a sanitary environment on the Reservation.

Noo-Kayet Development Corporation are working to develop the **80-acre Business Park while coordinating with planned areas, like Warrior Ridge**, to phase in order to lower overall infrastructure costs.



In 2019, Early Childhood Education classrooms were renovated and expanded

Goal:

Diversify the Port Gamble S’Klallam Tribal economy in order to be less dependent on governmental funds and gaming revenues.

Together for Children works with Washington state’s Health Care Authority to bill for Maternity Support Services and Infant Case Management. This helps to bring in additional revenue without jeopardizing current program funding.

In 2019, Heronswood introduced a full slate of classes. Classes on medicinal plants and natural dyes proved to be popular among Tribal members. In addition to the revenue generated from classes, Heronswood hosted two joint, ticketed lectures in partnership with Bellevue Botanical Garden.

Being considered by the Housing Authority are market-rate units and elder care for the community-at-large as a way to generate supplemental funds for the Tribe’s housing program.

Heronswood continues to look for diversified revenue streams. These now include increased Garden Open days, group tours, membership fees, on-site events, and the donation of all tour income from Windcliff (Dan Hinkley and Robert Jones’ private garden).

Natural Resources and Noo-Kayet Development Corporation continue to work together to develop and expand opportunities for Tribal members to make

more money from fishing, harvesting, and other traditional activities.

With the installation of the FLUPSY, Natural Resources is working to develop high-quality oysters for sale.

Noo-Kayet Development Corporation is constantly focused on developing alternative, diverse streams of revenue. Recent examples include High Point and Kountry Korner.



Natural Resources and Noo-Kayet Development Corporation work together to expand opportunities for fishers and harvesters

Goal:

Assure public safety on the reservation and in treaty rights areas.



PGST Police and Natural Resources Enforcement helps to ensure public safety

Active shooter training was coordinated by the Career & Education department and conducted by Shamar Executive Protection Services.

Child Welfare staff are charged with ensuring the community’s children are safe, nurtured, protected, and supported. This includes taking steps to preserve families as well as the culture, values, and traditions of the Tribe.

In coordination with the Police department and Admin, the Legal team **finalized a new police policy manual, hired a new Police Chief, and solidified qualifications for new hires.**

Wheelchair and handicap access was increased with the installation by Main-

tenance of ADA compliant door openers throughout the Tribal Center.

The Natural Resources Enforcement Team works with the Police department and the Washington State Dept. of Fish and Wildlife to **provide education and guidance on Tribal hunting and fishing Treaty Rights.**

Plans have begun for a **pedestrian plaza south of the new Health and Wellness Center.**

More officers have been hired by the PGST Police department to better meet the needs of the community and increase visibility throughout the reservation and The Point Casino property.

Goal:

Preserve and restore S’Klallam tribal history, language, and culture within the Port Gamble S’Klallam community, our partners, and surrounding communities.



In October 2019, The Burke Museum unveiled two sculptures by PGST artists: Weaver’s Welcome (at left) featuring the work of David Franklin, Anthony Jones, Brian Perry, and Preston Singletary; and Force of Nature (dedication ceremony at right) by Jeffrey Veregge.

The Together for Children program through Child & Family Services works to understand the capacity of all PGST programs, including assisting Tribal and community members in locating resources available to them. They work with individual programs to obtain and share information while building a firm network of contacts for the families they serve.

Youth Services provide youth opportunities for learning language, royalty pageant, song and dance, and cultural trips and outings. They have also worked on projects to increase understanding and participation in traditional practices, including Project Venture, which showed young people how to butcher and prepare deer meat.

In 2019, **an average of 25 people took**

each S’Klallam language class offered by Cultural Resources. One of the largest ever!

Together for Children staff actively works with other Tribal departments to help them **create opportunities for Tribal and community members to learn more about and engage with the Tribe’s history, language, and culture.**

Multiple trips were organized by Cultural Resources to Indian Island, where resources such as cedar bark, squasum berries, rose hips, nettle, and ironwood were gathered. One of these trips focused on Places of Importance, allowing PGST youth to experience the traditional waterways between Indian Island and Marrowstone Island.

During fall 2019, Heronswood showcased an expanded number of NW Coast Salish stories recreated as botanical figures throughout the Garden.

Through the work of Legal staff and others, PGST members represented their culture during the dedication ceremony for the **Weaver's Welcome sculpture at the Burke Museum**. Artists who contributed to this and other pieces unveiled during the ceremony, include David Franklin, Anthony Jones, Brian Perry, Preston Singletary, and Jeffrey Veregge.

Heronwood hosted two weekend events of traditional storytelling as well as a month-long art exhibit featuring the work of Darlene Peters and Melissa Streun.

Cultural Resources made available classes and activities to the community that included bark weaving, canning salmon, moccasin beadwork, regalia sewing, and the creation of medicinal salves, traditional teas, and square drums. The PGST Foundation works with the Grants department to find funding for S'Klallam history, language, and culture classes. These sources of funding helped to underwrite events like the Fall-Winter Cultural Arts Weekend.

Working through Natural Resources, the Tribal Historic Preservation Officer, Education and Outreach Coordinator, and the Tribe's Anthropologist are **focused on ensuring the preservation of the Tribe's history, culture, and language.**



Goal:

Protect and enhance treaty rights in all of our usual and accustomed areas and all traditional and gathering grounds for Tribal members of all ages.



The Treaty harvest trips organized by Cultural Resources generated a lot of interest. These were done in collaboration with the Tribal Historic Preservation Officer, the Natural Resources department, Department of Archeology and Historic Preservation, and Jamestown THPO.

Community court provides judicial services for those Tribal members who have violated the PGST Hunting and Fishing Code. There have been 31 total cases filed, including 24 related to fishing and eight for hunting violations.

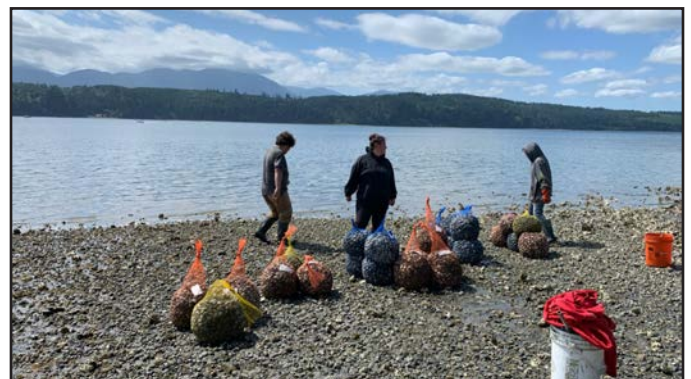
Legal continued work as a trustee on the Rayonier restoration, design, and consent decree legalese to help facilitate bet-

ter habitat and shoreline function in the Port Angeles area. In addition, they are working with Bay trustees to develop a counter proposal for NRD restoration of the former Pope Mill site to help facilitate better habitat and shoreline function in Port Gamble Bay.

Construction was completed on the Wetlab project.

A major focus of the Natural Resources department is to **fight for more access and harvest opportunities** related to Finfish and Shellfish Management and Wildlife/Hunting programs. To that end, efforts are ongoing to negotiate with the U.S. Navy on harvest access on Indian Island.

Two PGST hunters had citations against them dismissed with the help of the Legal department.



Goal:

Create more job opportunities for Tribal members.



The Port Gamble S’Klallam Tribe is a major employer in the area, including through the government and business entities like The Point Casino & Hotel, at left.

In 2019, **58 new employees were hired**. This included 13 PGST members, four parents of PGST members, and seven that are members of other tribes. Currently, approximately 64 percent of employees are enrolled PGST, Tribal descendants, parents of PGST children, or members of another tribe.

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The Point Casino and the health and dental clinics joined the **2019 Summer Youth Work Program**. They joined many PGST departments who have been participating for years.

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Early Childhood Education added three new infant/toddler classroom rover positions.

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Currently, the Housing Authority employs construction workers for rehab projects. Upcoming projects—including the construction of three new homes and the Elders 30-unit complex—will be coordi-

nated with the **Housing Authority acting as the General Contractor employing local labor.**

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Natural Resources is focused on creating new opportunities for harvesters and fishers through the Noo-Kayet Development Corporation. They are also working on certification courses to help Tribal members gain the knowledge to help facilitate various departmental programs.

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The **Gaming Commission utilizes the Port Gamble S’Klallam Tribal member preference hiring policy**. In addition, TGA employees are provided training to enhance their performance and advancement opportunities.

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The **office of the CFO includes three Tribal members**, some of which are in positions of leadership.

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Goal:

Maintain high standards in the administration of Tribal government and the conduct of Tribal business enterprises.



PGST is the only U.S. tribe to operate its own SNAP eligibility determination program and have staff sitting on the Washington State DSHS workgroup to, in part, expand this program to other tribes. In addition, PGST is the only tribe to sit on the DSHS Washington Connections Advisory Board with a staff member elected as the 2020 Vice Co-Chair.

The **CFO and staff work to help develop and review final administrative policies** and procedures.

PGST's Together For Children program is one of 17 tribal organizations partnering with the Centers for American Indian Alaska Native Health and the Colorado School of Public Health on a **five-year research study looking at tribal home**

visiting programs and the families they serve.

The implementation of Paycom by Human Resources has allowed the once-separate HR, Payroll, and Evaluation systems to be rolled into one.

The IT department transitioned email to a single server, replacing a much less efficient configuration. This new system is more stable. In addition, staff also upgraded the

Internet gateway hardware to improve security and better handle network traffic.

Legal worked with Human Resources to present an analysis of the Family Medical Leave Act to determine applicability to Tribal governments.

Planning oversaw several improvements throughout the Tribal campus, including installing a modular building, remodeled the old sewer plant building for the Utility department, remodeled a portion of the Housing offices to be used by Planning, and improved the gravel parking lot by the ball field.

Goal:

Maintain and develop financial systems for the Tribe to ensure financial security, stability, and growth into the future.

Accounting implemented **electronic invoicing** for Daycare, Internet, and Water services. This results in an annual savings of \$1000.

The CFO works closely with other departments to help **develop and review final financial policies and procedures.**

At the beginning of 2020, **electronic payments and debit cards can be accepted for service statements and fees.**

A new ATM machine was installed between the double doors of the entrance to the Tribal Center. Not only has this been convenient for community members and staff, it has resulted in earnings, through the end of 2019, of \$454.30 and averages 50 user a month.

The Child Support program collected over \$225,587, which is \$25,499 more than in 2018. This was done through a robust system that includes several communication tools and coordination between this department and Human Resources.



Goal:

Enhance the health and wellness of the Tribal community.



Family reading nights—launched by Career & Education in 2019—have proved to be big successes. The first book was Solomon’s Tree (Andrea Spaulding) in October, followed by The Night Tree (Eve Bunting) in December. Between the two events, 55 families came to read, share their thoughts, and enjoy a meal together.

A new sensory and handicap-accessible playground was installed, allowing kids with sensory issues or those in wheelchairs to enjoy playing with the equipment. The program was overseen by Child & Family Services.

Food and energy assistance services

as well as cash payments were increased to help Tribal families in need.

The Prevention Team and Chi-e-chee work together to bring awareness to youth and the community on issues of concern. This includes weekly support groups for youth and twice-a-year town hall meetings for the community.

Heronswood’s Family Night has become a fun time for PGST families to walk the Garden, engage in themed crafts, share a meal, and leave with a plant for their own gardens.

Using previously under-utilized IVE Waiv-

er funding, **Child & Family Services was able to spend \$900,000 on the Tribe's foster care program.**

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The Together for Children program serves as a communications hub for the health wellness of children, including keeping track of and sending reminders related to child checkups, immunizations, dental exams, and other health needs. In addition, the program works with families to increase parents' feelings of competence and confidence through education and preparedness strategies.

.....

The Vulnerable Adult program works closely with PGST Health Services and Washington State DSHS to provide adequate health and wellness services tailored to each client's specific needs.

.....

During the 2019 Spring and Fall quarters, **Early Childhood Education supported six University of Washington nursing students** who helped to develop health education materials for children and families. In addition the department provided education activities for enrolled families, including head lice prevention, baby food making, and medicinal healing.

.....



Health Services is working towards a fully-integrated healthcare delivery system with an approach that creates a low or no barrier access for all Tribal members.

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A new enrollment Eligibility Committee was established by the Legal department to consider whether the Tribe should expand the definition of enrollment. In addition, staff codified amendments to Title 25, clarified the definition of "residency", and included DNA testing in enrollment.

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The PGST Police department partnered with emergency management for public service announcements and education.

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The **Gaming Commission employees participate in an annual 12-week wellness program** called the "Biggest Loser Challenge", which is intended to encourage team building and improved health and fitness habits.

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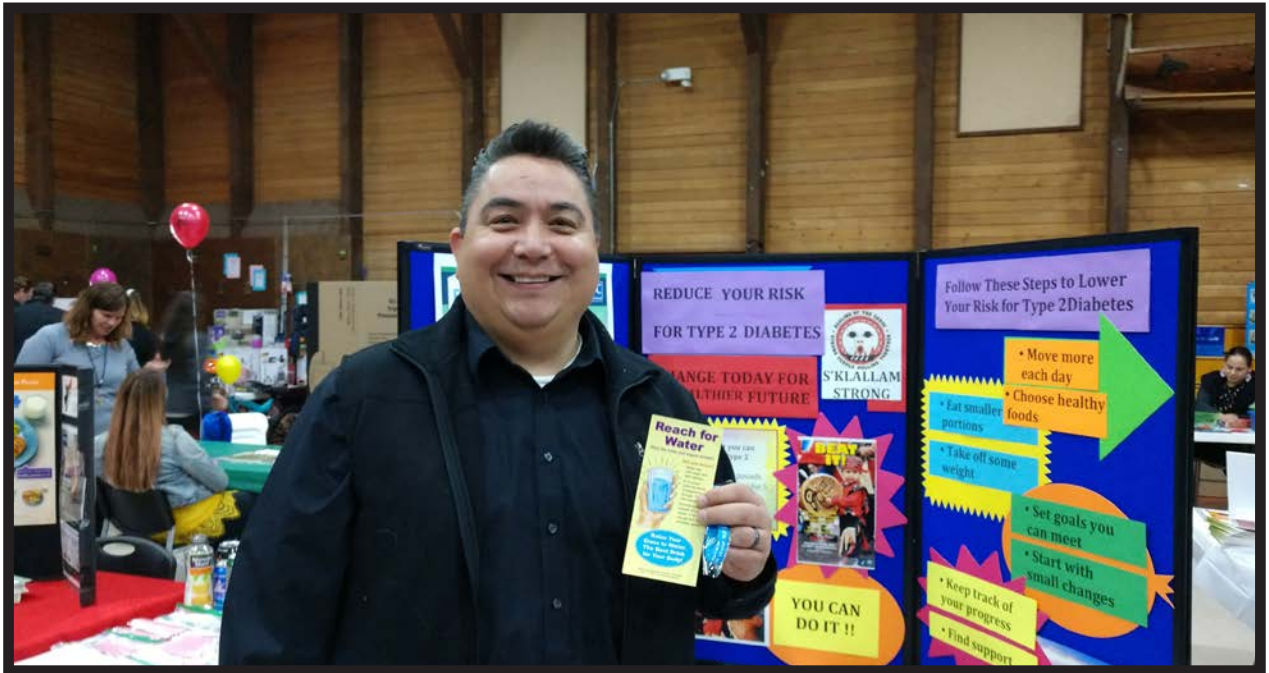
The PGST Community Garden was able to produce over 1,000 pounds of produce, which was made available to Tribal community members.

.....

Elder Services works with health and wellness providers on referrals to meet the needs of the community's elders.

Goal:

Create an environment that supports and encourages staff engagement with the Port Gamble S’Klallam community outside of the office.



Chairman Sullivan at the Strong Families Fair, an event that many community and staff members attend together

Many PGST departments have taken an active approach in being involved with community event planning. Staff members volunteer their time and talents in order to build and facilitate these events.

Cultural Resources cultivated a community-wide Canoe Hosting event. On average, 60 staff volunteer to plan and work the event. This experience allows staff to learn about important S’Klallam lifeways, cultural strengths, and family connection.

Throughout the year, **Early Childhood Education plans 8-10 events and activities** that are open to enrolled families

and community members. This broadens staff access and connections to the PGST community.

The Housing Authority has reached out to the financial and development communities in order to raise funds for future projects. This includes an application for a Low Income Housing Tax Credit, which, if funded, will provide a public-private partnership to develop 30 new units on the reservation.

The Together for Children program is dedicated to delivering services to children and families that cultivate well-being and healthy child development.

Goal:

Assure the reservation public spaces are clean, safe, and well maintained.

In an effort to minimize the financial obligations of defendants, **Community Court regularly sentences eligible individuals to community service.** This has included garbage clean up, gathering and chopping wood for elders, and participating in community events.

With the completion of renovations and the expansion of the Early Childhood Education building, outdoor, grassy walkways were created, which are open to the public in off-hours. The department also works with Maintenance to resolve any safety hazards. Recently, this has included the removal of an old fence the installation of a new six-foot barrier around a large play area. This change was essential to cordon off a safe play area from the construction currently underway on the new Health Center.

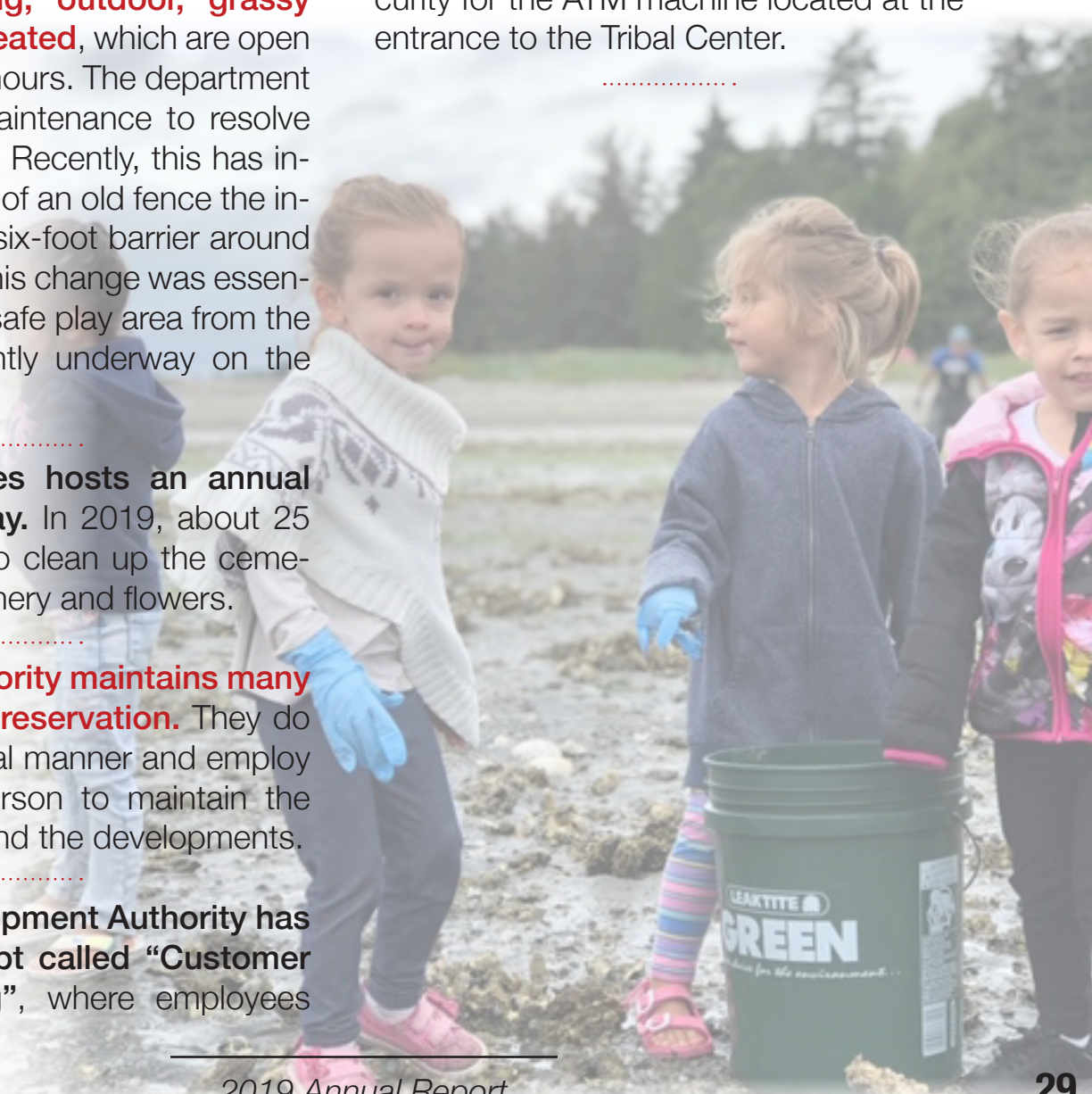
Cultural Resources hosts an annual cemetery work day. In 2019, about 25 people came out to clean up the cemetery and plant greenery and flowers.

The Housing Authority maintains many properties on the reservation. They do this in a professional manner and employ a full-time staff person to maintain the public spaces around the developments.

Noo-Kayet Development Authority has adopted a concept called “Customer Journey Mapping”, where employees

are encouraged to look at our business environments as though they were a customer visiting for the first time. This approach makes it easier to spot issues that might otherwise be overlooked.

Maintenance remodeled the north end of the Tribal Kitchen open space to use for tables and chair storage. In addition, a roll-up door was installed to provide security for the ATM machine located at the entrance to the Tribal Center.



In Remembrance

Take a moment to remember the Tribal and Community member we lost in 2019.

They are missed.

**Darlene Edwards
Lori Ann Fischer
Darlene Oya Flores
Misty Hirsch
Joseph Ives, Sr.
Julia Anne Jackson
Eleanor Kryscio
Amara Grace Neiiendan
Joan Scheibner
Jessie Scheinber
Sally Sullivan
Marji Tom, Jr.**



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PORT GAMBLE S'KLALLAM TRIBE

Entities

(For- and Non-Profit)



NOO-KAYET
DEVELOPMENT CORPORATION



Port Gamble
S'Klallam Foundation

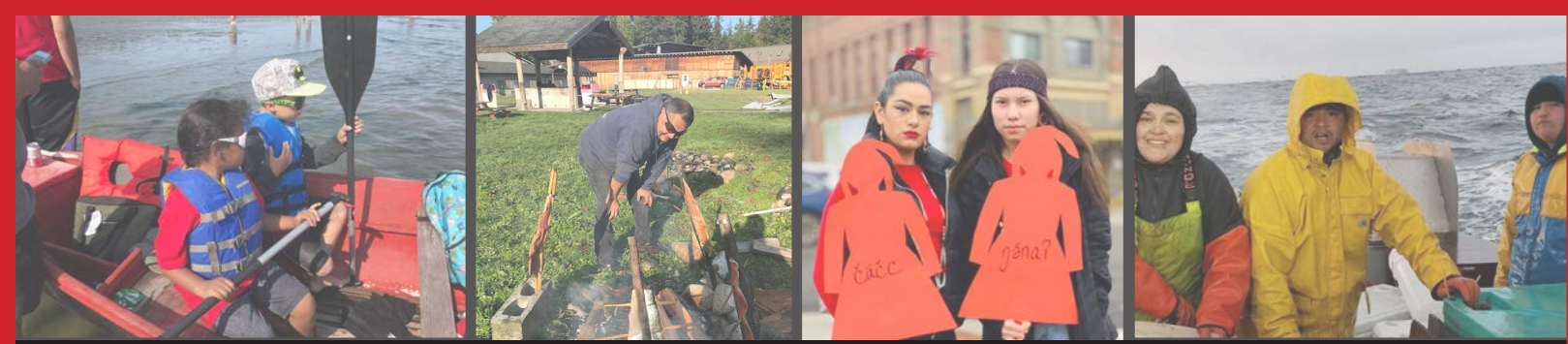
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